



County of Monterey

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

Board Report

File #: RES 18-1110, **Version:** 1

Adopt resolution to amend the Personnel Policies and Practices Resolution No. 98-394 to add Section A.30.14 Annual Leave Cash Out: Unit U Physicians with Over One (1) Year of Service, as indicated in Attachment A. (ADDED VIA ADDENDA)

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt resolution to amend the Personnel Policies and Practices Resolution No. 98-394 to add Section A.30.14 Annual Leave Cash Out: Unit U Physicians with Over One (1) Year of Service, as indicated in Attachment A.

SUMMARY:

Natividad Medical Center and the Monterey County Health Department recommend an amendment to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), to make physicians in Unit U eligible to participate in the Annual Leave Cash Out program.

DISCUSSION:

Natividad Medical Center and the Monterey County Health Department are working together to revise the employment agreement template for physicians in Unit U, under review and advice from County Counsel and outside counsel as needed. This has been an ongoing collaborative effort and is in its final stages of completion. The Departments intend to present the proposed revised template for Board consideration in December 2018.

In the proposed revisions to the template will be included a provision permitting eligible physicians assigned to classifications in Unit U to participate in the Annual Leave Cash Out program. Since the revised employment agreement template will not be presented to the Board for approval until after the enrollment period for the 2019 Annual Leave Cash Out program (November 1-December 1, 2018) expires, the Departments seek an amendment to the PPPR that will allow Unit U physicians to enroll and participate in this program for the 2019 calendar year.

OTHER AGENCY INVOLVEMENT:

This recommendation has been reviewed by Monterey County Human Resources Department and the Office of County Counsel. Due to the late submission of this Board Report, the CAO Budget and Analysis Division was not provided adequate time to fully review for potential fiscal, organizational, policy, or other implications to the County of Monterey.

FINANCING:

All costs associated with this action were included in the FY 2018-2019 Adopted Budget for each department. This action has no impact on the General Fund contributions to Natividad and the Health Department. The cost increase for this and future fiscal years will be sustained with service revenues.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of this action provides a benefit that will assist Natividad and the Monterey County Health Department with recruiting and retaining highly qualified physicians, in a competitive healthcare job market, to

provide high quality patient care to the community.

☐ Economic Development
☐ Administration
☒ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by:
Carrie L. Ramirez, Senior Personnel Analyst
Natividad Medical Center

Approved by:

Gary Gray, D.O., Chief Executive Officer
Natividad Medical Center

Approved by:

Elsa Jimenez, Director of Health Services
Monterey County Health Department

Attachments:
Attachment A is on file with the Clerk of the Board.
Resolution is on file with the Clerk of the Board.