

May 6, 2021

Selection Committee
Sierra Los Piños POA
Submitted Via email

Re: Proposal for Professional Engineering Consulting Services – Water System Improvements Study

Dear Selection Committee:

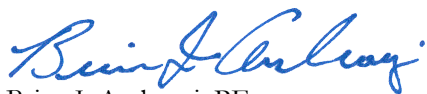
Wilson & Company Inc., Engineers & Architects (Wilson & Company) is pleased to present this proposal for professional engineering services to the Sierra Los Piños Property Owners Association (Association) for water system improvements. It is our understanding of the scope of work that the Association is seeking engineering assistance on evaluating and recommending water system improvements that will help provide the following:

- Reliable delivery of pressurized flow
- Replacement of leaking water mains
- Ease of Operation and Maintenance
- Consistent Water Quality

To help achieve these goals Wilson & Company will work with the Association to develop a system-wide computer hydraulic water model that can be used to model improvements and evaluate alternatives. We will prepare budgetary estimates for improvements and prioritize the improvements with the Association to rank the cost-effectiveness for each improvement. We will work with the Association to identify potential funding sources to help design and construct the improvements, and help the Association develop a plan to work with funding agencies. Once funding has been identified, we will complete a high-level rate study that considers the project funding allocation and requirements and makes recommendations to adjust water rates appropriately to successfully fund the improvement projects.

We are confident that through our experience working with municipal clients to secure project funding for communities that we can effectively and efficiently serve the Association on this important project. Our proposal with more specific information is attached. Should you have any questions or require additional information, please contact me directly at (505) 948-5214 or bjambrogi@wilsonco.com

Sincerely,



Brian J. Ambrogi, PE
Water and Wastewater Operations Manager

1. Specified Design and Technical Competence:



13 Offices - 9 States

{Since 1932}



500 + Employees



140 Albuquerque
12 Rio Rancho
15 Las Cruces

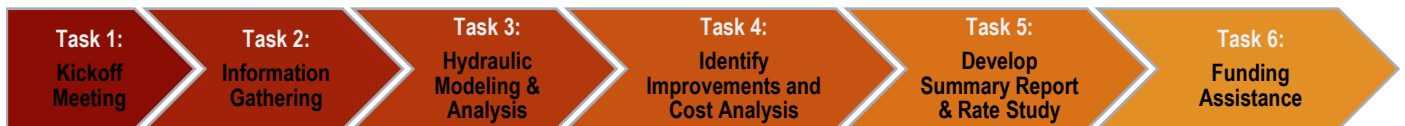
Founded in 1932, Wilson & Company is a multidisciplinary engineering, architecture, surveying, railroad, mapping, environmental, and planning firm. Our staff of more than 500 professionals includes planners; civil, mechanical, electrical, and structural engineers; architects; biologists; surveyors; mapping and GIS specialists; financial analysts; program managers; construction managers; and construction observers.

We established our first New Mexico office in 1943, and for 78 years we have been assisting New Mexico communities with their engineering needs. Wilson & Company is the largest New Mexico based engineering firm in the state, with a full range of engineering and architecture services. We have offices located in Albuquerque, Rio Rancho, and Las Cruces with 178 employees within the state.

Wilson & Company has extensive experience with water and wastewater system improvement projects, having completed hundreds of projects for municipal clients in New Mexico and throughout the region. This local experience, along with our national expertise, provides a dynamic and experienced team to the Sierra los Piños Property Owners Association (the Association.)

Our team has the insight to identify and address key issues associated with water system improvements. Additionally, we work efficiently to develop innovative and cost-saving solutions to achieve the current and future goals of the Association. Wilson & Company is competent in developing system-wide hydraulic models capable of evaluating system hydraulic behaviors and operational patterns. We have assisted hundreds of New Mexico communities identify critical system issues and develop cost-effective solutions. Our team has the knowledge and expertise to help the Association identify viable funding options and develop a project program for funding, design, and construction. We take pride in identifying the most appropriate solution to achieve the desired results while also considering key system parameters such as cost, suitability, and ease of operation.

