



Pro2Serve®

Professional Project Services, Inc.

**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST
FSC GROUP 899
ES—Environmental Services**

SPECIAL ITEM NO. 899-1 Environmental Consulting Services
SPECIAL ITEM NO. 899-8 Remediation Services

Professional Project Services, Inc. (Pro2Serve)—your premier provider of choice for technical and professional services and solutions through studies, and analyses focusing on planning and design, advanced systems and security, operations and maintenance, process and production improvement.

Contract Number: GS-10F-0198K

Contract Period: 20 April 2000 through 19 April 2015

FOR INFORMATION CONTACT:

Susan Starr
Professional Project Services, Inc.
1100 Bethel Valley Rd
Oak Ridge, Tennessee 37830

Telephone: (865) 220-4377
Fax: (865) 220-4441
E-mail: starrs@p2s.com

Pro2Serve GSA Price Lists On The Web: <http://www.p2s.com>

Business Size: Small

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

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



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I. CUSTOMER INFORMATION

1. Awarded Special Item Numbers (SIN)

SPECIAL ITEM NO. 899-1 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 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.*

SPECIAL ITEM NO. 899-8 Remediation Services

Remediation services include, but are not limited to: Excavation, removal and disposal of hazardous waste; Site preparation, characterization, field investigation, conservation and closures; Wetland restoration; Emergency response clean up (ERC); Underground storage tank/above-ground storage tank (UST/AST) removal; Air monitoring; Soil vapor



extraction; Stabilization/solidification, bio-venting, carbon absorption, reactive walls, containment, monitoring and/or reduction of hazardous waste sites, as well as unexploded ordnance removal; Remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include, but are not limited to: Land (e.g., creating new land from sea or riverbeds and/or restoring areas to a more natural state, such as after pollution, desertification, or salination have made it unusable); and Water and refrigerant reclamation.

Note: Services offered under this SIN shall NOT include any remediation/transportation/disposal of radioactive waste, asbestos removal and/or paint removal, construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). Disposal services performed under SIN must be ancillary to remediation services performed.

Awarded prices are in Section V, Price List.

- b. Lowest Priced Model Number: Not Applicable
- c. Pro2Serve uses commercial job titles for employees who perform services. Descriptions of experience, functional responsibility and education for employees who will perform services are in Section VI, Labor Categories and Position Descriptions.

2. Maximum Order

The maximum order amount is \$1,000,000

3. Minimum Order Amount

The minimum order amount is \$100.

4. Geographic Coverage

Domestic

5. Points of Production

As required to efficiently support the client:

Oak Ridge, TN (Corporate Office)*
Professional Project Services, Inc.
1100 Bethel Valley Rd
Oak Ridge, TN 37830

Amarillo, TX
500 S. Taylor, Suite 908K, LB263
Amarillo, TX 79101
Grand Junction, CO





Idaho Falls
2275 W Broadway, Ste D
Idaho Falls, ID 83402

Las Vegas, NV
501 Atlas Drive
NSF Bldg, MS-505, Rm B110
North Las Vegas, NV 89030

Los Alamos, NM
Professional Project Services, Inc.
1615 Central Ave, Suite 200
Los Alamos, NM 87544

Waverly, OH
P.O. Box 385
Waverly, OH 45690

*The business practices and operations of Pro2Serve are certified and registered as operating a quality management system that is compliant with the requirements of BS EN ISO 9001:2000 by the British Standards Institution, Inc.

6. Discount from List Prices

All prices are net prices.

7. Quantity Discounts

Pro2Serve may offer discounts to the rates shown in this Schedule for larger amounts than the maximum order.

8. Prompt Payment Terms

No special discount is offered for prompt payment. Payment terms are net 30 days.

9. Government Purchase Card(s) Accepted

- a. Pro2Serve accepts Government credit cards below the micro-purchase level.
- b. Pro2Serve accepts Government credit cards above the micro-purchase level.

10. Foreign Items

Not applicable.





11. Deliveries

- a. Time of Delivery: As specified in orders.
- b. Overnight and 2-Day Delivery: Overnight and 2-day deliveries are available. Schedule customers may contact Susan Starr (Telephone: (865) 220-4377; Fax: (865) 220-4441; e-mail: starrs@p2s.com) for information and rates.
- c. Urgent Requirements: The coordination point for urgent requirements under this schedule is Susan Starr (Telephone: (865) 220-4377; Fax: (865) 220-4441; e-mail: starrs@p2s.com).

