

TO: Michelle Hicks, Mayor's Administration
FROM: Lorraine Cameron, Behavioral Health Services
DATE: June 16, 2022
RE: BHSAC – New Member Appointment Request

The Behavioral Health Services Advisory Council (BHSAC) has three (3) vacant council position and has been accepting applications for the past several months. We received an application from Siamak Khadjenoury in February 2022 and invited him to attend the April 6, 2022 BHSAC meeting to discuss his interest in the vacant position and share his relevant experience and qualifications that may be complementary to the efforts of the BHSAC. A motion was made during the April 6th meeting to proceed with submitting Siamak's application to the Mayor and County Council for review and consideration for an official appointment with the BHSAC. The current BHSAC members voted in unanimous support of the motion to request consideration for Siamak Khadjenoury to become an appointed member of the BHSAC.

Siamak Khadjenoury is an Iraqi immigrant who reports he has "personal ties within the Middle Eastern, Jewish, and Indigenous communities in the area." He has a vast amount of experience in the behavioral health field, including having been the CEO of several local behavioral health organizations and psychiatric hospitals. Siamak is currently the CEO of Altium Health, which is an organization dedicated to removing barriers from those seeking treatment for mental health and addictions. Siamak ran for Utah House of Representatives in 2020 and per his report, "has a great understanding and appreciation for the legislative process." Mr. Khadjenoury has a wealth of experience in the behavioral health field, he has a unique and invaluable perspective on diverse and often underserved populations in Salt Lake County, and he has a firm understanding of the political and legislative processes involved in behavioral healthcare in Utah. The current BHSAC members feel that Siamak Khadjenoury's personal and professional background and experience will complement the ongoing efforts of the BHSAC.

Below is the required approval, diversity, and appointment information specific to this new appointment request.

- 1. Has this board request been approved through leadership such as Department/Division Director and/or the Board you manage?**
 - a. Yes. The BHSAC members voted in unanimous support of the motion to submit this request to consider an official appointment for Siamak Khadjenoury. In addition, Tim Whalen, Behavioral Health Services Division Director, has approved this new appointment request.
- 2. Board members and diversity data**
 - a. The current BHSAC Membership & Term Dates document is attached to highlight board member's term dates and diversity data.
 - b. Additional diversity information specific to Siamak Khadjenoury can be found in the demographics section of the application submitted in the Granicus system (attached).
- 3. New appointment request**
 - a. This is a NEW appointment request.
 - b. Term limits
 - i. This request is to appoint Siamak Khadjenoury to a three-year first term with the BHSAC.
 1. Maximum of three appointed terms, or a total of six years per the BHSAC Bylaws.
 - c. Term dates
 - i. Seeking new appointment with a 3-year term.
 1. Term Dates: 8/1/2022 – 7/31/2025.
 - d. Attach resume/application
 - i. Siamak Khadjenoury's application and resume are attached.

Application Form

Profile

s amak _____ khadjenoury _____
First Name Middle Initial Last Name

[Redacted] _____
Home Address

[Redacted] _____ [Redacted] _____
Employer Job Title

[Redacted] _____ Sui e or Ap _____
Home Address

[Redacted] _____ [Redacted] _____ [Redacted] _____
City State Postal Code

[Redacted] _____
Primary Phone

Which Boards would you like to apply for?

Behavioral Health Services Advisory Council : Submitted

Referred by:

s amak khadjenoury

Qualifications

Please tell us about yourself.

I am an immigrant from Iran. I attended High and high school and University of Utah and have raised my family here in Sandy, Utah. I enjoy personal relationships with the Middle Eastern, Jewish and the Indigenous communities in the area. I am passionate about the underserved communities, especially those struggling with mental health and addictions. In addition to my professional activities, I am the founder and organizer of a two-acre community garden, dedicated to serving those in need with fruits and vegetables.

Why are you interested in serving on a board or commission?

I have been fortunate to benefit from the support of our community. I have served on numerous boards, community-based organizations and nonprofits. As a leader I have built teams, grew companies from ideas and developed organizations. I want to give back to the community.

What education, work experience, or volunteer experience do you have that applies to the board you are applying for?

I have been the CEO of several behavioral health organizations including psychiatric hospitals, behavioral health network and clinics. I am currently the CEO of Autumn Health, an organization dedicated to removing barriers from those seeking treatment for mental health and addictions. I just ended my tenure on the board of directors of the Alliance House and will have the time to devote to this board. I ran for Utah House of Representatives in 2020 and have a great understanding and appreciation for the legislative process.

What unique perspectives could you bring to the board?

