



DEPARTMENT OF
GENERAL SERVICES

COMMONWEALTH OF VIRGINIA
DIVISION OF PURCHASES & SUPPLY (DPS)
1111 East Broad Street, Richmond, Virginia 23219

**MODIFICATION #1
TO
CONTRACT NUMBER E194-79435
BETWEEN THE
COMMONWEALTH OF VIRGINIA
AND
MICHAEL BAKER INTERNATIONAL INC**

This MODIFICATION #1 is an Agreement between the Commonwealth of Virginia, hereinafter referred to as "State" or "Commonwealth," and Michael Baker International Inc, a Pennsylvania corporation, hereinafter referred to as the "Contractor", "Michael Baker", or "MBI", relating to the modification of Contract E194-79435 effective November 1, 2019 as amended, hereinafter referred to as the "Contract" or "Agreement." This Modification is hereby incorporated into and made an integral part of the Agreement.

The purpose of this modification is to document both parties' agreement to A.) Renew the Contract, B.) Revise modified General Terms and Conditions: Vendors Manual, Anti-Discrimination, and Nondiscrimination to Contractors, C.) Add General Term and Condition: Civility in State Workplaces, D.) Revise Special Term and Condition: Submission of Small Business Subcontracting Plan, E.) Add Special Term and Condition: Federally Imposed Tariffs. Changes B-E are due to legislative changes, and F.) Pricing Schedule Updated. All changes are effective upon full execution of this document, unless otherwise noted, and shall be included in any subsequent modifications.

A. Reference: Contract E194-79435, "Renewal of Contract."

Both parties hereby agree to renew the Contract for an additional one (1) year period, beginning November 1, 2021 through October 31, 2022, with three (3) renewals remaining.

B. Reference: Contract E194-79435, "Vendors Manual," "Anti-Discrimination," "Non-Discrimination to Contractors."

VENDORS MANUAL: This solicitation is subject to the provisions of the Commonwealth of Virginia Vendors Manual and any changes or revisions thereto, which are hereby incorporated into this contract in their entirety. The process for filing a complaint about this solicitation is in section 7.13 of the Vendors Manual. (Note section 7.13 does not apply to protests of awards or formal contractual claims.) The procedure for filing contractual claims is in section 7.19 of the Vendors Manual. A copy of the manual is normally available for review at the purchasing office and is accessible on the Internet at www.eva.virginia.gov under "I Sell To Virginia".

ANTI-DISCRIMINATION: By submitting their proposals, offerors certify to the Commonwealth that they will conform to the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Contracting Act of 1975, as amended, where applicable, the Virginians With Disabilities Act, the Americans With Disabilities Act and § 2.2-4311 of the Virginia Public Procurement Act (VPPA). If the award is made to a faith-based organization, the organization shall not discriminate against any recipient of goods, services, or disbursements made pursuant to the contract on the basis of the recipient's religion, religious belief, refusal to participate in a religious practice, or on the basis of race, age, color, gender sexual orientation, gender identity, or national origin and shall be subject to the same rules as other organizations that contract with public bodies to account for the use of the funds provided; however, if the faith-based organization segregates public funds into separate accounts, only the accounts and programs funded with public funds shall be subject to audit by the public body. (Code of Virginia, § 2.2-4343.1E).

In every contract over \$10,000 the provisions in 1. and 2. below apply:

1. During the performance of this contract, the contractor agrees as follows:

a. The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, gender identity, national origin, age, disability, or any other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of the contractor. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

b. The contractor, in all solicitations or advertisements for employees placed by or on behalf of the contractor, will state that such contractor is an equal opportunity employer.

c. Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting the requirements of this section.

d. If the contractor employs more than five employees, the contractor shall (i) provide annual training on the contractor's sexual harassment policy to all supervisors and employees providing services in the Commonwealth, except such supervisors or employees that are required to complete sexual harassment training provided by the Department of Human Resource Management, and (ii) post the contractor's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth that the contractor owns or leases for business purposes and (b) the contractor's employee handbook.

e. The requirements of these provisions 1. and 2. are a material part of the contract. If the Contractor violates one of these provisions, the Commonwealth may terminate the affected part of this contract for breach, or at its option, the whole contract. Violation of one of these provisions may also result in debarment from State contracting regardless of whether the specific contract is terminated.

f. In accordance with Executive Order 61 (2017), a prohibition on discrimination by the contractor, in its employment practices, subcontracting practices, and delivery of goods or services, on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity, age, political affiliation, disability, or veteran status, is hereby incorporated in this contract.

2. The contractor will include the provisions of 1. above in every subcontract or purchase order over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

NON-DISCRIMINATION OF CONTRACTORS: An offeror or contractor shall not be discriminated against in the solicitation or award of this contract because of race, religion, color, sex, sexual orientation, gender identity, national origin, age, disability, faith-based organizational status, any other basis prohibited by state law relating to discrimination in employment or because the offeror employs ex-offenders unless the state agency, department or institution has made a written determination that employing ex-offenders on the specific contract is not in its best interest. If the award of this contract is made to a faith-based organization and an individual, who applies for or receives goods, services, or disbursements provided pursuant to this contract objects to the religious character of the faith-based organization from which the individual receives or would receive the goods, services, or disbursements, the public body shall offer the individual, within a reasonable period of time after the date of his objection, access to equivalent goods, services, or disbursements from an alternative provider.

