

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

November 17, 2020

FROM

LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office

SUBJECT

Amendment No. 2 to Employment Contract – Director of Arrowhead Regional Medical Center

RECOMMENDATION(S)

Approve **Amendment No. 2 to Employment Contract No. 15-269** with William L. Gilbert to continue to provide services as Director of Arrowhead Regional Medical Center, extending the term by five additional years, to an end date of July 10, 2026, effective November 21, 2020, with no change to the total current compensation. Estimated annual cost for this agreement is \$478,356 (Salary - \$381,638, Benefits - \$96,718).

(Presenter: Leonard X. Hernandez, Chief Executive Officer, 387-5417)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Operate in a Fiscally-Responsible and Business-Like Manner.

FINANCIAL IMPACT

Approval of this employment contract amendment will not require the use of Discretionary General Funding (Net County Cost). Sufficient appropriation exists in Arrowhead Regional Medical Center's (ARMC) 2020-21 budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

The Director of ARMC is responsible for directing, planning, and administering all medical programs and services, ensuring that inpatient and outpatient medical care services are provided to residents of San Bernardino County. The Director is responsible for developing and implementing policies, procedures, systems, and programs that are compliant with regulatory, licensing, and accrediting agencies, including all federal and state laws, statutes, County ordinances, while also directing the review of contracts for services provided by ARMC, directing and implementing the ARMC budget, and making presentations to the Board of Supervisors (Board) as needed.

On June 2, 2015 (Item No.42), the Board approved Employment Contract No. 15-269 with Mr. Gilbert to provide services as Director of ARMC for the period July 6, 2015 through July 5, 2018, with the option to extend the term for a maximum of three successive one-year periods. On March 28, 2017 (Item No. 21), the Board approved Amendment No. 1 to this contract to extend the contract term through July 9, 2021, with the option to extend the term for one additional two-year period, with no change to salary and benefits. Amendment No. 1 also revised the notice period for termination of the contract without cause from 14 days to 60 days for termination initiated by Mr. Gilbert, or 90 days for termination initiated by the County. Current provisions

**Amendment No. 2 to Employment Contract - Director of Arrowhead
Regional Medical Center
November 17, 2020**

allowing immediate termination for just cause remain in effect. The continuation of this contract will provide the necessary stability achieved from Mr. Gilbert's well-established experience and leadership to ensure that the County continues on its path to becoming one of the premier health systems in the nation. Mr. Gilbert will continue to collaborate with fellow County departments and external stakeholders to achieve this goal. The recommended Amendment No. 2 to this contract would extend the contract term through July 10, 2026, effective November 21, 2020.

PROCUREMENT

Not Applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on November 6, 2020; Human Resources (Gina King, Human Resources Division Chief, 387-5571) on November 6, 2020; Finance (Stephenie Shea, Administrative Analyst, 387-4919) on October 20, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 6, 2020.

**Amendment No. 2 to Employment Contract - Director of Arrowhead
Regional Medical Center
November 17, 2020**

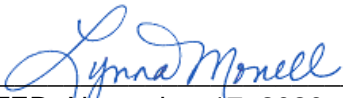
Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED

Moved: Robert A. Lovingood Seconded: Josie Gonzales

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

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: November 17, 2020



cc: CAO - Shea w/agree
Contractor - C/O CAO w/agree
File - w/agree

CCM 11/20/2020