

NORTHWEST FLORIDA WATER MANAGEMENT DISTRICT

Request for Proposals ("RFP") No. 25-002 REGULATORY SERVICES

The Northwest Florida Water Management District, 81 Water Management Drive, Havana, Florida 32333, is issuing a Request for Proposals (RFP) from qualified firms to provide consultant services, including, but not limited to, engineering and environmental, for the design and review of projects in accordance with Chapter 373, Florida Statutes (F.S.), and corresponding Florida Administrative Codes (F.A.C.) under Departments 62 and 40A.

The deadline for submission of sealed Proposals is 2:00 P.M. ET, October 21, 2025. The opening of the Proposals is open to the public and will be at District headquarters. Provisions will be made to accommodate those with a disability provided the District is given at least 72 hours advance notice. All Proposals must conform to the instructions in this RFP and comply with applicable Florida Statutes. Interested parties may obtain a copy of the complete RFP package from the District's website (<http://www.nwfwater.com>), from the DemandStar website at: (<https://www.demandstar.com/app/login>), or from the State of Florida's Vendor Information Portal website at: (<https://vendor.myfloridamarketplace.com/>).

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PART 1. GENERAL INFORMATION

1.1 Definitions

For the purpose of this RFP, "respondent" means contractor, vendors, consultants, organizations, firms or other persons submitting a Proposal in response to this Request for Proposal.

1.2 Introduction and Purpose

The Northwest Florida Water Management District, 81 Water Management Drive, Havana, Florida 32333, (hereinafter referred to as the "District") is issuing a Request for Proposals (RFP) from qualified firms to provide consultant services, including, but not limited to, engineering and environmental, for the design and review of projects in accordance with Chapter 373, Florida Statutes (F.S.), and corresponding Florida Administrative Codes (F.A.C.) under Departments 62 and 40A. The respondent will provide the District with expertise in the design, evaluation, and review of projects under Part II (Permitting of Consumptive Uses of Water), Part III (Regulation of Wells), and Part IV (Management and Storage of Surface Waters) of Chapter 373, F.S., as well as other related statutes and rules such as Chapter 120, F.S. This includes, but is not limited to, surface water, stormwater, dams, agricultural, groundwater, water use, well construction, and Works of the District projects.

Other capabilities necessary may include permitting, submittal reviews, cost saving engineering design and evaluations, innovative design solutions, impact evaluations, dam design, flow nets, dam break analysis, FEMA firm map changes, geotechnical evaluations, numerical groundwater modeling, alternative water supplies, expertise in reading well logs, expertise in the geologic framework throughout the District, well design, well interference, wetland evaluation, evaluation of conservation easements, review of homeowner association documents, and other activities as assigned by the District. Additional support activities not otherwise noted in the Scope of Work may be assigned through Task Work Order Assignments as needed.

The successful respondents will be selected under the provisions of section 287.055, F.S. The Selection Committee, composed of District staff, will evaluate and rank the respondents. It is the intent of the District to contract with at least three respondents that meet the criteria. The District shall select in order of preference at least three respondents deemed to be the most highly qualified to perform the required services. The initial contract shall be for a period of up to three (3) years (the "Term"), with an option for a renewal of up to three (3) years (the "Renewal Term") at the District's discretion. A contract awarded pursuant to this RFP does not obligate the District to assign any work to a respondent nor does it obligate the District to pay a respondent the rates reflected in the respondent's Schedule of Costs. The District retains the right to negotiate a lower Schedule of Costs after contract award if it is in the best interest of the District to do so.

1.3 Scope of Work

The District seeks assistance for consultant services, including, but not limited to, engineering and environmental, for the design and review of projects in accordance with Chapter 373, Florida Statutes (F.S.), and corresponding Florida Administrative Codes (F.A.C.) under Departments 62 and 40A. The respondent will provide the District with expertise in the design, evaluation, and

review of projects under Part II (Permitting of Consumptive Uses of Water), Part III (Regulation of Wells), and Part IV (Management and Storage of Surface Waters) of Chapter 373, F.S., as well as other related statutes and rules such as Chapter 120, F.S. This includes, but is not limited to, surface water, stormwater, dams, agricultural, groundwater, water use, well construction, and Works of the District projects.

