

**Vina Grant Components 3 and 4 - Geosyntec**

This Contract, dated as of the last date executed by the Vina Groundwater Sustainability Agency is between the Vina Groundwater Sustainability Agency, formed under a Joint Exercise of Powers Agreement, hereinafter referred to as "GSA", and the professional service contractor indicated in the variable information table below, hereinafter referred to as "CONTRACTOR."

VARIABLE INFORMATION TABLE					
Term of This Contract					
Term Begins			Term Completion Date		
On Following Date	Upon Execution		On Following Date	April 15, 2026	
Member Agency Lead		Butte County			
Basis of Price (Do Not <input type="checkbox"/> More Than One of the Following Four Blocks)					
Price \$	Fixed Price	Annual Price	Monthly Price	<input checked="" type="checkbox"/> Hourly Rate	
Not-to-Exceed Price	\$1,037,000	<input checked="" type="checkbox"/> if Reasonable Expenses are authorized in addition to Hourly Rate			
CONTRACTOR Contact Information			GSA Contact Information		
CONTRACTOR	Geosyntec Consultants, Inc. Joseph Turner		Project Manager	Christina Buck	
Address	3043 Gold Canal Drive, Suite 100		Address	308 Nelson Ave.	
City, State & ZIP	Rancho Cordova, CA 95670		City, State & ZIP	Oroville, CA 95926	
Telephone	916.637.8351		Telephone	530-552-3593	
Email	JTurner@geosyntec.com		Email	cbuck@buttecounty.net	

**WHEREAS**, GSA, through the GSA Member Agency identified above, desires to have work described in the Attachment III - Scope of Work performed; and

**WHEREAS**, CONTRACTOR possesses the necessary qualifications to perform the work described herein;

**NOW THEREFORE BE IT AGREED** between the parties to this Contract that this Contract is subject to the provisions contained in the following attachments, which are made a part of this Contract. Should there be any conflicts between this Contract and the attachments that are incorporated herein precedence shall first be given to the provisions of this Contract followed by the attachments, in descending order, as indicated below:

- Attachment I – Terms and Conditions (including Exhibit "A")
- Attachment II – Insurance Requirements for Professional Services Contract
- Attachment VI – Professional Credentials
- Attachment III – Scope of Work

By signature below, the GSA Program Manager, or their designee, certifies that no unauthorized alterations have been made to the Attachment I – "Terms and Conditions" and/or the Attachment II – "Insurance Requirements for Professional Services Contract."


Dillon Haney  
Typed or Printed Name


  
Signature

3/13/24  
Date



This Contract and the above listed Attachments represent the entire undertaking between the parties.

**GSA**  
By  3/19/24  
Evan Tuchinsky Date  
Chair, Vina Groundwater Sustainability Agency

**CONTRACTOR**  
 3/8/24  
Amer Hussain, PE, Senior Date  
Principle Engineer  
Geosyntec Consulting Engineers

REVIEWED FOR CONTRACT POLICY COMPLIANCE  
Kamie Loeser  
Management Committee Representative

APPROVED AS TO FORM  
Valerie Kincaid  
GSA Legal Counsel

By 

By \_\_\_\_\_







**ATTACHMENT I  
TERMS AND CONDITIONS**

1. **Scope of Work.** The work to be undertaken is identified in the attached "Attachment III – Scope of Work" which is made a part of this Contract.
2. **Reimbursement.** The work shall be performed for the Fixed price, Annual price, Monthly price or Hourly rate as indicated above in the variable information table, but shall not exceed the Not-to-Exceed Price if included in the variable information table. Reasonable expenses if authorized and specified in addition to the Hourly Rate if both the Hourly Rate block and the block authorizing Reasonable Expenses are checked in the variable information table. Payment shall be made after the Project Manager or designee reviews and approves the work and after submittal of an invoice by the CONTRACTOR. Expenses and or materials if stipulated shall be paid only upon prior approval and with receipts and only after review and authorization by the Project Manager.
3. **GSA Project Manager.** The GSA Project Manager or designee for this undertaking who will receive payment invoices and answer questions related to the coordination of this undertaking is identified above in the variable information table.
4. **Independent Contractor.** CONTRACTOR is an independent contractor, working under his/her own supervision and direction and is not a representative or employee of GSA nor is the CONTRACTOR a partner or in any way directly affiliated with the GSA. CONTRACTOR agrees to file tax returns, report compensation and pay all applicable taxes on amounts paid pursuant to this Contract.
5. **Ownership.** The GSA retains the exclusive right of ownership to the work, products, inventions and confidential information produced for the GSA by the CONTRACTOR, and the CONTRACTOR shall not disclose any information, whether developed by the CONTRACTOR or given to the CONTRACTOR by the GSA. The parties agree that the GSA will own the work, products, inventions or information produced by the CONTRACTOR pursuant to this Contract.
6. **Confidentiality.** The CONTRACTOR shall comply as follows and in accordance with the required performance of this contract:
  - a. All applications, records, data or any information concerning any individual made or kept by any public office, officer or department obtained by the CONTRACTOR in the performance of duties or as a consequence of performing said duties, shall be the confidential property of the GSA and shall not be communicated, transmitted, reproduced or in any other way conveyed to any person not directly a party to this contract, its terms and conditions in accordance with all applicable laws and regulations including but not limited to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and any implications thereof including destruction of records or data as appropriate under compliance criteria.
  - b. No person will publish or disclose or permit or cause to be published or disclosed any data, facts, figures, list of persons or any other form of information obtained by the CONTRACTOR in the performance of duties or as a consequence of performing said duties. No person shall publish, disclose, or use or permit, or cause to be published, disclosed or used any confidential information pertaining to any individual or group of individuals obtained by the CONTRACTOR in the performance of duties or as a consequence of performing said duties.
  - c. CONTRACTOR agrees to inform all employees, agents, associates and partners on the above provisions and that any person knowingly and intentionally violating the provisions of this clause is guilty of a misdemeanor. CONTRACTOR shall bear equal responsibility for any violation of the provisions of this paragraph.
  - d. CONTRACTOR agrees and understands that if confidential information concerning any individual made or kept by any public office, officer or department is obtained by the

CONTRACTOR and included on any memory device that may be housed in a computer, or other device (such as a "PDA") may become subject to Federal HIPAA requirements and/or any state or local regulations that apply which could result in surrender of the hard drive, sanitization or the destruction thereof in accordance with Department of Defense (DoD) 5220.22-M standard and/or industry standards current to time of the release of the equipment which ever represents the greatest level of (permanent) information destruction. At the very least, at the end of this contract, CONTRACTOR may be required to stipulate to the fact that no such files exist.

7. **Termination**. This Contract may be terminated by either the GSA or CONTRACTOR by a thirty day written notice. Authorized costs incurred by the CONTRACTOR will be reimbursed up to the date of termination. Notwithstanding anything stated to the contrary herein, this Contract shall expire on the Completion Date indicated in the above Variable Information Table unless the Completion Date is modified by written amendment to this Contract.
8. **Indemnification**. CONTRACTOR agrees to accept responsibility for loss or damage to any person or entity, and to defend, indemnify, hold harmless and release the GSA, its officers, agents and employees from and against any and all actions, claims, damages, disabilities or expenses that may be asserted by any person or entity, including CONTRACTOR, to the extent caused by the negligent acts or omissions or willful misconduct in the performance by CONTRACTOR hereunder, whether or not there is concurrent negligence on the part of the GSA, but excluding liability due to the active negligence or willful misconduct of the GSA. This indemnification obligation is not limited in any way by any limitation on the amount or type of damages or compensation payable to or for CONTRACTOR or its agents under worker's compensation acts, disability benefit acts, or other employee benefits acts. CONTRACTOR shall be liable to GSA for any loss of or damage to GSA property arising out of or in connection with CONTRACTOR's negligence or willful misconduct.
9. **Right to Monitor/Audit and Associated Liability**. It being understood by the parties hereto that the GSA's funding source herein may be GSA, State and/or Federal appropriation, and therefore CONTRACTOR is responsible for administering the program as described herein, CONTRACTOR agrees to accept responsibility for receiving, replying to and/or complying with an any audit of this project which may be deemed appropriate or required in compliance with GSA, State or Federal mandates and to reimburse the GSA for any liability upon the GSA for any discrepancy resultant from said audit exceptions or for any liability that result from a breach of contract, misrepresentation or inaccuracy.
10. **Record Retention and Availability**. CONTRACTOR shall maintain and preserve all records related to this agreement in its possession (or will assure the maintenance of such records in the possession of any third party performing work related to this agreement) for a minimum period of three (3) years from the effective date of this agreement, or until all State and/or Federal audits are complete, whichever is later. Upon request, CONTRACTOR shall make available copies of these records to GSA, State or Federal Governments' personnel, including but not limited to the State Auditor General. In the event that this contract is related to a FEMA grant record retention shall be three years from the date of the Grant Close-out letter.
11. **Insurance Requirements**. CONTRACTOR shall procure and maintain for the duration of this Contract, insurance against claims for injuries to persons or damages to property which may arise from, or be in connection with the performance of the Work hereunder by CONTRACTOR, CONTRACTOR's agents, representatives, employees and subcontractors. At the very least, CONTRACTOR shall maintain the insurance coverage, limits of coverage, and other insurance requirements as described in Attachment II to this Contract.
12. **Changes to the Contract**. Changes to this Contract may only be approved by written amendment to this Contract. No alteration or variation of any term or condition of this agreement shall be valid unless made in writing, signed by the parties hereto in accordance with GSA Policies and Procedures. No oral understanding or agreement not incorporated as a duly authorized written amendment shall be binding on any of the parties hereto.



13. **Representations and Warranties.** CONTRACTOR by execution represents the skill, knowledge, proficiency and expertise to perform as herein stipulated and warrants that the credentials presented herein Attachment VI are authentic, current and duly granted.
14. **Contractor's Standard of Care.** GSA has relied upon the professional ability, experience, and credentials presented and represented by the CONTRACTOR as a material inducement to enter into this Contract. CONTRACTOR hereby warrants that all of CONTRACTOR's work will be performed in accordance with generally accepted and applicable professional practices and standards as well as the requirements of applicable Federal, State and local laws, it being understood that acceptance of CONTRACTOR's work by GSA shall not operate as a waiver or release. Where applicable, the CONTRACTOR shall maintain the appropriate certification(s), license(s) or accreditation(s) through the life of this contract, as submitted and stipulated herein Attachment VI and make them available for audit upon request by the GSA.
15. **Termination for Exceeding Maximum Level of Expenditures.** Contracts exceeding the monetary limits delegated to the Purchasing Agent, or authorized deputies, are not valid unless duly executed by the Chair of the Board of Directors. If this Contract was executed for the GSA by the Purchasing Agent, or authorized deputy, this Contract shall automatically terminate on the date that the provision of services or personal property or incurring of expenses, the cumulative total of which, exceeds the amount prescribed by Government Code Section 25502.5 for personal services contracts or the amount prescribed by Public Contract Code Section 22032 (b) for public works contracts.
16. **Termination for Exceeding Maximum Term.** Contracts exceeding the five year term delegated to the Purchasing Agent, or authorized deputies, are not valid unless duly executed by the Chair of the Board of Directors. If this Contract was executed for the GSA by the Purchasing Agent, or authorized deputy, this Contract shall automatically terminate on the date that the term exceeds five years. Amendments to this Contract, or new Contracts for essentially the same purpose, shall not be valid beyond the five year limitation unless duly executed by the Chair of the Board of Directors.
17. **Compliance with Laws.** CONTRACTOR shall comply with all Federal, State and local laws, rules and regulations including, without limitation, and not limited to any nondiscrimination laws. Specifically, the CONTRACTOR by executing this agreement stipulates and certifies that as an individual or as an entity, complies in good faith as well as all actions the following regulatory requirements at least but not limited to:
- a. Non-discrimination with regard to minority, women, and disabled veteran-owned business enterprises; hiring practices on the basis of race, color or national origin, gender, handicaps or age.
  - b. Environmental protection legislation and in particular regarding clean air and water, endangered species, handling or toxic substances and the public right to know.
  - c. Drug Free workplace, Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act and Public Health Service Act
  - d. National Labor Relations Board Public Contract Code 10296.
  - e. Domestic Partners – Public Contract Code 10295.3.
  - f. ADA 1990 42 USC 12101 et seq.
18. **Applicable Law and Forum.** This Contract shall be construed and interpreted according to California law and any action to enforce the terms of this Contract for the breach thereof shall be brought and tried in the Superior Court of the County of Butte.
19. **Contractor Performance and the Breach Thereof.** The GSA may terminate this agreement and is relieved of the payment of any consideration to CONTRACTOR should CONTRACTOR fail to perform the covenants herein contained at the time and in the manner herein provided. CONTRACTOR shall be notified in a timely manner of default and provided 30 days in which to remedy the default. If at the end of the 30 days, if remedy is not made or does not satisfy the default, the GSA shall notify the CONTRACTOR of the breach and thereby the termination of this contract. In the event of such termination, the GSA may proceed with the work in any manner deemed proper by the GSA. The cost to the GSA shall be deducted from any sum due the CONTRACTOR under this agreement and the balance, if any, shall be retained by the GSA.

20. **Contradictions in Terms and Conditions.** In the event of any contradictions in the terms and/or conditions of this Contract, these Attachment I TERMS AND CONDITIONS shall prevail.
21. **No Delegation Or Assignment.** Provider shall not delegate, transfer or assign its duties or rights under this Agreement, either in whole or in part, directly or indirectly, by acquisition, asset sale, merger, change of control, operation of law or otherwise, without the prior written consent of GSA and any prohibited delegation or assignment shall render the contract in breach. Upon consent to any delegation, transfer or assignment, the parties will enter into an amendment to reflect the transfer and successor to CONTRACTOR. GSA will not be obligated to make payment under the Agreement until such time that the amendment is entered into.
22. **Conflict of Interest.** CONTRACTOR and CONTRACTOR'S employees shall have no interest, direct or indirect, which will conflict in any manner or degree with the performance of services required under this contract.
  - a. This contract is entered into by GSA upon the express representation that CONTRACTOR has no other contracts in effect with GSA except as described on Exhibit "A" hereto attached. Exhibit "A" is hereby made part of this contract by its reference herewith and hereby subjugated to these General Terms and Conditions (Attachment I).
  - b. CONTRACTOR stipulates by execution of this contract that they have no business or other interest that provides any conflict with the interest of the GSA in the matters of this agreement. CONTRACTOR recognizes that it is a breach of ethics to not disclose any interest that may be a conflict to the GSA for the advice of Vina GSA Legal Counsel on the matter prior to executing this contract.
23. **Canon of Ethics.** CONTRACTOR by execution of this contract agrees to act in the best interest of and on behalf of the GSA and its constituents in all matters, honest, fair, prudent and diligent as dictated by reasonable standards of conduct for their profession.
24. **Severability.** The terms and conditions of this contract shall remain in force and effect as a whole separate from and even if any part hereof the agreement is deemed to be invalidated.
25. **No Implied Waiver.** In the event that The GSA at any point ignores or allows the CONTRACTOR to break an obligation under the agreement, it does not mean that GSA waives its future rights to require the CONTRACTOR to fulfill those obligations.
26. **Entirety of Agreement.** This contract inclusive of all Attachments herein is stipulated and made part of the contract constitutes the entire agreement between these parties.

**EXHIBIT "A"**

**Acknowledgement of OTHER GSA Contracts**

List any and all contracts that you have with GSA or Member Agencies. If none, you must stipulate "none."  
This cannot be left blank or omitted from the contract.

None.

**ATTACHMENT II  
INSURANCE REQUIREMENTS FOR PROFESSIONAL SERVICES**

**\*Please provide a copy of Attachment II to your insurance agent.**

**Contractor shall procure and maintain for the duration of this contract, insurance against claims for injuries to persons or damages to property that may arise from or be in connection with the performance of the work hereunder by Contractor, Contractor's agents, representatives, employees and subcontractors. Before the commencement of work Contractor shall submit Certificates of Insurance and Endorsements evidencing that Contractor has obtained the following forms of coverage:**

**A. MINIMUM SCOPE AND LIMITS OF INSURANCE - Coverage shall be at least as broad as:**

- 1) Commercial General Liability (CGL):** Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **\$1,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.
- 2) Automobile Liability:** ISO's Commercial Automobile Liability coverage form CA 00 01.
  1. Commercial Automobile Liability: Covering any auto (Code 1) for corporate/business owned vehicles, or if Contractor has no owned autos, covering hired (Code 8) and non-owned autos (Code 9), with limits no less than \$1,000,000 per accident for bodily injury and property damage.
  2. Personal Lines automobile insurance shall apply if vehicles are individually owned, with limits no less than \$100,000 per person, \$300,000 each accident, \$50,000 property damage.
- 3) Workers' Compensation Insurance:** As required by the State of California with Statutory Limits and Employer's Liability Insurance with limits of no less than **\$1,000,000** per accident for bodily injury and disease. *(Not required if Contractor provides written verification he or she has no employees.)*
- 4) Professional Liability (Errors and Omissions):** Insurance appropriate to Contractor's profession, with limits no less than **\$1,000,000** per occurrence or claim, **\$1,000,000** aggregate.

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

**B. OTHER INSURANCE PROVISIONS - The insurance policies are to contain, or be endorsed to contain, the following provisions:**

- 1)** The GSA, its officers, officials, employees and volunteers are to be covered as additional insureds on the CGL and Commercial Auto policies with respect to liability arising out of work or operations performed by or at the direction of the Contractor, including materials, parts or equipment furnished in connection with such work or operations. General Liability coverage can be provided in the form of an endorsement to Contractor's insurance (at least as broad as ISO Form CG 20 10 11 85 or both CG 20 10, CG 20 26, CG 20 33, or CG 20 38 and CG 20 37 forms if later revisions used).
- 2)** For any claims related to this contract, Contractors insurance coverage shall be primary insurance coverage at least as broad as ISO Form CG 20 01 04 13 as respects the GSA, its officers, officials, employees and volunteers. Any insurance or self-insurance maintained by the GSA, its officers, officials, employees and volunteers shall be excess of Contractors insurance and shall not contribute with it.

- 3) Each insurance policy required above shall state that coverage shall not be canceled, except with notice to the GSA.

**C. WAIVER OF SUBROGATION:** Contractor hereby grants to GSA a waiver of any right to subrogation which any insurer of said Contractor may acquire against the GSA by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the GSA has received a waiver of subrogation endorsement from the insurer.

The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the GSA for all work performed by the Contractor, its employees, agents and subcontractors.

**D. SELF-INSURED RETENTIONS:** Self-insured retentions must be declared to and approved by the GSA. The GSA may require Contractor to purchase coverage with a lower retention or 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 GSA.

**E. ACCEPTABILITY OF INSURERS:** Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the GSA.

**F. VERIFICATION OF COVERAGE:** Contractor shall furnish GSA with original certificates of insurance including all required amendatory endorsements (or copies of the applicable policy language affecting coverage required by this clause) and a copy of the Declarations and Endorsement Page of the CGL policy listing all policy endorsements before work begins. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. The GSA reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

**G. SPECIAL RISKS OR CIRCUMSTANCES:** GSA reserves the right to modify these requirements including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

**H. SUBCONTRACTORS:** Contractor shall include all subcontractors as insured under its policies or require all subcontractors to be insured under their own policies. If subcontractors are insured under their own policies, they shall be subject to all the requirements stated herein, including providing the GSA certificates of insurance and endorsements before beginning work under this contract.

**I. CLAIMS MADE POLICIES:** If any of the required policies provide coverage on a claims-made basis:

- 1) The Retroactive Date must be shown, and must be before the date of the contract or the beginning of contract work.
- 2) Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the contract of work.
- 3) If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a Retroactive Date prior to the contract effective date, the Contractor must purchase "extended reporting" coverage for a minimum of five (5) years after completion of contract work.
- 4) A copy of the claims reporting requirements must be submitted to the GSA for review.

**ATTACHMENT VI  
PROFESSIONAL CREDENTIALS**

The CONTRACTOR herein presents the required and essential credentials for performance of this contract and warrants them to be authentic, current and duly granted.

Joseph Turner - Licensed Hydrogeologist (CHg #454); Geologist – (PG #5125)

Amer Hussain – Civil Engineer (PE #57343)

David Jaffe – Civil Engineer (PE #68321)

Joel Kimmelshue – Certified Professional Soil Scientist (CPSS - #18204)

Adriana Delucchi - Certified Agricultural Irrigation Specialist (CAIS) and Certified Crop Advisor (CCA #490209) with Nitrogen Management Certification

Joel Crowther - Certified Crop Advisor (CCA #344924)

### ATTACHMENT III Scope of Work

Unless indicated otherwise herein, the CONTRACTOR shall furnish all labor, materials, transportation, supervision and management and pay all taxes required to complete the project described below:

At 90 days prior to the end of the contract term an assessment may be made of the value of the professional services herein delineated and thus far received. At the conclusion of the assessment, it may be determined that the CONTRACTOR owes certain fulfillment and/or deliverables for which the remaining payments may be withheld up to 20% of the contract. The assessment may determine that there is additional work to be amended to this scope of work. In the event of an amendment, the CONTRACTOR shall be notified and the amendment submitted and duly authorized in accordance with GSA Policy and Procedure. Otherwise, pertaining to this contract's scope of work it is the CONTRACTOR's responsibility to remain within the term and amount of the contract. If the terms and/or conditions of this contract including the amounts, rates, time and/or duration are exceeded in any way without fully executed amendment, the CONTRACTOR may not be reimbursed.

Duties and obligations of the CONTRACTOR:

#### Contractor Tasks:

### **Component 3: Demand Reduction Strategies in the Vina Subbasin**

#### **C3.1 Project Management**

The Consultant shall work with the GSA to resolve project scope, schedule or budget changes by focusing on the issue, defining any points of disagreement to discover common ground, potential alternatives, and resolution. The Consultant shall provide the GSA written monthly progress reports as part of the invoicing to formally communicate progress, issues, changes, and deliverable status. The Consultant will maintain open and frequent communication with the County.

#### Deliverables

- Monthly invoicing

#### Assumptions

- All project management efforts and costs are contained within each individual task.
- Monthly updates will be provided as a cover letter to the invoice and will not be revised.
- Monthly updates and invoices will be provided in electronic format only.
- The GSA will provide an outline of invoice structure to be consistent with DWR grant agreement at start of contract.
- The GSA will process complete invoices within 30 days.
- It is assumed costs for this task will be proportionally divided between categories b, c and e as discussed below.
- Costs assume a total project duration of 25 months.

#### **Category (b): Environmental / Engineering / Design**

#### **C3.b.2 Task 1 - Develop Extend Orchard Replacement Pilot Program**

An Extend Orchard Replacement Pilot Program study technical approach and analysis plan will be developed. Team members will use existing resources from ongoing evapotranspiration work conducted elsewhere in California to initially estimate the water savings possible with Extend Orchard Replacement efforts. A field-by-field, subbasin-wide monitoring program will be developed that will include data-driven, ground-calibrated, remotely sensed evapotranspiration,

measured precipitation, crop type, block boundaries, and permanent crop age. A pilot program will be developed that will include primarily almonds and walnuts, however other minor tree crops (e.g., prunes, pistachios, pecans) will also be considered for water savings quantification. The pilot program will also estimate the likely rotational removal of the major tree crops based on permanent crop age classifications already developed by Consultant. Criteria will be developed for orchard block identification, selection, and ultimate full-scale implementation possibilities. The Team will work with Engagement and Outreach consultants to receive grower feedback, preferences, barriers to adoption, and metrics for success.

Deliverables:

- Extend Orchard Replacement Pilot Program study and overall program technical report.
- Presentation materials summarizing the pilot program.
- Spatial mapping of crop type and permanent crop age.

Assumptions:

- GSA will review the study document and provide comments.
- Comments will be incorporated for final study document deliverable.
- An independent review will be conducted by local UCCE experts.
- Up to three meetings with GSA representatives and technical team

**C3.b.3 Task 2 – Precision Irrigation Pilot Program Design**

Contractor shall develop a Precision Irrigation Pilot Program study technical approach and analysis plan. A comprehensive state of irrigation technology and systems analysis shall be part of the technical report. Supporting technical work shall include mapping of all irrigation system types on a field-by-field basis within the Vina Subbasin with an estimated spatial accuracy of 80-85%. This irrigation method mapping will then allow for overlaying of other spatial layers including soil type, elevation, ownership, and other spatial attributes. Contractor shall develop criteria for orchard block identification, selection, and ultimate full-scale implementation possibilities. Contractor shall work with Engagement and Outreach consultants to receive grower feedback, preferences, barriers to adoption, and metrics for success.

Deliverables:

- Precision Irrigation Pilot Program study and overall program technical report.
- Presentation materials summarizing the pilot program.
- Spatial mapping of field-by-field irrigation method.

Assumptions:

- GSA will review the study document and provide comments.
- Comments will be incorporated for final study document deliverable.
- An independent review will be conducted by local UCCE experts.
- Up to two meetings with GSA representatives and technical team

**Category (c): Implementation / Construction**

**C3.c.4 Task 3 - Implement Extend Orchard Replacement Pilot Program**

A critical component of the implementation of the Extend Orchard Replacement Pilot Program will be the purchasing and installation of necessary technical instrumentation to measure the environmental parameters necessary to estimate field-by-field evapotranspiration of all orchard crops within the Vina Subbasin. Contractor shall purchase and install measurement equipment.



Deliverables:

- Documentation of equipment purchased, and labor required to install.
- Spatial mapping locations of ground-truthing stations and representation by crop type.

Assumptions:

- Only the purchasing of necessary equipment and the labor associated with installation will be included in this task.
- All reporting of results and conclusions will be developed and disseminated via tasks C3.d.6 and C3.d.7.
- 

**C3.c.5 Task 4 - Implement Precision Irrigation Pilot Program**

The results from the equipment installed in Task C3.c.4 will also be used to assess differences in water consumption as an intended result of reducing non-beneficial evapotranspiration.

