

Name of Project: **Solano HCP**

SOLANO COUNTY WATER AGENCY

AGREEMENT FOR PROFESSIONAL SERVICES (Professional Services/Contractor)

THIS AGREEMENT, **effective July 1, 2022**, is between SOLANO COUNTY WATER AGENCY, a public agency existing under and by virtue of Chapter 573 of the 1989 statutes of the State of California, hereinafter referred to as "Agency," and **LSA Associates, Inc.**, hereinafter referred to as "Contractor."

The Agency requires services for **Solano HCP**; and the Contractor is willing to perform these services pursuant to the terms and conditions set out in this Agreement.

IT IS MUTUALLY AGREED, as follows:

1. SCOPE OF SERVICES

The Agency hereby engages the Contractor, and the Contractor agrees to perform the services for **Solano HCP**, as described in Exhibit A, in accordance with the terms of this Agreement and any applicable laws, codes, ordinances, rules or regulations. In case of conflict between any part of this Agreement, this Agreement shall control over any Exhibit.

2. COMPENSATION

Compensation for services shall be as follows: Hourly rate of personnel plus any allowed reimbursable expenses based on unit costs as indicated on any allowed reimbursable expense in Exhibit B **not to exceed \$523,800** for all work contemplated by this Agreement.

3. METHOD OF PAYMENT

Payment for services will be approved by the Agency's representative only if all contract requirements have been met.

Invoices must be submitted monthly, and upon approval of the Agency's representative, the Agency shall pay the Contractor monthly in arrears for fees and allowed expenses incurred the prior month. **Invoices that are over 6 months old will not be approved or paid by the Agency. In no event shall the cumulative total paid pursuant to this agreement exceed the maximum amount provided for in paragraph 2 of this Agreement.**

Every invoice shall specify hours worked for each task identified in Exhibit A undertaken. To be approved by payment, any allowed reimbursable expenses will need supporting written documentation such as receipts and mileage logs.

Each invoice shall be accompanied by a spreadsheet showing, by month, costs incurred to date for the project broken down by the Tasks identified in Exhibit A. The spreadsheet shall show, for each task, budget amounts, total expended and remaining amounts. The spreadsheet shall show a subtotal for each fiscal year covered by the contract. Any amendments to the contract shall be listed and incorporated into spreadsheet. An example of a typical spreadsheet shall be provided by the Agency.

4. **TIME OF PERFORMANCE**

This Agreement shall become effective as of the date it is executed and said services will take place between this date and **June 30, 2023**, as directed by the Agency.

5. **MODIFICATION AND TERMINATION**

This Agreement may be modified or amended only by written instrument signed by the parties hereto, and the Contractor's compensation and time of performance of this Agreement shall be adjusted if they are materially affected by such modification or amendment.

(Note: this paragraph is optional) Any change in the scope of the professional services to be done, method of performance, nature of materials or price thereof, or to any other matter materially affecting the performance or nature of the professional services will not be paid for or accepted unless such change, addition or deletion be approved in advance, in writing, by the Agency's General Manager.

This Agreement may be terminated by the Agency at any time, without cause, upon written notification to the Contractor. The Contractor may terminate this Agreement upon 30 days written notice to Agency.

Following termination by the Agency or the Contractor, the Contractor shall be reimbursed for all expenditures made in good faith in accordance with the terms of this Agreement that are unpaid at the time of termination.

6. **PERMITS** *(Note: include only if permits are required)*

Permits required by governmental authorities will be obtained at the Contractor's expense, and the Contractor will comply with local, state and federal regulations and statutes including Cal/OSHA requirements.

7. **INDEMNIFY AND HOLD HARMLESS**

To the extent permitted by law, Contractor shall hold harmless, defend at its own expense, and indemnify Solano County Water Agency, its directors, officers, employees, and authorized volunteers, against any and all liability, claims, losses, damages, or expenses, including reasonable attorney's fees and costs, arising from all acts or omissions of Contractor or its officers, agents, or employees in rendering services under this contract; excluding, however, such liability, claims, losses, damages or expenses arising Solano County Water Agency's sole negligence or willful acts.

8. **INSURANCE**

Minimum Insurance Requirements: Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries or death to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or sub-contractors.

Coverage - Coverage shall be at least as broad as the following:

1. **Commercial General Liability (CGL)** - Insurance Services Office (ISO) Commercial General Liability Coverage (Occurrence Form CG 00 01) including products and completed operations, property damage, bodily injury, personal and advertising injury with limit of at least two million dollars (\$2,000,000) per occurrence or the full per occurrence limits of the policies available, whichever is greater. If a general

aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (coverage as broad as the ISO CG 25 03, or ISO CG 25 04 endorsement provided to Solano County Water Agency) or the general aggregate limit shall be twice the required occurrence limit.

