GSA Federal Supply Schedule

Authorized Federal Supply Schedule
Catalog/Price List

Multiple Award Schedule (MAS)
Contract Number: 47QRAA18D009Y

www.lsa.net
GSA FEDERAL SUPPLY SCHEDULE

AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/PRICE LIST

Contractor: LSA Associates, Inc.
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Irvine, CA 92614
Phone: (949) 553-0666
Fax: (949) 553-8076
Website: https://lsa.net/

Business Size: Other than small

Point of Contact: Krista Langston
E-mail: Krista.Langston@lsa.net

Contract Number: 47QRAA18D009Y
Federal Supply Group: Multiple Award Schedule (MAS)
Contract Period: May 30, 2018 – May 29, 2023

AWARDED SPECIAL ITEM NUMBERS (SINS)

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541620</td>
<td>541620RC</td>
<td>Environmental Consulting Services</td>
</tr>
<tr>
<td>541370GIS</td>
<td>541370GISRC</td>
<td>Geographic Information Systems (GIS) Services</td>
</tr>
<tr>
<td>562910REM</td>
<td>562910REMRC</td>
<td>Environmental Remediation Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order-Level Materials (OLM)</td>
</tr>
</tbody>
</table>

LSA is a business name of LSA Associates, Inc.
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EXECUTIVE SUMMARY

LSA is a diversified environmental, transportation, and community planning firm that evolved from a small consulting firm formed by Larry Seeman in 1976, then called Larry Seeman Associates. The firm was designed to meet the need for environmental evaluation as a result of the passage of the California Environmental Quality Act (CEQA). Since its founding, LSA has advanced from a small firm of a few biologists, archaeologists, and environmental analysts to a full-service environmental consulting firm with nine offices throughout California. The firm currently employs more than 200 full-time and part-time employees and has since gained over 40 years of experience helping clients navigate the often complex process of environmental review. LSA is a 100 percent employee-owned corporation, meaning all LSA employees own stock and are personally vested in the firm’s commitment to providing quality service.

The LSA staff includes experts in environmental analysis, transportation planning and engineering, biology, wetlands, habitat restoration, natural resource management, geographic information systems (GIS), community and land planning, water quality, global climate change, archaeology, paleontology, noise impact assessment, and air quality analysis.

LSA offers broad expertise in environmental analysis, and the team of LSA’s environmental planners and specialists combine their knowledge of science and regulation with creative problem-solving skills to provide solutions that are innovative, practical, and efficient. LSA’s dynamic team of professionals have decades of experience providing outstanding environmental consulting services.

In addition, LSA provides high-quality, objective, technical reports that focus on our clients’ needs, whether that means assessing the impacts of a project, developing feasible and cost-effective mitigation measures, or modifying a project to minimize impacts.

Our Geographic Information Systems (GIS) practice provides comprehensive solutions to meet specific project needs. Companywide, we have over a dozen full-time GIS professionals with a wide variety of GIS experience. We work with all types of GIS data, and our business partnership with ESRI gives us a first look at new products and services so that we are always on the forefront of GIS technology and project solutions. This combination of experience and technology not only puts us out in front of the competition, it means we can provide the insights and solutions your project demands.

LSA is dedicated to developing and implementing a comprehensive approach to conducting business in ways that ensure a sustainable environment, overall, and more specifically, the surrounding communities in which we live and work. While LSA prides itself on its technical document preparation skills, the most important aspect of its overall service is its project management skills. Strong verbal and written communication skills, a diplomatic personality, and advanced organizational skills are critical in meeting LSA’s criteria for a well-qualified Project Manager. LSA’s commitment of senior-level staff, its depth of expertise, and its emphasis on communication between subject experts and Lead Agencies have earned the firm a reputation for thorough, credible, and objective reports.

We look forward to the opportunity to grow and expand our strong working relationships with the federal government and provide environmental consulting and GIS services for federal projects.
**Pricing:** The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Labor Category</th>
<th>GSA Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>541620</td>
<td>Transportation Planner/Engineer</td>
<td>$130.31</td>
</tr>
<tr>
<td>541620</td>
<td>Principal, Air Quality and Greenhouse Gas/Global Climate Change</td>
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<tr>
<td>541620</td>
<td>Principal, Transportation</td>
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<tr>
<td>541620</td>
<td>President</td>
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<tr>
<td>541620</td>
<td>Principal, Noise</td>
<td>$203.28</td>
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<tr>
<td>541620</td>
<td>Assistant GIS Specialist</td>
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<tr>
<td>541620</td>
<td>CEO/CEO Emeritus</td>
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<td>541620</td>
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<td>541620</td>
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<td>541620</td>
<td>Graphics Technician</td>
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<td>541620</td>
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<td>$99.03</td>
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### SIN, Labor Category, GSA Price

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>541620</td>
<td>Senior Environmental Planner</td>
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</tr>
<tr>
<td>541620</td>
<td>Office Assistant</td>
<td>$36.08</td>
</tr>
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<td>541620</td>
<td>Field Crew</td>
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<tr>
<td>541620</td>
<td>Administrative Assistant</td>
<td>$62.55</td>
</tr>
</tbody>
</table>

### Service Contract Act (SCA) Matrix

<table>
<thead>
<tr>
<th>SCA Eligible Labor Category</th>
<th>SCA Equivalent Code Title</th>
<th>Wage Determination Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graphics Technician</td>
<td>15080 - Graphic Artist</td>
<td>2015-5645</td>
</tr>
<tr>
<td>Word Processor</td>
<td>01611 - Word Processor I</td>
<td>2015-5645</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>01020 - Administrative Assistant</td>
<td>2015-5645</td>
</tr>
<tr>
<td>Office Assistant</td>
<td>01020 - Administrative Assistant</td>
<td>2015-5645</td>
</tr>
</tbody>
</table>

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (**) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

### TERMS AND CONDITIONS

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

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<td>OLMRC</td>
<td>Order-Level Materials (OLM)</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic...
GSA Schedule
Contract No: 47QRAA18D009Y

location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.

