General Services Administration
Federal Supply Service Authorized Federal Supply Schedule Price List
Multiple Award Schedule
Professional Services (Large Category H)

Online 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: GSAAdvantage.gov.

Contract Number: GS-10F-0462N

Contract Period: June 20, 2018 through June 19, 2023

Contractor: Name: Ecosphere Environmental Services, Inc.
Address: 776 E 2nd Avenue
Durango, CO 81301-5404
Telephone: 970-382-7256
Fax: 970-382-7259
Website: http://www.ecosphere-services.com/

Contract Administration: Name: Mike Fitzgerald
E-mail: fitz@ecosphere-services.com

Business size: Small Business

Pricelist Current as of Modification PA-0033 Dated 8/1/2022

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.
Customer Information

1a. **Table of awarded special item numbers**
   - 541620: Environmental Consulting Services
   - 541370GIS: Geographic Information Systems (GIS) Services
   - 562910REM: Environmental Remediation Services
   - OLM: Order Level Materials

1b. **Lowest priced model number and price for each SIN:** See attached pricelist

1c. **Hourly Rates (Services Only):** Ecosphere offers hourly rates and has provided a description under “Labor Categories/Description” of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform the services.

2. **Maximum order:**
   - 541620: $1,000,000
   - 541370GIS: $1,000,000
   - 562910REM: $1,000,000
   - OLM: $250,000

3. **Minimum order:** $100.00

4. **Geographic coverage (delivery area):** Domestic Only

5. **Point of production:** 776 East 2nd Avenue Durango, CO 81301

6. **Discount from list prices or statement of net prices:** Government prices with discounts already deducted are presented in the “Labor Categories and Rates for all SINs Awarded” table noted below.

7. **Quantity discounts:** None

8. **Prompt Payment Terms:** Net 30 days. Information for ordering offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. **Foreign items:** None

10a. **Time of Delivery:** Services delivered per specifications in contract

10b. ** Expedited delivery:** Items available for expedited delivery are noted in this price list (None). Services are delivered per specifications in contract.

10c. **Overnight and 2-day delivery:** Schedule customers may contact Ecosphere for rates for overnight and 2 day delivery (Not Applicable).
10d. **Urgent Requirements:** Agencies may contact Ecosphere’s representative to effect a faster delivery (Not Applicable).

11. **F.O.B point:** Destination

12a. **Ordering address:**
Mike Fitzgerald  
776 East 2nd Avenue  
Durango, CO  81301  
Tel: 970-382-7256  
Fax: 970-382-7259  
Email: fitz@ecosphere-services.com

12b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. **Payment address:**
Mike Fitzgerald  
776 East 2nd Avenue  
Durango, CO  81301  
Tel: 970-382-7256  
Fax: 970-382-7259

14. **Warranty provision:** Standard Commercial

15. **Export packing charges:** Not applicable

16. **Terms and conditions of rental, maintenance, and repair:** Not applicable

17. **Terms and conditions of installation:** Not applicable

18a. **Terms and conditions of repair parts:** Not applicable

18b. **Terms and conditions for any other services:** Not applicable

19. **List of services and distribution points:** Not applicable

20. **List of participating dealers:** Not applicable

21. **Preventative maintenance:** Not applicable

22a. **Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants):** Not applicable

22b. **Section 508 Compliance for EIT:** Not Applicable

23. **Unique Entity Identifier (UEI) number:** PH3UH2A5MVR4
24. Notification regarding registration in System for Award Management (SAM) Database: Active
Ecosphere Environmental Services, Inc.

Ecosphere is a full-service environmental consulting firm that specializes in environmental compliance and permitting, natural resources consulting, public outreach and participation, and environmental planning and monitoring. For more than 35 years Ecosphere has provided environmental consulting services to a variety of industries, Tribes and governmental agencies across the western U.S. The company possesses a highly qualified and technically diverse staff with expertise in National Environmental Policy Act (NEPA) analyses, Endangered Species Act (ESA), Clean Water Act (CWA) compliance and permitting, and Geographic Information System (GIS) services. The firm has a diverse client base comprised of local and federal government agencies, public and private utilities (highway departments, electric utilities, and water districts), commercial developers, private industries (renewable energy companies, manufacturing, and telecommunications, including fiber optics), extractive industries (oil, natural gas, and mining), real estate developers, banks, tribal organizations, and private landowners.

For more detailed information, visit our website at www.ecosphere-services.com

Labor Categories/Descriptions

**Senior NEPA Specialist** - The Senior NEPA Specialist is recognized internally and externally as technical expert in a particular field. Provides guidance on National Environmental Policy Act (NEPA) strategy and process for environmental projects; high level of expertise in complex project management and implementation. Responsibilities include preparation of project budgets and scopes, supervision of staff, and review of reports. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) in a scientific field in physical or biological sciences and a minimum of 15 years of experience, or a graduate degree (MA/MS) and 10 years of experience in planning, and analyses under NEPA, regulatory analysis, risk assessment, and permitting. Extensive knowledge of federal and state regulations and subsequent amendments is essential.

**Senior CWA Specialist** - The Senior CWA Specialist is recognized internally and externally as technical expert in a particular field. Provides guidance on Clean Water Act (CWA) strategy and process for environmental projects; high level of expertise in complex project management and implementation. Responsibilities include preparation of project budgets and scopes, supervision of staff, and review of reports. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) in a scientific field in physical or biological sciences and a minimum of 15 years of experience, or a graduate degree (MA/MS) and 10 years of experience in planning, and analyses under CWA laws, regulatory analysis, risk assessment, and permitting. Extensive knowledge of federal and state regulations and subsequent amendments is essential.

**Public Participation Specialist** - The Public Participation Specialist is recognized internally and externally as technical expert in a particular field. Plans, implements, and facilitates public involvement for project
development for projects. Preparing public meeting materials, facilitating public meetings, and developing strategies for public involvement. Responsibilities include preparation of project budgets and scopes, supervision of staff. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) and at least 15 years of experience with public involvement processes, facilitation, and mediation, or a graduate degree (MA/MS) and 10 years of experience.

**Visual Resource Specialist** – The Visual Resource Specialist conducts visual resource analysis on environmental projects/developments. Provides guidance strategy and process for environmental projects; high level of expertise in complex project management and implementation in planning, analyses, regulatory analysis, risk assessment, and permitting. Extensive knowledge of federal and state regulations and subsequent amendments is essential. Completion of the BLM’s visual resource management and analysis training and the USFS visual analysis methodology training a plus. Skills also include proficiency in viewshed analysis mapping, visual simulation preparation, visual resource inventories, and VRM impact analysis. Include preparation of project budgets and scopes, supervision of staff, and review of reports. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) in a scientific field in physical or biological sciences and a minimum of 15 years of experience, or a graduate degree (MA/MS) and 10 years of experience and has received extensive training (BLM) in visual resource management.

**Principal** - The Principal provides the leadership, planning, organization, direction, coordination and control to meet the profit and growth objectives of the company. Develops and maintains client relationships. Serves as lead technical specialist in discipline, recommending novel concepts and approach changes. Manages major proposal coordination, preparation and technical assessment. Participates in or oversees major technical, cost, scheduling and performance decisions. Provides overall supervision to organization to assure that technical, administrative, hour and schedule targets are met within framework of established corporate policy, procedures and guidelines and in accordance with applicable professional standards and control procedures. Ensures the continuing ethical and prudent operation of the company.

Bachelors or Master’s degree in relevant field of scientific study. 20+ years

**Program Manager** – The Program Manager may supervise and manage large groups of staff; or exercise authority over a small group of highly professional personnel. Authority for large consulting projects. In addition to specialization, generally directs highly qualified professionals engaged in complex scientific or technical applications. Serves as a top technical advisor / liaison to other groups and clients. Has a thorough understanding of the company's resources, capabilities, business practices, and financial model. Takes major role in guiding the firm financially, technically, and administratively, including quality assurance, technical excellence, and operations management. Supports the development of Standard Procedures and Policies for the Department and submits them to the Principal and or the Management Team for approval. Provides and demonstrates leadership, clear communication, mentoring, and empowerment of staff. Provides the organization, direction, control and coordination necessary for the successful implementation, execution, and completion of projects.
Has a relevant BA/BS and 15 years of experience or a MA/MS and 10 years of experience.

**Senior Project Manager** – The Senior Project Manager plans, supervises, manages and may participate technically in the most challenging projects. Recognized internally and externally as technical expert in a particular field. Acts as technical consultant for projects of major scope and complexity; makes decisions and recommendations with significant impact; works with wide latitude for action and decision-making authority. Has authority to commit company resources. Develops, reviews, and signs proposals, reports and contract documents in accordance with company policy. Leads business development efforts within discipline and attracts work. May be published within area of expertise. Responsible for implementing the schedule and performance of environmental planning activities for projects. Provides and demonstrates leadership, clear communication, mentoring, and empowerment of staff. Plans and develops complex projects, including exploration of subject area, definition of scope, and development of novel concepts or approaches and invoicing/project reporting. Directs the completion of all assigned related projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a relevant BA/BS or MA/MS with minimum 10 years of project related experience including at least 5 years of experiences managing multiple and technically difficult projects and staff.

**Project Manager** - The Project Manager directs and coordinates the efforts of multi-disciplinary projects. Responsible and accountable for all aspects of project management including: developing project cost estimates, schedules and milestones; assessment of project performance in terms of cost and schedule; management of project transition activities; development and maintenance of quality management processes, compliance with company policies, establishment of budget, providing leadership to project team, coordination with client, agencies, sub consultants and staff and assurance of overall client satisfaction. Recognized by senior management as a technical resource and demonstrates expertise and communication skills to be able to interface with various levels of management. Coordinates duties and reviews work of subordinates on project team. Resolves problems, issues or conflicts as required. Responsible for guiding projects from the original concept through final implementation with deliverable to the client. Accountable for technical content and quality of specific project elements. Develops, reviews and signs proposals, reports and contract documents in accordance with company policies. Seeks technical guidance for unusual or complex problems and approval of proposed project plans. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS and 8 years of experience or MA/MS and 4 years of experience. Has a broad overall understanding of various resources and the relationship among them. Has working knowledge of environmental regulations such as the National Environmental Policy Act (NEPA) Endangered Species Act (ESA) and Clean Water Act (CWA). Demonstrates experience in scheduling and completing complex projects.

**Regulatory Specialist** - The Regulatory Specialist provides guidance on specified area of expertise. Responsibilities include and review of reports. Directs the completion of all assigned projects so that the
client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) in a scientific field in physical or biological sciences and a minimum of 20 years of experience, or a graduate degree (MA/MS) and 15 years of experience. High level of expertise in complex regulatory analysis, risk assessment, and permitting. Extensive knowledge of federal, state and local regulations and subsequent amendments is essential.

**Hydrologist** - A Hydrologist provides expertise in ground water resources, and is responsible for project management, site assessment and characterization, remedial design and implementation, expert witness testimony, and report preparation. Responsibilities include preparation of project budgets and scopes, supervision of staff, and review of reports. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

The position requires a college degree (BA/BS) in water resources, hydrology, geology or a related environmental field and at least 8 years of experience, or a graduate degree (MA/MS) and 5 years of experience.

**Biologist IV** – Duties for the Biologist IV include project management and management of the staff-level biologists. Serves as the field crew leader in the event that a project calls for collection of biological data. This position includes supervision of data, collection reduction and analysis and initial report preparation. Primarily responsible for the presentation of the biological data in meetings and any other situation, as appropriate. Other responsibilities include preparation of environmental documents and permits and the primary agency contact to handle concerns with biological issues. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS or MA/MS in biological sciences, botany, fisheries, ecology or a related discipline, and minimum of 15 years of experience in the relevant field.

**Biologist III** – A Biologist III studies the advanced principles of plant and animal life and the effects of varying environmental and physical conditions. Generates identification studies, and reports regarding climate risk impacts, climate resiliency, environmental regulations, climate change, and environmental assessments. Is aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance. Responsibilities may include: maintaining and investigating wetland areas, mitigation sites, and other natural areas; project management and management of staff-level biologists; may serve as the field crew leader for a project which calls for collection of biological data; supervision of data collection and analysis and initial report preparation; may present biological data in meetings and or other situations; preparation of environmental documents and permits and the primary contact to handle concerns with biological issues. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.
Has a BA/BS or MA/MS in biological sciences, botany, fisheries, ecology or a related discipline, and minimum of 10 years of experience in the relevant field.

**Biologist II** - A Biologist II studies the advanced principles of plant and animal life and the effects of varying environmental and physical conditions. Is aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance. Responsibilities include field data collection, data analysis, and initial report preparation. Responsibilities may include: maintaining and investigating wetland areas, mitigation sites and other natural areas; project management; may serve as the field crew leader for a project which calls for collection of biological data; supervision of data collection and analysis and initial report preparation; may present biological data in meetings and or other situations. Preparation of environmental documents and permits. Reports to a senior level professional. May have responsibility for a project of limited scope. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS or MA/MS in biological sciences, botany, fisheries, ecology or a related discipline, and minimum of 5 years of experience in the relevant field.

**Biologist I** - The Biologist I is an entry-level position in the company. Provides data collection, sample collection, analysis, biological characterization and technical support. Assists in the investigation/collection of data or samples on soils, flora, fauna, hydrology, elevation, slope, wetland areas, mitigation sites, natural areas, and other biophysical and geophysical characteristics to assess the environmental effects. Will be aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance, including collecting data and samples for each inventory and survey using hand-held data loggers, written log sheets and global positioning systems for incorporation into the field database. Ensure all data are collected and recorded per SOPs and regulations. In addition, support the environmental staff with the analysis of any field data, conducting endangered species surveys, sensitive species, and other duties as assigned. Reports to a senior level professional. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS or MA/MS in biological sciences, botany, fisheries, ecology or a related discipline.

**Botanist III** – The Botanist III identifies and classifies plants. Investigates environment and plant communities and the effect of proposed projects. Responsibilities include performing or supervising: field data collection, data reduction and data analysis; initial report preparation; support of other staff botanists; preparation of environmental documents and permits; maintaining and investigating wetland areas, mitigation sites, and other natural areas; may serve as the field crew leader for a project which calls for collection of biological data; may present biological data in meetings and or other situations. Conducts environmental studies and prepare reports. Reports to a senior level professional. May have responsibility for a project of limited scope. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.
Has a BA/BS or MA/MS in biological sciences, botany, ecology or a related discipline and min. of 10 years of experience in the relevant field.

**Botanist II** - The Botanist II identifies and classifies plants. Investigates environment and plant communities and the effect of proposed projects. Responsibilities include performing or supervising: field data collection, data reduction and data analysis; initial report preparation; support of other staff botanists; preparation of environmental documents and permits; maintaining and investigating wetland areas, mitigation sites, and other natural areas; may serve as the field crew leader for a project which calls for collection of biological data; may present biological data in meetings and or other situations. Conducts environmental studies and prepare reports. Reports to a senior level professional. May have responsibility for a project of limited scope. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS or MA/MS in biological sciences or biology, ecology or a related discipline and min. of 4 years of experience in the relevant field.

**Botanist I** - The Botanist I is an entry-level position in the company. Identifies and classifies plants. Investigates environment and plant communities and the effect of proposed projects. Provides data collection, sample collection, analysis, biological characterization and technical support. Assists in the investigation/collection of data or samples on soils, flora, fauna, hydrology, elevation, slope, wetland areas, mitigation sites, natural areas, and other biophysical and geophysical characteristics to assess the environmental effects. Will be aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance, including collecting data and samples for each inventory and survey using hand-held data loggers, written log sheets and global positioning systems for incorporation into the field database. Ensure all data are collected and recorded per SOPs and regulations. In addition, support the environmental staff with the analysis of any field data, conducting endangered species surveys, sensitive species, and other duties as assigned. Reports to a senior level professional. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Bachelor’s degree in a related field to the position, entry level.

**Wetland Scientist III** - Professional with a detailed working knowledge of CWA and other local regulations related to wetland science and with water quality permitting (401, 404, NPDES). Responsibilities include project management. May serves as the field crew leader for a project which requires collection of field data. Includes supervision of data reduction and analysis and initial report preparation. Other responsibilities include preparation of environmental documents and permits. Demonstrated experience conducting wetland delineations and function assessments, preparing natural resource permit applications, and technical report preparation. Responsible for managing technical project tasks, including staff management. Familiarity with the flora and ecosystems in the project area required. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.
Requires at least 15 years of experience and a college degree (BA/BS), or 10 years of experience and a graduate degree (MA/MS) in biology, fisheries, ecology or a related discipline.

