

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service *Authorized Federal Supply Schedule Price List*

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

Schedule for Professional Services Schedule (PSS)

Contract Number: GS-10F-0041L

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: - 11/1/2010 through 10/31/2020

Contractor: Cardno, Inc.
Business Size: Large
Telephone: 925-988-1265
Extension:
FAX Number: 925-935-5368
Web Site: www.cardno.com
E-mail: beth.cody@cardno.com
Contract Administration: Beth Cody, Business Operations Manager

CUSTOMER INFORMATION:

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

	Recovery	SIN Description
899-1	899-1RC	Environmental Consulting Services
899-7	899-7RC	Geographic Information Systems

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

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

2. Maximum Order: \$1,000,000.00

3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** None
8. **Prompt payment terms:** Net 30
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$2,500
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor’s standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A

19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/.**
25. **Data Universal Numbering System (DUNS) number:** 07-839-1683
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
27. **Final Pricing:** *The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.*

Labor Category	Per Hour	Per Day
Technical Director	\$254.00	\$2,032.00
Sr. Consultant 2	\$160.00	\$1,280.00
Sr. Consultant 1	\$150.00	\$1,200.00
Sr. Project Scientist / Eng. 2	\$140.00	\$1,120.00
Sr. Project Scientist / Eng. 1	\$130.00	\$1,040.00
Project Scientist / Eng. 2	\$120.00	\$960.00
Project Scientist / Eng. 1	\$110.00	\$880.00
Staff Scientist / Eng. 2	\$95.00	\$760.00
Staff Scientist / Eng. 1	\$75.00	\$600.00
Assistant Staff Scientist / Eng. 2	\$65.00	\$520.00
Assistant Staff Scientist / Eng. 1	\$60.00	\$480.00
Project Assistant 2	\$60.00	\$480.00
Project Assistant 1	\$40.00	\$320.00
Technician 2	\$55.00	\$440.00
Technician 1	\$45.00	\$360.00
Engineering Designer	\$105.00	\$840.00
Computer Specialist	\$75.00	\$600.00
Project Coordinator	\$75.00	\$600.00

Service Contract Act (SCA) Matrix:

Cardno, Inc. acknowledges that the Service Contract Act (SCA) is applicable to this contract as it applies to the entire Environmental Services Schedule and all services provided. While no specific SCA labor categories have been identified, this contract still maintains the provisions and protections for SCA eligible labor categories and the Contractor will ensure that all employees that fall under the provisions of the SCA will be compensated in accordance with the applicable wage determination(s) for the location(s) in which work is performed. If and/or when the Contractor adds SCA labor categories/employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable wage determination number. Failure to do so may result in cancellation of the contract.

Labor Category Descriptions for GSA Awarded Labor Categories

Technical Director

Technical Directors are nationally or regionally recognized as leaders in their practice areas. They are responsible for managing major consulting projects of the firm and are integral members for strategic revenue growth. Technical Directors are senior members of the firm and provide senior level environmental consulting services on client projects. Technical Directors facilitate the continued growth of practice through timely hiring and managing of employees involved in their technical areas. They possess the capability to enhance and modify their knowledge and abilities on an ongoing basis so to develop their skills and provide strategic level consulting services to clients.

Required knowledge and skills and abilities: Technical directors have graduate and/or doctoral training in their respective field and have obtained outstanding rank in their graduate studies. Technical Directors are expected to have at least fifteen (15) years of work experience that include senior-level experience in addressing environmental issues. Technical Directors belong to professional organizations, serve as instructors, publish articles in technical journals, and develop and implement cutting edge solutions in serving clients. Additionally they participate in other activities to establish and maintain their professional reputation. Technical Director's work demands a high degree of competence, initiative, creativity and problem solving. Technical Director's personal effectivity goals range from 50% to 70%.

- Billing rates range between \$225 - \$350

Senior Consultant

Senior Consultants are strategic leaders and recognized technical experts requiring no guidance in their area of expertise. They manage major projects or multiple mid to large-size projects and are responsible for directing a technical group, business line or office. They are accountable for contracted scopes of services, deliverables, project budgets and schedule commitments. Senior Consultants implement and support rigorous quality assurance/quality control practices and are innovative and seek opportunities to improve the quality of our client services and work products. They service in a senior technical review capacity over projects, oversee the quality performance of project managers, track project budgets, and pro-actively help Project Managers succeed in project management.