Deliverables:

- Documentation of equipment purchased, and labor required to install.
- Spatial mapping locations of ground-truthing stations and representation by crop type.

Assumptions:

- Only the purchasing of necessary equipment and the labor associated with installation will be included in this task.
- All reporting of results and conclusions will be developed and disseminated via tasks C3.d.6 and C3.d.7.
- No meetings will be included.

**Category (d): Monitoring/Assessment**

**C3.d.6 Task 5 - Monitor and Assess Extend Orchard Replacement Pilot Program**

This task will comprise the efforts necessary to monitor, summarize, and report the results as outlined in the Extend Orchard Replacement Pilot Program plan developed in task C3.b.2. Contractor shall conduct activities required to conduct field-by-field consumptive use estimations, crop mapping, permanent crop age classifications, and development of spatial precipitation maps on a field-by-field basis. Contractor shall provide accuracy assessments of all spatial results. Grower collaboration will be essential, and the technical team is well versed in securing grower cooperators.

Deliverables:

- Quarterly update reports on reduction estimates of water consumption as a result of Extend Orchard Replacement efforts. These reports will also include all changing results of crop mapping, precipitation amounts and those contributions to overall evapotranspiration.
- Final report from quarterly updates at end of project.
- All spatial data developed from the monitoring efforts.

Assumptions:

- Consultant shall collaborate with the GSA and Agricultural Groundwater Users of Butte County (AGUBC) in communicating with cooperating growers.
- All deliverables will be submitted in draft form for review by GSA and AGUBC stakeholders.
- Up to three meetings with GSA representatives and technical team.

### **C3.d.7 Task 6 – Monitor and Assess Precision Irrigation Pilot Program Results**

Contractor shall conduct activities necessary to monitor, summarize, and report the results as outlined in the Precision Irrigation Pilot Program plan developed in task C3.b.3. Contractor shall provide quantification of water savings through comparison of orchards implemented with precision irrigation improvements of modified systems or through more detailed irrigation management. These water savings will primarily be focused on reduction of non-beneficial evapotranspiration through various approaches including improvements to physical irrigation systems, reduction of overall pumping, timing and management of irrigation events, and associated other results. Contractor shall also quantify subbasin-wide opportunities for reductions in ET from precision irrigation and make recommendations for future applications. Grower collaboration will be essential, and the technical team is well versed in securing grower cooperators.

#### Deliverables:

- Quarterly update reports on reduction estimates of water consumption as a result of Precision Irrigation Pilot Program efforts. These reports will also include all changing results of crop mapping, precipitation amounts and those contributions to overall evapotranspiration.
- Final report from quarterly updates at end of project.
- All spatial data from the monitoring efforts.

#### Assumptions:

- Consultant will work with the GSA and AGUBC in communicating with cooperating growers.
- All deliverables will be submitted in draft form for review by GSA and AGUBC stakeholders.
- Up to three meetings with GSA representatives and technical team.
- Final report shall include quantification of subbasin-wide opportunities for reductions in ET from precision irrigation and make recommendations for future applications

## **Category (e): Engagement / Outreach**

### **C3.e.8 Stakeholder Engagement, Education, and Outreach**

Contractor shall provide technical support, results, and conclusions during stakeholder engagement and outreach efforts when necessary and as directed by the GSA and their consultants.

#### Deliverables:

- Presentation materials
- Previously developed documentation

#### Assumptions:

- Engagement/Outreach will be lead and developed by Vina Subbasin consultant other than Contractor.
- All contributions to Engagement/Outreach activities will be support roles in nature and related to the technical aspects of the work efforts as described in previous tasks.
- Up to four meetings with GSA representatives and technical team.

## **Component 4: LINDO CHANNEL SURFACE WATER RECHARGE IMPLEMENTATION**

### **C4.1 Project Management**

The Consultant shall provide the GSA written monthly progress reports as part of the invoicing to formally communicate progress, issues, changes, and deliverable status. The Consultant shall maintain open and frequent communication with the GSA. The Consultant shall work with the GSA to resolve project challenges by identifying the challenge, defining potential alternatives, and working with the GSA toward a resolution.

#### Deliverables

- Monthly invoicing

#### Assumptions

- Monthly updates will be provided as a cover letter to the invoice and will not be revised.
- Monthly updates and invoices will be provided in electronic format only
- The GSA will provide an outline of invoice structure to be consistent with DWR grant agreement at start of contract
- The GSA will process complete invoices within 30 days
- It is assumed costs for this task will be proportionally divided between categories b, c and e as discussed below
- Costs assume a total project duration of 15 months

### **Category (b): Environmental / Engineering / Design**

#### **C4.b.2 Pilot Project Feasibility and Initial Design**

As part of this task, the Consultant shall:

- Develop the flow threshold for diversion, based on water rights, habitat, and downstream beneficial users
- Compute expected recharge yield for wet, average and dry years
- Evaluate if there are any infrastructure or stream improvement needs related to the current diversion or channel, including stream aggregational trends and diversion structure adequacy
- Test percolation rates
- Prepare the project draft implementation plan
- Assess environmental and regulatory permitting needs.
- Assess operational requirements and responsibilities associated with flow diversions for groundwater recharge into Lindo Channel.

#### Deliverables:

- Summary report of project feasibility
- Existing condition stream and diversion structure documentation

#### Assumptions

- Existing scientific literature, communication with resources agencies, and water rights are known and readily available
- Nearby stream gage data are available with at least 17 years of daily flow data
- No new flood strategy will be developed and the project seeks to pose no impact to existing flood control strategies and practices. Operation of the flood control strategies and practices will be conducted by others that includes operation of the groundwater recharge project..
- Stream bed elevation and/or current topographic maps, maintenance and grading

- history and data will be provided, as available.
- Percolation rates will be assessed from data collected from stilling well installed as part of Task 4
- Summary feasibility will be provided in electronic format and revised based on one set of comments provided by the GSA. Comments received and action taken will be provided in a tabular format.
- The proposed conditions documentation will only be prepared if environmental permitting documentation is required. This documentation will be prepared in a format that can be used by those preparing the permitting report, if required
- If prepared, the permitting conditions document will be provided in electronic format and revised based on one set of comments provided by the GSA. Comments received and action taken will be provided in a tabular format.
- No structural or geotechnical analysis of the diversion structure is included in this task

### **C4.b.3 Design Consultation and Meetings**

Throughout the project, Consultant shall work closely with GSA representatives to coordinate activities, provide information, develop appropriate strategies and answer questions. As with projects of this nature, it is anticipated that up to 6 in-person stakeholder meetings shall be conducted. The first meeting will be kick off meeting involving stakeholders to understand existing project conditions, constraints, and required coordination. During the kick-off meeting (or another meeting as agreed to in coordination with the GSA, the Consultant will participate in a field visit with GSA staff to assess diversion infrastructure and bed aggradation. Additional meeting may involve stakeholders, the public, and elected officials.as directed by the GSA. Public outreach meetings are described in Task C4.e.7.

