REQUEST FOR QUOTES
Gillette Forest Enhancement Project

Background: The Minnesota Land Trust is seeking quotes from qualified Contractors for a 44.8 -acre restoration project near Minnetrista, MN. The Land Trust and Landowner desire to control target woody and herbaceous species and to plant native seed. Please review the plan details below to prepare your bid. Project maps are included as separate attachments to this RFQ. Contractors will complete a bid on the Scope of Work for four Treatment Areas.

Project Management: Larry Gillette, Mary Gillette, David Gillette, and Susan Judd own the properties. The Minnesota Land Trust and Hennepin County co-hold a conservation easement on the land. The project will be managed on the ground by Severin Seifert of Hennepin County Environment and Energy. A contract will be between the Minnesota Land Trust and the Contractor and managed by Leah Hall at Minnesota Land Trust. Contact information for the Site Manager and Contract Manager follow:

Contact Information

Site Manager:
Severin Seifert
Hennepin County Land Conservationist
Hennepin County Environment and Energy
701 4th Avenue South Ste. 700
Minneapolis, MN 55415
C: 612-494-3234
E: Severin.Seifert@hennepin.us

Contract Manager:
Leah Hall
Senior Program Manager
Minnesota Land Trust
2356 University Ave. W Ste. 240
Saint Paul, MN 55114
O: 651-240-7878
E: lhall@mnland.org

Timeline for Project Completion:

- Work can begin on December 1, 2026, once ground is sufficiently frozen for use of heavy equipment.

- Work must start no later than January 14th, 2027. The contractor must provide sufficient justification (e.g. ground is not sufficiently frozen) to request a delay to the project start date.

- Work must be completed before March 1st 2027. Work that includes heavy machinery must be completed before frozen conditions are lost.

The Contractor must maintain contact with the Site Manager for the duration of the project. Prior to mobilizing for any discrete step, the Contractor must inform the Site Manager at least 24 hours in advance.

The Contractor's Project Manager or senior staff are required to be on-site for the entire duration of the first day of work and the last day of work. The Contractor's Project Manager or senior staff are required to provide updates to the Site Manager after every 48 hours of work to ensure quality checks on the work is being done.

Once work is initiated for any restoration activity, that work should be completed as quickly as possible to limit site disturbance.

Site Location & Access: The property is located at 6070 Sunnyfield Rd, Minnetrista 55364, 6175 West Branch Rd, Minnetrista 55364, 6105 West Branch Rd, Minnetrista 55364, and 6055 West Branch Rd, Minnetrista 55364. The project area is accessed via the Landowners' driveways and field trails. See the Management Unit Map attached as **Exhibit A**.

General Bid Information

Bids Due: All bids are due via email to Leah Hall at lhall@mnland.org on November 10, 2026, by 5:00 pm.

Pre-Bid Visit: Contractors may visit the site on Wednesday, September 30th between 1 pm and 3pm. Please contact Severin Seifert at severin.seifert@hennepin.us to arrange a visit.

Format for Bid: Contractor must submit a completed itemized bid sheet. Bidder must incorporate all its costs in its unit bid prices, including but not limited to labor, supervision, project management, overhead, profit, onboarding training, travel, mileage, truck charges, fuel charges, service call charges, parking, delivery, portal-to-portal charges, environmental fees, supplies, and consumable incidental materials. Seed will be provided to the Contractor.

An incomplete bid may be rejected. The bid sheet is included at the end of this document. Include all mobilization, materials, or other fees as needed in your quote, extra costs will not be accepted if added later.

Bid equals Final Cost: Bids should be complete and as accurate as possible. Contractor's bid amount should be sufficient to complete the work as described. Quantities in the Scope of Work are estimates. It is the Contractor's responsibility to verify all conditions related to the work. 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 Land Trust will not make payments in excess of bid amount and 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.

The Site Manager must be contacted if unforeseen circumstances arise during the project. Any changes must be approved in advance by the Site Manager.

