



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 26-105

July 07, 2026

Introduced: 6/23/2026

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section VI Employee / Bargaining Units to remove Unit FL and create Unit UF for Unrepresented OB Fellows unit as designated by the Board and the Administrative Officer;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9 Special Pay Practices;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.11 Management Physical Exams;
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.12 Special Benefits - Physicians;
- e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.20 Life Insurance and Accidental Death and Dismemberment (AD&D);
- f. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.21 Health, Dental and Vision Insurance;
- g. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.27 Sick Leave;
- h. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.28 State Disability Income Protection Plan;
- i. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.29 Paid Time Off; and,
- j. Direct the Human Resources Department and the Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) system.

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 VI Employee / Bargaining Units to remove Unit FL and create Unit UF for Unrepresented OB Fellows unit as designated by the Board and the Administrative Officer;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9 Special Pay Practices;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.11

- Management Physical Exams;
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.12 Special Benefits - Physicians;
 - e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.20 Life Insurance and Accidental Death and Dismemberment (AD&D);
 - f. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.21 Health, Dental and Vision Insurance;
 - g. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.27 Sick Leave;
 - h. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.28 State Disability Income Protection Plan;
 - i. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.29 Paid Time Off; and,
 - j. Direct the Human Resources Department and the Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) system.

SUMMARY:

The Human Resources Department recommends that the Board of Supervisors consider approving the amendments to the Personnel Policies and Practices Resolution (PPPR) No. 98-394 as indicated in Attachment A. These updates are intended to establish the necessary parameters for recently created Unit UX (unrepresented medical service line directors) and Unit FL (unrepresented Obstetrics Fellows), update Health Department and Natividad specific special pays, update leave provisions for temporary employees to ensure compliance with applicable legislation and update specific employee benefit sections to reflect current employee benefit levels.

DISCUSSION:

The Board of Supervisors approved the creation of Unit UX intended for unrepresented medical service line director classifications on January 6, 2026. Separately, the Board of Supervisors approved the creation of Unit FL intended for unrepresented Obstetrics Fellow classifications on March 10, 2026. As part of those actions, Natividad was to work with the Human Resources Department to establish these new units. As such, the updates to PPPR No. 98-394 presented for consideration today are intended to create the parameters to program Units UX and FL in the necessary County systems. These parameters will dictate the provisions for compensation and benefits which employees in these units will be eligible for.

As part of developing these PPPR No. 98-394 updates, the Human Resources Department collaborated with Natividad and the Health Department and also identified a need to update specific special pay practices utilized only in these departments to address operational and staffing needs, update leave provisions for temporary employees to ensure compliance with applicable legislation and update specific employee benefit sections as these were outdated and did not reflect the current benefit levels employees are eligible for. All of these updates will enable the Human Resources Department to move forward with the programming of Units UX and FL in appropriate County

systems, address the Health Department and Natividad’s operational and staffing needs, and ensure that the annual leave and employee benefit provisions are up to date and compliant.

For the reasons listed above and as set forth more fully in the attachments hereto, the Human Resources Department recommends that the Board approve the proposed amendments to the Personnel Policies and Practices Resolution (PPPR) No. 98-394 as indicated in Attachment A (redline version) and Attachment B (clean version).

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with Natividad Medical Center, the Health Department, The Auditor-Controller’s Office, the County Administrative Office, and the Office of the County Counsel regarding these amendments.

FINANCING:

There are no immediate fiscal impacts associated with the proposed PPPR updates with the exception of the updates to the special pay practices for Natividad and the Health Department. The cost associated with the special pay practices will vary based on departmental use and will be absorbed by the corresponding department’s budget.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions support the Board of Supervisors’ Dynamic Organization and Employer of Choice Strategic Plan Goal. These actions demonstrate the County’s commitment to attracting, hiring, and retaining a diverse and talented workforce by establishing fair compensation across all employee levels.

- 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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Attachments:
Attachment A - PPPR Updates (Redline)
Attachment B - PPPR Updates (Clean)
Resolution