

REQUEST FOR PROPOSALS FOR WETLANDS AND ENVIRONMENTAL CONSULTING SERVICES
PROPOSALS TABULATION

NAME	Beckett Raeder	Nova Consultants, Inc.	VEC Engineering PLLC	Mannik & Smith Group, inc.	Professional Services Industries, Inc.
ADDRESS	Ann Arbor, MI	Novi, MI	Holt, MI	Canton, MI	Auburn Hills, MI
Years in Business	43 years	17 years	10 years	54 years	128 years
Years providing similar services	20 years	Grown to staff of 25. Consult engineers	Public & private environ consulting, Ph I,	Since 1980 environ investigation,	Started as Pittsburgh Testing Laboratories
Historical narrative	Dr Christopher Grobbel of Beckett & Raeder to provide environmental service incl brownfd redev, soil & grd water invest & remed, nat features inventory, wetland delineation & permit, Ph I, II & III Envir Site Assmt, site closure reports, Qual UST Prof of MI, ecological assmts, baseline environ assmts & expert witness services	incl civil, mech, elect, chemical, geologists, hydrogeologist, toxicologists, cert ind hygienists, tech energy, eng, enviro, water, wastewater trmt, HVAC, lighting, operation & maint, contracting services in field of energy & environ, hydrogeology & applied sciences	II Environ Assmt, Prop Assmts, remedial action plans, remed of sites, design instl, operate & maintain remed systems, wetland assmts & mitigation designs, consultation & expert witness testimony. Services for original and new clients	compliance & remediation serv to Fed, St and Muni clients & private/industrial. 180 personnel, incl 85 profs & support staff in MI. 90% work is repeat business.	in 1881, incorporated in 1972.
Public Sector Clients	Oakland Cty, Wayne Cty, Ann Arbor, Detroit, Eastpte, FH, Farmington, Lansing, Lapeer, Livonia, Northville, Novi, RH, Westland, Walled Lk, W Bloomfield, Groveland Twp, Commerce Twp, MDOT, MI State agencies, Det Econ Dev, Flint Area Conf, Ann Arbor Transit Authority	Wyandotte Wastewater Treatmt Plant Wayne County Highway Admin Detroit Planning & Development Hartland Consolidated Schools Inkster Housing Commission	City of Howell Michigan State University US Park Service	Auburn Hills, Dearborn, Det, FH, Midland Livonia, Novi, Wixom, Livingston Dr Com, Monroe, Brighton Twp, Canton Twp, Oakland County, MDOT, MI DMB, MDEQ, Wayne Cty Airport Auth, Lake Orion, UM, Monroe Drain Comm, Monroe Twp, Monroe Rd Comm, Washtenaw Rd Comm	Mason, Clinton County, Sterling Heights, Ingham County Health Dept, Wayne, MDOT, Hastings, MDEQ
Current Clients	Escanaba, West Bloomfield Parks & Recreation for environmental work. Plan & Landscape Arch: Ann Arbor, Rsvi, Pleas Ridge, Groveland Twp, OHM, Pittsfield Twp, St of MI, Aecom, TMP, Wyandotte, UM, Bay Twp, Boyne City, Petoskey, Trenton, Dexter, Grn Lake Twp	Detroit Institute of Art GM/Rolis Royce, Indianapolis, IN Domtar Industries, Port Huron	Howell-brnfd redev, Ph I, II MSU-Sparatan Stad restoration-structural US Park Ser-PhI, II, brnfd redev landfill Ionia-hydrogeologic investigation Connecticut-brnfd redev, Ph I Gr Trav Resort-Phase I & II	Canton Twp, Monroe, Ann Arbor, Det Econ Growth Corp, Ford, McDonald's, NDEQ, MI DMB, MDOT, Monroe Rd Comm, Tetra Tech, Toyota, US Postal Service, Maybee, Walbridge, DTE, Frenchwon Twp, Ohio DOT, Ohio Historical Society, Republic Services, Toledo Bd of Education	Ann Arbor Schools, Ed Girard Trucking, Inc, City of Hastings, City of Wayne, MDEQ, Sterling Heights, City of Mason, Daimler Chrysler, Wieland-Davco Corp, Wal-Mart Stores, Arciterra Gropu, LLC
Clients served past 3 years	Atty Clients; municipal clients: Bellaire, Ogemaw Cty, Edwrds Twp, Leelanau Cty, Emmet Cty, Milton Twp, Antrim Cty Ind/Comm Clients: Trav City Bank, Trison/ Charlevoix Mauf, Coldwell Banker Realtors. Non-profit Clients: Leelanau Conservancy, Gr Trav Reg Land Conservancy, Rotary, ISEA, Gr Lakes Child Mus	Federated Insurance Co Youngs Environmental Devil's Lake Estates Consumers Energy	Provided services for most all clients listed for more than 3 years.	Angelo Iafrate Const, Ann Arbor RR, Orion Twp, Lima, OH, Woodhaven, Consumers Energy, DeMattia Group, Fifth Third Bank, Grupo, Ghafari Assoc, Huron Valley Ambulance, Ida Twp, Huron Cty, JJR, Kem-Tec Land Surveyors, Lucas County, Macomb Intermediate School Dist, MAV Dev Co., Ohio Dept Nat Resources, Scio Twp, Shaw Environ-	Mill Race Ventures, Broder Sachse, Spartan Toyota, Fifth Third Bank, Greenville, Wieland-Davco, Flagstar Bk, RLR Investments, DeMattia Group, RW Sawyers Pontiac, Gasper Recycling, Cert Mgmt Co, 49800 Martin LLC, BRIO Dev Inc., Summit Community Bank, L'Anse Creuse Schools, Perkey Enterprises, Oakland Cty, Campbell-Mannix
Full Time Employees	22 full time employees	25 full time employees		149 full time employees	2500 full time employees
Part Time Employees	2 part time employees	4 part time employees		31 part time employees	178 part time employees

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Employees capable of performing specific services requested in RFP	1 all services requested 1 GIS services	19 full time employees 3 part time employees	4 full time & 3 contract employees to perform services noted in RFP	45 full time employees 8 part time employees	42 full time employees 2 part time employees
Staff Profiles	Grobbel PhD-Sr Associate-environ and ecological, soil & grd water invest, remed wetland dein, permits, restoration, comm master plan, recreat mast plan, zoning, risk assmt, mgmt & communication, QUSTP, Brownfd Redev, litigation, expert witness - 20 yrs Civitiello - biologist for Grobbell Environmental	Agrawal PhD Sr Eng envir, brnfd, 20 yrs Mishra Sr environ Eng - 35 yrs Jaworski PhD wetlands scientist 35 yrs Bewtra PhD Sr Envir Consultant McKelvey-Sr Architect 35 yrs Verma MS EIT, environ, proj mgr 14 yrs Peterson-BS Environ scientist 20 yrs Eckhout EIT Proj mgr, envir eng 13 yrs Ahme -environ scientist Wagner-asst proj mgr ind hygienist 9 yrs Fusilier PhD limnology 35 yrs	Christensen PE - Proj Eng-environ site investigation, remedial, const QA, environ due diligence Krasovec PE-Pres, Sr Eng-environ eval geotech, landfills - 25 years	Bolt-CPG,CUSTP,VP, 23 yrs hydro,environ Peters-CPG,CHMM,RSO-25 yrs, environ Schult-PhD,CPT-geologist-10 yrs Walters,PhD, botanical Kusnier-ProjMgr, Lead wetlds, design Henn-hydrogeological, environ - 4 yrs Cok-Environ, hydrogeological - 15 yrs Guzick-hydrogeol, environ - 13 yrs Friedhoff-hydrogeological, environ-6 yrs Brandeberry-hydrological & environ-4 yrs Kelley-CPG, const, lab tests, geotech McInain-PE-17 yrs, site dev, muni, util Biehl-PE 15 yrs, const inspect, geotech Fry-ASLA, CLARB,LEED AP, Landscape Arch Miller-RLA,LEED AP, const implem,design Wilkerson-40 yrs, land survey & layout Funk-53 yrs, survey oper mgmt, PS, PE	Brown-Reg Eng, civil 10 yrs, environ projs Noakes, PG, Chief scientist, geol assmt Piddington-20 yrs dept mgr, environ mgmt George-REPA proj spec, phi&il, adv UST Waleko-environ scient - 4 yrs - Columbus, OH Kuchnicki-CE-23 yrs, dept mgr, sr tech prof-ind hygiene-Pittsburgh,PA Wood-staff eng 14 yrs, GIS-Sarasota, FL Hagerty-PE Dept Mgr, PE, civil, 20 yrs environ site invest - Hillside, IL Jones-Proj geologist - 9 yrs
Certifications of firm	Registered Landscape Architects Professional Engineers LEED Accredited Professionals Michigan QUSTP 190	MMBDC, Cert Awardability MI Dept Civil Rights, Cert UST Prof, Perm UST Qual Consultants, Lead Inspector, Lead Risk Assessor, Asbestos Bldg Inspector, Cert Ind Hygienist, HAZWOPER, Drinking Water Operator, Asbestos Mgmt Planner Asbestos Abatement Supervisor, Mast Elect, Prof Eng, Reg Arch, Reg Land Surveyor	Prof Eng Registration in several states including MI, Cert stormwater mgmt	Amer Insti Cert Planners, MDEQ Soil Eros Sedimentaiton Control, MI Accredited Asbestos Bldg Inspector, OSHA 40 hr Haz Waste Operators, Qualified Undergd Storage Tank Consultant, Registered Groundwater Prof, LEED Accredited Prof, Certified Water Operator, Certified Prof in Erosion & Sediment Control, Certified Prof Geologist, Certi Haz Materials Mgr	PE, Prof-Geologist, MI Lic Asbestos Inspector/Contractor/Supervisor/Proj Design, MI Lic Mgmt Planner, MI Lic Lead-Based Paint Inspector/Risk Assess, Cert Wetland Consult, Cert Haz Mat Mgr, Cert Indoor Environmentalist, Reg Envir Property Assessor, Cert Microbiological Remediation Tech, Cert Mold Remediation Super, MI Cert UST Professional
Additional Services	Aquatic biology; site restoration; innovative stormwater treatmt; landscape architecture; civil eng; and community planning and zoning services	Hazardous mercury clean-up, energy conservation, energy audits, alternative energy, energy mgmt systems, steam systems	Gen civil eng serv, wastewater trtmt sys design, structural evals and restoration design, gen bldg design, foundation and geotech evals and design and bldg and site assmts for maint and energy evaluations	Civil Eng/Landscape Architecture: site dev, utility design, ROW Acquisition, Transportation. Surveying Services: Environmental Consulting: Environ Eng, Cultural Resources, Ecological Resources Geotechnical Engineering. Construction Engineering	Specialty engineering & testing, Geotechnical eng, construction materials testing & eng, Nondestructive exam & testing, mat testing & certification, Facilities & roof consulting, stormwater consulting

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Support services from Rochester Hills	Project direction and general administration	Accessing on going projects including drawings, reports, assessments, etc. Scheduling and setting up meetings, site visits, etc.	Assistance in obtaining local site data, maps & info, site access assistance as needed & confirmation of project goals and objectives at various stages in all projects	Parcel ID Numbers, Property legal desc, Title Work, Boundard Surveys, Owner/ Tenant Info, Utility Records, Eng Drawings Tax Values, Permit Assist, Access Agrmts, Zoning & Plan Info, Comm Demographic Data, Access to Community Services	Earth moving & vactor services, complex excavations & UST removal services will be subcontracted
COST PROPOSAL:					
Staff Categories:					
	Consultation \$95/hr	Agrawal \$85/hr	Sr Consultant \$100/hr	Environmental Scientist I \$62/hr	Professional Engineer \$110/hr
	Wetland Services \$85/hr	Jaworski \$75/hr	Sr Project Eng \$100/hr	Environmental Scientist II, Lands	Project Engineer \$ 80/hr
	Brownfield Redev \$85/hr	Fusilier \$75/hr	Project Mgr \$ 90/hr	Arch II, Cultural Res Spec \$74/hr	Staff Engineer \$ 70/hr
	Phase I ESA \$2000/report	Bewtra \$90/hr	Project Eng \$ 80/hr	Environmental Scientist III \$88/hr	Senior Geologist \$ 75/hr
	Site Closure \$95/hr	McKelvey \$80/hr	Geologist \$ 80/hr	Environmental Scientist IV, Eng III	Project Geologist \$ 65/hr
	Ecological \$85/hr	Verma \$75/hr	Staff Tech II \$ 70/hr	Cultural Res Spec IV \$102/hr	Staff Geologist \$ 55/hr
	Clearance \$85/hr	Strange \$90/hr	CAD Designer \$60/hr	Environmental Scientist V \$116/hr	Wetland Inspector \$55/hr
	GIS \$65/hr	Eckhout \$75/hr	Staff Tech I \$ 65/hr	Environment Scientist VI, Lands	Asbestos Inspector \$40/hr
	UST Services \$85/hr	Ahme \$40/hr	Sr Tech \$ 55/hr	Arch V, Planner \$128/hr	Lead Paint Inspector \$40/hr
	Public Meetings \$95/hr	Peterson \$55/hr	Technician \$ 50/hr	Administrative Asst I \$45/hr	Storm Water Operator \$40/hr
	Expert Witness \$125/hr	Wagner \$45/hr	Field Technician \$ 45/hr	Technician I \$46/hr	Phase I Specialist \$50/hr
	Travel \$55/hr		Word Processing \$ 35/hr	Technician II \$55/hr	Mold Inspector \$40/hr
	Mileage \$0.485/mile			Technician III \$69/hr	Technician \$26/hr
				Technician IV \$77/hr	
				Technician V \$95/hr	
Subcontracted Categories:					
	Soil borings TBD		Drilling	Analytical Laboration TBD	Envir Drilling \$20/ft \$17/ft
	Drillings TBD		Surveying	Drilling in-hs capability & subcontracted \$140/hr+reimbursables	Phase I Ser -EDR Radius Map \$450/rep
	Analytical TBD		Laboratory		Analytical Laboratory Cost List provided
Additional Administrative Overhead for subcontracted services					
	0%	2.40%	5%		5%
		includes everything.			