12. FOB Points

Destination

13. a. Ordering Address:

Professional Project Services, Inc.
Attention: Susan Starr
1100 Bethel Valley Rd
Oak Ridge, Tennessee 37830

b. Ordering Procedures:

For supplies and services, the ordering procedures, information on Blanket Purchase Procedures (BPA's) and a sample BPA can be found at the GSA/FSS Schedule homepage www.fss.gsa.gov/schedules and Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address:

Professional Project Services, Inc.
Attention: Accounts Receivable
1100 Bethel Valley Rd.
Oak Ridge, Tennessee 37830

Professional Project Services, Inc. will accept payment by electronic funds transfer.

15. Warranty Provisions

None.

16. Export Packing Charges

Not Applicable





17. Terms and Conditions of Government Credit Card Acceptance

- a. Pro2Serve accepts VISA Government Purchase Cards.
- b. Pro2Serve does not offer a discount for the use of a Government purchase card.
- c. Contact P2S Contracts Administrator at 865-220-4377 for use of Government Purchase Cards.

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

Not Applicable

20. a. Terms and Conditions of Any Other Service

Not Applicable

21. List of Service Distribution Points

Not Applicable

22. List of Participating Dealers

Not Applicable

23. Preventative Maintenance

Not Applicable

24. a. Special Attributes

In providing its services, Pro2Serve supports recycling and the use of recycled-content items, and promotes energy efficiency.



24. b. Section 508 Compliance (Electronic and Information Technology (EIT) Supplies and Services

Not Applicable

25. Data Universal Numbering System (DUNS)

95-619-4690

26. Central Contractor Registration (CCR) Database Registration

Pro2Serve is registered in the CCR Database.

27. CAGE Code

1KTC1

28. Security Requirements

Pro2Serve accepts orders containing security requirements. Many Pro2Serve employees hold security clearances, and the Pro2Serve facility in Oak Ridge, TN, is a cleared facility.



II. Pro2Serve TERMS AND CONDITIONS

1. Geographic Coverage of the Contract

This contract is applicable to orders whose performance is within the geographic boundaries of the 48 contiguous states, the District of Columbia, Alaska, Hawaii, and U.S. territories and commonwealths.

2. Ordering Procedures

The Environmental Services (ES) GSA Multiple Award Schedule (MAS) is a flexible tool for agencies to obtain services from Pro2Serve. Used in conjunction with GSA Advantage!, the ES MAS can provide a responsive medium for fulfilling agency requirements.

Ordering agencies may use written orders, credit card orders, blanket purchase orders (after placing a blanket purchase agreement under the schedule), individual purchase orders, or task orders to obtain services under this contract. Ordering is easy!

a. Ordering overview

- (1) Identify and quantify your requirement(s).
- (2) Review your requirement(s) with the Pro2Serve ES Coordinator, Susan Starr (Telephone: (865) 220-4377; Fax: (865) 220-4441; e-mail: starrs@p2s.com).
- (3) Agree on a statement of work, a performance and/or delivery schedule, and a description of the deliverables and reporting requirements.
- (4) Fund the work.
- (5) Send your order to:

Professional Project Services, Inc.
Attention: Susan Starr
1100 Bethel Valley Rd
Oak Ridge, Tennessee 37830

Telephone: (865) 220-4377
Fax: (865) 220-4441
e-mail: starrs@p2s.com

- b. Place orders under the \$3,000 micro-purchase threshold directly with Pro2Serve, Contract No. GS-10F-0198K.



- c. Orders over the \$3,000 micro-purchase threshold.
Orders should be placed with the schedule contractor that can provide the service that represents the best value. Before placing an order, ordering offices should consider reasonably available information about the supply or service offered under multiple award schedule contracts by using the GSA Advantage! on-line shopping service, or by reviewing the catalogs/price lists of at least three schedule contractors and select the delivery and other options available under the schedule that meet the agency's needs. If the agency selects Pro2Serve, the ordering official issues to Pro2Serve a delivery order, purchase order, or task order referencing Pro2Serve's ES Schedule Contract No. GS-10F-0198K.
- d. Orders exceeding the \$5,000,000 maximum order threshold.

In addition to following the procedures for orders exceeding \$3,000, and before placing an order that exceeds the maximum order threshold, ordering offices shall:

- (1) Review additional schedule contractors' catalogs/price lists or use the GSA Advantage! on-line shopping service;
- (2) Based upon the initial evaluation, generally seek price reductions from the schedule contractor(s) appearing to provide the best value (considering price and other factors); and
- (3) 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 (see FAR 8.404(a)). If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.

3. Types of Orders

Ordering agencies may issue Firm Fixed-Price (FFP) task orders that provide for payments based on a milestone or delivery schedule or on a percentage of completion; or agencies may issue Labor Hour (LH) task orders that provide for payment based on the effort delivered at the fixed rates contained in the Schedule.

4. Blanket Purchase Orders

The establishment of Federal Supply Schedule BPAs is permitted (see FAR 13.303-2(c)(3)) when following the ordering procedures in FAR Subpart 8.404. Schedule Contract No. GS-10F-0198K contains BPA provisions. Ordering offices may use BPAs to establish accounts with contractors to fill recurring requirements. BPAs should address the frequency of ordering and invoicing, discounts, and delivery locations and times.

5. Prices

- a. Location: The rates for ES services are based on the understanding that Pro2Serve will provide services in a Pro2Serve facility.



Pro2Serve will provide necessary office space, normal office supplies and standard office equipment, including computers, computer software (including computer-aided design workstations and software). If an agency requires equipment or software that is not standard, or an application that is specific to the work being ordered, Pro2Serve, after receiving agency authorization, will purchase the equipment or software, and the agency will pay Pro2Serve for the items based on an agreed price and terms.

b. Other Direct Costs (ODCs)

ODCs will be listed a separate line items and identified as “open market charges.” These ODCs will be negotiated by the task ordering official when the task order is issued. When ODCs are valued over \$3,000.00, all pertinent acquisition regulations must be followed.

6. Performance and Delivery

Orders issued under this Schedule will specify the performance and delivery schedules, including the standards of successful performance and the descriptions of deliverables. Upon acceptance of such orders, Pro2Serve will be bound by those requirements.

7. Work Hours

The labor rates published in this Schedule are based on an 8-hour work day, Monday through Friday, holidays as described in Pro2Serve’s Corporate Policy Manual, and a 40-hour work week. Work performed at Pro2Serve facilities will be during the work hours and holiday schedule stated in the Pro2Serve Administrative Manual.

8. Warranty and Standard of Care

Pro2Serve will correct any error or omission in services at no additional expense to the client to the extent that such error or omission is caused by Pro2Serve’s negligent performance of the Work. Pro2Serve represents that the Services provided under this contract will be performed to the level of care ordinarily used by other competent engineers and service providers performing similar services in the same geographical area and that any items delivered will be merchantable and fit for the particular purpose described in the order. No other representation, guarantee, or expressed or implied warranty is intended in or by this contract. Pro2Serve will not be liable to the Government for indirect or consequential damages resulting from any defects or deficiencies in accepted items.

9. Invoices and Payment

a. FFP Orders: Pro2Serve will invoice FFP orders with a term exceeding thirty (30) calendar days on the basis of percentage of completion unless the order contains a milestone payment schedule or a delivery payment schedule. Pro2Serve invoices FFP orders on a monthly basis.



- b. LH Orders: Pro2Serve will invoice LH orders on the basis of effort expended and reimbursement of authorized material costs. Pro2Serve will invoice LH orders every two weeks.
- c. Payment terms: Net 30.

10. Security Requirements

If an ordering agency requires the services of Pro2Serve personnel with security clearances, the security requirements must be specified when the agency issues the order. Pro2Serve will use its best efforts to furnish personnel with the required clearances. If cleared personnel are not available, Pro2Serve will notify the agency, and, if acceptable to the agency, Pro2Serve will furnish the agency a list of proposed qualified personnel with attendant security clearance applications.

III. PROFESSIONAL PROJECT SERVICES OVERVIEW

Pro2Serve provides the technical and engineering services needed to protect our Nation’s most critical assets. We apply our services to support infrastructures in the defense, science and energy markets, and across the nuclear weapons complex.

Our approach is designed to integrate safety and security throughout a project’s lifecycle. We ensure that all codes, standards, regulations and requirements are met, threats are eliminated and functionality is optimized. Our flexible, scalable and adaptable solutions fit our client’s evolving mission needs.

From our foundations of multidiscipline engineering and technology development and deployment we deliver projects and services focused in four areas:



Pro2Serve combines technical and engineering expertise with robust project management methods and tools to provide full lifecycle support – from concept and initial planning through design, construction, start-up and operational support. We have the quality, security, and environmental, health and safety programs to ensure the highest level of performance in providing engineering services for vital national security efforts.



Our experience encompasses work at a variety of federal sites and commercial facilities including DoD installations, NRC-regulated facilities, national laboratories, weapons production plants and a wide variety of international nonproliferation locations. Our primary clients include DOE and NNSA and their M&O contractors, DoD, and the NRC.

IV. SUMMARY OF ENVIRONMENTAL SERVICES

Pro2Serve has over 20 years of experience solving complex environmental problems for federal, state and local clients. From comprehensive facility deactivation planning in support of property transfer and reuse to developing and implementing innovative phytoremedial systems for groundwater remediation, our experts have the experience to identify and resolve the regulatory and technical challenges that stand in between our customers and their goals.