#### Deliverables:

- Meeting agendas, minutes, and list of action items

#### Assumptions:

- Meeting minutes will be provided in electronic format and will not be revised
- Meetings will be conducted as teleconferences and will be 2-hours in duration

### **Category (c): Implementation / Construction**

#### **C4.c.4 Task 1: Final Implementation Design of the Lindo Channel Recharge Pilot Project**

Consultant shall coordinate with the City of Chico, California Department of Water Resources, Department of Fish and Wildlife, US Army Corps of Engineers, US EPA, CVRWQB, Central Valley Flood Protection Board, and/or other regulatory agencies. Consultant shall also identify maintenance needed to implement revised stormwater flow diversions into Lindo Channel and implement stormwater flow diversions into Lindo Channel per original US Army Corps design requirements.

#### Deliverables:

- Final design plans and specifications or Operations Report
- Maintenance Plan

#### Assumptions

- Final design plans and specifications will be provided in electronic format and revised based on one set of comments provided by the GSA
- It is assumed the final design plans and specifications will take the form of a proposed operations report.

- Maintenance plan will be provided in electronic format and revised based on one set of comments provided by the GSA.

#### **C4.c.5 Task 2: Install Monitoring Network**

This project includes installation of a shallow well and stream gages to monitor and quantify project benefits and assess potential impacts. It is assumed that the shallow well required for this project will be installed as part of another GSA grant project or will be an existing well located along the project corridor. Under this contract, contractor shall install a simple temporary stilling well, consisting of PVC pipe for installation of a pressure transducer such as an In Situ Rugged Troll 200, within the project area used to assess percolation rates needed for Task C4.b2. If a more permanent structure is needed, costs assume this feature will be installed as part of another project.

##### Deliverables:

- Summary Installation Report

##### Assumptions

- Shallow well will consist of existing well or will be installed under a separate contract
- Stream gauge will consist of temporary stilling well that will be used to collect data to assess percolation rates.
- Any permanent stream gauges will be installed by others.
- Summary report will be provided in electronic format and revised based on one set of comments provided by the GSA.

#### **C4.c.6 Implementation Consultation and Meetings**

As with the design phase, throughout the project, Consultant shall work closely with GSA representatives to coordinate activities, provide information, develop appropriate strategies and answer questions. It is anticipated that up to 4 meetings will be conducted and scheduled as needed.

##### Deliverables:

- Meeting agendas, minutes, and list of action items.

##### Assumptions:

- Meeting notes will be provided in electronic format and will not be revised.
- Meetings will be conducted as teleconferences and will be 1-hour in duration.

### **Category (e): Engagement / Outreach**

#### **C4.e.7 Stakeholder Engagement**

- Consultant shall conduct public meetings and prepare documentation for outreach to stakeholders and interested parties, including Chico area residents, the City of Chico, Butte County, Cal Water, selected State and federal resource agency representatives and downstream water users. Three interviews shall be conducted with key stakeholders. Contractor shall prepare an interview summary memorandum after completion of all interviews and will be provided electronically to the GSA.

##### Deliverables:

- Meeting agenda and presentation materials

### Assumptions

- Interviews will be by teleconference and will be up to 2-hours in duration.
- Six total public meetings (may include GSA, Stakeholder Advisory Committee, public workshops etc. as directed by GSA representatives) shall be prepared for and attended by two members of the Contractor team. A total of 12 hours for each consultant member has been allotted for these meetings.
- The meetings will be conducted in the City of Chico
- The GSA will advertise, coordinate, and setup each of the meetings.

### Contractor Compensation:

The maximum amount billable under this contract shall not exceed one million and thirty seven thousand dollars (\$1,037,000). Billing rates are identified on Attachment III, Exhibit "A", CONTRACTOR Fee Schedule, attached hereto and incorporated herein. CONTRACTOR shall submit fully delineated invoices by budget category and task monthly to GSA. Using a general overhead percentage is not allowed and shall not be used for invoicing. Expenditures for tasks shall not exceed totals specified in each Budget Category presented in the Cost Breakdown Tables for each Component.

Costs that are not eligible for reimbursement under this contract include, but are not limited to the following items:

- A. Costs for preparing and filing a grant application and/or spending plan.
- B. Travel and per diem costs, except for mileage.
- C. Meals, food items, or refreshments.

Purchase of monitoring equipment or other materials shall be preapproved by GSA and accompanied by receipts for reimbursement. Total expenses of equipment shall not exceed \$200,000.

Invoices: CONTRACTOR shall submit invoices via email to the GSA Project Manager or their designee.

Fully Delineated invoices must include:

- Contract Number
- Date of the invoice
- Invoice number
- Work Performance Period
- Total amount due for the invoice time period
- Invoices must be itemized based on the categories (i.e., Component, budget categories and tasks) specified in the Cost Breakdown Tables. The amount claimed for salaries/wages/consultant fees must include a calculation formula (i.e., hours or days worked times the hourly or daily rate = the total amount claimed).
- Reimbursable expense receipts; mileage logs
- Subcontractor invoice copies shall be submitted with invoices from Contractor

Upon receipt, review and approval of Contractor invoices, GSA shall authorize County Auditor's Office to make payment within 30 days.

## Licensing

All deliverables will be licensed for use by the Vina Groundwater Sustainability Agency and other direct project related cooperators only for the purposes of this scope of work. A license agreement will be executed by both parties (and its consultants) at notice to proceed.

### Cost Breakdown Tables

**COMPONENT 3**

The proposed Cost Breakdown by task is summarized in Table 1 below. CONTRACTOR shall invoice based on a time and material basis according to CONTRACTOR standard rates. Costs may be transferred between tasks within the same Budget Category as mutually agreed.