2. **Automobile Liability** – (if necessary) Insurance Services Office (ISO) Business Auto Coverage (Form CA 00 01), covering Symbol 1 (any auto) or if Contractor has no owned autos, Symbol 8 (hired) and 9 (non-owned) with limit of one million dollars (\$1,000,000) for bodily injury and property damage each accident.
3. **Workers' Compensation Insurance** - as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than \$1,000,000 per accident for bodily injury or disease. **Waiver of Subrogation:** The insurer(s) named above agree to waive all rights of subrogation against the Solano County Water Agency, its elected or appointed officers, officials, agents, authorized volunteers and employees for losses paid under the terms of this policy which arise from work performed by the Named Insured for the Agency; but this provision applies regardless of whether or not the Solano County Water Agency has received a waiver of subrogation from the insurer.

If the Contractor maintains broader coverage and/or higher limits than the minimums shown above, the Solano County Water Agency requires and shall be entitled to the broader coverage and/or higher limits maintained by the Contractor. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the Solano County Water Agency.

Other Required Provisions - The general liability policy must contain, or be endorsed to contain, the following provisions:

1. **Additional Insured Status:** Solano County Water Agency, its directors, officers, employees, and authorized volunteers are to be given insured status (at least as broad as ISO Form CG 20 10 01), with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations.
2. **Primary Coverage:** For any claims related to this project, the Contractor's insurance coverage shall be primary at least as broad as ISO CG 20 01 04 13 as respects to the Solano County Water Agency, its directors, officers, employees and authorized volunteers. Any insurance or self-insurance maintained by the Solano County Water Agency its directors, officers, employees and authorized volunteers shall be excess of the Contractor's insurance and shall not contribute with it.

Notice of Cancellation: Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the Solano County Water Agency.

Self-Insured Retentions - Self-insured retentions must be declared to and approved by the Solano County Water Agency. The Solano County Water Agency require the Contractor to provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. The policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or Solano County Water Agency.

Acceptability of Insurers - Insurance is to be placed with insurers having a current A.M. Best rating of no less than A: VII or as otherwise approved by Solano County Water Agency.

Verification of Coverage – Contractor shall furnish the Solano County Water Agency with certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the Solano County

Water Agency before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. The Solano County Water Agency reserves the right to require complete, certified copies of all required insurance policies, including policy Declaration pages and Endorsement pages.

Sub-contractors - Contractor shall require and verify that all sub-contractor maintain insurance meeting all the requirements stated herein, and Contractor shall ensure that Solano County Water Agency its directors, officers, employees, and authorized volunteers are an additional insured are an additional insured on Commercial General Liability Coverage.

9. **COMPLIANCE WITH LAW**

The Contractor shall be subject to and comply with all federal, state and local laws and regulations applicable with respect to its performance under this Agreement, including but not limited to, licensing, employment and purchasing practices; and wages, hours and conditions of employment.

10. **RECORD RETENTION**

Except for materials and records, delivered to the Agency, the Contractor shall retain all materials and records prepared or obtained in the performance of this Agreement, including financial records, for a period of at least three years after the Contractor's receipt of the final payment under this Agreement. Upon request by the Agency, the Contractor shall make such materials and records available to the Agency at no additional charge and without restriction or limitation to State and federal governments at no additional charge.

11. **OWNERSHIP OF DOCUMENTS**

All materials and records of a finished nature, such as final plans, specifications, reports and maps, prepared or obtained in the performance of this Agreement, shall be delivered to and become the property of the Agency. All materials of a preliminary nature, such as survey notes, sketches, preliminary plans, computations and other data, prepared or obtained in the performance of this Agreement, shall be made available, upon request, to the Agency at no additional charge and without restriction or limitation on their use.

12. **SUBCONTRACT AND ASSIGNMENT**

This Agreement binds the heirs, successors, assigns and representatives of the Contractor. The Contractor shall not enter into subcontracts for any work contemplated under this Agreement and shall not assign this Agreement or monies due or to become due, without the prior written consent of the General Manager of the Agency or his designee, subject to any required state or federal approval. *(Note: list any subcontractors here)*

13. **NONRENEWAL**

The Contractor understands and agrees that there is no representation, implication, or understanding that the services provided by the Contractor under this Agreement will be purchased by the Agency under a new agreement following expiration or termination of this Agreement, and waives all rights or claims to notice or hearing respecting any failure to continue purchase of all or any such services from the Contractor.

14. **NOTICE**

Any notice provided for herein are necessary to the performance of this Agreement and shall be given in writing by personal delivery or by prepaid first-class mail addressed as follows:

AGENCY

Roland Sanford, General Manager
Solano County Water Agency
810 Vaca Valley Parkway, Suite 203
Vacaville, CA 95688

CONTRACTOR

Mike Trotta, CEO
LSA Associates, Inc.
157 Park Place
Pt. Richmond, CA 94801

The parties have executed this Agreement the day and year first above written. If the Contractor is a corporation, documentation must be provided that the person signing below for the Contractor has the authority to do so.

