

FIRST AMENDMENT TO THE MENTAL HEALTH SERVICE AGREEMENT
Contract No. _____

This First Amendment to the Mental Health Service Agreement (“First Amendment”) is entered into this ___ day of _____, 2025, by and between the City of Flagstaff, a political subdivision of the State of Arizona (“CoF”) and Redemption Counseling Center, Inc., an Arizona non-profit corporation (“RCC”).

RECITALS

WHEREAS, through a Mental Health Service Agreement dated July 11, 2025 (the “Agreement”), CoF entered into an agreement for RCC to provide mental health and crisis support services for Flagstaff Fire Department and Flagstaff Police Department personnel;

WHEREAS, the term of the Agreement was for three (3) months [FY2025-2026 Quarter 1: July 1 – September 30, 2025] and the cost of the services for this period was \$97,957.50;

WHEREAS, the Agreement contained an option to renew for an additional nine (9) months [FY2025-2026 Quarter(s) 2-4] if CoF notified RCC of its intention to exercise the option to renew by August 30, 2025; and

WHEREAS, RCC has satisfactorily perform during this first term and CoF has elected to renew the Agreement to the term established in this First Amendment and at the additional cost established in this First Amendment.

AGREEMENT

NOW, THEREFORE, in consideration of the foregoing and the respective representations, warranties, covenants, and agreements set forth below, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereto

The Parties agree to amend the Agreement by the following additions (indicated by **BOLD AND ALLCAPS**) and deletions (indicated by ~~strikethroughs~~):

1. Amendment One:

Paragraph I.

The purpose of this Agreement is to establish the conditions by which RCC will provide clinical mental health assessments and related services to specified CoF staff (Flagstaff Fire Department employees and Flagstaff Police Department employees) **AND THEIR “FAMILY” AND/OR “CHILDREN” AS DEFINED BY THIS AGREEMENT** (“Scope of Work”).

2. Amendment Two:

Paragraph II(b).

- i. During the initial term, CoF will pay RCC a total of \$97,957.50 for the services as outlined in this Agreement.
- ii. **DURING THE REMAINING NINE (9) MONTHS [FY2025-2026 QUARTER(S) 2-4], COF WILL PAY RCC \$293,872.50 TO CONTINUE THE SERVICES AS OUTLINED IN THIS AGREEMENT.**

3. Amendment Three:

Paragraph II(c).

~~After the end of the initial term of three (3) months, CoF has the option to renew with a nine (9) month contract and any subsequent renewal terms. CoF must notify RCC of its intention to exercise the option for renewal by August 30, 2025.~~

COF HEREBY ELECTS TO RENEW THE AGREEMENT FOR THE REMAINING NINE (9) MONTHS [FY2025-2026 QUARTER(S) 2-4], AND WILL RETAIN THE RIGHT TO ELECT TO EXERCISE ANY SUBSEQUENT RENEWAL TERMS OFFERED IN THIS AGREEMENT.

4. Amendment Four:

Paragraph III. Scope of Work.

a. **ANNUAL PROFESSIONAL WELLNESS INTAKE**

- i. **RCC WILL OFFER ANNUAL PROFESSIONAL WELLNESS INTAKES THAT COF EMPLOYEES MAY CHOOSE TO ATTEND.**
 - ii. **EACH INDIVIDUAL INTAKE WILL BE 50 MINUTES LONG AND WILL BE BILLED AT THE RATE DESCRIBED IN SCHEDULE A.**
 - iii. **ANNUAL PROFESSIONAL WELLNESS INTAKES WILL BE SCHEDULED BY THE CITY AND/OR THE COF EMPLOYEE AND COUNSELOR.**
- Ba. Ongoing/Crisis Counseling Appointments:** RCC will hold 42 on-going/crisis counseling sessions each week for Flagstaff Fire Department employees and Flagstaff Police Department employees.

- i. On-going counseling appointments will be 45-50 minutes long (unless otherwise arranged).
- ii. On-going counseling appointments will be scheduled by the CoF employee and

counselor.

- iii. RCC will bill CoF for any additional on-going appointments (outside of the contracted number) according to the rate specified by Schedule A should CoF approve in writing that it is permissible for employees to utilize more sessions than the contracted amount.

