



Legislation Details (With Board Report)

**File #:** A 22-115      **Name:** Employment Agreement for NMC CEO  
**Type:** BoS Agreement      **Status:** Passed  
**File created:** 3/14/2022      **In control:** Board of Supervisors  
**On agenda:** 3/22/2022      **Final action:** 3/22/2022  
**Title:** a. Approve the agreement to appoint Dr. Charles Harris as the Chief Executive Officer of Natividad; and,  
b. Authorize the Chair to execute agreement.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Employment Agreement with Dr. Charles Harris, 3. Completed Board Order Item No. 34

Date	Ver.	Action By	Action	Result
3/22/2022	1	Board of Supervisors	approved	Pass

a. Approve the agreement to appoint Dr. Charles Harris as the Chief Executive Officer of Natividad; and,  
b. Authorize the Chair to execute agreement.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Approve the agreement to appoint Dr. Charles Harris as the Chief Executive Officer of Natividad; and,  
b. Authorize the Chair to execute agreement.

SUMMARY/DISCUSSION:

On June 5, 2021, the Board of Supervisors appointed Dr. Chad Harris as the Interim Chief Executive Officer of Natividad Hospital after an internal recruitment and upon the recommendation of the Natividad Medical Center Board of Trustees.

Dr. Harris has been with Natividad Medical Center since 2011, beginning his career at the hospital as a Family Medicine Staff Physician and moving through the ranks to the hospital’s Chief Medical Information Officer, a position responsible for the Quality, Patient Experience, Infection Prevention, Clinical IT, IT Applications, and Health Information Management departments. In 2018, Dr. Harris also served as the Chief of Staff, elected by his peers for the 400-person medical team for a two-year term.

Dr. Harris graduated from the University of Richmond with a B.A. in History. He attended medical school at the Medical College of Virginia/Virginia Commonwealth University in Richmond, Virginia and did his residency at Contra Costa Regional Medical Center in Martinez, California. He served as an Emergency Department Staff Physician in the Chicago area and at the Contra Costa Regional Medical Center before coming to Natividad in 2011.

In the capacity of Interim Chief Executive Officer of Natividad Hospital, Dr. Harris has proven to be an exemplary leader by leading the hospital through various COVID-19 surges and staffing challenges while maintaining collaborative working relationships with the represented employee groups through contract

negotiations and the implementation of various COVID-19 policies and safety protocols. In addition, Dr. Harris has built collaborative working relationships with other local hospitals to coordinate efforts and to ensure top quality patient care is provided to members of the community at Natividad. He is also proactive in aligning overall County healthcare services and improving electronic medical information systems.

Due to his superior performance in the interim appointment, the Natividad Medical Center Board of Trustees recommends that Dr. Charles Harris be appointed as the Chief Executive Officer of Natividad Hospital. As such, it is recommended that the Board of Supervisors approve the employment agreement to appoint Dr. Charles Harris as the Chief Executive Officer of Natividad and authorize the Chair to execute the employment agreement.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and the Office of County Counsel have reviewed and approved the employment agreement.

FINANCING

Proposed compensation is within the Broadband salary range as indicated in the Employment Agreement. The costs associated with this agreement are included within the Natividad Medical Center budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by: Charles McKee, County Administrative Officer, 755-5115

Attachment:  
Employment Agreement with Dr. Charles Harris