

FEDERAL SUPPLY SCHEDULE
ENVIRONMENTAL SERVICES SCHEDULE 899



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A WOMAN OWNED SMALL BUSINESS

CONTRACT NO. GS-10F-0011M

CONTRACT PERIOD: OCTOBER 4, 2006 TO OCTOBER 3, 2011

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 for GSA Advantage!™ is: <http://www.gsaadvantage.gov/>.

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Lampl Herbert Consultants (LHC) is a woman-owned, small business based in Tallahassee, Florida, since 1978. LHC provides professional services in management, public policy, the environment/ natural resources, and new technologies. We work with clients in the private sector; non-profit organizations, and local, state, regional, and federal governments.

Corporate offices are located in the heart of Tallahassee adjacent to the city’s Historic District, just six blocks from Florida’s Capitol. We work around the Gulf Coast region and across the United States.

LHC provides a broad array of services. Our team brings innovative ideas and decades of experience to each project. We draw from expertise in the physical and social sciences to:

- Conduct research, monitor, and/or manage large-scale resource development projects in the Southeastern U.S. (environmental lands, oil & gas, mining, waste management industry);
- Support scientific review of projects proposed for environmentally sensitive areas (local government);
- Perform resource evaluations and mineral assessments for eminent domain proceedings;
- Assess agency and community performance (non-profit, federal and state agencies, local government);
- Facilitate and support strategic planning initiatives on resource topics such as wildlife management, water quality, and coastal planning (private industry, state, state-federal program), and
- Design leadership development programs for science-based organizations (federal).

Lampl Herbert Consultants provides the following types of services within the company’s core areas of expertise:

Management

- Organizational Assessments
- Leadership Development
- Facilitation

Public Policy

- Regulatory Support
- Policy Analysis
- NEPA Studies Documentation

The Environment/Natural Resources

- Mineral Assessments
- Litigation Support
- Wetlands Assessment
- Wildlife Surveys

New Technologies

- Feasibility Studies
- Basic Research
- Marketing Research
- Regulatory Analysis

The LHC Model

*...bringing diverse perspectives to bear on the work of management,
public policy, the environment, and new technologies...*

Lampl Herbert Consultants maintains a core staff with competencies critical to understanding the technical and human dimensions of all projects. We serve as a hub for a family of contractors that provides subject matter expertise on a project-by-project basis. LHC's partnering organizations include large and small businesses, non-profits and associations, academic, governmental, and military groups.

We provide a multidisciplinary approach by crafting teams with expertise in fields that include:

- Anthropology
- Archaeology
- Environmental Sciences
- Field Services
- Forestry
- Geology
- Human Communication
- Management
- Resource Economics
- Planning
- Public Policy
- Wildlife Management
- Wetlands biology

LHC has offices in Tallahassee, Florida. We provide virtual space at an FTP site and Basecamp® and use GoToMeeting® and other online applications for continuity.

LHC appoints separate technical and fiscal managers for each project. The technical manager coordinates all work, manages contractor participation, and serves as the sole point of contact for the client. The fiscal manager oversees contracting and financial administration.

LHC provides workers compensation, health care insurance, pension, and other benefits for all employees. We maintain professional liability, general liability, and commercial vehicle insurances for all projects. Subcontractors provide coverage/exemption for workers compensation, professional liability, general liability, and commercial vehicle. LHC staff and contractors maintain professional and business licenses as required.

Contract Vehicles

Lampl Herbert Consultants is a certified Minority Business Enterprise (MBE) in the State of Florida. The firm works under a variety of arrangements including master contracts in private industry.

We hold a State (Florida) Term Contract to provide Management Consulting Services to state agencies and local governments; contract services include environmental planning. Clients have included Miami-Dade (County) Aviation Department and Park and Recreation Department; Hardee County; Florida Department of Community Affairs; Florida Fish and Wildlife Conservation Commission, and the Florida Department of Transportation.

LHC holds a GSA Schedule 899: Environmental Services to contract with federal agencies, the Department of Defense, military installations and federally recognized Tribes. Clients have included Naval Surface Warfare Center, Panama City, Florida; Naval Air Systems Command, Training Systems Division at Orlando, Florida, and U.S. Fish & Wildlife Service, Denver, Colorado.

