



Ecosystem Research Group

**P.O. Box 8214
121 Hickory Street, Suite 3
Missoula, MT 59807
<http://www.ecosystemrg.com>
(406) 721-9420
Contract Administrator: Gregory Kennett**



**Contract # GS-10F-0288P
Contract Period: 04/23/2014 to 04/22/19**

**Small Business
SBA Certified HUBZone Firm**

CUSTOMER INFORMATION

FSS SIN (s): 899-1 & 899-7 & 899-8

Contract Number: GS-10F-0288P

Contract Period: 04/23/2014 to 04/22/2019

Contractor's Name: Ecosystem Research Group, LLC

Contractor's Address: 121 Hickory Street, Suite 3
P.O. Box 8214
Missoula, MT 59807

Business Size: Small Business

Data Universal Numbering System (DUNS): 009697827

Contractor's Taxpayer Identification Number (TIN): 20-0567351

1a. Special Item Number(s) for this Contract:

SIN	DESCRIPTION
899-1RC	Environmental Planning Services & Documentation
899-7 RC	Geographic Information Systems (GIS)
899-8 RC	Remediation Services

1b. Services and Rates Can be Found on Pages 4-5 of this pricelist

1c. Hourly Labor Rates Are Not Applicable For This Pricelist

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

3. Minimum Order: \$100.00

4. Geographic Scope of Contract: FOB Destination, Domestic Delivery, with the exact time to be specified on individual Delivery/Task Orders

5. Point of Production: 121 Hickory Street, Suite 3
Missoula, MT 59801

6. Basic Discounts: All prices listed reflect NET prices for those services

7. Quantity Discounts: None offered

8. Prompt Payment Terms: NET 30 Days

9a. Government Purchase Cards: Are accepted up to the micropurchase threshold

9b. Government Purchase Cards: Are accepted above the micropurchase threshold, will accept over \$3,000.00

10. Foreign Items: Not Applicable

11a. Time of Delivery: As Negotiated with Ordering Agency; Specified on the Task Order.

11b. Expedited Delivery: Items available for expedited delivery are noted in this pricelist, under 'Contact Contractor'

11c. Overnight and 2-Day Delivery: Contact Contractor for expedited delivery

11d. Urgent Requirements: Contact Contractor to effect a faster delivery

12. F.O.B. Point(s): Destination

- 13a. Ordering Address:** Ecosystem Research Group, LLC
121 Hickory Street, Suite 3
P.O. Box 8214
Missoula, MT 59807
Attention: Gregory Kennett
Phone: (406) 721-9420
Fax: (406) 543-3436
- 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:** Ecosystem Research Group, LLC
P.O. Box 8214
Missoula, MT 59807
- 15. Warranty Provision:** In accordance with Standard Commercial Warranty
- 16. Export Packaging Charges:** Not Applicable
- 17. Terms and Conditions of Government Purchase Card Acceptance:** Contact Contractor
- 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 Indicating Date of Parts Price Lists and Any Discounts from List Prices:** Not Applicable
- 20a. Terms and Conditions for Any Other Services:** Not Applicable
- 21. List of Service and Distribution Points:** Not Applicable
- 22. List of Participating Dealers:** Not Applicable
- 23. Preventative Maintenance:** Not Applicable
- 24a. Special Attributes Such as Environmental Attributes:** Not Applicable
- 24b. SECTION 508 COMPLIANCE:**
If applicable in this contract Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services at the following: The EIT standards can be found at www.section508.gov/ and at www.ciesurplus.com
- 25. Data Universal Numbering System (DUNS) Number:** 009697827
- 26. CIE Surplus is Registered with the Central Contractor Registration (CCR) Database:** Registered

Professional Services Schedule (Prices Effective 06/10/16-06/10/17)