Bid Selection/Award: The Minnesota Land Trust has sole discretion for contract award. MLT will notify Responders of the Solicitation (bid) results within seven (7) days of bid opening.

The Minnesota Land Trust 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. The Minnesota Land Trust 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 the Minnesota Land Trust. 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 Minnesota Land Trust's best interest. The Minnesota Land Trust reserves the right to negotiate with any, all, or none of the Respondents.

The Minnesota Land Trust will review bids in private. MLT will consider all information provided in the proposal when making its decision and may consider relevant information from other sources. MLT in its sole discretion will award the contract to the Responder submitting the "best" bid. Cost is an important consideration, but the lowest price bid is not necessarily the "best" bid. Criteria for determining the best bid includes but is not limited to 1) overall cost and value, 2) equipment, schedule, and workforce, 3) previous contractor experience, and 4) contractor qualifications.

Project Management and Communication Needs: The Contractor will appoint one (1) primary Point of Contact (POC) to the Project within two (2) days of receiving notice of Contract awarded. The Primary Point of Contact's email, work phone, work cell, and name will be provided to the Site Manager and Contract Manager within two (2) days of Contract awarded.

Contractor and POC are required to attend one (1) Pre-Con meeting. Contractor and POC are required to attend any other scheduled coordination meetings (virtual or in person). Contractor or POC must respond to any form of inquires within 24 business hours.
Contractor/POC will provide the Site Manager and Contract Manager with a Daily Work Log for each day that the Contractor/POC conducts any work/activity on the Project Area. Daily Work Logs will include the following: Start and End of work times at the Project Area, staff working at the Project Area, work completed, upcoming tasks, delays, and issues.

Permits, Licenses & Liabilities: The Contractor is responsible for any specific permissions or permits needed to do the work. By submitting this bid the Contractor certifies that they have all

the certifications and licenses required to complete the Project and will provide proof upon request.

The contractor is liable for damage to any 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.

Contractor working on the project must be able to identify trees and shrubs of Minnesota under leaf-off conditions (i.e., by bark, form buds), specifically species in oak savanna and big woods ecosystems.

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 and Hennepin County as additional insured.** Proof of insurance must be submitted to the Land Trust prior to commencing work. The Contractor's policy 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: Part of 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 accomplishment plan of the Outdoor Heritage Fund grant (https://www.lsohc.mn.gov/FY2021/accomp_plans/5h.pdf). 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 5200.1000 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 in which the project is located are included in **Exhibit C:** Prevailing Wage Rates for Hennepin County, Minnesota Region 9. Bids are required to utilize applicable 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 Hennepin County (Region 9) 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.

Project Details

The Contractor shall provide all equipment, workforce, supplies and materials to complete target woody species control and seeding over 44.8 acres. Specifications for this work are listed below and outlined on the attached map in Exhibit A.

This restoration project is funded through the State of Minnesota's Outdoor Heritage Fund (OHF) Grant Program and is subject to State procurement requirements and grant requirements.

Contractor General Responsibilities:

- Work during wet soil conditions is not allowed. ***Payment will not be made for any stoppage, or re-mobilization. These costs will be considered incidental to project specifications.***
- Work must be conducted in a manner that will minimize rutting, disturbance, or compaction of soil or sod. Any conditions caused by Contractor negligence will be repaired to the Site Manager's satisfaction. This includes grading and seeding disturbed soils with a seed mix approved by the Site Manager. Site repair costs are the responsibility of the Contractor.
- Equipment must arrive at the site clean and free of all mud and vegetation to avoid transporting invasive species.
- 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 remove all trash from the site upon demobilization.
- The Contractor shall store and handle all chemicals according to label directions.
    - The Contractor must maintain a current Minnesota Department of Agriculture Pesticide Applicators license. When conducting herbicide applications, the Contractor must follow label specifications, including properly timing herbicide application around rain or other weather events.
    - Attach staff's proof of Commercial MN Pesticide Applicators License Category A

and Category J licensure to the bid.