Solano County Water Agency
a Public Agency

LSA Associates, Inc.

By: _____
Roland Sanford
General Manager

By: _____
Mike Trotta,
CEO

FOR SCWA USE ONLY

Contract Period: July 1, 2022 to June 30, 2023
File Number: AG-L-4
Account Manager: C.Lee
G/L Account #: 6250SC
Job Cost #: 4600
Contract Type: Professional Services

EXHIBIT A
SCOPE OF SERVICES



BERKELEY
CARLSBAD
FRESNO
IRVINE
PALM SPRINGS
POINT RICHMOND
RIVERSIDE
ROSEVILLE
SAN LUIS OBISPO

March 31, 2022

Chris Lee
Assistant General Manager
Solano County Water Agency
810 Vaca Valley Pkwy #203
Vacaville, CA 95688

Subject: Solano HCP 2022-2023 Scope and Budget

Dear Chris:

Attached please find LSA's proposed scope and budget for the Solano HCP approval and implementation actions for FY 2022-2023. A summary description of the proposed work tasks, assumptions, and task cost are in Attachment 1.

Based on the draft timeline provided by the Service, our budget assume the Service will have submitted their final comments and we have incorporated these into the Administrative Public Draft HCP by the end of June 2022 with a target release of a final admin HCP by the end of August 2022. Tasks for 2022-2023 are predicated on the assumption that the actual publication of the public Draft HCP will occur by fall of 2022 with a final HCP approval in spring/summer 2023.

Our overall work scope is similar to 2021-2022 since our previous assumptions on release of the Public Draft HCP did not occur in fall 2022 as expected Work. for the upcoming year focuses on tasks associated with refining and revising the HCP based on agency and public comments, a final adjustment of the impacted acreages and fees, initiating steps for implementation of the HCP, and integration with the U.S. Army Corps of Engineers and State Water Resources Control Board regulatory programs.

We have also included budget for developing restoration studies/projects and the finalization of the prospectus and application to establish a mitigation or conservation bank and conservation easement(s) on Petersen Ranch. Although progress was made on this topic, a number of activities that were planned but not completed in 2022 as originally anticipated. This task will include the following items: interim and long-term management plan, rehabilitation and restoration plan, interim and long-term endowment management costs, conservation easement, Phase 1 hazards report, Minerals Assessment, and Title Report.

As discussed previously, we assume SCWA intends to establish a mitigation bank through the US Army Corps of Engineers Interagency Review Team (IRT) process as this will allow wetland community restoration and preservation on the ranch to satisfy US Army Corps of Engineers and Regional Water Quality Control Board mitigation requirements for waters of the US and State in addition to providing HCP covered species mitigation. It would also allow SCWA to sell credits to

other, non-HCP participants, particular those with needs for marsh habitat credits (including plants and fish of the upper Delta and tidally influenced sloughs). LSA will also coordinate with the applicable agencies and conservation easement holder (assumed to be the Solano Land Trust).

As part of developing/expanding bank credits, LSA will build upon and continue monitoring of the ongoing riparian tree restoration studies to identify other areas on the ranch that would be suitable for expanding riparian tree establishment. We will also work with the Hearn's to develop plans for providing alternative water sources for livestock, and possibly implement more fencing and rotational grazing.

Although banks are costly to implement, income for mitigation credit sales can provide substantial income. For example, Swainson's hawk and burrowing owl grassland foraging habitat is in short supply at the private mitigation banks in the County and remaining credits are selling for \$15,000 to \$25,000 per acre. And there are no available mitigation credits for irrigated agricultural land impacts. Petersen Ranch provides both credits types suggesting a higher per acre price could be warranted.

Overall, we request a budget of **\$523,800** of which \$180,000 is directed to obtaining bank approval for Petersen Ranch.

If you have any questions or require additional information, please do not hesitate to contact me or Steve Kohlmann.

Sincerely,

LSA Associates, Inc.



