GENERAL SERVICES ADMINISTRATION
Federal Supply Service

Authorized Federal Supply Schedule Price List

Price list current as of Modification #PS-0003 effective 12/17/2019

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: GSAAdvantage.gov.

Multiple Award Schedule

Contract number 47QRAA19D00BU

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract period. 8/26/2019 - 8/25/2024

Bennett Engineering Services
1082 Sunirse Ave, Ste 100
Roseville, CA 95661

Point of Contact: Jenn Goodwin
jgoodwin@ben-en.com
916-783-4100

www.ben-en.com

Business Size: Small Business
Firm Profile

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Through ownership transitions, Bennett Engineering Services, as it is organized today, has been providing service since 1995.

A certified Disadvantaged and Small Business Enterprise, the company has intentionally remained small to ensure project teams with outstanding technical capabilities and extensive experience are deployed to every client and every project.

**Bennett Engineering Services (BEN|EN) serves clients as Trusted Engineering Advisors.** We achieve this by offering dedicated, highly experienced project managers who focus on client needs. We take pride in finding innovative and cost-effective engineering solutions to important infrastructure projects. What sets us apart is our ability to partner with clients early in project development and retain that partnership through construction. BEN|EN is proud that a large portion of our work is from repeat clients. Repeat business demonstrates our value as a trusted partner and our versatility in filling multiple roles. Our clients benefit from our ability to engage and communicate with local stakeholders while focusing on project goals. This is validated by the team’s long-term experience serving clients throughout Northern California.

**Strengths**

- Professional civil engineering services for public works infrastructure projects from planning through startup
- Assignments are directed by experienced, principal-level professionals
- Commitment to meeting time requirements and responding to requests
- Low-overhead, competitive rate structure
- Experience and flexibility to effectively partner with consultants and clients

We understand the construction manager must represent the agency professionally and perform safely, efficiently, and with a friendly approach. The construction manager must be backed by a competent and creative team experienced in listening to and meeting the agency’s specific needs.
Our Clients

State

- Caltrans
- California High Speed Rail Authority
- University of California, Davis
- University of California Regents

Cities/Towns/Counties

- Auburn
- Biggs
- Citrus Heights
- Colfax
- Dixon
- Elk Grove
- Fairfield
- Folsom
- Grass Valley
- Gridley
- Isleton
- Lincoln
- Loomis
- Los Angeles County
- Oroville
- Paradise
- Placer County
- Portola
- Rancho Cordova
- Reno
- Roseville
- Rocklin
- Sacramento
- Sacramento County
- Santa Barbara
- Santa Cruz
- St. Helena
- Stockton
- Tracy
- Yuba City
- West Sacramento
- Williams
- Woodland
- Yuba City
- Yolo County

- Kirkwood Meadows Public Utility District
- Markleeville Public Utility District
- Nevada Irrigation District
- Newcastle Sanitary District
- Olivehurst Public Utility District
- Placer County Transportation Planning Agency
- Placer County Water Agency
- Richardson Springs Community Services District
- Sacramento Regional County Sanitation District
- Sacramento Suburban Water District
- San Juan Water District
- South Placer Municipal Utility District
- Suisun-Solano Water Authority
- Sunrise Recreation and Park District
- Vacaville Unified School District

What Clients Say

“The process was streamlined and the communication, responsiveness, and quality were excellent. I was very pleased with the level of service. I never had to wait for a response.”

Monique Raqueno, Project Manager, City of Stockton

“They’re the best firm I’ve ever worked with. They’re so easy to work with. I never get pushback anytime I want to make changes. They have such a good attitude about it. I never feel like I’m putting them out, or hear ‘this is going to cost more money’, and I appreciate that. I would recommend them to any jurisdiction.”

Nina Buelna, Senior Engineer, City of Sacramento

“Leo and his team are very responsive to us. Leo’s knowledge of the Caltrans process has been a huge asset for our project team because he’s been able to push some things through that would often take longer. For me, that’s a very important aspect to this project – getting through the Caltrans process – as well as his knowledge of the people up there. It’s helped move things along.”