- The Contractor is required to comply with Minnesota regulations and best practices as applicable to handling of fuels and oils. Spill kits to contain and/or neutralize accidental discharges are required when refueling on-site.
- The Contractor is liable for damage to any property, infrastructure, or personal injury on site due to accident or negligence.

Project Activities

Management Unit 1 (MU1)

MU1 is high-quality native forest that is mostly composed of mature oak and sugar maple canopy. Some of areas of the MU1 contain dense ash thickets, especially on the unit's northwestern corner. Much of the forest floor is composed of native herbaceous species. Buckthorn, garlic mustard, and oriental bittersweet are clustered with their coverage varying throughout the unit.

Target Woody Species

Italicized species have been documented on site. Non-italicized species should be managed if spotted

- *Buckthorn*
- *Non-Indigenous Honeysuckles*
- *Oriental Bittersweet*
- Non-Indigenous Knotweeds
- Japanese Barberry
- Black Locust
- Siberian Elm
- Amur Maple
- All Non-Indigenous Shrubs
- *Green Ash - Under 8 Inch DBH*

MU1: Winter 2026/2027 (Target Woody Species Removal)

Target species will be cut using a combination of hand equipment (e.g., chainsaw) and heavy equipment (e.g., forestry mower). Leftover woody material will be mulched or burned.

Woody material within 5 feet of the driveway must be hand cut and pulled 5+ feet away from the driveway to prevent scratching or blocking vehicles.

Heavy Equipment

Equipment like forestry mowers may be used in areas dominated by target species.

- Heavy equipment may only be used in areas with 10% or less coverage of native species susceptible to damage.
    - Native trees with 8-inch DBH or more may not be damaged by equipment.
    - Green ash, boxelder, prickly ash, cedar, and elm (showing signs of disease) do not need to be avoided by equipment.

    - Monocultures of prickly ash mixed with buckthorn should be targeted.
- Heavy Equipment may only be used when ground is frozen and can adequately prevent rutting.

Hand Cutting

Hand cutting may need to be utilized in some areas where native species coverage is high (greater than 10%) or in areas that equipment cannot access.

- Hand cut target species will be stump treated with triclopyr based herbicide/ oil mixture within 4 hours of cutting.
- Woody debris with 1.5 DBH or more will be piled and burned.
- Woody debris less than 1.5 DBH may be slashed or burned.

MU1: Late Winter 2027 (Native Rye and Aggressive Forb Seeding)

The contractor will acquire and broadcast a custom native mix (see Exhibit B) evenly over 50% of the unit (13.4 acres). General seeding areas will be determined by the Hennepin County project manager before work begins. Seeding areas will prioritize gaps in canopy that receive adequate sunlight for germination and recently cut buckthorn monocultures. Maps will be provided for the contractor before the seeding commences.

Implementation dates must be approved by the Hennepin County project manager 1 week prior to seeding.

Management Unit 2 (MU2)

MU2 is composed of 2 different late successional grasslands located in the northeast and southeast corners of the project. The northern grassland (MU2a) has high coverage of red cedar trees with some target species growing underneath. The southern grasslands (MU2b) are more open with scattered groupings of target species.

Target Woody Species

Italicized species have been documented on site. Non-italicized species should be managed if spotted

- *Buckthorn*
- Non-Indigenous Honeysuckles
- Oriental Bittersweet
- Non-Indigenous Knotweeds
- Japanese Barberry
- Black Locust
- Siberian Elm
- Amur Maple
- All Non-Indigenous Shrubs

MU2: Winter 2026/2027 (Target Woody Species Removal)

Target Species Within Cedar Stands

Buckthorn may be growing within red cedar trees, especially in the northern section of MU2 (MU2a). Buckthorn growing within red cedars may be basal barked and left standing. Buckthorn growing within red cedars may also be cut stump treated and left hanging in the Cedars. Cedar trees may be limbed to gain access to target species. This applies to all target species within the crown projection area of cedar trees.