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Percentage of yearly increase to contract					
2011	3%	3%	3% Pending the economy, rates would not	0%	2.50%
2012	3%	3%	increase more than 1% in a year	0%	2.50%
2013	2%	3%		0%	2.50%
2014	0%	3%		0%	2.50%
2015	0%	3%		0%	2.50%
Reimbursable Items	Field equipment and office supplies shall be included in hrly rates. No overhead shall be assessed to any subcontracted services.	Project specific supplies, mileage	Field expendables, ice, tape, coolers, etc and reproduction beyond a 3 copies of any documents	Schedule of Expenses & Equipment Usage Rates attached	List of reimbursables provided
Exceptions	No exceptions are proposed	N/A	No exceptions noted	None	No exceptions
Billing Procedures	Invoices monthly from Beckett & Raeder, Inc.	Monthly billings	invoice monthly near end of month	Net 30 days	Monthly invoice
Attached financial statement	Yes	Yes	No	Yes	Yes

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NAME	Conestoga-Rovers/JF New	ECT/Niswander Environmental	Superior Environmental Corp	Artemis Environmental, Incorporated	Compliance, Inc.
ADDRESS	Plymouth, MI Ann Arbor, MI	Ann Arbor, MI Brighton, MI	Wixom, MI	Grand Haven, MI	Brighton, MI
Years in Business	23 yrs/20 yrs	21 yrs/5 yrs	20 years	12 years	16 years
Years providing similar services	CRA: from sm, regional eng co to one of	ECT-full service environ consulting firm-	WBE and employee owned company.	Full service environmental and	Environmental consulting services to pub
Historical narrative	world's most sought-after, multi-disciplinary eng & consulting firms - hundreds of environmental projects.	comprehensive range of services focused on environmental consulting	Currently 70 environmental professionals with locations in Bay City, Wixom, Grand Rapids and Gaylord	ecological consulting firms - lake, pond & stream studies; wetland restoration, assmt, delineation, use permitting & mitigation plan dev, environ impact assmt, critical	lic & private sector clients. Provides services for PhI, Site closure services, UST, Public meeting support and expert witness services. Does not provide all services requested.
			Full service environmental consulting firm: ph I/II, asbestos, lead-based paint, BEA/Due Care, site invest, remediation, drilling, geophysical, govt services	sand dune studies, tree inventories, wild life mgmt & lake & river sediment investigations, Ph I/II, BEA, UST mgmt & closure services, regulatory compl	
				contaminant assmt & cleanup & training OSHA	
Public Sector Clients	Kalamazoo, SE Oakland County, UM, Howell, Novi, Detroit Econ Dev Corp, Allegan, Plainwell, Grand Traverse Cty, Saugatuck, SEMCOG, Ann Arbor, Dewitt, Wayne County	83 public sector clients - Bloomfield Twp, Auburn Hills, Canton Twp, Flint, MCRC, Novi, Northville, OU, Plymouth Twp, Oakland Twp, OCDC, Pittsfield Twp, Rsvl, Rochester Schools, RH, Pontiac, Southfield, Springfield Twp, Orchard Lake Village, MDOT, Monroe, Fenton	Ada Twp, Bay City, Alpena, Ann Arbor, Midland, Milford, Wixom, Grand Rapids, Jackson, Kalamazoo, MDEQ, DMB, MDNR, MDOT, Muskegon, Novi, Oakland County, Novi, RCOC, Saginaw, Srping Lake, Taylor, Canton, US Ennviron Protection Agency, US Postal Services, Wyoming	East Grand Rapids, Grand Haven, Spring Lake, Gladwin, Grand Haven, Area Public Schools, Ottawa County	Village of Arcadia, Village of Lincoln, Centerville Twp, Antrim Cty, Grand Traverse Cty, Ogemaw Cty, Kettering University, MDEQ-Cadillac, MDEQ-Gaylord, MDEQ-Grand Rapids, MDEQ-Jackson, MDEQ-SE Michigan
Current Clients	GM, Ford, DTE, Dykema Gossewtt, Butzel Long, Miller, Canfield, UM, McLaren Engine, Diamond Holdings, Masco, Brunswick Corp, Kalamazoo	Almont, Bear Creek, Allen Park, Ann Arbor Pks, Ann Arbor Schools, Auburn Hills, Avondale Schools, Canton Twp, Flint Twp, Chesterfield Twp, Dearborn, Eastpointe, FH, Fenton, Flint, Fraser, St Cl Shores, Mac County, Northville, OU, Novi, Orchard Lk, Pittsfield Twp, Pontiac	AECOM, Arcadis, AT&T, Case Systems Development, Conlee Oil, Consumers Energy, DLZ Michigan, Inc., Fifth Third Bank, Dykema Gossett, Meijer, Inc., MDEQ, DMB, Murphy Oil Co, National City Corp, State of Connecticut, Zurich N America, Terracon Consultants, Inc.	Gladwin, Grand Haven, Spring Lake, East Grand Rapids, Ottawa County. Others are confidential	Grand Traverse Road Comm, Village of Arcadia, Valero Energy, Wolverine Power Supply Coop, Summit Petroleum, REMAX North, MDEQ projects, Federated Insurance, Environ Corp, AECOM, Admiral Petroleum, EPI Global, Jerry's Citgo, State Farm Ins, Milisco Manuf
Clients served past 3 years	Hundreds over past 3 years. Honigman Miller, Kent-Moore Dist Ctr, GM, Dow Chemical, Chrysler Corp, Kraft, Masco, Sherwin Williams, Organic Chemicals, Metamora Site PRP Group, Killy Industries M&M Contracting, National Airport Site, RD Capital, Wolverine Bronze, Yellow Freight System, Meadco, JJ Case Corp, Dickinson Wright, ChemRex, Fox Properties, Holman, Inc., C&H Landfill	Marshall, MDOT, Saline Area Schools, West Bloomfield Niswander: HRC, OHM, Gouid Eng, Macatawa Area Coordinating Council, URS Corp, Livingston Engineering	MDEQ, Michigan Dept of Mgmt & Budget, Blarney Castle Oil Company, Consumers Energy, Rhoades McKee, PC, City of Coleman, Flagstar Bank, LaSalle Bank, Calcoim Pirnie, Inc., Northern Energy, Perry Twp DDA, Oakland Commerce Bank, Ryder, Spartan Stores, Inc., TCF National Bank, US Navy, US Post Office, URS Corp, Venture, Inc., Woda Develop.	Gladwin, Grand Haven, Spring Lake, East Grand Rapids, Ottawa County. Others are confidential	Cadillac Renewable Energy, Callaghan Homes, Centerville Twp Hall, Cherry-Ke, Derrer Oil & Propane Co, Elmers Crane & Dozer, Harbor Spring Oil Co, Independent Bank, Kettering University, Kirkland & Ellis LLC, Michigan Millers, Midland Cogeneration Venture, Norris Dev, Ogemaw Cty Rd Comm, Pres Isle Electric & Gas, ReMax Bayshore Properties