2. Maximum Order: SIN OLM ($250,000); all other SINs ($1,000,000.00)

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic Only

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None

8. Prompt payment terms: Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will not accept

10. Foreign items (list items by country of origin): None

11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor

12. F.O.B Points(s): Destination

13a. Ordering Address(es): Same as company address
13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment address(es): Same as company address

15. Warranty provision: Contractor’s standard commercial warranty.

16. Export Packing Charges (if applicable): N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Contractor

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19. Terms and conditions of installation (if applicable): N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

20a. Terms and conditions for any other services (if applicable): N/A

21. List of service and distribution points (if applicable): N/A

22. List of participating dealers (if applicable): N/A

23. Preventive maintenance (if applicable): N/A

24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/

25. Data Universal Numbering System (DUNS) number: 093079234

26. Notification regarding registration in System for Award Management (SAM) database: Registered

LABOR CATEGORY DESCRIPTIONS

Leadership

CHIEF EXECUTIVE OFFICER (CEO)/CEO EMERITUS

Job Description: The Chief Executive Officer (CEO) is the highest-ranking executive manager at LSA. CEO Emeritus refers to the person who previously held the position of CEO. The CEO shall be knowledgeable of the overall organization, direction, and requirements of LSA, oversees all
operations and business activities to ensure they produce the desire results and are consistent with
the overall strategy and mission. Analyzes problematic situations and provides solutions to ensure
company survival and growth. Leads and motivates subordinates to advance employee engagement
and develops a high performing managerial team. Maintains a deep knowledge of the markets and
industry of LSA. In addition, the CEO is considered one of LSA most competent project managers.
Possesses ability to work on and manage a wide range of projects. For special projects, can assume
responsibility for project team, budget, schedule, and final quality control/assurance. Represents
the firm in business and professional organizations. Experience interfacing directly with the
government representatives, private clients, and elected officials is required. Works with other
principals in providing policy and direction at the individual office and at a firm-wide level. Is
recognized as a leader in their respective field both within and outside of the firm.

**Experience/Education Requirements:** A minimum of 20 years of progressive professional
experience in a technical discipline or service currently offered by LSA including 15 years of
demonstrated management experience or project-level management. A B.A. or B.S. degree in a
technical discipline related to LSA’s work (e.g., planning, environmental planning, biology,
transportation, archaeology, paleontology, or civil engineering), or the functional equivalent, is
required.

**PRESIDENT**

**Job Description:** The President is responsible for the daily operation of the company, and routinely
reports to the CEO. The President is the second in command at the firm, and is responsible for
ensuring that business operations are efficient and effective and that the proper management of
resources, services to customers, and staffing levels is conducted. Also, the President is responsible
for developing and implementing the company’s mission statement and performance measures, and
implementing appropriate practices (e.g., coaching, rewards, corrective actions) to align personnel
with company goals. Leads and motivates subordinates to advance employee engagement develop a
high performing managerial team. Maintains a deep knowledge of the markets and industry of LSA.
In addition, is considered one of LSA most competent project managers. Possesses ability to work on
and manage a wide range of projects. For special projects, can assume responsibility for project
team, budget, schedule, and final quality control/assurance. Represents the firm in business and
professional organizations. Works with other principals in providing policy and direction at the
individual office and at a firm-wide level. Is recognized as a leader in their respective field both
within and outside of the firm.

**Experience/Education Requirements:** Minimum of 20 years of progressive professional experience
in a technical discipline or service currently offered by LSA, including 10 years of demonstrated
management experience or project-level management. The position requires B.A. or B.S. degree in a
technical discipline related to LSA’s work (e.g., planning, environmental planning, biology,
transportation, archaeology, paleontology, civil engineering), or functional equivalent.
**EXECUTIVE VICE PRESIDENT**

**Job Description:** The Executive Vice President reports directly to the President of LSA and is a member of the executive management team. The Executive Vice President is responsible for helping LSA to achieve financial goals and objectives and increase operating performance. Participates in the corporate budget process and solves internal issues as they arise. Possesses strong understanding of corporate finance and performance management principles, and has an entrepreneurial mindset with outstanding organizational and leadership skills. Experienced in developing profitable strategies and implementing vision. Participates in and nurtures broad networks of alliances with others to exchange knowledge and information about learning and change in support of change initiatives. Leads and motivates subordinates to advance employee engagement develop a high performing managerial team. Maintains a deep knowledge of the markets and industry of LSA. In addition, is considered one of LSA most competent project managers. Possesses ability to work on and manage a wide range of projects. For special projects, can assume responsibility for project team, budget, schedule, and final quality control/assurance. Represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm wide level. Is recognized as a leader in their respective field both within and outside of the firm.

**Experience/Education Requirements:** Minimum of 15 years of progressive professional experience in a technical discipline or service currently offered by LSA, including 8 years of demonstrated management experience or project-level management. The position requires a B.A. or B.S. degree in a technical discipline related to LSA’s work (e.g., planning, environmental planning, biology, transportation, archaeology, paleontology, civil engineering), or the functional equivalent.

