

SCHEDULE FOR ENVIRONMENTAL SERVICES

Federal Supply Group: 899 Class: F999
Contract Number: GS10F0043V
Contract Period: December 11, 2008 through December 10, 2013

Contractor: FluidClarity, Ltd.
 1144 W Lake Street, Suite 303
 Oak Park, IL 60301

Business Size: Small Disadvantaged, 8(a)

Telephone: (708) 383-3500
Fax (708) 383-3549

Website: www.fluidClarity.com
Email: Marion.Kessy@fluidclarity.com

Contract Administration: Marion E. Kessy

NEGOTIATED LABOR CATEGORY PRICES

Labor Category	From: 12/11/09	From: 12/11/10	From: 12/11/11	From: 12/11/12
	To: 12/10/10	To: 12/10/11	To: 12/10/12	To: 12/10/13
Engineer 7	145.24	\$150.68	\$156.32	\$162.18
Engineer 6	124.49	\$129.16	\$134.00	\$139.02
Engineer 5	99.6	\$103.33	\$107.20	\$111.21
Engineer 4	101.01	\$104.79	\$108.71	\$112.79
Engineer 3	93.84	\$97.35	\$101.00	\$104.78
Engineer 2	87.54	\$90.82	\$94.22	\$97.75
Engineer 1	78.43	\$81.37	\$84.42	\$87.58
Scientist 2	94.26	\$97.79	\$101.45	\$105.25
Scientist 1	84.03	\$87.18	\$90.44	\$93.83
Surveyor	93.84	\$97.35	\$101.00	\$104.78
Natural Resources Specialist III	64.76	\$67.18	\$69.70	\$72.31
Natural Resources Specialist II	59.94	\$62.19	\$64.52	\$66.94
Natural Resources Specialist I	58.6	\$60.79	\$63.07	\$65.43
GIS Specialist	61.62	\$63.93	\$66.32	\$68.81
Technical Writer Specialist	100.84	\$104.62	\$108.54	\$112.60
Office Manager	70.03	\$72.65	\$75.37	\$78.19

LABOR CATEGORY DESCRIPTIONS

Rev Jan 2007	Engineer I
General Characteristics	Performs assignments designed to develop professional work knowledge and abilities requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited expertise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives.
Duties and Responsibilities	Collects site data, performs stream and structure surveys, prepare drainage maps, assist with preparation of watershed plans, reports, design detention facilities, perform limited modeling, prepare permit documents, reports.
Position Titles	Junior Engineer, Engineer-in-Training, Junior Water Resources Engineer.
Minimum Experience	Entry level, 0 to 2 year experience, internship in relevant technical area.
Education	Bachelor's Degree in engineering from an ABET accredited curriculum, or equivalent.
Registration	Fundamentals of Engineering (FE)
Professional Membership	Associate Member of Professional and Technical Societies

Rev Jan 2007	Engineer II
General Characteristics	Performs assignments designed to further develop professional work knowledge and abilities requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited expertise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives.
Duties and Responsibilities	Collects site data, performs stream and structure surveys, prepare drainage maps, perform drainage calculations, design detention facilities, performs hydrologic & environmental modeling, prepare permit documents and reports.
Position Titles	Staff Engineer
Minimum Experience	3 years. Postgraduate Degree is equivalent to one-year of experience
Education	Bachelor's Degree in engineering from an ABET accredited curriculum, or equivalent.
Registration	Fundamentals of Engineering (FE)
Professional Membership	Member of Professional and Technical Societies

Rev Jan 2007	Engineer III
General Characteristics	Independently evaluates, selects, and applies standard engineering techniques, procedures, and criteria, using judgment in making minor adaptations and modifications. Assignments have clear and specific objectives and require the investigation of a limited number of variables. Performance at his level requires experience in a professional position or equivalent graduate level education.
Duties and Responsibilities	Design stormwater management systems. Perform hydraulic and hydrologic calculations using standard software, perform water quality modeling, drainage system design, preparation of site plans, prepares memorandums, project reports.
Position Titles	Environmental Engineer, Water Resources Engineer, Design Engineer
Minimum	4 years. Postgraduate degree is Equivalent to one-year experience

