

<p align="center">City of Rochester Hills, MI RFP-RH-24-059 - Green Space and Natural Features Stewardship Services Opening: Tuesday, October 22, 2024 @ 3:30 PM</p>	<p align="center"><i>Davey Resource Group Inc</i> 24301 Catherine Industrial Drive, Suite 124 Novi, MI 48375</p>	<p align="center"><i>Momentum Tree Experts LLC</i> 31100 Wellington Dr Unit #08207 Novi, MI 48377</p>	<p align="center"><i>Natural Community Services</i> 6410 Upper Straits Blvd. West Bloomfield, MI 48324</p>	<p align="center"><i>Stantec Consulting Michigan, Inc.</i> 8060 Kensington Court Brighton, MI 48116-8520</p>
Firm Established/Years In Business:	1992 / Incorporated as Davey Resource Group for 7 years.	2019 / 5 years	2010 / 15 years	1954/ 70 years
Type of Organization:	Corporation	LLC	LLC S-Corp	Corporation
How many years has your firm been providing the services requested in this Request for Proposals? Provide a historical narrative.	Davey Resource Group was established in 1992 to provide an array of services to clients, including natural resource consulting, tree inventories, utility vegetation management and more.	5 years the company has been providing all type of tree services throughout the metro Detroit area.	Natural Community Services LLC (NCS) was founded in 2010 with a mission to conserve and restore the biological function and beauty of ecosystems in Southeast Michigan. The company has grown steadily to become a premier provider of ecological restoration, natural resources consulting, wildlife habitat management, invasive brush control, and native landscape design-build services. The staff, with a combined 50 years of experience, are well-versed in planning, designing, installing, and maintaining native ecosystems.	Stantec started in 1954 as a one-person firm, and now unites approximately 31,000 employees working in over 450+ locations across 6 continents. This growth has been guided by the first chief executive officer (CEO), Dr. Don Stanley, and the previous CEOs, Ron Triffo, Tony Franceschini, and Bob Gomes. The fifth and current CEO, Gord Johnston, continues a legacy of tenacious leadership and community focus.
How many public sector (governmental) clients has your company represented? Please provide a list.	Most relevant list of public sector clients includes (but is not limited to): MDOT Huron-Clinton Metropolitan Authority Cranbrook Educational Community Oakland County Macomb County City of Detroit City of Rochester Hills MDNR Ohio Dept of Natural Resources Metroparks Toledo Cleveland Metroparks Summit Metro Parks	Hamburg Township Novi City Canton	List includes but is not limited to: MDNR (Michigan Dept of Natural Resources) Ingham County Parks Detroit Northends Christian CDC Northville Twp Macomb County NOAA/Friends of the Detroit River City of Huntington Woods City of Clinton Township City of Farmington Hills City of Southfield City of Royal Oak West Bloomfield Township Pontiac - Growing Pontiac/ ReRoot Pontiac Huron-Clinton Metroparks The Nature Conservancy Van Buren Township Washtenaw County City of Detroit Northville Twp Oakland County City of Warren Wayne County Parks Wayne County Airport Authority	The list below focuses on the local and regional clients: Local municipalities: Benton Harbor Park Conservancy, Brandon Township, Charter Township of Independence, City of Adrian, City of Algonac, City of Allegan, City of Alpena, City of Ann Arbor, City of Auburn Hills, City of Birmingham, City of DeWitt, City of Durand, City of Ferrysburg, City of Grand Rapids, City of Hart, City of Kalamazoo, City of Marysville, City of Monroe, City of Portage Indiana - Parks Dept, City of Rochester Hills, City of Saugatuck, City of St John, City of St. Joseph, City of Traverse City, City of Wyoming, Clinton Conservation District, Clinton River Drain Drainage Board, Delta Charter Township, Grand Haven Charter Township, Grand Traverse Conservation, Huron-Clinton Metropolitan Authority, Ira Township, Laketon Township, Marshall Area Economic Dev Alliance, MMCISMA, North Oakland Headwaters Land Conservancy, Oakland Township Parks and Recreation, Rapid River Township, Springfield Township, Village of Clarkston, Village of Lawrence, Village of Middleville, Village of Spring Lake, West Bloomfield Township, Ypsilanti Charter Township County municipalities: Allegan County, Berrien County, Calhoun County, Kent County - Parks Dept, Ingham County Conservation District, Lenawee County, Muskegon County Conservation District, Oakland County, Ottawa County Water Resources Commission, Ottawa County - Parks & Recreation, Saginaw County, Shiawassee County Drain Commissioner, Van Buren County, Washtenaw County Water Resources Commission, Wayne County State government agencies: Michigan DNR, Michigan DOT, State of Michigan - Agriculture and Rural Development, State of Michigan - Management & Budget
