



## General Services Administration

### Federal Supply Service

### Authorized Federal Supply Schedule Price List

Online 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: GSAAvantage.gov.

**Schedule Title:** Multiple Award Schedule (MAS)

**FSC Group:**

Professional Services: Environmental Services, Training

**FSC Class(es)/ Product Code(s):**

F999

**Contract Number:**

47QREA25D0003

For more information on ordering from Federal Supply Schedules click on FSS Schedules at GSA.gov.

**Contract Period:** January 10, 2025 – January 9, 2030

**Company:**

First Environment, Inc.  
10 Park Pl., Bldg. 1A, Suite 504  
Butler, NJ 07405-1327  
Phone: 973.334.0003  
Fax: 973.334.0928

**Website:** <https://www.firstenvironment.com/about-us/certifications-and-accreditations/>

**Contract Administrator:**

Kristy Cerullo  
973.334.0003

[info@firstenvironment.com](mailto:info@firstenvironment.com)

**Business Size:**

Small Business  
Service-Disabled Veteran-Owned Small Business

**Supplement No. 0 (Effective January 30, 2025)**

## Table of Contents

About First Environment .....	3
Description of Services Offered .....	4
Customer Information .....	10
Authorized Federal Supply Schedule Price List .....	12
Service Contract Labor Standard Matrix .....	13
Labor Category Descriptions .....	13

## About First Environment

As a Service-Disabled Veteran-Owned Small Business (SDVOSB) certified by the Small Business Administration and GSA schedule holder, First Environment has earned a reputation for solving and mediating complex environmental challenges facing federal agencies. The firm holds a unique position as one of the few SDVOSB-certified firms that can demonstrate true self-performance of large-scale, multi-disciplinary environmental consulting contracts across the country. Over the past 20 years, our staff of more than 45 professionals has self-performed more than 80 contracts for federal clients, covering a broad array of environmental services and representing various contract vehicles (including blanket purchase agreements, task order contracts, and indefinite-delivery/indefinite quantity contracts). Our in-house technical staff is comprised of professionals with state and national professional certifications, including Professional Engineers, Professional Geologists, USACE Construction Quality Managers, Certified Hazardous Materials Managers, Certified Ground Water Professionals, ISO 14001 Lead Auditors, and Licensed Site Remediation Professionals. Our project and program managers have experience executing multi-million dollar contracts for federal, state, and private agencies. Additional staff includes Geographic Information System (GIS) specialists; water quality specialists; environmental scientists; biologists; air quality and source permitting professionals; regulatory experts; data analysis and visualization specialists; PhD-level scientists; and military experts.



### **Practice areas**

- Site investigation & remediation
- Climate change resiliency & mitigation
- Environmental planning & NEPA support
- Environmental permitting
- Cultural resources
- Natural resource management
- Wetland delineation
- Stormwater management engineering
- Hazardous materials screening (Phase I & II investigations)
- GIS support
- Litigation support & expert testimony
- Multimedia regulatory auditing & compliance
- Environmental management systems
- Environmental engineering

### **Representative federal clients**

- U.S. Army Corps of Engineers
- U.S. Department of the Navy
- U.S. Department of Veterans Affairs
- U.S. Department of Justice
- U.S. Department of Defense

- U.S. Agency for International Development
- Federal Reserve Board
- Federal Emergency Management Agency
- General Services Administration
- National Institutes of Health
- Naval Research Laboratory

### **Websites**

- Company: [www.firstenvironment.com](http://www.firstenvironment.com)
- LinkedIn: <https://www.linkedin.com/company/first-environment>
- Facebook: <https://www.facebook.com/FirstEnvironment>
- Instagram: [https://instagram.com/first\\_environment](https://instagram.com/first_environment)
- YouTube: <http://www.youtube.com/@firstenvironment>

## **Description of Services Offered**

### **541620 - Environmental Consulting Services**

#### **Environmental Regulatory Compliance**

First Environment regularly supports facility and organizational compliance with state and federal regulations pertaining to: the Clean Air Act; spill prevention, control, and countermeasure (SPCC) plans; stormwater pollution prevention plans (SPPP); underground and aboveground petroleum storage; universal and hazardous waste storage; recycling procedures; cultural resources; natural resources; NEPA; CERCLA; asbestos and lead-based paint; and wastewater management.

