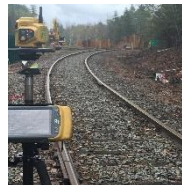




HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING



PEER REVIEW
SERVICES
QUALIFICATIONS
January 27, 2021



63 Great Road, Suite 200, Maynard, MA 01754
T: 978.648.6025 | [HALEYWARD.COM](https://www.haleyward.com)



HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING

FORMERLY:  CES INC

January 27, 2021

Ms. Erica Uriarte, Town Planner
663 Main Street
Bolton, MA 01740

RE: Qualifications | Peer Review Services | Town of Bolton, MA

Dear Ms. Uriarte:

Haley Ward, Inc. is pleased to present our Qualifications for Peer Review Services for the Town of Bolton (Town). We understand the purpose of the project is to support your efforts and the Planning Board in reviewing proposed residential and commercial projects proposed within the Town. The proposed work will be evaluated based on zoning bylaws, subdivision rules and regulations, other applicable bylaws and regulations and sound engineering practice. We will report to you and your Boards in a timely manner to meet your established schedules. You are also requesting technical support during the construction phase of these projects.

Haley Ward is a full-service consulting firm with a decades-long history of working with municipal, state, federal and commercial clients in a variety of sectors. Our talented staff of engineers, scientists and surveyors efficiently manages our clients' projects and works diligently to provide sensible solutions that meet their defined needs. In recent years, we have expanded our company, working throughout the New England area and Florida.

Haley Ward's Maynard office provides civil and environmental engineering primarily focused on water supply planning, design, and construction. Haley Ward has offered civil and environmental services since 1897, providing consistent and comprehensive engineering services to municipal clients for over 100 years. With headquarters in

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Bangor, Maine, we are able to provide our clients with the same level of responsive, quality service we always have, with a more robust offering in other disciplines.

Haley Ward will provide all required services for these reviews in house using staff who are residents of the area and readily available to the sites.

As your consultant, our team will:

- provide a high level of responsive service to the Town.
- provide a team that is experienced in regional peer review services.
- deliver a quality solution that is functional, reliable, and sensible.

Since CES is a full-service firm, our Project Manager will easily be able to convey information to our staff; maintaining consistency and quality all the way through. We have found that efficiency in our management structure and attention to quality control helps to keep client expectations and compensation fees in line, from beginning to end.

We greatly appreciate your consideration and hope that in the end you feel, like we do, that we are the right partner for this RFQ. Please do not hesitate to contact us with any questions you may have.

Sincerely,
Haley Ward, Inc.

Scott Miller, PE
Regional Manager, Vice President
smiller@haleyward.com

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SECTION 1 | COMPANY QUALIFICATIONS

Haley Ward is a 100% employee-owned technical consulting firm offering a wide range of engineering, architectural, environmental and surveying services focused upon delivering client-based solutions. Haley Ward has 117 staff members and continues to grow.

By listening attentively to clients' needs and working collaboratively, Haley Ward delivers solutions built on value, quality, promptness, and teamwork. Functioning as a team within our organization, with our subcontractors, and most importantly with our clients, promotes effective communication, resulting in the delivery of a project that is customized to fit your needs and cost-efficient.

At Haley Ward, we value accountability and collaboration, and these values drive us to provide every client with quality service that meets, and often exceeds, their expectations. This belief is just one of the reasons clients routinely return to us for help; Haley Ward retains clients via our technical ability and years of experience solving problems across a wide spectrum of complexity.

Haley Ward is headquartered in Bangor, Maine, with branch offices located in the communities of Lewiston, Machias, Presque Isle, Waterville and Saco, as well as Fort Myers, Florida and Maynard, Massachusetts. Our services include:

- *Civil Engineering*
- *Environmental Engineering*
- *Electrical Engineering*
- *Structural Engineering*
- *Mechanical Engineering*
- *Land and Construction Surveying*
- *Land Use & Community Planning*
- *Architecture*
- *Transportation Planning & Traffic Engineering*
- *Indoor Air Quality*
- *Health and Safety Compliance*
- *Water and Wastewater*
- *Hazardous Materials Management (Asbestos, Lead-based Paint, PCBs)*
- *Natural Resources (Wetland/Habitat)*
- *Geology/ Hydrogeology*
- *Environmental Monitoring*
- *Permitting (Municipal, State, and Federal)*
- *Informational Technology (IT) Support*
- *GIS Consulting*
- *Drone Services*



PROFESSIONALS ON STAFF

CATEGORY	NUMBER
Professional Engineers (PE)	25
Civil	17
Environmental	2
Structural	4
Mechanical	3
Electrical	2
Degreed Engineers-In-Training (EI)	6
Certified Geologists (CG)	3
Environmental Scientists	19
Professional Foresters (PF)	1
Professional Land Surveyors	11
GIS Professionals	2
Radon Service Providers	2
Wastewater Treatment Plant Operators	3
Drone Operators	4
Licensed Architects	1

TECHNICAL DIRECTORS

DIRECTORS	ROLE
Denis St. Peter, PE	President/CEO
Jeff Teunisen, PLS	Executive VP/Surveying Division Director
Travis Noyes, PE	Executive VP/Engineering Division Director
John Pond, WWTPO/RSP	Executive VP/Environmental Division Director

WORKLOAD

Haley Ward is capable of providing \$400,000.00 of engineering and surveying services per week. Our current workload and the projected workload of key personnel are such that any reasonable time schedule which may be established for this project can be met. Since each of our personnel is trained in several different service categories, availability of personnel is assured, and schedules are maintained. Project scheduling, personnel scheduling, and resource allocation are done on a weekly basis to identify potential conflicts and to adjust schedules accordingly. Our present workload will not affect our ability to provide the service you should expect.



QUALITY CONTROL

The Haley Ward team offers a full complement of professional services that can address your project needs including expertise in Civil, Structural, Mechanical, and Environmental Engineering, Survey, Planning, and Sciences.

Haley Ward is recognized as a leading consulting firm in Maine, providing engineering, surveying, sciences, planning, and other related services. A large part of being recognized as a leading firm is achieving quality results and providing a quality deliverable. Given this, we created a Quality Assurance/Quality Control Policy that must be followed for all project deliverables.

This policy should be referred to by Haley Ward staff during the preparation of project deliverables and when initiating document review. Documents prepared must be based on accurate technical information, easy to read, well written, and well organized. Documents that are clear, concise, easily understood, and without errors are essential.