Approach to Project – Wilson & Company provides engineering services to a diverse range of clients, so we understand there is not a “one-size-fits-all” solution to projects and that each project must be tailored to the specific needs of the client and the resources they have available. We collaborate and share ownership with our clients to identify and provide the best solution. Our past water system design experience will provide the Association with the flexibility and knowledge to move forward with the cost-effective engineering solutions to meet the Association’s needs. Through our past project experience, we have learned that a systematic approach is the most efficient and practical. Our approach to the project is as follows:



Task 1 – Kick-off Meeting: Upon being selected for this important project, our Team will schedule a kickoff meeting with the Association. The meeting will include pivotal members from the Association and the Wilson & Company project team at the kick-off meeting, we will familiarize the entire team with the project. By keeping the full team informed from the start of the project, we can minimize issues that may occur through conveying third-person information over the course of the project. The intent of the meeting will be to introduce the project team, define the expectations of the project, identify the lines of communication between the Association and the team, develop a specific list of deliverables throughout the project, review the proposed project schedule and identify adjustments that need to be made, establish Association expectations on the project schedule (including funding or other critical deadlines), identify project constraints, and discuss key issues.

From the kick-off meeting we will develop a project work plan that outlines our approach to the project, defines the project team members (including key staff and support staff), sets the formal project schedule, and identifies project milestones. This project work plan will be distributed to all individuals working on the project and the Association as the “Game Plan” to successfully complete the project.

Task 2 – Information Gathering: Our project staff will work with the Association to gain a thorough understanding of the Sierra los Piños water system. The Association has indicated that they have many CAD files for the existing system that will be helpful in developing the hydraulic system model. We will work with the Associations operator(s) to understand institutional knowledge and become familiar with problematic areas in the system. During the information gathering stage of the project, we will also want to utilize Wlson & Company staff to survey elevation control points at system boundary conditions, such as the base of tanks, finished floor of booster pump stations, PRV elevations, well heads, and multiple valves on each system. This will help our project team verify elevations on the CAD files and develop a functional hydraulic model set at real-world elevations. During the information gathering task, our staff will complete a field inspection of the water system facilities and complete a condition assessment to identify any needs such as tank coatings or repairs that may be needed.

Task 3 – Hydraulic Modeling & Analysis: Based upon the information gleaned from Task 2, our staff will input the features of the Associations water system into a water model using Bentley WaterCAD Select. Staff will incorporate all known pumps, tanks, valves, and pipes into the water model with their associated properties such as height, diameter, friction factor, and material. These features will then be adjusted to appropriate elevations obtained from the site survey. We will run the computer model for the system to calculate static system pressure that can be compared to field measured system pressures to help calibrate the hydraulic model. Calibration is completed through an iterative by adjusting the tank water levels to match field conditions and pipe friction factors until static pressure readings match the field measurements. To establish a baseline for the system, we will run a fire flow analysis to determine the maximum flow that can be realized out of each system.

Task 4 – Identify Improvements and Cost Analysis: Using the calibrated model our staff will start to develop improvement scenarios within the systems and conduct evaluative model runs to understand the advantages and disadvantages to each scenario. The scenarios may include, but not be limited to, the following:

- Increase of System 1 Storage Capacity
- Increase of System 2 Storage Capacity
- Connection of systems 1 & 2
- Upgrade of water mains to 6” diameter + addition of hydrants
- Upgrade of pumps

Our team will evaluate each scenario for (1) improved system pressure; (2) improved fire flow. We will develop budgetary cost estimates for each scenario and then develop a priority listing of improvements that give the Association the most improvement for the least cost.

Task 5 – Develop Summary Report and Rate Study: The summary report will be an overview of Wilson & Company’s approach to the project, methodology, and findings from the Hydraulic Modeling Analysis. We will develop recommendations and conclusions that are in-line with the Associations needs and supported by the improvements cost analysis for each option. The end-product will be a written report that recommends implementation of improvements in a

