



DEPARTMENT OF
GENERAL SERVICES

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

MODIFICATION #2
TO
CONTRACT NUMBER CTR005984
FORMERLY CONTRACT E194-79435
BETWEEN THE
COMMONWEALTH OF VIRGINIA
AND
MICHAEL BAKER INTERNATIONAL INC

This MODIFICATION #2 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 for an additional year with price increase; B) Replace the change the contract number; C) Update General Term and Condition *Default*. 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, 2022 through October 31, 2023, with two (2) renewals remaining. The renewal includes a price increase in accordance with the price escalation/de-escalation clause of the contract. See the attached updated Pricing Schedule on Page 2.

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

Due to the new Commonwealth of Virginia e-procurement system, the contract number has changed from E194-79435 to CTR005984.

C. Reference: Contract E194-79435, "General Terms and Conditions"

In accordance with Procurement Information Memoranda (PIM) 41 of the APSPM, effective November 1, 2022, General Term and Condition *Default* is deleted and replaced with the following:

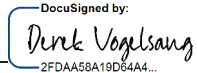
"DEFAULT: In case of failure to deliver goods or services in accordance with the contract terms and conditions, the Commonwealth, after due oral or written notice, may terminate this contract and procure all goods and/or services contracted for, from other sources and hold the contractor responsible for any resulting additional purchase and administrative costs. This remedy shall be in addition to any other remedies which the Commonwealth may have."

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.

[SIGNATURE PAGE TO FOLLOW]

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


BY:  _____
2FDAAG8A19D64A4...

NAME: Derek Vogelsang
Printed Name

TITLE: Senior Vice President

DATE: 11/17/2022

COMMONWEALTH OF VIRGINIA

BY:  _____

NAME: Brandon Amsel, VCO
Printed Name

TITLE: Statewide Sourcing & Contracting Officer

DATE: 11/18/2022

Pricing Schedule Effective November 1, 2022 through October 31, 2023

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			
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Tiered Rates		Missions Lasting 9+ Consecutive Days	
								Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days		
Exempt Personnel											
Pilot (UAS)	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 150.00	\$ 800.00	\$ 1,200.00	\$ 800.00	\$ 784.00	\$ 768.00	\$ 752.00
Safety Officer	\$ 91.00	\$ 91.00	\$ 91.00	\$ 91.00	\$ 137.00	\$ 728.00	\$ 1,096.00	\$ 728.00	\$ 713.00	\$ 699.00	\$ 684.00
Command Staffing	\$ 114.00	\$ 114.00	\$ 114.00	\$ 114.00	\$ 171.00	\$ 912.00	\$ 1,368.00	\$ 912.00	\$ 894.00	\$ 876.00	\$ 857.00
Agency Director	\$ 142.00	\$ 142.00	\$ 142.00	\$ 142.00	\$ 213.00	\$ 1,136.00	\$ 1,704.00	\$ 1,136.00	\$ 1,113.00	\$ 1,091.00	\$ 1,068.00
Mission Coordinator	\$ 142.00	\$ 142.00	\$ 142.00	\$ 142.00	\$ 213.00	\$ 1,136.00	\$ 1,704.00	\$ 1,136.00	\$ 1,113.00	\$ 1,091.00	\$ 1,068.00
Aviation Director	\$ 142.00	\$ 142.00	\$ 142.00	\$ 142.00	\$ 213.00	\$ 1,136.00	\$ 1,704.00	\$ 1,136.00	\$ 1,113.00	\$ 1,091.00	\$ 1,068.00
Senior GIS Analyst	\$ 136.00	\$ 136.00	\$ 136.00	\$ 136.00	\$ 204.00	\$ 1,088.00	\$ 1,632.00	\$ 1,088.00	\$ 1,066.00	\$ 1,044.00	\$ 1,023.00
LIDAR Processing Analyst	\$ 85.00	\$ 85.00	\$ 85.00	\$ 85.00	\$ 128.00	\$ 680.00	\$ 1,024.00	\$ 680.00	\$ 666.00	\$ 653.00	\$ 639.00
Senior Remote Sensing Analyst	\$ 142.00	\$ 142.00	\$ 142.00	\$ 142.00	\$ 213.00	\$ 1,136.00	\$ 1,704.00	\$ 1,136.00	\$ 1,113.00	\$ 1,091.00	\$ 1,068.00
GIS Analyst	\$ 82.00	\$ 82.00	\$ 82.00	\$ 82.00	\$ 123.00	\$ 656.00	\$ 984.00	\$ 656.00	\$ 643.00	\$ 630.00	\$ 617.00
Remote Sensing Analyst	\$ 85.00	\$ 85.00	\$ 85.00	\$ 85.00	\$ 128.00	\$ 680.00	\$ 1,024.00	\$ 680.00	\$ 666.00	\$ 653.00	\$ 639.00
Video Producer	\$ 159.00	\$ 159.00	\$ 159.00	\$ 159.00	\$ 239.00	\$ 1,272.00	\$ 1,912.00	\$ 1,272.00	\$ 1,247.00	\$ 1,221.00	\$ 1,196.00
Non-exempt Personnel											
Visual Observer (UAS)	\$ 68.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 544.00	\$ 816.00	\$ 816.00	\$ 533.00	\$ 522.00	\$ 511.00
Field Technician	\$ 70.00	\$ 106.00	\$ 106.00	\$ 106.00	\$ 105.00	\$ 560.00	\$ 848.00	\$ 848.00	\$ 549.00	\$ 538.00	\$ 526.00
Field Laborer	\$ 61.00	\$ 92.00	\$ 92.00	\$ 92.00	\$ 91.50	\$ 488.00	\$ 736.00	\$ 736.00	\$ 478.00	\$ 468.00	\$ 459.00



