

AMENDMENT NO. 3 TO THE PROFESSIONAL SERVICES AGREEMENT  
BETWEEN SNOHOMISH COUNTY AND AB STAFFING SOLUTIONS  
FOR HEALTHCARE SERVICES

This Amendment No. 3 to the Professional Services agreement between Snohomish County and AB Staffing Solutions (“Amendment No. 3”), is entered into by and between Snohomish County, a political subdivision of the State of Washington (the “County”), and AB Staffing Solutions, an Arizona limited liability company (the “Contractor”).

WHEREAS, September 16, 2021, the County and the Contractor entered into a Professional Services Agreement for Healthcare Services (“Agreement”). The Agreement governs the professional services provided by Contractor to December 31, 2025; and

WHEREAS pursuant to Section 2 of the Agreement, the Sheriff’s Office has exercised its option to extend the term of the Agreement for an additional one (1) year term through December 31, 2026.

WHEREAS the County desires to provide funding to support the additional work through Amendment No. 3.

NOW THEREFORE, in consideration of covenants, conditions, performances, and promises hereinafter contained, the parties mutually agree to amend the agreement as follows:

1. Effective October 1, 2025, Exhibit A is deleted in its entirety and replaced with Schedule A attached to this Amendment No. 3.
2. Except as expressly provided in this Amendment No. 3, all of the terms and conditions of the Agreement are ratified and affirmed and remain in full force and effect.
3. This Amendment No. 3 may be executed in counterparts, each of which shall constitute an original and all of which shall constitute one and the same agreement.

In witness whereof, the parties hereby execute this Amendment No. 3 to the Agreement.

**Contractor:**

*Samuel Shelton*

Approved as to Form:

*Matt McCall*  
Attorney

**Snohomish County:**

County Executive

Approved to Form:

Downs, Lyndsey  
Attorney

Digitally signed by Downs, Lyndsey  
Date: 2026.02.02 17:12:19 -08'00'

**Exhibit A**

**Schedule A – Rate Schedule  
Effective as of October 1, 2025**

<b>Specialty</b>	<b>Hourly Rate</b>
Registered Nurse /Correctional	\$125.00
PN/LVN/ Correctional	\$115.00
LPC/LCSW	\$120.00
Social Worker/ Masters level	\$80.00
Nurse Practitioner	\$170.00

**Overtime** is equal to time-and-a-half of rate for applicable shift (based on a 40-hour week worked at Client facility). Overtime must be approved by the Director.

**Holidays:** Work performed on New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day will be invoiced at a premium Holiday rate of one and one-half (1.5) times the regular rate. Holidays begin 7:00 PM the night before the holiday, and end at 7:00 AM the day after the holiday.

**The following Conversion Fees apply to Direct Client Employment.**

**Nursing and Allied Health**

Conversion Rate - % of First Year Earnings pursuant to Direct Client Employment	Straight Time Hours Worked and Billed to Client by ABSS Prior to Direct Client Employment
25%	Introduction – 520 hours
15%	521 hours – 1040 hours
7.5%	1041 hours +

**Physician and Advanced Practice**

Conversion Rate - % of First Year Earnings pursuant to Direct Client Employment	Straight Time Hours Worked and Billed to Client by ABSS Prior to Direct Client Employment
30%	Introduction – 520 hours
20%	521 hours – 1040 hours
15%	1041 hours +

# CERTIFICATE *of* SIGNATURE

REF. NUMBER  
82NP8-PNMAK-5EEWH-H2FK6

DOCUMENT COMPLETED BY ALL PARTIES ON  
02 MAR 2026 20:48:28  
UTC

## SIGNER

**SAMUEL SHELTON**

EMAIL  
SSHELTON@ABSTAFFING.COM

## TIMESTAMP

SENT  
02 MAR 2026 20:09:48

VIEWED  
02 MAR 2026 20:48:12

SIGNED  
02 MAR 2026 20:48:28

## SIGNATURE



IP ADDRESS  
68.225.135.154

LOCATION  
GILBERT, UNITED STATES

## RECIPIENT VERIFICATION

EMAIL VERIFIED  
02 MAR 2026 20:48:12

