



# Bad River Housing Authority Invitation for Bids Black Top Driveways Scattered Homes

## This is an unrestricted solicitation

### Pre-Bid Site Visit:

Call Bad River Housing Authority to schedule a Site Visit with Jessica Parisien 715.682.2271 ext. 1671 or email [jessica.parisien@badriver-nsn.gov](mailto:jessica.parisien@badriver-nsn.gov) if needed.

### Required Submittal Information:

All Bids can be emailed to: Tim Brown [brhpm@badriver-nsn.gov](mailto:brhpm@badriver-nsn.gov) or mailed to the Bad River Housing Authority offices P.O. Box 57 Odanah, WI 54861 or delivered to Bad River Housing Authority 75860 US Hwy 2 Odanah WI 54861. **Bids to be received on or before June 5, 2026 1:00 PM.** **Note: This is not a sealed bidding process.** All questions to be directed to Tim Brown 715.292.8848 or [brhpm@badriver-nsn.gov](mailto:brhpm@badriver-nsn.gov)

### Bid Acceptance:

Bad River Housing Authority reserves the right to determine if a bid meets stated requirements, and to award a contract for the bid that is in the best interest of the Bad River Housing Authority including but not limited to the total cost and capability of the bidder.

### Wage Rates:

**Davis Bacon Wages** – See Bid Tab Sheets Exhibits “B” and “C” for which units apply. Certified payroll reports will need to be provided to the Bad River Housing Authority.

### Tribal Employment Right Ordinance (TERO) Requirements:

Employers of two or more employees and contractors or subcontractor obtaining a contract of **\$10,000 or more** shall submit an acceptable Compliance Plan. The Contractor shall be responsible for complying with the provisions of Bad River’s Tribal Employment Rights Ordinance by calling Bad River Human Resources 715.682.7111 and with all other related BRHA ordinances. A TERO payment of 1.5% of your Bid is required. The Contractor and Subcontractor must consult with BRHA to ensure compliance with these regulations and complete the Compliance Plan upon signing contract.

Indian Preference will apply in the selection process in accordance with the Tribal Employment Rights Ordinance (TERO) or the Indian Preference Act of 1934 (Title 25, USC, Section 47), based on funding source requirements.

The Bad River Band of Lake Superior Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under Section 16 of the Indian Reorganization Act of 1934, U.S.C. Section 476. This entitles the Tribe to government pricing and exempts the Tribe from state sales and use taxes and from federal excise taxes. Therefore, price quotations should not include such taxes.

Firms or persons applying for Indian preference must provide evidence in its proposal/Bid of 51% or more Indian ownership. In addition, the firm or person must provide evidence of structure, management and financing affecting the Indian character of the firm. Documentation of and compliance with Indian Preference must accompany the proposal.

**Attachments:**

- Exhibit A: Scope of Work
- Exhibit B: Bid Response Sheets
- Exhibit C: TERO Compliance Plan

**Bidder Requirements:**

Bidder must submit required documentation with bid:

- Bid Response Spreadsheet
- **Proof of Indian ownership, if claiming Indian Preference.**

**Insurance Requirements:**

Before performing contractual services on behalf of the Bad River Housing Authority, an original Certificate of Insurance naming the Bad River Housing Authority as a certificate holder must be on file in the Bad River Housing Authority Office. Contractor to carry at least the following levels of insurance during the term of this Agreement: compliance with state law and general liability insurance in an amount not less than \$1,000,000 each occurrence \$2,000,000 annual aggregate.

Required coverage:

- Workers Compensation and Employer's Liability
- General Liability
- Automobile Coverage

# Exhibit A - Scope of Work

## 1. Structural Layers

- **Subgrade:** The natural soil beneath the driveway. It must be excavated to remove organic matter and topsoil, if required then graded and heavily compacted.
- **Aggregate Base Course:** A layer of crushed stone, gravel, or recycled concrete.
  - **Depth:** 6 to 8 inches (compacted) for standard residential use.
- **Asphalt Layer:** Hot Mix Asphalt (HMA) is the standard wearing surface.
  - **Depth:** minimum 2"

## 2. Construction & Paving Specs

- **Compaction:** Each layer (subgrade, base, and asphalt) must be thoroughly compacted to achieve proper density and prevent future sinking.
- **Slope and Drainage:** The driveway should have a cross slope of at least (1/4 inch per foot) to ensure water runs off the surface.
- **Size:** Driveways to be approximately 12 feet Wide and flared when it meets the street or road on units that do not have existing Asphalt. Units that have existing Asphalt to be replaced same size as existing.

### General Notes:

Contractor is responsible for contacting diggers hot line, responsible for private underground services, and disposal of all construction debris. Contractor is responsible for all heating of Asphalt if needed. The awarded contractor will be expected to provide a work schedule and will need to notify units that are occupied when the work is going to be done and when surfaces can be driven on. Contractor is responsible for barricades/traffic management. Excess Asphalt is not to be dumped on tribal lands. All spoils, extra sub-base, and extra dirt to be removed from sites unless it can be utilized, moved, spread, or used in a way to make an acceptable finished driveway or used in a way on the property to fill in low areas.

# Exhibit B- Bid Response Sheet

All Driveways based on 20 feet starting from Street or Road  
Davis Bacon Wages Does Not Apply to These Units

Company Name	Address	
Representative Name		
Title		
Phone	Email	
<b>Bid Price</b>		
50332 Poplar St.		\$
75557 Alder St.		\$
75598 Alder St.		\$
75648 Alder St		\$
73028 Maple St.		\$
70225 Caville Rd.		\$
72909 Maple St.		\$
Oak St.		\$
73276 West Denomie St.		\$
50269 Poplar St.		\$
<b>Total</b>		\$

I hereby certify that the information contained in this attachment and any other submitted documents is true and correct and may be viewed as an accurate representation of proposed services to be provided by this organization.

\_\_\_\_\_

**Signature** **Date**

**Acknowledgement of all addendums. Indicate number of addendums received.** \_\_\_\_\_

# Exhibit C- Bid Response Sheet

All units have existing driveways. Remove existing Blacktop and dispose of. Reuse existing Sub-base and add additional if needed. Replace with new blacktop same as existing.

Davis Bacon Wages Does Apply to These Units

Company Name	Address	
Representative Name		
Title		
Phone	Email	
<b>Bid Price</b>		
75895 Moccasin Drive		\$
75889 Moccasin Drive		\$
75811 Moccasin Drive		\$
75807 Moccasin Drive		\$
75691 Moccasin Drive		\$
75687 Moccasin Drive		\$
75649 Moccasin Drive		\$
75645 Moccasin Drive		\$
75553 Moccasin Drive		\$
75547 Moccasin Drive		\$
75510 Moccasin Drive		\$
75578 Moccasin Drive		\$
Total Cost		\$

I hereby certify that the information contained in this attachment and any other submitted documents is true and correct and may be viewed as an accurate representation of proposed services to be provided by this organization.

