

*Before the Board of Supervisors  
County of Monterey, State of California*

**Resolution No.: 26-218**

HRM Control No. 26-013

- 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 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. )

WHEREAS, the County concluded negotiations with the Union of American Physicians and Dentists (UAPD) in 2025, and the foundational agreement excludes physicians in service director, medical director, and physician fellow roles; and

WHEREAS, the current Unit U Employment Agreement Template does not apply to NMC

employed physicians in services director, medical director, or physician fellow roles; and

WHEREAS, NMC also has the need to employ temporary physicians as needed to cover a service; and

WHEREAS, NMC recommends reallocating 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 for incumbents in these roles.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a. 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 is approved as indicated in Attachment A – Template Employment Agreement-Unit UX Hospital Physician Director;
- b. The standard Employment Agreement for NMC unrepresented Unit UF Obstetrical Fellow employees is approved as indicated in Attachment B – Template Employment Agreement-Unit UF Hospital Physician Fellow;
- c. The standard Employment Agreement for NMC unrepresented Unit UT Temporary Hospital Physician employees is approved as indicated in Attachment C – Template Employment Agreement-Unit UT Temporary Hospital Physician;
- d. Updates to the agreement templates are authorized in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- e. Amendments to agreement templates are authorized 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. The Hospital Chief Executive Officer is authorized 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. The FY 2026-27 NMC Adopted Budget (Fund 451-Dept.9600-Appropriation Unit NMC001) is amended 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 below effective July 11, 2026; and

**Reallocate nine (9) positions from Contract Physician to nine (9) Services Director/Medical Director – Contract Physician positions and (1) position from Contract Physician-Specialty**

**Services to Services Director/Medical Director – Contract Physician-Specialty Services  
Budget Unit 9600 – Fund 451 – Appropriation Unit NMC001**

<b>From/ To</b>	<b>Class Code</b>	<b>Position Title</b>	<b>Position Number (Unit / Class Code / Position #)</b>	<b>Position Increase/ (Decrease)</b>	<b>Revised Total FTE by Title</b>
From	54B12	Contract Physician	8308 54B12 0008	(1.0)	59.1
To	54B41	Services Director/Medical Director – Contract Physician	8308 54B41 0001	1.0	1.0
From	54B12	Contract Physician	8312 54B12 0002	(1.0)	58.1
To	54B41	Services Director/Medical Director – Contract Physician	8312 54B41 0002	1.0	2.0
From	54B12	Contract Physician	8315 54B12 0075	(1.0)	57.1
To	54B41	Services Director/Medical Director – Contract Physician	8315 54B41 0003	1.0	3.0
From	54B12	Contract Physician	8317 54B12 0033	(1.0)	56.1
To	54B41	Services Director/Medical Director – Contract Physician	8317 54B41 0004	1.0	4.0
From	54B12	Contract Physician	8317 54B12 0079	(1.0)	55.1
To	54B41	Services Director/Medical Director – Contract Physician	8317 54B41 0005	1.0	5.0
From	54B12	Contract Physician	8320 54B12 0034	(1.0)	54.1
To	54B41	Services Director/Medical Director – Contract Physician	8320 54B41 0006	1.0	6.0
From	54B12	Contract Physician	8320 54B12 0054	(1.0)	53.1
To	54B41	Services Director/Medical Director – Contract Physician	8320 54B41 0007	1.0	7.0
From	54B12	Contract Physician	8321 54B12 0027	(1.0)	52.1
To	54B41	Services Director/Medical Director – Contract Physician	8321 54B41 0008	1.0	8.0
From	54B12	Contract Physician	8392 54B12 0020	(1.0)	51.1
To	54B41	Services Director/Medical Director – Contract Physician	8392 54B41 0009	1.0	9.0
From	54B20	Contract Physician-Specialty Services	8309 54B20 0005	(1.0)	2.0
To	54B40	Services Director/Medical Director – Contract Physician-Specialty Services	8309 54B40 0001	1.0	1.0

- h. The County Administrative Office and the Auditor-Controller are authorized and directed to incorporate the approved position changes into the Fiscal Year 2026-27 Adopted Budget; and
- i. The Human Resources Department is directed to implement applicable changes in the Advantage system.

**PASSED AND ADOPTED** on this 7th day of July 2026, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Root Askew, and Daniels

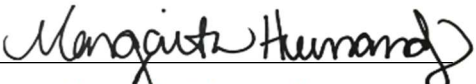
NOES: None

ABSENT: None

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on July 7, 2026.

Dated: July 8, 2026  
File ID: RES 26-641  
Agenda Item No.: 35

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Margarita Hernandez, Deputy