

**AMENDMENT NO. 3  
TO PROFESSIONAL SERVICES AGREEMENT  
BETWEEN THE CITY OF SAN ANTONIO AND LABOR ON DEMAND, INC.  
FOR TEMPORARY PERSONNEL SERVICES**

This Amendment No. 3 is entered into by and between the **City of San Antonio**, a Texas Municipal Corporation, (hereinafter referred to as “City”) acting by and through its Director of Human Resources or designee, and **Labor on Demand, Inc.**, (hereinafter referred to as “Agency”) acting by and through Lucinda Martinez-Leal, its President. City and Agency may be referred to herein collectively as the “Parties”.

The Parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described.

**WHEREAS**, pursuant to Ordinance No. 2015-11-19-0973, passed and approved on November 19, 2015, the City entered into a professional services agreement with Agency for temporary personnel services that, as renewed, terminates on December 20, 2020 (hereinafter the “Agreement”); and

**WHEREAS**, the Governor issued State of Emergency Proclamation dated March 13, 2020, as amended in subsequent Executive Orders, and the Mayor issued a Declaration of Public Health Emergency, as extended by the San Antonio City Council, in response to the coronavirus (COVID-19) pandemic; and

**WHEREAS**, it is in the City’s best interest and Parties agree to extend the contract for an additional one-year period under the same terms and conditions; **NOW THEREFORE:**

City and Agency agree to amend the Agreement as follows:

**ARTICLE I  
AMENDMENT**

Article I, Term, is hereby revised to extend the term for an additional one-year period under the same terms and conditions, as follows:

- 2.1 Unless sooner terminated in accordance with the provisions of this Agreement, the term of this Agreement shall commence on December 20, 2015 and terminate on DECEMBER 20, 2021.
- 2.2 If funding for the entire Agreement is not appropriated at the time this Agreement is entered into, City retains the right to terminate this Agreement at the expiration of each of City’s budget periods, and any subsequent contract period is subject to and contingent upon such appropriation.

**ARTICLE II  
PROVISIONS REMAIN IN EFFECT**

All other terms, conditions, covenants and provisions of the Agreement not specifically mentioned herein and revised by this Amendment No. 3, are retained in their entirety, unchanged, and remain in full force in effect for the duration of said Agreement, and any renewals thereof.

**ARTICLE III**  
**ENTIRE AGREEMENT**

This Agreement, as amended, embodies the complete agreement of the parties hereto with regard to the subject matter contained herein, superseding all oral or written previous and contemporary agreements between the parties relating to matters herein.

**EXECUTED** and **AGREED** to as of the dates indicated below. This Amendment No. 3 may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

**CITY OF SAN ANTONIO**

**LABOR ON DEMAND, INC.**

\_\_\_\_\_  
(Signature)

*Lucinda M. Leal*  
\_\_\_\_\_  
(Signature)

Printed Name: **Lori Steward**

Printed Name: **Lucinda Martinez-**

**Leal**

Title: **Director, Human  
Resources Department**

Title: **President**

Date: \_\_\_\_\_

Date: **July 8, 2020**

Approved as to Form:

\_\_\_\_\_  
Assistant City Attorney

**AMENDMENT NO. 5  
TO PROFESSIONAL SERVICES AGREEMENT  
BETWEEN THE CITY OF SAN ANTONIO AND TRI-STARR PERSONNEL, LLC.  
FOR TEMPORARY PERSONNEL SERVICES**

This Amendment No. 5 is entered into by and between the **City of San Antonio**, a Texas Municipal Corporation, (hereinafter referred to as “City”) acting by and through its Director of Human Resources or designee, and **Tri-Starr Personnel, LLC dba Tri-Starr Group**, (hereinafter referred to as “Agency”) acting by and through Pam Vaught, its Vice President and Chief Operating Officer. City and Agency may be referred to herein collectively as the “Parties”.

The Parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described.

**WHEREAS**, pursuant to Ordinance No. 2015-11-19-0973, passed and approved on November 19, 2015, the City entered into a professional services agreement with Agency for temporary personnel services that, as renewed, terminates on December 20, 2020 (hereinafter the “Agreement”); and

**WHEREAS**, the Governor issued State of Emergency Proclamation dated March 13, 2020, as amended in subsequent Executive Orders, and the Mayor issued a Declaration of Public Health Emergency, as extended by the San Antonio City Council, in response to the coronavirus (COVID-19) pandemic; and

**WHEREAS**, it is in the City’s best interest and Parties agree to extend the contract for an additional one-year period under the same terms and conditions; **NOW THEREFORE:**

City and Agency agree to amend the Agreement as follows:

**ARTICLE I  
AMENDMENT**

Article I, Term, is hereby revised to extend the term for an additional one-year period under the same terms and conditions, as follows:

- 2.1 Unless sooner terminated in accordance with the provisions of this Agreement, the term of this Agreement shall commence on December 20, 2015 and terminate on DECEMBER 20, 2021.
- 2.2 If funding for the entire Agreement is not appropriated at the time this Agreement is entered into, City retains the right to terminate this Agreement at the expiration of each of City’s budget periods, and any subsequent contract period is subject to and contingent upon such appropriation.

