

REQUEST FOR PROPOSALS FOR WETLANDS AND ENVIRONMENTAL CONSULTING SERVICES
PROPOSAL TABULATION

NAME	Niswander Envir & AKA Peerless	ASTI Environmental	Insight Environmental Services	Rowe Inc/Global Environmental Eng
ADDRESS	Brighton/Farmington Hills	Brighton	Klatt Environmental, Weatherbee's Botanical, Tetra Tech MPS	Flint
Other Offices		Grand Rapids, Lansing	Howell, Brighton, Pickney	Lapeer, Mt. Pleasant, Grayling
Years in Business	Niswander-2yrs/AKT Peerless-17yrs	21 years	11 years	Rowe-44 yrs/Global-14 yrs
Historical Narrative	Niswander providing prof planning services for 2 yrs; staff has over 40 yrs combined experience in wetland & ecological services; AKT Peerless has been providing services requested for 17 yrs.	Started w/ haz waste & sand dune mining, followed by site assmts, remediation services; first firm to begin Baseline Environ Assessments	Insight-environ site assmts, UST, brnfield, air qual, remediation, hydrol. Klatt-environ consultaing Weatherbee's-wetland,endang species Tetra Tech-architect and GIS	Rowe: wetlands & environ services for more than 16 yrs. Global-full-service environ-eng firm: envir assmt, geotech, lead, mold, asbestos, soil, grdwater, remediation, haz mat, envir compliance audits, baseline environ, feasibility stds
Public Sector Clients	Niswander: RH, W Bloomfield, Long Lk Twp, Bloomfield Twp, Ypsilanti Twp, MDOT, Rd Comm Mac & Liv Cty, Macatawa Coord Council, AKT: Adrian AH, Deaborn, GR, Lansing, Saginaw, Southfd, Taylor, Oakland Cty, Wayne Cty, Washtenaw Cty, Jackson Cty.	37 public sector clients; Adrian, Ann Arbor, East Lansing, Jackson, Kentwood, W Bloomfield Twp, Macomb Twp, Oakland Twp, AH, Orchard Lake, RH, Commerce Twp, Oakland Cty, Paint Crk Trailways, RCOC, Milford Rd Comm Liv, Mac, Washtenaw	Ann Arbor, Alma, Brighton, Belle Isle, Genesee Cty, Lapeer Rd Comm, Liv Cty, Washtenaw Comm Coll, Fenton Twp, Washtenaw Cty, Van Buren Twp Brighton Twp, Lyon Twp, Green Oak Twp, Genoa Twp, Oakland Twp, Hamburg Twp, Armada, Milford	Rowe: Bay City, Saginaw, Gr BlancTwp Birch Run, Almont, Armada, Dryden, Holly, Vassar, Davison Twp, Flint, Flushing, Fenton LDFA, Clare, Burton Global: Ovid, Flushing, Flint, Vassar, Genesee County, Grand Rapids, Kent Cty Habitat for Humanity
Current Clients	Nis: 39 clients: MDOT, Mac& Liv RdCom W Bloomfd, Ypsilanti Twp, Lg Lk Twp, McKenna, Grand Sakwa, Centex Homes AKT: Saginaw, Bay City, Dearborn, Lansing, AH, Monroe, GR, Taylor, St. Clair Shores, Oakland Cty, Southfield	Jackson County, Adrian, Archdiocese Detroit, LSL, OHM, Barrett Paving, Commerce Twp, Waste Mgmt, Onyx Arbor Hills Landfill, Stuart Frankel Dev Toll Bros, E Lansing, Loch Alpine Imprvmt, Mid Mich Materials, Holcim	Beck Dev, Boss Eng, Edw C Levy Co, First Nat Bank, Lawrence Tech Univ, Pepper Hamilton, Petty Dev, Powell & Assoc Eng, Richfield Landfill, South Hill Const, Tetra Tech, MAV Dev, RS Dev Group, Saginaw Asphalt	Rowe: Angelo Iafrate, Atwell-Hicks, CMU, Lapeer, Midland, Pt Huron, Fenton, Gratiot Rd Comm, Genesys Health Sys, St of MI, MDOT, OxfordTwp Global:Genesee County, MDEQ, Oil Chem, West Shore Coll, GM Tech Ctr
