

General Services Administration

Federal Supply Service

Authorized Federal Supply Schedule Price List

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

Professional Engineering Services – Worldwide

Federal Supply Group: 871 Engineering

Contract No. GS-23F-0339K

Contract Period: July 7, 2000 through July 6, 2015

For more information on ordering from Federal Supply Schedules, go to the GSA Schedules home page at <http://www.gsa.gov/portal/content/1099145>

For more information, please contact:

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ARCADIS U.S., Inc.
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Highlands Ranch, CO 80129

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CUSTOMER INFORMATION

- 1a. **Awarded Special Item Numbers (SIN):** 871-1 through 871-7
- 1b. Please see **Appendix A** for Price List.
- 1c. Please see **Appendix A** for Labor Category Descriptions
2. **Maximum Order:** \$1,000,000
3. **Minimum Order:** \$100
4. **Geographic Coverage (Delivery Area):** Worldwide
5. **Point(s) of Production:** Highlands Ranch, CO and ARCADIS offices worldwide
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** No quantity discounts are available.
8. **Prompt Payment Terms:** No special discount is offered for prompt payment. Payment terms are net 30 days.
- 9a. **Acceptance of Government Credit Cards:** Government purchase cards are accepted up to the micro-purchase threshold.
- 9b. **Acceptance of Government Credit Cards:** Government purchase cards are not accepted above the micro-purchase threshold.
10. **Foreign items:** Not Applicable
- 11a. **Time of Delivery:** Specified in each task order
- 11b. **Expedited Delivery:** Specified in each task order
- 11c. **Overnight and 2-day delivery:** Specified in each task order
- 11d. **Urgent Requirements:** Not Applicable
12. **F.O.B. Point(s):** Destination
- 13a. **Ordering Address:**

ARCADIS U.S., Inc.
630 Plaza Drive, Suite 200
Highlands Ranch, CO 80129

Telephone: 720-344-3500
Facsimile: 720-344-3535

13b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) and a sample BPA can be found at the GSA schedule homepage:
<http://www.gsa.gov/portal/content/104447>

14. Payment address:

ARCADIS U.S., Inc.
62638 Collections Center Drive
Chicago, IL 60693-0626
Phone: 1-800-376-2703

For wire or ACH payments, ARCADIS will provide the necessary information on the invoice.

15. Warranty Provision: Not Applicable

16. Export Packing Charges: Not Applicable.

17. Terms and conditions of Government Purchase Card Acceptance: Government Commercial Credit Cards will be acceptable for payments. Bank account information for wire transfer payments or ACH payments will be shown on the invoices.

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. Preventive maintenance: Not Applicable

24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants): ARCADIS has been responsible for the development and implementation of recycling plans and programs; energy management ranging from energy audits to the design of energy-efficient and sustainable buildings and processes; and/or development, implementation, and monitoring of air, water, and wastewater pollution prevention and investigation and environmental contamination, the remediation of sites containing hazardous, toxic, and radioactive waste (HTRW).

24b. Section 508: If applicable, Section 508 compliance on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at: www.Section508.gov

25. Data Universal Numbering System (DUNS) Number: 081509838

26. System for Award Management (SAM) Database: ARCADIS U.S., Inc. is registered in the System for Award Management (SAM) Database.

COMPANY INFORMATION

ARCADIS U.S., Inc. is an international company providing consultancy, engineering, and management services in infrastructure, environment, and buildings, to enhance mobility, sustainability, and quality of life. ARCADIS develops, designs, implements and operates projects for companies and governments. With more than 21,000 employees worldwide (5276 employees and 198 offices in the U.S.) and more than \$1.2B in gross revenue, the company has an extensive international network that is supported by strong local market positions.

