



**AMENDMENT NO. 1
PROFESSIONAL SERVICES AGREEMENT**

This Amendment to Professional Services Agreement ("***Amendment***") is effective as of the date of last signature below, and is between the City of Everett, a Washington municipal corporation (the "***City***"), and the Service Provider identified below ("***Service Provider***"). The City and Service Provider are parties to the Professional Services Agreement described below, as may have been previously amended ("***Agreement***"). In consideration of the covenants, terms and conditions set forth below, and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the City and Service Provider agree to amend the Agreement as set forth below:

Service Provider	Bark Better, LLC
City Project Manager	Glynis Frederiksen
	gfrederiksen@everettwa.gov
Original Agreement Date	4/30/2025

AMENDMENTS		
New Completion Date	If this Amendment changes the Completion Date, enter the new Completion Date: 12/31/2026 If no new date is entered, this Amendment does not change the Completion Date.	
New Maximum Compensation Amount	If this Amendment changes compensation, complete the following table. If the table is not completed, this Amendment does not change compensation.	
	Maximum Compensation Amount Prior to this Amendment	\$50,000
	Compensation Added (or Subtracted) by this Amendment	\$80,000
	Maximum Compensation Amount After this Amendment	\$130,000

Changes to Scope of Work	Scope of Work is changed by ADDING the work in the attachment to this Amendment	Leaving selection as "Click for Dropdown Menu" means no change to Scope of Work.
Other Provisions	See updated Exhibit B, to be effective January 1, 2026.	
Standard Amendment Provisions	Regardless of the date(s) on which this Amendment is signed by the parties, and regardless of any Agreement completion date(s) that may have been in the Agreement prior to this Amendment, the parties agree that the Agreement is deemed continuously in effect since the Original Agreement Date.	
	This Amendment may be signed in counterparts, each of which shall be deemed an original, and all of which, taken together, shall be deemed one and the same document. AdobeSign signatures are fully binding. Any ink, electronic, faxed, scanned, photocopied, or similarly reproduced signature on this Amendment will be deemed an original signature and will be fully enforceable as an original signature.	
	All provisions in the Agreement shall remain in effect except as expressly modified by this Amendment. From and after the effective date of this Amendment, all references to the Agreement in the Agreement are deemed references to the Agreement as modified by this Amendment.	

SIGNATURES ON FOLLOWING PAGE

IN WITNESS WHEREOF, the City and Service Provider have executed this Amendment.

**CITY OF EVERETT
WASHINGTON**



Cassie Franklin, Mayor

12/10/2025

Date

ATTEST



Office of the City Clerk

BARK BETTER LLC



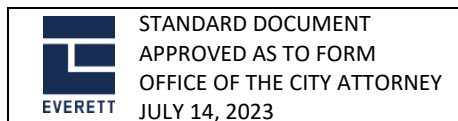
Signature: _____

Name of Signer: Christina McBride

Signer's Email Address:

Christina_McBride@outlook.com

Title of Signer: Owner



SCOPE OF WORK

A. Project Overview

This grant-funded project entails the creation and implementation of a structured animal behavior and training program to provide for the needs of animals in the care of the Everett Animal Shelter (EAS).

A large part of the project will be aimed at enhancing the skills and knowledge of volunteers and foster caregivers. The focus is on equipping participants to provide exemplary care and implement positive reinforcement techniques to improve the welfare of shelter animals and increase positive outcomes.

B. Project Objectives

1. Oversee an animal enrichment program for dogs, cats, and small animals at EAS, utilizing existing resources and following best practices in the animal sheltering field.
2. Maintain an animal handling training curriculum for foster parents and volunteers working directly with the animals.
3. Incorporate positive reinforcement techniques to elevate animal welfare practices.
4. Facilitate in-person and/or virtual training sessions. This will include training for new volunteers and foster parents, scheduled and/or drop-in group sessions at EAS for foster parents, volunteers and recent adopters, and continuing education for volunteers to increase their skills. Select and train volunteers to assist in the training of new volunteers.
5. Formalize volunteer selection, training and program materials for the WagWorks program, which works with dogs that require special handling and training. Participate in hands-on training and oversight for WagWorks volunteers.
6. Compile or produce accessible training resources, including written manuals and video tutorials.
7. Compile data on project progress, how the program is influencing animal outcomes, and other insights.
8. Maintain a high level of communication with EAS employees regarding animal assessment, care plans and outcomes.

C. General Requirements

1. **CONTACT.** Work with your primary Point of Contact: Glynis Frederiksen, Animal Services Manager, for any program questions, accidents or needs. In the event your primary

Point of Contact is not available, your secondary Point of Contact is Leslie Wall, Assistant Animal Services Manager.

