

RFP-RH-20-020 Wetlands and Environmental Consulting Services				
NAME	Tetra Tech, Inc.	Wightman & Associates, Inc.	Cardno, Inc.	ASTI Environmental
ADDRESS	710 Avis Drive, Suite 100 Ann Arbor, MI 48108	2303 Pipestone Road Benton Harbor, MI 49022	8000 Kensington Ct. Brighton, MI 48116	10448 Citation Drive Suite 100 Brighton, MI 48116
Firm Established	1914	1946	2011	1985
Years providing similar services. Historical narrative	Founded as a civil engineering firm by four graduates of the California Institute of Technology and has been based in Pasadena, CA since 1966. Completed projects that had global significance, such as a tsunami wave study for the atomic Energy Commission to master planning and designing coastal protection measures for Egypt's Nile River Delta. In December 1991 became a publicly traded enterprise. The company has grown substantially, expanding its markets, services, and clientele through internal growth and international acquisitions.	Has been providing environmental services for 35 years. Firm was established in 1946 by G.L. Wightman, civil engineer and surveyor. In 1971 became Wightman. They are an employee-owned company with more than 140 employees, including twenty-one licensed engineers, six licensed architects, six licensed surveyors, and twenty other professionals. Has served as a consultant to all forms of public and private entities, including county, city, township, village, tribal governments, private developers and industrial and commercial clients.	Provides a wide range of infrastructure consulting, design, engineering and construction services over a broad regional area. Began working in Michigan in 1989. Multidisciplinary teams of professionals provide a full range of ecological consulting and restoration services, with expertise in watershed planning, stream and ecosystem restoration, mitigation design, wetland services, endangered species consulting, designing natural systems for storm water/wastewater, archaeology, and green infrastructure, permitting and compliance, and GIS analysis and database management.	Is a full-service environmental consulting firm with office in Brighton, Grand Rapids, and Detroit. ASTI has completed over 11,400 projects during the past 35 years, primarily in Michigan. Their mission focuses exclusively on environmental and ecological investigations, assessment, compliance, remediation and restoration. ASTI's six directors lead groups of environmental specialists providing services for regulatory compliance, ecological assessment, resource restoration and management, property assessment, brownfield redevelopment and remediation design.
Public Sector Clients	List provided.	List provided.	List provided.	List provided.
Current Clients	List provided.	List provided.	List provided.	List provided.
Clients served past 3 years	List provided	List provided.	List provided.	List provided.
Full Time Employees	14,136	132	44 Michigan based	38
Part Time Employees	4,464	7 part-time and 6 interns	3 Michigan based	4
Employees capable of performing specific services requested in RFP	200 Full-time in Michigan 25 Part-time in Michigan	6 Environmental staff, 5 GIS Staff, 1 planner, 20 engineering staff, 3 survey staff.	List of full-time and part time specific services and quantity for each listed in response for both FT and PT.	31 full-time and 4 part-time
Certifications of firm	Professional wetland scientist; Wetland professional in training, Certified professional geologist, professional engineer, certified hazardous materials management, asbestos inspector of Michigan, more listed in response.	As firm they do not hold any credentials and is not maintaining any certifications. Employees within their company hold individual certifications and/or licenses.	Professional Engineer, Certified professional geologists, certified waste water treatment operators, Certified hazardous materials managers, Certified underground storage tank qualified consultant. More listed in response	Professional wetland scientist, DNR and USFWS endangered species permits, Commercial pesticide applicators license (MI), Registered professional engineer, EGLE Certified Storm water Operator, more listed in response
Additional Services	Environmental consulting, ecological services, material testing services, environmental engineering, subsurface utility engineering. More listed in response.	Employs over 140 people in the environmental, engineering, surveying, architectural, GIS fields. Within these disciplines their staff is made up of people with a wide variety of backgrounds/experience.	Their cultural resources group has extensive experience in the areas of archaeology, archeogeophysics, geomorphology, history, architectural history, and historic preservation. More listed in response.	Surveys and Assessments for Lead-based paint, asbestos, radon, and mold. Pre-demolition HAZMAT surveys and identification, and removal of universal wastes. More listed in response.
