



OVERVIEW OF MARSH & ASSOCIATES, LLC

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Come visit us at www.nativefishlab.net

Marsh & Associates, LLC (M&A) was founded and registered with the Arizona Corporation Commission in 2007 by Paul C. Marsh, PhD. The company was an outgrowth of Marsh's sole proprietorship, which had been engaged in independent contracting, doing business as "fish.dr," since 1981. M&A was formed with the specific purpose of providing and performing environmental consulting services work to conserve and otherwise benefit native aquatic resources of the arid southwestern United States in behalf of federal governmental agencies and other entities. M&A specializes in activities that deal directly or indirectly with native fishes and the aquatic habitats they occupy throughout the region. M&A currently administers and implements a suite of agreements with agencies of the Department of Interior. Our GSA Schedule Contract and price list incorporating any modifications follows this brief narrative text. Marsh & Associates, LLC currently is comprised of Paul C. Marsh, Owner and Principal Investigator, a team of staff project managers and professional fisheries biologists who are available to participate in activities of the company, a Director of Finance, and a contract Accountant/Bookkeeper. Marsh holds a PhD in Fisheries Biology from the University of Minnesota and is a long-established professional in the field. He retired in 2008 from his 28-year position as a faculty member of Arizona State University, where he served most recently as Director of

the Native Fishes Laboratory in the School of Life Sciences and remains as an active Emeritus Faculty member. Marsh has an extensive, consistent, and long-term record of research, management, education and publication dealing with southwestern native fishes. A résumé is available upon request.

Key staff associates of M&A include Project Managers, Fisheries/Aquatic Scientists, Fisheries/Aquatic Biologists, Fisheries Assistants, and an Administrative Assistant. These full-time staff are well educated and highly experienced professionals who bring their individual expertise in project development and planning, population modeling and statistics, database management and analysis, and field implementation to the programs in which they are involved. M&A also is associated with a number of current and retired federal fisheries biologists who complement our overall capabilities to serve the professional community, and with faculty at major universities.

All associates have relevant undergraduate and graduate degrees, plus extensive field and other experience. These individuals represent high levels of competency in diverse areas including all phases of project conception, design, development, and implementation, data analysis, and professional writing. All currently participate with the PI in projects dealing with southwestern native fishes. Resumes of all key associates are available upon request.

Our General Manager is a dedicated business owner and accountant with extensive experience in accountancy and payroll administration. Background includes work for small-to-medium sized locally owned businesses, not-for-profit entities, and government funded businesses. In addition to handling the company books and federal reporting, the GM also is responsible for payroll and routine personnel matters, maintaining the company's physical assets, and contract administration. The GM works in partnership with our Director of Finance (below) and M&A staff to ensure complete and timely project implementation and completion.

The Director of Finance at M&A is a professional with nearly forty years of relevant experience including contract administration, budget reconciliation, financial management, expenditure projection, all levels of equipment and supply acquisition, human resources and payroll, and project development and implementation. Experience includes administering complex, multi-million dollar budgets and direct supervision of more than a dozen employees.

CURRENT and RECENT PROJECTS

The following are a few examples of many projects currently being performed or recently completed by Marsh & Associates, LLC; many are continuing, long-term activities.

Colorado River fishes database management (on-going)

Maintain a comprehensive database of PIT tag records for native fishes in the lower Colorado River, and prepare annual statistical reports that summarize population demographic characteristics. This project has been on-going since the late 1980s. This work is performed by M&A professional staff.

