

Name of Project: Solano HCP

SOLANO COUNTY WATER AGENCY

AGREEMENT FOR PROFESSIONAL SERVICES (*Professional Services/Contractor*)

THIS AGREEMENT, **effective July 1, 2026**, is between SOLANO COUNTY WATER AGENCY, a public agency existing under and by virtue of Chapter 573 of the 1989 statutes of the State of California, hereinafter referred to as "Agency," and **LSA Associates, Inc.**, hereinafter referred to as "Contractor."

The Agency requires services for **Solano HCP**; and the Contractor is willing to perform these services pursuant to the terms and conditions set out in this Agreement.

IT IS MUTUALLY AGREED, as follows:

1. SCOPE OF SERVICES

The Agency hereby engages the Contractor, and the Contractor agrees to perform the services for **Solano HCP**, as described in Exhibit A, in accordance with the terms of this Agreement and any applicable laws, codes, ordinances, rules or regulations. In case of conflict between any part of this Agreement, this Agreement shall control over any Exhibit.

2. COMPENSATION

Compensation for services shall be as follows: Hourly rate of personnel plus any allowed reimbursable expenses based on unit costs as indicated on any allowed reimbursable expense in Exhibit B **not to exceed \$399,800** for all work contemplated by this Agreement.

3. METHOD OF PAYMENT

Payment for services will be approved by the Agency's representative only if all contract requirements have been met.

Invoices must be submitted monthly, and upon approval of the Agency's representative, the Agency shall pay the Contractor monthly in arrears for fees and allowed expenses incurred the prior month. *Invoices that are over 6 months old will not be approved or paid by the Agency.* **In no event shall the cumulative total paid pursuant to this agreement exceed the maximum amount provided for in paragraph 2 of this Agreement.**

Every invoice shall specify hours worked for each task identified in Exhibit A undertaken. To be approved by payment, any allowed reimbursable expenses will need supporting written documentation such as receipts and mileage logs.

Each invoice shall be accompanied by a spreadsheet showing, by month, costs incurred to date for the project broken down by the Tasks identified in Exhibit A. The spreadsheet shall show, for each task, budget amounts, total expended and remaining amounts. The spreadsheet shall show a subtotal for

each fiscal year covered by the contract. Any amendments to the contract shall be listed and incorporated into spreadsheet. An example of a typical spreadsheet shall be provided by the Agency.

4. **TIME OF PERFORMANCE**

This Agreement shall become effective as of the date it is executed and said services will take place between this date and **June 30, 2027**, as directed by the Agency.

5. **MODIFICATION AND TERMINATION**

This Agreement may be modified or amended only by written instrument signed by the parties hereto, and the Contractor's compensation and time of performance of this Agreement shall be adjusted if they are materially affected by such modification or amendment.

Any change in the scope of the professional services to be done, method of performance, nature of materials or price thereof, or to any other matter materially affecting the performance or nature of the professional services will not be paid for or accepted unless such change, addition or deletion be approved in advance, in writing, by the Agency's General Manager.

This Agreement may be terminated by the Agency at any time, without cause, upon written notification to the Contractor. The Contractor may terminate this Agreement upon 30 days written notice to Agency.

Following termination by the Agency or the Contractor, the Contractor shall be reimbursed for all expenditures made in good faith in accordance with the terms of this Agreement that are unpaid at the time of termination.

6. **PERMITS**

Permits required by governmental authorities will be obtained at the Contractor's expense, and the Contractor will comply with local, state and federal regulations and statutes including Cal/OSHA requirements.

7. **INDEMNIFY AND HOLD HARMLESS**

To the extent permitted by law, Contractor shall hold harmless, defend at its own expense, and indemnify Solano County Water Agency, its directors, officers, employees, and authorized volunteers, against any and all liability, claims, losses, damages, or expenses, including reasonable attorney's fees and costs, that arise out of or pertain to, or relate to the negligence, recklessness, willful misconduct or errors or omissions of Contractor and its officers, agents, or employees in rendering services under this contract; excluding, however, such liability, claims, losses, damages or expenses arising Solano County Water Agency's sole negligence, active negligence, or willful acts, and does not apply to any passive negligence of the Solano County Water Agency unless cause at least in part by the Contractor.

8. **INSURANCE**

Minimum Insurance Requirements: Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries or death to persons or damages to property which may

arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or sub-contractors.