Contract Ordering Information

Information Category	Ordering Information
Federal Supply Class	899 Environmental Services
Federal Supply SIN	SIN 899-1, 899-1RC Environmental Consulting Services SIN 899-7, 899-7RC Geographic Information Systems (GIS) Services
GSA Schedule Contract Number	GS-10F-0011M
Business Size	Small Woman Owned
Contract Period	October 4, 2006 - October 3, 2011
Pricing for Services	See rate table set out below
Maximum Order	\$1,000,000.00
Minimum Order	\$100.00
Geographic Coverage	FOB Domestic Only
Point(s) of Production	N/A
Prompt Payment Terms	2% Discount if Paid within 10 Days; Net 30 days
Government Commercial Credit Card	No
Time of Delivery	Negotiated by Individual Order
Ordering Address	Lampl Herbert Consultants, Inc. 546 E Call St Tallahassee, FL 32301 Attention: Linda L. Lampl, Ph.D. 850-222-4634 x23 - voice 850-224-9952 - fax llampl@lampl-herbert.com
Payment Address	Lampl Herbert Consultants, Inc. P.O. Box 10129 Tallahassee, FL 32302 Attention: Patricia L. Burton
BPA Ordering Procedures	The ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage (www.gsa.gov/bpa)
DUNS Number	02-1129432
Central Contractor Registration (CCR)	Lampl Herbert Consultants, Inc. is registered in the CCR database
CAGE Code	1RUZ2
Federal ID Number	59-1960341
Contract Administration	Linda L. Lampl, Ph.D. President / CEO 546 E Call St Tallahassee, FL 32301 850-222-4634 x23 - voice 850-224-9952 - fax llampl@lampl-herbert.com
Contractor Name and Address	Lampl Herbert Consultants, Inc. 546 E Call St Tallahassee, FL 32301
Contract Administration	Linda L. Lampl, Ph.D.
Telephone	850-222-4634 x23
Fax Number	850-224-9952
Email	llampl@lampl-herbert.com

SIN 899-1, 899-RC Environmental Consulting Services
SIN 899-7, 899-1RC Geographic Information Systems (GIS) Services

Services offered by Lampl Herbert Consultants under SINs 899-1 899-1RC, 899-7, and 899-7RC are designed to support agencies across a broad spectrum of activities that include advice and guidance; data collection; feasibility studies; preparation of documents, maps, and graphics; field and/or electronic research; public outreach, and project management. Specific projects may involve but not be limited to preparation of:

- Environmental Assessments, Alternatives Analyses, and Studies Conducted to Meet the Requirements of the National Environmental Policy Act (NEPA).
- Management Plans to Address Waste Management, Endangered Species, Wetlands, Watersheds and other Natural Resources.
- Management Plans to Identify and/or Protect Archaeological and/or Cultural Resources.
- Economic Forecasts and Plans.
- Environmental Compliance Audits / Compliance Management and Planning.
- Environmental Permitting and Regulatory Assistance.
- Spill / Pollution Prevention Plans.
- Advisory Services Related to Environmental Regulations, Policies, and Procedures.
- Natural Resource Planning, Mapping, and Visualization.

Lampl Herbert Consultants provides additional services related to management of environmental programs and development of environmental regulations.

Environmental Assessments (EA), Alternatives Analyses, and Studies Related to Environmental Impact Statements (EIS) and for NEPA

Lampl Herbert Consultants is prepared to perform activities for EIS projects and EA reviews that address methodology, data identification, data collection (including site visits and interviews), data development, and data interpretation; sampling and analysis; environmental impact evaluations and reports, and expert testimony. LHC organizes public meetings, prepares hand outs/material for scoping meetings and public hearings. Our capabilities include preparation of the administrative record and analysis of public comments.

LHC staff members as individuals (prior to the creation of LHC) and as LHC employees have been involved in the preparation of 15 Environmental Assessments and EIS documents in Florida and Michigan. LHC also has conducted Social Impact Assessments related to fishery and environmental issues. Specific examples are set out below.

- LHC manages a team of biologists, engineers, archaeologists, and land planners to review environmental and social science issues for local government in Central Florida on projects related to phosphate mining; services are provided under the Florida Development of Regional Impact (DRIs) process, which mirrors the federal EIS requirements.
- LHC works on behalf of a corporate client to carry out long-term geologic investigations and environmental regulatory activities associated with exploration for oil and gas in Florida. This work involves preparation of Environmental Assessment documents including maps and graphics.