COST PROPOSAL:	Cost proposal (Per Hour)	Cost proposal (Per Hour)	Cost proposal (Per Hour)	Cost proposal (Per Hour)
Staff Categories:	Field Wetland Scientist \$68.00	Principal \$210.00	Field Technician \$45-60	Director \$170
	Field Geologist \$68.00	Senior Licensed Staff \$175.00	Senior Technician/Field Supervisor \$60-75	Associate III \$125
	Administrator \$68.00	Licensed Staff III \$140.00	Project Assistant/Coordinator \$60-85	Associate II \$95
	Scientist II \$85.00	Licensed Staff II \$130.00	Sr. Project Assistant/Coordinator \$70-85	Associate I \$82
	Lead Wetland Scientist \$92.00	Professional Staff V \$140.00	Computer/Production Specialist \$60-75	Technician \$65
	Field Engineer \$92.00	Professional Staff IV \$125.00	Technical Editor \$75-90	GIS/CAD Technician \$82
	GIS Specialist \$100.00	Professional Staff II \$95.00	GIS, CADD, or Drafting Consultant \$80-95	Clerical Staff \$62
	Scientist III \$110.00	Licensed Staff I \$115.00	Assistant Staff Consultant \$75-90	
	Permitting Specialist \$117.00	Administrative \$70.00	Staff Consultant \$90-105	
	Scientist IV \$130.00	Licensed Staff I \$115.00	Sr. Staff Consultant \$95-110	
	Senior Engineer / Scientist \$160.00	Technician IV \$90.00	Project Consultant \$85-100	

NAME	Tetra Tech, Inc.		Wightman & Associates, Inc.		Cardno, Inc.		ASTI Environmental	
ADDRESS	710 Avis Drive, Suite 100		2303 Pipestone Road		8000 Kensington Ct.		10448 Citation Drive Suite 100	
	Contract Manager \$175.00		Technician I \$70.00		Sr. Project Consultant \$90-105			
	Expert Witness \$250.00		Administrative \$70.00		Sr. Consultant \$115-130			
Subcontracted Categories:	All Direct labor will be provided by Tetra Tech		Drilling, Laboratory Analytical Services and other services listed at Actual Costs.		Equipment list provided with pricing.		Not applicable	
Additional Administrative Overhead for subcontracted services	7.50%		10.00%		10.00%		15.00%	
Percentage of yearly increase to contract								
	2021	2.50%	1.50%		3-5%		1.00%	
	2022	2.50%	1.50%		3-5%		1.00%	
	2023	2.50%	1.50%		3-5%		1.00%	
	2024	2.50%	1.50%		3-5%		1.00%	
Reimbursable Items	Please see full page of reimbursable items		Travel, Mileage Postage, Mileage, Black and White Prints All 10%		Copies, mileage, lodging, meals, administrative services and education/outreach program participation.		Overhead and common reimbursable are included in the rate listed above. ASTI's MDOT audited indirect cost rate is 238.92%, but overhead is included in rates above.	
Exceptions	Vendor has list of exceptions in response.		Vendor has list of exceptions in response.		Vendor has list of exceptions in response.		None	
Billing Procedures	Contracts are billed as time and materials, not to exceed without prior written authorization. Invoices will be provided electronically monthly with net 30 terms for payment.		Will prepare a monthly invoice that includes amount of monthly payment, itemization, number of hours spent on additional services, fees associated with these hours, balance of costs remaining. Payment will be net 30.		Monthly and on project closeout, the Project manager is provided a pre-bill for review from the Finance Department. The Project Manager reviews the pre-bills to ensure that all time listed is correctly assigned to the project, expenses are appropriately listed for the project, and clear billing instructions are provided by the finance department.		Monthly billing cycle procedures and pre-invoice report for each active client in the database. Account Manager reviews all charges to the project looking for posting errors and other possible over charges.	