Full Time Employees	CRA 121 full time JF New 92 full time	ECT: 189 Niswander:3	64 full time employees	1 full time employee	8 full time employees
Part Time Employees	CRA 12 part time JF New 41 part time	ECT 44 Niswander: 1	9 part time employees	1 part time employee	0 part time employees

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ADDRESS	Plymouth, MI Ann Arbor, MI	Ann Arbor, MI Brighton, MI	Wixom, MI	Grand Haven, MI	Brighton, MI
Employees capable of performing specific services requested in RFP	202 full time/ 9 part time	ECT: 22 Niswander 3 ECT: 3 Niswander: 1	36 full time employees 3 part time employees	1 full time employee 1 part time employee	
Staff Profiles	Klepper-BS Prog Mgr-35 yrs pub mtgs Dierks, PE (JFNew) hydrologist 30 yrs Adamowski, PE 28 yrs muni eng, environ Darnton PE Ph&I, assmt services Swanson PE 15 yrs site closure services Rice-PWS ecological wetlands (JF New) Kinney CPG 26 yrs UST, geologist cert Blickie-PE 28 yrs, expert witness Kogge PW Prof wetlds scientist (JF New) Jajouei - E Solutions Group- Software Eng/Analyst	Woollart-13 yrs, pt cont, enviro, brnfd muni Niswander PhD 15 yrs, wetld & environ Mammen Sr Scientist geologist & atty Mikesell PhD prin scientist 14 yrs Freeland PhD PWS soil welds 20 yrs Bridgland PWS wetld scientist & cert arborist 10 yrs (Niswander Environ) Hill-environ science, storm water 7 yrs Thomas GIS Spec, nat res map & anly Kline, RLA reg landscap architect 20 yrs	Green-Team Leader 25 yrs pt of contact Nicholls 15 yrs St/Fed Grant Assmt Projs Schoenbonn-16 yrs, environ assmt, I/II Skendrovic-Quality reviewer 22 yrs Bakos-10 yrs wetlds assmt, Ph I/II DeBusschere-31 yrs Ph/II, CPG/CP BEA Lawrence-19 yrs Ph/II BEA Bacon 20 yrs, geophysical servics Hehir 8 yrs field/proj geologist Hernick 7 yrs, Ph I/II BEA, Due Care plans Loree-5 yrs biologist site assmt tech Stephens 3 yrs soil borings, oversight Gers 38 yrs, prin eng PE Buckner 8 yrs remediation Enberg 20 yrs remed, prof hydrologist Plutt 13 yrs drilling technician	Small - Sr Environmental scientist & Pres Primary contact 22 yrs ecological & environmental services Hoeft - Associate - secondary contact - field and office support 2 employees - works w/ consortium of environmental, engineering and contracting consulting firms	Glass-CPG, CP, Sr Proj Mgr, main contact, Cert Prof environ regulations Peterson-CPG, CP Cert Prof Geologist 15yr Rossi-Sr Proj Mgr, Environ Spec 22 yrs Andrasi PE Sr Proj Mgr 25 yrs Hull CPE Sr Hydrogeologist Veldhuis PE Sr Proj Mgr Purkiss Sr Field Tech/Mapping
Certifications of firm	ISO 9001:2000 Certification in consulting, eng, design services. MI certified UST consultants. Prof Eng, Prof geologists, prof wetland scientists, prof land surveyors, accredited asbestos inspectors, UST Prof, LEED AP, Cert Lead Inspector, Cert Energy Mgr, Cert prof erosion & sedimnt control, Cert wildlife biologist, cert storm water operators	PE, Prof wetland scientist, RLA, Cert arborist MI DNR End Species, Cert UST, Sanitary landfill design cert, Haz Waste Operat Super & Mgr Cert Niswander: WBE, Lic nursery/plant dealer & grower, Lic pesticide application MDOT wetld Assmt prequal & MDOT prequal landscaping, LEED AP, Prof wtld scientist, cert arborist, assoc ecolog.	State of MI-Econ & tech analysis remediation activities former refinery Zephyr Refinery - Brownfield MDEQ-Brnfd redev Board, multiple MI Spring Lk Ind Site- Ph/II BEA, Due Care Bay City Ind Site, Ph/II BEA, geotech eval, bid specs, redev brnfd Kent County-Ph/II BEA, Due Care Plan Selfridge-Eval potential environ issues	MDEQ qual UST consultant; MDEQ cert UST Professional, MDEQ waterworks system operator, MI DNR waste treatmt plant operator, MDEQ cert storm water operator (construction), MDEQ cert storm water operator (industrial), registered environmental property assessor-Nat Registry of Environmental Professionals, certified environmental inspector	MDEQ Cont Environ Service Provider, MDEQ Qual UST Consultant, MI Dept Civil rights Cert of Awardability, Cert Prof Geologist, Cert UST Prof, Cert Res Radan Mitigation Provider, Cert Waste Treatmt Plant Operator-carbon absorpt & gas stripping, some certification in Mich and other states
Additional Services	Air quality mgt, air emission inventories, air permitting, alt energy, environ compl audits, fac decomm & demo, geotech eng & inspect, grnhs gas mgmt, ind hygiene & safety, land surveying, landfill design, lead risk assmt, neighborhood stabiliza-tion, IT, Envir information mgmt, native plat & seed supply, native landscaping, bioengineering, shoreline stabilization	Storm water modeling & permit, eng design, grants, stream bank inventory, restoration, air quality, IDEP, threatened endangered species, toxic & haz material, environ siting, lic & permit, ind hygiene, asbestos, environ audit & liab mgmt, community outreach, hydrogeologists, geologists, environ eng, environ chemists environ planners, landsc arch, haz mat specialists, civil eng, surface wat hydrol.	WBE, WBENC, Asbestos Inspector, Asbestos Contractor/Supervisor, Asbestos Mgmt Planner, Lead Inspec tor/Assessor, Certified Hazardous Materials Mgr, Professional Engineer	Wildlife mgmt, third party utility staking, training per OSHA, phytoremediation, sampling of drinking water systems, storm water consultation	Radon Testing & Mitigation, Remediation Services, Vapor Intrusion Mitigation

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ADDRESS	Plymouth, MI	Ann Arbor, MI	Ann Arbor, MI	Brighton, MI	Wixom, MI	Grand Haven, MI	Brighton, MI			