Additional clients over past 3 years	Niswander: Bloomfield Twp, HRC AKT: Imlay City, Allegan, Inkster, Sturgis, Crawford Cty, Ionia Cty, Saginaw Cty, St. Louis, Three Rivers, Ingham Cty, Sanilac Cty, Washtenaw Cty, Wayne Cty, Comerica Bank, Downriver Brnfd Consortium, Consumers Energy, Citizens Bank, Metro Group	Livingston, Mac & Oak Rd Comms, Biltmore Properties, REI, Talon Dev, Lockwood Group, Connectiv Comm, Stoneco Inc., Bank of Ann Arbor, Prof Eng Assoc, St. James Capital, Aggregate Ind, Silverman Companies, OCBA-Troy Schools, Gillespie Dev, Yukon Dev, CTE Sand & Gravel Inc.	American Plastic Toys, Baetcke Lk Homeowners, Bauer Ford, Bodman Desine Inc, A&H Inc., Detroit Newspaper Part, Lyon Gear and Machine, Teltow Construction, UHY, Hopkins Curren & Smith, PLLC (lawsuit involved RH as defendant - was settled 2002/2003)	Rowe: Lk Orion, Dryden Twp, Pittsfield Twp, Union Twp, Clinton Rd Comm, French Assoc, Alma Coll, McLaren Medical Ctr, Bulk Petroleum, Lake Fenton Schools, Kearsley Schools Global: Coca Cola Bottling Co., DLZ Michigan, Clayton Group Services, Tetra Tech NUS
Full Time/Part Time Employees	Niswander: 3 full time/1 part time AKT: 47 full time/3 part time	27 full time/4 part time	Insight: 12 full time/1 part time Klatt-1/Weatherbee-1/Tetra-1	Rowe: 128 full time/9 part time Global: 12 full time/3 part time

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Certifications	Niswander: Certified Women's Business Enterprise Licensed Nursery/Plant Dealer/Grower Disadvantaged Business (in process) MDOT Wetland Assmt Prequalified Professional Wetland Scientist Wetland Professional in Training Associate Ecologist MI DNR Endanger Species Permt Cert AKT Peerless Professional Engineer Certified Haz Materials Manager Certified Professional Geologist Qualified UST Consultant	Cert Asbestos Bldg Inspector and Mgmt Planner Cert UST Professional (Michigan) Licensed Residential Builder Cert Professional Geologist Cert Prof Wetland Scientist Cert Environmental Professional Cert Hazardous Materials Mgr Laboratory Quality Assurance/ Quality Control Training Cert Cert Environmental Trainer Cert Waste Treatment Plant Operator for Constructed Wetlands Cert Stormwater Operators Certified Forester	Qualified UST Consultant (Michigan) Certificate of Awardability (Michigan) Certificate of Fair Employment Practices (Wayne County) Certificate to do Business (Genesee County)	Rowe: Professional Engineer Professional Surveyor GISP, CMS, CP, AICP, PCP, RLA Global: Certified Asbestos Inspectors 40 Hour OSHA Safe 2 Work Certifications Professional Geologists Certified UST Professionals Cert Industrial & Const Storm Water Operator Municipal Waste Water Operators Cert Hazardous Materials Manager Professional Engineers Certified Groundwater Professionals
Additional Services	Niswander: State of Art GIS services, public facilitation, wetland restoration and planting projects AKT Peerless: Geotechnical Services, Environ & Haz Materials Inventory and Compliance Assessments MDEQ Revolving Loan Fund Grant and Loan applic prep for brownfield assmts USEPA Brownfield Assmt Grant & Loan Application preparation Qualified UST Consultant	Ind & Muni Compliance Services Air discharge Evals/air permits spill prevention, SPCC Plans Pollution Incident Prevention Plans Storm Water Pollution Prev Plans Stud & Invest MI St Hous Auth Prog Lead-based paint deter/remediations Lake Permit Applications(DEQ Pt301) Hydrogeological Investigations Aquafer evaluation & test munici wells Statistical evals grdwater quality Restore streams/river chan/habitat Reclamation plans for exhausted sand & gravel pits/rock quarries	Insight: Muni Type 1 Water