

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

Resolution No.: PPPR Control No. 26-006 )  
HRM Control No. 26-007 )  
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:

<b>Classification Title: OB Fellow</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
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						
\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	\$3,269.26	54B94	9	P	9043	FL	Exempt
\$7,083	\$7,083	\$7,083	\$7,083	\$7,083	\$7,083	\$7,083						

\*provided for information purposes only

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

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2026, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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\_\_\_ for the meeting on \_\_\_\_\_.

Dated:

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

By \_\_\_\_\_, Deputy