\_\_\_\_\_

**Signature** **Date**

**Acknowledgement of all addendums. Indicate number of addendums received.** \_\_\_\_\_

# EXHIBIT D

## TERO Compliance Plan

Employers of two or more employees and contractors or subcontractor obtaining a contract of ***\$10,000 or more*** shall submit an acceptable Compliance Plan. The Contractor shall be responsible for complying with the provisions of Bad River's Tribal Employment Rights Ordinance by calling Bad River Human Resources 715.682.7111 and with all other related BRHA ordinances. A TERO payment of 1.5% is required by the Contractor. The Contractor must consult with BRHA to ensure compliance with these regulations and complete the Compliance Plan upon signing the contract if applicable.

Project \_\_\_\_\_  
Date \_\_\_\_\_  
Contract Amount \$ \_\_\_\_\_

\*\*\*\*\* COMPLIANCE PLAN \*\*\*\*\*

\_\_\_\_\_  
NAME OF COMPANY SIGNING THE COMPLIANCE PLAN

\_\_\_\_\_  
CONTRACT AMOUNT \$

ANY CONTRACTOR/SUBCONTRACTOR NOT SUBMITTING AN ACCEPTABLE  
COMPLIANCE PLAN MAY BE DENIED THE RIGHT TO COMMENCE OR CONTINUE  
BUSINESS WITHIN THE RESERVATION.

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

COMPLIANCE PLAN RESPONSIBILITIES

Pursuant to section 2.0: Every employer of two or more employees and every contractor or subcontractor obtaining a contract of \$10,000 or more shall submit an acceptable Compliance Plan on how they will meet their obligations and responsibilities under the Tribal Employment Rights Policy before commencing work on the Reservation.

Section 1, Paragraph 1.1, Coverage and scope:

1. Coverage: It is understood by all parties that the intent of the Tribal Employment Rights Policy is to secure a Local Indian Preference workforce. Therefore all skill or craft job positions, that require the use of manual labor or the use of hand tools, will be filled by qualified Local Indian Preference applicants. No Non-Indian Preference employee will be used on the project, except where cleared through the Tribal Employment Rights Director before start-up operations begin.
  - a. Clearance shall be granted for Non-Indian Preference personnel if:
    1. There isn't any qualified Indian Preference applicant available at time of request.
    2. Key personnel and/or core crew employees will be used on the project as defined here within.
  - b. Opportunities for supervisory personnel shall be filled with qualified Local Indian Preference applicants where practical.
2. Hiring: If qualified and available 100% of the work force shall be Local Indian Preference applicants for the duration of the project.(Attachments #1 and #7)
3. Payroll hours worked: At no time shall the Indian Preference work force hours fall below the percentage of Indian Preference workers on the payroll and/or a minimum of 50%.
4. Training programs: Training Programs will be initiated for craft or skill jobs if the Indian Preference workforce hours, for each craft or skill that falls below the 50% minimum. Wages for Training Position shall not be less than 50% of Journeyman pay or minimum wage laws.
  - a. Bureau of Apprenticeship Training Program requirements shall be applicable where practical.

Paragraph 1.2 Contractors and Subcontractors:

1. All Indian Preference requirements contained in the Policy shall be binding on any and all contractors and subcontractors regardless of tier, and shall be deemed part of all contract or subcontract specifications let and/or signatory documents.
2. The employer agrees to accept the initial and primary responsibility for insuring all contractors and subcontractors comply with these requirements.

Paragraph 1.3 Minimum Numerical Goals and Timetables for Indian Employment:

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

1. The employer agrees to hire a minimum percentage or number of Indian Preference employees according to the goals established for each craft, skill, job classification, etc., used by the employer and shall include Administrative, Supervisory and Professional categories. (Attachment #7)
2. These percentage(s) and man-hours shall be reviewed by the Personnel Office annually and shall be revised as necessary to reflect the number of Indian Preference applicants available or changes in the employer hiring plans.
3. The employer agrees to submit a monthly report to the Personnel Office indicating how he/she is meeting the Indian Preference Goals, all persons hired or discharged during the month, the positions involved, and any of the information required by the Office and/or Director.

**Paragraph 1.4 Training:**

1. Training Programs will be developed and initiated in all various Job Classifications used by the employer where a minimum of 50% Indian Employee Ratio are not used in each building trades craft or skill, but shall include administrative, supervisory and professional categories, where practical.
2. Minimum Local Indian Preference Trainees in each craft or skill shall be maintained through ratios established by the Federal Department of Labor, Bureau of Apprenticeship standards where Federal Laws require Training Programs approved by the Federal Department of Labor for the duration of the project.
3. All apprentice wage rates shall not be less than laborer wage rates used on a project.

**Paragraph 1.5 Job Qualifications and Personnel Requirements:**

1. Each Employer is prohibited from using Job Qualifications criteria or personnel requirements which bar Indian Preference from employment, unless such criteria or requirements are required and listed in the directory of Occupation Titles under Bona fide Occupational Qualifications (BFOQ) and are required by business necessity.
  - a. Each Employer will complete an Employment Request form for all personnel used on the project. Only Bona Fide Occupational Qualifications (BFOQ) will be recognized by the Personnel Office as qualifications for business necessity required by the employer.
  - b. Employers who employ more than two employees may designate key personnel who are regular permanent employees in a supervisory or other key position(s). But only the first and thereafter every seventh employee will be employed as key personnel or core crew by an employer (attachment #1). All other positions shall be filled with qualified Indian Preference applicants. If qualified Indian Preference applicants cannot be obtained then Indian Preference Training Requirements may be initiated along with a clearance for Non-Indian Preference Personnel.
  - c. At no time shall core crew and/or key personnel displace Indian Preference Employee(s) and /or potential Indian Preference Employee(s) by performing

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

- work outside their normal classification.
- d. The following are examples of, but are not conclusive, Bona fide Occupational Qualifications.
1. Minimal Qualification Standards; (as listed in the directory or Occupational Titles)
  2. Bonding requirements; (when handling cash)
  3. Passing drug test; (when requiring by all personnel)
  4. Criminal Records; (when for Law Enforcement or handling cash)
  5. Physical Requirements; (for business Necessity)
  6. Past Employment Discharges; (pertaining to any illegal or fraudulent Act in employment)
- e. It is understood that the employer shall retain the right of determining whether an applicant and/or employee meet minimum qualifications and the Burden of Proof shall fall on the complainant if challenged by any party.

**Paragraph 1.6 Layoff and/or Terminations:**

1. Required Indian Preference ratios to core crew personnel (1 to 6) or percentages will be maintained throughout the length of projects.
2. No Indian Preference employee shall be terminated or receive a Layoff without good cause. Good cause termination shall be defined as: failure to adequately perform the job, failure to follow orders, any illegal or fraudulent act pertaining to employment or any act which puts the employer or the employees in an unsafe position or positions.
3. All layoffs of Indian Preference Employees shall be in a reasonable and fare fashion.
4. Layoffs shall occur when there is not adequate work or when the employer has a cash flow shortage necessitating a reduction in the work force.
5. All layoffs shall be in same order of hiring in reference to core crew and the Local Indian Preference workforce.

**Paragraph 1.7 Promotion:** Preferential consideration for promotional opportunities shall be given to Local Indian Preference Employees.

**Paragraph 1.8 Summer Students:** Preferential consideration for Local Indian Preference students shall be given by the employer for summer employment where practical.

**Paragraph 1.9 Indian Preference Requirements in Awarding Prime Contracts and Subcontractors:**

1. Employers shall give preference in the award or contracts to tribally and "Locally Indian-Owned" businesses. For the purpose of identification a tribal registration number is required. The following information will be required from each owner claiming Local Indian Preference or other Indian-Owned business.

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

- a. Name of the recognized tribe
- b. Enrollment number of Indian-Ownning and managing business
- c. Tribal Agency address and phone number
- d. Present Local Address
- e. Statements and/or Documentation on Local Indian Preference business who have social and economic ties to the Bad River Band of the Lake Superior Tribe of Chippewa Indians.
- f. Type of business structure and percentage of Indian Ownership.

**Paragraph 1.10:** Any business or Indian Owned business may bid as Prime Contractor, supplier, or subcontractors, but may not submit bids for a subcontract or supplier if bidding on the prime contract.

**Section 2, Paragraph 2.1 Compliance Plans:** All employers with two or more employees and all employers obtaining a contract of \$10,000 or more shall abide by this Hiring and Employment Compliance Plan.

- 1. Such plan shall strive to achieve a 100% Local Indian Employment goal in each job classification.
- 2. When key personnel and/or core crew are being used by an employer, all other job opportunities shall be filled by qualified Local Indian Preference applicants. If other applicants are cleared for employment because qualified Indian Preference applicants were not available, then, the cleared employee shall accept the position offered under a "Limited Term Agreement" with the understanding of training a Local Indian Preference applicant to replace this individual, where practical.
- 3. Each employer shall submit a workforce report (attachment #1). This report shall meet workforce goals (attachment #7) with approval of the TERO Director before start-up.

**Paragraph 2.2 Revision of Compliance Plans; Monthly Reports:** This section will be used as a monitoring report to assure full compliance to the Compliance Plan and/or Ordinance.

- 1. Reports: Employer reports shall be submitted on a daily, weekly, or monthly basis to the TERO Director.
- 2. By mutual consent of both the employer and the Director, compliance plans may be revised or amended to address problem areas of concern.

**Paragraph 2.3 Final approval of Compliance Plans:** All Compliance Plans shall obtain Final Approval from the TERO Director within thirty days of start-up operations. Tentative approval may be obtained from the TERO Director for start-up purposes.

**Paragraph 2.4 Non-Compliance or Violations:** If the employer fails or refuses to comply with the compliance plan requirements here in or with the terms of its compliance plan as written, such non-compliance shall be deemed a violation of the ordinance and subject to sanctions provided for in section 4

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

of the policy.

Paragraph 2.5 Compliance by Unions:

1. Each employer who is signatory to a Union must file a written Memorandum of Agreement stating the Union will comply with the ordinance, its rules, and regulations. No employer may commence work operations until said memorandum of agreement is signed by said Union (s) and employer.
2. Memorandum of Agreement: The Employer may develop their own memorandum of agreement with their signatory unions, but are required to include procedures for indenturing Local Indian Preference Applicants into the union and/or issuing temporary work permit. Also, the agreement must address a direct referral process, training program, indenturement and a cooperative statement from the union on related TERO requirements.

Section 3, Paragraph 3.1 Complaints and Hearings: Notice: On all hearings requested the Director shall issue all proper written notices to all parties stating the nature of hearing and proper procedures to be used. This notice shall advise such parties of the violation, their required presence, their right to present testimony of witnesses or other evidence, and their right to be advised by council at their own expense.

Paragraph 3.2 Complaints Regarding Violations: Any Individual, Employer, or Organization that believes any covered employer or its agents has violated or is in violation of the Policy or any Rules, Regulations, or Orders issued to it may file a complaint in writing to the Director.

1. The Director shall investigate each and every complaint.
2. If upon investigation there is reason to believe a violation has occurred the Director shall proceed pursuant to section 4 (Enforcement and penalties for violations.)
3. Within 20 days after the receipt of the complaint the Director shall provide the complaining party a written report and the status of the complaint.
4. All complaints shall include the date, place, and circumstances of the alleged unlawful violation(s) and shall be served upon the person(s) against whom the charge(s) are made within ten days.
5. Service may be made by registered mail or hand delivery with receipt.

Paragraph 3.3 Investigations: On its own initiative or pursuant to a complaint, the Director shall make such public or private investigation as the Director deems appropriate and necessary to determine whether any provision of the Ordinance or any rules, regulations, or orders have been violated.

Paragraph 3.4 Power to Require Testimony and Production of Records: The Director, or any designee may subpoena witnesses, take evidence and require the production of books, papers, contracts,

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

agreements, or other documents, records or information which the Director deems relevant in any investigation.

**Paragraph 3.5 Finality of the Decision-Appeal:**

1. The decision of the Director shall be effective immediately and final when the time frame for filing a notice of appeal has expired, twenty days. The appeal shall be taken by an aggrieved party to the Bad River Tribal Court as provided in section 5.0.
2. The Decision is final and shall be in writing and served by registered mail no later than thirty days after the close of the hearing. Should the party fail to comply immediately the Director shall receive an injunction for relief from Tribal Court, pending the party's appeal or expiration of the time for appeal.

**Section 4, Paragraph 4.1 Enforcement and Penalties for Violations:** The Director shall monitor and enforce the policy and any rules and regulations, as follows:

1. **Informal Settlement:** If the Director has reason to believe a violation has occurred the Director shall issue a written notice of violation to the alleged violator and they shall attempt to achieve informal settlement. If no settlement can reasonably be made, the employer shall be issued a formal citation and notice of non-compliance.
2. **Formal Citation and Notice of Non-compliance:** The Formal Citation shall set out the nature of the alleged violation and specific steps that must be initiated to come into compliance. The violator shall be provided no more than five days to comply or to submit a written request for a hearing before the Director on the matter. This time may be shortened if irreparable harm will occur should the violation continue.
4. Bonding Monetary Schedules, (The employer shall comply with the Bonding Monetary Schedule.)
3. If a violator refuses to comply and has not submitted a written request for a hearing, within the five day time frame, pursuant to section 4.1.2, the Director may seek to impose one or more penalties as outlined in 4.2 penalties. If no settlement can be obtained the Director, after being fully advised on the matter, may issue an order imposing such penalties it deems necessary under section 4.3 penalties.

**Paragraph 4.2 Enforcement:** Any Employer, Contractor, Subcontractor, or Union who is found in violation of the Ordinance, its Rules, or regulations, or Orders of Director shall be subject to penalties outlined in section 4.3 penalties.

**Paragraph 4.3 Penalties:** Each day in which a violation exists shall constitute a separate violation with a maximum imposed penalty of \$5,000 for each violation.

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

Section 5, Paragraph 5.1. Appeals: Right to Appeal: Any party to a hearing shall have the right to appeal any decision of the Director to Bad River Tribal Court by filing a notice of appeal within twenty days of the final decision of the Director. Said notice must be in writing and filed in Tribal Court.

Paragraph 5.2 Scope of Review: The Tribal Court shall uphold the decision to the Director unless it is demonstrated that said decision is Arbitrary, Capricious, Unsupported by the weight of the evidence or in excess of Authority of the Director.

Paragraph 5.3 Method of Appeal: Upon serving a written notice of appeal with the Tribal Court, with a copy to the Director, as specified within the twenty day time frame, the notice of appeal shall; (a) set forth the order from which appeal is taken and (b) specify the grounds on which reversal or modification or order is sought; and (c) be signed by applicant.

Paragraph 5.4 Abatement of Order on Appeal: All orders of the Director shall not be abated pending the outcome of the appeal in Tribal Court, except where the court shall by its mandate specifically direct the Director as to further action in the matter, including making and entering a pay order or orders in connection therewith and the limitations or conditions to be contained therein

Paragraph 5.5 Bond of Appeal: The Director may petition and, for good cause shown, the court may order the party requesting a hearing to post a Bond sufficient to cover monetary damages to assure compliance with sanctions or remedial actions if the order is upheld in the court.

Section 6 Reporting and On-Site Inspections: Employers shall submit reports and other information requested by the Director. The Director and his/her representative shall have the right to make on-site inspections, investigations, and monitor any employer's compliance with the ordinance and rules, regulations and orders. This may include the right to inspect and copy all relevant records of any employer, signatory union, or subcontractor with the right to speak with workers and conduct investigations on job sites. As a Government entity of the Bad River Tribe, this may include information gathered under the privacy act if pertinent to the investigation

Section 7 Equal Employment Opportunities: No employer shall discriminate against any Indian Preference Employee or applicant for employment because of color, religion, sex, national origin, or age, and must assure Equal Opportunity, excluding allowable Indian Preference Opportunities available through Tribal or Federal Laws.

Section 8, Paragraph 8.1 Wage and Hour Standards: Equal Pay: Every employer shall be required to provide equal pay to Indian Preference Employees performing work similar or comparable to other employees.

Paragraph 8.2 Rate of Pay: The employer will comply with all applicable Federal, State, Local, or Tribal Laws concerning wages, hours and fringes.

Paragraph 8.3 Federal, State, and Local Agencies: The Director may use, Federal, State, local or Tribal agencies in resolving issues concerning wages, hours, and fringes applicable to said Agencies.

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

Section 9 Severability: If any provision of the policy or this compliance plan, or its application to any person or circumstances is held invalid, the remainder of the application or the provision to other person(s) or circumstances is not affected.

Section 10 Paragraph 10.1 Employment Administrative Fee: The Director shall assess employers an Employment Administrative Fee to provide revenue for the operation of the Tribal Employment Rights Office as follows:

Paragraph 10.2 Contracts: Every prime contractor obtaining a contract of \$10,000.00 or more shall pay an Employment Administrative Fee equal to 1.5% of the total amount of each contract on the Reservation.

Paragraph 10.3 Other Employers: Every other employer, other than a Contractor, with 20 or more employees shall pay an Employment Administrative Fee of 1.5% of the Employers annual payroll. This Fee shall be paid in quarterly installments and shall not be required of Educational, Health, or Nonprofit Employers.

Paragraph 10.3 Accounting: Employment Administrative Fees shall be paid to the Bad River Band of the Lake Superior Tribe of Chippewa Indians and placed in an Account for use by the Tribal Employment Rights Office. The Tribal Employment Rights Office is authorized to establish such rules and regulations as are necessary to assure fair and timely fee collection processes. Any employer or contractor who fails to pay the required Employment Administrative Fee shall be subject to sanctions provided for in Section 4 of this Ordinance.

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init. \_\_\_\_\_ Date \_\_\_\_\_

TRIBAL PREFERENCE WORKFORCE  
GOALS AND TIMETABLES

\*\*\*\*\*

HOURLY WORKFORCE

1.	Laborers	<u>100%</u>
2.	Carpenters	<u>80%</u>
3.	Electricians	<u>75%</u>
4.	Painters	<u>80%</u>
5.	Plumbers	<u>50%</u>
6.	Equipment Operator	<u>75%</u>
7.	Maintenance	<u>75%</u>
8.	Roofers	<u>50%</u>
9.	Cement Mason	<u>50%</u>
10.	Insulation	<u>80%</u>
11.	Iron Workers	<u>50%</u>
12.	Soft Floor Layers	<u>50%</u>
13.	Sheet Metal	<u>50%</u>
14.	Forestry	<u>80%</u>
15.	Other	_____

SALARIED WORKFORCE

1.	Supervision	<u>50%</u>
2.	Foreman	<u>50%</u>
3.	Office Personnel	<u>100%</u>
4.	Other	_____

NOTE: ALL APPRENTICES SHALL BE 100% TRIBAL PREFERENCE AND EACH EMPLOYER SHALL MAINTAIN A MINIMUM OF 50% LOCAL INDIAN PREFERENCE WORKFORCE DAILY.

\_\_\_\_\_  
Effective Date

\_\_\_\_\_  
TERO Officer

Employer Init. \_\_\_\_\_ Date \_\_\_\_\_ TERO Init \_\_\_\_\_ Date: \_\_\_\_\_

**MANPOWER REPORT FORM**

\*\*\*\*\*

NOTE: At no time shall the Tribal Preference workforce hours fall below 50 %. (But, if the TERO Office has qualified Local Indian Preference Employees, the employer will provide employment opportunities, for 100% of the workforce, excluding Core Crew.)

The following opportunities for employment will be filled by qualified Local Indian

	DATE	CLASSIFICATION	NAME OF EMPLOYEE	I.P.	Code
1				Core Crew	
2				Tribal Member	
3				Tribal Member	
4				Tribal Member	
5				Tribal Member	
6				Tribal Member	
7				Core Crew	
8				Tribal Member	
9				Tribal Member	

Preference applicants in order to meet a 100% Local Indian Preference hiring goal for the project and the same percentage of daily workforce hours will be Indian Preference employees hours worked, including Core Crew.

\*Code:

Bad River Tribal Member (1)      Other Indian (4)  
 Child of Bad River Member (2)      Non-Indian (7)  
 Spouse of Bad River Member (3)      TOTAL EMPLOYEES

Note: Qualified shall mean only Bona fide occupational standards recognized in the Dictionary if occupational Titles, U.S. Department of Labor.

\* No qualified Indian Preference Applicant Available

\*\* Training Positions, as required by Apprenticeship Program Ratios (Apprentices shall be hired and retained by program seniority)

Core Crew: Shall mean key personnel required by the employer who are regular, permanent employees and are in a supervisory or other key position, furthermore only the first (1) and thereafter every seventh (7) employee may be employed as key personnel and/or core crew by an employer. All layoffs shall be in same order of hiring in reference to core crew and the Local

**Indian Preference workforce.**

**TERO Init \_\_\_\_\_ Date \_\_\_\_\_**

# **EXHIBIT E**

## **Davis Bacon Wages**

"General Decision Number: WI20260010 05/18/2026

State: Wisconsin

Construction Types: Highway

Counties: Wisconsin Counties of  
Adams, Ashland, Barron, Bayfield, Brown,  
Buffalo, Burnett, Calumet, Chippewa,  
Clark, Columbia, Crawford, Dane, Dodge,  
Door, Douglas, Dunn, Eau Claire,  
Florence, Fond Du Lac, Forest, Grant,  
Green, Green Lake, Iowa, Iron, Jackson,  
Jefferson, Juneau, Kenosha, Kewaunee, La  
Crosse, Lafayette, Langlade, Lincoln,  
Manitowoc, Marathon, Marinette,  
Marquette, Menominee, Milwaukee, Monroe,  
Oconto, Oneida, Outagamie, Ozaukee,  
Pepin, Pierce, Polk, Portage, Price,  
Racine, Richland, Rock, Rusk, Sauk,  
Sawyer, Shawano, Sheboygan, St Croix,  
Taylor, Trempealeau, Vernon, Vilas,  
Walworth, Washburn, Washington,  
Waukesha, Waupaca, Waushara, Winnebago  
and Wood