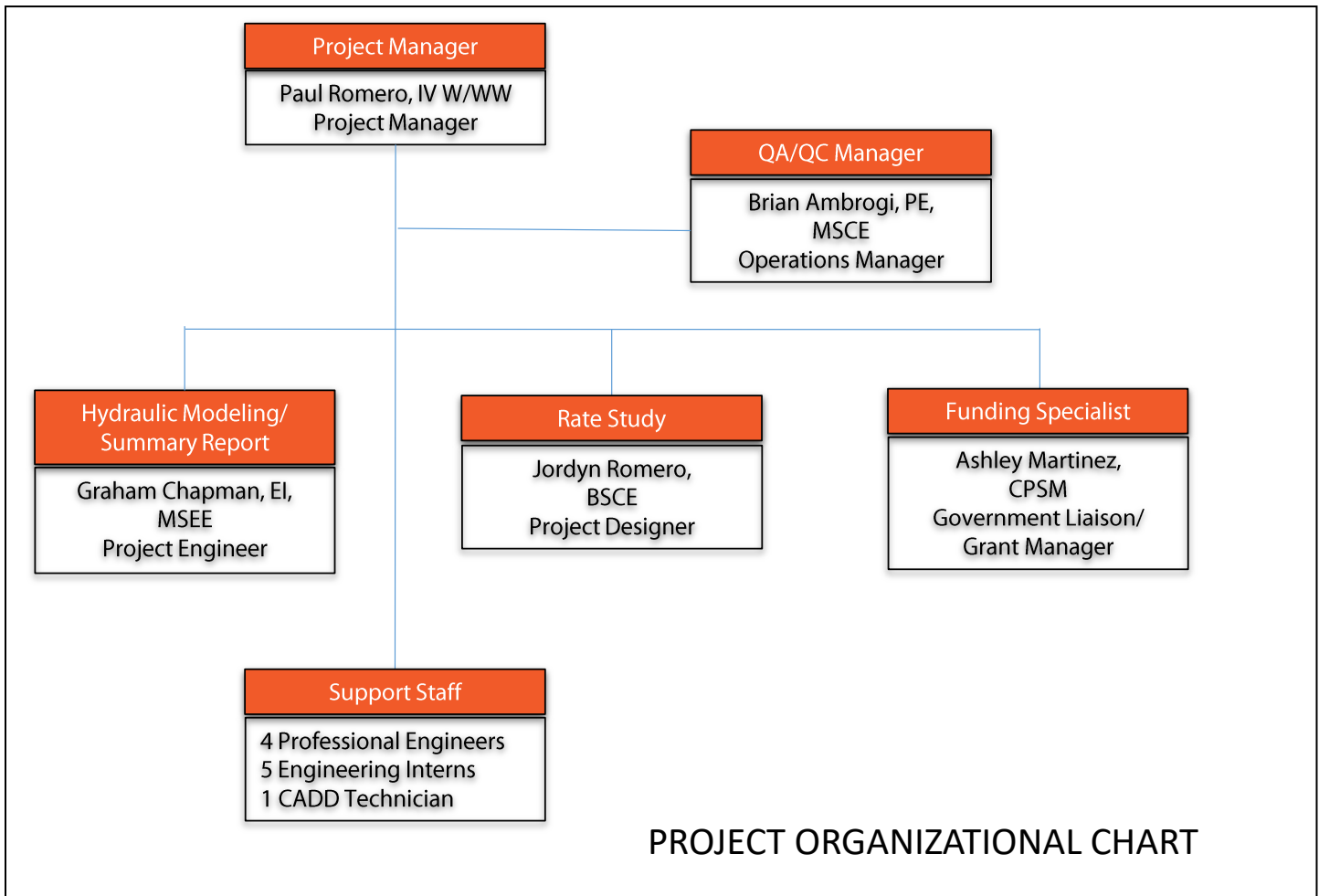
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phased approach. The report will include necessary background information, tables, and figures to support our findings and can be submitted to funding agencies to help secure project funding. Specifically included in the summary report will be discussion on the current Association’s water rate structure and recommendations as to new rates and/or rate structure based upon the funding identified and the Associations costs of the recommended improvements. Should funding be secured that has a grant component to it, rate increased would be less than if project funding was 100-percent loan.

Task 6 – Funding Assistance: During the development of the summary report, our funding staff will work with the Association to identify and pursue potential funding sources. We will coordinate with funding agencies to define project-specific requirements for securing funding and meet with funding agency representatives to discuss the water system improvement and gain buy-in from the funding agency. Once the summary report is complete and approved by the Association, Wilson & Company will submit the report to funding agencies and coordinate with the funding agencies technical reviewers to address any questions/comments that arise. We will work with the Association and the Funding Agency to secure the best funding options available.

2. Capacity and Capability:

The individuals selected for our Team have experience with comprehensive water system analysis and design that the Association will require for this Contract. Our Project Manager, Mr. Paul Romero, is a Certified Level IV Water Operator with over 30-years of experience in municipal water system operations. His hand-on experience with water systems of all sizes will be an asset to the project team. Paul has been a project manager for Wilson & Company on water system projects for over 12-years and has become a trusted advisor to his other clients. He will serve as the main point of contact for the Association and provide daily coordination and oversight with the rest of the design team.