C. Reference: Contract E194-79435, "Changes to Contract."

CIVILITY IN STATE WORKPLACES: The contractor shall take all reasonable steps to ensure that no individual, while performing work on behalf of the contractor or any subcontractor in connection with this agreement (each, a "Contract Worker"), shall engage in 1) harassment (including sexual harassment), bullying, cyber-bullying, or threatening or violent conduct, or 2) discriminatory behavior on the basis of race, sex, color, national origin, religious belief, sexual orientation, gender identity or expression, age, political affiliation, veteran status, or disability.

The contractor shall provide each Contract Worker with a copy of this Section and will require Contract Workers to participate in agency training on civility in the State workplace if contractor's (and any subcontractor's) regular mandatory training programs do not already encompass equivalent or greater expectations. Upon request, the contractor shall provide documentation that each Contract Worker has received such training.

For purposes of this Section, "State workplace" includes any location, permanent or temporary, where a Commonwealth employee performs any work-related duty or is representing his or her agency, as well as surrounding perimeters, parking lots, outside meeting locations, and means of travel to and from these locations. Communications are deemed to occur in a State workplace if the Contract Worker reasonably should know that the phone number, email, or other method of communication is associated with a State workplace or is associated with a person who is a State employee.

The Commonwealth of Virginia may require, at its sole discretion, the removal and replacement of any Contract Worker who the Commonwealth reasonably believes to have violated this Section.

This Section creates obligations solely on the part of the contractor. Employees or other third parties may benefit incidentally from this Section and from training materials or other communications distributed on this topic, but the Parties to this agreement intend this Section to be enforceable solely by the Commonwealth and not by employees or other third parties.

D. Reference: Contract E194-79435, "Submission of Small Business Subcontracting Plan."

SUBMISSION OF SMALL BUSINESS SUBCONTRACTING PLAN, EVIDENCE OF COMPLIANCE WITH SMALL BUSINESS SUBCONTRACTING PLAN, AND SUBCONTRACTOR REPORTING:

A. Submission of Small Business Subcontracting Plan: It is the statewide goal of the Commonwealth that 42% of its purchases be made from small businesses certified by DSBSD. This includes discretionary spending in prime contracts and subcontracts. All offerors are required to submit a Small Business Subcontracting Plan. The contractor is encouraged to offer such subcontracting opportunities to DSBSD-certified small businesses. This shall include DSBSD-certified women-owned and minority-owned businesses and businesses with DSBSD service disabled veteran-owned status when they have also received DSBSD small business certification. Where it is not practicable for any portion of the goods/services to be subcontracted to other suppliers, the offeror shall note such on the Small Business Subcontracting Plan. No offeror or subcontractor shall be considered a small business unless certified as such by the Department of Small Business and Supplier Diversity (DSBSD) by the due date for receipt of proposals.

B. Evidence of Compliance with Small Business Subcontracting Plan: Each prime contractor who wins an award in which provision of a small business subcontracting plan is a condition of the award, shall deliver to the contracting agency or institution monthly reports substantiating compliance in accordance with the small business subcontracting plan. If a variance exists, the contractor shall provide a written explanation. A subcontractor shall be considered a Small Business for purposes of a contract if and only if the subcontractor holds a certification as such by the DSBSD. Payment(s) may be withheld until the purchasing agency confirms that the contractor has certified compliance with the contractor's submitted Small Business Subcontracting Plan or is in receipt of a written explanation of the variance. The agency or institution reserves the right to pursue other appropriate remedies for non-compliance to include, but not be limited to, termination for default.

C. Prime Contractor Subcontractor Reporting:

1. Each prime contractor who wins an award greater than \$100,000, shall deliver to the contracting agency or institution on a monthly basis, all applicable information for each subcontractor listed on the Small Business Subcontracting Plan that are DSBSD-certified businesses or Employment Services Organizations (ESOs). The contractor shall furnish the applicable information to the purchasing office via the Subcontractor Payment Reporting tool accessible within the contractor's eVA account.
2. In addition each prime contractor who wins an award greater than \$200,000 shall deliver to the contracting agency or institution on a monthly basis, all applicable information on use of subcontractors that are not DSBSD-certified businesses or Employment Services Organizations. The contractor shall

furnish the all applicable information to the purchasing office via the Subcontractor Payment Reporting tool accessible within the contractor's eVA account.

E. Reference: Contract E194-79435, "Changes to Contract."

FEDERALLY IMPOSED TARIFFS: In the event that the President of the United States, the United States Congress, Customs and Border Protection, or any other federal entity authorized by law, imposes an import duty or tariff (a "tariff"), on an imported good that results in an increase in contractor's costs to a level that renders performance under the Agreement impracticable, the Commonwealth may agree to an increase to the purchase price for the affected good. No increase in purchase price may exceed 25% of the additional tariff imposed on the goods imported or purchased by the contractor that are provided to the Commonwealth under this Agreement.

