

**FOURTH AMENDMENT TO THE AGREEMENT FOR
PROFESSIONAL CONSULTANT SERVICES**

This Fourth Amendment to the Professional Consultant Services Agreement ("Amendment") is entered into as of March 11, 2024 ("Effective Date"), by and among CITY OF UPLAND, a California municipal corporation ("City"), and MV CHENG & ASSOCIATES, INC. ("Consultant"). Consultant and City are sometimes hereinafter referred to individually as a "Party" and collectively as the "Parties."

RECITALS

WHEREAS, Consultant and City executed that certain Professional Consultant Services Agreement with an effective date of July 1, 2019 ("Master Agreement"), to provide staff augmentation services for the City, which is attached hereto as Exhibit "A" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated July 16, 2020 ("Amendment No. 1"), extending the term of the Agreement through June 30, 2021 and increasing the not-to-exceed amount to \$47,000, which is attached hereto as Exhibit "B" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated May 10, 2021 ("Amendment No. 2"), extending the term of the Agreement through June 30, 2022 and increasing the not-to-exceed amount to \$247,000, which is attached hereto as Exhibit "C" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated March 14, 2022 ("Amendment No. 3"), extending the term of the Agreement through June 30, 2025 and increasing the not-to-exceed amount to \$727,000, which is attached hereto as Exhibit "D" and incorporated herein by reference; and

WHEREAS, three years of high inflation have passed since hourly rates in the Master Agreement have been modified; and

WHEREAS, Consultant and City now desire to amend the Master Agreement as hereinafter provided. Capitalized terms not otherwise defined herein shall have the meanings assigned to them in the Master Agreement.

A G R E E M E N T

NOW, THEREFORE, in consideration of the foregoing Recitals and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Consultant and City hereby agree as follows:

1. The rates set forth in Exhibit "A" of the Master Agreement are hereby amended in their entirety to read as follows:

RATES BY POSITION

Account Clerk or Office Clerk or UB Cashier \$35-50
Human Resources Analyst \$50-70
Payroll Technician \$55-75
Account Technician \$55-75
Buyer/Purchasing Agent \$55-75
Accountant \$65-75
UB Supervisor \$70-85
Budget Analyst \$70-85
Senior Accountant \$75-90
Human Resources Manager \$90-100
Budget Manager \$90-100
Purchasing Manager \$90-100
Accounting Manager \$90-100
Human Resources Director \$105-120
Finance Director \$125-145

For out of area candidates (over 1 hour 15 minute drive), there is a markup of up to \$5-20 per hour depending on distance.

2. Miscellaneous.

(a) Effect of Amendment. The term "Agreement" when used in this Amendment or the Master Agreement shall mean the Master Agreement as amended, modified, and supplemented by this Amendment unless the context would require otherwise. Except to the extent the Master Agreement is modified by this Amendment, the remaining terms and conditions of the Master Agreement shall remain unmodified and in full force and effect. In the event of conflict between the terms and conditions of the Master Agreement and the terms and conditions of this Amendment, the terms and conditions of this Amendment shall prevail and control.

(b) Entire Agreement. The Master Agreement, as previously amended, together with this Amendment, embodies the entire understanding between Consultant and City with respect to its subject matter and can be changed only by an instrument in writing signed by Consultant and City.

[SIGNATURES ON FOLLOWING PAGE]

**SIGNATURE PAGE FOR PROFESSIONAL SERVICES AGREEMENT
BETWEEN CITY OF UPLAND
AND MV CHENG & ASSOCIATES INC**

IN WITNESS WHEREOF, this Amendment has been executed as of the day and year first set forth above.

CITY OF UPLAND

DocuSigned by:
By: Michael Blay
Michael Blay
City Manager

MV CHENG & ASSOCIATES INC

DocuSigned by:
By: Misty Cheng
Misty Cheng
President

Printed Name: Misty Cheng

ATTEST:

DocuSigned by:
By: Keri Johnson
Keri Johnson
City Clerk

DocuSigned by:
By: Misty Cheng
Misty Cheng
CEO

Printed Name: Misty Cheng

APPROVED AS TO FORM:

DocuSigned by:
By: Stephen Deitsch
Stephen Deitsch
City Attorney

EXHIBIT “A”
(Master Agreement)
[attached]

**AGREEMENT
FOR PROFESSIONAL CONSULTANT SERVICES**

THIS AGREEMENT is made and effective as of July 1, 2019, between the City of Upland, a municipal corporation ("City") and MV Cheng & Associates Inc., ("Consultant"). In consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

1. **TERM.** This Agreement shall commence on July 1, 2019, and shall remain and continue in effect until tasks described herein are completed, but in no event later than June 30, 2020, unless sooner terminated pursuant to the provisions of this Agreement.