Sup Evals Res Water Supply Evaluations Wastewater Discharge Services Mineral Appraisals-Sand/Gravel Dep Landfill Monitoring/Permitting Claim/Expenditure Reviews-Insurance Wellhead Protection Services Air Quality Services Regulatory Compliance Services Klatt: Wetland Training Activities RCRA Compliance and Permitting Weatherbee's: Wetland Training Activities	Rowe: Aerial Mapping services Community Planning Landscape Architecture Global: Asbestos, lead, hazardous material and mold inspections Operations and maintenance on existing remediation systems

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Support Services from RH	Copies of the City's most recent aerial photographs and GIS base files	Regular updates of City's GIS data-base for use on ASTI's GIS system. Informal consultation as needed w/ senior City staff on procedures, dev policies, plan submittal requirements as situations indicate.	Assist w/ site assmts, notify res/bus, traf control, documentation. Insight will utilize city services in lieu of subcontracted services whenever possible depending on safety and awareness training experience req'd for a specific task. Some activities require workers to have OSHA required Hazwoper training	Rowe: Communication verbal and face-to-face, access to City's GIS database and historical information, coordination w/ staff in making any changes to city's mapping system Global: Access to the site and historical information for site-specific projects
COST PROPOSAL				
Principal	Niswander \$115/hr AKT \$150/hr	Director: \$134/hr	\$135/hr	\$150-\$165 (Rowe)
Associate	AKT: VP \$150/hr			
Senior Consultant				
Consultant		Associate I,II,III \$77-\$99/hr		
Technical Project Staff				
CADD or Field Specialist		Field/Data Technicians \$56/hr		
Senior Technician				
Technician	AKT: \$65-\$75/hr			\$45-\$60/hr (Global)
Administrative Manager (Lab)				
Technician (Lab)				
Sr Project Manager	AKT \$115/hr		\$125/hr	
Project Manager	Niswander \$90/hr AKT \$95/hr		\$100/hr Tectra Tech \$150/hr	\$80/hr (Global)
Landscape Architect/Planner				\$70-\$95/hr (Rowe)
Geologist/Environmental Scientist				\$65-\$75/hr (Global)
Project Scientist			\$50-\$75/hr	
GIS/CADD Technician		GIS/CADD Specialist \$69/hr		
Engineer I, II, III				\$67-\$150/hr(Rowe) \$65-\$75/hr(Global)
Draftsperson			Draft/CAD \$55/hr-subcontracted	
Environmental			\$45/hr	\$50-\$55/hr (Global)
Administrative Support/Clerical	AKT: \$45/hr	\$42/hr	\$50/hr Tectra Tech \$50/hr	\$35/hr (Global)
Expert Witness				
Ecologist	Niswander \$90/hr		Klatt & Weatherbee's - \$115/hr	
Wetland Consultant				\$95/hr (Rowe)
Surveying				\$53-\$150/hr (Rowe)

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Reimbursables	Mileage \$.485/mile-federal rate Equipment Cost Sheet Provided AKT Peerless: 15% multiplier for direct expenses and subconsultants Other expenses: ie, lab fees, overng fees Adm Overhead: Niswander 0% AKT 15%	Photographic or outside reproductions overngt mail, subcontractor fees, permit appli fees, travel costs outside city & at city's pleasure Adm Overhead for subcontracted services - 4%	Fee & Rate Schedule Provided Fax \$2/pg; vehicle usage for 4x4 \$1.10/mi or passenger veh \$.75/mi Adm Overhead 15%	Direct Expenses List Provided for Equipment Standard billing rates include admin overhead costs. No charge for routine clerical, printing, telephone calls, mileage, etc.