**Planning/Environmental Planning**

**PRINCIPAL, PLANNING/ENVIROMENTAL PLANNING**

**Job Description:** Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. A Principal possesses the ability to work on and manage a wide range of projects, and has the ultimate responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA’s quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm-wide level. Is recognized as a leader in their respective field both within and outside of the firm. Has practical and managerial knowledge of environmental planning and resource management theory, methodology, and field application, including expert knowledge of the California Environmental Quality Act (CEQA), the National Environmental Policy Act (NEPA), and/or other environmental regulatory statutes. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.
Experience/Education Requirements: Minimum of 18 years of progressive professional experience in planning and/or environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

ASSOCIATE, PLANNING/ENVIRONMENTAL PLANNING

Job Description: Possesses ability to work on and manage a wide range of projects and is experienced preparing and managing large, complex projects involving multiple disciplines and/or a more complicated environmental review process. Is familiar with and has prepared many types of environmental documents. Assumes responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to Principals and represents the firm in business and professional organizations. Must be able to interact and coordinate with clients. Has practical and managerial knowledge of environmental planning and resource management theory, methodology, and field application, including advanced knowledge of CEQA, NEPA, and/or other environmental statutes. Possesses excellent communication and writing skills.

Experience/Education Requirements: Minimum of 8 years of progressive professional experience in planning and/or environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

SENIOR ENVIRONMENTAL PLANNER

Job Description: Possesses ability to work on and manage a wide range of projects or environmental tasks. Acts as responsible participant, including as a project team leader. Prepares technical reports and analyses with little guidance from Associates or Principals and reviews reports/analyses prepared by others. Is adept at implementing knowledge of environmental planning and resource management theory, methodology, and field application, and is experienced and confident in the practice and application of CEQA, NEPA, and/or other environmental regulatory statutes. Possesses excellent communication and writing skills.

Experience/Education Requirements: Minimum of 6 years of progressive professional experience in planning and/or environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

ENVIRONMENTAL PLANNER

Job Description: Possesses the ability to work on a wide range of projects or environmental tasks. Acts as responsible participant of a project team. Prepares technical reports and analyses in support of planning documents. Environmental Planners (journeyman persons) will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Has practical knowledge of environmental planning and resource management theory, methodology, and field application, including a working knowledge of CEQA, NEPA, and other environmental regulatory statutes. Possesses sound communication and writing skills.
Experience/Education Requirements: Minimum of 2 years of progressive professional experience in planning and/or environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSISTANT ENVIRONMENTAL PLANNER**

**Job Description:** Individuals at this level will gain professional experience in environmental analysis and/or environmental planning. Possesses ability to work on a wide range of projects and environmental tasks. Assistant Environmental Planners (entry-level persons) receive guidance from senior level managers and work as part of a team to accomplish assigned tasks. Prepares technical reports and analyses in support planning documents. Has some knowledge of CEQA and NEPA. Possesses sound communication and writing skills.

**Experience/Education Requirements:** This is an entry-level position. Individuals in this position will, at a minimum, possess a B.A. or B.S. degree in planning and/or environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**Transportation**

**PRINCIPAL, TRANSPORTATION**

**Job Description:** Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects. Assumes responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA's quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm-wide level. Is recognized as a leader in their respective field both within and outside of the firm. Has practical and managerial knowledge of transportation planning theory, methodology, and field applications including expert knowledge pertaining to the analysis and interpretation of complex traffic data, and other environmental regulatory statutes. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

**Experience/Education Requirements:** Minimum of 18 years of progressive professional experience in transportation planning and/or traffic engineering, with a minimum B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSOCIATE, TRANSPORTATION**

**Job Description:** Possesses ability to work on and manage a wide range of projects and is experienced with the preparation and management of large, complex transportation and/or parking studies. Assumes responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to Principals and represents the firm in business and professional organizations.
Must be able to interact and coordinate with clients. Has practical and managerial knowledge of transportation planning theory, methodology, and field applications, including advanced knowledge pertaining to the analysis and interpretation of complex traffic data, and other environmental regulatory statutes.

**Experience/Education Requirements:** Minimum of 12 years of progressive professional experience in transportation planning and/or traffic engineering, with a minimum B.A. or B.S. degree in the same field, or the functional equivalent.

**TRANSPORTATION PLANNER/ENGINEER**

**Job Description:** Possesses the ability to work on a wide range of projects or transportation tasks. Acts as responsible participant of a project team. Prepares technical reports and analyses in support of planning documents. Transportation Planners/Engineers (journeyman persons) will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Has practical knowledge of transportation planning theory, methodology, and field applications. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 5 years of progressive professional experience in transportation planning and/or traffic engineering, with a minimum B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSISTANT TRANSPORTATION PLANNER/ENGINEER**

**Job Description:** Individuals at this level will gain professional experience in transportation planning and/or traffic engineering. Possesses the ability to work on a wide range of projects and transportation tasks. Assistant Transportation Planners/Engineers (entry-level persons) receive guidance from senior-level managers and work as part of a team to accomplish assigned tasks. Prepares technical reports and analyses in support of planning documents with assistance. Has some knowledge of transportation planning theory, methodology, and field applications. Possesses sound communication and writing skills.

**Experience/Education Requirements:** This is an entry-level position. Individuals in this position will, at a minimum, possess a B.A. or B.S. degree in the same field, or the functional equivalent.

**Air Quality and Greenhouse Gas/Global Climate Change**

**PRINCIPAL, AIR QUALITY AND GREENHOUSE GAS/GLOBAL CLIMATE CHANGE**

**Job Description:** Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects and is experienced with the management and preparation of complex air quality analyses. Assumes responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final
Responsibility for implementation of LSA’s quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm-wide level. Is recognized as a leader in their respective field both within and outside the firm. Has expert knowledge of air quality principles, greenhouse gas and climate change analysis methodologies, air quality analysis methodologies, and regulatory guidelines including Air Quality Management District and Air Pollution Control District regulatory programs and their relationship to the Federal Clean Air Act. Stays current in their subject matter through professional development, annual training, involvement in professional organizations, and attending professional meetings, conferences, or workshops. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

**Experience/Education Requirements:** Minimum of 18 years of progressive professional experience in air quality and/or climate change impact analysis, with a B.A. or B.S. degree in the same field, or the functional equivalent. Must also have expert knowledge of air quality models, including CalEEMod, EMFAC, CALINE4, AERMOD, ISCST3, and SCREEN3.