#### **Natural and Cultural Resources**

First Environment has been providing exceptional consulting services to federal, public, and corporate clients to help meet natural and cultural resource requirements. Our team of natural resource specialists includes junior and senior biologists with expertise in conducting threatened and endangered species surveys, flora and faunal inventories, species habitat evaluations, and habitat restoration. Our staff has extensive experience in wetland delineation, permitting, mitigation, conceptual design development, project monitoring, reporting, floodplain management, and stream processes. We also have experience conducting remote spatial analysis, slope determination, and vegetation mapping using remote sensing techniques that incorporate geographic information systems (GIS). Our cultural resource specialists have experience working with archaeological and architectural resources for local, state, and federal review agencies. Our team of experts includes highly skilled and experienced Registered Professional Archaeologists (RPAs), architectural historians, and historians. Their extensive knowledge of cultural resources management, Section 106 of the National Historic Preservation Act (NHPA) regulatory requirements and processes, and project management enables us to address these areas in a timely manner on behalf of our clients.

#### **NEPA Compliance**

First Environment is committed to helping clients evaluate the environmental impacts of their intended projects. Our team of experts comprises environmental scientists with more than 20 years of experience developing and supervising projects for various government and private sector clients. For federally funded projects, compliance with the National Environmental Policy Act (NEPA) is required. To that end, our NEPA experts support the preparation of Environmental Impact Statements (EISs), Environmental Assessments (EAs), Categorical Exclusions (CEs) and environmental permit applications for projects in accordance with federal laws, including the Clean Water Act, the Endangered Species Act, the National Historic Preservation Act, and applicable state environmental laws throughout the country. For projects involving rulemaking for a national program, First Environment has prepared Programmatic EAs to evaluate the potential environmental impacts at a broad program scale. Resources that are typically evaluated in a NEPA document include but are not limited to: wetlands; floodplains; sole source aquifers; threatened and endangered species and their critical habitats; noise, air quality, cultural resources; coastal zones; aesthetics, hazardous materials; socioeconomic resources; and environmental justice. In addition, our team has extensive experience preparing impact evaluation studies for resiliency improvement projects in compliance with Floodplain Management Executive Order 11988.

### **Multimedia Environmental Compliance Auditing**

Members of the First Environment Team have been conducting multi-media environmental compliance audits for more than 20 years for federal, state and local government facilities and private sector firms. We conduct audits in a systematic, objective, and well-documented manner that assures a rigorous review of operations and facilitates the discovery of environmental compliance and management system concerns. We routinely develop customized auditing protocols for various clients that address not only regulatory issues but management systems issues as well. Notably, over the past five years our trained and certified environmental compliance audit staff has conducted more than 200 multi-media environmental compliance audits and management system reviews for a variety of private and public clients.

### **Environmental Engineering**

First Environment has a team of engineers on staff with professional certifications in 17 states. They routinely provide design services on projects involving site remediation and redevelopment, including remedial and mitigation system design and implementation; site improvements; wastewater treatment and water supply; modeling; forensic engineering; and condition assessments.

### **Climate Change Adaptation and Resiliency**

First Environment is committed to encouraging adaptation and resiliency planning among public entities and sharing the latest updates from the climate science community to educate and empower our clients. As a pioneer in this ever-growing field, we've managed some of the first projects in the U.S. that tackle the most complex climate change challenges. We regularly guide federal agencies, public entities, and municipalities across the country to incorporate adaptation and resiliency planning into their day to day management procedures. We've led the development of climate action plans, integration of sustainability efforts with ISO 14001 environmental management systems, promotion of greenhouse gas inventory management plans, and preparation of vulnerability assessments and asset risk models. These products enable organizations to better understand the tangible risks climate change poses to their infrastructure and day to day procedures, and help

decision-makers in long-term planning of investments. First Environment is also quickly becoming a leader in helping public and private entities take advantage of green bonds—one of the fastest growing classes of fixed-assets investment which focus on projects resulting in concrete environmental benefits. We assist organizations in identifying opportunities for funding from green bonds and ensure the necessary project requirements under recognized standards (i.e., Green Bond Principles) are addressed.

### **Greenhouse Gas Management and Verification**

First Environment has been in business for 27 years and has more than 20 years of experience with the greenhouse gas (GHG) verification process. We therefore have an established and proven set of project management tools and internal quality standards, which are implemented by our experienced staff on all projects. We have completed more than 500 verification and validation projects across the U.S. and internationally for a variety of programs, including the California Air Resources Board (CARB), The Climate Registry (TCR), American Climate Registry (ACR), Climate Action Reserve (CAR), and others. First Environment conducts GHG inventory verifications on all levels of assurance and scopes. We provide verification services to confirm management confidence, prepare for public reporting, support participation in a voluntary program, or comply with regulatory program requirements. Our assessments focus on an organization's facility, business unit, particular country, or all operations. We can also focus our verification activities on particular inventory elements, such as activity data, quantification methodologies, or inventory information reporting to ensure overall inventory quality.

### **Environmental Litigation Support**

For more than two decades, First Environment has been applying its environmental expertise to the litigation support services market. Our special combination of scientific sense and innovative thinking has enabled us to successfully resolve clients' environmental issues in technical, administrative, and judicial forums. Our core strengths include forensic environmental investigations, environmental cost allocations, fate and transport modeling, regulatory compliance histories, expert witnessing, and solving complex contamination issues related to personal injury and property damage/ stigma cases.

### **Environmental Due Diligence**

First Environment's environmental due diligence team is expert at assessing and communicating environmental risks so that business managers can make sound decisions and manage or avoid environmental liabilities. We provide a broad range of environmental risk management services, including identifying risk objectives—such as established materiality parameters—and providing data and advice in support of a client's potential liability issues.

First Environment specializes in working with owners, buyers, sellers, lenders, and their legal counsel to design and conduct environmental assessments to meet due diligence objectives and promote an understanding of potential environmental liabilities to effectively manage risk. We've established long-term relationships with a range of clients, from real estate management firms executing hundreds of transactions a year, to individual businesses and property owners. Many of our large-scale projects are completed on a time-sensitive basis; we are nevertheless able to meet client deadlines by supplying a network of strategically-positioned professionals, contractors, and

resources enabling rapid response to client requests and completion in a timely and meaningful manner.

### **Life Cycle Assessment**

First Environment has participated in several life cycle assessments (LCA), including helping the U.S. EPA evaluate tools and methodologies to support its environmentally preferable purchasing program. Another LCA we performed served to demonstrate the effectiveness of an emerging power plant technology, while several others were prepared for trade organizations. First Environment can provide LCA services to numerous areas of the government. For example, the Farm Bill contains provisions regarding purchasing of environmentally preferable bio-based products, for which LCA should be used to effectively assess their true environmental benefits and burdens. Similarly, LCA is an indispensable tool to help evaluate energy efficient technologies and look at the environmental trade-offs of alternative fuels. We can assist in other programs such as Design for Environment, Pollution Prevention, Environmental Accounting, and Green Buildings, whose big picture relies on life cycle thinking along the supply chain. Our experienced LCA team follows the LCA standards set out by the International Organization for Standardization (ISO) and uses powerful software tools containing comprehensive databases of products and processes, which streamline projects while providing valuable and comprehensive environmental data.

### **GIS & Modeling**

Our GIS experts provide exceptional services in support of projects involving environmental engineering, remedial design, groundwater investigation, biological resource assessment, and climate change adaptation and resilience. Our professionals are skilled in the latest software versions (including ESRI ArcGIS and 3D Analyst Extension) to develop geodatabases, map data, conduct field data analysis, and enable data visualization and modelling. Our mapping experts also have experience creating custom graphics – including three-dimensional animations, PowerPoint presentations, and hardcopy conversion to digital, not only for project deliverables but to support the firm's expert testimony practice to convey time-lapsed geographic and geologic conditions. They also create custom graphics such as 3-D terrain surface models using Groundwater Modeling System software (an ArcGIS-based modeling interface).

### **Environmental, Social, & Governance**

In the area of environmental, social, and governance (ESG) consulting, First Environment provides ESG data visualization, climate action planning, and ESG strategy development. We have experience assessing ESG data and developing dashboards that summarize physical and financial climate-related risks as well as social and economic information. We help organizations navigate and develop strategies to address climate disclosure and environmental justice based on emerging state and federal guidance.

### **562910REM - Remediation and Reclamation Services**

First Environment has been an innovator in the field of site investigation and remediation for the past 25 years. Our approaches to investigation and remediation are site-specific and innovative, and are tailored to achieve our client's goals with minimum cost and maximum efficiency. Project strategies developed by our firm incorporate our client's business concerns, intended site uses, scheduling constraints, risk management, and cost requirements. Aware of the sensitive aspects of many



projects, we work integrally with environmental counsel and industrial managers to successfully achieve our client's objectives.

