

**First Amendment  
Memorandum of Understanding Between  
City of Santa Rosa and the Conservation Corps North Bay, Inc.**

This First Amendment to the Memorandum of Understanding dated July 13, 2023 (“MOU”) is made this \_\_\_\_\_ day of \_\_\_\_\_, 2024 (“Effective Date”), by the Conservation Corps North Bay, Inc. (CCNB), a Non-Profit Corporation, and the City of Santa Rosa, a Municipal Corporation (City).

RECITALS

A. City desires to contract with CCNB for the services of a supervised crew of four (4) or eight (8) crew members, supervised by CCNB, to provide weed abatement and vegetation management services for the City as described in Exhibit A-1 attached hereto for the City.

B. City desires to amend the MOU for the purpose of increasing compensation and extending the term of this agreement to June 30, 2025.

MOU AMENDMENT

NOW, THEREFORE, the parties agree to amend the MOU as follows:

1. Scope of Services

Exhibit A of the MOU is replaced by Exhibit A-1 to this Amendment.

2. Term

The first sentence of Section 2 of this MOU is amended to read as follows:

“Services shall commence on or after June 30, 2023 and continue as needed through June 30, 2025.”

3. Compensation

Exhibit B of the MOU is replaced by Exhibit B-1. Section 3 is amended to increase the compensation payable to CCNB under the MOU by \$150,000.00 and to read as follows:

“City shall pay CCNB \$2,128.00 for each day of services provided by 4 crew members or \$3,568.00 for each day of services provided by 8 crew members as described in Exhibit B – Compensation / Rates and shall provide appropriate equipment as described in Exhibit B – Compensation / Rates. Total authorized contract amount shall not exceed \$150,000. The City’s Chief Financial Officer is authorized to pay all proper claims from various charge numbers.”

All other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, City and CCNB have executed this MOU as set forth below.

CITY: CITY OF SANTA ROSA  
A municipal corporation

By: \_\_\_\_\_  
Maraskeshia Smith, City Manager

CCNB: CONSERVATION CORPS NORTH BAY, INC

By: \_\_\_\_\_  
Gregoire Sitter, Natural Resource Manager

APPROVED AS TO FORM FOR CITY OF SANTA ROSA:

By: \_\_\_\_\_  
Office of the City Attorney

Attachments: Attachment one – Insurance Requirements  
Exhibit A-1 – Scope of Services  
Exhibit B-1 – Compensation / Rates

### **Statement of the Project Work Scope and the Services to be Provided**

Our primary objective is to provide comprehensive weed abatement services to support fire fuel reduction efforts and promote community safety. The scope of work includes the following:

#### **Weed Abatement:**

- Remove weeds, litter, and debris as designated by the City of Santa Rosa Fire Department.
- Conduct vegetation management projects such as shaded fuel breaks, roadside clearing, and other relevant projects as identified by the Fire Department.
- Evaluate parcels of land prior to commencing abatement services to identify any obstacles or obstructions.
- Utilize appropriate methods for weed and foliage removal.

#### **Workforce Development:**

- Engage and employ local young adults, including residents of the City of Santa Rosa, to form our skilled workforce.
- Provide on-the-job training and mentorship opportunities for individuals looking to gain valuable experience in vegetation management and related fields.
- Foster skill development, professional growth, and career pathways for program participants, contributing to the local workforce.

#### **Service Delivery:**

- Our team will ensure the availability of skilled labor and necessary equipment throughout the fire season to promptly complete work orders within the specified timeframes.
- We will prioritize and start work on specific City-owned parcels based on directions from the City of Santa Rosa Fire Department.
- Our project manager will closely collaborate with the Fire Department to coordinate and execute the weed abatement activities efficiently and in alignment with project goals.

#### **Benefits of working with CCNB:**

- **Effective Weed Abatement:** Our experienced crew, equipped with state-of-the-art tools and techniques, will efficiently remove weeds, reducing fire risks and enhancing community safety.
- **Workforce Development and Collaboration:** By partnering with CCNB, the City of Santa Rosa Fire Department can actively participate in training and mentoring their future recruits. Our program offers opportunities for individuals to gain valuable skills and experience in vegetation management, which aligns with the Fire Department's mission and creates a pipeline of potential firefighters and fire inspectors with specialized knowledge in fire fuel reduction. By fostering a collaborative environment, we can contribute to the development of a skilled and prepared workforce for the Fire Department, ensuring a robust and sustainable response to fire-related challenges.
- **Shared Expertise:** Our partnership allows for the exchange of knowledge and expertise between CCNB and the Fire Department. Through joint training sessions, workshops, and mentorship programs, we can promote the transfer of valuable skills and best practices in fire prevention and vegetation management, strengthening both organizations' capacities to address future fire risks effectively.

