Request for Quote:

2026-2027 Disturbed Area Seeding

A. Purpose: The Minnesota Land Trust (MLT) and the U.S. Fish and Wildlife Service (USFWS) are seeking quotes from qualified contractors to provide site preparation and seeding services to enhance prairie Sites in Otter Tail, Grant, and Douglas Counties. The work also includes herbicide applications and discing as needed.

B. Contract Format: This project will use a job order contracting format and will operate under a master contract. Following execution of the master contract, Task Orders will be issued specifying the location, schedule, and scope of work for each site.

C. General Bid Information:

Bids Due: All bids are due to Braden Pohl by 11:59 PM on Thursday, November 5, 2026, via email at bpohl@mnland.org. If you decline to bid on the project please call, email, or otherwise inform the project managers so we do not expect your bid.

Format for Bid: Contractor must submit an itemized bid sheet using the attached form (**Exhibit C**). Include all mobilization, materials, or other fees as needed in your bid, extra costs will not be accepted.

Bid is Final Cost: Bids should be complete and as accurate as possible. Contractor's bid amount should be sufficient to complete the work as described. The Land Trust will complete a service contract based on the cost of the winning bid. The Land Trust reserves the right to cancel bid items in the event of unforeseen circumstances. Quantities in the Scope of Work are estimates. It is the Contractor's responsibility to verify all conditions related to the work. Bids should include any associated costs such as mobilization; extra costs will not be accepted without prior approval. **No extras will be allowed because of the Contractor's misunderstanding as to the amount of work involved or lack of knowledge of existing conditions. Any stoppage, or re-mobilization costs will be considered incidental to bid.**
The Site Manager must be contacted if unforeseen circumstances arise during the project. All changes must be approved in advance by the Site Manager.

Bid Selection/Award: Responses will be opened and reviewed in private.
USFWS/MLT reserves the right to reject any or all Bids and reserves the right to issue a subsequent Solicitation of Bids or cancel the entire Solicitation of Bids process. USFWS/MLT reserves the right to contact any Respondent for clarification after responses are opened and/or to further negotiate with any Respondent if such clarification is deemed desirable by USFWS/MLT. USFWS/MLT reserves the right to evaluate the responses submitted, to waive any informalities and irregularities therein, to select candidates for interview, or to reject any or all submittals should it be deemed in the USFWS/MLT's best interest. USFWS/MLT reserves the right to negotiate with any, all, or none of the Respondents.

Best Qualified Bid: Bids will be reviewed by USFWS/MLT. USFWS/MLT will consider all information provided in the proposal when making its decision and may consider relevant information from other sources. USFWS/MLT in its sole discretion will award the contract to the Responder submitting the best qualified bid. For a bid to qualify, the Contractor must:

- Have access to reliable equipment as specified in the Scope of Work.
- Be capable of completing all tasks included in a Task Order within 14 days of the issue of a Task Order.
- Have completed at least 1 job of each of the tasks included in the Scope of Work with USFWS/MLT or similar organizations within the last year.

Qualified bids will be ranked based on the following, in order of importance:

- Cost of seeding rates and mobilization fees.
- Cost of site prep rates.
- Prior experience with USFWS/MLT and partners.

Permits, Licenses & Liabilities: The Project Manager will provide for all required environmental permits or permissions needed for the project, should such issues arise.

However, the Contractor is responsible for all specific permissions or permits needed to do the work, including equipment licenses, hauling permits, and burn permits.

The contractor is ultimately responsible for any liability resulting from damage by their equipment or utilities. The contractor is also liable for damage to any other property, infrastructure, or personal injury on site due to accident or negligence and must carry the required insurance, as specified in the Request for Quote.

Insurance: The Contractor must maintain, at their sole expense, general or business liability insurance during the term of this contract with a minimum coverage amount of $2,000,000. Insurance shall name the Minnesota Land Trust as additional insured. Proof of insurance must be submitted to the Land Trust prior to commencing work. The Contractor's policy(ies) shall be primary insurance to any other valued and collectible insurance available to the Land Trust with respect to any claim arising out of the Contractor's performance of this Contract.