Experience	
Education	Bachelor's Degree in engineering from an ABET accredited curriculum, or equivalent, plus appropriate continuing education.
Registration	Fundamentals of Engineering (FE), Professional Engineer Registration(PE)
Professional Membership	Member of Professional and Technical Societies

Rev Jan 2007	Engineer IV
General Characteristics	A fully competent engineer in all conventional aspects preparing plans and conducts work requiring judgment in the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Devises new approaches to problems encountered. Requires sufficient professional experience to assure competence as a fully trained professional for positions primarily of a search nature, completion of all requirements, or a doctoral degree may be substituted for experience.
Duties and Responsibilities	Plans, schedules, conducts or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work that involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of modeling, inadequate data, and difficult coordination requirements. Performs complex analysis tasks. Work requires a broad knowledge of water resources issues including local, state and federal regulations.
Position Titles	Staff Engineer, Staff Environmental Engineer, Staff Water Resources Engineer, Modeler
Minimum Experience	6 years: Postgraduate degree is Equivalent to one-year experience
Education	Bachelor's Degree in engineering from an ABET accredited curriculum, or equivalent, plus appropriate continuing education.
Registration	Registered Professional Engineer, Illinois
Professional Membership	Member of Professional and Technical Societies such as ASCE, ISPE

Rev Jan 2007	Engineer V
General Characteristics	Applies intensive and diversified knowledge of engineering principles and practices in broad area of assignments and related fields. Makes decisions independently on engineering problems and methods. And represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires the use of advance techniques and the modification and extension of theories, precepts, and practices of sciences and disciplines. The knowledge and expertise required for this level of work results from progressive experience.
Duties and Responsibilities	Supervisory capacity: plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial proportion of work supervised is comparable to that described for Engineer 4. Develops and evaluates plans and criteria for a variety of projects and activities to be carried for variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, studies, or modeling results when necessary data are insufficient.
Position Titles	Senior Water Resources Engineer, Senior Modeler, Senior Design Engineer
Minimum Experience	10 years
Minimum Education	Bachelor's Degree in engineering from an ABET accredited curriculum: Postgraduate degree is Equivalent to one-year experience
Registration	Registered Professional Engineer, Illinois
Professional Membership	Member of Professional and Technical Societies such as ASCE, ISPE

Rev Jan 2007	Engineer VI
General Characteristics	Has full technical responsibility for interpreting, organization, executing and coordinating assignments. Plans and develops engineering projects, concerned with unique or controversial problems that have an important effect on major organization programs. This involves exploration of subject areas, definition of scope and selection of problems for investigations, and development of novel concepts and approaches. Maintains liaison with individuals and units within or outside his/her organization with responsibilities for acting independently on technical matters pertaining to this field. Work at this level usually requires extensive progressive experience.
Duties and Responsibilities	As a supervisor, plans, develops, coordinates, and directs a number of large and important projects for municipal, state and federal clients. Prepares proposals and coordinates with our client companies. Specialist in performing complex watershed planning, drainage projects, water and water quality studies, interprets local and state regulations, assists with conflict resolutions.
Position Titles	Project Manager, Environmental Engineering Manager, Water Resources Manager, QA/QC Manager
Minimum Education	Bachelor's Degree in engineering from an ABET accredited curriculum: Postgraduate degree is Equivalent to one-year experience
Minimum Experience	15 years of progressive experience
Registration	Registered Professional Engineer, Illinois
Professional Membership	Member of Professional and Technical Societies, such as ASCE or ISPE

Rev Jan 2007	Engineer VII
General Characteristics	Makes decisions and recommendations that are recognized as authoritative and have extensive engineering activities. Maintains client relations.
Duties and Responsibilities	Provides high level of technical direction, performs major programs, develops client relationships, plans and directs company marketing strategy. Conducts in-house training in water resources modeling, performs QA/QC, Publishes in professional journals
Position Titles	Director, Principal Engineer, Principal Water Resources Engineer, Program Manager,
Minimum Experience	20 years of progressive experience, including Postgraduate Degree or Specialty Course
Minimum Education	Bachelor's Degree in engineering from an ABET accredited curriculum: Postgraduate degree is Equivalent to one-year experience
Registration	Registered Professional Engineer
Professional Membership	Member of Professional and Technical Societies such as ASCE, ISPE, ACEC