Coverage - Coverage shall be at least as broad as the following:

1. **Commercial General Liability (CGL)** - Insurance Services Office (ISO) Commercial General Liability Coverage (Occurrence Form CG 00 01) including products and completed operations, property damage, bodily injury, personal and advertising injury with limit of at least two million dollars (\$2,000,000) per occurrence or the full per occurrence limits of the policies available, whichever is greater. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (coverage as broad as the ISO CG 25 03, or ISO CG 25 04 endorsement provided to Solano County Water Agency) or the general aggregate limit shall be twice the required occurrence limit.
2. **Automobile Liability** – (if necessary) Insurance Services Office (ISO) Business Auto Coverage (Form CA 00 01), covering Symbol 1 (any auto) or if Contractor has no owned autos, Symbol 8 (hired) and 9 (non-owned) with limit of one million dollars (\$1,000,000) for bodily injury and property damage each accident.
3. **Workers' Compensation Insurance** - as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than \$1,000,000 per accident for bodily injury or disease. **Waiver of Subrogation:** The insurer(s) named above agree to waive all rights of subrogation against the Solano County Water Agency, its elected or appointed officers, officials, agents, authorized volunteers and employees for losses paid under the terms of this policy which arise from work performed by the Named Insured for the Agency; but this provision applies regardless of whether or not the Solano County Water Agency has received a waiver of subrogation from the insurer.

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

Other Required Provisions - The general liability policy must contain, or be endorsed to contain, the following provisions:

1. **Additional Insured Status:** Solano County Water Agency, its directors, officers, employees, and authorized volunteers are to be given insured status (at least as broad as ISO Form CG 20 10 10 01), with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations.
2. **Primary Coverage:** For any claims related to this project, the Contractor's insurance coverage shall be primary at least as broad as ISO CG 20 01 04 13 as respects to the Solano County Water Agency, its directors, officers, employees and authorized volunteers. Any insurance or self-insurance maintained by the Solano County Water Agency its directors, officers, employees and authorized volunteers shall be excess of the Contractor's insurance and shall not contribute with it.

Notice of Cancellation: Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the Solano County Water Agency.

Self-Insured Retentions - Self-insured retentions must be declared to and approved by the Solano County Water Agency. The Solano County Water Agency require the Contractor to provide proof of

ability to pay losses and related investigations, claim administration, and defense expenses within the retention. The policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or Solano County Water Agency.

Acceptability of Insurers - Insurance is to be placed with insurers having a current A.M. Best rating of no less than A: VII or as otherwise approved by Solano County Water Agency.

Verification of Coverage – Contractor shall furnish the Solano County Water Agency with certificates and amendatory endorsements, or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the Solano County Water Agency before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor’s obligation to provide them. The Solano County Water Agency reserves the right to require complete, certified copies of all required insurance policies, including policy Declaration pages and Endorsement pages.

Sub-contractors - Contractor shall require and verify that all sub-contractor maintain insurance meeting all the requirements stated herein, and Contractor shall ensure that Solano County Water Agency its directors, officers, employees, and authorized volunteers are an additional insured are an additional insured on Commercial General Liability Coverage.

9. **COMPLIANCE WITH LAW**

The Contractor shall be subject to and comply with all federal, state and local laws and regulations applicable with respect to its performance under this Agreement, including but not limited to, licensing, employment and purchasing practices, and wages, hours and conditions of employment.

10. **RECORD RETENTION**

Except for materials and records, delivered to the Agency, the Contractor shall retain all materials and records prepared or obtained in the performance of this Agreement, including financial records, for a period of at least three years after the Contractor's receipt of the final payment under this Agreement. Upon request by the Agency, the Contractor shall make such materials and records available to the Agency at no additional charge and without restriction or limitation to State and federal governments at no additional charge.

11. **OWNERSHIP OF DOCUMENTS**

All materials and records of a finished nature, such as final plans, specifications, reports and maps, prepared or obtained in the performance of this Agreement, shall be delivered to and become the property of the Agency. All materials of a preliminary nature, such as survey notes, sketches, preliminary plans, computations, and other data, prepared or obtained in the performance of this Agreement, shall be made available, upon request, to the Agency at no additional charge and without restriction or limitation on their use.

