

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

November 17, 2020

FROM

CURT HAGMAN, Chairman and Fourth District Supervisor, Board of Supervisors

SUBJECT

Employment Contract with County Health Officer

RECOMMENDATION(S)

Approve **Employment Contract No. 20-1095** with Dr. Michael A. Sequeira, County Health Officer, for an estimated annual cost of \$464,125 (\$307,466 Salary, \$156,659 Benefits), for the period of November 21, 2020 through November 20, 2023.

(Presenter: Supervisor Curt Hagman, Fourth District, 387-4866)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

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

FINANCIAL IMPACT

This item does not impact Discretionary General Funding (Net County Cost). The estimated annual cost of the agreement is \$464,125 which will be fully funded by 1991 Realignment funds. Adequate appropriation and revenue have been included in the Department of Public Health's (DPH) 2020-21 budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

Per California Health and Safety Code Section 101000, "each board of supervisors shall appoint a health officer who is a county health officer." The County's Health Officer, Dr. Maxwell Ohikhuare, left County service as of July 3, 2020, and Dr. Erin Gustafson continued in her capacity as Acting Health Officer. Under this recommendation the Board of Supervisors would approve an employment contract with Dr. Michael A. Sequeira, to serve as the County Health Officer of the County of San Bernardino, effective November 21, 2020 through November 20, 2023. Pursuant to California Health and Safety Code Section 101010, notification of this appointment shall be provided to the California Department of Public Health.

The County Health Officer position will assess and protect the County's health status; assume a leadership role in the event of a countywide emergency, disaster, or terrorist event requiring the examination, quarantine, or embargo of persons or goods deemed to be a public health threat; enforce health laws; under the direction of the Director of Public Health, administer the medical aspects of DPH and manage assigned public health programs.

The County Administrative Office (CAO) is recommending the Board of Supervisors make an appointment to an employment contract with Dr. Michael A. Sequeira for the County Health Officer position. The employment contract shall be effective November 21, 2020 through November 20, 2023, subject to the termination provisions of the contract. The Board of

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Supervisors may extend the term of the agreement for a maximum of three successive one-year periods. Notwithstanding the foregoing, either party may terminate the agreement at any time without cause upon 14 days prior written notice to the other party. The Board of Supervisors may terminate the contract immediately for just cause.

PROCUREMENT

Human Resources procured the services of an executive recruitment firm to recruit for the position of County Health Officer. During the recruitment period of June 4, 2020 through September 17, 2020, a total of 17 applications were received with nine applicants meeting qualifications. Interviews were conducted by the Chief Operating Officer, Assistant Executive Officer, Human Resources Director and Public Health Director on August 11, 2020 and August 20, 2020, as well as September 23, 2020 and September 25, 2020. Based on his education and experience, Dr. Michael A. Sequeira is recommended to serve as the County Health Officer at an hourly rate of \$147.82, contingent on Board of Supervisors' appointment to the position.

REVIEW BY OTHERS

This item has been reviewed by Human Resources (Gina King, Human Resources Division Chief, 387-5571) on October 27, 2020; County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on November 13, 2020; Finance (Paul Garcia, Administrative Analyst, 386-8392) on November 13, 2020; and County Finance and Administration (Tanya Bratton, Deputy Executive Officer, 388-0332) on November 13, 2020.

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

Public Comment: Melissa Whetsell

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: November 17, 2020



cc: BOS - Shea w/agree
Contractor - C/O BOS w/agree
File - w/agree
CCM 11/20/2020