Rev Jan 2007	Surveyor III
General Characteristics	Independently evaluates, selects, and applies standard surveying techniques, procedures, and criteria, using judgment in making minor adaptations and modifications. Assignments have clear and specific objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position or equivalent graduation level education.
Duties and Responsibilities	Performs work that involves conventional types of plans, investigations, structure surveys, utilities, topographic surveys, boundary surveys, construction layout, stream, and shoreline surveys. Experience with Total stations, GIS software, GPS Equipment, AUTOCAD, Microstation
Position Titles	Surveyor, Cartographer
Minimum Experience	6 years
Minimum Education	Bachelor's Degree in Surveying/Engineering from an ABET accredited curriculum: Postgraduate degree is Equivalent to one-year experience
Registration	Professional Land Surveyor (PLS)
Professional Membership	Member of Professional and Technical Societies

Rev Jan 2007	Scientist I
General Characteristics	Analyzes and interprets water quality, biologic and ecologic data pertaining to riverine, lacustrine, and riparian systems; represent clients while dealing with other agencies and the general public on water quality and ecological issues; perform related work.
Duties and Responsibilities	Supports the company's water resources planning efforts. Provides water quality and biological input to water planning activities; interfaces with staff of federal, state, or local agencies dealing with water quality biologic, and ecologic issues; works with interested groups and the general public providing biologic, ecologic and regulatory

	expertise; assists in conducting/facilitating public meetings and hearings dealing with environmental and water quality issues.
Position Titles	Scientist, Biologist, Environmental Scientist
Minimum Experience	6 years
Minimum Education	Four-year degree in Biological Sciences/Natural Sciences/Geography plus graduate level courses or graduate degree
Professional Membership	Member of Professional and Technical Societies

Rev Nov 2008	Scientist II
General Characteristics	Analyzes and interprets water quality, biologic and ecologic data pertaining to riverine, lacustrine, and riparian systems; represent clients while dealing with other agencies and the general public on water quality and ecological issues; perform related work.
Duties and Responsibilities	Supports the company's water resources planning efforts. Provides water quality and biological input to water planning activities; interfaces with staff of federal, state, or local agencies dealing with water quality biologic, and ecologic issues; works with interested groups and the general public providing biologic, ecologic and regulatory expertise; assists in conducting/facilitating public meetings and hearings dealing with environmental and water quality issues.
Position Titles	Staff Scientist, Staff Biologist, Staff Environmental Scientist
Minimum Experience	8 years or PhD in Physical or Biological Sciences combined with 4 years of experience, MS degree is equivalent to one year of experience.
Minimum Education	Four-year degree in Biological Sciences/Natural Sciences/Geography plus graduate level courses or graduate degree
Professional Membership	Member of Professional and Technical Societies

Rev Nov 2008	Natural Resources Specialist I
General Characteristics	Analyzes, classifies, performs inventories, quantifies natural resources, interprets water quality, perform GIS analyses, biologic and ecologic data pertaining to watersheds, riverine, lacustrine, and riparian systems; prepares rehabilitation measures, educates public on water quality and ecological issues; perform related work.
Duties and Responsibilities	Collect natural resources data. Conducts water quality and biological surveys. Communicates with federal, state, or local agencies dealing with natural resources and preservation, water quality biologic, and ecologic issues. Assists interested groups and the general public providing biologic, ecologic and regulatory information; assist in public meetings and hearings.
Position Titles	Natural Resources Specialist I or Analyst I
Minimum Experience	4 years: Postgraduate degree is Equivalent to one-year experience
Minimum Education	Four-year degree in Biological Sciences/Natural Sciences/Geography
Professional Membership	Member of Professional and Technical Societies

