



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 25-177

January 06, 2026

Introduced: 11/25/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit UX for unrepresented medical service line directors as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services with the salary range as indicated in Attachment B, effective December 13, 2025; and
- c. Authorize and direct the County Human Resources Department and the Auditor Controller's Office to take the necessary actions to create Unit UX in the Advantage Human Resources Management (HRM) system.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit UX for unrepresented medical service line directors as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services with the salary range as indicated in Attachment B, effective December 13, 2025; and
- c. Authorize and direct the County Human Resources Department and the Auditor Controller's Office to take the necessary actions to create Unit UX in the Advantage Human Resources Management (HRM) system.

SUMMARY:

Natividad Medical Center (NMC) is seeking to work with the Human Resources Department to establish a bargaining unit and create new classifications for unrepresented medical service line directors.

DISCUSSION:

As part of the foundational contract negotiations with the Union of American Physicians and Dentists (UAPD), parties agreed that medical service line directors would not be covered under the negotiated Memoranda of Understanding (MOU) provisions. Therefore, County staff have identified a need to establish a new employee/bargaining unit, identified as Unit UX, to which medical service line directors

could be moved as indicated in Attachment A. The creation of the new unit is in line with the County of Monterey's Employer-Employee Relations Resolution (EERR), which specifically states that managers cannot be in the same bargaining unit as their subordinates.

Separately, NMC completed a classification and compensation study of the medical service line directors. The reason cited for the request was to "establish classifications for service line directors of contract physicians and specialty services contract physicians with broad salary ranges." Upon completion of the study, NMC recommends the creation of the new classifications Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services with the broad salary ranges as indicated in Attachment B.

The salary ranges of the proposed classifications encompass market-based salaries of all hospital specific service lines and specialties based on a reasonable fair market value compensation range for physicians in the respective service lines and specialties, based on an independent analysis of data, which is compiled and analyzed by a contracted outside agency within the healthcare industry. This agency provides a proprietary analysis from multiple published survey sources containing local, regional, and national compensation data.

As such, NMC is requesting that the County Personnel Policies and Practices Resolution (PPPR) No. 98-394 be amended to create and add Unit UX to PPPR Section VI Employee/Bargaining Units. In addition, it is recommended that the Board of Supervisors consider approving the creation of the new classifications of Services Director/Medical Director - Contract Physician and Services Director/Medical Director - Contract Physician Specialty Services with the broad salary ranges proposed and include these classifications in the newly established Unit UX.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The County Administrative Office, Human Resources Department, and Office of County Counsel concur with the recommendations.

HOUSING IMPACTS:

- ☐ Reduces constraints on Housing Development
- ☐ Increases constraints on Housing Development
- ☐ Neutral
- ☒ Not applicable [N/A]

QUALITATIVE SUMMARY of potential impacts of the policy/program on Housing: N/A

HOUSING CONSTRAINTS: N/A

FINANCING:

The funding for personnel costs is provided by Natividad Medical Center's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government

agencies. Funding will be provided from NMC's Enterprise Fund 451-9600-6111. The salary and benefits costs associated with this action are included in the FY 2025-26 budget for Natividad Medical Center. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions address the Board of Supervisors Dynamic Organization and Employer of Choice goal. The actions demonstrate the County's commitment to meeting the Board's goals in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for the Present and Future
- ☐ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☒ Dynamic Organization and Employer of Choice

Link to the Strategic Plan:

<https://www.countyofmonterey.gov/home/showdocument?id=139569>

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Attachments:

Attachment A

Attachment B

Resolution