



# County of Monterey

**Item No.32**

## Board Report

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

**Legistar File Number: RES 26-641**

**July 07, 2026**

**Introduced:** 6/23/2026

**Current Status:** Natividad Medical Center -  
Consent

**Version:** 1

**Matter Type:** General Agenda Item

Adopt Resolution to:

- a. Approve the standard Employment Agreement for Natividad Medical Center (NMC) unrepresented Unit UX Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services employees as indicated in Attachment A - Template Employment Agreement - Unit UX Hospital Physician Director;
- b. Approve the standard Employment Agreement for NMC unrepresented Unit UF Obstetrical Fellow employees as indicated in Attachment B-Template Employment Agreement - Unit UF Hospital Physician Fellow;
- c. Approve the standard Employment Agreement for NMC unrepresented Unit UT Temporary Hospital Physician employees as indicated in Attachment C-Template Employment Agreement - Unit UT Temporary Hospital Physician;
- d. Authorize updates to the agreement templates in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- e. Authorize amendments to agreement templates that do not change salary ranges or provision of benefits as applicable, and, further, do not significantly change the scope of either party's obligations or responsibilities, subject to review and approval by County Counsel;
- f. Authorize the Hospital Interim Chief Executive Officer to execute agreements for contract employment with hospital physician service directors/medical directors, hospital physician fellows and temporary hospital physicians, by use of the Board-approved standard employment agreement formats, including the benefits set forth herein as applicable, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within NMC's approved fiscal year budget effective July 1, 2026;
- g. Amend the FY 2026-27 NMC Adopted Budget (Fund 451-Dept.9600-Appropriation Unit NMC001) to reallocate nine (9) Contract Physician positions and one (1) Contract Physician-Specialty Services position to nine (9) Services Director/Medical Director - Contract Physician positions and one (1) Services Director/Medical Director - Contract Physician-Specialty Services position as indicated in Attachment D effective July 11, 2026; and
- h. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2026-27 Adopted Budget; and
- i. Direct the Human Resources Department to implement applicable changes in the Advantage system.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Approve the standard Employment Agreement for Natividad Medical Center (NMC) unrepresented Unit UX Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services employees as indicated in Attachment A - Template Employment Agreement - Unit UX Hospital Physician Director;
- b. Approve the standard Employment Agreement for NMC unrepresented Unit UF Obstetrical Fellow employees as indicated in Attachment B-Template Employment Agreement - Unit UF Hospital Physician Fellow;
- c. Approve the standard Employment Agreement for NMC unrepresented Unit UT Temporary Hospital Physician employees as indicated in Attachment C-Template Employment Agreement - Unit UT Temporary Hospital Physician;
- d. Authorize updates to the agreement templates in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- e. Authorize amendments to agreement templates that do not change salary ranges or provision of benefits as applicable, and, further, do not significantly change the scope of either party's obligations or responsibilities, subject to review and approval by County Counsel;
- f. Authorize the Hospital Interim Chief Executive Officer to execute agreements for contract employment with hospital physician service directors/medical directors, hospital physician fellows and temporary hospital physicians, by use of the Board-approved standard employment agreement formats, including the benefits set forth herein as applicable, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within NMC's approved fiscal year budget effective July 1, 2026;
- g. Amend the FY 2026-27 NMC Adopted Budget (Fund 451-Dept.9600-Appropriation Unit NMC001) to reallocate nine (9) Contract Physician positions and one (1) Contract Physician-Specialty Services position to nine (9) Services Director/Medical Director - Contract Physician positions and one (1) Services Director/Medical Director - Contract Physician-Specialty Services position as indicated in Attachment D effective July 11, 2026; and
- h. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2026-27 Adopted Budget; and
- i. Direct the Human Resources Department to implement applicable changes in the Advantage system.

SUMMARY:

NMC recommends the creation of employment agreement templates for physicians in service director/medical director, physician fellow and temporary roles, which include language relevant to unrepresented physician employees in each role, and reallocation of Contract Physician positions to Services Director/Medical Director positions to move incumbents into their appropriate positions upon finalizing their new employment agreements.

DISCUSSION:

The County recognized the Union of American Physicians and Dentists (UAPD) as the exclusive representative for Unit U physicians in 2024. The County and UAPD concluded the negotiations for the foundational agreement in 2025, excluding physicians in service director, medical director, and physician fellow roles. In addition, NMC has a need to hire temporary hospital physicians when temporary staff is needed to cover a service. As a result, NMC is recommending the creation of new Template Employment Agreements for physicians in each of these roles.

The Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician-Specialty Services classifications were created earlier this fiscal year. As employment agreements for the incumbents in these roles are finalized, the employees will be moved into the correct job title and position number. The positions must be reallocated as indicated in Attachment D to complete this action.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS: The County of Monterey HR/Labor and County Counsel staff contributed to the development of the Template Employment Agreements for employees in these unrepresented employee units (UX, UF and UT).

HOUSING IMPACTS:

- Reduces constraints on Housing Development
- Increases constraints on Housing Development
- Neutral
- Not applicable [N/A]

QUALITATIVE SUMMARY of potential impacts of the policy/program on Housing: N/A

HOUSING CONSTRAINTS: N/A

FINANCING:

This action does not result in any financial impact, since the recommended levels of salaries and benefits are included in the NMC Budget for Fiscal Year 2026-2027. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions address the Board of Supervisors Dynamic Organization and Employer of Choice goal. The actions demonstrate the County's commitment to meeting the Board's goals in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

The approval of these Template Employment Agreements by the Board of Supervisors will support recruitment of highly qualified physicians in these roles.

Link to the Strategic Plan:

<<https://www.countyofmonterey.gov/home/showdocument?id=139569>>

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Approved by: Andreas Pyper, Director of Human Resources, (831) 755-5043

Attachments:

Attachment A - Template Employment Agreements for Unrepresented Units UX, UF and UT  
Resolution