



Monterey County

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Board Order

Upon motion of Supervisor Salinas, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No. 14-359:

- a. Approving and authorizing execution of Employment Agreement Amendment No. 4 with Chief Medical Officer Dr. Gary Gray.
- b. Ratifying Amendments Nos. 1, 2, and 3 to the Employment Agreement with Chief Medical Officer Dr. Gary Gray and all compensation paid under those amendments.

PASSED AND ADOPTED on this 16th day of December 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas, Parker and Potter


NOES: None

ABSENT: None

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 77 for the meeting on December 16, 2014.

Dated: December 18, 2014
File Number: 14-1370

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By  _____
Deputy

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

Resolution No. 14-359)
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 upon motion of Supervisor Salinas, seconded by Supervisor Armenta and carried this 16th day of December 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas, Parker and Potter

NOES: None

ABSENT: None

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 77 for the meeting on December 16, 2014.

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