By starting with a clear understanding of our client's objectives, Pro2Serve's multi-disciplined staff of 325 scientists, engineers and regulatory specialists evaluate existing conditions and requirements, seek opportunities for innovation and apply value enhancing practices on every project we perform. Our professionals have experience in delivering a wide range of environmental services allowing us to develop comprehensive alternatives with predictable cost and schedule outcomes.

We call this approach ***“Engineering for the End-State.”*** Balancing our client's cost, schedule and risk end-state requirements, we set a clear path and implement the optimum lifecycle solution.

SIN 899-1 Environmental Consulting Services.

We perform environmental planning activities that keep our client's operations on track. Whether expanding or reducing their operational footprint we comprehensively assess the impacts and develop plans to protect cultural and ecological resources. We have over 20 years of environmental regulatory compliance expertise with CERCLA, RCRA, TSCA, CWA, CAA, and related regulations including data collection and analysis to meet or determine permit compliance for DoD, DOE and commercial clients. Our personnel have expertise working as compliance representatives within our client's organizations, evaluating and upgrading facility compliance strategies and developing engineered solutions to eliminate noncompliance. We execute multiple waste management contracts involving hazardous and radiological waste with a focus on lifecycle waste management strategies and helping our clients avoid and/or eliminate legacy waste issues. With expertise across the entire regulated waste spectrum, including industrial, hazardous, radioactive, mixed, and high level waste, we develop complete waste treatment and disposition pathways for projects at every stage of development. Our experience includes developing comprehensive waste certification programs and associated procedures and training.

The following list presents some specific examples of the services we provide:

- **Program/Project Management Services.** Cost engineering, third party engineering studies, scheduling, project administration, database management, specialized software application, geographical information system (GIS) support. Baseline development oversight; tracking and reporting in accordance with EVMS. Developing management plans that cover policy, planning, implementation and operation, checking and corrective action, community right to know and management review.
- **Technical Support Services.** Data identification, data collection including site visits and interviews, data development, data interpretation, and sampling and analysis. Regulatory and economic analyses, feasibility analyses, hazard assessments, exposure assessments,

and risk analyses. Also included are preparation of human health risk and environmental impact evaluations and reports, and preparation of material for and attendance at public meetings and public hearings.

- **Environmental Impact Statements & Assessments.** Phase I and II assessments, multisite integrated Environmental Assessment database programs, site investigations, corrective action plans, remediation monitoring, National Environmental Policy Act (NEPA) documentation, environmental baselines, environmental impact statements, training seminars, HTRW assessments, regulatory compliance, human health radiological and risk assessments, chemical risk assessments, remedial investigations.
- **Toxicological Studies.** Pathway analysis, compliance assessments, biomonitoring.
- **Environmental and Engineering Geophysics.** Seismic refraction and reflection, cross-borehole seismic, gravity, high-resolution resistivity, GRR, VLF and magnetic surveys.
- **Hydrogeologic Studies.** Groundwater monitoring system requirements determination and implementation, DRASTI studies, wellhead protection, aquifer characteristic tests, data gap and sis, tracer and dye trace studies, fracture table studies, basin analysis, conceptual numerical flow and transport modeling, remedial system requirements determination and implementation.
- **CERCLA Compliance and Decision Documentation.** Identification and evaluation of alternatives, identification and evaluation of RA and D&D technologies, proposed plans, risk assessments, engineering evaluations/cost analyses (EE/CA), action memorandums, feasibility studies, records of decision.
- **Wetlands (Clean Water Act).** Identification, delineation, mitigation planning and monitoring, training and regulatory agency liaison.
- **Air Quality.** Source emissions testing, ambient air monitoring, continuous emissions monitoring, dispersion modeling, air permitting, indoor air evaluation, state and federal advocacy, emission inventories, prevention of significant deterioration, permitting, new source review, nonattainment areas, air toxics, accidental release models, control system requirements determination, pollution prevention/waste minimization, data management software programs, land use surveys for EPA risk assessment.
- **Facility Audits.** Existing condition surveys, cost estimates, asbestos and lead-based paint surveys, environmental compliance assessments and audits, OSHA audits, permitting (CWA, NESHAPS, RCRA-TSD, CAA, TSCA, etc.), process safety management (OSHA 1910.119), emergency management plans, accidental release modeling, risk communications, risk management plans, hazards analysis, emergency drill coordination, Oil Pollution Prevention Act, SARA Title III, and pollution prevention plans.
- **Resource Conservation and Recovery Act (RCRA) Compliance.** Spill control, closure plans, sampling programs, waste minimization, recycling, beneficial reuse programs, waste treatment, permit assistance, compliance assessments, regulatory agency liaison, preliminary assessments, O&M manuals, annual reporting, and inventories.
- **Safe Drinking Water Act (SDWA).** Source lab analysis, compliance analysis, contaminant reduction, process studies, treatment strategies, regulatory agency liaison.
- **Toxic Substance Control Act (TSCA).** PCB assessments, site characterization, remediation planning, sampling and analysis plans, recycle and reuse plans, hazard ranking inventory database system, closure plans.
- **Pollution Prevention/Waste Minimization Surveys.** Conduct pollution prevention waste minimization surveys, develop plans, establish inventories for hazardous materials, evaluate the economics and technical feasibility of process changes and recycling alternatives, and create databases to track progress in achieving pollution prevention waste minimization

goals.

