

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

June 25, 2024

**FROM**

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

**SUBJECT**

Amendment to Employment Contract with Chief Executive Officer

**RECOMMENDATION(S)**

Approve **Amendment No. 1 to Employment Contract No. 23-938** for the position of Chief Executive Officer, extending the contract term to December 22, 2028, for a total contract term of August 26, 2023 to December 22, 2028, and increasing the County's contribution to the employee's 457(b) Deferred Compensation Plan.

(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 Amendment No. 1 (Amendment) to Employment Contract No. 23-938 (Contract) will not require the use of additional Discretionary General Funding (Net County Cost). Sufficient appropriation exists within the County Administrative Office 2024-25 budget to fund the costs related to the Contract and will be included in future recommended budgets.

**BACKGROUND INFORMATION**

On September 12, 2023 (Item No. 79), the Board of Supervisors (Board) approved the Contract for the employment of Chief Executive Officer (CEO) with Luther Snoke. The Amendment will extend the term of the Contract through December 31, 2028 and increase the County's contribution to the employee's 457(b) Deferred Compensation Plan. The CEO serves as the primary administrative advisor to the Board on matters relating to the efficient and economical administration of the County.

**PROCUREMENT**

Not applicable.

**Amendment to Employment Contract with Chief Executive Officer  
June 25, 2024**

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Tom Bunton, County Counsel, 387-5455) on June 18, 2024; County Finance and Administration (Paloma Hernandez-Barker, Deputy Executive Officer, and Matthew Erickson, County Chief Financial Officer, 387-5423) on June 18, 2024.

**Amendment to Employment Contract with Chief Executive Officer  
June 25, 2024**

Record of Action of the Board of Supervisors  
San Bernardino County

Public Comment: None

**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: June 25, 2024



cc:    BOS – Rowe w/ agree  
      Contractor c/o BOS w/ agree  
      File w/ agree  
JLL    06/25/2024