

CONTRACT PROVISIONS and SPECIFICATIONS

2026-2027 Vegetation Management within Skagit County

SMALL PUBLIC WORKS PROJECT SKAGIT COUNTY PUBLIC WORKS

Must be an approved contractor on the Municipal Research and Services Center (MRSC) Roster in order to Bid this project:
<http://www.mrscrosters.org>



2026-2027 Vegetation Management within Skagit County

This Contract is for vegetation management of riparian restoration sites, stormwater detention facilities, drainage rights of way, and one closed landfill site in Skagit County.

Schedule: TBD from Notice to Proceed.

Measurement & Payment: Each item will be per the bid proposal.



Site 5: Cascade Ridge Pond

GENERAL INFORMATION AND CONTRACT PROVISIONS

These general provisions are hereby a part of the conditions agreed to by the Contractor upon Bid. Skagit County Public Works is guided by Title 39 RCW, and utilizes the *2025 Standard Specifications for Road, Bridge, and Municipal Construction*, where applicable.

GENERAL INFORMATION

PROJECT TITLE: 2026-2027 Vegetation Management within Skagit County

DESCRIPTION OF WORK: Skagit County is interested in obtaining the services of a contractor for vegetation management of stormwater detention facilities, drainage rights of way, riparian restoration sites, and one closed landfill site in Skagit County.

Work shall take place at approximately sixteen (16) sites over the next two (2) years during the following described seasons:

Season	Approximate Date Range
Spring	March 19 through June 15
Summer	June 16 through August 15
Fall	August 16 through October 15

Each site and its maintenance timeline is shown in the site summary table below and in the attached exhibit maps.

BID DUE DATE AND TIME: Wednesday, April 22, 2026, at 2:00 p.m., or soon thereafter

ENGINEER'S ESTIMATE: \$80,000 - \$100,000

NOTICE TO PROCEED: Contractor shall not commence work until notice to proceed has been given by Skagit County; this occurs after the Contract has been executed by Skagit County Board of Commissioners.

QUESTIONS AND ANSWERS: All technical questions and requests for interpretation shall be in writing and submitted by email with the subject line reading, "Vegetation Management," no later than **Friday, April 10, 2026**, to Aida Miller, Natural Resources Technician, aidam@co.skagit.wa.us. Questions will not be accepted after Friday, April 10, 2026.

ADDENDA: If Skagit County issues addenda to this project, bidders must acknowledge receipt of all addenda on the revised bid proposal. It is the Bidder's responsibility to ensure that the bidder has received all addenda, although Skagit County will make reasonable effort to provide addenda to all plan holders. Addenda will be forwarded to Contractors on the Plan Holder list via email, and will be posted online at www.skagitcounty.net/rfp. Failure to sign the acknowledgement of addenda on the revised proposal packet may result in rejection of the bid.

All addenda, if needed, will be posted online for this work by 4:00 p.m. on **Wednesday, April 15, 2026**. All addenda shall become part of the bid package. If further addenda are required to be issued, after Wednesday, April 15, 2026, the bid opening may be postponed. Contractors on the plan holder list will be notified of postponement via phone and email. A postponement notice will also be posted online at www.skagitcounty.net/rfp.

MANDATORY BIDDER RESPONSIBILITY CRITERIA: Before award, the bidder must meet the following bidder responsibility criteria to be considered a responsible bidder. The bidder may be required by Skagit County to submit documentation demonstrating compliance with the criteria.

The bidder must:

1. Have a current certificate of registration as a contractor in compliance with Title 18.27 RCW, which must have been in effect at the time of bid submittal;
2. Have a current Washington Unified Business Identifier (UBI) number;
3. Have Industrial Insurance (workers' compensation) coverage for the bidder's employees working in Washington, as required in Title 51 RCW;
4. Have a Washington Employment Security Department number (ESD), as required in Title 50 RCW, **(and, if lowest responsive and responsible bidder, provide documentation in the form of a letter or statement from ESD within 24 hours of submitting bid)**;
5. Have a Washington Department of Revenue state excise tax registration number, as required in Title 82 RCW;
6. Not be disqualified from bidding on any public works contract under Title 39.06.010 RCW or Title 39.12.065(3) RCW and;
7. Not be excluded or suspended from bidding on any public works contract under federal laws.

TITLE VI: Skagit County, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252,42 U.S.C. 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award

For questions regarding Skagit County's Title VI Program, you may contact the Public Works Department's Title VI Coordinator, Michael See, at (360) 416-1400.

EXAMINATION OF BID AND CONTRACT DOCUMENTS, SITE, AND SITE CONDITIONS:
The Bidder shall carefully examine the Bid Documents as defined in Section 1-01.3 of the *2024 Standard Specifications for Road, Bridge, and Municipal Construction*.

Submittal of a Bid shall be conclusive evidence that the Bidder has made these examinations and understands all requirements for the performance of the completed Work. The Bidder further warrants, agrees, and acknowledges by submitting a Bid that it:

1. Has taken steps reasonably necessary to ascertain the nature and location of the Work;
2. Has investigated and satisfied itself as to the general and local conditions, which can affect the Work or its cost, including but not limited to:

- a. Conditions bearing upon acquisition, transportation, disposal, handling, and storage of materials;
 - b. The availability of labor, materials, water, electric power, and roads;
 - c. Uncertainties of weather, river stages, tides, or similar physical conditions at the site;
 - d. The conformation and condition of the ground;
 - e. The character of equipment and facilities needed preliminary to and during Work performance; and
 - f. The site biological hazards and associated physical hazards.
3. Has satisfied itself as to the character, quality, and quantity of surface and subsurface materials or obstacles to be encountered insofar as this information is reasonably ascertainable from an inspection of the Work site (including material sites) as well as from the Bid Documents and other information made a part of this Contract; and
 4. Has satisfied itself as to the adequacy of time allowed for the completion of the physical Work on the Contract.

Any failure of the Bidder to take the actions described and acknowledged in this clause shall not relieve the Bidder from responsibility for estimating properly the difficulty and cost of successfully performing the Work, or from proceeding to successfully perform the Work without additional expense to the Contracting Agency.

The Bidder agrees that the Contracting Agency shall not be liable to it on any claim for additional payment or additional time or any claim whatsoever if the claim directly or indirectly results from the Bidder's failure to investigate and familiarize itself sufficiently with the conditions under which the Contract is to be performed.

The Bidder shall be familiar and comply with all Federal, State, tribal, and local laws, ordinances, and regulations which might affect those engaged in the Work. The Contracting Agency will not consider any plea of misunderstanding or ignorance of such requirements.

BID PRICE: Bid prices shall reflect what the Bidder anticipates the cost of completing the Work to be, including methods, materials, labor, and equipment. Except as the Contract may provide, the Bidder shall receive no payment for any costs that exceed those in the Bid prices.

The Contractor shall bear all cost for such insurance as provided in Section 1-07.10. No Claim shall be allowed because of any ambiguity in the Contract if:

1. The Bidder discovers an ambiguity but fails to notify the Contracting Agency, or
2. The Bidder failed to discover a patent ambiguity that would be discovered by a reasonably prudent contractor in preparing its Bid.

Any prospective Bidder desiring an explanation or interpretation of the Bid Documents, shall request the explanation or interpretation in writing by close of business on the Thursday preceding the bid opening to allow a written reply to reach all prospective Bidders before the submission of their Bids. Oral explanations, interpretations, or instructions given by anyone before the Award of a Contract will not be binding on the Contracting Agency.

Any information given a prospective Bidder concerning any of the Bid Documents will be furnished to all prospective Bidders as an Addendum if that information is deemed by the Contracting Agency to be necessary in submitting Bids or if the Contracting Agency concludes that the lack of the information would be prejudicial to other prospective Bidders.

BID PROCEDURES AND CONDITIONS

PROPOSAL FORMS: At the request of a bidder, the Contracting Agency will provide a proposal form for any project on which the bidder is eligible to bid.

The proposal form will identify the project, list estimated quantities, units of measurement, the items of work, and the materials to be furnished at the unit bid prices. The bidder shall complete spaces on the proposal form that call for information such as: unit prices; extensions; total bid amount; signatures; date; retail sales taxes; the bidder's name, address, telephone number, and signature.

PREPARATION OF PROPOSAL: The Contracting Agency will accept only those Proposals properly executed on forms it provides.

All prices shall be in legible figures (not words) written in ink or typed. The Proposal shall include:

1. A unit price for each item (omitting digits more than four (4) places to the right of the decimal point)
2. An extension for each unit price (omitting digits more than two (2) places to the right of the decimal point)
3. The total Contract price (the sum of all extensions)

BID PRICE: The bidder shall submit the completed Bid Proposal as part of the bid. The bid shall include everything necessary for the prosecution and completion of the Contract including, but not limited to, furnishing all material, labor, equipment, and Subcontractors, and other facilities and all management, superintendent's labor and service as outlined in the Provisions, except as may be provided otherwise in the Contract documents. In the event of a discrepancy between the unit price and the total price, the unit price will govern and Skagit County will correct total price accordingly.

SIGNATURES: Bids shall be signed by one of the legally authorized officers of said corporation. If awarded the contract, the Contract shall also be so executed. If a Bid Proposal or Contract is signed by an agent, the agent shall provide satisfactory evidence of authority to sign as legal representative of Bidder, upon request of Skagit County. An authorized partner of a co-partnership may sign the contract, subject to the approval of the attorney, who may at his discretion, require each and every member of the co-partnership to sign the contract.

DELIVERY OF PROPOSAL: Sealed bids will be received by the Board of Skagit County Commissioners. Bids must be received no later than 2:00 p.m. on **Wednesday, April 22, 2026** according to the SKAGIT COUNTY COMMISSIONERS' Reception Desk clock. All bid envelopes must be plainly marked on the outside, "Sealed Bid: Vegetation Management." and delivered to the address below.

Hand-deliver or Mail Proposal to:
Skagit County Commissioners
1800 Continental Place, Suite 100
Mount Vernon, WA 98273

It is the Contractor's responsibility to allow enough time for delivery to occur before the designated time. Quotations delivered to locations other than as indicated above or received after the designated time will not be accepted. Incomplete proposals cannot be considered. Oral, telephonic, telegraphic, electronic, or faxed proposals will not be accepted.

Skagit County reserves the right to reject any or all bids, waive informalities, and make the award in the best interest of Skagit County. Quotation results and questions pertaining to this project can be obtained by calling Aida Miller, Natural Resources Technician at (360) 416-1434.

Bids remain confidential and no information about bids is released until the public information of the bids is otherwise available.

The Contracting Agency will not open or consider any Proposal when the Proposal or Bid deposit is received after the time specified for receipt of Proposals or received in a location other than that specified for receipt of Proposals unless an emergency or unanticipated event interrupts normal work processes of the Contracting Agency so that Proposals cannot be received.

If an emergency or unanticipated event interrupts normal work processes of the Contracting Agency so that Proposals cannot be received at the office designated for receipt of bids as specified above the time specified for receipt of the Proposal will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which the normal work processes of the Contracting Agency resume.

BID BOND DEPOSIT/GUARANTY: Pursuant to Title 36.32.250 RCW, no bid will be considered unless accompanied by a surety company bid bond, Cashier's or certified check payable to the order of Skagit County for a sum not less than five percent (5%) of the estimated bid amount. Should the successful bidder fail to enter into such contract, the bid bond will be forfeited to Skagit County.

Any proposal bond shall be on a form acceptable to the Contracting Agency and shall be signed by the Bidder and the Surety. A proposal bond shall not be conditioned in any way to modify the minimum five percent (5%) required. The Surety shall: (1) be registered with the Washington State Insurance Commissioner, and (2) appear on the current Authorized Insurance List in the State of Washington published by the Office of the Insurance Commissioner.

The failure to furnish a Bid deposit of a minimum of five percent (5%) with the Bid or as a physical supplement to the electronic Proposal Form shall make the Bid nonresponsive and shall cause the Bid to be rejected by the Contracting Agency.

NON-COLLUSION: Submittal and signature of the non-collusion certificate confirms the bid is genuine and not a sham or collusive, and not made in the interest of any person not named, and that the Contractor has not induced or solicited others to submit a sham offer, or to refrain from proposing.

CONSIDERATION OF BIDS: After opening and reading proposals, the Contracting Agency will check them for correctness of extensions of the prices per unit and the total price. If a discrepancy exists between the price per unit and the extended amount of any bid item, the price per unit will control. The total of extensions, corrected where necessary, will be used by the Contracting Agency for Award purposes and to fix the amount of the Contract Bond.

The right is reserved by the Contracting Agency to waive informalities in the bidding, accept a Proposal of the lowest responsible Bidder, reject any or all Bids, republish the call for Bids, revise or cancel the Work, or require the Work to be done in another way, if the best interest of the Contracting Agency is served.

A Bidder who wishes to claim error after the Bids have been opened and read as required by Title 47.28.090 RCW shall promptly notify the Contracting Agency that an error occurred. The Bidder shall submit a notarized affidavit or declaration under penalty of perjury signed by the Bidder and accompanied by the work sheets used in the preparation of the Bid, requesting relief from the responsibilities of Award. The affidavit or declaration shall describe the specific error(s) and certify that the work sheets are the ones used in preparing the Bid.

The affidavit or declaration shall be submitted no later than 4:30 p.m. on the first business day after Bid opening or the claim will not be considered. The Contracting Agency will review the affidavit or declaration and the certified work sheets to determine the validity of the claimed error and if the error is of the kind for which the law allows relief from forfeiture of the Bid deposit. If the Contracting Agency concurs in the claim of error and determines that the error is of the kind which allows relief from forfeiture, the Bidder will be relieved of responsibility and the Bid deposit of the Bidder will be returned. If the Contracting Agency does not concur in the error or determines that the error is not the kind for which the law allows relief, the Contracting Agency may Award the Contract and if the Bidder refuses to execute the Contract, the Bidder's Bid deposit shall be forfeited as required by Title 47.28.100 RCW. Title 39.04.107 RCW applies, thereafter.

NON-RESPONSIVE BIDS: Any bid that does not comply with these instructions, is not signed, supplements or deviates from the specifications herein, or is incomplete, may be declared non-responsive by Skagit County and not further considered.

PROTESTS: Protests will be in accordance with all RCWs, as applicable.

AWARD OF CONTRACT

CONDITION OF AWARD: It is the intent of Skagit County to award a contract to the lowest responsive and responsible bidder. The Board of Skagit County Commissioners reserves the right to reject any or all bids for cause, and to waive minor irregularities in the bidding.

AWARD OF CONTRACT: Normally, Contract Award or Bid rejection will occur within forty-five (45) calendar days after Bid opening. If the lowest responsible Bidder and the Contracting Agency agree, this deadline may be extended. If they cannot agree on an extension by the 45-calendar day deadline, the Contracting Agency reserves the right to Award the Contract to the next lowest responsible Bidder or reject all Bids. The Contracting Agency will notify the successful Bidder of the Contract Award in writing.

ACCEPTANCE OF AWARD: If awarded, the Contractor is deemed to have agreed to all Addenda, Bid Instruction to bidders, General and Contract Provisions, Scope of Work, Specifications, Contract, and all other related documents.

COORDINATION OF DOCUMENTS: Any inconsistency in the parts of the Contract shall be resolved by following this order of precedence (e.g., 1 presiding over 2, 3, 4, 5, 6, and 7; 2 presiding over 3, 4, 5, 6, and 7; and so forth):

1. Addenda,
2. Proposal Form,
3. Special Provisions,
4. Contract Plans,
5. Amendments to the Standard Specifications,
6. Standard Specifications, and
7. Standard Plans.

On the Contract Plans, Working Drawings, and Standard Plans, figured dimensions shall take precedence over scaled dimensions.

This order of precedence shall not apply when Work is required by one part of the Contract but omitted from another part or parts of the Contract. The Work required in one part must be furnished even if not mentioned in other parts of the Contract.

Whenever reference is made in these Specifications or the Special Provisions to codes, rules, specifications, and standards, the reference shall be construed to mean the code, rule, specification, or standard that is in effect on the Bid advertisement date, unless otherwise stated or as required by law.