- Collaborative Approach: We are committed to working closely with the City of Santa Rosa Fire Department to ensure a seamless partnership, effective project implementation, and successful outcomes.

CCNB is excited to partner with the City of Santa Rosa Fire Department to deliver high-quality weed abatement services while simultaneously supporting workforce development in the community. With our expertise in vegetation management and a dedicated focus on empowering individuals, we are confident in our ability to achieve project objectives effectively and make a positive impact on fire fuel reduction efforts.

## **Key Staff Members**

### **Project Manager (see attached resume)**

Greg Sitter is a seasoned professional serving as the Sonoma Natural Resources Manager at Conservation Corps North Bay. With a career spanning over a decade, Greg has demonstrated his exceptional leadership skills and expertise in project management within the realms of social justice and environmental initiatives.

In his role as the Natural Resources Manager for Sonoma County, Greg assumes responsibility for overseeing all operational aspects of the department. He works closely with partner agencies to develop and implement innovative projects that contribute to environmental sustainability and community well-being. Greg's proficiency extends to managing contracting processes, budget administration, grant management, and reporting, ensuring the smooth and successful execution of initiatives under CCNB's purview.

Prior to joining CCNB, Greg established himself as a skilled Climbing Arborist and Foreman in Sonoma County's tree care industry. His experience in vegetation management and crew supervision has strengthened his ability to effectively lead teams and deliver high-quality results. Additionally, Greg has made significant contributions to ATD Fourth World, an international nonprofit organization. During his tenure, he successfully coordinated educational and literacy programs, positively impacting the lives of children and families facing persistent poverty in New Orleans and Paris.

Greg's academic background reflects his commitment to sustainability. He holds a Master's degree in Renewable Energies and Green Building Engineering, acquired from his native country of France.

With his comprehensive skill set, dedication, and proven track record, Greg plays a vital role in driving the success of CCNB's initiatives in Sonoma County. His expertise in natural resource management, coupled with his passion for social and environmental impact, makes him an invaluable asset to our team.

### **Principal Responsible for the Work**

Angel Minor, Chief Executive Officer

Angel joined CCNB as COO in 2017 and was appointed CEO by the Board of Directors in 2019. Angel has the general authority of all aspects of CCNB's management, including financial and budget control, grant compliance, technology, and human resources. She works closely with the Board of Directors and senior management team to develop and assess strategies to achieve agency-wide goals.

Angel is a finance and accounting leader with verifiable accomplishments. Most recently, she acted as a financial and business consultant for The National Indian Justice Center, Inc., (NIJC) an Indian owned and operated non-profit in Santa Rosa, California.

From 2005 – 2016 she was with Fireman's Fund Insurance Company, first as the company's Senior Director of Accounting and later as its Assistant Vice President, Finance and Operations. Angel earned her BS in Business Administration, Accounting degree from Sonoma State University.

## **Ability to Meet Required Time Schedules**

At Conservation Corps North Bay (CCNB), we are well-equipped to meet the required time schedules for the weed abatement and vegetation management projects outlined in the scope of work. Our organizational structure and resources allow us to adapt and scale our capacity as needed to ensure timely completion of tasks. Here is an overview of our ability to meet the specified schedules:

### **Year-Round Availability:**

CCNB maintains four dedicated crews throughout the year and five crews during the summer months, ensuring consistent availability of trained personnel to tackle projects in a timely manner. These crews are experienced in vegetation management and are adept at performing tasks efficiently.

### **Flexible Resource Allocation:**

Our organization has the flexibility to adjust capacity on other projects to temporarily increase resources for weed abatement projects. This means that when faced with increased demand or time-sensitive projects, we can allocate additional crew members and equipment to meet the required schedules.

### **Capacity Expansion:**

In scenarios where the projects are consistent and require a sustained increase in capacity, CCNB has the capability to expand its workforce. This involves hiring and training more staff members and increasing the number of corps members, enabling us to effectively scale up our operations and deliver results within the specified timeframes.