Support services from Rochester Hills	Specs & reg updates of City's GIS data-base & access to eng plans; coordination w/ various City depts & communication through progress mtgs, proj & task info through internet		Availability of site/eng plans as past & current project issues develop. GIS database information Niswander: Recent aerial photographs and GIS files		Typical municipal services, including city subsurface utility locating and other standard protective services such as traffic control where necessary	Access to current GIS database files (aerial photographs).	Access to available docs pertaining to project assignments including utility locations for specific projects			
COST PROPOSAL:			ECT:							
Staff Categories:	Program Manager	\$160/hr	Sr Prin Scientist/Engineer	\$164/hr	Proj Dir/Reg Professional	\$145/hr	Expert Witness	\$125/hr	Sr Project Mgr	\$92/hr
	Expert Witness	\$135-200/hr	Prin Scientist/Eng	\$150/hr	Sr Scientist/Eng/Planner	\$115/hr	Sr Scientist/Engineer	\$ 75/hr	Project Geologist	\$86/hr
	Sr Eng/Geologist	\$135-160/hr	Sr Scien/Eng II/Cert Ind Hyg	\$137/hr	Proj Mgr/Engineer	\$ 95/hr	Proj Mgr/Engineer	\$ 70/hr	Staff Geologist	\$78/hr
	Sr Waste Res Eng	\$130-150/hr	Sr Scien/Eng I	\$128/hr	Project Scientist	\$85/hr	Drafting/Mapping	\$ 70/hr	Field Technician	\$64/hr
	Engineer/Scientist	\$90-130/hr	Staff Scien/Eng II	\$117/hr	Staff Scientist/Engineer	\$75/hr	Project Scientist	\$ 65/hr	Drafting/Cad	\$57/hr
	Ecological Res Spec	\$60-\$125/hr	Staff Scien/Eng I	\$110/hr	Field Scientist/Eng/CADD/Driller	\$70/hr	Laborer	\$ 40/hr	Clerical/Administrative	\$32/hr
	CAD Tech	\$60-100/hr	Sr Assoc Scien/Eng II	\$101/hr	Field Technician	\$60/hr	Clerical	\$ 40/hr		
	GIS Tech	\$85-155/hr	Sr Assoc Scien/ Eng I, Sr GIS	\$97/hr	Research Associate	\$55/hr				
	Field Tech	\$65-140/hr	Assoc Scien/Eng II	\$85/hr	Word Processing/Tech Support	\$40/hr				
	Administrative	\$47-55/hr	Assoc Scien/Eng I	\$79/hr	Travel Time at \$50/hr for all levels					
			Sr Tech/GIS Spec	\$69/hr						
			Technician	\$59/hr						
			AutoCAD/Graphics Support	\$64/hr						
			Doc Production Spec	\$64/hr						
			Administrative Support	\$48/hr						
			Niswander: Principal	\$115/hr						
			Proj Mgr	\$90/hr						
			Ecologist	\$90/hr						
Subcontracted Categories:					Laboratory Analytical Services				Analytical Rates TBD	
					Historical Env Database Research				Drilling Rates TBD	
					Surveying Services					
					Waste Disposal					
					will be billed at cost + mark-up					
Additional Administrative Overhead for subcontracted services	10%		ECT: 0%		*10%		15%		10%	
					*firm for term of contract					

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ADDRESS	Plymouth, MI Ann Arbor, MI	Ann Arbor, MI Brighton, MI	Wixom, MI	Grand Haven, MI	Brighton, MI
Percentage of yearly increase to contract	CRA: 3 yrs no increase; Opt 2 yrs new rts				
2011		ECT: 2010 3%/2011 3%/2012 3%		0%	1%
2012		Niswander: 2009 2%/2010 2%/2011 2%		0%	5%
2013				0%	0%
2014				3%	5%
2015				3%	0%
Reimbursable Items	List attached from CRA & JF New	List provided from ECT & Niswander	Lodging & Meals \$165/day per person Vehicle Rental \$100/day Other out-of-pocket cost plus 10%	Reimbursables + 15%; mileage \$.45; materials at cost + 15%	* Fees only/Subcontracted Services and expenses 0% Reimbursables Listing provided
Exceptions		None	None		None
Billing Procedures	Monthly Invoices	Monthly Invoices	Monthly basis	Monthly Invoices	Monthly billing
Attached financial statement	No	ECT: Yes Niswander: No	No	Yes	Yes

REQUEST FOR PROPOSALS FOR WETLANDS AND ENVIRONMENTAL CONSULTING SERVICES
PROPOSALS TABULATION

NAME	Atwell-Hicks	Lapham Assoc/Applied EcoSystems	Giffels-Webster Engineers, Inc.	ASTI Environmental	AKT Peerless Environmental & Energy	GeoTrans, Inc., A Tetra Tech Company
ADDRESS	Shelby Twp, MI	Clare, MI Burton, MI	Rochester Hills, MI	Brighton, MI	Farmington, MI	Ann Arbor, MI
Years in Business	104 years	51 years 15 years	57 years	24 years	20 years	43 years
Years providing similar services	20 years environmental services and ecological consulting services to SE Michigan. Ecologists, environmental specialists, geologists, hydrogeologists, environmental engineers & regulatory specialists w/ unsurpassed knowledge, diverse range of services and specific expertise to meet environ/ecological challenge while working within client's timeline and budget	Lapham: Multi-disciplined prof firm w/ civil eng, environmental serv, surveying & comprehensive land use planning for govt jurisdictions & private developers Applied: Diverse array of environmental investigation & remediation projects	Provides wetlands & environ consulting services to clients on regular basis. Keep balances of public, private & institutional clients; balance provides unique perspective into problems; local consulting firm. Teaming with Soil & Materials Engineers (SME)	Professional environmental consulting services to industry & govt-exclusive focus on environmental investigation, assmt, compliance, remediation & restoration. Offices in Grand Rapids, Brighton. Staff participates in various pub & private initiatives-commitment to civic services.	Merger of 2 leading brnfd consultants in Chicago, IL. High quality environ consulting, environ mgmt & eng serv. Highest level product quality and cust service; innovative solutions, regulatory compliance and meet business needs of clients.	Began in 1966 -eng serv realted to waterways, harbors & coastal areas. 1974-concentration core serv on environ and ecological services, water & wastewater mgmt, infrastructure serv, security design & sustainability by merging & acquiring companies-merged in MI w/ McNamee Porter & Seeley (MPS) in 1998. MPS has been delivering services to municipalites since 1914.