If any part of the Contract requires Work that does not include a description for how the Work is to be performed, the Work shall be performed in accordance with standard trade practice(s). For purposes of the Contract, a standard trade practice is one having such regularity of observance in the trade as to justify an expectation that it will be observed by the Contractor in doing the Work.

In case of any ambiguity or dispute over interpreting the Contract, the Engineer's decision will be final as provided in *2025 WSDOT Standard Specifications for Road, Bridge, and Municipal Construction* Section 1-05.1.

CONTRACT

EXECUTION OF CONTRACT: Successful bidder is allowed a maximum of **ten (10)** calendar days after the award date to return the signed contract, contract bond, all required insurance certifications, and any other required documentation as specified in this document.

Until the Contracting Agency executes a Contract, no Proposal shall bind the Contracting Agency nor shall any Work begin within the project limits or within Contracting Agency-furnished sites. The Contractor shall bear all risks for any Work begun outside such areas and for any materials ordered before the Contract is executed by the Contracting Agency.

If the Bidder experiences circumstances beyond their control that prevents return of the Contract documents within ten (10) calendar days after the Award date, the Contracting Agency may grant up to a maximum of ten (10) additional calendar days for return of the documents, provided the Contracting Agency deems the circumstances warrant it.

CONTRACT DOCUMENTS: The Addenda, Bid Proposal, General and Contract Provisions and Specifications, and Contract, shall be a part of and constitute the Contract entered into by Skagit County and successful Bidder. In the event there is discrepancy between any of the

foregoing contract documents, the above order of documents governs so that the former prevails over the latter.

CONTRACT BOND: Pursuant to Title 39.08 RCW, the successful Bidder shall provide an executed contract bond for the full contract amount. This contract bond shall:

1. Be on a Contracting Agency-furnished form;
2. Be signed by an approved Surety (or Sureties) that:
 - a. Is registered with the Washington State Insurance Commissioner, and
 - b. Appears on the current Authorized Insurance List in the State of Washington published by the Office of the Insurance Commissioner,
3. Be conditioned upon the faithful performance of the contract by the Contractor within the prescribed time;
4. Guarantee that the Surety shall indemnify, defend, and protect the Contracting Agency against any claim of direct or indirect loss resulting from the failure:
 - a. Of the Contractor (or any of the employees, subcontractors, or lower tier subcontractors of the Contractor) to faithfully perform the contract, or
 - b. Of the Contractor (or the subcontractors or lower tier subcontractors of the Contractor) to pay all laborers, mechanics, subcontractors, lower tier subcontractors, material or any other person who provides supplies or provisions for carrying out the work;

The Contracting Agency may require Sureties or Surety companies on the Contract Bond to appear and qualify themselves. Whenever the Contracting Agency deems the Surety or Sureties to be inadequate, it may, upon written demand, require the Contractor to furnish additional Surety to cover any remaining work. Until the added Surety is furnished, payments on the Contract will stop.

RETAINAGE: Pursuant to Title 60.28 RCW, a sum of five percent (5%) of the monies earned by the Contractor will be retained from progress estimates. Such retainage shall be used as a trust fund for the protection and payment (1) to the State with respect to taxes imposed pursuant to Title 82 RCW, and (2) the claims of any person arising under the Contract.

Monies retained under the provisions of Title 60.28 RCW shall, at the option of the Contractor, be:

1. Retained in a fund by the Contracting Agency; or
2. Deposited by the Contracting Agency in an escrow (interest-bearing) account in a bank, mutual saving bank, or savings and loan association (interest on monies so retained shall be paid to the Contractor). Deposits are to be in the name of the Contracting Agency and are not to be allowed to be withdrawn without the Contracting Agency's written authorization. The Contracting Agency will issue a check representing the sum of the monies reserved, payable to the bank or trust company. Such check shall be converted into bonds and securities chosen by the Contractor as the interest accrues.

At the time the Contract is executed the Contractor shall designate the option desired. The Contractor in choosing option (2) agrees to assume full responsibility to pay all costs that may accrue from escrow services, brokerage charges or both, and further agrees to assume all risks in connection with the investment of the retained percentages in securities. The Contracting Agency may also, at its option, accept a bond in lieu of retainage.

Release of the retainage will be made sixty (60) days following the Completion Date (pursuant to Title 39.12 RCW, and Title 60.28 RCW) provided the following conditions are met:

1. On Contracts totaling more than \$35,000, a release has been obtained from the Washington State Department of Revenue.
2. Affidavits of Wages Paid for the Contractor and all Subcontractors are on file with the Contracting Agency (Title 39.12.040 RCW).
3. A certificate of Payment of Contributions Penalties and Interest on Public Works Contract is received from the Washington State Employment Security Department.
4. Washington State Department of Labor and Industries (in accordance with Section 1-07.10) shows the Contractor is current with payments of industrial insurance and medical aid premiums.
5. All claims, as provided by law, filed against the retainage have been resolved. In the event claims are filed and provided the conditions of 1, 2, 3, and 4 are met, the Contractor will be paid such retained percentage less an amount sufficient to pay any such claims together with a sum determined by the Contracting Agency sufficient to pay the cost of foreclosing on claims and to cover attorney's fees.

INSURANCE: Contractor shall comply with the following conditions and procure and keep in force during the term of this Agreement, at Contractor's own cost and expense, the following policies of insurance with companies authorized to do business in the State of Washington, which are rated at least "A" or better and with a numerical rating of no less than seven (7), by A.M. Best Company and which are acceptable to the County.

1. Commercial General Liability Insurance on an occurrence basis in an amount not less than \$1,000,000 per occurrence and at least \$1,000,000 in the annual aggregate, including but not limited to: premises/operations (including off-site operations), blanket contractual liability and broad form property damage.
2. Business Automobile Liability Insurance in an amount not less than \$1,000,000 per occurrence, extending to any automobile.
3. Workers' Compensation Insurance as required by Washington law and Employer's Liability Insurance (Stop Gap) with limits not less than \$1,000,000 per occurrence. If the County authorizes sublet work, the Contractor shall require each Subcontractor to provide Workers' Compensation Insurance for its employees, unless the Contractor covers such employees.

The above liability policies shall contain a provision that the policy shall not be canceled or materially changed without thirty (30) days prior written notice to the County. No cancellation provision in any insurance policy shall be construed in derogation of the continuous duty of the Contractor to furnish the required insurance during the term of this Agreement.

Upon written request by the County, the insurer or his/her agent will furnish, prior to or during any Work being performed, a copy of any policy cited above, certified to be a true and complete copy of the original.

ADDITIONAL INSURED: Prior to the Contractor performing any Work, Contractor shall provide the County with a Certificate of Insurance acceptable to the County Attorney evidencing the above-required insurance and naming Skagit County, its officers, employees and agents as Additional Insureds on the Commercial General Liability Insurance policy and the Business Automobile Liability Insurance policy with respect to the operations performed and services provided under this Agreement and that such insurance shall apply as primary insurance on

behalf of such Additional Insureds. Skagit County shall be named as an Additional Insured by endorsement using ISO Form CG 2010 or equivalent. Receipt by the County of any certificate showing less coverage than required is not a waiver of the Contractor's obligations to fulfill the requirement.

The Certificate must name the County as additional insured, and state: Skagit County, its elected officials, officers and employees are named as additional insured.

The insurance policies required in this Contract are to contain and be endorsed to contain the following provisions:

With respect to all Liability Policies:

Skagit County its officers, officials, employees, and agents and volunteers are named as additional insured's as respects liability arising out of activities performed by or on behalf of the Contractor in connection with this Contract.

The Contractor's insurance coverage shall be primary insurance as respects Skagit County, its officers, officials, employees, agents, volunteers and consultants. Any insurance and/or self-insurance maintained by Skagit County, its officers, officials, employees, agents and consultants shall not contribute with the Contractor's insurance or benefit the Contractor in any way.

An additional insureds endorsement template can be provided by Skagit County, upon request.

PUBLIC WORKS PROJECT – PREVAILING WAGE: Pursuant to Title 39.12 RCW, if awarded the project, the Contractor and each Subcontractor shall complete or have on file with the County a current "Statement of Intent to Pay Prevailing Wages" before payment will be made for work performed. An "Affidavit of Wages Paid" shall be required at the end of the project, before final payment is authorized. These forms are available from Washington State Department of Labor & Industries and can be filed electronically at <http://www.lni.wa.gov/TradesLicensing/PrevWage>.

The State of Washington prevailing wage rates applicable for this public works project, which is located in Skagit County, may be found at the following website address of the Department of Labor and Industries: <https://fortress.wa.gov/lni/wagelookup/prvWagelookup.aspx>.

Any materials purchased will be used in public work type projects as defined in RCW 39.12, and therefore, subject to state prevailing wage rates as set forth by the Washington Department of Labor and Industries. Bidders are advised to consider this charge when computing bids.

LICENSES AND PERMITS: Contractor shall procure all licenses, pay all charges, fees and taxes, and give all notices necessary and incidental to the due and lawful prosecution of the work. Contractors awarded a County Contract are responsible for compliance with Washington State Business License regulations.

CHANGES/AMENDMENTS: Skagit County reserves the right to add or delete work, items, agencies, or locations from this contract, subject to appropriate adjustments to the Contract price. Added items, agencies, or locations will be related to those on contract, and additions or deletions will be by mutual agreement, with prices consistent with the original bid price margins, and evidenced by an amendment to the Contract. The execution of an amendment shall

constitute a waiver of Claims by the Contractor arising out of the Work to be performed or deleted pursuant to the amendment, except as specifically described in the amendment. General reservations of rights will be deemed waived and void.

FAILURE TO EXECUTE CONTRACT: Upon failure to return the performance and payment bonds, insurance certifications, and any other required documentation as specified in this document with the signed contract, as required, Skagit County may then award the contract to the second lowest responsive and responsible Bidder, or reject all remaining bids.

RETURN OF BID BOND/GUARANTY: Proposal bonds and deposits will be held until the Contract has been properly executed pursuant to Title 36.32.250 RCW. When the Contract has been properly executed, all remaining bonds or deposits, except those subject to forfeiture, will be returned.

LEGAL RELATIONS AND RESPONSIBILITIES TO THE PUBLIC

COMPLIANCE WITH LAWS: Contractor shall comply with all applicable federal, state, tribal and local laws, rules, and regulations affecting its performance and hold Skagit County harmless against any claims arising from the violation thereof. No extension of time or additional payment will be made for loss of time or disruption of work caused by any actions against the Contractor for any of the above reasons.

APPLICATION OF SALES TAX: The work on this contract is to be performed upon lands whose ownership obligates the Contractor to pay State sales tax. Department of Revenue Rule 171 applies to this project. This work is not exempt from Sales Tax. The contractor shall include appropriate sales tax as shown on the Bid Proposal. The Contracting Agency will not adjust its payment if the Contractor bases a bid on a misunderstood tax liability.

DEFENSE & INDEMNITY AGREEMENT: The Contractor agrees to defend, indemnify and save harmless the County, its appointed and elective officers and employees, from and against all loss or expense, including but not limited to judgments, settlements, attorney's fees and costs by reason of any and all claims and demands upon the County, its elected or appointed officials or employees for damages because of personal or bodily injury, including death at any time resulting therefrom, sustained by any person or persons and on account of damage to property including loss of use thereof, whether such injury to persons or damage to property is due to the negligence of the Contractor, its subcontractors, its elected officers, employees or their agents, except only such injury or damage as shall have been occasioned by the sole negligence of the County, its appointed or elected officials or employees. It is further provided that no liability shall attach to the County by reason of entering into this contract, except as expressly provided herein.

HOLD HARMLESS: The Contractor shall hold Skagit County and its officers, agents and employees harmless from all costs, claims or liabilities of any nature including attorneys; fees, costs and expenses for or on account of injuries or damages sustained by any persons or property resulting from the negligent activities or omissions of the Contractor, its agents or employees pursuant to the Contract, or on account of any unpaid wages or other remuneration for services; and if a suit as described above be filed, the Contractor shall appear and defend the same at its own cost and expense, and if judgment be rendered or settlement made requiring payment by Skagit County, the Contractor shall pay the same.

TERMINATION FOR PUBLIC CONVENIENCE: The County may terminate the contract in whole or in part whenever the County determines, in its sole discretion that such termination is in the best interests of the County. Whenever the contract is terminated in accordance with this paragraph, the Contractor shall be entitled to payment for actual work performed at unit contract prices for completed items of work. An equitable adjustment in the contract price for partially completed items of work will be made, but such adjustment shall not include provision for loss of anticipated profit on deleted or uncompleted work. Termination of this contract by the County at any time during the term, whether for default or convenience, shall not constitute a breach of contract by the County. If sufficient funds are not appropriated or allocated for payment under this contract for any future fiscal period, the County will not be obligated to make payments for services or amounts incurred after the end of the current fiscal period. No penalty or expense shall accrue to the County in the event this provision applies.

PAYMENT

INVOICES: The Contractor shall be paid, upon submission of a proper invoice for payment request, the prices stipulated in the Contract for services performed (less deductions, if any), in accordance with all payment and retainage instructions herein. All accounts are paid according to Title 39.76 RCW. Submitted Payment Requests must contain the following minimum information:

- Contract number;
- Item number, quantity, and description as appropriate;
- Unit and extended prices.
- Approved Intent of Wages Paid with WA Department of Labor and Industries

Payments are to be submitted no more than monthly, but not less than quarterly.

Mail Payment Requests to:

Skagit County Public Works
ATTN: Aida Miller, Natural Resources Technician
1800 Continental Place
Mount Vernon, WA 98273-5625

Payment will be made to the Contractor upon completion of all work and after final inspection and acceptance of the work by the Owner's Representative.

SCOPE OF WORK:

Each site and its maintenance timeline is shown in the attached Exhibit maps.

GENERAL REQUIREMENTS OF THE WORK:

1. Mobilization shall be included in total bid.
2. It will be the responsibility of the Contractor to obtain any necessary permits, and all permit inspections will be scheduled by the Contractor.
3. All permits and inspections will be reimbursed at actual cost to the Contractor.
4. Contractors must carry appropriate and valid Washington State Department of Agriculture (WSDA) agricultural herbicide license for aquatic and terrestrial environments.
5. It is anticipated that 100% of the work will be performed during the Contractor's normal business hours.
6. The Contractor will contact the Project Manager two (2) weeks prior to beginning work at each site. Requirements for further notifications and onsite meetings will be at the discretion of the Project Manager.
7. Contractor shall manage vegetation as outlined on the site-specific project description for each site.
 - a. Mowing
 - i. Certain sites will require mowing of the entire area, as specified in site-specific plans.
 - ii. Certain sites will require selective mowing that protects plantings and native vegetation as shown in site-specific plans.
 - b. Weed eating
 - i. Mowing or cutting of vegetation with a hand-held weed eater (weed whacker, trimmer) to treat areas where a mower cannot reach. Weed eating must be done in a manner that does not damage plantings, desirable vegetation, or infrastructure such as fences.

- c. Herbicide application to treat noxious weeds. Herbicide application must be performed by a licensed applicator in accordance with WSDA rules, applicable permits, and the product label.
- d. Sapling trimming/cutting.
 - i. Cutting of saplings less than 1.5 inches diameter at breast height (dbh), typically 4.5 feet above the ground, within designated areas. See specific plans for details.
 - ii. Trimming of tree limbs less than 1.5 inches diameter along vertical plan. See specific plans for details.
 - iii. This treatment may be done with mowing equipment where feasible.

See Appendix D for details on mowing and sapling trimming, drainage, and stormwater facilities.