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

BRWI0001-002 06/01/2025

	Rates	Fringes
BRICKLAYER (CRAWFORD, JACKSON, JUNEAU, LA CROSSE, MONROE, TREMPLEALEAU, AND VERNON COUNTIES).....	\$ 40.09	28.10

-----

BRWI0002-002 06/01/2025

	Rates	Fringes
BRICKLAYER (ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES).....	\$ 48.60	29.31

-----  
BRWI0002-005 06/01/2025

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (ADAMS, BARRON, BROWN, CALUMET, CHIPPEWA, CLARK, COLUMBIA, DODGE, DOOR, DUNN, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, JEFFERSON, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, ONEIDA, OUTAGAMIE, POLK, PORTAGE, RUSK, SAUK, SHAWANO, SHEBOYGAN, ST. CROIX, TAYLOR, VILAS, WALWORTH, WAUPACA, WAUSHARA, WINNEBAGO, AND WOOD COUNTIES).....	\$ 46.01	29.31

-----

BRWI0003-002 06/01/2024

	Rates	Fringes
BRICKLAYER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, AND OCONTO COUNTIES).....	\$ 38.45	27.41

-----

BRWI0004-002 06/01/2025

	Rates	Fringes
BRICKLAYER (KENOSHA, RACINE, AND WALWORTH COUNTIES).	\$ 44.71	28.90

-----

BRWI0006-002 06/01/2025

	Rates	Fringes
BRICKLAYER (ADAMS, CLARK, FOREST, LANGLADE, LINCOLN, MARATHON, MENOMINEE, ONEIDA, PORTAGE, PRICE, TAYLOR, VILAS AND WOOD COUNTIES).....	\$ 39.36	28.83

-----

BRWI0007-002 06/01/2025

	Rates	Fringes
BRICKLAYER (GREEN, LAFAYETTE, AND ROCK COUNTIES)....	\$ 40.34	29.49

-----

BRWI0008-002 06/01/2025

	Rates	Fringes
BRICKLAYER (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 45.72	27.42

-----

BRWI0011-002 06/01/2024

	Rates	Fringes
BRICKLAYER (CALUMET, FOND DU LAC, MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 38.45	27.41

-----

BRWI0019-002 06/01/2025

	Rates	Fringes
BRICKLAYER (BARRON, BUFFALO, BURNETT, CHIPPEWA, DUNN, EAU CLAIRE, PEPIN, PIERCE, POLK, RUSK, ST. CROIX, SAWYER AND WASHBURN COUNTIES).....	\$ 39.50	28.69

BRWI0034-002 06/01/2025

	Rates	Fringes
BRICKLAYER (COLUMBIA AND SAUK COUNTIES).....	\$ 41.17	28.66

CARP0068-011 05/05/2025

	Rates	Fringes
PILEDRIVERMAN (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	\$ 47.71	30.98
CARPENTER (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	\$ 47.57	31.17

CARP0231-002 06/01/2025

	Rates	Fringes
CARPENTER (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 45.46	31.52

CARP0310-002 06/01/2025

	Rates	Fringes
PILEDRIVER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 44.43	29.95
CARPENTER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 44.43	29.95

CARP0314-001 06/02/2025

	Rates	Fringes
CARPENTER: PILEDRIEVERMEN (COLUMBIA, DANE, DODGE, GRANT, GREEN, IOWA, JEFFERSON, LAFAYETTE, RICHLAND, ROCK, SAUK, AND WALWORTH COUNTIES).....	\$ 44.45	28.78

CARP0361-004 05/05/2025

	Rates	Fringes
CARPENTER (BAYFIELD (WEST OF HWY 63) AND DOUGLAS		

COUNTIES).....	\$ 46.82	31.92
----------------	----------	-------

---

CARP0731-002 06/03/2024

	Rates	Fringes
CARPENTER: PILEDRIVER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44
CARPENTER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44

---

CARP0955-002 06/01/2025

	Rates	Fringes
PILEDRIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

---

CARP0955-002 06/02/2025

	Rates	Fringes
PILEDRIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

---

CARP1056-002 06/01/2024

	Rates	Fringes
MILLWRIGHT (ADAMS, ASHLAND, BARRON, BAYFIELD , BROWN, BUFFALO, BURNETT ,CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DANE, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), PORTAGE, PRICE, RICHLAND, ROCK,.....	\$ 42.00	28.85

-----  
CARP1074-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95
CARPENTER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95

-----

CARP1143-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEALEU AND VERNON COUNTIES).....	\$ 44.43	29.95
CARPENTER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEALEU AND VERNON COUNTIES).....	\$ 44.43	29.95

-----

CARP1146-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95
CARPENTER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95

-----

CARP2337-009 06/02/2025

	Rates	Fringes
PILEDRIVERMAN (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA).....	\$ 44.39	34.79

-----

ELEC0014-002 05/25/2025

	Rates	Fringes
ELECTRICIANS: (ASHLAND, BARRON, BAYFIELD, BUFFALO, BURNETT, CHIPPEWA, CLARK (EXCEPT MARYVILLE, COLBY, UNITY, SHERMAN, FREMONT, LYNN & SHERWOOD), CRAWFORD, DUNN, EAU CLAIRE, GRANT, IRON, JACKSON, LA CROSSE, MONROE, PEPIN, PIERCE, POLK, PRICE, RICHLAND, RUSK, ST CROIX, SAWYER, TAYLOR, TREMPLEALEU, VERNON, AND WASHBURN COUNTIES).....	\$ 44.29	25.21

-----

ELEC0014-007 05/25/2025

	Rates	Fringes
TELEDATA SYSTEM INSTALLER: INSTALLER/TECHNICIAN (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DANE, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KENOSHA, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RACINE, RICHLAND, ROCK, RUS.....	\$ 31.17	20.08

---

ELEC0127-002 06/01/2025

	Rates	Fringes
ELECTRICIANS: (KENOSHA COUNTY).....	\$ 50.01	28.40

---

ELEC0158-002 05/25/2025

	Rates	Fringes
ELECTRICIAN (BROWN, DOOR, KEWAUNEE, MANITOWOC (EXCEPT SCHLESWIG), MARINETTE(WAUSUAKEE AND AREA SOUTH THEREOF), OCONTO, MENOMINEE (EAST OF A INE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), SHAWANO (EXCEPT AREA NORTH OF TOWNSHIPS OF ANIWA AND HUTCHINS) COUNTIES).....	\$ 42.00	23.93

---

ELEC0159-003 05/26/2024

	Rates	Fringes
ELECTRICIAN (COLUMBIA, DANE, DODGE (AREA WEST OF HWY 26, EXCEPT CHESTER AND EMMET TOWNSHIPS), GREEN, LAKE (EXCEPT TOWNSHIPS OF BERLIN, SENECA, AND ST. MARIE), IOWA, MARQUETTE (EXCEPT TOWNSHIPS OF NESHKOKA, CRYSTAL LAKE, NEWTON, AND SPRINGFIELD), AND SAUK COUNTIES).....	\$ 48.55	25.91

