



Contract Number

SAP Number

## Arrowhead Regional Medical Center

Department Contract Representative	Andrew Goldfrach, ARMC Chief Executive Officer
Telephone Number	(909)580-6150
Contractor	Daniel Munoz
Contractor Representative	N/A
Telephone Number	N/A
Contract Term	September 6, 2025, through September 1, 2028
Original Contract Amount	Initial hourly rate - \$42.42
Amendment Amount	
Total Contract Amount	
Cost Center	9110004200
Grant Number (if applicable)	N/A

THIS CONTRACT is entered into in the State of California by and between San Bernardino County, hereinafter called the County, through its Arrowhead Regional Medical Center, hereinafter called the Appointing Authority, and Daniel Munoz, hereinafter called Contractor.

### IT IS HEREBY AGREED AS FOLLOWS:

**WHEREAS**, County desires to obtain the services of Contractor on the terms and conditions set forth in this Contract, and

**WHEREAS**, Contractor has the skills and knowledge necessary to provide services for the County; and

**WHEREAS**, County desires that such services be provided by Contractor and Contractor agrees to perform these services as set forth below.

**NOW, THEREFORE**, in consideration of mutual covenants and conditions, the parties agree as follows:

## TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
I. Duties and Responsibilities of Contractor .....	3
II. Conflict of Interest .....	3
III. Code of Conduct .....	3
IV. Term .....	3
V. Compensation of Contractor .....	3
VI. General Provisions Relating to Contractor .....	7
VII. Conclusion .....	8

Attachment 1 – Position Job Description

## **I. DUTIES AND RESPONSIBILITIES OF CONTRACTOR**

- A. Contractor shall be employed as an **Assistant Manager, Uncompensated Care** and assigned to Arrowhead Regional Medical Center (ARMC), reporting directly to the ARMC Chief Executive Officer (CEO).
- B. The Contractor shall perform program services and other specific duties as outlined in the Job Description - Attachment 1, attached hereto and incorporated into the Contract by this reference.

## **II. CONFLICT OF INTEREST**

As a condition of employment, Contractor does hereby agree to follow and uphold the Conflict of Interest policy of the County's Personnel Rules as follows:

No official or employee shall engage in any business or transaction or shall have a financial or other personal interest or association which conflicts with the proper discharge of official duties or would tend to impair independence of judgment or action in the performance of official duties. Personal as distinguished from financial interest includes an interest arising from blood or marriage relationships or close business, personal, or political association. This section shall not serve to prohibit independent acts or other forms of enterprise during those hours not covered by active County employment providing such acts do not constitute a conflict of interest as defined herein. An employee is also subject to applicable provisions of the California Government Code, including but not limited to Sections 1090, 1126, 87100, and/or any other conflict of interest Code, policy, or rule applicable to County employment.

## **III. CODE OF CONDUCT**

As a condition of employment, Contractor does hereby agree to adhere to work rules and performance standards established for their position by the Appointing Authority, and as established in the San Bernardino County Personnel Rules and ARMC's Administrative Operations Manual Policy No. 200.22. Contractor also agrees to comply with all County and Appointing Authority policies, procedures, and standard practices, as well as the applicable Code of Conduct.

## **IV. TERM**

This Contract shall be effective September 6, 2025, through September 1, 2028, subject to the termination provisions of this Paragraph. The ARMC CEO or his/her designee is authorized to issue a written notice to Contractor to extend the term of this Contract for a maximum of three successive one-year periods.

Notwithstanding the foregoing, either party may terminate this Contract at any time without cause upon fourteen (14) day prior written notice to the other party. This Contract may be terminated for just cause immediately by the County. The Contractor shall serve at the pleasure of the Appointing Authority, who shall have the full authority and discretion to exercise County rights under this Paragraph.

## **V. COMPENSATION OF CONTRACTOR**

Upon the effective date of this Contract, Contractor shall be considered a contract employee in the County's unclassified service. Contractor shall receive only the benefits and compensation specifically set forth in this Contract. This Contract provides for the full compensation to Contractor for services required hereunder. This Contract supersedes any prior employment contract between County and Contractor.