Triclopyr based herbicides mixed with an oil carrier will be used for bark or stump applications. Other herbicide combinations that permeate bark and effectively damage root systems may be allowed if approved by the Hennepin County project manager. Follow maximum use guidelines on the herbicide label.

Woody material within 5 feet of the driveway must be hand cut and pulled 5+ feet away from the driveway to prevent scratching or blocking vehicles.

Target Species Outside of Cedar Stands

Target species that are not within the crown projection area of cedars will be cut in a similar fashion to MU1. Paths through the cedar trees may be forestry mowed or cut to gain access to the management unit.

Heavy Equipment

Equipment like forestry mowers may be used in areas dominated by target species.

- Heavy equipment may only be used in areas with 10% or less coverage of native species susceptible to damage.
    - Native trees with 8-inch DBH or more may not be damaged by equipment.
    - Green ash, boxelder, prickly ash, cedar, and elm (showing signs of disease) do not need to be avoided by equipment.
    - Monocultures of prickly ash mixed with buckthorn should be targeted.
- Heavy Equipment may only be used when ground is frozen and can adequately prevent rutting.

Hand Cutting

Hand cutting may need to be utilized in some areas where native species coverage is high (greater than 10%) or in areas that equipment cannot access.

- Hand cut target species will be stump treated with triclopyr based herbicide/ oil mixture within 4 hours of cutting.
- Woody debris with 1.5 DBH or more will be piled and burned.
- Woody debris less than 1.5 DBH may be slashed or burned.

Management Unit 3 (MU3)

MU3 contains a dense green ash canopy. Some native trees occur in the management unit alongside green ash including sugar maple, red oak, black cherry, boxelder, and basswood. Buckthorn is present in dense thickets and native herbaceous species coverage is low. Activities

in this unit are like MU1. However, all green ash under 12 inches DBH will be cut and burned in MU3.

Target Woody Species
Italicized species have been documented on site. Non-italicized species should be managed if spotted

- *Buckthorn*
- *Non-Indigenous Honeysuckles*
- *Oriental Bittersweet*
- Non-Indigenous Knotweeds
- Japanese Barberry
- Black Locust
- Siberian Elm
- Amur Maple
- All Non-Indigenous Shrubs
- *Green Ash - Under 12 Inch DBH*

MU3: Winter 2026/2027 (Target Woody Species Removal)
Target species will be cut using a combination of hand equipment (e.g., chainsaw) and heavy equipment (e.g., forestry mower). Leftover woody material will be mulched or burned.

Heavy Equipment
Equipment like forestry mowers may be used in areas dominated by target species.

- Heavy equipment may only be used in areas with 10% or less coverage of native species susceptible to damage.
    - Native trees with 8-inch DBH or more may not be damaged by equipment.
    - Green ash, boxelder, prickly ash, cedar, and elm (showing signs of disease) do not need to be avoided by equipment.
    - Monocultures of prickly ash mixed with buckthorn should be targeted.
- Heavy Equipment may only be used when ground is frozen and can adequately prevent rutting.

Hand Cutting
Hand cutting may need to be utilized in some areas where native species coverage is high (greater than 10%) or in areas that equipment cannot access.

- Hand cut target species will be stump treated with triclopyr based herbicide/ oil mixture within 4 hours of cutting.
- Woody debris with 1.5 DBH or more will be piled and burned.
- Woody debris less than 1.5 DBH may be slashed or burned.

MU3: Late Winter 2027 (Native Rye and Aggressive Forb Seeding)
The contractor will acquire and broadcast a custom native seed mix (see Exhibit B) evenly over the entire unit (1.5 acres). Implementation dates must be approved by the Hennepin County project manager 1 week prior to seeding.

Management Unit 4 (MU4)

MU4 is a dense maple forest. Management activities in this unit will be identical to activities in MU1. MU4 contains sparse buckthorn and almost no green ash. This unit will not be seeded due to its thick canopy and low sunlight availability.