**ASSOCIATE, AIR QUALITY AND GREENHOUSE GAS/GLOBAL CLIMATE CHANGE**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and is experienced with the management and preparation of complex air quality analyses. Assumes responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to clients and represent the firm in business and professional organizations. Has advanced knowledge of air quality principles, greenhouse gas and climate change analysis methodologies, air quality analysis methodologies, and regulatory guidelines, including Air Quality Management District and Air Pollution Control District regulatory programs and their relationship to the Federal Clean Air Act. Stays current in their subject matter through professional development, annual training, involvement in professional organizations, and attending professional meetings, conferences, or workshops.

**Experience/Education Requirements:** Minimum of 12 years of progressive professional experience in air quality and/or climate change impact analysis, with a B.A. or B.S. degree in the same field, or the functional equivalent. Must also have expert knowledge of air quality models including CalEEMod, EMFAC, CALINE4, AERMOD, ISCST3, and SCREEN3.

**SENIOR AIR QUALITY/CLIMATE CHANGE SPECIALIST**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and tasks related to air quality analysis. Acts as responsible participant, including as a project team leader. Prepares technical reports and analyses with little guidance from Associates and Principals and reviews reports/analyses prepared by others. Is adept at implementing knowledge of air quality principles, greenhouse gas and climate change analysis methodologies, air quality analysis methodologies, and regulatory guidelines, including Air Quality Management District and Air Pollution Control District regulatory programs and their relationship to the Federal Clean Air Act. Stays current in their subject matter through professional development, annual training,
involvement in professional organizations, and attending professional meetings, conferences, or workshops.

**Experience/Education Requirements**: Minimum of 6 years of progressive professional experience in air quality and/or climate change impact analysis, with a B.A. or B.S. degree in the same field, or the functional equivalent. Must also be experienced and confident in the use of air quality models including CalEEMod, EMFAC, CALINE4, AERMOD, ISCST3, and SCREEN3.

**AIR QUALITY/CLIMATE CHANGE SPECIALIST**

**Job Description**: Possesses the ability to work on a wide range of projects. Acts as a responsible participant of a project team. Prepares technical reports and analyses in support of planning documents. Air Quality/Climate Change Specialist (journeyman persons) will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Has practical knowledge of air quality principles, greenhouse gas and climate change analysis methodologies, air quality analysis methodologies, and regulatory guidelines including Air Quality Management District and Air Pollution Control District regulatory programs and their relationship to the Federal Clean Air Act. Possesses sound communication and writing skills.

**Experience/Education Requirements**: Minimum of 4 years of progressive professional experience in air quality and/or climate change impact analysis, with a B.A. or B.S. degree in the same field, or the functional equivalent. Must be familiar with air quality models including CalEEMod, EMFAC, CALINE4, AERMOD, ISCST3, and SCREEN3.

**Noise**

**PRINCIPAL, NOISE**

**Job Description**: Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects and is experienced with the management and preparation of complex noise analyses. Assumes responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA’s quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm-wide level. Is recognized as a leader in their respective field both within and outside of the firm. Has expert knowledge of noise analysis methodologies and regulatory guidelines for Federal, State and Local jurisdictions. Specific knowledge of noise modeling programs including but not limited to the Traffic Noise Model (TNM), SoundPlan, Federal Highway Administration (FHWA) Roadway Construction Noise Model and AEDT (Aviation Emission Design Tool), as well as Federal Railroad Administration (FRA) and Federal Transit Agency (FTA) guidance manuals. Stays current in their subject matter through professional development, annual training, involvement in professional organizations, and
attending professional meetings, conferences, or workshops. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

**Experience/Education Requirements:** Minimum of 18 years of progressive professional experience in noise impact analysis, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSOCIATE, NOISE**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and is experienced with the management and preparation of complex noise analyses. Assumes responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to principals and represents the firm in business and professional organizations. Must be able to interact and coordinate with clients. Has advanced knowledge of noise and acoustic (including ground vibration) modeling analysis. Must have advanced knowledge of noise models including, but not limited to, the Traffic Noise Model (TNM), SoundPlan, FHWA Roadway Construction Noise Model, and AEDT (Aviation Emission Design Tool) as well as FRA and FTA Guidance Manuals. Must be able to direct less-experienced noise and acoustics staff on projects, provide support to managers of multidisciplinary environmental compliance projects, and serve as the primary author of noise and acoustic technical reports. Stays current in their subject matter through professional development, annual training, involvement in professional organizations, and attending professional meetings, conferences, or workshops. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 8 years of progressive professional experience in noise impact analysis and environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**SENIOR NOISE SPECIALIST**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and is experienced with the management and preparation of complex noise analyses. Acts as responsible participant and may be a team leader for noise specific tasks. Prepares technical noise reports and analyses with little guidance from Associates and Principals and reviews reports/analyses prepared by others. Is adept at implementing knowledge of noise analysis principles. Must also be experienced and confident in the use of noise models including, but not limited to, the Traffic Noise Model (TNM), SoundPlan, FHWA Roadway Construction Noise Model, and AEDT (Aviation Emission Design Tool) as well as FRA and FTA guidance manuals. Stays current in their subject matter through professional development, annual training, involvement in professional organizations, and attending professional meetings, conferences, or workshops. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 6 years of progressive professional experience in noise, with a B.A. or B.S. degree in the same field, or functional equivalent.
**NOISE SPECIALIST**

**Job Description:** Possesses the ability to work on a wide range of projects and noise-related tasks. Acts as responsible participant in a project team. Prepares technical noise reports and analyses in support of planning documents with assistance from senior level staff. Noise Specialists (journeyman persons) will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Has practical knowledge of noise analysis methodologies, and relevant regulatory guidelines. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 4 years of progressive professional experience in noise and/or air quality impact analysis and environmental planning, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**Cultural Resources**

Cultural Resource staff at LSA meet, or exceed, the professional standards promulgated in 36 Code of Federal Regulations 61.