Required knowledge, skills and abilities: Senior Consultants have an undergraduate or advanced college degree (Masters or Ph.D.) a professional registration (P.E., R.G., etc.) plus 20 years directly applicable work experience in environmental management, environmental engineering, environmental sciences, natural resource management and sustainable development or business and economics.

- Level 2 - Billing rates range between \$250 - \$275
- Level 1 - Billing rates range between \$185 - \$249

Senior Project Scientist/Engineer

Senior Project Consultants (positions include Scientist, Economist, Engineer, Planner and CADD/GIS/Drafting) are self-sufficient, technically proficient and require minimal technical guidance in their field(s) of expertise. They provide technical guidance within project teams and management groups. They develop and implement client and stakeholder strategies. Senior Project Consultants manage medium to large-size projects, multi-disciplinary or large technical tasks. They delegate tasks and oversee staff performance of delegated tasks. They are accountable

for contracted scopes of services, deliverables and schedule commitments as well as project schedule and budget tracking.

Required knowledge, skills and abilities: Senior Project Scientist/Engineers have undergraduate degrees or advanced college degree (Masters or Ph.D.), a professional registration (P.E., R.G., etc.) if applicable, and 10 years professional consulting experience. Lacking an advanced degree or related consulting experience, they may have more than 15 years' experience in a directly related work experience. ·

- Level 2 - Billing rates range between \$185 - \$200
- Level 1 - Billing rates range between \$165 - \$184

Project Scientist/Engineer

Project Consultants (positions include Scientist, Economist, Engineer, Planner and CADD/GIS/Drafting staff) demonstrate strong technical and project management capacities. They are technically competent and require minimal technical guidance in their field(s) of expertise. They collect and analyze data and prepare small reports and sections of large reports. They direct data collection and analysis and report preparation with minimal supervision. Project Consultants handle client relationships with minimal supervision, contribute to add-on work assignments from existing clients and help identify and cultivate new client relationships.

Project Consultants implement good business practices and communicate with group leaders and Business Managers about project status, labor forecasts and contract conditions.

Required knowledge, skills and abilities: Project Scientist/Engineers have undergraduate or advanced college degrees and 6-10 years of professional consulting experience. Lacking an advanced degree, they may have more than 10 years of directly applicable professional experience. In applicable fields (e.g. planning, civil engineering, geology, etc.) they are nearing completion of all requirements to obtain certification or professional registration.

- Level 2 - Billing rates range between \$165 - \$180
- Level 1 - Billing rates range between \$130 - \$164

Senior Staff Scientist/Engineer

Senior Staff Consultants (positions include Scientist, Economist, Engineer, Planner and CADD/GIS/Drafting staff) demonstrate proficiency in a technical area and strong potential in growing technically. They are technically competent and require moderate guidance in their field(s) of expertise. They conduct field studies, collect and analyze data, prepare small reports and write sections of large reports. Their work products are subject to senior review prior to release to outside parties. They complete work on time and within budget and are able to travel and spend time in the field. Senior Staff Consultants manage small to medium tasks with supervision. They assist with tracking the completion of contracted scopes of services, deliverables, project budgets and schedule commitments. Senior Staff Consultants communicate with project and task managers and Group Managers to understand project accounting procedures, budget limits and schedule requirements of their assignments.

Required knowledge, skills and abilities: Senior Staff Scientist/Engineers have undergraduate or advanced degrees and 3-5 years of applicable professional experience. Inapplicable fields (e.g. planning, civil engineering, geology, forestry, etc.) they are pursuing certification or registration.

- Level 2 - Billing rates range between \$130 - \$150
- Level 1 - Billing rates range between \$115 - \$129

Staff Scientist/Engineer

Staff Consultants (positions include Scientist, Economist, Engineer, Planner and CADD/GIS/Drafting staff) perform a range of defined technical tasks, perform field work, collect and analyze data, and write technical sections of reports, under direct supervision. Their work products are subject to review prior to release to outside parties. They are dependable, flexible, and able to travel and spend extended time in the field. They solicit and follow Project Manager/task manager direction regarding agency and client interaction. Staff Consultants have excellent oral and written communication skills. Staff Consultants manage and oversee small tasks. They are responsible for their assigned task, scope, deliverables, budgets, and schedule commitments.

Required knowledge, skills and abilities: Staff Scientist/Engineers have a college degree and 2 years of applicable professional experience. They may have less professional experience if they have a Master's Degree in their technical field.