Increases:				
	2007	0%	0%	3.50%
	2008	0%	3% (in some categories)	Up to 5%
	2009	0%	2% (in some categories)	Up to 5%
Exception:	None	No exceptions	None	None
Billing	Niswander submits monthly invoices	Progress billing monthly or milestone billing as requested	Monthly invoices time & materials. Payment is net 30 days	Bi-Monthly invoices, itemized per RFP Net 30 days

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NAME	STS Consultants	DLZ	Wilcox Professional Services, LLC	Innovative Environmental Solutions	ECT
ADDRESS	Milford	Milford	Farmington	Brighton	Ann Arbor
Other Offices	Lansing, Grand Rapids, Iron River, Marquette, Green Bay, WI	Lansing, Kalamazoo, Detroit, Gaylord 6 other states	Saginaw	Dorr, MI	
Years in Business	58 years	90 years	35 years	11 years	18 years
Historical Narrative	Five decades of wetland & environ consulting services from soil behaviors to environ & waste mgmt, hydropower company, design services. Completed over 100,000 projs in US and other countries. 600 staff in multi offices.	Full-service, multi-disciplinary, minority owned business providing arch, eng, environ, plan & const services to public & private sector. Environmental services since 1981.	Began business serving northern Michigan, grown to 300 employees providing services in MI, IN & AR. 80 lic professionals; awards; quality services at a fair price	Majority of services 02 to 05 re-dev of nat gas storage field in St. Clair County - Environ Impact Reports, Wetlands, Drain Crossing Permits, Remedial Closure	Full-service environmental consulting firm offering scientific, eng, plan and mgmt services; responsive client services; highly qualified, experienced professionals
Public Sector Clients	Grand Rapids, CMU, Escanaba, Iron Mtn, Iron River, Lansing, Jackson, Marquette, Kalamazoo, Sault St Marie, Wakefield, Crystal Falls, Genesee Rd Comm, Iron County, MDEQ, MDOT, State of Michigan, MSU, Northern Michigan University	MDNR, MDEQ, State Mgmt & Budget, MDMA, US Army Corps Eng, Detroit, Lansing, Kalamazoo, Ingham Cty, Washtenaw cty, Ann Arbor, Gaylord, FH, Wayne Cty, Delta Twp, Midland, Flint, Waterford Twp, Lyon Twp, Independence Twp, St. Clair Cty	Over 350 public sector clients Kalamazoo, Mt Pleasant, Midland, Genesee Cty Rd Comm, Lapeer Cty Rd Comm, Mac Cty Rd Comm, Saginaw Cty, Armada, St. Clair Cty Rd Comm, Ottawa Cty Rd Comm, Isabella Cty, Midland Cty, Lake Cty	Troy, Farmington, Brighton	83 public sector clients in Michigan. Auburn Hills, Detroit, Dearborn, Flint, Fraser, Novi, Mac Cty, Oakland University, RH, Rochester Schools, Pontiac, St Clair Cty, Southfield, Springfield Twp, Troy, Warren, Walled Lk, Wayne Cty, W Bloomfield
Current Clients	John Staran, LaSalle Bank, Consumers Energy, Nestle Waters North America	Kalamazoo, Waterford Twp, MDEQ, (sev projs) MDOT (sev projs), Washtenaw County	Royal Oak, Genesee Cty Parks, Saginaw Cty Rd Comm, MDNR, MDOT, MDEQ/MDMB, Tuscola Cty Rd Comm, Delta College, CMU, Bay City, Zilwaukee, Auburn, Grand Ledge, Rose City, Essexville	Chase Bank, Corrigan Oil Co, Oscar W. Larson Co, GL Investments, Colombiere Center, Bedford Township, Marathon-Flint Oil, Star 9 Corporation, Homeowner	Almont, Allen Pk, Bloomfield Twp, Canton Twp, AH, Chesterfield Twp, Clinton River Watershed, FH, Fenton, Keego Harbor, Grosse Pte, Oakland Twp, Lk Angelus, Washtenaw Cty Drn Oak Cty Drn, Orchard Lk, Plymouth