Stu Hodgkins, Principal Civil Engineer, City of Citrus Heights

“The design-build team really listened to our concerns and was very responsive. Using the design-build delivery process functioned exceptionally well—the project has been on time and on budget.”

Gary King, PE, Ph.D, Engineering Manager, Nevada Irrigation District

“Bennett Engineering was the unanimous selection due largely to their breadth of municipal experience service, very positive record, and strong track record of success obtaining funding from various State and Federal agencies. BBennett is highly regarded by area cities and the Butte County Association of Governments and by local Caltrans staff.”

Paul Eckert, City Administrator, City of Gridley
We understand your project requires a responsive team that produces cost-effective solutions with close attention to your schedule. BEN|EN provides construction management services with attention and dedication.

The firm has experience with design-bid-build, design-assist, and design-build project delivery methods. The construction manager provides can assist the agency in selecting the delivery method most appropriate for the project. The construction management team provides construction, design, and management expertise to temporarily expand the agency’s capabilities and deliver projects. The construction manager also provides expert advice to support of the agency's decisions in implementation of the project. Tasks may include the following:

- Planning-Phase Services
- Design-Phase Services
- Procurement-Phase Services
- Construction-Phase Services
- Commissioning Services
- Testing Services
- Claims Services
- Post-Construction Services
Construction Management Experience

**FEMA Housing Construction Inspection**

City of Gridley

Representing the City of Gridley, the team provided construction inspection, for a FEMA temporary housing group site for households displaced by the Camp Fire. The 72-acre site holds 400 newly-built manufactured housing units. Sixty of the homes were designed for people with disabilities. Construction was operational 24 hours a day, six days a week. Construction managers coordinated with Federal Emergency Management Agency (FEMA), along with its disaster recovery partners – the California Governor’s Office of Emergency Services (Cal-OES), and Butte County.

**Safe Routes to School**

City of Biggs

The project included approximately 2,500 linear feet of new curb, gutter, sidewalk, ADA-compliant ramps, and crosswalks along four streets. The team provided design phase support, performed procurement functions, and inspected construction. As resident engineer, the team reviewed shop drawings, submittals, and material reviews. The team addressed requests for information and managed contract change orders. Post-construction the team submitted all final reports to Caltrans and performed the post-construction survey requirements to meet Alternative Transportation Program (ATP) funding requirements, including counts of students using the new facilities. As-builts were completed. Results achieved were successful completion of the project with no construction claims or disputes.

**Biggs Wastewater Treatment Plant Improvements**

City of Biggs

The project is converting the City’s Wastewater Treatment Plant (WWTP) from a surface water discharge to a land application discharge facility. Phase 1 outcome included construction of a headworks lift station and made onsite improvements to connect to the Phase 2 improvements. Phase 2 included the acquisition of approximately 150 acres of land for irrigation and construction of storage ponds, a pump station, and updates to the electrical system and controls.

**Newcastle Sanitary District System Repairs**

Newcastle Sanitary District

The project included an Infiltration/Inflow (I/I) Study, which included an updated detailed system map for NSD; existing records research; reaches of concern based on data records; and staff interviews. Data was collected using flow measuring devices and video inspection. The report identified NSD deficiencies and recommended a priority list of repairs. Construction documents were completed. The team managed the bid process and provided construction management services. The team also provided right-of-way engineering support, NSD annexation, and customer rate increase advisory services.
Transportation Experience

**Blue Oaks Boulevard Widening**
City of Roseville

The Blue Oaks Boulevard Widening project was designed to improve traffic circulation and increase safety for motorists, bicyclists, and pedestrians within a two-mile segment of a heavily traveled and congested commuter route. BEN|EN’s design expands the boulevard from four to six lanes, widens bike lanes, modifies medians, and implements ADA upgrades at intersections. The design includes new lane geometry, signal modifications, pavement marking, signage, and drainage upgrades. Utility coordination was performed according to Caltrans standards.