12. **SUBCONTRACT AND ASSIGNMENT**

This Agreement binds the heirs, successors, assigns and representatives of the Contractor. The Contractor shall not enter into subcontracts for any work contemplated under this Agreement and shall not assign this Agreement or monies due or to become due, without the prior written consent of the

General Manager of the Agency or his designee, subject to any required state or federal approval.
(Note: list any subcontractors here)

13. **NONRENEWAL**

The Contractor understands and agrees that there is no representation, implication, or understanding that the services provided by the Contractor under this Agreement will be purchased by the Agency under a new agreement following expiration or termination of this Agreement and waives all rights or claims to notice or hearing respecting any failure to continue purchase of all or any such services from the Contractor.

14. **NOTICE**

Any notice provided for herein are necessary to the performance of this Agreement and shall be given in writing by personal delivery or by prepaid first-class mail addressed as follows:

AGENCY

CONTRACTOR

Chris Lee, General Manager
Solano County Water Agency
810 Vaca Valley Parkway, Suite 202
Vacaville, CA 95688

Anthony Petros, CEO
LSA Associates, Inc.
157 Park Place
Pt. Richmond, CA 94801

The parties have executed this Agreement the day and year first above written. If the Contractor is a corporation, documentation must be provided that the person signing below for the Contractor has the authority to do so.

Solano County Water Agency
a Public Agency

LSA Associates, Inc.

By: _____
Chris Lee
General Manager

By: _____
Anthony Petros
CEO

By: _____
Justin Cary
CFO

FOR SCWA USE ONLY

Contract Period: July 1, 2026 to June 30, 2027
File Number: AG-L-4
Account Manager: Drew Gantner
G/L Account #: 6250SC
Job Cost #: 4600
Contract Type: Professional Services
Contractor PM Email: steve.kohlmann@lsa.net

EXHIBIT A

SCOPE OF SERVICES

The Agency requires continued assistance with finalizing the Solano Habitat Conservation Plan (HCP). Finalizing the HCP will require continued coordination with regulatory agencies and Plan Participants, final revisions to the plan, and coordination with Jacobs Engineering to finalize the HCP EIR/EIS.

Task and Deliverables

1. Agency Coordination Coordination

Conduct up to six coordination meetings with regulatory agencies (USFWS, CDFW, NMFS, U.S. Army Corps of Engineers, and State Water Resources Control Board) related to the HCP, Section 2081 Permit, and 404/401/1602 permit integration. Includes meeting preparation, participation, and follow-up documentation.

- *Deliverables: Preparation of coordination meeting agenda, meeting notes, and any needed follow-up documentation*

2. Steering Committee Support

Support up to four steering committee meetings, including preparation of presentations and participation by the Principal Biologist and Project Manager. Meetings will focus on review of the Public Draft HCP, stakeholder feedback, and, if applicable, coordination related to 404/401 permit integration.

- *Deliverables: Preparation of meeting presentations.*

3. Plan Participant Meetings and Training

Facilitate up to six Plan Participant meetings, including preparation of educational materials and presentations. Effort includes participation by senior staff and coordination to prepare applicants for HCP implementation and development of the Operations and Maintenance Regional General Permit (RGP).

- *Deliverables: Preparation of meeting educational materials and presentations.*

4. HCP Fee Recalculation

Recalculate HCP fees to confirm adequacy of program funding. No changes to avoidance, minimization, or mitigation measures are anticipated.

- *Deliverables: Recalculation of HCP fees.*

5. Final HCP Production and Public Comment Response

Prepare the final camera-ready HCP, including document management and Section 508 compliance review. Does not include printing or hard-copy reproduction.

Prepare responses to up to 120 non-duplicative, substantive public comments on the Draft HCP. The public comment period is assumed to conclude April 1, 2027, with responses completed by June 1, 2027.

- *Deliverables: Preparation of final HCP and public comments responses on the Draft HCP.*

6. HCP Implementation Tools and Training

Update applicant-specific implementation handbooks consistent with the Final HCP. Enhance functionality of the Solano HCP Geobrowser to track habitat impacts and mitigation, and provide ongoing system maintenance.

- *Deliverables: Update application-specific implementation handbooks for consistency with the Final HCP.*

7. HCP EIR/EIS Technical Coordination

Provide limited support and minor technical input to the EIR/EIS, which is assumed to be substantially complete prior to FY 2026–2027.

