

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

**August 20, 2024**

**FROM**

**ANDREW GOLDFRACH, ARMC Chief Executive Officer, Arrowhead Regional Medical Center**

**SUBJECT**

Amendment to Agreement with Arnold Kevin Nourse dba Nourse Leadership Strategies to Provide Leadership Coaching and Team Development Programs

**RECOMMENDATION(S)**

Approve **Amendment No. 1 to Agreement No. 22-48** with Arnold Kevin Nourse dba Nourse Leadership Strategies to provide team coaching, executive coaching, and leadership development programs, increasing the not to exceed contract amount by \$548,625, from \$594,750 to \$1,143,375, and extending the term by one-year for a total contract period of January 25, 2022 through December 31, 2025.

(Presenter: Andrew Goldfrach, ARMC Chief Executive Officer, 580-6150)

**COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES**

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

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

**FINANCIAL IMPACT**

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The cost of \$548,625 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 have been included in the Arrowhead Regional Medical Center (ARMC) 2024-25 budget and will be included in the 2025-26 recommended budget.

**BACKGROUND INFORMATION**

Amendment No. 1 (Amendment) to Agreement No. 22-48 (Agreement) will allow ARMC to continue to work with Arnold Kevin Nourse dba Nourse Leadership Strategies (Nourse) on team coaching and facilitation, executive coaching, management development, and future leadership programs. This Amendment will allow for the continuation of the Director Leadership Program, a development program that focuses on the unique skills needed by Clinical Directors and Healthcare Program Administrators; Retreat and Forum Sessions, periodic one-day and half-day sessions focused on a development topic or strategic priority; and Consultation on New Leader On-Boarding, which provides advice and program design to help better integrate new ARMC administrators into their roles and prevent disruption. As ARMC is welcoming a new cohort of executives and leaders, it is anticipated the utilization of services provided by the Nourse team will increase.

**Amendment to Agreement with Arnold Kevin Nourse dba Nourse  
Leadership Strategies to Provide Leadership Coaching and Team  
Development Programs  
August 20, 2024**

On January 25, 2022 (Item No. 13), as the result of a non-competitive procurement, the Board of Supervisors approved the Agreement with Nourse to provide team coaching, executive coaching, and leadership development programs at ARMC, in the amount not to exceed \$594,750, for the contract period of January 25, 2022 through December 31, 2024.

ARMC recommends approval of this Amendments to provide for the safety, health and social service needs of County residents by expanding the knowledge of all participating staff at ARMC to better understand each of their roles within the healthcare setting.

**PROCUREMENT**

Not applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Charles Phan, Supervising Deputy County Counsel, 387-5455) on July 25, 2024; Purchasing (Veronica Pedace, Buyer III, 387-2464) on July 25, 2024; ARMC Finance (Chen Wu, Finance and Budget Officer, 580-3165) on July 26, 2024; Finance (Jenny Yang, Administrative Analyst, 387-4884) on July 29, 2024; and County Finance and Administration (Valerie Clay, Deputy Executive Officer, 387-5423) on August 5, 2024.

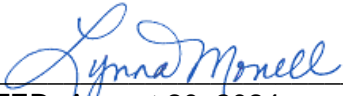
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Record of Action of the Board of Supervisors  
San Bernardino County

**APPROVED (CONSENT CALENDAR)**

Moved: Curt Hagman   Seconded: Joe Baca, Jr.  
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY   
DATED: August 20, 2024



cc:    ARMC - Goldfrach w/agree  
      Contractor - c/o ARMC w/agree  
      File - w/agree  
CCM   08/22/2024