Provide a list of current clients serviced by your company. Include name, address, phone number, contact person and types of services being provided.	<p>Michigan Dept Of Transportation: 800 Vanguard Dr. Pontiac, MI. Brian Travis, 810-650-0674. Large Scale Tree Planting and Restoration Services.</p> <p>Macomb County: 117 South Groesbeck Hwy, Mt Clemens, MI. Dennis Cooper, 586-463-8671. Landscaping and restoration planting services.</p> <p>City of Detroit, MI: 2 Woodward Ave, Detroit, MI. Whitney Smith, whitney.smith@detroitmi.gov, urban forestry services.</p> <p>Cranbrook Educational Community: P.O. Box 801 Bloomfield Hills, MI. Mike Leneway, mleneway@cranbrook.edu, environmental restoration services.</p> <p>City of Ferndale, MI: 300 East 9 mile, Ferndale, MI. Jim Jameson, 734-383-3328, consulting urban forestry services.</p> <p>City of Birmingham, MI: P.O. Box 3001, 151 Martin St. Birmingham, MI. Carrie Laird, 248-530-1714, consulting urban forestry services.</p> <p>Additional client profiles on attached proposal.</p>	Hamburg: Patrick Holl, 586-663-2842, 1045 Merrill Road, Whitmore Lake, MI, 48189 Novi: Kelly, 734-283-4637, 41635 Chattman Street, Novi, MI, 48375 Canton: Paul Robinson, 734-777-0830, 1010 Canton Center Road, Canton, MI, 48188	<p>Northville Township Legacy Park Ecological Restoration Point of Contact: Bob Belair Engineer 248-349-0203 bbelair@twp.northville.mi.us Description of Work: NCS worked with Northville DPW & Parks to assess forests, savannas, wetlands and prairies, develop invasive species BMPs and restoration plans, and implement</p> <p>City of Royal Oak Normandy Oaks – Savanna Restoration Habitat Assessment, Design & Restoration Green Infrastructure Maintenance; Natural Areas Planning & Management Point of Contact: John Fedele 248-398-0195, AaronF@romi.gov Description of Work: NCS led the site biological assessments, ecological data analysis, wildlife structure, grading, hydrology, planting plans, and implementation for an urban oak savanna and stormwater wetland habitat restoration.</p> <p>Van Buren Township Wildlife Habitat Assessment, Invasive Species, Burn Plan & Green Infrastructure Design-Build Shoreline and Natural Areas Restoration – Consulting, Design, Installation and Maintenance Point of Contact: Elizabeth Renaud 313-699-8900; email: erenaud@vanburen-mi.org NCS assessed, designed, and implemented invasive species control, biomass removal shoreline and forest ecological restoration</p> <p>Wayne County Parks Elizabeth Park Shoreline Restoration Nankin Lake Habitat Restoration Alliance of Rouge River Communities – Wetland Restorations (3 Parks) Livonia and Southward, MI Point of Contact: John Gundry (734) 261-9861 jgundry@waynecounty.com Natural Community Services continues to work with Wayne County to restore forest, wetland, and shoreline habitats on over 100 acres.</p>	<p>Oakland County Parks and Recreation - Oakland County Parks Ecological Services Sarah Maylen, Natural Resources Coordinator 2800 Watkins Lake Rd, Bldg 97 W. Waterford, MI 48328 248-343-1353 Services: Habitat management, Invasive species, GIS Data Collection, GIS Shapefile Development, Field Reconnaissance and Community engagement Grant assistance.</p> <p>City of Birmingham, Michigan - City of Birmingham Invasive Species Control Carrie A Laird, Parks and Recreation Mgr 851 S Eton St., Birmingham, MI 48009 248-530-1714 Services: Habitat management, Invasive species, GIS Data Collection and GIS Shapefile Development.</p> <p>Anglin Civil LLC - Clinton River Mouth Habitat Restoration / Galloway Creek Invasive Species Control Project Doug Anglin 13000 Newburgh Road, Livonia, MI 48150, 248-397-4200 (office), 248-397-4200 (mobile) Services: Habitat management, Invasive species, GIS Data Collection, GIS Shapefile Development, Field Reconnaissance, Research and Analysis.</p> <p>Springfield Township, Michigan - Springfield Township Ecological Services Mike Losey, Natural Resources Manager 12000 Davisburg Rd, Davisburg, MI 48350, 517-862-6897 (work), 517-862-6897 (mobile) Services: Habitat management, Invasive species, Consultation Services, Public Meeting Support, Present Summary Reports, Develop Reports and Graphics and Research and Analysis.</p> <p>*See proposal for full list of current projects and services.*</p>
