

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

October 7, 2025

FROM

JOSHUA DUGAS, Director, Department of Public Health

SUBJECT

Employment Contract with Dr. Carlos Calderon, M.D. as a Public Health Specialty Physician

RECOMMENDATION(S)

1. Approve Employment **Contract No. 25-810** with Dr. Carlos Calderon, M.D., as a Public Health Specialty Physician to provide infectious disease specialty healthcare services, for a not to exceed total annual compensation of \$124,800 (\$124,800 Salary, \$0 Benefits), for the period beginning the date of execution, through October 7, 2026, with the option to extend for three successive one-year periods.
2. Authorize the Director of the Department of Public Health to execute amendments to extend the term of the Employment Contract with Dr. Carlos Calderon, M.D., for a maximum of three successive one-year periods, subject to County Counsel review.
3. Direct the Director of the Department of Public Health to transmit amendments to the Employment Contract with Dr. Carlos Calderon, M.D. to the Clerk of the Board of Supervisors within 30 days of execution.

(Presenter: Joshua Dugas, Director, 387-9146)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

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

Pursue County Goals and Objectives by Working with Other Agencies and Stakeholders.

FINANCIAL IMPACT

This item will not result in the use of additional Discretionary General Funding (Net County Cost). The estimated annual cost of the employment contract with Dr. Carlos Calderon, M.D. (Dr. Calderon), as a Public Health Specialty Physician, is \$124,800 for up to 16 hours per week, at \$150 per hour. The employment contract with Dr. Calderon will be fully funded by Medi-Cal, private insurance, private pay, and current ongoing 1991 Realignment funds. Adequate appropriation and revenue have been included in the Department of Public Health's (DPH) 2025-26 budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

DPH contracts with physicians to provide direct medical care and to serve as subject matter experts in areas such as primary care, infectious diseases, and reproductive health services.

Under the recommended contract, Dr. Calderon will serve as a Public Health Specialty Physician delivering specialty health care services to patients with infectious diseases in San Bernardino County. This includes treatment for infectious diseases such as HIV, Tuberculosis (TB), and Hepatitis C. In addition, Dr. Calderon will attend DPH Clinic Operations meetings,

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participate in pertinent trainings, and engage in ongoing medical education to maintain core and specialty competencies, as needed. Per the employment contract, Dr. Calderon is required to possess and maintain an active California medical license in good standing with the California Medical Board. Dr. Calderon is also required to meet and maintain credentialing required by the Federally Qualified Health Centers; and Drug Enforcement Administration for controlled substance requirements as issued by the U.S. Department of Justice.

The recommended employment contract with Dr. Calderon will remain in effect from the effective date, as defined in the contract, until October 7, 2026, with the option to extend for three successive one-year periods. The contract may be terminated by either party without cause upon a 14-day written notice to the other party.

This item will authorize the Director of DPH to execute amendments to extend the term of the contract with Dr. Calderon for a maximum of three successive one-year periods, subject to County Counsel review. The Director of DPH will transmit amendments to the contract with Dr. Calderon to the Clerk of the Board of Supervisors within 30 days of execution.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Scott Runyan, Principal Assistant County Counsel, 387-5455) on September 19, 2025; Human Resources (Gina King, Assistant Director, 387-5560) on September 19, 2025; and County Finance and Administration (Iliana Rodriguez, Administrative Analyst, 387-4205) on September 22, 2025.

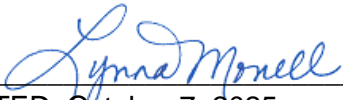
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Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: October 7, 2025



cc: PH - Padilla w/agree
Contractor - c/o PH w/agree
File - w/agree
MBA 10/8/2025