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 216-2024 WITH KHOA MAI, M.D., A CONTRACT EMPLOYEE, TO INCREASE ANNUAL SALARY, MODIFY MAXIMUM PAYABLE LANGUAGE, INCLUDE BOARD CERTIFICATION STIPENDS, AND UPDATE EXHIBIT B, FUNDING SCHEDULE
(Fiscal Impact: $123,088; State/Federal; Budgeted; Discretionary)

Behavioral Health and Recovery Services (BHRS) requests approval of Amendment No. 1 to Agreement 216-2024 with Khoa Mai, M.D., a contract employee, to modify maximum payable language, include board certification stipends, and update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $123,088 plus applicable benefits, for a new total not to exceed $2,186,838.

Agreement 216-2024, signed on May 21, 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 $31,000 for Fiscal year 2026-2027, $40,930 for Fiscal year 2027-2028, and $51,158 for Fiscal year 2028-2029 to remain aligned with industry standards for compensation; modify the maximum payable language to reflect the revised annual compensation; include board certification stipends effective the first pay period following October 27, 2026; and update Exhibit B, Funding Schedule, to incorporate the annual salary increase, board certification stipends, and corresponding change 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 216-2024 with Khoa Mai, M.D., a contract employee, to modify maximum payable language, include board certification stipends, and update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $123,088 plus applicable benefits, for a new total not to exceed $2,186,838, and authorize the Chairman to sign.

Respectfully submitted,

Heather Hlava 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 – KHOA MAI, 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 Khoa Mai, 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 May 21, 2024, County and Physician entered into Agreement No. 216-2024 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. 216-2024 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 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 3.8 MAXIMUM PAYABLE shall be deleted in its entirety and superseded by the following:

The maximum compensation payable under this Agreement shall not exceed $2,186,838, 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. 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

KHOA MAI, M.D.

By: Khoa Mai
Khoa Mai, M.D.
"Physician"

HUMAN RESOURCES

By: Tracey Eldridge
Tracey Eldridge
Chief Human Resources Officer

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AMENDMENT NUMBER ONE

KHOA MAI, M.D.

PSYCHIATRIC PHYSICIAN SERVICES

EXHIBIT "B" – FUNDING SCHEDULE

JULY 1, 2024 – JUNE 30, 2029

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		$453,680

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 28-29	$412,750	$412,750
AMENDMENT 1	$51,158	$51,158
FY 28-29 MAXIMUM REIMBURSEMENT		$463,908

FY 24-29 MAXIMUM REIMBURSEMENT		$2,186,838

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

[END OF AMENDMENT]