Other capabilities necessary may include permitting, submittal reviews, cost saving engineering design and evaluations, innovative design solutions, impact evaluations, dam design, flow nets, dam break analysis, FEMA firm map changes, geotechnical evaluations, numerical groundwater modeling, alternative water supplies, expertise in reading well logs, expertise in the geologic framework throughout the District, well design, well interference, wetland evaluation, evaluation of conservation easements, review of homeowner association documents, and other activities as assigned by the District. Additional support activities not otherwise noted in the Scope of Work may be assigned through Task Work Order Assignments as needed.

1.4 Issuing Office, Date, and Location of Opening

Northwest Florida Water Management District
Attn: Agency Clerk
81 Water Management Drive
Havana, FL 32333-4712

**THE DISTRICT MUST RECEIVE ALL PROPOSALS BY
2:00 P.M. (EASTERN TIME) ET, October 21, 2025, THE DAY OF THE PUBLIC
OPENING.**

1.5 Schedule

Respondents shall adhere to the following schedule in all actions concerning this RFP.

<u>Date/Time</u>	<u>Action</u>
September 8, 2025	District issues Request for Proposals
September 22, 2025/2:00 PM ET	Deadline for written inquiries by email
October 21, 2025/2:00 PM ET	Deadline for submission of Proposals
October 21, 2025/2:15 PM ET*	Opening of sealed Proposals
November 12, 2025/1:00 PM (Central Time) CT*	Governing Board considers Selection Committee's recommendations

*Denotes a public meeting.

1.6 Delays

The District may delay scheduled due dates in the timetable above if it is to the advantage of the District to do so. The District will notify respondents of all changes in scheduled due dates by posting on the District's website, DemandStar website, and the State of Florida's Vendor Information Portal website.

1.7 Submission and Withdrawal

Respondents must submit proposals electronically through DemandStar. **Submissions will be accepted through DemandStar only.**

- 1) Submittals are accepted through the District's online bid system, DemandStar. Respondents must be registered with DemandStar in order to submit their responses on the DemandStar website. To register, please visit the DemandStar website at: www.demandstar.com/app/registration.
- 2) For instructions on how to complete a free registration with DemandStar, please consult the [District's DemandStar overview](#).
- 3) Instructions for submitting an online bid are available on the District's website at: <https://nwfwater.com/business-finance/district-procurement/>.

Proposals not submitted through DemandStar do not constitute "delivery" and are not considered "received by" the District as required by this RFP. Submittal of proposals other than through DemandStar shall not be accepted. It is the respondent's responsibility to ensure his/her bid submission is delivered at the proper time. **Proposals that are, for any reason, received after the established deadline will not be considered.**

A respondent may withdraw a Proposal by notifying the District in writing at any time prior to the opening. Respondents may withdraw Proposals in person or through an authorized representative. Respondents and authorized representatives must disclose their identity and provide a signed receipt for the Proposal. Proposals, once opened, become the property of the District and will not be returned to the respondents.

Proposals received by the District in response to this RFP will become a public record (unless an exemption to Florida's Public Records Law applies) when the District provides notice of its intended decision or 30 days after opening the Proposals, whichever is earlier. If the District rejects all Proposals and concurrently provides notice of its intent to reissue the RFP, the rejected Proposals remain exempt from Florida's Public Records Law until such time as the District provides notice of an intended decision concerning the reissued RFP or until it withdraws the reissued RFP. A Proposal is not exempt for longer than 12 months after the initial notice rejecting all Proposals.

1.8 Inquiries

The Procurement Officer may orally explain the District's procedures and assist respondents in referring to any applicable provision in the Request for Proposal documents. District staff are not authorized to orally interpret the meaning of the specifications or other contract documents, or correct any apparent ambiguity, inconsistency, or error therein. In order to be binding upon the District, the interpretation or correction must be in writing and given by the Procurement Officer.

All inquiries must be received in writing and emailed to the Procurement Officer, Vanessa Helton at Vanessa.Helton@nwfwater.com, no later than September 22, 2025, 2:00 P.M. ET. Inquiries

shall reference the date of the RFP opening and RFP title and number. The District will provide answers to substantive questions in the form of a written addendum.

