



# ANIMAL SHELTER VETERINARIAN

**Total compensation package, including benefits, up to \$244,693 annually**

**San Bernardino County** prides itself on being a high-performing, forward-thinking and fast-paced organization where innovation and service are central to our culture and operations. **The Department of Public Health (DPH)**, Animal Care Division is in search of an **Animal Shelter Veterinarian** who with their medical expertise will join a veterinary team in providing care for animals of San Bernardino County's Animal Shelters by performing shelter medicine, high volume spay/neuter, and community education.



Candidates nationwide are encouraged to apply.



# 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 next Animal Shelter Veterinarian will have the dynamic opportunity to assist our lead Public Health Veterinarian in providing guidance for the establishment of the County's new veterinary facilities. 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; 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 lead Public Health Veterinarian and management team to determine appropriate treatment procedures.
- 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 Ideal Candidate** will be someone who will assist the veterinary team in establishing animal care policies and initiatives during the County's 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. Top areas of focus for the next Veterinarian will include operations, medical expertise and leadership.

# QUALIFICATIONS

The **highly qualified** candidate will possess 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."

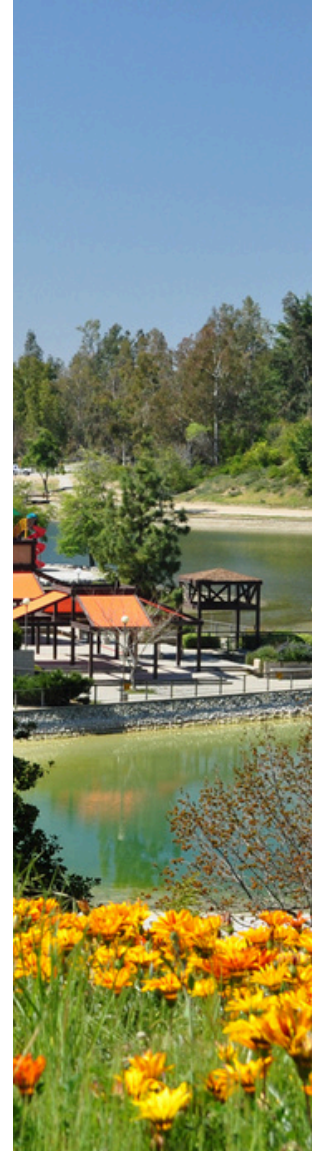
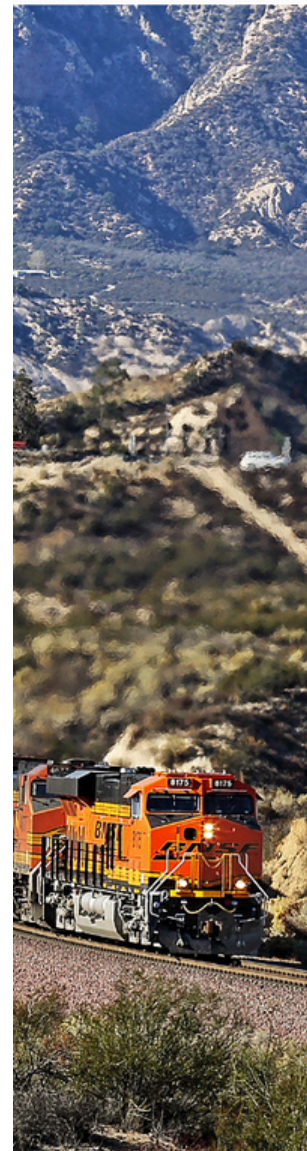


# THE COUNTY

**SAN BERNARDINO COUNTY, THE LARGEST COUNTY** in the contiguous United States by area, has 20,000+ full time employees and manages an annual budget of approximately \$8.6 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 our 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."

Main Webpage: [County Website](#)  
County budget: [County Budget](#)  
County Vision: [County Vision](#)



# THE COMMUNITY

**SAN BERNARDINO COUNTY HAS A BEAUTIFUL AND NATURAL ENVIRONMENT** - with towering mountains, lush palm trees, and a colorful variety of desert plants. The surrounding landscape provides a plethora of recreational opportunities, from boating on the serene waters of Lake Arrowhead to hiking the arid expanses of the Mojave National Preserve. Beyond its stunning beauty, the County is a hub of economic activity, with sectors ranging from logistics and manufacturing to healthcare and tourism. The County's history is deeply rooted in the pioneering spirit of the American West, evident in its numerous historic sites, museums, and cultural landmarks. The County spans 20,105 square miles with 24 incorporated cities. The community's 2.2 million residents are incredibly diverse.

# THE DEPARTMENT

The Department of Public Health (DPH) works in partnership to promote and improve health, wellness, safety, and quality of life to the residents of San Bernardino County. Public Health's dedicated staff works to prevent epidemics and the spread of disease, protect against environmental hazards, prevent injuries, promote and encourage healthy behaviors, respond to disasters and assist communities in recovery, and assure the quality and accessibility of health services throughout the County. DPH places a high value on strong working alliances with local community groups representing the diverse populations who live in all areas of our large County.



The mission of the Animal Care Program 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 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

**[Visit the Department of Public Health Website to learn more.](#)**

# COMPENSATION & BENEFITS

San Bernardino County offers a generous compensation package which includes a competitive salary within the designated 87C salary range and excellent benefits options.

## Base Salary up to \$220,500 annually

The County also offers an alternative **Modified Benefit Option (MBO)** that provides a wage differential of 4% above the base salary rate with a complementing modified leaves package and benefits.

### Leaves



- 15 paid holidays (Includes one paid floating holiday with Traditional Benefits Package)
- 80 hours of administrative leave with cash out option
- Traditional Leaves Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual
- Modified Benefits Package with up to 200 hours of Paid Time Off (PTO) accruals annually (based on service hours) with annual cash out option for up to 160 hours

### Retirement



- County pension ([www.sbcera.org](http://www.sbcera.org)) vested after five years of service
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary
- 457(b) Deferred Compensation Plan with County contribution ½ times employee contribution, up to ½%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)

### Health



- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- FSA pre-tax account for qualified health care expenses with up to \$40 County match per pay period

### Other Benefits

- Tuition Loan Repayment up to \$10,000 for eligible loans
- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment
- County paid short-term and long-term disability benefits

[Learn more about exempt benefits information.](#)

## How to Apply

To be considered, please submit a cover letter, comprehensive resume and three references. These may be submitted via online application at [www.sbcounty.gov/jobs](http://www.sbcounty.gov/jobs) - OR - by email to [ExecRecruit@hr.sbcounty.gov](mailto:ExecRecruit@hr.sbcounty.gov).

This is a confidential process and will be handled accordingly throughout all stages of the recruitment process. References will not be contacted until mutual interest has been established and a reference release form is completed.

Applications will be accepted until position is filled.

Contact: Silvia Zayas ([szayas@hr.sbcounty.gov](mailto:szayas@hr.sbcounty.gov)) or  
Neyda Gonzalez ([neyda.gonzalez@hr.sbcounty.gov](mailto:neyda.gonzalez@hr.sbcounty.gov))



**Human Resources**

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