



PROFESSIONAL SERVICES AGREEMENT

Houghton Village Environmental Investigation Services

The City of Kirkland, Washington, a municipal corporation ("City") and Floyd Snider SPC, whose address is 601 Union Street, Suite 600, Seattle, WA 98101 ("Consultant"), agree and contract as follows.

In consideration of the mutual benefits and conditions set forth below, the parties agree as follows:

I. SERVICES BY CONSULTANT

- A. The Consultant agrees to perform the services described in Attachment A to this Agreement, which attachment is incorporated herein by reference.
- B. All services and duties shall be conducted and performed diligently, completely and in accordance with professional standards of conduct and performance.

II. COMPENSATION

- A. The total compensation to be paid to Consultant for these services shall not exceed \$74,700, as detailed in Attachment B.
- B. Payment to Consultant by the City in accordance with the payment ceiling specified above shall be the total compensation for all services performed under this Agreement and supporting documents hereto as well as all subcontractors' fees and expenses, supervision, labor, supplies, materials, equipment or the use thereof, reimbursable expenses, and other necessary incidentals.
- C. The Consultant shall be paid on the basis of invoices submitted. Invoicing will be on the basis of percentage complete or on the basis of time, whichever is applicable in accordance with the terms of this Agreement.
- D. The City shall have the right to withhold payment to Consultant for any services not completed in a satisfactory manner until such time as Consultant modifies such services to the satisfaction of the City.
- E. Unless otherwise specified in this Agreement, any payment shall be considered timely if a warrant is mailed or is available within 45 days of the date of actual receipt by the City of an invoice conforming in all respects to the terms of this Agreement.

III. TERMINATION OF AGREEMENT

The City or the Consultant may terminate or suspend this Agreement at any time, with or without cause, by giving ten (10) days' notice to the other in writing. In the event of termination, all finished or unfinished reports, or other material prepared by the Consultant pursuant to this Agreement, shall be provided to the City. In the event the City terminates prior to completion without cause, consultant may complete such analyses and records as may be necessary to place its files in order. Consultant shall be entitled to receive just and equitable compensation for any satisfactory services completed on the project prior to the date of termination, not to exceed the payment ceiling set forth above.

IV. OWNERSHIP OF WORK PRODUCT

- A. Ownership of the originals of any reports, data, studies, surveys, charts, maps, drawings, specifications, figures, photographs, memoranda, and any other documents which are developed, compiled or produced as a result of this Agreement, whether or not completed, shall be vested in the City. Any reuse of these materials by the City for projects or purposes other than those which fall within the scope of this Agreement or the project to which it relates, without written concurrence by the Consultant will be at the sole risk of the City.
- B. The City acknowledges the Consultant's plans and specifications as instruments of professional service. Nevertheless, the plans and specifications prepared under this Agreement shall become the property of the City upon completion of the services. The City agrees to hold harmless and indemnify consultant against all claims made against Consultant for damage or injury, including defense costs, arising out of any reuse of such plans and specifications by any third party without the written authorization of the Consultant.
- C. Methodology, materials, software, logic, and systems developed under this Agreement are the property of the Consultant and the City, and may be used as either the consultant or the City sees fit, including the right to revise or publish the same without limitation.
- D. The Consultant at such times and in such forms as the City may require, shall furnish to the City such statements, records, reports, data, and information as the City may request pertaining to matters covered by this Agreement. All of the reports, information, data, and other related materials, prepared or assembled by the Consultant under this Agreement and any information relating to personal, medical, and financial data will be treated as confidential only as allowed by Washington State laws regarding disclosure of public information, Chapter 42.56 RCW

The Consultant shall at any time during normal business hours and as often as the City may deem necessary, make available for examination all of its records and data with respect to all matters covered, directly or indirectly, by this Agreement and shall permit the City or its designated authorized representative to audit and inspect other data relating to all matters covered by this Agreement. The City shall receive a copy of all audit reports made by the agency or firm as to the Consultant's activities. The City may, at its discretion, conduct an audit, at its expense, using its own or outside auditors, of the Consultant's activities which relate, directly or indirectly, to the Agreement.

Consultant will provide all original operation and maintenance manuals, along with all warranties, from the manufacturer for any equipment or items installed or supplied to the City has part of this contracted project.

The Consultant shall maintain accounts and records, including personnel, property, financial, and programmatic records, which sufficiently and properly reflect all direct and indirect costs of any nature expended and services performed pursuant to this Agreement. The Consultant shall also maintain such other records as may be deemed necessary by the City to ensure proper accounting of all funds contributed by the City to the performance of this Agreement.

The foregoing records shall be maintained for a period of seven years after termination of this Agreement unless permission to destroy them is granted by

the Office of the Archivist in accordance with RCW Chapter 40.14 and by the City.

V. GENERAL ADMINISTRATION AND MANAGEMENT

The Project Engineer for the City of Kirkland shall review and approve the Consultant's invoices to the City under this Agreement, shall have primary responsibility for overseeing and approving services to be performed by the Consultant, and shall coordinate all communications with the Consultant from the City.

VI. COMPLETION DATE

The estimated completion date for the Consultant's performance of the services specified in Section I is June 30, 2025.

Consultant will diligently proceed with the services contracted for, but consultant shall not be held responsible for delays occasioned by factors beyond its control which could not reasonably have been foreseen at the time of the execution of this Agreement. If such a delay arises, Consultant shall forthwith notify the City.

VII. SUCCESSORS AND ASSIGNS

The Consultant shall not assign, transfer, convey, pledge, or otherwise dispose of this Agreement or any part of this Agreement without prior written consent of the City.

VIII. NONDISCRIMINATION

Consultant shall, in employment made possible or resulting from this Agreement, ensure that there shall be no unlawful discrimination against any employee or applicant for employment in violation of RCW 49.60.180, as currently written or hereafter amended, or other applicable law prohibiting discrimination, unless based upon a bona fide occupational qualification as provided in RCW 49.60.180 or as otherwise permitted by other applicable law. Further, no person shall be denied or subjected to discrimination in receipt of the benefit of any services or activities made possible by or resulting from this Agreement in violation of RCW 49.60.215 or other applicable law prohibiting discrimination.

IX. HOLD HARMLESS/INDEMNIFICATION

To the greatest extent allowed by law the Consultant shall defend, indemnify and hold the City, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, resulting from the negligence or willful misconduct arising out of or in connection with the Consultant's performance of this Agreement, except for injuries and damages caused by the sole negligence of the City.

Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Contractor and the City, its officers, officials, employees, and volunteers, the Contractor's liability hereunder shall be only to the extent of the Contractor's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the Contractor's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purpose of this indemnification.

This waiver has been mutually negotiated by the parties. The provisions of this section shall survive the expiration or termination of this Agreement.

X. LIABILITY INSURANCE COVERAGE

The Consultant shall procure and maintain for the duration of the Agreement, insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the work hereunder by the Consultant, its agents, representatives, or employees. A failure to obtain and maintain such insurance or to file required certificates and endorsements shall be a material breach of this Agreement.

Consultant's maintenance of insurance as required by the agreement shall not be construed to limit the liability of the Consultant to the coverage provided by such insurance, or otherwise limit the City's recourse to any remedy available at law or in equity.

A. Minimum Scope of Insurance

Consultant shall obtain insurance of the types described below:

1. Automobile Liability insurance covering all owned, non-owned, hired and leased vehicles. Coverage shall be as least as broad as Insurance Services Office (ISO) form CA 00 01 or a substitute form providing equivalent liability coverage. If necessary, the policy shall be endorsed to provide contractual liability coverage.
2. Commercial General Liability insurance shall be as least as broad as ISO occurrence form CG 00 01 and shall cover liability arising from premises, operations, stop-gap independent contractors and personal injury and advertising injury. The City shall be named as an additional insured under the Consultant's Commercial General Liability insurance policy with respect to the work performed for the City using an additional insured endorsement at least as broad as ISO CG 20 26.
3. Workers' Compensation coverage as required by the Industrial Insurance laws of the State of Washington.
4. Professional Liability insurance appropriate to the Consultant's profession.

B. Minimum Amounts of Insurance

Consultant shall maintain the following insurance limits:

1. Automobile Liability insurance with a minimum combined single limit for bodily injury and property damage of \$1,000,000 per accident.
2. Commercial General Liability insurance shall be written with limits no less than \$1,000,000 each occurrence, \$2,000,000 general aggregate.
3. Professional Liability insurance shall be written with limits no less than \$1,000,000 per claim and \$1,000,000 policy aggregate limit.

C. Other Insurance Provisions

The insurance policies are to contain, or be endorsed to contain, the following provisions for Automobile Liability and Commercial General Liability insurance:

1. The Consultant's insurance coverage shall be primary insurance as respects the City. Any insurance, self-insurance, or self-insured pool coverage maintained by the City shall be excess of the Consultant's insurance and shall not contribute with it.
2. The Consultant shall provide the City and all Additional Insureds for this services with written notice of any policy cancellation, within two business days of their receipt of such notice.

D. Acceptability of Insurers

Insurance is to be placed with insurers with a current A.M. Best rating of not less than A:VII.

E. Verification of Coverage

Consultant shall furnish the City with original certificates and a copy of the amendatory endorsements, including but not necessarily limited to the additional insured endorsement, evidencing the insurance requirements of the Consultant before commencement of the services.

F. Failure to Maintain Insurance

Failure on the part of the Consultant to maintain the insurance as required shall constitute a material breach of agreement, upon which the City may, after giving five business days' notice to the Consultant to correct the breach, immediately terminate the agreement or, at its discretion, procure or renew such insurance and pay any and all premiums in connection therewith, with any sums so expended to be repaid to the City on demand, or at the sole discretion of the City, offset against funds due the Consultant from the City.

G. City Full Availability of Consultant Limits

If the Consultant maintains higher insurance limits than the minimums shown above, the City shall be insured for the full available limits of Commercial General and Excess or Umbrella liability maintained by the Consultant, irrespective of whether such limits maintained by the Consultant are greater than those required by this agreement or whether any certificate of insurance furnished to the City evidences limits of liability lower than those maintained by the Consultant.

XI. COMPLIANCE WITH LAWS/BUSINESS LICENSE

The Consultant shall comply with all applicable State, Federal, and City laws, ordinances, regulations, and codes. Consultant must obtain a City of Kirkland business license or otherwise comply with Kirkland Municipal Code Chapter 7.02.

XII. FUTURE SUPPORT

The City makes no commitment and assumes no obligations for the support of Consultant activities except as set forth in this Agreement.

XIII. INDEPENDENT CONTRACTOR

Consultant is and shall be at all times during the term of this Agreement an independent contractor and not an employee of the City. Consultant agrees that he or she is solely responsible for the payment of taxes applicable to the services performed under this Agreement and agrees to comply with all federal, state, and local laws regarding the reporting of taxes, maintenance of insurance and records, and all other requirements and obligations imposed on him or her as a result of his or her status as an independent contractor. Consultant is responsible for providing the office space and clerical support necessary for the performance of services under this Agreement. The City shall not be responsible for withholding or otherwise deducting federal income tax or social security or for contributing to the state industrial insurance of unemployment compensation programs or otherwise assuming the duties of an employer with respect to the Consultant or any employee of Consultant.

XIV. EXTENT OF AGREEMENT/MODIFICATION

This Agreement, together with all attachments and addenda, represents the final and completely integrated Agreement between the parties regarding its subject matter and supersedes all prior negotiations, representations, or agreements, either written or oral. This Agreement may be amended only by written instrument properly signed by both parties.

XV. ADDITIONAL WORK

The City may desire to have the Consultant perform work or render services in connection with the project other than provided for by the express intent of this Agreement. Any such work or services shall be considered as additional work, supplemental to this Agreement. This Agreement may be amended only by written instrument properly signed by both parties.

XVI. NON-ENDORSEMENT

As a result of the selection of a consultant to supply services to the City, the consultant agrees to make no reference to the City in any literature, promotional material, brochures, sales presentation or the like without the express written consent of the City.

XVII. NON-COLLUSION

By signature below, the Consultant acknowledges that the person, firm, association, co-partnership or corporation herein named, has not either directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in the preparation or submission of a proposal to the City for consideration in the award of a contract on the specifications contained in this Agreement.

XVIII. WAIVER

Waiver by the City of any breach of any term or condition of this Agreement shall not be construed as a waiver of any other breach.

XIX. ASSIGNMENT AND SUBCONTRACT

The Consultant shall not assign or subcontract any portion of the services contemplated by this Agreement without the prior written consent of the City.

XX. DEBARMENT

Recipient certifies that it is not suspended, debarred, proposed for debarment, declared ineligible or otherwise excluded from contracting with the federal government, or from receiving contracts paid for with federal funds.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the dates written below:

CONSULTANT:

CITY OF KIRKLAND:

Signature: *gabriel cisneros*

Signature: 
Truc Dever (Oct 17, 2024 14:57 PDT)

Printed Name: gabriel cisneros

Printed Name: Truc Dever

(Type City Staff Name)

Title: Associate Principal/Senior Geologist

Title: Public Works Director

Date: Oct 17, 2024

Date: Oct 17, 2024

September 4, 2024

Rod Steitzer
City of Kirkland
123 5th Avenue
Kirkland, WA 98033
Via email: Rsteitzer@kirklandwa.gov

SUBJECT: PROPOSAL FOR LIMITED SITE INVESTIGATION AND REGULATORY SUPPORT
Project ID: COK-Houghton Village
Kirkland, Washington

Dear Rod:

Floyd|Snider is pleased to present the City of Kirkland (the City) with this proposal for environmental investigation and regulatory support at the Houghton Village property (subject property), which includes addresses at 10702 and 10600 NE 68th Street in Kirkland, Washington.

The purpose of the environmental investigation is to further investigate sources of known and potential contamination that may be encountered during property redevelopment, which includes an anticipated underground parking garage to 15 feet below ground surface (bgs). Environmental data from the subject property will be collected to further delineate impacts of total petroleum hydrocarbons (TPH) and chlorinated volatile organic compounds (cVOCs) described in the 2022 Phase II Environmental Site Assessment (ESA). This data will be presented to the City in a data summary memorandum and soil management plan that can be used to evaluate soil management options including waste characterization and disposal to support property redevelopment. In addition, data collected will be used to assist with cost recovery efforts associated with the remediation of soil and groundwater impacted by upgradient sources during redevelopment activities.

This proposal includes the following tasks:

Task 1 – Limited Site Investigation and Project Management

Floyd|Snider staff will perform the following pre-field planning and data collection activities:

- Project management and coordination, and including time for coordination with the City, Cascadia Law, subcontractors, and property tenants. This task also includes time for filing, budget, and schedule management.
- Floyd|Snider will prepare a site-specific health and safety plan.

- Floyd|Snider will retain and oversee a utility locator to clear all proposed soil boring and passive soil gas sample locations.
- Floyd|Snider will retain and air knife crew to confirm the presence of underground storage tanks (USTs) in the former gas station area where two anomalies were previously noted by a ground-penetrating radar survey.
- Floyd|Snider field staff will install up to 10 passive soil gas samplers on the subject property to qualitatively identify any TPH or cVOC impacts in the shallow subsurface underneath the subject property in the vicinity of the current dry cleaner tenant and former print shop area. Investigation locations will be placed in the vicinity of preferential pathways, including underground utility lines, near these areas of potential concern. Results from the passive samplers will be used as a line of evidence for evaluating if contamination may be present in these areas of potential concern where drilling access is restricted.
- Floyd|Snider will retain a Washington state-licensed driller to complete up to ten direct push borings to a maximum depth of 15 to 20 feet below ground surface (bgs) and one sonic boring to a maximum depth of 50 feet bgs. Field staff will oversee drilling activities, document soil conditions, including presence of any apparent contamination (i.e. photoionization screening and sheen test), collect soil samples from borings at 5-foot intervals, and collect groundwater grab samples from the sonic boring(s) at 10-foot intervals.
- Floyd|Snider field staff will submit up to 15 soil samples for laboratory analysis of TPH-HCID and/or cVOCs. Up to 21 additional soil samples will be collected and archived at the laboratory for analysis pending initial sample results. All selected samples will be initially analyzed for TPH using the hydrocarbon identification (HCID) method to determine if hydrocarbons are present and the type. If the HCID method detects any hydrocarbons, follow up analyses will be conducted to determine their concentrations. Soil samples for analysis of TPH or cVOCs will be selected based on indications of contamination from field screening methods.
- Two soil samples in the vicinity of the former gas station will be collected and archived for potential analysis of cPAHs, a known fuel additive, if the HCID results indicate that diesel-range TPH is present. Other fuel additives have already been analyzed and reported in the Phase II ESA, so no additional analyses of other fuel additives are needed.
- Floyd|Snider field staff will collect up to five groundwater samples from the sonic borings to be submitted for analysis of gasoline- and extended diesel-range TPH, limited VOCs (BTEX), and cVOCs (PCE, TCE, cis-1,2-DCE, trans-1,2-DCE, and VC) by USEPA Method 8260.
- Floyd|Snider will prepare for management of field investigation and analytical data and will review and validate all analytical laboratory data. This data management

effort will include setup of our proprietary chemistry database and incorporation of existing Site data into the database.