Supporting this approach is our multi-disciplinary staff with hydrogeologic and engineering expertise, knowledge of historical industrial processes and disposal practices, understanding of regulatory requirements and citizens' concerns, and awareness of business constraints. Having worked on hundreds of projects from simple preliminary assessments to complex soil and groundwater investigation and remediation activities, First Environment has developed the competencies to provide the services our customers have the right to expect. These capabilities include:

- Soil, sediment, and groundwater delineation
- Wetlands delineation and restoration
- Remedial design and remediation services
- Aquifer testing
- UST removals
- Drain and pipeline tracing
- Groundwater and transport modeling
- Construction management and Site redevelopment
- Risk Assessments and risk-based cleanup alternatives
- In-the-field data analysis
- Treatment studies
- Building decommissioning
- Geographic Information Systems
- Pilot systems construction and operation
- Litigation support

Our experienced staff of professionals has performed all facets of project implementation from setup, client and regulator interface, sample collection and interpretation, report preparation, cost tracking, quality assurance reviews, to treatment system designs and system operations.

### **Climate Change**

First Environment offers a two-day training course entitled: *Reducing Greenhouse Gas (GHG) Emissions: Managing Your Opportunities & Risks While Building a Climate-Change Strategy*. This course teaches participants: how and why many organizations are acting now to manage their GHG emissions; the latest status and impact of emerging regulatory programs in the U.S. and overseas; best practices in GHG reporting, inventory development, and target setting; proven tools for managing carbon risks; and how to launch or improve appropriate programs for your unique facilities and emissions. In addition, First Environment can develop custom train-the-trainer and team training programs covering all aspects of climate change strategy and GHG inventory and management.

### **Sustainability**

First Environment has developed a set of training courses designed for organizations at various stages in their sustainability journey. Our courses include the following main topics: Understanding the concept of sustainability; why many organizations are acting now to manage social, environmental and financial elements of performance; how to evolve existing environmental management systems into sustainability management systems; why and how to engage in



stakeholder dialogue and outreach; identification of sustainability metrics; and best practices in sustainability reporting. These courses vary from 1 to 2 days in length.

### **611430 – Environmental Training Services**

First Environment excels at developing and delivering training courses about cutting-edge environmental topics. Our senior experts become involved with standard-setting and industry organizations during the development of new programs in order to understand them from the ground up. We then put these lessons into practice by assisting our clients, as well as our own firm, to develop robust systems to implement environmentally and financially beneficial solutions.

#### **Spill Prevention, Control, and Countermeasures Regulatory Compliance Training**

First Environment provides spill prevention, control, and countermeasures (SPCC) training to comply with state and U.S. Environmental Protection Agency (EPA) training requirements for spill prevention. We provide virtual or in-person instruction and develop facility-specific training materials catering to facility employees assisting with regulatory compliance. Specific topics covered include the operation and maintenance of equipment to prevent discharges; discharge procedure protocols; applicable pollution control laws, rules, and regulations; and facility-specific operations. These presentations are developed in a manner such that they can be subsequently used for desktop trainings via pre-recording or live instruction.

#### **Resource Conservation and Recovery Act Regulatory Compliance Training**

First Environment provides Resource Conservation and Recovery Act (RCRA) training to comply with state and U.S. Environmental Protection Agency (EPA) training requirements for hazardous waste. We prepare facility-specific training materials which are presented virtually or in-person to facility employees assisting with regulatory compliance. Specific topics covered include hazardous waste classification; waste management, disposal, and transportation requirements; emergency response plans; recordkeeping requirements; applicable laws, rules, and regulations; and facility-specific operations. The training is administered in a way that allows the facility to use it for desktop trainings via pre-recording or live instruction.

#### **Underground Storage Tank Operator Training**

First Environment provides underground storage tank (UST) operator training in accordance with regulatory requirements to help ensure facility personnel maintain compliance for their regulated USTs. We prepare facility-specific training materials which are presented virtually or in-person to facility employees assisting with regulatory compliance. Specific topics covered include state-specific requirements; operator testing; leak detection monitoring; operations and maintenance; safety guidelines; spill cleanup; and recordkeeping requirements.

