



**VERNADERO
GROUP**
INCORPORATED

GENERAL SERVICES ADMINISTRATION

Professional Services Schedule

Industrial Group: 00CORP

Contract Number: GS-10F-0033T

**Contract Period: 03 November 2006 through 02 November 2021
(5-Year Option 1 exercised)**

Website: <http://www.vernadero.com>

Business Size/Class: Veteran-Owned Small Business

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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 address for GSA Advantage! is: <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the PSS Schedules button at www.fss.gsa.gov.

Vernadero is a Veteran-Owned Small Business founded in 1999 to provide infrastructure and environmental program support to the Department of Defense (DoD), Department of Veterans Affairs (VA), and other Federal and State agencies.

Today we support DoD, VA, and other federal and state agencies as a prime-contractor through installation-specific prime contracts as well as U.S. Army Corps of Engineers, U.S. Naval Facilities Command, U.S. Air Force Civil Engineering Center, U.S. Army Installation Management Command, and General Services Administration prime contract vehicles. Our organizational structure and range of services are tailored to federal and state agencies and include Technical Services, Construction and Range Services, and Workforce Solutions. Our mission is to provide high-value technical, staffing, and construction and range services to DoD, VA, and other federal and state agencies throughout the CONUS and OCONUS.

For more than a decade, Vernadero has built upon that base to provide quality engineering and environmental consulting and implementation services in support of federal sector public works and regulatory compliance needs nationwide. Over this time we have completed more than 450 projects, and have been the recipient of multiple commendations testifying to our capabilities, with the ultimate testimonial being our 95% rate of return business. A key to our success is a business model geared towards offering clients forward-thinking innovations and value-added services offered at no added cost.

Our team maintains a commitment to product quality, customer focus, and professional discipline. At all times, we place a priority on developing sensible and cost-effective solutions for real property, facility and resource management. This is focused on the needs of the customer, not on the needs of the consulting industry which has allowed our experienced consultants to develop an unparalleled reputation for getting jobs done on time and on budget.

With a focus on DoD, VA, and other federal and state agency and command planning, infrastructure and environment missions and requirements, our reputation is based on the ability to bring the right resources to the project and get the job done on time and on budget. We are proud of our unique role and responsibility supporting clients and we feel we provide the following advantages:

- Experienced program managers, project managers, and professionals with an understanding of federal agency infrastructure and environmental requirements;
- Significant experience working with federal agencies across all disciplines involved in infrastructure and environment;
- Nationwide management and implementation experience for geographically diverse, multiple-location, or remote projects;
- A wide range of contract vehicles;
- Some of the lowest costs in the industry; and
- A 15 year history of satisfied customers and exceptional performance ratings.

Our headquarters office in Phoenix, Arizona provides the majority of business functions and quality control. All products undergo extensive, formalized quality assurance and production through the Phoenix office.

To better support our regional clients, we have Regional Support Locations and personnel in California, Florida, Indiana, Nebraska, Virginia and Southern Arizona that provide quick mobilization and prompt on-site customer and project support.

SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

The Special Item Numbers (SINs) available under this contract are examples only and are not meant to exclude or limit any authentic Environmental Services under this Federal Supply Schedule. Vernadero has been awarded a contract by GSA to provide services under two contract SINs, as defined below:

899-1 and 899-1 RC Environmental Consulting Services

Under this SIN, only consulting services may be performed. The services include, but are not limited to: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as TFTP-EW-990899-B Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; Material Safety Data Sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management. Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.

899-7 and 899-7 RC Geographic Information Systems (GIS) Services

Provide services, advice, or guidance in support of agencies environmental programs utilizing GIS. Services to include, but not limited to: Mapping and Cartography; Natural Resource Planning; Migration Pattern Analysis; Pollution Analysis; Site Selection; and Emergency Preparedness Planning. Provide services to support Geologic Logs, Topographic Data, 3D/4D Interactive Visualization Packages and Data Interpretation.