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SERVICES OFFERED

ARCADIS is capable of providing services for the following primary engineering disciplines:

Civil Engineering: Structural, Transportation, Environmental, Water Resources, Geotechnical, Surveying, Other Civil Engineering Specialties

Electrical Engineering: Circuits and Systems, Communications, Control Systems, Engineering Management, Instrumentation and Measurement, Power Engineering, Other Electrical Engineering Specialties

For the following Special Identification Numbers (SINs):

871-1 Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

Example: The evaluation and preliminary definition of new and/or improved performance goals for navigation satellites – such as launch procedures and costs, multi-user capability, useful service life, accuracy and resistance to natural and man-made electronic interference.

Inappropriate use of this SIN is providing professional engineering services not specifically related to strategic planning for technology programs/activities and its associated disciplines.

871-2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs.

Inappropriate use of this SIN is providing professional engineering services not specifically related to concept development and requirements analysis and its associated disciplines.

871-3 System Design, Engineering and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification.

Inappropriate use of this SIN is providing professional engineering services not specifically related to concept development and requirements analysis and its associated disciplines.

871-4 Test and Evaluation

Services required under this SIN involves the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

Example: The navigation satellite working model will be subjected to a series of tests which may simulate and ultimately duplicate its operational environment.

Inappropriate use of this SIN is providing professional engineering services not specifically related to testing and evaluating and its associated disciplines.

871-5 Integrated Logistics Support

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing.

Example: The full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures.

Inappropriate use of this SIN is providing professional engineering services not specifically related to integrated logistics support and its associated disciplines.

871-6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management execution functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training, privatization and outsourcing.

Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions.

Inappropriate use of this SIN is professional engineering services not specifically related to acquisition and life cycle management and associated disciplines.

871-7 Construction Management

Customer agencies shall utilize construction managers as its principal agent to advise on or manage the process over the project regardless of the project delivery method used. The Construction Manager assumes the position of professional adviser or extension of staff to the customer agency. The Construction Manager frequently helps the customer agency identify which delivery method is the best for the project. The construction management approach utilizes a firm (or team of firms) with construction, design and management expertise to temporarily expand the customer agency's capabilities, so that they can successfully accomplish their program or project. The Construction Manager also provides expert advice in support of the customer agency's decisions in the implementation of the project.

The following are some of the tasks to be covered under Construction Management:

- **Project Design Phase Services:** These services may include: design technical reviews; code compliance reviews; constructability reviews; analysis of Value Engineering proposals; preparation of cost estimates (including independent check estimates); cost analysis; cost control/monitoring; energy studies; utility studies; site investigations; site surveys; scheduling (including preparation of schedules and schedule reviews); review of design scope changes (including analysis of schedule impact); scheduling/conducting/documenting design related meetings; and performing market studies (material availability, contractor interest, etc.).
- **Project Procurement Phase Services:** These services may include: providing assistance to the Contracting Officer in contract procurement; answering bid/RFP questions; attending/participating in site visits; attending/participating in pre-bid conferences; preparing and issuing solicitation amendments for review and approval by the Government Contracting Officer; and performing cost/bid/proposal analysis.
- **Project Construction Phase Services:** These services may include: establishing temporary field offices; setting up job files, working folders, and record keeping systems; maintaining organized construction files; scheduling and conducting preconstruction meetings; documenting actions taken and decisions made, etc.; monitoring the submittal review process; review and monitoring of project schedules for construction progress with emphasis on milestone completion dates, phasing requirements, work flow, material deliveries, test dates, etc.; assisting in problem resolution and handling of disputed issues (including development of Government position); maintaining marked up sets of project plans and specifications for future as-built drawings; performing routine inspections of construction as work proceeds, taking action to identify work that does not conform to the contract requirements, and notifying the contractors when work requires correction; compiling, through site inspections, lists of defects and omissions related to the work performed and providing these lists to the contractor for correction; review of construction contractor payment requests (including preparation of necessary forms for payment processing); monitoring project financial data and budgetary cost accounting; administration of construction contract change orders (issuing proposal requests, preparing cost estimates, reviewing cost proposals, assisting agency in negotiations, preparing change order packages for processing); scheduling, conducting, and documenting regular progress meetings with all interested parties to review project status, discuss problems, and resolve issues; scheduling, conducting, and documenting (prepare minutes, etc. for distribution) construction related project meetings; monitoring construction contractor compliance with established safety standards (note and report unsafe working conditions, failures to adhere to safety plan required by construction contract); monitoring construction contractor's compliance with contract labor standards; coordination of construction activities with customer Managers and occupying agency personnel; monitoring the design and construction clarification process and, when appropriate, reminding the A/E and other parties involved of the need for timely actions; participating in all "Partnering" activities during construction (workshops, meetings, etc.); preparing special reports and regular project status reports; providing for progress and/or final photographs of project work; perform