Cb. De-briefing Appointments

- i. De-briefing appointments are counseling appointments designed to debrief a critical incident experienced by the CoF employee.
- ii. De-briefings will be provided to CoF employees as requested, following traumatic events. It is the responsibility of the departments to notify RCC if a de-briefing is needed.
- iii. CoF will be provided 24 de-briefings appointments over the course of 12 months, 12 for Flagstaff Fire and 12 for Flagstaff Police Department.
- iv. RCC will bill CoF for any additional de-briefings (outside of the contracted number) according to the rate specified by Schedule A, should CoF approve in writing that it is permissible to hold additional de-briefing sessions.

De. Trainings

- i. RCC will provide hour-long quarterly mental health trainings to employees of the Flagstaff Fire Department and Flagstaff Police Department.
- ii. The dates will be mutually agreed upon at quarterly leadership meetings.
- iii. It is the responsibility of CoF to invite employees to the trainings and to provide physical space and technology support for the trainings.

E. COUNSELING FOR FAMILY AND CHILDREN

- I. IN ADDITION TO COF EMPLOYEES, COUNSELING SERVICES THROUGH RCC WILL BE OFFERED TO FAMILY AND CHILDREN OF COF EMPLOYEES.**
- II. THE NUMBER OF FAMILY SESSIONS WILL BE LIMITED TO TWELVE SESSIONS PER YEAR.**
- III. FAMILY INCLUDES SPOUSE, AND EX-SPOUSE WITH SHARED CUSTODY OF CHILDREN UNDER 18 YEARS OLD.**
- IV. CHILDREN INCLUDE ANY CHILD LIVING WITH THE EMPLOYEE OR LIVING WITH THE EX-SPOUSE OF AN EMPLOYEE UNDER THE AGE OF 18 TO INCLUDE ADOPTED, FOSTER, AND STEPCHILDREN.**

V. WHEN UTILIZED, FAMILY AND CHILD SESSIONS WILL BE BILLED ACCORDING TO THE RATE SPECIFIED BY SCHEDULE A. FAMILY SESSIONS WILL BE TRACKED BY RCC. CONFIDENTIALITY REMAINS IN PLACE FOR FAMILY AND CHILDREN, THE SAME AS WITH EMPLOYEES.

5. Amendment Five:

The dates in SCHEDULE A – BREAKDOWN OF COSTS have been corrected to reflect the following dates:

TOTAL			\$391,830
Quarter 1: July 1- September 30, 2025			\$97,957.50
Quarter 2: October 1 - December 31, 2025			\$97,957.50
Quarter 3: January 1 -March 30, 2026 2025			\$97,957.50
Quarter 4: April 1 - June 30, 2026 2025			\$97,957.50

- 6. All other terms and conditions of the Agreement, except to the extent amended herein, remain in full force and effect.
- 7. The Recitals identified within this First Amendment are incorporated herein.
- 8. This First Amendment is effective on the last date of execution.

IN WITNESS WHEREOF the Parties hereto have executed this First Amendment as of the date hereinbefore indicated.

Redemption Counseling Center, Inc.
Mental Health Service Agreement
City of Flagstaff

City of Flagstaff:

City Manager

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY'S OFFICE

Notice to Proceed: _____

Redemption Counseling Center, Inc.
Mental Health Service Agreement
City of Flagstaff

Redemption Counseling Center, Inc.

Emily Neuman Bauerle, LCSW
Executive Director & Board President

Joshua Syzman
Board Secretary

FIRST AMENDMENT
SCHEDULE A – BREAKDOWN OF COSTS

	Rate	Frequency	Total
Flagstaff Fire Department			
Annual Intakes	\$162	110	\$17,820
Debriefings and/or Crisis Appointments	\$142	12	\$1,704
			\$19,524
Flagstaff Police Department			
Annual Intakes	\$162	180	\$29,160
Debriefings and/or Crisis Appointments	\$142	12	\$1,704
			\$30,864
Shared Costs			
Ongoing Counseling Appointments for Flagstaff Fire Department and Flagstaff Police Department	\$142	2175	\$308,850
Quarterly Trainings for employees	\$648	4	\$2,592
Administration			\$10,000
Legal Fees			\$20,000
			\$341,442
TOTAL			\$391,830
Quarter 1: July 1- September 30, 2025			\$97,957.50
Quarter 2: October 1 - December 31, 2025			\$97,957.50
Quarter 3: January 1 -March 30, 2025 <u>2026</u>			\$97,957.50
Quarter 4: April 1 - June 30, 2025 <u>2026</u>			\$97,957.50