

**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, to raise the base salary by 3.5% to \$331,166, for a total maximum annual contract amount of \$430,516 (including potential 30% incentive bonus if awarded); of which the employee will contribute 7% to CalPERS.

**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 to provide for a 3.5% wage increase bringing the salary to \$331,166; and

**WHEREAS**, CMO agrees to contribute a 7% employee contribution to CalPERS; 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 and 3 were reviewed and approved as to fiscal provisions by the Office of the Auditor Controller; and

**WHEREAS**, although required approval was not obtained from the Board of Supervisors for Amendments No. 1, 2, 3 or 4 of the Agreement; and

**WHEREAS**, 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,**

**DECISION**

**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 May, 2014 by the following vote, to-wit:

AYES:

NOES:

ABSENT: