

C5 Approve Amendments to Contract with Albion Environmental Adjusting the Average Hourly Rate (Lucas Shellhammer)

R-25-17  
Meeting 25-03  
February 27, 2025

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**CONSENT ITEM #5**

To: Board of Directors  
Open Space Authority

From: Andrea Mackenzie  
General Manager

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**SUBJECT**

Approve Amendments to Contract with Albion Environmental, Inc. Adjusting the Average Hourly Rate

**RECOMMENDATION**

Staff recommends that the Board adopt the Resolution 25-09 to approve the amendment to section Exhibit B. Fee Schedule of the contract with Albion Environmental, Inc. (Albion) with the attached 2025 Rate Sheet (Exhibit B).

**REVENUE/COST**

If approved, the proposed hourly rate increases for Albion would be applicable to task orders currently underway and new task orders developed by staff under Albion's as-needed contract. The full annual fiscal impact will be based on the total number of hours billed by Albion on a project-by-project basis.

**BACKGROUND**

On December 3, 2021, the Authority posted a Request for Proposals (RFP) for as-needed cultural resource services, for which seven (7) responsive proposals were received. After holding interviews with four firms, Albion was selected as the most responsible and qualified bidder for the contract. On April 28, 2022, the Board authorized the General Manager to enter into a contract for as-needed cultural resource services with Albion for a period of up to five years (R-22-45). This contract was executed on May 3, 2022.

**DISCUSSION**

Albion has consistently provided cultural resource services of high-quality and good value to the Authority, which has met the expectations and needs of Staff. Albion's rates have not been adjusted since 2022 (see 2022 Rate Sheet, Exhibit C).

If approved, Albion's fees would be updated to reflect the 2025 Rate Sheet (Exhibit 1). The 2025 Rate Sheet additionally reflects current positions within the firm, which have expanded, and allows the Authority to draw from additional technical expertise while fulfilling task orders under this contract.

The table below summarizes average rate changes between 2022 and 2025 across three positions: Principal, Senior Archaeologist, and Archaeologist.

*Table 1. 2022 - 2025 Average Rate Change by Position for Albion Environmental, Inc.*

<b>Title</b>	<b>2022 Avg. Rate</b>	<b>2025 Avg. Rate</b>
Principal	\$ 121.87	\$ 157.01
Senior Archaeologist	\$ 103.66	\$ 131.95
Archaeologist	\$ 77.07	\$ 101.43

Prepared by:

Lucas Shellhammer, Planning, Design, & Construction Manager

*Attachment(s): Resolution 25-09 – A Resolution of the Governing Board of the Santa Clara Valley Open Space Authority Authorizing the General Manager or Assistant General Manager to Amend Contract with Albion Environmental, Inc. Adjusting the Average Hourly Rate*

*Exhibit B - Albion Environmental, Inc. 2025 Rate Sheet*

*Exhibit C - Albion Environmental, Inc. 2022 Rate Sheet*

# Santa Clara Valley Open Space Authority

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## RESOLUTION 25-09

**A RESOLUTION OF THE GOVERNING BOARD OF THE  
SANTA CLARA VALLEY OPEN SPACE AUTHORITY  
AUTHORIZING THE GENERAL MANAGER OR ASSISTANT GENERAL MANAGER TO AMEND CONTRACT  
WITH ALBION ENVIRONMENTAL, INC.**

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**WHEREAS**, the Santa Clara Valley Open Space Authority has an as-needed contract for cultural resource services with Albion Environmental, Inc., entered on May 3, 2022; and

**WHEREAS**, Albion Environmental, Inc., has not raised rates for cultural resource services since May 3, 2022; and

**WHEREAS**, Albion Environmental, Inc. has requested a change in the as-needed contract for cultural resource services to raise its rates according to a fee schedule for 2025.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board hereby authorizes the General Manager / an Assistant General Manager to amend section Exhibit B. Fee Schedule of the as-needed cultural resource services contract with Albion Environmental, Inc. All other terms of the contract shall remain the same.

**BE IT FURTHER RESOLVED THAT** the General Manager is hereby authorized and directed, on behalf of the Authority and in its name, to execute and deliver such other documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of the above resolution.

