

ORDINANCE/RESOLUTION REQUEST

Please email requests to the Mayor's Legislative Team
at MileHighOrdinance@DenverGov.org by **9 a.m. Friday**. Contact the Mayor's Legislative team with questions

Date of Request: 10/26/2023

Please mark one: Bill Request or Resolution Request

1. Type of Request:

- Contract/Grant Agreement Intergovernmental Agreement (IGA) Rezoning/Text Amendment
 Dedication/Vacation Appropriation/Supplemental DRMC Change
 Other:

2. **Title:** Approves the first contract amendment for Bayaud Enterprises, Inc. (Bayaud) to expand Denver International Airport's (DEN) New Heights Program in the amount of \$9,200,000 for a term of three years with two one-year extension options.

3. **Requesting Agency:** Denver International Airport

4. Contact Person:

Contact person with knowledge of proposed ordinance/resolution (e.g., subject matter expert)	Contact person for council members or mayor-council
Name: Andrea Albo, Interim Chief of Staff	Name: Rita Aguilar, Rachel Gruber, Barry Burch Jr.
Email: Andrea.Albo@flydenver.com	Email: Rita.Aguilar@flydenver.com ; Rachel.Gruber@flydenver.com ; Barry.Burch@flydenver.com

5. General description or background of proposed request. Attach executive summary if more space needed:

Denver International Airport (DEN) is requesting approval for the first contract amendment for Bayaud Enterprises, Inc. (Bayaud) to expand the DEN New Heights Program in the amount of \$9,200,000.00 for a term of 3 years with two one-year extension options.

The DEN New Heights program was launched as a pilot in April 2023 and provides accessible work experience to justice-involved individuals and seeks to optimize transitional success to navigate employment services. The program was initiated when the Colorado Department of Corrections (CDOC) engaged DEN in exploring a partnership regarding programming that would offer a work experience and employment pathway for justice-involved individuals exiting the CDOC system or already placed in transitional halfway housing.

Bayaud was selected to operate the DEN New Heights program as a result of a professional preference exception under Executive Order No. 8, Memorandum B. The contract is managed by DEN's Center of Equity and Excellence in Aviation (CEEA) and DEN's Airport Maintenance division. Bayaud was chosen based on their comprehensive, culturally responsive, trauma-informed interventions to improve outcomes for justice-involved individuals. Bayaud is known for its job placement services through social enterprises and their 100+ employer-partners. Other services Bayaud provides include mental health and substance misuse counseling, resource navigation, benefits acquisition support, adult education, and job readiness training.

The duties of the DEN New Heights program participants include landside functions outside of DEN's secure areas such as landscaping, minor road repairs, snow removal, and trash clean up. In alignment with DEN's

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Vision 100 guiding principle, Equity, Diversity, Inclusion, and Accessibility (EDIA), DEN New Heights offers wide-ranging resources and services to ensure an equitable approach in serving the unique needs of participants. In addition to working onsite at DEN, participants attend employment retention classes to support their transition. Participants are provided daily breakfast and lunch, supplementary clothing items, hygiene products and transportation to their worksite. DEN New Heights Team members receive same-day payment at the end of each workday. The current pilot program extends twelve months and ends in March 2024. Based on the program exceeding key performance metrics for job placements, number of individuals served through the program and qualitative program sentiment during the mid-point evaluation of the program, DEN is recommending an expanded contract.

6. **City Attorney assigned to this request (if applicable):** Ema Medić

7. **City Council District:** District 11

8. ****For all contracts, fill out and submit accompanying Key Contract Terms worksheet****

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Key Contract Terms

Type of Contract: (e.g. Professional Services > \$500K; IGA/Grant Agreement, Sale or Lease of Real Property): Professional Services

Vendor/Contractor Name (including any dba's): Bayaud Enterprises Inc.

Contract control number (legacy and new): PLANE-202265817 (legacy) PLANE-202370344 (new)

Location: Denver International Airport

Is this a new contract? Yes No **Is this an Amendment?** Yes No **If yes, how many?** 1

Contract Term/Duration (for amended contracts, include existing term dates and amended dates):

Current contract: April 2023 – March 2024, 12 months
 Contract amendment: 3-years with 2 one-year extension options

Contract Amount (indicate existing amount, amended amount and new contract total):

<i>Current Contract Amount</i> (A)	<i>Additional Funds</i> (B)	<i>Total Contract Amount</i> (A+B)
\$426,475.00	\$9,200,000.00	\$9,626,475.00

<i>Current Contract Term</i>	<i>Added Time</i>	<i>New Ending Date</i>
April 2023 – March 2024 12 months	3 years with two one-year extension options	Date of execution + 3 years with two one-year extension options

Scope of work:

The DEN New Heights Program, managed by DEN and operated by Bayaud, offers accessible work experience to justice-involved individuals and seeks to optimize transitional success to navigate employment services. Bayaud also offers employment pathways for justice-involved individuals who are exiting the CDOC system or already placed in transitional halfway housing. The contract amendment includes comprehensive, culturally responsive, trauma-informed interventions to improve outcomes for participants, as well as mental health and substance misuse counseling, resource navigation, benefits acquisition support, adult education, and job readiness training.

The work experience duties at DEN include landside functions outside of DEN’s secure areas such as landscaping, minor road repairs, snow removal, and trash clean up. Participants attend employment retention classes to support their transition and are provided daily breakfast and lunch, supplementary clothing items, hygiene products and transportation to their worksite, and receive same-day payment at the end of each workday.

Based on the program exceeding key performance metrics for job placements, number of individuals served through the program and qualitative program sentiment during the mid-point evaluation of the program, DEN is

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seeking to amend its contract and expand the contract to add three additional crews for a total of four crews. This expansion will allow for greater coverage of needed work on the landside areas of DEN.

Was this contractor selected by competitive process? No

If not, why not?

DEN followed the parameters of Executive Order No. 8, Memorandum B and the professional preference exception for the contracting process and selected Bayaud Enterprises Inc. based on their extensive particular expertise and track record delivering successful outcomes.

Has this contractor provided these services to the City before? Yes

Source of funds: Operations & Maintenance

Is this contract subject to: W/MBE DBE SBE XO101 ACDBE N/A

No goals were assigned to this project due to Memorandum No. 8B.

WBE/MBE/DBE commitments (construction, design, Airport concession contracts): N/A

Who are the subcontractors to this contract? N/A

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