2. **SERVICES.** Consultant shall perform the services and tasks described and set forth in Exhibit A, attached hereto and incorporated herein as though set forth in full. Consultant shall complete the tasks according to the schedule of performance which is also set forth in Exhibit A.

3. **PERFORMANCE.** Consultant shall at all time faithfully, competently and to the best of his or her ability, experience, and talent, perform all tasks described herein. Consultant shall employ, at a minimum, generally accepted standards and practices utilized by persons engaged in providing similar services as are required of Consultant hereunder in meeting its obligations under this Agreement.

4. **PAYMENT.**

a. The City agrees to pay Consultant monthly, in accordance with the payment rates and terms and the schedule of payment as set forth in Exhibit A, attached hereto and incorporated herein by this reference as though set forth in full, based upon actual time spent on the above tasks. Any terms in Exhibit A other than the scope of work to be performed, payment rates and schedule of payment are null and void. This amount shall not exceed \$25,000 for the total term of the Agreement unless additional payment is approved as provided in this Agreement.

~~b. Consultant shall not be compensated for any services rendered in connection with its performance of this Agreement which are in addition to those set forth herein, unless such additional services are authorized in advance and in writing by the Finance Department. Consultant shall be compensated for any additional services in the amounts and in the manner as agreed to by City Manager and Consultant at the time City's written authorization is given to Consultant for the performance of said services.~~

The City Manager may approve additional work up to fifty thousand dollars (\$50,000.00). In no event shall the total sum of the agreement (*basic agreement amount and additional work*) exceed fifty thousand dollars (\$50,000.00). Any additional work in excess of this amount shall be approved by the City Council.

c. Consultant will submit invoices monthly for actual services performed. Invoices shall be submitted between the first and fifteenth business day of each month, for services provided in the previous month. Payment shall be made within thirty (30) days of receipt of each invoice as to all non-disputed fees. If the City disputes any of consultant's fees it shall give written notice to Consultant within 30 days of receipt of invoice of any disputed fees set forth on the invoice.

5. **HIRING OF CONSULTANT'S ASSOCIATES/SUB CONTRACTORS**

The City will not pursue a direct contract or professional services agreement with the associates of the Consultant for a minimum of 1 year from the last day worked under the Consultant's contract. For a placement fee of \$1,000, the City may hire one of the Consultant's

associates and/or subcontractors as a permanent, full time, benefited employee, only after the City has performed a recruitment and the associate has been deemed the most qualified candidate. For a fee of \$500, the City may hire one of the Consultant's associates and/or subcontractors on a part-time basis only after the City has performed a recruitment and the associate has been deemed the most qualified candidate.

6. SUSPENSION OR TERMINATION OF AGREEMENT WITHOUT CAUSE.

a. The City may at any time, for any reason, with or without cause, suspend or terminate this Agreement, or any portion hereof, by serving upon the consultant at least ten (10) days' prior written notice. Upon receipt of said notice, the Consultant shall immediately cease all work under this Agreement, unless the notice provides otherwise. If the City suspends or terminates a portion of this Agreement such suspension or termination shall not make void or invalidate the remainder of this Agreement.

b. In the event this Agreement is terminated pursuant to this Section, the City shall pay to Consultant the actual value of the work performed up to the time of termination, provided that the work performed is of value to the City. Upon termination of the Agreement pursuant to this Section, the Consultant will submit an invoice to the City pursuant to Section 4.

7. DEFAULT OF CONSULTANT.

a. The Consultant's failure to comply with the provisions of this Agreement shall constitute a default. In the event that Consultant is in default for cause under the terms of this Agreement, City shall have no obligation or duty to continue compensating Consultant for any work performed after the date of default and can terminate this Agreement immediately by written notice to the Consultant. If such failure by the Consultant to make progress in the performance of work hereunder arises out of causes beyond the Consultant's control, and without fault or negligence of the Consultant, it shall not be considered a default.

b. If the City Manager or his delegate determines that the Consultant is in default in the performance of any of the terms or conditions of this Agreement, it shall serve the Consultant with written notice of the default. The Consultant shall have (10) days after service upon it of said notice in which to cure the default by rendering a satisfactory performance. In the event that the Consultant fails to cure its default within such period of time, the City shall have the right, notwithstanding any other provision of this Agreement, to terminate this Agreement without further notice and without prejudice to any other remedy to which it may be entitled at law, in equity or under this Agreement.