1.9 Addenda

If revisions become necessary, the District will post written addenda on the District's website, the DemandStar website, and on the State of Florida's Vendor Information Portal website at least (10) calendar days before the opening of sealed Proposals. Respondents must satisfy themselves of the accuracy of their response in the Proposal by examination of the criteria and specifications, including addenda. After Proposals have been submitted, respondents shall not assert that there was a misunderstanding concerning the criteria and specifications, including addenda. Prospective respondents are responsible for determining whether addenda have been issued and are advised to check the websites or with the Procurement Officer prior to submitting their Proposal.

1.10 Equal Opportunity

The District recognizes fair and open competition as a basic tenet of public procurement. Respondents doing business with the District are prohibited from discriminating on the basis of race, color, creed, national origin, handicap, age, sex, or disability. It is the policy of the District to ensure that qualified respondents wishing to participate in the procurement process have the maximum opportunity to compete and perform on District contracts.

The District encourages participation by minority-, veteran-, and women-owned Certified Business Enterprises and requests that respondents submit evidence of such designation with their Proposal. For further information on designation as a certified business enterprise, visit www.dms.myflorida.com/agency_administration/office_of_supplier_diversity_osd/get_certified.

1.11 Americans With Disabilities Act

The District does not discriminate upon the basis of any individual's disability status. This nondiscrimination policy involves every aspect of the District's functions including one's access to, participation, employment, or treatment in its programs or activities. Anyone requiring reasonable accommodation as provided for in the Americans with Disabilities Act should contact Jack Furney, Division of Administrative Services, at (850) 539-5999.

1.12 Social, Political, and Ideological Interests

In accordance with s. 287.05701, F.S., the District shall not request documentation of or consider a respondent's social, political, or ideological interests in determining if the respondent is a responsible vendor. The District shall not give preference to a respondent based on the respondent's social, political, or ideological interests.

1.13 Insurance

The respondent, if awarded a contract, shall maintain adequate insurance in the amount and coverages reflected in the draft contract attached as Exhibit A. In the event the respondent is a self-insured organization, different insurance requirements may apply. Misrepresentation of any

material fact, whether intentional or not, regarding the respondent's insurance coverage, policies or capabilities may be grounds for rejection of the Proposal and cancellation of any ensuing contract.

1.14 Public Crimes/Discriminatory/Antitrust Violator Vendors

In accordance with ss. 287.133, 287.134, and 287.137, F.S., a person or affiliate who has been placed on the convicted, discriminatory, or antitrust violator vendor lists may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity; and may not transact business with any public entity in excess of the threshold amount provided in s. 287.017, F.S., for CATEGORY TWO, unless specified otherwise in these statutes. Questions regarding the lists may be directed to the Florida Department of Management Services, State Purchasing Division, at (850) 488-8440 or send email to purchasingcustomerservice@dms.fl.gov.

1.15 Inspectors General Cooperation

The respondent understands and shall comply with s. 20.055(5), F.S., which states: It is the duty of every state officer, employee, agency, special district, board, commission, contractor, and subcontractor to cooperate with the inspector general in any investigation, audit, inspection, review, or hearing pursuant to this section.

1.16 Prohibited Contact

Respondents to this solicitation or persons acting on their behalf shall not contact, between the release of the solicitation and the end of the 72-hour period following the District posting the notice of intended award, excluding Saturdays, Sundays, and state holidays, any employee or officer of the District, executive or legislative branch concerning any aspect of this solicitation, except in writing to the Procurement Officer or as provided in the solicitation documents. Violation of this provision shall be grounds for rejecting a Proposal.

1.17 Protest of RFP Provisions

If a potential respondent intends to protest any term, condition, or specification of this RFP, a notice of intent to protest shall be filed with the District in writing within 72 hours, excluding Saturdays, Sundays, and state holidays, after the posting of this RFP. The potential respondent shall file a formal written protest within ten (10) days after filing of notice of intent to protest. Failure to file a notice of intent to protest or failure to file a formal written protest within the time prescribed in s. 120.57(3), F.S., shall constitute a waiver of proceedings under Ch. 120, F.S., and of the right to contest a term, condition, or specification of the RFP in a protest.