Funding Source: The funding for this project is provided by the Outdoor Heritage Fund as recommended by the Lessard-Sams Outdoor Heritage Council (LSOHC). A contract awarded under this grant will be subject to the requirements of the DNR Reimbursement Manual (http://dnr.state.mn.us/grants/passthrough), and to the following accomplishment plans of the Outdoor Heritage Fund:
https://www.lsohc.leg.mn/FY2023/accomp_plans/index.html
https://www.lsohc.leg.mn/FY2024/accomp_plans/index.html
https://www.lsohc.leg.mn/FY2025/accomp_plans/index.html
https://www.lsohc.leg.mn/FY2026/accomp_plans/index.html
https://www.lsohc.leg.mn/FY2027/accomp_plans/index.html

The Contractor understands and agrees to comply with these and all other relevant state and federal laws and regulations in fulfillment of this work.

Prevailing Wage Requirements for State Funded Projects:

Pursuant to Minnesota Statutes 177.41 to 177.44, and corresponding Minnesota Rules 5200.100 to 5200.1120, this project is subject to the prevailing wages as established by the Minnesota Department of Labor and Industry. Specifically, all contractors and subcontractors must pay all laborers and mechanics the established prevailing wages for work performed on this project. Failure to comply with the aforementioned may result in civil or criminal penalties.

A. The prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay, and applicable wage determination applicable to the County/Counties in which the project is located are included in Exhibit D: Prevailing Wage Rates. Bids are required to utilize those wage rates.
    1. Wage rates are determined by DLI and are subject to change prior to signing a final contract. An up-to-date wage determination schedule can be found here: https://www.dli.mn.gov/business/employment-practices/prevailing-wage-highway-and-heavy-rates.
        i. Only wage rates for Region 4 are applicable for this project.
    2. If the Contractor believes an applicable rate is missing from the regulations or if the rate otherwise appears incorrect, the Contractor shall obtain the proper rate from the Department of Labor and Industry. If necessary, the Contractor may need to assist in obtaining decisions on missing or incorrect rates.
B. The Contract resulting from the successful bid will require MLT to collect and retain prevailing wage documentation on wages paid on work which are subject to Minnesota Statute Sections 177.41 to 177.44. The Contractor will be required to provide to MLT the Certified Payroll Form found at https://www.dli.mn.gov/sites/default/files/pdf/pw_certified_payroll_form.pdf and any additional supporting documentation not more than 14 days after the end of each pay period. The payrolls must contain all the data required by Minnesota Statute Section 177.30.

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Exhibit A:
Scope of Work

A. Background: The Land Trust is completing habitat restoration projects at multiple Sites in Otter Tail, Grant, and Douglas Counties and desires "on-demand" services to complete field preparation and seeding activities. Funding for this work is described in Paragraph B of the Agreement.

B. Project Management: The Agreement is managed by Braden Pohl. Contact information for additional Site Managers is below.

Contact Information

Braden Pohl – Contract Manager and Lead Site Manager
Minnesota Land Trust
651-917-6299
bpohl@mnland.org

Micheal Burhans
Pheasants Forever
218-517-0307
mburhans@pheasantsforever.org

Tabitha Schafer
Minnesota Land Trust
651-472-3095
tschafer@mnland.org

Lillie Smith
Monarch Joint Venture
515-720-1865
lsmith@monarchjointventure.org

Justin Schneider
Pheasants Forever
612-240-2837
jschneider@pheasantsforever.org

Shawn Papon
U.S. Fish and Wildlife Service
218-770-9581
shawn_papon@fws.gov

The Contractor must contact the assigned Site Manager at least 24 hours prior to starting work on any site. Task Orders will include the assigned Site Manager. Once started, the project should be completed as quickly as possible to limit the duration of site disturbance and to reduce the chance that weather events may cause undesired project delays or damage at vulnerable stages. **Any stoppage, or re-mobilization costs will be considered incidental to this contract.**

C. Timeline for Project Completion: Contractor shall be available to complete work by June 30, 2027, and in accordance with the Cost Schedule. The Contractor must complete the work within 14 days of submittal of a **Task Order** by a Site Manager. Work will be scheduled only during the Work Windows below. The Contractor shall not commence any work activities at the Site without a written **Task Order** from the Land Trust.

Work Windows:

a. Fall Work Window**: Contract Execution – December 15, 2026**.

b. Spring Work Window: **April 15, 2027 – June 30, 2027.**

D. Site Quantity, Size, and Acreage Estimates: Exact site locations and acreages will be determined during the life of the Contract. The following are the estimated number of sites and acres where work will be performed:

a. A minimum of **8** sites and no more than **20** Sites without an additional agreement between the Land Trust and the Contractor.

b. A minimum of **40** acres and no more than **220** acres without an additional agreement between the Land Trust and the Contractor.

c. Sites will be located in the following counties:

i. Otter Tail
ii. Grant
iii. Douglas

The Contractor may submit different rates for each type of site:

a. Small Sites – 10 acres or less.

b. Large Sites – more than 10 acres.

E. Contractor Requirements:

- **Work must be conducted in a manner that will minimize rutting, disturbance, or compaction of soil or sod and the spread of noxious and invasive species.**
    - Care must be taken to minimize the amount of rutting/gouging of the ground while working. Contractor will be responsible for repair of site if FWS determines disturbance is substantial enough to require repair (rutting/gouging greater or equal to 4" deep need to be smoothed out before project completion).
    - Equipment must arrive at the site clean and free of mud, vegetation, sticks, etc. All equipment must be free of noxious weed seeds. FWS may inspect equipment before it can work on this project.
- Contractor is responsible for furnishing all equipment, labor, herbicide, supplies, transportation, fuel, and all else necessary for job completion as described within this Scope of Work.
- Equipment left on site must be secured and is the sole responsibility of the Contractor.
- The Contractor should keep a neat and orderly job site and must clean up and remove all trash from the site at the end of the job.

- The Contractor is responsible for contacting **Gopher State One Call** (1-800-252-1166) to identify any utilities BEFORE digging.
- **All disturbance areas should be smoothed out and levelled after construction with no dirt clumps, ruts, holes, or piles remaining.**

F. Task Order Project Specifications:

Timing

During the Fall and Spring work windows, the Site Manager will issue a Task Order to the Contractor when a site is ready for prep or seeding. The Contractor must mobilize and complete the work as included in the Task Order **within 14 days** unless inclement weather or other unexpected site conditions, as determined by the Site Manager, restrict access. A Task Order may include some or all of the following:

Site Prep

The Site Manager will specify the required site preparation in the Task Order. The Contractor will only be paid for actual work completed and approved by the Site Manager; work completed without Site Manager approval is unallowable and must be corrected.

Debris Removal

- Sites may have rocks or woody debris in the seeding area. The U.S. Fish & Wildlife Service, the Land Trust, or the Landowner are not responsible for any equipment damage caused by site conditions. It is the Contractor's responsibility to assess field conditions and remove materials prior to work. This work is incidental to the Agreement.

Discing and Packing

- Contractor must prepare all seeding areas by discing unless the site is already smooth, bare, and ready for planting.
    - **The Site Manager may cancel discing of sites depending on site conditions at the time of seeding.**
- A single disc harrow or equivalent is required.
- Contractor is responsible for deciding the number of passes needed to achieve the expected finished product (See example photo below).
    - If more than one pass is needed, it is incidental to the Agreement.
- All disced areas must be packed with a Cultipacker or equivalent machine after the discing/tilling takes place.
- Finished product specifications:
    - Smooth and level surface:
        - Smoothness must not vary more than 6" in any given area.
        - End result should be smooth and level enough for planting seed with no clumps, ruts, holes or piles remaining.
    - Clumps and soil texture must be:
        - Broken up smaller than 6" in diameter.
        - Well incorporated into the soil and not all at the surface.

- All woody debris that protrudes higher than 1-ft off the ground must be brought to the nearest tree line.



Herbicide Application

- **The Site Manager will specify if herbicide treatment is required in the Task Order.**
- Contractor should complete application of herbicide seven days prior to planting.
- Herbicide application must be initiated after weeds in the field have germinated and are between 3 – 10 inches tall.
- The herbicide application date **must** be approved by the Site Manager.
- Contractor must provide glyphosate and non-ionic surfactant.
- Must use herbicides according to label instructions. The rate of application must be 64 ounces of glyphosate/acre and must be applied with recommended amount of non-ionic surfactant.
- The Contractor's applicators must maintain current Minnesota Department of Agriculture Pesticide Applicators licenses. Contractor may subcontract chemical application to licensed applicator.