Title	Hourly	Minimum Yrs	Or Yrs
Labor Category	Rate	Experience	Education
		and/or Education	
Clerical	\$49.75	0	0
Economist I	\$75.00	0	Bachelor's
Economist II	\$90.00	5 & Bachelor's	or Master's
Senior Economist	\$112.00	20 & Bachelor's	or Ph.D.
Editor	\$75.00	5 and	Bachelor's
Environmental Engineer I	\$75.00	0	Bachelor's
Environmental Engineer II	\$90.00	5 & Bachelor's	or Master's
Senior Environmental Engineer	\$112.00	20 & Bachelor's	or Ph.D.
Environmental Scientist I	\$64.75	0	Bachelor's
Environmental Scientist II	\$79.00	5 & Bachelor's	or Master's
Environmental Scientist III	\$93.00	5 & Master's	or 10 & Bachelor's
Senior Environmental Scientist	\$106.00	20 & Bachelor's	or Ph.D.
Fisheries Biologist I	\$74.00	0	Bachelor's
Fisheries Biologist II	\$89.00	5 & Bachelor's	or Master's
Senior Fisheries Biologist	\$112.00	20 & Bachelor's	or Ph.D.
Geotechnical Engineer I	\$80.00	0	Bachelor's
Geotechnical Engineer II	\$97.00	5 & Bachelor's	or Master's
Senior Geotechnical Engineer	\$120.00	20 & Bachelor's	or Ph.D.
GIS Technician	\$55.75	0	Associate's
GIS Specialist I	\$64.75	0	Bachelor's
GIS Specialist II	\$79.00	5 & Bachelor's	or Master's
Senior GIS Specialist	\$106.00	20 & Bachelor's	or Ph.D.
Hydrologist I	\$75.00	0	Bachelor's
Hydrologist II	\$90.00	5 & Bachelor's	or Master's
Senior Hydrologist	\$113.00	20 & Bachelor's	or Ph.D.
Planner I	\$70.00	0	Bachelor's
Planner II	\$84.00	5 & Bachelor's	or Master's
Senior Planner	\$108.00	20 & Bachelor's	or Ph.D.
Project Manager I	\$73.00	0	Bachelor's
Project Manager II	\$98.00	5 & Bachelor's	or Master's
Senior Project Manager	\$121.00	20 & Bachelor's	or Ph.D.
Silviculturist I	\$74.00	0	Bachelor's
Silviculturist II	\$89.00	5 & Bachelor's	or Master's
Senior Silviculturist	\$112.00	20 & Bachelor's	or Ph.D.
Soil Scientist I	\$74.00	0	Bachelor's
Soil Scientist II	\$89.00	5 & Bachelor's	or Master's
Senior Soil Scientist	\$112.00	20 & Bachelor's	or Ph.D.
Social Scientist I	\$74.00	0	Bachelor's
Social Scientist II	\$89.00	5 & Bachelor's	or Master's
Senior Social Scientist	\$112.00	20 & Bachelor's	or Ph.D.
Technician I	\$58.75	0	0
Technician II	\$70.00	0	Bachelor's

Title	Hourly	Minimum Yrs	Or Yrs
Labor Category	Rate	Experience	Education
		and/or Education	
Vegetation Specialist I	\$74.00	0	Bachelor's
Vegetation Specialist II	\$89.00	5 & Bachelor's	or Master's
Senior Vegetation Specialist	\$112.00	20 & Bachelor's	or Ph.D.
Wetland Specialist I	\$74.00	0	Bachelor's
Wetland Specialist II	\$89.00	5 & Bachelor's	or Master's
Senior Wetland Specialist	\$112.00	20 & Bachelor's	or Ph.D.
Wildlife Biologist I	\$74.00	0	Bachelor's
Wildlife Biologist II	\$89.00	5 & Bachelor's	or Master's
Senior Wildlife Biologist	\$112.00	20 & Bachelor's	or Ph.D.

SCA Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code-Title	WD Number
Clerical	IV01314-Secretary	94-2317
GIS Technician	29030-Cartographic Technician	94-2317
Technician I	29090-Environmental Technician	94-2317
Technician II	29090-Environmental Technician	94-2317

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

Ecosystem Research Group, LLC (ERG) specializes in the environmental sciences including hydrology, wetland and riparian sciences, soil science, range management, weed science, wildlife biology, environmental engineering, geotechnical engineering, agricultural sciences and planning.

We combine these skills to provide exceptionally high-quality environmental services for inventories, analysis, restoration, planning, management, and monitoring of public and private lands.

Comprised of professionals from Montana who have a clear commitment to scholarship, a solid work ethic, and the environment, ERG believes the proper management and characterization of the physical and social environments will promote the maintenance and restoration of healthy ecosystems.

