County of Monterey

Board Report

Item No.

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

Legistar File Number: RES 25-063

May 13, 2025

Introduced: 4/25/2025
Version: 1

Current Status: Agenda Ready
Matter Type: BoS Resolution

Adopt Resolution to:

a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Contract Physician - Specialty Services with the salary range as indicated in Attachment A, effective May 17, 2025; and
b. Amend the FY 2025-26 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8309-Appropriation Unit NMC001) to reallocate one (1) Urologist position, one (1) Neurosurgeon position, two (2) Trauma Surgeon positions, and (1) Vascular Surgeon position to five (5) Contract Physician - Specialty Services positions as indicated in Attachment A, effective July 12, 2025; and
c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to abolish the classifications of: Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, Colon & Rectal Surgeon as indicated in Attachment A, effective July 12, 2025; and
d. Direct the Human Resources Department 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 Appendices A and B to create the classification of Contract Physician - Specialty Services with the salary range as indicated in Attachment A, effective May 17, 2025; and
b. Amend the FY 2025-26 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8309-Appropriation Unit NMC001) to reallocate one (1) Urologist position, one (1) Neurosurgeon position, two (2) Trauma Surgeon positions, and (1) Vascular Surgeon position to five (5) Contract Physician - Specialty Services positions as indicated in Attachment A, effective July 12, 2025; and
c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to abolish the classifications of: Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, Colon & Rectal Surgeon as indicated in Attachment A, effective July 12, 2025; and
d. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:
Natividad Medical Center (NMC) completed a classification and compensation study of various Unit U physician positions in specialty services as requested during labor negotiations. The reason cited for the request was to “review and determine if specialty physician classifications can be collapsed into one consolidated classification with a broad salary range”. Upon completion of the study, NMC recommends the creation of the new classification of Contract Physician - Specialty Services with a broad salary range as indicated in Attachment A.

There are currently no incumbents assigned to the Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, and Colon & Rectal Surgeon classifications. The study determined that overlaps exist in the general duties performed by each of these classifications, making consolidation of these classifications feasible. Consideration for each specialty’s unique and distinguishing characteristics and details of any specialized education/training/experience will be noted within the consolidated classification specification.

The salary range of the current classification of Contract Physician, utilized by both the Monterey County Health Department and NMC, does not allow for market-based compensation for physicians in some hospital-specific specialties that NMC needs to employ. The recommended broad salary range encompasses market-based salaries of all hospital-specific specialties based on a reasonable fair market value compensation range for physicians in the respective surgical specialties, based on an independent analysis of data, which is compiled and analyzed by a contracted outside agency within the healthcare industry. This agency provides a proprietary analysis from multiple published survey sources containing local, regional, and national compensation data.

Based on a thorough review of all the data available at the time of the classification and compensation study, NMC is seeking consideration from the Board of Supervisors to adopt a Resolution to collapse the five (5) specialty physician classifications of Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, and Colon & Rectal Surgeon and create a new consolidated classification of Contract Physician - Specialty Services with the broad salary range indicated below:

NMC also seeks consideration from the Board of Supervisors to reallocate five (5) vacant Unit U physician positions to five (5) Contract Physician - Specialty Services positions and abolish the collapsed classifications as indicated in Attachment A, effective the first full pay period of FY 2025-26.

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel and Human Resources Department have reviewed this recommendation. In addition, the Union of American Physicians and Dentists (UAPD) has been provided notice of these recommendations.

FINANCING:

The salary and benefits costs associated with this action are included in the FY 2024-25 and FY 2025-26 budget for Natividad Medical Center (Enterprise Fund 451-9600-6111). This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, highly qualified workforce that supports the mission of Monterey County.

__Economic Development
X Administration
__Health & Human Services
__Infrastructure
__Public Safety

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Attachments:
Attachment A
Resolution