site surveys; provide assistance in obtaining permits; perform hazardous material assessments and monitoring of hazardous material abatement work; and provide cost estimating assistance.

- **Commissioning Services.** These services shall include, but are not limited to, providing professional and technical expertise for start-up, calibration, and/or certification of a facility or operating systems within a facility. The CM must be able to provide any level of commissioning need from total support to specialty services. Commissioning services may require start-up planning, forecasting start-up duration, estimating start-up costs, determining start-up objectives, organizing start-up teams and team assignments, testing building system components, conducting performance tests.
- **Testing Services:** The CM may be tasked to provide the services of an independent testing agency/laboratory to perform project specific quality control testing and inspection services. The services may include, but are not limited to, testing/inspection of soils, concrete, precast concrete connections, steel, steel decking, applied fireproofing, roofing, curtain walls/glazing, and elevator installations.
- **Claims Services:** The CM may be tasked to provide Claims Services when and as required by the Government for specific projects. The CM will review disputes and claims from the A&E and/or construction contractor(s) and render all assistance that the Government may require, including, but not limited to, the following: Furnishing reports with supporting information necessary to resolve disputes or defend against the claims; preparation and assembly of appeal files; participation in meetings or negotiations with claimants; appearance in legal proceedings; preparation of cost estimates for use in claims negotiations; preparation of risk assessments/analyses relative to claim exposures; preparation of findings of fact and any other documentation required by the Government.
- **Post Construction Services:** At or near substantial completion of project construction, the CM may be tasked to provide services such as: Performing Post Occupancy Evaluations (POEs); assisting Agency in the formulation of lessons learned; providing occupancy planning including development of move schedules, cost estimates, inventory lists, etc.; providing move coordination, relocation assistance, and/or furniture coordination; providing telecommunication and computer coordination.

***Services Not Included:**

The following services are not currently being solicited. However, GSA reserves the sole right to include these services under PES at a future time during the period of performance. If GSA exercises this right, it will refresh the solicitation and consider offers from all eligible sources.

1. Construction and Architect-Engineering Services as set forth in FAR Part 36 (including construction, alteration or repair (including dredging, excavating and painting) of buildings, structures, or other real property). Offerors interested in providing these services may contact GSA's Public Buildings Service (PBS) for additional information.

2. Computer Engineering and Information Technology. Offerors interested in providing computer/software engineering and information technology services are directed to contact GSA's Group 70 Schedule for Information Technology for additional information (contact Chuck Popelka at (703) 305-7573).

3. Environmental Advisory Services as listed below are not currently being solicited. These services are covered under the GSA Environmental Advisory services contract.

4. Foundations and Landscaping Engineering. Offerors interested in providing foundations and landscaping engineering are directed to contact GSA's PBS for additional information.

5. Heating, Ventilation and Air-Conditioning (HVAC) related to buildings, structures, or other real property set forth for Construction and Architect-Engineering services governed by FAR Part 36. Offerors interested in providing these services are directed to contact GSA's PBS for additional information. Please note that HVAC related to the manufacture, production, furnishing, construction, alteration, repair, processing or assembling of vessels, aircraft, or other kinds of personal property IS included and solicited within the scope of PES.

