

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

**Resolution No.**

A. Resolution Ratifying Amendments Nos. 1, 2 and 3 and all compensation made pursuant to such Amendments to the Employment Agreement for Chief Medical Officer, Dr. Gary Gray.

B. Authorize the Chief Executive Officer for Natividad Medical Center to execute Amendment No. 4 to the Employment Agreement for the Chief Medical Officer, Dr. Gary Gray.

**RECITALS**

**WHEREAS**, On April 28, 2009, the Chief Executive Officer (“CEO”) of Natividad Medical Center (“NMC”) obtained Board of Supervisors approval to sign an employment contract with a new Chief Medical Officer (“CMO”) at NMC; and

**WHEREAS**, on June 2, 2009, the CEO of NMC signed an employment agreement for CMO, Dr. Gary Gray, for a salary of \$290,000. The Board of Supervisors approved the agreement on April 28, 2009; and

**WHEREAS**, effective May 8, 2010 the employment agreement for the CMO was amended by CEO to raise the salary to \$298,700; and

**WHEREAS**, effective July 1, 2011 the employment agreement for the CMO was amended by CEO to raise the salary to \$310,648; and

**WHEREAS**, effective April 20, 2013 the employment agreement for the CMO was amended by CEO to raise the salary to \$319,967; and

**WHEREAS**, NMC seeks the authorization of the Board of Supervisors to execute Amendment No. 4 to the CMO employment agreement; and

**WHEREAS**, CMO agrees to contribute the same employee contribution to CalPERS as other “Y” unit employees (approximately 7%); and

**WHEREAS**, the original employment contract and Amendments Nos. 1, 2, 3 and 4 were reviewed and approved as to form and legality by the Office of County Counsel and Amendments Nos. 1, 2, 3 and 4 were reviewed and approved as to fiscal provisions by the Office of the Auditor Controller; and

**WHEREAS**, although approval was not obtained from the Board of Supervisors for Amendments No. 1, 2, or 3 of the Agreement; and

**WHEREAS**, the Interim NMC CEO now request the Board of Supervisors to ratify Amendments Nos. 1, 2 and 3 and to authorize the execution of Amendment No. 4 to the original employment agreement for CMO Gary Gray; and

**NOW, THEREFORE,**

**BE IT RESOLVED**, by the Board of Supervisors in and for the County of Monterey as follows:

- 1) The foregoing is true and correct.
- 2) Amendments Nos. 1, 2 and 3 and all compensation made pursuant to the Employment Agreement for CMO Gary Gray are hereby ratified.
- 3) Amendment No. 4 to the Employment Agreement for CMO Gary Gray is hereby approved.
- 4) NMC CEO is hereby authorized to execute Amendment No. 4 to the Employment Agreement for CMO Gary Gray.

**PASSED AND ADOPTED** on this \_\_\_\_ day of \_\_\_\_\_, 2014 by the following vote, to-wit:

AYES:

NOES:

ABSENT: