



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 26-075

March 17, 2026

Introduced: 3/4/2026

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Approve updates to the standard Employment Agreement for Health Unit U physician employees as indicated in Attachment A-Template Employment Agreement- Health;
- b. Authorize updates to the agreement templates in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- c. Authorize amendments to agreement templates that do not change salary ranges or provision of benefits, and, further, do not significantly change the scope of either party's obligations or responsibilities, subject to review and approval by County Counsel;
- d. Authorize the Director of Health Services to execute agreements for contract employment with Unit U physicians and emergency temporary physicians, by use of the Board-approved standard employment agreement formats, including the benefits set forth herein 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's approved fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage system.

RECOMMENDATION:

It is recommended that the County of Monterey Board of Supervisors:

- a. Approve updates to the standard Employment Agreement for Health Unit U physician employees as indicated in Attachment A-Template Employment Agreement- Health;
- b. Authorize updates to the agreement templates in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- c. Authorize amendments to agreement templates that do not change salary ranges or provision of benefits, and, further, do not significantly change the scope of either party's obligations or responsibilities, subject to review and approval by County Counsel;
- d. Authorize the Director of Health Services to execute agreements for contract employment with Unit U physicians and emergency temporary physicians, by use of the Board-approved standard employment agreement formats, including the benefits set forth herein 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's approved fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage system.

SUMMARY:

The County recognized the Union of American Physicians and Dentist (UAPD) as the exclusive representative for Unit U physicians in 2024 and as part of the foundational agreement, parties agreed to make updates to the existing Template Employment Agreement for Health Department for physicians in order to ensure compliance with the negotiated terms of the new Memorandum of Understanding.

DISCUSSION:

The County recognized the Union of American Physicians and Dentist (UAPD) as the exclusive representative for Unit U physicians in 2024. The County and UAPD concluded the negotiations for the foundational agreement in 2025. As part of the foundational agreement, parties agreed to make updates to the existing Template Employment Agreement for physicians in order to ensure compliance with the negotiated terms of the new Memorandum of Understanding.

UAPD and County representatives collaborated to finalize the necessary updates to the Template Employment Agreement as reflected in Attachment A.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The UAPD and County of Monterey staff contributed to the development of the Template Employment Agreement-Health as presented.

FINANCING:

This action does not result in any financial impact, since the recommended levels of salaries and benefits are included in the Health Budget for Fiscal Year 2025-2026. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

Mark a check next to the related Board of Supervisors Strategic Plan Goals

Administrative

The approval of this Template Employment Agreement by the Board of Supervisors will support the agreement of Monterey County and the Union.

Prepared by: Cindy Girard-Berry, Human Resource Manager, 755-4547

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

Attachments:

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Attachment A - Template Employment Agreement- Health