

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

**DUPLICATE
ORIGINAL**

**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 FY26 Texas Anti-Gang Program (TAG) Grant #2848911 budget, effective September 1, 2025, includes compensation for services equivalent to the 2025 Dallas-Fort Worth Locality Pay GS Grade 9-7, September 1, 2025 – December 31, 2025, to include 30% fringe and the 2026 Dallas-Fort Worth Locality Pay GS Grade 9-7, January 1, 2026 – August 31, 2026, 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:

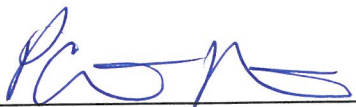
Section I. Paragraph 1.3 of the Original Agreement are hereby amended to read as follows:

1.3 Compensation. As compensation for the services rendered by the TAG Center Analyst under this Agreement, effective January 1, 2026, the City shall pay the TAG Center Analyst **\$104,681.20** annually, equivalent to the 2026 Dallas-Fort Worth Locality Pay GS Grade 9-7 to include 30% fringe, prorated for eight months. The City shall pay the TAG Center Analyst monthly payments of **\$8,723.43**, plus **\$75** per month cell phone allowance. Equal installments of **\$8,798.43** 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 9th day of February 2026, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: 
Paulette Hartman, City Manager

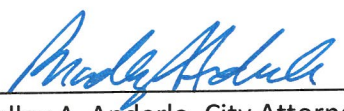
By: Rebecca Ciferri
Texas Anti-Gang Center Analyst

Date: 2/9/24

Print Name Rebecca Ciferri

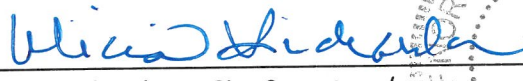
APPROVED AS TO FORM:

Date: 12/23/2025

By: 
Bradley A. Anderle, City Attorney

Date: 2/9/26

ATTEST:

By: 
Alicia Richardson, City Secretary/
Chief Governance Officer

Date: 2/16/2024



NRH Council Action ON

Date Approved 2-9-2024

Agenda No. B.7

Ord / Res No. _____

**SIXTEENTH 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 FY26 Texas Anti-Gang Program (TAG) Grant #2848911 budget, effective September 1, 2025, includes compensation for services equivalent to the 2025 Dallas-Fort Worth Locality Pay GS Grade 9-7, September 1, 2025 – December 31, 2025, to include 30% fringe and the 2026 Dallas-Fort Worth Locality Pay GS Grade 9-7, January 1, 2026 – August 31, 2026, 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 September 1, 2025, the City shall pay the TAG Center Analyst **\$103,638.60** annually, equivalent to the 2025 Dallas-Fort Worth Locality Pay GS Grade 9-7 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of **\$8,636.55**, plus **\$75** per month cell phone allowance. Equal installments of **\$8,711.55** 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 25th day of August 2025, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: 
Paulette Hartman, City Manager

Date: 8/27/25

By: Rebecca Ciferri
Texas Anti-Gang Center Analyst

Print Name Rebecca Ciferri

APPROVED AS TO FORM:

Date: 7/31/2025

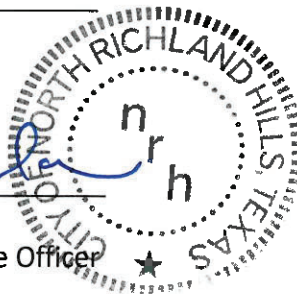
By: 
Bradley A. Anderle, City Attorney

Date: 8/25/25

ATTEST:

By: 
Alicia Richardson, City Secretary/
Chief Governance Officer

Date: 8/20/2025



NRH Council Action (Y) 11

Date Approved 8.25.2025

Agenda No. B.4

Ord / Res No. _____

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

DUPLICATE
ORIGINAL

**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*
Paulette Hartman, City Manager

By: *Rebecca Ciferri*
Texas Anti-Gang Center Analyst

Date: *1/29/25*

Print Name Rebecca Ciferri

APPROVED AS TO FORM:

Date: 1/6/2025

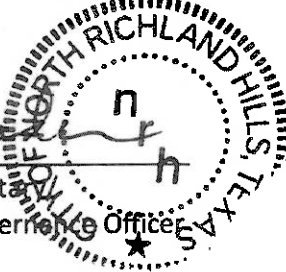
By: *Bradley Anderle*
Bradley Anderle, City Attorney

Date: *1/27/25*

ATTEST:

By: *Alicia Richardson*
Alicia Richardson, City Secretary
Chief Governance Officer

