



Veterinarian,  
Department of Public Health  
**San Bernardino County, CA**

# The County

Located in the heart of Southern California, San Bernardino County thrives on the diversity of our communities that offer families affordable housing with access to excellent schools, and community resources, including libraries, parks, hospitals, and international airports. The County provides a safe, clean, and healthy environment with access to a variety of business and shopping opportunities, as well as cultural and educational enrichment opportunities through museums, theater, and higher education, including California State University, San Bernardino, University of Redlands, and Loma Linda University.

The County encompasses over 20,160 square miles of diverse geography and climate that includes snowcapped mountains, flowering deserts, pristine valleys, and lakes. The County's prime location allows for easy access to Southern California's premier beaches, resort destinations, and major metropolitan centers. The County has a population of over two million residents and is comprised of 24 incorporated cities and towns.

The County is the largest county in the contiguous United States by area, has 20,000+ full time employees and manages an annual budget of approximately \$9.7 billion. It is comprised of 42 departments and agencies, which are staffed by dedicated public service professionals who provide a wide range of vital services. The County's organizational culture is defined by four pillars: value, innovation, service, and vision.

The County is governed by a full time, five-member Board of Supervisors, who, working through the Chief Executive Officer, Luther Snoke, the County Administrative Office, and a workforce of dedicated public service employees, are committed to sustaining a vision of a "complete county that capitalizes on the diversity of its people, its geography, and its economy to create a broad range of choices for its residents in how they live, work, and play."

# The Department

The Department of Public Health (DPH) works to improve the overall wellness of the community in many ways, from providing health education and community outreach events to monitoring and performing laboratory testing for communicable diseases. Public Health operates various clinics and health centers throughout the County. The Clinic Operations team provides a wide range of low-cost, confidential health services that support its mission to protect health, prevent disease, and promote health and well-being. The Department places a high value on strong working alliances with local community groups representing the diverse populations who live in all areas of the large County.

The Animal Care Division operates two shelters located in Devore and the City of Big Bear Lake, supported by a team of 51 staff members, including animal control officers, kennel attendants, rescue coordinators, registered veterinary technicians, veterinary assistants, enrichment specialists, office assistants, and supervisors.

Our new mobile veterinary clinic expands our reach by providing spay/neuter surgeries, low-cost vaccinations, and microchipping services to underserved communities across the County.

Our mission is to protect public health by preventing the spread of rabies in humans and pets, promote responsible pet ownership - including the importance of spaying and neutering - and safeguard both people and animals through the enforcement of state and local animal care laws and ordinances. This work directly supports the County's broader mission to enhance the health and safety of our communities.

In 2024, DPH received several achievement awards from the National Association of Counties:

- ▶ Enriching Lives: The Impact of an Animal Care Enrichment Program on a Shelter
- ▶ Reducing Barriers to Animal Adoption
- ▶ The AC and POPCo Partnership: Spay and Neuter Voucher Program
- ▶ Improving Efficiency Shelter Strategies Using Simple Tools and Technology
- ▶ Animal Care Volunteer Program: Changing the Lives of Pets and People
- ▶ Ready to Rescue: SBC Animal Emergency Response Program
- ▶ Animal Care: Connecting with the Community through Social Media

# The Opportunity

San Bernardino County prides itself on being a high-performing, forward-thinking, and fast-paced organization where innovation and service are central to its culture and operations. The **Department of Public Health (DPH), Animal Care Division** is seeking a **Public Health Veterinarian** who, with their medical expertise, will join a highly regarded veterinary team in providing care for animals in San Bernardino County's animal shelters and clinics. The veterinarian will perform shelter medicine, high-volume spay/neuter procedures, and support community education efforts.

This role offers a unique opportunity to deliver direct, hands-on clinical care to animals through the County's existing shelter and mobile veterinary clinic. It's an ideal position for a veterinarian who is passionate about improving animal health and welfare through daily medical care and public service.



Adding to the excitement, the County is in the process of developing a **state-of-the-art Animal Care Center**. The selected candidate will not only continue meaningful clinical work but also have the chance to be part of shaping and launching services at this new, modern facility — helping define the future of animal care in the region.