As a business person, I have the unique perspective of our small business community and appreciate the challenges. As an immigrant I understand the challenges newcomers face in adjusting to the new life. I enjoy building partnerships and teams to bring ideas to life. Having served in numerous capacities relating to mental health and addictions treatment, I enjoy a robust network of stakeholders and intend to bring those assets to this position.

[Redacted]

Upload a Resume

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Are you a Salt Lake County employee?

[Redacted]

Are you a current member of another Salt Lake County board or commission?

[Redacted]

Race/Ethnicity *

[Redacted]

District *

District 6

Gender Pronouns *

[Redacted]

Age Range *

[Redacted]

Languages *

[Redacted]

Political Affiliation



Siamak Khadjenoury



Professional experience

CEO: Altium Health

West Jordan, Utah (July 2019-present)

Responsible for start-up, management, and growth of a rapidly expanding behavioral health organization.

- Comprehensive Treatment Center for Addictions including Withdrawal Management, Medication Assisted Treatment, Intensive Outpatient and General Outpatient.
- Medical services for Rural and Tribal clinics throughout the state.
- Medical services including psychiatry, and addiction medicine to Residential Treatment Centers.

Candidate: Utah House of Representatives

Salt Lake City, Utah (March 2019-November 2019)

I won party's primary race and ran a campaign for Utah House of Representatives, against an 8-year incumbent of the dominant party. All during a pandemic.

Was able to attract and convince a majority of Independents and 15% of the opposing party's voters in the district to switch and vote for me.

Board of Directors: The Alliance House

Salt Lake City, Utah (October 2018-present)

Alliance House is a non-profit agency, providing club house model, psycho-social support as well as transitional housing to over 300 chronically mentally ill clients throughout Salt Lake County.

Founded in 1987, Alliance House is a proven successful program that is deeply committed to the principles of the International Club House which supports over 340 clubhouse-model programs in twenty-seven countries.

Director of Business Development: UHS

Salt Lake City, Utah (Aug 2014-June 2018)

Recruited to assist the CEO in the turn-around of a 112-bed psychiatric and Chemical Dependency hospital. Accomplishments include:

- Advised and assisted the CEO on physician recruiting, admissions, contracting, business development and marketing.
- Conducted thorough market research, identified high need niche services and partnered with medial groups as their preferred behavioral health provider
- Increased the hospital wide census by 135% in two years.
- Recruited top medical staff including the Medical director.
- Recruited and developed a competent Business Development team in two states
- Developed niche markets and contracts
- Built partnerships with several Acute Medical Surgical as well as other Psychiatric Hospitals
- Represent the Hospital in trade Associations, Salt Lake County Mental health and Substance abuse collaborative and interface with state officials
- Actively participate in the legislative level discussions regarding Medicaid expansion and lobby the legislature. Currently assisting legislature with drafting of two bills in the Utah State House.

CEO- Highland Ridge Hospital- Acadia Health Care

Midvale, Utah (2013-2014)

Accomplishments included:

- Implemented the needed changes to turn around a struggling 86 bed psychiatric hospital including a systemic cultural change
- Restructured the leadership and management to better accommodate the changing needs of the organization.
- Empowered the leadership with resources and support while emphasizing accountability to their staff, patients and the organization
- Implemented policies and provided resources, promoting quality of care
- Introduced substantive cost control measures to increase productivity and efficiency
- Recruited three full time psychiatrists and established a strong Medical Department
- Recruited all new leadership staff including HR Director, Controller, CFO, Business Office Director, Clinical Director, Medical Director, Utilization review Director, Intake Director and Business Development Director.
- Established the “Employee Retention” committee to empower the staff and enhance loyalty and commitment to the organization
- Substantially increased the Average Daily Census from 20s to mid-50s through development of Niche services, robust Business Development and contracting
- Rebranded the facility from a Chemical Dependency program to a Psychiatric and Chemical Dependency Hospital serving adolescents, adults and Geriatrics.
- Increased the hospital profile within the Healthcare provider community throughout the state including other hospital CEOs, Utah Hospital Association, legislators, Mayors, and the Governor’s office.

- Designed long term vision and approach for Business Development and Intake departments to substantially improve number of incoming calls to admission ratios

CEO: Edventures Group LLC

Sandy, Utah (2005-present)

Responsibilities included Day to Day operation of the organization:

- Set goals and objectives for the entire organization and Supervise the management staff
- Lead the organization by creating and conveying organization's vision and culture
- Negotiate contracts with State for Medicaid, licensing
- Negotiate with Tribal departments for licensing, contracts, and Utilization review
- Negotiate with School Districts for contracts
- Recruit and hire professionals
- Manage all budget/financials matters
- Grow the organization

Founding member/Owner/Board of Trustees; Sonora Behavioral Health Hospital.