Provide a list of clients your firms has served for the past 3 years. Include name, address, phone number, contact person and brief description of the services performed. Do not include the list of current clients requested in the previous question.	<p>Newmark Property Management: 20255 Victor Parkway Association, Livonia, MI. Sarah Billas, 734-953-9917, property maintenance of stormwater system, invasive species treatment, and native seeding.</p> <p>Huron Clinton Metropolitan Authority: Lower Huron, Willow, and lake Erie Metroparks Phragmites Treatment, Tyler Mitchell, (810) 494-6019.</p> <p>Michigan Dept. of Natural Resources: 621 N 10th Street, Plainwell, MI. Nate Devries, DeVriesN@michigan.gov. Fen restoration, Invasive species treatments.</p> <p>Evergreen Design: P.O. Box 3686 Chapel Hill, North Carolina. Sharon Stachecki, sharon@evergreendesigngroup.com. Urban forest/arboricultural services, development tree assessments.</p> <p>Pierce Cedar Creek Institute: 701 W Cloverdale Rd, Hastings, MI. Mary Parr, 269-721-4190, Traditional Forestry Assessment and Management Planning.</p> <p>Additional project profiles on attached proposal.</p>	The clients served from the last 3 years have been some of the clients that are currently being served from the above list.	<p>City of Novi- Invasive Species Management. Rick Meader at 248.735.5621 or rmeader@cityofnovi.org. Description of Work- assess, analyze, design, map and write management plans for habitat and invasive species control practices.</p> <p>Ingham County Parks - Natural Features Stewardship & Ecological Restoration Planning Habitat Restoration Point of Contact- Phone: (517) 676-2233 x7995; E-mail: Tbuckley@ingham.org Description of Work: Project is a comprehensive assessment, mapping & prioritized plan aimed at preserving and enhancing the natural areas within the county's park system.</p> <p>City of Farmington Hills - Heritage Park Nature Trail Design - Green Infrastructure Maintenance Point of Contact: Ashlie Smith 248-417-3256, asmith@fhills.gov.com Description of Work: Designers & ecologists responsible for survey, wetland delineation and biological assessment, native planting, invasive species control.</p> <p>City of Warren - Green Infrastructure Plan - Warren, MI Point of Contact- Michelle Katopodes (586) 574-4687 mkatopodes@cityofwarren.org NCS worked as a consultant to City of Warren to assess and plan new opportunities for GI and riparian habitat.</p>	<p>Clinton River Spillway Intercounty Drain Drainage Board Albert Mickelich, Senior Associate HRC 555 Hulet Drive, Bloomfield Hills, MI 48303 / 248-454-6300 Services: Habitat Management, Invasive Species, Streambank Stabilization, Aquatic Habitat Improvement, GIS Data Collection and GIS Shapefile Development.</p> <p>City of Traverse City, Michigan Tim Lodge 400 Boardman Avenue, Traverse City, MI 49684 / 231-922-4455 Services: Wetland Delineation and Agency Coordination</p> <p>Fiels and Vandenbrink Mike Vander Ploeg 2960 Lucerne Drive SE, Suite 100, Grand Rapids, MI 49546 / 616-977-1000 Services: Wetland Delineations</p> <p>O'Boyle, Cowell, Blalock, & Associates, Inc. Gerry Morford 350 E Michigan Ave Suite #415, Kalamazoo, MI 49007 / 269-381-3357 Services: Consultation to Identify Regulatory Issues and Design Issues</p> <p>*See proposal for full list of current projects and services.*</p>
How many full-time employees does your company employ?	2,981 (Nationwide)	4	10	31,000
How many part-time employees does your company employ?	51 (Nationwide)	0	6	2,526
How many employees does your company employ capable of performing the specific services requested in the Request for Proposals? List services, part time employees and full-time employees (list below).				