**Del Paso Boulevard Streetscape**
City of Sacramento

BEN|EN provided streetscape design along a segment of Del Paso Boulevard to encourage redevelopment, increase bicycle and pedestrian safety, and improve traffic circulation. The project enhanced residential and commercial areas, encouraged transit-oriented development, and enabled increased bicycle and pedestrian movement. It also included signalization a six-way intersection; enhancement of a regional transit station, bus stops and shelters; a lane drop; and overall enhancements to the corridor streetscape.

**Sunrise Boulevard Complete Streets**
City of Citrus Heights

In an effort to increase bicycle and pedestrian mobility—including connectivity and access to transit, residential areas, and neighborhood shopping—BEN|EN provided design for the reconstruction of curb and gutter, fully ADA-compliant sidewalks, bus stops and bus shelters, storm drain improvements, stamped asphalt crosswalks, traffic signal upgrades, detection loops, striping, signage, and a full-width AC overlay after minor reconstruction of failed pavement sections.

**Waterman Road Pavement Rehabilitation and Bike Lanes**
City of Elk Grove

This road rehabilitation project incorporated resurfacing, addition of bike lanes, and adjustments to drainage. The team delivered a design that accommodates future road widening and street development and strategies for proposed adjacent multi-use trails. During design, the team provided options for roadway resurfacing and approaches for addressing wetlands and endangered species, prepared environmental documents, conducted public outreach, and coordinated with utilities.
**Water System Experience**

**PCWA Gold Run Pipeline Phase IV**

Placer County Water Agency

Prior to design, BEN|EN prepared a Preliminary Design Report for 5,000 feet of 36-inch ductile iron pipe (DIP) to extend and replace the existing pipeline, and relocation of the Gold Run Pipe inlet facilities upstream to the Monte Vista Water Treatment Plant. The Boardman Canal system consists of both open channel and pipeline sections. Our update to a preliminary design report (PDR) resulted in selection of an alternative pipeline alignment that saved the Agency $800,000 in planned construction costs.

**Banner Taylor Reservoir Replacement**

Nevada Irrigation District

BEN|EN teamed to provide the design-build replacement of two hypalon-covered reservoirs with pre-stressed concrete structures. The team conducted an economic and hydraulic evaluation and determined the optimal solution was to build two pre-stressed tanks to hold 10.5 million gallons, while designating an area for a future tank. This design-build project included design reviews, geotechnical evaluations, topographic survey, visual impact analysis, environmental mitigation, permitting, cost estimating, construction scheduling, and as-built drawing preparation.

**Siphon Lane Pump Station**

Nevada Irrigation District

Nevada Irrigation District (NID) had been using temporary diesel-powered rental pumps to move water from the D.S. Canal to the Snow Mountain and Cascade Canals during emergencies. However, the temporary pumps did not provide adequate flow, setup was cumbersome, and rental and operations were costly. Gateway Pacific Contractors and BEN|EN teamed to provide a permanent solution, the Siphon Lane Pump Station, using design-build delivery. Station design included analysis and selection of three, three-stage vertical turbine pumps and diesel driven engines.

**Downtown Waterline and Street Replacement**

City of Lincoln

This project replaced 4,200 LF of existing water mains and provided full-depth roadway replacement on multiple residential streets in the City of Lincoln. The team provided utility coordination, right-of-way mapping, and drainage design. Many of the existing pipelines were located in the front yards of private parcels so special consideration was given to the homeowners along these alignments. The new alignment for the waterline is based on other utilities in the roadway and connections to upstream and downstream pipelines. After connecting to the new pipelines, the old ones were abandoned, eliminating the need to disturb residents for future repairs.
Wastewater Experience

Wastewater Treatment Plant Decommissioning

Newcastle Sanitary District and South Placer Municipal Utility District

When the plant was not able to meet increasingly stringent treatment limitations studies recommended merging with the more efficient regional wastewater treatment system. BEN|EN managed the plant decommissioning process and new pipeline design. The firm helped the District overcome several challenges to complete the five-year project successfully. We also assisted in acquiring and managing three sources of project funds. Contact us for a 12-page brochure describing the project in more detail.