**PRINCIPAL, CULTURAL RESOURCES**

**Job Description:** Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior Cultural Resources Manager, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects. Assumes responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA’s quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm-wide level. Is recognized as a leader in their respective field both within and outside of the firm. Possesses a high level knowledge of NEPA, Section 106, and CEQA. Has expert knowledge of archaeology and/or the built environment and resource management theory, methodology, and field application. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

**Experience/Education Requirements:** Minimum of 15 years of progressive professional experience in cultural resource management, with a minimum M.A. or M.S. degree in the same field, or the functional equivalent.

**ASSOCIATE, CULTURAL RESOURCES**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and cultural tasks. Assumes responsibility for project team, budget, schedule, and preliminary quality control/assurance. Reports directly to clients and represents the firm in business and professional organizations. Conducts archival research; documents and evaluates cultural resources; and consults with Native American representatives, local historical societies, interested parties, and agencies.
Possesses high level knowledge of NEPA, Section 106, and CEQA. Has advanced knowledge of archaeology and resource management theory, methodology, and field application.

**Experience/Education Requirements:** Minimum of 10 years of progressive professional experience in cultural resource management, with a minimum M.A. or M.S. degree in the same field, or the functional equivalent.

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**SENIOR CULTURAL RESOURCES MANAGER**

**Job Description:** Possesses the ability to work on and manage a wide range of projects and cultural tasks. Acts as a responsible participant, including as a project team leader, and interfaces with clients in some cases. Prepares technical reports and analyses with little guidance from Associates and Principals. Conducts archival research; documents and evaluates cultural resources; and consults with Native American representatives, local historical societies, interested parties, and agencies. Possesses a working knowledge of NEPA, Section 106, and CEQA. Has advanced knowledge of archaeology and resource management theory, methodology, and field application. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 8 years of progressive professional experience in cultural resource management, with a minimum B.A. or B.S. degree in the same field, or the functional equivalent. If field directing projects, possesses an M.A, or M.S. in same field.

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**CULTURAL RESOURCE MANAGER**

**Job Description:** Possesses ability to work on and manage wide range of projects and cultural tasks. Cultural Resource Managers will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Conducts archival research; documents and evaluates cultural resources; and consults with Native American representatives, local historical societies, interested parties, and agencies. Is familiar with NEPA, Section 106, and CEQA. Has practical and managerial knowledge of environmental planning and resource management theory, methodology, and field application. Is qualified to direct small-scale field surveys and Phase II test excavations. Possess sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 6 years of progressive professional experience in cultural resource management, with a minimum B.A. or B.S. degree in the same field, or functional equivalent. If directing field projects, possess a M.A, or M.S. in same field or closely related field.

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**CULTURAL RESOURCE ANALYST**

**Job Description:** Individuals at this level have adequate and in some cases extensive field experience under the direction of a senior level person. The Cultural Resource Analyst will continue to gain professional experience in cultural resources analysis. Possesses ability to work on a wide range of projects within their discipline. Cultural Resource Analysts receive guidance from senior level managers and work as part of a team to accomplish assigned tasks. Participates in field work and
has entry-level, practical knowledge of cultural resource management theory, methodology, and field application. Possesses entry-level sound communication, and writing skills.

**Experience/Education Requirements:** This is an entry level position. Individuals in this position will, at a minimum, possess a B.A. or B.S. degree in the same field, or functional equivalent.

**FIELD CREW**

**Job Description:** Under direct supervision of Senior Field Crew or Field Director, monitors, surveys, and participates in excavation. Assists with other tasks and analysis as requested.

**Experience/Education Requirements:** This is an entry-level position. Individuals in this position will preferably possess a B.A. or B.S. degree, but at a minimum will possess an A.A. degree.

**Paleontological Resources**

Paleontological Resources staff at LSA meet, or exceed, the professional standards promulgated by the Society of Vertebrate Paleontology.

**SENIOR PALEONTOLOGICAL RESOURCES MANAGER**

**Job Description:** Possesses ability to work on and manage a wide range of projects and paleontological tasks. Acts as a responsible participant, including as a project team leader, and interfaces with clients in some cases. Prepares technical reports and analyses with little guidance from Associates and Principals. Conducts background research; documents and evaluates paleontological resources; and consults with scientific institutions, professional organizations, interested parties, and agencies. Possesses a working knowledge of relevant federal, State, and local regulations and requirements regarding paleontological resources, including NEPA and CEQA. Has advanced knowledge of paleontological resources management theory, methodology, and field application. Possesses sound communication and writing skills.

**Experience/Education Requirements:** Minimum of 5 years of progressive professional experience in paleontological resources management, with a minimum of a B.A. or B.S. degree in the same field, or the functional equivalent.

**Biology**

**PRINCIPAL, BIOLOGIST**

**Job Description:** Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects. Assumes ultimate responsibility for the project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA’s quality control/assurance procedures.
Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm wide level. Is recognized as a leader in their respective field both within and outside of the firm. Has extensive knowledge of biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring and associated regulatory requirements. Possesses excellent communication and writing skills. Possesses excellent communication and writing skills. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

**Experience/Education Requirements:** Minimum of 18 years of progressive professional experience in biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSOCIATE, BIOLOGIST**

**Job Description:** Possesses ability to work on and manage a wide range of projects and is experienced preparing and managing large, complex projects involving compliance regulatory requirements. Possesses experience in preparing and/or managing NEPA and CEQA biological resources-related documentation, technical studies, permits and project compliance monitoring on projects. Must have knowledge and experience with regulatory permits and approvals including, but not limited to, the following: the United States Fish and Wildlife Service (USFWS) Section 7/10, United States Army Corps of Engineers (USACE) Section 404/10, California Fish and Game Code Section 2801 and 1602, and Section 401 of the Clean Water Act. May assume responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to Principals and represents the firm in business and professional organizations. Must be able to interact and coordinate with clients. Has advanced knowledge of biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring and associated regulatory requirements. In some cases an Associate Biologist may be a subject matter expert (e.g., an ornithologist) who possessed a unique skill set, knowledge, or experience. Possesses excellent communication and writing skills.

