

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

June 2, 2020

FROM

WILLIAM L. GILBERT, Director, Arrowhead Regional Medical Center

SUBJECT

Employment Contract for Chief Medical Officer

RECOMMENDATION(S)

1. Approve **Employment Contract No. 20-322** with Sam Hessami, to provide services as Chief Medical Officer for Arrowhead Regional Medical Center, for an estimated annual cost of \$447,739 (Salary - \$295,131, Benefits - \$152,608), effective August 1, 2020, through July 28, 2023.
2. Authorize the Director of Arrowhead Regional Medical Center or Hospital Administrator to execute amendments to extend the term of the contract for a maximum of three successive one-year periods on behalf of the County, subject to County Counsel review.
3. Direct the Director of Arrowhead Regional Medical Center or Hospital Administrator to transmit all employment contract extensions with Sam Hessami to the Clerk of the Board of Supervisors within 30 days of execution.

(Presenter: William L. Gilbert, Director, 580-6150)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of these recommendations will not result in the use of Discretionary General Funding (Net County Cost). The estimated annual cost of \$447,739 is funded by State Medi-Cal, Federal Medicare, private insurances, and other departmental revenue. Funding sources may change in the future pending any legislative activity related to the repeal and/or replacement of the Affordable Care Act. Adequate appropriation and revenue is included in the Arrowhead Regional Medical Center's (ARMC) 2020-21 budget and will be included in future recommended budgets.

The annual cost is subject to across-the-board salary adjustments (increases or decreases) provided to and at the same time as employees in Exempt Group C.

BACKGROUND INFORMATION

Approval of this recommendation will allow ARMC to employ Sam Hessami as the Chief Medical Officer (CMO). The CMO position is necessary for regulatory compliance with the Centers for Medicare and Medicaid Services as well as Joint Commission. The CMO will oversee the delivery of medical services provided by ARMC and make recommendations to improve, enhance, and modify services to the Hospital Director.

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The ARMC Chief Medical Officer will report directly to the ARMC Hospital Director. The CMO will take an active leadership role in supporting ARMC and the County's strategic plans, goals, and objectives to provide quality health care to the community and perform related duties as required. The full list of duties are included in the recommended employment contract.

The employment contract may be terminated by either party at any time, without cause, with a 90-day written notice to the other party and may be terminated for just cause immediately by the County.

PROCUREMENT

In conjunction with County Human Resources, ARMC utilized the recruiting services of BE Smith, an executive search firm specializing in healthcare recruitments, to conduct a nationwide search to fill this position. ARMC was presented with nine (9) candidates following a screening process conducted by BE Smith along with the Hospital Director. Of the nine (9) candidates, three (3) participated in interviews via Zoom due to COVID-19 gathering restrictions. Dr. Hessami was deemed the best candidate based on rating criteria / scores from two interview panels comprised of the ARMC Medical Staff and Administrators.

REVIEW BY OTHERS

This item has been reviewed by Human Resources (Mark DeBoer, Human Resources Assistant Director, 387-5565) on May 26, 2020; County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on May 21, 2020; Finance (Yael Verduzco, Administrative Analyst, 387-5285) on May 26, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 26, 2020.

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Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED

Moved: Josie Gonzales Seconded: Robert A. Lovingood
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: June 2, 2020



cc: ARMC- Gilbert w/agree
 Contractor- C/O ARMC w/agree
 File- w/agree
la 06/8/2020