

**FIFTEENTH AMENDMENT TO  
TEXAS ANTI-GANG CENTER ANALYST AGREEMENT**

**THE STATE OF TEXAS           §**  
  **§**  
**COUNTY OF TARRANT       §**

The parties to this Independent Contractor Agreement ("Agreement"), are the City of North Richland Hills, Texas, a home rule municipality located in Tarrant County, Texas ("City"), and Rebecca Ciferri ("TAG Center Analyst"). For convenience, the City and the TAG Center Analyst may be referred to collectively as "parties" and individually as a "party."

WHEREAS, the parties hereto in 2016 entered into an agreement ("Original Agreement") for contracted services; and,

WHEREAS, the FY25 Texas Anti-Gang Program (TAG) Grant #2848910 budget, effective September 1, 2024, includes compensation for services equivalent to the 2024 Dallas-Fort Worth Locality Pay GS Grade 9-6, September 1, 2024 – December 31, 2024, to include 30% fringe and the 2025 Dallas-Fort Worth Locality Pay GS Grade 9-6, January 1, 2025 – August 31, 2025, to include 30% fringe, for the TAG Center Analyst;

NOW THEREFORE, for and in consideration of the mutual promises and covenants set forth in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereby agree as follows:

Section I. Paragraph 1.3 of the Original Agreement are hereby amended to read as follows:

1.3 Compensation. As compensation for the services rendered by the TAG Center Analyst under this Agreement, effective January 1, 2025, the City shall pay the TAG Center Analyst **\$100,760.40** annually, equivalent to the 2025 Dallas-Fort Worth Locality Pay GS Grade 9-6 to include 30% fringe, prorated for eight months. The City shall pay the TAG Center Analyst monthly payments of **\$8,396.70**, plus **\$75** per month cell phone allowance. Equal installments of **\$8,471.70** are to be received on the last Friday of every month, provided that as a condition precedent to payment, the TAG Center Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG Center Analyst will follow the TAG Travel/Training Reimbursement Policy with Fiduciary City of North Richland Hills for ordinary, necessary and reasonable travel expenses when directly connected with or pertaining to TAG-related business and gang-related training and conferences. Subject to availability of grant funds and to the extent they are included in TAG's approved fiscal year budget, NRH will reimburse the TAG Center Analyst for transportation reimbursed at the current IRS standard mileage rate per mile, lodging, subsistence, and related items incurred while traveling on official TAG-related business in support of the grant's objectives. The TAG Center Analyst is not entitled to receive and is prohibited from accepting any compensation or other benefit from either the City or from any other person or entity in exchange for the TAG Center Analyst's services rendered under this Agreement except as provided in this Agreement.

Section 2: Except as herein amended, the Original Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, we have hereunto set our hands this 27th day of January 2025, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: \_\_\_\_\_  
Paulette Hartman, City Manager

By: Rebecca Ciferri  
Texas Anti-Gang Center Analyst

Date: \_\_\_\_\_

Print Name Rebecca Ciferri

APPROVED AS TO FORM:

Date: 1/6/2025

By: \_\_\_\_\_  
Bradley Anderle, City Attorney

Date: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
Alicia Richardson, City Secretary/  
Chief Governance Officer

Date: \_\_\_\_\_