---

ELEC0219-004 06/01/2019

	Rates	Fringes
ELECTRICIANS: ELECTRICAL CONTRACTS UNDER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 31.75	21.73
ELECTRICIANS: ELECTRICAL CONTRACTS OVER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 33.94	21.80

---

ELEC0242-005 06/01/2025

	Rates	Fringes
ELECTRICIANS: (DOUGLAS COUNTY).....	\$ 47.46	33.34

ELEC0388-002 06/01/2024

	Rates	Fringes
ELECTRICIANS: (ADAMS, CLARK (COLBY, FREEMONT, LYNN, MAYVILLE, SHERMAN, SHERWOOD, UNITY), FOREST, JUNEAU, LANGLADE, LINCOLN, MARATHON, MARINETTE (BEECHER, DUNBAR, GOODMAN & PEMBINE), MENOMINEE (AREA WEST OF A LINE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), ONEIDA, PORTAGE, SHAWANO (ANIWA AND HUTCHINS), VILAS AND WOOD COUNTIES).....	\$ 40.19	22.90

ELEC0430-002 06/01/2024

	Rates	Fringes
ELECTRICIANS: (RACINE COUNTY (EXCEPT BURLINGTON TOWNSHIP)).....	\$ 48.50	26.25

ELEC0494-005 06/01/2025

	Rates	Fringes
ELECTRICIANS: (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 50.86	28.26

ELEC0494-006 06/01/2025

	Rates	Fringes
ELECTRICIANS: (CALUMET (TOWNSHIP OF NEW HOLSTEIN), DODGE (EAST OF HWY 26 INCLUDING CHESTER TOWNSHIP), FOND DU LAC, MANITOWOC (SCHLESWIG), AND SHEBOYGAN COUNTIES).....	\$ 45.20	25.27

ELEC0494-013 06/01/2025

	Rates	Fringes
SOUND & COMMUNICATIONS: TECHNICIAN (DODGE (EAST OF HWY 26 INCLUDING CHESTER TWP, EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUIN), MILWAUKEE, OZAUKEE, MANITOWOC (SCHLESWIG), WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 37.13	21.58
SOUND & COMMUNICATIONS: INSTALLER (DODGE (EAST OF HWY 26 INCLUDING CHESTER TWP, EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUIN), MILWAUKEE, OZAUKEE, MANITOWOC (SCHLESWIG), WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 37.13	21.58

-----  
ELEC0577-003 06/01/2025

	Rates	Fringes
ELECTRICIANS: (CALUMET (EXCEPT TOWNSHIP OF NEW HOLSTEIN), GREEN LAKE (N. PART INCLUDING TOWNSHIPS OF BERLIN, ST MARIE, AND SENECA), MARQUETTE (N. PART INCLUDING TOWNSHIPS OF CRYSTAL LAKE, NESHKORO, NEWTON, AND SPRINGFIELD), OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO COUNTIES).....	\$ 41.76	23.65

-----

ELEC0890-003 06/01/2024

	Rates	Fringes
ELECTRICIANS: (DODGE (EMMET TOWNSHIP ONLY), GREEN, JEFFERSON, LAFAYETTE, RACINE (BURLINGTON TOWNSHIP), ROCK AND WALWORTH COUNTIES).....	\$ 43.65	23.59

-----

ELEC0953-001 06/02/2019

	Rates	Fringes
LINE CONSTRUCTION: (6) GROUNDSMAN.....	\$ 26.14	14.60
LINE CONSTRUCTION: (5) LIGHT GROUNDMAN DRIVER.....	\$ 30.89	16.11
LINE CONSTRUCTION: (4) HEAVY GROUNDMAN DRIVER.....	\$ 33.27	16.88
LINE CONSTRUCTION: (3) EQUIPMENT OPERATOR).....	\$ 38.02	18.40
LINE CONSTRUCTION: (2) HEAVY EQUIPMENT OPERATOR.....	\$ 42.78	19.80
LINE CONSTRUCTION: (1) LINEMAN.....	\$ 47.53	21.43

-----

ENGI0139-005 06/01/2025

	Rates	Fringes
POWER EQUIPMENT OPERATOR: GROUP 6 OFF-ROAD MATERIAL HAULER WITH OR WITHOUT EJECTOR.		

HAZARDOUS WASTE PREMIUMS: EPA LEVEL ""A"" PROTECTION - \$3.00 PER HOUR EPA LEVEL ""B"" PROTECTION - \$2.00 PER HOUR EPA LEVEL ""C"" PROTECTION - \$1.00 PER HOUR.	\$ 40.32	30.30
POWER EQUIPMENT OPERATOR: GROUP 5 AIR COMPRESSOR; POWER PACK; VIBRATOR HAMMER AND EXTRACTOR; HEAVY EQUIPMENT, LEADMAN; TANK CAR HEATERS; STUMP CHIPPER; CURB MACHINE OPERATOR; CONCRETE PROPORTIONING PLANTS; GENERATORS; MUDJACK OPERATOR; ROCK BREAKER; CRUSHER OR SCREENING PLANT; SCREED (MILLING MACHINE); AUTOMATIC BELT CONVEYOR AND SURGE BIN; PUG MILL OPERATOR; OILER, PUMP (OVER 3		

INCHES); DRILLING MACHINE TENDER, DAY LIGHT MACHINE

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION  
- \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00  
PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.\$ 46.22 30.30  
POWER EQUIPMENT OPERATOR: GROUP 4 GREASER, ROLLER  
STEEL (5 TONS OR LESS); ROLLER (PNEUMATIC TIRED) -  
SELF PROPELLED; TRACTOR (MOUNTED OR TOWED  
COMPACTORS & LIGHT EQUIPMENT); SHOULDERING MACHINE;  
SELF- PROPELLED CHIP SPREADER; CONCRETE SPREADER;  
FINISHING MACHINE; MECHANICAL FLOAT; CURING  
MACHINE; POWER SUBGRADER; JOINT SAWER (MULTIPLE  
BLADE) BELTING MACHINE; BURLAP MACHINE; TEXTURING  
MACHINE; TRACTOR ENDLOADER (RUBBER TIRED) - LIGHT;  
JEEP DIGGER; FORKLIFT; MULCHER; LAUNCH OPERATOR;  
FIREMAN, ENVIRONMENTAL BURNER

