

SECOND AMENDMENT TO THE AGREEMENT
FOR THE PROVISION OF
TEMPORARY STAFFING SERVICES

This second amendment ("Second Amendment") to the agreement to provide temporary staffing services dated July 13, 2012 (the "Agreement"), by and between the City of Redlands, a municipal corporation ("City") and Arrow Staffing DBA Redlands Employment ("Consultant") is made and entered into this 5th day of February, 2013.

RECITALS

WHEREAS, it is the desire of City and Consultant to amend their existing Agreement, specifically Article 4.1 to increase Consultant's total compensation for the performance of certain additional Services;

NOW, THEREFORE, City and Consultant agree as follows:

AGREEMENT

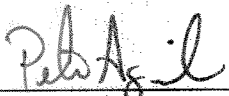
Section 1. Article 4.1 of the Agreement is hereby amended to increase Consultant's compensation and shall read as follows:

"The total annual compensation for Consultant's performance of the Services shall not exceed the amount of Two Hundred Thousand Dollars (\$200,000). City shall negotiate each temporary employee's hourly rate on a case by case basis with Consultant, and in addition to such hourly rate, pay the Consultant the percentage "mark up" as shown in Exhibit "A".

IN WITNESS WHEREOF, the parties have executed this Second Amendment, to be effective as of February 5, 2013.

CITY OF REDLANDS

ARROW STAFFING



Pete Aguilar, Mayor

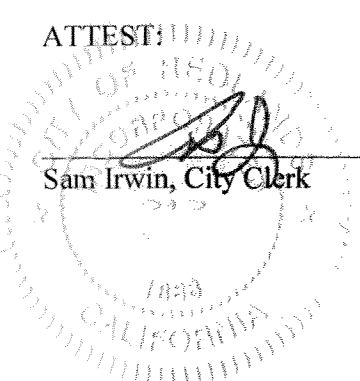
By: 

Jeff Thalmayer, Vice President

ATTEST:



Sam Irwin, City Clerk



A R R O W

S T A F F I N G

Redlands • Rancho Cucamonga • Riverside

PREFERRED BILL RATES FOR CITY OF REDLANDS

JULY 2012

SERVICE RATE

Payroll Service Fee (Clerical and Technical)	35% Mark-up
Accounting Clerical	46% Mark-up
General Clerical	46% Mark-up
Skilled Clerical	46% Mark-up
Accounting Technical	46% Mark-up
Customer Service Technical	46% Mark-up
Information Technology Technical	46% Mark-up
Geographic Information Systems (GIS)	46% Mark-up
Information Technology Professional	46% Mark-up
Custodial (Janitorial)	57% Mark-up
Light Industrial (Maintenance Worker)	Excluded Workers Compensation Code
Heavy Industrial (Solid Waste Collector)	Excluded Workers Compensation Code
Specialty Management	46% Mark-up

Our standard temporary to permanent conversion policy is 520 hours. After the hours required have been reached, the employee can then convert to your payroll with **no additional costs**. **CITY OF REDLANDS** shall pay Arrow Staffing Services on or before the 21st day from billing date on the invoice. Such sum shall compensate Arrow Staffing Services provided under this agreement at the rates set forth.

THE ABOVE RATE SCHEDULE IS EFFECTIVE THROUGH JULY 31, 2013.

Arrow Staffing Services reserves the right to Re-negotiate the quoted rates should there be mandatory increases in the statutory wages, taxes and/or benefits.