Attached financial statement	Attached.		No, 2019 is not available yet. 2018 available upon request.		Attached.		Yes	

RFP-RH-20-020 Wetlands and Environmental Consulting Services				
NAME	Environmental Resources Group, LLC	Niswander Environmental, LLC	SME	Environmental Consulting & Technology, Inc. (ECT)
ADDRESS	28003 Center Oaks Ct. Suite 106 Wixom, MI 48393	9436 Maltby Road Brighton, MI 48116	13019 Pauline Drive Shelby Twp., MI 48315	2200 Commonwealth Boulevard, Suite 300 Ann Arbor, MI 48105
Firm Established	2009	2004	1964	1988
Years providing similar services. Historical narrative	Was established in 2009 to provide professional services to public and private sector clients. Has grown to a staff of 26. Provides Michigan based resources to complete work requirements for this scope of work. Are familiar with local geology, ecosystems, and other natural features resources. Has significant prior experience with conducting Phase I and Phase II Environmental site assessments.	Niswander has been providing comprehensive wetland and environmental services to a variety of clients since 2004. Offers environmental solutions for corporations, municipalities, corporations, government agencies, transportation agencies and more. Provides comprehensive services including site and engineering plan reviews, site assessments, infrastructure and project planning and grant acquisition, site design, construction oversight and administration. Specialize in comprehensive wetland services.	Since the late 1990s, SME has completed thousands of environmental projects across a wide range of services. SME provides Phase I and II ESAs (including vapor intrusion assessments), baseline environmental remediation and exposure pathway mitigation, construction soil management assessments, hydrogeological studies, wetland delineations, risk assessments, underground storage tank management, asbestos and lead-based paint assessment and management, indoor air quality assessments, and industrial hygiene studies.	Has been providing environmental and engineering services to the public and private sector clients.
Public Sector Clients	List provided.	List provided.	List provided.	List provided.
Current Clients	List provided.	List provided.	List provided.	List provided.
Clients served past 3 years	List provided.	List provided.	List provided.	List provided.
Full Time Employees	15	7	295	163
Part Time Employees	11	4-5	6	35
Employees capable of performing specific services requested in RFP	List provided, will partner with Natural Community Services who has 8 full-time employees.	7 Full-time 4-5 Part-time	40 full-time positions listed.	Positions and titles provided.
Certifications of firm	OSHA 40-hour HAZWOPER, Certified underground storage tank professional geologist, professional geologist, certified waste treatment operator, certified lead Inspector/Risk Assessor, more listed in response.	Professional Wetland Scientist Certified Arborist Certified Pesticide Applicator LEED AP More listed in response.	Certified Groundwater Professional (CGWP), Certified Professional Geologist, Professional Geologist, Licensed Professional Geologist, Certified Hazardous Materials Manager, Professional Engineer, Professional Surveyor.	Licensed professional engineer, professional geologist, certified landscape designer, licensed landscape architect, asbestos inspector, board of professional geoscientist license, more certifications listed in response.
Additional Services	Asbestos Surveys, Lead inspections, CADD services	Construction services, Woodland management, hydro geomorphic stream assessments & Natural channel design services, Threatened and endangered species surveys, Fish habitat assessments and surveys, wetland mitigation design, construction, and controlled burns.	For more than 55 years, SME has provided engineering and scientific services for over 85,000 projects in the Great Lakes region and beyond. Specializes in geotechnical, environmental, pavement, building and construction materials, building enclosures and metals and coatings consulting and design services.	Air quality, performance assurance and compliance, and water resources. Services within these areas span the power; mining; oil and gas; manufacturing and industry; land development; financial, professional, and government sectors.
COST PROPOSAL:	Cost proposal (Per Hour)	Cost proposal (Per Hour)	Cost proposal (Per Hour)	Cost proposal (Per Hour)
Staff Categories:	Principal \$161	Principal \$185-200	Senior Consultant \$195	Senior Principal Scientist/Engineer \$250
	Senior Project Manager \$150	Senior Ecologist \$165-185	Project Mgr./Sr. Licensed Surveyor \$160	Principal Scientist/Eng; certified ind. Hygienist \$210
	Senior Engineer/Geologist/Scientist \$144	Ecologist \$90-115	Sr. Project Eng./Geologist/Consultant \$160	Senior Scientist/Engineer III \$195
	Staff Engineer/Geologist/Scientist \$119	Technician \$80-95	Civil Designer/Licensed Surveyor \$135	Senior Scientist/Engineer II \$185