Steve Foreman
Principal/Wildlife Biologist

Attachments Scope and Budget 2021-2022
 Rate Sheet

ATTACHMENT 1: SCOPE AND BUDGET

Task	Description	Estimated hours	Budget
1 Agency Coordination Meetings	Anticipated are six meetings with Regulatory Agency representatives of the US Fish and Wildlife Service (USFWS), California Department of Fish and Wildlife (CDFW), National Marine Fisheries Service (NMFS), U.S. Army Corps of Engineers (Corps), and State Water Resources Control Board (State Board) for the HCP, 2081 Permit, and the 404/401/1602 integration. Task includes meeting preparation and follow-up.	90	\$ 18,000
2 Steering Committee Meetings	This task assumes four stakeholder/steering committee meetings. Staff time includes attendance and preparation of presentations for the Principal biologist and Staff Biologist/Assistant Project Manager. We assume that we will have at least 4 steering committee meetings to go over the Public Draft HCP and address any comments/concerns steering committee member may have. Also, we anticipate at least one steering committee meeting to discuss the 404/401 integration process.	96	\$ 19,200
3 Applicant Meetings	This task assumes six meetings with the Plan Participants. Staff time includes attendance at all meetings and preparation of presentations for the Principal Biologist and attendance at three meetings for the Staff Biologist/Assistant Project Manager. As the HCP process becomes closer to being finalized, we anticipate more interaction with the Applicants to prepare them for the implementation phase. We also anticipate further coordination with them in the development of the Operations and Maintenance RGP.	68	\$ 13,600
4 Final Revision of Fees	Final recalculation of fees to ensure that funding for the HCP is adequate. We do not anticipate modifications to avoidance, minimization and mitigation measures	50	\$ 8,000
5 Final HCP Edits and Production	This task will be to incorporate public comments on the public draft HCP. This task includes preparation of one complete camera ready copy; this scope does not include reproduction of hard copies of the HCP	120	\$ 19,200
6 HCP Implementation Training	This task facilitates implementation of the HCP once it is approved. Work includes updating current draft implementation handbooks for each applicant based on the Final HCP. The task for 2022-2023 includes updates to the Geobrowser to track habitat loss/gain. We also include budget for ongoing maintenance of the Geobrowser. Maintenance for this year might involve replacing the parcel layer currently in use in the geobrowser with an updated version.	300	\$ 48,000
7 HCP EIR/EIS Coordination			

We assume that the EIR/EIS will be largely finished in FY 2021, hence only minor input may be required	20	\$ 3,200
8 Finalize 2081 Permit		
This task involves final coordination and support to USFWS and CDFW for issuance of a 2081 permit and associated MOUs. We anticipate minor revisions to the 2081 permit and incorporating any final comments from the CDFW.	95	\$ 15,200
9 Regional General Permit (RGP) for Operation and Maintenance (O&M) Activities		
The RGP is largely ready for issuance implementation. The primary remaining task is to process the application to the State Board for the 401 certification.	70	\$ 12,200
10 Letter of Permission (LOP) or RGP for Development Activities		
This task addresses the continued work with Corp and State Water Resources Control Board to integrate the HCP with the 404 permit process and 401 certification process for new development activities. We anticipate this task will lead to a simplified and expedited wetland fill permit process involving a letter of permission or LOP or RGP that should cover all or most of the urban development within Plan Participant's jurisdictions.	500	\$ 80,000
11 Public Meetings		
This task assumes two public meetings to introduce the Draft HCP to the general public and attendance at two public hearings on the Draft EIR/EIS. Staff time includes attendance at each meeting and preparation of presentations for the Principal Biologist.	50	\$ 10,000
12 King Ranch Conservation Easement Compliance		
This task involves the compliance monitoring for the SCWA held conservation easement on King Ranch. This task includes second year compliance monitoring tasks for Fall 2022.	20	\$ 3,200
13 Mitigation Lands Evaluation		
This task includes continues the work with the ecological restoration team to plan, study, and implement various restoration projects on Peterson Ranch and other sites. These studies include riparian restoration, burrowing owl nest establishment, and ground squirrel translocation.	400	\$ 64,000
14 Petersen Ranch Bank Agreement*		
This task involves preparation of the necessary documents to establish Petersen Ranch as a multi-agency approved mitigation bank to allow wetland restoration and preservation on the ranch to satisfy US Army Corps of Engineers and Regional Water Quality Control Board mitigation requirements for waters of the US and State as well applicable HCP covered species. Documents to be provided include a prospectus, draft interim and long-term management plan, preliminary restoration plan, endowment costs, draft conservation easement, Phase 1(no sampling), Minerals Assessment, and Title Report. LSA will also coordinate with the applicable agencies and conservation easement holder (assumed to be the Solano Land Trust).	1,000	\$ 180,000
15 Miscellaneous Tasks		
This task is to address unanticipated needs for additional studies, research, additional meetings etc.	100	\$ 16,000

16 Reimbursable Expenses \$ 15,000
 Mileage, copying, printing, plotting, GIS use fees, etc.

Total budget	2793	\$ 523,800
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* The Phase 1 and Minerals Assessment will require two subconsultants for these tasks. Budgets are included for their effort. Please note we have not included fees required by the California Department of Fish and Wildlife in our budget.

