



**Contract Number**

24-819 A-1

**SAP Number**

**Department of Public Health**

<b>Department Contract Representative</b>	Rebecca Saucedo
<b>Telephone Number</b>	(909) 725-5426
<b>Contractor</b>	Dr. Naomi Chow, D.V.M.
<b>Contractor Representative</b>	N/A
<b>Telephone Number</b>	(310) 948-0981
<b>Contract Term</b>	September 21, 2024 through September 20, 2027
<b>Original Contract Amount</b>	\$290,222 annually
<b>Amendment Amount</b>	\$0
<b>Total Contract Amount</b>	\$290,222 annually
<b>Cost Center</b>	9300261000
<b>Grant Number (if applicable)</b>	N/A

**IT IS HEREBY AGREED AS FOLLOWS:**

Effective March 25, 2025, San Bernardino County and Dr. Naomi Chow, D.V.M. agree that the employment contract for the **Public Health Veterinarian** (Employment Contract No. 24-819) is hereby amended as follows:

Section R, "Benefits Upon Termination of Contract" is deleted and replaced with a new Section R, "Benefits Upon Termination of Contract," which shall read as follows:

**R. BENEFITS UPON TERMINATION OF CONTRACT**

**Contractor Separated from County Service**

Upon separation from County employment, Contractor shall be compensated for any unused Vacation, Administrative, and Holiday Leave at the then base rate of pay. 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 or ordinance.

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 or ordinance 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.

All other terms and conditions of Employment Contract No. 24-819 shall remain unchanged and are incorporated herein by this reference.

This Amendment No. 1 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 Amendment No. 1. The parties shall be entitled to sign and transmit an electronic signature of this Amendment No. 1 (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 Amendment No. 1 upon request.

SAN BERNARDINO COUNTY

Dr. Naomi Chow, D.V.M  
*(Print or type name of corporation, company, contractor, etc.)*

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

By ► \_\_\_\_\_  
*(Authorized signature - sign in blue ink)*

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

Name Dr. Naomi Chow, D.V.M  
*(Print or type name of person signing contract)*

Lynna Monell  
 Clerk of the Board of Supervisors  
 San Bernardino County

Title Public Health Veterinarian  
*(Print or Type)*

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

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

Address On File  
 \_\_\_\_\_

**FOR COUNTY USE ONLY**

Approved as to Legal Form	Reviewed for Contract Compliance	Reviewed/Approved by Department
► Scott Runyan, Principal Assistant County Counsel	► _____	► Joshua Dugas, Director of Public Health
Date _____	Date _____	Date _____