



Schedule

SWCA[®]

ENVIRONMENTAL CONSULTANTS

20 E. Thomas Road, Suite 1700

Phoenix, AZ 85012

www.swca.com



MULTIPLE AWARD SCHEDULE (MAS)

47QRAA19D004C

Contract Period: February 12, 2024 – February 11, 2029

Business Size: Large Business

Federal Supply Group: Professional Services Price

list current as of Modification # PS-0022 effective 11/20/2023

Contract Administrator :

Denis Henry

gsa@swca.com

602.274.3831

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 Web address for GSA Advantage! is: GSA Advantage.gov. For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Table of Contents

| | |
|-------------------------------------------------------------------------|-----------|
| SWCA's GSA Contract..... | 1 |
| How to Use a GSA Contract | 2 |
| Customer Information..... | 3 |
| Awarded SINS..... | 5 |
| GSA Awarded Labor Category Descriptions..... | 7 |
| GSA Hourly Labor Rates SINS 541620, 541370GIS, Including RC..... | 17 |
| SCLS Matrix..... | 19 |



SWCA's GSA Contract

SWCA Environmental Consultants (SWCA) maintains a General Services Administration (GSA) contract, which allows any federal agency to negotiate directly with us. Our qualifications have been evaluated, and our services and rates have been preapproved by the GSA. Delivery orders for services can be easily generated for competitive or sole-source procurements. You can drastically reduce the amount of time it takes to start benefiting from our services and expertise because we can begin developing solutions for your project almost immediately. SWCA provides environmental services through the Professional Services Schedule Multiple Award Schedule (MAS).

SWCA's specialists have the knowledge and experience to assist federal agencies with a variety of environmental planning, management, and compliance efforts. SWCA's services can be accessed through the MAS. SWCA has worked with federal agencies for more than 43 years. We have extensive experience with the federal regulatory framework, including the National Environmental Policy Act (NEPA), Clean Water Act (CWA), National Historic Preservation Act (NHPA), Endangered Species Act (ESA), Federal Land Policy and Management Act (FLPMA), Sikes Act, National Wildlife Refuge System Improvement Act, and other federal laws.

Agencies with which SWCA maintains a relationship include:

- ⑩ General Services Administration
- ⑩ U.S. Environmental Protection Agency
- ⑩ Federal Energy Regulatory Commission
- ⑩ U.S. Army Corps of Engineers
- ⑩ U.S. Army National Guard
- ⑩ U.S. Department of Agriculture
- ⑩ U.S. Department of Defense
- ⑩ Department of the Air Force
- ⑩ Department of the Army
- ⑩ U.S. Marine Corps
- ⑩ U.S. Navy
- ⑩ U.S. Department of Energy
- ⑩ U.S. Department of Homeland Security
- ⑩ U.S. Department of the Interior
- ⑩ U.S. Department of Transportation
- ⑩ U.S. Department of Veterans Affairs

Contractor

SWCA, Incorporated
 20 E. Thomas Road, Suite 1700
 Phoenix, AZ 85012-2808
 p 602.274.3831 | f 602.274.3958
www.swca.com

Industrial Group

MAS

Business Size

Large Business

Contract Number

47QRAA19D004C

Contract Period

February 12, 2024 –
 February 11, 2029

Contract Administrator

Denis Henry
gsa@swca.com



Boise District Travel Management Plan Cultural Resource Inventory Bureau of Land Management – Idaho

How to Use a GSA Contract

Follow these steps for a quick and simplified process to obtain our services at discounted pricing. GSA is usually the most economical and quickest way to fulfill agency requirements. 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: <http://www.GSAAdvantage.gov>.

- 1. Create a Statement of Work (SOW) or Request for Quote (RFQ).**
- 2. Identify at least three GSA contractors who will bid.** GSA Professional Services Schedule holders can be found on GSA Advantage!
- 3. Send the SOW/RFQ to three or more contractors.**
- 4. Issue a task order or a blanket purchase agreement (BPA) to a firm that provides the best value to the government.**

Customer Information

- 1a. **Table of Awarded Special Item Number(s):**
 OLM | OLMRC | OLMSTLOC Order Level Materials
 541620 | 541620RC Environmental Consulting Services
 541370GIS | 541370GISRC Geographic Information Systems (GIS) Services
 ANCILLARY | ANCILLARYRC | ANCILLARYSTLOC Ancillary Supplies and/or Services
- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract.** *N/A*
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided.** *See page 18*
2. **Maximum Order:** *\$1,000,000.00*
3. **Minimum Order:** *\$100.00*
4. **Geographic Coverage (delivery area):** *United States, including D.C., and U.S. territories*
5. **Point(s) of Production (city, county, and state or foreign country):** *Same as company address*
6. **Discount from List Prices or Statement of Net Price:** *Government net prices (discounts already deducted). See Final Pricing, starting on page 18*
7. **Quantity Discounts:** *None offered*
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** (list items by country of origin): *None*
- 10a. **Time of Delivery** (contractor insert number of days): *Specified on the Task Order*
- 10b. **Expedited Delivery:** *The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor*
- 10c. **Overnight and 2-Day Delivery:** *The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor*
- 10d. **Urgent Requirements:** *The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor*
11. **F.O.B. Point(s):** *Destination*
- 12a. **Ordering Address(es):** *Same as Contractor*
- 12b. **Ordering Procedures:** *For supplies and services, the ordering procedures, information on BPAs, are found in Federal Acquisition Regulation (FAR) 8.405-3.*





13. **Payment Address(es):** *Same as company address*
14. **Warranty Provision:** *Contractor's standard commercial warranty*
15. **Export Packing Charges** (if applicable): *N/A*
16. **Terms and Conditions of Rental, Maintenance, and Repair** (if applicable): *N/A*
17. **Terms and Conditions of Installation** (if applicable): *N/A*
18. **Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from List Prices** (if applicable): *N/A*
- 19a. **Terms and Conditions for any Other Services** (if applicable): *N/A*
- 19b. **List of Service and Distribution Points** (if applicable): *N/A*
20. **List of Participating Dealers** (if applicable): *N/A*
- 21a. **Preventive Maintenance** (if applicable): *N/A*
- 21b. **Section 508 Compliance** (if applicable): *N/A*
- 22a. **Environmental Attributes** (e.g., recycled content, energy efficiency, and/or reduced pollutants): *N/A*
- 22b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found** (e.g., contactor's website or other location). **The EIT standards can be found at:** *www.Section508.gov/.*
23. **SAM UEI:** *KJ64MREJDNL1*
24. **Notification Regarding Registration in System for Award Management (SAM) Database:** *Registered*

Awarded SINs

SIN 541620 | 541620RC* | Environmental Planning Services and Documentation

We have the experience gathering and analyzing information necessary to develop resource management plans and to comply with NEPA. Whether you need our archaeological, paleontological, environmental planning, environmental permitting, or biological expertise, we can help you achieve your goals through the following services.

THE SERVICES WE PROVIDE UNDER THIS SIN INCLUDE:

- ⑩ Environmental impact statements (EISs)
- ⑩ Environmental assessments (EAs)
- ⑩ ESA compliance
- ⑩ Environmental compliance audits
- ⑩ Environmental program and project management
- ⑩ Environmental regulations development
- ⑩ California Environmental Quality Act (CEQA)
- ⑩ Plans designed to meet environmental regulations
- ⑩ Comprehensive conservation plans
- ⑩ Wetland mitigation planning
- ⑩ Wetlands biological resource analysis
- ⑩ Biology services
- ⑩ Fire management plans
- ⑩ Compliance management planning
- ⑩ Archaeological and cultural resources management
- ⑩ NHPA Section 106
- ⑩ Historic services (NHPA Section 110)
- ⑩ Paleontology services
- ⑩ Waste and pollution prevention surveys and plans
- ⑩ Compliance effects of process modifications
- ⑩ Review of new technologies, and their impact on compliance
- ⑩ Economic, technical, and/or risk analysis
- ⑩ Resource management plans
- ⑩ Climate change management
- ⑩ Spill prevention/control
- ⑩ 404 permitting

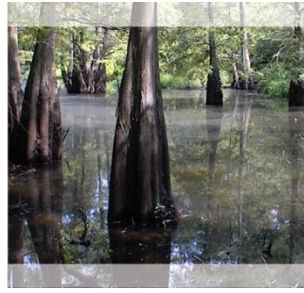
RELATED EXPERIENCE

- ⑩ **Bears Ears National Monument Resource Management Plan and EIS |**
U.S. Bureau of Land Management — SAN JUAN COUNTY, UTAH
- ⑩ **Public Land Order Environmental Impact Statement |**
U.S. Bureau of Land Management — ALASKA
- ⑩ **Canyonlands National Park Comprehensive River Management Plan and Compliance |** National Park Service — GRAND COUNTY, UTAH
- ⑩ **Carlsbad Resource Management Plan and EIS |** U.S. Bureau of Land Management — EDDY COUNTY, NEW MEXICO



(left, facing page – bottom) Rio Grande Fish Monitoring for Habitat Restorative Adaptive Management – Albuquerque, New Mexico | U.S. Army Corps of Engineers

(facing page – top) GIS Services to Support National Wetlands Inventory Master Project – Oregon | U.S. Fish and Wildlife Service



SIN 541370GIS | 541370GISRC* | GIS

With an experienced staff of geospatial technology professionals, SWCA offers a full spectrum of GIS services, including geospatial data creation, integration, analysis, visual simulation, and application development. Our use of industry-standard GIS, CAD, GPS, and remote-sensing applications supports seamless integration of geospatially based technology with planning, management, and decision needs.

THE SERVICES WE PROVIDE UNDER THIS SIN INCLUDE:

- ⑩ GIS database development
- ⑩ Data management and integration
- ⑩ Website development
- ⑩ GPS field data collection and post-processing
- ⑩ Remote sensing and image processing
- ⑩ Real-time, web-based mapping
- ⑩ 3D virtual globe and database delivery
- ⑩ Visual resource management
- ⑩ Land-use planning
- ⑩ Site suitability analysis
- ⑩ Land cover and vegetation data collection and classification
- ⑩ Habitat mapping and suitability modeling
- ⑩ Wildfire hazard data collection, analysis, and modeling
- ⑩ Wind farm planning and siting

RELATED EXPERIENCE

- ⑩ **GIS Services to Support National Wetlands Inventory Master Project** | U.S. Fish and Wildlife Service – OREGON
- ⑩ **Fire Management GIS Support** | U.S. Fish and Wildlife Service – OREGON

SIN ANCILLARY | ANCILLARYRC* | ANCILLARYSTLOC

ANCILLARY SUPPLIES AND/OR SERVICES

In addition to the SIN(s) above, our team is equipped to handle a variety of ancillary services and supplies. These offerings are available to support your project and any scope of work not covered under any other SIN.

*** Note to State and Local Governments – Disaster Recovery Purchasing.**

The Department of Homeland Security has determined that all of the products and services available under a GSA Schedule could potentially be used for recovery from a major disaster declared by the President or from a terrorist attack. For Disaster Recovery Purchasing, state and local governments can use our GSA schedules SINs 541620RC, 541370GISRC, and ANCILLARYRC.

CLIENTS

- U.S. Fish and Wildlife Service
- U.S. Bureau of Reclamation
- Bureau of Land Management
- U.S. Bureau of Indian Affairs
- U.S. Forest Service
- U.S. Department of Veterans Affairs
- National Park Service
- U.S. Customs and Border Protection
- U.S. Army Corps of Engineers
- Natural Resources Conservation Service
- National Energy Technology Laboratory
- Defense Finance and Accounting Service
- Argonne National Laboratory

GSA Awarded Labor Category Descriptions

Experience may be substituted for the degree requirement listed for each labor category:

- High School/GED + 3 years of additional experience = Bachelor's Degree
- Bachelor's Degree and 3 years of additional experience = Master's Degree
- Master's Degree + 3 years of additional experience = Doctorate

ADMINISTRATIVE III

Aids executives and other staff by coordinating office services, such as personnel, records control, and special projects. **Education/Years of Experience:** *High school diploma or GED with 3 years of experience.*

ADMINISTRATIVE IV

Aids executives and other staff by coordinating office services, such as personnel, records control, and special projects. **Education/Years of Experience:** *High school diploma or GED with 5 years of experience.*

ADMINISTRATIVE V

Aids executives and other staff by coordinating office services, such as personnel, records control, and special projects. **Education/Years of Experience:** *High school and 7 years of experience.*

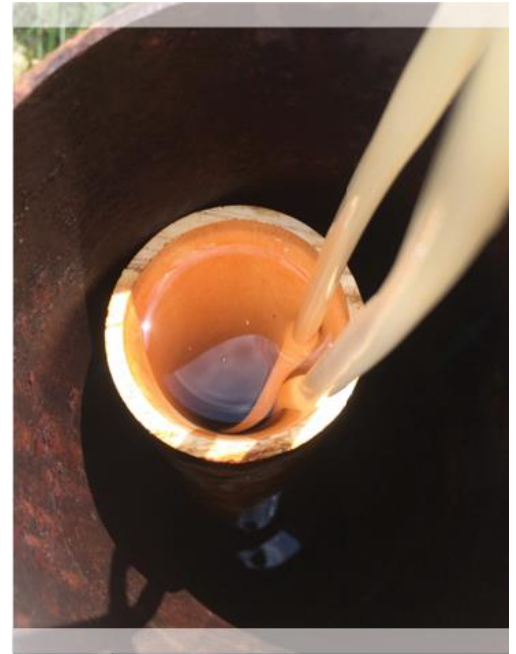
CULTURAL RESOURCES SPECIALIST I

Under direct supervision of Crew Chief, as well as general supervision of the Field Supervisor or Project Manager, performs unskilled and semi-skilled aspects of field archaeology, survey, excavation, data recovery, monitoring, and testing. Assistance with field survey, excavation, data recovery, monitoring, or testing procedures, including walking the survey area with other crew members and searching for historic or prehistoric artifacts, hand digging and excavating, placing artifacts into marked bags for later analysis, and associated tasks. **Education/Years of Experience:** *Bachelor's degree and 1 year of experience.*

CULTURAL RESOURCES SPECIALIST II

Under general supervision of the Field Supervisor or Project Manager, performs skilled field tasks, including survey, excavation, data recovery, monitoring, and testing, while working with crew members. Participates in data analysis and assists in writing project reports. Conducts surveys and identifies sites using topographic maps, compass, and aerial photographs.

Completes or assigns completion of site forms and Archaeological Reconnaissance Reports (AARFs) and maps. Performs site file searches using museum, university, and federal and state records. May contribute to report writing and production under supervision of the Project Manager. **Education/Years of Experience:** *Bachelor's degree and 2 years of experience.*



VACWM Landfill Monitoring — Leeds, Massachusetts | U.S. Department of Veterans Affairs

CULTURAL RESOURCES SPECIALIST III

Under general supervision of the Program Director, leads and performs all aspects of field archaeology, including survey, excavation, data recovery, monitoring, and testing. Ensures that the field crew conducts field research properly. Participates in data analysis and assists in project report writing. Assists with scheduling of personnel, vehicles, and other resources. Conduct surveys and identifies sites using topographic maps, compass, and aerial photographs. Completes or assigns completion of site forms and AARFs and maps.

Performs site file searches using museum, university, and federal and state records. May contribute to report writing and production under supervision of the Program Director. **Education/Years of Experience:** Bachelor's degree in related field and 5 years of experience.

CULTURAL RESOURCES SPECIALIST IV

Under general supervision of the Program Director, leads in field archaeology, including survey, excavation, data recovery, monitoring, and testing. Leads and supervises field research. Participates in data analysis and reviews project reports. Assists with scheduling of personnel, vehicles, and other resources. Leads surveys and identifies sites using topographic maps, compass, and aerial photographs. Completes or assigns completion of site forms, AARFs, and maps. Performs site file searches using museum, university, and federal and state records. May contribute to report writing and production under supervision of the Program Director. **Education/Years of Experience:** Bachelor's degree and 6 years of experience.

CULTURAL RESOURCES SPECIALIST V

Under general supervision of the Program Director, manages all aspects of small archaeology projects and tasks, including supervision of personnel and physical resources, budgeting, preparation of proposals and reports, monitoring of field procedures, and performance of field procedures. Supervises and performs all aspects of field research, data analysis, and project report writing. Schedules personnel, vehicles, and other resources and maintains budget requirements. Instructs field personnel on methods of inventory and provides verbal and written instructions for specific tasks. Instructs employees in special tasks and job techniques. Follows procedures and budgets outlined in proposals to conclude projects on budget and on time. Conducts field procedures, including surveys, monitoring, mapping, photographing, and data recovery activities. Performs site file searches using museum, university, and federal and state records. Produces or contributes to reports, proposals, and other documents. **Education/Years of Experience:** Bachelor's degree in a related field and 7 years of experience.

GSA Awarded Labor Category Descriptions (continued)

CULTURAL RESOURCES SPECIALIST VI

Under general supervision of the Cultural Resources Specialist VII or Program Director, manages all aspects of small and large archaeology projects and tasks, including supervision of personnel and physical resources, budgeting, preparation of proposals and reports, monitoring of field procedures, and performance of field procedures. Supervises and performs all aspects of field research, data analysis, and project report writing. Schedules personnel, vehicles, and other resources, and maintains budget requirements. Instructs field personnel on methods of inventory and provides verbal and written instructions for specific tasks. Instruct employees in special tasks and job techniques. Follows procedures and budgetary restraints outlined in proposals to conclude projects on budget and on time. Conducts field procedures, including surveys, monitoring, photographing, and data recovery activities. Performs site file searches using museum, university, and federal and state records. Produces or contributes to reports, proposals, and other documents. *Education/Years of Experience: Bachelor's degree and 8 years of experience.*

CULTURAL RESOURCES SPECIALIST VII

Under general supervision of the Program Director, manages all aspects of small and large archaeology projects and tasks, including supervision of personnel and physical resources, budgeting, preparation of proposals and reports, monitoring of field procedures, and performance of field procedures. Supervises and performs all aspects of field research, data analysis, and project report writing. Schedules personnel, vehicles, and other resources and maintains budget requirements. Instructs field personnel on methods of inventory and provides verbal and written instructions for specific tasks. Instruct employees in special tasks and job techniques. Follows procedures and budget outlined in proposals to conclude projects on budget and on time. Conducts field procedures, including surveys, monitoring, photographing, and data recovery activities. Performs site file searches using museum, university, and federal and state records. Produces or contributes to reports, proposals, and other documents. *Education/Years of Experience: Bachelor's degree in a related field and 10 years of experience.*

CULTURAL RESOURCES SPECIALIST VIII

A professional who acts as an advisor in complex and critical efforts. Supervises and performs all aspects of field research, data analysis, and project report writing. Manages all aspects of small and large archaeology projects and tasks, including supervision of personnel and physical resources, budgeting, preparation of proposals and reports, monitoring of field procedures, and performance of field procedures. May act as the Project Manager on a project. *Education/Years of Experience: Bachelor's degree and 11 years of experience.*

CULTURAL RESOURCES SPECIALIST IX

A senior professional who possesses in-depth, demonstrated, and recognized expertise. Conducts field procedures, including surveys, monitoring, photographing, and data recovery activities. Performs site file searches using museum, university, and federal and state records. May act as the Project Manager on a project. *Education/Years of Experience: Bachelor's degree and 12 years of experience.*





CULTURAL RESOURCES SPECIALIST X

A senior professional who possesses in-depth, demonstrated, and recognized expertise in a highly specialized field. Produces or contributes to reports, proposals, and other documents. Supervises and performs all aspects of field research, data analysis, and writing of project reports. May act as the Project Manager on a project.

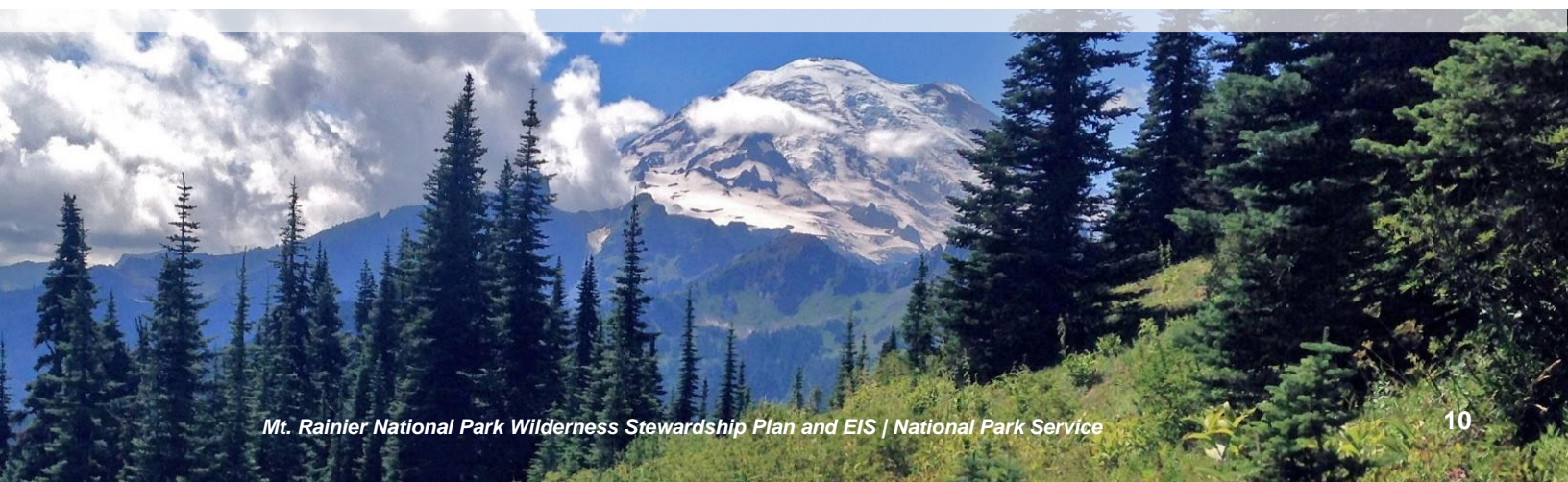
Education/Years of Experience: Bachelor's degree and 13 years of experience.