Public Sector Clients	Ann Arbor, Howell, Chelsea, Southfield, Detroit, Mt Clemens, Northville, Battle Crk, Kalamazoo, Genesee Cty, Lincoln Pk, Trenton, Monroe Twp, Huron-Clinton Metro Pks, Melvindale, Scio Twp, Fowlerville, Sparta, Ohio, Illinois, Arizona entities	Lapham: Auburn, Clare, Frankenmuth, Gladwin, Standish, Arenac Co Rd Comm, Ogemaw County, Oscoda County, Glen Arbor, Midland County, Chase Twp. Applied: Atlas Twp, Birmingham, Saginaw, FH, Genesee County, Iosco County, Atherton Schools	Commerce Twp, FH, Ferndale, Novi, Royal Oak, Novi, Lathrup Village, West Bloomfield, Canton Twp, Oxford, OU, RCOC, Detroit, Wayne County, MDOT, US Corps of Engineers, MSHDA, Oakland Schools, Detroit Schools, Washington Twp, Armada, Lyon Twp, Inkster DDA	Oakland Twp, Aub Hills, Birmingham, Bev Hills, Orchard Lake, RH, Southfield, Wixom, Commerce, Oakland Cty, Paint Ck Trailways, RCOC, Milford, Ann Arbor, E Lansing, Grand Rapids, Jackson, Kentwood, Clinton Twp, W Bloomfd, Livingston Cty, Macomb Cty, Washtenaw Cty	90 govt. agencies: Midland, Gladwin, Ann Arbor, Aub Hills, Birmingham, Dearborn, Dearborn Hgts, Ferndale, Gr Blanc, Saginaw, Mt. Pleasant, RH, FH, Oak Pk, Farmington, Mad Hgts, Mt. Clemens, Royal Oak, Oakland Cty, Ingham Cty, Midland Cty, Wayne Cty, Taylor	40 public sector clients: Bay City, Brighton, Cadillac, Lansing, Petoskey, Port Huron, St. Clair, Genoa Twp, Hartland Twp, Livingston Cnty DPW, Oakland County, Ypsilanti Twp, Dept of Energy, DoD Naval Facilities Eng, US Environ Protection Agency
Current Clients	Grand Sakwa Properties, The Westfield Group, Lowe's Companies, Target Cororation, Butzel Long, Miller Canfield Paddock & Stone, CB Richard Ellis, Lapeer County Bank & Trust Co, BP Alternative Energy NA, Inc., Hazel Park, REDICO Mgmt Inc.	Lapham: Acme Septic Tank Co, Huran Shore Regional, Properties North, US Gypsum Co, Wolverine Bank, Sand Products Corp, DeShano Construction Applied: Citizens Bank, Franklin Bank, Lehman Brother, Polen Mortgage & Realty, RFP Oil, Fisca Oil Company	Municipal engineers for: Lyon Twp, Commerce Twp, Lathrup Village, Ferndale, Inkster, Oxford Twp.	Adrian, Commerce Twp, Grand Traverse Cty, Jackson Dr Comm, Lowe's, East Lansing, Amurcon Corp, OHM, Stuart Frankel Dev, Jackson County BRA, Hamilton Anderson, MAHLE Technology, Beztak Corp, Waste Management, Barrett Paving Materials	Belle Tire Co, Downriver Community Conference Brownfield Consortium, Saginaw, Detroit Wayne County Port Authority, Hamtramck, D&J Holding Co, Enright Architects, Spencer Oil Co, Bay Cty W&S, Bueker Development, Lambert Leser Isackson Cook & Giunta	
Clients served past 3 years	Ann Arbor, Northville Twp, Fifth Third Bank, Pulte Homes of Michigan, Tim Hortons, Monroe Bank & Trust, Regency Centers, Dawn Donut Systems, Davis Listman PLLC, Dawda Mann, Mulcahy & Sadler, Aristeo Construction Company, Fausone Bohn, LLP	Lapham: Harrison, Clare Schools, Isabella County, Mt Pleasant, Oscoda Cty Rd Comm, Clare Drain Comm, Standish Twp, Lincoln Twp, Auburn, Geneva Twp, Hope Twp, Roscommon Co Planning, West Branch Twp, Bank of America, Clare, Mills Twp Applied: Carman Ainsworth Schools, Cooper Commercial, Asset Mgmt Assoc, Inc, Polen Mortgage & Realty	Armada, Atwell-Hicks, Albert Kahn, Canton Twp, Carter::burgess, Clinton Twp, Oxford Twp, Rochester, RH, Inkster, Washington Twp, Chrysler, Commerce Twp, Troy, Milan, Det Housing Comm, Ferndale, Lowes Companies, Lyon Twp, Mocerri Companies, Macomb County, MDOT, Michigan DMB, Mt Elliott Ceme, Oakland County, Romeo DDA, Sears	Connectiv Communities, Stoneco Inc, PEA, Inc., St James Capital, Barrett Paving Materials, Inc., First Commercial Realty, Jackson, Livingston Cty Rd Comm, Macomb Cty Rd Comm, RCOC, Gillespie Development, MHT Housing, Inc., Yukon Development, Blue Lake Township, Waste Management Inc.	Dow Chemical, JE Johnson, Fisher Cos. Sova & Son, McLand, Inc., Rowe Prf Serv, Adrian, Greystone Homes, Allegan, Ann Arbor, Bay City, Aub Hills, Birmingham Dearborn, Gr Blanc, Mad Hgts, Lansing	Tecumseh product Company, Paris, TN Medical Rehabilitation Centers, Inc. Lexington KY Touchstone Corp, Southfield, MI
Full Time Employees	168 full time employees	Lapham: 12 full time/2 part time	61 full time employees	25 full time employees	48 full time employees	7128 full time employees
Part Time Employees	5 part time employees	Applied:	6 part time employees	3 part time employees	5 part time employees	3054 part time employees

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ADDRESS	Shelby Twp, MI	Clare, MI Burton, MI	Rochester Hills, MI	Brighton, MI	Farmington, MI	Ann Arbor, MI
Employees capable of performing specific services requested in RFP	32 full time employees 0 part time employees	Lapham: 3 full time Applied: 4 full time/2 part time	32 full time employees	18 full time employees 2 part time employees	40 full time employees 2 part time employees	5802 full time employees 2486 part time employees
