

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

**Resolution No.: 26-060**

PPPR Control No. 26-006

- Adopt a Resolution to:
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit FL 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 Obstetrics (OB) Fellow with the salary range as indicated in Attachment B, effective March 10, 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 FL in the Advantage Human Resources Management (HRM) system.

**WHEREAS**, during contract negotiations with the Union of American Physicians and Dentist (UAPD), parties agreed that Obstetrics (OB) Fellows 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 OB Fellows; and

**WHEREAS**, Natividad Medical Center completed a classification and compensation study of the OB Fellows and the study determined a need to create a classification of OB Fellow with a flat salary rate; 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 FL

Unrepresented OB Fellow 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 classification of OB Fellow with the flat salary rate as indicated below, effective March 7, 2026:

Classification Title: OB Fellow							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$40.866	\$40.866	\$40.866	\$40.866	\$40.866	\$40.866	\$40.866	54B94	9	P	9043	FL	Exempt
\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26						
\$7,083	\$7,083	\$7,083	\$7,083	\$7,083	\$7,083	\$7,083						

\*provided for information purposes only

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

**PASSED AND ADOPTED** on this 10<sup>th</sup> day of March 2026, by roll call vote:

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

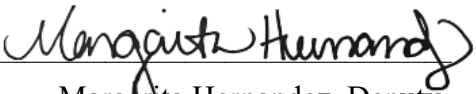
NOES: None

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 March 10, 2026.

Dated: March 11, 2026  
 File ID: RES 26-029  
 Agenda Item No.: 41

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

  
 Margarita Hernandez, Deputy