Wastewater Treatment Plant Improvements

City of Biggs

The project converted the City’s existing wastewater treatment plant from surface water discharge to land application discharge and returned the City to compliance with Regional Water Quality Control Board (RWQCB) requirements. Phase 2 included the acquisition of approximately 150 acres of land for irrigation, grading and drainage improvements to the crop fields and storage pond, field irrigation piping design, a pump station, and updates to the electrical system and controls. The team provided funding acquisition and management through the State Revolving Fund (SRF) and coordination with RWQCB for the changes to the permit.

Collection System Pipeline Repairs

Newcastle Sanitary District

The district’s 5,500 linear feet of sanitary sewer collection system was in need of evaluation and repair. BEN|EN performed an Inflow and Infiltration Study that identified 60 specific areas in the collection system that required repair and bid documents to execute those repairs. Four different repair methods were used: remove and replace, cure-in-place pipelining, wart hogging, and installation of new manholes. We also prepared construction documents, managed the bid process and provided construction management services during construction of the system repairs.

Roseville Lift Station Decommissioning

City of Roseville

Since the construction of a new wastewater treatment plant and sewer transmission main, five sewer pump stations were no longer required. This project involved a review of the five facilities and description of alternatives and recommendations for their decommissioning. BEN|EN staff provided a summary of options, value estimates, and prepared a decommissioning report. Upon report approval, a set of plans and specifications were prepared to abandon the pump stations, remove equipment, fill the wet wells, and ready each site for use by the City for other purposes.
Land Development Experience

**Whitehawk 1 Entitlements**

Folsom Oak Tree, Ltd.

*BEN|EN* is providing entitlement services for this 24-lot-unit subdivision in Granite Bay, California. To date, the firm has provided tentative subdivision, grading, and utility maps and plans. Additionally, the team has provided coordination of all traffic analysis and landscaping plans for all tentative map submittals. This project will include relocating the flood plain area by regrading the site. Stormwater treatment measures will address runoff from the new road and residential development. Stormwater quality design, analysis, and reporting will be completed for this project.

**Bridge District Parking Lot Improvement**

City of West Sacramento

This project was part of a rehabilitation and development kick-start program in the City of West Sacramento for the Bridge District south of Raley Field. The project provides additional parking for residents and upcoming developments such as The Barn, an outdoor event venue. The team provided design for the lot, low impact design (LID) storm water drainage, sidewalk, and ADA improvements. The project included infiltration planters with low water landscaping to improve storm water quality. The project also incorporated improvements to sidewalks around the lot and two adjacent streets.

**Coastal/KMS Commerce Center**

Symphony Dreams

Roseville Industrial Center is a 41-acre industrial site in Roseville, California. The project was designed around an existing 400,000 sf building on a 15-acre lot with numerous tenants including a water bottling company and a distribution center. The project involves land use changes in order to allow office type development on approximately 9 acres of the site, and 17 acres for additional industrial development.

**Skatetown Improvements**

Skatetown

The team prepared improvement plans for a one-acre parking expansion that included the preparation of topographic survey and base mapping, grading, storm drain design, parking layout, and water quality plans. The project also included coordination with City of Roseville, adjacent property owners, as well as environmental, landscaping, and electrical consultants. The team prepared several alternatives that met the City of Roseville and the Skatetown Ice Arena owner’s needs and obtained approvals to keep the project moving forward.
Customer Information

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

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<tr>
<td>OLM</td>
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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 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: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic only. 48 states, DC

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


7. Quantity discounts:

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<td>Single task order exceeding $750,000</td>
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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 Contractor