Prior to the Commonwealth agreeing to a price increase pursuant to this Section, the contractor must provide to the Commonwealth, the following documentation, all of which must be satisfactory to the Commonwealth:

- evidence demonstrating: (i) the unit price paid by contractor as of the date of award for the good or raw material used to furnish the goods to the Commonwealth under this Agreement, (ii) the applicability of the tariff to the specific good or raw material, and (iii) contractor's payment of the increased import duty or tariff (either directly or through an increase to the cost paid for the good or raw material). The evidence submitted shall be sufficient in detail and content to allow the Commonwealth to verify that the tariff is the cause of the price change.
- a certification signed by contractor that it has made all reasonable efforts to obtain the good or the raw materials comprising the good procured by the Commonwealth at a lower cost from a different source located outside of the country against which the tariff has been imposed.
- a certification signed by contractor that the documentation, statements, and any other evidence it submits in support of its request for a price increase under this Section are true and correct, and that the contractor would otherwise be unable to perform under this Agreement without such price increase.
- as requested by the Commonwealth, written instructions authorizing the Commonwealth to request additional documentation from individuals or entities that provide the good or the raw materials to verify the information submitted by contractor.

If the Commonwealth agrees to a price increase pursuant to this Section, the parties further agree to add the following terms to this Agreement:

- During the Term and for five (5) years after the termination of this Agreement, contractor shall retain, and the Commonwealth and its authorized representatives shall have the right to audit, examine, and make copies of, all of contractor's books, accounts, and other records related to this Agreement and contractor's costs for providing goods to the Commonwealth, including, but not limited to those kept by the contractor's agents, assigns, successors, and subcontractors.
- Notwithstanding anything to the contrary in this Agreement, the Commonwealth shall have the right to terminate this Agreement for the Commonwealth's convenience upon 15 days' written notice to contractor.

In the event the import duty or tariff is repealed or reduced prior to termination of this Agreement, the increase in the Commonwealth's contract price shall be reduced by the same amount and adjusted accordingly.

- Any material misrepresentation of fact by contractor relating in any way to the Commonwealth's payment of additional sums due to tariffs shall be fraud against the taxpayer's of the Commonwealth and subject contractor to treble damages pursuant to the Virginia Fraud Against Taxpayers Act.

F. Reference: Pricing Schedule Contract E194-79435.

The Commonwealth and Michael Baker International hereby agree to the updated pricing schedule titled MBI Updated Tab 6 Renewal 1. The pricing schedule reflects the current market rates, contract discounts, and updated equipment.

The foregoing is the complete and final expression of the parties' agreement to modify Contract E194-79435 and cannot be modified, except by a writing signed by the duly authorized representatives of both parties. All other terms and conditions remain unchanged.

PERSONS SIGNING THIS CONTRACT ARE AUTHORIZED REPRESENTATIVES OF EACH PARTY TO THIS CONTRACT AND ACKNOWLEDGE THAT EACH PARTY AGREES TO BE BOUND BY THE TERMS AND CONDITIONS OF THE CONTRACT.

MICHAEL BAKER INTERNATIONAL INC

COMMONWEALTH OF VIRGINIA

BY: _____

BY: _____

NAME: _____
Printed Name

NAME: _____
Printed Name

TITLE: _____

TITLE: Lead Statewide Sourcing & Contracting
Officer

DATE: _____

DATE: _____

Tab 6: Proposed Pricing Plan

Michael Baker provides its complete pricing catalog for all services offered within all service zones and service categories. We include all personnel classifications with daily and hourly rates.

A standard one-day rate is provided for an eight (8) hour workday.

Tiered pricing is discounted from the standard one-day-rate for all **consecutive eight (8) hour workdays** of service.

- 1) Emergency Rates are applied for the Rapid Response classification. A premium rate is applied only to the first workday of a Rapid Response Emergency; thereafter, the hourly, daily and tiered rates apply to the consecutive hours or days associated with the same request/project.
- 2) Weekend and holiday rates are not included in any tiered rates. However, when working on weekends and holidays that are consecutive workdays on the same project the total number of workdays (inclusive of weekends and holidays) establish the applicable tier rate for all other workdays.
- 3) Standard Discount Rates for all personnel classifications including daily rates are based on multiple consecutive days of service. Tiered hourly rates are determined at 1/8 of the day rate within the applicable Tier.
- 4) Rates Per Additional Hour during an emergency, weekend, and standard daily call are provided. Overtime rates do not apply until hours are worked >40 within a work week. Except for example in California or other participating states require an overtime rate be applied for hours worked >8 in a single workday. Overtime rate application and cost will follow the prevailing laws of the participating state.
- 5) Special rates (e.g., standby) associated with special conditions such as weather: fog, rain, snow, wind, etc. apply only to equipment.
- 6) Rates applicable to each state are provided. Rates are associated with a state, itself. Each Participating Entity will verify and finalize rates during their negotiation of its Participating Addendum.
- 7) UAS rates are provided by Tier. For known equipment (vehicle or generator) rates are provided. Specialized equipment may be separately priced for a specialized mission at the time of the order.

