



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 24-239

June 04, 2024

Introduced: 5/23/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

a. Approve modification to the standard Employment Agreement for Unit U physician employees at the County of Monterey Health Department, adding paragraph addressing that Unit U physician employees are now represented by the Union of American Physicians and Dentists (UAPD); and

b. Approve the terms and format of the attached “Employment Agreement (Health Department Physician)” as the standard agreement to be used for Unit U physicians at the Health Department; and

c. Authorize the Director of Health Services or designee to execute agreements for contract employment with Unit U physicians and amendments to existing Unit U physician agreements, by use of the Board-approved standard employment agreement format, as revised by the addition of the paragraph pertaining to representation by UAPD, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within the Health Department’s approved fiscal year budget.

RECOMMENDATION:

It is recommended that the County of Monterey Board of Supervisors:

a. Approve modification to the standard Employment Agreement for Unit U physician employees at the County of Monterey Health Department, adding paragraph addressing that Unit U physician employees are now represented by the Union of American Physicians and Dentists (UAPD); and

b. Approve the terms and format of the attached “Employment Agreement (Health Department Physician)” as the standard agreement to be used for Unit U physicians at the Health Department; and

c. Authorize the Director of Health Services or designee to execute agreements for contract employment with Unit U physicians and amendments to existing Unit U physician agreements, by use of the Board-approved standard employment agreement format, as revised by the addition of the paragraph pertaining to representation by UAPD, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within the Health Department’s approved fiscal year budget.

SUMMARY:

The Unit U physicians have organized with the Union of American Physicians and Dentists (UAPD). UAPD has requested that the County of Monterey modify the current approved standard Unit U physician employment agreement template for physicians at the Health Department to allow for authorization of changes as a result of the outcome of upcoming negotiations. The language requested is as follows:

“The Union of American Physicians and Dentists (UAPD) has recently organized to represent some physicians working at the Health Department. While the parties have not

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yet agreed on a Memorandum of Understanding (“MOU”, also known as a Collective Bargaining Agreement), in the event that a provision of the forthcoming MOU explicitly contradicts this Agreement, this contract may be amended to ensure compliance with the MOU.”

In order to remain competitive and continue to recruit and retain highly qualified physicians, the Health Department must be able to continue to process employment agreements for newly hired physicians and physicians renewing their agreement for another 1-year term.

OTHER AGENCY INVOLVEMENT:

This report was reviewed by the County of Monterey Human Resources Department and County Counsel.

FINANCING:

This action has no impact on the General Fund.

Prepared by: Sheena Morales, Management Analyst III, 796-1393

Approved by:

DocuSigned by:

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Elsa Mendoza Jimenez, Director of Health Services, 755-4526

Attachments:

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Attachment A