- **Spill Prevention, Countermeasure, and Control (SPCC).** Annual certifications, guidance and advisory support for SPCC structures/systems, spill response plans, compliance assessments, and regulatory agency liaison.
- **Hazardous Materials and Waste Management.** Hazardous materials and waste characterization, waste profiling, hazardous materials and waste management plans and permits, statistical demonstrations, sampling and analysis programs, site characterization plans, waste minimization, and pollution prevention cost estimations, waste acceptance criteria, container verification, transportation and logistics planning
- **Landfills.** Landfill site selection, review of drawings and specifications, review of landfill geohydrology studies, environmental advisory support to construction and operation applications, closure plans, post-closure monitoring, groundwater monitoring, leachate collection and treatment, methane gas management, and statistical demonstrations.

SIN 899-9 Remediation Services

Our approach to environmental remediation and restoration is to focus on activities that accelerate site cleanup, closure and return to beneficial reuse. This approach is based on two critical elements; a comprehensive and participative regulatory process that results in expedited approval of decision documents and in-depth knowledge of treatment alternatives and presumptive remedies. Using this approach we successfully implement low-cost solutions including passive, in situ remedial technologies to achieve desired end states within budget and schedule requirements.

This capability includes extensive remedial design services, site assessments, remediation program management, decontamination and decommissioning planning, execution and/or oversight capabilities, treatability studies, remedial construction, remedial system O&M, and tailored services to meet clients' specific site statutory, regulatory, and operational needs.

The point of contact for the information regarding detail capabilities and how they will fit your needs is:

Susan Starr
Telephone: (865) 220-4377
Fax: (865) 220-4441
e-mail: starrs@p2s.com

V. PRICE LIST

**SPECIAL ITEM NO. 899-1 Environmental Consulting Services
SPECIAL ITEM NO. 899-8 Remediation Services**

	20 April 2010	20 April 2011	20 April 2012	20 April 2013	20 April 2014
	thru	thru	thru	thru	thru
Labor Category	19 April 2011	19 April 2012	19 April 2013	19 April 2014	19 April 2015
	Year 1	Year 2	Year 3	Year 4	Year 5
	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
Environmental					
Environmental Consultant III	\$151.77	\$156.32	\$161.01	\$165.84	\$170.82
Environmental Consultant II	\$112.80	\$116.18	\$119.67	\$123.26	\$126.96
Regulatory Compliance Engineer V	\$125.82	\$129.59	\$133.48	\$137.48	\$141.61
Environmental Protection Engineer V	\$136.52	\$140.62	\$144.84	\$149.18	\$153.66
Risk Analyst V	\$143.48	\$147.78	\$152.21	\$156.78	\$161.48
Air Quality Engineer V	\$121.40	\$125.04	\$128.79	\$132.66	\$136.63
Hydrogeologist V	\$121.67	\$125.32	\$129.08	\$132.95	\$136.94
Industrial Hygienist V	\$120.27	\$123.88	\$127.59	\$131.42	\$135.36
Geologist V	\$127.02	\$130.83	\$134.76	\$138.80	\$142.96
Environmental Scientist V	\$100.07	\$103.07	\$106.16	\$109.35	\$112.63
Environmental Consultant I	\$126.42	\$130.21	\$134.12	\$138.15	\$142.29
Regulatory Compliance Engineer IV	\$106.56	\$109.76	\$113.05	\$116.44	\$119.94
Environmental Protection Engineer IV	\$110.70	\$114.02	\$117.44	\$120.97	\$124.60
Risk Analyst IV	\$112.20	\$115.57	\$119.04	\$122.61	\$126.29
Air Quality Engineer IV	\$109.55	\$112.84	\$116.22	\$119.71	\$123.30
Hydrogeologist IV	\$109.89	\$113.19	\$116.58	\$120.08	\$123.68
Industrial Hygienist IV	\$104.13	\$107.25	\$110.47	\$113.78	\$117.20
Geologist IV	\$106.40	\$109.59	\$112.88	\$116.26	\$119.75
Environmental Scientist IV	\$98.82	\$101.78	\$104.83	\$107.98	\$111.22
Regulatory Compliance Engineer III	\$94.16	\$96.99	\$99.90	\$102.89	\$105.98
Environmental Protection Engineer III	\$84.14	\$86.67	\$89.27	\$91.95	\$94.71
Risk Analyst III	\$89.74	\$92.44	\$95.21	\$98.07	\$101.01
Air Quality Engineer III	\$97.79	\$100.72	\$103.74	\$106.86	\$110.06