8. Section 2081(b) Incidental Take Permit Finalization

Provide final coordination and technical support to CDFW and USFWS for issuance of the Section 2081(b) Incidental Take Permit and associated memoranda of understanding, including minor revisions as needed.

- *Deliverables: Coordination and technical assistance to CDFW and USFWS to finalize issuance of the Section 2081(b) Incidental Take Permit and associated memoranda of understanding.*

9. Operations and Maintenance Regional General Permit

Complete remaining tasks to support approval of the Operations and Maintenance RGP, including processing the State Water Resources Control Board Section 401 Water Quality Certification.

- *Deliverables: Process State Water Resources Control Board Section 401 Water Quality Certification.*

10. Development Permitting Integration (LOP or RGP)

Continue coordination with the U.S. Army Corps of Engineers and State Water Resources Control Board to integrate the HCP with Section 404 and 401 permitting for new development. Effort is intended to support an expedited permitting approach through a Letter of Permission or RGP applicable to most urban development within Plan Participant jurisdictions.

- *Deliverables: Coordination with the U.S. Army Corps of Engineers and State Water Resources Control Board to integrate the HCP with Section 404 and 401 permitting for new development.*

11. Public Meetings and Hearings Support

Support up to two public meetings for introduction of the Draft HCP and attend up to two public hearings for the Draft EIR/EIS. Includes preparation of presentation materials and staff participation.

- *Deliverables: Preparation of presentation materials for Draft HCP public meetings and public hearings for Draft EIR/EIS.*

12. King Ranch Conservation Easement Compliance and management

Conduct compliance monitoring activities for spring 2027. Provide coordination with the Solano Land Trust and review annual reports and seasonal survey results for California red-legged frog, California tiger salamander, and Crotch’s bumble bee.

- *Deliverables: Conduct Spring 2027 compliance monitoring activities.*

13. Mitigation Lands Evaluation and Coordination

Provide as-needed coordination with Plan Participants and interested landowners to evaluate and facilitate mitigation opportunities within Solano County.

- *Deliverables: Evaluate and facilitate mitigation opportunities within Solano County for Plan Participants and interested landowners.*

14. Petersen Ranch Bank Conservation Bank Certification Support

Support certification of the Petersen Ranch Conservation Bank, including coordination with regulatory agencies and the SCWA-selected conservation easement holder. Continue monitoring restoration studies and management activities to support credit development.

15. Contingency and Miscellaneous Support Services

Address unanticipated needs, including additional coordination, studies, research, or meetings required to support HCP approval and implementation.

16. Reimbursable Expenses

Reimbursable costs for mileage, copying, printing, plotting, GIS use fees, and related project expenses.

The services shall also include the tasks, timelines, deliverables, and specifications outlined in the Contractor's Proposal dated April 2, 2026, attached as a continuation of Exhibit A.

EXHIBIT A ATTACHMENT - CONTRACTOR'S PROPOSAL



BERKELEY
CARLSBAD
FRESNO
IRVINE
PALM SPRINGS
POINT RICHMOND
RIVERSIDE
ROSEVILLE
SAN LUIS OBISPO

April 2, 2026

Drew Gantner
Manager of Water Resources
Solano County Water Agency
810 Vaca Valley Parkway Suite 202
Vacaville CA 95688

Subject: Solano HCP 2026-2027 Scope and Budget

Dear Drew:

At your request, LSA Associates, Inc. is pleased to submit the proposed scope of work and budget for Solano Habitat Conservation Plan (HCP) approval and implementation tasks for Fiscal Year 2026–2027. Attachment 1 provides a detailed description of the proposed tasks and associated budget.

As discussed, review of the draft HCP chapters by the U.S. Fish and Wildlife Service (Service) has continued to occur more slowly than originally anticipated, resulting in schedule delays. Despite this, substantial progress has been made, including a comprehensive rewrite of the Section 2081(b) Incidental Take Permit (ITP) application that incorporates California Department of Fish and Wildlife (CDFW) comments on the 2018 draft ITP. As a result, LSA anticipates a reduced level of effort for select tasks during the 2026–2027 fiscal year.