Tucson, AZ (2001-2006)

As a partner, I funded, built, and operated Sonora Behavioral Health Hospital. Created synergies with Vista Springs operations to offer cross referrals and act as feeders to each other.

- Start-up of a 22-bed Psychiatric Hospital,
- Within one year expanded to a 65-bed facility, serving adolescents, adults, and Geriatric patients in Inpatient as well as Outpatient settings, offering Acute psychiatric and Chemical Dependency services.
- Participated in all aspects of development and operations including organizational structure, service delivery and improvement, quality assurance, staffing, budgeting, and business development,
- Sonora Behavioral Health Hospital was acquired by Haven Healthcare Corporation in 2006.

Sold the hospital to Heaven Behavioral Health in 2006. Sonora Behavioral Health Hospital remains as one of Southern Arizona's premier Psychiatric Hospitals and is currently owned and operated by Acadia Healthcare; one of the largest Behavioral Health hospital companies in the world.

Founder and CEO: Vista Springs Behavioral Health LLC

Hereford, AZ (1998-2005)

Founded Vista Springs LLC in 1997, offering Psychiatric and Chemical Dependency services through its distinct subsidiaries throughout the state of Arizona.

- **Vista Springs Psychiatric Hospital and Residential Treatment Center LLC**
A 60-bed psychiatric facility started as an acute hospital and evolved into a Residential Treatment Center for adolescents with severe behavioral and/or emotional disorders in Sierra Vista, AZ.
- **Alta Vista Residential Treatment LLC:** An 8 bed Residential Treatment program for adolescents transitioning from residential treatment to less restrictive living environment in Hereford, AZ.
- **Traditions LLC** is a Therapeutic Day Treatment programs for adult SMI patients with locations throughout Northern AZ including: Tuba City, Chinle, St. Michaels, Kayenta and Ft. Defiance.
- **Traditions Intensive Outpatient** (a service of Traditions LLC) is a program for Flagstaff Federal Probation Office with services throughout Northern AZ including: Tuba City, Chinle, St. Michaels, Kayenta and Ft. Defiance.

Responsibilities included:

- Provide leadership to the staff of 230
- Set goals and objectives
- Set quality standards for patient care
- Lead the “Committee of the whole” meetings comprised of Medical, Nursing, Clinical, Education, Financial, Business Development and Support staff.
- All licensing with the state, HMS, etc.
- Accreditation and Certifications including JCAHO. (Obtained accreditation with commendations in 1999).
- Negotiated contracts with various state and tribal agencies including Medicaid.
- Negotiated contracts with third party payers including Insurance companies and Employee Assistance programs.
- Represented the organizations in trade association conferences and agency meetings.
- Presented to various entities on the services of the organization.
- Presented the organizational financials to the Board of Directors, recommended action plans and growth plans and actively participated in senior leadership discussions.

Sold interest in the company in 2005 to TSI Inc.

Founder and President Board of Directors, Sierra Summit Academy Inc.
Hereford, AZ. (2000-2011)

A Charter High School, specializing in the treatment of the “at risk” youth.

Education

BA Political Science University of Utah

Community

- Esther's Garden Salt Lake; Founder, manager. Fruits and vegetables harvested are delivered to the homeless shelters and seniors.
- Alliance House Board of Directors (current)
- "Labeled" Mental Health Film Festival
- United Way of Greater Salt Lake; Grants review panels, Day of Caring.

Affiliations, Membership

- Salt Lake County Substance Abuse and Mental Health Council (current)
- National Council Behavioral Health Care
- Utah Healthcare Association (former member)
- Utah Hospital Association (former member)
- NAMI Utah
- USARA (Utah Substance Abuse Recovery Assoc.)
- American Foundation for Suicide Prevention, Utah chapter (Out of the Darkness)
- Utah Recovery Providers' Network (URAN)

SLCo Behavioral Health Services Advisory Council (BHSAC) Roster

Membership & Term Dates

(Last Updated: 6/16/2022)