Full-time/Part-time	Services: Ecological Full-time Employees: 14 Part-time Employees: 0	Tree Removal 4 0	Design, assessment 2 1	Archaeologist 48 6

Services: Consultation Full-time Employees: 6 Part-time Employees: 0	Tree Pruning 4 0	GIS, planning 6 1	Biologist 66 5	
Services: Wetland Services Full-time Employees: 5 Part-time Employees: 0	Stump Grinding 4 0	Natural Areas Stewardship 6 6	CAD Tech 43 4	
Services: GIS Services Full-time Employees: 4 Part-time Employees: 0	TRAQ Assessments 1 0	Green Infrastructure 6 6	Civil Engineer 313 30	
Services: Public Meeting Support Full-time Employees: 6 Part-time Employees: 0			Construction Inspector 29 3	
Services: Field Reconnaissance Full-time Employees: 12 Part-time Employees: 0			Construction Manager 30 2	
Services: Research and Analysis Full-time Employees: 6 Part-time Employees: 0			Economist 5 0	
Services: Report Development Full-time Employees: 5 Part-time Employees: 0			Electrical Engineer 86 2	
Services: Expert Witness Full-time Employees: 4 Part-time Employees: 0			Environmental Engineer 54 2	
Services: Additional Full-time Employees: 14 Part-time Employees: 0			Environmental Scientist / Technician 335 20	
Services: Full-time Employees: Part-time Employees:			Geologist 45 6	
Services: Full-time Employees: Part-time Employees:			Hydrologist 20 1	
Services: Full-time Employees: Part-time Employees:			Land Surveyor 35 0	
Services: Full-time Employees: Part-time Employees:			Mechanical Engineer 111 3	
Services: Full-time Employees: Part-time Employees:			Project Manager 101 12	
Services: Full-time Employees: Part-time Employees:			Risk Assessor 4 0	
Services: Full-time Employees: Part-time Employees:			Structural Engineer 49 3	
Services: Full-time Employees: Part-time Employees:			Technical Analyst 29 2	
Services: Full-time Employees: Part-time Employees:			Water Resources Engineer 7 1	
Did vendor submit profiles of each staff to be assigned to perform the requested service to the City of Rochester Hills and examples of similar work?	Yes Gerritt Moeke - Associate Consultant/ Michigan Team Leader Clay Kusbach - Associate Consultant/ Team Leader Heather Bobich - Area Manager Judith Mitchell - Senior Project Manager and Regulatory Permitting/Agency Coordination Sarah Domanick - Associate Consultant Michael Sobieski - Senior Environmental Scientist Lee Spangler - Inventory Arborist/ Environmental Specialist Kyle Schumann - Environmental Scientist Jake Lovett - Field Technician Similar work examples: Bat Habitat Tree Assessment - Union Pier, Chikaming Township, IN Integrated Habitat Management - Mad River Gorge and Nature Preserve, Springfield, OH Threatened and Endangered Species Survey and Habitat Management Plan - Berkeley Township, NJ/ Lace Township, NJ New Jersey Shore Protection Project - North Wildwood, NJ	We have 4 full time employees who will assist with any tree related agenda items, such as tree removal, pruning, elevation, cabling, stump grinding, lot clearing, haul away of material and clean up.	John DeLisle, Principal Ecologist Nick Longbucco, Senior Restoration Ecologist Pete Simic, Lead Ecologist Mike McClintock, Operations Manager James Brillhart, Designer Parker Maynard, Ecologist Steve Jarvis, Green Infrastructure Manager Also note potential subconsultant staff who are allocated: Spalding DeDecker's Robert Ford, Landscape Architect Drummond Carpenter's Dr. Don Carpenter, PE * Resumes available in separate attachments provided with submittal.