- Level 2 - Billing rates range between \$115 - \$125
- Level 1 - Billing rates range between \$90 - \$114

Assistant Staff Scientist/Engineer

Assistant Staff Consultants (positions include Scientist, Economist, Engineer, Planner and CADD/GIS/Drafting staff) collect and help analyze data and conduct specific technical tasks, under direct supervision. They may contribute to technical sections of reports. They are able to travel and spend extended time in the field. Assistant Staff Consultants have strong oral and written communication skills and help prepare reports and presentation materials. Assistant Staff Consultants are responsible for assigned services, deliverables, budgets, and schedule commitments. They demonstrate professional growth in their technical contributions. Assistant Staff Consultants communicate with project and task managers, and Group or Department Managers to understand reporting procedures, budget limits, and schedule requirements of their assignments. Assistant Staff Consultants complete work on time and within budget. They assume field crew and task leadership opportunities.

Required knowledge, skills and abilities: Assistant Staff Scientist/Engineers have a college degree and less than 2 years of applicable professional experience.

- Level 2 - Billing rates range between \$90 - \$125
- Level 1 - Billing rates range between \$80 - \$89

Project Coordinator

Project Coordinators and Production Specialists have strong client orientation and can work effectively with all levels of internal and external clients. They have advanced knowledge of Microsoft Word, Excel and Power Point. Project Coordinators and Production Specialists assist Project Managers, provide guidance to Project Assistants, and may manage other administrative staff.

Required knowledge, skills and abilities: Project Coordinators have an undergraduate degree plus 5 years applicable work experience or Associate's degree plus 10 years applicable experience.

- Billing rates range between \$105 - \$115

Project Assistant

Project Assistants are competent in their area of expertise and require moderate guidance. They have good oral and written communications skills and help in preparing reports, presentations, SOQ and proposals. Project Assistants coordinate tasks and help on projects. They have strong organizational and communications skills, are

detail oriented and work closely with and under the supervision of Project Managers and Project Coordinators. They have a working knowledge of Microsoft Word, Excel and Power Point.

Required knowledge, skills and abilities: Project Assistants have a college-level training and an associate or baccalaureate degree is preferred as well as 3 years applicable professional experience.

- Level 2 - Billing rates range between \$85 - \$105
- Level 1 - Billing rates range between \$60 - \$84

Technician

Technicians performed specialized tasks in field and office settings. They collect data in the field and are capable of operating specialized field equipment, and they are capable of performing data analyses, statistical programs and database management under supervision. They are receptive and responsive to on-the-job technical training so to be able to apply current technologies to projects. They may travel and spend extended time in the field. Technicians communicate with Task Managers, Crew Leaders, or other supervisors to stay informed of specific budget and schedule expectations for their assignments. They assume field crew and task leadership responsibilities and complete work on time and within budget, under direct supervision.

Required knowledge, skills and abilities: Technicians have college level training or equivalent training in specialized technical areas such as GPS, GIS, database management and/or software applications related to environmental studies. Two years of experience in preferred.

- Level 2 - Billing rates range between \$85 - \$100
- Level 1 - Billing rates range between \$60 - \$84

Engineering Designer

Engineering Designers primary responsibilities include the following: spatial data processing; metadata generation; map making; scanning; digitizing and manual cartography and other GIS production tasks. Secondary responsibilities include but are not limited to: providing technical support to various projects and report writing; data reduction; preliminary data analysis; literature search; review and synthesis; conducting and participating in field sampling.

Required knowledge, skills and abilities: Engineering Designers have a Bachelor's Degree or higher in Geography or related Physical or Social Science and 3 or more years of relevant experience including AutoCAD or other CAD graphics.

Billing rates range between \$115 - \$135

Computer Specialist

Computer Specialist's develop and manage databases to support a team of accomplished biologists, chemists, economists, hydrologists, engineers, GIS specialists, and permitting/planning specialists on projects.

Responsibilities include, but are not limited to developing and managing databases in collaboration with Project Managers; providing secure relational and metadata database design, implementation and maintenance; provide data reports for client project work.

Required knowledge, skills and abilities: Computer Specialist have a Master's Degree in Computer Sciences, Environmental Sciences or closely related fields of study plus 7 years of relevant experience in environmental metadata and database design & management using diverse software.

- Billing rates range between \$105 - \$120