Target Woody Species

Italicized species have been documented on site. Non-italicized species should be managed if spotted

- *Buckthorn*
- *Non-Indigenous Honeysuckles*
- Oriental Bittersweet
- Non-Indigenous Knotweeds
- Japanese Barberry
- Black Locust
- Siberian Elm
- Amur Maple
- All Non-Indigenous Shrubs
- *Green Ash - Under 8 Inch DBH***.**

MU4: Winter 2026/2027 (Target Woody Species Removal)

Target species will be cut using a combination of hand equipment (e.g., chainsaw) and heavy equipment (e.g., forestry mower). Leftover woody material will be mulched or burned.

Heavy Equipment

Equipment like forestry mowers may be used in areas dominated by target species.

- Heavy equipment may only be used in areas with 10% or less coverage of native species susceptible to damage.
    - Native trees with 8-inch DBH or more may not be damaged by equipment.
    - Green ash, boxelder, prickly ash, cedar, and elm (showing signs of disease) do not need to be avoided by equipment.
    - Monocultures of prickly ash mixed with buckthorn should be targeted.
- Heavy Equipment may only be used when ground is frozen and can adequately prevent rutting.

Hand Cutting

Hand cutting may need to be utilized in some areas where native species coverage is high (greater than 10%) or in areas that equipment cannot access.

- Hand cut target species will be stump treated with triclopyr based herbicide/ oil mixture within 4 hours of cutting.
- Woody debris with 1.5 DBH or more will be piled and burned.
- Woody debris less than 1.5 DBH may be slashed or burned.

Timing	Activity	MU 1	MU 2	MU 3	MU 4
Winter 2026/2027	Kickoff Meeting with Landowner (1-2 Hours)	X	X	X	X
	Target Woody Species Removal	X	X	X	X
	Acquire and Seed Native Mix	X		X	

Activities Specifications

Heavy Equipment (e.g., Forestry Mowers)

- Leftover mulched debris height should average 3 inches off the ground. However, in dense
  thickets, the 3-inch standard may not be achievable. In continuous areas where the 3-inch average is not achievable, the Hennepin County project manager must be notified.
- Individual pieces of mulched debris should average 1-2 feet in height, length, or width. Larger trees may produce shards that are larger than 2 feet. If continuous areas of larger debris are generated, the Hennepin County project manager must be notified
- Heavy equipment may only be used in areas with dense populations of target species which contain less than 10% native woody species that are susceptible to damage from heavy equipment.
    - Green ash, boxelder, prickly ash, cedar, and elm (showing signs of disease) do not need to be avoided by equipment.
    - Native trees that are wider than 8-inch DBH may not be sacrificed when using heavy equipment.
- Soils must be frozen to adequately prevent rutting.
- Damage to wetlands is prohibited. Soil must be completely frozen when working near or within wetlands on site.
- Forestry mowers may not be used in areas with slopes too steep to support equipment.
- At no time will the operator be cutting with the machine aiming in the direction of residence or other building structures.

Hand Cutting (e.g., Chainsaws)

- Hand cut target species over 1.5” DBH will be bucked/limbed and stacked then burned on site.
    - Burn piles will be no larger than 10’x10’x10’.

