



Consultant Services Authorization

Firm	Dewberry Engineers, Inc.
Master Agreement No.	2022-062
CSA No.	2022-062-02
Project Name	Sheriff's Office - Evidence Storage Facility
Project Description	Site Development Engineering and Permitting Consulting Services
Projects Exhibits and Attachments	Exhibit "A"- Scope of Services Exhibit "B"-Fee Schedule (Master Agreement) Exhibit "C"-Reimbursable Cost Schedule Exhibit "D"-Insurance Documents
Duration (in days)	Upon project completion
Compensation	\$ 54,609.00
Special Contract Conditions	None
Insurance Requirements	Professional Liability
Liquidated Damages	\$ 0.00 Per Day
Budget Source/Availability	00101.570519049.5331010

IN WITNESS WHEREOF, the parties hereto have executed this CSA on this ___ day of _____, 20__.

Attest:
STACY M. BUTTERFIELD

POLK COUNTY, a Political subdivision of the State of Florida

By: _____
Deputy Clerk

By: _____
W.C. Braswell, Chairman
Board of County Commissioners

Date Approved by Board: _____

Review as to form and legal sufficiency
Janet B. [Signature] 6/20/24
County Attorney's Office Date

Attest:

Dewberry Engineers Inc.
CONSULTANT COMPANY NAME

Laura S Kline
Corporate Secretary

[Signature]
Authorized Corporate Officer
Reinaldo Malave, Assoc. Vice President
[Printed Name and Title]

SEAL

Date: 6/11/2024

Date: 6/11/24



Dewberry Architects Inc.
800 North Magnolia Ave, Suite 1000
Orlando, FL 32803-3251

407.843.5120
407.649.8664 fax
www.dewberry.com

Sent Via E-Mail: stevemcmillan@polk-county.net

Revised April 23, 2024

February 12, 2024

Mr. Steve McMillan
Architectural Services Manager
Facilities Management Division
Polk County Board of County Commissioners
2160 Marshall Edwards Drive
Bartow, Florida 33830

**Subject: Polk County Sheriff Evidence Storage Facility – Vaughn Road
Winter Haven, Florida**

Dear Mr. McMillan:

Dewberry Engineers Inc. is pleased to submit this revised proposal for professional consulting services for the Polk County Sheriff Evidence Storage Facility project on Vaughn Road in Winter Haven, Florida. The scope of work is based on the conference calls held on February 4, 2024 and April 22, 2024. Our understanding is that the scope of this project includes providing development plans for an outside evidence storage facility for the Polk County Sheriff's Office, which will be located on the west side of the site. The development plans will include a site pad for a proposed pole barn (plans to be provided by Polk County). The Dewberry Engineers Inc. team includes civil/site engineers, surveyors, environmental scientists, construction specialists, and subject matter experts as required for completion of the project. It is our understanding that complete this work effort, we will use the Polk County Fire Training Facility Boundary and Topographic Survey prepared by our firm, which is located on the same property.

Please find enclosed our Exhibit A – Project Scope for your review and approval. In addition, we have included our Fee Summary for the proposed services. We are authorized per the Polk County Continuing Service Agreement between the County and Dewberry Engineers Inc.

Should you have any questions, please contact us at your convenience. We look forward to working with you and your team.

Sincerely,

Giacomo Licari, P.E.
Senior Project Manager

Reinardo Malavé, P.E.
Associate Vice President

Cc: Robert Beltran, PE; Vice President, Dewberry Engineers Inc.

PROJECT SCOPE

Polk County Sheriff Evidence Storage Facility Civil Engineering & Environmental Services

General

Dewberry Engineers Inc. (Dewberry) understands that Polk County is proposing a Sheriff Evidence Storage Facility on Vaughn Road in Winter Haven, Florida. Our team shall design the site development and minor drive/road infrastructure improvements, including, water systems for fire demand and stormwater management systems.

The Dewberry Team consists of civil/site engineers, surveyors, environmental scientists, and construction specialists.

As part of our initial work, the Dewberry Team will prepare a conceptual site plan, which will include the locations and relationships with most of the proposed facilities ultimately planned for this site. We understand that the utilities (water systems) and the stormwater management systems are to be designed for the ultimate build out of the site, which will include a storage pole barn type facility (plans provided by Polk County).

Dewberry will manage the proposed design team efficiently and effectively and will provide the following services:

- Concept site plan design (30%);
- Preliminary site engineering design (60%);
- Final construction documents (90% and 100%) for the site/civil improvements for the proposed final project;
- Project permitting with the agencies including Polk County, Florida Department of Environmental Protection (FDEP), and the Southwest Florida Water Management District (SWFWMD), which includes environmental jurisdictional reviews, as well as, threatened and endangered (T&E) species reporting;
- Assisting the Project Manager with project probable construction cost estimates;
- Assisting the Project Manager with construction administration services (Assumes three (3) months of construction);
- Final project close out services and certifications to the governmental agencies;
- Project management services; and
- Quality assurance/quality control (QA/QC) for the project.

Upon notice to proceed, the project will begin with a **kickoff meeting**, which will be held with the Project Manager, our Team, and the County staff, including Sheriff Department team members. The purpose of this meeting will be to define the nature of input and information, which will be needed to finalize a **concept site plan** of the facility.

1. Concept Site Plan Design Phase (30%)

We will coordinate with the County to finalize details for the facility as we prepare the overall concept plan. We will employ the following to start the project:

- We will prepare a concept site plan as discussed and meet with the County team members to review and finalize for the next phase of design of this site; and
- We will develop a final location for the pole barn building.

2. Preliminary Engineering Design Phase (60%)

Once a concept site plan is finalized and approved, we will prepare a preliminary engineering site plan for the proposed improvements for the facility. We will work with Polk County to determine the appropriate size and final configuration of the storage area and the proposed improvements to the entrance and exit drives to reach the facility. We will finalize with the Polk County Utilities Department the fire line systems that may be required.

With the approved final design concept, we will provide the following final design deliverables will be produced:

- Site grading and pad elevations for the facilities and the pole barn structure;
- Entryway drive improvement locations;
- Location of existing utilities for water, fire systems, and the appropriate connections of these utilities within the proposed project; and
- Required stormwater management and drainage facilities and connections to the stormwater system.

These deliverables will be submitted to the Project Manager at the completion of this task.

3. Final Construction Documents

During this phase, the efforts produced during the previous tasks will be refined and incorporated into a final set of construction documents sufficient in detail to bid the project for construction. The design team will continue to prepare the final construction documents. These documents will be prepared in accordance with County and the State of Florida Codes and Polk County development regulations and requirements.

The quality of the documents will be monitored constantly with formal reviews held at mutually agreed upon milestones throughout this phase. This allows the design team, Construction Manager, and the owner an opportunity to thoroughly review and coordinate the documents prior to their release for bid and subsequent construction. Also at this time, we will assist the Construction Manager in finalizing the project budget.

4. Permitting and Approvals

We will assist in determining the permits needed for the site improvements, utility and stormwater management system, drainage, or roadway improvements for the development. Additionally, we will prepare and process these permits and approvals with the governmental agencies such as the Polk County Development Department, Polk County Utilities (PCU), SWFWMD, and FDEP.

5. Bidding and Negotiations

Our design team will assist the project construction manager, as may be needed, in the bidding and contract negotiation phase of the project.

6. Construction Administration

Construction administration services will be provided, which includes assisting the Construction Manager and the County staff during an anticipated five (five) month construction timeline. This includes participation in preconstruction and construction progress meetings (total of six [6] meetings), review and approval of contractor schedules and shop drawings, and substantial completion and final inspections of the project. As required, site visits will be performed to maintain familiarity with the progress of the work.

7. Project Closeout

We will coordinate with the Project Manager and Construction Manager for a final walk through and with any punch lists for the site in order to obtain a substantially complete project. We will provide final certifications as needed for Polk County, SWFWMD, and FDEP.

QA/QC Program

Dewberry's management approach is a core set of procedures that will guide the team's control of quality, schedule, and budget. Using our approach, quality control is not a separate function but a continuous process, which underlies all the planning, design, and construction activities.

Schedule Control

Dewberry will schedule the design team, including the architects, engineers, and other consultants, and representatives from the County to adhere to the stated time frame requirements. In addition, it is our objective to minimize the time needed to perform all planning and design functions on the project without jeopardizing the quality of the product or the overall decision-making process.

All relevant project team members will be involved in this continual schedule evaluation procedure.

Deliverables

Dewberry Engineers Inc. Team will provide to the County team the various plans as follows:

1. Concept Site Plan (30%);
2. Preliminary Site Engineering Plan and Design (60%);
3. Final Construction Documents (90% and 100%);
4. Permit preparation and processing;
5. Assisting the Construction Manager with the bidding process; and
6. Construction administration assistance and final close outs.