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3

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. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

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<td>Administrative Contractor</td>
<td>$64.18</td>
<td>$65.47</td>
<td>$66.77</td>
<td>$68.11</td>
<td>$69.47</td>
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</tr>
</tbody>
</table>
The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (** in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

<table>
<thead>
<tr>
<th>SCA Eligible Labor Category</th>
<th>SCA Equivalent Code Title</th>
<th>Wage Determination No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative</td>
<td>01020 - Administrative Assistant</td>
<td>2015-5631</td>
</tr>
</tbody>
</table>

**Labor Category Descriptions**

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Labor Category Definitions</th>
<th>Minimum Education</th>
<th>Minimum Years of Experience</th>
<th>Identify Required Licenses or Certifications (State “None” if not required)</th>
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</thead>
<tbody>
<tr>
<td>Principal Engineer</td>
<td>Directs the overall operations of a staff function within the general company objectives; develops and recommends plans and programs, and implements; assigns personnel and provides evaluation of results. Prepares resources estimates and complies with overall budget limitations. Interprets and recommends corporate policies and procedures; develops and implements policies and procedures within corporate guidelines. Provides engineering design oversight and quality control assurance on large projects. Serves as advisor to executive management on matters within area of responsibility; serves as member of corporate committees.</td>
<td>Bachelors</td>
<td>18</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td>Project Manager VI</td>
<td>Initiates new business development contacts and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other project managers, principals, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned to project.</td>
<td>Bachelors</td>
<td>20</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td>Project Manager V</td>
<td>Initiates new business development contacts and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, delivery schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other project managers, principals, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned to project.</td>
<td>Bachelors</td>
<td>18</td>
<td>Civil Engineer</td>
</tr>
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<tr>
<td>Project Manager IV</td>
<td>Initiates new business development contacts under the direction of an officer or senior-level manager and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, delivery schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other project managers, principals, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned to project.</td>
<td>Bachelors</td>
<td>15</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td>Project Manager III</td>
<td>Makes business development contacts under the direction of an officer or senior-level manager. Plans, directs, and supervises all project delivery operations included in a large project or a few moderate-sized projects with greater risk and complexity. Makes decisions and recommendations that are recognized as authoritative. Initiates and maintains contact with senior-level management within the company and is skilled in dispute resolution and negotiation of critical issues. At this level, the individual will have demonstrated understanding of project delivery requirements, creativity, foresight, working with a multidisciplinary team to meet project goals and deliver high-quality technical excellence. Demonstrates mature judgment in anticipating and solving both routine and unusual operations problems, determining operational objectives and requirements, organizing programs and projects, and developing standards and guidelines.</td>
<td>Bachelors</td>
<td>12</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td>Project Manager II</td>
<td>Plans, directs, and supervises all project delivery operations included in a moderately-sized project or a few small projects with some risk and complexity. Manages and leads the overall project and/or team, including all technical, financial, and client satisfaction areas using consistent processes and tools. Works under minimal supervision.</td>
<td>Bachelors</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Project Manager I</td>
<td>Plans, directs, and supervises all operations included in small projects. Manages and leads the overall project and/or team, including all technical, financial, and client satisfaction areas using consistent processes and tools. Works under minimal supervision.</td>
<td>Bachelors</td>
<td>5</td>
<td>None</td>
</tr>
<tr>
<td>Engineer VI</td>
<td>Supervises the work of one or more technical disciplines with a broad general knowledge of many aspects of engineering for a particular market sector. Responsible for overseeing and coordinating all technical aspects of mid-size to large projects. Independently performs most assignments with instructions as to the general results expected. May oversee the work of less experienced engineers.</td>
<td>Bachelors</td>
<td>15</td>
<td>Civil Engineer</td>
</tr>
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</tr>
<tr>
<td><strong>Engineer V</strong></td>
<td>Competent in one or more technical disciplines with a broad general knowledge of many aspects of engineering for a particular market sector. Responsible for overseeing and coordinating all technical aspects of small to mid-size projects. Independently performs most assignments with instructions as to the general results expected. Receives supervisory approval on issues that affect project budget and schedules. May oversee the work of less experienced engineers.</td>
<td>Bachelors</td>
<td>10</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td><strong>Engineer IV</strong></td>