## Customer Information

1a.	Contractor has been awarded the following SINs under cooperative purchasing program:	
	SIN	SIN Description
	541620	Environmental Consulting Services
	562910REM	Environmental Remediation Services
	611430	Professional and Management Development Training
	OLM	Order Level Materials
1b.	Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: Unit prices for courses and training are provided on page 13.	
1c.	Hourly rates and accompanying information is provided on pages 13-18	
2.	Maximum order: \$1,000,000	
3.	Minimum order: \$100	
4.	Geographic coverage (delivery area): Domestic	
5.	Point(s) of production: 10 Park Place, Bldg. 1A, Suite 504, Butler, NJ 07405	
6.	Discount from list prices or statement of net price: Prices listed are net, discounts have been deducted, and the industrial funding fee has been added. GSA is receiving an average discount of 18.48% and the GSA discount range is 7.00%-33.35% for all items.	
7.	Quantity discounts: Not applicable	
8.	Prompt payment terms: Not applicable	
9.	Foreign items: Not applicable	
10a.	Time of delivery: To be negotiated with the ordering agency at the task order level	
10b.	Expedited delivery: Contact contractor	
10c.	Overnight and 2-day delivery: Contact contractor	
10d.	Urgent Requirements: Contact contractor	
11.	F.O.B point(s): Destination	
12a.	Ordering address(es): Same as contractor	
12b.	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.	
13.	Payment address(es): 10 Park Place, Bldg. 1A, Suite 504, Butler, NJ 07405	
14.	Warranty provision: Not applicable	

<b>15.</b>	Export packing charges: Not applicable
<b>16.</b>	Terms and conditions of rental, maintenance, and repair: Not applicable
<b>17.</b>	Terms and conditions of installation: Not applicable
<b>18a.</b>	Terms and conditions of repair parts: Not applicable
<b>18b.</b>	Terms and conditions for any other services: Not applicable
<b>19.</b>	List of service and distribution points: Not applicable
<b>20.</b>	List of participating dealers: Not applicable
<b>21.</b>	Preventive maintenance: Not applicable
<b>22a.</b>	Special attributes: Not applicable
<b>22b.</b>	Section 508 compliance: Not applicable
<b>23.</b>	Unique Entity Identifier (UEI) number: FWE5JGSJCBD9
<b>24.</b>	Notification regarding registration in System for Award Management (SAM) database: Registered, and registration valid to August 15, 2025

# Authorized Federal Supply Schedule Price List

## SINs 541620, 562901REM, and Order Level Materials

Below is First Environment’s labor rates pricelist for our MAS schedule contract. The labor rates presented are applicable to the following SINs and include the Industrial Funding Fee (IFF):

- 541620 – Environmental Consulting Services
- 562910REM – Environmental Remediation Services
- OLM – Order Level Materials

Labor Category	Degree	Minimum Years of Experience	Rate
Principal	MS	15	\$179.98
Senior Associate	BS	12	\$149.95
Associate	BS	8	\$119.99
Senior Professional	BS	4	\$95.01
Professional II	BS	3	\$85.00
Professional I	BS	0	\$75.00
Draftsman/Technician**	High school diploma	0	\$65.14
Administrative**	High school diploma	0	\$53.28

## SIN 611430

Below is First Environment’s pricelist for courses and trainings for our MAS schedule contract. The labor rates presented are applicable to the following SINs and include the Industrial Funding Fee (IFF):

- 611430 – Professional and Management Development Training

Course Title	Course Length	Minimum Participants	Maximum Participants	Unit of Order	Unit Price
Spill Prevention, Control, Countermeasures (SPCC) Regulatory Compliance Training	2-3 hours	1	100	Per course	\$1,770.98
Resource Conservation and Recovery Act (RCRA) Regulatory Compliance Training	2-3 hours	1	100	Per course	\$1,770.98
Underground Storage Tank (UST) Operator Training	3-5 hours	1	100	Per course	\$1,967.76

## Service Contract Labor Standard Matrix

The Service Contract Labor Standards (SCLS), 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 SLCS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

SCLS Eligible Contract Labor Category	SCLS Equivalent Code Title	WD Number
Draftsman/Technician	30085 Engineering Technician V	2015-4212, Rev. 14
Administrative	01020 Administrative Assistant	2015-4212, Rev. 14

## Labor Category Descriptions

Detailed labor category descriptions are provided below. The education/experience equivalencies here apply to all labor categories.