- 1a. Awarded Special Item Numbers (SINs):**
899-1 and 899-1 RC Environmental Consulting Services
899-7 and 899-7 RC Geographical Information Systems Services (GIS)
- 1b. Lowest Priced Model Number for each Awarded Special Item Number(s):** See price list.
- 1c. Labor Category Descriptions:** See price list.
- 2. Maximum Order Guideline:** Maximum order is \$1,000,000 for all awarded SINs. Requirements exceeding the maximum order may be handled pursuant to clause I-FSS-125 (August 1995).
In accordance with FAR 8.404, there may be circumstances where an ordering activity finds it advantageous to request a price reduction such as where a quantity of an individual order clearly indicates the potential for obtaining a reduced price. To assist customer agencies in determining when they should seek a price decrease, a level called a Maximum Order has been established under the contract. When an agency order exceeds this maximum amount, it is recommended that the ordering activity contact the contractor for a reduced price.
- a. The contractor may:
 1. Offer a new lower price for this requirement (the Price Reduction clause is not applicable to orders placed over the Maximum Order in FAR 562.216-19);
 2. Offer the lowest price available under the contract; or,
 3. Decline the order; orders must be returned in accordance with FAR 52.216-19.
 - b. A delivery order for quantities that exceed the Maximum Order may be placed with the contractor selected in accordance with FAR 8.404. The order will be placed under the current contract.
 - c. Sales for orders that exceed the maximum order shall be reported in accordance with GSAR 552.238-72.
- 3. Minimum Order Limitation:** \$100.00
- 4. Geographic Coverage:** Worldwide
- 5. Points of Production:** United States
- 6. Discount from List Prices:** All prices herein are net.
- 7. Quantity Discounts:** None. Discounts may be negotiated at the task order level.
- 8. Prompt Payment Terms:** 0% net 30 days.
- 9a. Government Commercial Credit Card At or Below Micro-Purchase Threshold:** Government commercial credit cards are acceptable for orders below the micro purchase threshold.
- 9b. Government Commercial Credit Card Above Micro-Purchase Threshold:** Contact Contractor's Representative for credit card acceptance of orders above the micro purchase threshold. Discounts for use of the card may be available upon request.
- 10. Foreign Items:** None.

- 11a. Time of Delivery:** To be negotiated with ordering agency on each task order.
- 11b. Expedited Delivery:** To be negotiated with ordering agency on each task order.
- 11c. Overnight / 2-Day Delivery:** To be negotiated with ordering agency on each task order.
- 11d. Urgent Requirements:** To be negotiated with ordering agency on each task order.
- 12. FOB Point:** To be negotiated with ordering agency on each task order.
- 13. Ordering Address:**
Vernadero Group Incorporated
Eric Webb, Ph.D.
3400 S. Carrollton Avenue #850720
New Orleans, LA
Ph: (480) 315-1000
Fax: (480) 315-1001
Email: ewebb@vernadero.com
- 13b. Ordering Procedures:** For supplies and services, the ordering procedures information on Blanket Purchase Agreements (BPAs) is found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. Payment Address:** Should Electronic Funds Transfer (EFT) payment be available, please contact Contract Manager Michael Collins at (480) 315-1000 or mgcollins@vernadero.com for EFT remittance information.
- 15. Warranty Provisions:** Manufacturer's Standard Commercial Warranty
- 16. Export Packaging Charges:** Not applicable.
- 17. Terms and Conditions of Government Purchase Card Acceptance:** See #9.
- 18. Terms and Conditions of Rental, Maintenance, and Repair:** Not applicable.
- 19. Terms and Conditions of Installation:** Not applicable.
- 20. Terms and Conditions of Repair Parts, etc.:** Not applicable.
- 20a. Terms and Conditions for Any Other Services:** Not applicable.
- 21. List of Service and Distribution Points:** Not applicable.
- 22. List of Participating Dealers:** Not applicable.
- 23. Preventive Maintenance:** Not applicable.
- 24a. Environmental Attributes, e.g. recycled content, energy efficiency, and/or reduced pollutants:**
None

- 24b. Section 508 compliance:** If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following web site www.Section508.gov/
- 25. DUNS NUMBER:** 114054054
- 26. Notification Regarding Registration in Central Contractor Registration (CCR) Database:** Vernadero is registered in the CCR.

