



County of Monterey

Item No.2

Board Report

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

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June 26, 2026

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Matter Type: General Agenda Item

Authorize the County Administrative Officer to sign the Employment Agreement with Nancy Buscher as Interim Chief Executive Officer of Natividad.

RECOMMENDATION:

It is recommended that the Board of Supervisors authorize the County Administrative Officer to sign the Employment Agreement with Nancy Buscher as Interim Chief Executive Officer of Natividad.

SUMMARY/DISCUSSION:

The Board of Supervisors is asked to authorize execution of an employment agreement appointing Nancy Buscher as Interim Chief Executive Officer (“Interim CEO”) of Natividad Medical Center. This temporary appointment is needed due to the pending departure of the current Chief Executive Officer.

Ms. Buscher has served Natividad since 2013, first as Interim Chief Nursing Officer and, beginning in 2015, as Chief Nursing Officer. In that capacity, she has overseen many full-time equivalents (FTEs) across the Division of Patient Care Services, which includes Emergency Services, Medical-Surgical Units, Telemetry, Intermediate Care, the Intensive Care Unit, Neonatal Intensive Care Unit, Inpatient Rehabilitation, Perioperative Services, Obstetrics, the Mental Health Unit, the Cardiopulmonary Department, and multiple outpatient clinics.

Ms. Buscher holds a Bachelor of Science in Nursing (Nazareth College, Kalamazoo), a Master of Science in Nursing Administration & Adult Medical/Surgical Nursing (Andrews University, Michigan), and a Doctorate of Nursing Practice in Executive Leadership (Rush University, Illinois).

It is recommended that Ms. Buscher begin service as Interim CEO at 12:00 a.m. on July 2, 2026.

OTHER AGENCY INVOLVEMENT:

The County Administrative Officer, County Counsel, and Director of Human Resources have reviewed the Employment Agreement.

FINANCING

Compensation will be within the Broadband salary range for the position of Chief Executive Officer and reported at the time the Board considers the Agreement. The costs associated with this agreement are included within the Natividad Medical Center budget.

BOARD OF SUPERVISORS’ STRATEGIC PLAN GOALS:

The action advances the County’s Strategic Goal “Dynamic Organization and Employer of Choice” by supporting leadership continuity and strengthening organizational capacity within Natividad.

- 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

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Approved by: Sonia M. De La Rosa, County Administrative Officer

Attachment - Employment Agreement