Please visit <http://www.ecosystemrg.com> and call us at (406) 721-9420

We offer services through GSA under the following Special Item Numbers (SIN):

899-1 (RC) Environmental Planning Services & Documentation

- National Environmental Policy Act Compliance (NEPA), Environmental Impact Statements (EIS), Environmental Assessments (EA), Categorical Exclusions (CatEx), Endangered Species Act compliance (ESA), Biological Assessments (BA), and Biological Opinions (BO)
- Biological Evaluation(s)
- Forest Planning
- State, City, County Planning
- Scenic Byway Planning
- Comprehensive Plans
- Community Resource Plans
- Recreational Planning
- Open Space Plans
- Resource Inventory (range, weeds, special status species, wildlife, botany, fisheries)
- ID Team Leadership and Project Coordination
- Range and Forest Inventory and Analysis
- Vegetation/Habitat Analysis and Modeling
 - SIMulating Patterns and Processes at Landscape ScaLEs (SIMPPLLE)
 - FVS
 - CorridorDesign
 - Vegetation Dynamics Development Tool (VDDT)
- Fire Modeling and Analysis
 - FlamMap

- FFE-FVS
- FARSITE
- FOFEM
- Hydrology Inventory, Analysis and Modeling
 - RIVERMorph
 - HEC-RAS
 - RUSLE
 - GEO
- Socioeconomic Analysis and Modeling
 - IMPLAN
 - Forest Service Region Economic Models
 - Quick-Silver

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

- Mapping and Cartography
- Natural Resource Planning
- Site Selection
- Migration Pattern/Corridor Analysis
- Pollution Analysis
- Emergency Preparedness Planning
- Geologic Logs, Topographic Data
- Visualization Packages
- Data Interpretation
- GIS Plotting
- Spatial Analysis
- Visual Analysis
- 3-D Representations

899-8 (RC) Remediation Services

- Stream Restoration
- Wetland Restoration
- Field Investigation

Ecosystem Research Group, LLC Labor Category Descriptions

Clerical: The Clerical position provides administrative or various technical support services to professional project staff such as word processing, photocopying, scheduling, travel arrangements, administrative reporting, supply ordering, inventory management, and messaging. This position requires no minimum education or related experience.



Economist I: The Economist I conducts research, prepares reports, and formulates plans to aid in solution of economic problems arising from production and distribution of goods and services. The Economist I also collects and processes economic and statistical data using econometric and sampling techniques. This position requires a four-year degree in the subject matter and no additional related experience.

Economist II: The Economist II conducts research, prepares reports, and formulates plans to aid in solving economic problems arising from production and distribution of goods and services. The Economist II uses economics software to model trends and forecasts, performs analyses for cost and financial management for multiple management alternatives, and collaborates with natural scientists to analyze socioeconomic impacts of decisions concerning natural resources. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Economist: The Senior Economist conducts complex economic analyses and collaborates with natural resource specialists, federal, state and local government agencies, contractors, vendors, and customers. The Senior Economist has a demonstrated ability in analyzing, designing, and developing natural resource applications for multiple management alternatives to effectively incorporate the customer's requirements into an economic analysis tool or model. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Editor: The Editor supervises technical writing and editing, graphics, and typing groups in the preparation of major documents such as proposals, presentations, and contract-deliverable items. A list of responsibilities includes coordinating efficient schedules for document deliverable; editing and rewriting proposals, presentation materials, and contract deliverable items, as necessary; establishing and determining the writing, graphics, and publication style of publications and documents; and conducting quality control inspections at specific intervals during the preparation of documents to ensure adherence to contract standards. This position requires a four-year degree in the subject matter and five years of related experience.



Environmental Engineer I: The Environmental Engineer I provides engineering support in areas such as pollution prevention, facilities management, wildlife and wetlands protection, land use management, hazardous materials management, compliance reporting, and improvement of air, and land use resources. Responsibilities include conducting site investigations, assisting with report preparation, performing environmental investigations which include data collection, and modeling for site investigations, and developing technical scopes, plan schedules, and cost

estimates. This position requires a four-year degree in the subject matter and no additional related experience.