- 8. Trash and debris must be removed from a site before mowing begins. Trash and debris may be stockpiled on site for removal by county crews pending coordination with the Project Manager. This is not expected to occur on all sites and should not exceed one (1) hour per site if trash or debris is encountered.
- 9. Areas adjacent to cropped fields shall be mowed after harvest. The Project Manager will determine whether harvest has occurred.
- 10. All maintained landscaping shall be left as-is or returned to a substantially similar condition as existed prior to the commencement of work performed. This requirement includes removing cut and mowed vegetation from water and removing any large clumps of cut vegetation.
- 11. The Contractor shall be responsible for repair of any damage they cause to the site.
- 12. Boundaries are shown in exhibits. Exhibits are of the general vicinity and location; actual boundary may vary at each site within each Bid Item and should be discussed during the initial site visit.
- 13. Miscellaneous Vegetation Treatment Bid Item: This is limited to a maximum of one hundred fifty (150) hours. Contractor will only be paid for the actual hours worked. Contractor shall bid item at an hourly rate. Contractor shall not be expected to supply larger equipment than necessary to complete what equipment is needed for all bid items. All miscellaneous mowing tasks will be outlined in a task assignment, and are to be approved by the County prior to work taking place. Please refer to Appendix B.
- 14. Contractor shall attend a site meeting with the Project Manager as specified in the Site Plans below.
- 15. See Appendix D for best management practices (BMPs) for maintaining drainage facilities. Contractor shall use BMPs when working in or near drainage facilities (ditches).
- 16. See Appendix F for stormwater pond best management practices.

SITE SUMMARY SCHEDULE:

Site #	Site Name	Seasons
1A	Britt Slough (Exhibit 2)	Late Sumer or Early Fall
1B	Britt Slough (Exhibit 3)	Late Sumer or Early Fall
1C	Britt Slough (Exhibit 4)	Late Sumer or Early Fall
1D	Britt Slough (Exhibit 5)	Late Sumer or Early Fall
1E	Britt Slough (Exhibit 6)	Late Sumer or Early Fall
2A	Blanchard (Exhibit 7)	Late Summer
2B	Blanchard (Exhibit 8)	Late Summer
2C	Blanchard (Exhibit 9)	Late Summer
2D	Blanchard (Exhibit 10)	Late Summer
3	Dry Slough (Exhibit 11)	Summer 2027
4	Seaview Division 1 Pond (Exhibit 12)	Spring and Fall
5	Cascade Ridge Pond (Exhibit 13)	Spring and Fall
6	Bay Hill Village Div. 1 Pond (Exhibit 14)	Spring, Summer, and Fall
7	Big Lake (Exhibit 15)	Early Summer mowing, Fall mow and spray
8	Inman Landfill (Exhibit 16)	Spring and Fall

APPENDIX A
WA State Prevailing Wages

State of Washington
 Department of Labor & Industries
 Prevailing Wage Section - Telephone 360-902-5335
 PO Box 44540, Olympia, WA 98504-4540

Washington State Prevailing Wage

The PREVAILING WAGES listed here include both the hourly wage rate and the hourly rate of fringe benefits. On public works projects, worker's wage and benefit rates must add to not less than this total. A brief description of overtime calculation requirements are provided on the Benefit Code Key.

Journey Level Prevailing Wage Rates for the Effective Date: 4/22/2026

Skagit County

Trade [▲]	Job Classification [↕]	Wage [↕]	Holiday	Overtime	Note
Asbestos Abatement Workers	Journey Level	\$67.39	5D	1H	
Boilermakers	Journey Level	\$80.89	5N	1C	
Brick Mason	Journey Level	\$76.07	7E	1N	
Brick Mason	Pointer-Caulker-Cleaner	\$76.07	7E	1N	
Building Service Employees	Janitor	\$17.13		1	
Building Service Employees	Shampooer	\$17.13		1	
Building Service Employees	Waxer	\$17.13		1	

Building Service Employees	Window Cleaner	\$17.13		1	
Cabinet Makers (In Shop)	Journey Level	\$18.85		1	
Carpenters	Acoustical Worker	\$83.21	15J	11U	
Carpenters	Bridge Dock and Wharf Carpenter	\$84.81	15J	11U	9L
Carpenters	Floor Layer & Floor Finisher	\$83.21	15J	11U	
Carpenters	General Carpenter	\$83.21	15J	11U	
Carpenters	Scaffold Erector	\$83.21	15J	11U	
Cement Masons	Application of all Composition Mastic	\$81.87	15J	4U	
Cement Masons	Application of all Epoxy Material	\$81.36	15J	4U	
Cement Masons	Application of all Plastic Material	\$81.87	15J	4U	
Cement Masons	Application of Sealing Compound	\$81.36	15J	4U	
Cement Masons	Application of Underlayment	\$81.87	15J	4U	
Cement Masons	Building General	\$81.36	15J	4U	
Cement Masons	Composition or Kalman Floors	\$81.87	15J	4U	

Cement Masons	Concrete Paving	\$81.36	15J	4U
Cement Masons	Curb & Gutter Machine	\$81.87	15J	4U
Cement Masons	Curb & Gutter, Sidewalks	\$81.36	15J	4U
Cement Masons	Curing Concrete	\$81.36	15J	4U
Cement Masons	Finish Colored Concrete	\$81.87	15J	4U
Cement Masons	Floor Grinding	\$81.87	15J	4U
Cement Masons	Floor Grinding/Polisher	\$81.36	15J	4U
Cement Masons	Green Concrete Saw, self-powered	\$81.87	15J	4U
Cement Masons	Grouting of all Plates	\$81.36	15J	4U
Cement Masons	Grouting of all Tilt-up Panels	\$81.36	15J	4U
Cement Masons	Guniting Nozzleman	\$81.87	15J	4U
Cement Masons	Hand Powered Grinder	\$81.87	15J	4U
Cement Masons	Journey Level	\$81.36	15J	4U
Cement Masons	Patching Concrete	\$81.36	15J	4U
Cement Masons	Pneumatic Power Tools	\$81.87	15J	4U
Cement Masons	Power Chipping & Brushing	\$81.87	15J	4U

Cement Masons	Sand Blasting Architectural Finish	\$81.87	15J	4U	
Cement Masons	Screed & Rodding Machine	\$81.87	15J	4U	
Cement Masons	Spackling or Skim Coat Concrete	\$81.36	15J	4U	
Cement Masons	Troweling Machine Operator	\$81.87	15J	4U	
Cement Masons	Troweling Machine Operator on Colored Slabs	\$81.87	15J	4U	
Cement Masons	Tunnel Workers	\$81.87	15J	4U	
Divers & Tenders	Bell/Vehicle/Submersible Operator (not under pressure)	\$144.72	15J	11T	9I
Divers & Tenders	Dive Supervisor	\$146.22	15J	11T	9I
Divers & Tenders	Diver	\$144.72	15J	11T	9I
Divers & Tenders	Diver Tender	\$91.05	15J	11T	9I
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 0-30.00 PSI	\$114.73	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 30.01-44.00 PSI	\$124.28	15J	11U	

Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 44.01 - 54.00 PSI	\$133.82	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 54.01 - 60.00 PSI	\$143.37	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 60.01 - 64.00 PSI	\$152.91	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 64.01 - 68.00 PSI	\$162.46	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 68.01 - 70.00 PSI	\$172.00	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 70.01 - 72.00 PSI	\$181.55	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 72.01 - 74.00 PSI	\$191.09	15J	11U	
Divers & Tenders	Lead Diver (Dive Master)	\$105.51	15J	11T	9I
Divers & Tenders	Manifold Operator (Life Support Technician)	\$96.05	15J	11U	9I
Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$91.05	15J	11T	9I

Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$91.05	15J	11U	9I
Divers & Tenders	Remote Operated Vehicle Tender	\$84.75	15J	11T	9I
Divers & Tenders	Stand-by Diver	\$100.51	15J	11T	9I
Dredge Workers	Assistant Engineer	\$89.47	5D	3F	
Dredge Workers	Assistant Mate (Deckhand)	\$88.78	5D	3F	
Dredge Workers	Boatmen	\$89.47	5D	3F	
Dredge Workers	Engineer Welder	\$91.20	5D	3F	
Dredge Workers	Leverman, Hydraulic	\$93.03	5D	3F	
Dredge Workers	Mates	\$89.47	5D	3F	
Dredge Workers	Oiler	\$88.78	5D	3F	
Drywall Applicator	Journey Level	\$81.71	150	11S	
Drywall Tapers	Journey Level	\$81.71	150	11S	
Electrical Fixture Maintenance Workers	Journey Level	\$21.48		1	
Electricians - Inside	Cable Splicer	\$100.52	7H	1E	
Electricians - Inside	Construction Stock Person	\$48.08	7H	1D	

Electricians - Inside	Journey Level	\$94.06	7H	1E	
Electricians - Motor Shop	Craftsman	\$17.13		1	
Electricians - Motor Shop	Journey Level	\$17.13		1	
Electricians - Powerline Construction	Cable Splicer	\$107.31	5A	4D	
Electricians - Powerline Construction	Certified Line Welder	\$98.45	5A	4D	
Electricians - Powerline Construction	Groundperson	\$61.75	5A	4D	
Electricians - Powerline Construction	Heavy Line Equipment Operator	\$98.45	5A	4D	
Electricians - Powerline Construction	Journey Level Lineperson	\$98.45	5A	4D	
Electricians - Powerline Construction	Line Equipment Operator	\$84.18	5A	4D	
Electricians - Powerline Construction	Meter Installer	\$61.75	5A	4D	8W
Electricians - Powerline Construction	Pole Sprayer	\$98.45	5A	4D	
Electricians - Powerline Construction	Powderperson	\$72.81	5A	4D	
Electronic Technicians	Electronic Technicians Journey Level	\$62.05	5B	1B	

Elevator Constructors	Mechanic	\$119.17	7D	4A	
Elevator Constructors	Mechanic In Charge	\$128.95	7D	4A	
Fabricated Precast Concrete Products	Journey Level	\$17.13		1	
Fabricated Precast Concrete Products	Journey Level - In-Factory Work Only	\$17.13		1	
Fence Erectors	Fence Erector	\$57.66	15J	11P	8Y
Fence Erectors	Fence Laborer	\$57.66	15J	11P	8Y
Flaggers	Journey Level	\$57.66	15J	11P	8Y
Glaziers	Journey Level	\$85.16	7L	1Y	
Heat & Frost Insulators And Asbestos Workers	Journey Level	\$96.42	15H	11C	
Heating Equipment Mechanics	Mechanic	\$103.56	7F	1E	
Hod Carriers & Mason Tenders	Journey Level	\$71.09	15J	11P	8Y
Industrial Power Vacuum Cleaner	Journey Level	\$17.13		1	
Inland Boatmen	Boat Operator	\$71.28	5B	1K	
Inland Boatmen	Cook	\$69.70	5B	1K	
Inland Boatmen	Deckhand	\$70.00	5B	1K	

Inland Boatmen	Deckhand Engineer	\$69.55	5B	1K
Inland Boatmen	Launch Operator	\$71.23	5B	1K
Inland Boatmen	Mate	\$89.12	5B	1K
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Cleaner Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Foamer Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Grout Truck Operator	\$54.56	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Head Operator	\$52.40	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Technician	\$45.97	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	TV Truck Operator	\$49.20	15M	110
Insulation Applicators	Journey Level	\$83.21	15J	11U
Ironworkers	Journeyman	\$94.82	15K	11N

Laborers	Air, Gas Or Electric Vibrating Screed	\$67.39	15J	11P	8Y
Laborers	Airtrac Drill Operator	\$69.37	15J	11P	8Y
Laborers	Ballast Regular Machine	\$67.39	15J	11P	8Y
Laborers	Batch Weighman	\$57.66	15J	11P	8Y
Laborers	Brick Pavers	\$67.39	15J	11P	8Y
Laborers	Brush Cutter	\$67.39	15J	11P	8Y
Laborers	Brush Hog Feeder	\$67.39	15J	11P	8Y
Laborers	Burner	\$67.39	15J	11P	8Y
Laborers	Caisson Worker	\$69.37	15J	11P	8Y
Laborers	Carpenter Tender	\$67.39	15J	11P	8Y
Laborers	Cement Dumper-paving	\$69.37	15J	11P	8Y
Laborers	Cement Finisher Tender	\$67.39	15J	11P	8Y
Laborers	Change House Or Dry Shack	\$67.39	15J	11P	8Y
Laborers	Chipping Gun (30 Lbs. And Over)	\$68.56	15J	11P	8Y
Laborers	Chipping Gun (Under 30 Lbs.)	\$67.39	15J	11P	8Y
Laborers	Choker Setter	\$67.39	15J	11P	8Y

Laborers	Chuck Tender	\$67.39	15J	11P	8Y
Laborers	Clary Power Spreader	\$68.56	15J	11P	8Y
Laborers	Clean-up Laborer	\$67.39	15J	11P	8Y
Laborers	Concrete Dumper/Chute Operator	\$69.37	15J	11P	8Y
Laborers	Concrete Form Stripper	\$67.39	15J	11P	8Y
Laborers	Concrete Placement Crew	\$69.37	15J	11P	8Y
Laborers	Concrete Saw Operator/Core Driller	\$68.56	15J	11P	8Y
Laborers	Crusher Feeder	\$57.66	15J	11P	8Y
Laborers	Curing Laborer	\$67.39	15J	11P	8Y
Laborers	Demolition: Wrecking & Moving (Incl. Charred Material)	\$67.39	15J	11P	8Y
Laborers	Ditch Digger	\$67.39	15J	11P	8Y
Laborers	Diver	\$69.37	15J	11P	8Y
Laborers	Drill Operator (Hydraulic, Diamond)	\$68.56	15J	11P	8Y
Laborers	Dry Stack Walls	\$67.39	15J	11P	8Y
Laborers	Dump Person	\$67.39	15J	11P	8Y

Laborers	Epoxy Technician	\$67.39	15J	11P	8Y
Laborers	Erosion Control Worker	\$67.39	15J	11P	8Y
Laborers	Faller & Bucker Chain Saw	\$68.56	15J	11P	8Y
Laborers	Fine Graders	\$67.39	15J	11P	8Y
Laborers	Firewatch	\$57.66	15J	11P	8Y
Laborers	Form Setter	\$69.37	15J	11P	8Y
Laborers	Gabian Basket Builders	\$67.39	15J	11P	8Y
Laborers	General Laborer	\$67.39	15J	11P	8Y
Laborers	Grade Checker & Transit Person	\$71.09	15J	11P	8Y
Laborers	Grinders	\$67.39	15J	11P	8Y
Laborers	Grout Machine Tender	\$67.39	15J	11P	8Y
Laborers	Groutmen (Pressure) Including Post Tension Beams	\$68.56	15J	11P	8Y
Laborers	Guardrail Erector	\$67.39	15J	11P	8Y
Laborers	Hazardous Waste Worker (Level A)	\$69.37	15J	11P	8Y
Laborers	Hazardous Waste Worker (Level B)	\$68.56	15J	11P	8Y

Laborers	Hazardous Waste Worker (Level C)	\$67.39	15J	11P	8Y
Laborers	High Scaler	\$69.37	15J	11P	8Y
Laborers	Jackhammer	\$68.56	15J	11P	8Y
Laborers	Laserbeam Operator	\$68.56	15J	11P	8Y
Laborers	Maintenance Person	\$67.39	15J	11P	8Y
Laborers	Manhole Builder-Mudman	\$68.56	15J	11P	8Y
Laborers	Material Yard Person	\$67.39	15J	11P	8Y
Laborers	Mold Abatement Worker	\$67.39	15J	11P	8Y
Laborers	Motorman-Dinky Locomotive	\$71.19	15J	11P	8Y
Laborers	nozzleman (concrete pump, green cutter when using combination of high pressure air & water on concrete & rock, sandblast, gunite, shotcrete, water blaster, vacuum blaster)	\$71.09	15J	11P	8Y
Laborers	Pavement Breaker	\$68.56	15J	11P	8Y
Laborers	Pilot Car	\$57.66	15J	11P	8Y
Laborers	Pipe Layer (Lead)	\$71.09	15J	11P	8Y

Laborers	Pipe Layer/Tailor	\$68.56	15J	11P	8Y
Laborers	Pipe Pot Tender	\$68.56	15J	11P	8Y
Laborers	Pipe Reliner	\$68.56	15J	11P	8Y
Laborers	Pipe Wrapper	\$68.56	15J	11P	8Y
Laborers	Pot Tender	\$67.39	15J	11P	8Y
Laborers	Powderman	\$69.37	15J	11P	8Y
Laborers	Powderman's Helper	\$67.39	15J	11P	8Y
Laborers	Power Jacks	\$68.56	15J	11P	8Y
Laborers	Power Washer	\$67.39	15J	11P	8Y
Laborers	Railroad Spike Puller - Power	\$68.56	15J	11P	8Y
Laborers	Raker - Asphalt	\$71.09	15J	11P	8Y
Laborers	Re-timberman	\$69.37	15J	11P	8Y
Laborers	Remote Equipment Operator	\$68.56	15J	11P	8Y
Laborers	Rigger/Signal Person	\$68.56	15J	11P	8Y
Laborers	Rip Rap Person	\$67.39	15J	11P	8Y
Laborers	Rivet Buster	\$68.56	15J	11P	8Y