Utilizing the Quality Assurance/Quality Control (QA/QC) Policy will assist in meeting these requirements. QA is the process that ensures prudent quality control measures have been established and the desired quality in a deliverable or service is achieved. QC refers to the procedures, methods, and actions that are routinely employed to produce conformance with requirements and expectations.

Haley Ward policy ensures that:

- Quality work is consistently performed and that quality deliverables are consistently produced.
- Project documents are prepared in accordance with current regulations, policies, procedures, guidelines, and standards established at Haley Ward.
- Project documents have undergone the necessary technical and editorial review processes. Completing/performing quality work is the responsibility of every individual at Haley Ward.

By incorporating this QA/QC process and policy into our daily work practices, Haley Ward staff will identify errors, omissions or potential conflicts, ask questions, or raise issues pertaining to items of design features that present problems.



COMMUNICATIONS

Our overall approach to a project can be summarized in one word - collaboration. We value the institutional knowledge that our clients possess, and we routinely look to build on their local experiences. We see our role, besides providing technical expertise, as helping our client coordinate efforts to achieve future growth and development goals. Effective coordination, good project planning and consistent communication are instrumental in our overall relationship and for our approach to specific projects.

Haley Ward has incorporated state of the art, user friendly communication technology that helps to ease the current challenge of in-person meetings. While we love to visit with our clients, all project professionals have the ability to coordinate virtual meetings with clients, stakeholders, and other collaborators. Information sharing is a key component of the flow of a project, and we make our best effort to create clear communication regardless of situational challenges.



SECTION 2 | PROJECT APPROACH AND SCHEDULE

PLAN OF SERVICES

Haley Ward has been providing professional engineering services to municipalities like the Town of Bolton for over 123 years. You will find that we are well suited to help the Town review pending residential and commercial projects.

Thank you for your time to review our approach. You will find we:

- provide technical expertise to provide your Board, with the tools necessary to respond effectively to the applications;
- have a proven record of meeting project goals efficiently as demonstrated by our long term, repeat clients; and
- will provide sensible solutions by listening carefully to and partnering with our clients.

Our specific project approach will include the following key steps:

- Collect the appropriate submittal documents for the project.
- Communicate with the Town Planner to develop a clear understanding of the Board's needs and project direction.
- Review the submittal documents.
- Visit the site to understand the site and the local neighborhood.
- Prepare a written letter with our comments.
- Attend a Board meeting to present our findings and hear the applicant response.
- Prepare a follow up letter providing each issue and its resolution.

SCHEDULE

Haley and Ward has the capacity to begin the work immediately. We understand the need to meet timely review requirements while also fully evaluating the documents submitted by the applicant.



SECTION 3 | KEY STAFF

At Haley Ward, we are always seeking to hire the best professionals in their prospective field. We are pleased to provide the following team members that we believe will bring about the desired successful outcome for the Town of Bolton.

Haley Ward has technical staff with the experience and expertise necessary to evaluate the project proposal with respect to your Zoning Bylaws, Planning Board Rules and Regulations and sound engineering practice.

PROJECT ROLE	KEY PROJECT PERSONNEL
Project Manager, Lead Review	Scott Miller, PE, Regional Manager
Professional Engineer	Bethany J. Ordnung, PE
Project Engineer	Autumn V. Kellar
Hydrogeologist	Ryan J. Ordnung

Scott A. Miller, PE has managed sophisticated infrastructure evaluation and rehabilitation projects from planning through design, construction and closeout. He has completed hundreds of peer reviews of projects in the Central Massachusetts area. These projects have included multifamily home projects, subdivisions, retail, commercial, municipal, and industrial site developments. Throughout this work, Scott develops an understanding of the needs of the community combined with the intent and objectives of the project applicants.

Bethany J. Ordnung, PE has provided professional engineering services related to peer review projects in local Central Massachusetts communities. This work has included commercial development projects, residential subdivisions and 40B affordable housing projects.

Autumn V. Kellar will provide technical review support and research elements to the projects. Autumn has completed residential and industrial peer reviews including large scale solar developments in Lancaster, Massachusetts

Ryan J. Ordnung will provide technical review support to the projects related to sediment control, urban run off and groundwater protection. Ryan has completed industrial peer reviews in the Clinton, Massachusetts area. Most recently four projects related to cannabis production with attention to site security and nuisance odor control.

RESUMES

Resumes for key personnel listed above have been included as **Attachment A**.



SECTION 4 | RECENT EXPERIENCE

The success of Haley Ward has been built primarily through the relationships we have been able to develop, and the on-going business we obtain from our repeat clients. Haley and Ward experienced that same success. Many of our clients have been with us for decades, which we feel is a testament to the importance we place on relationships.

Haley Ward has grown to a firm size of over 115 professionals capable of providing services in the engineering, environmental, and surveying disciplines. We support clients in a variety of sectors including governmental, municipal, private, industrial, and commercial. In any given year Haley Ward staff work on 600 to 700 projects.

Since its founding in 1897, Haley and Ward (now Haley Ward) has been providing planning, design, and construction phase services to municipalities like the Town of Bolton. This work has included hundreds of peer review services to our municipal clients. We have appended a list of peer review projects completed for Central Massachusetts communities.

Our staff has additionally been involved in the review of commercial, public, and industrial facilities on behalf of a broad range of clients. We recognize the appropriate design and operation of these facilities with respect to the health of workers and the public.

The following pages include some of our Peer Review Experience.



Date	Client	Project
March-06	Berlin Planning Board	201 Pleasant Street Common Drive
March-06	Berlin Planning Board	87 Derby Road Common Drive
March-06	Berlin Planning Board	Meadowbrook Subdivision
January-07	Berlin Planning Board	72 Carter Street Subdivision
January-07	Berlin Planning Board	Farm Lane Subdivision
January-07	Berlin Planning Board	Patti-Woodman Subdivision
January-07	Berlin Planning Board	Professional Engineering Services
January-07	Berlin Planning Board	Summer Road Subdivision
August-08	Berlin Planning Board	Esterbrook Road Common Drive
August-09	Berlin Planning Board	Boylston Road Common Drive (Mongeau)
November-14	Berlin Planning Board	Crosby Road Common Drive
March-15	Berlin Planning Board	Sawyer Hill Road Common Drive
March-17	Berlin Planning Board	Plastridge (Sawyer Hill) Common Drive
July-17	Berlin Planning Board	River Run
September-18	Berlin Planning Board	Highlands Ridge Senior Residential
October-18	Berlin Planning Board	West Crossing
February-19	Berlin Planning Board	Peach Hill Road Subdivision
July-19	Berlin Planning Board	Bigelow Street Extension
November-19	Berlin Zoning Board of Appeals	58 South Street Capes at Berlin
December-98	Clinton Board of Appeals	Tall Pines Condominiums Clinton Board of Appeals Review
January-99	Clinton Board of Appeals	Tall Pines Condominiums Clinton Board of Appeals Phase II
January-99	Clinton Board of Appeals	Tall Pines Condominiums Clinton Board of Appeals Phase III
May-01	Clinton Board of Appeals	53 Lancaster Road - Multifamily
December-01	Clinton Planning Board	Tall Pines Condominiums Phase 2
December-01	Clinton Planning Board	Tall Pines Condominiums Phase I
July-03	Clinton Planning Board	North Main Street Condos
August-03	Clinton Planning Board	Phellico Site Plan Design Phase
September-03	Clinton Planning Board	Villages at Stone Ridge Definitive Phase



Date	Client	Project
November-03	Clinton Planning Board	19-25 High Street Multifamily Report and Recommendations
November-03	Clinton Planning Board	525 Water Street Multifamily Report and Recommendations
November-03	Clinton Planning Board	540 Main Street Mill Conversion Report and Recommendations
November-03	Clinton Planning Board	Brook Street Multifamily (Prism) Report and Recommendations
November-03	Clinton Planning Board	Clinton Savings Bank
November-03	Clinton Planning Board	Goodridge Brook Multifamily
November-03	Clinton Planning Board	Mallorie Meadows Multifamily Report and Recommendations
April-04	Clinton Planning Board	Tall Pines Condominiums Briarwood Site Plan
August-04	Clinton Planning Board	Nathan Heights Modification
September-04	Clinton Planning Board	Fitch Road Subdivision
February-05	Clinton Planning Board	Gorman Farm
May-05	Clinton Planning Board	Pine Street Subdivision Report and Recommendations
August-05	Clinton Planning Board	Coachlace
August-05	Clinton Planning Board	Coachlace
August-05	Clinton Planning Board	Hillside Place
December-05	Clinton Planning Board	Pine Street Subdivision Definitive
December-06	Clinton Planning Board	184 Stone Street
December-06	Clinton Planning Board	90 Parker Street
December-06	Clinton Planning Board	PAV Cell Tower
December-06	Clinton Planning Board	Walgreen's Site Plan
January-07	Clinton Planning Board	West Ledge Subdivision
August-07	Clinton Planning Board	185 Grove Street Multifamily
August-07	Clinton Planning Board	Dunkin Donuts Parking Expansion
August-07	Clinton Planning Board	Park and Recreation Building
January-08	Clinton Planning Board	Clinton Millworks
January-08	Clinton Planning Board	Nypro Loading Dock Minor Site Plan
March-08	Clinton Planning Board	CVS Site Plan
September-08	Clinton Planning Board	589 Main Street - Perdoni Site Plan



Date	Client	Project
April-09	Clinton Planning Board	114 and 118 Allen Street Self Storage
April-09	Clinton Planning Board	155 Park Street DPW Water Tank
June-09	Clinton Planning Board	172 Sterling Street Pleasant View Landscaping
August-09	Clinton Planning Board	811 - 817 Main Street Site Plan
February-10	Clinton Planning Board	Pond View Subdivision
March-10	Clinton Planning Board	195 Union Russian Icon Museum
June-11	Clinton Planning Board	811 Main Autozone Site Plan
August-11	Clinton Planning Board	449 Berlin St Wee Kare Childcare
October-11	Clinton Planning Board	Clinton Hospital ER
December-11	Clinton Planning Board	117 Franklin Street
November-12	Clinton Planning Board	1040 Main Street, McDonalds Expansion
February-13	Clinton Planning Board	969 Main Street Whitney Brothers Oil
February-13	Clinton Planning Board	271 Chestnut Street Senior Center
March-13	Clinton Planning Board	1044 Main Street Dunkin Donuts Relocation
April-13	Clinton Planning Board	Buften Farms Modification
September-13	Clinton Planning Board	154 Franklin Multifamily
October-13	Clinton Planning Board	765 High Street Multifamily
March-14	Clinton Planning Board	40 Boylston Eagle Landing
December-14	Clinton Planning Board	132 Franklin Street Multifamily
December-14	Clinton Planning Board	455 Berlin Street Multifamily
May-16	Clinton Planning Board	202 Fitch Road Multifamily
May-16	Clinton Planning Board	66 Prescott Multifamily
September-16	Clinton Planning Board	46 Boylston Eliot Basketball Court
October-16	Clinton Planning Board	Prescott Estates
December-16	Clinton Planning Board	91 Lancaster Road Runaway Brook Multifamily
March-17	Clinton Planning Board	447 Berlin Street Multifamily Reubens Hill
April-17	Clinton Planning Board	447 Berlin Street Multifamily Site Plan
April-17	Clinton Planning Board	1204 Main Street



Date	Client	Project
April-17	Clinton Planning Board	844 High Street
April-17	Clinton Planning Board	91 Lancaster Road
February-18	Clinton Planning Board	1 Rigby Lane Multifamily
July-18	Clinton Planning Board	470 Main Street TYCA Green Site Plan Special Permit
November-18	Clinton Planning Board	23 Water Street Site Plan
January-19	Clinton Planning Board	981 Main Street Site Plan Review
March-19	Clinton Planning Board	89 Parker Street KRD Growers
May-19	Clinton Planning Board	55 Sterling Crabgrass LLC
June-19	Clinton Planning Board	589 Main Street (Perdoni 2019)
August-19	Clinton Planning Board	179 Brook Liberty Compassion
February-20	Clinton Planning Board	55 Sterling CIG Liam's Crossing
March-20	Clinton Planning Board	843 Main Street Emerald City Growers
April-20	Clinton Planning Board	175 Sterling Street Mass Brewing
June-20	Clinton Planning Board	38 Lane Avenue Multifamily
October-13	Lancaster Conservation Commission	North Lancaster Sports Fields
June-16	Lancaster Conservation Commission	SLA Notice of Intent
September-16	Lancaster Conservation Commission	Thayer Memorial Park
June-17	Lancaster Conservation Commission	CMSG Access Drive
July-17	Lancaster Conservation Commission	McGovern Blvd. Extension/CMSG Drive Site Inspection
May-19	Lancaster Conservation Commission	Zero Point Development Flood Plain
May-19	Lancaster Conservation Commission	456 High Street (VCA) Notice of Intent
August-19	Lancaster Conservation Commission	Mi-Box Barkley Enterprises NOI
February-03	Lancaster Planning Board	A & M CUGLIETTA SUBMITTAL Water Resource District Review.
April-03	Lancaster Planning Board	RUNAWAY BROOK Definitive
June-03	Lancaster Planning Board	Hunter Dorsett Site Plan
December-03	Lancaster Planning Board	Eagle Ridge
January-04	Lancaster Planning Board	Sports Dome Site Plan
May-04	Lancaster Planning Board	Norm Wagner Automotive



Date	Client	Project
September-04	Lancaster Planning Board	RFK School Site Plan Review and Recommendations
December-04	Lancaster Planning Board	RUNAWAY BROOK Construction Phase
February-05	Lancaster Planning Board	Mass Youth Soccer Association Site Plan
August-05	Lancaster Planning Board	Johnny Appleseed Lane (White Oak Estates)
May-06	Lancaster Planning Board	Aesthetic Hill Park
May-06	Lancaster Planning Board	Devonshire Estates
May-06	Lancaster Planning Board	Michaels Bridge Diner
May-06	Lancaster Planning Board	Turner Heights /Turner Woods
October-06	Lancaster Planning Board	Devonshire Estates Definitive
December-06	Lancaster Planning Board	Cumberland Farms Site Plan
December-06	Lancaster Planning Board	Perkins Child Care Facility
October-07	Lancaster Planning Board	Ron Bouchard's Automotive Site Plan
March-08	Lancaster Planning Board	Reliance Engineering Site Plan
August-08	Lancaster Planning Board	Monroe Wire and Cable
August-09	Lancaster Planning Board	Clear Summit
May-10	Lancaster Planning Board	580 Fort Pond Road
August-11	Lancaster Planning Board	Lunenburg Road Water Main Extension Grant Application
October-11	Lancaster Planning Board	Devonshire Shared Driveway
March-12	Lancaster Planning Board	Padula Bros. Equipment
March-12	Lancaster Planning Board	Kimball Farm
May-12	Lancaster Planning Board	Built Rite Tool and Die
September-13	Lancaster Planning Board	North Lancaster Sports Fields
September-13	Lancaster Planning Board	Assabet Ind. Composting Facility
September-13	Lancaster Planning Board	No. Lancaster Service Station
December-13	Lancaster Planning Board	Agway Relocation Site Plan
January-14	Lancaster Planning Board	McGovern Place
June-14	Lancaster Planning Board	FC Stars
June-14	Lancaster Planning Board	JB Hunt



Date	Client	Project
August-14	Lancaster Planning Board	Lancaster Technology Park Stormwater Modifications
October-14	Lancaster Planning Board	Poras Realty Trust Subdivision
January-15	Lancaster Planning Board	Rand-Whitney Site Plan Modification
March-15	Lancaster Planning Board	Holly Berry Lane Preliminary Peer Review
May-15	Lancaster Planning Board	George Hill Road ANR Review
September-15	Lancaster Planning Board	Filling Station and Convenience Store 1424 Lunenburg
June-16	Lancaster Planning Board	Colony Lane Subdivision
July-16	Lancaster Planning Board	McGovern Boulevard Coffee Shop
July-16	Lancaster Planning Board	55-59 Brockelman Road Subdivision
December-16	Lancaster Planning Board	McGovern Boulevard Water System
June-17	Lancaster Planning Board	SLA Site Plan
August-17	Lancaster Planning Board	372 Goss Lane Solar Site Plan
October-17	Lancaster Planning Board	Sterling Manufacturing
November-17	Lancaster Planning Board	842 Sterling Erosion Control
January-18	Lancaster Planning Board	Bylaw Modifications
May-18	Lancaster Planning Board	Nationwide Solar Facility
June-18	Lancaster Planning Board	Semper Fi Subdivision
July-18	Lancaster Planning Board	TJA Pope Solar Facility
March-19	Lancaster Planning Board	Zero Point Development Solar Field
September-19	Lancaster Planning Board	Mi-Box Barkley Enterprises Site Plan Review (SIT)
June-20	Lancaster Planning Board	Hawthorne Estates
June-20	Lancaster Planning Board	McGovern Boulevard Extension
September-03	Sterling Board of Appeals	Chocksett Crossing Comprehensive Permit
September-03	Sterling Board of Appeals	Stonegate Comprehensive Permit
April-05	Sterling Board of Appeals	Northgate Meadows
May-90	Sterling Planning Board	Kristoff Farm
December-90	Sterling Planning Board	Sterling Country Club
January-91	Sterling Planning Board	Review of Bylaws



Date	Client	Project
March-91	Sterling Planning Board	Rittenhouse Common Drive
December-91	Sterling Planning Board	Tucker Hill Estates Subdivision
January-92	Sterling Planning Board	Redstone Estates - Definitive
April-92	Sterling Planning Board	Industrial Drive
April-92	Sterling Planning Board	Tara Heights Subdivision
September-92	Sterling Planning Board	Cycles, Inc.
September-92	Sterling Planning Board	Evergreen Preliminary
September-92	Sterling Planning Board	Northeast Polybag Company
November-92	Sterling Planning Board	Juniper Brook
January-93	Sterling Planning Board	Evergreen Definitive
August-93	Sterling Planning Board	Country Club Estates - Preliminary
August-93	Sterling Planning Board	Evergreen I - Record Drawings
October-93	Sterling Planning Board	Flanagan Hill Common Drive
November-93	Sterling Planning Board	Country Club Estates - Definitive
February-94	Sterling Planning Board	Fitch Farm Road Preliminary
March-94	Sterling Planning Board	Review of Bylaws
March-94	Sterling Planning Board	Fitch Farm Road Definitive
May-94	Sterling Planning Board	Redstone Record Drawings
June-94	Sterling Planning Board	Common Drive - Meeting House Hill
June-94	Sterling Planning Board	Buss Farm Preliminary
October-94	Sterling Planning Board	Laurelwood (Simpson)
January-95	Sterling Planning Board	Laurelwood Definitive
January-95	Sterling Planning Board	Rolling Hills Preliminary
April-95	Sterling Planning Board	Brookside Record Drawings
April-95	Sterling Planning Board	Ridgewood Drainage Revisions
August-95	Sterling Planning Board	Snug Acres Preliminary
October-95	Sterling Planning Board	Heywood Heights Preliminary
October-95	Sterling Planning Board	Rolling Ridge Acres Definitive



