

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

**Resolution No.: 26-003**

PPPR Control No. 25-014  
HRM Control No. 25-017 )

- Adopt a Resolution to: )
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit UX for unrepresented medical service line directors as indicated in Attachment A; )
  - b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Services Director/Medical Director – Contract Physician and Services Director/Medical Director – Contract Physician Specialty Services with the salary range as indicated in Attachment B, effective December 13, 2025; and )
  - c. Authorize and direct the County Human Resources Department and the Auditor Controller’s Office to take the necessary actions to create Unit UX in the Advantage Human Resources Management (HRM) system. )

**WHEREAS**, during contract negotiations with the Union of American Physicians and Dentist (UAPD), parties agreed that medical service line directors would not be covered under the negotiated Memorandum of Understanding (MOU) provisions; and

**WHEREAS**, the County identified a need to establish an unrepresented unit for medical service line directors; and

**WHEREAS**, Natividad Medical Center completed a classification and compensation study of the medical service line directors and the study determined a need to create two (2) classifications of Services Director/Medical Director – Contract Physician and Services Director/Medical Director – Contract Physician Specialty Services with broad salary ranges; and

**WHEREAS**, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98-394 to be amended;

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

- 1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section VI Employee/Bargaining Units is amended as indicated below:

VI. Employee/Bargaining Units  
Unit UX

Unrepresented Medical Service Line Director unit as designated by the Board and the Administrative Officer.

- 2. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to create the classifications of Services Director/Medical Director – Contract Physician and Services Director/Medical Director – Contract Physician Specialty

Services with the salary range as indicated in Attachment B as indicated below, effective December 13, 2025:

<u>Classification Title: Services Director/Medical Director - Contract Physician</u>												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$56.033						\$264.527	54B41	9	P	9043	UX	Exempt
\$4,482.64						\$21,162.16						
\$9,712						\$45,851						

<u>Classification Title: Services Director/Medical Director - Contract Physician Specialty Services</u>												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$56.033						\$441.707	54B40	9	P	9043	UX	Exempt
\$4,482.64						\$35,336.56						
\$9,712						\$76,563						

- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

**PASSED AND ADOPTED** on this 6<sup>th</sup> day of January 2026, by roll call vote:

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

NOES: None

ABSENT: None

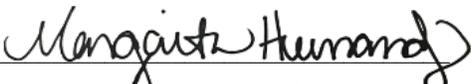
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on January 6, 2026.

Dated: January 8, 2026

File ID: RES 25-177

Agenda Item No.: 21

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

  
Margarita Hernandez, Deputy