8. OWNERSHIP OF DOCUMENTS.

a. Consultant shall maintain complete and accurate records with respect to sales, costs, expenses, receipts and other such information required by City that relate to the performance of services under this Agreement. Consultant shall maintain adequate records of services provided in sufficient detail to permit an evaluation of services. All such records shall be maintained in accordance with generally accepted accounting principles and shall be clearly identified and readily accessible. Consultant shall provide free access to the representatives of City or its designees at reasonable times to such books and records, shall give City the right to examine and audit said books and records, shall permit City to make transcripts there from as necessary, and shall allow inspection of all work, data, documents, proceedings and activities related to this Agreement. Such records, together with supporting documents, shall be maintained for a period of three (3) years after receipt of final payment.

b. Upon completion of, or in the event of termination or suspension of this Agreement, all original documents, computer files containing data generated for the work, surveys, notes, and other documents prepared in the course of providing the services to be performed pursuant to this Agreement shall become the sole property of the City and may be used, reused or otherwise disposed of by the City without the permission of the Consultant. With respect to computer files containing data generated for the work, Consultant shall make available to the City, upon reasonable written request by the City, the necessary computer software and hardware for purposes of accessing, compiling, transferring and printing computer files.

9. INDEMNIFICATION.

a. The Consultant agrees to defend, indemnify, protect and hold harmless the City, its officers, officials, employees and volunteers from and against any and all claims, demands, losses, defense costs or expenses, including attorney fees and expert witness fees, or liability of any kind or nature which the City, its officers, agents and employees may sustain or incur or which may be imposed upon them for injury to or death of persons, or damage to property arising out of Consultant's negligent or wrongful acts or omissions arising out of or in any way related to the performance or non-performance of this Agreement, excepting only liability arising out of the negligence of the City.

b. In the event any claim or action is brought against City relating to Consultant's performance or services rendered under this Agreement, Consultant shall render any reasonable assistance and cooperation which City might require.

10. INSURANCE REQUIREMENTS.

Consultant shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property, which may arise from or in connection with the performance of the work hereunder by the Consultant, its agents, representatives, or employees.

a. Minimum Scope of Insurance. Coverage shall be at least as broad as:

- (1) Insurance Services Office Commercial General Liability form No. CG 00 01 11 85 or 88.
- (2) Insurance Services Office Business Auto Coverage form CA 00 01 06 92 covering Automobile Liability, code 1 (any auto). If the Consultant owns no automobiles, a non-owned auto endorsement to the General Liability policy described above is acceptable.
- (3) Worker's Compensation insurance as required by the State of California and Employer's Liability Insurance. If the Consultant has no employees while performing under this Agreement, worker's compensation insurance is not required, but Consultant shall execute a declaration that it has no employees.
- (4) Professional Liability Insurance shall be written on a policy form providing professional liability for the Consultant's profession.

b. Minimum Limits of Insurance. Consultant shall maintain limits no less than:

- (1) General Liability: One million dollars (\$1,000,000) per occurrence for bodily injury, personal injury and property damage. If Commercial General Liability Insurance or other form with a general aggregate limit is used, either the

general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit.

- (2) Automobile Liability: One million dollars (\$1,000,000) per accident for bodily injury and property damage.
- (3) Worker's Compensation insurance is required only if Consultant employs any employees. Consultant warrants and represents to the City that it has no employees and that it will obtain the required Workers Compensation Insurance upon the hiring of any employees.
- (4) Professional Liability coverage: Two million (\$2,000,000) per claim and in aggregate.

c. Deductibles and Self-Insured Retentions. Any deductibles or self-insured retentions must be declared to and approved by the City Manager. At the option of the City Manager, either the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the City, its officers, officials, employees and volunteers; or the Consultant shall procure a bond guaranteeing payment of losses and related investigations, claim administration and defense expenses.

d. Other Insurance Provisions. The general liability and automobile liability policies are to contain, or be endorsed to contain, the following provisions:

- (1) The City, its officers, officials, employees and volunteers are to be covered as insured's as respects: liability arising out of activities performed by or on behalf of the Consultant; products and completed operations of the Consultant; premises owned, occupied or used by the Consultant; or automobiles owned, leased, hired or borrowed by the Consultant. The coverage shall contain no special limitations on the scope of protection afforded to the City, its officers, officials, employees or volunteers.
- (2) For any claims related to this project, the Consultant's insurance coverage shall be primary insurance as respects the City, its officers, officials, employees and volunteers. Any insurance or self-insured maintained by the City, its officers, officials, employees or volunteers shall be excess of the Consultant's insurance and shall not contribute with it.
- (3) Any failure to comply with reporting or other provisions of the policies including breaches of warranties shall not affect coverage provided to the City, its officers, officials, employees or volunteers.
- (4) The Consultant's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.
- (5) Each insurance policy required by this clause shall be endorsed to state that coverage shall not be suspended, voided, canceled by either party, reduced in coverage or in limits except after thirty (30) days' prior written notice by certified mail, return receipt requested, has been given to the City.
- (6) Additional Insured – All policies, except for Worker's Compensation and Professional Liability policies, shall contain endorsements naming the City of Upland and their officers, employees, agents, and volunteers as additional insured parties with respect to liabilities arising out to the performance of Work

hereunder. The additional insured endorsements shall also be primary and non-contributory.

- (7) Waiver of Subrogation Rights - CONSULTANT shall require the carriers of Commercial General Liability, Automobile Liability and Worker's Compensation to waive all rights of subrogation against the City of Upland, and its officers, employees, agents and volunteers. Such insurance coverage provided shall not prohibit CONSULTANT's employees or agents from waiving the right of subrogation prior to a loss or claim. CONSULTANT hereby waives all rights of subrogation against the City of Upland.

e. Acceptability of Insurers. Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A: VIII, and admitted and licensed to do business in the State of California, unless otherwise acceptable to the City. Self insurance shall not be considered to comply with these insurance requirements.

f. Verification of Coverage. Consultant shall furnish the City with original endorsements effecting coverage required by this clause. The endorsements are to be signed by a person authorized by that insurer to bind coverage on its behalf. All endorsements are to be received and approved by the City before work commences. As an alternative to the City's forms, the Consultant's insurer may provide complete, certified copies of all required insurance policies, including endorsements effecting the coverage required by these specifications.

11. INDEPENDENT CONTRACTOR.

a. Consultant is and shall at all times remain as to the City a wholly independent contractor. The personnel performing the services under this Agreement on behalf of Consultant shall at all times be under Consultant's exclusive direction and control. Neither City nor any of its officers, employees, agents, or volunteers shall have control over the conduct of Consultant or any of Consultant's officers, employees, or agents except as set forth in this Agreement. Consultant shall not at any time or in any manner represent that it or any of its officers, employees or agents are in any manner officers, employees or agents of the City. Consultant shall not incur or have the power to incur any debt, obligation or liability whatever against City, or bind City in any manner.

b. No employee benefits shall be available to Consultant in connection with the performance of this Agreement. Except for the fees paid to Consultant as provided in the Agreement, City shall not pay salaries, wages, or other compensation to Consultant for performing services hereunder for City. City shall not be liable for compensation or indemnification to Consultant for injury or sickness arising out of performing services hereunder.

c. PERS Eligibility Indemnification: In the event that Consultant or any employee, agent, or subcontractor of Consultant providing services under this Agreement claims or is determined by a court of competent jurisdiction or the California Public Employees Retirement System (PERS) to be eligible for enrollment in PERS as an employee of the City, Consultant shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Consultant or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of City.

Notwithstanding any other agency, state or federal policy, rule, regulation, law or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing service under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in PERS as an employee of City and entitlement to

any contribution to be paid by City for employer contribution and/or employee contributions for PERS benefits.

12. LEGAL RESPONSIBILITIES.

The Consultant shall keep itself informed of all local, State and Federal ordinances, laws and regulations which in any manner affect those employed by it or in any way affect the performance of its service pursuant to this Agreement. Consultant is responsible for compliance with the Patient Protection and Affordable Care Act (2010), and City shall not be obligated to provide any health care coverage to Consultant. The Consultant shall at all times observe and comply with all such ordinances, laws and regulations. The City, and its officers and employees, shall not be liable at law or in equity occasioned by failure of the Consultant to comply with this section.