EXHIBIT B
RATE OF COMPENSATION

LSA BILLING RATES				
Names, Titles, Department and Billing Rates				
Period 1 (June 2022)				
	Name	Title	Department	Billing Rate
Air/Noise				
6837	ABUSHANAB, MOHAMMAD "MOE"	MECHANICAL NOISE ENGINEER	AIR/NOISE	120
9742	BRUGGER, RONALD	SENIOR AIR QUALITY SPECIALIST	AIR/NOISE	165
9582	KNIPS, COREY	NOISE ANALYST	AIR/NOISE	105
9791	LUI, JASON	ASSOCIATE	AIR/NOISE	175
6841	MARTINEZ MONTANO, BIANCA	ASSISTANT AIR QUALITY/ANALYST	AIR/NOISE	85
9269	STEPHENS, JOHN	PRINCIPAL	AIR/NOISE	190
Air/Noise Hourly				
9281	VILLAVAZO, LELAND	AIR QUALITY SPECIALIST	AIR/NOISE	140
Climate Action Planning				
9121	PEREZ, ANGELICA	ASSISTANT CLIMATE CHANGE ANALYST	CLIMATE ACTION PLANNING	90
Cultural Resources				
9226	COLLISON, KERRIE	ASSOCIATE	CULTURAL RESOURCES	145
8049	GOODWIN, RIORDAN	SENIOR CULTURAL RESOURCES MANAGER	CULTURAL RESOURCES	145
9456	HIBMA, MICHAEL	ASSOCIATE	CULTURAL RESOURCES	135
9827	McCANN, AARON	CULTURAL RESOURCES ANALYST	CULTURAL RESOURCES	105
8305	SAMPLE, LLOYD	PRINCIPAL	CULTURAL RESOURCES	245
8325	STRUDWICK, IVAN	ASSOCIATE	CULTURAL RESOURCES	185
9560	TIBBET, CASEY	ASSOCIATE	CULTURAL RESOURCES	165
Cultural Resources Hourly				
9024	ARELLANO, FRANCISCO	CULTURAL RESOURCES ANALYST	CULTURAL RESOURCES	95
6858	FANNING, LENNON	ARCHAEOLOGIST	CULTURAL RESOURCES	95
9172	HECK, EUGENE	ARCHITECTURAL HISTORIAN/CULT. RES. MGR.	CULTURAL RESOURCES	125
9973	KELLEY, JOHN	SENIOR CULTURAL RESOURCES MANAGER	CULTURAL RESOURCES	115
6892	KOLAR, KENDRA	CULTURAL RESOURCES ANALYST	CULTURAL RESOURCES	85
6893	LECHNER, DENNIS	FIELD PHOTOGRAPHER	CULTURAL RESOURCES	85
9694	McLEAN, RODERIC	ASSOCIATE	CULTURAL RESOURCES	185
9265	MORGAN, CHRISTOPHER	ARCHAEOLOGIST	CULTURAL RESOURCES	110
Paleontology				
9754	BENNETT, CARLTON	FIELD CREW	PALEONTOLOGICAL RESOURCES	90
6917	BIEWER, JACOB	PALEONTOLOGIST	PALEONTOLOGICAL RESOURCES	100
9220	RIEBOLDT, SARAH	ASSOCIATE	PALEONTOLOGICAL RESOURCES	190
Paleontology Hourly				
9117	ALMS, PAUL	PALEONTOLOGIST	PALEONTOLOGICAL RESOURCES	90
6922	CHEBUL, EMILY	PALEONTOLOGIST	PALEONTOLOGICAL RESOURCES	85
EIR/Planning				
9246	BENSLEY, RYAN	ASSOCIATE	EIR/PLANNING	240
9175	CARLUCCI, CARA	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	155
8925	DAVIS, ASHLEY	PRINCIPAL	EIR/PLANNING	275
9206	DURGEN, AMANDA	ASSOCIATE	EIR/PLANNING	180
6898	ESTORES. JAZMIN	ENVIRONMENTAL PLANNER	EIR/PLANNING	120
9458	FRAKES, LAUREL	ASSOCIATE	EIR/PLANNING	180
6861	GHARIBIAN, TAMAR	ASSISTANT ENVIRONMENTAL PLANNER	EIR/PLANNING	110
9124	GLENTIS, DIONISIOS	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	155
9223	GRAHAM, CHRIS	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	145
6857	GRANDA BUSTAMANTE, NATHALY	ASSISTANT ENVIRONMENTAL PLANNER	EIR/PLANNING	100
6842	GROSS, DAKOTA	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	150
9815	GUILER, SHANNA	ASSOCIATE	EIR/PLANNING	175
6860	GURRERA, GIANA	ASSISTANT ENVIRONMENTAL PLANNER	EIR/PLANNING	105
9979	HARRIS, JAYNA	ASSOCIATE	EIR/PLANNING	215
9385	HEMING, EDWARD	ASSOCIATE	EIR/PLANNING	180
9108	HUGHES, KATHERINE	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	125

