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. 2 TO AGREEMENT 378-2023 WITH NINOS ADAMS, M.D., A CONTRACT EMPLOYEE, TO INCREASE ANNUAL SALARY, MODIFY MAXIMUM PAYABLE LANGUAGE, AND UPDATE EXHIBIT B, FUNDING SCHEDULE
(Fiscal Impact: $51,430; State/Federal; Budgeted; Discretionary)

Behavioral Health and Recovery Services (BHRS) requests the approval of Amendment No. 2 to Agreement 378-2023 with Ninos Adams, 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 $51,430, for a new total not to exceed $3,087,570.

Agreement 378-2023, signed on June 27, 2023, provided outpatient psychiatric services to clients at County mental health clinics. 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.

On February 10, 2026, Agreement 046-2026 served as Amendment No. 1 to Agreement No. 378-2023 and increased annual salary, included board certification stipends, modified maximum payable language and Exhibit B, Funding Schedule and included language regarding political and religious activity and signature authority.

Proposed Amendment No. 2 seeks to increase annual salary for Fiscal Year 2026-2027 by $20,500 and Fiscal year 2027-2028 by $30,930 to remain aligned with industry standards for compensation; modify the maximum payable language to reflect the revised annual compensation; and update Exhibit B, Funding Schedule, to incorporate the annual salary increases.

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. 2 to Agreement 378-2023 with Ninos Adams, 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 $51,430, for a new total not to exceed $3,087,570 and authorize the Chairman to sign.

Respectfully submitted,

Heather Hall for Alison Burrowes

Alison Burrowes, MA, LCSW
Director

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

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AMENDMENT NUMBER TWO

AGREEMENT FOR PROFESSIONAL SERVICES

CONTRACT EMPLOYEE

(COUNTY OF KERN – NINOS ADAMS, M.D.)

PHYSICIAN SERVICES

THIS AMENDMENT NUMBER TWO 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 Ninos Adams, M.D. (hereinafter "Physician"), a Contract Employee whose address is 2200 Colorado Ave., Turlock, CA, 95382.

W I T N E S S E T H:

WHEREAS:

A. On June 27, 2023, County and Physician entered into Agreement No. 378-2023 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. On February 10, 2026, County and Physician amended Agreement No. 378-2023 with Agreement No. 046-2026 to increase annual salary, add board certification stipends, modify maximum payable language, add revised language regarding political and religious activity and signature authority, and update Exhibit, B, Funding Schedule.

C. County and Physician wish to further amend Agreement No. 378-2023 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 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** for FY 26-27, 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 KernBHRS clients in the amount of **$340,930** for FY 27-28, 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 3.6 MAXIMUM PAYABLE shall be deleted in its entirety and superseded by the following:

The maximum compensation payable under this Agreement shall not exceed $3,087,570, 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 TWO, 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 TWO.

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

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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

NINOS ADAMS, M.D.

By: _____
Ninos Adams, M.D.
"Physician"

HUMAN RESOURCES

By: Tracey Eldridge
Tracey Eldridge
Chief Human Resources Officer

AMENDMENT NUMBER TWO

NINOS ADAMS, M.D.

PSYCHIATRIC PHYSICIAN SERVICES

EXHIBIT "B" – FUNDING SCHEDULE

JULY 1, 2023 – JUNE 30, 2028

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 23-24	$594,520	$594,520
FY 23-24 MAXIMUM REIMBURSEMENT		$594,520

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 24-25	$594,520	$594,520
FY 24-25 MAXIMUM REIMBURSEMENT		$594,520

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 25-26	$594,520	$594,520
AMENDMENT 1	$21,180	$21,180
FY 25-26 MAXIMUM REIMBURSEMENT		$615,700

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 26-27	$594,520	$594,520
AMENDMENT 1	$21,180	$21,180
AMENDMENT 2	$20,500	$20,500
FY 26-27 MAXIMUM REIMBURSEMENT		$636,200

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 27-28	$594,520	$594,520
AMENDMENT 1	$21,180	$21,180
AMENDMENT 2	$30,930	$30,930
FY 27-28 MAXIMUM REIMBURSEMENT		$646,630

FY 23-28 MAXIMUM REIMBURSEMENT		$3,087,570

SERVICE DELIVERY LOCATIONS: BHRS Clinics

[END OF AMENDMENT]