

**(TO) TASK ORDER AMENDMENT TO CSC AGREEMENT
(PROFESSIONAL CCNA SERVICES)**

Clerk Tracking No. 15-00135

THIS TASK ORDER AMENDMENT (the "Amendment") to the (CSC) Continuing Services Contract for Professional CCNA Services is made and entered into effective the 10th **day of August 2015**, by and between the **CITY OF NAPLES**, a Florida Municipal Corporation (the "City"), and **DISNEY & ASSOCIATES P.A.**, a Florida Profit Corporation (the Consultant").

WHEREAS, the City and the Consultant entered into that certain Agreement to furnish CCNA Services, on **May 5, 2015** (the "Original Agreement") (Reference Original **RFQ 14-054** and Original Clerk Tracking No. **15-00077**. **This Task Order Amendment is for services associated with Professional Architectural Services: Task Order No. 15-05-20-01-531010: Utilities Maintenance Repair Facility, the ('Project');** and

WHEREAS, the parties desire to amend the Original Agreement by this Task Order Amendment so that the Consultant will provide said services pursuant to the terms and conditions contained in the Original Agreement and Amendment herein.

NOW, THEREFORE, for good and valuable consideration, the receipt of which is hereby acknowledged, and in consideration of the mutual covenants, promises and conditions herein set forth, it is hereby acknowledged and agreed as follows:

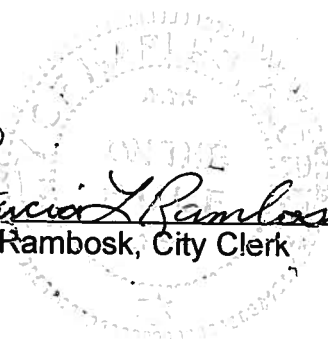
1. The above recitals are true and correct and are incorporated herein by this Reference.
2. "Article Three, Time" is amended to state that this Project Task Order Amendment will be performed and completed **by September 30, 2016**.
Project: **Utilities Maintenance Repair Facility**:
3. "Article Four, Compensation" is amended to reflect an increase to the Consultant for this Task Order Amendment in the amount of **\$84,583.00** for the Project as indicated in **Attachment A-1 Scope of Services and Basis of Compensation**, attached and made a part of this Amendment.
4. All other terms, provisions and conditions of the Original Agreement, except as expressly amended and modified by this Amendment, shall remain in full force and effect.
5. This Amendment may be executed in any number of counterparts, each of which shall be deemed to be an original as against any part whose signature appears thereon and all of which shall together constitute one and the same instrument.



IN WITNESS WHEREOF, the City and the Consultant have caused this Task Order Amendment to be duly executed by their duly authorized officers, all as of the day and year first above written.

ATTEST:

By: Patricia L. Rambosk
Patricia L. Rambosk, City Clerk



CITY:

CITY OF NAPLES, FLORIDA

By: A. William Moss
A. William Moss, City Manager

Approved as to form and legal sufficiency:

By: Robert D. Pritt
Robert D. Pritt, City Attorney

CONSULTANT:

Disney & Associates, P.A.
1865 Veterans Park Drive, Suite 301
Naples, Florida 34109
Attention: **Dalas Disney**, President

By: Dalas Disney
(Signature)

Printed Name: DALAS DISNEY

Title: ARCHITECT / PRESIDENT, DISNEY & ASSOC. P.A.

FEI/EIN Number: On File
A Florida Profit Corporation (FL)

Tyler Thorp
Witness (Signature)

Printed Name: TYLER THORP

**Disney & Associates, P.A.****Architecture and Planning**

1865 Veterans Park Dr., Suite 301

Naples, Florida 34109-0447

Phone 239.596.2872 Fax 239.596.2874

AA 0002502

July 31, 2015

City of Naples
380 Riverside Circle
Naples, Florida 34102Attn: Mrs. Allyson Holland, PE
Deputy Utilities DirectorRe: Professional Architectural Services
City of Naples Utility Maintenance Building

Dear Mrs. Holland:

Disney & Associates, Architects are pleased to present this proposal for professional architectural services to design the new Utility Maintenance Building proposed for a site within the Riverside Circle City Complex, Naples, Florida.

We have developed this proposal based upon verbal request and a site visit with Mr. Dave Graff and yourself on July 17, 2015 and a conference meeting at your office on July 28, 2015 to clarify Civil scope. This proposal scope was developed as we have discussed the project and our services are listed below for your review and acceptance.

The services outlined in this proposal shall be provided in compliance with the terms and conditions as set forth in our current Professional Services – Continuing Services Contract #14-054 - Library of Consultants of April 3, 2015; Clerk Tracking No. 15-00046.

Outlined below is a summary of the anticipated scope of services, tasks and associated professional fees. We have also indicated the estimated reimbursable expenses for the project and an indication of the Consulting Services that may be required.

Project Profile

- ❖ The City of Naples (Owner) intends to replace an existing Maintenance structure that is failing due to soil subsidence. A replacement building is intended to be constructed adjacent to the existing prior to demolition of the failing structure and completion of the Site and parking following the existing building demolition.
- ❖ Disney & Associates (Architect) has been requested by the Owner to provide a proposal structured for basic Architectural, Structural, Plumbing, Mechanical (HVAC), Electrical and Fire Protection design with Civil Engineering. This proposal will also provide for the Bidding phase services.

Project Assumptions / Description

- ❖ The Owner will make available all pertinent information and documents associated with the project for the performance of Architects services. Items include, but are not limited to, a boundary survey and topographic information, zoning data, site restrictions, Civil Engineering requirements, Water Management, geotechnical evaluations and reports with recommendations for the foundation development.
- ❖ This proposal includes performing all services within a one-time basis and for one phase of design services.
Note: One revision to the plans included for the response to agency review comments and our projects generally are permitted with a single clarification cycle.
- ❖ The project has been previously designed by other Design Professionals and due to budget and economy conditions was canceled. This proposal anticipates the use of the floor plan layout to economize and reduce the Design fees to the extent possible. The prior design was completed under now superseded Building Codes and will require a full review and update to Codes currently in force. The plan layout shall utilize that previously approved and thus shall yield concept design fee savings due to the reuse. There shall be included verification review meetings with appropriate City Staff and building users. The goal of this design update is to utilize the prior design information to the extent possible and yet comply with the current codes and Professional Licensing requirements for the final permit and bid documents.
- ❖ Site development design, Site Development Plans, and related site issues will be by Engineering professionals, under direct contract with the Architect. The Architect shall provide support drawings (floor plan and exterior elevations) for the project as related to building design. The detailed scope of Civil Engineering services is included and attached to this proposal.
- ❖ Basic material and color selections are included in this proposal.
- ❖ The building design is anticipated to be a one story, pre-engineered structure with driven concrete piling and caps with grade beams as necessary. A structural supporting slab is anticipated due to the poor underlying sub-soils. Design layout shall follow the prior approved layout and update for current code related to Florida Building Code and City of Naples requirements. All design and Engineering shall be completed using the prior design as a general guide by we shall re-create the document in compliance with our individual licensing requirements. The office and general Occupied spaces are to be elevated to the FEMA ground floor elevation with the Shop area at existing grade accessible via steps and ramps per Code. The anticipated floor area is stated at 6,700 gross square feet. A general listing of spaces to be contained is as follows;
 1. Two Offices
 2. Instrument Repair
 3. Employee Break Room with Kitchenette
 4. A/C Storage
 5. Locker Room - Men
 6. Toilets - Men
 7. Shower Men
 8. Locker Room - Women
 9. Toilets - Women
 10. Shower - Women
 11. Equipment Shop - Non A/c
 12. Enclosed Parking / Repair - Non A/C

Scope of Services

Task 1 – Preliminary Services

- 1.1 Acquire, assemble, and coordinate all Architectural scope of work for the project. Research project initial anticipated scope of work and issue to consultants for coordinated effort and elimination of unnecessary services.
- 1.2 Verify inclusion of necessary services as outlined in the Professional Services Agreement.
- 1.3 Preparation of all Architectural agreements.
- 1.4 Set-up all project files, billing procedures, CAD system Management and digital back-up systems.

Task 2 – Design Support Services

- 2.1 Meeting attendance and coordination with Owners staff, consultants, sub-contractors, government agencies and services in performance of the defined scope. Meeting attendance with owner for development and verification of the design. Presentation meetings to the staff and/or City agencies. Project team meetings as requested by the owner for coordination with owner's separate consultants. Perform additional services beyond contract defined scope of services as requested by the owner shall be in addition to the costs outlined herein. We have included up to twelve (12) man hours for this task for this project.
- 2.2 City of Naples Design Review Board (DRB); Services for submission and review are not anticipated and are not included. We are advised that there is a waiver in place for the project and submission to the City DRB.
- 2.3 Permitting Pre-application Meeting – Establish a pre-application meeting in person or by telephone with the City Building Department staff and Fire Plan review staff for review of the approved concepts. Resolve conflicts and identify issues related to permit application and building permit plan submission and review for permit issuance. Deliverable shall be a written meeting report.

Task 3 – Existing Facility Review

- 3.1 Facility Site Visit Review – The Architect and Engineers shall conduct a non-destructive visual review of the facility to establish the current condition of the structures and the built environment. This review shall include the public and non-public spaces, limited review of accessible spaces, interior and exterior walls, HVAC and Electrical systems wall penetrations and associated data compilation. This review is for general understanding of the materials to be housed in the new structure, electrical, compressed air, plumbing and other utility requirements.

Task 4 – Design Services

- 4.1 Concept Design – Produce concept design and meet with user / client at the project site. We have include up to one (1) site meetings and a total of four (4) man-hours meeting time. Deliverables shall be hand sketches and / or line drawings for the concept plan layout of the space design and as developed for the prior design plans.
- 4.2 Site Development Plan Support - Prepare Civil design pursuant to the attached proposal for Grady Minor.
- 4.3 Design Development Services - Design Development shall further define the project and shall proceed based upon the approval and comments of the Concept Design phase. The documents shall proceed to the approximate 50% completion for review and approval by the Owner.
- 4.4 Construction Documents – Upon approval of the Concept plan and estimated probable cost produce construction and permitting documents for the approved plan concept. Construction plans are the full development of Bidding Documents for the project and are limited to the building face with utility connections coordinated to a connection point. Utilities coordination shall include the domestic water, sanitary sewer, fire water connection, electrical, telephone, fiber (Data) and cable T/V as applicable. Site electrical shall be included for power to site lighting to be determined. Documents to be provided but not limited to the following; Architectural location map and Site Plan, floor plan(s) and partial floor plan(s), reflected ceiling plan(s), interior finish indications, door and window schedules, building and wall sections, interior fire wall designations and UL designs, interior wall types and details, with interior elevations. Structural, Mechanical, Electrical and Fire Protection engineering shall be based upon the final building design and coordinated with the architectural concepts. Fire protection is included as sprinkler



head locations and performance based specifications compliant with 61G15 outline Engineering statements for bidding. Also included shall be related code information for permit review and bidding by qualified contractors.

Task 5 – Cost Estimate

- 5.1 Estimate of Probable Cost – Based upon the approved Concept Design provide a preliminary Estimate of cost for the Architects scope of design work. Deliverable shall be a cost report in 8.5 x 11 or 11 x 17 document.

Task 6 - Permitting and Bidding

- 6.1 Permit Submission - Architect shall prepare application documents for building permit and submit on behalf of the project to the City of Naples. The City does not allow submission by the Architect thus the final submission shall be made by the General Contractor.
- 6.2 Review Comment Response - Response to City plan review comments and submission of plan revisions as required by the review. This function shall be competed at a later date under the Construction Services.
- 6.3 Bidding Phase Services - Submit drawings and specifications to purchasing, attend one (1) pre-bid meeting, review of bids, keep bidding records, respond to requests for information during bidding. We shall also assist the owner with issuance of addenda for owner changes in the work during the bid period and provide a letter of recommendation related to the award for construction to the General Contractor.

Task 7 - Construction Services

- 7.1 Construction Administration Phase Services - These services are not included at this time as requested.

Task 8 - Other Expenses

- 8.1 Reimbursable Expenses – Expenses incurred in the course of providing services for this project shall be in accordance with those outlined continuing services agreement and are estimated for purposes of this proposal. This estimate is subject to revision to the actual expenses and shall be limited to the actual expenses only with documentation back-up provided with the Architect invoice.

Compensation and Method of Payment

Task Number	Task Title	Amount of Compensation	Basis of Compensation LS or NTE or Hourly
1	Preliminary Services	\$ 516.00	LS
2	Design Support Services	\$ 2,903.00	LS
3	Existing Facility Review	\$ 1,119.00	LS
4	Design Services	\$64,306.00	LS
5	Cost Estimate	\$ 6,717.00	LS
6	Permitting and Bidding	\$ 7,488.00	LS
7	Construction Services	\$ 0.00	LS
8	Other Expenses	\$ 1,535.00	Not To Exceed
TOTAL		\$84,583.00	

Please note that the quoted fee does not include the following:

- Geotechnical investigation (Soil borings)
- Application fees, permits fees, or impact fees
- City DRB submission(s) and attendance
- Structural Threshold Inspection

Video Equipment selections/ Design
Special environmental or hazardous-waste permitting
Continuous on-site observation
Revisions after approval which shall be invoiced in addition to basic fees
Other issues not specifically included in the outlined scope of work

Anticipated Schedule Requirements

Note that the schedule below is our best estimation and may revise based upon further discussions with the staff the Construction Manager / General Contractor and Growth Management. We are able to begin the design work for this project immediately following the receipt of a work order and Notice to Proceed. As a basis of discussion we anticipate the following;

Concept Design	2-3 weeks
Site Engineering	8 weeks
Construction Documents	12 weeks
Permitting	6-8 weeks (site approval - Building by GC post Bid)
Bidding	3-4 weeks
Construction	TBD - (NIC)

Subconsultants

We propose the following at consultants for the project.
Civil Engineer - Grady Minor - Bonita Springs, FL
PME, FP Engineering – Burgess Brant Engineering, Ft. Myers, FL
Structural Engineer – Liebl & Barrow Engineering, Ft. Myers, FL

As always, should you have any questions concerning any of the information contained in this proposal, please feel free to contact us. It was a pleasure meeting with you to discuss the various issues relating to your needs. We look forward to working with you on this project.

Sincerely,

Dalas D. Disney, AIA
President



Project Fee - Hourly Calculation

Disney & Associates, PA
1865 Veterans Park Dr. Suite 301
Naples, Florida 34109
239.596.2872

Project: City Utility Maintenance Building
Client: City of Naples, Florida

7/31/2015

Project Phase / Task	Staff / Hourly Rate						Architect Cost	Consultant Quote	Architects Consultant Administrative Fee	Cost per Task
	\$206 Principal	\$172 Sr. Project Manager	\$154 Sr. Architect	\$100 CADD Tech	\$62 Clerical	\$62				
Preliminary Services	1.00	0.50		1.00	2.00		\$516	\$0	\$0	\$516
Design Support Services	2.50	12.00		2.00	2.00		\$2,903	\$0	\$0	\$2,903
Existing Facility Review		2.00		2.00			\$544	\$75	\$0	\$1,119
Code Research	2.00	3.00		2.00	1.00		\$1,190	\$0	\$0	\$1,190
Concept Design	1.00	4.00	1.00	16.00	3.00		\$2,834	\$0	\$0	\$2,834
Concept - Client Meeting	1.75						\$361	\$0	\$0	\$361
Concept - Revisions		1.00		4.00	1.00		\$634	\$0	\$0	\$634
Design Development (DD)		8.00	24.00	16.00	2.00		\$6,796	\$0	\$0	\$6,796
DD - Client Meeting	1.75						\$361	\$0	\$0	\$361
DD - Revisions		1.00		2.00	1.00		\$434	\$0	\$0	\$434
Construction Documents (CD)	4.00	16.00	30.00	80.00	8.00		\$16,692	\$3,896	\$0	\$46,558
CD - Client Meeting	1.75						\$361	\$0	\$0	\$361
CD - Revisions		1.00		4.00	2.00		\$696	\$0	\$0	\$696
Costing		12.00			4.00		\$2,312	\$575	\$0	\$6,717
Specifications - Project Manual					4.00		\$2,712	\$0	\$0	\$2,712
Fire Alarm Design					4.00		\$0	\$0	\$0	\$0
Fire Sprinkler Design					2.00		\$508	\$750	\$0	\$1,371
Permitting							\$0	\$4,800	\$0	\$5,520
Bid	2.00			2.00	2.00		\$1,968	\$0	\$0	\$1,968
Construction Administration (N/A)							\$0	\$0	\$0	\$0
CA - Travel Time (N/A)							\$0	\$0	\$0	\$0
Submittal Review (N/A)							\$0	\$0	\$0	\$0
Reimbursible Expenses - EST							\$0	\$0	\$0	\$0
							500	900	\$135	\$1,535
Total										\$84,583



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July 30, 2015

Disney & Associates, PA
Attn: Mr. Dalas Disney
1865 Veterans Park Dr., Suite 301,
Naples, Florida, 34109-0447

**RE: Proposal for Professional Engineering Services
City of Naples Utility Maintenance Building
Site Development Plan**

Dear Mr. Disney:

We have prepared this Proposal to provide Engineering, Surveying, and Landscape Architectural Services for the proposed City of Naples Utility Maintenance Building located at 1400 Third Avenue North, Naples, Florida. It is anticipated that the project will consist of phased construction to allow the installation of the new Utility Maintenance Building and supporting infrastructure, the demolition of the existing building, and the construction of a new parking lot and supporting drainage system to the East of the new Utility Maintenance Building.