        - Burn piles may be larger than 10x10x10 in areas where native canopy is not at
          risk of damage from fire or heat. Burn pile locations larger than 10x10x10
          must be approved by the Hennepin County project manager. A map sent over
          email with the burn pile locations circled works well.
        - Burn piles cannot be placed in mowed open fields that are maintained by the
          landowners. Burn piles may not be placed in wetlands or their edges.
        - Large burn piles should be placed in MU2 and MU3 when feasible
    - Burning of the piles can only occur if Contractor shows evidence of permits and communications with State and local authorities for a burn pile permit.
    - Burning will only be done when the ground is frozen and in the winter months and all conditions of the permit are met.
    - Buckthorn cut on steep slopes (3:1 or steeper) will not be burned.
- All materials under 1.5" DBH will be slashed and scattered evenly through the project area.
    - Slash materials will not exceed 1' height from the ground and trunk lengths will be cut to 4 feet or less in length.
        - Slashed material must be mulched to a height of 1' off the ground. Material may be pulled off the slope onto level areas of the project and burned if too much material exists to meet the 1' specification.
    - Hand cut material that is not burned will be spread evenly in the area and perpendicular to the slope. Slash specifications noted above also apply to this activity.
- Hand cutting must occur in areas that contain 10% or more native woody species susceptible to damage from heavy equipment.
- Hand cutting must occur in areas that are inaccessible to heavy equipment.
- All cut target species must have cut surfaces no more than 2" from ground (cut surfaces should be as flush as possible to the ground).

Seeding

- The contractor will acquire the custom native seed mix attached to this scope of work.
- The contractor must conduct seeding within two weeks of being notified by the Hennepin County project manager.
- The contractor must notify the Hennepin County project manager of the date and time of the seeding two business days before the seeding takes place. Hennepin County project manager must approve the seeding before it is conducted.
- No varieties or substitute species are allowed unless directed by the Project Manager.
- The contractor will provide seed tags to the Hennepin County project manager immediately after work is completed.

All Herbicide Use

- Contractor will provide herbicide labels for chemical being used to Project Manager before any application on the site.
- The contractor will follow herbicide regulations stated on the label. The contractor will use aquatic approved herbicides in areas near and around water.
- The contractor will deliver all herbicide application records to Project Manager by the end of each workday. Herbicide records must include all information needed as per State Statute.

Stump Treatment

- Hand cut target species over 1 inch DBH will be treated within four hours of cutting using a triclopyr based herbicide, oil mixture, and blue marking dye.

Project Payment:

- The Minnesota Land Trust will pay upon receipt of a complete itemized invoice and prevailing wage documentation (as pursuant to Minnesota Statutes 177.41 to 177.44, and corresponding Minnesota Rules 5200.100 to 5200.1120).
- No Payments will be made prior to inspection and acceptance by the Site Manager.
- Invoices must be addressed to the Minnesota Land Trust and reference "Gillette Restoration".
- The Land Trust will reimburse the Contractor according to the Cost Schedule included in the Scope of Work of the final contract.
- Quantities must be for actual work completed at the time of invoicing.
- Measurements for Mowing are to the nearest 0.1 ac.
- 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.

Bid Response Sheet

Project Name:	Gillette Forest Enhancement		
Business Name:			
Business Address:			
Business Phone Number:			
Contact Person:			
Cell Number:			
Email:			
Signature:		**Date:**	

Timing	Description	Project Area	Quantity	Unit Cost	Total Cost
Winter 2026/2027	Site Walkthrough (1-2 Hour Meeting)	All Management Units	NA	NA	
	Target Woody Species Removal	MU1	26.8 Acres	/ Acre	
		MU2a	4.6 Acres	/ Acre	
		MU2b	3.9 Acres	/ Acre	
		MU3	1.5 Acres	/ Acre	
		MU4	8 Acres	/ Acre	
	Native Seed Mix Cost	MU1	13.4 Acres	/ Acre	
		MU3	1.5 Acres	/ Acre	
	Broadcast Native Seed Mix	MU1	13.4 Acres	/ Acre	
		MU3	1.5 Acres	/ Acre	
				Total	

Exhibit A: Management Unit Map

Management Unit Map

Lake Minnetonka (Gillette) - Forest Enhancement



Disclaimer: This map (i) is furnished "AS IS" with no representation as to completeness or accuracy; (ii) is furnished with no warranty of any kind; and (iii) is not suitable for legal, engineering or surveying purposes. Hennepin County shall not be liable for any damage, injury or loss resulting from this map. Publication date: 8/11/2026. Data sources:

N

0 0.1 0.2 Miles

Exhibit B: Native Seed Mix

Seeding Plan

Name **Gillette Native Seed Mix** Date **8/11/2026**

Prepared by **Severin Seifert** Tract No./ Field No.

