



## Board Report

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**File #:** RES 22-002, **Version:** 1

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- a. Approve the terms of the December 7, 2021 Board-approved “Employment Agreement (Health Department Physician)” (“Agreement”) for use with employment agreements with existing Health Department Unit U physicians; and
- b. Approve extending benefits in the Agreement template to existing Unit U physicians; and
- c. Authorize the Director of Health, or Assistant Director of Health to execute amendments effective January 1, 2022, to apply the terms of the Agreement template, including benefits as applicable, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within Health Department’s approved fiscal year budget.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve the terms of the December 7, 2021 Board-approved “Employment Agreement (Health Department Physician)” (“Agreement”) for use with employment agreements with existing Health Department Unit U physicians; and
- b. Approve extending benefits in the Agreement template to existing Unit U physicians; and
- c. Authorize the Director of Health, or Assistant Director of Health to execute amendments effective January 1, 2022, to apply the terms of the Agreement template, including benefits as applicable, so long as the salary is within the approved salary range for the position, and costs of salary and benefits as applicable are within Health Department’s approved fiscal year budget.

### SUMMARY:

The Health Department recommends authorizing amendments to executed Employee Agreements (Health Department Physician) to extend benefits from the Board of Supervisors approved revised Employment Agreement effective January 1, 2022, to existing Unit U physicians in an effort to retain employed physicians, and to remain competitive with other area health care facilities.

### DISCUSSION:

On December 7, 2021, the Health Department obtained Board approval for revisions to the Employee Agreement (Physician) (“Agreement”) template, clarifying benefits provided and addressing specific responsibilities of Health Department physicians to be used with all new and renewed employment agreements beginning January 1, 2022. In an effort to retain and appropriately compensate employed physicians in Unit U, the Health Department recommends applying the terms of the Agreement template and extending these benefits as applicable to all existing Unit U physicians effective January 1, 2022.

This work supports the Monterey County Health Department 2018-2022 Strategic Plan initiative: 3. Ensure access to culturally and linguistically appropriate, customer-friendly, quality health services. It also supports the following of the ten essential public health services, specifically: 3. Inform, educate, and empower people about health issues; 7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable; and 8. Assure competent public and personal health care workforce.

OTHER AGENCY INVOLVEMENT:

The recommendation was reviewed by County Counsel.

FINANCING:

This action does not result in any financial impact, since the recommended levels of salaries and benefits are included in the Health Department Budget for Fiscal Year 2021-2022.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiatives:

☐Economic Development:

- Through collaboration, strengthen economic development to ensure a diversified and healthy economy.

☒Administration:

- Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.

☒Health & Human Services:

- Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and healthy environments in collaboration with communities.

☐Infrastructure:

- Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.

☐Public Safety:

- Create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared by: Elsa Mendoza Jimenez, Director of Health, 755-4526

Approved by:

Date: \_\_\_\_\_

Elsa Mendoza Jimenez, Director of Health, 755-4526