The proposed budget is based on the following assumptions:

- Milestone schedules are dependent on agency review timelines and staff availability.
- Based on current progress, LSA assumes the Service will provide final approval of all HCP chapters and appendices by October 2026, or earlier.
- LSA will incorporate final Service comments and prepare the Administrative Public Draft HCP, including Section 508 compliance, within two months of receipt, with a target release by January 2027. The administrative draft EIR/EIS is also anticipated to be available at that time.
- LSA will support Jacobs in preparing the Federal Register notice and related outreach materials, with completion anticipated by October 2026, allowing coordinated public release of the HCP and EIR/EIS by January 2027.
- The public review period is assumed to be 45 days for the EIR/EIS and 60 days for the HCP, with responses to comments and a final public draft anticipated by May 2027.

- LSA anticipates filing of the Record of Decision (ROD) and Notice of Determination (NOD) around July 2027.

LSA has completed a thorough update of the Section 2081(b) ITP, addressing issues identified in CDFW's incomplete letter and adding Crotch's bumble bee as a Covered Species. Following approval of the final HCP chapters (anticipated by October 2026), LSA will finalize and submit the updated ITP to CDFW. Assuming a minimum three-month review period, a final ITP is anticipated by March 2027.

LSA also anticipates submitting a draft conservation bank prospectus for Petersen Ranch to CDFW and Service by June 2026, initiating the conservation banking approval process. During FY 2026–2027, LSA will proceed through CDFW's Habitat Mitigation and Land Acquisition (HMLA) process, including:

- Submittal of a Stage 1 Property Eligibility package by October 1, 2026; and
- Submittal of a complete HMLA package, conservation easement documents, management plans, and banking agreement by December 2026.

CDFW review of the full HMLA package and banking agreement is expected to require at least one year following submittal, depending on agency workloads.

Additional efforts during the fiscal year will include continued coordination with regulatory agencies and the selected conservation easement holder, monitoring of restoration studies, and reinitiating Regional General Permit (RGP) applications for operations and maintenance and development activities. LSA anticipates positioning both RGPs for agency approval following certification of the EIR/EIS, targeted for May 2027.

Overall, work during FY 2026–2027 will focus on preparation of the public draft HCP, responses to public comments, finalization of the Section 2081(b) ITP, and advancement of the Petersen Ranch conservation bank. The total proposed budget for these efforts is **\$399,800**.

If you have any questions or require additional information, please do not hesitate to contact me or Steve Foreman.

Sincerely,

LSA Associates, Inc.



Steve Kohlmann, PhD
Associate/Wildlife Biologist
1504 Eureka Rd # 301
Roseville, CA 95661

Attachments Scope and Budget 2026-2027
Rate Sheet

ATTACHMENT 1: SCOPE AND BUDGET

Phase	Description	Estimated Hours	Budget
1	Regulatory Agency Coordination		
	Conduct up to six coordination meetings with regulatory agencies (USFWS, CDFW, NMFS, U.S. Army Corps of Engineers, and State Water Resources Control Board) related to the HCP, Section 2081 Permit, and 404/401/1602 permit integration. Includes meeting preparation, participation, and follow-up documentation.	80	\$18,800.00
2	Steering Committee Support		
	Support up to four steering committee meetings, including preparation of presentations and participation by the Principal Biologist and Project Manager. Meetings will focus on review of the Public Draft HCP, stakeholder feedback, and, if applicable, coordination related to 404/401 permit integration.	80	\$18,800.00
3	Plan Participant Meetings and Training		
	Facilitate up to six Plan Participant meetings, including preparation of educational materials and presentations. Effort includes participation by senior staff and coordination to prepare applicants for HCP implementation and development of the Operations and Maintenance Regional General Permit (RGP).	80	\$18,800.00
4	HCP Fee Recalculation		
	Recalculate HCP fees to confirm adequacy of program funding. No changes to avoidance, minimization, or mitigation measures are anticipated.	40	\$9,400.00
5	Final HCP Production and Public Comment Response		
5a	Prepare the final camera-ready HCP, including document management and Section 508 compliance review. Does not include printing or hard-copy reproduction.	250	\$58,750.00
5b	Prepare responses to up to 120 non-duplicative, substantive public comments on the Draft HCP. The public comment period is assumed to conclude April 1, 2027, with responses completed by June 1, 2027.	120	\$28,200.00
6	HCP Implementation Tools and Training		

