

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

**November 4, 2025**

**FROM**

**DAWN ROWE, Chair and Third District Supervisor, Board of Supervisors**

**SUBJECT**

**Employment Contract with Chief Executive Officer**

**RECOMMENDATION(S)**

Approve **Employment Contract No. 25-853** with Luther Snoke as Chief Executive Officer, for a total estimated annual cost of \$659,017 (Salary - \$451,194, Benefits - \$207,823), effective November 1, 2025 through March 28, 2031.

(Presenter: Dawn Rowe, Chair and Third District Supervisor, 387-4855)

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

**Promote the Countywide Vision.**

**Create, Maintain and Grow Jobs and Economic Value in the County.**

**Improve County Government Operations.**

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

**Ensure Development of a Well-Planned, Balanced, and Sustainable County.**

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

**FINANCIAL IMPACT**

Approval of this contract will not require the use of additional Discretionary General Funding (Net County Cost). Sufficient appropriation exists within the County Administrative Office's 2025-26 budget to fund the costs related to the contract and will be included in future recommended budgets.

**BACKGROUND INFORMATION**

The Chief Executive Officer serves as the primary administrative advisor to the Board of Supervisors on matters relating to the efficient and economical administration of the County. The new employment contract, effective November 1, 2025 through March 28, 2031, includes updates to the term and compensation, and will supersede any previous employment contract and amendment.

**PROCUREMENT**

Not applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on October 29, 2025; Human Resources (Sandra Wakcher, Division Chief, 387-9676) on October 29, 2025; and County Finance and Administration (Penelope Chang, Principal Administrative Analyst, 387-4886) on October 28, 2025.

**Employment Contract with Chief Executive Officer  
November 4, 2025**

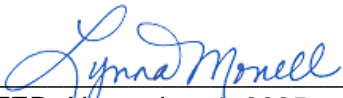
Record of Action of the Board of Supervisors  
San Bernardino County

Public Comment: Carlo

**APPROVED**

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: November 4, 2025



cc: BOS - Rowe w/ agree  
Contractor c/o BOS w/ agree  
File w/ agree

JLL 11/4/2025