<td>Performs work, which may include a variety of complex features such as conflicting design requirements and difficult coordination requirements. Competent in all conventional aspects of the subject matter of the functional area of the assignments, plans and conducts work requiring judgment in the independent evaluation, selection and substantial adaptation and modification of standard engineering techniques, procedures and criteria. Devises new approaches to problems encountered. Requires sufficient professional experience to assure competence as a fully trained worker. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects. Work is performed with minimal direction. Exercises considerable latitude in determining technical objectives of assignment. May oversee the work of less experienced engineers.</td>
<td>Bachelors</td>
<td>8</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td><strong>Engineer III</strong></td>
<td>Independently evaluates, selects, and applies standard engineering techniques, procedures, and criteria using judgment in making minor adaptations and modifications. Independently performs all the tasks necessary to complete primary design elements for engineering works. Assignments have clear and specified objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position. Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment. Develops solutions to a wide range of difficult technical problems. Works under general direction. Independently determines and develops approach to solutions.</td>
<td>Bachelors</td>
<td>6</td>
<td>Civil Engineer</td>
</tr>
<tr>
<td><strong>Engineer II</strong></td>
<td>Performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations. Gathers and correlates basic engineering data using established and well-defined procedures. Exercises judgment limited to developing details of work in making preliminary selections and adaptations of engineering alternatives. Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments. Develops solutions for a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures.</td>
<td>Bachelors</td>
<td>4</td>
<td>Civil Engineer</td>
</tr>
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<tr>
<td>Engineer I</td>
<td>Performs assignments requiring application of standard techniques, procedures, and criteria to carry out engineering tasks. Assignments are designed to further develop judgment and understanding of professional and ethical responsibilities. Exercises judgment limited to developing details of work in making preliminary selections and adaptations of engineering alternatives. Supervisor screens assignments and provides guidance in techniques and procedures to be applied. Receives close supervision on all aspects of assignments. Develops solutions for routine technical problems with limited scope. Work is closely supervised. Follows specific detailed instructions.</td>
<td>Bachelors</td>
<td>2</td>
<td>Engineer-in-Training</td>
</tr>
<tr>
<td>Senior Specialist</td>
<td>Explores unique or controversial subject areas, defines scope; selects problems for investigation; develops concepts and approaches. Applies advanced theories, concepts, principles, and processes in a specialized area of expertise; serves as company specialist in area. Acts independently to recommend changes in the technical approach or emphasis of projects and complete progress and/or conceives, plans, and develops new technical methods or approaches as warranted by advancements in the state-of-the-art technology.</td>
<td>Bachelors</td>
<td>10</td>
<td>Professional Certification</td>
</tr>
<tr>
<td>Engineering Tech IV</td>
<td>Performs a variety of tasks in support of the engineering staff. Activities may include assisting with engineering calculations, setting up and operating equipment, inspecting equipment and engineering installations for compliance with specifications &amp; standards, and maintaining project documentation. General understanding of procedures, company policies to achieve set results, and deadlines. Viewed as competent in all areas. Highest non-supervisory position.</td>
<td>Bachelors</td>
<td>8</td>
<td>None</td>
</tr>
<tr>
<td>Engineering Tech III</td>
<td>Performs a variety of tasks in support of the engineering staff. Activities may include assisting with engineering calculations, setting up and operating equipment, inspecting equipment and engineering installations for compliance with specifications &amp; standards, and maintaining project documentation. General understanding of procedures, company policies to achieve set results, and deadlines. Applies commonly used equations and techniques to solve assigned problems.</td>
<td>Bachelors</td>
<td>6</td>
<td>None</td>
</tr>
<tr>
<td>Engineering Tech II</td>
<td>Provides general assistance in support of technical personnel. Extracts engineering data from various prescribed but non-standardized sources; processes the data following well-defined methods including elementary algebra and geometry. Performs moderately complex computations. Prepares more routine internal reports and procedures related to work function. Utilizes computers to formulate graphic files, to chart, collect, and plot data.</td>
<td>Associates</td>
<td>4</td>
<td>None</td>
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<tr>
<td>Engineering Tech I</td>
<td>Assists other employees in routine tasks such as logging, sorting, and taking data. Observes operations and records data for analysis by others. During progressive training activities, confers with other personnel to clarify scope and requirements of assignments. Seeks out routines and becomes familiar with group procedures in order to expedite training activities.</td>
<td>High School</td>
<td>2</td>
<td>None</td>
</tr>
<tr>
<td>Engineering Intern</td>
<td>Acquires and applies a limited engineering knowledge and develops basic skills. Applies prescribed techniques and procedures in accordance with established criteria to perform assigned tasks. Performs routine technical work which does not require previous experience. Acquires an understanding of professional and ethical responsibilities. Receives close supervision on all aspects of assignments. Assists other employees in routine tasks.</td>
<td>High School</td>
<td>0</td>