END OF SCOPE

SHERIFF EVIDENCE STORAGE FACILITY PROJECT

POLK COUNTY

SUMMARY FEE SHEET

Prepared By: **DEWBERRY ENGINEERS INC.**

Rey Malave, PE

Dated: **Revised**
06/07/24

ACTIVITY		FEE TYPE	TOTAL FEES
Design & Construction Document Phase			
1.1	Concept Site Design and Pole Barn Location	Lump Sum	\$5,200.00
1.2	Site Engineering Design	Lump Sum	\$12,439.00
1.3	Final Site Construction Documents and Plans	Lump Sum	\$8,350.00
1.4	Coordination/ Project Meetings	Lump Sum	\$2,500.00
Permit Preparation and Processing			
2.1	Permit Preparation	Lump Sum	\$4,500.00
2.2	Permit Processing	Lump Sum	\$6,700.00
Construction Bidding Services			
3.1	Assistance for Bidding Documents, Addenda, Bid Opening and Evaluation	Time & Materials	\$3,000.00
TASK 4 Construction, Engineering & Inspection (CEI)			
4.1	Construction Administration	Time & Materials	\$8,420.00
Reimbursable Expenses			
6	Other Direct Expenses (Permit Fees, Travel, FedEx packages)	Time & Materials	\$3,500.00
TOTAL			\$54,609.00

Dewberry Engineers Inc.



Rey Malave, PE
Associate Vice President

Exhibit "B" - Fee Schedule

Item 1.

Dewberry Engineers Inc.
Schedule of Professional Rates
Polk County, Florida

Personnel Position	Bill Code	Range of Direct Labor Rates (\$/hr)		Range of Hourly Labor Rates (\$/hr)	
		Minimum	Maximum	Minimum	Maximum
ADMIN ASSISTANT I	AA1	\$15	\$17	\$45	\$51
ADMIN ASSISTANT II	AA2	\$25	\$27	\$75	\$81
ADMIN PROFESSIONAL III	AP3	\$39	\$42	\$117	\$126
ADMIN PROFESSIONAL IV	AP4	\$50	\$55	\$150	\$165
CADD TECHNICIAN I	CD1	\$21	\$23	\$63	\$69
CADD TECHNICIAN II	CD2	\$24	\$26	\$72	\$78
CADD TECHNICIAN III	CD3	\$40	\$43	\$120	\$129
CADD TECHNICIAN IV	CD4	\$36	\$39	\$108	\$117
CONSTRUCTION PROFESSIONAL I	CP1	\$36	\$39	\$108	\$117
CONSTRUCTION PROFESSIONAL II	CP2	\$46	\$50	\$138	\$150
CONSTRUCTION PROFESSIONAL III	CP3	\$57	\$62	\$171	\$186
CONSTRUCTION PROFESSIONAL IV	CP4	\$64	\$70	\$192	\$210
CONSTRUCTION PROFESSIONAL V	CP5	\$73	\$80	\$219	\$240
DESIGNER I	DS1	\$28	\$30	\$84	\$90
DESIGNER II	DS2	\$29	\$32	\$87	\$96
DESIGNER III	DS3	\$47	\$51	\$141	\$153
DESIGNER IV	DS4	\$40	\$44	\$120	\$132
DESIGNER V	DS5	\$51	\$56	\$153	\$168
ENGINEER I	EN1	\$29	\$32	\$87	\$96
ENGINEER II	EN2	\$33	\$36	\$99	\$108
ENGINEER III	EN3	\$39	\$43	\$117	\$129
ENGINEER IV	EN4	\$36	\$39	\$108	\$117
ENGINEER V	EN5	\$45	\$49	\$135	\$147
ENGINEER VI	EN6	\$55	\$60	\$165	\$180
ENGINEER VII	EN7	\$65	\$71	\$195	\$213
ENGINEER VIII	EN8	\$70	\$77	\$210	\$231
ENGINEER IX	EN9	\$85	\$93	\$255	\$279
GEOGRAPHER/GIS I	GS1	\$27	\$29	\$81	\$87
GEOGRAPHER/GIS II	GS2	\$30	\$33	\$90	\$99
GEOGRAPHER/GIS III	GS3	\$41	\$45	\$123	\$135
GEOGRAPHER/GIS IV	GS4	\$42	\$46	\$126	\$138
GEOGRAPHER/GIS VI	GS6	\$43	\$47	\$129	\$141
GEOGRAPHER/GIS VIII	GS8	\$76	\$83	\$228	\$249
INSPECTOR I	IN1	\$21	\$23	\$63	\$69
INSPECTOR II	IN2	\$25	\$27	\$75	\$81
INSPECTOR III	IN3	\$26	\$29	\$78	\$87
INSPECTOR IV	IN4	\$49	\$53	\$147	\$159
INSPECTOR V	IN5	\$37	\$40	\$111	\$120
PROFESSIONAL I	OP1	\$25	\$27	\$75	\$81

PROFESSIONAL II	OP2	\$27	\$30	\$81	\$90
PROFESSIONAL III	OP3	\$45	\$49	\$135	\$147
PROFESSIONAL IV	OP4	\$69	\$76	\$207	\$228
PROFESSIONAL V	OP5	\$55	\$60	\$165	\$180
PROFESSIONAL VII	OP7	\$68	\$75	\$204	\$225
PROFESSIONAL VIII	OP8	\$74	\$81	\$222	\$243
PROFESSIONAL IX	OP9	\$82	\$89	\$246	\$267
SURVEY I	SU1	\$16	\$17	\$48	\$51
SURVEY II	SU2	\$18	\$20	\$54	\$60
SURVEY III	SU3	\$19	\$21	\$57	\$63
SURVEY IV	SU4	\$34	\$37	\$102	\$111
SURVEY V	SU5	\$30	\$33	\$90	\$99
SURVEY VI	SU6	\$41	\$44	\$123	\$132
SURVEY VII	SU7	\$57	\$63	\$171	\$189
SURVEY VIII	SU8	\$57	\$62	\$171	\$186
PRINCIPAL	PR	\$127	\$138	\$381	\$414
1 PERSON CREW		\$41	\$44	\$123	\$132
2 PERSON CREW		\$52	\$57	\$156	\$171
3 PERSON CREW		\$61	\$66	\$181	\$198
4 PERSON CREW		\$76	\$82	\$226	\$244

Item 2.

Descriptions and Responsibilities of Personnel

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Received	Titles	Licensure/Certification	Education	Years
Admin Assistant I	Primary responsibility for greeting visitors, answering phones, and performing various administrative support duties for the group. Maintains correspondence and data files, arranges appointments, etc. Work is routine and requires limited exercise of discretion and judgment.	N/A	Receives close supervision on all aspects of assignments	Receptionist, Administrative Assistant 1	NA	H.S. Diploma	0-3
Admin Assistant II	Performs administrative support duties for a department or small office. Has duties of a level I admin but should also have higher level skills in the computerized environment with knowledge of word processing, spreadsheets, and graphs. Work is routine and requires limited exercise of discretion and judgment. May be assigned various PMD functions.	N/A	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions.	Administrative Assistant 2	NA	H.S. Diploma	3+
Admin Professional III	Performs complete administrative support duties for senior level staff. Does work of a confidential nature and relieves managers of designated administrative details. Must exercise initiative, judgment, and knowledge of company practices, policies and organization. Works in a computerized environment with knowledge of word processing, spreadsheets, and graphs. May be assigned a variety of PMD responsibilities based on skill level and management discretion.	Assigns tasks to necessary staff. Plans and coordinates aspects of work to get his or her responsibilities accomplished.	Receives general direction of key objectives and guidance on new concepts or policies.	Administrative Assistant 3	NA	H.S. Diploma	6+
Admin Professional IV	Performs various administrative functions for senior level management of an operating group or office. Functions involve the preparation of certain reports, management of schedules, the supervision or coordination of administrative work activities within the group, etc. Must exercise initiative, judgment, and knowledge of company practices, policies and organization. May direct the work of other administrators. Works in a computerized environment with knowledge of word processing, spreadsheets, and graphs. May be assigned a variety of PMD responsibilities based on skill level and management discretion.	Assigns tasks to necessary staff. May supervise other admin. or office staff.	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Sr. Administrative Assistant, Office Administrator	NA	H.S. Diploma	10+
CADD Technician I	Provides non technical, routine and basic support for assigned projects, using computer aided design. Assists in completing drawings from sketches, plans, specifications, and written instructions using computer aided drafting programs.	N/A	Received close supervision on all aspects of assignments	CADD Technician 1	N/A	N/A	0+ years
CADD Technician II	Prepares computer generated engineering drawings according to established standards and procedures. Prepares drawings from rough sketches or general engineering and design information using CADD software programs. Copies existing drawings and completes simple calculations with specific instructions.	Assigns tasks to and coordinates with staff	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions. Received thorough review of completed work for application of sound judgment.	CADD Technician 2	N/A	N/A	3+ years
CADD Technician III	Performs non routine and complex drafting assignments within company and industry standards and codes. Works independently with occasional advice from supervisor. May mentor less experienced CADD personnel.	Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced inspectors.	Receives general direction of key objectives and guidance on new concepts or policies.	CADD Technician 3	HS diploma, A.A. Degree in Drafting, Design, or related field preferred	N/A	6+ years
CADD Technician IV	Coordinates all aspects of a construction project by monitoring the construction process, and ensures that projects are completed on time and according to specifications. Uses engineering and technical knowledge to ensure that components, systems, and equipment complement the project. Coordinates scheduling and provides communication with project management regarding progress and conflicts. Performs work under direct supervision. Handles basic issues and problems, and refers more complex issues to higher level staff.		Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Senior CADD Technician		N/A	10+ years
Construction Professional I	Supports the construction project team as it relates to document processing (creation, retrieval, distribution, filing, indexing). Responsible for maintaining the record management system and training others, as needed, on document collection and storage systems and processes. Determines the document processing timelines and records distribution with regards to document management and control procedures as outlined in technical requirements. Provides metrics for reporting status to project leadership and may make recommendations for allocation of project resources based on current record status. Work requires limited exercise of independent judgement.	N/A	Receives close supervision on all aspects of assignments	Construction Coordinator Document Control Specialist	HS Diploma or equivalent experience		0+
	Responsible for Project Administration for construction projects. Handles document management, including but not limited to field reports, technical data, pre activity meetings and materials test reports. Will make sure document control procedures are followed as it related to project and contract documentations. Prepares meetings agendas and minutes for distribution. Supports preparation of RFI's, progress/status reports, billings and contract change orders. Supports the Construction Manager with coordination and scheduling of field activities and may review inspection reports and estimates.			Project Administrator		N/A	2+