Date: *1/29/2025*



NRH Council Action *YN*

Date Approved *1-27-2025*

Agenda No. *B.3*

Ord / Res No. *—*

**FOURTEENTH 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:

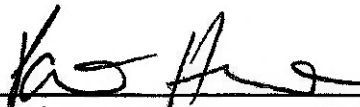
1.3 Compensation. As compensation for the services rendered by the TAG Center Analyst under this Agreement, effective September 1, 2024, the City shall pay the TAG Center Analyst **\$98,803.90** annually, equivalent to the 2024 Dallas-Fort Worth Locality Pay GS Grade 9-6 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of **\$8,233.66**, plus **\$75** per month cell phone allowance. Equal installments of **\$8,308.66** 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.

DUPLICATE
ORIGINAL

IN WITNESS WHEREOF, we have hereunto set our hands this 12th day of August, 2024, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: 
Paulette Hartman, City Manager

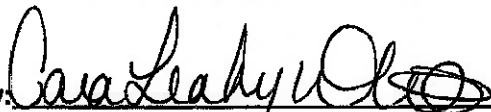
By: Rebecca Ciferri
Texas Anti-Gang Center Analyst

Date: 8/16/24

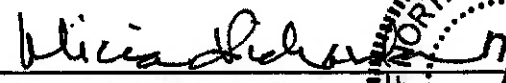
Print Name Rebecca Ciferri

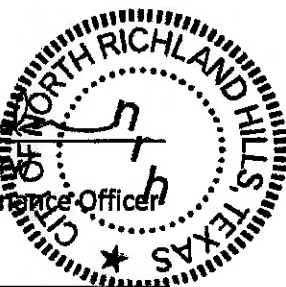
APPROVED AS TO FORM:

Date: 7/18/2024

By: 
Cara Leahy White
Interim City Attorney
Date: _____

ATTEST:

By: 
Alicia Richardson, City Secretary
Chief Governance Officer
Date: 8/20/2024



NRH Council Action ☒ Y ☐ N

Date Approved 8.12.2024

Agenda No. B.5

Ord / Res No. _____

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

**DUPLICATE
ORIGINAL**

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 FY24 Texas Anti-Gang Program (TAG) Grant #2848909 budget, effective September 1, 2023, includes compensation for services equivalent to the 2023 Dallas-Fort Worth Locality Pay GS Grade 9-6, September 1, 2023 – December 31, 2023, to include 30% fringe and the 2024 Dallas-Fort Worth Locality Pay GS Grade 9-6, January 1, 2024 – August 31, 2024, 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, 2024, the City shall pay the TAG Center Analyst **\$98,803.90** annually, equivalent to the 2024 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 **\$8,233.66**, plus \$75 per month cell phone allowance. Equal installments of **\$8,308.66** 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.

**DUPLICATE
ORIGINAL**

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 22nd day of January, 2024, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: 1/23/2024

APPROVED AS TO FORM:

By: M. McGinnis
Maleshia B. McGinnis, City Attorney

Date: 1/23/24

ATTEST:

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

Date: 1/24/2024

By: R. Ciferri
Texas Anti-Gang Center Analyst

Print Name Rebecca Ciferri

Date: 1/2/2024

NRH Council Action ☒ Y ☐ N

Date Approved 1/22/2024

Agenda No. B.5

Ord / Res No. _____

**TWELFTH 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 FY24 Texas Anti-Gang Program (TAG) Grant #2848909 budget, effective September 1, 2023, includes compensation for services equivalent to the 2023 Dallas-Fort Worth Locality Pay GS Grade 9-6, September 1, 2023 – December 31, 2023, to include 30% fringe and the 2024 Dallas-Fort Worth Locality Pay GS Grade 9-6, January 1, 2024 – August 31, 2024, 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 September 1, 2023, the City shall pay the TAG Center Analyst \$93,965.30 annually, equivalent to the 2023 Dallas-Fort Worth Locality Pay GS Grade 9-6 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of \$7,830.44, plus \$75 per month cell phone allowance. Equal installments of \$7,905.44 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 Administrator 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 28th day of August, 2023, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: 8/30/2023

By: [Signature]
Texas Anti-Gang Center Analyst

Print Name: Roberta Ciferri

Date: 8/9/2023

APPROVED AS TO FORM:

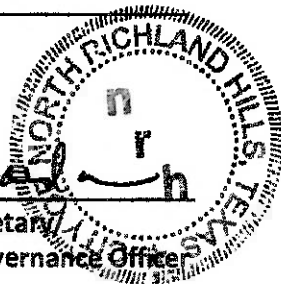
By: [Signature]
Maleshia B. McGinnis, City Attorney

Date: 8/29/23

ATTEST:

By: [Signature]
Alicia Richardson, City Secretary/
Chief Governance Officer

Date: 8/30/2023



NRH Council Action (Y/N)

Date Approved 8/28/23

Agenda No. B.4

Ord / Res No. _____



**ELEVENTH 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 FY22 Texas Anti-Gang Program (TAG) Grant #2848908 budget, effective September 1, 2022, includes compensation for services equivalent to the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3, September 1, 2022 – December 31, 2022, to include 30% fringe and the 2023 Dallas-Fort Worth Locality Pay GS Grade 9-5, January 1, 2023 – August 31, 2023, 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, 2023, the City shall pay the TAG Center Analyst \$89,477.25 annually, equivalent to the 2023 Dallas-Fort Worth Locality Pay GS Grade 9-5 to include 30% fringe, prorated for eight months. The City shall pay the TAG Center Analyst monthly payments of \$7,456.44, plus \$75 per month cell phone allowance. Equal installments of \$7,531.44 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 Administrator 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.



City Secretary Office
Official Record Copy

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 9th day of January, 2023, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

By: Rebecca Ciferri
Texas Anti-Gang Center Analyst

Date: 01-12-2023

Print Name REBECCA CIFERRI

APPROVED AS TO FORM:

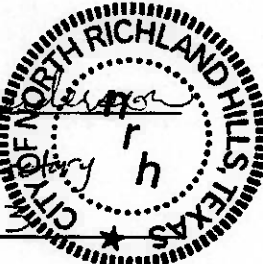
Date: 12/16/2022

By: Maleshia McGinnis
Maleshia McGinnis, City Attorney

Date: 1/11/23

ATTEST:

By: Traci Henderson
Traci Henderson
Assistant City Secretary
Date: 1-12-2023



NRH Council Action (Y) M

Date Approved 01/09/2023

Agenda No. B.6

Ord / Res No. _____

**TENTH 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 FY22 Texas Anti-Gang Program (TAG) Grant #2848908 budget, effective September 1, 2022, includes compensation for services equivalent to the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3, September 1, 2022 – August 31, 2023, 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 September 1, 2022, the City shall pay the TAG Center Analyst \$79,864.20 annually, equivalent to the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of \$6,655.35, plus \$75 per month cell phone allowance. Equal installments of \$6,730.35 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 Administrator 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 22nd day of August, 2022, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: August 24, 2022

By: [Signature]
Texas Anti-Gang Center Analyst

Print Name Roberta Ciferri

Date: 7/6/22

APPROVED AS TO FORM:

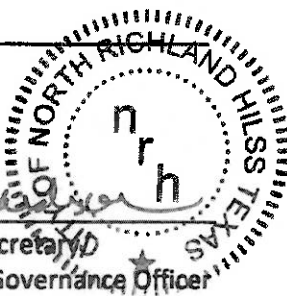
By: [Signature]
Maleshia McGinnis, City Attorney

Date: 8/24/22

ATTEST:

By: [Signature]
Alicia Richardson, City Secretary
Chief Governance Officer

Date: August 24, 2022



North Richland Hills Council Action (Y/N)

Date Approved 8/22/2022

Agenda Item B.4

Original File _____

**NINTH 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 FY22 Texas Anti-Gang Program (TAG) Grant #2848907 budget, effective September 1, 2021, includes a compensation increase equivalent to the 2021 Dallas-Fort Worth Locality Pay GS Grade 9-3, September 1, 2021 - December 31, 2021, and the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3, January 1, 2022 - August 31, 2022, 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, 2022, the City shall pay the TAG Center Analyst \$82,079.22 annually, equivalent to the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3 to include 30% fringe, prorated for eight months. The City shall pay the TAG Center Analyst monthly payments of \$6,839.93, plus \$75 per month cell phone allowance. Equal installments of \$6,914.93 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 10th day of January, 2022, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: January 12, 2022

APPROVED AS TO FORM:

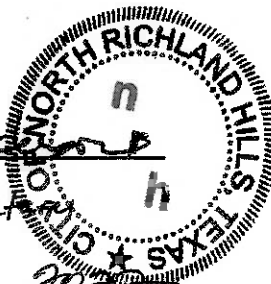
By: Mareshia McGinnis
Mareshia McGinnis, City Attorney

Date: 1/11/22

ATTEST:

By: Traci Henderson
Traci Henderson
Assistant City Secretary

Date: January 12, 2022



Printed Name: Traci Henderson

Date Approved: 1-10-2022

Agenda No. B.5

Ord / Res No.