<td>None</td>
</tr>
<tr>
<td>Designer IV</td>
<td>Provides technical guidance to assigned team of designers and drafters; develops work plans for specifics projects, suggests assignments; reviews work in progress; coordinates work with project management. Performs creative design from general concepts, basic and independent engineering analysis, liaison, and field monitoring. Performs complex drafting assignments with general instructions and works from furnished or self-generated computations and sketches. Evaluates functional feasibility of designs and their conformance to specifications; uses company and/or client drafting standards and specifications and engineering computations and sketches to assess the accuracy and acceptability of drawings prepared by other drafters, or designers. Instructs originators in the correction of noted deficiencies and certifies completeness of final drawing packages. Maintain drafting standards and suggest new standards or changes to existing standards; assists in developing training plans and programs for the training of new and less experienced drafting personnel.</td>
<td>Bachelors</td>
<td>15</td>
<td>None</td>
</tr>
<tr>
<td>Designer III</td>
<td>Provides technical guidance to assigned team of designers and drafters; develops work plans for specifics projects, suggests assignments; reviews work in progress; coordinates work with project management; assists with specific assigned administrative task. Performs creative design from general concepts, basic and independent engineering analysis, liaison, and field monitoring. Performs complex drafting assignments with general instructions and works from furnished or self-generated computations and sketches. Evaluates functional feasibility of designs and their conformance to specifications. Prepares sketches to be drawn by others; assists in developing training plans and programs for the training of new and less experienced drafting personnel.</td>
<td>Associates</td>
<td>10</td>
<td>None</td>
</tr>
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</tr>
<tr>
<td>Designer II</td>
<td>Performs routine as well as non-routine and complex drafting assignments requiring judgment in resolving issues or making recommendations. Decisions made with general understanding of procedures and company policies to achieve set results and deadlines. Follows specific standardized procedures to achieve set results and deadlines. Receives little instruction on daily work; general instructions on new assignments. Under very limited review, prepares non-routine and complex drawings, layouts, sketches, maps, and graphic representations of engineering designs by hand or using computer-aided design software. Incumbents at this level typically provide some design recommendations. May function as a trainer for less-experienced drafters.</td>
<td>High School</td>
<td>5</td>
<td>None</td>
</tr>
<tr>
<td>Designer I</td>
<td>Assists in planning drafting jobs and preparing drawing lists and coordinates job with engineers, detailers, and checkers. Assists in routine solving engineering problems and developing designs using standard engineering practices. Performs less-complex drafting assignments working from engineering computations, verbal instructions, or rough sketches. Performs drawing checks to confirm accuracy and acceptability guided by company and/or client drafting standards/specifications, engineering computations, and sketches. Evaluates functional feasibility of design and its adherence to specifications.</td>
<td>High School</td>
<td>3</td>
<td>None</td>
</tr>
<tr>
<td>Inspector III</td>
<td>Conduct routine and complex inspections of private and public construction projects, inspecting materials and workmanship to ensure compliance with approved plans and specifications; inspect conditions prior to the start of construction, during construction, and upon completion. Act as lead project inspector and assist in administration of contracts for construction projects; negotiate and submit recommended change orders; review and prepare pay estimates. Note corrections and issue notices requiring modifications to work in progress. Review as-built drawings. Maintain log books and other records of inspection work. Enforce routine on-site safety. Respond to and resolve citizen complaints.</td>
<td>High School</td>
<td>7</td>
<td>None</td>
</tr>
<tr>
<td>Inspector II</td>
<td>Responsible for inspecting, observing, measuring and testing materials utilized in construction of public facilities such as streets, storm drains, sidewalks and other public works construction to assure compliance with standards, codes and specifications. Check rough and finish grading; installation of sewer water and storm drainage lines, streets, curbs, gutters, street lighting, traffic signals, and other facilities. Inspect forms and subgrades prior to asphalt paving and concrete pouring. Inspect irrigation and landscape systems. Conduct inspections of abandoned wells, septic tanks and other facilities. Interpret plans and specifications. Work is done in the office and field. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. May assist with training entry-level employees.</td>
<td>High School</td>
<td>5</td>
<td>None</td>
</tr>
<tr>
<td>Inspector I</td>
<td>Responsible for making field inspections of a variety of public and private construction projects, ensuring that construction work is completed in conformance with applicable standards, plans, specifications and ordinances. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.</td>
<td>High School</td>
<td>2</td>
<td>None</td>
</tr>
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</tr>
<tr>
<td>Administrative</td>
<td>Performs administrative support functions throughout the firm. Performs word processing, coordinates travel arrangements and meetings, and performs specific project related assignments under the supervision of project managers or technical staff. Prepares project contracts and documents. Analyzes project costs and budgets. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under direct supervision.</td>
<td>High School</td>
<td>1</td>
<td>None</td>
</tr>
</tbody>
</table>
Contacts