A. SALARY RATE

Contractor shall be compensated for services at a rate of \$42.42 per hour and shall be assigned to Step 14 within the designated salary grade 52 of the compensation plan for the Supervisory Unit of the Consolidated MOU. The salary is established for the job classification, commensurate with duties, as provided in Attachment 1.

Contractor does not gain probationary or regular status during the term of this Contract.

For calculating service hours towards various economic benefits provided by the Supervisory Unit, all hours as a County Contract employee will be maintained if there is no break in service.

B. RATE ADJUSTMENTS

Contractor is eligible to receive any salary adjustments and economic benefits (i.e. across the board, longevity pay, retention pay) and 1040 merit step adjustments in the same manner and as provided to other Supervisory Unit employees, however, Contractor is also subject to any economic reductions imposed.

C. OVERTIME

Contractor meets the salary and duty requirements for an exemption from overtime compensation according to the Fair Labor Standards Act (FLSA). Contractor is not eligible to receive overtime compensation under the FLSA or this agreement.

D. PAYMENT

Contractor shall be paid biweekly for hours actually worked according to the procedures established by County's Auditor/Controller.

E. LEAVE PROVISIONS

The Contractor shall be eligible for the same Leave Provision benefits in the same manner and amount as employees in the Supervisory Unit. Refer to Paragraph Q in this Section for processing of leave balances upon termination of this Contract.

F. MEDICAL, DENTAL and VISION COVERAGE

Contractor must enroll in a medical and dental plan offered by the County unless already enrolled in comparable employer-sponsored group coverage.

If eligible, the Contractor shall receive all eligible medical benefits, including a Medical Premium Subsidy (MPS) in the same manner as provided to other Supervisory Unit employees to offset the cost of medical and dental insurance premiums charged to the Contractor. The applicable MPS shall be paid directly to the provider of the County sponsored medical plan in which the eligible Contractor has enrolled. In no case shall the MPS exceed the total cost of the medical insurance premium for the coverage selected (e.g., when the MPS amounts exceed the lowest HMO cost).

To be eligible for the MPS and DPS, Contractor must be scheduled for a minimum of forty (40) hours per pay period and have received pay for at least one-half plus one hour of scheduled hours in a pay period.

If Contractor is currently an "opt-out" or waive from the County sponsored health plans immediately prior to the effective date of this contract, they will continue to receive the same dollar amount. However, if the Contractor subsequently enrolls in a County sponsored health plan and at a later date elects to opt-out or waive, Contractor will receive \$40 per pay period.

G. BASIC TERM LIFE INSURANCE

Contractor shall be eligible for the same Life Insurance benefits in the same manner and amount as employees in the Supervisory Unit. County paid life insurance will become effective and continue for each pay period in which Contractor is in paid status. For pay periods in which Contractor is not in paid status, Contractor shall have the option of continuing or supplementing life insurance coverage at Contractor's expense.

H. ACCIDENTAL DEATH AND DISMEMBERMENT

Contractor shall be eligible to purchase Accidental Death and Dismemberment Insurance coverage and additional supplemental term life insurance in the same manner and amount as offered by the County to employees in the Supervisory Unit.

I. SHORT-TERM DISABILITY

Contractor shall be eligible to receive the same Short-Term Disability insurance benefits as offered to employees in the Supervisory Unit.

J. EXPENSE REIMBURSEMENT

Contractor shall be eligible for expense reimbursement in the same manner and amount as employees in the Supervisory Unit.

K. RETIREMENT PLANS

If Contractor is regularly scheduled for and regularly works a minimum of forty (40) hours per pay period, Contractor shall participate in the County's general employee retirement system during the term of this Contract. Contractor shall pay the required employee contribution for the term of the Contract. Contractor's participation in the general retirement system shall be in accordance with the applicable terms of the County Employee Retirement Law of 1937, the California Public Employees' Pension Reform Act of 2013 (Gov't Code section 7522 et seq.), and the Bylaws and other requirements of the San Bernardino County Employees' Retirement Association.