**Experience/Education Requirements:** Minimum of 8 years of progressive professional experience in biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring with a B.A. or B.S. degree in the same field, or the functional equivalent.

**SENIOR BIOLOGIST**

**Job Description:** Possesses the ability to work on and manage a wide range of projects or assignments. Possesses experience in preparing and/or managing NEPA and CEQA biological resources related documentation, technical studies, permits and project compliance monitoring on projects. Must have knowledge and experience with regulatory permits and approvals including, but not limited to, the following: the United States Fish and Wildlife Service (USFWS) Section 7/10,
United States Army Corps of Engineers (USACE) Section 404/10, California Fish and Game Code Section 2801 and 1602, and Section 401 of the Clean Water Act. Acts as a responsible participant and in many cases may be the project team leader. May assume responsibility for project team, budget, schedule, and quality control/assurance. Senior Biologists must be able to successfully interface with clients. Prepares technical reports and analyzes with little guidance from Associates or Principals and reviews reports/analyses prepared by others. Is adept at implementing knowledge of biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring and associated regulatory requirements, in areas of specialization in some cases. Possesses excellent communication and writing skills.

**Experience/Education Requirements:** Minimum of 8 years of progressive professional experience in biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring, with a B.A. or B.S. degree in the same field, or functional equivalent.

**BIOLOGIST**

**Job Description:** Possesses ability to work on a wide range of projects or assignments. Functions as responsible participant of a project team. Biologists (journeyman persons) will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Has practical knowledge of biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring and associated regulatory requirements, in areas of specialization in some cases. Possesses excellent communication and writing skills.

**Experience/Education Requirements:** Minimum of 4 years of progressive professional experience in biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring, with a B.A. or B.S. degree in the same field, or the functional equivalent.

**ASSISTANT BIOLOGIST**

**Job Description:** Individuals at this level will gain professional experience in biological resources assessments, jurisdictional waters delineation, habitat restoration, resource agency permitting, vegetation mapping, endangered species surveys, and biological construction monitoring. Possesses ability to work on a wide range of projects and tasks. Functions as a responsible participant of a project team. Has some knowledge of natural resources, wetlands, and associated regulatory requirements. Possesses excellent communication and writing skills.

**Experience/Education Requirements:** This is an entry-level position. Individuals in this position will, at a minimum, possess a B.A. or B.S. degree in the same field, or the functional equivalent.
Geographic Information Systems

PRINCIPAL, GIS

Job Description: Principals shall be used when an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of Associate/Senior, but at an advanced level of skill, requiring a higher level of experience and/or education. Possesses ability to work on and manage a wide range of projects. Assumes responsibility for project team, budget, and schedule. A Principal reviews all major work products before delivery to the client and assumes final responsibility for implementation of LSA’s quality control/assurance procedures. Reports directly to clients and represents the firm in business and professional organizations. Works with other principals in providing policy and direction at the individual office and at a firm wide level. Is recognized as a leader in their respective field both within and outside of the firm. Has expert knowledge of GIS theory and methodology. Possesses excellent communication and writing skills. Possesses an entrepreneurial mindset with outstanding organizational and leadership skills.

Experience/Education Requirements: Minimum of 18 years of progressive professional experience in GIS and/or environmental planning, with a B.A. or B.S. degree in the same field, or functional equivalent.

ASSOCIATE, GIS

Job Description: Possesses ability to work on and manage a wide range of projects and GIS tasks. Manages spatial databases, imports data from other software into GIS systems, coordinates with vendors (e.g., digital aerial imager providers), manipulates data, conducts 2-D and 3-D spatial modeling, converts resources mapping into vector data, prepares meta-data consistent with federal and other application documentation requirements, assesses potential effects to environmental resources by overlaying project features with mapped resources, and generates maps and other graphics displays of project elements and impacts. Directs the work of other GIS specialists as required. May assumes responsibility for project team, budget, schedule, and quality control/assurance. Reports directly to Principals and represents the firm in business and professional organizations. Must be able to interact and coordinate with clients. Has advanced knowledge of GIS theory and methodology. Possesses excellent communication and writing skills.

Experience/Education Requirements: Minimum of 8 years of progressive professional experience in GIS and/or environmental planning, with a B.A. or B.S. degree in the same field, or functional equivalent.

SENIOR GIS SPECIALIST

Job Description: Possesses ability to work on and manage a wide range of projects and GIS tasks. Manages spatial databases, imports data from other software into GIS systems, coordinates with vendors (e.g., digital aerial imager providers), manipulates data, conducts 2-D and 3-D spatial modeling, converts resources mapping into vector data, prepares meta-data consistent with federal and other application documentation requirements, assesses potential effects to environmental resources by overlaying project features with mapped resources, and generates maps and other
graphics displays of project elements and impacts. Acts as responsible participant in project teams. Is adept at implementing GIS theory and methodology. Possesses excellent communication and writing skills.

**Experience/Education Requirements**: Minimum of 6 years of progressive professional experience in GIS and/or environmental planning, with a B.A. or B.S. degree in the same field, or functional equivalent.