Seeding Specifications

- The Contractor must contact the Site Manager at least 24 hours prior to seeding to confirm current site conditions are suitable for seeding.
- Contractor must follow specified seeding rates.
- Use maps in AVENZA or similar application to accurately locate disturbed areas.
- Contractor will only be paid for work completed and accepted.

Seed Mix

- The Site Manager will provide seed mixes; Contractor must coordinate pick up with the Site Manager. Seed mixes must be applied only on assigned sites. Any unused seed must be returned to the Site Manager immediately.

Seeding Methods

- The Site Manager will specify seeding method in the Task Order.
- Drill Seeding:
    - Contractor must use a native grass drill approved by the Site Manager to plant prairie seed no deeper than ¼ inch.

        - A conventional native grass drill is preferred (e.g. Truax, Great Plains, etc.; a no-till configuration drill is not required).
- Broadcast Seeding:
    - Seed by broadcasting specified seed mix using a Vicon or similar broadcast seeder.
    - Broadcast seeding must be done in conjunction with a heavy drag (a drag harrow or equivalent) that is able to scratch the surface and/or level the site.
        - The Contractor must drag the site before and after seeding.

G. Itemized Bid Sheet

Project Name: 2026-2027 DAS		
Contractor Name:	**Contact Name:**	**Phone #:**
Email:	**Address:**	**City/State/Zip Code:**
Contractor Signature:		

Table 1: Itemized Rate Sheet

Item #	Item	Unit	Unit Price
1	Mobilization Fee: Otter Tail County	Per Task Order	
2	Mobilization Fee: Grant County	Per Task Order	
3	Mobilization Fee: Douglas County	Per Task Order	
Site Prep			
5	Discing: Small Sites (under 10 acres)	Acre	
6	Discing: Large Sites (10+ acres)	Acre	
7	Herbicide: Small Sites (under 10 acres)	Acre	
8	Herbicide: Large Sites (10+ acres)	Acre	
Seeding			
9	Drilling: Small Sites (under 10 acres)	Acre	
10	Drilling: Large Sites (10+ acres)	Acre	
11	Broadcast: Small Sites (under 10 acres)	Acre	
12	Broadcast: Large Sites (10+ acres)	Acre	

Exhibit B
Wage Rates

MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY PREVAILING WAGES FOR STATE FUNDED CONSTRUCTION PROJECTS

THIS NOTICE MUST BE POSTED ON THE JOBSITE IN A CONSPICUOUS PLACE

Construction Type: Highway and Heavy

Region Number: 04

Counties within region:

- BECKER-03
- BIG STONE-06
- CLAY-14
- DOUGLAS-21
- GRANT-26
- MAHNOMEN-43
- OTTERTAIL-56
- POPE-61
- STEVENS-75
- SWIFT-76
- TRAVERSE-78
- WILKIN-84

Effective: 2025-11-03 Revised: 2025-12-01

This project is covered by Minnesota prevailing wage statutes. Wage rates listed below are the minimum hourly rates to be paid on this project.

All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at a rate of one and one half (1 1/2) times the basic hourly rate. *Note: Overtime pay after eight (8) hours on the project must be paid even if the worker does not exceed forty (40) hours in the work week.*

Violations on MnDOT highways and road projects should be reported to:

Department of Transportation
Office of Construction
Transportation Building MS650
John Ireland Blvd
St. Paul, MN 55155
(651) 366-4209

All other prevailing wage violations and questions should be sent to:

Department of Labor and Industry
Prevailing Wage Section
443 Lafayette Road N
St Paul, MN 55155
(651) 284-5091
DLI.PrevWage@state.mn.us

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
LABORERS (101 - 112) (SPECIAL CRAFTS 701 - 730)					
101	LABORER, COMMON (GENERAL LABOR WORK)	2025-11-03	34.50	24.26	58.76
102	LABORER, SKILLED (ASSISTING SKILLED CRAFT JOURNEYMAN)	2025-11-03	34.50	24.26	58.76