If Contractor has attained the age of sixty (60) prior to employment, Contractor may waive membership, at the time of hire, in the San Bernardino County Employee's Retirement Association. If Contractor regularly works less than forty (40) hours per pay period, waives membership, or otherwise does not meet the definition of a member of the retirement system, Contractor shall instead participate in the County's PST Deferred Compensation Retirement Plan.

L. SALARY SAVINGS PLAN

Contractor shall be eligible to participate in the County's 457(b) Salary Savings Plan as per the Plan document, except that Contractor shall not receive County match contribution to the Plan.

**M. COUNTY RETIREMENT MEDICAL TRUST**

Contractor, if eligible, may participate in the County Retirement Medical Trust in the same manner as provided to employees in the Supervisory Unit, per the Consolidated MOU.

**N. LEGALLY REQUIRED BENEFITS**

Contractor shall receive all benefits as required by law when eligible (e.g., FMLA, ACA, Military Leave, Time Off for Voting, and Medicare). Where the County provides a greater benefit than is required by law, Contractor shall only receive the minimum benefit in accordance with the law, unless the greater benefit is specifically provided for in another provision of this Contract.

**O. OTHER BENEFITS**

If eligible, Contractor may participate in all voluntary participation programs in the same manner as provided to employees in the Supervisory Unit. See plan document for eligibility criteria.

**P. SERVICE AND EFFECTS ON BENEFITS**

If Contractor was a County contract employee immediately prior to entering into this contract, without separation from County employment, execution of this contract shall not result in separation in County employment for purposes of determining eligibility for and level of benefits including, but not limited to health benefits, leave accrual rates, and retirement benefits. Thus, Contractor's rate for leave accruals is based on the start date of the period of continuous County employment that is extended by this Contract. Contractor shall maintain and carry forward Holiday, Vacation, other paid leave, and Sick leave balances. Contractor's retirement contribution rate is based on the date Contractor began participation in the County's general employee retirement system.

**Q. BENEFITS UPON TERMINATION**

**Contractor Separated from County Service**

Upon separation from County employment, Contractor shall be compensated for any unused Administrative, Vacation and Holiday Leave at the then base rate of pay. Contractor will be eligible to convert the cash value of unused Sick Leave to the Retirement Medical Trust fund in the same manner and amount as employees in the Supervisory Unit if eligibility requirements are met. If eligibility requirements are not met at the time of separation, unused Sick Leave shall be forfeited.

**Contractor to Regular County Employment**

In the event this Contract is terminated because Contractor is appointed to a regular County position without a break in service, the Contractor shall maintain their existing hire date for the purposes of calculating benefits (Regular Hire Date). Eligibility for benefits, including, but not limited to, retirement system contributions, longevity, health benefits, and leave accrual rates shall be based upon the provisions of the applicable MOU or ordinance in effect at the time Contractor is appointed to a regular County position. Seniority, for purposes of layoff, shall be determined by the most recent Regular Hire Date or as otherwise provided in the applicable MOU.

At the sole discretion of the Appointing Authority of the County Department or office in which an appointment to the regular position is made, unused leave balances may be maintained and carried over. Any leave balances carried over shall be in accordance with the applicable

MOU for the bargaining unit associated with the position hired into. Any leave balances not authorized to be carried over shall be distributed as outlined in "Contractor Separated from County Service" above.

Contractor to New Contract Position

In the event the Contractor accepts another Contract position with the County without a break in service, at the sole discretion of the Appointing Authority of the County Department or office in which appointment to the Contract position is made, leave accrual rates and unused leave balances may be maintained and carried over. Any leave balances carried over shall be in accordance with the applicable MOU for the bargaining unit associated with the position hired into. Any leave balances not authorized to be carried over will be distributed as outlined in "Contractor Separated from County Service" above.