105% of Primary Zone	Hourly					Daily			Additional Consecutive workdays			
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Tiered Rates		
										Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Rates Applicable to Zones: 2, 6												
Exempt Personnel												
Pilot (UAS)	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 158.00	\$ 840.00	\$ 1,264.00	\$ 840.00	\$ 840.00	\$ 823.00	\$ 806.00	\$ 790.00
Safety Officer	\$ 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
Command Staffing	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 180.00	\$ 960.00	\$ 1,440.00	\$ 960.00	\$ 960.00	\$ 941.00	\$ 922.00	\$ 902.00
Agency Director	\$ 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
Mission Coordinator	\$ 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
Aviation Director	\$ 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
Senior GIS Analyst	\$ 143.00	\$ 143.00	\$ 143.00	\$ 143.00	\$ 215.00	\$ 1,144.00	\$ 1,720.00	\$ 1,144.00	\$ 1,144.00	\$ 1,121.00	\$ 1,098.00	\$ 1,075.00
LIDAR Processing Analyst	\$ 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
Senior Remote Sensing Analyst	\$ 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
GIS Analyst	\$ 86.00	\$ 86.00	\$ 86.00	\$ 86.00	\$ 129.00	\$ 688.00	\$ 1,032.00	\$ 688.00	\$ 688.00	\$ 674.00	\$ 660.00	\$ 647.00
Remote Sensing Analyst	\$ 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
Video Producer	\$ 167.00	\$ 167.00	\$ 167.00	\$ 167.00	\$ 251.00	\$ 1,336.00	\$ 2,008.00	\$ 1,336.00	\$ 1,336.00	\$ 1,309.00	\$ 1,283.00	\$ 1,256.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 71.00	\$ 107.00	\$ 107.00	\$ 107.00	\$ 107.00	\$ 568.00	\$ 856.00	\$ 568.00	\$ 856.00	\$ 557.00	\$ 545.00	\$ 534.00
Field Technician	\$ 74.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 592.00	\$ 888.00	\$ 592.00	\$ 888.00	\$ 580.00	\$ 568.00	\$ 556.00
Field Laborer	\$ 64.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 512.00	\$ 768.00	\$ 512.00	\$ 768.00	\$ 502.00	\$ 492.00	\$ 481.00