Environmental Engineer II: The Environmental Engineer II provides engineering expertise in areas such as pollution prevention, facilities management, wildlife and wetlands protection, land use management, hazardous materials management, compliance reporting, and improvement of air and land use resources. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Environmental Engineer: The Senior Environmental Engineer provides technical guidance and mentoring to project staff. Responsibilities include: planning, budgeting, managing, and executing the development and management of environmental engineering projects. The Senior Environmental Engineer has a proven ability to lead and supervise support staff and is skilled in client relations and report writing. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Environmental Scientist I: The Environmental Scientist I conducts site investigations, assists with report preparation, performs environmental investigations which include data collection and modeling for site investigations, and develops technical scopes, plan schedules, and cost estimates. This position requires a four-year degree in the subject matter and no additional related experience.

Environmental Scientist II: The Environmental Scientist II supervises and coordinates site investigations, prepares field notes and reports, performs environmental investigations which include data collection and modeling for site investigations, and develops technical scopes, plan schedules and cost estimates. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Environmental Scientist III: The Environmental Scientist III independently evaluates and applies standard environmental techniques and procedures. Assignments include sampling and testing of materials, review, research, and reporting. The Environmental Scientist III supervises and coordinates the work of technicians and other environmental scientists, plans and leads staff in performing environmental investigations which include data collection and modeling for site investigations, and develops technical scopes, plan schedules, and cost estimates. This position requires a master's degree in the subject matter and five years of related experience or a four-year degree in the subject matter and ten years of related experience.

Senior Environmental Scientist: The Senior Environmental Scientist provides technical guidance and mentoring to project staff and directs lower-level technical staff. Responsibilities include: establishing a course of action for the entire plan of a specific project or goal; planning proper assignments of personnel, appropriate allocation of resources, and precedence schedule of events; communicating expectations about tasks and deadlines; developing contingency plans; designing procedures for collection and review of information necessary for the management of a project and contingency planning of activities; and managing the skills, knowledge, and experience of responsible individuals for the work to be performed. This position requires a

Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



Fisheries Biologist I: The Fisheries Biologist I collects, records, and summarizes biological data and other information for use in technical studies and fisheries management plans; conducts studies of fish populations to determine survival, growth, and migration of fish; researches fish mortality in conjunction with surface water quality to identify source of mortality and potential solutions to problems; and assists in preparing reports on water quality, fisheries habitat, and fish populations. This position requires a four-year degree in the subject matter and no additional related experience.

Fisheries Biologist II: The Fisheries Biologist II performs a full range of professional assignments regarding fisheries analyses and management. Considerable independent judgment is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but they may require adaptation or interpretation for appropriate courses of action. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

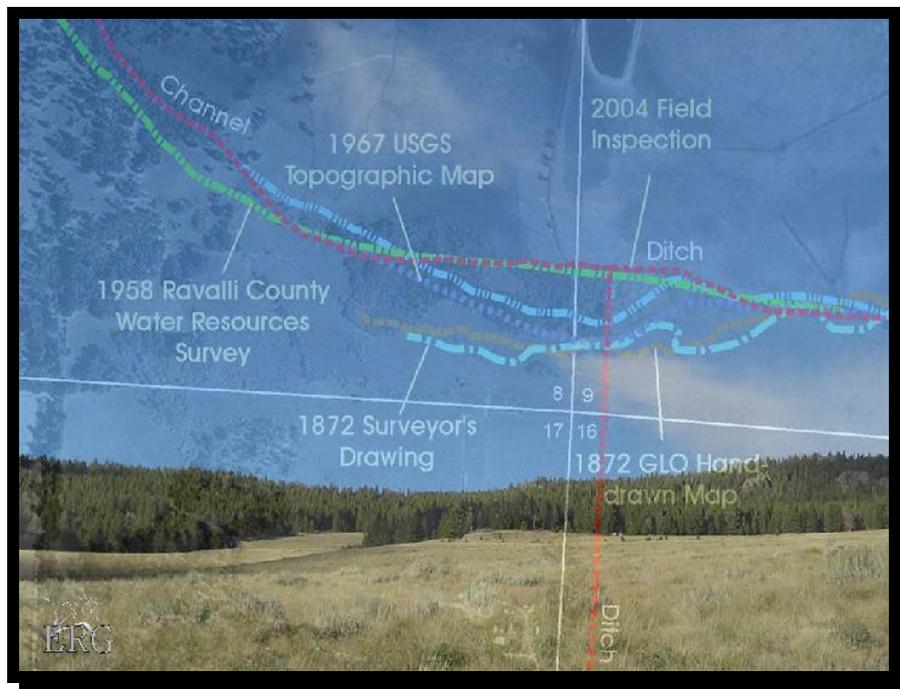
Senior Fisheries Biologist: The Senior Fisheries Biologist functions as a lead worker or senior worker. At this level, responsibilities include overseeing the fisheries work assignments of other professionals and conducting fisheries analyses and management assignments which have significantly greater complexity than those assigned at lower levels. This position requires a

Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Geotechnical Engineer I: The Geotechnical Engineer I applies the sciences of soil and rock mechanics, engineering geology, and other disciplines to permitting, restoration, and design and construction projects. Responsibilities include collecting and recording data, conducting analyses, and assisting in report writing. This position requires a four-year degree in the subject matter and no additional related experience.

Geotechnical Engineer II: The Geotechnical Engineer II supervises geotechnical engineers, reports preparation and review, mentors junior staff, and conducts geotechnical studies as project and client needs dictate. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Geotechnical Engineer: The Senior Geotechnical Engineer functions as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have significantly greater complexity than those assigned at lower levels. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



GIS Technician: The GIS Technician is an entry-level position. Primary duties include: collecting data, conducting field work and surveys, using GPS technology, and providing supportive mapping data and analyses upon request. This position requires a two-year degree in the subject matter and no additional related experience.

GIS Specialist I: The GIS Specialist I performs basic database and Geographic Information System (GIS) analyses, as well as data collection, creation, and management. Duties include: designing, developing and implementing databases and maps; maintaining database files; monitoring of standards and procedures; and maintaining metadata. This position requires a four-year degree in the subject matter with no related experience.

GIS Specialist II: The GIS Specialist II performs the analysis, design, program development, testing and implementation of GIS applications; writes system documentation; trains staff in system use; assists users in their general use of all GIS software; researches new techniques; designs studies; and parses tasks to other GIS staff to accomplish large analysis projects. The GIS Specialist II has the ability to lead and supervise support staff and is skilled in client relations and report writing. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior GIS Specialist: The Senior GIS Specialist provides technical guidance and mentoring in GIS to project staff and directs lower-level technical staff. Responsibilities include: establishing a course of action for the mapping portion of a specific project or goal; planning proper assignments of GIS personnel; allocating resources; prioritizing the schedule of events; communicating expectations about tasks and deadlines; developing contingency plans; designing procedures for collection and review of information necessary for the management of a project and contingency planning of activities; and managing the skills, knowledge, and experience of responsible individuals for the work to be performed. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



Hydrologist I: The Hydrologist I researches the distribution, circulation, and physical properties of underground and surface waters. Duties include studying the form and intensity of precipitation, its rate of infiltration into the soil, movement through the earth, and its return to the ocean and atmosphere. This position requires a four-year degree in the subject matter and no additional related experience.

Hydrologist II: The Hydrologist II performs a full range of professional hydrologist assignments in a full-functioning capacity. Considerable independent judgment is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but they may require adaptation or interpretation for appropriate courses of action. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Hydrologist: The Senior Hydrologist provides technical guidance and mentoring in hydrologic studies to project staff and directs lower-level technical staff. Responsibilities include: establishing a course of action for the mapping portion of a specific project or goal; planning proper assignments of field personnel; allocating resources; prioritizing the schedule of events; communicating expectations about tasks and deadlines; developing contingency plans; designing procedures for collection and review of information necessary for the management of a project and contingency planning of activities; and managing the skills, knowledge, and experience of responsible individuals for the work to be performed. This position requires a Ph.D. in the subject matter or a four-year degree and twenty years of related experience.



Planner I: The Planner I assists in the preparation and analysis of planning documents, including but not limited to: municipal, county, recreation, and natural resource plans. The

Planner I is responsible for participating in public meetings, conducting public surveys, and writing public process reports. Responsibilities include: providing agency management with technical expertise in issues related to environmental research, analysis, planning, policy development, trend analysis; and development of conclusions leading to recommendations for planning, programs, agreements, regulations, etc. This position requires a four-year degree in the subject matter and no additional related experience.