2. **SERVICE PROVIDER AVAILABILITY.** The service provider will provide services 5 days per week, 8 hours per day, between the hours of 7:30 am and 6:00 pm, 40 hours per week, for the duration of the contract. Two weeks of unpaid leave is permitted in 2026. This schedule will require flexibility, and the service provider must be available on weekends and evenings as needed for training classes, meetings, or other events. Weekly schedules will be mutually agreed upon in advance by the Animal Services Manager and service provider.
3. **OFFICE SPACE AND EQUIPMENT.** Office space, a desktop computer and phone will be provided by the City for the service provider's use at the Everett Animal Shelter. The service provider will comply with all City policies and procedures, including limiting use to City business and following all security precautions. Other equipment may be provided with the Animal Services Manager's approval and will remain the property of the City.
4. **FACILITY ACCESS.** The City will provide an access badge and keys to the Everett Animal Shelter.
5. **EAS AND CITY POLICIES AND PROCEDURES.** The service provider will follow all EAS and City policies and procedures. Copies will be provided to the service provider at the start of the contract period.
6. **SELLING MERCHANDISE.** Any request to sell merchandise to volunteers, foster parents, or members of the public must be made in writing and approved by the Animal Services Manager. Merchandise must be related to animal handling and training.
7. **PAYMENT.** Service provider will be paid for each hour worked, up to the total amount in the contract or the contract's end date, whichever is reached first. Monthly invoices are needed to process payment. Invoices will include total service hours for the month, plus days worked. All services at the end of the calendar year must be invoiced no later than January 4, 2027.
8. **GENERAL TIMELINE AND DELIVERABLES.**

Quarter 1:

- Service provider will continue providing in-shelter direct training with dogs exhibiting behavioral challenges to foster and adoption placements.
- Service provider will continue providing direct training support and training resources to our vital network of foster homes. This includes weekly check-in phone calls, on demand support.
- Service provider will continue quarterly onboarding training for volunteers who interact with dogs (such as dog walkers, kennel attendants, etc) to increase volunteer expertise, confidence handling nervous dogs, and decrease adverse incidents between volunteers and animals.

- Service provider will expand current WagWorks program, training more eligible senior volunteers in advanced dog training, de-escalation tactics, and proper handling for behaviorally at-risk dogs.

Quarter 2:

- Service provider will conduct a pilot training series (lessons held at shelter) open to the public to provide dog owners with tools, knowledge, and training to address common behavioral complaints themselves.
- Service provider will maintain weekly behavior sessions and foster coaching.
- Service provider will prepare for seasonal intake surge with proactive foster recruitment.

Quarter 3:

- Service provider will evaluate mid-year program effectiveness using updated data tracking and complete mid-year impact report.
- Service provider will continue volunteer and foster training with standardized modules.
- Service provider will deepen community engagement through outreach.

Quarter 4:

- Service provider will sustain behavior program through year-end.
- Service provider will assess impact of public training series on surrender rates.
- Service provider will celebrate program successes and share final outcomes.
- Service provider will plan for 2027 expansion based on data and community feedback.
- Service provider will submit final report detailing total dogs saved, foster placements, and program impact.

EXHIBIT B
PROFESSIONAL SERVICES AGREEMENT

**SELECT ONE OF THE FOLLOWING METHODS OF COMPENSATION, EACH OF WHICH IS
SUBJECT TO THE MAXIMUM COMPENSATION AMOUNT**

☒ **HOURLY RATE.** The City shall pay Service Provider a sum equal to the amount of hours actually worked multiplied by the rate identified below for staff performing the Work.

Name	Title	Rate
Christina McBride	Owner	\$40.00/hr
enter name	enter title	enter rate
enter name	enter title	enter rate
enter name	enter title	enter rate
enter name	enter title	enter rate
enter name	enter title	enter rate
enter name	enter title	enter rate

If there are more staff than rows in the table above, then those staff names, titles, and rates shall be provided in the Scope of Work.

☐ **PROGRESS PAYMENTS.** The City shall pay Service Provider the following amounts upon the completion of the following tasks.

Task	Amount Paid on Task Completion
enter task	enter amount
enter task	enter amount
enter task	enter amount
enter task	enter amount
enter task	enter amount
enter task	enter amount
enter task	enter amount

If there are more tasks than rows in the table above, then those tasks and payment amounts shall be provided in the Scope of Work.

☐ **LUMP SUM.** The City shall pay Service Provider \$ enter amount upon the completion of the Work.

☐ **METHOD CONTAINED IN SCOPE OF WORK.** The City shall pay Service Provider as set forth in the Scope of Work.

☐ **METHOD CONTAINED IN ATTACHED PAGE(S).** The City shall pay Service Provider as set forth in the spreadsheets or other documents attached to this Exhibit B.












Bark Better LLC Amendment_SD_120325


Final Audit Report

2025-12-10


Created:	2025-12-08
By:	Marista Jorve (mjorve@everettwa.gov)
Status:	Signed
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-  Document created by Marista Jorve (mjorve@everettwa.gov)
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-  Signer gfrederiksen@everettwa.gov entered name at signing as Glynis Frederiksen
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-  Document approved by Glynis Frederiksen (gfrederiksen@everettwa.gov)
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-  Signer christina_mcbride@outlook.com entered name at signing as Christina McBride
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-  Document e-signed by Christina McBride (christina_mcbride@outlook.com)
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 Agreement completed.

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