13. RELEASE OF INFORMATION.

a. All information gained by Consultant in performance of this Agreement shall be considered confidential and shall not be released by Consultant without City's prior written authorization. Consultant, its officers, employees, agents or subcontractors, shall not without written authorization from the City Manager or unless requested by the City Attorney, voluntarily provide declarations, letters of support, testimony at depositions, response to interrogatories or other information concerning the work performed under this Agreement or relating to any project or property located within the City. Response to a subpoena or court order shall not be considered "voluntary" provided Consultant gives City notice of such court order or subpoena.

b. Consultant shall promptly notify City should Consultant, its officers, employees, agents or subcontractors be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions or other discovery request, court order or subpoena from any party regarding this Agreement and the work performed there under or with respect to any project or property located within the City. City retains the right, but has no obligation, to represent Consultant and/or be present at any deposition, hearing or similar proceeding. Consultant agrees to cooperate fully with City and to provide City with the opportunity to review any response to discovery requests provided by Consultant. However, City's right to review any such response does not imply or mean the right by City to control, direct, or rewrite said response.

14. NOTICES.

Any notices which either party may desire to give to the other party under this Agreement must be in writing and may be given either by (i) personal service, (ii) delivery by a reputable document delivery service, such as but not limited to, Federal Express, that provides a receipt showing date and time of delivery, or (iii) mailing in the United States Mail, certified mail, postage prepaid, return receipt requested, addressed to the address of the party as set forth below or at any other address as that party may later designate by Notice. Notice shall be effective upon delivery to the addresses specified below or on the third business day following deposit with the document delivery service or United States Mail as provided above.

To City: City of Upland
Mailing Address:
460 North Euclid Avenue
Upland, California 91785
Attention: Finance Department

To Consultant: MV Cheng & Associates Inc.
102 W. 24th Street
Upland, Ca 91784

15. **ASSIGNMENT.** The Consultant shall not assign the performance of this Agreement, nor any part thereof, nor any monies due hereunder, without prior written consent of the City. Upon termination of this Agreement, Consultant's sole compensation shall be payment for actual services performed up to, and including, the date of termination or as may be otherwise agreed to in writing between the City and the Consultant.

16. **LICENSES.** At all times during the term of this Agreement, Consultant shall have in full force and effect, all licenses required of it by law for the performance of the services described in this Agreement.

17. **GOVERNING LAW.** The City and Consultant understand and agree that the laws of the State of California shall govern the rights, obligations, duties and liabilities of the parties to this Agreement and also govern the interpretation of this Agreement. Any litigation concerning this Agreement shall take place in the municipal, superior, or federal district court with geographic jurisdiction over the City of Upland. In the event such litigation is filed by one party against the other to enforce its rights under this Agreement, the prevailing party, as determined by the Court's judgment, shall be entitled to reasonable attorney fees and litigation expenses for the relief granted.

18. **PROHIBITED INTEREST.** No officer, or employee of the City of Upland shall have any financial interest, direct or indirect, in this Agreement, the proceeds thereof, the Consultant, or Consultant's sub-contractors for this project, during his/her tenure or for one year thereafter. The Consultant hereby warrants and represents to the City that no officer or employee of the City of Upland has any interest, whether contractual, non-contractual, financial or otherwise, in this transaction, or in the business of the Consultant or Consultant's sub-contractors on this project. Consultant further agrees to notify the City in the event any such interest is discovered whether or not such interest is prohibited by law or this Agreement.

19. **ENTIRE AGREEMENT.** This Agreement contains the entire understanding between the parties relating to the obligations of the parties described in this Agreement. All prior or contemporaneous agreements, understandings, representations and statements, oral or written, are merged into this Agreement and shall be of no further force or effect. Each party is entering into this Agreement based solely upon the representations set forth herein and upon each party's own independent investigation of any and all facts such party deems material.

20. **AUTHORITY TO EXECUTE THIS AGREEMENT.** The person or persons executing this Agreement on behalf of Consultant warrants and represents that he or she has the authority to execute this Agreement on behalf of the Consultant and has the authority to bind Consultant to the performance of its obligations hereunder.