Council Chair		Patrick Fleming				
Council Vice-Chair		Dan Braun				
	Name	BHSAC Title	Location / District	Term Start Date	Term End Date	Options / Comments
1	Patrick Fleming	Chair	SLCo Council District 4	1/1/2017 1/14/2020	12/31/2019 12/31/2022	3-year Term - served first three-year term and is now serving final term for <u>three</u> years. Maximum of <u>two</u> terms totaling <u>six</u> years.
2	Dan Braun	Vice Chair	SLCo Council District 6	1/1/2017 1/14/2020	12/31/2019 12/31/2022	3-year Term - served first three-year term and is now serving final term for <u>three</u> years. Maximum of <u>two</u> terms totaling <u>six</u> years.
3	Matthew Dumont	Member	SLCo Council District 5	2/1/2018 2/1/2019 4/1/2022	1/31/2019 1/31/2022 3/31/2024	2-year Term - served <u>first</u> 1-year term and <u>second</u> 3-year term. Eligible for <u>third/final</u> 2-year term. Maximum of <u>three</u> terms totaling <u>six</u> years.
4	Mary Bennett	Member	SLCo Council District 4	2/1/2018 2/1/2019 4/1/2022	1/31/2019 1/31/2022 3/31/2024	2-year Term - served <u>first</u> 1-year term and <u>second</u> 3-year term. Eligible for <u>third/final</u> 2-year term. Maximum of <u>three</u> terms totaling <u>six</u> years.
5	Sheila Young	Member	SLCo Council District 3	5/1/2018 5/1/2019 5/1/2022	4/30/2019 4/30/2022 4/30/2024	2-year Term - served <u>first</u> 1-year term and <u>second</u> 3-year term. Eligible for <u>third/final</u> 2-year term. Maximum of <u>three</u> terms totaling <u>six</u> years.
6	James Ashworth	Member	SLCo Council District 4	3/13/2018 4/1/2020 4/1/2022	3/12/2020 3/31/2022 3/31/2024	2-year Term - served <u>first</u> 2-year term and <u>second</u> 2-year term. Eligible for <u>third/final</u> 2-year term. Maximum of <u>three</u> terms totaling <u>six</u> years.
7	Scott Whittle	Member	SLCo Council District 3	10/1/2016 10/1/2017 10/1/2020	9/30/2017 9/30/2020 9/30/2022	2-year Term - served first 1-year term and second 3-year term. Is currently serving his third (and last) term for <u>two</u> years. Maximum of <u>three</u> terms totaling <u>six</u> years.
8	Rob Wesemann	Member	SLCo Council District 6	2/1/2018 3/1/2021	1/31/2021 2/29/2024	3-year Term - served first one-year term and is currently serving a second (and final) term for <u>three</u> year. Maximum of <u>two</u> terms totaling <u>six</u> years.
9	Martell Teasley	Member	SLCo Council District 4	12/1/2018 12/1/2021	11/30/2021 11/30/2024	3-year Term - currently serving first three-year term. Will have the option to renew <u>one</u> final term for <u>three</u> years. Maximum of <u>two</u> terms totaling <u>six</u> years.
10	Evan Done	Member	SLCo Council District 1	12/1/2018 12/1/2020	11/30/2020 11/30/2022	2-year Term - served first two-year term and is currently serving a second term for two years. Will have the option to renew <u>one</u> additional term for <u>two</u> years. Maximum of <u>three</u> terms totaling <u>six</u> years.
11	Julie Ewing	Member	SLCo Council District 4	8/1/2019	7/31/2022	3-year Term - currently serving first three-year term. Will have the option to renew <u>one</u> final term for <u>three</u> years. Maximum of <u>two</u> terms totaling <u>six</u> years.
12	Amy de la Garza	Member	SLCo Council District 4	10/1/2019	9/30/2022	3-year Term - currently serving first three-year term. Will have the option to renew <u>one</u> final term for <u>three</u> years. Maximum of <u>two</u> terms totaling <u>six</u> years.
13	Vacant Position	Member				Replace Susan Pizitz
14	Vacant Position	Member				Replace Kele Griffone
15	Vacant Position	Member				Replace Natalie Pinkney
	County Council Designee (non voting) Ann Granato	County Council Member - District 4				
	County Council Designee (non voting) Aimee Winder Newton	County Council Member - District 3				

BHSAC Terms - A BHSAC member may not serve more than three (3) full consecutive terms, or a total of six (6) years. A 2-year initial term is standard; however, initial terms may vary to provide staggered expiration dates. Terms that expire during re-bids or other critical events shall have their terms automatically extended to the conclusion of that special event. Council members may resign at any time and vacancies may be filled for the remainder of the unexpired term by appointment of the Division/Mayor's Office through a specified selection process.

- **1-Year Term** - 1-year terms are not typical but done on occasion to stagger term dates. After first year, council members will have the option of renewing two additional terms totaling five years (one two-year term and one three-year term). Maximum of three terms totaling six years.
- **2-Year Term** - After initial 2-year term, council members will have the option of renewing two additional two year terms. Maximum of three terms totaling six years.
- **3-Year Term** - After initial 3-year term, council members will have the option of renewing one additional three year term. Maximum of two terms totaling six years.