### Education Equivalencies:

1. High School Diploma is equivalent to a GED.
2. Two (2) years of experience is equivalent to an Associate’s degree.
3. Two (2) years of experience and an Associate’s degree is equivalent to a Bachelor’s degree.
4. Three (3) years of experience and a Bachelor’s degree is equivalent to a Master’s degree.
5. Three (3) years of experience and a Master’s degree is equivalent to a PhD.

### Position Title: Principal

#### Functional Responsibility

Regarded as an expert in their field and may possess subject matter licenses and certifications (incorporate design/engineering aspect). Primarily responsibility for client relations and may act as technical and quality reviewer on large and complex projects. Collaborate with peers in other divisions of the company to identify innovative approaches and best practices. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, or related areas. May serve as program or contract manager for large and complex projects or series of smaller projects with responsibility for budget management, project deliverables, client relations, and staff supervision or with responsibility for the application of advanced methods and techniques in a particular field of specialization. Set priorities to ensure the completion of projects in an accurate, timely and cost-efficient manner. Direct and establish policies and protocols

to carry out research and provide technical guidance to less senior staff through application of advanced techniques, concepts, and methods related to a particular field of specialization.

#### Corresponding Commercial Job Titles

Program manager, project manager, client manager/liaison, principal-in-charge, quality assurance/quality control manager, testifying expert/expert witness, task manager, health and safety manager, and related titles.

#### Minimum Experience

15 years of professional/technical experience.

#### Minimum Education

Master's degree in engineering, environmental science, business, or related field; JD for attorneys; or equivalent years in experience.

### **Position Title: Senior Associate**

#### Functional Responsibility

Possess unique experience, skills, and expert knowledge in highly specialized technical, functional, and/or process areas within one or more of the company's service areas. Regarded as an expert in their field. Apply best industry practices and standards, leading-edge technology, and innovative solutions to difficult problems. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, data management and analysis, or related areas.

May also direct and manage complex components of large projects or series of smaller projects with responsibility for budget management, project deliverables, client relations, and staff supervision, or with responsibility for the application of advanced methods and techniques in a particular field of specialization. May work directly with clients to apply advanced principles, theories, and concepts, and develop comprehensive solutions to complex problems. May oversee the planning, design and implementation of technical work in accordance with approved performance work statements and all applicable federal, state, and local laws and regulations. May ensure specific deliverables are completed in a high-quality, timely and cost-efficient manner.

#### Corresponding Commercial Job Titles

Program manager, project manager, quality assurance/quality control manager, task manager, health and safety manager, expert witness/subject matter expert, principal investigator, lead archaeologist, senior environmental engineer, senior environmental scientist/specialist, senior geologist, senior biologist, LSRP, lead verifier, verifier, senior data analyst, and related titles.

#### Minimum Experience

12 years of professional/technical experience.

#### Minimum Education

Bachelor's degree in engineering, environmental science, business, or related field, or equivalent years in experience.

**Position Title: Associate****Functional Responsibility**

Serve as a scientific, technical, or functional resource in a particular field of specialization, and may supervise less senior staff in application of quantitative and qualitative analysis, techniques, and methods. Review deliverables and provide technical guidance to less senior staff. Serve as a resource capable of applying advanced techniques, concepts, and methods related to a particular field of specialization. Provides technical and planning assistance in early project planning. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, data management and analysis, or related areas.

May lead and coordinate components of large projects or series of smaller projects with responsibility for budget management, project deliverables, client relations, and staff supervision, or with responsibility for the application of advanced methods and techniques in a particular field of specialization. May oversee the planning, design and implementation of technical work in accordance with approved performance work statements and all applicable federal, state, and local laws and regulations. May provide oversight and/or lead staff in performing environmental investigations and performing complex environmental analysis and writing. May serve as client contact and translate client needs and/or objectives into specific deliverables in a high-quality, timely and cost-efficient manner.

**Corresponding Commercial Job Titles**

Project manager, task manager, environmental engineer, environmental scientist/specialist, geologist, LSRP, architectural historian, archaeologist, biologist, verifier, field manager, data analyst, and related titles.

**Minimum Experience**

8 years of professional/technical experience.

**Minimum Education**

Bachelor's degree in engineering, environmental science, business, or related field, or equivalent years in experience.

