



INVITES YOUR INTEREST IN THE POSITION OF

# VETERINARIAN





# The Community

The City of Fresno is located in the heart of the state of California in the fertile San Joaquin Valley. From the agricultural fields on the valley floor to the snow-capped peaks of the Sierra Nevada Mountain range, the Fresno area offers something for everyone. With a population of approximately 540,000 residents, Fresno is the fifth-largest city in California and serves as the financial, industrial, trade, and commercial capital of the central San Joaquin Valley.

The City is located amongst three National Parks, residents and visitors enjoy Fresno's proximity to Yosemite, Kings Canyon, and Sequoia National Parks. With approximately 300 days of sunshine each year, the Mediterranean climate allows for year-round recreational activities, including sailing, snow

and water skiing, fishing, backpacking, and golfing.

Living in Fresno has the benefit of urban amenities and the unique charm of a suburban atmosphere. Housing prices are typically lower than California's other major metropolitan areas. There are four large school districts including Fresno Unified, Central Unified, Sanger Unified, and Clovis Unified, and a variety of private institutions.

The City is also home to colleges and universities, most notably California State University, Fresno as well as Fresno City College and Fresno Pacific University. Residents enjoy various social, cultural, and athletic activities in an affordable community environment.





# City Government

Fresno is a full-service charter city operating under a strong mayor form of government. The Mayor is elected at large and does not serve on the Council but has veto power over certain actions taken by the City Council. The City Manager, who is appointed by the Mayor, is responsible for appointing all other department heads in the City. There are seven Council Members. The Council appoints the City Attorney and the City Clerk.





# *The Position and Ideal Candidate*

Be part of the City of Fresno's new Animal Center Department! The Veterinarian will be part of the collective and strategic planning in staffing the new state of the art clinic and developing the program, while embodying the goals, innovation, and animal care compassion that the City Manager envisions for the veterinary program and the community.

The ideal candidate will be a community centered leader, committed to practicing the highest standard of medicine and upholding the veterinary code of ethics. The incumbent will have a highly collaborative leadership style to ensure that a culture of customer service and care will be at the forefront of the center. With many key objectives to fulfill, the ideal candidate will be flexible and a strategic

thought leader who can identify needs and provide sound recommendations to City leadership.

Reporting to the Animal Center Director, the Veterinarian is responsible for the full range of professional veterinary medical services in the care and treatment of animals including the development and implementation of policies and procedures relating to the operation and maintenance of the City of Fresno Animal Center. The incumbent works independently, exercises considerable latitude and judgment in applying current, advanced or specialized veterinary medical treatment performed at the animal center. Incumbents may be required to work nights, weekends and holidays and respond to after-hours emergencies as needed.





Duties of the Veterinarian include but are not limited to; establish medical standards and procedures for the maintenance of healthy, safe and sanitary conditions for all animals at the animal center; develop medical protocols to be followed by all medical and kennel staff; perform high volume, high-quality spay/neuter surgeries of animals, primarily dogs and cats; may perform other surgeries including administering anesthesia and/or other medications as medically necessary; provides consultation and education to pet owners and care takers; performs physical examinations, diagnoses and creates treatment plans for animals admitted to the animal center; administers immunizations; vaccinates and provides emergency

treatment to animals, regularly reviews medical condition of animals quarantined, administers follow-up treatment to injured animals as necessary; directs care and feeding of exotic and unusual animals; trains appropriate staff in administering First Aid and vaccinations to animals, the humane performance of euthanasia as medically necessary and other paramedical duties. Must possess the ability to lift and restrain animals up to and over 50 pounds; and stand for extended periods of time with or without reasonable accommodation.