Type of Seeding:

Field Area (acres): 14.90

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Seeding Mix Summary

643 TALLGRASS PRAIRIE

Grasses/ Sedges	Common Name	Scientific Name	PLS Lbs/Acre		PLS Lbs
1	Canada wild rye	Elymus canadensis	0.43		6.41
2	Virginia wild rye	Elymus virginicus	1.3		19.37
3	Eastern bottlebrush grass	elymus hystrix	1.7		25.33
4	silky wildrye	elymus villosus	1.3		19.37
			4.73		**70.48**

Forbs/ Legumes	Common Name	Scientific Name	PLS OZ/Acre	Total PLS/OZ	Total PLS Lbs
1	Brown Eyed Susan	Rudbeckia triloba's	1.1	16.39	1.02
		SUBTOTAL FORBS/Legumes	**1.10**	**16.39**	**1.02**
		DRILLED RATE- listed above			

Seeding Dates

Seeding Method and Seedbed Preparation

Companion Crop

TOTAL SEEDS/FT 4/	**11.5**
TOTAL SEEDS/FT 4/	**10.5**
PERCENT GRASS 5/	**90.4**
PERCENT FLOWER	**9.6**

Fertilizer is Only Recommended For Introduced Grass or Grass/Legume Mixtures

Exhibit C: Prevailing Wages

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: 09

Counties within region:

- ANOKA-02
- CARVER-10
- CHISAGO-13
- DAKOTA-19
- HENNEPIN-27
- RAMSEY-62
- SCOTT-70
- WASHINGTON-82

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	44.00	26.12	70.12
102	LABORER, SKILLED (ASSISTING SKILLED CRAFT JOURNEYMAN)	2025-11-03	44.00	26.12	70.12
103		2025-11-03	31.66	22.78	54.44

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
	LABORER, LANDSCAPING (GARDENER, SOD LAYER AND NURSERY OPERATOR)				
104	FLAG PERSON	2025-11-03	44.00	26.12	70.12
105	WATCH PERSON	2025-11-03	40.60	25.57	66.17
106	BLASTER	2025-11-03	22.08	6.87	28.95
107	PIPELAYER (WATER, SEWER AND GAS)	2025-11-03	47.50	26.12	73.62
108	TUNNEL MINER	2025-11-03	45.50	26.12	71.62
109	UNDERGROUND AND OPEN DITCH LABORER (EIGHT FEET BELOW STARTING GRADE LEVEL)	2025-11-03	45.50	26.12	71.62
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	44.00	26.12	70.12
111	TRAFFIC CONTROL PERSON (TEMPORARY SIGNAGE)	2025-11-03	44.00	26.12	70.12
112	QUALITY CONTROL TESTER (FIELD AND COVERED OFF-SITE FACILITIES; TESTING OF AGGREGATE, ASPHALT, AND CONCRETE MATERIALS); LIMITED TO MN DOT HIGHWAY AND HEAVY CONSTRUCTION PROJECTS WHERE THE MN DOT HAS RETAINED QUALITY ASSURANCE PROFESSIONALS TO REVIEW AND INTERPRET THE RESULTS OF QUALITY CONTROL TESTERS.	2025-11-03	16.28	4.07	20.35