**Position Title: Senior Professional****Functional Responsibility**

Under limited review, performs scientific environmental studies related to a specific site or assignment. Records data, prepares reports, provides analyses and interpretations of findings based on scientific experimentation and existing knowledge. Determines the proper methodology for scientific studies for individual sites. Applies general and specialized knowledge of principles, concepts, and business operations in the field(s) of specialization. Uses independent judgment and discretion to apply standard and non-standard quantitative and/or qualitative methods and techniques. Coordinates information for review to ensure adherence to schedule, plans, goals and budgets. Applies knowledge of intermediate level computer-based word processing, applications,



spreadsheets and database applications. May manage project components, delegating and reviewing work for accuracy, and quality. Keeps abreast of trends and developments in related fields. May provide training and technical supervision to less experienced staff. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, data management and analysis, or related areas.

#### Corresponding Commercial Job Titles

Environmental engineer, environmental scientist/specialist, geologist, junior environmental engineer, junior environmental scientist/specialist, architectural historian, archaeologist, historian, biologist, junior geologist, junior verifier, data analyst, GIS specialist, technical writer, and related titles.

#### Minimum Experience

4 years of professional/technical experience.

#### Minimum Education

Bachelor's degree in engineering, environmental science, business, or related field or equivalent years in experience.

### **Position Title: Professional II**

#### Functional Responsibility

Brings knowledge of environmental related legislation, policies and requirements to protect human health and the environment. Provides technical assistance contributing to environmental investigations, field surveys, training, planning efforts, and environmental analysis. Applies knowledge of intermediate level computer-based word processing, applications, spreadsheets and database applications. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, data management and analysis, or related areas.

#### Corresponding Commercial Job Titles

Environmental engineer, environmental scientist/specialist, geologist, junior environmental engineer, junior environmental scientist/specialist, junior geologist, historian, biologist, junior verifier, GIS specialist, field technician, technical writer, and related titles.

#### Minimum Experience

3 years of technical/professional experience.

#### Minimum Education

Bachelor's degree in engineering, environmental science, business, or related field, or equivalent years in experience.

**Position Title: Professional I****Functional Responsibility**

Under close supervision, performs scientific environmental studies related to a specific site or assignment. Records data and assists in preparing reports. Assists in ensuring compliance with all applicable federal, state, and local regulations. Brings knowledge of environmental related legislation, policies, and requirements to protect human health and the environment. Provides technical assistance contributing to environmental investigations, field surveys, training, planning efforts, or environmental analysis. Technical specialties may include site investigation and remediation, litigation support and expert testimony, regulatory compliance, climate change resiliency, environmental management systems, verification and validation, environmental engineering, environmental due diligence, greenhouse gas consulting, GIS, green bonds, sustainability, life cycle assessment, natural resources, cultural resource, NEPA compliance, data management and analysis, or related areas.

**Corresponding Commercial Job Titles**

Junior environmental engineer, junior environmental scientist/specialist, junior geologist, verification support, GIS coordinator, field technician, historian, biologist, technical editor, and related titles.

**Minimum Experience**

0 -2 years of technical/professional experience.

**Minimum Education**

Bachelor's degree in engineering, environmental science, business, or related field, or equivalent years in experience.

**Position Title: Draftsman / Technician****Functional Responsibility**

Provides technical support which may include data management, mapping, training, and analysis for resource assessments, geospatial analysis, scientific investigations, planning, or modeling. Responsible for drafting functions, field sampling, and other specialized technical duties. Operates systems and design applications. Performs initial on-site evaluations, collects data, and prepares data tables, maps, and summary reports.

**Corresponding Commercial Job Titles**

Junior environmental engineer, junior environmental scientist/specialist, junior geologist, verification support, GIS coordinator, field technician, and related titles.

**Minimum Experience**

0-2 years in of technical/professional experience.

**Minimum Education**

High School Diploma.

**Position Title: Administrative****Functional Responsibility**

Responsible for preparation, coordination, and review of technical reports and other deliverables for consistency, accuracy, and adherence to relevant requirements. Provides regular word processing, data entry, editing, and administrative support for project-related tasks. Works independently or under general direction and uses judgment and initiative in general office management and problem solving.

**Corresponding Commercial Job Titles**

Technical writer/editor, contracts specialist, administrative support, and related titles.

**Minimum Experience**

0-2 years of technical/professional experience.

**Minimum Education**

High School Diploma.