



  
**ALLIANCE**  
RESOURCE CONSULTING LLC

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, 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.

Our County encompasses over 20,160 square miles of diverse geography and climate that includes snowcapped mountains, flowering deserts, pristine valleys, and lakes. Our 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.

As an employer, the County strives to provide its employees work-life balance, where you can enjoy all the amenities the County has to offer along with excellent career opportunities, a supportive work environment, and a competitive total compensation package.

# 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 mission of the Animal Care Division is to prevent rabies in humans and pets, to educate the public about responsible pet ownership including the importance of spaying and neutering, and to protect and serve the public and pets by enforcing all laws and ordinances pertaining to Animal Care. Performance of these functions supports the County mission by contributing to the overall safety of the community.

In 2023, DPH received several achievement awards from the National Association of Counties:

- ▶ Animal Care Community Engagement and Adoption Events
- ▶ Animal Rescue Partner Program
- ▶ Animal Care and Control to Animal Care Comprehensive Rebrand

The Animal Shelter has a staff of twenty.

# The Opportunity

San Bernardino County's DPH is in the process of procuring its first ever mobile veterinary clinic as well as designing a new state-of-the-art County Animal Care Center that will include a veterinary hospital. The Department of Public Health is seeking a dedicated Veterinarian who, with their medical expertise, will assist the Animal Care Division and DPH's leadership with its upcoming slate of innovative projects.

The next Veterinarian will have the dynamic opportunity to provide guidance and hire a team for the establishment of the County's new veterinary facilities. In addition, other essential duties include:

- ▶ Full range veterinary medical services to shelter animals and work in the prevention and control of contagious disease 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; uses appropriate medical equipment.
- ▶ Delegate 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, 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 oversees a staff of two.

## The Ideal Candidate

San Bernardino County seeks dedicated and passionate veterinarians to apply to be its next DPH Veterinarian. The ideal candidate will be someone who welcomes the opportunity to lead animal care policies and initiatives while assisting the County during its transition to a cutting-edge and innovative animal care center.

The ideal candidate will be pragmatic, have attention to detail and enjoy engaging with the community in special programs, educational courses and partnerships. This person will be comfortable collaborating with other public health team members as well as be able to prioritize the health of the overall animal facilities.

The top areas of focus for the next Veterinarian will be:

- ▶ **Operations** – Oversee the day-to-day care needs, manage animal emergencies and conduct regular animal shelter business hours.
- ▶ **Medical** – Handle the spay/neuter work. Roughly 6,200 animals come through the shelter annually.
- ▶ **Leadership** – Continue to lead the high functioning team. Assist DPH on the upcoming mobile unit roll out and build out of the state-of-the-art veterinary clinic. Oversee the hiring of future staff and help out the staff at the County Zoo.

---

## Minimum Requirements and Desired Experience

- ▶ 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 providing animal care in a mobile clinic and with equine is highly desirable.
- ▶ Experience in “high volume, high quality” spay/neuter work is also a plus as is an understanding of “herd management.”
- ▶ Experience with premise permits is a plus.

Candidates nationwide are encouraged to apply.

# Compensation

The salary for the Public Health Veterinarian is within an established annual range of \$147,700 to \$211,952 (Range 87C), dependent upon the qualifications and experience of the selected candidate, plus 3% annual across the board salary increases on February 2025 and 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:

- ▶ County-paid Benefits – Short-term disability, basic term life insurance, participation in the San Bernardino County Employees’ Retirement Association, 401k and 457(b) deferred compensation, retirement medical trust, sick leave conversion.
- ▶ Medical, dental and vision insurance for employee and family with premium subsidies.
- ▶ Leave Provisions – Vacation (80-160 hours per year with cash-out option up to 60 hours per year if 80 hours of vacation used in previous year), Administrative Leave (80 hours per year with cash-out option), Sick (3.39 hours per pay period), Holidays (14 plus 1 floating per year), Bereavement (2 days per occurrence), and Perfect Attendance Leave (Up to 16 hours or annual gym membership reimbursement up to \$299).
- ▶ Additional Programs – Supplemental Term Life Insurance, AD&D Insurance, FSA, DCAP, 529 Savings Plan, Combined Giving, Commuter Services, Employee Discounts, Wellness Program, and Employee Assistance Program.
- ▶ 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.

## How to Apply

Please apply **on-line** by **April 26, 2024** at [www.allianceRC.com](http://www.allianceRC.com). For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda  
Office: (562) 901-0769 x331  
E-mail: [suyeda@alliancerc.com](mailto:suyeda@alliancerc.com)

Cindy Krebs  
Office: (562) 901-0769 x336  
E-mail: [ckrebs@alliancerc.com](mailto:ckrebs@alliancerc.com)

### Alliance Resource Consulting LLC

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

**EEO/ADA:** San Bernardino County is an **Equal Employment Opportunity (EEO)** and Americans with Disabilities Act (ADA) compliant employer, committed to providing equal employment opportunity to all employees and applicants.

**ADA Accommodation:** If you have a disability and require accommodations in the testing process, submit the **Special Testing Accommodations Request Form** ([Download PDF reader](#)) within one week of a recruitment filing deadline.

**Veterans’ Preference:** Eligible veterans and their spouse or widow(er) who are not current County employees may be awarded additional Veterans’ Preference points.