



Contract Number

24-819 A-1

SAP Number

Department of Public Health

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

► *Dawn Rowe*
 Dawn Rowe, Chair, Board of Supervisors

Dated: MAR 25 2025
 SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD

By *Lynna Monell*
 Lynna Monell
 Clerk of the Board of Supervisors
 San Bernardino County
 Deputy



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

By *Naomi Chow*
 Naomi Chow (Mar 18, 2025 08:52 PDT)
 (Authorized signature - sign in blue ink)

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

Title Public Health Veterinarian
 (Print or Type)

Dated: 03/18/2025

Address On File

FOR COUNTY USE ONLY

Approved as to Legal Form
 ► *Scott Runyan*
 Scott Runyan, Principal Assistant County Counsel
 Date 03/18/2025

Reviewed for Contract Compliance
 ► _____
 Date _____

Reviewed/Approved by Department
 ► *Joshua Dugas*
 Joshua Dugas, Director of Public Health
 Date 03/18/2025