Work under this Proposal would generally consist of the design of the new site configuration and infrastructure improvements to support the project, preparation of construction plans, permitting through the City of Naples, Florida Department of Environmental Protection for Stormwater management purposes to allow construction of the project.

This Proposal is intended to be inclusive of the required civil engineering, surveying services necessary to design, permit, and build the site improvement aspects of the project at the subject properties within the City of Naples. It is our understanding that it is desired to conduct some preliminary due diligence with the City of Naples to confirm requirements and project feasibility prior to proceeding into the full project design.

We would work closely with you, your client, other consultants and contractors, as necessary, to fully coordinate our work on this project. Our goal is to provide you with an economical design, clear and accurate plans, short permitting process and friendly and professional service.

Our Scope of Services for the proposed work items includes the following:

I. ENGINEERING AND PERMITTING SERVICES

1. Upfront work including general coordination with the City of Naples Staff, other consultants, and yourself, assistance in developing the project schedule, and attendance at preliminary design meetings or phone conferences (as needed).
2. Perform limited design survey services to include location of buildings, ASR well heads, and other above ground improvements in the immediate project area.

Mr. Dalas Disney
City of Naples Utilities Maintenance Bldg.
July 30, 2015
Page 2 of 4

3. Perform engineering design and prepare drawings for permitting and construction purposes. Prepare revised construction drawings to address the following:
 - A. Addition of a new parking lot,
 - B. Addition of new Utility Maintenance Building and supporting water, sewer, and stormwater utilities,
 - C. Demolition of existing infrastructure to facilitate the proposed improvements.

The plan set will generally include a Cover Sheet and Index of Drawings; Site Plan depicting new building, parking, and associated improvements, signage and pavement markings; a note sheet containing the fire flow test report (provided by the City of Naples), parking calculations, site data summary, set-back table and other calculations, tables and notes required for project approval; demolition and erosion control plan; grading, paving and drainage plan, cross-sections and detail plan and a utility plan.

4. Preparation of site related engineering reports and other technical information required for site development plan approval. Preparation of Opinion of Probable Construction Costs associated with the proposed site improvements.
5. Preparation, submittal and support of the Administrative Site Plan Review application through the City of Naples. Respond to sufficiency comments from City staff as needed.
6. Preparation, submittal and support of an application and supporting documents for an Environmental Resource Permit (ERP) Permit Letter Modification through the Florida Department of Environmental Protection (FDEP). Respond to FDEP Request for Additional Information (RAI) letters as needed.
7. Prepare and submit to the City of Naples a package for Utility review and approval.
8. Provide you with copies of all permits and stamped approved plans in paper form and on disc as a PDF. Assist contractor as necessary during City of Naples site and building permitting.
9. Provide limited bidding services to include responding to requests for information from project bidders and attendance at a Pre-bid meeting for the project.

II. MISCELLANEOUS REIMBURSABLE EXPENSES

The consultant shall include an allowance for reimbursable expenses generally associated with projects as described herein. The following is a list of items generally expected throughout the term of a project:

- Long distance charges related to the project
- Express delivery services
- Document reproduction expenses
- Vehicle mileage
- Blueprinting charges
- Other customary indirect expenses

Mr. Dalas Disney
City of Naples Utilities Maintenance Bldg.
July 30, 2015
Page 3 of 4

Our estimated fees to perform the work will be **\$24,800.00** (see attached fee schedule) and will be billed on a time and materials basis. A breakdown of the estimated fees is attached for your review.

We will bill you monthly on a percent complete basis for fixed fee tasks and on a time and materials basis per the attached hourly rate schedule for T&M Tasks.

This proposal is based on the following project assumptions:

Client will pay all regulatory agency review and permit fees.

All relative survey data, easement documents, title options, and permits (including drawings) for the project will be made available in hard copy and electronic format, if available.

This proposal excludes environmental consulting services; zoning services; landscape architectural services; creation of a Landscape and irrigation plan; construction level full time inspection; creation of a project boundary survey; all construction administration services and creation of project record drawings. This proposal also excludes water use permitting for an irrigation well or construction dewatering through SFWMD.

Any legal work would be provided by you.