Phase	Description	Estimated Hours	Budget
	Update applicant-specific implementation handbooks consistent with the Final HCP. Enhance functionality of the Solano HCP Geobrowser to track habitat impacts and mitigation, and provide ongoing system maintenance.	120	\$28,200.00
7	HCP EIR/EIS Technical Coordination		
	Provide limited support and minor technical input to the EIR/EIS, which is assumed to be substantially complete prior to FY 2026–2027.	30	\$7,050.00
8	Section 2081(b) Incidental Take Permit Finalization		
	Provide final coordination and technical support to CDFW and USFWS for issuance of the Section 2081(b) Incidental Take Permit and associated memoranda of understanding, including minor revisions as needed.	100	\$23,500.00
9	Operations and Maintenance Regional General Permit		
	Complete remaining tasks to support approval of the Operations and Maintenance RGP, including processing the State Water Resources Control Board Section 401 Water Quality Certification.	140	\$32,900.00
10	Development Permitting Integration (LOP or RGP)		
	Continue coordination with the U.S. Army Corps of Engineers and State Water Resources Control Board to integrate the HCP with Section 404 and 401 permitting for new development. Effort is intended to support an expedited permitting approach through a Letter of Permission or RGP applicable to most urban development within Plan Participant jurisdictions.	220	\$51,700.00
11	Public Meetings and Hearings Support		
	Support up to two public meetings for introduction of the Draft HCP and attend up to two public hearings for the Draft EIR/EIS. Includes preparation of presentation materials and staff participation.	40	\$9,400.00
12	King Ranch Conservation Easement Compliance and Management		
	Conduct compliance monitoring activities for spring 2027. Provide coordination with the Solano Land Trust and review annual reports and seasonal survey results for California red-legged frog, California tiger salamander, and Crotch's bumble bee.	40	\$9,400.00
13	Mitigation Lands Evaluation and Coordination		

Phase	Description	Estimated Hours	Budget
	Provide as-needed coordination with Plan Participants and interested landowners to evaluate and facilitate mitigation opportunities within Solano County.	40	\$9,400.00
14	Petersen Ranch Bank Conservation Bank Certification Support		
	Support certification of the Petersen Ranch Conservation Bank, including coordination with regulatory agencies and the SCWA-selected conservation easement holder. Continue monitoring restoration studies and management activities to support credit development.	220	\$51,700.00
15	Contingency and Miscellaneous Support Services		
	Address unanticipated needs, including additional coordination, studies, research, or meetings required to support HCP approval and implementation.	80	\$18,800.00
16	Reimbursable Expenses		
	Reimbursable costs for mileage, copying, printing, plotting, GIS use fees, and related project expenses.		\$5,000.00
Total Budget		1,680	\$399,800.00

HOURLY BILLING RATES EFFECTIVE JANUARY 2026

Job Classification							Hourly Rate Range ^{1,2}
Environmental Planning	Transportation	Air Quality/ Climate Change	Noise	Cultural/ Paleontological Resources	Natural Resources	GIS	
Principal	Principal	Principal	Principal	Principal	Principal	Principal	\$250–\$350
Associate	Associate	Associate	Associate	Associate	Associate	Associate	\$170–\$270
Senior Planner	Senior Transportation Planner/ Engineer	Senior Air Quality/ Climate Change Specialist	Senior Noise Specialist/Senior Noise Engineer	Senior Archaeologist/ Architectural Historian/ Paleontologist	Senior Biologist/ Botanist/Wildlife Biologist/Ecologist/ Soil Scientist/ Herpetologist/ Arborist	Senior GIS Specialist	\$110–\$240
Planner	Transportation Planner/ Engineer	Air Quality/ Climate Change Specialist	Noise Specialist/Noise Engineer	Archaeologist/ Architectural Historian/ Paleontologist	Biologist/Botanist/ Wildlife Biologist/ Ecologist/Soil Scientist/ Herpetologist/ Arborist	GIS Specialist	\$110–\$190
Assistant Planner	Assistant Transportation Planner/ Engineer	Air Quality/ Climate Change Analyst	Noise Analyst	Field Archaeologist/ Paleontologist	Assistant Biologist/ Botanist/Wildlife Biologist/Ecologist/ Soil Scientist/ Herpetologist/ Arborist	Assistant GIS Specialist	\$95–\$150
Office Services							
Marketing							\$0–\$185
Office Assistant/Discipline Assistant							\$110–\$150
Project Accountant							\$110–\$140
Document Management/Technical Editing/Graphics							\$115–\$160

¹ The hourly rate for work involving actual time in court (e.g., giving depositions or similar expert testimony) will be billed at \$400 per hour regardless of job classifications.