1.18 Challenge of District's Intent to Award Contract

If a respondent intends to protest the District's intent to award a contract(s), the notice of intent to protest shall be filed with the District in writing within 72 hours, excluding Saturdays, Sundays, and state holidays, after posting of a notice of intent to award a contract(s). The respondent shall file a formal written protest within ten (10) days after filing of notice of intent to protest. Any respondent who files a formal written protest pursuant to Chapter 28-110, Florida Administrative Code, and s. 120.57(3), F.S., shall post with the District at the time of filing the formal written protest a bond pursuant to s. 287.042(2)(c), F.S. Failure to file a notice of intent to protest or failure to file a formal written protest and bond within the time prescribed in Chapter 28-110, Florida Administrative Code, and ss. 120.57(3) and 287.042(2)(c), F.S., shall constitute a waiver of proceedings under Ch. 120, F.S.

1.19 Development Costs

Neither the District nor its representatives shall be liable for any expenses incurred in connection with the preparation of a Proposal in response to this RFP. Respondents should prepare the Proposals simply and economically, to provide a straightforward and concise description of the respondent's ability to meet the requirements of the RFP.

1.20 Publicity

The respondent shall obtain prior approval of the District for all news releases or other publicity pertaining to this RFP or the service or any project to which it relates.

1.21 Waiver of Minor Irregularities

The District may waive minor irregularities in Proposals received where such is merely a matter of form and not substance. Minor irregularities are defined as any deviation from a mandatory requirement of the RFP that, if waived, will not have an adverse effect on the District's interest and will not give a respondent an advantage or benefit not enjoyed by the other respondents. The District is not required to waive a minor irregularity and has the sole discretion to determine whether a minor irregularity should be waived.

1.22 SCRUTINIZED COMPANIES, BOYCOTTING

Pursuant to s. 287.135, F.S., a company or other entity is ineligible to, and may not, bid on, submit a proposal for, or enter into or renew a contract with the District for goods or services of:

1. One hundred thousand dollars or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company or other entity is on the Scrutinized Companies that Boycott Israel List, created pursuant to s. 215.4725, F.S., or is engaged in a boycott of Israel; or
2. One million dollars or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company or other entity:
 - a. Is on the Scrutinized Companies with Activities in Sudan List or the Scrutinized

Companies with Activities in Iran Terrorism Sectors List, created pursuant to s.
215.473, F.S.; or

- b. Is engaged in business operations in Cuba or Syria.

PART 2. RESPONDENT PROPOSALS

2.1 Proposal Requirements

Proposals submitted for RFP 25-002 to the Northwest Florida Water Management District are to, at a minimum, include the following information:

- A. Respondent's name and business address, and location of branch offices (if any). Firm name and business address of subcontractors (if any) who may be utilized to provide services to the District.
- B. A description of the qualifications of the respondent and subcontractors (if any) in providing similar assignments, including brief project descriptions. A brief description of the respondent's organization, size, range of activities, project team organizational chart, and any other appropriate information to describe the organization.
- C. A description of the experience, expertise, and capabilities of the respondent, subcontractors (if any), and assigned staff. The Proposal should include descriptions of similar work and projects completed or ongoing.
- D. A list of the key individuals available to perform work on assigned tasks, including subcontractors (if any), and a resumé for each listed individual detailing their qualifications, experience, and expertise in similar projects. This is to include the individual's title and a description of his/her specific role(s) in the completion of the tasks.
- E. The experience and expertise of the project manager and the project management approach.
- F. A summary of the current and projected workload of the respondent and subcontractors (if any) as related to the capacity of the respondent to complete projects between 2025 and 2031, and the delivery plan the respondent will use to ensure the District will receive all deliverables, including electronic data, in a timely manner.
- G. Schedule of Costs (hourly rates) for the Term (base term of three (3) years) and for the Renewal Term (optional three (3) year renewal term). Titles for assigned staff for the respondent and subcontractors (if any) should be consistent with the submitted Schedule of Costs (hourly rates). Failure to provide a Schedule of Costs for the Term will be grounds for rejecting a Proposal as nonresponsive. Failure to provide a Schedule of Costs for the Renewal Term will result in the respondent being held to the Term rates for any Renewal Term. An example is provided in Attachment A of the draft agreement, which is included as *Exhibit A*.
- H. Respondents do not need to submit direct costs or travel expenses as part of the Schedule of Costs. Direct costs for equipment rental or purchases and expenses may be included in specific task orders (see *Section 3.3 Contract Operations*), dependent on the scope of services, and where included will be billed without mark-up. No mark-up is allowed for labor, expenses, equipment, travel, or any other costs for subcontractors.

