



SHUTTLE BUS MANAGEMENT SERVICES AGREEMENT AMENDMENT

Overview

To assist ABM Aviation, Inc. (ABM) with hiring workers to provide shuttle services between our airport and the surrounding parking lots, DEN is amending its contract with ABM to relax some of the contractual requirements. The maximum contract liability will remain at \$178,000,000, and the contract duration will not change. This contract amendment will not alter the contract dates or amount. These amendments will clarify language related to various components of the contract, including hiring, use of the City's CDL training program, and accepting gratuities, among other things.

Expanding the Pool of Eligible Employees

The contract will be amended to allow drivers without a CDL to drive certain smaller vehicles. This will allow ABM additional flexibility in hiring non-CDL drivers for smaller vehicles that do not have the same CDL requirements. Non-CDL drivers tend to be easier to find and hire than CDL drivers. Additionally, this amendment will allow ABM to take advantage of the City's CDL training program to train new hires to qualify to drive the larger shuttle buses. The minimum qualifications for the shuttle bus general manager position are being amended to allow for experience to substitute for education requirements. This will allow for more candidates to qualify for this position.

Additionally, the limitation on part time drivers will be eliminated which allows for more part time workers to close ABM's scheduling gaps. This will expand the pool of eligible people who can apply for these jobs.

Driver Benefits

Drivers will be allowed to accept gratuities under this amendment, which will be a financial incentive for people to apply to be drivers. Also, fringe benefits under the contract may be paid as additional wages if an employee elects to receive that amount as salary rather than as a benefit. Certain employees may opt for additional hourly amounts rather than the benefits, so this change provides for more financial bandwidth. DEN's hope is that this higher starting salary will encourage people to apply for ABM's open positions.

Other Changes

The Liquidated Damages Section of the Agreement will also be amended to ensure that the contract's performance standard for required service levels is consistent with the Standard Operating Procedure and current practice. Additionally, the Obligations of the City Section will be amended to clarify responsibility for costs relating to the painting and wrapping of the bus fleet. The City will continue to pay for the wraps as was the intent of the agreement.

Additionally, the City is seeking to test certain shuttle bus types to include electric buses to determine their applicability in providing service at DEN. ABM has agreed to assist with these tests up to and including the lease/purchase of said vehicles. Costs of testing will be reimbursable expenses with no mark up by ABM.

Lastly, the Adjustment of Fees formula in Section 4.4 as defined in the Agreement need to be corrected. The current formula does not correspond with the intent of the annual increase under the Adjustment of Fees Section. This amendment will adjust the formula to correspond to the pre-Covid contract structure and expected payout.