LABOR RATES

Rates Applicable to: Primary Zone 9 and Zones: 4, 7, 8	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Exempt Personnel												
Pilot (UAS)	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 140.00	\$ 744.00	\$ 1,120.00	\$ 744.00	\$ 744.00	\$ 729.00	\$ 714.00	\$ 699.00
Safety Officer	\$ 85.00	\$ 85.00	\$ 85.00	\$ 85.00	\$ 128.00	\$ 680.00	\$ 1,024.00	\$ 680.00	\$ 680.00	\$ 666.00	\$ 653.00	\$ 639.00
Command Staffing	\$ 106.00	\$ 106.00	\$ 106.00	\$ 106.00	\$ 159.00	\$ 848.00	\$ 1,272.00	\$ 848.00	\$ 848.00	\$ 831.00	\$ 814.00	\$ 797.00
Agency Director	\$ 133.00	\$ 133.00	\$ 133.00	\$ 133.00	\$ 200.00	\$ 1,064.00	\$ 1,600.00	\$ 1,064.00	\$ 1,064.00	\$ 1,043.00	\$ 1,021.00	\$ 1,000.00
Mission Coordinator	\$ 133.00	\$ 133.00	\$ 133.00	\$ 133.00	\$ 200.00	\$ 1,064.00	\$ 1,600.00	\$ 1,064.00	\$ 1,064.00	\$ 1,043.00	\$ 1,021.00	\$ 1,000.00
Aviation Director	\$ 133.00	\$ 133.00	\$ 133.00	\$ 133.00	\$ 200.00	\$ 1,064.00	\$ 1,600.00	\$ 1,064.00	\$ 1,064.00	\$ 1,043.00	\$ 1,021.00	\$ 1,000.00
Senior GIS Analyst	\$ 127.00	\$ 127.00	\$ 127.00	\$ 127.00	\$ 191.00	\$ 1,016.00	\$ 1,528.00	\$ 1,016.00	\$ 1,016.00	\$ 996.00	\$ 975.00	\$ 955.00
LiDAR Processing Analyst	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00	\$ 120.00	\$ 640.00	\$ 960.00	\$ 640.00	\$ 640.00	\$ 627.00	\$ 614.00	\$ 602.00
Senior Remote Sensing Analyst	\$ 133.00	\$ 133.00	\$ 133.00	\$ 133.00	\$ 200.00	\$ 1,064.00	\$ 1,600.00	\$ 1,064.00	\$ 1,064.00	\$ 1,043.00	\$ 1,021.00	\$ 1,000.00
GIS Analyst	\$ 76.00	\$ 76.00	\$ 76.00	\$ 76.00	\$ 114.00	\$ 608.00	\$ 912.00	\$ 608.00	\$ 608.00	\$ 596.00	\$ 584.00	\$ 572.00
Remote Sensing Analyst	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00	\$ 120.00	\$ 640.00	\$ 960.00	\$ 640.00	\$ 640.00	\$ 627.00	\$ 614.00	\$ 602.00
Video Producer	\$ 149.00	\$ 149.00	\$ 149.00	\$ 149.00	\$ 224.00	\$ 1,192.00	\$ 1,792.00	\$ 1,192.00	\$ 1,192.00	\$ 1,168.00	\$ 1,144.00	\$ 1,120.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 64.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 512.00	\$ 768.00	\$ 768.00	\$ 768.00	\$ 502.00	\$ 492.00	\$ 481.00
Field Technician	\$ 66.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 528.00	\$ 792.00	\$ 792.00	\$ 792.00	\$ 517.00	\$ 507.00	\$ 496.00
Field Laborer	\$ 57.00	\$ 86.00	\$ 86.00	\$ 86.00	\$ 85.50	\$ 456.00	\$ 688.00	\$ 688.00	\$ 688.00	\$ 447.00	\$ 438.00	\$ 429.00

