



County of Monterey

Item No.15

Board Report

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

Legistar File Number: 26-220

March 24, 2026

Introduced: 3/6/2026

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: General Agenda Item

- a. Approve updates to the standard Employment Agreement for Natividad Medical Center (NMC) Unit U physician employees as indicated in Attachment A-Template Employment Agreement - Hospital Physician;
- 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 Hospital Chief Executive Officer 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 NMC'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 Board of Supervisors:

- a. Approve updates to the standard Employment Agreement for Natividad Medical Center (NMC) Unit U physician employees as indicated in Attachment A-Template Employment Agreement - Hospital Physician;
- 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 Hospital Chief Executive Officer 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 NMC's approved fiscal year budget; and
- e. Direct the Human Resources Department to implement applicable changes in the Advantage system.

SUMMARY/ 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 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 - Hospital Physician as presented.

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 levels of salaries and benefits are included in the NMC Budget for Fiscal Year 2025-2026. 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

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

Link to the Strategic Plan:

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

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Approved by: Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Approved by: Andreas Pyper, Director of Human Resources, (831) 755-5043

Attachments:

Attachment A - Template Employment Agreement - Hospital Physician
Resolution