Additional clients over past 3 years	Alger County Rd Comm, Allied Waste, Amer Trans, Consumers Energy, Cliffs Mining, DLZ, EarthTech, Kent County Rd Comm, Kraft Foods, Marquette Gen Hosp, Pictured Rock National, Republic Bank, Sands Twp, URS, US Army Corps of Engineers, Newberry, Waste Management	Farmington Hills, Wayne County Airport Authority, Det Dept of Environ Affairs, Detroit Economic Growth Corp, Lansing, MSU, Ingham County Lyon Twp, Curtis Building, Capitol Area Transit Authority	Tittabawassee Twp, Saginaw Cty, Cadillac, Huron & Sanillac Cty, Marlette, Frankenmuth, Means Ind, Rite Aid, YUM Brands, Harbor Beach Schools, Saginaw Schools, Cons Energy, Finlay Properties, Midwest Tower Partners, Zilwaukee Twp, Bridgeport Twp, Conlee Oil Co.	Petrol & Pantry, Bob Smith, Inc., Les Stanford Chevrolet, Inc.	Marshall, MDOT, Saline Schools, West Bloomfield Environmental
Full Time/Part Time Employees	101 full time/19 part time	110 full time in Michigan 694 full time corporate-wide	286 full time/43 part time	21 full time/0 part time	169 full time/47 part time

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Employees performing wetlands/ environmental services	56 employees performing consultation, wetland services, brownfield redev, Phase I site assmt, site closure, ecological, clearance, GIS, UST, public mtg support, expert witness	4 asbestos; 2 biologists/chemists; 87 Civ Eng; 35 const inspectors; 18 designers; 16 planners; 18 environ eng 16 environ scient, 2 ecologists; 10 GIS	43 full time/2 part time - all services full time	21 full time/0 part time	8 full time/1 part time providing wetld consult, brownfld, phase I site assmt, site closure, ecological, GIS/CAD, UST, pub mtgs, storm water mgmt, environ plan, landscape architecture
Staff Profiles	Anderson-pt of cont, environ mgmt Beal,PE, assoc eng, landfill des mgmt Blaske-sr proj geologist, ust, environ Bowyer-tech spec-remed, enviro tech Carlson-assoc surveyer-GPS Carlson J-proj scientist,envir assmt Carney-assoc geologist, hydrogeolgt DeBraske-proj eng-wastewat,storm,air Drew-pric eng, mgmt water,wastewater Dupey-haz waste, proj scientist Flaminio,PE, enviro investig & remed Garvey-proj spec, environ sciences grp Hilse-asst proj hydrogeologist Hopper PE, geotech eng Hughey, Asst proj scientist, enviro grp Kaiser-sr proj scient-mgr GIS services Kalluri, PE, environ sciences group Kaver, assoc geologist, hydro, soil Killian PE, mgmt multi discipline Kluz, sr eng tech, soil, grd water Kornder, Ph.d, Sr Geochemist Kuhn, proj eng, environ sciences grp Leier PE-sr proj geologist Lindberg, Proj scientist, enviro investig Link, sr proj geologist, enviro sciences Magee, Field proj mgr + Others	Metzer-pt cont, proj mgr,W Bloomfd Owens, Plan, Ecolo Tech Coord Heywood, Enviro Tech Coord, MDEQ Donaldson, lead plan, trans projs Butch, lead NEPA plan, Trans plan Zay, lead wetl planner,watershed projs Sherman, lead lands arch,const insp Dingledine-wetland plan, aquatic ecol McDowell-wetland planner, biologist Belligan, CAD/GIS Corsi, PE, lead enviro eng,site remed Roebuck, Lead geol, remed, investig Williams, PE, enviro eng, remed,closure Zakrzewski PE, enviro eng, grdwat,soil Lester PE, enviro eng, regulatory issues Shimko- geologist Harn-geologist Tuckey-geologist	Drovare-proj mgr,brnfd, environ, mtgs Bergstrom, QA/QC, client relations Huebner, wetl scient, ecol, water qual Rybicki PE, Mun Eng,ord eval, design Warren, land arch, mun plan, parks Haas-survey, GPS, consult services Milne-GIS serv, ESRI, consult serv	Myer-Sr Proj Scient,Liv & Oak Health Springstead,Sr Proj Scientist MDEQ UST consultant Hermann-Sr Proj Hydrol Hess-Sr Proj Scientist Olson-Sr Proj Scientist Linder-Proj Scientist	Tilton-Ph.d, MDEQ policies for wetlds D'addona PE, enviro consult,brownfd Mammen, Sr Scient, geologist, atty Mikesell,PH.D,Prin Scient,water qual Freeland, Ph.D-soil sciences wetlands Kleiner, landscape arch, enviro scien Karl,PE-storm water mgmt Vaara-enviro science/land use plan Thomas-GIS specialist

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Certifications	Certified UST Professional	Minority Business Enterprise	Professional Engineer	Certified Professional (#107)	Professional Engineer