110% of Primary Work Zone	Hourly					Daily			Additional Consecutive workdays			
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Weekend	Holiday	Tiered Rates		
										Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 9+ Consecutive Days
Rates Applicable to Zones: 1, 3, 5												
Exempt Personnel												
Pilot (UAS)	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 165.00	\$ 880.00	\$ 1,320.00	\$ 880.00	\$ 880.00	\$ 862.00	\$ 845.00	\$ 827.00
Safety Officer	\$ 100.00	\$ 100.00	\$ 101.00	\$ 101.00	\$ 150.00	\$ 800.00	\$ 1,200.00	\$ 800.00	\$ 800.00	\$ 784.00	\$ 768.00	\$ 752.00
Command Staffing	\$ 125.00	\$ 125.00	\$ 126.00	\$ 126.00	\$ 188.00	\$ 1,000.00	\$ 1,504.00	\$ 1,000.00	\$ 1,000.00	\$ 980.00	\$ 960.00	\$ 940.00
Agency Director	\$ 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
Mission Coordinator	\$ 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
Aviation Director	\$ 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
Senior GIS Analyst	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 225.00	\$ 1,200.00	\$ 1,800.00	\$ 1,200.00	\$ 1,200.00	\$ 1,176.00	\$ 1,152.00	\$ 1,128.00
LIDAR Processing Analyst	\$ 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
Senior Remote Sensing Analyst	\$ 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
GIS Analyst	\$ 90.00	\$ 90.00	\$ 90.00	\$ 90.00	\$ 135.00	\$ 720.00	\$ 1,080.00	\$ 720.00	\$ 720.00	\$ 706.00	\$ 691.00	\$ 677.00
Remote Sensing Analyst	\$ 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
Video Producer	\$ 175.00	\$ 175.00	\$ 175.00	\$ 175.00	\$ 263.00	\$ 1,400.00	\$ 2,104.00	\$ 1,400.00	\$ 1,400.00	\$ 1,372.00	\$ 1,344.00	\$ 1,316.00
Non-exempt Personnel												
Visual Observer (UAS)	\$ 75.00	\$ 113.00	\$ 113.00	\$ 113.00	\$ 113.00	\$ 600.00	\$ 904.00	\$ 600.00	\$ 904.00	\$ 588.00	\$ 576.00	\$ 564.00
Field Technician	\$ 77.00	\$ 116.00	\$ 116.00	\$ 116.00	\$ 116.00	\$ 616.00	\$ 928.00	\$ 616.00	\$ 928.00	\$ 604.00	\$ 591.00	\$ 579.00
Field Laborer	\$ 67.00	\$ 101.00	\$ 101.00	\$ 101.00	\$ 101.00	\$ 536.00	\$ 808.00	\$ 536.00	\$ 808.00	\$ 525.00	\$ 515.00	\$ 504.00