Planner II: The Planner II prepares and analyzes planning documents, including but not limited to: municipal, county, recreation, and natural resource plans. The Planner II is responsible for participating in public meetings, designing and conducting public surveys, and writing public process reports. Responsibilities include: planning and developing environmental and natural resource concepts, independent planning's, and assessments to ensure environmental compliance with state and federal laws and regulations to ensure future environmental compliance. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Planner: The Senior Planner may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have significantly greater complexity than those assigned at lower levels. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Project Manager I: The Project Manager I assist the Project Manager II and Senior Project Manager in the functionality of complex projects, consults with the client to ensure conformity to all contractual obligations, and establishes and maintains technical and financial reports in order to show progress to division management and customers. This position requires a four-year degree in the subject matter and no additional related experience.

Project Manager II: The Project Manager II performs a full range of management assignments in a full-functioning capacity. This position requires considerable independent judgment in order to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but they may require adaptation or interpretation for appropriate courses of action. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Project Manager: The Senior Project Manager is responsible for completely management and functionality of complex projects. This position requires frequent consultation with the client in order to ensure conformity to all contractual obligations. The Senior Project Manager establishes and maintains technical and financial reports in order to show progress to division management and clients, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and provides support to personnel in identifying and acquiring potential business. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



Silviculturist I: The Silviculturist I establishes and cares for forest stands, develops techniques for measuring and identifying trees, manages tree nurseries, and thins forests to encourage natural growth of sprouts or seedlings of desired varieties. The Silviculturist I conducts research dealing with forest propagation and culture, tree growth rate, effects of thinning on forest yield, duration of seed viability, and effects of fire and animal grazing on growth, seed production, and germination of different species. This position requires a four-year degree in the subject matter and no additional related experience.

Silviculturist II: The Silviculturist II performs a full range of professional silviculture assignments in a full-functioning capacity with considerable independent judgment in order to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but they may require adaptation or interpretation for appropriate courses of action. This position requires a master's degree in the subject matter or a four-year degree and five years of related experience.

Senior Silviculturist: The Senior Silviculturist may function as a lead worker or senior worker. This position is responsible for overseeing the work assignments of other professionals or for conducting regular assignments which have significantly greater complexity than those assigned at lower levels. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Social Scientist I: The Social Scientist I conducts research, prepares reports, and formulates plans to aid in the solution of social problems using the research paradigms and methodologies of the social sciences. The social scientist I also collects and processes social science and statistical data using social science metrics and sampling techniques. This position requires a four year degree in the subject matter and no additional related experience. This position requires a four-year degree in the subject matter and no additional related experience.

Social Scientist II: The Social Scientist II conducts research, prepares reports, and formulates plans to aid in solving social problems using the research paradigms and methodologies of the social sciences. The Social Scientist II uses social science modeling software to model trends and forecasts, performs analyses for multiple management alternatives, and collaborates with natural scientists to analyze social impacts of decisions concerning natural resources. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Social Scientist: The Senior Social Scientist conducts complex social analyses and collaborates with natural resource specialists, federal, state and local government agencies, contractors, vendors, and customers. The Senior Social Scientist has a demonstrated ability in analyzing, designing, and developing natural resource applications for multiple management alternatives to effectively incorporate the customer's requirements into a social analysis tool or model. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Soil Scientist I: The Soil Scientist I studies the chemical, physical, biological, and mineralogical composition of soils as they relate to plant or crop growth. Duties may also include classifying and mapping soils and investigating effects of alternative practices on soil and crop productivity. This position requires a four-year degree in the subject matter and no additional related experience.

Soil Scientist II: The Soil Scientist II is responsible for researching or studying soil characteristics, mapping soil types, and investigating soil response to known management practices to determine use capabilities of soils and effects of alternative practices on soil productivity. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.



Senior Soil Scientist: The Senior Soil Scientist may function as a lead worker or senior worker. This position is responsible for overseeing the work assignments of other professionals or for conducting regular assignments which have significantly greater complexity than those assigned at lower levels. Duties also include: interpreting and evaluating soil and soil-related information to understand how soil contributes to agricultural production, environmental quality, human health issues, climate change, and biodiversity. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.