Staff Bios:

Below is a summary of our staff's experience specifically related to development of PER's and their roles in this project. Full resumes are available upon request.

Paul Romero, IV **W/WW**

Project Manager

Years' Experience: 32

Years with Firm: 12

Paul has over 32 years of operations and design experience in many aspects of municipal water and wastewater facilities. Since joining Wilson & Company he has managed a wide range of water system projects including planning, design, construction, and start-up activities. Paul's experience with water supply, treatment, and distribution systems will be a valuable resource to the Association. Paul's experience in operations includes troubleshooting, startups, maintenance and reporting, and full project oversight. Construction management has included submittal reviews, field inspections, testing of facilities, and coordination with contractors, city inspectors, and subcontractors. He has conducted final walk-through inspections and generated construction punch lists with municipalities and contractors. Paul has modeled several water systems to determine waterline pipe size and pressure issues and has assisted in the design of several booster pump stations. Some of Paul's representative project Experience includes:

- Arsenic Treatment Facility – Town of Bernalillo, NM | 2016-Present. Client Manager.
- Camp May Water Line – Los Alamos County, NM | 2017. Water Modeling and Booster Pump Designer.
- Volcano Heights Needs Assessment – City of Albuquerque, NM | 2017. Water Modeling and Fire Flow Task Manager.
- Arsenic Pilot and Treatment Design – La Mesa Water Cooperative, Placitas, NM | 2016. Technical Reviewer and Designer.
- Idaho Creek Waterline Replacement – City of Rio Rancho, NM | 2015. Task Manager.
- Fox Run Golf Course Pumphouse Design – City of Gallup, NM | 2015. Technical Reviewer and Designer.
- Water System Modeling and Analysis – Town of Bernalillo, NM | 2010. Client Manager.

Brian Ambrogi, PE, **MSCE**

QA/QC Manager

Years' Experience: 24

Years with Firm: 19

Brian has been with Wilson & Company since 2001 and is the New Mexico Water and Wastewater Operations Manager. While with Wilson & Company Brian has successfully completed over 50 projects ranging in construction costs from \$20,000 to \$31,000,000.00 for communities in New Mexico, Colorado, Kansas, and Oklahoma. Brian's experience includes water and wastewater facility planning and design, utility master planning, sanitary sewer collection system design, lift station and forcemain design, and all aspects of planning and design for non-potable reuse systems. Brian has been involved with Wilson & Company's Project Management Office, a committee comprised of engineers from all disciplines within Wilson & Company that is committed to facilitating and continually improving our quality control and quality assurance policies. Brian is well-versed in our quality control procedures and with his extensive project background understands the standard level of care that needs to be put into our deliverables to successfully complete the Village's project. Brian is experienced in development of Preliminary Engineering Reports in the USDA Bulletin 1780-2 format for funding agency review and approval, and has been working with USDA since 2001 to serve New Mexico Clients. For this project Brian will serve as a Quality Assurance and Quality Control manager to review the prepared Preliminary Engineering Reports and work with project engineers, the Village, and funding agencies to

secure design and construction funding and complete the proposed water and sewer improvements. Brian’s Recent Project Experience includes:

- Volcano Heights Infrastructure Needs Assessment Project – City of Albuquerque, NM | 2017. Project Manager
- Grants Water System Hydraulic Model – City of Grants, NM | 2021. QA/QC Manager
- T or C Main Street District Waterline Replacement Project – T or C, NM | 2021. QA/QC Manager
- Riverside Drive Waterline Replacement – Rio Rancho, NM | 2019. Lead Engineer; QA/QC Manager
- Settlement Waterline Replacement Project – Los Alamos National Laboratory | 2019. Project Manager
- Route 66 Visitors Center Water and Sewer Extension Project – Albuquerque Bernalillo County Water Utility Authority | 2021. Project Manager

