



County Of Monterey Board of Supervisors

Board Order

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A motion was made by Supervisor Chris Lopez, seconded by Supervisor Luis A. Alejo to:

Agreement No.: A-17784

- a. Approve the standard employment agreement for Natividad Medical Center (NMC) Unit R - Resident Physician employees as indicated in Attachment A-Template Employment Agreement - Resident Physician;
- b. Authorize updates to the agreement template in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- c. Authorize amendments to the agreement template that does not change salary ranges or provision of benefits, and, further, do not significantly change the scope of either party's obligations or responsibilities, subject to review and approval by County Counsel;
- d. Authorize the Chief Executive Officer for NMC to execute agreements for employment with Unit R - Resident Physician employees, by use of the Board approved standard employment agreement format, including the benefits set forth herein and in the Memorandum of Understanding (MOU) between Service Employees International Union (SEIU) and the County of Monterey as applicable, so long as the salary is within the approved salary ranges for the positions, and costs of salary and benefits as applicable are within NMC's approved fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 23rd day of June 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 June 23, 2026.

Dated: June 25, 2026
File ID: 26-584
Agenda Item No.: 40

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



Emmanuel H. Santos, Deputy