

AMENDMENT NO. 4

EMPLOYMENT AGREEMENT
NATIVIDAD MEDICAL CENTER CHIEF MEDICAL OFFICER

The parties to the **AGREEMENT OF EMPLOYMENT** ("Agreement") which commenced on May 18, 2009 by and between the COUNTY OF MONTEREY ("EMPLOYER"), on behalf of Natividad Medical Center ("Hospital") and Gary Gray, DO, ("EMPLOYEE") mutually agree that the Agreement shall be amended as set forth below, effective May 17, 2014.

1. **Compensation.** Paragraph 3 "Letters," (D) "Annual Salary" of the Agreement shall be amended as follows:
 1. Annual Salary: \$331,166.00 per year, without annual adjustment other than the Contractual Bonus.
 2. Contractual Bonus not exceeding 30% of base annual salary per year, based on Section IV (B) of Exhibit A and participation in Performance Incentive Compensation Plan, as defined in Exhibit C.
2. **Information; Terms and Conditions.** The parties mutually agree that all other information contained in the Agreement remains correct and current, and that all other Terms and Conditions of the Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year executed by both parties.

DATED: _____

EMPLOYER:

By _____
Harry Weis, Chief Executive Officer
NATIVIDAD MEDICAL CENTER

DATED: _____

EMPLOYEE:

By _____
Gary Gray, D.O.

APPROVED AS TO LEGAL FORM:
CHARLES J. McKEE, County Counsel

Stacy Saetta, Deputy County Counsel

DATED: _____

APPROVED AS TO FISCAL PROVISIONS:

Gary Giboney, Auditor/Controller

DATED: _____