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

August 4, 2026

FROM

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

SUBJECT

Employment Contract for Chief Medical Officer

RECOMMENDATION(S)

1. Terminate Employment Contract No. 23-836 with John Brill, M.D., as Chief Medical Officer for Arrowhead Regional Medical Center, effective August 7, 2026.
2. Approve **Employment Contract No. 26-685** with John Brill, M.D., to provide services as Chief Medical Officer for Arrowhead Regional Medical Center, for a total estimated annual cost of $537,106.66 (Salary - $463,382.33, Benefits - $73,724.33), effective August 8, 2026, through August 7, 2029, with the option to extend the term of the employment contract 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 employment contract with John Brill, M.D., 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 employment contract amendments with John Brill, M.D., 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

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 total estimated annual cost of $537,106.66 (Salary - $463,382.33, Benefits - $73,724.33), is funded by State Medi-Cal, Federal Medicare, private insurances, and other department revenue. Funding sources may change in the future pending any legislative activity related to repeal and/or replacement of the Affordable Care Act. Adequate appropriation and revenue have been included in the Arrowhead Regional Medical Center (ARMC) 2026-27 budget and will be included in future recommended budgets. The salary is initially set in the employment contract at Step 14 of Range 117C of the salary table identified in the San Bernardino County Exempt Group Working Conditions Ordinance identified in County Code section 13.0613 (Exempt Ordinance) and benefits are identified in and subject to the terms and conditions in the employment contract and generally align with the level of benefits provided to employees in Exempt Group C of the Exempt Ordinance.

The annual cost is subject to adjustments as provided in the employment contract. The employment contract also includes across-the-board salary adjustments (increases or decreases) provided to and at the same time as employees in Exempt Group C.

BACKGROUND INFORMATION

On August 8, 2023 (Item No. 65), the Board of Supervisors approved Employment Contract No. 23-836 with Dr. Brill to provide services as Chief Medical Officer (CMO) for ARMC, effective August 8, 2023 through August 7, 2026, with the option to extend for three successive one-year periods, for a total of $453,928 (Salary - $386,318, Benefits $67,610) annually.

Recommendation No. 1 will terminate the existing Employment Contract No. 23-836, effective August 7, 2026. Recommendation No. 2 will initiate a new employment contract with John Brill, M.D., to continue to serve as CMO for ARMC, for an estimated annual cost of $537,106.66 (Salary - $463,382.33, Benefits $73,724.33), effective August 8, 2026 through August 7, 2029, with the option to extend the term of employment contract for a maximum of three successive one-year periods.

The CMO advises on the delivery of medical services provided by ARMC and makes recommendations to improve, enhance, and modify services to the ARMC Chief Executive Officer. The CMO also has oversight of medical informatics and works in partnership with ARMC's clinical informatics department, administration, and medical staff to make decisions regarding proposed computerized clinical processes.

The CMO reports directly to the ARMC Chief Executive Officer. The CMO takes an active leadership role in supporting ARMC and the County's strategic plans, goals, and objectives to provide quality health care to the community and perform related duties as required. The full list of duties for CMO are included in the recommendation employment contract.

The employment contract may be terminated by either party at any time, without cause, with a 90-day written notice to the other party and may be terminated for just cause immediately by the County.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Scott Runyan, Principal Assistant County Counsel, 387-5455) on July 31, 2026; Human Resources (Heather Carmen, Manager, 991-2319) on July 23, 2026; ARMC Finance (Chen Wu, Finance and Budget Officer, 580-3165) on July 10, 2026; and County Finance and Administration (Jenny Yang, Administrative Analyst, 387-4884) on July 14, 2026.

Record of Action of the Board of Supervisors
San Bernardino County

Public Comment: None

APPROVED

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

Lynna Monell, CLERK OF THE BOARD

BY Lynna Monell
DATED: August 4, 2026

cc: ARMC - Goldfrach w/ agree
Contractor c/o ARMC w/ agree
File w/ agree

JLL 08/5/2026