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VERNDERO ES OVERVIEW

Under the General Services Administration Federal Supply Schedule contract for Environmental Services (ES) schedule no. GS-10F-0033T, Vernadero’s diverse and in-depth knowledge of environmental services is available to all federal government and other authorized agencies using a streamlined ordering process. Vernadero was awarded the Schedule 899 Environmental Services contract on 3 November 2006. The ES contract is an indefinite delivery, indefinite quantity (IDIQ) multiple award schedule contract that provides for task orders to be placed as firm fixed-price or time and material using the labor categories and ceiling rates defined in the contract. The order type is at the discretion of the ordering agency.

Under the Federal Supply Schedule program, GSA enters into contracts with commercial firms to provide supplies and services at stated prices for given periods of time. Orders are placed directly with the schedule contractor, and deliveries are made directly to the customer. The federal supply schedule program mirrors commercial buying practices more than any other procurement process in the federal government today. It provides customers with literally millions of state-of-the-art, high-quality commercial products and services at volume discount pricing on a direct delivery basis. The Federal

Supply Schedule program also offers the benefits of shorter lead times, lower administrative costs, and reduced inventories.

Multiple Award Schedule contracts are awarded to contractors supplying comparable commercial supplies and services at government-negotiated, pre-approved prices. They provide federal agencies with the variety and the flexibility necessary to select the best-valued professional services to meet their requirements. Consistent with the Competition in Contracting Act, multiple award schedule contracts are competitive in that participation in the program is open to all responsible sources, and orders placed following the procedures in Federal Acquisition Regulation 8.4 result in the lowest overall cost alternative. Therefore, when placing orders under federal supply schedules, ordering offices need not: 1) seek further competition, 2) synopsise the requirement, 3) make a separate determination of fair and reasonable pricing, or 4) consider small business programs. GSA already has determined the prices of items under schedule contracts to be fair and reasonable.

Advantages of Using the GSA Environmental Services Schedule 899 Contract:

- Five-year contract-ordering period with three five-year options. Current ordering period is through 2 November 2021.
- Indefinite delivery / indefinite quantity contract (IDIQ)
- Available to all federal agencies and authorized organizations
- No synopsis (FedBizOpps posting) is required – all competitive requirements have been met
- Direct customer and contractor relationship – no transfer of funds to GSA required
- Reduced lead times – procurement cost savings
- Labor categories and rates for fixed price and time and materials task orders
- Provides for teaming and subcontracts
- Blanket purchase agreements may be established

HOW TO USE THIS SCHEDULE

In accordance with the Federal Acquisition Streamlining Act of 1994 and the Federal Acquisition Reform Act of 1996, GSA's streamlined ordering procedures have reduced the government procurement process to a few simple steps. While the Federal Supply Schedule program already has determined these rates and prices to be fair and reasonable, ordering offices must determine that the total price is reasonable for the specific tasks required by the agency. Based on quotes requested from contractors that appear to offer the best value (considering scope of services offered, hourly rates, contractor's locations and other factors, as appropriate), the ordering agency selects the one that best meets its needs.

This contract is available to all federal agencies as a source of environmental services for domestic and overseas use. Executive agencies, other federal agencies, mixed-ownership government corporations, and the District of Columbia; government contractors authorized in writing by a federal agency pursuant to FAR Part 51; and other activities and organizations authorized by statute or regulation including state and local governments to use GSA as a source of supply may use this contract. Additionally, contractors are encouraged to accept orders received from activities within the executive branch of the federal government. GSA Order ADM 4800.2F provides a complete list of authorized schedule users.

Total price for supplies and/or services are established at the time the task order is placed and are based on the rates and prices offered in the Vernadero ES Price List catalog. The resultant task order details should include but is not limited to the product ordered, the estimated number of hours, the labor

categories to be provided, and any related items. If the ordering agency's contracting officer chooses to purchase services on a labor-hour-time-and-material basis, the resultant task order will specify the not-to-exceed price, the labor categories proposed (with the hourly rates for each), and any applicable travel and other direct costs.

Federal Acquisition Regulation 8.4 provides procedures for the acquisition of services and products using GSA schedule contracts.

For orders of supplies and/or services below \$2,500: Place the order with any Schedule contractor that can meet the agency's needs. Though not required to solicit from a specific number of Schedule contractors, ordering activities should attempt to distribute orders among contractors (FAR 8.405).

For Supplies and Services Not Requiring a SOW: Survey at least three Schedule contractors through the GSA Advantage!® online shopping service or review the catalogs or pricelists of at least three Schedule contractors (more if over \$200,000) pricelists (the GSA Advantage!® online shopping service may be used to facilitate this review and seek additional price reductions where appropriate; evaluate; and make a best value selection.