The budget estimate for Task 1 includes costs for the utility locate, passive soil gas sampler installation, drilling and sample collection, laboratory analyses, investigation-derived waste disposal, field equipment costs, and preparation of the Voluntary Cleanup Program (VCP) application. Budget for one meeting with the City and Cascadia Law to discuss regulatory strategy is also included in this task.

Assumptions: Drilling costs assume that no work in the right-of-way or permitting will be required and that subject property tenant spaces will be accessible for drilling during normal weekday business hours. Costs assume that no formal work plan is needed to conduct this work, and drilling activities can be conducted in two days by two Floyd|Snider employees. This scope of work includes investigation derived waste disposal costs, which assumes the waste can be handled as non-hazardous. This scope of work does not include budget for reporting or decommissioning of USTs if USTs are encountered during the field investigation. It is assumed that historical analytical data is available in a format that can be easily loaded into the Floyd|Snider database without significant data cleaning or formatting.

This task does not include associated application fees for the VCP program, which would be directly invoiced from Ecology to the City. It is assumed that one 1-hour virtual meeting will be held with the City and Cascadia Law and two key F|S team members ahead of submission of the VCP application.

Task 2 – Data Summary Memorandum and Soil Management Plan

Following receipt of all soil, groundwater, and soil gas screening data, Floyd|Snider will conduct a quality review and conduct validation of the data, and then will prepare a Data Summary Memorandum. The Data Summary Memorandum will summarize data collection activities and results, field conditions for soil management and waste characterization, and include a soil management plan.

This task includes preparation of incremental costs for waste disposal based on the soil analytical results and subsequent soil classification used for disposal.

Additionally, the Data Summary Memorandum will use data from this investigation and historical data to support application to the Washington State Department of Ecology's (Ecology) Voluntary Cleanup Program (VCP). Budget for one meeting with the City and Cascadia Law to discuss the investigation results is included in this task.

Assumptions: The costs assume that a brief memorandum is sufficient to summarize the field and analytical results. The soil management plan will be included as an attachment to the memorandum. It is assumed that one 1-hour virtual meeting will be held with the City and Cascadia Law and two key F|S team members. The summary memorandum will include the

incremental costs to remove soil impacted from upgradient sources. However, the costs do not include a higher level of effort cost recovery support, such as meetings and negotiations with upgradient source property owners, their consultants, and counsel.

FEES AND BILLING

The proposed work, as described and detailed in the attached cost estimate, will be conducted for an estimated time and materials fee and is not to exceed \$74,700.

STAFF

Floyd|Snider staff with experience completing site assessments, preparing soil management plans, and assisting with cost recovery for similar sites undergoing redevelopment activities within Washington State will work on this project. Pamela Osterhout will be the project manager and lead for the field investigation and report preparation. Gabe Cisneros will provide technical assistance and serve as the Floyd|Snider Principal in Charge.

SCHEDULE

Floyd|Snider is prepared to begin investigation activities immediately, starting with the subcontractor coordination. Pending subcontractor availability, drilling activities are assumed to take place in November or December 2024 (pending availability) with the Data Summary Memorandum being submitted to the City and Cascadia Law in February 2025.

We appreciate the opportunity to continue supporting you on this project and look forward to working with you. Please do not hesitate to contact me with any questions regarding this proposal.

