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 379-2023 WITH GURKARON NIJJAR, M.D., A CONTRACT EMPLOYEE TO INCREASE ANNUAL SALARY, INCLUDE BOARD CERTIFICATION STIPENDS, MODIFY MAXIMUM PAYABLE LANGUAGE, AND UPDATE EXHIBIT B, FUNDING SCHEDULE**
**(Fiscal Impact: $71,930; State/Federal; Budgeted; Discretionary)**

Behavioral Health and Recovery Services (BHRS) requests approval of Amendment No. 1 to Agreement 379-2023 with Gurkaron Nijjar, M.D., a contract employee, to include board certification stipends, modify maximum payable language, update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $71,930 plus applicable benefits, for a new amount not to exceed $2,135,680.

Agreement 379-2023, signed on June 27, 2023, 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 $31,000 for Fiscal Year 2026-2027 and $40,930 for Fiscal Year 2027-2028, to remain aligned with industry pay standards and ensure competitiveness in recruiting and retaining psychiatrists. This includes board certification stipends, effective the first pay period following the date written above; modify the maximum payable language; and update 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 your Board approve the proposed Amendment No. 1 to Agreement 379-2023 with Gurkaron Nijjar, M.D., a contract employee, to include board certification stipends, modify maximum payable language, update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $71,930 plus applicable benefits, for a new amount not to exceed $2,135,680, and authorize the Chairman to sign.

Respectfully submitted,

Heath Howe 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 – GURKARON NIJJAR, 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 Gurkaron Nijjar, M.D. (hereinafter "Physician"), a Contract Employee whose address is 7122 Hanover Circle, Bakersfield, CA 93309.

**W I T N E S S E T H:**

**WHEREAS:**

**A.** On June 27, 2023, County and Physician entered into Agreement No. 379-2023 for the term July 1, 2023, through June 30, 2028, 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. 379-2023 to increase annual salary; modify maximum payable language, include board certification stipends to be effective the first pay period following the date written above, 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 23-27 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.

**2.** Section III. COMPENSATION PACKAGE, Paragraph 3. ANNUAL SALARY Subparagraph 3.8 MAXIMUM PAYABLE shall be deleted in its entirety and superseded by the following:

The maximum compensation payable under this Agreement shall not exceed $2,135,680, 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.** Section III. COMPENSATION PACKAGE, Paragraph 3. ANNUAL SALARY Subparagraph 3.9 BOARD CERTIFICATION STIPENDS shall be added and reads as follows:

Physician shall be paid $307.69 biweekly not to exceed $8,000 annually for a general Psychiatry board certification or $461.54 biweekly not to exceed $12,000 annually for Child and Adolescent Psychiatry or Addiction Psychiatry board certification. Certification stipend will be paid to physician upon County's receipt of supporting documentation. Stipends are not combined for dual certification and physician shall be paid for the highest level of certification only. Board certification stipends are not subject to annual salary limitations.

**4.** 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.

**5 .** 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**

**GURKARON NIJJAR, M.D.**

By: Gurkaron Nijjar
Gurkaron Nijjar, M.D.
**"Physician"**

**HUMAN RESOURCES**

By: Tracey Eldridge
Tracey Eldridge
**Chief Human Resources Officer**

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**AMENDMENT NUMBER ONE**

**GURKARON NIJJAR, M.D.**

**PSYCHIATRIC PHYSICIAN SERVICES**

**EXHIBIT "B" – FUNDING SCHEDULE**

**JULY 1, 2023 – JUNE 30, 2028**

| BUDGET UNIT 4120 | REALIGNMENT | TOTAL FUNDING |
|---|---|---|
| FY 23-24 | $412,750 | $412,750 |
| FY 23-24 MAXIMUM REIMBURSEMENT | | $412,750 |

| BUDGET UNIT 4120 | REALIGNMENT | TOTAL FUNDING |
|---|---|---|
| FY 24-25 | $412,750 | $412,750 |
| FY 24-25 MAXIMUM REIMBURSEMENT | | $412,750 |

| 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 | $31,000 | $31,000 |
| FY 26-27 MAXIMUM REIMBURSEMENT | | $443,750 |

| BUDGET UNIT 4120 | REALIGNMENT | TOTAL FUNDING |
|---|---|---|
| FY 27-28 | $412,750 | $412,750 |
| AMENDMENT 1 | $40,930 | $40,930 |
| FY 27-28 MAXIMUM REIMBURSEMENT | | $453,908 |

| | | |
|---|---|---|
| FY 23-28 MAXIMUM REIMBURSEMENT | | $2,135,680 |

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

**[END OF AMENDMENT]**