HAZARDOUS WASTE PREMIUMS: EPA LEVEL  
"A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B"  
PROTECTION - \$2.00 PER HOUR EPA LEVEL "C"  
PROTECTION - \$1.00 PER HOUR.....\$ 46.51 30.30  
POWER EQUIPMENT OPERATOR: GROUP 3 MECHANIC OR  
WELDER - HEAVY DUTY EQUIPMENT; CRANES WITH A  
LIFTING CAPACITY OF 25 TONS OR UNDER; CONCRETE  
BREAKER (MANUAL OR REMOTE); VIBRATORY/SONIC  
CONCRETE BREAKER; CONCRETE LASER SCREED; CONCRETE  
SLIPFORM PAVER; CONCRETE BATCH PLANT OPERATOR;  
CONCRETE PVT. SPREADER - HEAVY DUTY (RUBBER TIRED);  
CONCRETE SPREADER & DISTRIBUTOR; AUTOMATIC  
SUBGRADER (CONCRETE); CONCRETE GRINDER & PLANING  
MACHINE; CONCRETE SLIPFORM CURB & GUTTER MACHINE;  
SLIPFORM CONCRETE PLACER; TUBE FINISHER; HYDRO  
BLASTER (10,000 PSI & OVER); BRIDGE PAVER; CONCRETE  
CONVEYOR SYSTEM; CONCRETE PUMP; ROTEC TYPE  
CONVEYOR; STABILIZING MIXER (SELF-PROPELLED);  
SHOULDER WIDENER; ASPHALT PLANT ENGINEER;  
BITUMINOUS PAVER; BUMP CUTTER & GROOVING MACHINE;  
MILLING MACHINE; SCREED (BITUMINOUS PAVER); ASPHALT  
HEATER, PLANER & SCARIFIER; BACKHOES (EXCAVATORS)  
WEIGHING UNDER 130,000 LBS; GRADER OR MOTOR PATROL;  
TRACTOR (SCRAPER, DOZER, PUSHER, LOADER); SCRAPER -  
RUBBER TIRED (SINGLE OR TWIN ENGINE); ENDLOADER;

HYDRAULIC BACKHOE (TRACTOR TYPE); TRENCHING MACHINE; SKID RIGS; TRACTOR, SIDE BOOM (HEAVY); DRILLING OR BORING MACHINE (MECHANICAL HEAVY); ROLLER OVER 5 TONS; PERCUSSION OR ROTARY DRILLING MACHINE; AIR TRACK; BLASTER; LOADING MACHINE (CONVEYOR); TUGGER; BOATMEN; WINCHES & A-FRAMES; POST DRIVER; MATERIAL HOIST.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.\$ 46.77 30.30  
POWER EQUIPMENT OPERATOR GROUP 2 CRANES, TOWER CRANES AND DERRICKS WITH OR WITHOUT ATTACHMENTS WITH A LIFTING CAPACITY OF 100 TONS OR LESS; OR CRANES, TOWER CRANES, AND DERRICKS WITH BOOM, LEADS, AND/OR JIBS LENGTHS MEASURING 175 FEET OR UNDER AND BACKHOES (EXCAVATORS) WEIGHING 130,000 LBS AND OVER; CAISSON RIGS; PILE DRIVER; DREDGE OPERATOR; DREDGE ENGINEER; BOAT PILOT.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.....\$ 47.87 30.30  
POWER EQUIPMENT OPERATOR GROUP 1 CRANES, TOWER CRANES, AND DERRICKS WITH OR WITHOUT ATTACHMENTS WITH A LIFTING CAPACITY OF OVER 100 TONS; OR CRANES, TOWER CRANES, AND DERRICKS WITH BOOM, LEADS AND/OR JIB LENGTHS MEASURING 176 FEET OR LONGER.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C"

PROTECTION - \$1.00 PER HOUR.....\$ 48.37 30.30

IRON0008-002 06/01/2025

IRONWORKER (BROWN, CALUMET, DOOR, FOND DU LAC, KEWAUNEE, MANITOWOC, MARINETTE, OCONTO, OUTAGAMI, SHAWANO, SHEBOYGAN, AND WINNEBAGO COUNTIES:.....\$ 44.66 33.67

IRON0008-003 06/01/2025

IRONWORKER (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WALWORTH (N.E. 2/3), WASHINGTON, AND WAUKESHA COUNTIES).....\$ 47.52 33.67

IRON0383-001 06/01/2025

IRONWORKER (ADAMS, COLUMBIA, CRAWFORD, DANE, DODGE, FLORENCE, FOREST, GRANT, GREENE, (EXCLUDING S.E. TIP), GREEN LAKE, IOWA, JEFFERSON, JUNEAU, LA CROSSE, LAFAYETTE, LANGLADE, MARATHON, MARQUETTE, MENOMINEE, MONROE, PORTAGE, RICHLAND, ROCK (NORTHERN AREA, VICINITY OF EDGERTON AND MILTON), SAUK, VERNON, WAUPACA, WAUSHARA, AND WOOD COUNTIES).\$ 44.00 32.66

IRON0498-005 06/01/2025

IRONWORKER (GREEN (S.E. 1/3), ROCK (SOUTH OF EDGERTON AND MILTON), AND WALWORTH (S.W. 1/3) COUNTIES:.....\$ 48.74 49.65

IRON0512-008 05/01/2025

IRONWORKER (BARRON, BUFFALO, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, JACKSON, PEPIN, PIERCE, POLK, RUSK, ST CROIX, TAYLOR, AND TREMPLEAU COUNTIES).....\$ 46.35 36.86

IRON0512-021 05/01/2025

IRONWORKER (ASHLAND, BAYFIELD, BURNETT, DOUGLAS, IRON, LINCOLN, ONEIDA, PRICE, SAWYER, VILAS AND WASHBURN COUNTIES).....\$ 42.89 36.86

LAB00113-002 06/02/2025

	Rates	Fringes
LABORER: GROUP 6 FLAGPERSON; TRAFFIC CONTROL PERSON		
(MILWAUKEE AND WAUKESHA COUNTIES).....	\$ 35.30	25.53
LABORER: GROUP 5 BLASTER AND POWDERMAN		
(MILWAUKEE AND WAUKESHA COUNTIES).....	\$ 39.46	25.53
LABORER: GROUP 4 LINE AND GRADE SPECIALIST		
(MILWAUKEE AND WAUKESHA COUNTIES).....	\$ 39.31	25.53
LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND PAVEMENT); STRIKE OFF MAN		
(MILWAUKEE AND WAUKESHA COUNTIES).....	\$ 39.16	25.53
LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR; DEMOLITION BURNING TORCH LABORER		
(MILWAUKEE AND WAUKESHA COUNTIES).\$	38.96	25.53
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER; BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER; BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND TAMPER); CONCRETE HANDLER		
(MILWAUKEE AND WAUKESHA COUNTIES).....	\$ 38.81	25.53

-----  
LAB00113-003 06/02/2025

	Rates	Fringes
LABORER: GROUP 6 FLAGPERSON AND TRAFFIC CONTROL PERSON		
(OZAUKEE AND WASHINGTON COUNTIES).....	\$ 35.15	25.53
LABORER: GROUP 5 BLASTER; POWDERMAN		
(OZAUKEE AND WASHINGTON COUNTIES).....	\$ 38.26	25.53
LABORER: GROUP 4 LINE AND GRADE SPECIALIST		
(OZAUKEE AND WASHINGTON COUNTIES).....	\$ 38.41	25.53
LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND PAVEMENT); STRIKE OFF MAN		
(OZAUKEE AND WASHINGTON COUNTIES).....	\$ 38.21	25.53
LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR; DEMOLITION BURNING TORCH LABORER		
(OZAUKEE AND WASHINGTON COUNTIES).....	\$ 38.16	25.53
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER; BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER; BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND TAMPER); CONCRETE HANDLER		