LSA BILLING RATES				
Names, Titles, Department and Billing Rates				
Period 1 (June 2022)				
	Name	Title	Department	Billing Rate
9102	JOHNSON, AMANDA	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	200
6836	KWON, WILLIAM	ASSISTANT ENVIRONMENTAL PLANNER	EIR/PLANNING	105
6839	LOPEZ, ANTONIO "TONY"	ENVIRONMENTAL PLANNER	EIR/PLANNING	120
6846	MANHEIM, ASHLEY	ENVIRONMENTAL PLANNER	EIR/PLANNING	115
6840	NGUYENDO, KEVIN	ENVIRONMENTAL PLANNER	EIR/PLANNING	110
8855	PRACILIO, DEBORAH	PRINCIPAL	EIR/PLANNING	275
9663	READING, PAMELA	PRINCIPAL	EIR/PLANNING	235
6986	SIMPSON, KYLE	ASSOCIATE	EIR/PLANNING	190
6848	VURBEFF, SCOTT	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	185
9610	WALLACE, THERESA	PRINCIPAL	EIR/PLANNING	250
9596	WILSON, GRANT	PRINCIPAL	EIR/PLANNING	220
9083	WIMMER, TREVOR	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	145
8189	WINTER, CARL	ASSOCIATE	EIR/PLANNING	205
9069	WISWELL, MATTHEW	SENIOR PLANNER	EIR/PLANNING	135
EIR/Planning Hourly				
9071	AHN, SUSAN	SENIOR ENVIRONMENTAL PLANNER	EIR/PLANNING	150
9803	BEAZLEY, ADRIANNE	ASSOCIATE	EIR/PLANNING	185
8242	CALVERT-HAYES, LYNN	PRINCIPAL	EIR/PLANNING	225
6838	DAVIS, COURTNEY	ENVIRONMENTAL PLANNER	EIR/PLANNING	115
6915	KRATZKE, ROBERT	ASSISTANT ENVIRONMENTAL PLANNER	EIR/PLANNING	110
6942	MILLER, ELISE	ENVIRONMENTAL PLANNER	EIR/PLANNING	105
GIS				
9447	CANTERBURY, MEREDITH	SENIOR GIS SPECIALIST	GIS	160
9777	GALLAUGHER, GREGORY	ASSOCIATE	GIS	155
8176	LINDER, PATTY	ASSOCIATE	GIS	130
9778	PHILLIPS, MATT	GRAPHICS TECHNICIAN	GIS	150
9628	ROOS, JUSTIN	ASSOCIATE/GIS MANAGER	GIS	210
6863	THOMAS, JASON	ASSISTANT GRAPHICS DESIGNER	GIS	100
6851	TORPEY, HOLLY	SR. GIS SPECIALIST/PROGRAMMER	GIS	170
GIS Hourly				
8992	DOW, GARY	ASSOCIATE	GIS	150
Natural Resources				
6877	BRESSLER, SAMUEL	ASSISTANT BIOLOGIST	NATURAL RESOURCES	125
6875	CARPENTER, ZACHARY	ASSISTANT BIOLOGIST	NATURAL RESOURCES	110
6883	CERVANTES, CARLA	ASSISTANT BIOLOGIST	NATURAL RESOURCES	105
9171	DENGLER-GERMAIN, BETHANY	BIOLOGIST	NATURAL RESOURCES	120
8402	DOBBERTEEN, ROSS	PRINCIPAL	NATURAL RESOURCES	245
9697	FOREMAN, JEREMY	BIOLOGIST	NATURAL RESOURCES	120
9116	GOULD, BO	ASSOCIATE	NATURAL RESOURCES	180
8328	HARRISON, JIM	SENIOR BIOLOGIST	NATURAL RESOURCES	145
8371	KO, JOHN	ASSOCIATE	NATURAL RESOURCES	230
8993	KOHLMANN, STEVE	ASSOCIATE	NATURAL RESOURCES	165
8202	KRIEG, ERIC	ASSOCIATE	NATURAL RESOURCES	190
9137	KUNNA, JOHN	SENIOR BIOLOGIST	NATURAL RESOURCES	160
9876	LICHTWARDT, ERIC	ASSOCIATE	NATURAL RESOURCES	165
6928	LIEUW, JESSICA	BIOLOGIST	NATURAL RESOURCES	135
6906	McDONALD, KELLY	BIOLOGIST	NATURAL RESOURCES	125
6974	MONTELEONE, HEATHER	BIOLOGIST	NATURAL RESOURCES	125
9389	MORALES, JAIME	ASSOCIATE	NATURAL RESOURCES	170
8430	MUTH, DAVID	ASSOCIATE	NATURAL RESOURCES	160
6855	NEWBY, EVA	ASSISTANT BIOLOGIST	NATURAL RESOURCES	105
6951	NICHOLES, MICHELLE	ASSISTANT BIOLOGIST	NATURAL RESOURCES	105
9578	NURMELA, KRISTIN	ASSOCIATE	NATURAL RESOURCES	170