Staff Profiles	Bell PG Proj mgr pt of contact 15 yrs Henderson PG Prin in chg, 20 years geol Roberson, proj mgr ecological 10 yrs Wallick proj mgr environ serv 10 yrs Allen LLED AP proj coord ecological, wtlds Hess Proj Coord environ services Thomas ecological spec 3 yrs nat res Payne environ spec Ph I/II environ Robinson-environ spec tech proj oper Pakkala PE, Sr Eng Prod Quality Ldr 20 yrs Eberle GIS proj mgr 4 yrs Covert FLA, AICP LEED AP, Sr planner 15yr Knighton RLA Sr Landscape architect 20yr	Lapham: Samsel- Envir Mgr 10 yrs, environ assmts Lapham-PS/PE Pres survey & eng projs Hopewell-vital res consult, environ field tech 33 yrs Applied: Clark-Environ mgr 20 yrs envir site assmts Smith-Cert UST Prof 14 yrs Carr- Ph I/II investigations UST 4 yrs Adams Health & safety officer UST, Ph I/II 4 yrs	Giffels: Lord PE, LEED AP, Pt Contact, civil 14 yrs Tepatti wetland biologist 20 yrs Hansen RLA landscape arch 18 yrs Schwanitz plan, civil eng, land arch 31 yrs SME: Lanier PE Proj mgr Ph I/II BEA, brnfd Harless PhD CHMM RBP brnfd, financing Cassidy CPG sr proj geologist, environ Kehres-Dietrich-CGWP sr consult QA/QC Osuch-REM hazmat Ph I/II BEA, prop dev Buckingham-Sr geologist Ph I/II, BEA, haz	Collins - Dir environ plan, contact person 34 yrs (Envir Plan Grp) Wackerman-brnfd service director Martin-Resource Assmt & mgmt dir- ecological, endang species, wtlds, floristic Rentschler-stormwater & water quality Kandler-Property Serv, Ph I/II, remed, UST, asbestos, lead-based paint, BEAs Penniman-Cert Prof geologist, DEQ cert UST work 15 yrs Bisbee-grants/finance background	Pistro-Dir Saginaw, environ compl 7 yrs Chikota PE LEED AP, Farm-environ 8 yrs McGahey CHMM LEED AP Det envir 10 yrs Cory-Proj mgr, environ compl/assmt Anthony-pres envir comp assmt CPG, CHMM, LEED-AP, REPA Szocinski-proj mgr, envir comp/assmt J4Dev: Tait, Prin-ph I/II, haz mat, drilling, geotech Hurley-prin sr projmgr, wtlds, ph I/II, BEA, storm water, hazmat Thomas-ecol, environ, wtld plant, soil, EPA Palus: Schwenke-prin consult-wtlds, brnfds, MDEQ grants	Kovacich CPG, Prin hydrogeologist 15 yrs Gillie-Health & Safety mgr 25 yrs, indust hygiene, brnfd redev Upmeyer PE sr civil eng, water & sewer Rabideau CPG Sr hydrogeologist Ph I/II MDEQ invest, wtld, landfills McCall Sr Proj geologist, hydro, wtld, landfill, regulations comp, Ph I/II Jozwik PE muni civil/sanitary Bagby Sr Hydrogeologist, grd water Sopoci CHMM proj scientist 7 yrd. Envir serv, soil & grdwat, data coll, monitor Mohier-natural resources specialist 8 yrs wildlife biology & nat res mgmt
Certifications of firm	Licensed professional engineering firm, Licensed professional and surveying firm, qualified UST consultant (QUSTC), OSHA 40-hr HAZWOPER, Certified Asbestos Bldg Inspectors, Certified Asbestos Mgmt Planners	Lapham: Several professional engineers and surveyor; Hazwoper Applied: Qualified UST Consultant	LEED AP certification, MDEQ Certified Storm Water Construction Site Operator, MDEQ Part 91 Soil Erosion & Sed Control Cert, Prov Cert MSU Ext Conservation Steward, 8-hr Haz Waste Operations & Emerg response course, 8-hr OSHA con- fined space entry course, MDEQ Cert Prof UST Project, other professional licenses in Michigan and other states	CHMM, Cert Environ Trainer, HazWoper, Cert Envir Prof, Prof Wtld Scientist, Envir Prof, Cert Haz Material Mgr, Asbestos Inspector, Designer & Haz Eval Specialist, Cert Prof Geologist, HazWoper Incident Commander and Site Supervisor, Wtld Plant ID Cert, Storm Water Mgmt Operator, EPA water shed mgmt, Lic Lead based paint insp	OSHA, ASTM Risk Based Corrective Action training, AHERA Asbestos Inspector/mgr courses, ASTM internat prop cond assmt, LEED AP, CHMM, MDEQ Cert Storm Water Operator(ind), OSHA Haz Waste Sites Health & Safety training, MI Asbestos Inspector/Mgmt Planner, ISO 14001 Envir Mgmt Sys Lead Auditor Training, ASTM Risk Based Corrective Action Training	LEED, Prof Engineers licensed in State of Michigan, Qualified Underground Storage Tank Consultant, Accredited w/ California Climate Registry and the multi-state Climate Registry, numerous certified water and wastewater operators in the State of Michigan
Additional Services	GIS Services, LEED/Sustainable Develop- ment, Water Resource Mgmt, Land Plan- ning, Landscape Arch, Civil Engineering, Land Surveying, Urban Design, Land Acquisition Support, Construction Admin- istration, Infrastructure Design	Lapham: Wetlands deter, del, design & monitoring, Feasibility studies, ecolog. assmt, design, mediation, remediation, Permits, tree inventories & planting plans, environ impact stmts, Ph I, streams & lakes water quality analysis, watershed mgmt plans, water sampling, invasive weed control plans, expert testimony, plan & animal species inventories	Infrastructure inventory, analy, design; water trmt; pump stats & force mains; wastewater trmt design; pvmt analy & design; surveying, wtld & water res; landscape arch; new const, rehab etc for local rds, grants, sanitary, floodplain analy, eng advisory serv, const observa- tion & cont Admin, bidding, site & const plan reviews, GIS, SADs, corridor studies, inspection serv, testing	Modeling financial incentives of brnfd programs, re-investment in MI older cities, grant appl/admin, industrial & Municipal Compliance Services, Property Services, Lake Permit Appl, Hydrogeological Invest, Restoration Plans degraded wtlds, Restoration streams/river channels/habitats, reclamation plans exhausted sand & gravel pits/rock quarries	Phi & Transaction Screens, St & Fed brnfd redev prog mgmt & admin, brnfd redev, mgmt & fin incentives, PhII environ site assmts, BEAs, RBCA, storage tank mgmt, hydrogeologic invest, soil & grdwat remediation systems, landfill & abandon dump sites, reg compl & permits, haz and non-haz waste mgmt, ISO 14000 environ mgmt systems, ind hygiene indoor air quality, asbetos, mold	Sustainability, Landfill Services, Wastewater, Water Supply

