

*Before the Board of Supervisors in and for the  
County of Monterey, State of California*

**Resolution No.: 21-420**

- Adopt Resolution to: )
- a) Approve revisions to the standard Employment Agreement for Health Department Unit U physician employees as indicated in Attachment A – Summary of Revisions to Standard Employment Agreement (Health Department Physician) for Health Department Unit U physicians; and )
  - b) Approve the benefits set forth herein for employed physicians in Unit U at the Health Department; and )
  - c) Approve the terms and format of the attached “Employment Agreement (Health Department Physician)” as the standard agreement to be used for Health Department Unit U physicians; and )
  - d) Authorize updates to the agreement template in accordance with local, federal, and/or state law, subject to review and approval by County Counsel; and )
  - e) Authorize amendments to the agreement template that do not change salary ranges or provision of benefits, and, further, do not significantly change the scope of either party’s obligations or responsibilities, subject to review and approval by County Counsel; and )
  - f) Authorize the Director of Health, or Assistant Director of Health to execute agreements for contract employment with Unit U physicians, by use of the Board-approved standard employment agreement format, 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 Health Department’s approved fiscal year budget, to be used with all new and renewed employment agreements beginning January 1, 2022; and )
  - g) Direct the Human Resources Department to implement applicable changes in the Advantage system. )

**WHEREAS**, the Health Department provides essential services that are critical to the health and safety to the public; and

**WHEREAS**, Unit U physicians at the Health Department are employed under terms and conditions of the Health Department’s standard Employment Agreement template; and

**WHEREAS**, the Director of Health, or Assistant Director of Health is granted authority to execute such employment agreements with physicians on behalf of the Health Department in order to fulfill the Health Department’s duty to provide critical health care services to the public; and

**WHEREAS**, in an effort to recruit and retain employed physicians, and to remain competitive with other area health care facilities, and to align with Natividad’s Employment Agreement (Hospital Physician), the Health Department recommends revisions to the Employment Agreement template as indicated in Attachment A- Summary of Revisions to Standard Employment Agreement for Health Department Unit U physicians; and

**WHEREAS**, the County has maintained continuous coverage under its contract with its insurance carrier for departed physicians for many years. With continuous coverage in place, it is unnecessary for

physicians who leave employment at the County to buy extended reporting period coverage (“tail coverage”) and/or prior acts coverage (“nose coverage”); and

**WHEREAS**, in an effort to recruit and retain employed physicians, and to remain competitive with other area health care facilities, the Health Department recommends including language in the Employment Agreement templates providing that if the current underlying insurance agreement between the County and its insurance carrier expires or terminates, continuous coverage will expire or terminate and the County shall obtain and maintain, at its expense, extended reporting period coverage and/or prior acts coverage, providing coverage equal to or greater than that provided by the expired/terminated continuous coverage.

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

- a) Revisions to the standard Employment Agreement for Health Department Unit U physician employees as indicated in Attachment A – Summary of Revisions to Standard Employment Agreement (Health Department Physician) for Health Department Unit U physicians; and
- b) Benefits set forth herein for employed physicians in Unit U at the Health Department; and
- c) Terms and format of the attached “Employment Agreement (Health Department Physician)” as the standard agreement to be used for Health Department Unit U physicians; and
- d) Updates to the agreement template in accordance with local, federal, and/or state law, subject to review and approval by County Counsel; and
- e) Amendments to the agreement template that do not change salary ranges or provision of benefits, and, further, do not significantly change the scope of either party’s obligations or responsibilities, subject to review and approval by County Counsel; and
- f) Director of Health, or Assistant Director of Health to execute agreements for contract employment with Unit U physicians, by use of the Board-approved standard employment agreement format, 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 Health Department’s approved fiscal year budget, to be used with all new and renewed employment agreements beginning January 1, 2022; and
- g) Human Resources Department to implement applicable changes in the Advantage system.

**PASSED AND ADOPTED** on this 7<sup>th</sup> day of December 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

ABSENT: None

(Government Code 54953)

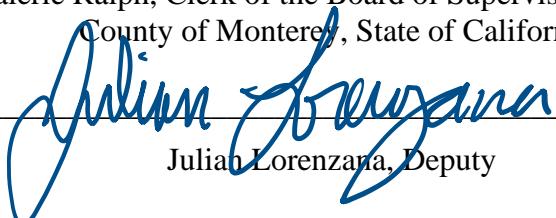
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting December 7, 2021.

Dated: December 13, 2021

File ID: RES 21-220

Agenda Item No.: 56

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



Julian Lorenzana, Deputy