6. **Research and Development** as set forth in FAR Part 35.

7. **Products/materials already solicited under other Federal Supply Service (FSS) Schedule** contracts (e.g., information technology, paper, chemicals, pharmaceuticals, laboratory instruments, etc.). However, PES contractors may team across FSS Schedules to provide a total solution to agency requirements.

Recovery SINS 871-1RC through 871-7RC

Appendix A: Price List and Labor Category Descriptions

SINs 871-1 thru 871-6 & 871-1RC thru 871-6RC for PEDs EE and CI; SINs 871-7 & 871-7RC for PED CI	Year 13	Year 14	Year 15
	7/7/2012	7/7/2013	7/7/2014
	to	to	to
Labor Categories	7/6/2013	7/6/2014	7/6/2015
Corporate Director	\$218.16	\$223.61	\$229.20
Program Manager	\$163.30	\$167.39	\$171.57
Senior Project Manager	\$154.38	\$158.24	\$162.19
Project Manager	\$121.20	\$124.23	\$127.33
Task Manager	\$89.31	\$91.55	\$93.83
Senior Project Advisor	\$185.00	\$189.62	\$194.36
Project Advisor	\$158.20	\$162.16	\$166.21
Principal Sci/Eng/Des/Arch	\$154.38	\$158.24	\$162.19
Senior Sci/Eng/Des/Arch	\$121.20	\$124.23	\$127.33
Project Sci/Eng/Des/Arch	\$89.31	\$91.55	\$93.83
Staff Sci/Eng/Des/Arch	\$80.37	\$82.38	\$84.44
Sci/Eng/Des/Arch	\$66.34	\$68.00	\$69.70
Project Assistant	\$49.75	\$51.00	\$52.27
Technician II	\$80.37	\$82.38	\$84.44
Technician I	\$43.38	\$44.47	\$45.58
Field Observer	\$74.00	\$75.85	\$77.75
CADD/Drafter II	\$72.72	\$74.54	\$76.41
CADD/Drafter I	\$62.52	\$64.08	\$65.68
Clerical / Secretarial	\$47.21	\$48.39	\$49.60

ARCADIS U.S. Inc. acknowledges the requirements of the Service Contract Act (SCA) and confirms contract prices for the non-exempt labor categories meet the SCA minimums in the contract. The SCA matrix identifies the labor categories that fall under the requirements of the SCA, and the matrix and narrative below are included in this price list.

SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Project Assistant	01013 – Secretary III	05-2081
Technician II	30085 – Engineering Technician V	05-2081
Technician I	30082 – Engineering Technician II	05-2081
CADD/Drafter II	30063 – Drafter III	05-2081
CADD/Drafter I	30062 – Drafter II	05-2081
Clerical/Secretarial	06013 – Word Processor III	05-2081

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 contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

