

## **WORK AUTHORIZATION NO. 2**

### **Williamson County Road & Bridge Environmental On-Call Services County Road 255 Environmental Services**

This work authorization is made pursuant to the terms and conditions of the Williamson County Contract for Consulting Services (the Contract), dated February 25, 2020, and entered into by and between Williamson County, Texas, a political subdivision of the State of Texas (the County), and SWCA, Incorporated (the Firm).

Part 1. The Firm shall provide the consulting services set forth in Attachment B of this work authorization.

Part 2. The maximum amount payable for services under this work authorization without modification is \$33,905.07.

Part 3. Payment to the Firm for the services established under this work authorization shall be made in accordance with the Contract.

Part 4. This work authorization shall become effective on the date of final acceptance and full execution of the parties hereto and shall terminate on December 31, 2021. The consulting services set forth in Attachment B of this work authorization shall be fully completed on or before said date unless extended by a supplemental work authorization.

Part 5. This work authorization does not waive the parties' responsibilities and obligations provided under the Contract.

Part 6. The County believes it has sufficient funds currently available and authorized for expenditure to finance the costs of this work authorization. The Firm understands and agrees that the County's payment of amounts under this work authorization is contingent on the County receiving appropriations or other expenditure authority sufficient to allow the County, in the exercise of reasonable administrative discretion, to continue to make payments under this Contract. It is further understood and agreed by the Firm that the County shall have the right to terminate this Contract at the end of any County fiscal year if the governing body of the County does not appropriate sufficient funds as determined by the County's budget for the fiscal year in question. The County may effect such termination by giving written notice of termination to the Firm.

Part 7. This work authorization is hereby accepted and acknowledged below.

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EXECUTED this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

FIRM: SWCA, Incorporated  
dba SWCA Environmental Consultants

COUNTY: Williamson County, Texas

By: Amber Ballman  
Signature

By: \_\_\_\_\_  
Signature

Amber Ballman  
Printed Name

\_\_\_\_\_  
Printed Name

Director, Natural Resources – Austin  
Title

\_\_\_\_\_  
Title

LIST OF ATTACHMENTS

Attachment A. Services to be Provided by the County

Attachment B. Services to be Provided by the Firm

Attachment C. Work Schedule

Attachment D. Fee Schedule



## **ATTACHMENT A**

### **Services to be Provided by the County**

**WORK AUTHORIZATION NO. 02**

**PROJECT: County Road 255 Environmental Services**

The County will coordinate all rights-of-entry necessary for field assessments.

## **ATTACHMENT B**

### **Services to be Provided by the Firm**

#### **WORK AUTHORIZATION NO. 02**

#### **PROJECT: County Road 255 Environmental Services**

The County proposes widening and straightening County Road (CR) 255 in Georgetown, Williamson County, Texas, by widening from the existing two-lane roadway to a four-lane (two in each direction) divided roadway with a straightening component extending the existing roadway along 0.5 mile to connect with Ronald Reagan Boulevard (project). The project will be constructed within an approximately 136-foot-wide right-of-way (ROW) along approximately 2.9 miles of roadway, beginning at CR 254 and extending south to Ronald Reagan Boulevard (project area) (Figure 1). The project area consists of approximately 47.8 acres.

Environmental services are provided upon the request of the County as needed for the project. Services will include a threatened and endangered species habitat assessment and impact analysis, an aquatic resources delineation, a cultural resource assessment, and a Phase I Environmental Site Assessment (PIESA). To perform these environmental services, the Firm will access those parcels within the project area where right-of-entry is obtained, and the Firm understands that all access will be coordinated by the County. The Firm also understands that some parcels could require a separate visit, in which case a supplemental work authorization would be required.