Laborers	Rodder	\$69.37	15J	11P	8Y
Laborers	Scaffold Erector	\$67.39	15J	11P	8Y
Laborers	Scale Person	\$67.39	15J	11P	8Y
Laborers	Sloper (Over 20")	\$68.56	15J	11P	8Y
Laborers	Sloper Sprayer	\$67.39	15J	11P	8Y
Laborers	Spreader (Concrete)	\$69.37	15J	11P	8Y
Laborers	Stake Hopper	\$67.39	15J	11P	8Y
Laborers	Stock Piler	\$67.39	15J	11P	8Y
Laborers	Swinging Stage/Boatswain Chair	\$57.66	15J	11P	8Y
Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$68.56	15J	11P	8Y
Laborers	Tamper (Multiple & Self- propelled)	\$68.56	15J	11P	8Y
Laborers	Timber Person - Sewer (Lagger, Shorer & Cribber)	\$68.56	15J	11P	8Y
Laborers	Toolroom Person (at Jobsite)	\$67.39	15J	11P	8Y
Laborers	Topper	\$67.39	15J	11P	8Y
Laborers	Track Laborer	\$67.39	15J	11P	8Y

Laborers	Track Liner (Power)	\$68.56	15J	11P	8Y
Laborers	Traffic Control Laborer	\$61.41	15J	11P	9C
Laborers	Traffic Control Supervisor	\$64.86	15J	11P	9C
Laborers	Truck Mounted Attenuator	\$61.41	15J	11P	9C
Laborers	Truck Spotter	\$67.39	15J	11P	8Y
Laborers	Tugger Operator	\$68.56	15J	11P	8Y
Laborers	Tunnel Work-Compressed Air Worker 0-30 psi	\$225.32	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$230.35	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$234.03	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$239.73	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$241.85	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$246.95	15J	11P	9B

Laborers	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$248.85	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$250.85	15J	11P	9B
Laborers	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$252.85	15J	11P	9B
Laborers	Tunnel Work-Guage and Lock Tender	\$71.19	15J	11P	8Y
Laborers	Tunnel Work-Miner	\$71.19	15J	11P	8Y
Laborers	Vibrator	\$69.37	15J	11P	8Y
Laborers	Vinyl Seamer	\$67.39	15J	11P	8Y
Laborers	Watchman	\$52.73	15J	11P	8Y
Laborers	Welder	\$68.56	15J	11P	8Y
Laborers	Well Point Laborer	\$68.56	15J	11P	8Y
Laborers	Window Washer/Cleaner	\$52.73	15J	11P	8Y
Laborers - Underground Sewer & Water	General Laborer & Topman	\$67.39	15J	11P	8Y
Laborers - Underground Sewer & Water	Pipe Layer	\$68.56	15J	11P	8Y

	Landscape				
Landscape Construction	Construction/Landscaping Or Planting Laborers	\$52.73	15J	11P	8Y
Landscape Construction	Landscape Operator	\$89.10	15J	11G	8X
Landscape Maintenance	Groundskeeper	\$17.13		1	
Lathers	Journey Level	\$81.71	150	11S	
Marble Setters	Journey Level	\$76.07	7E	1N	
Metal Fabrication (In Shop)	Fitter	\$17.13		1	
Metal Fabrication (In Shop)	Laborer	\$17.13		1	
Metal Fabrication (In Shop)	Machine Operator	\$17.13		1	
Metal Fabrication (In Shop)	Painter	\$17.13		1	
Metal Fabrication (In Shop)	Welder	\$17.13		1	
Millwright	Journey Level	\$80.28	15J	4C	
Modular Buildings	Journey Level	\$17.13		1	
Painters	Journey Level	\$57.46	6Z	11J	
Pile Driver	Crew Tender	\$80.50	15J	11U	9L
Pile Driver	Journey Level	\$84.81	15J	11U	
Plasterers	Journey Level	\$78.60	7Q	1R	

Plasterers	Nozzleman	\$82.70	7Q	1R	
Playground & Park Equipment Installers	Journey Level	\$17.13		1	
Plumbers & Pipefitters	Journey Level	\$95.37	5A	1G	
Power Equipment Operators	Asphalt Plant Operators	\$90.58	15J	11G	8X
Power Equipment Operators	Assistant Engineer	\$85.17	15J	11G	8X
Power Equipment Operators	Barrier Machine (zipper)	\$89.78	15J	11G	8X
Power Equipment Operators	Batch Plant Operator: concrete	\$89.78	15J	11G	8X
Power Equipment Operators	Boat Operator	\$92.08	7A	11H	8X
Power Equipment Operators	Bobcat	\$85.17	15J	11G	8X
Power Equipment Operators	Brokk - Remote Demolition Equipment	\$85.17	15J	11G	8X
Power Equipment Operators	Brooms	\$85.17	15J	11G	8X
Power Equipment Operators	Bump Cutter	\$89.78	15J	11G	8X
Power Equipment Operators	Cableways	\$90.58	15J	11G	8X

Power Equipment Operators	Chipper	\$89.78	15J	11G	8X
Power Equipment Operators	Compressor	\$85.17	15J	11G	8X
Power Equipment Operators	Concrete Finish Machine - Laser Screed	\$85.17	15J	11G	8X
Power Equipment Operators	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$89.10	15J	11G	8X
Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$90.58	15J	11G	8X
Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$89.78	15J	11G	8X
Power Equipment Operators	Conveyors	\$89.10	15J	11G	8X
Power Equipment Operators	Cranes Friction: 200 tons and over	\$94.85	7A	11H	8X
Power Equipment Operators	Cranes, A-frame: 10 tons and under	\$86.60	7A	11H	8X
Power Equipment Operators	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$92.98	7A	11H	8X

Power Equipment Operators	Cranes: 20 tons through 44 tons with attachments	\$91.25	7A	11H	8X
Power Equipment Operators	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$93.95	7A	11H	8X
Power Equipment Operators	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$94.85	7A	11H	8X
Power Equipment Operators	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$92.08	7A	11H	8X
Power Equipment Operators	Cranes: Friction cranes through 199 tons	\$93.95	7A	11H	8X
Power Equipment Operators	Cranes: through 19 tons with attachments, a-frame over 10 tons	\$90.55	7A	11H	8X
Power Equipment Operators	Crusher	\$89.78	15J	11G	8X
Power Equipment Operators	Deck Engineer/Deck Winches (power)	\$89.78	15J	11G	8X
Power Equipment Operators	Derricks, On Building Work	\$92.08	7A	11H	8X
Power Equipment Operators	Dozers D-9 & Under	\$89.10	15J	11G	8X

Power Equipment Operators	Drill Oilers: Auger Type, Truck Or Crane Mount	\$89.10	15J	11G	8X
Power Equipment Operators	Drilling Machine	\$91.52	15J	11G	8X
Power Equipment Operators	Elevator and man-lift: permanent and shaft type	\$85.17	15J	11G	8X
Power Equipment Operators	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$89.78	15J	11G	8X
Power Equipment Operators	Forklift: 3000 lbs and over with attachments	\$89.10	15J	11G	8X
Power Equipment Operators	Forklifts: under 3000 lbs. with attachments	\$85.17	15J	11G	8X
Power Equipment Operators	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$89.78	15J	11G	8X
Power Equipment Operators	Gradechecker/Stakeman	\$85.17	15J	11G	8X
Power Equipment Operators	Guardrail Punch	\$89.78	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$90.58	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off-road	\$89.78	15J	11G	8X

Equipment Under 45

Yards

Power Equipment Operators	Horizontal/Directional Drill Locator	\$89.10	15J	11G	8X
Power Equipment Operators	Horizontal/Directional Drill Operator	\$89.78	15J	11G	8X
Power Equipment Operators	Hydralifts/Boom Trucks Over 10 Tons	\$90.55	7A	11H	8X
Power Equipment Operators	Hydralifts/boom trucks: 10 tons and under	\$86.60	7A	11H	8X
Power Equipment Operators	Leverman	\$92.45	15J	11G	8X
Power Equipment Operators	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$90.58	15J	11G	8X
Power Equipment Operators	Loaders, Overhead Under 6 Yards	\$89.78	15J	11G	8X
Power Equipment Operators	Loaders, Plant Feed	\$89.78	15J	11G	8X
Power Equipment Operators	Loaders: Elevating Type Belt	\$89.10	15J	11G	8X
Power Equipment Operators	Locomotives, All	\$89.78	15J	11G	8X
Power Equipment Operators	Material Transfer Device	\$89.78	15J	11G	8X
Power Equipment Operators	Mechanics: All (Leadmen - \$0.50 per hour over	\$91.52	15J	11G	8X

mechanic)

Power Equipment Operators	Motor Patrol Graders	\$90.58	15J	11G	8X
Power Equipment Operators	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$90.58	15J	11G	8X
Power Equipment Operators	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$85.17	15J	11G	8X
Power Equipment Operators	Outside Hoists (Elevators and Manlifts), Air Tuggers, Strato	\$89.10	15J	11G	8X
Power Equipment Operators	Overhead, bridge type Crane: 20 tons through 44 tons	\$91.25	7A	11H	8X
Power Equipment Operators	Overhead, bridge type: 100 tons and over	\$92.98	7A	11H	8X
Power Equipment Operators	Overhead, bridge type: 45 tons through 99 tons	\$92.08	7A	11H	8X
Power Equipment Operators	Pavement Breaker	\$85.17	15J	11G	8X
Power Equipment Operators	Pile Driver (other Than Crane Mount)	\$89.78	15J	11G	8X
Power Equipment Operators	Plant Oiler - Asphalt, Crusher	\$89.10	15J	11G	8X

Power Equipment Operators	Posthole Digger, Mechanical	\$85.17	15J	11G	8X
Power Equipment Operators	Power Plant	\$85.17	15J	11G	8X
Power Equipment Operators	Pumps - Water	\$85.17	15J	11G	8X
Power Equipment Operators	Quad 9, Hd 41, D10 And Over	\$90.58	15J	11G	8X
Power Equipment Operators	Quick Tower: no cab, under 100 feet in height base to boom	\$89.78	15J	11G	8X
Power Equipment Operators	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$90.58	15J	11G	8X
Power Equipment Operators	Rigger and Bellman	\$86.60	7A	11H	8X
Power Equipment Operators	Rigger/Signal Person, Bellman(Certified)	\$90.55	7A	11H	8X
Power Equipment Operators	Rollagon	\$90.58	15J	11G	8X
Power Equipment Operators	Roller, Other Than Plant Mix	\$85.17	15J	11G	8X
Power Equipment Operators	Roller, Plant Mix Or Multi-lift Materials	\$89.10	15J	11G	8X
Power Equipment Operators	Roto-mill, Roto-grinder	\$89.78	15J	11G	8X

Power Equipment Operators	Saws - Concrete	\$89.10	15J	11G	8X
Power Equipment Operators	Scraper, Self Propelled Under 45 Yards	\$89.78	15J	11G	8X
Power Equipment Operators	Scrapers - Concrete & Carry All	\$89.10	15J	11G	8X
Power Equipment Operators	Scrapers, Self-propelled: 45 Yards And Over	\$90.58	15J	11G	8X
Power Equipment Operators	Service Engineers: Equipment	\$89.10	15J	11G	8X
Power Equipment Operators	Shotcrete/Gunite Equipment	\$85.17	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$89.10	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$90.58	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$89.78	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$91.52	15J	11G	8X

Power Equipment Operators	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$92.45	15J	11G	8X
Power Equipment Operators	Slipform Pavers	\$90.58	15J	11G	8X
Power Equipment Operators	Spreader, Topsider & Screedman	\$90.58	15J	11G	8X
Power Equipment Operators	Subgrader Trimmer	\$89.78	15J	11G	8X
Power Equipment Operators	Tower Bucket Elevators	\$89.10	15J	11G	8X
Power Equipment Operators	Tower Crane: over 175' through 250' in height, base to boom	\$93.95	7A	11H	8X
Power Equipment Operators	Tower crane: up to 175' in height base to boom	\$92.98	7A	11H	8X
Power Equipment Operators	Tower Cranes: over 250' in height from base to boom	\$94.85	7A	11H	8X
Power Equipment Operators	Transporters, All Track Or Truck Type	\$90.58	15J	11G	8X
Power Equipment Operators	Trenching Machines	\$89.10	15J	11G	8X
Power Equipment Operators	Truck Crane Oiler/Driver: 100 tons and over	\$91.25	7A	11H	8X
Power Equipment Operators	Truck crane oiler/driver: under 100 tons	\$90.55	7A	11H	8X

Power Equipment Operators	Truck Mount Portable Conveyor	\$89.78	15J	11G	8X
Power Equipment Operators	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$89.78	15J	11G	8X
Power Equipment Operators	Welder	\$90.58	15J	11G	8X
Power Equipment Operators	Wheel Tractors, Farmall Type	\$85.17	15J	11G	8X
Power Equipment Operators	Yo Yo Pay Dozer	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operators	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Assistant Engineer	\$85.17	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Barrier Machine (zipper)	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Batch Plant Operator, Concrete	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Boat Operator	\$92.08	7A	11H	8X
Power Equipment Operators- Underground	Bobcat	\$85.17	15J	11G	8X

Sewer & Water

Power Equipment					
Operators- Underground	Brokk - Remote	\$85.17	15J	11G	8X
Sewer & Water	Demolition Equipment				

Power Equipment					
Operators- Underground	Brooms	\$85.17	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Bump Cutter	\$89.78	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Cableways	\$90.58	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Chipper	\$89.78	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Compressor	\$85.17	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Concrete Finish Machine -	\$85.17	15J	11G	8X
Sewer & Water	Laser Screed				

Power Equipment	Concrete Pump - Mounted				
Operators- Underground	Or Trailer High Pressure	\$89.10	15J	11G	8X
Sewer & Water	Line Pump, Pump High				
	Pressure				

Power Equipment	Concrete Pump: Truck				
Operators- Underground	Mount With Boom	\$90.58	15J	11G	8X
Sewer & Water	Attachment Over 42 M				
Power Equipment	Concrete Pump: Truck				
Operators- Underground	Mount With Boom	\$89.78	15J	11G	8X
Sewer & Water	Attachment Up To 42m				
Power Equipment					
Operators- Underground	Conveyors	\$89.10	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes Friction: 200 tons and over	\$94.85	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes, A-frame: 10 tons and under	\$86.60	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$92.98	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes: 20 tons through 44 tons with attachments	\$91.25	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$93.95	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes: 300 tons and over or 300' of boom including	\$94.85	7A	11H	8X

Sewer & Water	jib with attachments				
Power Equipment Operators- Underground Sewer & Water	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$92.08	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: Friction cranes through 199 tons	\$93.95	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: through 19 tons with attachments, a-frame over 10 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Crusher	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Deck Engineer/Deck Winches (power)	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Derricks, On Building Work	\$92.08	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Dozers D-9 & Under	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Drill Oilers: Auger Type, Truck Or Crane Mount	\$89.10	15J	11G	8X

Power Equipment					
Operators- Underground	Drilling Machine	\$91.52	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Elevator and man-lift: permanent and shaft type	\$85.17	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Finishing Machine, Bidwell And Gamaco & Similar	\$89.78	15J	11G	8X
Sewer & Water	Equipment				
Power Equipment					
Operators- Underground	Forklift: 3000 lbs and over with attachments	\$89.10	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Forklifts: under 3000 lbs. with attachments	\$85.17	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$89.78	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Gradechecker/Stakeman	\$85.17	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Guardrail Punch	\$89.78	15J	11G	8X
Sewer & Water					

Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Locator	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Operator	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: 10 tons and under	\$86.60	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: over 10 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Leverman	\$92.45	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$90.58	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders, Plant Feed	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders: Elevating Type Belt	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Locomotives, All	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Material Transfer Device	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Mechanics: All (Leadmen - \$0.50 per hour over mechanic)	\$91.52	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Motor Patrol Graders	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$85.17	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Outside Hoists (Elevators and Manlifts), Air Tuggers, Strato	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Overhead, bridge type Crane: 20 tons through 44 tons	\$91.25	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Overhead, bridge type: 100 tons and over	\$92.98	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Overhead, bridge type: 45 tons through 99 tons	\$92.08	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Pavement Breaker	\$85.17	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Pile Driver (other Than Crane Mount)	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Posthole Digger, Mechanical	\$85.17	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Power Plant	\$85.17	15J	11G	8X

Power Equipment					
Operators- Underground Sewer & Water	Pumps - Water	\$85.17	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Quad 9, Hd 41, D10 And Over	\$90.58	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Quick Tower: no cab, under 100 feet in height base to boom	\$89.78	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$90.58	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Rigger and Bellman	\$86.60	7A	11H	8X
Power Equipment					
Operators- Underground Sewer & Water	Rigger/Signal Person, Bellman(Certified)	\$90.55	7A	11H	8X
Power Equipment					
Operators- Underground Sewer & Water	Rollagon	\$90.58	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Roller, Other Than Plant Mix	\$85.17	15J	11G	8X
Power Equipment					
Operators- Underground Sewer & Water	Roller, Plant Mix Or Multi- lift Materials	\$89.10	15J	11G	8X

Power Equipment					
Operators- Underground	Roto-mill, Roto-grinder	\$89.78	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Saws - Concrete	\$89.10	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Scraper, Self Propelled	\$89.78	15J	11G	8X
Sewer & Water	Under 45 Yards				
Power Equipment					
Operators- Underground	Scrapers - Concrete &	\$89.10	15J	11G	8X
Sewer & Water	Carry All				
Power Equipment					
Operators- Underground	Scrapers, Self-propelled:	\$90.58	15J	11G	8X
Sewer & Water	45 Yards And Over				
Power Equipment					
Operators- Underground	Shotcrete/Gunite	\$85.17	15J	11G	8X
Sewer & Water	Equipment				
Power Equipment					
Operators- Underground	Shovel, Excavator,	\$89.10	15J	11G	8X
Sewer & Water	Backhoe, Tractors Under				
	15 Metric Tons				
Power Equipment					
Operators- Underground	Shovel, Excavator,	\$90.58	15J	11G	8X
Sewer & Water	Backhoe: Over 30 Metric				
	Tons To 50 Metric Tons				
Power Equipment					
Operators- Underground	Shovel, Excavator,	\$89.78	15J	11G	8X
Sewer & Water	Backhoes, Tractors: 15 To				
	30 Metric Tons				

Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoes: Over 50 Metric	\$91.52	15J	11G	8X
Sewer & Water	Tons To 90 Metric Tons				
Power Equipment	Shovel, Excavator,				
Operators- Underground	Backhoes: Over 90 Metric	\$92.45	15J	11G	8X
Sewer & Water	Tons				
Power Equipment					
Operators- Underground	Slipform Pavers	\$90.58	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Spreader, Topsider &	\$90.58	15J	11G	8X
Sewer & Water	Screedman				
Power Equipment					
Operators- Underground	Subgrader Trimmer	\$89.78	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Tower Bucket Elevators	\$89.10	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Tower Crane: over 175'	\$93.95	7A	11H	8X
Sewer & Water	through 250' in height, base to boom				
Power Equipment					
Operators- Underground	Tower crane: up to 175' in	\$92.98	7A	11H	8X
Sewer & Water	height base to boom				
Power Equipment					
Operators- Underground	Tower Cranes: over 250' in	\$94.85	7A	11H	8X
Sewer & Water	height from base to boom				

Power Equipment Operators- Underground Sewer & Water	Transporters, All Track Or Truck Type	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Trenching Machines	\$89.10	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Truck Crane Oiler/Driver: 100 tons and over	\$91.25	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Truck crane oiler/driver: under 100 tons	\$90.55	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Truck Mount Portable Conveyor	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$89.78	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Welder	\$90.58	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Wheel Tractors, Farmall Type	\$85.17	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Yo Yo Pay Dozer	\$89.78	15J	11G	8X

Power Line Clearance Tree Trimmers	Journey Level In Charge	\$69.62	5A	4A
Power Line Clearance Tree Trimmers	Spray Person	\$65.89	5A	4A
Power Line Clearance Tree Trimmers	Tree Equipment Operator	\$69.62	5A	4A
Power Line Clearance Tree Trimmers	Tree Trimmer	\$62.19	5A	4A
Power Line Clearance Tree Trimmers	Tree Trimmer Groundperson	\$45.93	5A	4A
Refrigeration & Air Conditioning Mechanics	Journey Level	\$100.71	5A	1G
Residential Brick Mason	Journey Level	\$32.30		1
Residential Carpenters	Journey Level	\$40.89		1
Residential Cement Masons	Journey Level	\$20.67		1
Residential Drywall Applicators	Journey Level	\$51.52	15J	4C
Residential Drywall Tapers	Journey Level	\$40.92		1
Residential Electricians	Journey Level	\$48.59	7F	1D
Residential Glaziers	Journey Level	\$58.75	7L	1H
Residential Insulation Applicators	Journey Level	\$32.93		1

Residential Laborers	Journey Level	\$23.64		1
Residential Marble Setters	Journey Level	\$32.30		1
Residential Painters	Journey Level	\$30.66		1
Residential Plumbers & Pipefitters	Journey Level	\$57.55	5A	1G
Residential Refrigeration & Air Conditioning Mechanics	Journey Level	\$107.92	7F	1E
Residential Sheet Metal Workers	Journey Level	\$24.60		1
Residential Soft Floor Layers	Journey Level	\$36.37		1
Residential Sprinkler Fitters (Fire Protection)	Journey Level	\$37.16		1
Residential Stone Masons	Journey Level	\$32.30		1
Residential Terrazzo Workers	Journey Level	\$32.30		1
Residential Terrazzo/Tile Finishers	Journey Level	\$35.85		1
Residential Tile Setters	Journey Level	\$32.30		1
Roofers	Journey Level	\$70.70	5A	3H
Roofers	Using Irritable Bituminous Materials	\$74.15	5A	3H

Sheet Metal Workers	Journey Level (Field or Shop)	\$103.56	7F	1E
Shipbuilding & Ship Repair	New Construction Boilermaker	\$61.07	7X	4J
Shipbuilding & Ship Repair	New Construction Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Crane Operator	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Electrician	\$61.12	7X	4J
Shipbuilding & Ship Repair	New Construction Heat & Frost Insulator	\$96.42	15H	11C
Shipbuilding & Ship Repair	New Construction Laborer	\$60.73	7X	4J
Shipbuilding & Ship Repair	New Construction Machinist	\$60.93	7X	4J
Shipbuilding & Ship Repair	New Construction Operating Engineer	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Painter	\$60.93	7X	4J
Shipbuilding & Ship Repair	New Construction Pipefitter	\$61.21	7X	4J
Shipbuilding & Ship Repair	New Construction Rigger	\$61.07	7X	4J
Shipbuilding & Ship Repair	New Construction Sheet Metal	\$60.94	7X	4J

Shipbuilding & Ship Repair	New Construction Shipwright	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Warehouse/Teamster	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Welder / Burner	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Boilermaker	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Crane Operator	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Electrician	\$61.12	7X	4J
Shipbuilding & Ship Repair	Ship Repair Heat & Frost Insulator	\$96.42	15H	11C
Shipbuilding & Ship Repair	Ship Repair Laborer	\$60.73	7X	4J
Shipbuilding & Ship Repair	Ship Repair Machinist	\$60.93	7X	4J
Shipbuilding & Ship Repair	Ship Repair Operating Engineer	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Painter	\$60.93	7X	4J
Shipbuilding & Ship Repair	Ship Repair Pipefitter	\$61.21	7X	4J
Shipbuilding & Ship Repair	Ship Repair Rigger	\$61.07	7X	4J
Shipbuilding & Ship Repair	Ship Repair Sheet Metal	\$60.94	7X	4J

Shipbuilding & Ship Repair	Ship Repair Shipwright	\$51.85	7X	4J	
Shipbuilding & Ship Repair	Ship Repair Warehouse / Teamster	\$45.06	7Y	4K	
Sign Makers & Installers (Electrical)	Journey Level	\$17.13		1	
Sign Makers & Installers (Non-Electrical)	Journey Level	\$17.13		1	
Soft Floor Layers	Journey Level	\$63.29	15J	4C	
Solar Controls For Windows	Journey Level	\$17.13		1	
Sprinkler Fitters (Fire Protection)	Journey Level	\$104.44	5C	1X	
Stage Rigging Mechanics (Non Structural)	Journey Level	\$17.13		1	
Stone Masons	Journey Level	\$76.07	7E	1N	
Street And Parking Lot Sweeper Workers	Journey Level	\$17.13		1	
Surveyors	Assistant Construction Site Surveyor	\$90.55	7A	11H	8X
Surveyors	Chainman	\$86.60	7A	11H	8X
Surveyors	Construction Site Surveyor	\$92.08	7A	11H	8X
Surveyors	Drone Operator (when used in conjunction with	\$86.60	7A	11H	8X

survey work only)

Surveyors	Ground Penetrating Radar Operator	\$86.60	7A	11H	8X
Telecommunication Technicians	Telecom Technician Journey Level	\$62.05	5B	1B	
Telephone Line Construction - Outside	Cable Splicer	\$42.62	5A	2B	
Telephone Line Construction - Outside	Hole Digger/Ground Person	\$27.97	5A	2B	
Telephone Line Construction - Outside	Telephone Equipment Operator (Light)	\$35.60	5A	2B	
Telephone Line Construction - Outside	Telephone Lineperson	\$40.28	5A	2B	
Terrazzo Workers	Journey Level	\$70.61	7E	1N	
Tile Setters	Journey Level	\$68.61	7E	1N	
Tile, Marble & Terrazzo Finishers	Finisher	\$59.44	7E	1N	
Traffic Control Stripers	All cleanup required in connection with traffic control stripers work (Group 1)	\$95.41	15L	1K	
Traffic Control Stripers	Handling, painting and installing of all car stops, stop signs and any other type sign (Group 2)	\$62.69	15L	1K	

Traffic Control Stripers	Installation of guard rail and posts and similar protective devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of parking gates, ticket spitters and other mechanical and automatic control devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of plastic metal or composition button, or lines used instead of paint (Group 1)	\$95.41	15L	1K
Traffic Control Stripers	Line removal; chemical sand and hydro-blast, paint and button (Group 1)	\$95.41	15L	1K
Traffic Control Stripers	Manufacturing and installation of all car stops and control devices and similar traffic regulators (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Manufacturing, painting, stenciling, servicing, repairing, placing and removal of traffic safety and control devices/barricades (Group 2)	\$62.69	15L	1K

Traffic Control Stripers	Painting and installing lines, arrows, bumpers, curbs, etc., on parking lots, air fields, highways, game courts (Group 1)	\$95.41	15L	1K	
Traffic Control Stripers	Preparation and maintenance of all surfaces (Group 1)	\$95.41	15L	1K	
Traffic Control Stripers	Seal coating, slurry coating and other surface protection (Group 2)	\$62.69	15L	1K	
Truck Drivers	Asphalt Mix Over 16 Yards	\$82.20	15J	11M	8L
Truck Drivers	Asphalt Mix To 16 Yards	\$81.36	15J	11M	8L
Truck Drivers	Dump Truck	\$81.36	15J	11M	8L
Truck Drivers	Dump Truck & Trailer	\$82.20	15J	11M	8L
Truck Drivers	Other Trucks	\$82.20	15J	11M	8L
Truck Drivers - Ready Mix	Transit Mix	\$82.20	15J	11M	8L
Well Drillers & Irrigation Pump Installers	Irrigation Pump Installer	\$17.13		1	
Well Drillers & Irrigation Pump Installers	Oiler	\$17.13		1	
Well Drillers & Irrigation Pump Installers	Well Driller	\$17.13		1	

Overtime Codes

Overtime calculations are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

1. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
 - B. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - C. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - D. The first two (2) hours before or after a five-eight (8) hour workweek day or a four-ten (10) hour workweek day and the first eight (8) hours worked the next day after either workweek shall be paid at one and one-half times the hourly rate of wage. All additional hours worked and all worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
 - G. The first ten (10) hours worked on Saturdays and the first ten (10) hours worked on a fifth calendar weekday in a four-ten hour schedule, shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - H. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions or equipment breakdown) shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - I. All hours worked on Sundays and holidays shall also be paid at double the hourly rate of wage.
 - J. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
 - M. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

1. N. All hours worked on Saturdays (except makeup days) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- O. The first ten (10) hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays, holidays and after twelve (12) hours, Monday through Friday and after ten (10) hours on Saturday shall be paid at double the hourly rate of wage.
- P. All hours worked on Saturdays (except makeup days if circumstances warrant) and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- Q. The first two (2) hours after eight (8) regular hours Monday through Friday and up to ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays (except Christmas day) shall be paid at double the hourly rate of wage. All hours worked on Christmas day shall be paid at two and one-half times the hourly rate of wage.
- R. All hours worked on Sundays and holidays shall be paid at two times the hourly rate of wage.
- U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays (except Labor Day) shall be paid at two times the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- V. All hours worked on Sundays and holidays (except Thanksgiving Day and Christmas day) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Thanksgiving Day and Christmas day shall be paid at double the hourly rate of wage.
- X. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over twelve (12) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage. When holiday falls on Saturday or Sunday, the day before Saturday, Friday, and the day after Sunday, Monday, shall be considered the holiday and all work performed shall be paid at double the hourly rate of wage.
- Y. All hours worked outside the hours of 5:00 am and 5:00 pm (or such other hours as may be agreed upon by any employer and the employee) and all hours worked in excess of eight (8) hours per day (10 hours per day for a 4 x 10 workweek) and on Saturdays and holidays (except labor day) shall be paid at one and one-half times the hourly rate of wage. (except for employees who are absent from work without prior approval on a scheduled workday during the workweek shall be paid at the straight-time rate until they have worked 8 hours in a day (10 in a 4 x 10 workweek) or 40 hours during that workweek.) All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and Labor Day shall be paid at double the hourly rate of wage.
- Z. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid the straight time rate of pay in addition to holiday pay.

Overtime Codes Continued

2. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- B. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.
 - F. The first eight (8) hours worked on holidays shall be paid at the straight hourly rate of wage in addition to the holiday pay. All hours worked in excess of eight (8) hours on holidays shall be paid at double the hourly rate of wage.
 - M. This code appears to be missing. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage.
 - R. All hours worked on Sundays and holidays and all hours worked over sixty (60) in one week shall be paid at double the hourly rate of wage.
 - U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked over 12 hours in a day or on Sundays and holidays shall be paid at double the hourly rate of wage.
3. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- F. All hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on paid holidays shall be paid at two and one-half times the hourly rate of wage including holiday pay.
 - H. All work performed on Sundays between March 16th and October 14th and all Holidays shall be compensated for at two (2) times the regular rate of pay. Work performed on Sundays between October 15th and March 15th shall be compensated at one and one half (1-1/2) times the regular rate of pay.
 - J. All hours worked between the hours of 10:00 pm and 5:00 am, Monday through Friday, and all hours worked on Saturdays shall be paid at a one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Overtime Codes Continued

4. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

- A. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage
- C. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay. On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay. All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- D. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturday, Sundays and holidays shall be paid at double the hourly rate of pay. Rates include all members of the assigned crew.

EXCEPTION:

On all multipole structures and steel transmission lines, switching stations, regulating, capacitor stations, generating plants, industrial plants, associated installations and substations, except those substations whose primary function is to feed a distribution system, will be paid overtime under the following rates:

The first two (2) hours after eight (8) regular hours Monday through Friday of overtime on a regular workday, shall be paid at one and one-half times the hourly rate of wage. All hours in excess of ten (10) hours will be at two (2) times the hourly rate of wage. The first eight (8) hours worked on Saturday will be paid at one and one-half (1-1/2) times the hourly rate of wage. All hours worked in excess of eight (8) hours on Saturday, and all hours worked on Sundays and holidays will be at the double the hourly rate of wage.