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
103	LABORER, LANDSCAPING (GARDENER, SOD LAYER AND NURSERY OPERATOR)	2025-11-03	25.00	2.00	27.00
104	FLAG PERSON	2025-11-03	24.04	18.05	42.09
105	WATCH PERSON	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
106	BLASTER	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
107	PIPELAYER (WATER, SEWER AND GAS)	2025-11-03	38.00	24.26	62.26
108	TUNNEL MINER	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
109	UNDERGROUND AND OPEN DITCH LABORER (EIGHT FEET BELOW STARTING GRADE LEVEL)	2025-11-03	36.00	24.26	60.26
110	SURVEY FIELD TECHNICIAN (OPERATE TOTAL STATION, GPS RECEIVER, LEVEL, ROD OR RANGE POLES, STEEL TAPE MEASUREMENT; MARK AND DRIVE STAKES; HAND OR POWER DIGGING FOR AND IDENTIFICATION OF MARKERS OR MONUMENTS; PERFORM AND CHECK CALCULATIONS; REVIEW AND UNDERSTAND CONSTRUCTION PLANS AND LAND SURVEY MATERIALS). THIS CLASSIFICATION DOES NOT APPLY TO THE WORK PERFORMED ON A PREVAILING WAGE PROJECT BY A LAND SURVEYOR WHO IS LICENSED PURSUANT TO MINNESOTA STATUTES, SECTIONS 326.02 TO 326.15.	2025-11-03	21.39	14.90	36.29
111	TRAFFIC CONTROL PERSON (TEMPORARY SIGNAGE)	2025-11-03	23.04	17.10	40.14
112	QUALITY CONTROL TESTER (FIELD AND COVERED OFF-SITE FACILITIES; TESTING OF AGGREGATE, ASPHALT, AND CONCRETE MATERIALS); LIMITED TO MN DOT HIGHWAY AND HEAVY	2025-11-03	22.00	8.84	30.84

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
	CONSTRUCTION PROJECTS WHERE THE MN DOT HAS RETAINED QUALITY ASSURANCE PROFESSIONALS TO REVIEW AND INTERPRET THE RESULTS OF QUALITY CONTROL TESTERS. SERVICES PROVIDED BY THE CONTRACTOR.				
SPECIAL EQUIPMENT (201 - 204)					
201	ARTICULATED HAULER	2025-11-03	40.00	26.40	66.40
202	BOOM TRUCK	2025-11-03	37.75	29.17	66.92
		2026-05-04	38.83	30.77	69.60
203	LANDSCAPING EQUIPMENT, INCLUDES HYDRO SEEDER OR MULCHER, SOD ROLLER, FARM TRACTOR WITH ATTACHMENT SPECIFICALLY SEEDING, SODDING, OR PLANT, AND TWO-FRAMED FORKLIFT (EXCLUDING FRONT, POSIT-TRACK, AND SKID STEER LOADERS), NO EARTHWORK OR GRADING FOR ELEVATIONS	2025-11-03	27.00	2.00	29.00
204	OFF-ROAD TRUCK	2025-11-03	51.13	3.48	54.61
205	PAVEMENT MARKING OR MARKING REMOVAL EQUIPMENT (ONE OR TWO PERSON OPERATORS); SELF-PROPELLED TRUCK OR TRAILER MOUNTED UNITS.	2025-11-03	35.00	13.24	48.24
HIGHWAY/HEAVY POWER EQUIPMENT OPERATOR					
GROUP 2		2025-11-03	36.03	29.17	65.20
		2026-05-04	37.04	30.77	67.81
302	HELICOPTER PILOT (HIGHWAY AND HEAVY ONLY)				
303	CONCRETE PUMP (HIGHWAY AND HEAVY ONLY)				
304	ALL CRANES WITH OVER 135-FOOT BOOM, EXCLUDING JIB (HIGHWAY AND HEAVY ONLY)				
305	DRAGLINE, CRAWLER, HYDRAULIC BACKHOE (TRACK OR WHEEL MOUNTED) AND/OR OTHER SIMILAR EQUIPMENT WITH SHOVEL-TYPE CONTROLS THREE CUBIC YARDS AND OVER MANUFACTURER.S RATED CAPACITY INCLUDING ALL ATTACHMENTS. (HIGHWAY AND HEAVY ONLY)				
306	GRADER OR MOTOR PATROL				
307	PILE DRIVING (HIGHWAY AND HEAVY ONLY)				