105% of Primary Zone Rates Applicable to Zones: 2, 6	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
	Exempt Personnel											
Pilot (UAS)	\$ 98.00	\$ 98.00	\$ 98.00	\$ 98.00	\$ 147.00	\$ 784.00	\$ 1,176.00	\$ 784.00	\$ 784.00	\$ 768.00	\$ 753.00	\$ 737.00
Safety Officer	\$ 89.00	\$ 89.00	\$ 89.00	\$ 89.00	\$ 134.00	\$ 712.00	\$ 1,072.00	\$ 712.00	\$ 712.00	\$ 698.00	\$ 684.00	\$ 669.00
Command Staffing	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 167.00	\$ 888.00	\$ 1,336.00	\$ 888.00	\$ 888.00	\$ 870.00	\$ 852.00	\$ 835.00
Agency Director	\$ 140.00	\$ 140.00	\$ 140.00	\$ 140.00	\$ 210.00	\$ 1,120.00	\$ 1,680.00	\$ 1,120.00	\$ 1,120.00	\$ 1,098.00	\$ 1,075.00	\$ 1,053.00
Mission Coordinator	\$ 140.00	\$ 140.00	\$ 140.00	\$ 140.00	\$ 210.00	\$ 1,120.00	\$ 1,680.00	\$ 1,120.00	\$ 1,120.00	\$ 1,098.00	\$ 1,075.00	\$ 1,053.00
Aviation Director	\$ 140.00	\$ 140.00	\$ 140.00	\$ 140.00	\$ 210.00	\$ 1,120.00	\$ 1,680.00	\$ 1,120.00	\$ 1,120.00	\$ 1,098.00	\$ 1,075.00	\$ 1,053.00
Senior GIS Analyst	\$ 133.00	\$ 133.00	\$ 133.00	\$ 133.00	\$ 200.00	\$ 1,064.00	\$ 1,600.00	\$ 1,064.00	\$ 1,064.00	\$ 1,043.00	\$ 1,021.00	\$ 1,000.00
LiDAR Processing Analyst	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 126.00	\$ 672.00	\$ 1,008.00	\$ 672.00	\$ 672.00	\$ 659.00	\$ 645.00	\$ 632.00
Senior Remote Sensing Analyst	\$ 140.00	\$ 140.00	\$ 140.00	\$ 140.00	\$ 210.00	\$ 1,120.00	\$ 1,680.00	\$ 1,120.00	\$ 1,120.00	\$ 1,098.00	\$ 1,075.00	\$ 1,053.00
GIS Analyst	\$ 80.00	\$ 80.00	\$ 80.00	\$ 80.00	\$ 120.00	\$ 640.00	\$ 960.00	\$ 640.00	\$ 640.00	\$ 627.00	\$ 614.00	\$ 602.00
Remote Sensing Analyst	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 126.00	\$ 672.00	\$ 1,008.00	\$ 672.00	\$ 672.00	\$ 659.00	\$ 645.00	\$ 632.00
Video Producer	\$ 156.00	\$ 156.00	\$ 156.00	\$ 156.00	\$ 234.00	\$ 1,248.00	\$ 1,872.00	\$ 1,248.00	\$ 1,248.00	\$ 1,223.00	\$ 1,198.00	\$ 1,173.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 67.00	\$ 101.00	\$ 101.00	\$ 101.00	\$ 101.00	\$ 536.00	\$ 808.00	\$ 808.00	\$ 808.00	\$ 525.00	\$ 515.00	\$ 504.00
Field Technician	\$ 69.00	\$ 104.00	\$ 104.00	\$ 104.00	\$ 104.00	\$ 552.00	\$ 832.00	\$ 832.00	\$ 832.00	\$ 541.00	\$ 530.00	\$ 519.00
Field Laborer	\$ 60.00	\$ 90.00	\$ 90.00	\$ 90.00	\$ 90.00	\$ 480.00	\$ 720.00	\$ 720.00	\$ 720.00	\$ 470.00	\$ 461.00	\$ 451.00

110% of Primary Work Zone Rates Applicable to Zones: 1, 3, 5	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
	Exempt Personnel											
Pilot (UAS)	\$ 102.00	\$ 102.00	\$ 103.00	\$ 103.00	\$ 153.00	\$ 816.00	\$ 1,224.00	\$ 816.00	\$ 816.00	\$ 800.00	\$ 783.00	\$ 767.00
Safety Officer	\$ 94.00	\$ 94.00	\$ 93.00	\$ 93.00	\$ 141.00	\$ 752.00	\$ 1,128.00	\$ 752.00	\$ 752.00	\$ 737.00	\$ 722.00	\$ 707.00
Command Staffing	\$ 117.00	\$ 117.00	\$ 117.00	\$ 117.00	\$ 176.00	\$ 936.00	\$ 1,408.00	\$ 936.00	\$ 936.00	\$ 917.00	\$ 899.00	\$ 880.00
Agency Director	\$ 146.00	\$ 146.00	\$ 147.00	\$ 147.00	\$ 219.00	\$ 1,168.00	\$ 1,752.00	\$ 1,168.00	\$ 1,168.00	\$ 1,145.00	\$ 1,121.00	\$ 1,098.00
Mission Coordinator	\$ 146.00	\$ 146.00	\$ 147.00	\$ 147.00	\$ 219.00	\$ 1,168.00	\$ 1,752.00	\$ 1,168.00	\$ 1,168.00	\$ 1,145.00	\$ 1,121.00	\$ 1,098.00
Aviation Director	\$ 146.00	\$ 146.00	\$ 147.00	\$ 147.00	\$ 219.00	\$ 1,168.00	\$ 1,752.00	\$ 1,168.00	\$ 1,168.00	\$ 1,145.00	\$ 1,121.00	\$ 1,098.00
Senior GIS Analyst	\$ 140.00	\$ 140.00	\$ 140.00	\$ 140.00	\$ 210.00	\$ 1,120.00	\$ 1,680.00	\$ 1,120.00	\$ 1,120.00	\$ 1,098.00	\$ 1,075.00	\$ 1,053.00
LiDAR Processing Analyst	\$ 88.00	\$ 88.00	\$ 88.00	\$ 88.00	\$ 132.00	\$ 704.00	\$ 1,056.00	\$ 704.00	\$ 704.00	\$ 690.00	\$ 676.00	\$ 662.00
Senior Remote Sensing Analyst	\$ 146.00	\$ 146.00	\$ 147.00	\$ 147.00	\$ 219.00	\$ 1,168.00	\$ 1,752.00	\$ 1,168.00	\$ 1,168.00	\$ 1,145.00	\$ 1,121.00	\$ 1,098.00
GIS Analyst	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 126.00	\$ 672.00	\$ 1,008.00	\$ 672.00	\$ 672.00	\$ 659.00	\$ 645.00	\$ 632.00
Remote Sensing Analyst	\$ 88.00	\$ 88.00	\$ 88.00	\$ 88.00	\$ 132.00	\$ 704.00	\$ 1,056.00	\$ 704.00	\$ 704.00	\$ 690.00	\$ 676.00	\$ 662.00
Video Producer	\$ 164.00	\$ 164.00	\$ 164.00	\$ 164.00	\$ 246.00	\$ 1,312.00	\$ 1,968.00	\$ 1,312.00	\$ 1,312.00	\$ 1,286.00	\$ 1,260.00	\$ 1,233.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 70.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 560.00	\$ 840.00	\$ 840.00	\$ 840.00	\$ 549.00	\$ 538.00	\$ 526.00
Field Technician	\$ 73.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 584.00	\$ 880.00	\$ 880.00	\$ 880.00	\$ 572.00	\$ 561.00	\$ 549.00
Field Laborer	\$ 63.00	\$ 95.00	\$ 95.00	\$ 95.00	\$ 95.00	\$ 504.00	\$ 760.00	\$ 760.00	\$ 760.00	\$ 494.00	\$ 484.00	\$ 474.00