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Received	Titles	Licensure/Certification	Education	Years
Construction Professional II	<p>Performs routine assignments which are clearly defined and require the application of standard construction engineering techniques, procedures, and criteria. Maintains project data and documents, coordinates and schedules QC inspections, and prepares routine reports on construction progress.</p> <p>Completes arc flash studies to determine hazards and risks related to electrical systems. Will provide support with on site data collection and responsible for creating drawings using applicable software. Responsible for identifying potential violations within the systems and install labels on equipment at the facility.</p>	N/A	Receives initial guidance on assignments to be completed	Assistant Resident Engineer, Construction Engineer	Bachelor's Degree in Engineering or Related field	0+	0+
				Arc Flash Specialist			
Construction Professional III	<p>Performs assignments of limited scope which involve some unusual or difficult problems requiring job knowledge and abilities beyond entry level. Mentions construction programs; assists in review and modification of schedules, specifications, and drawings; and reviews completed construction work and maintains checklist of what is yet to be completed. Must have the ability to recognize basic construction or engineering problems, and applies standard techniques and procedures to resolve them.</p>	<p>Assists tasks to and coordinates with entry level engineers, technicians or administrative staff. Assists in determining schedule and budget requirements.</p>	<p>Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions.</p>	Construction Engineer, Resident Engineer	Bachelor's Degree in Engineering or Related field	3+	3+
				Senior Construction Engineer, Senior Resident Engineer, Construction Manager, PM			
Construction Professional V	<p>Performs detailed phases of construction engineering work or is the PM on projects of moderate size and complexity. Reviews and modifies drawings, specifications, installation sequences, and progress reports and initiates corrective measures if necessary. Reviews construction procedures submitted by contractors to assure conformance with overall project plan. Acts as technical liaison between contractor and design engineering personnel. May oversee the work of lower level construction engineers who assist on projects.</p> <p>Provides technical leadership for complex or unique assignments and may plan, organize, and supervise construction engineering activities for a project of significant size and complexity. Analyzes complex construction/design problems requiring the development of new or improved techniques or procedures. Represents respective projects at meetings and conferences and develops construction plans.</p>	<p>Assigns tasks necessary staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.</p> <p>Supervises all staff necessary to complete assignments. Reviews and approves scopes, budgets, and schedules for assignments. Prepares proposals to provide professional services. May partake in personnel actions.</p>	<p>Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.</p>	Senior Construction Manager, Assistant Dept. Manager, Senior PM	PE and/or CCM preferred	10+	10+
				Staff Designer			
Designer I	<p>Provides non technical, routine and basic support for assigned projects, using computer aided design. Completes detailed drawings from sketches, plans, specifications, and written instructions using computer aided drafting programs.</p>	N/A	<p>Receives close supervision on all aspects of assignments</p>	Designer 1	HS Diploma, A.A. Degree in Drafting, Design, or related field preferred	N/A	3+
				Designer 2			
Designer II	<p>Determines design criteria, drawing sequence and presentation, sizing various system components and refining rough sketches and notes to include material quantities and equipment specifications. Technical adequacy of non routine work is reviewed during progress on completion. Routine work is reviewed on completion.</p> <p>Performs non routine assignments of substantial variety and complexity. Performs design calculations, prepares material and equipment specifications and provides preliminary sketches and notes for drawings. May coordinate the design work of a project, but overall work requires limited exercise of independent judgement.</p>	<p>Assigns tasks to and coordinates with staff Designers in determining schedule and budget requirements.</p> <p>Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced designers.</p>	<p>Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions. Received thorough review of completes work for application of sound judgment.</p> <p>Receives general direction of key objectives and guidance on new concepts or policies.</p>	Assistant Project Manager	N/A	5+	5+
				Job Captain			
Designer IV	<p>Applies broad knowledge of principals and practices in specific area. Independently evaluates, selects, and adapts, standard techniques, procedures, and criteria. Acquires general knowledge of principals and practices of related fields and ability to function on smaller multidisciplinary teams. Works with PM's and Senior PM's in managing the day to day of the project and ensuring tasks are completed. Provides guidance to younger staff on competing tasks and resolving issues as they arise. Works on projects of small size or portions of larger projects.</p> <p>Provides coordination of drafting required for bidding purposes and construction. Assists investigating and design of projects. Provides supervision and QC review of design and drafting group. Requires thorough understanding of architectural drafting, detailing, building materials, building codes, and construction.</p>	<p>Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced staff. May assist in preparing scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.</p>	<p>Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.</p>	Project Manager	Bachelor's degree in related field preferred	N/A	8+
				Graduate Engineer			
Engineer I	<p>Applies broad knowledge of principals and practices in specific area. Independently evaluates, selects, and adapts, standard techniques, procedures, and criteria. Acquires broad knowledge of principals and practices of related fields and ability to function on multidisciplinary teams. Works on projects of medium size or larger projects with little complexities.</p> <p>Acquires limited knowledge and develops basic skills. Applies prescribed techniques and procedures in accordance with established criteria. Performs routine technical work that doesn't require previous experience.</p>	N/A	<p>Receives close supervision on all aspects of assignments</p>	Graduate Engineer	Bachelor's Degree in Engineering	FE preferred	2 to 3+ years
				Staff Engineer			
Engineer III	<p>Acquires basic knowledge and develops skills in specific area. Applies standard techniques, procedures & criteria to perform assigned tasks. Exercises limited judgment on details of work and in application of standard methods for conventional work</p> <p>Develops broad knowledge & skill in specific area. Evaluates, selects, and applies standard techniques, procedures & criteria to perform tasks for conventional projects with few complexities. Collaboratively uses judgment to determine adaptations in methods for non routine aspects. Works on small projects or portions of large projects.</p>	<p>Receives close supervision on unusual or difficult problems and general review of all aspects of work.</p> <p>Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions. Received thorough review of completed work for application of sound professional judgment.</p>	<p>Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.</p>	Staff Engineer	Bachelor's Degree in Engineering	FE	3 to 5+ years