115% of Primary Work Zone	Hourly				Daily			Additional Consecutive workdays		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Tiered Rates		Missions Lasting 9+ Consecutive Days
								Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 2 to 4 Consecutive Days	
Rates Applicable to Zone: 11										
Exempt Personnel										
Pilot (UAS)	\$ 115.00	\$ 115.00	\$ 115.00	\$ 115.00	\$ 173.00	\$ 920.00	\$ 1,384.00	\$ 920.00	\$ 883.00	\$ 865.00
Safety Officer	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 158.00	\$ 840.00	\$ 1,264.00	\$ 840.00	\$ 806.00	\$ 790.00
Command Staffing	\$ 131.00	\$ 131.00	\$ 131.00	\$ 131.00	\$ 197.00	\$ 1,048.00	\$ 1,576.00	\$ 1,048.00	\$ 1,006.00	\$ 985.00
Agency Director	\$ 163.00	\$ 163.00	\$ 163.00	\$ 163.00	\$ 245.00	\$ 1,304.00	\$ 1,960.00	\$ 1,304.00	\$ 1,252.00	\$ 1,226.00
Mission Coordinator	\$ 163.00	\$ 163.00	\$ 163.00	\$ 163.00	\$ 245.00	\$ 1,304.00	\$ 1,960.00	\$ 1,304.00	\$ 1,252.00	\$ 1,226.00
Aviation Director	\$ 163.00	\$ 163.00	\$ 163.00	\$ 163.00	\$ 245.00	\$ 1,304.00	\$ 1,960.00	\$ 1,304.00	\$ 1,252.00	\$ 1,226.00
Senior GIS Analyst	\$ 156.00	\$ 156.00	\$ 156.00	\$ 156.00	\$ 234.00	\$ 1,248.00	\$ 1,872.00	\$ 1,248.00	\$ 1,198.00	\$ 1,173.00
LIDAR Processing Analyst	\$ 98.00	\$ 98.00	\$ 98.00	\$ 98.00	\$ 147.00	\$ 784.00	\$ 1,176.00	\$ 784.00	\$ 753.00	\$ 737.00
Senior Remote Sensing Analyst	\$ 163.00	\$ 163.00	\$ 163.00	\$ 163.00	\$ 245.00	\$ 1,304.00	\$ 1,960.00	\$ 1,304.00	\$ 1,252.00	\$ 1,226.00
GIS Analyst	\$ 94.00	\$ 94.00	\$ 94.00	\$ 94.00	\$ 141.00	\$ 752.00	\$ 1,128.00	\$ 752.00	\$ 722.00	\$ 707.00
Remote Sensing Analyst	\$ 98.00	\$ 98.00	\$ 98.00	\$ 98.00	\$ 147.00	\$ 784.00	\$ 1,176.00	\$ 784.00	\$ 753.00	\$ 737.00
Video Producer	\$ 183.00	\$ 183.00	\$ 183.00	\$ 183.00	\$ 275.00	\$ 1,464.00	\$ 2,200.00	\$ 1,464.00	\$ 1,405.00	\$ 1,376.00
Non-exempt Personnel										
Visual Observer (UAS)	\$ 78.00	\$ 117.00	\$ 117.00	\$ 117.00	\$ 117.00	\$ 624.00	\$ 936.00	\$ 936.00	\$ 599.00	\$ 587.00
Field Technician	\$ 81.00	\$ 122.00	\$ 122.00	\$ 122.00	\$ 122.00	\$ 648.00	\$ 976.00	\$ 976.00	\$ 622.00	\$ 609.00
Field laborer	\$ 70.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 560.00	\$ 840.00	\$ 840.00	\$ 538.00	\$ 526.00