### **Project Management Expertise:**

CCNB has a dedicated project management team that ensures smooth coordination, scheduling, and supervision of our crews. This expertise allows us to optimize productivity, streamline workflows, and meet project deadlines effectively.

## **Description of How the Work Would be Conducted**

### **Receiving Information from the Fire Department:**

CCNB will establish a clear communication channel with the City of Santa Rosa Fire Department to receive project-specific information, including designated parcels, priority areas, and any specific requirements or considerations. This communication ensures a comprehensive understanding of the project scope.

### **Mapping the Project:**

CCNB will utilize advanced mapping technology and software to accurately map out the project areas. This mapping process allows for precise project planning, monitoring, and documentation.

### **Communication with Crew Supervisor:**

Once the project scope is defined and project areas are mapped, CCNB will effectively communicate all relevant project details to the assigned crew supervisor. The crew supervisor will be provided with detailed maps, project specifications, and any specific instructions or safety guidelines.

### **Work Execution:**

The crew supervisor will thoroughly assess designated parcels for obstacles, vegetation, and other points of attention before commencing weed abatement activities.

The supervised crew of corpsmembers, equipped with brush-cutters mounted with blades or string and billy-goat mowers, will execute the weed abatement tasks with meticulous attention to detail and adherence to industry best practices.

The crews will work diligently to remove weeds, litter, and debris from the designated parcels, ensuring effective fire fuel reduction and vegetation management.

### **Before and After Pictures:**

CCNB recognizes the importance of visual documentation to showcase the impact of the weed abatement work. As part of our process, we will capture high-quality before and after pictures of the project areas. These pictures will serve as tangible evidence of the transformation achieved through our efforts and can be utilized for reporting, evaluation, and public communication purposes.

By following this comprehensive work execution and communication process, CCNB ensures efficient coordination, effective project implementation, and the delivery of high-quality results in weed abatement for fire fuel reduction.

## **Previous Experience**

### **Post-Fire Forest Management for Coho Recovery**

Working on two properties within the burn scar of the 2017 Tubbs Fire, CCNB crews selectively thinned trees and vegetation on 164 acres over the course of two years. Slope-specific treatment methods were utilized in tandem with a combination of pile burns, chipping, and lop and scatter treatments. Combined with rural road upgrades included in the project, these efforts dramatically reduced sedimentation into Mark West Creek, enhanced wildfire resiliency, improved hydrological ecosystem services, and enhanced wildlife habitat.

### **Occidental Roadways Fuel Load Reduction**

Conservation Corps North Bay (CCNB) partnered with Sonoma County Department of Transportation & Public Works (TPW), Fire Safe Sonoma, and Fire Safe Occidental to implement the Occidental Roadways Fuel Load Reduction project. Utilizing Proposition 68 grant funds, CCNB Corps members assessed and treated fuel risks within the public right of way along 3.6 miles of roads in and around the town of Occidental, California. These roads serve as key emergency egress routes serving approximately 1,200 parcels and 5,000 residents in the greater Occidental area. The project included the removal of hazardous vegetation in right of way areas within 15' of the road's edge on a total of 13.1 acres to create shaded fuel breaks that provide safer ingress and egress in the event of a wildfire, as well as roadways that are more resistant to fire starts.

### **Weed abatement along creeks of Sonoma County**

Every year, from April through mid-June, our crew working year-round with Sonoma Water is dispatched to conduct weed abatement along the network of creeks in Sonoma County. Our dedicated team removes weeds, brush, and other vegetation to mitigate fire fuel hazards and protect the community. Through skilled workmanship and specialized tools, we strive to enhance the safety and functionality of these vital natural resources.

### **Ag+Open Space Paulin Creek Vegetation Management**

CCNB was recently contracted to execute comprehensive vegetation management operations within the Paulin Creek Open Space Preserve located in Santa Rosa, CA. Our dedicated team undertook the removal of invasive species, with a specific focus on addressing the prevalent French Broom, spanning an area of approximately 2 acres. Additionally, we conducted the necessary abatement measures for annual seasonal grasses across 5.2 acres. Through meticulous execution and adherence to industry-leading practices, CCNB effectively fulfilled the project objectives, ensuring the preservation and enhancement of the natural landscape.