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
308	TUGBOAT 100 H.P. AND OVER WHEN LICENSE REQUIRED (HIGHWAY AND HEAVY ONLY)				
GROUP 3		2025-11-03	34.96	29.17	64.13
		2026-05-04	35.93	30.77	66.70
309	ASPHALT BITUMINOUS STABILIZER PLANT				
310	CABLEWAY				
311	CONCRETE MIXER, STATIONARY PLANT (HIGHWAY AND HEAVY ONLY)				
312	DERRICK (GUY OR STIFFLEG)(POWER)(SKIDS OR STATIONARY) (HIGHWAY AND HEAVY ONLY)				
313	DRAGLINE, CRAWLER, HYDRAULIC BACKHOE (TRACK OR WHEEL MOUNTED) AND/OR SIMILAR EQUIPMENT WITH SHOVEL-TYPE CONTROLS, UP TO THREE CUBIC YARDS MANUFACTURER.S RATED CAPACITY INCLUDING ALL ATTACHMENTS (HIGHWAY AND HEAVY ONLY)				
314	DREDGE OR ENGINEERS, DREDGE (POWER) AND ENGINEER				
315	FRONT END LOADER, FIVE CUBIC YARDS AND OVER INCLUDING ATTACHMENTS. (HIGHWAY AND HEAVY ONLY)				
316	LOCOMOTIVE CRANE OPERATOR				
317	MIXER (PAVING) CONCRETE PAVING, ROAD MOLE, INCLUDING MUCKING OPERATIONS, CONWAY OR SIMILAR TYPE				
318	MECHANIC . WELDER ON POWER EQUIPMENT (HIGHWAY AND HEAVY ONLY)				
319	TRACTOR . BOOM TYPE (HIGHWAY AND HEAVY ONLY)				
320	TANDEM SCRAPER				
321	TRUCK CRANE . CRAWLER CRANE (HIGHWAY AND HEAVY ONLY)				
322	TUGBOAT 100 H.P AND OVER (HIGHWAY AND HEAVY ONLY)				
GROUP 4		2025-11-03	34.60	29.17	63.77
		2026-05-04	35.55	30.77	66.32
323	AIR TRACK ROCK DRILL				
324	AUTOMATIC ROAD MACHINE (CMI OR SIMILAR) (HIGHWAY AND HEAVY ONLY)				
325	BACKFILLER OPERATOR				
326	CONCRETE BATCH PLANT OPERATOR (HIGHWAY AND HEAVY ONLY)				
327	BITUMINOUS ROLLERS, RUBBER TIRED OR STEEL DRUMMED (EIGHT TONS AND OVER)				
328	BITUMINOUS SPREADER AND FINISHING MACHINES (POWER), INCLUDING PAVERS, MACRO SURFACING AND MICRO SURFACING, OR SIMILAR TYPES (OPERATOR AND SCREED PERSON)				
329	BROKK OR R.T.C. REMOTE CONTROL OR SIMILAR TYPE WITH ALL ATTACHMENTS				
330	CAT CHALLENGER TRACTORS OR SIMILAR TYPES PULLING ROCK WAGONS, BULLDOZERS AND SCRAPERS				
331	CHIP HARVESTER AND TREE CUTTER				
332	CONCRETE DISTRIBUTOR AND SPREADER FINISHING MACHINE, LONGITUDINAL FLOAT, JOINT MACHINE, AND SPRAY MACHINE				
333	CONCRETE MIXER ON JOBSITE (HIGHWAY AND HEAVY ONLY)				
334	CONCRETE MOBIL (HIGHWAY AND HEAVY ONLY)				
335	CRUSHING PLANT (GRAVEL AND STONE) OR GRAVEL WASHING, CRUSHING AND SCREENING PLANT				
336	CURB MACHINE				
337	DIRECTIONAL BORING MACHINE				