Table 1: Component 3 Cost Breakdown by Task

Budget Category	Task	Technical	Project Mgt	Total Cost	Budget Category Total
	C3.1 Project Management	\$ -	\$ -	\$ -	
Category (b): Environmental/Engineering/Design	C3.b.2 - Task 1 Develop Extend Orchard Replacement Pilot Program	\$ 123,900	\$ 6,100	\$ 130,000	\$ 275,000
	C3.b.3 - Task 2 Develop Precision Irrigation Pilot Program	\$ 138,100	\$ 6,900	\$ 145,000	
Category (c): Implementation Construction	C3.c.4 - Task 3 Implement Extend Orchard Replacement Pilot Program	\$ 81,000	\$ 4,000	\$ 85,000	\$ 155,000
	C3.c.5 - Task 4 Implement Precision Irrigation Pilot Program	\$ 66,700	\$ 3,300	\$ 70,000	
Category (d): Monitoring/Assessment	C3.d.6 - Task 5 Monitor and Assess Extend Orchard Replacement Pilot Program	\$ 157,200	\$ 7,800	\$ 165,000	\$ 290,000
	C3.d.7 - Task 6 Monitor and Assess Precision Irrigation Pilot Program	\$ 119,100	\$ 5,900	\$ 125,000	
Category (e): Engagement/Outreach	C3.e.8 - Stakeholder Engagement, Education, and Outreach	\$ 19,000	\$ 1,000	\$ 20,000	\$ 20,000
<b>Total</b>		<b>\$ 705,000</b>	<b>\$ 35,000</b>	<b>\$ 740,000</b>	<b>\$ 740,000</b>



**COMPONENT 4**

The proposed Cost Breakdown by task is summarized in Table 1 below. CONTRACTOR shall invoice based on a time and material basis according to CONTRACTOR standard rates. Costs may be transferred between tasks within the same Budget Category as mutually agreed.

**Table 1: Component 4 Cost Breakdown by Task**

Budget Category	Task	Technical	Project Management	Total Cost	Budget Category Total
Category (a): Component Administration	C4.1 Project Management	\$0	\$0	\$0	
Category (b): Environmental / Engineering / Design	C4.b.2 Pilot Project Feasibility and Initial Design	\$155,879	\$12,121	\$168,000	<b>180,000</b>
	C4.b.3 Design Consultation and Meetings	\$12,000	\$0	\$12,000	
Category (c) Implementation / Construction	C4.c.4 Task 1: Final Implementation Design of the Lindo Channel Recharge Pilot Project	\$68,939	\$6,061	\$75,000	<b>90,000</b>
	C4.c.5 Task 2: Install Monitoring Network	\$5,000	\$0	\$5,000	
	C4.c.6 Implementation Consultation and Meetings	\$10,000	\$0	\$10,000	
Category (e) Engagement / Outreach	C4.e.7 Stakeholder Engagement	\$25,182	\$1,818	\$27,000	<b>27,000</b>
<b>Total</b>		<b>\$277,000</b>	<b>\$20,000</b>	<b>\$297,000</b>	<b>297,000</b>

## Schedule

Changes to the schedule may be made in writing as mutually agreed upon by GSA and CONTRACTOR.

Component 3	Start	Finish
Category (a): Component Administration		
<b>Task C3.1 - Project Management</b>	<b>3/18/2024</b>	<b>4/15/2026</b>
Invoices with Cover Letter	16th of Every Month	
Category (b): Environmental / Engineering / Design		
<b>Task C3.b.2 - Develop Extend Orchard Replacement Pilot Program</b>	<b>3/18/2024</b>	<b>9/16/2024</b>
Extend Orchard Replacement Pilot Program Technical Report	6/17/2024	9/16/2024
Presentation Materials for Pilot Program	6/17/2024	9/16/2024
Spatial Mapping	6/17/2024	9/16/2024
<b>Task C3.b.3 - Precision Irrigation Pilot Program Design</b>	<b>3/18/2024</b>	<b>9/16/2024</b>
Precision Irrigation Pilot Program Technical Report	6/17/2024	9/16/2024
Presentation Materials for Pilot Program	6/17/2024	9/16/2024
Spatial Mapping	6/17/2024	9/16/2024
Category (c) Implementation / Construction		
<b>Task C3.c.4 - Implement Extend Orchard Replacement Pilot Program</b>	<b>6/17/2024</b>	<b>12/16/2024</b>
Equipment Purchase Documentation	6/17/2024	12/16/2024
Spatial Mapping	6/17/2024	12/16/2024
<b>Task C3.c.5 - Implement Precision Irrigation Pilot Program</b>	<b>6/17/2024</b>	<b>4/15/2026</b>
Equipment Purchase Documentation	6/17/2024	12/16/2024
Spatial Mapping	6/17/2024	3/9/2026
Category (d): Monitoring/Assessment		
<b>Task C3.d.6 - Monitor and Assess Extend Orchard Replacement Pilot Program</b>	<b>6/17/2024</b>	<b>4/15/2026</b>
Quarterly Update Reports	<b>6/17/2024</b>	<b>12/12/2025</b>
1	9/16/2024	12/13/2024
2	12/16/2024	3/14/2025
3	3/17/2025	6/13/2025
4	6/16/2025	9/12/2025
5	9/15/2025	12/12/2025
Final Report	12/15/2025	4/15/2026
Spatial Data	9/13/2024	4/15/2026
<b>Task C3.d.7 – Monitor and Assess Precision Irrigation Pilot Program Results</b>	<b>12/16/2024</b>	<b>4/15/2026</b>
Quarterly Update Reports	12/16/2024	12/12/2025
1	12/16/2024	3/14/2025
2	3/17/2025	6/13/2025
3	6/16/2025	9/12/2025
4	9/15/2025	12/12/2025

	Final Report	12/15/2025	4/15/2026
	Spatial Data	3/14/2025	4/15/2026
Category (e) Engagement / Outreach			
<b>Task C3.e.8 - Stakeholder Engagement, Education, and Outreach<sup>1</sup></b>		<b>3/18/2024</b>	<b>4/15/2026</b>

Notes: This task is for support of Outreach and Education. Contractor shall provide deliverables as directed by GSA and associated contractors leading this task.