115% of Primary Work Zone	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Rates Applicable to Zone: 11												
Exempt Personnel												
Pilot (UAS)	\$ 107.00	\$ 107.00	\$ 107.00	\$ 107.00	\$ 161.00	\$ 856.00	\$ 1,288.00	\$ 856.00	\$ 856.00	\$ 839.00	\$ 822.00	\$ 805.00
Safety Officer	\$ 98.00	\$ 98.00	\$ 98.00	\$ 98.00	\$ 147.00	\$ 784.00	\$ 1,176.00	\$ 784.00	\$ 784.00	\$ 768.00	\$ 753.00	\$ 737.00
Command Staffing	\$ 122.00	\$ 122.00	\$ 122.00	\$ 122.00	\$ 183.00	\$ 976.00	\$ 1,464.00	\$ 976.00	\$ 976.00	\$ 956.00	\$ 937.00	\$ 917.00
Agency Director	\$ 153.00	\$ 153.00	\$ 153.00	\$ 153.00	\$ 230.00	\$ 1,224.00	\$ 1,840.00	\$ 1,224.00	\$ 1,224.00	\$ 1,200.00	\$ 1,175.00	\$ 1,151.00
Mission Coordinator	\$ 153.00	\$ 153.00	\$ 153.00	\$ 153.00	\$ 230.00	\$ 1,224.00	\$ 1,840.00	\$ 1,224.00	\$ 1,224.00	\$ 1,200.00	\$ 1,175.00	\$ 1,151.00
Aviation Director	\$ 153.00	\$ 153.00	\$ 153.00	\$ 153.00	\$ 230.00	\$ 1,224.00	\$ 1,840.00	\$ 1,224.00	\$ 1,224.00	\$ 1,200.00	\$ 1,175.00	\$ 1,151.00
Senior GIS Analyst	\$ 146.00	\$ 146.00	\$ 146.00	\$ 146.00	\$ 219.00	\$ 1,168.00	\$ 1,752.00	\$ 1,168.00	\$ 1,168.00	\$ 1,145.00	\$ 1,121.00	\$ 1,098.00
LiDAR Processing Analyst	\$ 92.00	\$ 92.00	\$ 92.00	\$ 92.00	\$ 138.00	\$ 736.00	\$ 1,104.00	\$ 736.00	\$ 736.00	\$ 721.00	\$ 707.00	\$ 692.00
Senior Remote Sensing Analyst	\$ 153.00	\$ 153.00	\$ 153.00	\$ 153.00	\$ 230.00	\$ 1,224.00	\$ 1,840.00	\$ 1,224.00	\$ 1,224.00	\$ 1,200.00	\$ 1,175.00	\$ 1,151.00
GIS Analyst	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 131.00	\$ 696.00	\$ 1,048.00	\$ 696.00	\$ 696.00	\$ 682.00	\$ 668.00	\$ 654.00
Remote Sensing Analyst	\$ 92.00	\$ 92.00	\$ 92.00	\$ 92.00	\$ 138.00	\$ 736.00	\$ 1,104.00	\$ 736.00	\$ 736.00	\$ 721.00	\$ 707.00	\$ 692.00
Video Producer	\$ 171.00	\$ 171.00	\$ 171.00	\$ 171.00	\$ 257.00	\$ 1,368.00	\$ 2,056.00	\$ 1,368.00	\$ 1,368.00	\$ 1,341.00	\$ 1,313.00	\$ 1,286.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 74.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 592.00	\$ 888.00	\$ 888.00	\$ 888.00	\$ 580.00	\$ 568.00	\$ 556.00
Field Technician	\$ 76.00	\$ 114.00	\$ 114.00	\$ 114.00	\$ 114.00	\$ 608.00	\$ 912.00	\$ 912.00	\$ 912.00	\$ 596.00	\$ 584.00	\$ 572.00
Field Laborer	\$ 66.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 528.00	\$ 792.00	\$ 792.00	\$ 792.00	\$ 517.00	\$ 507.00	\$ 496.00