**GIS SPECIALIST**

**Job Description**: Possesses ability to work on a wide range of projects and GIS tasks. With supervision, manages spatial databases, imports data from other software into GIS systems, coordinates with vendors (e.g., digital aerial imager providers), manipulates data, conducts 2-D and 3-D spatial modeling, converts resources mapping into vector data, prepares meta-data consistent with federal and other application documentation requirements, assesses potential effects to environmental resources by overlaying project features with mapped resources, and generates maps and other graphics displays of project elements and impacts. Functions as responsible participant of a project team. Has some knowledge of GIS theory and methodology. Possesses excellent communication and writing skills.

**Experience/Education Requirements**: Minimum of 4 years of progressive professional experience in GIS and/or environmental planning, with a B.A. or B.S. degree in the same field, or functional equivalent.

**ASSISTANT GIS SPECIALIST**

**Job Description**: Individuals at this level will gain professional experience with the management of spatial databases, importing data from other software into GIS systems, coordinating with vendors (e.g., digital aerial imager providers), manipulating data, conducting 2-D and 3-D spatial modeling, converting resources mapping into vector data, preparing meta-data consistent with federal and other application documentation requirements, assessing potential effects to environmental resources by overlaying project features with mapped resources, and generating maps and other graphics displays of project elements and impacts. Functions as responsible participant of a project team. Possesses excellent communication and writing skills.

**Experience/Education Requirements**: This is an entry level position. Individuals at this level will, at a minimum, possess a B.A. or B.S. degree in the same field, or functional equivalent.

**GRAPHICS TECHNICIAN**

**Job Description**: Prepares graphic displays of information including, but not limited to, plans, (non GIS) maps, report figures, display boards, presentations, and other materials.
Experience/Education Requirements: Minimum of high school diploma or GED and 5 years of experience working with graphics computer programs and preparing graphics/report figures for environmental compliance projects or similar industry.

**Administration**

*TECHNICAL EDITOR*

**Job Description:** Reviews technical reports and environmental documents for style, clarity, grammar, word usage, and consistency with applicable style guidelines.

**Experience/Education Requirements:** Minimum of 2 years of progressive professional experience in technical editing, with a B.A. or B.S. degree in a related field, or the functional equivalent.

*WORD PROCESSOR*

**Job Description:** Convert hand-written text and hand written edits to documents into type text using word processing programs and format documents for production in-house.

**Experience/Education Requirements:** This position does not require prior experience. A B.A. or B.S. degree in a related field, or the functional equivalent.

*ADMINISTRATIVE ASSISTANT*

**Job Description:** Performs administrative and office support activities for multiple supervisors. Duties may include fielding telephone calls, receiving and directing visitors, minor word processing, creating and maintaining project tracking and budget spreadsheets, following up on billing issues, creating specialized progress reports, and filing. Extensive software skills, internet research abilities and strong communication skills are required. Administrative Assistants may also function as Project Assistants. As a Project Assistant, they may code comment letters, file public notices, and obtain needed permits from public agencies.

**Experience/Education Requirements:** This position does not require prior experience. Minimum of high school diploma or General Equivalency Diploma (GED).

*OFFICE ASSISTANT*

**Job Description:** Provides clerical support including document reproduction (bound hard copies or digital), mailing, and filing.

**Experience/Education Requirements:** This position does not require prior experience. Minimum of high school diploma or General Equivalency Diploma (GED).
Labor Category Equivalency Relationships

LSA Associates, Inc. reserves the right to make the following substitutions in the education and/or experience requirements of any of the service skill categories set forth herein.

1. In any case where a Master’s Degree is specified, two years of directly related job experience (in addition to Bachelor’s degree) may be substituted.

2. In any case where a Bachelor’s Degree is specified, 4 years equivalent experience may be substituted.

3. In any case where an Associate’s Degree is specified, 2 years equivalent experience may be substituted.

4. For categories with a minimum requirement of a high school diploma, a Bachelor’s degree may be substituted for up to four years of experience.

5. Registration as a Professional Engineer or EIT may be substituted for one year of experience.

SERVICES DESCRIPTIONS

To achieve the highest level of service, LSA assigns skilled professionals (many of whom are recognized experts in their fields) to provide the required consultant services. All projects are overseen by a Principal in Charge to ensure a high level of expertise and quality control, and all substantial work products are reviewed at the Principal level. We have provided a brief introduction for each of our areas of specialization below:

Environmental Analysis: Navigating the requirements of the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA) is an important part of project development in California. LSA offers a broad expertise in environmental analysis and can guide your project through all aspects of CEQA and NEPA compliance and mitigation plans. Working across multiple technical disciplines, our environmental planners and specialists combine their knowledge of science and regulation with creative problem-solving skills to provide solutions that are innovative, practical, and efficient. This balanced approach enables LSA to provide thorough, credible, and objective analysis that meets all agency requirements without compromising your project objectives. We offer highly efficient and responsive support to both public and private sector clients.
**Geographic Information System:** Our Geographic Information Systems (GIS) practice provides comprehensive solutions to meet your specific needs. From applications and websites, to spatial analysis, system design, and training, we deliver. Companywide, we have over a dozen full time GIS professionals with a wide variety of GIS experience. We work with all types of GIS data, and our business partnership with ESRI gives us a first look at new products and services so that we are always on the forefront of GIS technology and project solutions. The tools we use include ArcServer (and Portal), ArcGIS Online (supporting Collector, Dashboard, and Explorer), ArcGIS Desktop, and the myriad of additional ESRI products. This combination of experience and technology not only puts us out in front of the competition, it means we can provide the insights and solutions your project demands.

**Biological Resources:** LSA specializes in permitting for projects with impacts on wetlands and endangered species. We use extensive experience in biological and wetlands consulting and our technical expertise in wetland science, wildlife biology, botany, entomology, soil science, and native plant horticulture to provide environmentally sound solutions tailored specifically to your project. This approach has earned LSA a strong credibility and reputation for professionalism with resource agencies and that credibility enables us to efficiently navigate the permitting processes. LSA has the necessary permits from the State and federal resources agencies to conduct surveys and handle a variety of threatened and endangered species. LSA services include analyses for environmental documents, resource inventories, and plans for implementing mitigation to enhance the habitat of endangered species. LSA also provides consulting assistance for projects that potentially impact special-status species.