	20 April 2010	20 April 2011	20 April 2012	20 April 2013	20 April 2014
	thru	thru	thru	thru	thru
Labor Category	19 April 2011	19 April 2012	19 April 2013	19 April 2014	19 April 2015
	Year 1	Year 2	Year 3	Year 4	Year 5
	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
Hydrogeologist III	\$91.17	\$93.91	\$96.72	\$99.63	\$102.61
Industrial Hygienist III	\$90.74	\$93.46	\$96.27	\$99.15	\$102.13
Geologist III	\$94.75	\$97.59	\$100.52	\$103.53	\$106.64
Environmental Scientist III	\$72.98	\$75.17	\$77.42	\$79.74	\$82.14
Regulatory Compliance Engineer II	\$78.79	\$81.16	\$83.59	\$86.10	\$88.68
Environmental Protection Engineer II	\$78.52	\$80.88	\$83.31	\$85.81	\$88.38
Risk Analyst II	\$79.10	\$81.47	\$83.92	\$86.43	\$89.03
Air Quality Engineer II	\$74.87	\$77.11	\$79.43	\$81.81	\$84.26
Hydrogeologist II	\$76.43	\$78.72	\$81.08	\$83.52	\$86.02
Industrial Hygienist II	\$76.93	\$79.24	\$81.62	\$84.07	\$86.59
Geologist II	\$75.99	\$78.27	\$80.61	\$83.03	\$85.52
Environmental Scientist II	\$75.01	\$77.26	\$79.58	\$81.97	\$84.43
Regulatory Compliance Engineer I	\$71.47	\$73.61	\$75.82	\$78.09	\$80.44
Environmental Protection Engineer I	\$62.57	\$64.45	\$66.38	\$68.37	\$70.42
Risk Analyst I	\$66.94	\$68.94	\$71.01	\$73.14	\$75.34
Air Quality Engineer I	\$74.32	\$76.55	\$78.85	\$81.21	\$83.65
Hydrogeologist I	\$69.53	\$71.62	\$73.77	\$75.98	\$78.26
Industrial Hygienist I	\$61.72	\$63.57	\$65.47	\$67.44	\$69.46
Geologist I	\$68.14	\$70.18	\$72.29	\$74.46	\$76.69
Environmental Scientist I	\$61.24	\$63.08	\$64.97	\$66.92	\$68.93
Engineering					
Senior Department Manager	\$161.42	\$166.26	\$171.25	\$176.38	\$181.67
Department Manager	\$136.41	\$140.50	\$144.72	\$149.06	\$153.53
Design Consultant	\$103.09	\$106.18	\$109.37	\$112.65	\$116.03
Senior Group Leader	\$118.57	\$122.13	\$125.79	\$129.57	\$133.45
Project Engineer	\$126.73	\$130.53	\$134.45	\$138.48	\$142.64
Senior Engineer	\$107.12	\$110.33	\$113.64	\$117.05	\$120.56
Design Specialist	\$107.89	\$111.12	\$114.46	\$117.89	\$121.43
Group Leader	\$107.98	\$111.22	\$114.56	\$117.99	\$121.53
Lead Designer	\$92.77	\$95.56	\$98.42	\$101.38	\$104.42



