



# County of Monterey

**Item No.40**

## Board Report

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

**Legistar File Number: 26-584**

**June 23, 2026**

**Introduced:** 6/10/2026

**Current Status:** Natividad Medical Center -  
Consent

**Version:** 5

**Matter Type:** General Agenda Item

- a. Approve the standard employment agreement for Natividad Medical Center (NMC) Unit R - Resident Physician employees as indicated in Attachment A-Template Employment Agreement - Resident Physician;
- b. Authorize updates to the agreement template in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- c. Authorize amendments to the agreement template that does 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 Chief Executive Officer for NMC to execute agreements for employment with Unit R - Resident Physician employees, by use of the Board approved standard employment agreement format, including the benefits set forth herein and in the Memorandum of Understanding (MOU) between Service Employees International Union (SEIU) and the County of Monterey as applicable, so long as the salary is within the approved salary ranges for the positions, and costs of salary and benefits as applicable are within NMC's approved fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage Human Resources Management (HRM) system.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve the standard employment agreement for Natividad Medical Center (NMC) Unit R - Resident Physician employees as indicated in Attachment A-Template Employment Agreement - Resident Physician;
- b. Authorize updates to the agreement template in accordance with local, federal, and/or state law, subject to review and approval by County Counsel;
- c. Authorize amendments to the agreement template that does 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 Chief Executive Officer for NMC to execute agreements for employment with Unit R - Resident Physician employees, by use of the Board-approved standard employment agreement format, including the benefits set forth herein and in the Memorandum of Understanding (MOU) between Service Employees International Union (SEIU) and the County of Monterey as applicable, so long as the salary is within the approved salary ranges for the positions, and costs of salary and benefits as applicable are within NMC's approved

- fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage Human Resources Management (HRM) system

**SUMMARY:**

NMC recommends that a template employment agreement be created for Resident Physicians to ensure compliance with the Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements that became effective September 3, 2025.

**DISCUSSION:**

According to the ACGME Institutional Requirements, “the Sponsoring Institution (NMC) must ensure that all Residents are provided with a written agreement of appointment/contract outlining the terms and conditions of their appointment to a program.” Natividad Residency Program leadership, SEIU, and County representatives collaborated to finalize the necessary terms in the recommended template Employment Agreement - Resident Physician as reflected in Attachment A.

**OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:**

The template Employment Agreement - Resident Physician was prepared by Natividad in collaboration with SEIU and guidance from an ACGME consultant to ensure it met the employment terms of the MOU and the ACGME Institutional Requirements.

**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:**

This action does not result in any financial impact, since the recommended level of salary for each program year and benefits are included in the NMC Budget for Fiscal Years 2025-2026 and 2026-2027. This action has no impact on the General Fund.

**BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:**

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

- 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

Administrative

The approval of this template employment agreement by the Board of Supervisors will support Natividad's Family Medicine Residency Program's efforts to meet the requirements of ACGME and the MOU between SEIU and the County of Monterey.

Link to the Strategic Plan:

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

Prepared by: Janine Bouyea, Chief People Operations Officer

Approved by: Charles R. Harris, Hospital Chief Executive Officer

Attachments:

Attachment A - Template Employment Agreement - Resident Physician