By: Robert Ferri
Texas Anti-Gang Center Analyst

Print Name: Robert Ferri

Date: 1/3/2022

**EIGHTH 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 FY22 Texas Anti-Gang Program (TAG) Grant #2848907 budget, effective September 1, 2021, includes a compensation increase equivalent to the 2021 Dallas-Fort Worth Locality Pay GS Grade 9-3, September 1, 2021 - December 31, 2021, and the 2022 Dallas-Fort Worth Locality Pay GS Grade 9-3, January 1, 2022 - August 31, 2022, 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 September 1, 2021, the City shall pay the TAG Center Analyst \$79,864.20 annually, equivalent to the 2021 Dallas-Fort Worth Locality Pay GS Grade 9-3 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of \$6,655.35, plus \$75 per month cell phone allowance. Equal installments of \$6,730.35 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 Administrator 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 5th day of March 2020, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: March 5, 2020

APPROVED AS TO FORM:

By: Mareshia McGinnis
Mareshia McGinnis, City Attorney

Date: 3/3/2020

ATTEST:

By: Alicia Richardson
Alicia Richardson, City Attorney City Secretary

Date: 3/5/2020

By: Roberta Ciferri
Texas Anti-Gang Center Analyst

Print Name Roberta Ciferri

Date: 2-26-2020

NRH Council Action ☒ Y ☐ N

Date Approved 3-2-2020

Agenda No. B.5

Ord / Res No. —

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

**DUPLICATE
ORIGINAL**

**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 FY21 Texas Anti-Gang Program (TAG) Grant #2848906 budget, effective September 1, 2020, includes a compensation increase equivalent to the 2020 Dallas-Fort Worth Locality Pay GS Grade 9-2, September 1, 2020 - December 31, 2020, and the 2021 Dallas-Fort Worth Locality Pay GS Grade 9-2, January 1, - August 31, 2021, 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, 2021, the City shall pay the TAG Center Analyst \$77,381.20 annually, equivalent to the 2021 Dallas-Fort Worth Locality Pay GS Grade 9-2 to include 30% fringe, prorated for eight months. The City shall pay the TAG Center Analyst monthly payments of \$6,448.43, plus \$75 per month cell phone allowance. Equal installments of \$6,523.43 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 Administrator 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 8th day of February, 2021, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: February 22, 2021

APPROVED AS TO FORM:

By: [Signature]
Texas Anti-Gang Center Analyst

Print Name Roberto Cifuentes

Date: 1/28/21

By: [Signature]
Maleshia McGinnis, City Attorney

Date: 2/22/2021

ATTEST:

By: Alicia Richardson
Alicia Richardson, City Secretary
Chief Governance Officer

Date: 2/22/2021



NRH Council Action DM
Date Approved 2-8-2021
Agenda No. B.3
Ord / Res No. —

**SIXTH 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 FY21 Texas Anti-Gang Program (TAG) Grant #2848906 budget, effective September 1, 2020, includes a compensation increase equivalent to the current 2020 Dallas-Fort Worth Locality Pay GS Grade 9-2 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 September 1, 2020, the City shall pay the TAG Center Analyst \$76,604.00, annually, equivalent to the 2020 Dallas-Fort Worth Locality Pay GS Grade 9-2 to include 30% fringe, prorated for four months. The City shall pay the TAG Center Analyst monthly payments of \$6,383.67, plus \$75 per month cell phone allowance. Equal installments of \$6,458.67 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 Administrator 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.

DUPLICATE
ORIGINAL

IN WITNESS WHEREOF, we have hereunto set our hands this 14th day of December 2020, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: 
Paulette Hartman, Deputy City Manager

Date: 12/16/20

APPROVED AS TO FORM:

By: 
Texas Anti-Gang Center Analyst

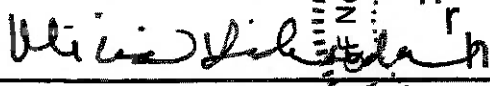
Print Name Adriana Ciferri

Date: 11/12/2020

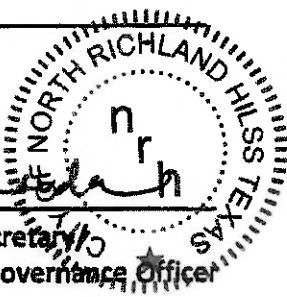
By: 
Maleshia McGinnis, City Attorney

Date: 12/15/2020

ATTEST:

By: 
Alicia Richardson, City Secretary/
Chief Governance Officer

Date: 12/16/2020



NRH Council Action YH

Date Approved 12-14-2020

Agenda No. B.9

Ord / Res No. —



**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 General Services Administration (GSA) Salary Table for DFW increased 3.24% effective January 1, 2020; and,

WHEREAS, the FY20 Texas Anti-Gang Program (TAG) Grant #2848905 budget includes a compensation increase equivalent to the current GSA rate 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 is 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, 2020, the City shall pay the TAG Center Analyst \$74,132.50, equivalent to the 2020 Dallas-Fort Worth Locality Pay GS Grade 14-1 to include 30% fringe, prorated for 8 months. The City shall pay the TAG Center Analyst monthly payments of \$6,252.71, which includes \$75 per month cell phone allowance. The total compensation shall be \$75,032.50 annually. Equal installments of \$6,252.71 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 Administrator 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 5th day of March 2020, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: March 5, 2020

APPROVED AS TO FORM:

By: Malesha McGinnis
Malesha McGinnis, City Attorney

Date: 3/3/2020

ATTEST:

By: Alicia Richardson
Alicia Richardson, City Attorney City Secretary

Date: 3/5/2020

By: Rebecca P. Herri
Texas Anti-Gang Center Analyst

Print Name Rebecca P. Herri

Date: 2-26-2020

NRH Council Action ☒ Y ☐ N

Date Approved 3-2-2020

Agenda No B.5

Ord / Res No.

AMENDMENT TO
TEXAS ANTI-GANG ANALYST AGREEMENT

DUPLICATE
ORIGINAL

THE STATE OF TEXAS
COUNTY OF TARRANT

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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 Analyst"). For convenience, the City and the TAG 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, there is a need to provide a standard and uniform method of reimbursing TAG contractual personnel for travel-related expenses; and

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 Analyst under this Agreement, effective the 1st day of September, 2019 the City shall pay the TAG Analyst \$71,808, equivalent to 2019 Dallas-Fort Worth Locality Pay GS Grade 9-1 plus 30% fringe. The City shall pay the TAG Analyst monthly payments of \$6,059.00, which includes \$75.00 per month cell phone allowance. The total compensation shall be \$72,708.00 annually. Equal installments of \$6,059.00 are to be received on the last Friday of every month, provided that as a condition precedent to payment, the TAG Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG 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. The TAG 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 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 12th day of August, 2019, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: AUGUST 14, 2019

APPROVED AS TO FORM:

By: M. McGinnis
Mareshia McGinnis, City Attorney
Date: 8/14/19

ATTEST:

By: Alicia Richardson
Alicia Richardson, City Attorney
Date: August 14, 2019

By: Rebecca Ciferri
Texas Anti-Gang Center Analyst
Print Name: Rebecca Ciferri
Date: 7/19/19

NRH Council Action (Y)

Date Approved 8-12-19

Agenda No. B.4

Ord / Res No. —

AMENDMENT TO
TEXAS ANTI-GANG ANALYST AGREEMENT

DUPLICATE
ORIGINAL

THE STATE OF TEXAS

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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 ("TAG Analyst"). For convenience, the City and the TAG 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, there is a need to provide a standard and uniform method of reimbursing TAG contractual personnel for travel-related expenses; and

WHEREAS, an increase in salary has been approved in the TAG budget for the TAG 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 Analyst under this Agreement, the City shall pay the TAG Analyst monthly payments of \$5,525.50, which includes \$75 per month cell phone allowance. The total compensation shall be \$66,306.00 annually. Equal installments of \$5,525.50 are to be received on the last Friday of every month, provided that as a condition precedent to payment, the TAG Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG 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. The TAG 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 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 22nd day of October 2018, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: October 29, 2018

APPROVED AS TO FORM
AND LEGALITY:

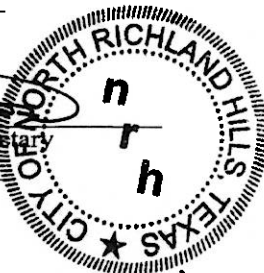
By: M. B. McGinnis
Maleshia B. McGinnis, City Attorney

Date: 10/24/18

ATTEST:

By: Traci Henderson
Traci Henderson, Asst. City Secretary

Date: October 29, 2018



By: [Signature]
Texas Anti-Gang Center Analyst

Print Name: Roberta Ciferri

Date: 10/23/18

NRH Council Action (Y) N

Date Approved 10-22-18

Agenda No. B.10

Ord / Res No. —

AMENDMENT TO

TEXAS ANTI-GANG ANALYST AGREEMENT

DUPLICATE
ORIGINAL

THE STATE OF TEXAS

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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 Analyst"). For convenience, the City and the TAG 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 2017 annual evaluation of the TAG Analyst's performance under this Agreement was at a satisfactory level of competence; and,

WHEREAS, the TAG Analyst's current compensation for services is at General Schedule (GS) grade GS7-5; and,

WHEREAS, the request to increase the TAG Analyst's compensation to GS9-7 has been approved by the North Texas High Intensity Drug Area Board of Directors;

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 is hereby amended to read as follows:

1.3 Compensation. As compensation for the services rendered by the TAG Analyst under this Agreement, beginning January 1, 2018, the City shall pay the TAG Analyst monthly payments of \$5,303.17, plus a \$75 per month cell phone allowance. The total compensation shall be \$64,538.04 annually. Equal installments of \$5,378.17 are to be received on the last Friday of every month, provided that as a condition precedent to payment, the TAG Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG 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. The TAG 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 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 1st day of January, 2018, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: 01-22-2018

APPROVED AS TO FORM:

By: Maleshia McGinnis
Maleshia McGinnis, City Attorney

Date: 01-17-2018

ATTEST:

Alicia D. Richardson
Alicia D. Richardson, City Secretary

By: Rebecca Ciferri
Texas Anti-Gang Analyst

Print Name: Rebecca Ciferri

Date: 1/16/18

NRH Council Action Y N

Date Approved: 01-22-2018

Agenda No.

Ord / Res No.

COPY

DUPLICATE
ORIGINAL

AMENDMENT TO
TEXAS ANTI-GANG ANALYST AGREEMENT

THE STATE OF TEXAS

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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 Analyst"). For convenience, the City and the TAG 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, there is a need to provide a standard and uniform method of reimbursing TAG contractual personnel for travel-related expenses; and

WHEREAS, there is a need to set forth a specific review period for the TAG Analyst's performance under this Agreement;

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 and Paragraph 1.4 of the Original Agreement are hereby amended to read as follows:

1.3 Compensation. As compensation for the services rendered by the TAG Analyst under this Agreement, the City shall pay the TAG Analyst monthly payments of \$4,658.33, which includes \$75 per month cell phone allowance. The total compensation shall be \$55,899.96 annually. Equal installments of \$4,658.33 are to be received on the last Friday of every month, provided that as a condition precedent to payment, the TAG Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG 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. The TAG 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 Analyst's services rendered under this Agreement except as provided in this Agreement.

1.4 Performance Review. The TAG Analyst's performance under this Agreement shall be subject to an annual review by the Chief of Police or designee to determine compliance with the requirements of the terms of this Agreement. Upon request, the TAG Analyst shall report to the Chief of Police or designee regarding his or her provision of services under this Agreement. The City shall not control the means and methods of the provision of the TAG Analyst's services except to the extent necessary to cause the TAG Analyst to come into compliance with the requirements of the terms of this Agreement and any specific provisions mandated by any applicable funding source(s).

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 10 day of July 2017, in duplicate originals.

CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager

Date: July 19, 2017

APPROVED AS TO FORM:

By: Mareshia McGinnis
Mareshia McGinnis, City Attorney

Date: 7/17/17

ATTEST:

Mareshia McGinnis
City Attorney

By: Rebecca Ciferri
Texas Anti-Gang Analyst

Print Name Rebecca Ciferri

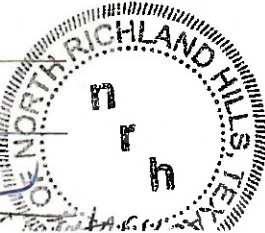
Date: 7/10/17

NRH Council Action Y/N

Date Approved October 10, 2016

Agenda No. B.3

Ord / Res No. —



FOR TEXAS ANTI-GANG CENTER ANALYST

THE STATE OF TEXAS

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§
§

COUNTY OF TARRANT

This Independent Contractor Agreement for Texas Anti-Gang (TAG) Center Analyst ("Agreement") is hereby made by and between the City of North Richland Hills, Texas, a home rule municipality located in Tarrant County, Texas ("City"), and Rebecca Ciferri ("TAG Analyst" or "TAG Center Analyst"), to be effective as of the 1st of November, 2016 ("Effective Date"). For convenience, the City and the TAG Center Analyst may be referred to collectively as "parties" and individually as a "party."

