KERN COUNTY / Behavioral Health &Recovery Services

Alison Burrowes, MA, LCSW
DIRECTOR

November 17, 2026

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

PROPOSED AMENDMENT NO. 1 TO AGREEMENT 301-2024 WITH MICHAEL NTIM, M.D., A CONTRACT EMPLOYEE TO INCREASE ANNUAL SALARY, MODIFY MAXIMUM PAYABLE LANGUAGE, AND UPDATE EXHIBIT B, FUNDING SCHEDULE
(Fiscal Impact: $87,088; State/Federal; Budgeted; Discretionary)

Behavioral Health and Recovery Services (BHRS) requests approval of Amendment No. 1 to Agreement 301-2024 with Michael Ntim, M.D., a contract employee, to modify maximum payable language, update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $87,088 plus applicable benefits, for a new amount not to exceed $2,200,838.

Agreement 301-2024, signed on June 18, 2024, provided outpatient psychiatric services to clients at County mental health clinics and teaching services to residents and fellows of the Department's UCLA-Kern Psychiatry Training Program. Psychiatric services include but are not limited to: conducting psychiatric evaluations, prescribing and monitoring of medications, providing clinical guidance to staff, and discharge planning for clients.

Proposed Amendment No. 1 seeks to increase the annual salary by $19,000 for Fiscal Year 2026-2027, $28,930 for Fiscal Year 2027-2028, and $39,158 for Fiscal Year 2028-2029, to remain aligned with industry pay standards and ensure competitiveness in recruiting and retaining psychiatrists. This includes modifying the maximum payable language; and updating Exhibit B, Funding Schedule, to reflect the changes in annual maximum compensation.

The Agreement has been reviewed and approved as to legal form by the Office of County Counsel. The Agreement has been reviewed and approved as to content by Kern County Human Resources and County Administrative Office.

Therefore, IT IS RECOMMENDED that the Board approve the proposed Amendment No. 1 to Agreement 301-2024 with Michael Ntim, M.D., a contract employee, to modify maximum payable language, update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $87,088 plus applicable benefits, for a new amount not to exceed $2,200,838, and authorize the Chairman to sign.

Respectfully submitted,

Heath Hallem for Alison Burrowes

Alison Burrowes, MA, LCSW
Director

cc: County Administrative Officer
County Counsel
Auditor-Controller-County Clerk

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AMENDMENT NUMBER ONE

AGREEMENT FOR PROFESSIONAL SERVICES

CONTRACT EMPLOYEE

(COUNTY OF KERN – MICHAEL NTIM, M.D.)

PHYSICIAN SERVICES

THIS AMENDMENT NUMBER ONE is made and entered into on _____, by and between the County of Kern, a political subdivision of the State of California, as represented by the Behavioral Health and Recovery Services Department (hereinafter "County", "BHRS", "Department"), and Michael Ntim, M.D. (hereinafter "Physician"), a Contract Employee whose address is 2621 Oswell St. Suite 119, Bakersfield, CA 93306.

W I T N E S S E T H:

WHEREAS:

A. On June 18, 2024, County and Physician entered into Agreement No. 301-2024 for the term July 1, 2024, through June 30, 2029, entitled "Agreement for Professional Services" to provide professional medical services to patients of Behavioral Health and Recovery Services (BHRS).

B. County and Physician wish to amend Agreement No. 301-2024 to increase annual salary; modify maximum payable language, and update Exhibit B, Funding Schedule, to include the change in annual maximum compensation.

NOW, THEREFORE, the parties mutually agree hereto as follows:

1. Section III. COMPENSATION PACKAGE, Paragraph 3. ANNUAL SALARY shall be deleted in its entirety and superseded by the following:

A. Fiscal Years 24-27 until November 27, 2026:

County shall pay physician an annual salary comprised of (i) a base salary for teaching and administrative duties and (ii) payment for care of BHRS clients in the amount of $312,000 per year to be paid as follows: Physician shall be paid $12,000 biweekly not to exceed $312,000 annually.