Date	Client	Project
November-95	Sterling Planning Board	Snug Acres Definitive
March-96	Sterling Planning Board	Flanagan Farm Definitive
May-96	Sterling Planning Board	Sky Farm Lane Record Drawings
June-96	Sterling Planning Board	Mellon Hollow Extension
June-96	Sterling Planning Board	Village Green Subdivision
November-96	Sterling Planning Board	Heywood Heights Subdivision
December-96	Sterling Planning Board	Bird Haven Definitive
December-96	Sterling Planning Board	Mellon Hollow Road Extension Definitive
January-97	Sterling Planning Board	Run Away Brook Preliminary
February-97	Sterling Planning Board	Hampton Rhodes Preliminary
February-97	Sterling Planning Board	Cynthia Lane Preliminary
February-97	Sterling Planning Board	Pinewoods Lane Preliminary
February-97	Sterling Planning Board	Stuart Farms Preliminary
February-97	Sterling Planning Board	Greenview Preliminary
February-97	Sterling Planning Board	Larson Estates Preliminary
February-97	Sterling Planning Board	Lexis Lane Preliminary
February-97	Sterling Planning Board	Redstone Woods Preliminary
April-97	Sterling Planning Board	Deborah Lane Record Work
August-97	Sterling Planning Board	Hampton Rhodes Definitive
August-97	Sterling Planning Board	Run Away Brook Definitive
September-97	Sterling Planning Board	Cynthia Lane
September-97	Sterling Planning Board	Larson Estates Definitive
September-97	Sterling Planning Board	Redstone Woods Definitive
September-97	Sterling Planning Board	Stuart Farms Subdivision
October-97	Sterling Planning Board	Pine Woods Definitive
October-97	Sterling Planning Board	Pinewoods Lane Definitive
March-98	Sterling Planning Board	Houghton / Chocksett Schools Site Plan Review
April-98	Sterling Planning Board	Pamela Lane Record Drawings



Date	Client	Project
June-98	Sterling Planning Board	Flanagan Farm Phase 2 Flanagan Farm Phases 2
June-98	Sterling Planning Board	Galvin Preliminary Galvin Preliminary
September-98	Sterling Planning Board	Countryside Common Drive Countryside Common Driveway Review
November-98	Sterling Planning Board	J.A. Webster, Inc. Site
January-99	Sterling Planning Board	Elizabeth Lane Definitive Elizabeth Lane Definitive
April-99	Sterling Planning Board	Industrial Drive Acceptance REPORT/STUDY
April-99	Sterling Planning Board	Northeast Boulevard Acceptance REPORT/STUDY
April-99	Sterling Planning Board	Old Parish Lane Record Report/Study
June-99	Sterling Planning Board	Flanagan Farms Phase 3 Review
August-99	Sterling Planning Board	Dana Hill Mini Storage
October-99	Sterling Planning Board	Fairview
October-99	Sterling Planning Board	Lesley Lane Subdivision
January-00	Sterling Planning Board	Bartletts Pond Drive
December-00	Sterling Planning Board	Dana Hill Road Warehouse
March-01	Sterling Planning Board	Chocksett Drive
July-01	Sterling Planning Board	Hampton Rhodes
July-01	Sterling Planning Board	Pinewood
July-01	Sterling Planning Board	Nursing Home Dana Hill Road
August-01	Sterling Planning Board	Chocksett
August-01	Sterling Planning Board	Fitch Pond Condominium
November-01	Sterling Planning Board	Xarris Site Plan
January-02	Sterling Planning Board	Police Station Site Plan
February-02	Sterling Planning Board	Mulligans Family Center
July-02	Sterling Planning Board	Hilltop Estates
September-02	Sterling Planning Board	Groundwater Supply Site Plan
November-02	Sterling Planning Board	Nashaway Medical Building
November-02	Sterling Planning Board	Evergreen Definitive
February-03	Sterling Planning Board	Redstone Hill Road Common Drive Planning & Report Phase.



Date	Client	Project
May-03	Sterling Planning Board	RUNAWAY BROOK DEFINITIVE Construction Phase.
May-03	Sterling Planning Board	Runaway Brook Subdivision
August-03	Sterling Planning Board	Dieri Lane Subdivision
September-03	Sterling Planning Board	DEIRI LANE SUBDIVISION Definitive Phase
September-03	Sterling Planning Board	Kitchen Associates Expansion
September-03	Sterling Planning Board	Cynthia Lane Construction Phase
November-03	Sterling Planning Board	Rafferty Aluminum and Steel
January-04	Sterling Planning Board	North Row Estates
January-04	Sterling Planning Board	Pinecrest Subdivision
March-04	Sterling Planning Board	Cider Hill Multifamily
March-04	Sterling Planning Board	Pheasant Hill Subdivision
April-04	Sterling Planning Board	155 Greenland Road Subdivision
April-04	Sterling Planning Board	Primrose Lane Subdivision
April-04	Sterling Planning Board	Redstone Heights Subdivision
April-04	Sterling Planning Board	Redstone Woods Definitive Construction Phase
April-04	Sterling Planning Board	Thomas Lane Subdivision
April-04	Sterling Planning Board	Trebor Lane Preliminary Submittal
April-04	Sterling Planning Board	Fire Station Improvements Site Plan
April-05	Sterling Planning Board	A&E Distributors
April-05	Sterling Planning Board	Barbers Crossing
April-05	Sterling Planning Board	Barbers Crossing Parking Planning & Report Phase
April-05	Sterling Planning Board	Clinton Savings Bank Parking Planning & Report Phase
April-05	Sterling Planning Board	Hope Chapel
April-05	Sterling Planning Board	Sterling Country Club Poolhouse Site Plan
June-05	Sterling Planning Board	29 Legate Hill Road Definitive Phase
December-05	Sterling Planning Board	Meadowbrook Orchards
December-05	Sterling Planning Board	Muddy Pond Community Park
December-05	Sterling Planning Board	Space Age Electronics