21. **SEVERABILITY.** If any provision of this Agreement is determined by a court of competent jurisdiction to be unenforceable in any circumstance, such determination shall not affect the validity or enforceability of the remaining terms and provisions hereof or of the offending provision in any other circumstance. Notwithstanding the foregoing, if the value of this Agreement, based upon the substantial benefit of the bargain for any party, is materially impaired, which determination made by the presiding court or arbitrator of competent jurisdiction shall be binding, then both parties agree to substitute such provision(s) through good faith negotiations.

22. **WAIVER.** The delay or failure of either party at any time to require performance or compliance by the other of any of its obligations or agreements shall in no way be deemed a waiver of those rights to require such performance or compliance. No waiver of any provision of this

Agreement shall be effective unless in writing and signed by a duly authorized representative of the party against whom enforcement of a waiver is sought. The waiver of any right or remedy in respect to any occurrence or event shall not be deemed a waiver of any right or remedy in respect to any other occurrence or event, nor shall any waiver constitute a continuing waiver.

23. CONSTRUCTION. The parties have participated jointly in the negotiation and drafting of this Agreement. In the event an ambiguity or question of intent or interpretation arises with respect to this Agreement, this Agreement shall be construed as if drafted jointly by the parties and in accordance with its fair meaning. There shall be no presumption or burden of proof favoring or disfavoring any party by virtue of the authorship of any of the provisions of this Agreement.

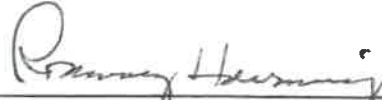
24. COSTS. Each party shall bear its own costs and fees incurred in the preparation and negotiation of this Agreement and in the performance of its obligations hereunder except as expressly provided herein.

25. RESPONSIBILITY FOR ERRORS. Consultant shall be responsible for its work and results under this Agreement. Consultant, when requested, shall furnish clarification and/or explanation as may be required by the City's representative, regarding any services rendered under this Agreement at no additional cost to City. In the event that an error or omission attributable to Consultant occurs, then Consultant shall, at no cost to City, provide all necessary design drawings, estimates and other Consultant professional services necessary to rectify and correct the matter to the sole satisfaction of City and to participate in any meeting required with regard to the correction.

26. ATTORNEYS' FEES. In the event that litigation is brought by any party in connection with this Agreement, the prevailing party shall be entitled to recover from the opposing party all costs and expenses, including reasonable attorneys' fees, incurred by the prevailing party in the exercise of any of its rights or remedies hereunder or the enforcement of any of the terms, conditions, or provisions hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

CITY OF UPLAND



Rosemary Hoerning, Interim City Manager

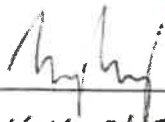
Attest:


Kerri L. Johnson, City Clerk
Keri

CONSULTANT

**MV Cheng & Associates
102 West 24th Street
Upland, CA 91784**



By: 

Name: MISTY V. CHENG

Title: PRESIDENT & CEO

EXHIBIT A
RATES BY POSITION

The specific elements (scope of work) of this service include:

MV Cheng & Associates Hourly Rates for City of Upland:

Account Clerk or Office Clerk or UB Cashier	\$35
Human Resources Analyst	\$45
Payroll Technician	\$45
Account Technician	\$45
Buyer/Purchasing Agent	\$55
Accountant	\$65
UB Supervisor	\$65
Budget Analyst	\$65
Senior Accountant	\$75
Human Resources Manager	\$80
Budget Manager	\$80
Purchasing Manager	\$80
Accounting Manager	\$85
Human Resources Director	\$105
Finance Director	\$115

For out of area candidates (over 1 ½ hour drive), there is a markup of up to \$15 per hour.

EXHIBIT "B"

(Amendment No. 1 to Master Agreement)

[attached]

SECOND AMENDMENT TO THE AGREEMENT FOR PROFESSIONAL CONSULTANT ACCOUNTING SERVICES

This Amendment hereby amends the **Professional Consultant Services Agreement** ("Agreement") dated July 1, 2019 by and between MV Cheng & Associates and City of Upland (hereinafter referred to collectively as the "Parties") as follows:

WHEREAS, the current term of the Agreement shall expire on **June 30, 2020** and

WHEREAS, the finance department is in need of additional, higher level accounting services through the end of the year, due to a recent vacancy and recruitment is not possible at this time;

NOW, THEREFORE, the Parties agree:

1. To extend the contract for an additional year, expiring on 6/30/2021.
2. Services rendered under this Agreement will be charged in accordance with **Exhibit A** attached with an amount not to exceed \$47,000.
3. All the remaining terms and conditions of the Agreement shall remain unchanged and in full force and effect, and shall govern the conduct of the Parties during the renewal Term.
4. Each person signing this Amendment to the Agreement on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Amendment is binding on and enforceable against such Party.

