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 RETROACTIVE AMENDMENT NO. 2 TO AGREEMENT 377-2023 WITH SAMANTHA MADZIARSKI, M.D., A CONTRACT EMPLOYEE, TO INCREASE ANNUAL SALARY, MODIFY KERN MEDICAL CALL LANGUAGE TO INCLUDE A RETROACTIVE PAY CORRECTION, AND UPDATE EXHIBIT B, FUNDING ACHEDULE
(Fiscal Impact: $47,930; State/Federal; Budgeted; Discretionary)

Behavioral Health and Recovery Services (BHRS) requests the retroactive approval of Amendment No. 2 to Agreement 377-2023 with Samantha Madziarski, M.D., a contract employee, to modify Kern Medical Call language to reflect current compensation rates effective July 1, 2026, provide a one-time adjustment payment of $4,300 to reconcile a prior weeknight call coverage rate discrepancy, update Exhibit B, Funding Schedule, and increase compensation over the term of the agreement by $47,930 plus applicable benefits for a new total not to exceed $2,219,680.

Agreement 377-2023, signed on June 27, 2025, 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.

On January 6, 2026, Agreement 009-2026 served as Amendment No. 1 to Agreement No. 377-2023 and increased annual salary, included PEC Lead and board certification stipends, and modified maximum payable language and Exhibit B, Funding Schedule.

Proposed retroactive Amendment No. 2 seeks to increase the annual salary for Fiscal Year 2026-2027 by $19,000, and Fiscal Year 2027-208 by $28,930 to remain aligned with industry standards for compensation; modify the Kern Medical Call language to reflect the current compensation rates effective July 1, 2026; provide a one-time adjustment payment of $4,300 to reconcile the incorrect weeknight call coverage rate applied from July 1, 2023, through June 30, 2025, which represents full and final settlement of the amounts owed for the rate discrepancy; and update Exhibit B, Funding Schedule, to incorporate the revised annual salary, current call compensation rates, and corresponding changes in 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.

This Amendment is retroactive to correct the Kern Medical Call rates in the Agreement to reflect the current reimbursement rates effective July 1, 2026. The prior rates were inadvertently included in the Agreement and were identified during the transition to Workday.

Therefore, IT IS RECOMMENDED that the Board approve the proposed retroactive Amendment No. 2 to Agreement 377-2023 with Samantha Madziarski, M.D., a contract employee, to modify Kern Medical Call language to reflect current compensation rates effective July 1, 2026, provide a one-time adjustment payment of $4,300 to reconcile a prior weeknight call coverage rate discrepancy, update Exhibit B, Funding Schedule, and

increase compensation over the term of the agreement by $47,930 plus applicable benefits for a new total not to exceed $2,219,680, 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 – SAMANTHA MADZIARSKI, M.D.)

PHYSICIAN SERVICES

THIS AMENDMENT NUMBER THREE 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 Samantha Madziarski, M.D. (hereinafter "Physician"), a Contract Employee whose address is 10107 Sirretta Peak Place, Bakersfield, CA 93311.

W I T N E S S E T H:

WHEREAS:

A. On June 27, 2023, County and Physician entered into Agreement No. 377-2023 for the term July 1, 2023, through June 30, 2028, entitled "Agreement for Professional Services" to provide professional medical services to patients of Kern Behavioral Health and Recovery Services (KernBHRS); and

B. On January 6, 2026, County and Physician amended Agreement No. 377-2023 with Agreement No. 009-2026 to increase annual salary, add PEC Lead and board certification stipends, modify maximum payable language, add revised language regarding political and religious activity and signature authority, and update Exhibit, B, Funding Schedule; and

C. County and Physician wish to further amend Agreement No. 377-2023 to increase annual salary; modify maximum payable language, update Exhibit B, Funding Schedule, to include the change in annual maximum compensation, and retroactively amend Kern Medical Call to include current compensation rates beginning July 1, 2026, and provide a one-time payment to compensate Physician for Kern Medical Weeknight Call rate discrepancy.

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 3.2 CALL COVERAGE paragraph entitled KERN MEDICAL CALL shall be deleted in its entirety and superseded by the following:

Physician shall be paid $350 for every weekday night of call coverage assigned (Monday through Thursday from 5:00 p.m. to 8:00 a.m.) and $3,500 for every weekend of call coverage assigned (Friday at 5:00 p.m. to Monday at 8:00 a.m.). Call and moonlighting coverage pay are not subject to annual salary limitations.

Physician shall be paid a one-time adjustment payment in the amount of FOUR THOUSAND THREE HUNDRED DOLLARS ($4,300) to reconcile the weeknight call coverage rate that was incorrectly applied during the period of July 1, 2023, through June 30, 2025. This payment represents full and final settlement of all amounts owed arising from the call coverage rate discrepancy for the specified period.

3. 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 $2,219,680, 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.

4. EXHIBIT "B", Funding Schedule, shall be deleted in its entirety and superseded by EXHIBIT "B" TO AMENDMENT NUMBER THREE, 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 Three.

5. To the extent that they do not conflict with the terms of this "AMENDMENT NUMBER THREE," 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 THREE" 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

SAMANTHA MADZIARSKI, M.D.

By: Samantha Madziarski
Samantha Madziarski, M.D.
"Physician"

HUMAN RESOURCES

By: Tracey Eldridge
Tracey Eldridge
Chief Human Resources Officer

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AMENDMENT NUMBER TWO

SAMANTHA MADZIARSKI, 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 26-27 MAXIMUM REIMBURSEMENT		$412,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 25-26	$412,750	$412,750
AMENDMENT 1	$36,000	$36,000
FY 25-26 MAXIMUM REIMBURSEMENT		$448,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 26-27	$448,750	$448,750
AMENDMENT 1	$36,000	$36,000
AMENDMENT 2	$19,000	$19,000
FY 26-27 MAXIMUM REIMBURSEMENT		$467,750

BUDGET UNIT 4120	REALIGNMENT	TOTAL FUNDING
FY 27-28	$448,750	$448,750
AMENDMENT 1	$36,000	$36,000
AMENDMENT 2	$28,930	$28,930
FY 27-28 MAXIMUM REIMBURSEMENT		$477,680

FY 23-28 MAXIMUM REIMBURSEMENT		$2,219,680

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

[END OF AMENDMENT]