Sincerely yours,

FLOYD | SNIDER



Pamela Osterhout, LG
Project Geologist



Gabe Cisneros, LG
Associate Principal

Encl.: Fee Estimate
2024 Schedule of Charges

Project: City of Kirkland - Houghton Village
 Date: September 4, 2024

Task ID	Floyd Snider													ODC \$ (includes markup)	Floyd Snider Staff Total	Subcontractors/Vendors					Sub/Vendor Subtotal (without markup)	Floyd Snider Team Total (includes 10% Subcontractor Markup)
	Position:	Associate Principal 1	Senior Engineer/ Scientist 2	Project Engineer/ Scientist 2	Engineer/ Scientist 3	Engineer/ Scientist 1	Safety Program Manager	GIS/Data Analyst 1	Data Manager/ Validator 2	Senior Technical Editor/ Tech QC	Project Coordinator 1	Contract Specialist	Accounting			Utility Locator	Driller	Analytical Laboratory	IDW Disposal	AGI		
Billing Rate:	\$230	\$205	\$175	\$155	\$135	\$160	\$140	\$160	\$135	\$135	\$135	\$115										
Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.										
Task 1 Limited Site Investigation and Project Management	8	-	78	14	24	4	8	14	-	2	2	8	1,348	\$ 27,708	\$ 800	\$ 18,500	\$ 5,600	\$ 2,475	\$ 3,200	\$ 30,575	\$ 61,340	
Subtask #1 Project Management and Coordination with client and counsel	4		12							2	2	8	\$ -	\$ 4,480						\$ -	\$ 4,480	
Subtask #2 Ecology Engagement and VCP Application	2		8				2						\$ 138	\$ 2,278						\$ -	\$ 2,278	
Subtask #3 Field Planning, Subcontractor Coordination			8			4	4	4					\$ -	\$ 3,240						\$ -	\$ 3,240	
Subtask #1 Field Mobilization			4	2	4		2						\$ -	\$ 1,830						\$ -	\$ 1,830	
Subtask #2 Soil Borings and GW grabs (2 days total)	2		30	12	12								\$ 1,210	\$ 10,400	\$ 800	\$ 18,500	\$ 5,600	\$ 2,475	\$ 3,200	\$ 30,575	\$ 44,033	
Subtask #3 Field Data Management and Validation			8										\$ -	\$ 1,400						\$ -	\$ 1,400	
Subtask #4 IDW disposal			4										\$ -	\$ 700						\$ -	\$ 700	
Subtask #5 Field Data Management and Validation			4		8			10					\$ -	\$ 3,380						\$ -	\$ 3,380	
Task 2 - Data Summary Memorandum and SMP	8	4	44	-	-	-	6	-	16	-	-	-	-	\$ 13,360	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,360	
Subtask #1 Summary Memo and SMP	4	4	24				6		10				\$ -	\$ 8,130						\$ -	\$ 8,130	
Subtask #2 Cost Estimate for Remedial Excavation	4		20						6				\$ -	\$ 5,230						\$ -	\$ 5,230	
Totals:	16	4	122	14	24	4	14	14	16	2	2	8	\$ 1,348	\$ 41,068	\$ 800	\$ 18,500	\$ 5,600	\$ 2,475	\$ 3,200	\$ 30,575	\$ 74,700	

Schedule of Charges

2024 RATES	
Professional Staff	Standard Hourly Rate
Principal	\$300
Associate Principal 2	\$255
Associate Principal 1	\$230
Senior Engineer/Scientist 3	\$220
Senior Engineer/Scientist 2	\$205
Senior Engineer/Scientist 1	\$200
Project Engineer/Scientist 3	\$185
Project Engineer/Scientist 2	\$175
Project Engineer/Scientist 1	\$165
Engineer/Scientist 3	\$155
Engineer/Scientist 2	\$145
Engineer/Scientist 1	\$135
Senior Environmental Planner	\$210
Environmental Planner 2	\$170
Environmental Planner 1	\$160
Public Engagement	\$155
Graphic Design Lead	\$145
Historian/Scientist	\$200
Research Librarian	\$175
Safety Program Manager	\$160
GIS/Data Analyst 2	\$160
GIS/Data Analyst 1	\$140
Data Manager/Validator 2	\$160
Data Manager/Validator 1	\$140
Financial Analyst	\$250
Senior Technical Editor/Tech QC	\$135
Project Coordinator 2	\$150
Project Coordinator 1	\$135
Contract Specialist	\$135
Project Assistant	\$110
Accounting	\$115
Special Services	
All litigation expert support for mediation, deposition, trial	100% Surcharge

Direct Charges:

We do not charge for the following items: routine photocopies, routine phone calls, routine office supplies, or routine computer time.

We do charge for large mailings, express delivery service, courier services, report reproduction, library charges, specialty software, outside services (such as graphics), special supplies, and travel (including parking and mileage). These charges will be invoiced at the price of the item plus a 10% markup to cover taxes, fees, and handling.

Field equipment fees are listed on a separate schedule, and any other equipment required for the project will be charged at cost plus a 10% markup.

Outside services are invoiced with a 10% markup to cover taxes, fees, and handling.

-Rates are subject to adjustment annually-