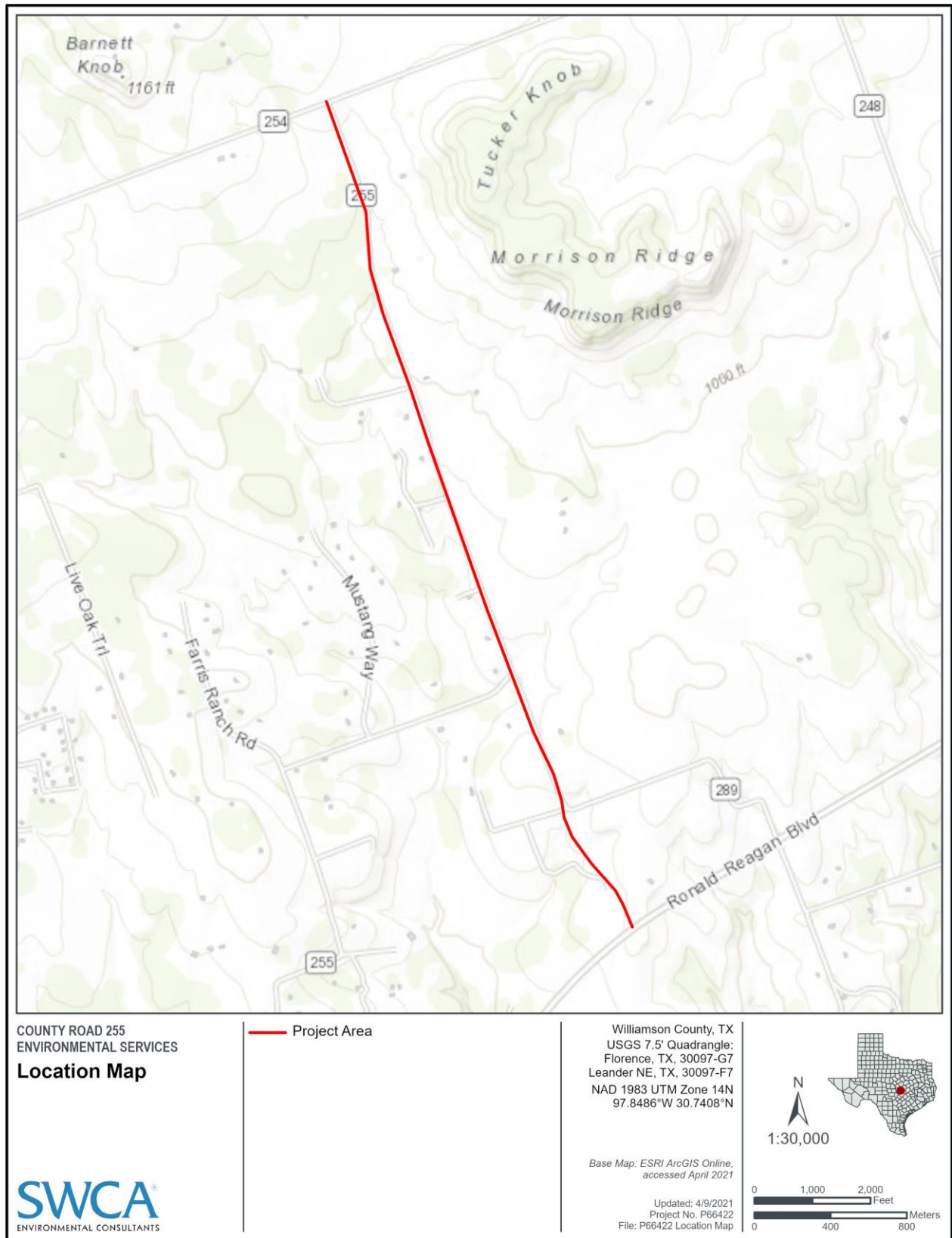


Figure 1. Project area location.

## Task I: Threatened and Endangered Species Habitat Assessment and Impact Analysis

The Firm will perform a field investigation of land features (including waterways) and vegetation communities within the project area to evaluate the potential for federally or state-listed threatened and endangered species habitat to occur within the project area. High level desktop analysis indicates that the project area does not occur atop Karst Zone 1 (areas where endangered karst invertebrates are known to occur) or Karst Zone 2 (areas where karst invertebrates are likely to occur), so the Firm will not focus on identifying potential habitat for karst invertebrates during the field investigation. High level desktop analysis also indicates springs containing *Eurycea* salamanders are not present within or near the project area. Based on an initial review of aerial imagery the Firm anticipates focusing the field investigation on closed canopy forest due to the likely presence of potentially suitable habitat for the golden-cheeked warbler (*Setophaga chrysoparia*).

Field investigation methods for identifying potentially suitable habitat for golden-cheeked warblers will consist primarily of a visual reconnaissance of existing conditions within the project area. The species is known to breed during the spring and summer in Williamson County and has very specific habitat requirements. The Firm will send biologists familiar with golden-cheeked warbler habitat preferences to perform the field investigation.

Following the completion of the federally or state-listed threatened and endangered species habitat assessment described herein, the Firm will coordinate with the County to discuss results and determine desired next steps.

### DELIVERABLE:

- The Firm will prepare a draft and final threatened and endangered species habitat assessment and impact analysis report, which will include a map depicting the distribution of potentially suitable habitat for federally and state-listed species within the project area. The Firm will submit the draft report to the County electronically within 4 weeks of completion of the field investigation. Once the review team has provided the Firm with one round of comments, the Firm will revise the report and finalize the document for submittal to the County.

## Task II: Aquatic Resources Delineation

Under the authorities of Section 404 of the Clean Water Act of 1972 (CWA), the U.S. Army Corps of Engineers (USACE) and U.S. Environmental Protection Agency regulate waters of the U.S. (WOTUS) that include, but are not limited to, wetlands, streams, rivers, and impoundments. Based on a preliminary, high-level desktop assessment of the project area, the project area contains five potential WOTUS. The Firm proposes to perform an aquatic resources delineation of these features and other associated potential WOTUS (if present) within the project area.

The Firm will perform the aquatic resources delineation in accordance with guidance and information available in the USACE 1987 *Corps of Engineers Wetland Delineation Manual* and the *Regional Supplement to the Corps of Engineers Wetland Delineation Manual: Great Plains Region* (Version 2.0). The Firm will use Geode real-time differentially corrected global positioning system (GPS) units with submeter accuracy to geographically reference features such as data points and ordinary high water marks or boundaries of aquatic resources.

**DELIVERABLE:**

- Within 4 weeks of completion of the aquatic resources delineation, the Firm will prepare a draft aquatic resources delineation report outlining results of the delineation. The conclusion will include information about applicable Section 404 permits of CWA and recommendations on paths forward. The Firm will submit a draft report to the County in electronic format (PDF) for review and comment. The Firm will respond to one round of comments before providing the County with a final version of the report in electronic format.

**Task III: Cultural Resources Assessment**

The project will occur on lands owned by Williamson County, a subdivision of the State of Texas. Therefore, the project is subject to the Antiquities Code of Texas (ACT) and the accompanying Rules of Practice and Procedure, which protects archaeological sites and historic buildings on public land. This scope of work is designed to meet all requirements of the ACT and includes a cultural resources assessment and consultation with the Texas Historical Commission (THC), which also serves as the State Historic Preservation Office. The goal of this work will be to determine the level of effort required for further investigation and coordination with the THC.

***Background Study, Antiquities Permit, and Agency Coordination***

The Firm will begin with a background cultural resources literature and records search of the project area. For this research, the Firm will search the Texas Archeological Sites Atlas (Atlas) online database for any previous surveys and previously recorded historic or prehistoric archaeological sites located in or near the project area. If needed, a Firm archaeologist will search site files, records, and map files housed at the Texas Archeological Research Laboratory and the THC Library. The Atlas review will also identify properties listed in or eligible for the National Register of Historic Places, State Antiquities Landmarks (SALs), Official Texas Historical Markers, Recorded Texas Historic Landmarks, cemeteries, and local neighborhood surveys. This task will allow the Firm to identify any areas within the project area that have the potential to contain significant, undocumented cultural resources. As part of the review, a Firm archaeologist will examine the Texas Department of Transportation Historic Overlay, a mapping/geographic information system database with historic maps and resource information covering most of the state. The Firm will also examine the extent of previous disturbances from residential and commercial development, types of soils present, and any obvious standing structures greater than 45 years in age that appear on U.S. Geological Survey (USGS) topographic maps. With this information, the Firm will be able to evaluate archaeological potential prior to performing the field investigation.