Waste Management, Endangered Species, Wetlands, Watersheds and other Natural Resource Management Plans, Studies and Consultations

Lampl Herbert Consultants is prepared to conduct field investigations, review existing studies, reports, and management plans for project specific topics. LHC has coordinated this type of work with federal, state, and local government environmental programs on more than 100 projects in the southeastern U.S. since 1978. LHC provides similar services to private industry in natural resource development and waste management.

LHC draws from in-house staff and subject matter experts (SMEs) from the firm's family of contractors to conduct research and to present resource management data in narrative and visual formats supported by photographs, drawings, and GIS maps. Specific examples are set out below.

- LHC organized and managed a research partnership with scientists and engineers from a federal laboratory to create an acoustical detection device to locate manatees by vocalizations for the Florida Fish and Wildlife Conservation Commission.
- LHC worked with a large land holder in South Florida (130,000 acres) to develop a wildlife management plan that took into account state and federally listed wildlife, invasive species, and other select wildlife species of importance to the area and its organization.
- LHC coordinated studies (geology, biology, archaeology) at several 1,000+ acre sites to support development of regional landfills in southern Mississippi and central Alabama.
- LHC worked with scientists from the Florida Fish and Wildlife Conservation Commission to organize and facilitate a series of workshops to obtain public and SME input related to the development of a population viability model for the endangered Florida panther (*Puma concolor coryi*).
- LHC conducted a stakeholder analysis and developed a communication plan as part of a broader site assessment at a former federal defense fuel depot in the Florida Panhandle.

Archeological, Historic and other Cultural Resources Management Plans, Studies, and Consultations

Lampl Herbert Consultants staff and contract anthropologists are recognized experts in their fields. LHC conducts historical and cultural resource management studies and prepares findings and management plans. We obtain necessary permits, conduct field work, and support results with photographic evidence and GIS maps. Specific examples are set out below.

- LHC served as prime contractor for development of an archaeological "avoidance model" to be used in conjunction with exploration for oil and gas in the Big Cypress National Preserve in south Florida.
- LHC worked with the Florida Waterfronts Partnership Program (WFPP) to 1) develop "[Guiding the Way to Waterfront Revitalization: Best Management Practices](#)" for

waterfront revitalization projects and 2) assess the public waterfront planning process. LHC worked with the client to prepare the manual and make recommendations for strategies and practices associated with ongoing waterfront programs. The best practices manual addressed WFPP's core areas which include the protection of environmental and cultural resources.

- ❑ LHC conducted research for the Franklin County local government to assess options for maintaining waterfront access for the traditional commercial fishing industry in a coastal Florida county. LHC is currently engaged in research related to the development of the Stan Mayfield Working Waterfronts Program in Florida, which seeks to purchase waterfront property for traditional commercial seafood access.

Economic and Technical Analyses in Support of Environmental Needs

Lampl Herbert Consultants conducts research and feasibility studies to support agencies responsible for protection, reclamation, and/or restoration of environmental resources. LHC services include field work, analysis of physical, social, and economic impacts that may occur in conjunction with a proposed project. LHC works with clients to develop strategies to avoid and/or mitigate problems.

Data collection methods range from hands on environmental drilling in the physical sciences to focus groups and online surveys in the social sciences. LHC also develops leadership development programs for environmental and science-trained staff. Specific examples are set out below.

- ❑ LHC served as prime contractor for an economic impact analysis and strategic review of alternatives for reclaimed lands associated with the proposed expansion of a phosphate mine in Hardee County, Florida. The work was conducted for Hardee County local government.
- ❑ LHC served as prime contractor for research on the availability of aggregates (rock) for road construction in Florida. The "[Strategic Aggregates Study: Sources, Constraints, and Economic Value of Limestone and Sand in Florida](#)" was prepared for Florida Department of Transportation.
- ❑ LHC conducted organizational research to identify need for a leadership development program for science and technical professionals at a federal research laboratory. LHC used key informant and online survey methodologies for data collection. LHC created a model for organization-wide leadership development in partnership with the client.
- ❑ LHC evaluated the role of oil and gas exploration in Florida's future as a policy guidance document for state planners entitled "[Oil and Gas Energy Issues in Florida's Future](#)."