- I. Three (3) separate client references including the client name, address, telephone number and contact, for whom the respondent has performed similar work in the past five years. Client references cannot include employees or Governing Board members of the Northwest Florida Water Management District.
- J. Identification of known or potential conflict(s) of interest in performing the tasks requested herein.
- K. A summary of any pertinent litigation filed against the respondent and subcontractors (if any) during the last three years.

2.2 District Forms and Rules

When included, all forms supplied by the Northwest Florida Water Management District shall be submitted with Proposals. All Proposals must comply with applicable Florida Statutes, laws, and rules.

2.3 Conflict of Interest

The award hereunder is subject to Ch. 112, F.S. All respondents shall disclose with their Proposal the name of any officer, director, board member, or agent who is also an employee of the State of Florida, or any of its agencies. Further, all respondents shall disclose the name of any state employee or any board member or employee of the District who owns directly or indirectly an interest of five percent (5%) or more in the respondent's firm, subsidiaries, or branches. If none, state none.

2.4 Respondent Checklist

Please review this checklist to ensure that you have properly followed the instructions. Many Proposals are rejected because the respondent simply failed to comply with the preparation and submission requirements.

- ☐ Have you performed a final review of your Proposal to ensure you included all required documentation? **The omission of required items will result in rejection of the Proposal.**
- ☐ Have you signed and included the Submittal Form?
- ☐ If a conflict of interest exists as described in *Section 2.3 Conflict of Interest*, have you included a statement of disclosure? If none, state none.
- ☐ Have you verified the submittal of your complete Proposal through DemandStar before the deadline? Proposals received after the date and time specified will not be considered.

PART 3. EVALUATION AND CONTRACTING

Proposals will be evaluated by the District staff selection committee based upon the criteria listed under *Section 3.1 Evaluation Criteria*. Each committee member will complete a separate evaluation form for each Proposal. The scores of the selection committee members will be averaged and the respondents will be ranked based upon their average scores from highest to lowest. The Governing Board, in its sole discretion, will determine how many contracts to award and will award contracts based upon the ranking of the selection committee starting with the respondent(s) who received the highest average score.

3.1 Evaluation Criteria

	RFP 25-002 Criteria	Maximum Points
1	Experience and expertise of project manager and assigned personnel in completing consultant services, including, but not limited to, engineering and environmental, for the design and review of projects in northwest Florida in accordance with Chapter 373, Florida Statutes (F.S.), and corresponding Florida Administrative Codes (F.A.C.) under Departments 62 and 40A, including water use permitting, well construction, agricultural and forestry surface water management projects, and environmental resource permitting.	30
2	Respondent's capabilities, experience, and expertise to provide consultant services, including, but not limited to, engineering and environmental, for the design and review of projects in northwest Florida in accordance with Chapter 373, Florida Statutes (F.S.), and corresponding Florida Administrative Codes (F.A.C.) under Departments 62 and 40A, including water use permitting, well construction, agricultural and forestry surface water management projects, and environmental resource permitting.	25
3	Price, as indicated by submitted hourly rate schedule.	15
4	Respondent's past performance and experience of similar projects in northwest Florida.	15
5	The location of the respondent and assigned key personnel/project manager. Higher consideration will be given to respondents whose firm/key personnel/project manager are nearest District headquarters.	9
6	Current and projected workload of the respondent and demonstrated ability to meet time and budget requirements.	5
7	Whether the respondent is a certified minority business enterprise as defined by s. 288.703, F.S. in accordance with s. 287.055(3)(d), F.S.	1
	Total Points Available	100

3.2 Contract Awards

The District anticipates entering into contract(s) with respondents who submit the Proposals judged by the District to be most advantageous taking into consideration the evaluation criteria set forth in this RFP and the ranking of the selection committee.

The District may award contracts to more than one respondent. The initial contract shall be for a Term of three (3) years, with the option for a Renewal Term of up to three (3) years, at the District's discretion.

The District reserves the right to reject any and all Proposals, to waive any minor irregularities, and to solicit and re-advertise for other Proposals. Mistakes clearly evident on the face of the Proposal documents, such as computation errors, may be corrected by the District.