Date	Client	Project
December-05	Sterling Planning Board	Stonecrest Subdivision
December-05	Sterling Planning Board	Pinecrest Subdivision Modification
March-06	Sterling Planning Board	Chocksett Inn Banquet Hall
February-07	Sterling Planning Board	Hampton Rhodes Definitive Construction Phase
March-07	Sterling Planning Board	Mountainview Estates
October-07	Sterling Planning Board	Goulding Estates
March-08	Sterling Planning Board	Apple Home Care Site Plan
May-08	Sterling Planning Board	Forest Glen
May-08	Sterling Planning Board	Delcon Site Plan
May-08	Sterling Planning Board	Sterling Crossing
December-08	Sterling Planning Board	146-148 Pratts Junction Road
July-09	Sterling Planning Board	HMEA Site Plan
September-09	Sterling Planning Board	Homestead Lane (Mountainview)
September-09	Sterling Planning Board	Sterling Auto Body
February-10	Sterling Planning Board	50 Leominster Road
February-10	Sterling Planning Board	299 Leominster Road
October-11	Sterling Planning Board	16 Chocksett Road
February-12	Sterling Planning Board	Sterling Ice Cream Bar
September-12	Sterling Planning Board	Laddawn Plant Expansion
October-13	Sterling Planning Board	FishCo 228 Leominster Road Site Plan
October-13	Sterling Planning Board	JJCEV Site Plan 140 Pratts Junction Road
October-13	Sterling Planning Board	Sande Realty Site Plan 146 Pratts Junction Road
March-14	Sterling Planning Board	Senior Center
October-14	Sterling Planning Board	Rock Breakers LLC LKQ
March-15	Sterling Planning Board	116 Pratts Junction Road
March-16	Sterling Planning Board	Rafferty Aluminum and Steel
November-16	Sterling Planning Board	180 Pratts Junction Road Site Plan
October-17	Sterling Planning Board	96-102 Leominster Road Site Plan



Date	Client	Project
March-18	Sterling Planning Board	Sterling Greenery Site Plan
July-18	Sterling Planning Board	39 Flanagan Hill Road Multifamily
July-18	Sterling Planning Board	National Grid
July-18	Sterling Planning Board	Primrose Lane 2018
August-18	Sterling Planning Board	Gibson Farms
October-18	Sterling Planning Board	Sterling Storage Solutions
November-18	Sterling Planning Board	North Cove Road ANR - Thomas
November-18	Sterling Planning Board	Stone Ridge Site Plan
February-19	Sterling Planning Board	44 Chocksett Altec
April-19	Sterling Planning Board	Sterling Gymnastics
June-19	Sterling Planning Board	Continental Stone Marble and Granite
June-19	Sterling Planning Board	20 Pratts Junction Road
July-19	Sterling Planning Board	Sterling Masonry
January-20	Sterling Planning Board	146 & 148 Pratt's Junction Road
February-20	Sterling Planning Board	9 Chocksett Road
March-20	Sterling Planning Board	333 Redemption Rock Trail South - Peer Review



SECTION 5 | REFERENCES

We are proud of the fact that a large portion of our business is repeat business, and we strive to develop long-term relationships with our clients. Our client relations goal is for our clients to be confident that the products we produce will be of high quality and completed in a timely and cost-effective manner. Please feel free to contact any of the references listed below regarding our team members' ability to complete the project.

Ronald L. Vavruska

Chair
Berlin Planning Board
23 Linden Street
Berlin, MA 01503
(978) 310-5900
aircert@charter.net

Domenica Tatasciore

Town Planner
Butterick Municipal Building
1 Park Street, Room 202
Sterling, MA 01564
978-422-8111 ext 2332
dtatasciore@sterling-ma.gov

Dinorah Caraballo

Permitting Clerk
Town of Clinton
242 Church Street
Clinton, MA 01510
978-365-4127
dcaraballo@clintonma.gov

Debra Dennis

Administrative Assistant
Community Development and Planning
Prescott Building
701 Main Street, Suite 4
Lancaster, MA 01523
978-365-3326 ext 1310
ddennis@lancasterma.net



ATTACHMENT A: RESUMES



HALEY WARD
ENGINEERING | ENVIRONMENTAL | SURVEYING

Scott A. Miller, PE

Regional Manager/Vice President

smiller@haleyward.com | 978.648.6025

Scott Miller is a principal with Haley Ward, Inc., and has 39 years of civil engineering experience, with concentration in the areas of drinking water, wastewater, and stormwater. His project experience includes water distribution system modeling and design, drinking water filtration, water treatment plant design, new source approval, well design, pumping station design, SCADA design, gravity sewer design, infiltration/inflow analysis, sewer system evaluation survey, interceptor replacement, construction observation, drainage analysis and design, and EPA Phase II stormwater permitting.

In addition, Scott has been responsible for the preparation of contract documents, evaluation of bid proposals, resident engineering, construction administration, funding assistance, and contract closeout.

PROFESSIONAL HISTORY

2020 – Present

Haley Ward, Inc., formerly CES, Inc.
Vice President/Professional Engineer

1982 – 2019

Haley and Ward, Inc.
President, Professional Engineer



CORE EXPERTISE:

*Water Distribution System
Modeling & Design*

*Wells and Pumping Station
Design*

Stormwater, Solid Waste

EDUCATION:

*B.S. (1982) Civil Engineering,
Clarkson University,
Potsdam, NY*

*M.S. (1991) Environmental
Engineering, Northeastern
University, Boston, MA*

*Master of Business
Administration (1997)
Worcester Polytechnic
Institute, Worcester, MA*

REGISTRATIONS:

*Professional Engineer,
State of Massachusetts
State of New Hampshire*



PROJECT EXPERIENCE

Water Storage Reservoir | Rowley, MA

Prepared design documents for the construction of a 1.27 MG prestressed concrete reservoir. The new tank design provided additional fire protection storage and increased static pressure system wide to meet ISO supply standards. The work also included the upgrade of the system supply vertical turbine pumps to meet the higher system head.

Municipal Landfill Operation and Monitoring | Rowley, MA

Managed contract closure of a municipal landfill. Oversaw preparation and submittal of closure documentation. Implemented post closure monitoring plan including analysis of leachate, surface water quality, gas monitoring. Reported on site maintenance. Prepared documentation for close out of site Order of Conditions under wetlands protection act.

Single Level Distribution System | Fort Devens

Conversion of a base wide water distribution system to a single hydraulic grade line. The work involved the abandonment and removal of two lower level ground storage tanks and the installation of a new steel spheroid pedestal tank. A dewatering pump was constructed within the base of the pedestal to drain the tank against distribution system pressure. The project also involved the upgrade of three vertical turbine pumps to the new system head.

Low Level Perchlorate Removal Piloting | Bourne Water District

Scott Miller is the principal in charge and lead design engineer for the pilot test reporting of various perchlorate removal options for the Board Water District. The District's primary well fields are located downstream of a perchlorate plume identified on the nearby Massachusetts Military Reservation. The use of conventional granular activated carbon, an enhanced granular activated carbon and two ion exchange medias were evaluated with respect to their ability to remove perchlorate to levels of non-detection.

Water Supply Analysis | Private Corporation

Scott has completed over 70 water supply evaluations for a national retailer. The studies were completed in water systems throughout New England to determine the available fire flow to existing and proposed facilities. The work included flow tests to measure existing system conditions. The analysis would evaluate the system reliability, expected fire flow capacity with recommended piping or pumping improvements to meet the proposed demand requirements. The work would also include an evaluation of the domestic supply and demand.