**PASSED, APPROVED AND ADOPTED** on February 27, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTENTION:

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Helen Chapman, Chairperson  
Santa Clara Valley Open Space Authority

APPROVED AS TO FORM:

ATTEST:

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William P. Parkin, Legal Counsel

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Caroline Hernandez, Clerk of the Board

# Exhibit B

## RATES



January 1, 2025\*

Albion Labor Category	Personnel	2025
		Billing Rate
Principal 5C	Sarah Nicchitta	\$168.86
Principal 5C	Sarah Peelo	\$168.86
Principal 3C	Jennifer Farquhar	\$148.22
Principal 2D	Cristie Boone	\$142.11
Senior Biologist 4D	Sandra Menzel	\$129.74
Senior Biologist 4D	Andrew Bradshaw	\$129.74
Senior Anthropologist 5B	James Sarmento	\$125.61
Senior Archaeologist 8A	Reilly Murphy	\$153.36
Senior Archaeologist 7D	Chelsea Blackmore	\$150.34
Senior Archaeologist 7D	LeanneTaagepera	\$150.34
Senior Archaeologist 7B	Douglas Ross	\$146.18
Senior Archaeologist 4A	Cris Lowgren	\$117.37
Senior Archaeologist 3B	Ryan Phillip	\$113.23
Senior Archaeologist 3A	Nicole Matthews	\$111.19
Archaeologist 7D	Brittney Biasi	\$113.23
Archaeologist 7D	Matthew Manigault	\$113.23
Archaeologist 7D	Timothy Polkinghorne	\$113.23
Archaeologist 7D	Andrew Nicchitta	\$113.23
Archaeologist 6C	Avila Bright	\$102.99
Archaeologist 6B	MacKennah Tweedt	\$100.91
Archaeologist 4D	Claire Allen	\$88.58
Archaeological Technician 7D	Alana Smith	\$88.58
Archaeological Technician 7D	Brandon Brown	\$88.58
Archaeological Technician 7D	Kimberly Gordon	\$88.58
Archaeological Technician 7C	Laura Garcia	\$86.46
Archaeological Technician 7C	Diana Lozada	\$86.46
Archaeological Technician 7C	Richy Strobel	\$86.46
Archaeological Technician 7C	Elliot Waters	\$86.46
Archaeological Technician 6D	Jack Hannah	\$80.34
Archaeological Technician 6D	Christina Hornbaker	\$80.34
GIS/Graphics 9A	Stella D'Oro	\$127.70
Administrative 10B	Genevieve Headland	\$126.39

\*rates escalate on January 1 each year.

**Exhibit B: Fee Schedule**

**2022 RATES**  
Albion Environmental, Inc.



<b>Albion Labor Category</b>	<b>Rate</b>	<b>Personnel</b>
Principal 4B	\$125.13	Sarah Nicchitta
Principal 4B	\$125.13	Sarah Peelo
Principal 3B	\$115.35	Jennifer Farquhar
Senior Anthropologist 4B	\$94.24	James Sarmento*
Senior Archaeologist 7B	\$115.35	Doug Ross
Senior Archaeologist 6D	\$112.12	Chesea Blackmore
Senior Archaeologist 5F	\$105.61	Reilly Murphy
Senior Archaeologist 5C	\$100.74	Stella D'Oro
Senior Archaeologist 2B	\$84.50	Cris Lowgren*
Archaeologist 6C	\$82.89	Andrew Nicchitta*
Archaeologist 6C	\$81.26	Lindsley Britton*
Archaeologist 6D	\$82.89	Robert Johnson*
Archaeologist 6C	\$81.26	Christina Spellman*
Archaeologist 6B	\$79.63	Ryan Phillip*
Archaeologist 6B	\$79.63	Amanda Hill*
Archaeologist 5D	\$76.36	Matthew Manigault*
Archaeologist 5C	\$74.73	Brittney Biasi*
Archaeologist 5B	\$73.12	Paul Rigby*
Archaeologist 5A	\$71.49	Hannah Ehrlich*
Subconsultant: Ethnographer	\$110.00	Reddy Anthropology Consulting, Inc.
Subconsultant: Architectural Hi	\$170.00	Page & Turnbull

\* = Subject to California overtime laws