**ARTICLE II**  
**PROVISIONS REMAIN IN EFFECT**

All other terms, conditions, covenants and provisions of the Agreement not specifically mentioned herein and revised by this Amendment No. 5, are retained in their entirety, unchanged, and remain in full force in effect for the duration of said Agreement, and any renewals thereof.

**ARTICLE III**  
**ENTIRE AGREEMENT**

This Agreement, as amended, embodies the complete agreement of the parties hereto with regard to the subject matter contained herein, superseding all oral or written previous and contemporary agreements between the parties relating to matters herein.

**EXECUTED** and **AGREED** to as of the dates indicated below. This Amendment No. 5 may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

**CITY OF SAN ANTONIO**

**TRI-STARR PERSONNEL, LLC, DBA TRI-STARR GROUP**

\_\_\_\_\_  
(Signature)

Printed Name: Lori Steward

Title: Director, Human Resources Department

Date: \_\_\_\_\_

\_\_\_\_\_  
(Signature)

Printed Name: Pam Vaught

Title: Vice President and COO

Date: 8-7-2020

Approved as to Form:

\_\_\_\_\_  
Assistant City Attorney

**AMENDMENT NO. 3  
TO PROFESSIONAL SERVICES AGREEMENT  
BETWEEN THE CITY OF SAN ANTONIO AND STABILITY STAFFING AND  
CONSULTING, LLC  
FOR TEMPORARY PERSONNEL SERVICES**

This Amendment No. 3 is entered into by and between the **City of San Antonio**, a Texas Municipal Corporation, (hereinafter referred to as “City”) acting by and through its Director of Human Resources or designee, and **Stability Staffing and Consulting, LLC**, (hereinafter referred to as “Agency”) acting by and through Jennifer Delgado, its President and CEO. City and Agency may be referred to herein collectively as the “Parties”.

The Parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described.

**WHEREAS**, pursuant to Ordinance No. 2015-11-19-0973, passed and approved on November 19, 2015, the City entered into a professional services agreement with Agency for temporary personnel services that, as renewed, terminates on December 20, 2020 (hereinafter the “Agreement”); and

**WHEREAS**, the Governor issued State of Emergency Proclamation dated March 13, 2020, as amended in subsequent Executive Orders, and the Mayor issued a Declaration of Public Health Emergency, as extended by the San Antonio City Council, in response to the coronavirus (COVID-19) pandemic; and

**WHEREAS**, it is in the City’s best interest and Parties agree to extend the contract for an additional one-year period under the same terms and conditions; **NOW THEREFORE:**

City and Agency agree to amend the Agreement as follows:

**ARTICLE I  
AMENDMENT**

Article I, Term, is hereby revised to extend the term for an additional one-year period under the same terms and conditions, as follows:

- 2.1 Unless sooner terminated in accordance with the provisions of this Agreement, the term of this Agreement shall commence on December 20, 2015 and terminate on **DECEMBER 20, 2021**.
- 2.2 If funding for the entire Agreement is not appropriated at the time this Agreement is entered into, City retains the right to terminate this Agreement at the expiration of each of City’s budget periods, and any subsequent contract period is subject to and contingent upon such appropriation.

**ARTICLE II  
PROVISIONS REMAIN IN EFFECT**

All other terms, conditions, covenants and provisions of the Agreement not specifically mentioned herein and revised by this Amendment No. 3, are retained in their entirety, unchanged, and remain in full force in effect for the duration of said Agreement, and any renewals thereof.

**ARTICLE III**  
**ENTIRE AGREEMENT**

This Agreement, as amended, embodies the complete agreement of the parties hereto with regard to the subject matter contained herein, superseding all oral or written previous and contemporary agreements between the parties relating to matters herein.

**EXECUTED** and **AGREED** to as of the dates indicated below. This Amendment No. 3 may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

**CITY OF SAN ANTONIO**

**STABILITY STAFFING AND CONSULTING,  
LLC**

\_\_\_\_\_  
(Signature)

Printed Name: Lori Steward  
Title: Director, Human  
Resources Department

Date: \_\_\_\_\_

\_\_\_\_\_  
(Signature)

Printed Name: Jennifer Delgado  
Title: President and CEO

Date: 7/9/2020

Approved as to Form:

\_\_\_\_\_  
Assistant City Attorney