<b>Component 4</b>	<b>Start</b>	<b>Finish</b>
<b>C4.1 Project Management</b>	<b>3/18/2024</b>	<b>6/17/2025</b>
Invoices with Cover Letter	16th of Every Month	
<b>C4.b.2 Pilot Project Feasibility and Initial Design</b>	<b>3/18/2024</b>	<b>7/22/2024</b>
Summary report of project feasibility	6/17/2024	7/1/2024
Existing condition stream and diversion structure documentation	7/8/2024	7/22/2024
<b>C4.b.3 Design Consultation and Meetings</b>	<b>3/18/2024</b>	<b>6/17/2025</b>
Kickoff meeting and site visit	3/25/2024	
Up to 6 additional meetings	Dates coordinated with GSA	
Meeting agendas, minutes, and list of action items	Agendas available 2 days before meetings, minutes available within 1 week of meeting	
<b>C4.c.4 Task 1: Final Implementation Design</b>	<b>7/29/2024</b>	<b>10/28/2024</b>
Design Plans or Operations Report	8/26/2024	9/16/2024
Maintenance Plan	9/23/2024	10/14/2024
<b>C4.c.5 : Install Monitoring Network</b>	<b>7/29/2024</b>	<b>6/17/2025</b>
Summary report	9/16/2024	6/17/2025
<b>C4.c.6 Implementation Consultation and Meetings</b>	<b>3/18/2024</b>	<b>6/17/2025</b>
Up to four meetings	Dates coordinated with client	
Meeting agendas, minutes, and list of action items.	Agendas available 2 days before meetings, minutes available within 1 week of meeting	
<b>C4.e.7 Stakeholder Engagement</b>	<b>3/18/2024</b>	<b>6/17/2025</b>
Up to three interviews	Dates coordinated with GSA	
Up to six total public meetings	Dates coordinated with GSA	
Outreach documentation	Available two days before meetings	
Interview summary	Available within one week of meetings	

**Exhibit A: CONTRACTOR Fee Schedule**

**GEOSYNTEC CONSULTANTS  
2024 U.S. RATE SCHEDULE**

	<u>Rate/Hour</u>
Staff Professional	\$155
Senior Staff Professional	\$180
Professional	\$205
Project Professional	\$230
Senior Professional	\$255
Principal	\$275
Senior Principal	\$295
Technician I	\$ 82
Technician II	\$ 89
Senior Technician I	\$100
Senior Technician II	\$107
Site Manager I	\$120
Site Manager II	\$132
Construction Manager I	\$142
Construction Manager II	\$152
Senior Designer	\$190
Designer	\$160
Senior Drafter/Senior CADD Operator	\$145
Drafter/CADD Operator/Artist	\$130
Project Administrator	\$ 85
Clerical	\$ 70
Direct Expenses	Cost plus 10%
Subcontract Services	Cost plus 12%
Technology/Communications Fee	3% of Professional Fees
Specialized Computer Applications (per hour)	\$ 12
Personal Automobile (per mile)	Current Gov't Rate
Photocopies (per page)	\$ .08

Rates are provided on a confidential basis and are client and project specific.

Unless otherwise agreed, rates will be adjusted annually based on a minimum of the Producer Price Index for Engineering Services.

Rates for field equipment, health and safety equipment, and graphical supplies presented upon request.  
Construction management fee presented upon request.

2024 RATE SCHEDULE

**Land IQ - Standard and Expert Testimony Rates - Effective Jan 2024- Dec 2024**

Standard Classification	Consulting (\$/hr)	Legal Support, Deposition & Expert Testimony (\$/hr)
Principal Scientist II	\$ 245.00	\$ 400.00
Principal Scientist I	\$ 235.00	\$ 400.00
Principal Analyst I	\$ 225.00	\$ 400.00
Senior Ecologist II	\$ 195.00	\$ 375.00
Senior Scientist II	\$ 195.00	\$ 375.00
Senior Analyst II	\$ 195.00	\$ 375.00
Senior Developer II	\$ 195.00	\$ 375.00
Senior Scientist I	\$ 180.00	\$ 350.00
Senior Analyst I	\$ 180.00	\$ 350.00
Senior Developer I	\$ 180.00	\$ 350.00
Senior Ecologist I	\$ 180.00	\$ 350.00
Senior Project Manager I	\$ 180.00	\$ 350.00
Project Scientist	\$ 170.00	\$ 350.00
Project Developer	\$ 170.00	\$ 350.00
Project Manager	\$ 170.00	\$ 350.00
Project Analyst	\$ 165.00	\$ 350.00
Project Ecologist	\$ 165.00	\$ 325.00
Associate Developer	\$ 155.00	N/A
Associate Scientist	\$ 155.00	N/A
Associate Ecologist	\$ 150.00	N/A
Associate Analyst	\$ 150.00	N/A
Staff Developer II	\$ 140.00	N/A
Staff Scientist II	\$ 140.00	N/A
Staff Analyst II	\$ 135.00	N/A
Staff Ecologist II	\$ 135.00	N/A
Staff Developer I	\$ 135.00	N/A
Staff Scientist I	\$ 130.00	N/A
Staff Analyst I	\$ 130.00	N/A
Staff Ecologist I	\$ 125.00	N/A
Technician/Assistant II	\$ 115.00	N/A
Accounting Assistant II	\$ 110.00	N/A
Technician/Assistant I	\$ 95.00	N/A
Accounting Assistant I	\$ 95.00	N/A

*Rates effective through 2024 for new contracts, tasks, amendments, or renegotiations. Rates are subject to escalation on an annual basis.*

**2024 Billing Rate Schedule**  
 (Effective January 1, 2024, through December 31, 2024)\*



POSITIONS	LABOR CHARGES (DOLLARS PER HOUR)
<b>ENGINEERING</b>	
Principal/Vice President	\$355
Engineer/Scientist/Geologist Manager I / II	\$335 / \$351
Principal Engineer/Scientist/Geologist I / II	\$302 / \$322
Senior Engineer/Scientist/Geologist I / II	\$272 / \$286
Associate Engineer/Scientist/Geologist I / II	\$226 / \$243
Engineer/Scientist/Geologist I / II	\$176 / \$205
Engineering Aide	\$106
Field Monitoring Services	\$131
Administrative I / II / III / IV	\$97 / \$121 / \$145 / \$160
<b>ENGINEERING TECHNOLOGY</b>	
Engineering Tech Manager I / II	\$349 / \$351
Principal Tech Specialist I / II	\$320 / \$331
Senior Tech Specialist I / II	\$293 / \$306
Senior GIS Analyst	\$265
GIS Analyst	\$251
Technical Specialist I / II / III / IV	\$187 / \$213 / \$239 / \$267
Technical Analyst I / II	\$134 / \$160
Technical Analyst Intern	\$108
Cross-Connection Control Specialist I / II / III / IV	\$140 / \$151 / \$170 / \$189
CAD Manager	\$211
CAD Designer I / II	\$164 / \$185
<b>CONSTRUCTION MANAGEMENT</b>	
Senior Construction Manager	\$338
Construction Manager I / II / III / IV	\$201 / \$215 / \$228 / \$289
Resident Inspector (Prevailing Wage Groups 4 / 3 / 2 / 1)	\$181 / \$201 / \$224 / \$232
Apprentice Inspector	\$164
CM Administrative I / II	\$87 / \$118
Field Services	\$232

\* This schedule is updated annually.