ARCADIS Labor Category Descriptions and Qualifications

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Corporate Director	<p>Bachelor's Degree and recommended minimum 20 years experience or equivalent plus appropriate continuing education. Advanced degree desirable.</p> <p>Years of Experience <input type="checkbox"/> Average = 28.7 <input type="checkbox"/> Minimum = 21.6</p>	<p>PE, PG or other similar professional registration desirable</p>	<p>Professional/Technical: Recognized expert in technical or professional field Excellent professional skills Develops projects and solutions. Develops and makes complex presentations Represents the company to internal and external clients and markets Recruits and motivates team members Develops strategic plans and direction Establishes goals and objectives for the company consistent with the strategic direction Serves as a role model for and motivates managers Responsible for overall project management, portfolio management, risk management and client management</p>
Program Manager	<p>Bachelor's Degree and recommended minimum 20 years experience or equivalent plus appropriate continuing education. Minimum 8 years project management experience.</p> <p>Years of experience • Average = 25.4 • Minimum = 19.8</p>	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 3 only: CPM Certificate.</p>	<p>Professional/Technical: Recognized expert in technical or professional field. Excellent professional skills. Develops projects and solutions. Strategic problem solving skills. Responsible for \$2M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting Project & Financial Reviews. Primary client contact</p>
Senior Project Manager	<p>Bachelor's Degree and recommended minimum 18 years experience or equivalent plus appropriate continuing education.</p> <p>Minimum 6 years project management experience.</p> <p>Years of Experience • Average = 21.9 • Minimum = 15.6</p>	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 2 only: CPM Certificate.</p>	<p>Professional/Technical: Excellent professional skills. Recognized expert in technical or professional field. Develops projects and solutions. Strategic problem solving skills. Responsible for \$1.5M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting project & financial reviews. Primary client contact</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Project Manager	<p>Bachelor's Degree and recommended minimum 12 years' experience or equivalent plus appropriate continuing education.</p> <p>Associate PM: Bachelor's Degree and 6 years' minimum experience, plus appropriate continuing education. Additionally, APM requires minimum 4 years' project management experience.</p> <p>Years of experience</p> <ul style="list-style-type: none"> · Average = 17 · Minimum = 10.6 	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 1 only: CPM Certificate</p>	<p>Professional/Technical</p> <p>Excellent professional skills Provides expert technical skills to the organization Exercises independent judgment and demonstrates innovation Innovative problem solving skills Client contact with PM direction for task packages</p>
Task Manager	<p>Bachelor's Degree and recommended minimum 9 years' experience or equivalent plus appropriate continuing education.</p> <p>Task Manager 2: Minimum 2 years of project management experience</p> <p>Years of experience</p> <ul style="list-style-type: none"> · Average = 13.4 · Minimum = 8.1 	<p>PE, PG, or other similar professional registration desirable.</p>	<p>Professional/Technical</p> <p>Good professional skills Provides competent technical skills to the organization Exercises independent judgment and evaluation Takes the lead in developing technical solutions Assists in task scope definition Assists in planning of assigned task packages Schedules and coordinates task resources Daily financial monitoring and reporting to CPM</p>
Senior Project Advisor/Expert	<p>Bachelor's Degree and recommended minimum 18 years' experience or equivalent plus appropriate continuing education.</p> <p>Years of experience</p> <ul style="list-style-type: none"> · Average = 25.4 · Minimum = 19.8 	<p>PE, PG, or other similar professional registration desirable.</p>	<p>Professional/Technical</p> <p>Excellent professional skills Internal expert for significant area of knowledge Develops projects and solutions Leads teams for implementation of solutions</p> <p>Expert only: Externally recognized in marketplace as expert in field</p>
Project Advisor	<p>Bachelor's Degree and recommended minimum 15 years' experience or equivalent plus appropriate continuing education.</p> <p>Years of experience</p> <ul style="list-style-type: none"> · Average = 21.9 · Minimum = 15.6 	<p>PE, PG, or other similar professional registration desirable.</p>	<p>Professional/Technical</p> <p>Excellent professional skills Internal expert for significant area/discipline Develops projects and solutions Strategic problem solving skills Able to assist design team of application of specific technology Complete at least one technical paper or give one technical presentation at a major technical conference per year</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Principal Sci/Eng/Arch/Designer	Bachelor's Degree and recommended minimum 15 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 21.9 · Minimum = 15.6 	PE, PG or other related certification	Professional/Technical Internal expert for significant area/discipline Develops projects and solutions Possesses strategic problem solving skills Able to assist design team of application of specific technology
Senior Sci/Eng/Arch/Designer	Bachelor's Degree and recommended minimum 11 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 17.0 · Minimum = 10.6 	PE, PG or other related certification	Professional/Technical Excellent professional skills Exercises independent judgment and demonstrates innovation internal leader for technical skills on a project Demonstrates innovative problem solving skills
Project Sci/Eng/Arch/Designer	Bachelor's Degree and recommended minimum 8 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 11.0 · Minimum = 6.6 	PE, PG or other related certification	Professional/Technical Exercises independent judgment and evaluation Strong professional skills Provides competent technical skills to the organization Takes the lead in developing technical solutions
Staff Sci/Eng/Arch/Designer	Bachelor's Degree and recommended minimum 5 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 11.0 · Minimum = 6.6 	PE, PG or EIT or other related certification	Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment and evaluation Demonstrates developed problem solving skills
Sci/Eng/Arch/Designer 2	Bachelor's Degree and recommended minimum 2 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 7.2 · Minimum = 3.5 	EIT or other related certification	Professional/Technical Implements routine tasks through application of standard techniques and methods Improving professional skills Demonstrates progressively improved problem solving skills
Sci/Eng/Arch/Designer 1	Bachelor's Degree or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 4.2 · Minimum = 1.1 	EIT or other related certification	Professional/Technical Developing professional skills Implements routine tasks through application of standard techniques/methods