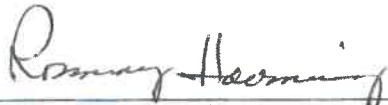
IN WITNESS WHEREOF, the City and Consultant have approved this Second Amended Agreement effective the day and year first above written.

CITY: _____

CONSULTANT: _____

City of Upland
460 N. Euclid Ave.
Upland CA 91785

MV Cheng & Associates
102 West 24th Street
Upland, CA 91784

By: 
Rosemary Hoerning, City Manager



By:  
Misty Cheng, President & CEO

EXHIBIT "C"

(Amendment No. 2 to Master Agreement)

[attached]

**SECOND AMENDMENT TO THE AGREEMENT FOR
PROFESSIONAL CONSULTANT SERVICES**

This Second Amendment to the Professional Consultant Services Agreement ("Amendment") is entered into as of May 10, 2021 ("Effective Date"), by and among CITY OF UPLAND, a California municipal corporation ("City"), and MV CHENG & ASSOCIATES, INC. ("Consultant"). Consultant and City are sometimes hereinafter referred to individually as a "Party" and collectively as the "Parties."

RECITALS

WHEREAS, Consultant and City executed that certain Professional Consultant Services Agreement with an effective date of July 1, 2019 ("Master Agreement"), to provide staff augmentation services for the City, which is attached hereto as Exhibit "A" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated June 16, 2020 ("Amendment No. 1"), extending the term of the Agreement through June 30, 2021 and increasing the not-to-exceed amount to \$47,000, which is attached hereto as Exhibit "B" and incorporated herein by reference; and

WHEREAS, City is in need of additional staff augmentation services through June 30, 2022 due to changes in staffing and a recruitment is ongoing at this time; and

WHEREAS, Consultant and City now desire to amend the Master Agreement as hereinafter provided. Capitalized terms not otherwise defined herein shall have the meanings assigned to them in the Master Agreement.

A G R E E M E N T

NOW, THEREFORE, in consideration of the foregoing Recitals and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Consultant and City hereby agree as follows:

1. The Term of the Master Agreement shall be extended for an additional year, expiring on June 30, 2022.
2. The rates set forth in Exhibit "A" of the Master Agreement are hereby amended in their entirety to read as follows:

RATES BY POSITION

Account Clerk or Office Clerk or UB Cashier \$35
Human Resources Analyst \$45
Payroll Technician \$45
Account Technician \$45
Buyer/Purchasing Agent \$55

Accountant \$65
UB Supervisor \$65
Budget Analyst \$65
Senior Accountant \$75
Human Resources Manager \$80
Budget Manager \$80
Purchasing Manager \$80
Accounting Manager \$85
Human Resources Director \$105
Finance Director \$125
For out of area candidates (over 1 ½ hour drive), there is a markup of up to \$15 per hour.

3. The Services rendered under this Agreement will be charged in accordance with Exhibit "A" with an amount not to exceed \$247,000.

4. Miscellaneous.

(a) Effect of Amendment. The term "Agreement" when used in this Amendment or the Master Agreement shall mean the Master Agreement as amended, modified, and supplemented by this Amendment unless the context would require otherwise. Except to the extent the Master Agreement is modified by this Amendment, the remaining terms and conditions of the Master Agreement shall remain unmodified and in full force and effect. In the event of conflict between the terms and conditions of the Master Agreement and the terms and conditions of this Amendment, the terms and conditions of this Amendment shall prevail and control.

(b) Entire Agreement. The Master Agreement, together with this Amendment, embodies the entire understanding between Consultant and City with respect to its subject matter and can be changed only by an instrument in writing signed by Consultant and City.

(c) Counterparts. This Amendment may be executed in one or more counterparts, including facsimile counterparts or electronic-mail counterparts, each of which shall be deemed an original but all of which, taken together, shall constitute one in the same Amendment.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, this Amendment has been executed as of the day and year first set forth above.