120% of Primary Work Zone	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Rates Applicable to Zone: 10												
Exempt Personnel												
Pilot (UAS)	\$ 112.00	\$ 112.00	\$ 112.00	\$ 112.00	\$ 168.00	\$ 896.00	\$ 1,344.00	\$ 896.00	\$ 896.00	\$ 878.00	\$ 860.00	\$ 842.00
Safety Officer	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 153.00	\$ 816.00	\$ 1,224.00	\$ 816.00	\$ 816.00	\$ 800.00	\$ 783.00	\$ 767.00
Command Staffing	\$ 127.00	\$ 127.00	\$ 127.00	\$ 127.00	\$ 191.00	\$ 1,016.00	\$ 1,528.00	\$ 1,016.00	\$ 1,016.00	\$ 996.00	\$ 975.00	\$ 955.00
Agency Director	\$ 160.00	\$ 160.00	\$ 160.00	\$ 160.00	\$ 240.00	\$ 1,280.00	\$ 1,920.00	\$ 1,280.00	\$ 1,280.00	\$ 1,254.00	\$ 1,229.00	\$ 1,203.00
Mission Coordinator	\$ 160.00	\$ 160.00	\$ 160.00	\$ 160.00	\$ 240.00	\$ 1,280.00	\$ 1,920.00	\$ 1,280.00	\$ 1,280.00	\$ 1,254.00	\$ 1,229.00	\$ 1,203.00
Aviation Director	\$ 160.00	\$ 160.00	\$ 160.00	\$ 160.00	\$ 240.00	\$ 1,280.00	\$ 1,920.00	\$ 1,280.00	\$ 1,280.00	\$ 1,254.00	\$ 1,229.00	\$ 1,203.00
Senior GIS Analyst	\$ 152.00	\$ 152.00	\$ 152.00	\$ 152.00	\$ 228.00	\$ 1,216.00	\$ 1,824.00	\$ 1,216.00	\$ 1,216.00	\$ 1,192.00	\$ 1,167.00	\$ 1,143.00
LiDAR Processing Analyst	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 144.00	\$ 768.00	\$ 1,152.00	\$ 768.00	\$ 768.00	\$ 753.00	\$ 737.00	\$ 722.00
Senior Remote Sensing Analyst	\$ 160.00	\$ 160.00	\$ 160.00	\$ 160.00	\$ 240.00	\$ 1,280.00	\$ 1,920.00	\$ 1,280.00	\$ 1,280.00	\$ 1,254.00	\$ 1,229.00	\$ 1,203.00
GIS Analyst	\$ 91.00	\$ 91.00	\$ 91.00	\$ 91.00	\$ 137.00	\$ 728.00	\$ 1,096.00	\$ 728.00	\$ 728.00	\$ 713.00	\$ 699.00	\$ 684.00
Remote Sensing Analyst	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 144.00	\$ 768.00	\$ 1,152.00	\$ 768.00	\$ 768.00	\$ 753.00	\$ 737.00	\$ 722.00
Video Producer	\$ 179.00	\$ 179.00	\$ 179.00	\$ 179.00	\$ 269.00	\$ 1,432.00	\$ 2,152.00	\$ 1,432.00	\$ 1,432.00	\$ 1,403.00	\$ 1,375.00	\$ 1,346.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 77.00	\$ 116.00	\$ 116.00	\$ 116.00	\$ 116.00	\$ 616.00	\$ 928.00	\$ 928.00	\$ 928.00	\$ 604.00	\$ 591.00	\$ 579.00
Field Technician	\$ 79.00	\$ 119.00	\$ 119.00	\$ 119.00	\$ 119.00	\$ 632.00	\$ 952.00	\$ 952.00	\$ 952.00	\$ 619.00	\$ 607.00	\$ 594.00
Field Laborer	\$ 68.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 544.00	\$ 816.00	\$ 816.00	\$ 816.00	\$ 533.00	\$ 522.00	\$ 511.00

