

AMENDMENT TO ON CALL TECHNOLOGY SERVICES AGREEMENT

THIS AMENDMENT TO ON CALL TECHNOLOGY SERVICES AGREEMENT

is by and between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado (the “City”), and **SLALOM, LLC**, a Colorado limited liability company, whose address is 821 2nd Avenue, Seattle, Washington 98104 (the “Consultant”). Each party may be individually referred to as a “Party” or collectively as the “Parties.”

WITNESSETH:

WHEREAS, the Parties entered into an On Call Technology Services Agreement dated June 27, 2018 (the “Agreement”), to provide specialized technology services; and

WHEREAS, the Parties wish to amend the Agreement to replace the rate sheet with Exhibit A-1, attached and increase the maximum contract amount in order to use this Agreement in support of Technology Services’ strategic initiatives and programs.; and

NOW, THEREFORE, in consideration of the premises and the mutual covenants and obligations herein set forth, the Parties agree as follows:

1. Article 1 of the Agreement entitled “ **SCOPE OF SERVICES; ORDER**” is amended to add the following sentence: The Consultant will also provide specialized professional services in support of the ongoing use and development of services and programs such as Salesforce, Adobe, digital experience and internal business processes and programs.

2. Article 3. D. (i) of the Agreement entitled “**COMPENSATION AND PAYMENT**”, “**Maximum Contract Liability**” is amended to read as follows:

“D. Maximum Contract Liability:

(i) Any other provision of this Agreement notwithstanding, in no event shall the City be liable to pay for the services rendered and expenses incurred by the Consultant under the terms of this Agreement for any amount in excess of **SEVEN MILLION DOLLARS AND ZERO CENTS (\$7,000,000.00)** (the “Maximum Contract Amount”). The Consultant acknowledges that the City is not obligated to execute an agreement or an amendment to Consultant for any services and that any services performed by the Consultant beyond that specifically contained in an Order are performed at Consultant’s risk and without authorization under this Agreement.”

3. This Amendment to On Call Technology Services Agreement may be executed in

counterparts, each of which shall be deemed to be an original, and all of which, taken together, shall constitute one and the same instrument.

4. Except as herein amended, the Agreement is affirmed and ratified in each and every particular.

5. Exhibit A-1, Rates, is incorporated herein and replaces Exhibit A.

[SIGNATURE PAGES FOLLOW]

Contract Control Number: TECHS-201951937-00 20180702-01
Contractor Name: SLALOM LLC

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of:

SEAL

CITY AND COUNTY OF DENVER:

ATTEST:

By:

APPROVED AS TO FORM:

REGISTERED AND COUNTERSIGNED:

Attorney for the City and County of Denver

By:

By:

By:

Contract Control Number:
Contractor Name:

TECHS-201951937- 20180702-01
SLALOM LLC

By:  DocuSigned by:
Binh Diep
64E8464F987C46B...

Name: Binh Diep
(please print)

Title: General Manager
(please print)

ATTEST: [if required]

By: _____

Name: _____
(please print)

Title: _____
(please print)