*	Alan Ching, Project Manager Rochester Hills Greenspace Management - Project Manager Macomb County Invasive Species Management - Field Supervisor DTE Habitat Area Maintenance and Enhancement - Project Manager Shawn Duke, CERP Clinton River AOC Habitat Project - Project Manager Oakland County Parks Ecological Services - Project Manager Solar Array Native Seeding and Invasive Species Control - Project Manager Ralph Reznick, PE Portage Creek Restoration at Milham Park - Permitting Flint River Restoration - Permitting and Grant Support Central 1,2 and Cliffs Stamp Sand Removal and Eagle River Restoration - Program Engineer Alex Cohen, GIS Services Task Lead American Transmission Company's Operating Plan - GIS Analyst US Fish and Wildlife Service, Water Resource Inventory and Assessment - GIS/Data Analyst Vegetation Maintenance Environmental Screenings - Project Manager Daniel Kowalski, Consultation Lead/Wetland Resources/Field Reconnaissance Lead Hecate Energy - Senior Wetland Scientist/Lead Delineator Arevon Energy, Inc. - Senior Wetland Scientist/ Lead Delineator DTMB - Senior Biologist Barry County Drain Commissioner - Senior Biologist
List any certifications your firm is currently maintaining:	American Society of Landscape Architects (ASLA) Certified Commercial Pesticide Applicator Certified Ecological Restoration Practitioner (CERP) Certified Erosion, Sediment, and Stormwater Inspector (CESSWI) Certified Forester Certified Forestry Management Plan Writer Certified Green Infrastructure Professionals (NGICP) Certified Arborist Municipal Specialist Certified Professional in Erosion and Sediment Control (CPESC) Certified Professional Soil Scientist (CPSS) Certified Watershed Steward Construction Safety ISA Board Certified Master Arborists ® (BCMA) ISA Certified Arborists ® (OH) ISA Tree Risk Assessment Qualified (TRAQ) Professional Engineer (PE) Professional Surveyor (PS) Professional Wetland Scientist (PWS) Registered Landscape Architect (RLA) Rosgen Applied Fluvial Morphology (Levels I-IV)	ISA Certified Arborist Michigan Oak Wilt Qualified ISA Tree Risk Assessment Qualification Certified Tree Care Safety Professional from the Tree Care Industry Association TCIA Accredited	Certified Ecological Restoration Practitioner Certified Technical Service Provider - Forestry Certified Pesticide Applicators/Business in Categories 5,6 Certified Green Infrastructure Professional Certified Natural Shoreline Professional	Professional Engineer (MI), Professional Landscape Architect (MI), Professional Wetland Scientist (PWS), Professional Geologist, Certified Ecological Restoration Practitioner, Certified Natural Shoreline Professional (MI), Certified Stormwater Operator (MI), Certified Pesticide Applicator (MI), Certified Green Industry Professional (MI), National Wildland Coordination Group Fire, various Occupational Safety and Health Administration certifications, Rosgen Levels 1-4, SCUBA certification, Approved Mussel Surveyor, Certified Crop Advisor, Certified NRCS Nutrient Management Planner, Certified NRCS Integrated Pest Management Planner, and Michigan State Historic Preservation Office (SHPO) Qualified Professional Archaeologist.