In addition, other essential duties include:

- ▶ Full range veterinary medical services to shelter animals and work in the prevention and control of contagious diseases of animals.
- ▶ Perform physical examinations, preventive medicine, vaccinations, diagnostics, and other ongoing care and treatment for animals brought to and being retained at the Animal Shelter, including health of animals at impound, during extended care period and prior to adoption.
- ▶ Perform surgical procedures, including the spaying and neutering of animals, treatment of medical conditions or injuries; administer anesthesia and/or medication as needed.
- ▶ Delegate and oversee appropriate duties and responsibilities to technical support staff responsible for following prescribed treatment protocols and maintaining treatment records for animals brought to the Animal Shelter as provided for in established protocols.
- ▶ Ensure adherence to standards of veterinary medicine and use of appropriate medical equipment, humane animal treatment, proper housing and feeding of animals and cleaning of kennels within the Animal Shelter.
- ▶ Monitor the health of animals at the facility and work with the Division Chief and management team to determine appropriate treatment procedures.
- ▶ Monitor facility operations and assist staff by ensuring that environmental standards are in place, including proper sanitation practices, disease surveillance and monitoring, physical examinations, vaccinations, parasite control, disease treatment, nutrition, outbreak response, environmental enrichment, and education of staff regarding animal diseases.
- ▶ Maintain effective relations with governmental agencies, professional industry representatives, interest groups and the general public, and answer fundamental questions related to animal and clinical care practices.

The Veterinarian will be part of a collaborative veterinary team consisting of 15 dedicated staff, including registered veterinary technicians, veterinary assistants, and support personnel.

## The Ideal Candidate

San Bernardino County is seeking a dedicated and compassionate Public Health Veterinarian to join our dynamic and award-winning team. This is an exciting opportunity for a veterinarian who is passionate about community service, public health, and advancing animal welfare.

The ideal candidate will bring fresh perspectives, innovative ideas, and a collaborative spirit to a department committed to excellence. We are looking for a well-rounded professional who is flexible, detail-oriented, and pragmatic — someone who thrives in a team environment and is motivated by achieving positive outcomes.

This role involves not only overseeing the health and well-being of animals in our care but also engaging with the public through educational programs, special initiatives, and community partnerships. The successful candidate will be a strong communicator, comfortable working across Public Health programs and dedicated to promoting responsible pet ownership and public safety.

If you're ready to make a meaningful impact through service and innovation, we encourage you to apply and become part of our mission-driven team.

Key areas of focus for the Public Health Veterinarian:

- ▶ **Operations** — Oversee daily animal care, manage emergencies, and support routine shelter operations. Ensure policies and procedures are in place to provide the highest standard of care and promote positive outcomes, including increased adoptions.
- ▶ **Medical** — Perform spay/neuter surgeries and other veterinary procedures. The shelter cares for approximately 6,200 animals annually.
- ▶ **Community Engagement** — Represent Public Health during mobile clinic shifts and community events. This role includes actively engaging with the public to promote responsible pet ownership and animal wellness.
- ▶ **Leadership** — Support the recruitment and development of future veterinary and shelter care staff.

The highly qualified candidates will have:

- ▶ Possession of a license issued by the State of California to practice as a Doctor of Veterinary Medicine; **and**  
One (1) year of experience providing veterinary services.
- ▶ Experience as a Veterinarian in an animal shelter is strongly preferred.
- ▶ Experience in “high volume, high quality” spay/neuter work is also a plus as is an understanding of “herd management.”

Municipal experience is preferred, however candidates from the public and private sector will be considered. Candidates nationwide are encouraged to apply.



## Compensation

The salary for the Public Health Veterinarian is within an established annual range of \$153,649 to \$220,500 (Range 87C), dependent upon the qualifications and experience of the selected candidate, plus a 3% annual across the board salary increase on February 2026.

In addition to a competitive salary, San Bernardino County fosters a culture of a work-life balance and offers an excellent benefits package such as:

- ▶ Retirement Benefits – Participation in the San Bernardino County Employees’ Retirement Association, 401k and 457(b) deferred compensation, retirement medical trust.
- ▶ Medical, dental and vision insurance for employee and family with premium subsidies.
- ▶ Leave Provisions – Vacation (80-160 hours per year with cash-out option), Administrative Leave (80 hours per year with cash-out option), Sick (3.69 hours per pay period), Holidays (14 plus 1 floating per year), Bereavement (2 days per occurrence), and Perfect Attendance Leave (Up to 16 hours)
- ▶ Additional Programs – Short & long-term disability, County paid basic term life insurance, Supplemental Term Life Insurance, AD&D Insurance, FSA, DCAP, 529 Savings Plan, Combined Giving, Commuter Services, Employee Discounts, Wellness Program, and Employee Assistance Program, Tuition Loan Repayment (up to \$10,000 for eligible loans).
- ▶ Our generous alternative **Modified Benefits Option** provides a wage differential of 4% above the base salary with a complementing modified leaves package and benefits, including the use of increased pay rate to calculate County contributions to RMT, 401(k), and 457(b) plans, leaves cash outs, and retirement contribution rates. The 4% differential brings the total annual salary up to \$229,500.

## How to Apply

Please apply **immediately** at [www.alliancerc.com](http://www.alliancerc.com). For questions, inquiries or candidate recommendations, please contact:

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LinkedIn: <https://www.linkedin.com/company/alliance-resource-consulting>

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