For Services Requiring a Statement of Work: To summarize the process for ordering services, the government agency:

1. Prepares a request for quotation that includes:
 - A performance-based statement of work that outlines the work to be performed.
 - Type of task order – time and material or firm fixed price.
 - Basis to be used for contractor selection (best value, etc.).
2. Transmits the request for quotations to contractors:
 - Selects at least three (more if task order value is more than \$1 million) qualified contractors on the schedule. Note: Department of Defense agencies need to refer to DFAR 208.4 when ordering services over \$100,000 using the GSA schedules.
 - Sends requests for quotations to selected contractors. GSA's e-buy provides ordering agencies a streamlined, Web-based system for ordering services using the GSA schedules.
3. Evaluates quotes and selects the contractor to receive the order:
 - Evaluates responses based on the factors identified in the requests for quotations.
 - Places the order directly with the schedule contractor that represents the best value and results in the lowest overall cost alternative, considering price, special qualifications, administrative costs, and so forth.

The requesting government agency's contracting office directly issues the task order to the selected contractor without GSA involvement in the procurement process. All task order reporting requirements and remission of fees to GSA are the responsibility of the contractor.

CONTRACT CLAUSES

GSA multiple award schedule contracts are awarded in accordance with the provisions of Federal Acquisition Regulation Part 12 – Acquisition of Commercial Items. As much as possible, GSA multiple award schedule contracts include only those clauses required, either to implement provisions of law or executive orders applicable to the acquisition of commercial items or determined to be consistent with customary commercial practice. Ordering agencies may incorporate provisions in their task orders that

are essential to their specific requirements (e.g., security, key personnel) provided they do not conflict with the terms and conditions of the contract. These provisions, when required, must be included in the individual task order, and any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate, unless otherwise prohibited by law. For a list of clauses and terms and conditions included in the ES contract, contact the Vernadero ES points of contact.

MAXIMUM ORDER THRESHOLD (MOT)

All GSA MAS contracts contain a price point called a maximum order threshold. This threshold is not a ceiling on an order size; rather, it is a point where the ordering agency needs to consider additional contractors (more than three) and seek discounts from the listed catalog rates.

The maximum threshold for the SINs currently on the ES contract is \$1,000,000. When placing an order that exceeds the maximum order threshold, ordering offices shall follow the standard ordering procedures, and the following additional procedures:

1. Consider additional schedule contractors (more than three)
2. Seek price reductions from the schedule contractor(s) offering the best value (considering price and other factors)
3. Selected contractor(s) may choose to offer a lower price for the requirement (the price reduction clause is not applicable to orders placed over the maximum order threshold)
4. After price reductions have been sought, place the order with the schedule contractor that provides the best value and results in the lowest overall cost alternative. If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.

BLANKET PURCHASE AGREEMENTS (BPA)

Ordering activities may establish blanket purchase agreements under any GSA schedule contract. A GSA schedule blanket purchase agreement simplifies the filling of recurring needs for supplies or services, while leveraging a customer's buying power by taking advantage of quantity discounts, thus saving administrative time and reducing paperwork.

Blanket purchase agreements are established in accordance with the procedures in Federal Acquisition Regulation Part 8.405-3. An ordering activity may request a price reduction based on the total estimated volume of the blanket purchase agreement, regardless of the size of individual orders. Blanket purchase agreements may be established with one or more scheduled contractors at the discretion of the ordering activity. When establishing multiple blanket purchase agreements, the ordering activity must specify the procedures for placing orders under the blanket purchase agreements. A GSA schedule blanket purchase agreement should not exceed five years in length, but may do so to meet program requirements. A blanket purchase agreement may extend beyond the current term of its GSA schedule contract, so long as there are option periods in the GSA schedule contract that, if exercised, will cover the blanket purchase agreement's period of performance.