Describe any additional services your firm provides not requested in the Request for Proposals:	Not directly answered in proposal. <u>Environmental & Ecosystem Design and Restoration</u> <u>Wetland Delineation and Permitting</u> <u>Asset Management</u> Inventorying and Assessment Infrastructure Development Reliability Management <u>Heavy Industry Services</u> Planning and Design Services Construction Phase Services Post-Construction Services	None provided	Green Stormwater Infrastructure (GSI): Design and implementation of GSI solutions such as rain gardens, bioswales, and permeable pavements to manage stormwater runoff and improve water quality. Phytoremediation: Use of plants to remove, transfer, stabilize, or destroy contaminants in soil and water. This technique is particularly useful for restoring polluted sites. Erosion Control: Implementation of erosion control measures for shorelines, streambanks, and slopes. Bioengineering of Riparian and Wetland Ecosystems: Engineering riparian habitats for stability, storm water flow management, wildlife, and seal-healing, resilient landscapes using rapid-rooting native plants. Arboricultural and Forestry Consulting: Providing expertise in tree health assessments, forest management plans, etc. Sustainable Landscape Design: Creating sustainable, pollinator-friendly gardens using native plants. Soil Biotic and Physical Assessments: Conducting comprehensive assessments of substrate, including soil health, water quality. Construction Oversight, Surveying and Administration: Providing surveying oversight and administration services during the construction phase of restoration projects.	Stream and River Restoration - Relying on their expertise in engineering, geomorphology, biology, and hydrology, they identify and apply appropriate restoration techniques to create resilient, functioning streams and rivers to be durable as climate influenced boundary conditions change. Wetland Resiliency - In addition to completing wetland delineations and assessments, they provide restoration services when these important natural resources are damaged or impaired by natural or human activities. Following a thorough understanding of the site's physical constraints, multidisciplinary teams work to design and implement a holistic landscape approach that is self-sustaining. Lifecycle Services for Ecosystem Restoration - Services they can provide during a general life cycle of restoration project includes Planning, Existing Conditions Assessment, Design and Implementation and Monitoring.																																																																																																																																																																																																																																																
List the types of support services your firm will require from the City of Rochester Hills employees.	Davey will request upon award of contract that the City provide all existing documents, drawings, and/ or plans necessary to assist in the successful completion of City projects.	None provided	Regulatory Guidance and Compliance: Assistance in navigating local, state, and federal regulations. Would ask the City to assist with providing outreach to residents that would be affected by ecological activities such as construction, herbicide application and prescribed burning. Coordinate with Parks/natural resources staff, DPW/engineering, and GIS Specialist. Community/Outreach: The City can help facilitate communication with residents and stakeholders to build support for the project. Data and Information Sharing: Provision of relevant data and historical information about and previous restoration efforts. Monitoring and Reporting: Collaboration in monitoring the progress of the project and preparing reports for stakeholders. This includes regular updates on project milestones and outcomes.	Stantec would ask that the City assist with providing outreach to residents that could be effected by ecological activities such as construction, herbicide application and prescribed burning. They will also need to coordinate with a staff GIS specialist to effectively integrate their GIS data into the City's current system. Additionally, they request that the City provide administrative support by providing documentation from previous projects and coordination of meetings.																																																																																																																																																																																																																																																
Describe how you will handle or approach the transition of stewardship efforts where previous years of work have already begun.	Davey has learned that every project is unique and their approach must be tailored accordingly. Davey's first step in this process will be to communicate with the City to ensure they fully understand the city's goals, scope, schedule, and budget for each project. The project managers have a proven record of successfully completing ecological restoration project that meet project goals, are completed within schedule, and are completed within budget for their clients. Davey's next step in their process is to conduct ecological reconnaissance work on the project area. After, Davey will work closely with the City to make sure they create a work plan that achieves desired goals and fits in the schedule and budget. Once plan has been developed, all staff, equipment and materials will be scheduled for mobilization and delivery. Davey will work closely with the City to develop and implement project plans and will schedule their staff and equipment for each project accordingly.	