Assessment of razorback sucker repatriation in Lake Mohave (on-going)

This is a multifaceted research and monitoring effort that focuses on endangered razorback sucker and bonytail. Monitoring of native fishes in Lake Mohave is an integral and critical part of the long-term repatriation program assessment. Recent and ongoing investigations indicate that long-term, post-stocking survival is lower than expectations. Other than predation by non-native fishes, the causes of this situation are largely unknown and thus not well documented. One aspect of this project is directed toward improving our understanding of, quantifying, and developing recommendations to improve post-stocking survival. In addition to continuation of ongoing survey work, approaches are being

implemented that use novel telemetry and passive integrated transponder tags to assess impacts of piscivorous fishes on stocked fish. Studies of the structure (distribution of age/size or life stage classes, sex ratio) and dynamics (growth, mortality, reproduction) of repatriate populations are just beginning to bear fruit, and this project will acquire appropriate data to integrate ecological modeling of these metrics into the program. This work is performed by M&A professional staff in cooperation with numerous agencies.

Distribution and post-stocking survival of bonytail in Lake Havasu (on-going)

This is a long-term, multifaceted research project that focuses on bonytail in Lake Havasu, Arizona, California, and Nevada. During the last three decades, hundreds of thousands of individuals of this critically imperiled species have been stocked into Lake Havasu, though few fish have been recaptured. Monitoring data indicate survival is low, due in part, to predation by nonnative fishes, and little is known about the post-stocking dispersal and habitat preferences of bonytail that have been recaptured. This work employs remote sensing using acoustic telemetry and remote PIT-scanners to thoroughly document post-stocking dispersal and survival of bonytail in Lake Havasu. Information generated is directly applicable to future bonytail stockings in the reservoir and aids in the ensuring the long-term survival of this species. This work is performed by M&A professional staff in cooperation with numerous agencies.

Comparative Survival and Post-stocking Monitoring of Razorback Sucker in MSCP Reach 3 (on-going)

This is a long-term study that focuses on the lower Colorado River between the head of Lake Havasu and Davis Dam in Arizona, California, and Nevada. Its purpose is to assess the repatriate razorback sucker population, and to evaluate the survival of repatriated razorback suckers based on size, location, and timing of release. We estimate population

abundance and survival, and collect tissue samples for genetic analysis whenever adult razorback sucker are handled. These activities support razorback sucker conservation efforts throughout the lower Colorado River by providing information for the continued development and maintenance of razorback sucker populations. This work is performed by M&A professional staff in cooperation with numerous agencies.

Fish monitoring services (on-going)

Under this agreement, M&A provides assistance with fish barrier investigations and aquatic surveys of streams, ponds and reservoirs using gears such as electrofishing, netting, trapping and piscicide application; assistance with office-oriented activities that may include entering electronic data sets of fish capture records, preparation of field trip logs, statistical data analysis, data summary (creation of tables and figures) and interpretation, search and review of scientific literature, critical (peer) review of draft documents, and report writing; preparation of voucher specimens for museum deposition; and other fishery-related assistance activities. This work is performed by Marsh with support of M&A professional staff.

Annual Fish Monitoring on Fossil Creek (complete)

Twice annually in spring and autumn, monitor fishes in Fossil Creek, Arizona, to assess presence/absence of non-native species and to document community structure, relative species abundances, and status of native species. Employ standard fishery techniques as appropriate for high conductivity, travertine forming waters such as hoop netting, minnow trapping, and direct underwater observation. Submit voucher specimens, electronically enter and verify data, perform preliminary data editing, submit electronic data, submit copies of data sheets and field notes, tabulate data and produce draft and final narrative annual reports. Provide all necessary personnel, equipment, materials, and supplies to efficiently and successfully complete all project tasks in a timely manner.

Annual Fish Monitoring of Gila River Basin (complete)

Annually monitor fishes in designated reaches of the Gila, Salt and San Pedro rivers using standard fishery techniques including but not limited to boat, bank and backpack electrofishing, trammel or gill netting, hoop netting, and seining. Submit voucher specimens, electronically enter and verify data, perform preliminary data editing, submit electronic data, submit copies of data sheets and field notes, tabulate data and produce draft and final narrative annual reports. Provide all necessary personnel, equipment, materials, and supplies to efficiently and successfully complete all project tasks in a timely manner.