CONTRACTOR TEAM ARRANGEMENTS

Contractor Team Arrangements are encouraged under the Federal Supply Schedules Program. Under a Contractor Team Arrangement (CTA), two or more GSA Schedule contractors work together, by complementing each other's capabilities, to offer a total solution to meet an ordering activity's requirement rather than ordering activity making separate buys for each part of a requirement. The CTA combines the supplies and/or services from the team members' separate GSA Schedule contracts. It permits contractors to compete for orders for which they may not independently qualify. A customer benefits from a CTA by buying a solution rather than making separate buys from various contractors. Contractor Team Arrangements provide a "win-win" situation for both GSA Schedule contractors and ordering activities.

For additional information see FAR 9.6 and "Contractor Team Arrangements" at the GSA website <http://www.gsa.gov> under "Acquisition Solutions", click on "GSA Schedules", click on "Contractor Team Arrangements" or contact the Vernadero ES Program Management Office.

SERVICE CONTRACT ACT (SCA)

The SCA is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determinations Numbers(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code – Title	WD Number
Field Technician	30090 – Environmental Technician	05-2023
CAD Drafter	30063 – Drafter/CAD Operator III	05-2023
Technical Editor	01613 – Word Processor III	05-2023

SUBCONTRACTING TO OTHER SMALL BUSINESSES

Recognizing both the social and economic benefits, Vernadero is committed to the maximum practicable use of small, HUBZone small, small disadvantaged and women-owned small business concerns as subcontractors.

GSA SCHEDULE PRICE LIST (valid through 10/17)

SIN(s) Proposed	Service Proposed (e.g. Labor Category or Job Title/Task)	Minimum Education / Certification Level	Minimum Years of Experience (cannot be a range)	Price Offered to GSA (Excluding IFF)	Price Offered to GSA (including IFF)
899-1, 899-1 RC, 899-7, 899-7 RC	Principal	Masters	15	\$ 141.25	\$142.31
899-1, 899-1 RC, 899-7, 899-7 RC	Project Manager	Bachelors	10	\$ 108.29	\$109.10
899-1, 899-1 RC, 899-7, 899-7 RC	Senior Professional	Bachelors	10	\$ 106.72	\$107.52
899-1, 899-1 RC, 899-7, 899-7 RC	Staff Professional	Bachelors	5	\$ 83.17	\$83.80
899-1, 899-1 RC, 899-7, 899-7 RC	Junior Professional	Bachelors	5	\$ 69.06	\$69.58
899-1, 899-1 RC, 899-7, 899-7 RC	Senior Biologist	Bachelors	10	\$ 108.29	\$109.10
899-1, 899-1 RC, 899-7, 899-7 RC	Staff Biologist	Bachelors	5	\$ 83.17	\$83.80
899-1, 899-1 RC, 899-7, 899-7 RC	Junior Biologist	Bachelors	1	\$ 62.77	\$63.25
899-1, 899-1 RC, 899-7, 899-7 RC	Land Surveyor	Professional Certification	0	\$ 135.68	\$136.71
899-1, 899-1 RC, 899-7, 899-7 RC	Field Supervisor	None	5	\$ 108.29	\$109.10
899-1, 899-1 RC, 899-7, 899-7 RC	Field Technician	None	0	\$ 58.07	\$58.51
899-1, 899-1 RC, 899-7, 899-7 RC	GIS Analyst	Bachelors	5	\$ 101.64	\$102.41
899-1, 899-1 RC, 899-7, 899-7 RC	GIS Specialist	Bachelors	2	\$ 58.86	\$59.31
899-1, 899-1 RC, 899-7, 899-7 RC	GIS Technician	Bachelors	1	\$ 50.21	\$50.59
899-1, 899-1 RC, 899-7, 899-7 RC	CAD Drafter	None	10	\$ 78.47	\$79.06
899-1, 899-1 RC, 899-7, 899-7 RC	Technical Editor	Bachelors	2	\$ 61.52	\$61.99

Labor Category Descriptions

Principal

Manages projects of major significance. Provides expertise support to projects and managers. Generally operates with wide latitude for unreviewed action. Has profit or loss responsibility and authority to commit the firm. Normal qualifications and experience: Master of Science (MS) or Ph.D. in environmental, planning, or engineering disciplines and 15 years or more relevant functional and/or managerial experience.

Project Manager

Under general supervision of Principal, manages projects. Directs or supervises other professionals, reviews progress, and evaluates results. Coordinates daily work assignments and provides technical guidance and training to other professionals. Operates with some latitude with review from Principal. May have profit or loss responsibility. Normal qualifications and experience: Bachelor of Science (BS) or MS degree in scientific, planning, or engineering disciplines and 10 years or more relevant functional and/or managerial experience.