**VI. GENERAL PROVISIONS RELATING TO CONTRACTOR**

**A. TOUR OF DUTY**

Contractor's standard tour of duty (regularly scheduled work week) shall be established by the ARMC CEO or designee. The ARMC CEO, or designee, may modify or change the number of hours in a standard day, tour of duty or shift to meet the needs of the service. Contractor shall be required to work during such hours as necessary to carry out the duties of his position, as designated by the ARMC CEO, or designee, and such hours may be varied so long as the work requirements and efficient operations of the County are assured.

**B. CLASSIFICATION**

Contractor will not attain regular status in this position, and as an unclassified Contract employee will not be provided those rights under the San Bernardino County Personnel Rules afforded only to employees who have attained regular status. This Contract does not expand or alter any jurisdiction established by the Personnel Rules or any MOU. Contractor shall adhere to the County's and Department's standards of employee conduct, including all applicable laws, rules, policies, and regulations. Violation of applicable standards may result in Contract termination or lesser penalties.

**C. WORKERS COMPENSATION AND LIABILITY COVERAGE**

Contractor shall be covered by the County's Workers' Compensation insurance coverage during the hours actually worked under this Contract. Contractor shall be covered by the County's General Liability Insurance only while performing services under this Contract. Contractor shall only receive those benefits as required by law.

**D. USE OF PRIVATE VEHICLE**

If the services to be performed under this Contract require Contractor to drive a vehicle, Contractor must possess a valid California Driver License at all times during the performance of this Contract. Contractor agrees to allow County to obtain a Department of Motor Vehicles report of Contractor's driving record.

In order for Contractor to be able to use a private vehicle during the performance of this Contract, Contractor shall, at Contractor's sole cost, maintain vehicle liability insurance at least equal to the minimum requirements of the California Vehicle Code.

Failure to comply with the requirements of this Paragraph shall be deemed cause for termination of this Contract, pursuant to Section IV above.

**E. EVIDENCE OF ELIGIBILITY TO WORK**

Contractor shall submit evidence of eligibility to work in the United States and verification of identity within three (3) working days of the effective date of this Contract. Contractor shall submit to and successfully complete a preemployment background check, including a medical examination through the County's Center for Employee Health and Wellness. This provision is satisfied if Contractor is a current/contract employee who previously met the requirement of this provision.

**F. DIRECT DEPOSIT**

Contractor must make and maintain arrangements for the direct deposit of paychecks into the financial institution of their choice via electronic fund transfer. Inability or failure by Contractor to make such arrangements will result in the County paying Contractor via pay card.

**G. CONFIDENTIALITY AND COMPLIANCE**

Contractor agrees to keep confidential all County data, including, but not limited to, patient data, design concepts, algorithms, programs, formats, documentation, vendor proprietary information and all other original materials produced, created by or provided for the County Department. In addition, upon termination of this contract, Contractor agrees to return all confidential materials to the ARMC CEO or his/her designee. As provided in Section III of this Contract, Contractor agrees to follow all County policies, procedures, and standard practices, as well as the Code of Conduct provided by the designated Department. Contractor shall comply with all applicable laws, rules, regulations, court orders and governmental agency orders.

**H. MISCELLANEOUS**

Government Code section 53243.2 requires the following provision be included in this Contract: If this Contract is terminated, any cash settlement related to the termination that Contractor may receive from the County shall be fully reimbursed to the County if Contractor is convicted of a crime involving an abuse of his or her office or position, as defined in Section 53243.4.

**VII. CONCLUSION**

- A. This contract, consisting of eleven (11) pages, including Attachment I, is the full and complete document describing services regarding the Contractor's rights and obligations of the parties, including all covenants, conditions and benefits.
- B. This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.