LSA BILLING RATES				
Names, Titles, Department and Billing Rates				
Period 1 (June 2022)				
	Name	Title	Department	Billing Rate
9247	RODRIGUEZ, LONNIE	ASSOCIATE	NATURAL RESOURCES	165
6930	ROSENTHAL, JEREMY	BIOLOGIST	NATURAL RESOURCES	135
9274	ROTH, JENNIFER	ASSOCIATE	NATURAL RESOURCES	145
6984	SCHMIDT, ALYSON	BIOLOGIST	NATURAL RESOURCES	125
8037	SELNA, BLAKE	PRINCIPAL	NATURAL RESOURCES	300
9985	SIDLE, DANIEL	ASSOCIATE	NATURAL RESOURCES	170
8086	SIMONE, LEO	ASSOCIATE	NATURAL RESOURCES	175
8098	SPENCER, STANLEY	ASSOCIATE	NATURAL RESOURCES	145
9809	TRUEBLOOD, MICHAEL	SENIOR BIOLOGIST	NATURAL RESOURCES	145
6852	VAN OOSTEN, CHRISTINA	SENIOR BIOLOGIST	NATURAL RESOURCES	150
9019	VAN ZUUK, ANNA	BIOLOGIST	NATURAL RESOURCES	125
6874	VILLANUEVA, RYAN	SENIOR BIOLOGIST	NATURAL RESOURCES	165
8210	WOODARD, DENISE	ASSOCIATE	NATURAL RESOURCES	160
8140	ZANTZINGER, GRETCHEN	ASSOCIATE	NATURAL RESOURCES	150
Natural Resources Hourly				
9994	BOURIL, CHARLES (CHIP)	SENIOR SOIL SCIENTIST	NATURAL RESOURCES	125
9593	CARPENTER, JILL	SENIOR BIOLOGIST	NATURAL RESOURCES	165
9634	CATALINI, TODD	BIOLOGIST	NATURAL RESOURCES	125
9510	COCHRANE, STEVEN	BIOLOGIST	NATURAL RESOURCES	115
8058	DAVIS, WENDY	ASSOCIATE	NATURAL RESOURCES	165
8523	ERICKSON, RICHARD	ASSOCIATE	NATURAL RESOURCES	190
8192	FOREMAN, STEVE	PRINCIPAL	NATURAL RESOURCES	255
8709	HOMRIGHAUSEN, ART	PRINCIPAL	NATURAL RESOURCES	260
8614	LOHMANN, SEAN	ASSOCIATE	NATURAL RESOURCES	150
9391	LOUWSMA, SARA	SENIOR BIOLOGIST	NATURAL RESOURCES	145
6856	LUNG, JULIA	ASSISTANT BIOLOGIST	NATURAL RESOURCES	95
8185	MOLNAR, GEORGE	PRINCIPAL	NATURAL RESOURCES	215
6854	SPENO, BRAD	FIELD BIOLOGIST	NATURAL RESOURCES	100
8970	SPROUL, MALCOLM	PRINCIPAL	NATURAL RESOURCES	260
6914	STARZYNSKI, NATHAN	FIELD BIOLOGIST	NATURAL RESOURCES	105
9829	WESTLIE, KATHY	PROJECT ASSISTANT	NATURAL RESOURCES	120
Transportation				
9623	ARIZABAL, DEAN	PRINCIPAL	TRANSPORTATION	210
9489	BLACK, ARTHUR	PRINCIPAL	TRANSPORTATION	210
6843	CAMPUZANO, OMAR	ASST. TRANSP. PLANNER/ENGINEER	TRANSPORTATION	95
6844	CERVANTES, KIMBERLY	ASST. TRANSP. PLANNER/ENGINEER	TRANSPORTATION	95
6935	DELPARASTARAN, SHIVA	TRANSPORTATION ENGINEER	TRANSPORTATION	165
6995	MAJUMDER, DEEPNATH	SENIOR TRANSPORTATION PLANNER	TRANSPORTATION	140
9551	MUKHERJEE, AMBARISH	PRINCIPAL	TRANSPORTATION	235
6850	POON, SIMON	ASST. TRANSP. PLANNER/ENGINEER	TRANSPORTATION	110
9119	SINHA, DEBMALYA	SENIOR TRANSPORTATION PLANNER	TRANSPORTATION	140
9101	TAN, KENNETH	SENIOR TRANSPORTATION ENGINEER	TRANSPORTATION	145
8264	WILHELM, KEN	PRINCIPAL	TRANSPORTATION	260
Transportation Hourly				
8918	CARD, LES	PRINCIPAL	TRANSPORTATION	400
9670	PALAKURTHY, RAVIKUMAR	SENIOR TRANSPORTATION ENGINEER	TRANSPORTATION	185
Corporate				
9063	ACCILIEEN, JENNIFER	PAYROLL ADMINISTRATOR	FINANCE	105
6894	ADAMS, SARAH	BILLING SUPERVISOR	FINANCE	125
6870	ARORA, TARUNA	SR. PROPOSAL COORDINATOR	MARKETING	-
6925	BASTIAN, LISA	SENIOR DELTEK ADMINISTRATOR	NET ADMIN	90
6873	BLACK, KATHRYN	SR. CONTRACTS ADMINISTRATOR	MARKETING	-
9449	BOSELER, JENNETTE	ASSOCIATE/SECTION 508 COMPLIANCE SPECIALIST	CORPORATE	115