² Hourly rates are subject to review at least annually, on or about December 1 of each year, and may be adjusted to reflect changing labor costs at LSA’s discretion at that time.

LSA IN-HOUSE REIMBURSABLE COSTS¹

Description	Unit Cost	Description	Unit Cost
Reproduction (8.5 x 11) B/W	\$0.07 per page	Total Station Surveying Instrument	\$50.00 per day
Reproduction (8.5 x 11) Color	\$0.40 per page	Level (Laser or Optical)	\$25.00 per day
Reproduction (11 x 17) B/W	\$0.10 per page	Laser Rangefinder	\$25.00 per day
Reproduction (11 x 17) Color	\$0.75 per page	Sound Meter	\$75.00 per day
CD Production	\$5.00 per CD	Sound Meter with Velocity Transducer	\$85.00 per day
USB Flash Drive	\$5.00 per drive	Differentially Corrected GPS	\$75.00 per day
Plotting	\$3.75 per sq ft	Water Quality Meter	\$25.00 per day
Aerial Drone	\$200.00 per day	Night Vision Goggles	\$50.00 per unit per night
Mileage On-Road	Current federal rate	Wildlife Camera	\$25.00 per day
Mileage Off-Road	Current federal rate	GPS Booster	\$25.00 per day
Tree Tag	\$1.00	Bat Monitoring Survey Kit	\$75.00 per day
		Small Mammal Trap	\$1.00 per trap per day

¹ Other direct costs shall be reimbursed at cost plus 10 percent.

EXHIBIT B

RATE OF COMPENSATION

Phase	Description	Estimated Hours	Budget
1	Regulatory Agency Coordination		
	Conduct up to six coordination meetings with regulatory agencies (USFWS, CDFW, NMFS, U.S. Army Corps of Engineers, and State Water Resources Control Board) related to the HCP, Section 2081 Permit, and 404/401/1602 permit integration. Includes meeting preparation, participation, and follow-up documentation.	80	\$18,800.00
2	Steering Committee Support		
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	Complete remaining tasks to support approval of the Operations and Maintenance RGP, including processing the State Water Resources Control Board Section 401 Water Quality Certification.	140	\$32,900.00
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	Continue coordination with the U.S. Army Corps of Engineers and State Water Resources Control Board to integrate the HCP with Section 404 and 401 permitting for new development. Effort is intended to support an expedited permitting approach through a Letter of Permission or RGP applicable to most urban development within Plan Participant jurisdictions.	220	\$51,700.00
11	Public Meetings and Hearings Support		
	Support up to two public meetings for introduction of the Draft HCP and attend up to two public hearings for the Draft EIR/EIS. Includes preparation of presentation materials and staff participation.	40	\$9,400.00
12	King Ranch Conservation Easement Compliance and Management		
	Conduct compliance monitoring activities for spring 2027. Provide coordination with the Solano Land Trust and review annual reports and seasonal survey results for California red-legged frog, California tiger salamander, and Crotch's bumble bee.	40	\$9,400.00
13	Mitigation Lands Evaluation and Coordination		

Phase	Description	Estimated Hours	Budget
	Provide as-needed coordination with Plan Participants and interested landowners to evaluate and facilitate mitigation opportunities within Solano County.	40	\$9,400.00
14	Petersen Ranch Bank Conservation Bank Certification Support		
	Support certification of the Petersen Ranch Conservation Bank, including coordination with regulatory agencies and the SCWA-selected conservation easement holder. Continue monitoring restoration studies and management activities to support credit development.	220	\$51,700.00
15	Contingency and Miscellaneous Support Services		
	Address unanticipated needs, including additional coordination, studies, research, or meetings required to support HCP approval and implementation.	80	\$18,800.00
16	Reimbursable Expenses		
	Reimbursable costs for mileage, copying, printing, plotting, GIS use fees, and related project expenses.		\$5,000.00
Total Budget		1,680	\$399,800.00