Any archaeological field investigations will require a Texas Antiquities Permit. The Firm's principal investigator will prepare the permit application and submit it to the County for review and signatures. Once all signatures are obtained, the application will be submitted to the THC. The THC has up to 30 days to review and issue a permit for the investigations. As part of the application process, the Firm will incorporate the results of the literature and records search. As part of this task, the Firm will also make all logistical preparations for the field investigation and establish project management protocols.

***Field Investigations***

The Firm will perform an intensive cultural resources field investigation of the approximately 2.9-mile-long (47.8-acre) project area, including the straightening component extending the existing roadway along 0.5 mile to connect with Ronald Reagan Boulevard. The goal of the investigation will be to locate all prehistoric and historic cultural resources within the project area, establish vertical and horizontal site boundaries to the extent feasible with consideration of access constraints, and evaluate the significance

and eligibility of all recorded sites for designation as SALs. The field investigation will comply with applicable THC and Council of Texas Archeologists (CTA) archaeological survey standards for projects of this size.

For linear projects, THC/CTA field investigation standards require a minimum of 16 shovel tests per linear mile of approximately 100-foot-wide ROW. Any deviations from these standards will be clearly discussed and explained in the resulting report of investigations. Shovel tests will be approximately 12 inches in diameter and excavated in arbitrary 8-inch levels to 31 inches below surface or culturally sterile deposits, whichever comes first. Shovel tests will be excavated to the depth of anticipated project impacts. If the shovel testing indicates the potential for cultural deposits deeper than 31 inches below surface and/or if the impacts from the project are anticipated to be deeper than 31 inches below surface, mechanical backhoe trenching will be implemented. The matrix from each shovel test will be screened through 0.25-inch mesh, and the location of each excavation will be plotted using a handheld GPS receiver. Each shovel test will be recorded on a standardized form.

If archaeological sites are encountered in the project area during the investigation, they will be explored as much as possible with consideration to the boundaries of the project. All discovered sites will be assessed regarding their potential significance so that recommendations can be made for proper management (i.e., avoidance, non-avoidance, or further work) and eligibility. Shovel tests will be excavated per THC/CTA standards to define horizontal and vertical site boundaries (i.e., at least six shovel tests per site). Site delineation shovel tests will be excavated in a cruciform pattern at 49-foot intervals or less until two negatives are encountered in each direction or landform limits are reached. Photographs for sites found within the project area will minimally include the site setting documented from a minimum of two angles, all cultural features present within the site, a representative sample of non-diagnostic artifacts, all sides of diagnostic artifacts, and representative other natural features and/or disturbances within the site. Locations of sites, relevant features, and photographs will be mapped through GPS.

The Firm will complete appropriate State of Texas Archeological Site Data Forms for each site discovered and/or revisited during the investigations. The Firm will produce a detailed plan map of each site and plot locations on USGS 7.5-minute topographic quadrangles and relevant project maps. Artifacts will be tabulated, analyzed, and documented in the field but not collected. Temporally diagnostic artifacts will be described in detail and photographed in the field, then left in place. This policy will reduce curation costs once the fieldwork is concluded. However, as per the antiquities permit, all original field paperwork and photographs must be curated at an approved repository. For this project, curation will be done at the Center for Archeological Research at the University of Texas at San Antonio (CAR-UTSA).

## ***Reporting and Curation***

Once the cultural resources field investigation has been completed, the Firm will prepare a draft report for review by the County and the THC. The report of the investigation will conform to CTA and THC standards and guidelines. The report will provide the results of the background review and the field investigation, including the methodology used in the investigation, the presence and condition of previously recorded sites located in and around the project area, the history of the property, photographs illustrating the environment and setting, a description of cultural resources encountered during the field investigation, recommendations for management of those cultural resources, and recommendations for additional investigations, if warranted. The Firm will submit a draft electronic copy of the report to the County for review and comment. The Firm will address all comments and concerns from the County, and at the County's request will submit the revised draft to the THC for review. The Firm will address any comments or concerns from the THC and will produce a final report to complete requirements of the ACT and antiquities permit. The Firm will furnish one unbound hard copy and two electronic copies of the



final report to the THC, complete an abstract text online, and furnish 11 hard copies of the report (without site information, if any) to university-based libraries and archaeological research facilities around the state.

The Firm is proposing a no-collection field investigation of any encountered cultural materials; however, field documentation (e.g., records and photographs) will be curated at CAR-UTSA.

### ***Unanticipated Discovery of Human Remains***

In the event of unexpected discovery of human remains or funerary objects/contexts during the field investigation, the Firm will comply with all applicable state laws (Texas Health and Safety Code Section 711 and the Texas Administrative Code Title 13, Chapter 22, Sections 22.1 through 22.6.) and take into account the Advisory Council on Historic Preservation's 2007 Policy Statement on the Treatment of Burial Sites. Any human skeletal remains that may be discovered will, at all times, be treated with dignity and respect. If human remains are uncovered during the investigation, the following steps will be taken:

- The Firm will halt excavation of the remains and shall notify the Williamson County sheriff and the THC. The sheriff will be requested to contact the coroner/medical examiner. After examining the human remains, if the sheriff and coroner determine the remains are modern, then the sheriff or coroner will assume responsibility for the remains.
- Appropriate measures will be taken to ensure that the remains are protected and not disturbed prior to the conclusion of investigation by law enforcement and consultation with appropriate groups to determine next steps (if needed).
- Excavations (e.g., shovel testing, backhoe trenching) within 328 feet of the find will be halted until the THC authorizes continued work in those areas.
- Field investigations will continue elsewhere in the project area.
- If the county sheriff and coroner determine that the remains are not modern or a crime scene, thereby relinquishing their jurisdiction over the remains, the Firm will coordinate with the County and THC to determine the appropriate course of action and file a Notice of the Existence of a Cemetery.

### **DELIVERABLE:**

- The Firm is prepared to complete the background cultural resources review and Texas Antiquities Permit application within 10 days of receiving written notice to proceed (NTP). The Firm will submit the permit application to the County for review and signatures. Once all signatures are obtained, the Firm will submit the permit application to the THC. The THC has 30 days to review and issue a permit for the investigations; however, for projects of this size and scope of work, authorization is typically received within 2 weeks of submittal.
- Once the permit number is received, the Firm will coordinate with the County to perform the cultural resources survey. The cultural resources survey is estimated to be completed in one 12-hour day by a three-person survey crew but will depend on timing of access and number of sites encountered.
- The Firm will submit a draft electronic copy of the report, including the results of the background review and the field survey, to the County within 30 business days of fieldwork completion for

review and comment. The Firm will address all comments and concerns, and at the County's request, the Firm will submit the revised draft to the THC for review.

- Upon THC approval of the draft report, the Firm will produce a final report. The Firm will furnish one unbound hard copy and two electronic copies of the final report to the THC, complete an abstract text online, and furnish 11 hard copies of the report (without site information, if any) to university-based libraries and archaeological research facilities around the state.

## **Task IV: Phase I Environmental Site Assessment**

The Firm will prepare the PIESA report in accordance with American Society of Testing and Material (ASTM) Standards on Environmental Site Assessments for Commercial Real Estate, E1527-13 Standard Practice for Environmental Site Assessments. The PIESA will also be performed in accordance with the U.S. Environmental Protection Agency's All Appropriate Inquiry (AAI) standards amended in 2013. The preparation of the PIESA will consist of the following tasks: records review, interviews, site reconnaissance, and user-provided information.

### ***Records Review***

The Firm will review recent and historical aerial photography and topographic maps to identify operations or activities that may have caused the release of hazardous substances into the environment. If made available by the County, the Firm also will review copies of environmental reports previously prepared for the site, environmental compliance audits, environmental permits, environmental liens and activity and use limitations (AULs), and other available environmental documents relating to the project area. As part of the review process, the Firm will summarize regional hydrogeological, geographic, and physiographic characteristics.

Additionally, the Firm will review available state and federal regulatory databases within standard search radii as specified in ASTM standards around the entire project area to determine whether the project area or nearby facilities have been subject to environmental actions or review. The regulatory database review will, at a minimum, include the databases required to satisfy the ASTM standard. The need for additional in-person regulatory file review is not anticipated, but would be performed on a time and materials basis, only when necessary, and provided that such files are publicly and readily available. The Firm is not responsible for obtaining a 50-year chain-of-title under the scope of work. The Firm will, however, review chain-of-title reports if supplied by the County. Per ASTM standards, regulatory database reviews have a 6-month shelf life.

### ***Interviews***

If property owner contact information is made available by the County, the Firm will contact the landowner(s) via a mailed or emailed landowner questionnaire. In the interest of expediency, responses received too late for inclusion in the report will not be discussed in the report. If late responses offer information pertinent to the findings discussed in the report, the Firm will provide an addendum letter. The Firm assumes that the County will provide contact information for property owners and/or representatives of all affected parcels within the project area.

### ***Site Reconnaissance***

The Firm's personnel will perform a site reconnaissance of the project area, or subject property, to document current project conditions. Adjacent properties will be observed from the project area and from

public ROWs to visually identify and photograph areas with potential recognized environmental conditions as defined in the ASTM standard. The Firm will include a general discussion in the report of how field observations relate to potential contamination, if appropriate.

The scope of work does not include activities such as collecting or analyzing soil, air, water, or other environmental samples and will not address issues such as radon, lead, or radioactivity. The Firm's personnel will require access to the entire project area on the date of the site reconnaissance. Access to private lands, locked gates, or restricted areas will be arranged by the County. It is assumed that the County will assist with landowner access as needed, which could include providing landowner notifications or land access permission letters for the Firm's staff to carry.

### **User-Provided Information**

The user of the PIESA report is defined as the party seeking to use ASTM Standard E 1527-13 to complete a PIESA of the property, which for this project is the County. User-provided information is an essential component of the PIESA and includes items such as copies of any previous PIESAs or other relevant environmental documents, a completed PIESA user questionnaire, the reason why the PIESA is being performed, and contact information for current or past landowners or users. The ASTM standard states the County, as the user, is responsible for completing a search of recorded land-title records and judicial records of environmental liens and AULs. If the user opts not to search for liens and AULs, the Firm will note this as a limitation of the report.

### **DELIVERABLE:**

- The Firm will summarize and document the PIESA findings in one report. Sections within the report will include 1) an introduction and description of the scope of work; 2) a description of the project area; 3) a summary of the project area history, including interviews and user-provided information; 4) a regulatory database review; 5) a description of the site reconnaissance; and 6) report findings and conclusions. Report limitations and literature cited will also be included.
- Figures, at a minimum, will include 1) a regional site location map and 2) aerial photography with mapped points of interest. Where applicable, report appendices could include 1) environmental database records and supplemental data; 2) documentation of interviews and other correspondence; 3) select project area photographs; 4) applicable project area history and prior-use documentation; and 5) copies of relevant environmental reports that have been previously prepared for the project area.
- The PIESA report will be prepared by a qualified environmental professional as defined in ASTM E 1527-13 and the AAI Rule. If all access constraints and landowner agreements are already verified at the time of NTP, the Firm can conduct the site reconnaissance within 6 weeks of NTP. Within 4 weeks of the site reconnaissance, the Firm will provide the County with an electronic draft of the report for one round of review and comment. The Firm will incorporate comments into the final report, which will be submitted to the County electronically.

