

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

Resolution No.: 25-158

PPPR Control No. 25-005)

HRM Control No. 25-007)

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.)

WHEREAS, Natividad Medical Center (NMC) recently conducted a classification and compensation study of various Unit U physician positions in specialty services, as requested during labor negotiations, to review and determine if specialty physician classifications can be collapsed into one consolidated classification with a broad salary range; and

WHEREAS, the study determined that overlaps exist in the general duties performed by each of these classifications and that 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; and

WHEREAS, NMC recommends collapsing the five (5) specialty physician classifications of Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, and Colon & Rectal Surgeon and creating one new consolidated classification of Contract Physician - Specialty Services with a broad salary range as indicated, effective May 17, 2025, and

WHEREAS, to establish a salary for the new classification, NMC based their recommendation on an independent analysis of data, which is compiled and analyzed by a contracted outside agency within the healthcare industry and provided in a proprietary analysis from multiple published survey sources containing local, regional, and national compensation data; and

WHEREAS, NMC recommends reallocating five (5) vacant specialty physician positions to five (5) Contract Physician - Specialty Services positions as indicated, effective July 12, 2025; and

WHEREAS, NMC recommends abolishing the five (5) physician classifications of Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, and Colon & Rectal Surgeon as indicated, effective July 12, 2025.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Contract Physician - Specialty Services with the salary range as indicated, effective May 17, 2025:

Classification Title: Contract Physician – Specialty Services												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$53,365						\$420,673	54B20	9	P	9043	U	Exempt
\$4,269.20						\$33,653.84						
\$9,250						\$72,917						

*provided for information purposes only

2. The FY 2025-26 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8309-Appropriation Unit NMC001) is amended 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, effective July 12, 2025:

From:

Physicians - Surgeon Department

Budget Unit 9600-8309 – Fund 451 – Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
54B11	Urologist	0001	(1.0)	0.0
54B15	Neurosurgeon	0001	(1.0)	0.0
54B16	Trauma Surgeon	0001	(1.0)	1.0
54B16	Trauma Surgeon	0002	(1.0)	0.0
54B17	Vascular Surgeon	0001	(1.0)	0.0

To:

Physicians - Surgeon Department

Budget Unit 9600-8309 – Fund 451 – Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
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54B20	Contract Physician - Specialty Services	0001	1.0	1.0
54B20	Contract Physician - Specialty Services	0002	1.0	2.0
54B20	Contract Physician - Specialty Services	0003	1.0	3.0
54B20	Contract Physician - Specialty Services	0004	1.0	4.0
54B20	Contract Physician - Specialty Services	0005	1.0	5.0

3. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B is amended to abolish the classifications of: Urologist, Neurosurgeon, Trauma Surgeon, Vascular Surgeon, Colon & Rectal Surgeon as indicated, effective July 12, 2025; and

Class Code	Position Title
54B11	Urologist
54B15	Neurosurgeon
54B16	Trauma Surgeon
54B17	Vascular Surgeon
54B14	Colon & Rectal Surgeon

4. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 13th day of May 2025, by roll call vote:

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

NOES: None

ABSENT: None

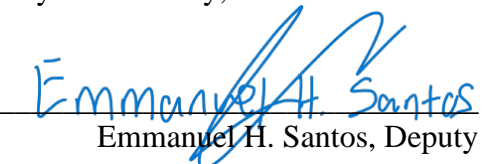
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on May 13, 2025.

Dated: May 13, 2025

File ID: RES 25-063

Agenda Item No. 20

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


Emmanuel H. Santos, Deputy