**Cultural Resources:** LSA can help you navigate the full spectrum of federal, State, and local environmental review requirements governing the management and preservation of cultural resources. We back up our knowledge of the regulatory framework with region-specific expertise, professional certifications, and fully appointed laboratory facilities. Our specialists address regulatory requirements pertaining to archaeology, architectural history, local and regional history, cultural landscapes, Native American consultation, and traditional cultural properties. We identify issues early in the planning and design process when the most cost-effective solutions are possible. LSA’s staff includes architectural historians who meet the Secretary of the Interior’s Standards for architectural history and history. They have experience conducting, managing, and completing all types of CEQA, NEPA, and National Historic Preservation Act (NHPA) projects across the western United States. LSA’s Architectural Historians specialize in the development of historic context statements, reconnaissance and intensive historic resource surveys, Historic American Buildings Survey/Historic American Engineering Record documentation and architectural photography, local ordinance development, historic structures reports, and national, State, and local historic register nominations. LSA is also experienced in working with historical societies, city staffs, community decision-makers, and the general public.

**Paleontological Resources:** Paleontological resources (i.e., fossils) include the preserved remains or other evidence of past life and are protected by various federal, State, and local regulations and requirements. LSA’s Paleontological Resources Management is typically conducted through a three-step process: (1) an initial assessment, (2) mitigation, if resources are found to be present, and (3) a
final report documenting compliance with all applicable regulations and requirements. We have provided professional paleontologists for projects throughout the western United States since 1979, and we back up our knowledge of the regulatory framework with region-specific expertise, professional certifications, and fully appointed laboratory facilities.

**Land Use:** Our LSA planning services help in creating livable, practical, and sustainable communities by integrating physical planning with these multiple needs: urban design, economic development, transportation, historic resources, open space, infrastructure, biological resources, and community engagement. Many of our professional staff are educated and trained as planners before pursuing disciplines in environmental analysis, resource management, and transportation. We can prepare land use plans as well as policy and regulatory documents for a wide range of development sites, neighborhoods, cities, and regions across the State.

**Air Quality:** Allow our LSA air quality specialists to ensure that your project complies with CEQA and NEPA, as well as with any local or regional requirements. Our team provides construction-level analyses of air quality impacts for transportation and development projects; identifies unique sources of air pollution such as airplanes, trains, and industrial equipment; and assesses community health risks while developing community risk reduction plans. We use state-of-the-art computer modeling and current protocols to determine any potential air quality impacts of your project.

**Climate Change:** It is challenging to understand global climate change as the science evolves, and even more challenging to keep up with evolving strategies developed by local, regional, State and federal governments in assessing and reducing our culture’s impacts on the environment. This is where LSA can step in. From greenhouse gas emissions to the carbon footprint of development projects, our experts work with you to develop an approach to climate change analysis that meets current challenges, anticipates future issues, and reflects the needs of the community, your project, and multiple regulatory agencies.

**Water Quality:** Water is a precious commodity. Let our comprehensive water quality services assess, mitigate, and monitor impacts on water resources from your land development and construction activities. We apply our thorough understanding of state and federal water quality standards to develop effective solutions to prevent contamination from sediment and other pollutants. Our Storm Water Pollution Prevention Plan (SWPPP) developers and practitioners (QSDs/QSPs) can develop site-specific storm water compliance and erosion control solutions, and our field biologists are trained and equipped to conduct both biological and water quality monitoring to minimize project costs and delays.

**Noise:** LSA’s team of noise experts provide the comprehensive acoustical assessment services you need to comply with CEQA/NEPA, the Federal Highway Administration, and local requirements for environmental noise control. Our services range from construction-level analyses of noise and vibration impacts for both transportation and development projects of all types to the assessment of planning documents and studies of unique sources of noise, such as airplanes, trains, and industrial equipment.

**Resource Management:** Skillful resource management preserves and conserves resources while accommodating growth and development. With that in mind, LSA can refine and strengthen
relevant concepts and practices, recommend multiple build solutions, and conduct the needed monitoring essential in sustaining resources for your project. We can also conduct the ongoing monitoring necessary in today’s ever-changing environments, whether urban, suburban, or rural. We tailor services to your needs and draw upon an extensive range of specialists in providing both a broad perspective and the diverse expertise your project requires.

**Transportation/Mobility:** Well-designed, multimodal transportation systems can have a profound impact on our communities. These systems enable the safe, convenient movement of people and goods between homes, jobs, shopping, and recreation. As such, these transportation systems are essential to maintaining our quality of life, ensuring environmental compatibility, and fueling future growth and economic development. Our LSA staff understands the complex relationship between land use, urban design, transportation facilities, and the environment – and uses that understanding to design efficient, sustainable mobile communities.

The **Document Management** (DM) staff utilize Microsoft Office and Adobe Acrobat applications to produce technical documentation for all of LSA’s technical disciplines. DM provides professional technical editing, word processing, indexing, and desktop publishing services for all documents and correspondence produced by LSA staff. DM staff works closely with the document initiator, GIS, Graphics, and Reprographic departments in exercising quality control and consistency for each work product to ensure high quality and publication-ready documents.

The **Graphics** staff utilizes Adobe Design Premium CS5 (Illustrator, Photoshop, InDesign), CorelDRAW Graphics Suite X5, SketchUp, Autodesk Map 3D 2012, MicroStation, and ArcMap (GIS). The Graphics staff uses these various graphic software applications to generate report and presentation exhibits that reflect the findings of our professional disciplines. LSA has expertise in preparing visual simulations, artifact illustration, shade/shadow analysis, and photography to augment the visual communication process.