

CONTRACT

FOR

SERVICES

(Classification and Compensation Study)

This Contract is entered into this 7th day of July, 2026, by and between the City of Bel Aire, Kansas, a Kansas municipal corporation, (hereinafter called “City”) and Arnold & Associates of Wichita, Inc., d/b/a/ The Arnold Group – C3 Compensation Blueprint Division, whose principal office is at 530 South Topeka, Wichita, Kansas, 67202, Telephone Number (316) 619-7864, (hereinafter called “Contractor”).

WHEREAS, the City budget for 2026 includes funding for a compensation study to provide insight and analysis for implementing a new pay scale in the 2027 budget,

WHEREAS, Contractor has submitted a quote beneficial to City and is ready, willing, and able to provide the goods, commodities and/or services required by City.

NOW, THEREFORE, the parties hereto agree as follows:

1. Scope of Services. City agrees to hire Contractor as an independent contractor to perform all Services as described in Exhibit A (Classification and Compensation Study), Exhibit B (Supplemental Master Service Agreement), and Exhibit C (Client Services Authorization Agreement). All Services shall meet all professional standards and specifications as required by the City. Execution of this Contract constitutes City’s written authorization to proceed with the Services.

All services shall be completed within 24 weeks from the execution of this Contract. Any extension of the completion date must be approved by the City.

2. Compensation. City agrees to pay Contractor an amount not to exceed \$16,560.00 for all Services as quoted and described in Exhibit A.
3. Incorporation of Documents. Exhibit D (Bel Aire’s Mandatory Terms and Conditions Attachment) and Exhibit E (Bel Aire’s Mandatory Independent Contractor Addendum) are attached hereto and are incorporated into this Contract as essential terms. The parties further agree that all provisions of Exhibit D and E, are effective between them and govern this Contract.
4. Entire Agreement. This Contract and the documents incorporated herein contain all the terms and conditions agreed upon by both parties. No other understandings, oral or otherwise, regarding the subject matter of this Contract shall be deemed to exist or to bind

any of the parties hereto. Any agreement not contained herein shall not be binding on either party, nor shall it be of any force or effect.

5. Severability Clause. In the event that any provision of this Contract is held to be unenforceable, the remaining provisions shall continue in full force and effect.

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PASSED by the Governing Body of the City of Bel Aire, Kansas, on the 7th day of July, 2026.

SIGNED by the City Manager on the _____ day of July, 2026.

CITY OF BEL AIRE, KANSAS

Jim Benage, Mayor

ATTEST:

APPROVED AS TO FORM ONLY:

Melissa Krehbiel, City Clerk

Maria A. Schrock, City Attorney

(Exhibits A, B, C, D and E are attached.)

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SIGNED by Contractor on the _____ day of July, 2026.

**ARNOLD & ASSOCIATES OF WICHITA, INC., d/b/a/ THE ARNOLD GROUP – C3
COMPENSATION BLUEPRINT DIVISION**

(Authorized Signature: Name, Title)

(Exhibits A, B, C, D and E are attached.)

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