120% of Primary Work Zone	Hourly				Daily			Additional Consecutive workdays		
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Standard	Rapid Response (1st Day Only)	Tiered Rates		Missions Lasting 9+ Consecutive Days
								Missions Lasting 5 to 8 Consecutive Days	Missions Lasting 2 to 4 Consecutive Days	
Rates Applicable to Zone: 10										
Exempt Personnel										
Pilot (UAS)	\$ 120.00	\$ 120.00	\$ 120.00	\$ 120.00	\$ 180.00	\$ 960.00	\$ 1,440.00	\$ 960.00	\$ 922.00	\$ 902.00
Safety Officer	\$ 109.00	\$ 109.00	\$ 109.00	\$ 109.00	\$ 164.00	\$ 872.00	\$ 1,312.00	\$ 872.00	\$ 837.00	\$ 820.00
Command Staffing	\$ 137.00	\$ 137.00	\$ 137.00	\$ 137.00	\$ 206.00	\$ 1,096.00	\$ 1,648.00	\$ 1,096.00	\$ 1,052.00	\$ 1,030.00
Agency Director	\$ 170.00	\$ 170.00	\$ 170.00	\$ 170.00	\$ 255.00	\$ 1,360.00	\$ 2,040.00	\$ 1,360.00	\$ 1,306.00	\$ 1,278.00
Mission Coordinator	\$ 170.00	\$ 170.00	\$ 170.00	\$ 170.00	\$ 255.00	\$ 1,360.00	\$ 2,040.00	\$ 1,360.00	\$ 1,306.00	\$ 1,278.00
Aviation Director	\$ 170.00	\$ 170.00	\$ 170.00	\$ 170.00	\$ 255.00	\$ 1,360.00	\$ 2,040.00	\$ 1,360.00	\$ 1,306.00	\$ 1,278.00
Senior GIS Analyst	\$ 163.00	\$ 163.00	\$ 163.00	\$ 163.00	\$ 245.00	\$ 1,304.00	\$ 1,960.00	\$ 1,304.00	\$ 1,252.00	\$ 1,226.00
LIDAR Processing Analyst	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 153.00	\$ 816.00	\$ 1,224.00	\$ 816.00	\$ 783.00	\$ 767.00
Senior Remote Sensing Analyst	\$ 170.00	\$ 170.00	\$ 170.00	\$ 170.00	\$ 255.00	\$ 1,360.00	\$ 2,040.00	\$ 1,360.00	\$ 1,306.00	\$ 1,278.00
GIS Analyst	\$ 98.00	\$ 98.00	\$ 98.00	\$ 98.00	\$ 147.00	\$ 784.00	\$ 1,176.00	\$ 784.00	\$ 753.00	\$ 737.00
Remote Sensing Analyst	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 153.00	\$ 816.00	\$ 1,224.00	\$ 816.00	\$ 783.00	\$ 767.00
Video Producer	\$ 191.00	\$ 191.00	\$ 191.00	\$ 191.00	\$ 287.00	\$ 1,528.00	\$ 2,296.00	\$ 1,528.00	\$ 1,467.00	\$ 1,436.00
Non-exempt Personnel										
Visual Observer (UAS)	\$ 82.00	\$ 123.00	\$ 123.00	\$ 123.00	\$ 123.00	\$ 656.00	\$ 984.00	\$ 984.00	\$ 630.00	\$ 617.00
Field Technician	\$ 84.00	\$ 126.00	\$ 126.00	\$ 126.00	\$ 126.00	\$ 672.00	\$ 1,008.00	\$ 1,008.00	\$ 645.00	\$ 632.00
Field laborer	\$ 73.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 584.00	\$ 880.00	\$ 880.00	\$ 561.00	\$ 549.00