Environmental Program Management / Regulation Development

Lampl Herbert Consultants has extensive experience in the analysis and development of environmental and other government regulations. LHC "road maps" create pathways for private and governmental clients who need to navigate through legislative and administrative processes that govern such natural resources as oil and gas, aggregates, water, and coastal areas.

LHC has served as project manager for large-scale, multi-disciplinary projects since 1978. We use Microsoft Project and other applications to structure and administer such work. LHC can define, establish, and monitor project budgets and schedules for end-to-end performance; select milestones and review criteria consistent with agency project management methodology. LHC works as a member of the client team and may be responsible for management of an entire project or a subset of a larger endeavor. Specific examples are set out below.

- ❑ LHC conducted a feasibility study to identify stakeholders and environmental issues associated with donation of property at a former military installation for use as a remote campus. Project included development of a “road map” to identify organizational action items and strategies to secure the property.
- ❑ LHC supported the Strategic Aggregates Review Task Force authorized by the Florida Legislature after the FDOT-LHC research referenced above. LHC worked with FDOT to develop and coordinate public meetings, identify speakers, create research-based visual materials, and compile the final report.
- ❑ LHC conducted an assessment of the Florida Waterfronts Partnership Program. WFPP was developed in Florida after a Constitutional Amendment banned the use of nets for commercial fishing in Florida waters. The program supports communities that are designated as Waterfronts Florida Partnerships. All communities are required to plan for public access to the waterfront, hazard mitigation, environmental and cultural resources, and economic development. The LHC report included recommendations for strengthening and expanding the program.
- ❑ On behalf of a federal research and development (R&D) laboratory, LHC identified institutional and funding opportunities to develop a DOD/military research and training center for coastal and maritime security. LHC developed a communication plan and provided coaching. LHC developed strategies for engagement in non-DOD arenas.

Minerals Assessments

Lampl Herbert conducts natural resource assessments for non-metallic and metallic minerals. Lampl Herbert has performed over the last 30 years assessments for projects associated with the sale or development of. Specific examples are set out below.

- ❑ LHC serves as a consultant to public agencies regarding valuations for mining and oil exploration lands including the Florida Department of Transportation and the South Florida Water Management District.
- ❑ LHC prepared mineral assessments for private clients in the southeastern United States. Evaluations focus on rock, sand, and oil and gas.
- ❑ LHC prepared post-mining plans on behalf of the Miami-Dade County Aviation Department to accommodate recreational development activities that will include freshwater fishing and off-highway vehicle trails.

Compliance Audits / Compliance Management and Planning

LHC has performed post-project audits for natural resource development projects to determine if reclamation standards have been conducted in the manner specified by permits and agreements with landowners. Specific examples are set out below.

- LHC planned, conducted, and reported on an extensive survey of the bathymetry in water-filled quarries in south Florida to determine if royalty payments matched reported quantity of materials mined.
- LHC developed a “before and after” photographic inventory to document compliance with federal and state environmental permits required for maintenance work conducted within a federal preserve in South Florida.
- LHC served as project compliance officer to monitor oilfield practices at a large-scale exploration well drilled in an environmentally sensitive bay in West Florida.

Environmental Permitting and Regulatory Assistance

LHC has participated in hundreds of projects as the lead consultant over the past 30 years to secure permits for activities in environmentally sensitive areas. These projects have involved local, state and federal regulatory jurisdictions. Specific examples are set out below.

- LHC served as the lead consultant to obtain geophysical permits required for seismic exploration for oil and gas in Florida.
- LHC served as the lead consultant to obtain drilling permits for oil and gas exploration wells in environmentally sensitive areas in West Florida and South Florida.
- LHC served as the lead consultant to obtain federal dredge and fill permits for both mining and oil and gas activities in environmentally sensitive areas in West Florida and South Florida.

Spill / Pollution Prevention Plans

LHC has prepared spill plans for pipelines, oil drilling operations, and marine terminals. Principals of the firm have served on advisory panels in Florida relative to offshore oil pollution and planning and onshore spill cleanup from petroleum contamination. Specific examples are set out below.