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
338	DOPE MACHINE (PIPELINE)				
339	DRILL RIGS, HEAVY ROTARY OR CHURN OR CABLE DRILL (HIGHWAY AND HEAVY ONLY)				
340	DUAL TRACTOR				
341	ELEVATING GRADER				
342	FORK LIFT OR STRADDLE CARRIER (HIGHWAY AND HEAVY ONLY)				
343	FORK LIFT OR LUMBER STACKER (HIGHWAY AND HEAVY ONLY)				
344	FRONT END, SKID STEER OVER 1 TO 5 C YD				
345	GPS REMOTE OPERATING OF EQUIPMENT				
346	HOIST ENGINEER (POWER) (HIGHWAY AND HEAVY ONLY)				
347	HYDRAULIC TREE PLANTER				
348	LAUNCHER PERSON (TANKER PERSON OR PILOT LICENSE)				
349	LOCOMOTIVE (HIGHWAY AND HEAVY ONLY)				
350	MILLING, GRINDING, PLANNING, FINE GRADE, OR TRIMMER MACHINE				
351	MULTIPLE MACHINES, SUCH AS AIR COMPRESSORS, WELDING MACHINES, GENERATORS, PUMPS (HIGHWAY AND HEAVY ONLY)				
352	PAVEMENT BREAKER OR TAMPING MACHINE (POWER DRIVEN) MIGHTY MITE OR SIMILAR TYPE				
353	PICKUP SWEEPER, ONE CUBIC YARD AND OVER HOPPER CAPACITY(HIGHWAY AND HEAVY ONLY)				
354	PIPELINE WRAPPING, CLEANING OR BENDING MACHINE				
355	POWER PLANT ENGINEER, 100 KWH AND OVER (HIGHWAY AND HEAVY ONLY)				
356	POWER ACTUATED HORIZONTAL BORING MACHINE, OVER SIX INCHES				
357	PUGMILL				
358	PUMPCRETE (HIGHWAY AND HEAVY ONLY)				
359	RUBBER-TIRED FARM TRACTOR WITH BACKHOE INCLUDING ATTACHMENTS (HIGHWAY AND HEAVY ONLY)				
360	SCRAPER				
361	SELF-PROPELLED SOIL STABILIZER				
362	SLIP FORM (POWER DRIVEN) (PAVING)				
363	TIE TAMPER AND BALLAST MACHINE				
364	TRACTOR, BULLDOZER (HIGHWAY AND HEAVY ONLY)				
365	TRACTOR, WHEEL TYPE, OVER 50 H.P. WITH PTO UNRELATED TO LANDSCAPING (HIGHWAY AND HEAVY ONLY)				
366	TRENCHING MACHINE (SEWER, WATER, GAS) EXCLUDES WALK BEHIND TRENCHER (HIGHWAY AND HEAVY ONLY)				
367	TUB GRINDER, MORBARK, OR SIMILAR TYPE				
368	WELL POINT DISMANTLING OR INSTALLATION (HIGHWAY AND HEAVY ONLY)				
GROUP 5		2025-11-03	32.64	29.17	61.81
		2026-05-04	33.51	30.77	64.28
369	AIR COMPRESSOR, 600 CFM OR OVER (HIGHWAY AND HEAVY ONLY)				
370	BITUMINOUS ROLLER (UNDER EIGHT TONS)				
371	CONCRETE SAW (MULTIPLE BLADE) (POWER OPERATED)				

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
372	FORM TRENCH DIGGER (POWER)				
373	FRONT END, SKID STEER UP TO 1C YD				
374	GUNITE GUNALL (HIGHWAY AND HEAVY ONLY)				
375	HYDRAULIC LOG SPLITTER				
376	LOADER (BARBER GREENE OR SIMILAR TYPE)				
377	POST HOLE DRIVING MACHINE/POST HOLE AUGER				
378	POWER ACTUATED AUGER AND BORING MACHINE				
379	POWER ACTUATED JACK				
380	PUMP (HIGHWAY AND HEAVY ONLY)				
381	SELF-PROPELLED CHIP SPREADER (FLAHERTY OR SIMILAR)				
382	SHEEP FOOT COMPACTOR WITH BLADE . 200 H.P. AND OVER				
383	SHOULDERING MACHINE (POWER) APSCO OR SIMILAR TYPE INCLUDING SELF-PROPELLED SAND AND CHIP SPREADER				
384	STUMP CHIPPER AND TREE CHIPPER				
385	TREE FARMER (MACHINE)				
GROUP 6		2025-11-03	31.95	29.17	61.12
		2026-05-04	32.79	30.77	63.56
387	CAT, CHALLENGER, OR SIMILAR TYPE OF TRACTORS, WHEN PULLING DISK OR ROLLER				
388	CONVEYOR (HIGHWAY AND HEAVY ONLY)				
389	DREDGE DECK HAND				
390	FIRE PERSON OR TANK CAR HEATER (HIGHWAY AND HEAVY ONLY)				
391	GRAVEL SCREENING PLANT (PORTABLE NOT CRUSHING OR WASHING)				
392	GREASER (TRACTOR) (HIGHWAY AND HEAVY ONLY)				
393	LEVER PERSON				
394	OILER (POWER SHOVEL, CRANE, TRUCK CRANE, DRAGLINE, CRUSHERS, AND MILLING MACHINES, OR OTHER SIMILAR HEAVY EQUIPMENT) (HIGHWAY AND HEAVY ONLY)				
395	POWER SWEEPER				
396	SHEEP FOOT ROLLER AND ROLLERS ON GRAVEL COMPACTION, INCLUDING VIBRATING ROLLERS				
397	TRACTOR, WHEEL TYPE, OVER 50 H.P., UNRELATED TO LANDSCAPING				
TRUCK DRIVERS					
GROUP 1		2025-11-03	28.92	21.35	50.27
601	MECHANIC . WELDER				
602	TRACTOR TRAILER DRIVER				
603	TRUCK DRIVER (HAULING MACHINERY INCLUDING OPERATION OF HAND AND POWER OPERATED WINCHES)				
GROUP 2		2025-11-03	35.66	18.07	53.73
604	FOUR OR MORE AXLE UNIT, STRAIGHT BODY TRUCK				