All overtime eligible hours performed on the above described work that is energized, shall be paid at the double the hourly rate of wage.

- E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one and one half (1½) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- G. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- I. The First eight (8) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) per day on Saturdays shall be paid at double the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. J. The first eight (8) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) hours on a Saturday shall be paid at double the hourly rate of wage. All hours worked over twelve (12) in a day, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- K. All hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage, so long as Saturday is the sixth consecutive day worked. All hours worked over twelve (12) in a day Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- L. The first twelve (12) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on a Saturday in excess of twelve (12) hours shall be paid at double the hourly rate of pay. All hours worked over twelve (12) in a day Monday through Friday, and all hours worked on Sundays shall be paid at double the hourly rate of wage. All hours worked on a holiday shall be paid at one and one-half times the hourly rate of wage, except that all hours worked on Labor Day shall be paid at double the hourly rate of pay.
- S. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, work performed in excess of (10) hours shall be paid at one and one half (1-1/2) times the hourly rate of pay. On Monday through Friday, work performed outside the normal work hours of 6:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations).
- All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Multiple Shift Operations: When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. Special Shifts: The Special Shift Premium is the basic hourly rate of pay plus \$2.00 an hour. When due to conditions beyond the control of the employer or when an owner (not acting as the contractor), a government agency or the contract specifications require more than four (4) hours of a special shift can only be performed outside the normal 6am to 6pm shift then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday).
- U. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. (Except on makeup days if work is lost due to inclement weather, then the first eight (8) hours on Saturday may be paid the regular rate.) All hours worked over twelve (12) hours Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

- 4. X. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. Work performed outside the normal shift of 6 am to 6pm shall be paid at one and one-half the straight time rate, (except for special shifts or three shift operations). All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. Shifts may be established when considered necessary by the Employer.

The Employer may establish shifts consisting of eight (8) or ten (10) hours of work (subject to WAC 296-127-022), that shall constitute a normal forty (40) hour work week. The Employer can change from a 5-eight to a 4-ten hour schedule or back to the other. All hours of work on these shifts shall be paid for at the straight time hourly rate. Work performed in excess of eight hours (or ten hours per day (subject to WAC 296-127-022) shall be paid at one and one-half the straight time rate.

When due to conditions beyond the control of the Employer, or when contract specifications require that work can only be performed outside the regular day shift, then by mutual agreement a special shift may be worked at the straight time rate, eight (8) hours work for eight (8) hours pay. The starting time shall be arranged to fit such conditions of work.

When an employee returns to work without at a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

- 11. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

- B After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

- C The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, and all hours on Sunday shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage. All non-overtime and non-holiday hours worked between 4:00 pm and 5:00 am, Monday through Friday, shall be paid at a premium rate of 15% over the hourly rate of wage.

- D. All hours worked on Saturdays and holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

- E. The first two (2) hours after eight (8) regular hours Monday through Friday, the first ten (10) hours on Saturday, and the first ten (10) hours worked on Holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, and Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

Overtime Codes Continued

11. F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one-half times the hourly rate of wage for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- G. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.
- All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of nine (9) hours or more. When an employee returns to work without at least nine (9) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the nine (9) hours rest period.
- H. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.
- All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of ten (10) hours or more. When an employee returns to work without at least ten (10) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the ten (10) hours rest period.
- J. All hours worked on holidays shall be paid at double the hourly rate of wage.
- K. On Monday through Friday hours worked outside 4:00 am and 5:00 pm, and the first two (2) hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked over 10 hours per day Monday through Friday, and all hours worked on Saturdays, Sundays, and Holidays worked shall be paid at double the hourly rate of wage.
- L. An employee working outside 5:00 am and 5:00 pm shall receive an additional two dollar (\$2.00) per hour for all hours worked that shift. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.

Overtime Codes Continued

11. M. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 am to 6:00 pm, then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten shifts.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay. All work performed after 6:00 pm Saturday to 5:00 am Monday, all work performed over twelve (12) hours, and all work performed on holidays shall be paid at double the straight time rate of pay.
- Shift Pay Premium: In an addition to any overtime already required, all hours worked between the hours of 6:00 pm and 5:00 am shall receive an additional two dollars (\$2.00) per hour.
- N. All work performed over twelve hours in a shift and all work performed on Sundays and Holidays shall be paid at double the straight time rate.
- Any time worked over eight (8) hours on Saturday shall be paid double the straight time rate, except employees assigned to work six 10-hour shifts per week shall be paid double the straight time rate for any time worked on Saturday over 10 hours.
- O. All work performed on Saturdays, Sundays, and Holidays shall be paid at one and one half (1-1/2) times the straight time rate of pay.

Overtime Codes Continued

11. P. Work performed in excess of ten (10) hours of straight time per day when four ten (10) hour shifts are established and all work on Saturdays, except for make-up days shall be paid at time and one-half (1 ½) the straight time rate.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 a.m. to 6:00 p.m., then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shifts shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten-hour shifts.
- In the event the job is down due to weather conditions, then Saturday may, be worked as a voluntary make-up day at the straight time rate. However, Saturday shall not be utilized as a make-up day when a holiday falls on Friday. All work performed on Sundays and holidays and work in excess of twelve (12) hours per day shall be paid at double (2x) the straight time rate of pay.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Q. All hours worked between the hours of 6:00 pm and 6:00 am, Monday through Saturday, shall be paid at a premium rate of 35% over the hourly rate of wage. Work performed on Sundays shall be paid at double time. All hours worked on holidays shall be paid at double the hourly rate of wage.
- R. On Monday through Saturday hours worked outside 6:00 am and 7:00 pm, and all hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- When a holiday falls on a Saturday, the Friday before shall be the observed holiday. When a holiday falls on a Sunday, the following Monday shall be the observed holiday.
- S. The first ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. In the event the job is down due to weather conditions, or other conditions beyond the control of the Employer, then Saturday may be worked at the straight time rate, for the first eight (8) hours, or the first ten (10) hours when a four day ten hour workweek has been established.
- All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

11. T. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- U. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- If, due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then a Special Shift may be worked, Monday through Friday, at the straight-time rate. The starting time of work for the Special Shift will be arranged to fit such conditions of work. Such Special Shift shall consist of eight (8) hours of work for eight (8) hours of pay or ten (10) hours of work for ten(10) hours of pay on a four-ten workday schedule.
- V. All hours worked on Saturdays and Sundays (except make-up days due to conditions beyond the control of the employer) shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- W. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 6 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and Holidays shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
- When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Holiday Codes

- 5. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day (7).
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, the day before Christmas, and Christmas Day (8).
- C. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
- D. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8).
- H. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Day after Thanksgiving Day, And Christmas (6).
- I. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- K. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9).
- L. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (8).
- N. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (9).
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday And Saturday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9). If A Holiday Falls On Sunday, The Following Monday Shall Be Considered As A Holiday.
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- R. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, One-Half Day Before Christmas Day, And Christmas Day. (7 1/2).
- S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).

Holiday Codes Continued

- 6. G. Paid Holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Christmas Eve Day (11).
- H. Paid Holidays: New Year's Day, New Year's Eve Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, Christmas Day, The Day After Christmas, And A Floating Holiday (10).
- T. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Last Working Day Before Christmas Day, And Christmas Day (9).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). If a holiday falls on Saturday, the preceding Friday shall be considered as the holiday. If a holiday falls on Sunday, the following Monday shall be considered as the holiday.

Holiday Codes Continued

- 7. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any Holiday Which Falls On A Sunday Shall Be Observed As A Holiday On The Following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- C. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- D. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Unpaid Holidays: President's Day. Any paid holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any paid holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- E. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- F. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the last working day before Christmas day and Christmas day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Holiday Codes Continued

7. G. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Last Work Day before Christmas Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. When Christmas falls on a Saturday, the preceding Friday shall be observed as a holiday.
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- Q. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- S. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, the Day after Christmas, and A Floating Holiday (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- V. Holidays: New Year's Day, President's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, the day before or after Christmas, and the day before or after New Year's Day. If any of the above listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- W. Holidays: New Year's Day, Day After New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, the day after Christmas, the day before New Year's Day, and a Floating Holiday.

Holiday Codes Continued

7. X. Holidays: New Year's Day, Day before or after New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day before or after Christmas day. If a holiday falls on a Saturday or on a Friday that is the normal day off, then the holiday will be taken on the last normal workday. If the holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on the next normal workday.
- Y. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day. (8) If the holiday falls on a Sunday, then the day observed by the federal government shall be considered a holiday and compensated accordingly.
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, Christmas Eve, and Christmas Day (9). Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday. Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Holiday Codes Continued

15. G. New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, the last scheduled workday before Christmas, and Christmas Day (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- M. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.

Holiday Codes Continued

15. N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- O. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, the day before Christmas day, and Christmas Day (10). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- P. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Note Codes

8. D. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- M. Workers on hazmat projects receive additional hourly premiums as follows: Levels A & B: \$1.00, Levels C & D: \$0.50.
- N. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.
- S. Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- T. Effective August 31, 2012 – A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- U. Workers on hazmat projects receive additional hourly premiums as follows – Class A Suit: \$2.00, Class B Suit: \$1.50, And Class C Suit: \$1.00. Workers performing underground work receive an additional \$0.40 per hour for any and all work performed underground, including operating, servicing and repairing of equipment. The premium for underground work shall be paid for the entire shift worked. Workers who work suspended by a rope or cable receive an additional \$0.50 per hour. The premium for work suspended shall be paid for the entire shift worked. Workers who do “pioneer” work (break open a cut, build road, etc.) more than one hundred fifty (150) feet above grade elevation receive an additional \$0.50 per hour.

Note Codes Continued

8. V. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.
- Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.
- Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- W. Meter Installers work on single phase 120/240V self-contained residential meters. The Lineman/Groundmen rates would apply to meters not fitting this description.
- X. Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50. Special Shift Premium: Basic hourly rate plus \$2.00 per hour.
- When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 5 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)
- Y. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.
- Swinging Stage/Boatswains Chair: Employees working on a swinging state or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.
- Z. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as a contractor), a government agency or the contract specifications require that more than (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they will be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Note Codes Continued

9. A. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$0.50 per hour above their classification rate.

Boom Pay Premium: All cranes including tower shall be paid as follows based on boom length:

(A) – 130’ to 199’ – \$0.50 per hour over their classification rate.

(B) – 200’ to 299’ – \$0.80 per hour over their classification rate.

(C) – 300’ and over – \$1.00 per hour over their classification rate.

- B. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

- C. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. These classifications are only effective on or after August 31, 2012.

- D. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, bridges, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.

- E. Heavy Construction includes construction, repair, alteration or additions to the production, fabrication or manufacturing portions of industrial or manufacturing plants, hydroelectric or nuclear power plants and atomic reactor construction. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.

Note Codes Continued

9. F. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.
- H. One (1) person crew shall consist of a Party Chief. (Total Station or similar one (1) person survey system). Two (2) person survey party shall consist of a least a Party Chief and a Chain Person. Three (3) person survey party shall consist of at least a Party Chief, an Instrument Person, and a Chain Person.
- I. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.
- Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.
- Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- Employees may be required to perform any combination of work within the Diving team/crew, (with the exception of dive Supervisor) provided they are paid at the highest rate at which he/she has worked for the shift.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.
- Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.
- M. Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$1.50 per hour above their classification rate.
- Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50.
- Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

APPENDIX B

Contract, Contract Bond, and Supporting Documents

VENDOR SERVICES AGREEMENT

Skagit County, through the Department of _____ (hereinafter referred to as County) and _____ (hereinafter referred to as Contractor), for and in consideration of the mutual benefits do hereby agree as follows:

1. Contractor will provide the following service/products at such time and in such manner as described in "**Exhibit A**".
2. County will compensate Contractor a maximum of _____, chargeable to GL expenditure code(s) # _____, and others as may be necessary.
3. The parties agree that Contractor is an independent contractor, and not an employee nor agent of Skagit County. Contractor hereby agrees not to make any representations to any third party, nor to allow such third party to remain under the misimpression that Contractor is an employee of Skagit County. All payments made hereunder and all services performed shall be made and performed pursuant to this Agreement by the Contractor as an independent contractor. Contractor will defend, indemnify and hold harmless the County, its officers, agents or employees from any loss or expense, including but not limited to settlements, judgments, setoffs, attorneys' fees or costs incurred by reason of claims or demands because of breach of the provisions of this paragraph. Further the Contractor represents that all employees and sub-contractors are covered under Industrial Insurance in compliance with R.C.W. Title 51.
4. **Defense & Indemnity Agreement:**
The Contractor agrees to defend, indemnify and save harmless the County, its appointed and elective officers and employees, from and against all loss or expense, including but not limited to judgments, settlements, attorney's fees and costs by reason of any and all claims and demands upon the County, its elected or appointed officials or employees for damages because of personal or bodily injury, including death at any time resulting therefrom, sustained by any person or persons and on account of damage to property including loss of use thereof, whether such injury to persons or damage to property is due to the negligence of the Contractor, its subcontractors, its elected officers, employees or their agents, except only such injury or damage as shall have been occasioned by the sole negligence of the County, its appointed or elected officials or employees. It is further provided that no liability shall attach to the County by reason of entering into this contract, except as expressly provided herein.
5. This Contract shall commence on _____ and continue until either party terminates by giving 30 days' notice in writing either personally delivered or mailed postage prepaid by certified mail, return receipt requested to the party's last known address, but in no event shall the contract continue for more than one year from date of execution.
6. The Contractor shall not assign any interest in this Contract and shall not transfer any interest in same without prior written County consent.

7. The Contractor will secure, at his own expense, all personnel required in performing said services under this Contract. Contractor shall be personally liable for applicable payroll, labor and industries premiums and all applicable taxes and shall hold County harmless therefrom.

8. The Contractor shall provide proof of insurance for general comprehensive liability in the amount of \$1,000,000 to cover Contractor's activities during the term of this Contract. Proof of insurance shall be in a form acceptable and approved by the County. A certificate of insurance naming the County, its elected officials, and employees as additional insured's and naming the County as a certificate holder shall accompany this Contract for signing. Thirty (30) days' written notice to the County of cancellation of the insurance policy is required. No contract shall form until and unless a copy of the certificate of insurance, in the amount required, is attached hereto as set forth in "**Exhibit "B"**". The contractor's insurance shall be primary. Any insurance or self-insurance maintained by the County, its officers, officials, employees or volunteers shall be excess of Contractor's insurance and shall not contribute to it.

9. Prevailing Wages:

Contractor and subcontractor shall submit a "Statement of Intent to Pay Prevailing Wages" prior to submitting first application for payment. Each statement of intent to pay prevailing wages must be approved by the Industrial Statistician of the Department of Labor and Industries before it is submitted to the County. Unless otherwise authorized by the Department of Labor and Industries, each voucher claim submitted by a Contractor for payment on a project estimate shall state that the prevailing wages have been paid in accordance with the pre-filed statement or statements of Intent to Pay Prevailing Wages on file with the public agency.

10. Termination for Public Convenience:

The County may terminate the contract in whole or in part whenever the County determines, in its sole discretion that such termination is in the best interests of the County. Whenever the contract is terminated in accordance with this paragraph, the Contractor shall be entitled to payment for actual work performed at unit contract prices for completed items of work. An equitable adjustment in the contract price for partially completed items of work will be made, but such adjustment shall not include provision for loss of anticipated profit on deleted or uncompleted work. Termination of this contract by the County at any time during the term, whether for default or convenience, shall not constitute a breach of contract by the County. If sufficient funds are not appropriated or allocated for payment under this contract for any future fiscal period, the County will not be obligated to make payments for services or amounts incurred after the end of the current fiscal period. No penalty or expense shall accrue to the County in the event this provision applies.

CONTRACTOR:

Signature & Title of Signatory
(Date _____)

Print Name

Title

Mailing Address:

Telephone No. _____

INFORMATIONAL ONLY

DATED this ____ day of _____, 2026.

**BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON**

Ron Wesen, Chair

Peter Browning, Commissioner

Joe Burns, Commissioner

Attest:

Clerk of the Board

For contracts under \$5,000:
Authorization per Resolution R20030146

Recommended:

County Administrator

Department Head

Approved as to form:

Civil Deputy Prosecuting Attorney

Approved as to indemnification:

Risk Manager

Approved as to budget:

Budget & Finance Director

EXHIBIT "A"

SCOPE OF SERVICES

INFORMATIONAL ONLY

EXHIBIT "B"

PROOF OF INSURANCE

The Contractor shall provide proof of insurance for Commercial General Liability or Professional Liability in the amount of \$1,000,000.00 to cover Contractor's activities during the term of this Contract. Proof of insurance shall be in a form acceptable and approved by the County. Contractors insurance shall be primary.

The type of insurance required by this Agreement is marked below.

- X 1) Commercial General Liability Insurance
Certificate Holder – Skagit County
**The Certificate must name the County as additional insured:
Skagit County, its elected officials, officers and employees
are named as additional insured.**
Thirty (30) days written notice to the County of cancellation
of the insurance policy.
- 2) Professional Liability
Certificate Holder – Skagit County
Thirty (30) days written notice to the County of cancellation
of the insurance policy

NOTE: No contract shall form until and unless a copy of the Certificate of Insurance, properly completed and in the amount required, is attached hereto.

- 3) Insurance is waived

Date: _____
Risk Manager

CONTRACT BOND

KNOW ALL MEN BY THESE PRESENTS, that Skagit County, a Municipal Corporation of Washington, has awarded

_____ of _____, as Principal, and _____ as Surety, are jointly and severally held and bound unto the County of Skagit in the penal sum of _____ (\$ _____), dollars, for the payment of which we jointly and severally bind ourselves, our heirs, executors, administrators, and assigns, and successors and assigns, firmly by these presents.

THE CONDITION of this bond is such that whereas, on the _____ day of _____ A.D., 2026, the said Principal, herein, executed a certain contract with the County of Skagit by the items, conditions and provisions of which contract the said _____, Principal, herein agree to furnish all material and do certain work, to wit: That _____ will undertake and complete the

2026-2027 Vegetation Management within Skagit County

according to the maps, plans and specifications made a part of said contract, which contract as so executed, is hereunto attached, is now referred to and by reference is incorporated herein and made a part hereof as fully for all purposes as if here set forth at length. The bond shall cover all approved change orders as if they were in the original contract.

NOW, THEREFORE, if the Principal herein shall faithfully and truly observe and comply with the terms, conditions and provisions of said contract in all respects and shall well and truly and fully do and perform all matters and things by _____ (principal) undertaken to be performed under said contract, upon the terms proposed therein, and within the time prescribed therein, and until the same is accepted, and shall pay all laborers, mechanics, subcontractors and material men, and all persons who shall supply such contractor or subcontractor with provisions and supplies for the carrying on of such work, and shall in all respects faithfully perform said contract according to law, then this obligation to be void, otherwise to remain in full force and effect.

WITNESS our hands this _____ day of _____, 2026.

(Principal)

Attorney-in-Fact, Surety

Name and Address
Local Office of Agent

APPROVED AS TO FORM
RICH WEYRICH
Skagit County Prosecuting Attorney

APPROVED AS TO FORM
BONNIE BEDDALL
Skagit County Risk Manager

BY: _____
Approving Authority

DATE: _____, 2026

SURETY BOND NUMBER

CONTRACT NUMBER

INFORMATIONAL ONLY



SKAGIT COUNTY PUBLIC WORKS DEPARTMENT

1800 Continental Place, Mount Vernon, WA 98273-5625
(360) 416-1400 FAX (360) 416-1405

DECLARATION OF OPTION FOR MANAGEMENT OF STATUTORY RETAINED PERCENTAGE

Note: This form must be submitted at the time the Contractor executes the contract. Contractor shall designate the option desired by checking the appropriate space.

Monies reserved under provisions of **Chapter 60.28 RCW**, at the option of the Contractor, shall be:

- 1. I hereby elect to have the retained percentage of this contract held in a fund by Skagit County in a non-interest bearing account.
- 2. I hereby elect to have Skagit County deposit the retained percentage of this contract in an interest bearing account, not subject to withdrawal until after final acceptance of the work.

I hereby further agree to open the interest-bearing account in a qualified financial institution. I further agree to provide instructions to the bank to provide Skagit County Public Works with a monthly account statement to the attention of the Project Manager. Prior to Skagit County depositing any funds into the account, the CONTRACTOR shall obtain a letter from the financial institution on their letterhead stating the account number and bank address and confirming they will not release any funds until authorized in writing by Skagit County.

- 3. I hereby elect to have Skagit County invest the retained percentage of this contract from time to time as such retained percentage accrues.

I hereby designate _____ as the repository for the escrow of said funds.

I hereby further agree to be fully responsible for payment of all costs or fees incurred as a result of placing said retained percentage in escrow and investing it as authorized by statute.

Skagit County shall not be liable in any way for any costs or fees in connection therewith. Prior to Skagit County investing any funds in an escrow account, the CONTRACTOR shall obtain an escrow agreement from the repository stating their acceptance of the account, the account number and a statement that they will not release any funds until authorized in writing by Skagit County. Additionally, Skagit County Public Works will require a monthly statement from the bank for the escrow account.

- 4. I hereby elect to obtain a Retainage Bond acceptable to Skagit County, and agree to provide the original bond to the County. I acknowledge that no retainage will be held by Skagit County from the CONTRACTOR when Skagit County has received an acceptable bond.

The Contractor in choosing option (2) or (3) agrees to assume full responsibility to pay all costs which may accrue from escrow services, brokerage charges or both, and further agrees to assume all risks in connection with the investment of the retained percentages in securities.

Company Name

Date

Authorized Signature

Title

Print Name

Phone Number

**Prevailing Wage Acknowledgement
Please Return With Construction Contract
To Skagit County Public Works**

**Mail or fax to: Skagit County Public Works
 1800 Continental Place
 Mount Vernon, WA 98273
 360-416-1400
 360-416-1405 (fax)
 Attn: Aida Miller**

We, _____ the undersigned vendor acknowledge receipt of the Washington State Prevailing Wage scales for the Public Works Contract covering:

2026-2027 Vegetation Management within Skagit County

Dated: _____

Signed by: _____
(Name & Title)

Attention Sole Proprietors, Partners & Officer/Owners

- Sole owners of their own businesses who perform the actual work themselves are not required to pay themselves the prevailing wage rates.
- Partners in a partnership who own at least 30% of a company are likewise not required to pay themselves prevailing wage rates.
- The President, Vice President, and Treasurer of a corporation are not required to pay themselves prevailing wage, as long as each owns at least 30% of the corporations.

These companies are not exempt from the remaining requirements of the statute, including the filing of Intent and Affidavit forms. Any worker who owns less than 30% of the company is not exempt and must be paid the prevailing wage rate. WAC 296-127-026.

SCOPE OF WORK

Insert Scope and Outline of Compensation

INFORMATIONAL ONLY

APPENDIX C
Proposal Forms

Proposal For Bidding Purposes

2026-2027 Vegetation Management within Skagit County

SKAGIT COUNTY PUBLIC WORKS

Must be an approved contractor on the Municipal Research and Services Center (MRSC) Roster in order to Bid this project:
<http://www.mrscrosters.org>



**SKAGIT COUNTY
Public Works Department
1800 Continental Place
Mount Vernon, WA 98273**

BID PROPOSAL

2026-2027 VEGETATION MANAGEMENT WITHIN SKAGIT COUNTY

Skagit County, Washington

2026-2027

**** ENTIRE PROPOSAL TO BE RETURNED AS YOUR BID PACKAGE ****

MUST BE AN APPROVED CONTRACTOR ON THE MUNICIPAL RESEARCH AND SERVICES CENTER (MRSC) ROSTER IN ORDER TO BID THIS PROJECT:

<http://www.mrscrosters.org>

All bid envelopes must be plainly marked on the outside, "**Sealed Bid: Vegetation Management**".

BID DUE DATE AND TIME: Wednesday, April 22, 2026 at 2:00 p.m.

Late and/or incomplete bids will not be considered. Oral, telephonic, telegraphic, electronic, or faxed proposals will not be accepted.

Sealed Bids will be accepted at the following location by one of the following delivery methods:

Bids May be Hand-Delivered or Mailed to:

Skagit County Commissioners Office
Attn: Reception Desk
1800 Continental Place
Mount Vernon, WA 98273

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

CONDITION OF AWARD:

It is the intent of Skagit County to award a contract to the low responsive and responsible bidder. All terms and conditions listed in the Contract Provisions and Specifications apply to this condition.

MANDATORY BIDDER CRITERIA:

Before award, the bidder must meet the following bidder responsibility criteria to be considered a responsible bidder. The bidder may be required by Skagit County to submit documentation demonstrating compliance with the criteria. The bidder must:

1. Have a current certificate of registration as a contractor in compliance with chapter 18.27 RCW, which must have been in effect at the time of bid submittal.
2. Have a current Washington Unified Business Identifier (UBI) number.
3. Have Industrial Insurance (workers' compensation) coverage for the bidder's employees working in Washington, as required in Title 51 RCW. Not applicable to sole proprietors if the owner performs work himself/herself.
4. Have a Washington Employment Security Department number (ESD), as required in Title 50 RCW (**and, if the lowest responsive and responsible bidder, provide documentation from ESD in the form of a letter or statement within 24 hours of submitting bid**);
5. Have a Washington Department of Revenue state excise tax registration number, as required in Title 82 RCW;
6. Not be disqualified from bidding on any public works contract under RCW 39.06.010 or 39.12.065(3) and;
7. Not be excluded or suspended from bidding on any public works contract under federal laws.

SCHEDULE:

Contractor shall not commence work until notice to proceed has been given by Skagit County; this occurs after the Contract has been executed by Skagit County Board of County Commissioners.

PAYMENT:

Invoices can be submitted after work is performed. Payment is made when the Contractor has filed his/her "Intent to Pay Prevailing Wages" with the Washington State Department of Labor and Industries. Final payment is made when the Contractor has filed his/her "Affidavit of Paying Prevailing Wages".

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

This certifies that the undersigned has examined the entire bid proposal and contract provisions and specifications for the:

2026-2027 VEGETATION MANAGEMENT WITHIN SKAGIT COUNTY

and the contract governing the work embraced in this project, and the method by which payment will be made for said work, is understood. The undersigned hereby proposes to undertake and complete the work, or as much thereof as can be completed with the money available in accordance with the said description of work and contract, and the following schedule of rates and prices. Bidder acknowledges all requirements and signed all certificates contained herein. Bidder agrees to pay labor not less than the prevailing rates of wages in accordance with the requirements of the special provisions for this project.

Please Note: The following Groups “A” & “B” are listed according to sales tax rate.

GROUP “A”					
2026-2027 VEGETATION MANAGEMENT WITHIN SKAGIT COUNTY					
(These sites are subject to 8.6% sales tax rate)					
Site Number	Description	Qty.	Unit	Unit Price	Extended Price
2A	Blanchard: Exhibit 7	2	Each	\$	\$
2B	Blanchard: Exhibit 8	2	Each	\$	\$
2C	Blanchard: Exhibit 9	2	Each	\$	\$
2D	Blanchard: Exhibit 10	2	Each	\$	\$
4	Seaview Division 1 Pond: Exhibit 12	4	Each	\$	\$
7	Big Lake: Exhibit 15	4	Each	\$	\$
8	Inman Landfill: Exhibit 16	4	Each	\$	\$
N/A	Miscellaneous Vegetation Management	150	Hour	\$	\$
Subtotal Group “A”:					\$
Sales Tax (8.6%):					\$
Total Group “A”:					\$

****PLEASE CONTINUE TO NEXT PAGE FOR GROUP “B” SITES****

Please use ink, print legibly, and initial and date any changes, erasures, or cross-outs. All unit prices, when relevant, are mandatory and shall control.

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

GROUP "B"					
2026-2027 VEGETATION MANAGEMENT WITHIN SKAGIT COUNTY					
(These sites are subject to 8.2% sales tax rate)					
Site Number	Description	Qty.	Unit	Unit Price	Extended Price
1A	Britt Slough Mowing: Exhibit 2	2	Each	\$	\$
1B	Britt Slough Mowing: Exhibit 3	2	Each	\$	\$
1C	Britt Slough Mowing: Exhibit 4	2	Each	\$	\$
1D	Britt Slough Mowing: Exhibit 5	2	Each	\$	\$
1E	Britt Slough Mowing: Exhibit 6	2	Each	\$	\$
3	Dry Creek: Exhibit 11	1	Each	\$	\$
5	Cascade Ridge: Exhibit 13	4	Each	\$	\$
6	Bay Hill Village Div. 1 Pond: Exhibit 14	6	Each	\$	\$
Subtotal Group "B":					\$
Sales Tax (8.2%):					\$
Total Group "B":					\$

<p align="center">GRAND TOTAL OF GROUPS "A" AND "B":</p> <p align="center">(This is your total bid amount, including both rates of tax)</p>	<p>\$</p>
--	------------------

Please use ink, print legibly, and initial and date any changes, erasures, or cross-outs. All unit prices, when relevant, are mandatory and shall control.

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

PROPOSAL – Signature Page

The bidder is hereby advised that by signature of this proposal he/she is deemed to have acknowledged all requirements and signed all certificates contained herein.

The undersigned hereby agrees to pay labor not less than the prevailing rates of wages in accordance with the requirements of the special provisions for this project.

A proposal guaranty in an amount, which is equal to five percent (5%) of the estimated bid amount, based upon the approximate estimate of above prices and in the form as indicated below is attached hereto:

- CASHIER'S CHECK In the amount of \$ _____ Dollars
- CERTIFIED CHECK In the amount of \$ _____ Dollars
(Payable to Skagit County)
- PROPOSAL BOND In the amount of five percent (5%) of the total estimated contract amount.

If addendums have been issued:
Receipt is hereby acknowledged of Addendum(s) No.(s) _____

S
I
G
N



Signature of Authorized Official(s):

Firm Name: _____

Address: _____

Phone No. _____

State of Washington Contractor's License No. _____

UBI No. _____ Employment Security Department No. _____

- Note:
- (1) This proposal form is not transferable and any alteration of the firm's name entered hereon without prior permission from the Skagit County will be cause for considering the proposal irregular and subsequent rejection of the bid.
 - (2) Please refer to Section 1-02.6 of the Standard Specifications, "Preparation of Proposal", or "Article 4" of the Instruction to Bidders for building construction jobs.

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

NON-COLLUSION DECLARATION

I, by signing the proposal on page 5, hereby declare, under penalty of perjury under the laws of the United States that the following statements are true and correct:

1. That the undersigned person(s), firm, association or corporation has (have) not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in connection with the project for which this proposal is submitted.
2. That by signing the signature page of this proposal, I am deemed to have signed and have agreed to the provisions of this declaration.

NOTICE TO ALL BIDDERS

To report bid rigging activities call:

1-800-424-9071

The U.S. Department of Transportation (USDOT) operates the above toll free 'hotline' Monday through Friday, 8:00 a.m. to 5:00 p.m., Eastern Standard Time. Anyone with knowledge of possible bid rigging, bidder collusion, or other fraudulent activities should use the 'hotline' to report such activities.

The 'hotline' is part of USDOT's continuing effort to identify and investigate highway construction fraud and abuse and is operated under the direction of the USDOT Inspector General. All information will be treated confidentially and caller anonymity will be respected.

MUST ACCOMPANY EACH BID

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

NON-DISBARMENT CERTIFICATION

Are you on Comptroller General's list of Ineligible Contractors or list of parties excluded from Federal procurement or non-procurement programs? NO YES

Company Name: _____

Type of Business Corporation Partnership (general) Partnership (limited)
 Sole Proprietorship Limited Liability Company

FID #: _____

Company Address: _____

The County/State/Zip: _____

Phone: _____ Fax: _____

E-Mail: _____

Print Name of Signatory: _____

Print Title of Signatory: _____

INFORMATIONAL ONLY

MUST ACCOMPANY EACH BID

FAILURE TO SIGN OR COMPLETE ALL INFORMATION ON THE FORMS PROVIDED CAN RESULT IN REJECTION OF THE PROPOSAL AS NON-RESPONSIVE

**IN LIEU OF A CASHIER'S OR
CERTIFIED CHECK, YOU MAY
SUBMIT THE
ENCLOSED PROPOSAL
BOND FORM WITH
YOUR PROPOSAL**

**USE OF OTHER FORMS
MAY SUBJECT YOUR
BID TO REJECTION**

INFORMATION ONLY

PROPOSAL BOND

KNOW ALL MEN BY THESE PRESENTS, That we, _____

_____ of
_____ as principal, and the
_____ a corporation duly

organized under the laws of the State of _____,
and authorized to do business in the State of Washington, as surety, are held and firmly bound unto
Skagit County in the full and penal sum of five (5) percent of the total amount of the bid proposal of said
principal for the work hereinafter described for the payment of which, well and truly to be made, we bind
our heirs, executors, administrators and assigns, and successors and assigns, firmly by these presents.