**Graham Chapman,
EI, MSEE**

Sanitary Sewer PER

Years’ Experience: 4

Years with Firm: 4

William Chapman is a New Mexico Engineer In Training for Wilson & Company's Water and Wastewater Group. He has 3 years of experience in the civil engineering field, all 3 of which have been with Wilson & Company. Before being hired full time in January of 2020, William worked as an Engineering Intern with Wilson & Company. Since 2016, William’s experience as an Engineering Intern and Engineer In Training has been assisting with the development of design plans, bid documents, preliminary engineering reports, conceptual designs, engineering cost estimates, construction inspection, and water/wastewater system modeling. His area of expertise is treatment and distribution of water and wastewater. Graham’s Relevent Project Experience includes:

- Riverside Drive Waterline Replacement – Rio Rancho, NM | 2019. Project Engineer
- Grants Water System Hydraulic Model – City of Grants, NM | 2021. Hydraulic Modeler
- Grants Waterline Replacement Project – Phase 1 – City of Grants, NM | 2021 Project Engineer
- Edgewood Water System Preliminary Engineering Report – Town of Edgewood, NM | 2019 Project Designer
- Pecos Water System Improvements Preliminary Engineering Report – Village of Pecos, NM | Project Engineer

**Jordyn Romero,
BSCE**

Rate Study

Years’ Experience: 3

Years with Firm: 2

Jordyn has been with Wilson & Company 2-years starting as a summer intern while finishing her engineering degree. She joined Wilson & Company as full-time engineering designer in January of 2021. Prior to joining Wilson & Company she held an internship at the New Mexico Office of the State Engineer with the Water Rights Division. Since joining Wilson & Company she has been a key member on a wide range of water and wastewater projects. Specifically related to this project, her experience includes:

- T or C Main Street District Water System Improvements – T or C, NM | 2021 – Project Designer

- Volcano Heights Infrastructure Needs Assessment Study – City of Albuquerque, NM | 2021
- Loving Water System Preliminary Engineering Report, Village of Loving, NM | 2020
- Grants Water System Hydraulic Model, City of Grants, NM | 2021 – Field Calibration

Ashley Martinez,
CPSM

Funding Specialist

Years' Experience: 12

Years with Firm: 11

Ashley has over 11 years of experience in marketing, communications, and public relations. In the past seven years, she has successfully assisted numerous clients in the preparation and submittal of applications for various funding programs in New Mexico. Her expertise in funding opportunities for New Mexico communities has led to clients securing approximately \$30 million in project funding in the past year.

Ashley has helped clients prepare and submit applications for the following programs: USDA Water and Wastewater Disposal Loan and Grant, Water Trust Board, Legislative Outlay Request, Municipal Arterial Program (MAP), Local Government Road Fund Program (LGRF), and several others. She works closely with clients to provide guidance on the unique requirements for each funding program, while ensuring the funding application is competitive and meets all of the agency's criteria. Ashley's relevant project experience includes the following:

- T or C Main Street District Waterline Replacement Project – T or C, NM | 2021. Funding Specialist
- Lordsburg Phase 1 Water System Improvements – Lordsburg, NM | 2019. Funding Specialist
- Grants Water and Sewer Projects – Grants, NM | 2019. Funding Specialist
- Milan Industrial Park – Village of Milan, NM | 2020. Funding Specialist

3. Past Record of Performance:

Water and Wastewater System Improvement Experience:

Wilson & Company offers a full spectrum of water, wastewater, and reuse-related engineering services for a diverse group of public and private clients. Our overall project experience includes Preliminary Engineering Reports (PER), feasibility studies, design, system modeling, master planning, preparation of construction plans and technical specifications, construction documents, budget estimates, bidding assistance, construction-related services, on-site construction observation, testing, operations assistance, and start-up services.

Our team has assisted numerous clients in New Mexico with the preparation of water system planning documents including supply, storage, distribution, collection, that meet the United States Environmental Protection Agency (EPA) and New Mexico Environment Department (NMED) drinking water standards. As summary of our recent projects specifically related to the development of PERs for water and wastewater systems is as follows:

MSD Waterline Project Preliminary Engineering Report

Client: City of Truth or Consequences, New Mexico

Contact: Mrs. Traci Alvarez
Grant/Project Coordinator
(575) 894-6673 Ext. 353
tburnette@torcnm.org

Years of Service: 2018 - Present

Description:

Wilson & Company prepared a Preliminary Engineering Report in accordance with USDA Bulletin 1780-2 format for water system improvements within the Main Street District of Truth or Consequences, New Mexico. The PER considered replacement of 12,300 lineal feet of deteriorating waterline and repair and upgrade of water supply infrastructure at the Cook Street Water Facility. The Preliminary Engineering Report was submitted to USDA for funding and resulted in award of \$9.1-Million for design and construction of the proposed improvements. Design is presently in progress, construction is scheduled to be complete spring of 2022.