130% of Primary Work Zone Rates Applicable to Zone: 12	Hourly					Daily				Additional Consecutive workdays Tiered Rates		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Exempt Personnel												
Pilot (UAS)	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 182.00	\$ 968.00	\$ 1,456.00	\$ 968.00	\$ 968.00	\$ 949.00	\$ 929.00	\$ 910.00
Safety Officer	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 167.00	\$ 888.00	\$ 1,336.00	\$ 888.00	\$ 888.00	\$ 870.00	\$ 852.00	\$ 835.00
Command Staffing	\$ 138.00	\$ 138.00	\$ 138.00	\$ 138.00	\$ 207.00	\$ 1,104.00	\$ 1,656.00	\$ 1,104.00	\$ 1,104.00	\$ 1,082.00	\$ 1,060.00	\$ 1,038.00
Agency Director	\$ 173.00	\$ 173.00	\$ 173.00	\$ 173.00	\$ 260.00	\$ 1,384.00	\$ 2,080.00	\$ 1,384.00	\$ 1,384.00	\$ 1,356.00	\$ 1,329.00	\$ 1,301.00
Mission Coordinator	\$ 173.00	\$ 173.00	\$ 173.00	\$ 173.00	\$ 260.00	\$ 1,384.00	\$ 2,080.00	\$ 1,384.00	\$ 1,384.00	\$ 1,356.00	\$ 1,329.00	\$ 1,301.00
Aviation Director	\$ 173.00	\$ 173.00	\$ 173.00	\$ 173.00	\$ 260.00	\$ 1,384.00	\$ 2,080.00	\$ 1,384.00	\$ 1,384.00	\$ 1,356.00	\$ 1,329.00	\$ 1,301.00
Senior GIS Analyst	\$ 165.00	\$ 165.00	\$ 165.00	\$ 165.00	\$ 248.00	\$ 1,320.00	\$ 1,984.00	\$ 1,320.00	\$ 1,320.00	\$ 1,294.00	\$ 1,267.00	\$ 1,241.00
LiDAR Processing Analyst	\$ 104.00	\$ 104.00	\$ 104.00	\$ 104.00	\$ 156.00	\$ 832.00	\$ 1,248.00	\$ 832.00	\$ 832.00	\$ 815.00	\$ 799.00	\$ 782.00
Senior Remote Sensing Analyst	\$ 173.00	\$ 173.00	\$ 173.00	\$ 173.00	\$ 260.00	\$ 1,384.00	\$ 2,080.00	\$ 1,384.00	\$ 1,384.00	\$ 1,356.00	\$ 1,329.00	\$ 1,301.00
GIS Analyst	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 149.00	\$ 792.00	\$ 1,192.00	\$ 792.00	\$ 792.00	\$ 776.00	\$ 760.00	\$ 744.00
Remote Sensing Analyst	\$ 104.00	\$ 104.00	\$ 104.00	\$ 104.00	\$ 156.00	\$ 832.00	\$ 1,248.00	\$ 832.00	\$ 832.00	\$ 815.00	\$ 799.00	\$ 782.00
Video Producer	\$ 194.00	\$ 194.00	\$ 194.00	\$ 194.00	\$ 291.00	\$ 1,552.00	\$ 2,328.00	\$ 1,552.00	\$ 1,552.00	\$ 1,521.00	\$ 1,490.00	\$ 1,459.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 83.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 664.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 651.00	\$ 637.00	\$ 624.00
Field Technician	\$ 86.00	\$ 129.00	\$ 129.00	\$ 129.00	\$ 129.00	\$ 688.00	\$ 1,032.00	\$ 1,032.00	\$ 1,032.00	\$ 674.00	\$ 660.00	\$ 647.00
Field Laborer	\$ 74.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 592.00	\$ 888.00	\$ 888.00	\$ 888.00	\$ 580.00	\$ 568.00	\$ 556.00

AIRCRAFT RATES

Rates Applicable to Zones: 1-12		Daily			
		Standard	Rapid Response (1st Day Only)	Standby	Holiday
Aircraft -- Tier 1	GENERAL CHARACTERISTICS				
Fixed Wing	LiDAR, Hyperspectral, large payload and sensor(s). Long Duration flights of 1 hour and more.	\$ 1,500.00	\$ 2,250.00	\$ 375.00	\$ 1,500.00
Multi-rotor	LiDAR, Hyperspectral, Cinematography with large payload and sensor(s)	\$ 1,500.00	\$ 2,250.00	\$ 375.00	\$ 1,500.00
Helicopter	Gas or Electric: LiDAR, large payload and sensor(s)	\$ 1,500.00	\$ 2,250.00	\$ 375.00	\$ 1,500.00
Aircraft -- Tier 2					
Fixed Wing	Thermal, Multispectral, High-resolution imagery (30+mp), approx. 1 hour and lesser duration flights	\$ 550.00	\$ 825.00	\$ 138.00	\$ 550.00
Multi-rotor	Thermal, Multispectral, High-resolution imagery (30+mp) small payload and sensors	\$ 500.00	\$ 750.00	\$ 125.00	\$ 500.00
Helicopter	Gas or Electric: Thermal, Multispectral, High-resolution imagery (30+mp) small payload and sensors	\$ 900.00	\$ 1,350.00	\$ 225.00	\$ 900.00
Aircraft -- Tier 3					
Multi-rotor	Imagery and Video, small payloads	\$ 350.00	\$ 525.00	\$ 88.00	\$ 350.00

SPECIAL EQUIPMENT RATES

Rates Applicable to Zones: 1-12		Daily			
		Standard	Rapid Response (1st Day Only)	Standby	Holiday
UAS MISSION SUPPORT	GENERAL CHARACTERISTICS				
Portable Generator	For battery charging and illumination	\$ 45.00	\$ 67.50	\$ 11.00	\$ 45.00
Fleet Vehicle	Rental or from AAA Team Fleet	\$ 70.00	\$ 105.00	\$ 18.00	\$ 70.00
Specialized Mission Equipment	Equipment (radar, sonar, magnetometer, radiation, etc. systems) by specific customer requirement identified at time of order.	Separately Priced	Separately Priced	Separately Priced	Separately Priced