Annual fish monitoring of Central Arizona Project (CAP) canals (complete)

Assist in sampling the CAP Canal and Aravaipa and Cienega creeks, perform fish monitoring on Salt River Project and Florence-Casa Grande canal systems, electronically enter and verify data, prepare draft and final annual reports.

Sharing Tails®: Teaching children about Arizona native fish (complete)

This project implemented M&A's wildly successful native Arizona fish environmental education public outreach program that specifically targets kindergarten-age youth in Arizona public elementary schools. It introduces young people to the State's native fish, and takes forward a basic message of species endangerment and environmental conservation. In its first three years Sharing Tails® was presented in 72 Arizona school districts (68% of the total number of school districts) around the state to more than 32,000 children.

The message is delivered through a varied combination of multimedia-assisted oral presentations, hands-on activities, and life-like native fish replicas and contacts kindergarten, first and second graders. Feedback is solicited from teachers and others and the program continuously updated and improved.

Imperial Ponds Native Fish (complete)

A primary objective of this project is to assess how two species of native big river fishes use ponds at U.S. Fish and Wildlife Service Imperial National Wildlife Refuge on the lower Colorado River near Yuma, Arizona. The ponds were designed by a select group of scientists for use by endangered bonytail and razorback sucker, and their performance in this role will be tested during this project. Innovative remote sensing techniques along with standard fishery methods will be implemented to examine fish habitat use, population structure, and population dynamics including growth, reproduction, and survivorship under a suite of operational regimens and stochastic environmental conditions.

Acquisition and distribution of the W.L. Minckley reprint library (complete)

This project enabled our acquisition of the extensive reprint library amassed by the late Professor W.L. Minckley during his professional lifetime, and now is working to make that library available online in searchable format to end users via an internet web site. The library is populated by thousands of documents relevant to fishery and aquatic professionals throughout the southwestern United States and beyond.

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!**[™], a menu-driven database system at <http://www.GSAAdvantage.gov>.

Schedule for - Environmental Services
Federal Supply Group: 889 Class: F999
Contract Number: GS-10F-0085V

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

Contract Period: February 12, 2014 through February 11, 2019

Contractor: Marsh & Associates, LLC
5016 South Ash Avenue, Suite 108
Tempe, Arizona 85282

Business Size: Small Business

Telephone: (480) 456-0801

Fax Number: (480) 456-0806

Web Site: www.nativefishlab.net

E-mail: fish.dr@nativefishlab.net or bev@nativefishlab.net

Contract Administration: Paul C. Marsh, PhD or Beverly K. Ross

CUSTOMER INFORMATION

- 1a. **Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:** 899-1

- 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 only

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 Offered

- 8. Prompt payment terms:** Net 30 days
- 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 not 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:** 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:** Same as company address unless arranged otherwise; EFT and direct deposit available.
- 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. contractor's website or other location.) EIT standards can be found at:

www.Section508.gov/.

25. Data Universal Numbering System (DUNS) number: 03-8550245

26. Notification regarding registration in System for Award Management (SAM) database: Registered

LABOR CATEGORIES, RATES, AND DESCRIPTIONS

Marsh & Associates, LLC					
GSA Schedule Contract No. GS10F0085V					
Revised GSA Price List February 12, 2014 (Modification No. PS-0005)					
Rates are effective February 12 to February 11 of each period shown.					
Rates are escalated 1.80% per year per BLS ECI; includes 0.75% IFF					
	Hourly Rate				
Labor Category	2014-15	2015-16	2016-17	2017-18	2018-19
Executive Management (Principal)	\$126.71	\$128.99	\$131.31	\$133.68	\$136.08
Project Manager II	\$51.66	\$52.59	\$53.54	\$54.50	\$55.48
Project Manager I	\$45.82	\$46.64	\$47.48	\$48.34	\$49.21
Fisheries/Aquatic Scientist III	\$38.05	\$38.73	\$39.43	\$40.14	\$40.86
Fisheries/Aquatic Scientist I	\$33.35	\$33.95	\$34.56	\$35.18	\$35.82
Fisheries Assistant	\$21.63	\$22.02	\$22.42	\$22.82	\$23.23
Administrative Assistant**	\$24.22	\$24.66	\$24.10	\$25.55	\$26.01
Asterisks (**) indicate SCA eligible labor categories.					