Lordsburg Water PER Phase 1

Client: City of Lordsburg, New Mexico

Contact: Mrs. Martha Salas
City Finance Director
(575) 542-3421
Finance.officer@cityoflordsburg.org

Years of Service: 2019 - Present

Description:

Wilson & Company prepared a Preliminary Engineering Report (PER) in accordance with USDA Bulletin 1780-2 format for city-wide water improvements in Lordsburg, NM. The PER evaluated several alternatives to repair and replace critical aging infrastructure including municipal groundwater wells, a fluoride removal treatment plant and approximately 43,000 linear feet of deteriorated and undersized transmission and distribution water lines. The completed PER was submitted to USDA-RD and NM Capital Outlay for funding that resulted in a combined award of \$5.958-Million for design and construction of the

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proposed improvements. The project is currently in the design phase with construction anticipated to be completed in fall 2022. Williamsburg Sanitary Sewer Improvements Preliminary Engineering Report.

Grants System-Wide Water Model

Client: City of Grants, New Mexico

Contact: Mr. Donald Jaramillo
City of Grants, Project Coordinator
(505) 658-6506
projects@grantsnm.gov

Years of Service: 2020-2021

Description:

Wilson & Company coordinated with the City of Grants to develop a system-wide water model using WaterCAD and WaterGEMS to research the City's current pressure and fire flow issues. The model was developed using GIS data collected from an asset management plan Wilson previously completed for Grants. After the initial model was developed, fire hydrant flow and pressure tests were conducted in the field for calibration purposes. Once the model accurately resembled the field conditions observed, upgrades to the system were implemented to address the issues mentioned above. Upgrades to the system include using pressure release valves to set up pressure zones, creating looped connections to increase system redundancy, and increasing pipe sizes to reduce head loss and increase available flow. The goal of the water model was to highlight weak points in the existing system, and to represent a possible future system capable of providing; 1,500 gpm fire flow to all residential areas, 2,500 gpm fire flow to all commercial areas, while keeping system pressures in-between 50-100 psi.

Grants Water and Sanitary Sewer Preliminary Engineering Reports

Client: City of Grants, New Mexico

Contact: Mr. Donald Jaramillo
City of Grants, Project Coordinator
(505) 658-6506
projects@grantsnm.gov

Years of Service: 2020

Description:

Wilson & Company prepared a two (2) Preliminary Engineering Reports in accordance with USDA Bulletin 1780-2 format for water and sewer line replacements and rehabilitation within the Old Grants area of Grants, New Mexico. The water PER considered replacement and/or upsizing 38,806 lineal feet of deteriorating and under sized waterline. The sewer PER considered replacement and/or rehabilitation 27,000 lineal feet of deteriorating sewer line, along with replacement of the associated manholes. The two Preliminary Engineering Reports were submitted to USDA for funding and resulted in award of \$9.9-Million for design and construction of both proposed improvements. Design is presently in progress, construction is scheduled to be complete fall of 2022.

4. Cost Proposal

To complete the work presented in this proposal We proposed a not to exceed cost of \$44,834.00, exclusive of New Mexico Gross Receipts Tax. We propose that compensation for this work will be paid on a time and materials, not to exceed basis. Attached is a man-hour breakdown of the anticipated tasks. Should additional work be requested outside of the defined scope of work, we will submit a supplemental fee proposal. Additional work will not be started without written authorization from the Association.

5. Schedule

Our team is available for immediate assignment to this project. A detailed project schedule will be developed as part of the Project Work Plan following the Kick-off meeting.