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
	SERVICES PROVIDED BY THE CONTRACTOR.				
SPECIAL EQUIPMENT (201 - 204)					
201	ARTICULATED HAULER	2025-11-03	46.25	29.40	75.65
		2026-05-04	47.68	31.00	78.68
202	BOOM TRUCK	2025-11-03	48.96	29.40	78.36
		2026-05-04	50.49	31.00	81.49
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	41.37	29.40	70.77
		2026-05-04	42.60	31.00	73.60
204	OFF-ROAD TRUCK	2025-11-03	46.25	29.40	75.65
		2026-05-04	47.68	31.00	78.68
205	PAVEMENT MARKING OR MARKING REMOVAL EQUIPMENT (ONE OR TWO PERSON OPERATORS); SELF-PROPELLED TRUCK OR TRAILER MOUNTED UNITS.	2025-11-03	38.90	23.49	62.39
HIGHWAY/HEAVY POWER EQUIPMENT OPERATOR					
GROUP 2		2025-11-03	47.24	29.40	76.64
		2026-05-04	48.71	31.00	79.71
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	46.61	29.40	76.01
		2026-05-04	48.05	31.00	79.05
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	46.25	29.40	75.65
		2026-05-04	47.68	31.00	78.68
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	42.77	29.40	72.17
		2026-05-04	44.06	31.00	75.06
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	41.37	29.40	70.77
		2026-05-04	42.60	31.00	73.60
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	41.35	24.70	66.05
		2026-05-01	43.29	25.40	68.69
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	40.71	24.70	65.41

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
		2026-05-01	42.63	25.40	68.03
604	FOUR OR MORE AXLE UNIT, STRAIGHT BODY TRUCK				
GROUP 3		2025-11-03	40.60	24.70	65.30
		2026-05-01	42.51	25.40	67.91
605	BITUMINOUS DISTRIBUTOR DRIVER				
606	BITUMINOUS DISTRIBUTOR (ONE PERSON OPERATION)				
607	THREE AXLE UNITS				
GROUP 4		2025-11-03	40.31	24.70	65.01
		2026-05-01	42.21	25.40	67.61
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	47.10	24.40	71.50
702	BOILERMAKERS	2025-11-03	48.35	31.93	80.28
703	BRICKLAYERS	2025-11-03	49.91	28.34	78.25
		2026-05-01	52.91	28.34	81.25
704	CARPENTERS	2025-11-03	47.57	32.17	79.74
		2026-05-01	50.76	32.17	82.93
705	CARPET LAYERS (LINOLEUM)	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
706	CEMENT MASONS	2025-11-03	49.63	27.82	77.45
707	ELECTRICIANS	2025-11-03	59.00	35.79	94.79
		2026-05-01	63.59	35.79	99.38

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
711	GROUND PERSON	2025-11-03	46.41	22.77	69.18
712	IRONWORKERS	2025-11-03	46.35	37.86	84.21
		2026-05-03	49.50	37.86	87.36
713	LINEMAN	2025-11-03	59.36	26.71	86.07
714	MILLWRIGHT	2025-11-03	42.95	37.81	80.76
		2026-05-01	46.15	37.81	83.96
715	PAINTERS (INCLUDING HAND BRUSHED, HAND SPRAYED, AND THE TAPING OF PAVEMENT MARKINGS)	2025-11-03	48.00	29.09	77.09
		2026-05-04	50.50	29.09	79.59
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	56.24	39.30	95.54
		2026-05-01	61.24	39.30	100.54
719	PLUMBERS	2025-11-03	61.28	31.52	92.80
721	SHEET METAL WORKERS	2025-11-03	56.71	35.82	92.53
		2026-05-01	60.96	35.82	96.78
723	TERRAZZO WORKERS	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
724	TILE SETTERS	2025-11-03	34.76	23.29	58.05
725	TILE FINISHERS	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			
727	WIRING SYSTEM TECHNICIAN	2025-11-03	51.07	24.02	75.09
		2026-07-01	54.44	24.02	78.46
728	WIRING SYSTEMS INSTALLER	2025-11-03	35.78	18.73	54.51

LABOR CODE AND CLASS		EFFECT DATE	BASIC RATE	FRINGE RATE	TOTAL RATE
729	ASBESTOS ABATEMENT WORKER	2025-11-03	41.23	25.99	67.22
730	SIGN ERECTOR	FOR RATE CALL 651-284-5091 OR EMAIL DLI.PREVWAGE@STATE.MN.US			