LSA BILLING RATES				
Names, Titles, Department and Billing Rates				
Period 1 (June 2022)				
	Name	Title	Department	Billing Rate
6853	BRITO, DANIEL	PROPOSAL COORDINATOR	MARKETING	-
9030	BYBEE, LYNDA	ASSOCIATE	MARKETING	185
6886	CARY, JUSTIN	CONTROLLER	FINANCE	216
6931	CLIFFORD, LAUREN	MARKETING COORDINATOR	MARKETING	90
8874	DOUGLAS, MICHELE	PRINCIPAL/DIRECTOR OF HR	HR	145
9897	DU, GERRY	ASSOCIATE	NET ADMIN	100
6901	EILENBERG, SHIRA	SR. MARKETING & BUSINESS DEVELOPMENT DIRECTOR	MARKETING	-
9609	FISCHER, AMY	EXECUTIVE VICE PRESIDENT	CORPORATE	240
9441	FREY, NATALIE	ASSOCIATE	CORPORATE	125
6899	GOLUS, CHRISTINE	PROPOSAL COORDINATOR	MARKETING	110
9113	HENSLEY, DEBORAH	TECHNICAL EDITOR	CORPORATE	110
9492	INLOES, BEVERLY	ASSOCIATE	CORPORATE	125
9301	JOHNSON, LAUREN	TECHNICAL EDITOR	CORPORATE	105
6896	KULASXA, CALEB	PROJECT ACCOUNTANT	FINANCE	100
9230	LI, NANCY	ACCOUNTING LIAISON	SUPPORT - ADMIN	110
9200	LONGSHORE, TONY	NETWORK ADMINISTRATOR	NET ADMIN	100
9539	MARTINEZ, AMEARA	OFFICE MANAGER	SUPPORT - OFFICE MGMT	110
9034	MELLO, MICHAEL	TECHNICAL EDITOR	CORPORATE	100
9044	MOORE, LELA	ACCOUNTS PAYABLE SPECIALIST	FINANCE	100
6869	PATEL, ASHISH	SR. DIRECTOR OF DATA AND TECHNOLOGY	NET ADMIN	-
9415	PAULEY, KEN	ASSOCIATE/NETWORK ADMINISTRATOR	NET ADMIN	100
8961	PETROS, TONY	PRESIDENT/COO	CORPORATE	285
9487	POWERS, STEPHANIE	WORD PROCESSOR	CORPORATE	100
6885	PREBIL, SHANNON	AR SPECIALIST	FINANCE	80
6903	PUTREN, DANIEL	PROJECT ACCOUNTANT	FINANCE	100
9482	REMMEL, ADAM	HR ADMINISTRATOR	HR	90
9640	ROJAS, IRMA	ADMINISTRATIVE ASSISTANT	SUPPORT - ADMIN	80
6887	SARETSKY, HEATHER	SENIOR MARKETING MANAGER	MARKETING	151
9756	SELLERS, LORI	ASSOCIATE/OFFICE MANAGER	SUPPORT - OFFICE MGMT	115
6963	STARR, JAIMI	ADMINISTRATIVE ASSISTANT	SUPPORT - ADMIN	80
8015	STOICA, CORINA	ASSOCIATE/SR HR ADMINISTRATOR	HR	75
6847	STRAIT, NICHOLAS (NICK)	PROPOSAL COORDINATOR	MARKETING	-
6966	TORRES, ALEXIS	PROJECT ACCOUNTANT	FINANCE	105
8249	TROTТА, MICHAEL	CEO	CORPORATE	315
9045	VAN DAM, KRISTINA	PROJECT ACCOUNTANT	FINANCE	100
9448	VIRGIL, CHANTIK	SENIOR WORD PROCESSOR	CORPORATE	105
6845	WEST, SYLVIA	SR. BUSINESS DEVELOPMENT COORDINATOR	MARKETING	-
6911	WILLIAMS, KEVIN	PROJECT ACCOUNTANT	FINANCE	100
9779	WINTSCH, SHERRY	ASSOCIATE	SUPPORT - OFFICE MGMT	115
	** Changes			