### **Marin County Parks and Open Space District Fuels Reduction**

CCNB has been the trusted partner of Marin County Parks and Open Space(MCPOSD) for several years, spearheading an array of critical initiatives. Our crews have been entrusted with the imperative task of conducting comprehensive fire fuel reduction projects, encompassing vital activities such as seasonal grass cutting and the establishment of defensible spaces. These efforts span across various Marin County Parks properties, strategically determined in collaboration with the MCPOSD staff. Key locations include Tamalpais Valley, McNears Beach, and critical bike paths. CCNB's unwavering commitment to excellence ensures the successful execution of these projects, contributing significantly to the overall safety and preservation of Marin County's natural landscapes.

### **Present Workload**

CCNB's Natural Resources department is currently operating 4 crews in Sonoma County, and getting ready to operate a 5<sup>th</sup> crew, handling a robust workload across numerous projects in the community. Our team is adept at managing high volumes of work while maintaining a commitment to excellence.

We understand the importance of meeting project schedules and deadlines, and our flexible resource allocation allows us to effectively respond to changing demands.

In instances where additional capacity is required, we have the ability to expand our workforce and resources, ensuring that we can deliver on time without compromising quality.

Our adaptive approach and dedication to meeting project schedules enable us to successfully tackle multiple initiatives and provide exceptional service to our partners.

### **Current Number of Qualified Personnel**

Program Director: 1

Project Manager: 1

Coordinator: 1

Lead Supervisor: 1

Crew Supervisors: 4

Corpsmembers: 28

### **Subcontracting**

CCNB will not subcontract any of the assigned work.

### **Previous Projects and Present Relationship with City**

Over the years, CCNB has established a strong and successful partnership with the City of Santa Rosa, particularly through our involvement in the Creek Stewardship program. Our collaboration has been instrumental in completing vital weed abatement and creek restoration tasks during the summer. The Creek Stewardship team has consistently entrusted us with these projects, recognizing our commitment to delivering high-quality results and the success of our partnership.

The ongoing partnership between CCNB and the City of Santa Rosa has been fruitful, and it often extends beyond the summertime. We have been fortunate to engage in additional projects in the Spring and Fall seasons, further solidifying our relationship and demonstrating our ability to meet evolving needs.

In an exciting development, CCNB is preparing to relocate its Sonoma County facility from Cotati to Santa Rosa in 2024. This move will enhance our presence and enable us to better serve the community by bringing our operations closer to our valued partners, such as the City of Santa Rosa.

### **Ability to Perform Scope of Services**

While we know the ins and outs of on-the-ground implementation, our services don't stop there. Our staff are active collaborators with leaders in their field, designing and implementing programs that provide innovative solutions to resource management challenges. In the past three years alone, we've secured nearly \$2 million in grant funding for project implementation on our partners' lands, with projects including construction of new trail systems, wetland restoration, shaded fuel breaks, and roadway emergency access. We're not complacent, either. To meet the urgent need for wildfire preparedness across the North Bay, we increased the volume of lands impacted by our fire fuel reduction projects 18% in just the past year. Meanwhile, our staff team are subject matter experts who can consult, design, and customize projects to meet the needs of each landholder.

Our program model targets young adults and prepares them to become engaged stewards of the local environment and community, with an emphasis on safety, quality, and professionalism. Corpsmembers receive instruction in forestry, native ecosystems, power tool operation, and operate in a team setting to provide the "people power" needed to implement large-scale projects.

The supervisory staff who lead our projects possess broad experience spanning the range of projects we undertake. All Crew Supervisors have thorough training and extensive experience in the operation of a wide variety of hand and power tools, including chainsaws, brush-cutters, pole pruners, and wood chippers. In addition, we provide ongoing training and development activities related to safety, leadership, and project execution.

Our crews work year-round on fire fuel reduction projects that protect homeowners, communities, and landscapes while reducing the risk of widespread wildfires. Projects include the creation of shaded fuel breaks, maintaining defensible space around properties, selective tree pruning and vegetation removal, and seasonal grass cutting.

In addition to the resilient and skilled labor force CCNB is providing, and to support the completion of fire fuel reduction projects, CCNB owns, operates and maintains various power tools and equipment: chipper, dump truck, pick-up trucks, trailers, chainsaws, pole saws, brush-cutters, billy goat mowers, and more.

### **Stability of Contractor**

Conservation Corps North Bay is an established leader in natural resources management services across the Bay Area. Founded in 1982, our Natural Resources program has impacted lands in nearly every corner of Marin and Sonoma County, assisting government agencies, residents, and nonprofit partners in meeting their land management goals. Our services include fire fuel reduction, habitat restoration, invasive species removal, trail construction and maintenance, emergency response, and much more for a portfolio of more than two dozen regular clients.

