

**THIS IS A DRAFT AND WILL BE REPLACED BY THE FINAL, SIGNED  
ORDINANCE OR RESOLUTION ADOPTED BY CITY COUNCIL.**

**AN ORDINANCE**

**AUTHORIZING THREE ON-CALL PROFESSIONAL SERVICES AGREEMENTS WITH EXPRESSWORKS INTERNATIONAL LLC, KAEPPEL CONSULTING LLC AND WHY GROUP LLC, EACH IN AN AMOUNT NOT TO EXCEED \$90,000.00, FOR ON-CALL ORGANIZATIONAL AND EMPLOYEE CONSULTING SERVICES FOR THE SAN ANTONIO AIRPORT SYSTEM.**

\* \* \* \* \*

**WHEREAS**, these Professional Services Agreements for on-call organizational and employee development services will provide the San Antonio Airport System with timely access to allow the Department to appropriately match its needs for specific projects to the selected respondent's areas of expertise to include professional coaching, employee development related training, innovation and change management, facilitation, and organizational development; and

**WHEREAS**, the City received seven responses to a Request for Qualifications (RFQ) for on-call organizational and employee development services released in September 2015, and based on the criteria established in the RFQ, an evaluation committee comprised of representatives from the Aviation Department and Human Resources evaluated the proposals, and recommends awarding on-call agreements to Expressworks International LLC, Kaepfel Consulting LLC, and WHY Group LLC; and

**WHEREAS**, it is necessary to authorize the execution of these Professional Services Agreement in an amount not to exceed \$90,000.00 each with a three year term with two one-year extension options with these firms; **NOW THEREFORE**,

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The terms and conditions of On-Call Professional Services Agreements with Expressworks International LLC, Kaepfel Consulting LLC and WHY Group LLC in an amount not to exceed \$90,000.00 each for on-call organizational and employee development services for the San Antonio Airport System, are approved. The City Manager, or her designee, is authorized to execute the Agreements, copies of which, in substantially final form, are set out in **Exhibit 1**.

**SECTION 2.** The amount up to \$90,000.00 will be encumbered upon issuance of purchase orders, and payment is authorized to Expressworks International LLC. All expenditures will be in accordance with the Fiscal Year 2016 and subsequent budgets that fall within the term period of this contract, approved by City Council.

**SECTION 3.** The amount up to \$90,000.00 will be encumbered upon issuance of purchase orders, and payment is authorized to Kaepfel Consulting LLC. All expenditures will be in

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accordance with the Fiscal Year 2016 and subsequent budgets that fall within the term period of this contract, approved by City Council.

**SECTION 4.** The amount up to \$90,000.00 will be encumbered upon issuance of purchase orders, and payment is authorized to WHY Group LLC. All expenditures will be in accordance with the Fiscal Year 2016 and subsequent budgets that fall within the term period of this contract, approved by City Council.

**SECTION 5.** The financial allocations in this Ordinance are subject to approval by the Director of Finance, City of San Antonio. The Director of Finance, may, subject to concurrence by the City Manager or the City Manager's designee, correct allocations to specific SAP Fund Numbers, SAP Project Definitions, SAP WBS Elements, SAP Internal Orders, SAP Fund Centers, SAP Cost Centers, SAP Functional Areas, SAP Funds Reservation Document Numbers, and SAP GL Accounts as necessary to carry out the purpose of this Ordinance.

**SECTION 6.** This Ordinance shall be effective immediately upon the receipt of eight affirmative votes; otherwise, it is effective ten days after passage.

**PASSED and APPROVED** this \_\_\_\_\_ day of January, 2016.

**M A Y O R**  
Ivy R. Taylor

**ATTEST:**

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Leticia M. Vacek  
City Clerk

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Martha G. Sepeda  
Acting City Attorney

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**EXHIBIT 1**

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