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:

I. GENERAL PROVISIONS

- 1.1 **Term.** The term of this Agreement shall be ten months from the Effective Date which term shall automatically renew for successive one year terms unless this Agreement is terminated earlier by either party as provided in this Agreement.
- 1.2 **Scope of Services.** The City hereby retains the TAG Center Analyst on a contract basis to perform the duties and services as prescribed in this Agreement, Department policies, City policies, and the attached Job Qualification Document which is by this reference incorporated herein for all purposes.
- 1.3 **Compensation.** As compensation for the services rendered by the TAG Center Analyst under this Agreement, the City shall pay the TAG Analyst monthly payments of \$4,658.33, which includes \$75 per month cell phone allowance. The total compensation for the 10 month pro-rated term shall be the sum of \$46,583.30. For each 12 month renewal thereafter, the total compensation shall be \$55,899.96 annually. Equal installments of \$4,658.33 are to be received once monthly on the last Friday of every month, provided that as a condition precedent to payment, the TAG Analyst shall submit to the Chief of Police or designee at least 15 days preceding a payday an invoice for services rendered. The TAG Analyst will follow the City of North Richland Hills lodging, per diem, and incidental rates as published per city policy where applicable. The TAG 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 Analyst's services rendered under this Agreement except as provided in this Agreement.
- 1.4 **Performance Review.** The TAG Analyst's performance under this Agreement shall be subject to review by the Chief of Police or designee to determine compliance with the requirements of the terms of this Agreement. Upon request, the TAG Analyst shall report to the Chief of Police or designee regarding his or her provision of services under this Agreement. The City shall not control the means and methods of the provision of the TAG Analyst's services except to the extent necessary to cause the TAG Analyst to come into compliance with the requirements of the terms of this Agreement and any specific provisions mandated by any applicable funding source(s).

- 1.5 **Termination.** This Agreement may be terminated by the City for any reason without notice to the TAG Analyst. The TAG Analyst may terminate this Agreement for any reason with 30 days written notice to the City. In the event of termination, the City shall pay the TAG Analyst all sums due under this Agreement through the effective date of termination. Nothing herein shall be interpreted to alter the independent contractor status of the TAG Analyst or to deem the TAG Analyst an employee of the city.
- 1.6 **INDEMNIFICATION. THE TAG ANALYST SHALL INDEMNIFY AND HOLD HARMLESS THE CITY, ITS AGENTS, OFFICIALS AND EMPLOYEES, FROM ANY AND ALL CLAIMS FOR BODILY INJURY, ILLNESS, DEATH, ECONOMIC LOSS, PERSONAL INJURY OR PROPERTY DAMAGE ARISING, IN WHOLE OR IN PART, FROM THE ACTIVITIES OF THE TAG ANALYST UNDER THIS AGREEMENT, REGARDLESS OF WHETHER SUCH CLAIMS ARISE, IN PART, OUT OF ANY NEGLIGENT ACT OR OMISSION COMMITTED BY ANY OFFICIALS, OFFICERS, OR EMPLOYEES OF THE CITY. THIS INDEMNIFICATION OBLIGATION SHALL SURVIVE THE TERMINATION OF THIS AGREEMENT.**

II. MISCELLANEOUS PROVISIONS

- 2.1 **No Waiver of Defenses.** Notwithstanding any provision of this Agreement to the contrary, nothing contained in this Agreement shall be construed to limit or waive any affirmative defense of the City to any claim, including any defense based upon governmental or sovereign immunity of the City, statutory damage limits, or any immunity applicable to its officers, agents, servants or employees.
- 2.2 **Independent Contractor/Insurance.** The TAG Analyst agrees and understands that he or she is acting as an independent contractor, and that the City is not directing the manner of the work to be undertaken by the TAG Analyst. The TAG Analyst further agrees and understands that the City shall have no obligation to provide any insurance coverage for the TAG Analyst's activities, but may choose to do so. In the event that the City's insurance provides any coverage for TAG Analyst's activities, the TAG Analyst acknowledges that such coverage is for the benefit of the City, its agents, officials and employees only, and that the TAG Analyst shall not be an insured there under.
- 2.3 **TAG Analyst's Warranties/Representations.** The TAG Analyst hereby warrants and represents that any and all information provided to the City regarding the TAG Analyst's background and experience is true and correct. The TAG Analyst acknowledges that the City's execution of this Agreement is made in reliance upon such information and that if any of such information is determined by the City to be inaccurate or untrue; this Agreement shall be subject to immediate termination by the City.
- 2.4 **Criminal Background Check.** The TAG Analyst agrees to submit to a criminal background check which may be performed at least once during each term of this Agreement. The TAG Analyst further agrees that if such background check reveals a felony or crime of moral turpitude, this Agreement will be subject to immediate termination.