(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.06 25.53

LAB00113-011 06/02/2025

LABORER: GROUP 6 FLAGMAN; TRAFFIC CONTROL PERSON Rates Fringes

(KENOSHA AND RACINE COUNTIES).....\$ 35.02 25.53  
LABORER: GROUP 5 BLASTER AND POWDERMAN

(KENOSHA AND RACINE COUNTIES).....\$ 38.52 25.53  
LABORER: GROUP 4 LINE AND GRADE SPECIALIST

(KENOSHA AND RACINE COUNTIES).....\$ 38.19 25.53  
LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND PAVEMENT); STRIKE OFF MAN

(KENOSHA AND RACINE COUNTIES)...\$ 38.22 25.53  
LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR; DEMOLITION BURNING TORCH LABORER

(KENOSHA AND RACINE COUNTIES).....\$ 38.02 25.53  
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER;

BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY  
 MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER;  
 BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND  
 TAMPER); CONCRETE HANDLER

(KENOSHA AND RACINE COUNTIES).....\$ 37.87 25.53

LAB00140-002 06/02/2025

	Rates	Fringes
LABORER GROUP 6 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 40.40	19.97
LABORER GROUP 5 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.97	19.97
LABORER GROUP 4 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 44.12	19.97
LABORER GROUP 3 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT,		

GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.92	19.97
LABORER GROUP 2 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.87	19.97
LABORER GROUP 1 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.77	19.97

LABO0464-003 06/02/2025

	Rates	Fringes
LABORER: GROUP 6 FLAGPERSON AND TRAFFIC CONTROL PERSON		
(DANE COUNTY).....	\$ 40.40	19.97
LABORER: GROUP 5 BLASTER; POWDERMAN		
(DANE COUNTY).....	\$ 44.25	19.97
LABORER: GROUP 4 LINE AND GRADE SPECIALIST		

(DANE COUNTY).....\$ 44.40 19.97  
 LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND PAVEMENT); STRIKE OFF MAN

(DANE COUNTY).....\$ 44.20 19.97  
 LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR; DEMOLITION BURNING TORCH LABORER

(DANE COUNTY).....\$ 44.15 19.97  
 LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER; BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER; BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND TAMPER); CONCRETE HANDLER

(DANE COUNTY).....\$ 44.05 19.97

PAIN0106-008 05/05/2025

	Rates	Fringes
PAINTERS: REPAINT: SPRAY, SANDBLAST, STEEL: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES....	\$ 37.27	27.26
PAINTERS: REPAINT: BRUSH, ROLLER: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 36.67	27.26
PAINTERS: NEW: SPRAY, SANDBLAST, STEEL: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 38.77	27.26
PAINTERS: NEW: BRUSH, ROLLER: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 38.17	27.26

PAIN0108-002 06/01/2025

	Rates	Fringes
PAINTERS: SPRAY & SANDBLAST (RACINE COUNTY).....	\$ 44.64	23.35
PAINTERS: BRUSH, ROLLER (RACINE COUNTY).....	\$ 43.64	23.35

PAIN0259-002 05/01/2008

	Rates	Fringes
PAINTER (BARRON, CHIPPEWA, DUNN, EAU CLAIRE, PEPIN, PIERCE, POLK, RUSK, SAWYER, ST. CROIX, AND WASHBURN COUNTIES).....	\$ 24.11	12.15

---

PAIN0259-004 05/01/2015

	Rates	Fringes
PAINTER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEAU, AND VERNON COUNTIES).....	\$ 22.03	12.45

---

PAIN0781-002 06/01/2025

	Rates	Fringes
PAINTERS: SPRAY & SANDBLAST (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 43.19	24.87
PAINTERS: BRUSH (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 42.44	24.87
PAINTERS: BRIDGE (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 43.19	24.87

---

PAIN0802-002 06/01/2025

	Rates	Fringes
PAINTER: BRUSH (COLUMBIA, DANE, DODGE, GRANT, GREEN, IOWA, LAFAYETTE, RICHLAND, ROCK, AND SAUK COUNTIES).....	\$ 37.65	21.17

---

PAIN0802-003 06/01/2025

	Rates	Fringes
PAINTER (ADAMS, BROWN, CALUMET, CLARK, DOOR, FOND DU LAC, FOREST, GREEN LAKE, IRON, JUNEAU, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, ONEIDA, OUTAGAMIE, PORTAGE, PRICE, SHAWANO, SHEBOYGAN, TAYLOR, VILAS, WAUSHARA, WAUPACA, WINNEBAGO, AND WOOD COUNTIES)...	\$ 37.65	21.17

---

PAIN0934-001 06/01/2025

	Rates	Fringes
PAINTERS: STRUCTURAL STEEL (KENOSHA AND WALWORTH COUNTIES).....	\$ 40.77	26.37
PAINTERS: SPRAY (KENOSHA AND WALWORTH COUNTIES).....	\$ 41.62	26.37
PAINTERS: BRUSH (KENOSHA AND WALWORTH COUNTIES).....	\$ 40.62	26.37

---

PAIN1011-002 06/01/2025

	Rates	Fringes
PAINTERS: (FLORENCE COUNTY).....	\$ 31.17	15.92

---

PLAS0599-002 06/01/2025

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER: AREA D: MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES.....	\$ 42.28	26.43
CEMENT MASON/CONCRETE FINISHER, AREA F: KENOSHA AND RACINE COUNTIES.....	\$ 37.33	31.38
CEMENT MASON/CONCRETE FINISHER, AREA E: DANE, GRANT, GREEN, IOWA, LAFAYETTE, AND ROCK COUNTIES....	\$ 41.16	27.54
CEMENT MASON/CONCRETE FINISHER AREA C: BUFFALO, CRAWFORD, EAU CLAIRE, JACKSON, JUNEAU, LA CROSSE, MONROE, PEPIN, PIERCE, RICHLAND, TREMPEALEAU, AND VERNON COUNTIES .....	\$ 40.06	28.65
CEMENT MASON/CONCRETE FINISHER AREA A: ASHLAND, BURNETT, BAYFIELD, DOUGLAS, IRON, PRICE, SAWYER, AND WASHBURN COUNTIES.....	\$ 47.22	31.90

---

TEAM0039-001 06/01/2025

	Rates	Fringes
TRUCK DRIVER 3 OR MORE AXLES; EUCLIDS, DUMPTOR & ARTICULATED, TRUCK MECHANIC.....	\$ 39.72	28.70
TRUCK DRIVER 1 & 2 AXLES.....	\$ 39.57	28.70

---

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

=====  
 Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at

<https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

-----

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

#### Union Rate Identifiers

A four-letter identifier beginning with characters other than "SU", "UAVG", "SA", or "SC" denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the

classification.

#### Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

#### Survey Rate Identifiers

The "SU" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

"SU" wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

#### State Adopted Rate Identifiers

The "SA" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination.

The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the "SA" identifier took effect under state law in the state from which the rates were adopted.

-----

-----

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to [davisbaconinfo@dol.gov](mailto:davisbaconinfo@dol.gov) or by mail to:

Branch of Wage Surveys  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to [BCWD-Office@dol.gov](mailto:BCWD-Office@dol.gov) or by mail to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to [dba.reconsideration@dol.gov](mailto:dba.reconsideration@dol.gov) or by mail to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an

interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:  
Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210.

=====  
" END OF GENERAL DECISION