**Exhibit A
Man Hour Worksheet**

Project Sierra los Pinos POA Waterline Improvements
Project Number TBD

Owner: Sierra Los Pinos POA
Engineer: Wilson & Company, Inc., Engineers & Architects

Submittal Date: 7-May-21

Job Description	QA/QC Manager	Project Manager	Engineering Intern - Water	Engineering Designer	Funding Specialist	Survey Crew	Task Total:
	Grade	P6	SP4	P2	P1	SP3	
Billing Rate:	\$ 216.00	\$ 148.00	\$ 98.00	\$ 88.00	\$ 112.00	\$ 3,000.00	
	Hrs.	Hrs.	Hrs.	Hrs.	Hrs.	Day	\$
1.0 General							
Project Setup	1						\$ 216.00
Develop Work Plan	2	2					\$ 728.00
Project management/administration (clerical work, billings, etc.)		4					\$ 592.00
Kickoff Meeting		4	4	4			\$ 1,336.00
2.0 Information Gathering							
Field Survey Control						1	\$ 3,000.00
Review of CAD Files			6				\$ 588.00
Client coordination/Operator Interview		3	3				\$ 738.00
Compiling information			10				\$ 980.00
3.0 Hydraulic Modeling							
Development of Base Hydraulic model from gathered information		10	60				\$ 7,360.00
Field Calibration of Hydraulic model		5	5				\$ 1,230.00
4.0 Identify Improvements and Cost Analysis:							
Coord. with Association to develop details associated with 5 improvements		5	5				\$ 1,230.00
Incorporation of improvements into hydraulic model		5	20				\$ 2,700.00
Evaluation of improvements in hydraulic model		5	20				\$ 2,700.00
Cost-benefit analysis of improvements			20				\$ 1,960.00
5.0 Develop Summary Report and Rate Study							
Technical Description of evaluated improvements			30				\$ 2,940.00
Ranking and Prioritization of Improvements			10				\$ 980.00
Compilation of Summary report		5	10				\$ 1,720.00
Background							\$ -
Methodology							\$ -
Description of Improvements							\$ -
Evaluation of Improvements							\$ -
Recommendation of Improvements							\$ -
Rate Study				30			\$ 2,640.00
QA/QC Review	2	2					\$ 728.00
6.0 Funding Assistance							
Identify viable funding options					20		\$ 2,240.00
Initial Coordination with Funding Agencies to identify approach to project		5			10		\$ 1,860.00
Submittal of Summary Report to funding agencies		2	4				\$ 688.00
Post-Submittal coordination with funding agencies for project approval.		10	20		20		\$ 5,680.00
Subtotal Hours (excl. NMGR):	5	67	227	34	50	1	\$ 44,834.00

Total Proposed Project Fee:	\$ 44,834.00
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Understandings/Assumptions/Exclusions:

- Assumes that the Engineering Summary report will be developed targeting one specific funding program, post-submittal coordination with multiple funding agencies will be considered additional scope.
- Target Funding program to be identified before development engineering summary report
- Alternatives considered will be limited to improvement areas identified itemized in the proposal
- Effort associated with hydraulic modeling is assuming client can provide a full overview of the water system, field investigation to locate features, or line sizes will be considered additional scope
- Improvements incorporated into the hydraulic model will be submitted to the client and approved before incorporation in the model
- The intent of the summary report is to provide an overview of recommended improvements, should funding agencies require a Preliminary Engineering Report in accordance with USDA standard format, it will be co
- The hours shown herein are our estimate of the necessary effort based upon our understanding of the system and complexities at the time of proposal. Should the project require additional effort we will work with
- and/or project fee accordingly.
- The billing rates presented herein are based on Wilson & Company's 2021 MSD Standard Rate Schedule. This rate schedule will apply to any support staff needed, but not identified in the proposal
- The Total Proposed Project Fee will not be exceeded without prior written approval from the Association