Appropriate U.S. Fish and Wildlife (USFWS) Threatened and Endangered (T&E) Species survey training, Wetlands Delineation Training - U.S. Army Corps of Engineers (preferred)

**Wetland Scientist II** – The Wetland Scientist II has a working knowledge of CWA and other local regulations associated with wetlands and water quality. Performs field data collection, data analysis, interpretation of scientific information and initial report preparation. Frequently conducts wetland delineations, rare plant surveys, and habitat evaluations. Supports the Wetland Scientist III. Prepares environmental documents including wetland delineation reports, technical reports, NEPA documents and environmental permits. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

College degree BA/BS or MA/MS in a biological science biological sciences or a related discipline, with min. of 4 years of experience in working with applied sciences.

**Environmental Scientist III** – The Environmental Scientist III provides expertise in all aspects of hazardous waste investigations, including project management, regulatory coordination, site characterization and assessment and report preparation. Completes Phase I Environmental Site Assessments and prepares Phase I Environmental Site Assessment reports. Knowledgeable of applicable federal, state, and local laws and regulations. Responsible for all phases of project development and coordination, including preparation and review of environmental documents and permits, supervision of data reduction and analysis and initial report preparation; presenting data in meetings and any other situation. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree (BA/BS) in environmental sciences, or related environmental field and 15 years of experience, or a graduate degree (MA/MS) and 10 years of experience.

**Environmental Scientist II**– The Environmental Scientist II completes Phase I Environmental Site Assessments and prepares Phase I Environmental Site Assessment reports. Responsibilities include field data collection, data analysis, initial report preparation, and support of the Environmental Scientist III. Reports to a senior level professional. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a college degree BA/BS or MA/MS in environmental sciences, or related environmental field with 4 years of experience in biological sciences or a related discipline.

**Environmental Scientist I** - The Environmental Scientist I is an entry-level position in the company assists Environmental Scientists II and III. Compiles information needed for Phase I Environmental Site Assessments and prepares draft Phase I Environmental Site Assessment reports. Assists in site characterization, assessment and monitoring. Provides data collection, sample collection, analysis, and technical support. Assists in the investigation/collection of data or samples on soils, flora, fauna,
hydrology, elevation, slope, wetland areas, mitigation sites, natural areas, and other biophysical and geophysical characteristics to assess the environmental effects. Will be aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance, including collecting data and samples for each inventory and survey using hand-held data loggers, written log sheets and global positioning systems for incorporation into the field database. Ensure all data are collected and recorded per SOPs and regulations. In addition, support the environmental staff with the analysis of any field data, conducting endangered species surveys, sensitive species, and other duties as assigned. Reports to a senior level professional. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has bachelor’s degree BA/BS in environmental sciences, or related environmental field, entry level.

**Environmental Planner III** –The Environmental Planner III prepares corridor management plans, open space plans, and master development plans. May assist with data collection and analysis for transportation management plans. Often assists with preparation of NEPA documents including responding to public comments. Supports the work of planners and engineers performing complex planning activities. Analyzes local, state and national trends, policies and/or legislation to determine impacts. Supervises staff. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a BA/BS with 15 + years of experience in planning or environmental science or Master’s degree with at least 10 years of experience

**Environmental Planner I** -The Environmental Planner I is an entry-level position in the company. Supports higher level planners on planning related work. Provides data collection, sample collection, analysis, and technical support. Will be aware of federal (including NEPA), state and local rules and regulations that deal directly with that tasks being supported so that they can assist with compliance, including collecting data and samples for each inventory and survey using hand-held data loggers, written log sheets and global positioning systems for incorporation into the field database. Ensure all data are collected and recorded per SOPs and regulations. In addition, support the environmental staff with the analysis of any field data, conducting endangered species surveys, sensitive species, and other duties as assigned. Reports to a senior level professional. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Bachelor’s degree in a related field to the position, with at least 1 years of experience.