Review and Assess Past Work Understand Goals and Expectations Preserve Continuity Engage Stakeholders and Build Trust Evaluate and Adjust Strategy if Necessary Develop a Transition Plan with Milestones Monitor and Report Progress	Review and Assess: Conduct a thorough review of the work completed under previous iterations. Stakeholder Engagement: Engage with all stakeholders, including city officials, community members, and environmental experts. Documentation and Reporting: Ensure that all documentation from previous work is up-to-date and comprehensive. Continuity Planning: Develop a continuity plan that outlines how ongoing work will be transitioned smoothly. Adaptive Management: Implement an adaptive management approach, which allows for flexibility and adjustments based on new information or changing conditions. Communication and Coordination: Maintain open lines of communication and coordination among all team members and stakeholders. Monitoring and Evaluation: Continue monitoring and evaluating the progress of the project. During the initial phases of transition, they will perform assessments and monitoring of stewardship project areas, would include evaluation of existing records and collection of new data.	Stantec already has an understanding of the City's Greenspace needs from previously working with Rochester Hills. Using the ArcGIS database they developed for the City, Stantec can continue to evaluate sites for adaptive management needs. Stantec will utilize the Greenspace management plan in coordination with the City to prioritize design and implementation projects. They claim to understand the City's objectives and the complexity of concerns related to the program mission and needs of the public.																																																																																																																																																																																																																																																
What are your billing procedures?	Davey bills monthly for work performed within that fiscal period. Their invoices may be submitted via email or mail depending on the City's preference. The standard terms of payment are net 30 days.	The invoices will be sent out upon completion of the project.	NCS bills monthly, and typically has net 30-day terms, but are flexible per client needs.	Stantec uses Oracle for their financial systems which includes invoice generation.																																																																																																																																																																																																																																																
Were there any exceptions stated?	N/A	N/A		Stantec stated they include project specific exceptions and assumptions with every proposal. Not clearly outlined in submittal.																																																																																																																																																																																																																																																
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Foliar application</td></tr> <tr><td>Herbicide, 50% Triclopyr</td><td>\$ 48.94</td><td>Gallon (mixed) - Dormant application</td></tr> <tr><td>Bare Root Trees (1-2")</td><td>\$1.50 - 2.00</td><td>Per tree, 500 quantity minimum</td></tr> <tr><td>#3 Container Shrubs/Trees</td><td>\$35.00 - 55.00</td><td>Per tree/shrub</td></tr> <tr><td>Native Seed (price dependent on seed mix)</td><td>\$55.00 - 125.00</td><td>Per 1/10 acre of coverage</td></tr> </tbody> </table>	Staff Category (List)	Rate	Unit of Measure (per hour, day, etc.)	Principal	\$125.00 - 175.00	Per hour	Senior Project Manager/Senior Scientist	\$110.00 - 120.00	Per hour	Project Manager	\$90.00 - 120.00	Per hour	GIS Mapping/Data manipulation	\$125.00 - 150.00	Per hour	Site Manager	\$80.00 - 100.00	Per hour	Inventory Arborist	\$85.00 - 90.00	Per hour	Field Technician	\$ 85.00	Per hour	Equipment (List)	Rate	Unit of Measure (per hour, day, etc.)	Trucks (Tacoma, F-150, Rav 4, F-350)	\$10.50 - \$16.00	Per hour (vehicle dependent)	Tractor	\$ 240.00	Daily rate	Tractor Attachments	\$ 12.00	Per hour	Drone (Spraying/Seeding)	\$ 1,000.00	Daily rate	Mudd-Ox UTV	\$ 24.00	Per hour	John Deere UTV	\$ 10.00	Per hour	Trailer	\$ 7.00	Per hour	Brush Cutter	\$ 6.00	Per hour	Chainsaw	\$ 6.00	Per hour	Water Tank	\$ 6.00	Per hour	Power Sprayer	\$ 6.00	Per hour	Personal Protective Equipment	\$ 10.00	Per person/per project	Materials (List)	Rate	Unit of Measure (per hour, day, etc.)	Herbicide, 3% Glyphosate	\$ 2.53	Gallon (mixed) - 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Vice President	\$250.00 - 325.00	Per hour																																																																																																																																																																																																																																																		
Additional Administrative Overhead for subcontracted services (%):	10-20%	N/A	20%	10%																																																																																																																																																																																																																																																
What is the percentage of increase for subsequent years of this contract in all categories, including subcontracted services?	5% per subsequent year.	3% increase per year.	10% increase	2026, 4-7% labor, material and equipment, no increase on subcontracted services 2027, 4-7% labor, material and equipment, no increase on subcontracted services 2028, 4-7% labor, material and equipment, no increase on subcontracted services 2029, 4-7% labor, material and equipment, no increase on subcontracted services																																																																																																																																																																																																																																																