CITY

CITY OF UPLAND,
a California municipal corporation

By: [Signature]
Name: Stephen Parker
Title: Acting City Manager
Date: 5/10/21

ATTEST:
[Signature]
City Clerk for City of Upland

APPROVED AS TO LEGAL FORM:

Stephen Deitsch, City Attorney
By: [Signature]
Name: Stephen P. Deitsch
Title: City Attorney

CONSULTANT

MV CHENG & ASSOCIATES INC.

By: [Signature]
Name: Misty V. Cheng
Title: President & CEO
Date: 5-4-21



EXHIBIT “D”

(Amendment No. 3 to Master Agreement)

[attached]

**THIRD AMENDMENT TO THE AGREEMENT FOR
PROFESSIONAL CONSULTANT SERVICES**

This Third Amendment to the Professional Consultant Services Agreement ("Amendment") is entered into as of March 14, 2022 ("Effective Date"), by and among CITY OF UPLAND, a California municipal corporation ("City"), and MV CHENG & ASSOCIATES, INC. ("Consultant"). Consultant and City are sometimes hereinafter referred to individually as a "Party" and collectively as the "Parties."

RECITALS

WHEREAS, Consultant and City executed that certain Professional Consultant Services Agreement with an effective date of July 1, 2019 ("Master Agreement"), to provide staff augmentation services for the City, which is attached hereto as Exhibit "A" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated June 16, 2020 ("Amendment No. 1"), extending the term of the Agreement through June 30, 2021 and increasing the not-to-exceed amount to \$47,000, which is attached hereto as Exhibit "B" and incorporated herein by reference; and

WHEREAS, Consultant and City executed an amendment to the Master Agreement, dated May 10, 2021 ("Amendment No. 2"), extending the term of the Agreement through June 30, 2022 and increasing the not-to-exceed amount to \$247,000, which is attached hereto as Exhibit "C" and incorporated herein by reference; and

WHEREAS, City is in need of additional staff augmentation services through June 30, 2025 due to reporting requirements for investments the City elects to make utilizing American Rescue Plan Act ("ARPA") funds; and

WHEREAS, on October 11, 2021, City Council approved an ARPA Investment Plan that set aside \$480,000 for a Program Administration/Finance Consultant, and

WHEREAS, Consultant and City now desire to amend the Master Agreement as hereinafter provided. Capitalized terms not otherwise defined herein shall have the meanings assigned to them in the Master Agreement.

AGREEMENT

NOW, THEREFORE, in consideration of the foregoing Recitals and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Consultant and City hereby agree as follows:

1. The Term of the Master Agreement shall be extended for an additional three years, expiring on June 30, 2025.

2. The Services rendered under this Agreement will be charged in accordance with Exhibit "A" of the Master Agreement, as previously amended, with an amount not to exceed \$727,000.

3. Miscellaneous.

(a) Effect of Amendment. The term "Agreement" when used in this Amendment or the Master Agreement shall mean the Master Agreement as amended, modified, and supplemented by this Amendment unless the context would require otherwise. Except to the extent the Master Agreement is modified by this Amendment, the remaining terms and conditions of the Master Agreement shall remain unmodified and in full force and effect. In the event of conflict between the terms and conditions of the Master Agreement and the terms and conditions of this Amendment, the terms and conditions of this Amendment shall prevail and control.

(b) Entire Agreement. The Master Agreement, together with this Amendment, embodies the entire understanding between Consultant and City with respect to its subject matter and can be changed only by an instrument in writing signed by Consultant and City.

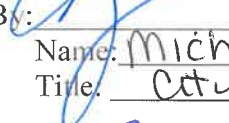
(c) Counterparts. This Amendment may be executed in one or more counterparts, including facsimile counterparts or electronic-mail counterparts, each of which shall be deemed an original but all of which, taken together, shall constitute one in the same Amendment.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, this Amendment has been executed as of the day and year first set forth above.

CITY

CITY OF UPLAND,
a California municipal corporation

By: 
Name: Michael Blay
Title: City manager

Date: 3/15/22


ATTEST:



City Clerk for City of Upland


APPROVED AS TO LEGAL FORM:

Stephen Deitsch, City Attorney

By: 
Name: Stephen Deitsch
Title: City Attorney

CONSULTANT

MV CHENG & ASSOCIATES INC.

By: 
Name: Misty V. Cheng
Title: President/CEO

Date: 3-9-22