Senior Professional

Provides overall technical direction to programs or projects. Supplies technical guidance and training to other professionals. Independently collects, evaluates, and analyzes project-specific data and translates data into products and reports. May coordinate the activities of project-assigned technicians. Normal qualifications and experience: BS or MS degree in scientific, planning, or engineering disciplines and 10 years or more relevant functional experience.

Staff Professional

Under general direction, independently collects, evaluates and analyzes project-specific data. Selects and applies standard techniques and procedures while using judgment when making adaptations and

modifications. May coordinate the activities of project-assigned technicians. Normal qualifications and experience: BS or MS degree in scientific, planning, or engineering disciplines and 5 years or more relevant functional experience.

Junior Professional

Under direct supervision, gathers, compiles and routinely analyzes project-specific data. Receives specific and detailed instruction for required tasks and expected results. Normal qualifications and experience: BS or MS degree in scientific, planning, or engineering disciplines and 1 year or more relevant functional experience.

Senior Biologist

Coordinates project needs with regulatory agencies, manages preparation and performance of all biological investigations, surveys and reports. Supplies technical guidance and training to other professionals. May coordinate the activities of project-assigned technicians. Normal qualifications and experience: BS or MS degree in biology, ecology, or related discipline and 10 years or more relevant functional experience.

Staff Biologist

Independently collects, evaluates, and analyzes project-specific data and translates data products and reports. May coordinate the activities of project-assigned technicians. Normal qualifications and experience: BS or MS degree in biology, ecology, or related discipline and 5 years or more relevant functional experience.

Junior Biologist

Assists in conducting biological field investigations and surveys and assists in writing technical reports. Normal qualifications and experience: BS or MS degree in biology, ecology, or related disciplines and 1 year or more relevant functional experience.

Land Surveyor

Plans and conducts surveys to determine locations of property lines, boundaries, rights-of-way, easements, and topographic surveys. Coordinates, trains, and reviews work of survey crews. Prepares and certifies legal descriptions and maps. Normal qualifications and experience: Must have state certification as land surveyor.

Field Supervisor

Manages and supervises multi-disciplinary field crews. Has a basic knowledge of developing work plans, heavy equipment operation and construction disciplines, OSHA requirements and site safety plans, subcontracting protocol, and hazardous waste transportation and disposal regulations and coordinated disposal activities. Normal qualification and experience: Five years or more relevant functional experience.

Field Technician

Operates surveying, detection, or other testing equipment of moderate complexity. May set-up equipment, perform routine maintenance, trouble shoot malfunctioning equipment and make simple repairs. Normal qualifications and experience: Specialty Certification or Training Course Completion on applicable equipment.

GIS Analyst

Coordinates project needs with clients and project manager. Conducts analysis of data, manages GIS database development, and ensures quality control of all GIS data development and mapping products. Normal qualifications and experience: BS or MS degree in geography, planning, landscape architecture or related field with a specialization in GIS and 5 years or more relevant GIS experience.

GIS Specialist

Independently prepares all levels of maps and charts and associated data for projects. Conducts research to locate and obtain existing GIS databases, compiles GIS data from a variety of sources, and creates new data using principles of cartography. Normal qualifications and experience: BS or MS degree in geography, planning, landscape architecture or related field with a specialization in GIS and 2 years or more relevant GIS experience.

GIS Technician

Independently prepares and prints all levels of maps. Conducts research to locate and obtain existing GIS databases. Normal qualifications and experience: BS or MS degree in geography, planning, landscape architecture or related field with a specialization in GIS and 1 year or more relevant GIS experience.

CAD Drafter

Designs and develops layouts and drawings according to engineering specifications, utilizing computer aided design software and drafting equipment. Reviews engineering drawings and supporting documents to ensure accuracy, quality and adherence to standard practices. Edits, revises and updates changes to recently developed or existing drawings and graphics. Normal qualifications and experience: 10 years or more relevant engineering design experience.

Technical Editor

Performs technical editing of technical reports. Normal qualifications or experience: BS degree in English with 2 years of experience or equivalent of 4 plus years of experience in editing scientific documents.