	Mast Lev, Cert Haz Materials Mgr	Detroit Based Business	Professional Surveyor	Qualified UST Consultant approved	Professional Wetland Scientist
	OSHA 40hr Haz Was Oper/Emer Res	MI Qual UST Consultant	Professional Geologist	by MDEQ	Registered Landscape Architect
	OSHA 8hr Annual Refresher Training	Accredited Asbestos Inspector	Registered Landscape Architect		Certified UST Professional
	Amer Red Cross First Aid/CPR	American Institute of Architects	Cert UST Professional		Sanitary Landfill Design Certificate
	Lead & Asbestos Awareness	Amer Inst of Cert Planners	Cert Haz Materials Mgr		Hazardous Waste Operations
	Cert Prof Geologist,Amer Inst Pro Geo	Asbestos Hazard Abatement	ASTM 1527-05 Phs I ESA Trained		Supervisors and Managers
	Lic Geologist, State of NC	Asbestos Hazard Evaluation	ASTM Risk Based Corrective Action		Certificate
	Registered Geologist, St of KY	Building Plans Examiner	US Army Corp Eng Wetl Delin Train		
	Storm Water Mgmt Construction Site	Cert Floodplain Manager	MI Endan Species Permit Holder		
	Soil Eros & Sediment Control Pt 91	Cert Haz Materials Manager	Jurisd Delin of Wetlands in Michigan		
	Asbestos Bldg Inspector	Cert Prof Geologist	OSHA Haz Waste		
	38 hr ACOE wetland delin,mgmt train	Cert UST Professional	Environ Data/Risk Mgmt/Prop Tranact		
	Prof Engineer (Multiple)	Landscape Architect	Mich Dept Nat Resour Soil Ers Enf		
		Lead Risk Assessor	MI soil Erosion Sedimentation Cont		
		LEED Certified	MI Chapt Amer Publ Wks		
	NCRB	Cert NPDES Storm Water Operator			
	Professional Engineer	ISO 9001:2000 Certified Company			
	Professional Surveyor	State of MI Cert of Awardability			
	Professional Wetland Scientist				
Additional Services	Geotechnical Services	Environmental Engineering	Environmental Engineering	Fixed & Mobile Laboratory	Storm water modeling & permitting
	Civil Design Services	Architecture	Structural Engineering	NPDES Storm Water & Soil Erosion	Engineering design
	Transportation Services (pre-qual w/	Inspection	Traffic Engineering	Standard Auger Drilling	Grant writing & grant management
	MDOT in 23 categories)	Water/Wastewater Engineering	Transportation Engineering	Geoprobe Drill & Ground Radar	Stream bank inventory & restoration
	Engineering Services	IT/GIS	Landscape Architecture	Asbestos Abatement	Air quality monitoring
		Mechanical/Electrical Engineering	Grant Writing	Carbon Change Out	IDEP-Illicit Discharge & Elimination
		Civil/Transportation Engineering	Material Testing	Wetland Delineation	Plan and monitoring
		Structural Engineering	GIS Coordination	Haz & Non-Haz Liquid/Solid Waste	Threatened & endangered species
		Surveying	Civil Engineering	Transport	Toxic & Haz mat mgmt & control
		Geotechnical Engineering	Geotechnical Engineering	Drilling Services	Environ siting, licensing & permitting
		Testing	Mechanical Engineering	UST Removal, remedial, emergency	Industrial hygiene
		Construction Management	Geological Engineering	Air emissions testing	Asbestos consulting
	Landscape Architect	Planning/Surveying/Fac Mgmt	Disposal transport	Environ audit & liability mgmt	
	Transportation Planning	Construction Inspection			

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Support Services from RH	Information transfer Readily available point of contact Historic information review	None	Flexible Schedule for meeting; open lines of communication; contact information for project staff; accessibility to public records	Attend proj update mtgs, execute forms & permits, authorize to submit regulatory notification forms, retrieve & respond to email and phone calls, filing of project documentation	Availability of site and/or engineering plans as past and current project issues develop. GIS database information.
