

K22-540

AMENDMENT NO. FOUR  
TO THE  
PROFESSIONAL SERVICES AGREEMENT  
BETWEEN  
THE CITY OF NEW ORLEANS  
BY AND THROUGH  
THE NEW ORLEANS AVIATION BOARD  
AND  
THE MUMPHREY GROUP, INC. D/B/A TMG CONSULTING

THIS AMENDMENT is entered into by and between the City of New Orleans, represented by LaToya Cantrell, Mayor (the "City"), by and through the New Orleans Aviation Board, represented by the Hon. Michael G. Bagneris, Chairman (the "Board") (the City and the Board are collectively referred to as "Airport"), and The Mumphrey Group, Inc., d/b/a TMG Consulting, represented by Ross Chapman, Principal (the "Contractor"). The Airport and the Contractor are sometimes collectively referred to as the "Parties." The Amendment is effective January 1, 2022 (the "Effective Date").

RECITALS

WHEREAS, on June 10, 2019, the Airport and the Contractor entered into a Professional Services Agreement for Airport On-Call Planning Services (the "Agreement");

WHEREAS, the First Amendment dated July 18, 2019, revised the effective date of the Agreement to January 1, 2019 and provided additional funding for Contractor's services;

WHEREAS, the Second Amendment dated January 1, 2020, provided for the exercise of the first of four, one-year renewal options and allocated additional funding;

WHEREAS, the Third Amendment dated January 1, 2021, provided for the exercise of the second of four, one-year renewal options and allocated additional funding; and

WHEREAS, the Airport and the Contractor, each having the authority to do so, desire to enter this Amendment to exercise the third of four, one-year renewal periods and provide additional funding for Contractor's continued planning services; and

WHEREAS, the Board approved this Amendment at its meetings on February 17, 2022.

NOW THEREFORE, for good and valuable consideration, the Airport and the Contractor amend the Agreement as follows:

1. Extension. In accordance with Article 12 of the Agreement, the term is extended for an additional year from January 1, 2022 through December 31, 2022.
2. Compensation. The maximum amount payable for these services to be provided during this Agreement shall increase by \$950,000.00 to a total amount not to exceed \$4,375,000.00. Any amount allocated under any prior contract year which remains unexpended at the conclusion of the contract year when it was allocated originally shall be available for expenditure during any subsequent contract year.
  - a. Cost Recovery. In accordance with Section 2-8.1 of the New Orleans Municipal Code entitled "Cost recovery in contracts, cooperative endeavor agreements, and grants," to the maximum extent permitted by law, the Contractor shall reimburse the NOAB or disgorge anything of value or economic benefit received from the NOAB if the Contractor fails to meet its contractual obligations.

3. Living Wages.

- a. **Definitions.** Unless otherwise expressly provided in this Agreement, Capitalized terms used but not defined herein, shall have the definition attributed to them in Article VIII, Section 70-802 of the City Code.
- b. **Compliance.** To the fullest extent permitted by law, the Contractor agrees to abide by City Code Sections 70-801, et seq., which requires, in pertinent part, the following:
  - i. Payment of an hourly wage to Covered Employees equal to the amounts defined in the City Code ("Living Wage");
  - ii. Receipt of at least seven (7) days per year of compensated leave for Covered Employees, as required by Section 70-807 of the City Code; and
  - iii. Post notice in a prominent place regarding the applicability of the Living Wage Ordinance in every workplace in which Covered Employees are working that is within the Covered Employer's custody and control, as required by Section 70-810 of the City Code.
- c. **Current Living Wage.** In accordance with the Living Wage Ordinance, Living Wage shall be as follows:
  - i. \$11.19 per hour for any work performed on or before December 31, 2021;
  - ii. \$13.25 per hour for any work performed on or before December 31, 2022;
  - iii. \$15.00 per hour for any work performed on or before December 31, 2023; and
  - iv. \$15.00 per hour plus any adjustment provided in subsection D below for any work performed during calendar year 2024 or thereafter.
- d. **Adjusted Living Wage.** In accordance with Section 70-806(2) of the City Code, the Living Wage shall be annually adjusted for inflation, as defined by the Consumer Price Index calculated by the U.S. Bureau of Labor Statistics as applied to the South Region, except that in no instance shall the Living Wage be adjusted downward. The first adjustment shall become effective on January 1, 2024 using the Consumer Price Index figures provided for the preceding year, and thereafter on an annual basis.
- e. **Subcontract Requirements.** As required by Section 70-804 of the City Code, the Contractor, beneficiary, or other Covered Employer, prior to entering into a subcontract, shall notify subcontractors in writing of the requirements and applicability of Article VIII – The Living Wage Ordinance ("Article"). City contractors and beneficiaries shall be deemed responsible for violations of this Article by their subcontractors.
- f. **Reporting.** On or before January 31st and upon request by the City, the Contractor shall identify (a) the hourly wage earned by the lowest paid Covered Employee and (b) the number of days of compensated leave received by Covered Employees earning less than 130% of the then-prevailing wage during the current term of the Agreement, and provide the identified information to the following:

Office of Workforce Development  
Living Wage - Compliance  
1340 Poydras Street – Suite 1800  
New Orleans, Louisiana 70112

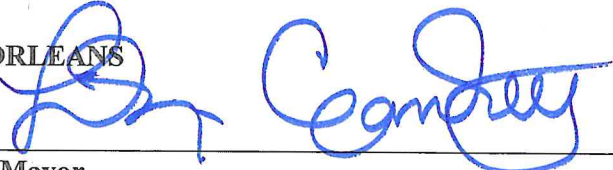
- g. **Compliance Monitoring.** Covered Employers under this Agreement are subject to compliance monitoring and enforcement of the Living Wage requirements by the Office of Workforce Development (the "OWD") and/or the Chief Administrative Office ("CAO"). Covered Employers will cooperate fully with the OWD and/or the CAO and other City employees and agents authorized to assist in the administration and enforcement of the Living Wage requirements. Steps and actions include, but are not limited to, requirements that: (i) the Contractor will cooperate fully with the OWD and the CAO and other City employees and agents authorized to assist in the administration and enforcement of the Living Wage requirements; (ii) the Contractor agrees that the OWD and the CAO and their designees, in the performance of their duties, shall have the right to engage in random inspections of job sites and to have access to the employees of the Contractor, payroll records and employee paychecks; and (ii) that the City may audit such records of the Contractor as he or she reasonably deems necessary to determine compliance with the Living Wage standards.
- h. **Remedies.** If the Contractor fails to comply with the Living Wage requirements during the term of the Agreement, said failure may result in termination of the Agreement or the pursuit of other remedies by the City, including, but not limited to, the penalties and enforcement mechanisms set forth in Section 70-811 of the City Code.
4. **Convicted Felon Statement.** The Contractor swears that it complies with City Code § 2-8(c). No Contractor principal, member, or officer has, within the preceding five years, been convicted of, or pled guilty to, a felony under state or federal statutes for embezzlement, theft of public funds, bribery, or falsification or destruction of public records.
5. **Non-Solicitation Statement.** The Contractor swears that it has not employed or retained any company or person, other than a 1) bona fide employee working solely for Contractor; 2) consultant representing the Contractor; or 3) an attorney representing the Contractor. The Contractor has not paid or agreed to pay any person, other than a bona fide employee working for it, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from this Amendment other than a 1) bona fide employee working solely for Contractor; 2) consultant representing the Contractor; or 3) an attorney representing the Contractor.
6. **Prior Terms Binding.** Except as otherwise provided by this Amendment, the terms and conditions of the Agreement remain in full force and effect.
7. **Counterparts.** This Amendment may be executed in one or more counterparts, each of which shall be deemed to be an original copy of this Amendment, but all of which, when taken together, shall constitute one and the same agreement.
8. **Electronic Signature and Delivery.** The Parties agree that a manually signed copy of this Amendment and any other document(s) attached to this Amendment delivered by facsimile, email or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Amendment. No legally binding obligation shall be created with respect to a party until such party has delivered or caused to be delivered a manually signed copy of this Amendment.

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[SIGNATURES CONTAINED ON NEXT PAGE]

IN WITNESS WHEREOF, the Airport and the Contractor, through their duly authorized representatives, execute this Agreement.

CITY OF NEW ORLEANS

BY: 

LaToya Cantrell, Mayor

Executed on this 6<sup>th</sup> of July, 202 2

FORM AND LEGALITY APPROVED:

Law Department

By: 

Printed Name: Tracy Tyle

[BOARD SIGNATURES CONTAINED ON NEXT PAGE]

Approved by resolution of the New Orleans Aviation Board dated February 17, 2022 and directing the Chairman and Director of Aviation to execute the same:

**NEW ORLEANS AVIATION BOARD**

By: Michael G. Bagneris 6/10/22  
Hon. Michael G. Bagneris, Chairman Date  
New Orleans Aviation Board

By: Kevin Dolliole 6.10.22  
Kevin Dolliole, Director of Aviation Date  
New Orleans Aviation Board

**Reviewed as to form and legality:**

By: Michele Allen-Hart 6/9/2022  
Michele Allen-Hart Date  
General Counsel and Deputy Director of Legal Affairs  
New Orleans Aviation Board

**[CONTRACTOR SIGNATURE CONTAINED ON NEXT PAGE]**

THE MUMPHREY GROUP, INC.

BY:   
ROSS CHAPMAN, PRINCIPAL

  
FEDERAL TAX I.D. NO.