The ideal candidate should possess thorough knowledge in veterinary, treatment, prevention, control, surgical procedures, and care of a wide range of animals; knowledge of California state, federal, and municipal animal health laws and regulations governing the impounding, releasing and euthanasia of





animals; and possess the ability to develop and implement goals, objectives, policies, procedures and work standards of staff. In addition, qualified candidates must possess: one (1) year of experience in the diagnosis and treatment of animals in a clinical setting, private practice or shelter environment, including the performance of surgery; and possession and continued maintenance of a valid license to practice veterinary medicine issued by the State of California Veterinary Medical Board. Veterinarians who are licensed in another State may be qualified but must acquire a valid license from the State of California to practice veterinary medicine at time of appointment. Note: A prospective veterinarian who is licensed in another state may be hired by the City of Fresno while in the

process of obtaining their State of California license. The incumbent must acquire their California license within six (6) months of appointment and cannot practice or serve as the City's Veterinarian until such time valid license to practice veterinary medicine issued by the State of California Veterinary Medical Board is granted.

Possession and continued maintenance of a valid California Driver's License is required within sixty (60) days of appointment. Note: A prospective veterinarian who is licensed in another state may be hired by the City of Fresno while in the process of obtaining their State of California license. The incumbent must acquire their California license within six (6) months of appointment and cannot

practice or serve as the City's Veterinarian until such time valid license to practice veterinary medicine issued by the State of California Veterinary Medical Board is granted.

Must obtain valid Drug Enforcement Agency (DEA) license within ninety (90) days of hire and maintain a valid license while employed. May be required to hold the Veterinary Premises License issued by the State of California Veterinary Medical Board.

This is an unclassified position in which the incumbent serves at the will of the Director.



# Compensation and Benefits

**The City of Fresno offers an attractive and competitive salary and benefits package. The salary range for this position is between \$143,496-\$226,536. The employee benefits package, as noted below, is subject to change and includes:**

- Retirement: Fresno City Retirement System; reciprocity with other public California systems. The City's pension funds are among the best-funded public systems in California. The City does not participate in Social Security.
- Health Insurance: City contributes toward the current monthly premium for medical, dental, and vision for employee and dependents.
- Flexible Spending Account: IRS 125 Plan for health/dependent care.
- Deferred Compensation: 457 plan available; \$50/mo. City contribution.
- Auto Allowance: Employees in this classification may be provided with an auto allowance of \$300 per month.
- Management Leave: 80 hours per fiscal year with cash out provision.

- Supplemental Management Leave: May be granted up to 32 hours per fiscal year upon City Manager approval. This leave may be placed in a retiree Health Reimbursement Arrangement account.
- Annual Leave: Accrue 15.50 hours per month, with cash out provision..
- Holidays: Ten (10) City-observed holidays annually, plus birthday and two (2) personal days per year.
- Life Insurance: Equal to annual salary; premium paid by City.
- Long-Term Disability: City pays premium for 66.66% of monthly salary up to \$7,500 per month after 30 days.
- Deferred Retirement Option Program (DROP): DROP is an optional, voluntary program that allows for retirement benefits deposited in a special savings account within your Retirement System while continuing to work for the City of Fresno. To participate, must be at least age 50 with 5 years of service.

Benefits include ownership of DROP account monies; compound interest earnings; and alternative distribution options.

- Health Reimbursement Arrangement (HRA): Eligible retirees can use remaining Sick Leave balance at 80% of hourly rate and other leave balances, if applicable, to reimburse medical insurance and qualified medical expenses, tax free.
- Professional training in high-quality, high-volume spay/neuter can be made available by partner organizations such as UC Davis Koret Shelter Medicine Program, San Francisco SPCA, and Animal Balance.
- Professional support and development from award winning Chaffee zoo including sharing animal care experiences and supporting other educational opportunities where practical.

# *The Process*

To pursue this phenomenal career opportunity, please visit our website at [www.fresno.gov/jobs](http://www.fresno.gov/jobs).

To apply, please complete an employment application and upload your letter of interest, resume, and five work-related references.

The final filing date for this recruitment is open until filled but may close at any time. After the final filing date, completed applications will be reviewed and a select group of candidates will be invited to interview. Applicants deemed to have the most relevant qualifications will be referred for further consideration.

If you have any questions regarding this position, please feel free to contact Sandra Chavez Martin, HR Manager at **559-621-6988** or by email: [Sandra.chavezmartin@fresno.gov](mailto:Sandra.chavezmartin@fresno.gov)

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