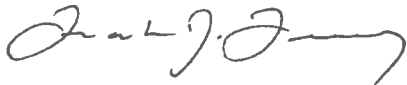
This Proposal is subject to the attached General Conditions.

Work performed beyond the scope of what is described above will be billed on a time and material basis per the attached rate schedule.

Your acceptance of this Proposal and the attached General Conditions may be indicated by signing below and returning one copy to our office.

This Proposal is void if not executed and returned to us within thirty days of its date.

Sincerely,



Frank J. Feency, P.E.
Sr. Project Manager

FJF/jj

This Proposal and the Attached General Conditions Accepted:

By: _____
Mr. Dalas Disney
Disney & Associates, PA

Date: _____



CITY OF NAPLES UTILITY MAINTENANCE BUILDING

SCHEDULE OF FEES

July 24, 2015

I.	Engineering and Permitting		
	Tasks 1 through 9	\$24,300.00	Fixed Fee
II.	Reimbursables	<u>\$ 500.00</u>	<u>Estimated Fee</u>

Total Fixed and Estimated Fees: **\$24,800.00**

Note: GradyMinor's fees do not include application, permit, or review fees.





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GENERAL CONDITIONS

Invoices will be issued the first or second week of each month, payable upon receipt, unless otherwise agreed.

Any government imposed taxes or fees shall be added to our fees for services under this Proposal (agreement).

We reserve the right to renegotiate fees on an annual basis to reflect changes in price indices and pay scales applicable to the period when services are, in fact, being rendered.

All reports, drawings, specifications, field data, notes and other documents, including all documents on electronic media, prepared as instruments of service shall remain the property of Q. Grady Minor & Associates, P.A.

Services related to asbestos, hazardous or toxic materials are excluded. Client shall provide a site that complies with applicable laws and regulations.

Client shall pay all project permit and application fees including but not limited to plan review, platting, permits, impact fees, etc.

A late charge of 1.5% per month (but not exceeding the maximum rate allowable by law) will be payable on any amounts not paid within 30 days. Payment thereafter to be applied first to accrued late charges and then to the principal unpaid amount. The Client shall be liable for all attorney's fees and costs incurred by Q. Grady Minor & Associates, P.A. incident to collection of any indebtedness.

Client's failure to make payment to us within 30 days shall constitute a material breach of this Proposal and shall be cause for termination by Q. Grady Minor & Associates, P.A.

Neither Q. Grady Minor & Associates, P.A., nor its consultants, agents or employees shall be jointly, severally or individually liable to the Client in excess of the compensation to be paid pursuant to this agreement or One Hundred Twenty-Five Thousand dollars (\$125,000), whichever is greater, due to any claim arising out of or relating to the performance of professional services under this agreement.

In the event the Client makes a claim against Q. Grady Minor & Associates, P.A. at law or otherwise, for any alleged error, omission or other act arising out of the performance of our professional services, and the Client fails to prove such claim, then the Client shall pay all costs, including staff time, court costs, related expenses and attorney's fees incurred by us in defending ourselves against the claim.

The only warranty or guarantee made by Q. Grady Minor & Associates, P.A. in connection with the services performed hereunder is that we will use that degree of care and skill ordinarily exercised under similar conditions by reputable members of our profession practicing in the same or similar locality.



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**CITY OF NAPLES
 HOURLY RATE SCHEDULE
 FOR PROFESSIONAL SERVICES**

Title	Rate Per Hour
Principal	\$175.00
Senior Project Manager	\$150.00
Project Manager	\$145.00
Senior Engineer	\$140.00
Engineer	\$130.00
Senior Inspector	\$85.00
Inspector	\$65.00
Senior Planner	\$150.00
Planner	\$135.00
Senior Designer	\$95.00
Designer	\$85.00
Environmental Specialist	N/A
Senior Environmental Specialist	N/A
Scientist/Geologist	N/A
Senior Scientist/Geologist	N/A
Marine Biologist/Hydrogeologist	N/A
Senior Marine Biologist/Hydrogeologist	N/A
Senior GIS Specialist	\$115.00
GIS Specialist	\$105.00
Clerical/Administrative	\$60.00
Senior Technician	\$105.00
Technician	\$85.00
Surveyor and Mapper	\$135.00
CADD Technician	\$80.00
Survey Crew - 2 man	\$135.00
Survey Crew - 3 man	\$150.00
Survey Crew - 4 man	\$175.00
Senior Architect	N/A
Architect	N/A