ENVIRONMENTAL RESOURCES SPECIALIST I

Under direct Supervision of Environmental Specialist III and general supervision of Project Manager, performs unskilled and semi-skilled aspects of field biology and natural resource management, including field data collection, library research, and miscellaneous project-related tasks. Assists in conducting surveys and collection of field data concerning endangered species and other plant and animal life, as well as data collection for land use projects. Records data on field site forms or other forms. Assists with organizing field data and enters information into database for later interpretation. Uses topographic maps, aerial photographs, and other maps and tools to determine exact locations of project areas, habitat types, and associated landforms. Assists with mapping of project areas. Monitors project areas during construction or other activities that could be destructive to habitat or potentially hazardous to endangered or threatened species. **Education/Years of Experience:** Bachelor's degree in a related field and 1 year of experience.

ENVIRONMENTAL RESOURCES SPECIALIST II

Under direct supervision of Environmental Specialist III and under general supervision of the Project Manager, performs semi-skilled aspects of field biology and natural resource management, including field data collection, library research, and miscellaneous project-related tasks. Works more independently than ES I: may perform some fieldwork alone when necessary on data collection or monitoring projects. Conducts surveys and collection of field data concerning endangered species and other plant and animal life, as well as data collection for land use projects. Records data on field site forms or other forms. Organizes field data and enters information into a database for later interpretation. Uses topographic maps, aerial photographs, and other maps and tools to determine exact locations of project areas, habitat types, and associated landforms. Maps project areas. Conducts interviews to gather information about public opinion for proposed projects. Monitors project areas during construction or other activities that could be destructive to habitat or potentially hazardous to endangered or threatened species. **Education/Years of Experience:** Bachelor's degree in a related field and 2 years of experience.



GSA Awarded Labor Category Descriptions (continued)

ENVIRONMENTAL RESOURCES SPECIALIST III

Under general supervision of the Project Manager, performs skilled aspects of field biology and natural resource management, including field data collection, library research, report writing, and instructing and leading other field personnel. Conducts surveys and collection of field data concerning endangered species and other plant and animal life, as well as data collection for land use projects. Leads and instructs other field personnel in correct procedures for data collection. Under the direction of the Program Director, schedules personnel, vehicles, and other resources. Determines work areas on a daily basis and ensures that work is completed in a timely manner. Records data on field site forms or other forms or instructs others in proper recording techniques. Organizes field data and interprets data once they have been entered into a database. Uses topographic maps, aerial photographs, and other maps and tools to determine exact locations of project areas, habitat types, and associated landforms. Monitors project areas during construction or other activities that could be destructive to habitat or potentially hazardous to endangered or threatened species and instructs others in correct procedures. **Education/Years of Experience:** Bachelor's degree in a related field and 5 years of experience.

ENVIRONMENTAL RESOURCES SPECIALIST IV

Under general supervision of the Program Director, performs skilled aspects of field biology and natural resource management. This includes library research and instructing and leading other field personnel. Conducts surveys and instructs other field personnel in correct procedures for data collection. Under the direction of the Program Director, schedules personnel, vehicles, and other resources. Determines work areas on a daily basis and ensures that work is completed in a timely manner. Records data on field site forms or other forms or instructs others in proper recording techniques. Organizes field data and interprets data once they have been entered into a database. Uses topographic maps, aerial photographs, and other maps and tools to determine exact locations of project areas, habitat types, and associated landforms. Monitors project areas during construction or other activities that could be destructive to habitat or potentially hazardous to endangered or threatened species and instructs others in correct procedures. **Education/Years of Experience:** Bachelor's degree and 6 years of experience.

ENVIRONMENTAL RESOURCES SPECIALIST V

Under general supervision of the Program Director, supervises and manages all aspects of small projects and tasks, including field data collection, surveys, and monitoring projects, and other aspects of biology/land use projects, particularly small projects. Supervises all aspects of field research, data analysis and interpretation, and writing of project reports. Schedules personnel, vehicles, and other equipment and resources and maintains budget requirements. Instructs and oversees personnel in data collection methods and provides verbal and written instructions for specific tasks. Follows procedures and budget outlined in proposals to conclude projects on budget and on time. Conducts field procedures, including surveys, monitoring, mapping, photographing, and data recovery. Under supervision of the Program Director, contributes to proposals, research designs, and reports. Produces and contributes to reports, proposals, and other technical documents. **Education/Years of Experience:** Bachelor's degree in a related field and 7 years of experience.



ENVIRONMENTAL RESOURCES SPECIALIST VI

Under general supervision of the Project Manager, performs skilled aspects of field biology and natural resource management. This includes library research and instructing and leading other field personnel. Conducts surveys and instructs other field personnel in correct procedures for data collection. Under direction of the Program Director, schedules personnel, vehicles, and other resources. Determines work areas on a daily basis and ensures that work is completed in a timely manner. Records data on field site forms or other forms or instructs others in proper recording techniques. Organizes field data and interprets data once they have been entered into a database. Uses topographic maps, aerial photographs, and other maps and tools to determine exact locations of project areas, habitat types, and associated landforms. Monitors project areas during construction or other activities that could be destructive to habitat or potentially hazardous to endangered or threatened species and instructs others in correct procedures. *Education/Years of Experience: Bachelor's degree and 8 years of experience.*

ENVIRONMENTAL RESOURCES SPECIALIST VII

Under the general supervision of the Program Director, supervises and manages field data collection, surveys, and monitoring projects, and other aspects of biology/land use projects, particularly larger projects demanding more management and/or field time. Supervises all aspects of field research, data analysis and interpretation, and project report writing. Schedules personnel, vehicles, and other equipment and resources and maintains budget requirements. Instructs and oversees personnel in data collection methods and provides verbal and written instructions for specific tasks. Follows procedures and budget outlined in proposals to conclude projects on budget and on time. Produces proposals, reports, and other technical documents. Conducts field procedures, including surveys, monitoring, mapping, photographing, and data recovery. *Education /Years of Experience: Bachelor's degree in a related field and 10 years of experience.*

ENVIRONMENTAL RESOURCES SPECIALIST VIII

A professional who acts as an advisor in complex and critical efforts. Monitors projects and other aspects of biology/land use projects, particularly larger projects demanding more management and/or field time. May act independently, support, lead, or manage complex and critical projects. May serve as the Project Manager on a project. *Education/Years of Experience: Bachelor's degree and 11 years of experience.*

ENVIRONMENTAL RESOURCES SPECIALIST IX

A senior professional who possesses in-depth, demonstrated, and recognized expertise. Produces proposals, reports, and other technical documents. Conducts field procedures, including surveys, monitoring, mapping, photographing, and data recovery in biology/land use projects. May serve as the Project Manager on a project. *Education/Years of Experience: Bachelor's degree and 12 years of experience.*

GSA Awarded Labor Category Descriptions (continued)

ENVIRONMENTAL RESOURCES SPECIALIST X

A senior professional who possesses in-depth, demonstrated, and recognized expertise in a highly specialized field. The position requires the ability to identify underlying scientific, technical, programmatic, operational, and policy issues and to provide expert analysis and recommended courses of action for major projects in biology/land use. May serve as the Project Manager on a project. *Education/Years of Experience: Bachelor's degree and 13 years of experience.*

GIS/CADD SPECIALIST I

Digital production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. *Education/Years of Experience: Bachelor's degree in a related field and 1 year of experience.*

GIS/CADD SPECIALIST II

Under direct supervision from the GIS/CADD III, creates spatial data from field survey results, producing project report maps using the appropriate software (AutoCAD, ArcGIS, and others). Collaborates with the project manager and field crews with any special data needs at the project level. *Education/Years of Experience: Bachelor's degree in a related field and 2 years of experience.*

GIS/CADD SPECIALIST III

Digital production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. *Education/Years of Experience: Bachelor's degree in a related field and 4 years of experience.*

GIS/CADD SPECIALIST IV

Creates digital production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. May supervise work done by GIS/CADD levels III and below. *Education/Years of Experience: Bachelor's degree and 5 years of experience.*

GIS/CADD SPECIALIST V

Digital production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. *Education/Years of Experience: Bachelor's degree in a related field and 7 years of experience.*

GIS/CADD SPECIALIST VI

Under general supervision of a GIS/CADD Specialist VII or the Program Director, oversees and edits production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. Works closely with GIS lead for given projects. *Education/Years of Experience: Bachelor's degree and 8 years of experience.*



GIS/CADD SPECIALIST VII

Under general supervision of the Program Director, oversees production of maps and other graphics using GIS-related software, including ArcInfo, AutoCAD, and ArcGIS, and familiarity with other graphics software, including ArcView, Adobe, Illustrator, and Photoshop. May serve as the GIS lead for given projects. *Education/Years of Experience: Bachelor's degree and 10 years of experience.*

PALEONTOLOGIST SPECIALIST I

Assists in performing paleontological monitoring of project sites and fossil collection and salvage, with an emphasis on thorough, accurate, and efficient collection of paleontological, lithologic, and stratigraphic data. Assists with fossil surveys and large excavations, laboratory preparation, curation, and analysis as needed. Records data on appropriate field site forms or other forms as needed. Uses topographic maps, aerial photographs, and GPS units, as well as other maps and tools, during fieldwork. Locates existing reports and conducts data and literature reviews. *Education/Years of Experience: Bachelor's degree in a related field and 1 year of experience.*

PLANNER SPECIALIST I

Assists the Senior Planners or Deputy Project Manager with assembling and editing CEQA and NEPA documents prepared for land use and infrastructure projects. Prepares various sections of CEQA and NEPA documents, including alternatives, land use impacts, and socioeconomic impacts. *Education/Years of Experience: Bachelor's degree and 1 year of experience.*

PLANNER SPECIALIST II

Assists the Project Manager or Deputy Project Manager with assembling and editing CEQA and NEPA documents prepared for land use and infrastructure projects. Prepares various sections of CEQA and NEPA documents, including alternatives, land use impacts, and socioeconomic impacts. *Education/Years of Experience: Bachelor's degree in a related field and 4 years of experience.*

PLANNER SPECIALIST IV

Assists the project manager or deputy project manager with assembling and editing CEQA and NEPA documents prepared for land use and infrastructure projects. Supports multidisciplinary teams of SWCA staff and subconsultants to ensure CEQA and NEPA project quality, schedule, and budget objectives. Contributes to the writing of CEQA and NEPA documents, including preparation of various generalist sections such as alternatives, land use impacts, and socioeconomic impacts, and reviews/edits other sections prepared by resource specialists. Helps prepare and attends client and public presentations of CEQA and NEPA documents. *Education/Years of Experience: Master's degree in a related field and 5 years of experience.*

GSA Awarded Labor Category Descriptions (continued)

PLANNER SPECIALIST VI

Serves as deputy project manager for CEQA and NEPA documents prepared for land use and infrastructure projects. Manages multidisciplinary teams of SWCA staff and subconsultants. Acts as a client liaison. Ensures CEQA and NEPA project quality, schedule, and budget objectives. Writes and manages the preparation of CEQA and NEPA documents, including preparation of various generalist sections such as alternatives, land use impacts, and socioeconomic impacts, and reviews/edits other sections prepared by resource specialists. Makes client and public presentations of CEQA and NEPA documents. **Education/Years of Experience:** *Master's degree in a related field and 7 years of experience.*

SUBJECT MATTER EXPERT VIII

A senior professional who acts as an advisor in complex and critical efforts. The individual provides subject matter expertise in specific technical, professional, or policy areas of the project. Responsibilities include identifying issues, conducting expert analysis and assessment of these issues, and providing expert advice to project leaders. May act independently or support, lead, or manage complex and critical projects. Generally, the Subject Matter Expert VIII has attained significant recognition as an authoritative source of expertise within a specific business or scientific area. **Education/Years of Experience:** *Bachelor's degree in a related field and 12 years of experience.*

SUBJECT MATTER EXPERT X

A senior professional who possesses in-depth, demonstrated, and recognized expertise in a highly specialized field. Possesses unique credentials that are not readily available nationally and supports complex and critical efforts by providing unique subject matter expertise in specific technical, professional, or policy areas. The position requires the ability to identify underlying scientific, technical, programmatic, operational, and policy issues and provide expert analysis and recommended courses of action for major projects. Responsibilities relate to research, technology assessment, concept formulation, development, or production and include advising senior-level/executive-level personnel on high-level, highly complex topics within a specific sphere of expertise; conducting expert analysis; and providing assessment and recommended courses of action and management of projects. **Education/Years of Experience:** *Bachelor's degree in a related field and 15 years of experience.*

SUBJECT MATTER EXPERT

A senior professional possessing unique credentials in a field that are not readily accessible either nationally or worldwide. The individual acts as an advisor and provides support for complex, critical efforts that require scarce and highly specific investigative or leadership capability. The position requires the ability to identify underlying scientific, technical, programmatic, operational, and policy issues and provide expert analysis, assessment, and recommended courses of action for major projects. Responsibilities relate to research, technology assessment, concept formulation, development, or production and include advising senior-level/executive-level personnel on high-level, highly complex topics. **Education/Years of Experience:** *Bachelor's degree in a related field and 20 years of experience.*

TECHNICAL WRITER SPECIALIST II

Writing and editing technical documents and marketing materials for consistency, clarity, and technical accuracy. Determine what portions of reports should be revised, rewritten, omitted, or added to reports. **Education/Years of Experience:** *High school diploma or GED and 1 year of experience editing reports or publications.*



TECHNICAL WRITER SPECIALIST III

Writing and editing technical documents and marketing materials for consistency, clarity, and technical accuracy. Determine what portions of reports should be revised, rewritten, omitted, or added to reports. **Education/Years of Experience:** Bachelor's degree in a related field and 5 years of experience.

TECHNICAL WRITER SPECIALIST IV

Under the supervision of a Managing Editor or Program Director, edits reports and other deliverables for conformance to house style and to enhance quality. Reviews content for internal consistency and correctness. Provides author guidance for report standards and editorial quality. Takes complex writing and editing assignments as needed for operations and marketing services. Determines the level of service needed, provides input regarding content needs and format, and confirms adherence to schedule and quality content. Coordinates author schedules and manages files and folders to maintain version control. **Education/Years of Experience:** Bachelor's degree in a related field and 7 years of experience.

TECHNICAL WRITER SPECIALIST V

Writing and editing technical documents and marketing materials for consistency, clarity, and technical accuracy. Determine what portions of reports should be revised, rewritten, omitted, or added to reports. **Education/Years of Experience:** Bachelor's degree in a related field and 10 years of experience.

GSA Hourly Labor Rates SINS 541620, 541370GIS, INCLUDING RC

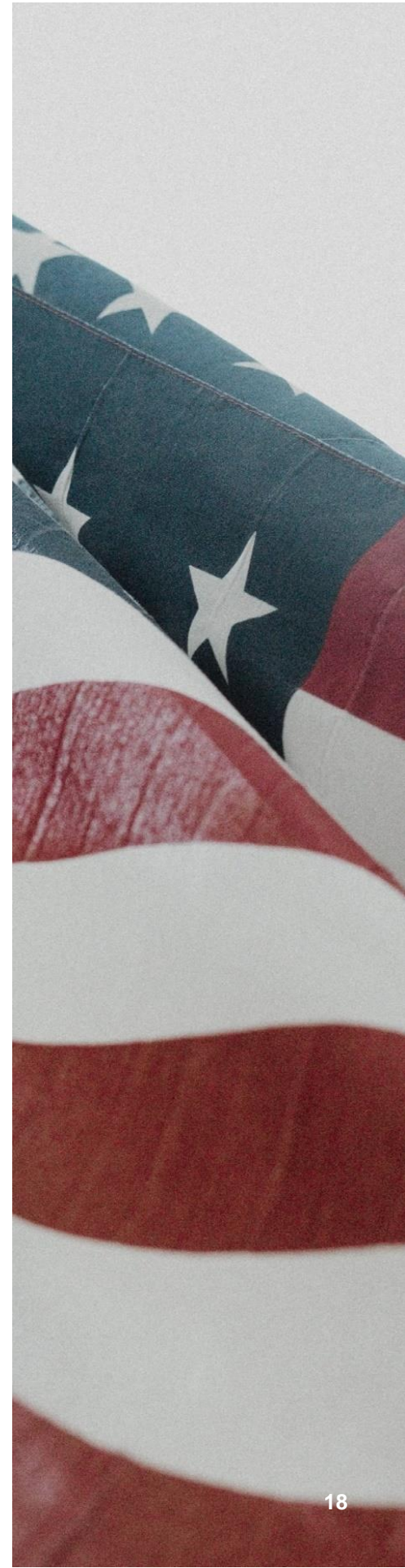


| Labor Category | Hourly Rate |
|-----------------------------------------|-------------|
| Administrative III | \$65.83 |
| Administrative IV | \$72.97 |
| Administrative V | \$84.34 |
| Cultural Resources Specialist I | \$63.49 |
| Cultural Resources Specialist II | \$74.86 |
| Cultural Resources Specialist III | \$84.34 |
| Cultural Resources Specialist IV | \$93.81 |
| Cultural Resources Specialist V | \$103.29 |
| Cultural Resources Specialist VI | \$112.77 |
| Cultural Resources Specialist VII | \$124.14 |
| Cultural Resources Specialist VIII | \$134.56 |
| Cultural Resources Specialist IX | \$144.98 |
| Cultural Resources Specialist X | \$162.04 |
| Environmental Resources Specialist I | \$63.49 |
| Environmental Resources Specialist II | \$74.86 |
| Environmental Resources Specialist III | \$84.34 |
| Environmental Resources Specialist IV | \$93.81 |
| Environmental Resources Specialist V | \$103.29 |
| Environmental Resources Specialist VI | \$112.77 |
| Environmental Resources Specialist VII | \$124.14 |
| Environmental Resources Specialist VIII | \$135.56 |
| Environmental Resources Specialist IX | \$144.98 |
| Environmental Resources Specialist X | \$162.04 |
| GIS/CADD Specialist I | \$63.49 |
| GIS/CADD Specialist II | \$78.80 |
| GIS/CADD Specialist III | \$84.34 |
| GIS/CADD Specialist IV | \$93.81 |
| GIS/CADD Specialist V | \$103.29 |
| GIS/CADD Specialist VI | \$112.77 |
| GIS/CADD Specialist VII | \$124.14 |
| Paleontologist Specialist I | \$63.49 |
| Planner Specialist I | \$63.49 |
| Planner Specialist II | \$74.86 |
| Planner Specialist IV | \$93.81 |
| Planner Specialist VI | \$112.77 |
| Subject Matter Expert | \$260.59 |
| Subject Matter Expert VIII | \$199.50 |
| Subject Matter Expert X | \$213.75 |
| Technical Writer Specialist II | \$74.86 |
| Technical Writer Specialist III | \$84.34 |
| Technical Writer Specialist IV | \$93.81 |
| Technical Writer Specialist V | \$103.29 |

GSA Awarded Daily Product Rates SIN ANCILLARY, INCLUDING RC

| Support Product (ODCs) | Daily Rate |
|--------------------------|------------|
| ATV | \$50.38 |
| ATV Trailer | \$90.68 |
| Avian Song Meter | \$10.08 |
| Bat Monitoring – Anabat | \$60.45 |
| Boat – Aluminum | \$50.38 |
| Camera – Digital | \$30.23 |
| Camera – Underwater | \$151.13 |
| Cell Booster | \$10.08 |
| Computer – Laptop | \$30.23 |
| Field Supplies | \$10.08 |
| Flow Meter | \$70.53 |
| GPS – GIS Grade | \$35.26 |
| GPS – Handheld | \$50.38 |
| H ₂ S Monitor | \$15.11 |
| Jet Boat | \$453.40 |
| Laser Level | \$20.15 |
| LCD Projector | \$50.38 |
| Phone – Satellite | \$25.19 |
| Printer/Scanner | \$10.08 |
| Tortoise Box | \$5.04 |
| Total Station | \$100.76 |
| Trimble | \$70.53 |
| Water pH Meter | \$75.57 |
| Water Turbidity Meter | \$25.19 |

| Support Product (ODCs) | Unit of Issue |
|---------------------------|---------------|
| Copies – B&W – Per Copy | \$0.10 |
| Copies – Color – Per Copy | \$1.01 |
| Plotter – Per Sq. Ft. | \$4.03 |



SCLS Matrix

| SCLS Eligible Contract Labor Category | SCLS Equivalent Title | SCLS Equivalent Code | WD Number |
|----------------------------------------|-------------------------|----------------------|-----------|
| GIS/CADD Specialist I | Drafter II | 30062 | 2015-5645 |
| GIS/CADD Specialist II | Drafter II | 30062 | 2015-5645 |
| GIS/CADD Specialist III | Cartographic Technician | 30030 | 2015-5645 |
| Administrative III | General Clerk II | 01112 | 2015-5645 |
| Administrative IV | General Clerk III | 01113 | 2015-5645 |
| Cultural Resources Tech I | Laborer | 23470 | 2015-5645 |
| Cultural Resources Specialist I | Archaeological Tech II | 30022 | 2015-5645 |
| Cultural Resources Specialist II | Archaeological Tech II | 30022 | 2015-5645 |
| Cultural Resources Specialist III | Archaeological Tech III | 30023 | 2015-5645 |
| Environmental Resources Specialist I | Archaeological Tech II | 30022 | 2015-5645 |
| Environmental Resources Specialist II | Archaeological Tech II | 30022 | 2015-5645 |
| Environmental Resources Specialist III | Archaeological Tech III | 30022 | 2015-5645 |
| Planner Specialist II | Archaeological Tech II | 30022 | 2015-5645 |
| Paleontologist Specialist I | Archaeological Tech II | 30022 | 2015-5645 |
| Paleontologist Specialist II | Archaeological Tech II | 30022 | 2015-5645 |
| Technical Writer Specialist II | Word Processor II | 01612 | 2015-5645 |
| Technical Writer Specialist III | Word Processor III | 01613 | 2015-5645 |

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).