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Support services from Rochester Hills	Access to current research and site data; available historical data; coordination of support services for public mtgs.	Lapham: project guidance, access to sites, information of record for sites	Clear definition of projects & acces to maps, lines of communication & feedbk, frequent mtgs w/ minutes, goals	Regular GIS database updates, Eng drawings, City's surveying capacity, knowledge of Parks & Planning staff. Understanding context of its services is basis for rapid, cost-effective work.	Access to GIS files, interpretation of conditions on certain properties, aerial imagery review, comm planning bkgrd, eng dept bkgrd on projects planned for implementation. Access to City empls designated to wk on planned projects where AKT is assigned.	Copies of or internet links to current codes, maps, aerials, mtg min, hist ords & policies for wk assignments. 3 pts of contact: project Mgr for RH, City administrator for invoicing, GIS personnel.
COST PROPOSAL:		Lapham:	Giffels:			
Staff Categories:	Principal \$160/hr Program Mgr \$130/hr Sr Project Mgr \$120/hr Project Coordinator \$ 90/hr NEPA Specialist \$120/hr Biologist \$75-90/hr Wetland Ecologist \$75-90/hr Environmental Specialist \$75-90/hr Planner/Landsp Architect \$75-90/hr GIS/CAD Specialist \$75-90/hr Senior/Staff Engineer \$75-90/hr Administrative Services \$45/hr	Principal Engineer \$119/hr Prof Design Engineer \$ 98/hr Staff Engineer \$ 88/hr Engineering Technician \$ 73/hr Construction Inspector \$ 62/hr Senior Ecologist \$165/hr Senior Scientist \$ 88/hr Staff Scientist \$ 73/hr Technician \$ 52/hr Surveyor \$73-\$119/hr Planning Services \$62-\$98/hr Drafting/Clerical \$47-\$73/hr Applied: Sr Project Manager \$90/hr Project Manager \$80/hr Cert UST Professional \$120/hr Field Technician \$60/hr Environmental Scientist \$50/hr Clerical \$35/hr	Wetland Specialist \$120/hr Landscape Architect \$ 95/hr Project Manager \$133/hr SME: (Subcontracted) Project Manager \$100/hr	Director/Principal \$148/hr Associate III \$109/hr Associate II \$ 94/hr Associate I \$ 84/hr GIS/CAD Specialists \$ 72/hr Field/Data Technicians \$ 60/hr Clerical Staff \$ 44/hr	Principal \$160/hr Dir Environmental Services \$120/hr Project Manager \$105/hr Environmental Engineer \$105/hr Environmental Consultant \$ 75/hr Sr Field Technician \$ 55/hr Field Technician \$ 45/hr CAD Operator \$ 60/hr Administrative Support \$ 45/hr Wetland Specialist \$150/hr	Health & Safety Officer \$146.73-\$157.96 Sr Principal \$252.94-\$270.87 Prin Scientist \$181.67-\$195.57 Prin Engineer \$232.41-\$242.97 Sr Scientist \$128.22-\$137.77 Sr Engineer \$140.47-\$146.86 Sr Proj Scientist \$99.11-\$104.46 Sr Proj Engineer \$120.31-\$126.37 Proj Scientist \$74.38-\$79.81 Proj Engineer \$117.43-\$122.76 Staff Scientist \$63.86-\$68.73 Staff Engineer \$75.76-\$79.50 Technician \$54.19-\$57.29 GIS Specialist III \$146.46-\$156.63 GIS Specialist II \$84.14-\$90.58 GIS Specialist I \$57.75-\$62.17
Subcontracted Categories:	Drilling Services - billed at fixed fee Laboratory Services -billed at fixed fee		*To avoid 10% markup - subcontracted billings submitted to Giffels and reviewed and if acceptable sent to RH for direct payment to subcontractor.		Civil Engineer \$ 75/hr GIS Specialist \$100/hr Surveyor \$ 75/hr	CADD \$78.75-\$82.45 Project Administrator \$60.00-\$65.00 Administrative \$55.74-\$60.00
Additional Administrative Overhead for subcontracted services	10%	Lapham: 0-10% Applied: 15%	* 10%	5%	5%	10%

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ADDRESS	Shelby Twp, MI	Clare, MI	Burton, MI	Rochester Hills, MI	Brighton, MI	Farmington, MI	Ann Arbor, MI
Percentage of yearly increase to contract							
2011		2%	Lapham 3% Applied 0%		3%	3% in some labor categories	3%
2012		2%	Lapham 3% Applied 0%		3%	3% in some labor categories	3%
2013		2%	Lapham 3% Applied 0%		3%		4%
2014		2%	Lapham 3% Applied 0%		3%		4%
2015		2%	Lapham 3% Applied 0%		3%		4%
Reimbursable Items	List provided	List provided		Reimbursables included in lump sum budget or estimate.	Reimbursables included/not provided.	Reimbursables include vehicle mileage, postage, reproduction, laboratory analytical fees, equipment rental, permit fees, MDEQ permit application and review fees.	Travel, supplies, equipmt purch & rental, reproduction, shipping, subcontracts, consultants- administrative overhead is 10% on reimbursables
Exceptions	None					No exemptions	Revise Hold Harmless Clause
Billing Procedures	Monthly Invoices	Monthly - Net 30 days		Monthly	Invoices upon completion of milestones	Monthly invoices; net 30 days	Monthly time and materials
Attached financial statement	Yes	Lapham: Yes		No	Yes	Yes	Yes