



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: A 15-023, **Version:** 1

- a. Appoint Dr. Gary Gray Interim Chief Executive Officer of Natividad Medical Center; and
- b. Authorize the Chair to sign the employment Agreement with Dr. Gary Gray as Interim Chief Executive Officer of NMC.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

1. Appoint Dr. Gary Gray Interim Chief Executive Officer of Natividad Medical Center.
2. Authorize the Chair to sign the employment Agreement with Dr. Gary Gray as Interim Chief Executive Officer of NMC.

SUMMARY:

Interim Chief Executive Officer (ICEO) Dr. Kelly O'Keefe desires to resign from his position effective immediately. True to his commitment to Natividad Medical Center (NMC) and community service, Dr. O'Keefe has offered to remain on the NMC Board of Trustees and the CEO search committee.

Dr. Gary Gray is a long time employee and physician practicing at NMC. He plays a key role in maintaining the turnaround at NMC and has been instrumental in acquiring Level II Trauma Center designation. Dr. Gray has shown a strong commitment to the success and mission of NMC. He is currently the Chief Medical Officer (CMO). Dr. Gray and Dr. O'Keefe have worked closely and seamlessly over Dr. O'Keefe's tenure. Appointment of Dr. Gray as ICEO would save money during this interim period and maintain a smooth transition to a permanent CEO. He has indicated that he would accept the appointment as ICEO and that he would agree to retain the duties of CMO. It is recommended that the Board appoint Dr. Gray ICEO effective February 10, 2015.

OTHER AGENCY INVOLVEMENT:

Dr. Gray, Dr. O'Keefe and CAO have reviewed the amendment.

FINANCING:

This position does not have salary steps. Rather, this position has a broad salary range with no specific steps from top to bottom. Compensation will be within the Broadband salary range as indicated in the Employment Agreement. Costs for this amendment are included within the NMC budget.

Charles J. McKee, County Counsel

Attachments: Dr. Gray ICEO Employment Agreement