| Industry (IT, ITS, BI, Business Management etc.) and Category Function (Consulting, Evaluation, Social ND favor, Business Analysis, IoT, ITS, Data, Systems, Infrastructure, Traffic Engineering, Field Operations, Etc.) | Title/Classification | Level (I, II, III, IV or Staff, Associate Senior, Manager etc.) | Minimum/ General Experience and Years of Experience | Functional Responsibility (State what the individual's function and responsibilities are) | Educational Requirements | Minimum Hourly Rate | Maximum Hourly Rate |
|---|---|---|---|---|--------------------------|---------------------|---------------------|
| ITS / Engineering (sample) | Senior ITS Engineer (sample) | Senior (sample) | 10 Years Experience (sample) | Preparation of ITS engineering drawings, analysis and report preparation, preparation of specifications and engineering estimates. Task order management (sample) | Masters degree in | | |
| IT_BI_Business Management / Consulting | Sr. Engagement Lead | Senior | 10 Years Experience | Executive oversight across one or more programs | Bachelors Degree | \$271.00 | \$333.00 |
| IT_BI_Business Management / Consulting | Engagement Lead | Senior | 5 Years Experience | Lead the delivery of a program or a series of projects | Bachelors Degree | \$178.00 | \$271.00 |
| IT_BI_Business Management / Consulting | Sr. Project Manager | Senior | 5 Years Experience | Lead the delivery of a large project or multiple work streams within a program | Bachelors Degree | \$176.00 | \$250.00 |
| IT_BI_Business Management / Consulting | Project Manager | Associate | 3 Years Experience | Lead the delivery of a project or large work stream | Bachelors Degree | \$157.00 | \$200.00 |
| IT_BI_Business Management / Consulting | Product Owner | Senior | 7 Years Experience | Responsible for delivering tangible and positive customer and business value/outcomes | Bachelors Degree | \$181.00 | \$200.00 |
| IT_BI_Business Management / Consulting | Solution Owner | Senior | 7 Years Experience | Solution Owner focused on web, cloud, and mobile planning and development | Bachelors Degree | \$165.00 | \$224.00 |
| IT_BI_Business Management / Consulting | Scrum Master | Senior | 5 Years Experience | Facilitator and servant leader who ensures Scrum is understood and practiced effectively | Bachelors Degree | \$162.00 | \$171.00 |
| IT_BI_Business Management / Consulting | Sr. Solution Architect | Senior | 10 Years Experience | Senior Architect focused on web, cloud, and mobile design and development | Bachelors Degree | \$200.00 | \$285.00 |
| IT_BI_Business Management / Consulting | Solution Architect | Senior | 7 Years Experience | Solution Architect focused on web, cloud, and mobile design and development | Bachelors Degree | \$178.00 | \$250.00 |
| IT_BI_Business Management / Consulting | Sr. Business Analyst | Associate | 3 Years Experience | Develop and support functional and process design activities and deliverables | Bachelors Degree | \$145.00 | \$197.00 |
| IT_BI_Business Management / Consulting | Business Analyst | Associate | 2 Years Experience | Support functional or process design activities and deliverables | Bachelors Degree | \$136.00 | \$191.00 |
| IT_BI_Business Management / Consulting | Sr. Technical Analyst | Senior | 5 Years Experience | Design and deliver innovative solutions for our clients based on custom-built solutions | Bachelors Degree | \$162.00 | \$192.00 |
| IT_BI_Business Management / Consulting | Technical Analyst | Associate | 3 Years Experience | Support the design and delivery of solutions for our clients based on custom-built solutions | Bachelors Degree | \$150.00 | \$181.00 |
| IT_BI_Business Management / Consulting | Subject Matter Expert | Senior | 10 Years Experience | An individual with a "bona fide expert knowledge about what it takes to do a particular job" or "expertise in a particular field, subject, solution, technology, process or product." | Bachelors Degree | \$225.00 | \$299.00 |
| IT_BI_Business Management / Consulting | Sr. Consultant | Senior | 5 Years Experience | Lead activities and deliverables for one or more functional teams or process areas | Bachelors Degree | \$168.00 | \$210.00 |
| IT_BI_Business Management / Consulting | Consultant | Associate | 3 Years Experience | Lead activities and deliverables for a functional team or process area | Bachelors Degree | \$147.00 | \$188.00 |
| IT_BI_Business Management / Consulting | Salesforce Configuration Specialist | Associate | 3 Years Experience | Builds scalable Salesforce solutions through point and click platform tools | Bachelors Degree | \$145.00 | \$197.00 |
| IT_BI_Business Management / Consulting | Sr. Salesforce Configuration Specialist | Senior | 5 Years Experience | Builds scalable Salesforce solutions through point and click platform tools | Bachelors Degree | \$179.00 | \$240.00 |
| IT_BI_Business Management / Consulting | Salesforce Developer | Associate | 3 Years Experience | Developer focused on Salesforce platform development across all clouds | Bachelors Degree | \$164.00 | \$212.00 |
| IT_BI_Business Management / Consulting | Sr. Salesforce Developer | Senior | 5 Years Experience | Senior Developer focused on Salesforce platform development across all clouds | Bachelors Degree | \$185.00 | \$261.00 |
| IT_BI_Business Management / Consulting | Technical Lead | Senior | 7 Years Experience | Oversee a team of personnel focused on technical issues, including software development, product releases, and engineering tasks | Bachelors Degree | \$175.00 | \$200.00 |
| IT_BI_Business Management / Consulting | Deployment Lead | Senior | 7 Years Experience | Oversees the day-to-day management of the Deployment Management process | Bachelors Degree | \$165.00 | \$224.00 |
| IT_BI_Business Management / Consulting | Sr. Quality Assurance | Senior | 5 Years Experience | QA lead versed in testing methodology, automation, and execution | Bachelors Degree | \$157.00 | \$202.00 |
| IT_BI_Business Management / Consulting | Quality Assurance | Associate | 3 Years Experience | Junior developer focused on web, cloud, and mobile test planning and execution | Bachelors Degree | \$133.00 | \$181.00 |
| IT_BI_Business Management / Consulting | Integration Architect | Senior | 7 Years Experience | Design Technical/Integration Architectures, including development, runtime and operations architectures | Bachelors Degree | \$176.00 | \$238.00 |
| IT_BI_Business Management / Consulting | Conversion Lead | Senior | 5 Years Experience | Establishes conversion approach and completes data conversion within scope of the project or program along with resolving issues and communicate solutions | Bachelors Degree | \$144.00 | \$196.00 |
| IT_BI_Business Management / Consulting | Sr. Technical Developer | Senior | 5 Years Experience | Senior developer / team leader focused on web, cloud, and mobile development | Bachelors Degree | \$160.00 | \$250.00 |
| IT_BI_Business Management / Consulting | Technical Developer | Associate | 3 Years Experience | Developer focused on web, cloud, and mobile development | Bachelors Degree | \$130.00 | \$150.00 |
| IT_BI_Business Management / Consulting | Sr. Cloud Developer | Senior | 10 Years Experience | Builds scalable and highly available applications using one of several (i.e., GCP, AWS, Azure, etc.) recommended platforms and tools that leverage fully managed services. Has experience with next generation databases, runtime environments and developer tools. | Bachelors Degree | \$163.00 | \$261.00 |
| IT_BI_Business Management / Consulting | Cloud Developer | Senior | 5 Years Experience | Builds scalable and highly available applications using one of several (i.e., GCP, AWS, Azure, etc.) recommended platforms and tools that leverage fully managed services. Has experience with next generation databases, runtime environments and developer tools. | Bachelors Degree | \$141.00 | \$181.00 |
| IT_BI_Business Management / Consulting | Sr. Experience Designer | Senior | 7 Years Experience | Lead the experience design for a program, series of projects | Bachelors Degree | \$181.00 | \$225.00 |
| IT_BI_Business Management / Consulting | Experience Designer | Associate | 3 Years Experience | Lead the experience design for a large project or multiple work streams | Bachelors Degree | \$159.00 | \$176.00 |
| IT_BI_Business Management / Consulting | Data Architect | Senior | 10 Years Experience | Architect for Data & Analytics focused projects with skills across several Data & Analytics disciplines | Bachelors Degree | \$170.00 | \$232.00 |
| IT_BI_Business Management / Consulting | Sr. Data Engineer | Senior | 5 Years Experience | Senior BI developer with advanced skills in one or more Data & Analytics disciplines | Bachelors Degree | \$159.00 | \$221.00 |
| IT_BI_Business Management / Consulting | Data Engineer | Associate | 3 Years Experience | BI developer with core skills in one or more Data & Analytics disciplines | Bachelors Degree | \$141.00 | \$181.00 |
| IT_BI_Business Management / Consulting | Sr. Change Management | Senior | 5 Years Experience | Ensures projects (change initiatives) meet objectives by increasing employee adoption and usage across business processes, systems and technology, job roles and organization structures | Bachelors Degree | \$157.00 | \$202.00 |
| IT_BI_Business Management / Consulting | Change Management | Associate | 3 Years Experience | Supports projects (change initiatives) by leading one or more adoption or communication initiatives | Bachelors Degree | \$133.00 | \$181.00 |