Town Wide SCADA Integration | Marblehead, MA

Scott was the principal in charge and lead design engineer for the implementation of a town wide, radio based SCADA system. Haley and Ward completed the programming and implementation of a system to monitor water and wastewater system conditions at seven pump stations, two storage tanks and a redundant monitoring and alarm reporting system. Haley Ward continues to add additional sewer pump stations on an annual basis. This work included the collection of pertinent Town data from the South Essex Sewerage District treatment and pump system from a third party SCADA panel.

Summary of Additional Drinking Water Experience

Georgetown, MA - New Source Approval
Georgetown, MA - Pumping Station, Access Road and Bridge
Georgetown, MA - Radio Based SCADA System
Lancaster, MA - Water Transmission Main
Lancaster, MA - New Source Approval
Marblehead, MA - Distribution System Hydraulic Modeling
Marblehead, MA - Water Main Cleaning and Lining
Merrimac, MA - New Source Approval
Merrimac, MA - Comprehensive Permit Peer Review
Merrimac, MA - Treatment Plant Upgrades and SCADA control
Paxton, MA - Booster Pump Station
Rowley, MA - Corrosion Control Facilities Rowley,
MA - Well Field and Control Building

Summary of Wastewater Experience

Barre, MA - Wastewater Treatment Plant Construction Phase and Startup
Barre, MA - Wastewater Pump Stations Construction Phase and Startup
Marblehead, MA - Infiltration/Inflow Reduction
Marblehead, MA - Interceptor Replacement
Marblehead, MA - Sanitary Sewer/Pump Station Elimination
Marblehead, MA - Sewer Pump Station Rehabilitation

Summary of Stormwater Experience

Lancaster, MA - Culvert Replacement
Marblehead, MA - 54" Storm Drain/Ocean Outfall
Marblehead, MA - Storm Drain Rehabilitation
Sterling, MA - Subdivision Review



HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING

Bethany J. Ordnung, PE

Project Manager

bordung@haleyward.com | 978.648.6025

Bethany Ordnung has 11 years of engineering experience with concentration in the areas of drinking water, wastewater, and storm water. Her project experience covers new groundwater source development, survey, GIS, hydraulic and groundwater modeling, infiltration-inflow analysis, utility infrastructure design, and private sewer design. Responsibilities during this time have included client contact, project planning, technical analysis of existing site conditions, design, preparation and administration of contract documents and drawings, evaluation of bid proposals, local and state permitting, field support, construction administration, and state and federal funding applications and administration. Bethany's representative project experience summarized below.

PROFESSIONAL HISTORY

2020 – Present

Haley Ward, Inc., formerly CES, Inc.
Professional Engineer

1982 – 2019

Haley and Ward, Inc.
President, Professional Engineer

TRAINING

OSHA 10-hr

HydroCAD 1-day session

Visual ModFlow 4-day session

Info Water & UDF 3-day session



CORE EXPERTISE:

*Storm Water
Drinking Water
Sanitary Sewer*

EDUCATION:

*Northeastern University Boston,
MA
Master of Science
Civil Engineering
2012*

*Worcester Polytechnic Institute
Worcester, MA
Bachelor of Science
Civil Engineering*

REGISTRATIONS:

*Professional Engineer
Massachusetts No. 50544
Massachusetts
Licensed Soil Evaluator*

AFFILIATIONS:

*Massachusetts Water Works
Association*



PROJECT EXPERIENCE

2016-2020 Capital Improvement Plan, Marblehead MA

Project included meeting with the owner to update existing CIP, scope and prioritize future water, sewer and drain projects, and fit them into the five year plan.

Pleasant Street Area Drainage Study, Construction Phases 1-11, Marblehead, MA

Drainage study to address flooding issues in the Pleasant Street area, implementation of the drainage study into 3 discrete construction phases, and preparation and administration of FEMA Hazzard Mitigation Grant to for Phase II funding. Responsibilities include client meetings and data collection on the focus areas, hydraulic modeling of the subsystem with HydroCAD, alternatives analysis and cost estimates, survey, storm water system and supplemental utility design, contract document preparation and administration, coordination with local utilities, grant administration, and contract close-out (Phase I). Phase II work is current and ongoing.

Peer Review Services, (Boxford, Berlin, Clinton, Lancaster, Maynard, MA)

Provide subdivision peer review services for Local Planning Board and/or Conservation Commission. Responsibilities generally include comprehensive review of site plan design and layout for compliance with state and local regulations, evaluation of storm water models and proposed management plans, soil evaluation of proposed infiltration areas, and reporting to local regulating authority with review comments.

Groundwater Exploration and New Source Approval, Lancaster, MA

New source investigation for the siting of a new town well. The proposed well site is adjacent to the Bolton Flats, a Natural Habitat and Endangered Species Program (NHESP)-delineated Area of Critical Environmental Concern (ACEC) and state-owned Division of Capital Asset Management (DCAM) property. Responsibilities included conducting a survey of the proposed wellfield, preparation of the Site Exam Request/ Pump Test Proposal and associated permit documents, GIS mapping of the area, and Pump Test design. Permitting responsibilities included preparation of a Request for Determination of Applicability (RDA) permit for pump test discharge into the ACEC and correspondence with DCAM to obtain permission to conduct the pump test and protect the future well's Zone 1 area.



Emergency Response Plans (ERP), Lancaster, Onset, Marblehead, Medway, MA

Met and coordinated with system operators to prepare ERP's to MassDEP standards. Responsibilities included client meetings, extensive distribution system research, and coordination with outside emergency response departments.

Tabletop Exercises, Ashland, Marblehead, Medway, Natick, Onset MA

Conducted Tabletop Exercises with water departments focusing on the use and updating of the Emergency Response Plan (ERP) and emergency preparedness. Scenarios included vandalism of storage tank and pump stations, and distribution system contamination. In some exercises, representatives from Town administration, police, fire and public works departments participated. Responsibilities included preparation for exercise, leading/facilitating the discussion, observation and follow-up with ERP updates.



HALEY WARD
ENGINEERING | ENVIRONMENTAL | SURVEYING

Autumn V. Kellar

Project Engineer

akellar@haleyward.com | 978.648.6025

Autumn V. Kellar has 6 years of engineering experience with concentration in the areas of drinking water, wastewater, and stormwater. Her project experience includes hydraulic modeling with InfoWater/InfoSewer, GIS mapping, data analysis, surveying, illicit discharge detection and elimination (IDDE) planning for stormwater systems, infiltration/inflow analysis, and utility design on a variety of projects.