- 2.5 **Entire Agreement.** This Agreement contains the entire agreement between the parties regarding the subject matter hereof and displaces any prior or contemporary written or oral agreements.
- 2.6 **Assignment.** This Agreement or any obligation contained herein may not be assigned by any party without the written consent of the other party.
- 2.7 **Severability.** If any term or provision of this Agreement is deemed by a court of competent jurisdiction to be illegal or unenforceable, this Agreement shall survive and shall be interpreted as if such illegal or unenforceable term or provision were not contained in this Agreement.
- 2.8 **Amendment.** This Agreement may not be modified or amended unless such modification or amendment is in writing and signed by both parties.
- 2.9 **Governing Law and Venue.** This Agreement shall be construed under and governed by, and in accordance with the substantive laws of the State of Texas, exclusive of its choice-of-law provisions. All obligations of the parties hereto, created by this Agreement are fully performable in Tarrant County, Texas. Venue of any suit or cause of action under this Agreement shall lie exclusively in Tarrant County, Texas. The parties waive any and all claims for attorney fees and there shall be no right to attorney fees from any action arising under this contract.
- 2.10 **Notice.** All notices required or permitted to be sent hereunder shall be delivered in person, by courier or overnight delivery service or by depositing same in the United States mail, return receipt requested. Such notices shall be deemed delivered on the date received and shall be delivered to the following address:

If to the City:

City of North Richland Hills
Attn: City Manager
4301 City Point Dr.
North Richland Hills, Texas 76180

If to the TAG Analyst:

REBECCA COFFERT
2401 VISTA POINT DR
PLANO, TX 75093

Either party may change their address for notice purposes by providing notice as required by this paragraph.

- 2.11 **Background Check and Drug and Alcohol Use.** TAG Analyst represents that TAG Analyst has no convictions for any felony or Class A or Class B misdemeanor, and, to the TAG Analyst's knowledge, is not being investigated for any such offense.

TAG Analyst agrees to immediately provide notice to the City if TAG Analyst is arrested, indicted, or otherwise accused of any such criminal conduct or in the event a warrant of arrest has been procured in the name of the TAG Analyst. TAG Analyst also acknowledges and agrees that the City has a paramount interest in maintaining the integrity of the TAG program, and control of all secured premises, and to that end, the City has established certain rules of conduct for all officers, employees, and contractors, which include a strict prohibition against use of alcohol or illegal drugs, the misuse of legal drugs, and the possession of firearms on City or designated premises and otherwise when the TAG Analyst is providing services to or on behalf of the City, and TAG Analyst acknowledges and agrees that the City may conduct a criminal background

check on TAG Analyst periodically at the City's discretion. TAG Analyst agrees to submit to a drug screen as part of this contract.

2.12 **Rules of Construction.** This Contract shall not be construed against the drafting party, but all other rules of contract construction shall apply.

SIGNED TO BE EFFECTIVE ON THE EFFECTIVE DATE.

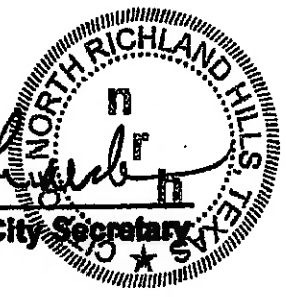
CITY OF NORTH RICHLAND HILLS, TEXAS:

By: Mark Hindman
Mark Hindman, City Manager
The City of North Richland Hills

Date: 10/28/2016

ATTEST:

Alicia Richardson
Alicia Richardson, City Secretary



APPROVED AS TO FORM AND LEGALITY:

By: [Signature]
City of Attorney
The City of North Richland Hills

Date: 10/28/2016

TEXAS ANTI-GANG ANALYST:

[Signature]
Roberta Cerri
Print Name

Date: 10-25-16

NRH Council Action ☒ N

Date Approved 10-10-16

Agenda No. B.3

Ord / Res No. —