- LHC prepared spill prevention and countermeasures plans and conducted training for oil production activities in South Florida.
- LHC prepared plans under the Oil Pollution Act (OPA) of 1990 for marine terminals and pipeline operations at a major marine terminal at the Port of Tampa LHC served in an advisory role on risk communication to the Florida Contaminated Soils Forum.

- ❑ LHC provided consulting to the Florida Oil Spill Task Force and to the Underground Storage Tank Task Force to revamp laws and rules regarding handling of oil and spill cleanup.

Advisory Services Related to Environmental Regulations, Policies, and Procedures

LHC has provided advisory services to private and public clients over the past 30 years on environmental regulations, policies and procedures. Over the last three years LHC has represented two counties in Florida on environmental policy issues related to mining of limestone and phosphate. Specific examples are set out below.

- ❑ LHC provided subject matter expertise for a north Florida County regarding annual and five-year compliance audits for a phosphate mining complex.
- ❑ LHC serves as advisor to a central Florida County regarding regional and local surface hydrogeology, watershed drainage, economic, and social issues related to Development of Regional Impact applications.

Natural Resource Planning, Mapping, and Visualization

LHC maintains an active capability to provide natural resource planning, mapping and visualization services. The work includes use of ARC-GIS and other software to provide interpretations and visualizations. The LHC team provides ultra high quality aerial imagery, gathering secondary data from public sources and primary data from fixed wing aircraft and/or helicopters. Specific examples are set out below.

- ❑ LHC has provided extensive services for mapping of surface conditions in the Big Cypress area of south Florida for oil exploration and mining projects for public and private clients. LHC has actively mapped and displayed, through various printed and electronic media, infrastructure components for construction aggregates imported to or produced within the State of Florida.
- ❑ LHC provided GIS maps and graphics to support development of wildlife management plans for a large-scale land owner in South Florida.
- ❑ LHC provided GIS maps to support research on the availability of aggregate (rock) for road construction in Florida. The “Strategic Aggregates Study: Sources, Constraints, and Economic Value of Limestone and Sand in Florida” was prepared for Florida Department of Transportation.

Rate Table 2006-2011

Environmental Services

Price List for SIN 899-1, 1RC, 7, and 7RC

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	10/4/06 - 10/3/07	10/4/07 - 10/3/08	10/4/08 - 10/3/09	10/4/09 - 10/3/10	10/4/10 - 10/3/11
Principal of the Firm	\$133.35	\$136.01	\$138.73	\$141.51	\$144.34
Senior Associate	\$133.35	\$136.01	\$138.73	\$141.51	\$144.34
Senior Consultant	\$133.35	\$136.01	\$138.73	\$141.51	\$144.34
Consultant	\$107.43	\$109.58	\$111.77	\$114.01	\$116.29
Associate	\$93.40	\$95.26	\$97.17	\$99.11	\$101.09
Research Assistant	\$76.93	\$78.47	\$80.04	\$81.64	\$83.27
Research Analyst	\$76.93	\$78.47	\$80.04	\$81.64	\$83.27
Support Staff	\$51.29	\$52.31	\$53.36	\$54.43	\$55.52
Executive Consultant	\$222.06	\$226.50	\$231.03	\$235.65	\$240.36
Support Staff Assistant	\$44.41	\$45.30	\$46.21	\$47.13	\$48.08
Clerical Support	\$39.48	\$40.27	\$41.07	\$41.89	\$42.73

