

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

**September 9, 2025**

**FROM**

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

**SUBJECT**

**Employment Contracts for Uncompensated Care Positions**

**RECOMMENDATION(S)**

1. Approve **Employment Contract No. 25-672** with Fred Mendoza, as Uncompensated Care Manager, for an initial hourly rate of \$60.57, effective September 6, 2025, through September 1, 2028, with the option to extend the term for a maximum of three successive one-year periods.
2. Approve **Employment Contract No. 25-673** with Daniel Munoz, as an Uncompensated Care Assistant Manager, for an initial hourly rate of \$42.42, effective September 6, 2025, through September 1, 2028, with the option to extend the term for a maximum of three successive one-year periods.
3. Authorize the ARMC Chief Executive Officer to execute amendments to extend the term of the contracts identified in Recommendation Nos. 1 and 2, each for a maximum of three successive one-year periods on behalf of the County, subject to County Counsel review.
4. Direct the ARMC Chief Executive Officer to transmit all amendments to the employment contracts to the Clerk of the Board of Supervisors within 30 days of execution.

(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.**

**FINANCIAL IMPACT**

Approval of these items will not result in the use of Discretionary General Funding (Net County Cost). The positions will be 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's (ARMC) 2025-26 budget and will be included in future recommended budgets.

**BACKGROUND INFORMATION**

Fred Mendoza and Daniel Munoz are both current County contract employees with ARMC, with Fred Mendoza serving as an Uncompensated Care Manager, and Daniel Munoz serving as an Uncompensated Care Assistant Manager. Their employment contracts were last approved by the Board of Supervisors (Board) on September 10, 2019 (Item No. 15) and expired on September 5, 2025. The recommended employment contracts will establish new employment contracts with Fred Mendoza, as an Uncompensated Care Manager, and Daniel Munoz, as an

## **Employment Contracts for Uncompensated Care Positions**

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Assistant Manager, from September 6, 2025, through September 1, 2028, so that ARMC will continue to have the contract employee services necessary to administer ARMC's Potential Medi-Cal Qualifying (PMQ) program.

These employment contracts are presented to the Board retroactively, effective September 6, 2025. The prior contracts expired on September 5, 2025, at the close of the pay period. Due to timing constraints in finalizing contract terms and completing required County reviews, the contracts could not be placed on the Board agenda prior to expiration. Both employees continued to provide critical services without interruption to ensure continuity of ARMC's PMQ program, which secures Medi-Cal eligibility, prevents uncompensated care, and generates reimbursement revenues. Retroactive approval is necessary to avoid payroll disruption, ensure compliance, and maintain uninterrupted program operations that align with the County's goals of fiscal responsibility and cost recovery.

ARMC's PMQ program provides services to assist patients with obtaining a means to receive necessary medical care and compensate the entities providing that medical care. The PMQ program contacts, interviews and assists patients admitted to ARMC with obtaining insurance verification, Medi-Cal eligibility, and Social Security eligibility. In addition, the PMQ program files appeals on denied Medi-Cal applications and represents ARMC at patient appeal hearings. The program helps avoid the non-compensation of medical care received by patients. It produces revenues for ARMC and ensures ARMC has the resources to continue to provide the necessary care to all patients within the community regardless of whether they have the resources to pay for the services rendered.

Recommendation No. 3 authorizes the ARMC Chief Executive Officer to execute amendments to extend the term of the contracts for a maximum of three successive one-year periods and Recommendation No. 4 requires that all such amendments be transmitted to the Clerk of the Board within 30 days of execution.

The recommended employment contracts may be terminated by either party at any time, without cause, with a 14-day written notice to the other party and may be terminated for just cause immediately by the County.

ARMC recommends approval of these Contracts for the administration of ARMC's PMQ program to operate in a fiscally-responsible and business-like manner by obtaining compensation for services rendered.

### **PROCUREMENT**

Not applicable.

### **REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Scott Runyan, Principal Assistant County Counsel, 387-5455) on August 21, 2025; Human Resources (Gina King, Assistant Director, 386-8623) on August 20, 2025; ARMC Finance (Chen Wu, Finance and Budget Officer, 580-3165) on August 20, 2025; and County Finance and Administration (Jenny Yang, Administrative Analyst, 387-4884) on August 21, 2025.


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Record of Action of the Board of Supervisors  
San Bernardino County

**APPROVED (CONSENT CALENDAR)**

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

Lynna Monell, CLERK OF THE BOARD

BY   
DATED: September 9, 2025



cc: ARMC - Goldfrach w/agree  
Contractor - c/o ARMC w/agree  
File - w/agree  
CCM 09/10/2025