The respondent understands that this RFP does not constitute an agreement or a contract with the District. An official contract or agreement is not binding until the contract or agreement is reviewed and accepted by appointed staff, approved by the appropriate level of authority within the District, and executed by both parties. A contract awarded pursuant to this RFP does not obligate the District to assign any work to a respondent.

All negotiated contracts will be subject to the approval of the Northwest Florida Water Management District Governing Board at a duly noticed Board meeting.

Notice of a contract award shall be posted on the District's website, DemandStar website, and on the State of Florida's Vendor Information Portal website.

3.3 Contract Operations

The selected respondent(s) will enter into a contract with the District in the form set forth in Exhibit A attached hereto, which specifies hourly rates to be used as the basis of compensation, invoicing, reporting, payment schedule requirements, financial consequences, and any other provisions required by the District.

This solicitation does not provide any guarantees regarding the quantity or dollar amount of work that may be issued under this RFP. **The successful award of a contract does not guarantee that any work will be given.**

The contract will take precedence in the event of any conflict between language in the contract and this RFP.

PART 4. SUBMITTAL FORM

The undersigned, as respondent, hereby declares and certifies that the only person(s) or entities interested in this Proposal as principal(s), or as persons or entities who are not principal(s) of the respondent but are substantially involved in performance of the work, is or are named herein, and that no person other than herein mentioned has any interest in this Proposal or in the agreement to be entered into; that this Proposal is made without connection with any other person, company, or parties submitting a Proposal; and that this Proposal is in all respects fair and in good faith without collusion or fraud.

Respondent represents to the District that, except as may be disclosed in an addendum hereto, no officer, employee, or agent of the District has any interest, either directly or indirectly, in the business of respondent to be conducted under the agreement, and that no such person shall have any such interest at any time during the term of the agreement, should it be awarded to respondent.

Respondent further declares that it has examined the agreement and informed itself fully regarding all conditions pertaining to this solicitation; it has examined the specifications for the work and any other agreement documents relative thereto; it has read all of the addenda furnished prior to the response opening; and has otherwise satisfied itself that it is fully informed relative to the work to be performed.

Respondent agrees that if its Proposal is accepted and an agreement negotiated with the District, respondent shall contract with the District in the form of the attached agreement and shall furnish everything necessary to complete the work in accordance with the time for completion specified in the agreement and shall furnish the required evidence of the specified insurance.

Authorized Signature

Position or Title

Typed Name of Above Signature

Agency or Company

(The area below this line is to be completed by NFWMD Agency Clerk only.)

Unsigned Proposals shall be rejected by the Agency Clerk of the Northwest Florida Water Management District.

Agency Clerk
Northwest Florida Water Management District

EXHIBIT A – AGREEMENT FOR CONTRACTUAL SERVICES

Attachment A to Contract Number 25-002

Schedule of Costs

The Contractor shall be compensated by the District for cost reimbursement tasks in accordance with the following hourly rates during the term of the Agreement, unless otherwise specified within a task order:

- A. The basis of compensation for each Task Order shall be negotiated and approved by the District before work commences. Work completed on a cost reimbursement basis will be compensated using the Schedule of Costs in Attachment A, unless otherwise specified within a Task Order. Task Orders may also be compensated on the basis of a negotiated fixed fee. The reimbursement to the Contractor for any direct expenses (ODCs) required for completion of a Task Order will be billed at actual cost without mark-up and must be identified and pre-approved by the District in the Task Order. Any travel expenses shall be in accordance with s. 112.061, F.S., and must be pre-approved by the District.
- B. The Contractor shall be compensated by the District as follows:

Position Title	Position Level	Base Contract Period	Optional
		(Years 1-3)	Renewal Contract Period (Years 4-6)
Administrative	Associate	\$	\$
	Senior	\$	\$
Technician	I	\$	\$
	II	\$	\$
Scientist	I	\$	\$
	II	\$	\$
	III	\$	\$
	IV	\$	\$
GIS	II	\$	\$
	III	\$	\$
	IV	\$	\$
	V	\$	\$
Professional	I	\$	\$
	II	\$	\$
	III	\$	\$
	IV	\$	\$
Principal		\$	\$

(Titles may differ from those above but must match staff titles listed in the Proposal)

Each of the aforesaid hourly rates shall be multiplied times the respective number of hours required for the assignment as set forth in the specific proposal and for the total fee as set forth in the Task Order for the particular project.