## COST SUMMARY

The Firm offers the scope of work described herein on a time-and-materials basis, not to exceed the agreed-upon compensation cap, per the scope of work and the terms listed in the current Master Services Agreement between the Firm and the County. The Firm can provide the scope of work for an estimated cost of \$33,905.07. Table 1 provides a summary of estimated costs by task.

**Table 1. Cost and Task Summary**

<b>Task</b>	<b>Cost</b>
I Threatened and Endangered Species Habitat Assessment and Impacts Analysis	\$8,050.07
II Aquatic Resources Delineation	\$5,235.00
III Cultural Resources Assessment	\$14,817.00
IV Phase I Environmental Site Assessment	\$5,803.00
<b>TOTAL</b>	<b>\$33,905.07</b>

### ASSUMPTIONS:

- The cost is based upon complete and open access to the project area. All land acquisition or right-of-entry to the property will be obtained by the County prior to the commencement of field investigations described under Tasks I–IV. Factors beyond the Firm’s control, such as access restrictions, inclement weather, or unsafe project conditions that result in delays to the project schedule or require additional mobilizations, may require a supplemental work authorization.
- The cost does not include project-related safety training or expenses (e.g., Occupational Safety and Health Administration, Hazardous Waste Operations and Emergency Response Standard, company, or site-specific safety training). An additional cost estimate for safety-related expenses outside the Firm’s standard safety protocols will be submitted separately, if required.
- This scope of work does not include agency-level reporting, permitting, or coordination. If needed, the Firm can provide this under a Supplemental Work Authorization.
- Task I and II-specific assumptions:
  - Cost does not include presence/absence surveys for federally and/or state-listed threatened or endangered species. The Firm can provide these services at additional cost, if requested.
  - The Task I federally or state-listed threatened and endangered species will be performed concurrently with the Task II aquatic resources delineation and will be performed by two environmental scientists during a single, 1-day mobilization.
- Task III-specific assumptions:
  - The Firm assumes no more than one cultural resource site will be identified during the cultural resources field investigation based on the preliminary desktop review. If additional cultural resources sites are encountered, the Firm will contact the County to negotiate a supplemental work authorization to complete the additional site documentation and processing.

- The cost does not include archaeological test excavations or data recovery of any sites discovered during the cultural resources field investigation.
- Task IV-specific assumptions:
  - The PIESA site reconnaissance will be completed in one mobilization (a total of 1 day) by one Firm staff member, with completion of the site reconnaissance.
  - The County will release any known environmental data or reports associated with the project area to the Firm for the PIESA.
  - The PIESA will be prepared in general accordance with ASTM standards and does not include any sampling, such as soil, air, water, vapor, lead, or asbestos.
  - The County will provide landowner contact information (address and/or email) for sending of landowner questionnaires.
  - The County will provide a completed PIESA user questionnaire.
  - The County is responsible for completing a search of recorded land-title records and judicial records of environmental liens and AULs. If the County opts not to search for liens and AULs, the Firm will note this as a limitation of the report.
  - The date of the intended use of the PIESA is within 180 days of the completion of the report.

## **ATTACHMENT C**

### **Work Schedule**

#### **WORK AUTHORIZATION NO. 02**

#### **PROJECT: County Road 255 Environmental Services**

SWCA is prepared to begin work immediately upon receiving an approved work authorization and rights-of-entry from the County. Fieldwork will conclude within 6 weeks of receipt of the rights-of-entry. SWCA will provide initial written report(s) documenting results of fieldwork to the County and its agents within 4 weeks of the conclusion of fieldwork. All work is expected to be completed and the report(s) finalized by December 31, 2021.