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Required	Titles	Licensure/Certification	Education	Years
Engineer IV	Applies broad knowledge of principals and practices in specific area. Independently evaluates, selects, and adapts standard techniques, procedures, and criteria. Acquires general knowledge of principals and practices of related fields and ability to function on smaller multidisciplinary teams. Works on projects of small size or portions of larger projects.	Assigns tasks to entry level engineers, technicians or administrative staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.	Engineer, Project Engineer, Assistant Project Manager	Bachelor's Degree in Engineering	PE	5+ Years
Engineer V	Applies broad knowledge of principals and practices in specific area. Independently evaluates, selects, and adapts standard techniques, procedures, and criteria. Acquires broad knowledge of principals and practices of related fields and ability to function on multidisciplinary teams. Works on projects of medium size or larger projects with little complexities.	Assigns tasks to engineers, technicians or administrative staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.	Engineer, Project Engineer, Project Manager	Bachelor's Degree in Engineering	PE	8+ Years
Engineer VI	Independently applies extensive and diversified knowledge of principals and practices in broad areas of assignments and related fields. Uses advanced techniques in the modification of extension of theories and practices of sciences and disciplines to complete assignments. Works on major projects or several projects of moderate scope with complex features.	Supervises all staff necessary to complete assignments. Reviews and approves scopes, budgets, and schedules for assignments. Prepares proposals to provide professional services. May partake in personnel actions.	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Senior Engineer, Senior Project Engineer, Senior Project Manager, Assistant Department Manager	Bachelor's Degree in Engineering	PE	10+ years
Engineer VII	Applies thorough knowledge of current principles and practices of engineering. Applies knowledge and expertise acquired through progressive experience to resolve crucial issues or unique conditions. Keeps informed of new methods and developments affecting the org., and recommends new practices or changes in emphasis of programs.	Supervises a staff of engineers and technicians. Plans, schedules, or coordinates the preparation of documents or activities for multiple major projects, or is responsible for an entire program. Reviews operational procedures to ensure compliance with applicable policies and performance measures. May partake in personnel actions.	Receives administrative supervision with assignments given in broad terms of general objectives and limits	Department Manager, Principal Engineer, Assistant BUM, Market/Practice Segment Leader, Program Manager, Branch Manager	Bachelor's Degree in Engineering	PE	15+ years
Engineer VIII	Uses creativity, foresight, and mature judgment in anticipating and solving unprecedented problems. Makes decisions and recommendations that are authoritative and have an important impact on extensive organizational activities. Sets priorities and reconciles directions from competing interests.	Supervises an office with multiple departments. Recommends facilities, personnel, and funds required to carry out programs. Oversees the technical, legal and financial issues of an entire office or program. Develops standards and guidelines and handles personnel action.	Receives administrative supervision with assignments given in terms of broad general objectives and limits	BUM	Bachelor's Degree in Engineering	PE	20+ years
Engineer IX	Makes decisions with broad influence over the activities the organization. Makes authoritative decisions and recommendations that are conclusive and have a far reaching impact on the org. Demonstrates a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive programs and activities with major consequences.	Leads an entire program, organization, or multiple areas of an organization. Decides the kind and extent of engineering related programs are needed for accomplishing the objectives of an org.	Receives general administrative direction from the BOO or CEO if not CEO.	BUM, CEO, COO, PAM, OUM	Bachelor's Degree in Engineering	PE	25+ years
Geographer/ GIS I	Creates digital mapping products, captures relevant data, and creates and manipulates databases. Performs basic technical duties using various software to independently analyze and manipulate data. Applies standard practices and techniques to independently carry out the functions of the position and solve minor problems.	N/A	Receives close supervision on all aspects of assignments	Staff Geospatial Technician	N/A	N/A	0+
Geographer/ GIS II	Creates, edits, and maintains digital mapping products, captures relevant data, and creates and manipulates databases. Performs technical duties with greater diversity using various software to gather, convert, and analyze spatial data. Possesses and applies practices and techniques to independently carry out the functions of the position and solve typical problems. Works with staff and participates in client need analysis.	Assigns tasks to and coordinates with entry level analysts and technicians.	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and solutions. Received thorough review of completed work for application of sound professional judgment.	Geospatial Analyst I			2-3+
Geographer/ GIS III	Assists geographers in providing quality map deliverables for hydrographic surveys. Performs a variety of tasks while relying on instruction and pre established guidelines. Familiar with fundamental concepts, practices and procedures of geographic design and GIS. Plans and conducts GIS work related to detailed phases of projects, or works as a lead technical analyst. Conducts data gathering, conversion analysis, manipulation and processing of spatial data. Fully competent in the field's practices and techniques to independently carry out the functions of the position, solve complex problems, and perform QV/QC on others work. Works with staff, interacts with senior professionals, and interacts with clients to update them and review project phases.	N/A	Receives close supervision on all aspects of assignments	GIS Professional I			0+
	Knows and applies fundamental concepts, practices, and procedures to perform a variety of tasks associated with providing quality map deliverables for hydrographic surveys. Limited exercise of judgment required when less common methods or procedures are necessary. Assignments may include higher level work for training purposes.	Assigns tasks to and coordinates with technicians or administrative staff	Receives general direction of key objectives and guidance on new concepts or policies.	Geospatial Analyst II			3-5+
			Receives close supervision on unusual or difficult problems and general review of all aspects of work.	GIS Professional II			2-3+

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Provided	Titles	Licensure/Certification	Education	Years
Geographer/ GIS IV	Plans and conducts GIS work related to detailed phases of projects, or works as a technical analyst. Conducts data gathering, conversion analysis, manipulation and processing of spatial data. Fully competent in the field's practices and techniques to independently carry out the functions of the position, solve complex problems, and perform QA/QC on others work. Works with staff, interfaces with senior professionals, and interacts with clients to update them and review project phases.			Geospatial Analyst III			
	Fully competent geographer in all conventional aspects of subject matter or functional area of assignments. Assists with the management and coordination of projects and begins to interact with clients for client relationship development. Independently performs most assignments with instruction only regarding expected results.			GIS Professional III			
	Provides geospatial production management support, data processing and analysis, problem solving, task and personnel management as well as project oversight. Responsible for daily production oversight and reporting and ensuring quality, resource allocation, scheduling and project costs are meeting expectations.	Assigns tasks to necessary staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.	Resource Lead			5+
	Assists Production Manager in providing geospatial production management support, data processing and analysis, problem solving, task and personnel management as well as project oversight. Assists with coordinating with the Production Management Team to ensure quality, resource allocation, scheduling and project costs are meeting expectations.			Asst. Production Manager		GISP, CP or other professional certification in field preferred	
	Assists with providing quality assurance of Lidar data, conducts training for new quality or software routines and creates a variety of digital mapping using various software programs.			Asst. Quality Manager			
	Assists with training analysts on best practices related to extracting information and structuring data and performs analysis and modeling as needed. May provide input related to identifying, designing and developing GIS applications and/or strategies and procedures for integrating GIS programs with existing databases. Including, but not limited to system administration, operating and software issues and coordination with others pertaining to system requirements.			Asst. GIS Technology Manager			
	Plans and conducts GIS work related to detailed phases of projects, or works as a lead technical analyst. Conducts data gathering, conversion analysis, manipulation and processing of spatial data. Fully competent in the field's practices and techniques to independently carry out the functions of the position, solve complex problems, and perform QA/QC on others work. Works with staff, interfaces with senior professionals, and interacts with clients to update them and review project phases.			Senior Geospatial Analyst			
	Knows and applies complex concepts, practices and procedures to produce quality deliverables, may also manage and coordinate projects and the work of small staff. Maintains client relationships. Makes decisions independently regarding technical complexities and methods.			GIS Professional IV			
	Plans and conducts GIS work related to detailed phases of projects. Fully competent in the field's practices and techniques to independently carry out the functions of the position, solve complex problems, and perform QA/QC on others work. Works with staff, interfaces with senior professionals, and interacts with clients to update them and review project phases.	Assigns tasks to necessary staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.	Project Manager			8+
	Provides geospatial production management support, data processing and analysis, problem solving, task and personnel management as well as project oversight. Responsible for coordinating with the Production Management Team to ensure quality, resource allocation, scheduling and project costs are meeting expectations.			Production Manager		Bachelor's GIS, Geography or related field	
Provides quality assurance of Lidar data, conducts training for new quality or software routines and creates a variety of digital mapping using various software programs.			Quality Manager				
Trains analysts on best practices related to extracting information and structuring data. Will perform analysis and modeling as needed. May be responsible for identifying, designing and developing GIS applications and/or strategies and procedures for integrating GIS programs with existing databases. Including, but not limited to system administration, operating and software issues and coordination with others pertaining to system requirements.			GIS Technology Manager				

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Received	Titles	Literature/Certification	Education	Years
Inspector I	Performs elementary technical aspects of assigned construction inspection tasks, including quality control procedures. Observes general job safety practices and assists in the preparation of safety reports. Prepares material for testing and may assist in tests to determine if work is done according to contract specifications. Assists in developing QC reports and procedures. Inspects various facets of work on the construction site to ensure compliance with all applicable codes, standards, and regulations. Must be able to read and interpret blueprints and construction specifications. Conducts tests to determine if work is done according to contract specifications. May participate in development of job safety practices and in preparation of safety reports, and may participate in development of QC reports and procedures.	N/A	Received close supervision on all aspects of assignments	Inspector Trainee		N/A	0+ years
Inspector II	Under general supervision performs more difficult and complex inspection tasks than a level I inspector, including assessing adherence to QC procedures. Develops job safety practices and directs safety reports. Directs QC reports and procedures.	Assigns tasks to and coordinates with inspector trainees in determining schedule and budget requirements.	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and application of sound judgment.	Inspector	HS	N/A	3+ years
Inspector III	Independently performs the most difficult and complex inspection tasks, including assessing adherence to quality control procedures. Performs the duties listed above but handles the most complex assignments and provides guidance to lower level inspectors.	Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced inspectors.	Receives general direction of key objectives and guidance on new concepts or policies.	Inspector		Typically requires formal certification	6+ years
Inspector IV	Organizes and maintains inspection crew efficiently in completing specific jobs. Reviews job specifications and plans field work methods and costs. Supervises inspectors on the job site and may provide input for personnel actions. Also represents the inspection work to engineers and construction managers. May also act as the sole inspector on a job site depending on size of job or close to completion of contract.	Supervises staff necessary to complete work. Provides Q/A and O/C of their work and may partake in personnel actions.	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Senior Inspector	HS diploma, Associates degree in technical discipline is preferred	Typically requires formal certification	10+ years
Inspector V	Performs assignments that are clearly defined and require application of standard techniques and procedures. Performs a variety of tasks while relying on instruction and pre established guidelines. Familiar with fundamental concepts, practices and procedures to perform analysis of data from reports, maps, drawings, tests and field observations/sampling.	N/A	Receives administrative supervision with assignments given in terms of broad general objectives and limits	Chief Inspector		Typically requires formal certification	15+ years
Professional I	Plans, directs and conducts field surveys, identifies and evaluates historic properties to determine National Register significance. Maintains records and progress reports for planning, written reports, and oral presentations. Knowledge of contemporary archaeological or architectural survey methods and theory; federal laws pertaining to cultural resources and antiquities on public lands.	Assigns tasks to and coordinates with Archaeological Field Technicians, Archaeological Field Supervisors or administrative staff. Assists in determining schedule requirements.	Receives close supervision on all aspects of assignments	Staff Coastal Scientist, Staff Environmental Scientist, Staff Wetland Scientist, Staff Hydrologist, Staff Meteorologist	Bachelor's in related Sciences	N/A	0+ years
Professional II	Applies experience and increasing proficiency in the application of principles, theories, practices, and company standards in their discipline. Assists in the collection and analysis of reports, maps, drawings, tests and field observations/sampling. As well as performs data collection in the field.	Assigns tasks to and coordinates with technicians or administrative staff	Receives close supervision on unusual or difficult problems and general review of all aspects of work.	Staff Archaeologist, Staff Architectural Historian	Master's in Anthropology, Archaeology or closely related field	Register of Professional Archaeologists (RPA)	0+ years
Professional III	Plans, directs and conducts field surveys, identifies and evaluates historic properties to determine National Register significance. Maintains records and progress reports for planning, written reports, and oral presentations. Knowledge of contemporary archaeological or architectural survey methods and theory; federal laws pertaining to cultural resources and antiquities on public lands.	Assigns tasks to and coordinates with entry level scientists, technicians or administrative staff. Assists in determining schedule and budget requirements.	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and application of sound professional judgment.	Staff Coastal Scientist, Staff Environmental Scientist, Staff Wetland Scientist, Staff Hydrologist, Staff Meteorologist	Bachelor's in related Sciences	N/A	2 to 3+ years
Professional III	Plans and conducts work requiring independent evaluation, selection and adaptation of standard techniques and procedures. As well as the responsibilities above may also conduct site testing and make recommendations for design, and assist senior engineers/scientists on large more complex projects.	Assigns tasks to and coordinates with Archaeological Field Technicians, Archaeological Field Supervisors or administrative staff. Assists in determining schedule requirements.	Receives instruction on specific objectives. Receives direction on unconventional and/or complex problems and application of sound professional judgment.	Staff Coastal Scientist, Staff Environmental Scientist, Staff Wetland Scientist, Staff Hydrologist, Staff Meteorologist	Master's in Anthropology, Archaeology or closely related field	Register of Professional Archaeologists (RPA)	3 to 5+ years

HM Job Code	General Characteristics	Managerial Responsibilities	Supervision Received	Titles	Literature/Certification	Education	Years
Professional IV	Applies diversified principles and practices in broad areas of assignments. Makes independent decisions on scientific problems and methods. At this level performs the technical duties of junior staff at a higher level but may also plan, schedule and coordinate aspects of projects or take on PM responsibilities on smaller projects.	Assigns tasks to staff scientists, technicians or administrative staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.	Coastal Scientist, Environmental Scientist, Wetland Scientist, Hydrologist, Meteorologist, Archaeologist, Architectural Historian, Project Manager, Project Scientist, Project Hydrologist		Professional Certification within specialized field	5+ Years
Professional V	Responsible for interpreting, organizing, ensuring projects or technical aspects of projects. May assign, schedule and review work to ensure accuracy, thoroughness and timeliness on mid size projects. On a technical capacity handles complex assignments and begins to develop junior staff technically. Is responsible for managing client relationships and building business development skills.	Assigns tasks to professional staff, technicians or administrative staff. Plans and coordinates aspects of work. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.	Receives general direction of key objectives and guidance on new concepts or policies.		Bachelor's in related Sciences (Master's required for Archaeologists)	Professional Certification within specialized field	8+ Years
Professional VI	Makes decisions and recommendations that are recognized within area of expertise and have important impact of extensive technical assignments or projects. As a project manager plans, schedules, conducts or coordinates detailed phases of scientific work for large projects. As a technical capacity applies a high mastery in the specialized area of expertise and a working knowledge of related specialties. At this level business development must be a key responsibility and continuous client relationship management is required.	Supervises all staff necessary to complete assignments. Reviews and approves scopes, budgets, and schedules for assignments. Prepares proposals to provide professional services. May partake in personnel actions.	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Senior Coastal, Environmental or Wetland Scientist, Senior Meteorologist, Senior Archaeologist, Senior Architectural Historian, Senior Project Scientist, Senior Project Manager, Assistant Department Manager		Professional Certification within specialized field	10+ years
Professional VII	Plans, organizes, and as a technical leader is a recognized authority in the company in a broad area of specialization or intensely specialized field. Makes authoritative decisions and recommendations having important impact on the business unit. Initiates and maintains extensive internal and external contacts. At this level one demonstrates a high degree of foresight and mature judgment in anticipating and solving project complexities, determining program objectives and requirements, organizing programs and projects, and developing standards and guidelines for diverse geographic activities.	Supervises professional staff and technicians. Plans, schedules, or coordinates the preparation of documents or activities for multiple major projects, or is responsible for an entire program. Reviews operational procedures to ensure compliance with applicable policies and performance measures. May partake in personnel actions.	Receives administrative supervision with assignments given in broad terms of general objectives and limits.		Bachelor's in related Sciences (Archaeologist requires Master's)	Professional Certification within specialized field	15+ years
Professional VIII	Responsible for one or more programs, branches, services, or markets of such diversity and scope to be critically important to the overall company objectives. Makes authoritative decisions and recommendations having significant impact on related activities of the company. Negotiates critical and controversial issues with top level personnel and officers within the organizations and externally. At this level one demonstrates a high degree of foresight and mature judgment in planning, organizing, and guiding extensive programs and activities of outstanding novelty and/or importance.	Supervises an office with multiple departments. Recommends facilities, personnel, and funds required to carry out programs. Oversees the technical, legal and financial issues of an entire office or program. Develops standards and guidelines and handles personnel action.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Assistant Business Unit Manager, Department Manager, Market/Practices Segment Leader	Bachelor's Degree in a Sciences	Professional Certification within specialized field	20+ years
Professional IX	Leads and entire program of the highest importance or the overall direction of the company. Decides the kind of programs and services needed to accomplish the objectives of the organization. Will represent the company at critical functions and to the media. Supervises the highest level staff and officers of the company and receives general administrative direction from the board of directors.	Leads an entire program, organization, or multiple areas of an organization. Decides the kind and extent of engineering related programs are needed for accomplishing the objectives of an org.	Receives general administrative direction from the BOD or CEO if not CEO.	BUM, PAM, OUM	Bachelor's Degree in a Sciences	Professional Certification within specialized field	25+ years
Surveyor I	Handles routine matters and relies on instructions and pre established guidelines to perform the functions of the job. Duties include gathering field data to coordinate geometry within the office and organize deed and right of way map data in preparation for drafting.	N/A	Receives close supervision on all aspects of assignments.	Survey Field Technician I		N/A	0+ years
Surveyor II	Responsible for the operation and maintenance of survey equipment, taking field notes, data collection, performs calculations, and may assist with CAD/Drafting. Has general knowledge of commonly used concepts, practices, and procedures.	N/A	Receives close supervision on all aspects of assignments.	Survey Technician I Instrument Operator Survey Technician II Survey Field Technician II			3+ years
Surveyor III	Responsible for operation and maintenance of survey equipment and supports calculations of survey data and mapping. Performs boundary, topography, construction stakeouts, ALTA, right of way, and construction surveys. Has in depth knowledge of commonly used concepts, practices and procedures. Assures survey technicians follow standard procedures as well as develops less experienced technicians.	Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced employees.	Receives general direction of key objectives and guidance on new concepts or policies.	Survey Technician III	HS diploma, A.A. Degree in Land Surveying or related field preferred.	Professional Certification within specialized field	6+ years
Surveyor IV	Organizes and maintains field survey crew efficiently in completing specific jobs. Accurately calculates and records field data. Reviews job specifications and plans field work methods and costs. Work as a member of a survey crew and maintains and operates all instruments and measuring devices needed to complete different types of survey work assignments. May directly supervise technicians and instrument persons.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Crew Leader I		Certified Survey Technician is preferred	5+ years
Surveyor V	Organizes and maintains field survey crew efficiently in completing specific jobs. Accurately calculates and records field data. Reviews job specifications and plans field work methods and costs. Leads survey crew on complex survey engagements. Performs training and quality checks for all survey field work. Directly supervises technicians and participates in personnel actions involving field crew.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Crew Leader II			8+ years
Surveyor VI	Organizes and maintains field survey crew efficiently in completing specific jobs. Accurately calculates and records field data. Reviews job specifications and plans field work methods and costs. Leads survey crew on complex survey engagements. Performs training and quality checks for all survey field work. Directly supervises technicians and participates in personnel actions involving field crew.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Receives administrative supervision with assignments given in terms of broad general objectives and limits.	Office Surveys Coordinator, Field Surveys Coordinator			5+ years

