

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

**August 6, 2019**

**FROM**

**WILLIAM L. GILBERT, Director, Arrowhead Regional Medical Center**

**SUBJECT**

Employment Contract – Chief Medical Information Officer

**RECOMMENDATION(S)**

1. Approve **Employment Contract No. 19-546** with Reza Sadeghian, to provide services as a Chief Medical Information Officer for Arrowhead Regional Medical Center, for an estimated annual cost of \$398,035 (Salary - \$259,958, Benefits - \$138,077) effective August 17, 2019 through August 16, 2022.
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 Reza Sadeghian 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) as the estimated annual cost of \$398,035 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) 2019-20 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 Reza Sadeghian as the Chief Medical Information Officer (CMIO). This is a budgeted position that has been vacant since September of 2017. The CMIO position is necessary for regulatory compliance. The CMIO will identify the need for new clinical information systems or improvement to existing systems. The CMIO also assists in the selection of vendors, systems, applications, and software, ensuring ARMC is up to date with current health informatics standards.

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The CMIO reports directly to the ARMC Chief Medical Officer. The CMIO 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 listed in the recommended employment contract.

The recommended 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 services of B.E. Smith, an executive search firm specializing in healthcare recruitments to conduct a nationwide search to fill the CMIO position. ARMC was presented with five candidates that were screened via telephone interviews, three were selected to interview in person, and Dr. Sadeghian was deemed the best candidate based on scores from two panels comprised of Information Technology Staff, Medical Staff, and Administrators.

**REVIEW BY OTHERS**

This item has been reviewed by Human Resources (Mark DeBoer, Employment Division Chief, 387-5565) on June 26, 2019; County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on Month 26, 2019; Finance (Amanda Trussell, Principal Administrative Analyst, 387-4773 on July 19, 2019; and County Finance and Administration (Katrina Turturro, Deputy Executive Officer, 387-5423) on July 19, 2019.

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

**APPROVED (CONSENT CALENDAR)**

Moved: Robert A. Lovingood Seconded: Dawn Rowe

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

Lynna Monell, CLERK OF THE BOARD

BY   
DATED: August 6, 2019



cc: ARMC- Gilbert w/agree  
Contractor- C/O ARMC w/agree  
File- w/agree  
la 08/8/2019