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Project Coordinator	Bachelor's Degree and recommended minimum 4 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 19.0 · Minimum = 9.6 		Professional/Technical Strong written communication, proof reading and basic research skills required Ability to track and monitor project schedules and budgets, and administer project and financial management accounting activities Ability to meet multiple and simultaneous deadlines
Project Assistant	Associate's Degree and recommended minimum 2 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 11.2 · Minimum = 4.8 		Professional/Technical Strong written communication, proof reading and basic research skills required May track and monitor project schedules and budgets, and administer project and financial management accounting activities Ability to meet multiple and simultaneous deadlines. Implements some complex tasks under direction
Field Manager	Bachelor's Degree and recommended minimum 12 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = Insufficient data · Minimum = 13.2 		Professional/Technical Meets all quality and quantity goals Developed professional skills Implements assigned tasks independently and provides direction to others Exercises independent judgment Demonstrates developed problem solving skills
Field Observer	Bachelor's Degree and recommended minimum 10 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 23.5 · Minimum = 18.9 		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals
Technician III	Associate's Degree and recommended minimum 8 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 21.5 · Minimum = 14.2 		Professional/Technical Meets quality and quantity goals Implements routine tasks through application of standard techniques and methods Demonstrates progressively improved problem solving skills
Technician II	H.S. Diploma and recommended minimum 4 years' experience or equivalent Years of experience		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction

	<ul style="list-style-type: none"> · Average = 10.8 · Minimum = 4.5 		
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Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Technician I	H.S. Diploma and 0 to 2 years' experience Years of experience <ul style="list-style-type: none"> · Average = 5.0 · Minimum = 2.6 		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction
Senior Designer	Bachelor's Degree and recommended minimum 9 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 30.7 · Minimum = 23.3 	State board registration or equivalent	Professional/Technical Calculates allowances, dimensions, etc. within procedural and standard practice limitations For the complex sections, sets out procedures for and/or prepares detailed drawings which show special illustrative views needed for patents, special product applications, assembly sequence, etc.
Designer	Bachelor's Degree and recommended minimum 3 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 18.3 · Minimum = 14.6 	Interior designer or equivalent	Professional/Technical Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced Designer Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes
CADD/Drafter II	Bachelor's Degree and recommended minimum 15 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 12.8 · Minimum = 9.5 		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals
CADD/Drafter I	H.S. Diploma and recommended minimum 6 years' experience or equivalent plus appropriate continuing education Years of experience <ul style="list-style-type: none"> · Average = 8.0 · Minimum = 5.0 		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction
Clerical/Secretarial	Associate's Degree and recommended minimum 2 years' experience or equivalent plus appropriate continuing education. Years of experience <ul style="list-style-type: none"> · Average = 10.1 		Professional/Technical Implements some complex tasks under direction Takes direction well

	-	Minimum = 4.2		
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