HR Job Code	General Characteristics	Managerial Responsibilities	Supervision Received	Titles	Licensure/Certification	Education	Years
Surveyor VI	<p>Performs a variety of in office and field tasks associated with land surveying, engineering, and construction projects. With academic and further on the job training possess ability to conduct survey computations and data collection, computer aided design and drafting, GIS activities, etc. May make field visits to conduct observations and data gathering.</p> <p>Ensure the preparation of accurate and complete work products, review work performance of field and office survey staff, perform quality control review of design plans, and perform complex technical survey design tasks. As a PM consistently meet and exceed client expectations by effectively managing project budget, scope, and schedule. Provides training for field and office personnel. Knows and applies fundamental concepts, practices, and procedures as well as understands other aspects within related fields.</p>	N/A	Receives close supervision on all aspects of assignments and works under direction of experienced surveyor	Land Surveyor in Training	AS/Bachelors' Degree, Surveying	LSIT	5+ years
Surveyor VII	<p>Provides leadership and management within a survey department or large project. Manages staff on a day to day basis and supports the Regional Survey Manager with business development and client relationship activities. Knows and applies fundamental concepts, practices, and procedures of surveying and project delivery. Also possesses knowledge of related fields.</p> <p>Provides leadership and management within a survey department or large project. Manages staff on a day to day basis and supports the Survey Department Manager with business development, project financials and client relationship activities. Knows and applies fundamental concepts, practices, and procedures of surveying and project delivery. Also possesses knowledge of related fields.</p>	<p>Assigns tasks to necessary staff. Plans and coordinates aspects of work and reviews work created by less experienced surveyors. Prepares scope, budgets, and schedules for assignments. Assists with proposals to provide professional services.</p> <p>Supervises all staff necessary to complete assignments. Reviews and approves scopes, budgets, and schedules for assignments. Prepares proposals to provide professional services. May partake in personnel actions.</p>	Receives general direction of key objectives and guidance on new concepts or policies.	Project Surveyor, Project Manager, Task Manager	AS/Bachelors' Degree, Surveying or equivalent experience	LS	10+
Surveyor VIII	<p>Makes decisions with broad influence over the activities the organization. Makes authoritative decisions and recommendations that are conclusive and have a far reaching impact on the org. Demonstrates a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive programs and activities with major consequences.</p>	<p>Supervises all staff necessary to complete assignments. Reviews and approves scopes, budgets, and schedules for assignments. Tracks budgets vs effort and project deliverables. Prepares proposals to provide professional services. May partake in personnel actions.</p> <p>Leads an entire program, organization, or multiple areas of an organization. Decides the kind and extent of engineering related programs are needed for accomplishing the objectives of an org.</p>	Receives supervision and guidance relating to overall objectives, critical issues, new concepts, and policy matters. Receives direction on unusual conditions and developments.	Senior Surveyor, Sr. Project Manager Assistant Department Manager	AS/Bachelors' Degree, Surveying or equivalent experience	LS	15+
Principal			Receives general administrative direction from the BOD or CEO if not CEO.	BUW, CEO, COO, PAM, OUM	Bachelor's Degree in Engineering	PE	25+ years

Item 3.

All equipment, supplies and materials necessary to the execution of this contract.

Equipment, supplies and materials will be evaluated on a case by case basis depending on actual task assignment requests.

Item 4.

Names of key personnel instrumental to this contract

Key Personnel as listed in the submitted organization chart.

Robert Beltran, PE
Amy Tracy
Scott Ethier, PE
Mike Pekkala, PE
Alba Mas, PE
Mike Urchuk, RLA
Hannah Hart
Daryll Joyner
Lisa Kelley, JD
Nicole Gough, PWS
Jan Mandrup Poulsen

Additional personnel as listed in the submitted organization chart.

Giacomo Licari, PE
Andrew Starling, EI
Elana Novak, EI
Kenneth Yinger, PE
Tristan McMannis, PLA, LEED AP, BD+C
Daniel Atilano, AIA, LEED AP
Ricardo Jimenez, PE
Rishi Immani, PE, GISP
Mike Simmons, PG
Aziza Baan, GISP
Michael Sadler
Kaylene Wheeler
Devan White, PE
William Hinkle, PSM
Amar Nayegandhi, CP, CMS, GISP

Item 5.
Labor Multiplier
Calculation
Polk County, FL

Direct Labor		1.0000
Overhead/General/Administrative		1.6777
<hr/>		
Subtotal		2.6777
Profit	12%	0.3213
<hr/>		
Total		2.9990

Fran McAskill
Director
Procurement Division



330 West Church Street
P.O. Box 9005, Drawer AS05
Bartow, Florida 33831-9005
Phone: (863) 534-6757
Fax: (863) 534-6789
www.polk-county.net

EXHIBIT C

Board of County Commissioners

REIMBURSABLE COST SCHEDULE

1. Reproduction Cost		
A. Regular Copying	Single Side	Double Sided
8 ½ x 11 (black & white).....	\$ 0.15/page	\$ 0.25/sheet
8 ½ x 11 (color).....	\$ 0.30/page	\$ 0.40/sheet
8 ½ x 14 (black & white).....	\$ 0.15/page	\$ 0.25/sheet
8 ½ x 14 (color).....	\$ 0.30/page	\$ 0.40/sheet
11 x 17 (black & white).....	\$ 0.25/page	\$ 0.35/sheet
11 x 17 (color).....	\$ 0.40/page	\$ 0.50/sheet
9 ½ x 24 Single Side Only.....	\$ 1.00/page	
17 x 22 Single Side Only.....	\$ 2.00/page	
18 x 24 Single Side Only.....	\$ 2.00/page	
24 x 36 Single Side Only.....	\$ 3.00/page	
30 x 30 Single Side Only.....	\$ 5.00/page	
32 x 34 Single Side Only.....	\$ 5.00/page	
Other sizes-per square inch	\$ 0.03/page	
Compact Digital Disk	\$ 6.00/disk	
B. Blueprint Copy		\$10.00/page
2. Subcontractor Services Actual Costs		
3. Special Consultants Actual costs		
4. Computer Services Non-reimbursable		
5. Travel Expenses In accordance with Chapter 112.061, F.S.;		
and further defined in the Polk County Employee Handbook.		
6. Postage, Fed-Express, UPS Actual Costs		
7. Pre-approved Equipment Actual Costs		
(includes purchase and rental of equipment used in project)		



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
06/14/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER MARSH USA, LLC. 1050 CONNECTICUT AVENUE, SUITE 700 WASHINGTON, DC 20036-5386	CONTACT NAME: Ashley Oliver PHONE (A/C, No, Ext): 410 347 3631 E-MAIL ADDRESS: Ashley.Oliver@marsh.com FAX (A/C, No):													
	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A: The Charter Oak Fire Insurance Company</td> <td>25615</td> </tr> <tr> <td>INSURER B: The Travelers Indemnity Company Of America</td> <td>25658</td> </tr> <tr> <td>INSURER C: Travelers Property Casualty Co. Of America</td> <td>25674</td> </tr> <tr> <td>INSURER D: Beazley Insurance Company, Inc.</td> <td>37540</td> </tr> <tr> <td>INSURER E: N/A</td> <td>N/A</td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: The Charter Oak Fire Insurance Company	25615	INSURER B: The Travelers Indemnity Company Of America	25658	INSURER C: Travelers Property Casualty Co. Of America	25674	INSURER D: Beazley Insurance Company, Inc.	37540	INSURER E: N/A	N/A	INSURER F:
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CN102736896-7/1-1.1a-23-24 GAWP														
INSURED DEWBERRY ENGINEERS INC. 800 N. MAGNOLIA AVENUE, SUITE 1000 ORLANDO, FL 32803														

COVERAGES CERTIFICATE NUMBER: CLE-007224858-03 **REVISION NUMBER:** 14

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSP	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> CONTRACTUAL INS. COV. (INSURED CONTRACTS) GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	X	X	P-630-7792B312-COF-23	07/01/2023	07/01/2024	EACH OCCURRENCE	\$ 2,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000
							MED EXP (Any one person)	\$ 10,000
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 2,000,000
							PRODUCTS - COMP/OP AGG	\$ 2,000,000
								\$
B	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY	X	X	810-1N788974-23-43-G	07/01/2023	07/01/2024	COMBINED SINGLE LIMIT (Ea accident)	\$ 2,000,000
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
							COMP / COLL DED:	\$ 1,000
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE	\$
							AGGREGATE	\$
								\$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		X	UB-6P972264-23-43-G	07/01/2023	07/01/2024	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER	
			N/A				E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
D	PROFESSIONAL LIABILITY			V11B5E231401 RETRO. DATE: FULL PRIOR ACTS	07/01/2023	07/01/2024	PER CLAIM/AGGREGATE	2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: CSA#2022-062-02/Project Name Sheriff's Office - Evidence Storage Facility
POLK COUNTY, A POLITICAL SUBDIVISION OF THE STATE OF FLORIDA ARE INCLUDED AS ADDITIONAL INSURED WHERE REQUIRED BY WRITTEN CONTRACT WITH RESPECT TO GENERAL LIABILITY AND AUTOMOBILE LIABILITY. WAIVER OF SUBROGATION IS APPLICABLE WHERE REQUIRED BY WRITTEN CONTRACT.