For services and roles listed above, the cost per hour and how they are applied against a SOW are based on a combination of the following items:
 - Consultant level of experience
 - Value of consultant knowledge in the marketplace – emerging technologies, skills, etc.
 - Complexity of the work requested

Rate cards are valid for 5 years and will automatically increase 3% annually beginning 12 months after effective date.

Slalom Tiered Investment Approach for the City and County of Denver

Slalom is investing in the partnership with the City and County in two aspects:

- 1.) 5% reduction in hourly rate ranges from original contract (see rates above)
- 2.) Credits applied at spend levels for money spent within a calendar year (see table below)

| Annual Spend | Rate Card Investment (see rates above) | Incremental Investment (% of spend) | Incentive Potential* |
|--------------|--|-------------------------------------|----------------------|
| \$3M | 5% on rate card | 1% | Up to \$30,000 |
| \$3M - \$5M | | 2% | Up to \$40,000 |
| \$5M + | | 3% | No cap |

Examples:

\$2M in annual spend = no incremental investment

\$4M in annual spend = 1% on \$3M = \$30,000 + 2% on \$1M = \$20,000 = \$50,000 total Slalom investment

\$6M in annual spend = 1% on \$3M (\$30K) + 2% on \$2M (\$40K) + 3% on 1M (\$30K) = \$100,000 total Slalom investment

*Structure is re-evaluated annually; Credits applied toward future work, not rebates