BEN|EN maintains a staff of highly-qualified and experienced professionals. One of the reasons for our ability to provide outstanding client service is our low staff turnover rate. Our commitment to staff retention produces experienced and highly technical project teams. As the firm grows, offering dedicated staff and assuring a cohesive team from project inception to completion maximizes client confidence and project quality.

Sector Specialists

Leo Rubio, PE
President and CEO, Transportation Director

As someone who thrives on taking care of clients, delivering projects, and mentoring staff, it was natural for Leo Rubio to step into the role of president in 2017 after 11 years with the firm. He has more than 26 years of engineering experience delivering transportation projects, including more than 12 years working for Caltrans. Leo specializes in state and federally-funded projects requiring close coordination with Caltrans.

Michael Massaro, PE
Water Resources Director

With 19 years of experience, Mike Massaro has successfully managed a variety of water, sewer, and recycled water projects. His technical expertise includes feasibility studies and design of pump stations, interceptors, and pipelines. Mike is adept at public outreach and has designed trenchless crossings for pipelines including horizontal directional drilling, pipe jacking with digger shield and Earth Pressure Balance TBM. As the City Engineer for the City of Oroville, Mike oversees all of the city’s transportation, water resources, land development, and other engineering needs.

Charles A. (Tony) Ozanich, PE
Land Development Director

Tony Ozanich has more than three decades of professional civil engineering experience with a variety of challenging projects. He specializes in land development projects including plan and map checking and master plans. Tony has performed engineering and design assignments for public and private, commercial and industrial site designs, street and highway design, water and wastewater treatment plants, water distribution systems, sewage collection systems, and Golf Course layouts.