

AMENDMENT #1
to
MSA# 2024-019
EXECUTIVE SEARCH SERVICES

This AMENDMENT (“Amendment”) to the Services **Agreement #2024-019** (“Original Contract”) is made and entered into effective the date of last signature below by and between the NORTH CENTRAL TEXAS COUNCIL OF GOVERNMENTS, a Texas political subdivision and non-profit corporation, hereinafter referred to as “NCTCOG”, and

Strategic Government Resources, Inc.
6402 Glen Abbey
Abilene, TX 79606
jenniferfadden@governmentresource.com

hereinafter referred to as “Service Provider”, (collectively, “the Parties”).

WHEREAS, the Parties entered into the Original Contract on **April 26, 2024**; and

WHEREAS, Section 9.14 of the Original Contract allows for amendments; and

WHEREAS, the Parties agree to amend the Original Contract in accordance with the terms of the Original Contract, as well as the terms provided herein.

NOW, THEREFORE, in consideration of the mutual covenants expressed herein, NCTCOG and the Service Provider mutually covenant and agree to:

- Amend **Appendix A. Statement of Work, Service Category #6: Other Related Consulting Services**, to include the following related consulting services:

Operational and Organizational Assessments

SGR conducts comprehensive evaluations of organizational structures, processes, and workflows to identify inefficiencies and misalignments. Our goal is to enhance operational effectiveness, optimize resource allocation, and recommend improvements that drive measurable outcomes.

Services include:

- In-depth organizational structure and process analysis
- Identification of inefficiencies and performance bottlenecks
- Recommendations for technology integration and automation
- Change management strategies to support transformation initiatives
- Policy review and updates

Workforce Planning

SGR helps organizations develop proactive workforce strategies to ensure the right talent is in place to meet both current and future operational demands. By aligning staffing plans with strategic goals, we enhance resilience and adaptability in a rapidly changing environment.

Services include:

- Workforce supply and demand forecasting
- Talent acquisition and succession planning
- Workforce skill gap analysis and training programs

Strategic Planning

Aligning talent and technology strategies with broader business objectives is critical for long-term success. SGR provides data-driven insights and actionable strategies to enhance decision-making and ensure alignment with mission-critical goals.

Services include:

- Development of short-term and long-term strategic plans
- Stakeholder engagement and alignment strategies
- Technology roadmap development and digital transformation planning
- Risk management and contingency planning

Performance Management

SGR assists with designing and implementing customized performance management systems that foster a culture of continuous improvement and accountability. Our solutions ensure employees and leadership teams have the tools needed to drive productivity and effectiveness.

Services include:

- Development of key performance indicators (KPIs) and metrics
- Implementation of employee performance evaluation systems
- Leadership coaching and professional development programs
- Compensation and rewards structure alignment

Hourly Rate Card

Subject Matter Expert/Lead	Senior Consultant	Analyst	Advisor
\$325.00	\$250.00	\$125.00	\$100.00

- Amend **Section 4.2 Reporting** to read as follows:

NCTCOG intends to make this Agreement available to other governmental entities through its TXShare cooperative purchasing program. NCTCOG has contracted Civic Marketplace as a digital marketplace for selected TXShare awarded contracts and to serve as NCTCOG’s collector of reports and remunerative fees referenced in Section 5.2 of the Master Services Agreement. Unless otherwise directed in writing by NCTCOG, Contractor shall submit to Civic Marketplace on a calendar quarterly basis a report that identifies any new client Participating Entities, the date(s) and order number(s), and the total contracted value of service(s) that each Participating Entity has purchased and paid in full under this Master Service Agreement. Reporting and invoices should be submitted to:

*Civic Marketplace, Inc.
6502 Glen Abbey
Abilene, TX 79606
support@civicmarketplace.com*

- Amend **Article X** to include the following language:

10.23 Termination for Convenience
The Contractor may terminate the agreement for its convenience in whole or in part at any time without cause, upon 30 days written notice. Upon termination for convenience, the vendor will be entitled to payment for goods or services satisfactorily performed or delivered.

10.24 Trafficking in Persons
Contractor agrees to comply with all applicable provisions of 2 CFR §175.15. NCTCOG, the Contractor, and its subcontractors are prohibited from (i) engaging in severe forms of trafficking in persons during the period of time that the award is in effect; (ii) procure a commercial sex act during the period of time that the award is in effect; (iii) used force labor in the performance of the award or subawards under the award. The Federal award agency may unilaterally terminate the award, without penalty, if the Contractor (i) is determined to have violated an applicable prohibition; (ii) has an employee who is determined by the agency officially authorized to terminate the award to have violated an applicable prohibition of this award term. NCTCOG must notify the Federal award agency immediately if any information received from the Contractor indicates a violation of the applicable prohibitions.

This Amendment binds and benefits both Parties and any successors or assigns. This document, including the Original Contract, is the entire agreement between the Parties.

All other terms of the Original Contract remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the authorized representatives of the Parties hereby execute this Amendment.

Strategic Government Resources, Inc.

North Central Texas Council of Governments

Wendle Medford 03/25/2025

Signed by:
Mike Eastland 3/28/2025
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Signature Date

Signature Date

Wendle Medford
Printed Name

R. Michael Eastland
Executive Director

President of Interim, Consulting, and Embedded Services
Title