	Field Engineer/Geologist/Scientist/CADD \$97	Seasonal Worker \$65-75	Project Eng./Geologist/Consultant \$135	Senior Scientist / Engineer I \$175
	Senior Technician \$87		Sr. Staff Eng./Geologist/Specialist/surveyor \$120	Senior Associate Scientist/Eng III \$140
	Senior Administrative \$81		Staff Eng./Geologist/Specialist \$110	Associate Scientist/Engineer I \$105
	Environmental Technician \$65		Field Eng./Geologist/specialist/survey tech \$100	Sr. Project Coordinator \$100
	Administrative \$60			Sr. Technician; GIS/CAD Operator/Tech \$95
				Sr. Project Coordinator \$100
				Project Coordinator \$90

NAME	Environmental Resources Group, LLC	Niswander Environmental. LLC	SME	Environmental Consulting & Technology, Inc. (ECT)
ADDRESS	28003 Center Oaks Ct. Suite 106	9436 Maltby Road	13019 Pauline Drive	2200 Commonwealth Boulevard, Suite 300
Subcontracted Categories:	List of subcontracted items in response	List of subcontracted positions in response.	Not applicable	Not applicable
Additional Administrative Overhead for subcontracted services	15.00%	10.00%	Not applicable	15.00%
Percentage of yearly increase to contract				
	2021 5.00%	0.00%	3.00%	3.00%
	2022 5.00%	0.00%	3.00%	3.00%
	2023 5.00%	0.00%	3.00%	3.00%
	2024 5.00%	0.00%	3.00%	3.00%
Reimbursable Items	Reimbursable items and all-inclusive list of other charges are in response.	List or reimbursable items is provided in response.	Vehicle mileage, out of town expenses, subcontracted expenses, direct expenses, hard copies, plotting.	Actual expense of transportation and subsistence of principals and employees, consultants' fees, subcontractors' fees, toll telephone calls, fax transmissions, etc. A 15% service charge will be applied to all reimbursable expenses.
Exceptions	None	None	Exception to the signature page.	Vendor has list of exceptions in response.
Billing Procedures	Will invoice on a time and material basis. Personnel will be charged based on their function to the project. Field supplies and equipment will be charged on a usage basis. Subcontractor services will be charged at cost plus 15%. Payment terms are net 30.	Fee will be provided on a time and materials basis per project. Direct expenses will be billed at cost plus 15%. Will submit invoices at the completion of a task or monthly, whichever occurs first.	Billing terms are net 30.	Uses BST Enterprise management information system for project control. The system functions as a unit of a computerized accounting package, designed to interact and use all other information provided by the accounting system, such as time sheet entry, accounts payable, operating supplies, and subcontractor costs. Invoicing occurs on a monthly basis.
Attached financial statement	Yes		No. 2019 statements will not be available until March. Will be available at the time.	Yes

RFP-RH-20-020 Wetlands and Environmental Consulting Services			
NAME	Golder Associates Inc.	Environmental Testing and Consulting, Inc.	GEI Consultants of Michigan, P.C.
ADDRESS	27200 Haggerty Rd., Suite B-12 Farmington Hills, MI 48331	28900 W. Huron River Drive Romulus, MI 48174	9282 General Drive, Suite 180 Plymouth, MI 48170
Firm Established	1960	1989	1970
Years providing similar services. Historical narrative	Is a global, employee-owned organization. Has 155 offices worldwide, more than 7,500 employees help their clients find sustainable solutions. They provide a wide range of independent consulting, design and construction services to their clients in their specialist areas of earth, environment and energy. Has skilled engineers, scientists, project managers, and other technical specialists who are committed to helping them succeed by embedding sustainable development principles and practices into their projects	Is a multidisciplinary environmental consulting firm who specializes in Phase I and II Environmental Site Assessments (ESAs), baseline Environmental Assessments, Due care documentation, Wetlands Delineation/Mitigation, Environmental Reviews, Environmental Audits, Asbestos, Lead-Based Paint, Mold Surveys, Risk Assessments, Clearances, Operation & Maintenance Plans, Training, hazard evaluations. Technical knowledge and regulatory experience allows them to provide solutions that focus on limiting environmental liabilities and minimizing financial	Founded in 1970, is a mid-sized, internally-owned consulting firm specializing in environmental, geotechnical, water resources engineering and planning and ecological sciences. Services support all project activities from initial project feasibility assessment and planning, detailed studies and design through construction, testing, and final documentation. They have completed over 50,000 projects globally and are large enough to take on projects of any size, yet small enough that will have experience professionals working and advising the City on projects.
Public Sector Clients	List provided.	List provided.	List provided.
Current Clients	List provided.	List provided.	List provided.
Clients served past 3 years	List provided.	List provided.	List provided.