CERTIFICATE HOLDER

CANCELLATION

Polk County, a Political subdivision of the State of Florida 330 West Church Street, Room 150 Bartow, FL 33830	<p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE of Marsh USA LLC</p> <p><i>Handwritten Signature</i></p>
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ADDITIONAL REMARKS SCHEDULE

AGENCY MARSH USA, LLC.		NAMED INSURED DEWBERRY ENGINEERS INC. 800 N. MAGNOLIA AVENUE, SUITE 1000 ORLANDO, FL 32803	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE		

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

AS RESPECTS THE PROFESSIONAL LIABILITY COVERAGE EVIDENCED ABOVE, IF THIS POLICY IS CANCELLED BY THE INSURER, OTHER THAN FOR NON-PAYMENT OF PREMIUM, THE INSURER WILL PROVIDE 30 DAYS WRITTEN NOTICE TO CERTIFICATE HOLDER. AS RESPECTS THE GENERAL LIABILITY, AUTOMOBILE LIABILITY, AND WORKERS' COMPENSATION COVERAGES EVIDENCED ABOVE, NOTICE OF CANCELLATION WILL BE PROVIDED BY THE INSURER(S) TO THE CERTIFICATE HOLDER PER THE ATTACHED AS REQUIRED BY WRITTEN CONTRACT.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**VIRGINIA BLANKET ADDITIONAL INSURED – PRIMARY AND
NON-CONTRIBUTORY WITH OTHER INSURANCE**

This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE FORM

PROVISIONS

1. The following is added to Paragraph **A.1.c., Who Is An Insured**, of **SECTION II – COVERED AUTOS LIABILITY COVERAGE**:

This includes any person or organization who you are required under a written contract or agreement between you and that person or organization, that is signed by you before the "bodily injury" or "property damage" occurs and that is in effect during the policy period, to name as an additional insured for Covered Autos Liability Coverage, but only for damages to which this insurance applies and only to the extent that person or organization qualifies as an "insured" under the Who Is An Insured provision contained in Section II.

2. The following is added to Paragraph **B.5., Other Insurance** of **SECTION IV – BUSINESS AUTO CONDITIONS**:

Regardless of the provisions of paragraph **a.** and paragraph **d.** of this part **5. Other Insurance**, this insurance is primary to and non-contributory with applicable other insurance under which an additional insured person or organization is the first named insured when the written contract or agreement between you and that person or organization, that is signed by you before the "bodily injury" or "property damage" occurs and that is in effect during the policy period, requires this insurance to be primary and non-contributory.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

VIRGINIA BLANKET CANCELLATION AND NONRENEWAL NOTICE

This endorsement modifies insurance provided under the following:

- BUSINESS AUTO COVERAGE FORM
- AUTO DEALERS COVERAGE FORM
- MOTOR CARRIER COVERAGE FORM

In the event of cancellation or nonrenewal or material change that reduces or restricts the insurance afforded by this Coverage Part, we agree to mail prior written notice of cancellation or nonrenewal or material change to:

SCHEDULE

Any person or organization to whom you have agreed to under any contract or agreement that notice of cancellation or material limitation of this policy will be given, but only if:

1. You send us a written request to provide such notice, including the name and address of such person or organization, after the first Named Insured receives notice from us of the cancellation or nonrenewal or material change of this policy; and
2. We receive such written request at least 14 days before the beginning of the applicable number of days shown in this endorsement.

3. Number of days advance notice:

Cancellation for nonpayment of premium:		Days
Cancellation other than nonpayment of premium:	30	Days
Nonrenewal:		Days
Material change:		Days

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED PERSON OR ORGANIZATION – NOTICE OF CANCELLATION PROVIDED BY US

This endorsement modifies insurance provided under the following:

ALL COVERAGE PARTS INCLUDED IN THIS POLICY

SCHEDULE

CANCELLATION:

Number of Days Notice:

30

PERSON OR ORGANIZATION:

ANY PERSON OR ORGANIZATION
(CONTINUED ON IL T8 06)

ADDRESS:

SEE IL T8 06

FAIRFAX
VA
22031

PROVISIONS

If we cancel this policy for any legally permitted reason other than nonpayment of premium, and a number of days is shown for Cancellation in the Schedule above, we will mail notice of cancellation to the person or organization shown in such Schedule. We will mail such notice to the address shown in the Schedule above at least the number of days shown for Cancellation in such Schedule before the effective date of cancellation.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED ENTITY - NOTICE OF CANCELLATION PROVIDED BY US
IL T4 05 05 19

THIS ENDORSEMENT MODIFIES INSURANCE PROVIDED UNDER THE FOLLOWING:
ALL COVERAGE PARTS INCLUDED IN THIS POLICY

CONTINUATION OF FORM IL T4 05, PERSON OR ORGANIZATION:

ANY PERSON OR ORGANIZATION TO WHOM YOU HAVE AGREED IN A WRITTEN CONTRACT THAT
NOTICE OF CANCELLATION OF THIS POLICY WILL BE GIVEN, BUT ONLY IF:

1. YOU SEND US A WRITTEN REQUEST TO PROVIDE SUCH NOTICE, INCLUDING THE NAME
AND ADDRESS OF SUCH PERSON OR
ORGANIZATION, AFTER THE FIRST NAMED INSURED SHOWN IN THE DECLARATIONS RECEIVES
NOTICE FROM US OF THE
CANCELLATION OF THIS POLICY; AND
2. WE RECEIVE SUCH WRITTEN REQUEST AT LEAST 14 DAYS BEFORE THE BEGINNING OF
THE APPLICABLE NUMBER OF DAYS
SHOWN IN THIS SCHEDULE.

ADDRESS:

THE ADDRESS FOR THAT PERSON OR ORGANIZATION INCLUDED IN SUCH WRITTEN REQUEST
FROM YOU TO US.

NOTICE: THESE POLICY FORMS AND THE APPLICABLE RATES ARE EXEMPT FROM THE FILING REQUIREMENTS OF THE NEW YORK INSURANCE LAW AND REGULATIONS. HOWEVER, THE FORMS AND RATES MUST MEET THE MINIMUM STANDARDS OF THE NEW YORK INSURANCE LAW AND REGULATIONS.

Effective date of this Endorsement: 01-Jul-2023

This Endorsement is attached to and forms a part of Policy Number: V11B5E231401
Beazley Insurance Company, Inc. referred to in this endorsement as either the "Insurer" or the "Underwriters"

DEWBERRY NOTICE OF CANCELLATION TO CERTIFICATE HOLDER

This endorsement modifies insurance provided under the following:

ARCHITECTS AND ENGINEERS PROFESSIONAL LIABILITY INSURANCE POLICY

In consideration of the premium charged for the Policy, it is hereby understood and agreed that in addition to the provisions of the Cancellation section of the Conditions, if this policy is cancelled by us, other than for non-payment of premium, we will provide 30 days written notice to the following party(ies):

As per list to be provided by the Named Insured or its Broker of Record.

All other terms and conditions of this Policy remain unchanged.


Authorized Representative

POLICY NUMBER: **UB-6P972264-23-43-G**

**NOTICE OF CANCELLATION OR NONRENEWAL
 TO DESIGNATED PERSONS OR ORGANIZATIONS**

The following is added to **PART SIX – CONDITIONS** :

Notice Of Cancellation Or Nonrenewal To Designated Persons Or Organizations

If we cancel or non-renew this policy for any reason other than non-payment of premium by you, we will provide notice of such cancellation or non-renewal to each person or organization designated in the Schedule below. We will mail or deliver such notice to each person or organization at its listed address at least the number of days shown for that person or organization before the cancellation or nonrenewal is to take effect.

You are responsible for providing us with the information necessary to accurately complete the Schedule below. If we cannot mail or deliver a notice of cancellation or nonrenewal to a designated person or organization because the name or address of such designated person or organization provided to us is not accurate or complete, we have no responsibility to mail, deliver or otherwise notify such designated person or organization of the cancellation or nonrenewal.