In the past year alone, CCNB's Natural Resources program accomplished the following:

- Reduced fire fuels on 428 acres of public and private lands
- Restored or improved 556 acres of natural habitat
- Provided maintenance and renovations on 148 miles of trails
- Reduced the risk of flooding along 36 miles of urban creeks and streams

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# Gregoire Sitter

## Professional Experience

**Sonoma Natural Resources Manager at Conservation Corps North Bay | Cotati, CA** 09/2023--Present

- Manage the Natural Resources department, up to 5 crews, 8 staff members and 40 corps members.
- Collaborate with partner agencies to develop and implement projects focused on climate adaptation activities such as fire fuel reduction, habitat restoration, trails construction, and invasive species removal.
- Demonstrate leadership skills in project estimating, planning, and contracting, resulting in successful project outcomes.
- Manage complex projects and foster internal and external partnerships.
- Develop and implement business development strategies to increase financial resilience.
- Collaborate with leadership to ensure the cohesion of the program and support the success of the organization.

**Vegetation Program Manager at PG&E | Santa Rosa, CA** 01/2022--09/2023

- Oversee the implementation of vegetation management program across service territory to maintain compliance.
- Receive, Investigate and problem solve customer concerns and CPUC escalations.
- Partner with various stakeholders internally and externally to successfully implement vegetation management project.
- Identify areas for improvements, develop and implement improvement strategies and provide recommendations.

**Senior Natural Resources Coordinator at Conservation Corps North Bay | Cotati, CA** 11/2020--01/2022

- Manage the Natural Resources department for implementation of projects and internal processes.
- Define scope of work and coordinate all logistical aspects for vegetation management projects.
- Schedule projects and track contracts costs.
- Assess staffing needs for the department and lead recruitment.
- Administer disciplinary actions, performance improvement plans and terminations.
- Plan purchasing of tools, supplies and equipment according to needs, budget, and funding availability.

**Natural Resources Coordinator at Conservation Corps North Bay | Cotati, CA** 02/2020--11/2020

- Oversee daily operations of Natural Resources Crews, up to 50 employees.
- Lead staff in successful completion of Natural Resources projects.
- Build lasting relationships with sponsors to ensure satisfaction and support financial stability.
- Identify and assess tools, supplies, equipment and vehicles needs for the department.
- Implement safety protocols and coordination of trainings.
- Collaborate with other departments to support the success of the organization.

**Arborist - Tree climber - Groundman at John Day Tree Service | Santa Rosa, CA** 05/2019-01/2020

- Execute all aspects of tree care following ISA standards and according to clients' priorities.
- Maintain tools and equipment.

# Professional Experience (continued)

- Arborist - Tree climber - Foreman at Jeff Lester Arborist | Santa Rosa, CA** 08/2017-05/2019
- Complete consultation with clients to provide a holistic tree care plan.
  - Provide customer service, complete estimates and sales.
  - Assess tools and material needs in collaboration with company owner.
  - Supervise and manage workers to meet ISA standards.
- Garden Manager at North Bay Children's Center | Sonoma County, CA** 09/2017-03/2018
- Plan and manage educational gardens.
  - Research, design and build natural playscapes.
  - Collaborate with Garden Educators to support the success of the program.
- Volunteer Corps Member ATD Fourth World Movement | Paris, France, New Orleans, LA** 07/2011-08/2016
- Collaborate with government officials to promote policy changes.
  - Coordinate of bi-weekly art and literacy program.
  - Train and supervise volunteers.
  - Manage public representation through creation of newsletters and social media campaigns.
  - Carry out community outreach and community organization.
  - Build relationships with local non-profits, local and international authorities.
  - Coordinate events in collaboration with the community, team members, volunteers, and local non-profit or governmental authorities.
- Project manager, energy consulting at Heliasol | Lyon, France** 03/2009-10/2009
- Conduct field energy audits at clients' home/building.
  - Complete quantitative evaluations of energy saving plans using computerized modeling.
  - Prepare project reports.
  - Present audit conclusions to clients and project partners.
- Project manager Electrical, Plumbing and HVAC engineering at Bureau d'Etudes Briere | Annecy-le-Vieux, France and Bureau d'Etudes IG Bat | Avignon, France** 07/2007-02/2009
- Manage projects from planning to construction.
  - Design to specifications for Electrical, Plumbing and HVAC for buildings.
  - Monitor and inspect projects for compliance with code and specifications.
  - Analyze environmental impact and sustainability, evaluate energy needs, and produce recommendations for optimal solutions.
  - Write reports to qualify projects for Green Building Certifications such as Minergie and PassivHaus.
  - Supervise drafters.