Full Time Employees	7,500 globally. 61 within Michigan	65	902
Part Time Employees	0	20	77
Employees capable of performing specific services requested in RFP	54 full-time staff members in Michigan.	Five full-time employees and one sub-consultant.	Positions and titles provided for both full-time and part-time.
Certifications of firm	Professionals are properly licensed and certified in their areas of specialization and expertise.	Economically disadvantaged women owned business, woman business enterprise national certificate, General services administration, disadvantaged business empire, HUD section 3 business concern. More provided in response	Certified Asbestos Inspector, Certified construction manager, certified ecological restoration praction, Certified ecologist, certified floodplain manager, certified nursing assistant, certified professional geologist, certified wildlife biologist
Additional Services	Operates soils and concrete analysis laboratory at the Lansing, Michigan office providing technical analysis of soil properties and concrete characteristics.	Asbestos & Hazardous Material Building inspections, O&M Plan Development, Project Design, Project management, Indoor Air quality assessment, biological containment assessments, environmental and safety compliance audits. Training for Asbestos, Lead, Mold, hazcom, respiratory protection. More listed in response.	Provides wide array of additional services including but not limited to, grant preparation and management, geotechnical services, and hydrology/hydrologic modeling.
COST PROPOSAL:	Cost proposal (Per Hour)	Cost proposal (Per Hour)	Cost proposal (Per Hour)
Staff Categories:	Senior Practice/Program Leader \$225	CPG Hydrogeologist \$90	Principal Wetland Scientist \$230
	Practice/Program Leader \$209	Wetlands Specialist/Surveys \$90	Sr. Environmental Engineer \$161
	Senior Consultant \$199	Biologist Ecological Risk Assess \$85	Sr. Ecologist \$145
	Senior Engineer/Scientist \$162	Senior QA/QC Environmental Mgr \$140	Environmental Engineer/Scientist \$124
	Sr. Project Engineer/Scientist \$139	ArcGIS/CAD/ERSI \$75	Staff Wetland Scientist \$88
	Project Engineer/Scientist \$116	Public Meeting \$110	Staff Engineer \$88
	Staff Engineer \$98	Expert Witness \$120	Staff Environmental Scientist \$77
	Engineer/Scientist \$88	Brownfields Consulting \$55	Environmental Technician \$77
	Senior Draftsperson \$103	Asbestos Consulting \$55	GIS Professional \$81
	Staff Draftsperson \$90	Lead-based Paint Project Manager \$55	CADD Technician \$81
	Draftsperson \$76	Mold Consulting \$55	Administrative Assistant \$68

NAME	Golder Associates Inc.	Environmental Testing and Consulting, Inc.	GEI Consultants of Michigan, P.C.
ADDRESS	27200 Haggerty Rd., Suite B-12	28900 W. Huron River Drive	9282 General Drive, Suite 180
	Senior Technician \$94	Brownfield Project Manager \$270	
	Technician \$67	Lead-based paint consulting \$55	
Subcontracted Categories:		Please see list of subcontracted categories.	Can self perform services. Not anticipating the need for subcontractors.
Additional Administrative Overhead for subcontracted services	15.00%	25.00%	5.00%
Percentage of yearly increase to contract			
	2021 3.00%	0.00%	2.50%
	2022 3.00%	0.00%	2.50%
	2023 3.00%	3.00%	2.50%
	2024 3.00%	0.00%	2.50%
Reimbursable Items	Direct costs, including materials, travel, subsidence, and subcontractor costs, will be invoiced at cost plus a minimum general and administrative fee of 15%. Services such as CAD/GIS computers is \$25 per hour.	Travel \$0.34/mile PID Monitor for PH II ESA and contamination field activities \$100/day or \$300/week Interphase Probe/measurer (free product) \$120/day	List of reimbursable items in response.
Exceptions	N/A	None	None.
Billing Procedures	Gave account numbers in this section.	Jobs will be billed according to the contract. Contract with a 30-day billing cycle will get the invoice and report sent over in the same email once the report is complete.	Services rendered will be invoiced within 30 days of the month end date according to the company accounting calendar. Invoices are due within 30 days of the date of invoicing. They prefer to email invoices directly to and accounts payable email box.
Attached financial statement	No. Privately held, employee owned and does not publicly release financial statements.	No, Accountant was not able to prepare. Profit & Loss and balance sheet attached.	Yes