SCHEDULE

Name and Address of Designated Persons or Organizations:	Number of Days Notice:
ANY PERSON OR ORGANIZATION WITH WHOM YOU HAVE AGREED IN A WRITTEN CONTRACT THAT NOTICE OF CANCELLATION OR NON RENEWAL OF THIS POLICY WILL BE GIVEN, BUT ONLY IF:	30

1. YOU SEE TO IT THAT WE RECEIVE A WRITTEN REQUEST TO PROVIDE SUCH NOTICE, INCLUDING THE NAME AND ADDRESS OF SUCH PERSON OR ORGANIZATION, AFTER THE FIRST NAME OF INSURED RECEIVES NOTICE FROM US OF THE CANCELLATION OR NON RENEWAL OF THIS POLICY; AND
2. WE RECEIVE SUCH WRITTEN REQUEST AT LEAST 14 DAYS BEFORE THE BEGINNING OF THE APPLICABLE NUMBER OF DAYS SHOWN IN THIS ENDORSEMENT.

ADDRESS:
 THE ADDRESS FOR THAT PERSON OR ORGANIZATION INCLUDED IN SUCH WRITTEN REQUEST FROM YOU TO US.

All other terms and conditions of this policy remain unchanged.

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.

(The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Endorsement Effective
 Insured

Policy No.

Endorsement No.
 Premium \$

Insurance Company

Countersigned by _____

DATE OF ISSUE: **06-07-23**

ST ASSIGN:

AM Best Rating Services

The Charter Oak Fire Insurance Company

BestLink  AMB #: 002516 NAIC #: 25615 FEIN #: 060291290

Domiciliary Address

One Tower Square
Hartford, Connecticut 06183

[United States](#)

Web: www.travelers.com

Phone: 860-277-0111

Fax: 844-816-9447

AM Best Rating Unit: [AMB #: 018674 - Travelers Group](#)

Assigned to insurance companies that have, in our opinion, a superior ability to meet their ongoing insurance obligations.



View additional [news, reports and products](#) for this company.

Based on AM Best's analysis, [058470 - The Travelers Companies, Inc.](#) is the **AMB Ultimate Parent** and identifies the topmost entity of the corporate structure. View a list of [operating insurance entities](#) in this structure.

Best's Credit Ratings

Financial Strength View Definition

Rating (Rating Category):	A++ (Superior)
Affiliation Code:	g (Group)
Outlook (or Implication):	Stable
Action:	Affirmed
Effective Date:	July 20, 2023
Initial Rating Date:	June 30, 1936

Best's Credit Rating Analyst

Rating Office: A.M. Best Rating Services, Inc.

Associate Director : Kathryn Steffanelli

Senior Director: Michael J. Lagomarsino, CFA, FRM

Note: See the Disclosure information Form or Press Release below for the office and analyst at the time of the rating event.

Long-Term Issuer Credit View Definition

Rating (Rating Category):	aa+ (Superior)
Outlook (or Implication):	Stable
Action:	Affirmed
Effective Date:	July 20, 2023
Initial Rating Date:	April 18, 2005

Disclosure Information

Disclosure Information Form

View AM Best's [Rating Disclosure Form](#)

Press Release

[AM Best Affirms Credit Ratings of The Travelers](#)

[Companies, Inc. and Most Subsidiaries](#)

July 20, 2023

View AM Best's [Rating Review Form](#)

Financial Size Category View Definition

Financial Size Category: XV (Greater than or Equal to USD 2.00 Billion)

AM Best Rating Services

The Travelers Indemnity Company of America



AMB #: 004003 NAIC #: 25666 FEIN #: 586020487

Domiciliary Address

One Tower Square
Hartford, Connecticut 06183

[United States](#)

Web: www.travelers.com

Phone: 860-277-0111

Fax: 844-816-9447

AM Best Rating Unit: [AMB #: 018674 - Travelers Group](#)

Assigned to insurance companies that have, in our opinion, a superior ability to meet their ongoing insurance obligations.



View additional [news, reports and products](#) for this company.

Based on AM Best's analysis, [058470 - The Travelers Companies, Inc.](#) is the **AMB Ultimate Parent** and identifies the topmost entity of the corporate structure. View a list of [operating insurance entities](#) in this structure.

Best's Credit Ratings

Financial Strength View Definition

Rating (Rating Category): A++ (Superior)
Affiliation Code: g (Group)
Outlook (or Implication): Stable
Action: Affirmed
Effective Date: July 20, 2023
Initial Rating Date: June 30, 1951

Best's Credit Rating Analyst

Rating Office: A.M. Best Rating Services, Inc.
Associate Director : Kathryn Steffanelli
Senior Director: Michael J. Lagomarsino, CFA, FRM
Note: See the Disclosure information Form or Press Release below for the office and analyst at the time of the rating event.

Long-Term Issuer Credit View Definition

Rating (Rating Category): aa+ (Superior)
Outlook (or Implication): Stable
Action: Affirmed
Effective Date: July 20, 2023
Initial Rating Date: April 18, 2005

Disclosure Information

Disclosure Information Form

View AM Best's [Rating Disclosure Form](#)

Press Release

[AM Best Affirms Credit Ratings of The Travelers Companies, Inc. and Most Subsidiaries](#)
July 20, 2023

View AM Best's [Rating Review Form](#)

Financial Size Category View Definition

Financial Size Category: XV (Greater than or Equal to USD 2.00 Billion)

AM Best Rating Services

Travelers Property Casualty Company of America

BestLink  AMB #: 004461 NAIC #: 25674 FEIN #: 362719165

Domiciliary Address

One Tower Square
Hartford, Connecticut 06183

[United States](#)

Web: www.travelers.com

Phone: 860-277-0111

Fax: 844-816-9447

AM Best Rating Unit: [AMB #: 018674 - Travelers Group](#)

Assigned to insurance companies that have, in our opinion, a superior ability to meet their ongoing insurance obligations.



View additional [news, reports and products](#) for this company.

Based on AM Best's analysis, [058470 - The Travelers Companies, Inc.](#) is the **AMB Ultimate Parent** and identifies the topmost entity of the corporate structure. View a list of [operating insurance entities](#) in this structure.

Best's Credit Ratings

Financial Strength View Definition

Rating (Rating Category): A++ (Superior)
Affiliation Code: g (Group)
Outlook (or Implication): Stable
Action: Affirmed
Effective Date: July 20, 2023
Initial Rating Date: June 30, 1972

Best's Credit Rating Analyst

Rating Office: A.M. Best Rating Services, Inc.

Associate Director : Kathryn Steffanelli

Senior Director: Michael J. Lagomarsino, CFA, FRM

Note: See the *Disclosure Information Form* or *Press Release* below for the office and analyst at the time of the rating event.

Long-Term Issuer Credit View Definition

Rating (Rating Category): aa+ (Superior)
Outlook (or Implication): Stable
Action: Affirmed
Effective Date: July 20, 2023
Initial Rating Date: April 18, 2005

Disclosure Information

Disclosure Information Form

View AM Best's [Rating Disclosure Form](#)

Press Release

[AM Best Affirms Credit Ratings of The Travelers Companies, Inc. and Most Subsidiaries](#)

July 20, 2023

View AM Best's [Rating Review Form](#)

Financial Size Category View Definition

Financial Size Category: XV (Greater than or Equal to USD 2.00 Billion)

AM Best Rating Services

Beazley Insurance Company, Inc.



AMB #: 011442 NAIC #: 37540 FEIN #: 042656602

Domiciliary Address

30 Batterson Park Road
Farmington, Connecticut 06032

[United States](#)

Web: www.beazley.com

Phone: 860-677-3700

Fax: 860-679-0247

AM Best Rating Unit: [AMB #: 046515 - Beazley plc](#)

Assigned to insurance companies that have, in our opinion, an excellent ability to meet their ongoing insurance obligations.



View additional [news, reports and products](#) for this company.

Based on AM Best's analysis, [046515 - Beazley plc](#) is the **AMB Ultimate Parent** and identifies the topmost entity of the corporate structure. View a list of [operating insurance entities](#) in this structure.

Best's Credit Ratings

Financial Strength View Definition

Rating (Rating Category):	A (Excellent)
Affiliation Code:	g (Group)
Outlook (or Implication):	Stable
Action:	Affirmed
Effective Date:	July 14, 2023
Initial Rating Date:	July 14, 2005

Long-Term Issuer Credit View Definition

Rating (Rating Category):	a (Excellent)
Outlook (or Implication):	Positive
Action:	Affirmed
Effective Date:	July 14, 2023
Initial Rating Date:	July 14, 2005

Financial Size Category View Definition

Financial Size Category: XV (Greater than or Equal to USD 2.00 Billion)

Best's Credit Rating Analyst

Rating Office: A.M. Best Europe - Rating Services Ltd.

Senior Financial Analyst: Todor Kitin

Director-Analytics: Timothy Prince

Note: See the Disclosure information Form or Press Release below for the office and analyst at the time of the rating event.

Disclosure Information

Disclosure Information Form

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Press Release

[AM Best Revises Issuer Credit Ratings Outlook to Positive for Beazley Subs and Affirms Ratings of Beazley's Lloyd's Syndicates](#)
July 14, 2023

View AM Best's [Rating Review Form](#)