GSA Schedule Prices: Year 10

Labor Category	Minimum Experience	Functional Responsibility	Possible Job Titles	Minimum Education	Hourly Rate
Principal	Relevant experience includes environmental program management, environmental planning, program evaluation, quality management, and business management.	Responsible for managing contract operations and ensuring quality standards and work performance on all task orders and projects. Plans, organizes, and oversees work efforts; assigns resources; supervises personnel; provides risk management; ensures quality management; and monitors overall project and contract performance. Provides management guidance in the accomplishment of work efforts and ensures adherence to contract standards of performance. Serves as the primary interface with the task order customer.	Corporate Officer Corporate Manager Team Leader Business Consultant Geologist Environmental Scientist Resource Management Consultant Organizational Consultant Coach Ethnographer	PhD and 10 years of relevant management experience; master's degree and 12 years of relevant management experience; or BA or BS and 15 years of relevant management experience.	\$144.34
Senior Associate	Relevant experience includes direct supervision of teams of professionals with generalized and specialized expertise in designing and implementing environmental field studies. Has experience in economic, technical and risk analyses and environmental program management. Maintains all OSHA certifications for field operations.	Responsible for managing and overseeing work performance on one or more task orders. Holds primary responsibility for planning, managing, and overseeing work efforts of project team personnel; determining and monitoring task order schedules and budgets; and ensuring compliance with all contract and task order requirements and quality standards. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work; and provides quality review of all work products.	Team Leader Business Consultant Resource Management Consultant Communications Consultant Organizational Development Consultant Ethnographer Stakeholder Outreach Coordinator	BA or BS in a science or engineering discipline and seven years of relevant field and management experience. Professional licensing is required where applicable.	\$144.34
Associate	Relevant experience includes work on multidisciplinary teams and the preparation of multivolume reports. Maintains all OSHA certifications for field operations.	Directs the preparation of plans and reports. Identifies and organizes any required research as needed. Provides supervision and direction for field and laboratory project activities; schedules to facilitate completion of proposals, contract deliverables, task order quality reviews, briefings, and presentations. Establishes and/or enforces technical and quality standards for written materials. Analyzes, develops, and monitors program administrative procedures and quality assurance and quality control.	Business Research Consultant Management Consultant Economist Facilitator Ethnographer	BA or BS in a science or engineering discipline and three years of relevant experience; master's degree and one year of relevant experience; or six years of relevant experience.	\$101.09
Research Assistant	Relevant experience includes on line information gathering, preliminary analysis of data and information and preliminary report generation activities.	Provides support to supervision team members and direction to support staff for project activities and schedules to facilitate completion of proposals, contract deliverables, task orders, briefings, and presentations.	Ethnographer Researcher Librarian Data Analyst Statistician Editor	BA or BS and four years of relevant experience; master's degree and three years of relevant experience.	\$83.27
Research Analyst	Relevant experience includes functional analysis and analytical methods.	Performs entry and mid-level analytical/operation analyses. Provides special functional or technical expertise and statistical skills, data gathering, and GIS technical skills.	Ethnographer Economist Statistician	BA or BS and four years of relevant experience; master's degree and three years of relevant experience; or five years of relevant experience.	\$83.27

Labor Category	Minimum Experience	Functional Responsibility	Possible Job Titles	Minimum Education	Hourly Rate
Senior Consultant	The individual will be a recognized expert in the field and hold professional licenses as appropriate. Maintains all OSHA certifications for field operations.	A person drawn into the corporate team as an outside consultant to LHC. This person provides high-level skills and special experience. The Senior Consultant would be expected to design and implement field and laboratory projects and prepare written reports for projects in their area of expertise.	Economist Management Consultant Resource Management Consultant Communications Consultant Coach and Facilitator Organizational Development Consultant	PhD and 10 years of relevant professional experience; master's degree and 12 years of relevant professional experience; or BA or BS and 15 years of relevant professional experience. Degree specialties may include: engineering, or science disciplines.	\$144.34
Consultant	The individual will have specialized training and experience applicable to the job requirements and hold professional licenses as appropriate. Maintains all OSHA certifications for field operations.	A person drawn into the corporate team as an outside consultant to LHC. This person provides high-level skills and field and laboratory experience. The Consultant would be expected to implement field and laboratory projects and prepare written reports for projects in their area of expertise.	Economist Accountant Econometrician	Master's degree in engineering, or science and four years of relevant experience; or Bachelor's degree in same and ten years of relevant experience; or an equivalent combination of education and experience.	\$116.29
Support Staff	Maintains a commercial driver license (CDL) and all OSHA certifications for field operations.	This individual provides interviewing, word processing, data entry, drafting, reproduction, field operations support, logistics, technical support and clerk support services to fulfill the technical preparation and delivery of documentation and data needed to support professional and technical personnel in the accomplishment of tasks assigned in the office and field.	Interviewer Data Processor Graphics Designer Technical Editor Business Manager	Associate of Arts degree and four years experience or a college degree in an applicable discipline and two years experience. For field personnel, Graduation from high school and four years experience in field operations.	\$55.52