130% of Primary Work Zone	Hourly				Daily			Additional Consecutive workdays			
	Standard	Overtime	Weekend	Holiday	Rapid Response (1st Day Only)	Daily		Tiered Rates		Missions Lasting 9+ Consecutive Days	
						Standard	Weekend	Missions Lasting 2 to 4 Consecutive Days	Missions Lasting 5 to 8 Consecutive Days		
Rates Applicable to Zone: 1-2											
Exempt Personnel											
Pilot (UAS)	\$ 130.00	\$ 130.00	\$ 130.00	\$ 130.00	\$ 195.00	\$ 1,040.00	\$ 1,040.00	\$ 1,040.00	\$ 998.00	\$ 978.00	
Safety Officer	\$ 118.00	\$ 118.00	\$ 118.00	\$ 118.00	\$ 177.00	\$ 944.00	\$ 944.00	\$ 944.00	\$ 906.00	\$ 887.00	
Command Staffing	\$ 148.00	\$ 148.00	\$ 148.00	\$ 148.00	\$ 222.00	\$ 1,184.00	\$ 1,184.00	\$ 1,184.00	\$ 1,137.00	\$ 1,113.00	
Agency Director	\$ 185.00	\$ 185.00	\$ 185.00	\$ 185.00	\$ 278.00	\$ 1,480.00	\$ 1,480.00	\$ 1,480.00	\$ 1,421.00	\$ 1,391.00	
Mission Coordinator	\$ 185.00	\$ 185.00	\$ 185.00	\$ 185.00	\$ 278.00	\$ 1,480.00	\$ 1,480.00	\$ 1,480.00	\$ 1,421.00	\$ 1,391.00	
Aviation Director	\$ 185.00	\$ 185.00	\$ 185.00	\$ 185.00	\$ 278.00	\$ 1,480.00	\$ 1,480.00	\$ 1,480.00	\$ 1,421.00	\$ 1,391.00	
Senior GIS Analyst	\$ 177.00	\$ 177.00	\$ 177.00	\$ 177.00	\$ 266.00	\$ 1,416.00	\$ 1,416.00	\$ 1,416.00	\$ 1,359.00	\$ 1,331.00	
LIDAR Processing Analyst	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 167.00	\$ 888.00	\$ 888.00	\$ 888.00	\$ 852.00	\$ 835.00	
Senior Remote Sensing Analyst	\$ 185.00	\$ 185.00	\$ 185.00	\$ 185.00	\$ 278.00	\$ 1,480.00	\$ 1,480.00	\$ 1,480.00	\$ 1,421.00	\$ 1,391.00	
GIS Analyst	\$ 107.00	\$ 107.00	\$ 107.00	\$ 107.00	\$ 161.00	\$ 856.00	\$ 856.00	\$ 856.00	\$ 822.00	\$ 805.00	
Remote Sensing Analyst	\$ 111.00	\$ 111.00	\$ 111.00	\$ 111.00	\$ 167.00	\$ 888.00	\$ 888.00	\$ 888.00	\$ 852.00	\$ 835.00	
Video Producer	\$ 207.00	\$ 207.00	\$ 207.00	\$ 207.00	\$ 311.00	\$ 1,656.00	\$ 1,656.00	\$ 1,656.00	\$ 1,590.00	\$ 1,557.00	
Non-exempt Personnel											
Visual Observer (UAS)	\$ 88.00	\$ 132.00	\$ 132.00	\$ 132.00	\$ 132.00	\$ 704.00	\$ 1,056.00	\$ 1,056.00	\$ 676.00	\$ 662.00	
Field Technician	\$ 91.00	\$ 137.00	\$ 137.00	\$ 137.00	\$ 137.00	\$ 728.00	\$ 1,096.00	\$ 1,096.00	\$ 699.00	\$ 684.00	
Field Laborer	\$ 79.00	\$ 119.00	\$ 119.00	\$ 119.00	\$ 119.00	\$ 632.00	\$ 952.00	\$ 952.00	\$ 607.00	\$ 594.00	

AIRCRAFT RATES

Rates Applicable to Zones: 1-12	Hourly			Daily		
	Standard	Weekend	Holiday	Standard	Weekend	Holiday
Aircraft -- Tier 1						
GENERAL CHARACTERISTICS						
Fixed Wing						
Multi-rotor						
Helicopter						
Aircraft -- Tier 2						
Fixed Wing						
Multi-rotor						
Helicopter						
Aircraft -- Tier 3						
Multi-rotor						

SPECIAL EQUIPMENT RATES

Rates Applicable to Zones: 1-12	Hourly			Daily		
	Standard	Weekend	Holiday	Standard	Weekend	Holiday
UAS MISSION SUPPORT						
Portable Generator	\$ 36.00	\$ 54.00	\$ 9.00	\$ 36.00	\$ 54.00	\$ 9.00
Fleet Vehicle	\$ 64.00	\$ 96.00	\$ 16.00	\$ 64.00	\$ 96.00	\$ 16.00
Specialized Mission Equipment						