Technician I: The Technician I assists in maintaining information on environmental data and accurately entering data collected into database. They work on their own in the field taking comprehensive and legible field notes and solves problems in the field under the guidance of the senior staff. This position requires no minimum education or additional related experience.

Technician II: The Technician II is proficient in environmental sampling and analysis. They provide technical support to the engineers, scientists, and analysts, working in such areas as research design, development, monitoring or testing. They work from schematic diagrams, written and verbal descriptions or directions or defined plans to perform testing and troubleshooting functions. They may conduct engineering tests and detailed experimental testing to collect design data or assist in research work. This position requires a four-year degree in the subject matter and no additional related experience.



Vegetation Specialist I: The Vegetation Specialist I conducts research in breeding, physiology, production, yield, and management of crops and agricultural plants, their growth in soils, and control of pests. This position requires a four-year degree in the subject matter and no additional related experience.

Vegetation Specialist II: The Vegetation Specialist II responsibilities include managing a field crew, mapping and classifying vegetation, determining distributions and populations of endemic and sensitive plant species, conducting baseline and trend assessments, analyzing data, developing monitoring protocols, and writing reports. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Vegetation Specialist: The Senior Vegetation Specialist designs vegetative monitoring plans, conducts training, manages large vegetative mapping and restoration projects. Has proven ability to lead and supervise support staff and is skilled in client relations and report writing. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



Wetland Specialist I: The Wetland Specialist I performs work of considerable difficulty reviewing activities to ensure compliance with State and Federal wetland regulations under general supervision. This position focuses on regulatory wetland provisions of permitting, enforcement, and compliance in site development. Application of wetland determination skills and understanding the roles of wetlands and aquatic resources in the changing landscape is necessary. In addition, technical knowledge of botany, soils, and hydrology as they relate to understanding wetland functions is commonly applied. Assignments allow for the opportunity to implement independent planning of work details and technical determinations. This position requires a four-year degree in the subject matter and no additional related experience.

Wetland Specialist II: The Wetland Specialist II is responsible for reviewing activities to ensure compliance with wetland regulations for State and Federal permitting. This position focuses on regulatory wetland provisions of permitting, enforcement, and compliance in site development. Duties include application of wetland determinations, understanding the roles of wetlands and aquatic resources, enhancement and maintenance of wetlands, and wetland mitigation. The Wetland Specialist II is expected to have a working knowledge of botany, soils, and hydrology as they relate to understanding wetland functions, and must possess the ability to present information clearly and accurately to regulatory agencies, county officials, and the public. Assignments allow for the opportunity to implement independent planning of work details and technical determinations and supervise support staff. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Wetland Specialist: The Senior Wetland Specialist may function as a lead worker or senior worker and is responsible for overseeing the work assignments of other professionals or have regular assignments which have significantly greater complexity than those assigned at lower levels. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.



Wildlife Biologist I: The Wildlife Biologist I studies the origins, behavior, diseases, genetics, and life processes of animals and wildlife. They may specialize in wildlife research and management, including the collection and analysis of biological data to determine the environmental effects of present and potential use of land and water areas. This position requires a four-year degree in the subject matter and no additional related experience.

Wildlife Biologist II: The Wildlife Biologist II performs a full range of professional wildlife biologist assignments in a full-functioning capacity. Considerable independent judgment is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but they may require adaptation or interpretation for appropriate courses of action. This position requires a master's degree in the subject matter or a four-year degree in the subject matter and five years of related experience.

Senior Wildlife Biologist: The Senior Wildlife Biologist will plan, budget, manage, and execute the development and management of habitats including wetland preserve, game, non-

game, or fish habitats. They may manage and coordinate a division program of land acquisition to acquire habitat needed to maintain, enhance, or perpetuate wildlife resources. They prepare acquisition plans for federally funded projects and follow up with acquisition of fee title or conservation easements and has proven ability to lead and supervise support staff and is skilled in client relations and report writing. This position requires a Ph.D. in the subject matter or a four-year degree in the subject matter and twenty years of related experience.