In addition, Autumn has been responsible for site investigations, permitting, the evaluation of bid proposals, contract document preparation, and construction oversight.

PROFESSIONAL HISTORY

2020 – Present

Haley Ward, Inc., formerly CES, Inc.
Project Engineer

2014 – 2019

Haley and Ward, Inc.
Project Engineer



CORE EXPERTISE:

Waste Water
Drinking Water
Storm Water

EDUCATION:

Virginia Tech
Blacksburg, VA
Bachelor of Science Civil &
Environmental Engineering
2014

REGISTRATIONS:

Engineer in Training (EIT)

AFFILIATIONS:

American Society of Civil
Engineers (ASCE)
American Council of
Engineering Companies
(ACEC)



PROJECT EXPERIENCE

Sanitary Sewer Modeling, Marblehead, MA

Ongoing development of a GIS-based sewer model to identify areas most affected by inflow and infiltration. Responsibilities include the development and calibration of an InfoSewer hydraulic model and review of historical records.

Wastewater Asset Management Plan, Natick, MA

Developed a GIS-based sewer model to identify wastewater system infrastructure deficiencies such as inadequate pipe and pumpstation capacity, end of useful life, and ability to accept future flows. Responsibilities included the development and calibration of an InfoSewer hydraulic model, review of historical records, and final report preparation.

Water Distribution System Mapping, Lancaster, MA

Development of a GIS-based water distribution map/model in response to a Level 2 Assessment under the Revised Total Coliform Rule. Responsibilities included creating a GIS-based water distribution map and InfoWater hydraulic model from historical paper records, collection of field data for model calibration, analysis of existing water infrastructure, fire flow capacity, water age, final report preparation, and a five year plan.

Water System Asset Management Plan, Natick, MA

Project included analysis of existing water infrastructure in the Town and fire flow capacity. A written report including a ranked assessment of the distribution system and recommendations for a long term capital improvement plan was generated. Responsibilities included calibration and update of the existing InfoWater hydraulic model, review of historical records, and final report preparation.

Replacement of Village Street Standpipe, Marblehead, MA

Evaluation of available water storage formats and possible site locations for the replacement of the existing Village Street standpipe. Options were presented to the town of Marblehead, offering recommendations based on calculated cost estimates, hydraulic calculations, and town needs.



Innovyze Hydraulic Modeling Training, Infowater and UDF, Broomfield, CO

Three-day training session, including two days on the Infowater hydraulic modeling software and one day on the Unidirectional Flushing program.

Responsibilities included utility design, reviewing historical records, evaluating site conditions, writing specifications, and records documentation.

Replacement of Village Street Standpipe, Marblehead, MA

Evaluation of available water storage formats and possible site locations for the replacement of the existing Village Street standpipe. Options were presented to the town of Marblehead, offering recommendations based on calculated cost estimates, hydraulic calculations, and town needs.



HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING

Ryan Ordnung

Hydrogeologist

rordung@haleyward.com | 978.648.6025

Ryan has conducted environmental investigations and monitoring of soil and groundwater including sampling, analyzing, and reporting results. Some responsibilities include the characterization of the physical and geochemical processes controlling the degradation, dissolution, and mobility of contaminants in groundwater. Ryan has constructed computer models and conducted field surveys to delineate future mine operations and long term planning. He has also assisted in drilling and sampling operations related to greenfield development.

PROFESSIONAL HISTORY

2020 - Present

Haley Ward, Inc., formerly CES, Inc.

2017 - 2019

Haley and Ward, Inc.

2015 - 2017

Groundwater & Environmental Services
Associate Geologist

2012 - 2015

Luck Stone Corporation
Mine Planning Co-op



CORE EXPERTISE:

Construction Oversight
Groundwater System
Analysis
ArcGIS

EDUCATION:

B.S. (2015) Geosciences,
Virginia Polytechnic
University and State
University

M.S. (2019) Integrative
Geosciences, University of
Connecticut



PROJECT EXPERIENCE

University of Connecticut Center for Integrative Geosciences | Graduate Assistant

Delineation of groundwater flow patterns of anthropogenically impacted fractured bedrock aquifer located in Sherman, Connecticut. Modeling the dynamics of groundwater flow in fractured bedrock and the potential implications for drinking water contamination.

Virginia Tech Geoscience Department | Undergraduate Research Assistant

Analyzed Microprobe data to determine the reaction pathways of Ca, Mg, and Fe hosted in ultramafic rock during serpentinization. Prepared petrological samples for geochemical analysis via Electron Microprobe, SIMs, and Mass Spectrometer.



ATTACHMENT B: RATE SCHEDULE



HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING

RATE SCHEDULE FOR THE TOWN OF BOLTON	
<i>A Ford</i>	<i>85.00/hr</i>
<i>A Kellar</i>	<i>140.00/hr</i>
<i>B Ordnung</i>	<i>200.00/hr</i>
<i>E Williamson</i>	<i>120.00/hr</i>
<i>G Eldridge</i>	<i>205.00/hr</i>
<i>J Harte</i>	<i>140.00/hr</i>
<i>J Hillman</i>	<i>140.00/hr</i>
<i>L Cappellucci</i>	<i>115.00/hr</i>
<i>L Grasberger</i>	<i>110.00/hr</i>
<i>M Killar</i>	<i>175.00/hr</i>
<i>N Gustafson</i>	<i>175.00/hr</i>
<i>R Ordnung</i>	<i>110.00/hr</i>
<i>R Pickering</i>	<i>175.00/hr</i>
<i>S Miller</i>	<i>215.00/hr</i>

LITIGATION/COURT RELATED MATTERS: When serving as consultants to members of the legal profession and as expert witnesses in courts of law, arbitration proceedings, and administrative adjudication proceedings, hourly fees for personnel will be invoiced at 1½ (one and one-half) times the standard hourly rate. This rate is also applicable to time associated with preparation for these services.

EXPENSES: Subconsultant's fees processed through Haley Ward will be marked up 15% to cover our direct costs associated with retaining these services. Mileage will be billed at the rate of \$.65 (sixty-five cents) per mile. Photocopies, blueprints, and other project related reimbursable expenses will be billed at cost.

INVOICES: Invoices for personnel time and expenses will be submitted on a monthly basis and will be due when rendered. Interest at a rate of 1½% per month will be assessed where allowed under applicable law, to bills remaining due and not paid within 30 (thirty) days.



HALEY WARD

ENGINEERING | ENVIRONMENTAL | SURVEYING