

..Title

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit UF for unrepresented Obstetrics (OB) Fellows as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Obstetric (OB) Fellow with the salary range as indicated in Attachment B, effective March 7, 2026; and
- c. Authorize and direct the County Human Resources Department and the Auditor Controller's Office to take the necessary actions to create Unit UF in the Advantage Human Resources Management (HRM) system.

..Report

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit UF for unrepresented Obstetrics (OB) Fellows as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Obstetric (OB) Fellow with the salary range as indicated in Attachment B, effective March 7, 2026; and
- c. Authorize and direct the County Human Resources Department and the Auditor Controller's Office to take the necessary actions to create Unit UF in the Advantage Human Resources Management (HRM) system.

SUMMARY:

Natividad Medical Center (NMC) is seeking to work with the Human Resources Department to establish a bargaining unit and create a new classification for unrepresented OB Fellows.

DISCUSSION:

As part of the foundational contract negotiations with the Union of American Physicians and Dentists (UAPD), parties agreed that OB Fellows would not be covered under the negotiated Memoranda of Understanding (MOU) provisions. Therefore, County staff have identified a need to establish a new employee/bargaining unit, identified as Unit UF, to which OB Fellows could be moved as indicated in Attachment A. The creation of the new unit is in line with the County of Monterey's Employer-Employee Relations Resolution (EERR).

Separately, NMC completed a classification and compensation study of the OB Fellows. The reason cited for the request was to "establish classifications for OB Fellows with a flat rate salary." Upon completion of the study, NMC recommends the creation of the new classification OB Fellow with the flat salary as indicated in Attachment B.

As such, NMC is requesting that the County Personnel Policies and Practices Resolution (PPPR) No. 98-394 be amended to create and add Unit UF to PPPR Section VI Employee/Bargaining

Units. In addition, it is recommended that the Board of Supervisors consider approving the creation of the new classification of OB Fellow with the flat salary proposed and include these classification in the newly established Unit UF.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The County Administrative Office, Human Resources Department, and Office of County Counsel concur with the recommendations.

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:

The funding for personnel costs is provided by Natividad Medical Center’s enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC’s Enterprise Fund 451-9600-6111. The salary and benefits costs associated with this action are included in the FY 2025-26 budget for Natividad Medical Center. 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

Link to the Strategic Plan:

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

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Attachments:
Attachment A
Attachment B
Resolution