Wilson & Company

Rate Schedule Listing

		MSD 2020-2021	
	<i>Employee/Class/Activity Type, Code & Name</i>	<i>Reg. Rate</i>	<i>O/T Rate</i>
A1	INTERN ARCHITECT/JOB CPTN(UNLIC)	76.00	114.00
A2	INTERN ARCHITECT/JOB CPTN(UNLIC)	92.00	138.00
A3	INTERN ARCHITECT/JOB CPTN(UNLIC)	114.00	171.00
A4	ARCHITECT/(LICENSED)	126.00	189.00
A5	ARCHITECT (LICENSED)	142.00	142.00
A6	ARCHITECT (LICENSED)	162.00	162.00
A7	ARCHITECT (LICENSED)	198.00	198.00
AD1	RECEPTIONIST/FILECLERK/MAINT I	52.00	78.00
AD2	ADMIN ASST II/ RECEPT/MAINT II	62.00	93.00
AD3	ADMIN ASST III/ RECEPT/MAINTIII	72.00	108.00
AD4	ADMIN ASST IV/EXEC ASST IV	82.00	123.00
AD5	SR ADMIN V/EXEX ASST V/ ADM MGR	92.00	138.00
FC1	CONSTRUCTION OBSERVER	57.00	85.50
FC2	CONSTRUCTION OBSERVER	67.00	100.50
FC3	CONSTRUCTION OBSERVER	77.00	115.50
FC4	CONSTRUCTION OBSERVER	93.00	139.50
FC5	CONSTRUCTION OBSERVER	118.00	177.00
FC6	CONSTRUCTION OBSERVER	123.00	123.00
FC7	CONSTRUCTION OBSERVER	138.00	138.00
FS1	CHAINMAN	54.00	81.00
FS2	RODMAN	64.00	96.00
FS3	INSTRUMENTMAN	74.00	111.00
FS4	PARTY CHIEF	84.00	126.00
FS5	CHIEF SURVEYOR, FIELD SUPERVISOR	112.00	108.00
FS6	DEPARTMENT HEAD	154.00	138.00
FS7	SR DEPARTMENT MANAGER	198.00	178.00
IA1	INTERN	48.00	72.00
IA2	COLLEGE STUDENT	54.00	81.00
IA3	GRAD STUDENT/COLLEGE GRAD	58.00	87.00
MK1	MRK ASST/GRAPHICS ARTIST	54.00	54.00
MK2	MRK ASST/GRAPHICS ARTIST	68.00	102.00
MK3	MRK CORD III/GRAPIC ART III	88.00	132.00
MK4	MRK MGR IV/ GRAPHDESIGN IV/ JR BD	108.00	162.00
OD1	APPRENTICE DRAFTER	54.00	81.00
OD2	DRAFTER, TRACER, PLOTTER OPERAT	64.00	96.00
OD3	DRAFTER, DETAILER	78.00	117.00
OD4	SR DRAFT, DETAIL, CAD OPERATOR	98.00	147.00
OD5	SR DRAFT, DETAIL, SQUAD LEADER	108.00	162.00
OD6	CHIEF DRAFTER	112.00	168.00
OF6	ASSOCIATE VICE PRESIDENT	228.00	228.00
OF7	VICE PRESIDENT	288.00	288.00
OF8	SR VICE PRESIDENT	340.00	340.00
OP1	APPRENTICE STEREO OPERATOR	54.00	81.00
OP2	STEREO OPERATOR	64.00	96.00
OP3	STEREO OPERATOR	74.00	111.00
OP4	SR STEREO OPER, SQUAD LEADER	84.00	126.00
OP5	PHOTOGRAMMETRIST, SUPERVISOR	98.00	98.00
OP6	CHIEF PHOTOGRAM, DEPARTMENT HEAD	128.00	128.00
OP7	CHIEF PHOTOGRAM	158.00	158.00
P1	GRAD ENG/ARCH IN RES (UNLIC)	88.00	132.00
P2	GRAD ENG/ARCH IN RES (UNLIC)	98.00	147.00
P3	STAFF DETAIL DESIGNER (UNLIC)	116.00	174.00
P4	STAFF DETAIL DESIGNER (LICENSED)	142.00	213.00
P5	PROJECT DESIGNER (LICENSED)	184.00	184.00
P6	PROJECT DESIGNER (LICENSED)	216.00	216.00
P7	DEPT HEAD, PRINCIPALS, (LIC)	258.00	285.00
P8	PRINCIPALS (LICENSED)	288.00	285.00
PD1	DETAIL DESIGNER (UNLICENSED)	74.00	111.00
PD2	SR DETAIL DESIGNER (UNLICENSED)	84.00	126.00
PD3	SENIOR DESIGNER II	112.00	168.00
PD4	SENIOR DESIGNER III	124.00	186.00
SP1	RE SPEC/PLNNR/SR ROW/PM/OTHR	92.00	138.00
SP3	SR RE SPEC/PLNNR/SR ROW/PM/OTHR	112.00	168.00
SP4	SR RE SPEC/PLNNR/SR ROW/PM/OTHR	148.00	222.00
SP5	SR RE SPEC/PLNNR/SR ROW/PM/OTHR	162.00	162.00
SP6	SR RE SPEC/PLNNR/SR ROW/PM/OTHR	258.00	252.00