	20 April 2010	20 April 2011	20 April 2012	20 April 2013	20 April 2014
	thru	thru	thru	thru	thru
Labor Category	19 April 2011	19 April 2012	19 April 2013	19 April 2014	19 April 2015
	Year 1	Year 2	Year 3	Year 4	Year 5
	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
Engineer	\$82.12	\$84.58	\$87.12	\$89.74	\$92.43
Associate Engineer	\$57.40	\$59.12	\$60.90	\$62.72	\$64.61
Senior Designer	\$77.80	\$80.13	\$82.53	\$85.01	\$87.56
Designer	\$56.56	\$58.26	\$60.00	\$61.80	\$63.66
Project Support					
Senior Project Manager	\$160.80	\$165.62	\$170.59	\$175.71	\$180.98
Project Manager, Environmental Protection	\$181.35	\$186.79	\$192.39	\$198.16	\$204.11
Project Manager, Regulatory Compliance	\$140.01	\$144.22	\$148.54	\$153.00	\$157.59
Project Manager	\$142.01	\$146.27	\$150.66	\$155.18	\$159.83
Lead Project Controller	\$134.27	\$138.30	\$142.45	\$146.72	\$151.12
Senior Project Controller	\$97.09	\$100.00	\$103.00	\$106.09	\$109.28
Project Administrator	\$86.10	\$88.68	\$91.34	\$94.08	\$96.90
Document Control Clerk	\$46.17	\$47.56	\$48.98	\$50.45	\$51.97
Technical Support					
Group Leader (Estimating)	\$107.98	\$111.22	\$114.56	\$117.99	\$121.53
Senior Estimator	\$90.48	\$93.20	\$95.99	\$98.87	\$101.84
Estimator	\$66.75	\$68.75	\$70.82	\$72.94	\$75.13
Senior Drafter/CAD Operator	\$73.82	\$76.03	\$78.31	\$80.66	\$83.08
Junior Drafter	\$26.39	\$27.19	\$28.00	\$28.84	\$29.71
Lead Technical Writer/Editor	\$98.34	\$101.29	\$104.33	\$107.46	\$110.69
Senior Technical Editor/Writer ¹²	\$68.47	\$70.52	\$72.64	\$74.81	\$77.06
Technical Writer/Editor	\$53.45	\$55.05	\$56.70	\$58.40	\$60.15
Technical Clerical (Admin Assistant II)	\$53.53	\$55.13	\$56.79	\$58.49	\$60.25
Technical Clerical (Admin Assistant III)	\$47.41	\$48.84	\$50.30	\$51.81	\$53.37
Administrative Support					
Contracts Manager	\$102.13	\$105.20	\$108.35	\$111.60	\$114.95

	20 April 2010	20 April 2011	20 April 2012	20 April 2013	20 April 2014
	thru	thru	thru	thru	thru
Labor Category	19 April 2011	19 April 2012	19 April 2013	19 April 2014	19 April 2015
	Year 1	Year 2	Year 3	Year 4	Year 5
	<u>Hourly Rate</u>				
Graphic Designer	\$57.65	\$59.38	\$61.16	\$62.99	\$64.88

Service Contract Act*

SCA MATRIX		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number

*The Service Contract Act (SCA) is applicable to this contract. Currently, no SCA applicable labor categories are included.



VI. LABOR CATEGORIES AND POSITION DESCRIPTIONS

Pro2Serve has an experienced professional staff available to perform Environmental Services under SIN 899-1, Environmental Consulting Services and SIN 899-8, Remediation Services. These seasoned professionals have consistently earned Pro2Serve exemplary ratings in clients' performance survey feedback. As gleaned from the surveys, Pro2Serve's major strengths include conformance with budgets, compliance with project schedules and technical requirements, and consistent quality.

The labor categories and position descriptions in this section provide some additional detail to the position titles in the price schedule. Pro2Serve offers the full spectrum of engineering, technical, and scientific disciplines, and Pro2Serve has the capability to tailor these skills to meet the specific needs of its clients. Pro2Serve's team of experienced environmental and engineering professionals will provide flexible, innovative, and responsive solutions to technical and management environmental challenges.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Environmental Consultant III, 17

ENGINEERING

Senior Department Manager, 19

Department Manager, 17

PROJECT SUPPORT

Senior Project Manager, 19

Project Manager, Environmental Protection, 17

Project Manager, Regulatory Compliance, 17

Project Manager, 17

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: Minimum of 15 years experience in the engineering or scientific discipline applicable to the position.

Education: Engineering Disciplines: Bachelor Degree and professional registration required.

Scientific Disciplines: Bachelor Degree and more than 20 years experience; Masters Degree and 15 years experience or Ph.D. and 10 years experience.

Employees in Grades 17 and above are managers, supervising departments and divisions or one or more projects. Nonsupervisory employees at these levels provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.

As a minimum, Pro2Serve generally assigns a Project Manager, Grade 17, to each project. This individual is the senior technical representative to the client and represents Pro2Serve to the client in the performance of the work.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Environmental Consultant II, 16
Regulatory Compliance Engineer V, 16
Environmental Protection Engineer V, 16
Risk Analyst V, 16
Air Quality Engineer V, 16
Hydrogeologist V, 16
Industrial Hygienist V, 16
Geologist V, 16
Environmental Scientist V, 16

ENGINEERING

Design Consultant, 16
Senior Group Leader, 16
Project Engineer, 16

PROJECT SUPPORT

Lead Project Controller, 16

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: 10 – 17 years experience in the related engineering or scientific field. (Minimum experience may vary depending on the position.)

Education: Engineering Disciplines: Bachelor Degree and professional registration required.
Scientific Disciplines: Bachelor Degree and 10 years experience; Masters Degree and 7 years experience; and Ph.D. and 5 years experience. (Minimum experience may vary depending on the position.)
Other Disciplines: Bachelor Degree and 10 years experience. (Experience may count toward education requirements.)

Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Environmental Consultant I, 15
Regulatory Compliance Engineer IV, 15
Environmental Protection Engineer IV, 15
Risk Analyst IV, 15
Air Quality Engineer IV, 15
Hydrogeologist IV, 15
Industrial Hygienist IV, 15
Geologist IV, 15
Environmental Scientist IV, 15

ENGINEERING

Senior Engineer, 15
Design Specialist, 15
Group Leader, 15

PROJECT SUPPORT

Senior Project Controller, 15

TECHNICAL SUPPORT

Group Leader (Estimating), 15
Lead Technical Writer/Editor, 15

ADMINISTRATIVE SUPPORT

Contracts Manager, 15

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: 7 – 15 years experience in related engineering or scientific discipline.

Education: Engineering Disciplines: Bachelor Degree and professional registration required. (Experience may substitute for education for the position of Senior Designer.)

Scientific Disciplines: Bachelor Degree and 7 years experience; Masters Degree and 5 years experience; and Ph.D. and 3 years experience.

Other Disciplines: Bachelor Degree and 10 years experience. (Education may count toward experience.)

Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Regulatory Compliance Engineer III, 14
Environmental Protection Engineer III, 14
Risk Analyst III, 14
Air Quality Engineer III, 14
Hydrogeologist III, 14
Industrial Hygienist III, 14
Geologist III, 14
Environmental Scientist III, 14

ENGINEERING

Lead Designer, 14
Engineer, 14

PROJECT SUPPORT

Project Administrator, 14

TECHNICAL SUPPORT

Senior Estimator, 14

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: 5 - 10 years experience in related engineering or scientific discipline.

Education: Engineering Disciplines: Bachelor Degree and professional registration required. (Experience may substitute for education for the position of Lead Designer.)
Scientific Disciplines: Bachelor Degree and 5 years experience; Masters Degree and 3 years experience; and Ph.D. and 1 years experience.
Other Disciplines: Bachelor Degree and 7 years experience. (Education may count toward experience.)

Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Regulatory Compliance Engineer II, 13
Environmental Protection Engineer II, 13
Risk Analyst II, 13
Air Quality Engineer II, 13
Hydrogeologist II, 13
Industrial Hygienist II, 13
Geologist II, 13
Environmental Scientist II, 13

ENGINEERING

Associate Engineer, 13
Senior Designer, 13

TECHNICAL SUPPORT

Estimator, 13
Senior Drafter/CAD Operator, 13
Senior Technical Editor/Writer, 13

ADMINISTRATIVE SUPPORT

Graphic Designer, 13

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: 3 - 8 years experience in related engineering or scientific discipline, or 5 – 10 years technical experience.

Education: Engineering Disciplines: Bachelor Degree and qualification as an Engineer in Training (EIT) or an EIT candidate (3 – 5 years experience). (Experience may substitute for education for the position of Senior Designer.)
Scientific Disciplines: Bachelor Degree and 5 years experience; Masters Degree and 3 years experience; and Ph.D. and 1 years experience.
Technical Disciplines: Bachelor Degree preferred but not required (High School Graduate required.) and 8 – 10 years minimum experience. (Education may count toward experience.)

Grade 13 is junior level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-Level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.



POSITION TITLES AND GRADES:

ENVIRONMENTAL

Regulatory Compliance Engineer I, 11
Environmental Protection Engineer I, 11
Risk Analyst I, 11
Air Quality Engineer I, 11
Hydrogeologist I, 11
Industrial Hygienist I, 11
Geologist I, 11
Environmental Scientist I, 11

ENGINEERING

Designer, 11

TECHNICAL SUPPORT

Technical Writer/Editor, 11
Technical Clerical (Admin Assistant II), 11

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: 0 - 7 years experience in related engineering, scientific or technical discipline.

Education: Engineering Disciplines: Bachelor Degree and qualification as an Engineer in Training (EIT) or an EIT candidate (0 - 3 years experience). (Experience may substitute for education for the position of Designer.)
Scientific Disciplines: Bachelor Degree and 3 years experience; Masters Degree and 1 years experience.
Technical Disciplines: High School Graduate and 5 - 8 years minimum experience. (Education may count toward experience.)

Grade 11 is the entry level for the professional engineering and scientific disciplines. Entry level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.



POSITION TITLES AND GRADES:

PROJECT SUPPORT

Document Control Clerk, 09

TECHNICAL SUPPORT

Technical Clerical (Admin Assistant III), 09

Junior Drafter, 07

EXPERIENCE AND EDUCATION REQUIREMENTS:

Experience: Technical Disciplines: 3 - 5 years technical or design experience.
Administrative Disciplines: 3 – 8 years related experience.

Education: High School Graduate. (Additional education and/or technical training may count toward experience.)