## ATTACHMENT D

### Fee Schedule

#### WORK AUTHORIZATION NO. 02 PROJECT: County Road 255 Environmental Services

SWCA proposes to conduct the services described in Attachment B on a time-and-materials basis in accordance with the following rate schedule (Table 1):

**Table 1. Estimated Cost Breakdown**

Project Role	Hourly Rate	Units (hours, other)	Value
<b>SWCA Environmental Consultants</b>			
Specialist I	\$68.10	48	\$3,268.80
Specialist II	\$80.30	35	\$2,810.50
Specialist IV	\$100.62	56	\$5,634.72
Specialist V	\$110.79	144.25	\$15,981.46
Specialist VII	\$133.15	4	\$532.60
Specialist X	\$173.80	11	\$1,911.80
Specialist XI	\$190.07	7	\$1,330.49
Administrative V	\$90.46	7.5	\$678.45
<b>Labor Subtotal</b>		<b>312.75</b>	<b>\$32,148.82</b>
Mileage	\$0.575	330	\$189.75
GIS-grade GPS	\$70.00	3	\$210.00
Supplies	\$20.00	3	\$60.00
Overnight Delivery	\$20.00	1	\$20.00
Curation	\$183.00	1.5	\$274.50
Records Search	\$500.00	1.5	\$750.00
B&W Copies	\$0.10	1120	\$112.00
Color Copies	\$1.00	140	\$140.00
<b>Direct Costs Subtotal</b>			<b>\$1,756.25</b>
<b>Total</b>			<b>\$33,905.07</b>

**Summary of Changes to CPI**

Month	Year	CPI
January*	2020	248.005
January	2021	252.067
Variance		4.062
% Variance (escalation)		<b>1.64%</b>

\*Rates requested at execution of contract

**2021 Rate Schedule (SWCA)**

Code	Title/Level	2020 Rates	1.64% (escalation)	2021 Rates
C00	Principal-In-Charge	285.00	4.67	289.67
SME	Subject Matter Expert	210.00	3.44	213.44
M05	Manager V	109.00	1.79	110.79
M06	Manager VI	119.00	1.95	120.95
M07	Manager VII	131.00	2.15	133.15
M08	Manager VIII	142.00	2.33	144.33
M09	Manager IX	153.00	2.51	155.51
M10	Manager X	171.00	2.80	173.80
M11	Manager XI	187.00	3.07	190.07
M12	Manager XII	205.00	3.36	208.36
T01	Technician I	47.00	0.77	47.77
T02	Technician II	55.00	0.90	55.90
S01	Specialist I	67.00	1.10	68.10
S02	Specialist II	79.00	1.30	80.30
S03	Specialist III	89.00	1.46	90.46
S04	Specialist IV	99.00	1.62	100.62
S05	Specialist V	109.00	1.79	110.79
S06	Specialist VI	119.00	1.95	120.95
S07	Specialist VII	131.00	2.15	133.15
S08	Specialist VIII	142.00	2.33	144.33
S09	Specialist IX	153.00	2.51	155.51
S10	Specialist X	171.00	2.80	173.80
S11	Specialist XI	187.00	3.07	190.07
S12	Specialist XII	205.00	3.36	208.36
T01	Administrative I	42.00	0.69	42.69
T02	Administrative II	53.00	0.87	53.87
T03	Administrative III	66.00	1.08	67.08
T04	Administrative IV	77.00	1.26	78.26
T05	Administrative V	89.00	1.46	90.46
T06	Administrative VI	101.00	1.66	102.66
T07	Administrative VII	113.00	1.85	114.85
T08	Administrative VIII	125.00	2.05	127.05



**2021 Rate Schedule (Cambrian Environmental)**

Code	Title/Level	2020 Rates	1.64% (escalation)	2021 Rates
	Sr. Karst Geoscientist	155.00	2.54	157.54
	Karst Geoscientist	125.00	2.05	127.05
	Field Technician	65.00	1.07	66.07
	Karst Biologist	100.00	1.64	101.64