Executive Management (Principal): The Executive Manager is the owner of the company and is responsible for all financial and technical negotiations, binding decisions, and contractual agreements in behalf of the company. He prepares and is responsible for final technical and budget proposals, and reviews and approves all technical and fiscal reporting on behalf of the company. The principle is responsible for approving all company hires, and for all other personnel matters. He has extensive and long-term experience in business management and planning and implementing all aspects of complex technical research of major significance, and in applying study results to problem resolution.

Minimum Education: PhD

Minimum Experience: 30 years of professional experience

Project Manager II. This position takes general charge of two individual projects as assigned by the Principle and is responsible for the routine conduct of each project. Projects at this management level will generally be mid-term (one to three years). This position may supervise and assign duties to two or three Fisheries/Aquatic Scientists plus four to six Fisheries/Aquatic Biologists.

Minimum Education: PhD

Minimum Experience: 2 years of professional experience

In lieu of a PhD, a Master of Science plus not fewer than eight years of professional experience performing duties required by the company.

Project Manager I: This position takes general charge of one or two individual projects as assigned by the Principle and is responsible for the routine conduct of each project. Projects at this management level will generally be short-term (up to a year). This position may supervise and assign duties to one or two Fisheries/Aquatic Scientists plus two or four Fisheries/Aquatic Biologists.

Minimum Education: PhD

Minimum Experience: 0 – 2 years of professional experience

In lieu of a PhD, a Master of Science plus not fewer than six years of professional experience performing duties required by the company.

Fisheries/Aquatic Scientist III: This position is the primary field or desktop lead for two or more short-term (less than one year), two or more mid-term (one to three years), or one or more long-term (more than three years) projects. This position may supervise three or more Fisheries/Aquatic Biologists.

Minimum Education: Master of Science Degree

Minimum Experience: 4 years of professional experience

In lieu of an MS, a Bachelor of Science Degree and not fewer than ten years of professional experience performing duties required by the company.

Fisheries/Aquatic Biologist I: A Fisheries/Aquatic Biologist is a professional who assists in the performance of routine technical tasks with and under the supervision of a Fisheries/Aquatic Scientist. He/she is a primary level of data acquisition and is responsible for data collection, recording and entry, and in cooperation with a Fishery/Aquatic Scientist for preliminary analysis, interpretation and reporting. He/she may operate and be responsible for maintenance and repair of company owned vehicles and equipment.

Minimum Education: BS Degree in an appropriate discipline

Minimum Experience: (Entry level) May have relevant experience gained through internships, college-level field or laboratory courses, part-time or full-time employment, or other activity.

Fisheries Assistant: The Fisheries Assistant is an entry level position who provides support in the performance of routine technical tasks under the direct supervision of a Fisheries/Aquatic Biologist, Project Manager, or the Principal. He/she may assist under direct supervision in data collection, recording and entry, in preparation prior to and breakdown following field trips, in the maintenance and repair of company owned vehicles and equipment, and in the performance of other routine duties.

Minimum education: HS Diploma plus at least two years of post-secondary instruction.

Minimum experience: May have relevant experience gained through internships, college-level field or laboratory courses, part- or full-time employment, or other related activity.

Administrative Assistant: The Administrative Assistant is an independent support position that works with and under the general supervision of a Project Manager or the Principal. Routine activities of the Administrative Assistant may include but are not limited to performance of intensive and targeted literature searches, assembly and tabulation of alpha and numeric datasets or literature, document search, retrieval, and bibliographic entry, routine use of current computer hard- and software to maintain and archive information.

Minimum education: BA or BS or equivalent four-year college degree.

Minimum experience: At least two years of related job experience is desired. May have additional relevant experience gained through internship, post-graduate coursework, part-or full-time employment, or other related activity.