COST PROPOSAL					
Principal	\$140/hr				\$134/hr
Associate	\$120/hr				
Senior Consultant	\$103/hr		\$125/hr		
Consultant	\$90/hr				
Technical Project Staff	\$78/hr				
CADD or Field Specialist	\$65/hr		\$50/hr		
Senior Technician	\$50/hr				\$67/hr
Technician	\$44/hr				\$57/hr
Administrative	\$45/hr				
Manager (Lab)	\$85/hr				
Technician (Lab)	\$45/hr				
Sr Project Manager		\$120-\$145/hr			
Project Manager		\$90-\$115/hr			
Landscape Architect/Planner		\$50-\$115/hr			
Geologist/Environmental Scientist		\$50-90/hr			
Project Scientist				\$70-\$115/hr	\$65-\$134/hr
GIS/CADD Technician		\$55-80/hr	\$65/hr		\$62-\$80/hr
Engineer I, II, III		\$60-\$95/hr		\$150/hr (subcontracted)	\$65-\$134/hr
Draftsperson				\$60/hr	
Environmental			\$50-\$105/hr		
Administrative Support/Clerical			\$40/hr	\$50/hr	\$46-\$62/hr
Expert Witness			\$175/hr		
Ecologist					
Wetland Consultant					
Surveying					

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Reimbursables	Mileage at \$.50/mile	Mileage at \$.45/mile or federal rate	Subcontract categories cost+10%	Mileage \$.55/mile	Most reimbursables at actual cost;
	All expenses at cost +5%	No additional administrative overhead	Mileage Charges		copies @ \$.10; equipment and sub-
	Subcontract Serv at cost + 10%		Per Diem Rates for overnight		consultants at actual cost+10%;
	Travel, lodging, meals at cost		Out of Town Accomodations		GPS equipment \$150/day
	Support costs are recovered w/ a				
	2% surcharge on direct labor charges		Administrative overhead for subcontracted services 10%	Outside/Subcontracted Services - 15% mark up	0% administrative overhead
	Equipment Cost Sheet Provided			Equipment Price List provided	
	OT at 1.25 X standard hrly rate (Sat)				OT charged a 1 1/2 X's hourly rates
	Sun & hol 2.0 X standard hrly rate				
	Expert testimony provided as needed separate cost sheet				
Increases:					
	2007	3.50%	0%	0%	0%
	2008	3.50%	3%	3%	5%
	2009	3.50%	3%	3%	5%
Exception:	No Exceptions	Exceptions to Hold Harmless	None	None	None
Billing	Monthly Invoices time and materials	Monthly billings with progress report	Monthly; Payment on a Net 45 day	Monthly billing - detailed invoice	Monthly invoices; due net 30 days
	Weekly reports to proj mgr w/ budget status and payment status	for each project	basis	packets	Notification of disputed charges within 15 days of date of invoice
					Invoices includes # hrs, labor costs w/ overhead & fee and direct charges.
					Add documentation required w/ invoices will be billed at T&M