SAN BERNARDINO COUNTY



\_\_\_\_\_  
Dawn Rowe, Chair, Board of Supervisors

Dated: \_\_\_\_\_  
SIGNED AND CERTIFIED THAT A COPY OF THIS  
DOCUMENT HAS BEEN DELIVERED TO THE  
CHAIRMAN OF THE BOARD

Lynna Monell  
Clerk of the Board of Supervisors  
of the County of San Bernardino

By \_\_\_\_\_  
Deputy

By

\_\_\_\_\_  
(Authorized signature - sign in blue ink)

Name Daniel Munoz  
\_\_\_\_\_  
(Print or type name of person signing contract)

Title Uncompensated Care Asst. Manager  
\_\_\_\_\_  
(Print or Type)

Dated: \_\_\_\_\_

Address Address on file

**FOR COUNTY USE ONLY**

Approved as to Legal Form



\_\_\_\_\_  
Scott Runyan, Principal Assistant County Counsel

Date \_\_\_\_\_

Reviewed for Contract Compliance



\_\_\_\_\_  
Gina King, HR Assistant Director

Date \_\_\_\_\_

Reviewed/Approved by Department



\_\_\_\_\_  
Andrew Goldfrach, ARMC Chief Executive Officer

Date \_\_\_\_\_

## **Position Description**

### **Assistant Manager, Uncompensated Care**

Contractor shall be employed as an **Assistant Manager, Uncompensated Care**. Contractor shall perform a broad range of responsibilities, including, but not limited to, the following:

#### **Personnel Management**

- Supervise a staff of up to 32 employees providing support services; assign and review work, evaluate performance; prioritize daily tasks and manage staff call-offs.
- Complete hiring paperwork, EMACS reports, HR documents; participate in hiring process and conduct employee Work Performance Evaluations (WPE).
- Develop and implement departmental trainings to ensure compliance with accreditations and regulations.
- Provide vacation and temporary relief coverage as required.
- Complete payroll processing and approve leave requests.
- Assist staff with ARMC work requests and provide Help Desk support as needed.

#### **Financial Management**

- Receive, evaluate, and synthesize current fiscal year departmental financial data to develop the Yearly Budget Preparation and Assumptions. This will involve reviewing financial transactions and expenses. Complete a budget report for the next fiscal year, including justifications and alignment with ARMC administration fiscal goals.
- Compile and analyze the monthly departmental financial and productivity data for inclusion in the Monthly Operating Report (MOR) and present.
- Supervise preparation of initial budgets, develop justifications, prepare final budgets, monitor budget performance; initiate corrective actions on variances.
- Manage Financial Assistance trackers and Medicaid spenddown processes to ensure efficient case processing.

#### **Case and Program Coordination**

- Proactively identify patients with extended admissions (10+ days) and persistent financial obstacles to facilitate timely resolution and ensure access to appropriate resources.
- Assist Case Management and Social Workers with Patient Discharge Planning; and participate in weekly Case Management meetings.
- Collaborate with Medi-Cal Eligibility Workers and Specialists to provide case updates, screen patients without payer source coverage prior to discharge, and manage Medi-Cal application processing.
- Review, assign, and support Medi-Cal and Self-Pay referrals from various departments.
- Maintain statistical reports on department and employee Medi-Cal applications; develop and send department attendance and statistical reports.
- Assign Medi-Cal applications to out-stationed eligibility workers and maintain daily logs.
- Review completed Medi-Cal case files and send final updates to designated personnel.

#### **Contract and Compliance Management**

- Develop and establish contract forms and procedures; supervise contract preparation and interpretation; conduct audits to ensure compliance with County, State, and Federal regulations.
- Provide fiscal advice and training to various departments on fiscal practices.
- Analyze existing and proposed legislation to determine impact on fiscal or operational procedures; propose legislation as needed.

### **Administrative and Operational Support**

- Plan, supervise, and conduct organizational and functional studies covering departmental matters such as fiscal operations, budget preparation and control, equipment usage, staffing patterns, workflow, space utilization, training, affirmative action, and legislation.
- Develop and monitor policies, procedures, practice manuals, workload standards, and scheduling system.
- Maintain department calendar and workflow charts to ensure organization and appropriate staffing.
- Participate in meetings with officials, managers, and the public to discuss operational matters and recommendations.
- Order office supplies, ink cartridges, PPE, and manage department PO Box and mail distribution.
- Maintain Death Certificate request log and assist in obtaining certificates from Vital Statistics for Medi-Cal cases.
- Prepare a variety of reports, records, correspondence, and documents.
- Prepare or supervise preparation of grant applications and related procedures.