

**AMENDMENT NO. 5  
PROFESSIONAL SERVICES AGREEMENT  
BETWEEN THE CITY OF EVERETT  
AND LEPS/PSS PLLC DBA PUBLIC PSYCHOLOGICAL SERVICES**

This Amendment No. 5 is dated for reference purposes, October 31, 2025. It is by and between the City of Everett, a municipal corporation under the laws of the State of Washington (“City”), and LEPS/PSS PLLC dba Public Psychological Services (“Service Provider”).

**RECITALS**

A. The City and Service Provider are parties to the Professional Services Agreement dated November 1, 2019, as amended (the “Agreement”).

B. The City and the Service Provider desire to amend the Agreement for the purpose of extending the Agreement. This will be the seventh contractual year and the fifth successive one-year extension.

**AGREEMENT**

The City and Service Provider agree as follows:

1. Section 3 of the Agreement states: “This Agreement shall commence as of the date of execution of this Agreement for the initial term of two (2) years with the option for successive one (1) year renewals.” The parties agree to another one-year renewal, and so the Agreement is extended to October 31, 2026.
2. Section 4.B of the Agreement is modified as follows with respect to the work in the table below:

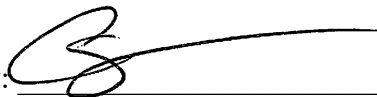
November 1, 2023 – December 31, 2023	\$450.00 per Pre-employment Evaluation and Report \$300.00 per hour for fitness of duty exams and reports.
January 1, 2024 – October 31, 2024	\$470.00 per Pre-employment Evaluation and Report \$300.00 per hour for fitness of duty exams and reports.
November 1, 2024 – October 31, 2025	\$484.00 per Pre-employment Evaluation and Report \$300.00 per hour for fitness of duty exams and reports.
November 1, 2025 – October 31, 2026	\$497.50 per Pre-employment Evaluation and Report \$308.00 per hour for fitness of duty exams and reports.

For future extensions of this Agreement, compensation for the work in the table above will be adjusted for each contract extension year (November 1 to October 31) based on year-to-year CPI percent change, August to August. For example, compensation for work from November 1, 2026, to October 31, 2027, will be based on the compensation in effect on October 31, 2025, adjusted based on the CPI-U percent change from August 2025 (365.211) to August 2026.

3. Section 4.D of the Agreement is modified so that total compensation, including all services and expenses, shall not exceed \$30,000 annually.
4. Regardless of the date(s) on which this Amendment is signed by the parties, the parties agree that the Agreement has been continuously in effect since November 1, 2019.
5. This Amendment is signed with AdobeSign, which is fully binding.
6. All provisions in the Agreement shall remain in effect except as expressly modified by this Amendment.

**CITY OF EVERETT  
WASHINGTON**

**LEPS/PSS PLLC dba Public Psychological  
Services**

By:   
\_\_\_\_\_  
Cassie Franklin, Mayor

10/22/2025

\_\_\_\_\_  
Date

*Cerise Vablais PhD*

Signature: \_\_\_\_\_  
Typed/Printed Name: Cerise M. Vablais, MBA,  
Ph.D.

Title: Chief Operating Officer

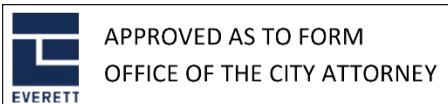
10/21/2025

\_\_\_\_\_  
Date

ATTEST:



\_\_\_\_\_  
Office of City Clerk













# 2019-039 Fire Psychological Exam Amendment 5\_101725\_SD

Final Audit Report

2025-10-22


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 Agreement completed.

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