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
GROUP 3		2025-11-03	33.58	26.79	60.37
605	BITUMINOUS DISTRIBUTOR DRIVER				
606	BITUMINOUS DISTRIBUTOR (ONE PERSON OPERATION)				
607	THREE AXLE UNITS				
GROUP 4		2025-11-03	30.87	23.70	54.57
608	BITUMINOUS DISTRIBUTOR SPRAY OPERATOR (REAR AND OILER)				
609	DUMP PERSON				
610	GREASER				
611	PILOT CAR DRIVER				
612	RUBBER-TIRED, SELF-PROPELLED PACKER UNDER 8 TONS				
613	TWO AXLE UNIT				
614	SLURRY OPERATOR				
615	TANK TRUCK HELPER (GAS, OIL, ROAD OIL, AND WATER)				
616	TRACTOR OPERATOR, UNDER 50 H.P.				
SPECIAL CRAFTS					
701	HEATING AND FROST INSULATORS	2025-11-03	17.50	0.00	17.50
702	BOILERMAKERS	2025-11-03	48.35	31.93	80.28
703	BRICKLAYERS	2025-11-03	35.88	23.20	59.08
704	CARPENTERS	2025-11-03	40.67	29.69	70.36
		2026-05-01	43.48	29.69	73.17
705	CARPET LAYERS (LINOLEUM)	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
706	CEMENT MASONS	2025-11-03	47.57	25.72	73.29
707	ELECTRICIANS	2025-11-03	50.86	30.00	80.86
711	GROUND PERSON	2025-11-03	40.14	0.00	40.14
712	IRONWORKERS	2025-11-03	42.89	37.78	80.67
		2026-05-03	46.79	37.78	84.57
713	LINEMAN	2025-11-03	36.26	6.93	43.19

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
714	MILLWRIGHT	2025-11-03	45.13	32.44	77.57
		2026-05-01	48.23	32.44	80.67
715	PAINTERS (INCLUDING HAND BRUSHED, HAND SPRAYED, AND THE TAPING OF PAVEMENT MARKINGS)	2025-11-03	33.88	26.13	60.01
		2026-05-01	36.48	26.13	62.61
716	PILEDRIVER (INCLUDING VIBRATORY DRIVER OR EXTRACTOR FOR PILING AND SHEETING OPERATIONS)	2025-11-03	47.71	31.98	79.69
		2026-05-01	50.90	31.98	82.88
717	PIPEFITTERS . STEAMFITTERS	2025-11-03	47.91	20.04	67.95
719	PLUMBERS	2025-11-03	44.78	23.04	67.82
721	SHEET METAL WORKERS	2025-11-03	27.00	3.33	30.33
723	TERRAZZO WORKERS	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
724	TILE SETTERS	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
725	TILE FINISHERS	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
727	WIRING SYSTEM TECHNICIAN	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
728	WIRING SYSTEMS INSTALLER	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
729	ASBESTOS ABATEMENT WORKER	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
730	SIGN ERECTOR	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			