B. Fiscal Year 26-27

Effective pay period 2026-24 starting November 28, 2026, County shall pay physician an annual salary comprised of (i) a base salary for teaching and administrative duties and (ii) payment for care of BHRS clients in the amount of $331,000 per year to be paid as follows: Physician shall be paid $12,731 biweekly not to exceed $331,000 annually.

C. Fiscal Year 27-28

Effective the first pay period of FY 27-28, County shall pay physician an annual salary comprised of (i) a base salary for teaching and administrative duties and (ii) payment for care of BHRS clients in the amount of $340,930 per year to be paid as follows: Physician shall be paid $13,113 biweekly not to exceed $340,930 annually.

D. Fiscal Year 28-29

Effective the first pay period of FY 28-29, County shall pay physician an annual salary comprised of (i) a base salary for teaching and administrative duties and (ii) payment for care of BHRS clients in the amount of $351,158

per year to be paid as follows: Physician shall be paid $13,506 biweekly not to exceed $351,158 annually.

2. Section III. COMPENSATION PACKAGE, Paragraph 3. ANNUAL SALARY Subparagraph 3.9 MAXIMUM PAYABLE shall be deleted in its entirety and superseded by the following:

The maximum compensation payable under this Agreement shall not exceed $2,200,838, plus applicable County paid benefits over the term of this Agreement. In no event shall the maximum amount payable by County to Physician pursuant to this Agreement, inclusive of benefits, exceed the aggregate sum, unless this Agreement is modified in writing and signed by the parties.

3. EXHIBIT "B", Funding Schedule, shall be deleted in its entirety and superseded by EXHIBIT "B" TO AMENDMENT NUMBER ONE, which is attached hereto and made a part hereof. All further references to Exhibit "B" in the body of the Agreement, or any exhibits thereto, shall be deemed to read Exhibit "B" To Amendment Number ONE.

4 . To the extent that they do not conflict with the terms of this "AMENDMENT NUMBER ONE," 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 NUMBER ONE" shall control.

[THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK.]

IN WITNESS TO WHICH, each party to this Agreement has signed this Agreement upon the date indicated, and agrees for itself, its employees, officers, partners, and successors, to be fully bound by all terms and conditions of this Agreement.

APPROVED AS TO CONTENT:
Behavioral Health and Recovery Services

By: Alison Burrowes
Alison Burrowes, MA, LCSW
Director

COUNTY OF KERN
Board of Supervisors

By: _____
Chairman

APPROVED AS TO FORM:
Office of the County Counsel

By: Kyle W. Holmes
Kyle Holmes
Deputy

MICHAEL NTIM, M.D.

By: Michael Ntim
Michael Ntim, M.D.
"Physician"

HUMAN RESOURCES

By: Tracey Eldridge
Tracey Eldridge
Chief Human Resources Officer

AMENDMENT NUMBER ONE

MICHAEL NTIM, M.D.

PSYCHIATRIC PHYSICIAN SERVICES

EXHIBIT "B" – FUNDING SCHEDULE

JULY 1, 2024 – JUNE 30, 2029

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 24-25	$462,750	$462,750
FY 24-25 MAXIMUM REIMBURSEMENT		$462,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 25-26	$412,750	$412,750
FY 25-26 MAXIMUM REIMBURSEMENT		$412,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 26-27	$412,750	$412,750
AMENDMENT 1	$19,000	$19,000
FY 26-27 MAXIMUM REIMBURSEMENT		$431,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 27-28	$412,750	$412,750
AMENDMENT 1	$28,930	$28,930
FY 27-28 MAXIMUM REIMBURSEMENT		$441,680

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 28-29	$412,750	$412,750
AMENDMENT 1	$39,158	$39,158
FY 28-29 MAXIMUM REIMBURSEMENT		$451,908

FY 24-29 MAXIMUM REIMBURSEMENT		$2,200,838

SERVICE DELIVERY LOCATIONS: BHRS CLINICS TO BE DETERMINED BY THE MEDICAL DIRECTOR

[END OF AMENDMENT]