## Education

- M.S in Renewable Energies | Universite de Savoie, Chambéry France** 09/2005-08/2007
- B.S in Physics | Universite Louis Pasteur, Strasbourg, France** 09/2001-06/2004

## Certifications and Trainings

**Mental Health First Aid** | *National Council for Behavioral Health*

**CPR/AED/First Aid** | *Hard Hat Training*

**Stand up against Street Harassment** | *Hollaback!*

**By-Stander Intervention** | *Hollaback!*

**California Wildfire: Strategy for planning and mitigation** | *UC Davis - Continuous Education*

**S-110, Basic Wildland Fire Orientation** | *National Wildfire Coordinating Group*

**S-190, Introduction to Wildland Fire Behavior** | *National Wildfire Coordinating Group*

**IS-00320, Wildfire Mitigation Basics for Mitigation Staff** | *FEMA*

**Coaching Skills for Leaders and Managers** | *LinkedIn Learning*

**Leadership Foundation: Leadership Styles and Models** | *LinkedIn Learning*

**Building Teams that Work** | *Santa Rosa Junior College*

**Breaking into bird watching** | *Laguna de Santa Rosa Foundation*

**Botany for Beginners** | *Laguna de Santa Rosa Foundation*

**Wildscaping for Native Songbirds** | *Laguna de Santa Rosa Foundation*

**Minergie Certification I, II and III (International Energy Efficiency certification for Buildings)** | *Prioriterre*

## Volunteer Work and Community Involvement

**Guest speaker for a fruit tree pruning workshop** | *Daily Acts*

**Volunteer for hands on community improvement projects and fundraising events** | *Daily Acts*

**Volunteer for beekeeping Q&A at the Children's Museum** | *Sonoma County Beekeeper Association*

**Guest speaker for a tree pruning introduction** | *Santa Rosa Junior College Adult Education*

**Guest speaker for a beekeeping introduction** | *Santa Rosa Junior College Adult Education*

## Computer & Language Skills

**Office Productivity:** MS Office suite, Google suite

**Operating systems:** Windows, iOS, Linux, Android

**Project Management:** Basecamp, Salesforce, Microsoft Teams

**Social Media:** Facebook, Twitter, Instagram

**Design:** Autocad, SketchUp, Canva

**Geographic Information System:** Avenza, CalTopo, Google Earth

**Accounting:** Wave Financial

**French:** Native

**English:** Fluent

**Spanish:** Intermediate

**German:** Survival

### Compensation Schedule

The following labor and materials rates will apply:

- Labor:
  - o The hourly labor rate for 2023 is \$45 per Corpsmember hour and \$79 per Supervisor hour.
  - o Billing includes travel time to and from the CCNB Center.
- Equipment:
  - o Dump truck, flatbed, or box truck \$375/day;
  - o Extra vehicle \$150/day;
  - o Chipper \$450/day.
  - o Disposal costs and materials are billed at cost plus 10% handling.

Rates are subject to annual increases per CA State Minimum Wage Law requirements and cost of living adjustments.

Also see attached Schedule of Rates.



**CONSERVATION CORPS NORTH BAY  
NATURAL RESOURCES**

# SCHEDULE OF RATES

Invoices are sent monthly based on the following labor and materials rates:

<b>2023 RATES</b>			
	Daily	Weekly	Annually
Supervised Crew of Four	\$2,072.00	\$8,288.00	\$430,976.00
Supervised Crew of Eight	\$3,480.00	\$13,920.00	\$723,840.00

<b>2024 RATES</b>			
	Daily	Weekly	Annually
Supervised Crew of Four	\$2,128.00	\$8,512.00	\$442,624.00
Supervised Crew of Eight	\$3,568.00	\$14,272.00	\$742,144.00

<b>2025 RATES</b>			
	Daily	Weekly	Annually
Supervised Crew of Four	\$2,208.00	\$8,832.00	\$459,264.00
Supervised Crew of Eight	\$3,712.00	\$14,848.00	\$772,096.00

ITEM	EXTRA EQUIPMENT	COST PER DAY
Chipper		\$450.00
Dump Truck		\$375.00
Extra Vehicle		\$150.00