

**AMENDMENT #4 TO
PROFESSIONAL SERVICES AGREEMENT FOR
SYSTEM INTEGRATION FOR SAP SUCCESS FACTORS**

This Amendment #4 is entered into by and between the **City of San Antonio**, a Texas Home-Rule Municipal Corporation, (hereinafter referred to as “City”) acting by and through its Director of the Information Technology Services Department / Chief Information Officer (CIO) or designee, and **Accenture LLP**, (“Accenture”). City and Accenture are sometimes hereafter collectively referred to as the “Parties”.

WHEREAS, pursuant to Ordinance No. 2024-08-29-0652, the City entered into a Professional Services Agreement for System Integration for SAP Success Factors with Accenture effective August 29, 2024, for a two-year period with the option for the City to renew for two, additional one-year periods (hereinafter the “Agreement”); and

WHEREAS, parties wish to revise the Go-Live date, add four deliverables and revise multiple stated deliverables in order to add technical and functional requirements necessary for the integration of SuccessFactors Employee Central (SFSF EC) and necessary data replication with SAP ECC; and

WHEREAS, under the Amendment provisions of the Agreement, any alterations of the terms may be effected by amendment, in writing, executed by both City and Accenture; **NOW, THEREFORE:**

The Parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described. City and Accenture agree to amend the Agreement as follows:

**ARTICLE I
AMENDMENTS**

1.01 Parties agree Article III, Scope of Services, and Attachment C, SOW are revised to add the following deliverables at the prices indicated:

Deliverable Name	CR6 Price
SFPE4-CR6 Resource Plan	\$7,500.00
SFRQ2EC-CR6 EC: Business Requirements Document (RTM)	\$11,250.00
SFKDDEC-CR6 EC: Key Design Decisions	\$3,750.00
SFPM11-CR6 Project Plan Draft	\$15,000.00
SFPM12-CR6 Deliverable Schedule	\$6,000.00

Deliverable Name	CR6 Price
SFRQ5EC-CR6 Integration Design Document (FD)	\$67,500.00
SFDC1EC-CR6 EC: Data Conversion	\$6,000.00
SFDC6EC-CR6 EC: Data Conversion Plan & Scope	\$19,500.00
SFTS2EC-CR6 EC: Test Scripts/Test Scenarios (SIT3)	\$6,000.00
SFUT1-CR6 Unit Test Plan	\$12,000.00
SFSI1-CR6 Integration Test Plan (SIT3)	\$22,500.00
SFIT1-CR6 Interface Test Plan (SIT3)	\$45,000.00
SFAT1-CR6 Acceptance Test Plan	\$22,500.00
SFDD2EC-CR6 EC: System Design Document	\$15,000.00
SFCM10EC-CR6 System Integrations (TD)	\$93,000.00
SFUT3EC-CR6 EC: Unit Test and Report	\$60,750.00
SFSR4bEC-CR6 Security Design Document (RBP)	\$6,000.00
SFCM12-CR6 Additional Customizations	\$67,500.00
SFRQ2WZ-CR6 Workzone: Business Requirements (RTM)	\$19,500.00
SFSI2EC-CR6 EC Integration Test and Report (SIT3)	\$142,500.00
SFSI2BF-CR6 BF: Integration Test and Report (SIT3)	\$30,000.00
SFCM3EC-CR6 EC: System Build	\$28,500.00
SFPM14EC-CR6 EC: Release Closure	\$43,215.00
SFPM14BF-CR6 BF: Release Closure	\$9,045.00
SFPM14LMS-CR6 LMS: Release Closure	\$43,215.00
SFPM14WZ-CR6 Workzone: Release Closure	\$5,025.00
SFDD3WZ-CR6 Workzone: Key Design Components*	\$30,000.00
SFDD2WZ-CR6 Workzone: System Design Document (CW's)*	\$45,000.00
SFSI2WZ-CR6 WZ Integration Test and Report (SIT3)*	\$37,500.00

Deliverable Name	CR6 Price
SFTS2WZ-CR6 Test Scripts (UAT)*	\$15,000.00
TOTAL	\$935,250.00

***Newly Defined Deliverables**

Except for Newly Defined Deliverables, “-CR6” has been added to the Deliverable ID of an existing Deliverable and reflects additional work at the additional cost listed.

1.02 The total impact of this Amendment #4 is \$935,250 and Accenture has agreed to provide a discount of \$270,000 for joint responsibility in the required revisions to the Go-Live date and Deliverables. This discount will be applied to the Final Module Deliverables (Qty. 3) and the Final Project Deliverable in the amount of \$100,500. For the remainder of the discount, Accenture agrees to relinquish Retainage in the amount \$169,500 which was scheduled to be paid upon City’s acceptance of Final Project Deliverable: SFPM14EC.

1.03 Attachment C, SOW, 6. Project Timeline, is hereby revised as follows:

- **System Integration Testing (SIT 3):** April 21 – May 9, 2025
- **User Acceptance Testing (UAT):** May 12 – May 30, 2025
- **Cutover Activities:** June 2 – June 20, 2025
- **Go-Live:** June 21, 2025
- **Hypercare Support Ends:** July 18, 2025

1.04 Further, Parties agree to amend Attachment C, SOW as described in **Exhibit I**, City of San Antonio, Information Technology Services Department Project Change Request 6, SAP Human Capital Management Version 3 dated 5/19/2025, a true and correct copy which is attached hereto. Any references to “MSA” in **Exhibit I** shall mean this Agreement, the Professional Services Agreement for System Integration for SAP Success Factors.

ARTICLE II

TERMS AND CONDITIONS

All other terms, conditions, covenants and provisions of the Agreement are hereby continued and shall remain in effect in their original form, except for the provisions modified by this Amendment #4.

EXECUTED and **AGREED** to as of the dates indicated below. This Amendment #4 may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

CITY OF SAN ANTONIO

ACCENTURE, LLP

(Signature)

(Signature)

Printed Name: _____

Printed Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Approved as to Form:

Assistant City Attorney