

## **EXTENSION & AMENDMENT TO PROFESSIONAL CONSULTING SERVICES AGREEMENT**

This Extension and Amendment to the Professional Consulting Services Agreement ("Extension and Amendment") is made and entered into this 1<sup>st</sup> day of May, 2025, between the City of Pecos, Texas ("City"), and Tommy Gonzalez ("Consultant").

### **RECITALS**

WHEREAS, the City and Consultant entered into a Professional Consulting Services Agreement (the "Agreement") effective as of May 1, 2024;

WHEREAS, the parties now desire to extend and amend the term of the Agreement and continue the consulting services at the same monthly compensation rate;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree to amend the Agreement as follows:

### **EXTENSION & AMENDMENT TERMS**

#### **1. Term Extension & Amendment:**

The term of the Agreement is hereby extended for an additional twelve (12) months, commencing on May 1, 2025, and terminating on April 30, 2026, unless earlier terminated in accordance with the Agreement.

#### **2. Compensation:**

During the extended term, the Consultant shall continue to be compensated at the rate of \$9,500 per month. Payment shall be made monthly upon receipt of an invoice detailing services provided.

#### **3. Expanded Scope of Work:**

The Consultant shall continue to support the execution of the City of Pecos Strategic Plan 2025–2030, including but not limited to the following:

- Implementation Roadmap – Align each budget line item with a Goal/Strategy for FY26; ensure GTLs, not CMO/Finance, justify each item. Assign all goals into a phased outlook (1 to 5 years) prepared in alignment with budget years.
- Governance and Oversight – Establish SPOC (Strategic Plan Oversight Committee) including 2 GTLs, and CMO staff (Charles, Heather, Griffin). Assign each Goal Team (GT) a contract with roles and reporting responsibilities.

- Communication and Engagement – Launch public-facing dashboard with KPIs and ensure real-time tracking. Prioritize visibility, community interaction, and updates to stakeholders.
- Prioritized First-Year Initiatives – Assign Year 1 goals to GTLs with deadlines. Support recurring monthly Director/Manager meetings.
- Metrics and Accountability – Support group contract language requiring GTs to define, track, and explain each KPI. Develop dashboard-based reporting mechanisms for quarterly reports to Council and SPOC, with summaries accessible on the city's website.
- Workforce and Culture Development – Review and enhance onboarding to emphasize Vision, Mission, and Values. Guide storytelling to highlight strategic success during council meetings. Identify key roles for succession planning and embed training into regular meetings.
- Foster Partnerships and Leverage External Resources – Continue strengthening interlocal collaboration. Assist with identifying a grant writer position to focus exclusively on funding. Help redistribute planning/coordination duties from Mr. Lino to additional CMO staff as needed.
- Support Capital Improvement Plan (CIP) implementation and integration into strategic and operational planning.

#### **4. Full Force and Effect:**

Except as expressly extended and amended herein, all terms and conditions of the original Agreement shall remain in full force and effect.

#### **IN WITNESS WHEREOF**

The parties hereto have executed this Extension & Amendment to the Professional Consulting Services Agreement on the dates set forth below:

City of Pecos, Texas

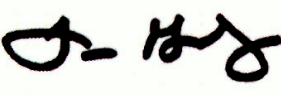
By: 

Name: Charles Lino

Title: City Manager

Date: April 22, 2025

Tommy Gonzalez

By: 

Date: April 17, 2025