**GIS Specialist III** –The GIS Specialist III provides map production, GIS database design, development and management; geodatabase data organization and quality control; spatial analysis of environmental data using ESRI ArcMap software, GPS unit setup and tech support, data management and reporting using relational data bases. Coordinates GIS related work conducted by GIS Specialists I and II. Software expertise includes the industry standard GIS and mapping programs. Possesses knowledge and has hands-on experience with GIS that includes ESRI ArcMap Software Suite for map production and spatial analysis. Experience with CAD, relational databases, or Python a plus. Includes staff management
duties. Directs the completion of all assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a bachelor’s or master’s degree and 10 years of experience. Software expertise includes the industry standard GIS and mapping programs.

**GIS Specialist II** - The GIS Specialist II provides map production, GIS database design, development and management; geodatabase data organization and quality control; spatial analysis of environmental data using ESRI ArcMap software, GPS unit setup and tech support, data management and reporting using relational data bases. Possesses knowledge and has hands-on experience with GIS that includes ESRI ArcMap Software Suite for map production and spatial analysis. Experience with CAD, relational databases, or Python a plus. The GIS Specialist II coordinates all GIS related work conducted by the Project staff. Works on assigned projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

Has a bachelor’s or master’s degree and min. of 4 years of experience. Software expertise includes the industry standard GIS and mapping programs.

**GIS Specialist I** – The GIS Specialist I is an entry-level position in the company. Provides map production, GIS database design, development and management; geodatabase data organization and quality control; spatial analysis of environmental data using ESRI ArcMap software, GPS unit setup and tech support, data management and reporting using relational databases. Experience with CAD, relational databases, or Python a plus. Applies standard practices and techniques and may gather/convert/analyze GIS data; prepare data documentation or metadata for GIS projects; prepare maps and exhibits with GIS data sets; participate in client-needs analysis; develop current knowledge of GIS technology and software. This individual reports to a senior level professional. Works on projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.

 Associates degree – CAD, GIS or related field, entry level. Working on getting certifications and credentials.

**Technical Editor II** - The Technical Editor II reviews documents for grammar, spelling, clarity, format and internal consistency. Manages editing and document production; coordinates with senior management team and may also serve as a direct client interface during the editing/production process; oversees staff and/or contractors. Edits and formats materials such as reports of research findings, scientific or technical publications, regulations in technical areas, technical manuals and documents. Requires knowledge of a broad range of sources of pertinent information; skill to analyze and present the information gathered; and knowledge of publishing practices, standards, and technologies for the media used. Works on projects so that the client is satisfied with the finished work product and the working relationship; and the costs for billable hours, subcontractors’ fees, and other direct costs (ODCs) fall within those estimated in the contract.
Has a bachelor’s degree in English or an environmental or scientific field with minimum of 10 years’ experience or master’s degree with minimum 4 years of experience.

**Administrative Support II** - The Administrative Support II assists Program Manager, Senior Project Manager, and Project Managers with report production, simple spreadsheets, data organization, project cost tracking, and other duties as requested requiring a basic level of decision making. Works with Senior Management in coordinating the administration needs, or requests, for the entire staff. May act as the initial point of contact with existing clients, business prospects, supply vendors, suppliers, and other business professionals. Given this highly visible position to outside contacts, it is essential that the individual project an image that is consistent with corporate philosophy and purpose, that includes, but not limited to, demonstration of the proper decorum and professionalism as required. Inputs data into a database, generates reports from the database as specified by the members of the management team. Maintains and organizes in orderly fashion the company reports, client data and all other documents, as specified by the Operations Staff or the Finance and Administration Manager.

Associates degree – business or accounting 6+ years.
<table>
<thead>
<tr>
<th>GSA Labor Category</th>
<th>GSA Hourly Rate (with IFF)</th>
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</thead>
<tbody>
<tr>
<td>Senior NEPA Specialist</td>
<td>$114.86</td>
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<tr>
<td>Senior CWA Specialist</td>
<td>$114.86</td>
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<tr>
<td>Public Participation Specialist</td>
<td>$114.86</td>
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<tr>
<td>Visual Resource Specialist</td>
<td>$114.86</td>
</tr>
<tr>
<td>Principal</td>
<td>$101.64</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$79.84</td>
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<tr>
<td>Senior Project Manager</td>
<td>$110.08</td>
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GIS Specialist III | $ 86.15
GIS Specialist II | $ 79.45
GIS Specialist I | $ 58.56
Technical Editor II | $ 89.02
Administrative Support II | $ 47.86

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.