KERN COUNTY / Animal Services

Nicholas Cullen
DIRECTOR

November 17, 2026

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

PROPOSED RETROACTIVE AMENDMENT NO. 1 TO AGREEMENT NO. 547-2023 WITH KIMBERLY KING, DVM, CONTRACT EMPLOYEE, FOR CHIEF OF VETERINARY SERVICES
(Fiscal Impact: $19,388; Budgeted, Mandated)

The purpose of this request is to obtain your Board's approval of the proposed Amendment Number 1 to Agreement 547-2023 with Kimberly King, DVM, a contract employee, for the position of Chief of Veterinary Services, to extend the agreement from October 31, 2026 through October 31, 2029 and increase the annual compensation by $19,389 to an annual amount of $377,920 including salary and benefits.

On October 10, 2023, your Board approved Agreement No. 547-2023, which is currently in effect, for the employee to perform as Chief of Veterinary Services for the department. The department and the employee have determined that it would be mutually beneficial to extend the agreement for three years. Proposed Amendment No. 1 will extend the term of the agreement through October 31, 2029 and increase total compensation by $19,389 which includes a salary increase of $12,500 and an increased cost of benefits totaling $6,889.

The County Administrative Office concurs with this request.

The Amendment has been reviewed and approved as to form by the Office of County Counsel.

Therefore, IT IS RECOMMENDED that your Board approve the proposed Amendment Number 1 to the Agreement No. 547-2023 with Kimberly King, DVM, a contract employee, for Chief of Veterinary Services, to extend the agreement from October 31, 2026 through October 31, 2029 and increase the total compensation by $19,389 to an annual amount of $377,920 including salary and benefits and authorize the Chairman to sign.

Respectfully Submitted,

Nicholas Cullen,
Director

NC:mw
C: Each Supervisor
County Administrative Office
County Counsel

AMENDMENT NO. 1 TO

CHIEF OF VETERINARY SERVICES EMPLOYMENT AGREEMENT

THIS AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is made and entered into effective as of this _____ day of November, 2026, (the "Amendment Effective Date") by and between the County of Kern, State of California (hereinafter referred to as "Employer"), and Kimberly King (hereinafter referred to as "Employee").

R E C I T A L S

A. WHEREAS Employer and Employee entered into an Employment Agreement dated as of October 10, 2023 (County Agt. #547-2023); and
B. WHEREAS the Parties desire to amend Section 1 to extend the term of the Agreement for three (3) years;
C. WHEREAS the Parties desire to amend Section 2.3 establishing an expectation for Employee to be on duty and available between the principal hours of 9:00 AM and 3:00 PM each scheduled workday;
D. WHEREAS the Parties desire to amend Section 4.1 to provide for an annual salary of $238,500;
E. WHEREAS the Parties desire to amend Section 4.3 to provide 216 hours of annual vacation leave.

NOW THEREFORE, in consideration of mutual covenants and conditions herein, the receipt and sufficiency of which is hereby acknowledged by each of the Parties, the Parties covenant and agree as follows, effective as the Amendment Effective Date:

1. Section 1.1 EFFECTIVE DATE AND TERM OF AGREEMENT is hereby amended to read in its entirety as follows:

   > Subject to the provisions set forth below, the term of this Agreement shall begin on November 1, 2023, and continue until November 1, 2029, unless the Parties agree to an additional contract amendment or extension.

2. Section 2.3 is hereby amended to add subpart iii as follows:

   > Employee shall be on duty and available between the principal hours of 9:00 AM and 3:00 PM each scheduled workday. Any absences during those hours shall be accounted for using leave accruals, unless otherwise authorized by the Director of Animal Services.

3. Section 4.1 is hereby amended to read in its entirety as follows:

   > Employee shall be compensated at an annual salary of $238,500 for the services performed, to be paid bi-weekly over the course of twenty-six (26) pay periods.

Employee shall also be paid a bi-weekly stipend for automobile allowance of $275.52, equal to an approximate amount of $7,163 annually, for the duration of this Agreement. Employee shall also receive all salary increases at the same time and rate as are granted by Employer to other management or unrepresented employees. Employee shall receive a sign-on bonus for a total amount not to exceed $25,000. The sign-on bonus will be paid out over three installments as follows: $8,000 after the first pay period of her date of employment; $8,000 after six months of her employment; and $9,000 after one year of her employment.

4. Section 4.3 RETIREMENT, HEALTH, LEAVE AND OTHER BENEFITS, the fourth bullet point of which is hereby amended in its entirety to read as follows:

   Employee shall accrue paid vacation at a rate of 216 hours per year, beginning November 1, 2026, until the expiration of this agreement or unless the Parties agree to an additional contract amendment or extension. Employee shall retain any paid vacation hours previously accrued.

5. Validity of Agreement. To the extent that they do not conflict with the terms of this Amendment No. 1, all other sections and provisions of the Agreement shall remain in full force and effect. In the event there is any inconsistency between the terms hereof and the Agreement, this Amendment No. 1 shall control.

IN WITNESS TO THE FOREGOING, the parties have executed this Amendment as of the day and year first written above.

COUNTY OF KERN

By_____
Chairman
Board of Supervisors

Kimberly King

By_____

_____
(Print Name)

APPROVED AS TO FORM:
Office of County Counsel

By_____
Chief Deputy