Rev Nov 2008	Natural Resources Specialist II
General Characteristics	Analyzes, classifies, performs inventories, quantifies natural resources, interprets water quality, biologic and ecologic data pertaining to watersheds, riverine, lacustrine, and riparian systems; prepares rehabilitation measures, educates public on water quality and ecological issues; perform related work.
Duties and Responsibilities	Perform water quality and biological studies dealing with natural resources and preservation, water quality biologic, and ecologic issues. Interacts with interested groups and the general public providing biologic, ecologic and regulatory expertise. Assists in public meetings and hearings dealing with environmental and water quality issues.
Position Titles	Natural Resources Specialist II or Analyst II
Minimum Experience	6 years: Postgraduate degree is Equivalent to one-year experience
Minimum Education	Four-year degree in Biological Sciences/Natural Sciences/Geography
Professional Membership	Member of Professional and Technical Societies

Rev Nov 2008	Natural Resources Specialist III
General Characteristics	Directs natural resources projects. Supervises junior staff, quantifies natural resources, interprets water quality, biologic and ecologic data pertaining to watersheds, riverine, lacustrine, and riparian systems; prepares rehabilitation measures, educates public on water quality and ecological issues; perform related work.
Duties and Responsibilities	Support the company's water resources planning efforts. Perform QA/QC, Prepares natural resources opinions, reports. Provides water quality and biological input to water planning activities; interfaces with staff of federal, state, or local agencies dealing with natural resources and preservation. Provide regulatory expertise; facilitates public hearings.
Position Titles	Natural Resources Specialist III, or Analyst III
Minimum Experience	8 years: Postgraduate degree is Equivalent to one-year experience
Minimum Education	Four-year degree in Biological Sciences/Natural Sciences/Geography. Postgraduate degree desirable
Professional Membership	Member of Professional and Technical Societies

Rev Jan 2007	Technical Writer Specialist
General Characteristics	Independently evaluates, selects, and applies standard technical procedures and criteria, using judgment in making minor adaptations and modifications. Assignments do not have clear and specific objectives and require the investigation of a variety of conditions. Performance at this level requires developmental experience in a professional position or equivalent graduation level education.
Duties and Responsibilities	Perform high level information analysis to determine needs, structure and information delivery media. Perform QA/QC of company deliverables and internal documents,

	prepares structural layout, develop content. Consults on technical information delivery needs, troubleshooting clients' documentation problems and solution. Prepares on-line technical instruction materials. Conduct on-line and on-site courses.
Position Titles	Documentation Specialist, Documentation Manager
Minimum Experience	15 years
Minimum Education	Minimum 4-year degree: Postgraduate degree is Equivalent to one-year experience
Professional Membership	Member of Professional and Technical Societies, Society of Technical Communication

Rev Jan 2007	GIS Specialist
General Characteristics	Independently evaluates, selects, and applies standard mapping techniques, procedures, and criteria, using judgment in making minor adaptations and modifications. Assignments have clear and specific objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position.
Duties and Responsibilities	Performs mapping, spatial analysis of watershed, land uses, and all formats, assisting and supporting other projects. Prepares reports, mapping products, illustrations. Knowledge of ESRI ArcGIS, Programming, Database development, Spatial Analysis, Statistical Analysis.
Position Titles	GIS Specialist, Mapping Specialist
Minimum Experience	4 years
Minimum Education	Four-year degree in geography/natural sciences plus ESRI/MapInfo certified training: Postgraduate degree is Equivalent to one-year experience
Professional Membership	Member of Professional and Technical Societies

Rev Nov 2008	Office Manager
General Characteristics	Independently initiates policies and procedures, prepares subject-specific reports and materials. Conducts independent critical evaluations of employment regulations, benefits programs. Displays ability to identify systemic problems and inefficiencies at company level and to identify a variety of remedies.
Duties and Responsibilities	Establish communications with clients, prepare marketing materials, maintain client correspondence, manage employee benefits, prepare federal program quarterly and annual contract reports, manage company accounts. Update company policies and procedures. Manage employee training programs. Assist with project closure procedures.
Minimum Experience	6 years of progressively increasing responsibility
Position Titles	Communications Manager, Operations Manager
Minimum Education	Four year degree. Postgraduate or Professional Degree preferred.