The condition of this bond is such, that whereas the principal herein is herewith submitting his or
its sealed proposal for the following construction, to wit:

2026-2027 Vegetation Management within Skagit County

said bid and proposal, by reference thereto, being made a part hereof.

NOW THEREFORE, If the said proposal bid by said principal be accepted, and the contract be
awarded to said principal, and if said principal shall duly make and enter into and execute said contract
and shall furnish bond as required by Skagit County within a period of ten (10) days from and after said
award, exclusive of the day of such award, then this obligation shall be null and void, otherwise it shall
remain and be in full force and effect.

IN TESTIMONY WHEREOF, The principal and surety have caused these presents to be
signed and sealed this _____ day of _____, 2026.

(Principal)

(Surety)

(Attorney-in-fact)



Certification of Compliance with Wage Payment Statutes

The bidder hereby certifies that, within the three-year period immediately preceding the bid solicitation date on Friday, March 27, 2026, the bidder is not a “willful” violator, as defined in RCW 49.48.082, of any provision of chapters 49.46, 49.48, or 49.52 RCW, as determined by a final and binding citation and notice of assessment issued by the Department of Labor and Industries or through a civil judgment entered by a court of limited or general jurisdiction.

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Bidder’s Business Name

Signature of Authorized Official*

Printed Name

Title

Date

City

State

Check One:

Sole Proprietorship Partnership Joint Venture Corporation

State of Incorporation, or if not a corporation, State where business entity was formed:

If a co-partnership, give firm name under which business is transacted:

** If a corporation, proposal must be executed in the corporate name by the president or vice-president (or any other corporate officer accompanied by evidence of authority to sign). If a co-partnership, proposal must be executed by a partner.*

APPENDIX D
Best Management Practices

Drainage Management



BMP Factsheet #9

WATERCOURSE VEGETATION MANAGEMENT

Introduction

Maintaining vegetation on watercourse channel banks and in the watercourse may be an inexpensive and effective way to maintain drainage. However the removal of vegetation and dead vegetation left in the watercourse can be detrimental to water quality and to fish habitat.

Please remember:

- All types of plants growing near waterways can provide shade. This shade can reduce water temperatures and provide fish habitat.
- Vegetation roots are an invaluable means to stabilize stream banks and prevent erosion.
- Steep channel banks can be destabilized by aggressive mowing or herbicide use. Resulting erosion can both inhibit good drainage and degrade fish habitat and water quality.
- There is a **big** difference between maintaining grass, blackberries or noxious weeds along the channel and doing anything to adversely affect native trees and shrubs that can have significant benefit to water quality, fish habitat and to drainage.
- Mowing vegetation of any kind on the channel bank below the Ordinary High Water Mark will require a Hydraulic Project Approval (HPA) from the Washington State Department of Fish and Wildlife (WDFW).
- Mowing vegetation within the standard Critical Areas buffer requires notification to Whatcom County prior to work.

• *Permitting Factsheet #1 Hydraulic Project Approval and #3 Growth and Shorelines Management Acts* provide detailed information on permitting requirements.



General Mowing BMPs (Grass and Blackberry)

1. Remove mowed material from the watercourse so it does not reduce drainage efficiency.
2. Prevent mowed material from reentering the channel, as the decay of material can lower oxygen levels in the water downstream, thereby harming fish.
3. Continual mowing becomes quite expensive over time. Often this practice is done in advance of more long term solutions to vegetation control such as *Watercourse Re-vegetation, Factsheet #20*.

Mowing Bank Vegetation BMPs (Grass and Blackberry)

1. Fall and winter are the preferred times of year for mowing vegetation along watercourses. Mowing during fall/winter months allows for riparian vegetation to green up along the ditch during the summer months and provide shade to help keep water temperatures cool. Vegetation along the banks of a watercourse also provides protective cover for juvenile fish and shades out instream vegetation.
2. Dry watercourses or watercourses where the streambanks would be too wet and unstable in the fall can be mowed at any time.

Mowing Watercourse Vegetation BMPs

1. Timing Limitations: When water is present mowing shall take place in the low flow period of August 1 to September 30.
2. Mowing equipment can only cut and remove vegetation from the channel and shall not alter the channel profile or the slope of the channel banks.
3. Large woody material embedded in the bank or streambed shall be left undisturbed and intact.

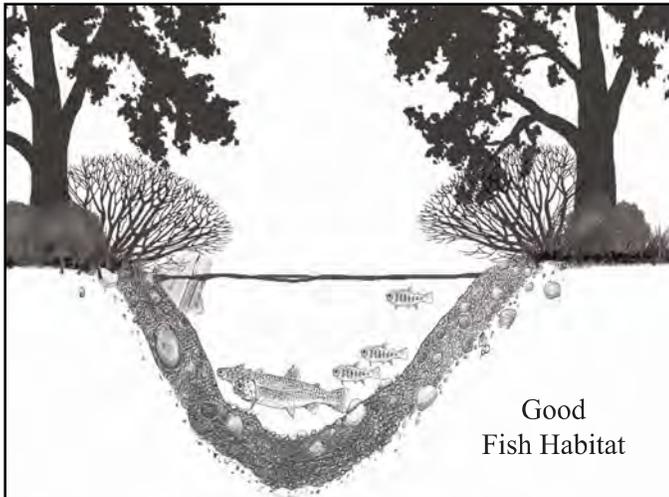
Vegetation Management (Trees & Shrubs)

Native trees and shrubs provide critical functions along all types of watercourses. They provide food for fish and other aquatic animals, filter sediment and other pollutants, and shade the watercourse, keeping temperatures low and reducing vegetation in the water. Roots from native woody plants create a dense mat, preventing erosion and bank failure.

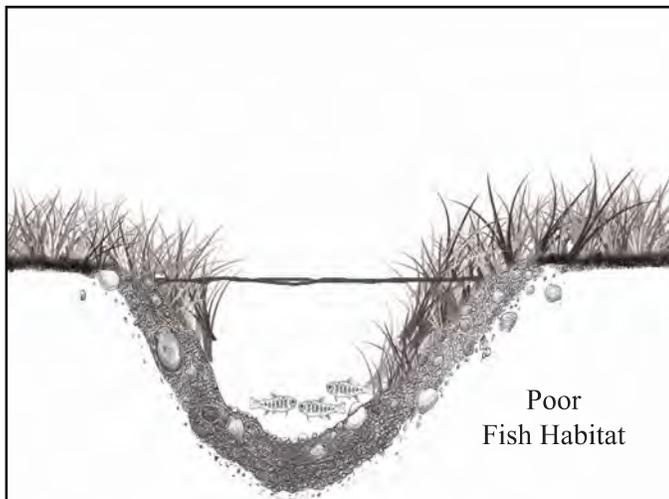


Tree & Shrub Management BMPs

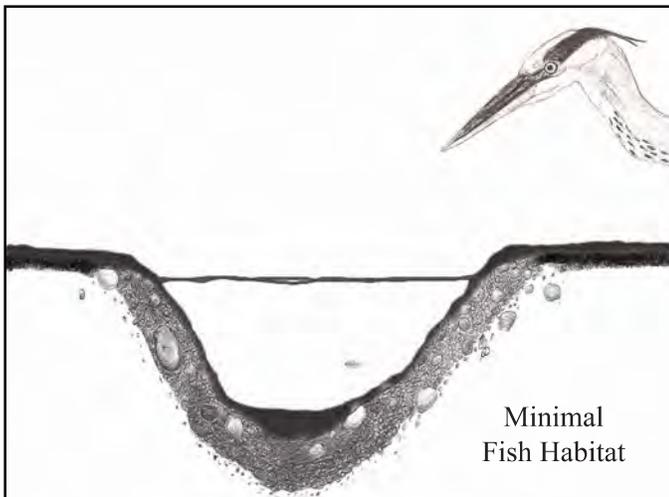
1. Leave native trees and shrubs intact unless it is absolutely necessary to access the channel.
2. Prune vegetation by hand if possible and only on one side of the channel (north or east).
3. Vegetation on the south and west sides should be left to provide shading for the watercourse.
4. Prune vegetation in the fall or winter months so that vegetation shades the water during summer to help keep water temperatures cool.
5. All fallen debris from hand-cutting or pruning should be cleared from the watercourse to prevent flow blockages and to prevent decaying material from reducing oxygen levels in the water and harming fish.
6. The vegetation pruning area should only be wide enough to allow equipment access to conduct maintenance. Vegetation removal should be minimized as much as possible.
7. Maintain the integrity of the ditch by keeping the vegetation roots in place and bottom and bank side slopes intact.
8. If maintenance activities inadvertently damage native vegetation, the native vegetation should be replanted. See *Factsheet #20 Watercourse Re-vegetation* for helpful guidelines.



Good
Fish Habitat



Poor
Fish Habitat



Minimal
Fish Habitat



Stormwater Facility Maintenance Standards — Mowing Contract Reference

Adapted from 2024 Stormwater Management Manual for Western Washington (SWMMWW)

The following standards shall be used as minimum guidelines for maintenance of stormwater facilities included in this contract. The Contractor is responsible for observing and reporting any defect conditions identified during mowing operations to the County's designated representative.

Table 1 — Detention Pond Maintenance Standards

Maintenance Component	Defect/Condition	Action Required
General	Trash and debris exceeding 5 cubic feet per 1,000 square feet of pond area, or any visible evidence of dumping.	Remove all trash and debris from site.
General	Poisonous or noxious vegetation posing a hazard to personnel or the public; noxious weeds per state or local regulation.	Eliminate poisonous vegetation where maintenance personnel or the public may normally be; comply with state and local eradication policies.
General	Any evidence of oil, gasoline, contaminants, or other pollutants.	Report to County representative immediately; no contaminants or pollutants to remain on site.
General	Tree growth blocking maintenance or inspection access, interfering with slope mowing, or hazard trees identified (dead, diseased, or dying).	Remove trees interfering with maintenance; recycle into mulch or firewood; remove hazard trees; consult certified arborist for health/removal requirements.
Side Slopes of Pond	Eroded damage over 2 inches deep where cause is still present or continued erosion is likely.	Stabilize slopes using appropriate erosion control measures (e.g., rock reinforcement, grass compaction); report to County representative.
Storage Area	Accumulated sediment exceeding 10% of designed pond depth or affecting inlet or outlet function.	Report to County representative; sediment removal is not part of mowing scope but must be documented.
Pond Berms (Dikes)	Tree growth on emergency spillways or berms creating potential blockage or failure risk.	Remove trees as directed; consult with County representative before removing trees over 4 feet on berms.

Emergency Overflow / Spillway	Erosion observed on side slopes or spillway area.	Report to County representative; stabilize minor areas as directed.
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Table 2 — Debris Barrier (Trash Rack) Maintenance Standards

Maintenance Component	Defect / Condition	Action Required
General	Trash or debris plugging more than 20% of openings in the barrier.	Clear barrier to design flow capacity.
Metal Bars	Bars bent out of shape more than 3 inches; missing bars; bars loose or with rust causing 50% or more deterioration.	Report to County representative; do not attempt structural repairs under mowing contract.
Inlet/Outlet Pipe	Debris barrier missing or not securely attached to pipe.	Report to County representative immediately.

Table 3 — Energy Dissipator Maintenance Standards

Maintenance Component	Defect / Condition	Action Required
Rock Pad (External)	Only one layer of rock remaining above native soil in an area of five square feet or larger, or any exposure of native soil.	Report to County representative; rock pad restoration is not part of mowing scope.
Rock Pad (External)	Soil erosion in or adjacent to rock pad.	Report to County representative.
Dispersion Trench (External)	Accumulated sediment exceeding 20% of design depth in pipe.	Report to County representative for pipe cleaning.
Dispersion Trench (External)	Water visibly discharging at concentrated points along trench rather than as sheet flow; evidence of erosion damage.	Report to County representative; trench may require redesign or reconstruction.
Receiving Area	Water in receiving area causing or with potential to cause landslide conditions.	Report to County representative immediately.
Internal Manhole/Chamber	Worn, damaged, or deteriorated posts, baffles, or chamber walls reducing structure to less than half original size.	Report to County representative; structural repair is not part of mowing scope.

APPENDIX E
Vicinity Map and Plans



VEGETATION MANAGEMENT SITE LOCATIONS

LEGEND:

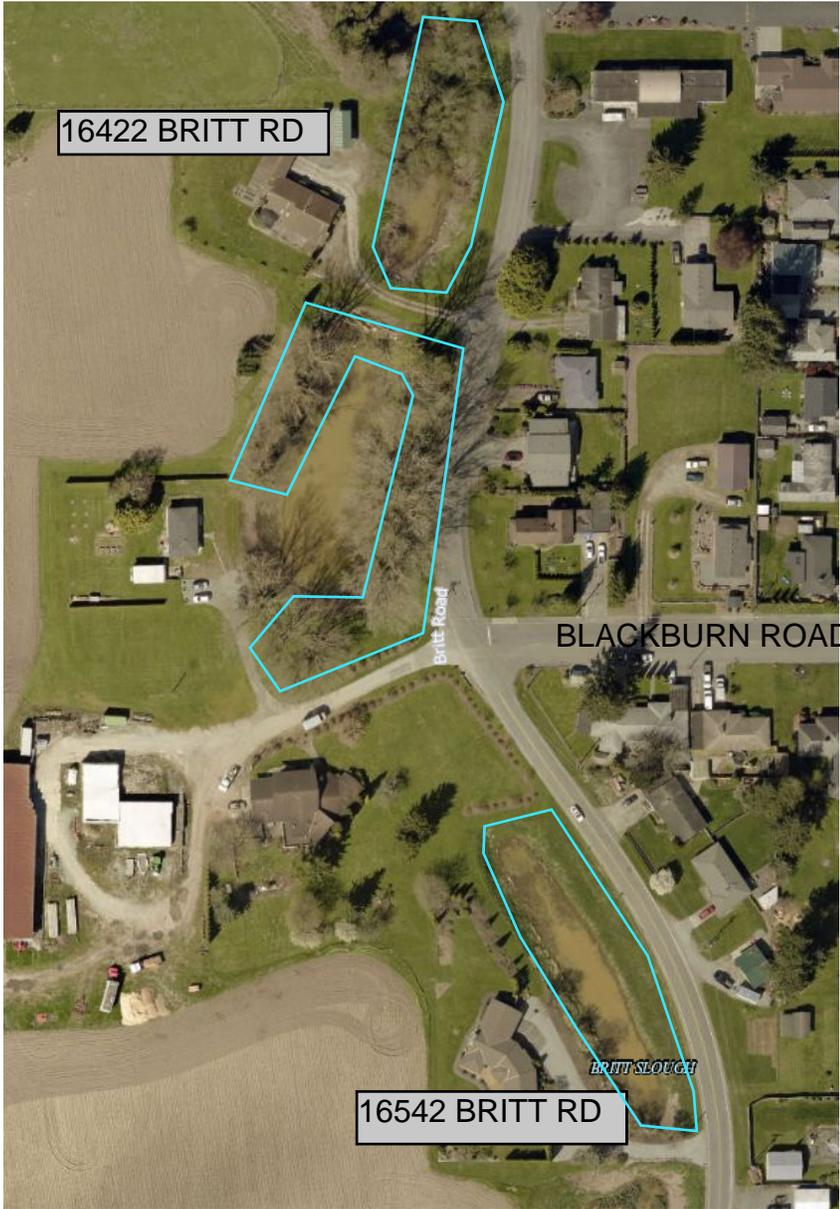
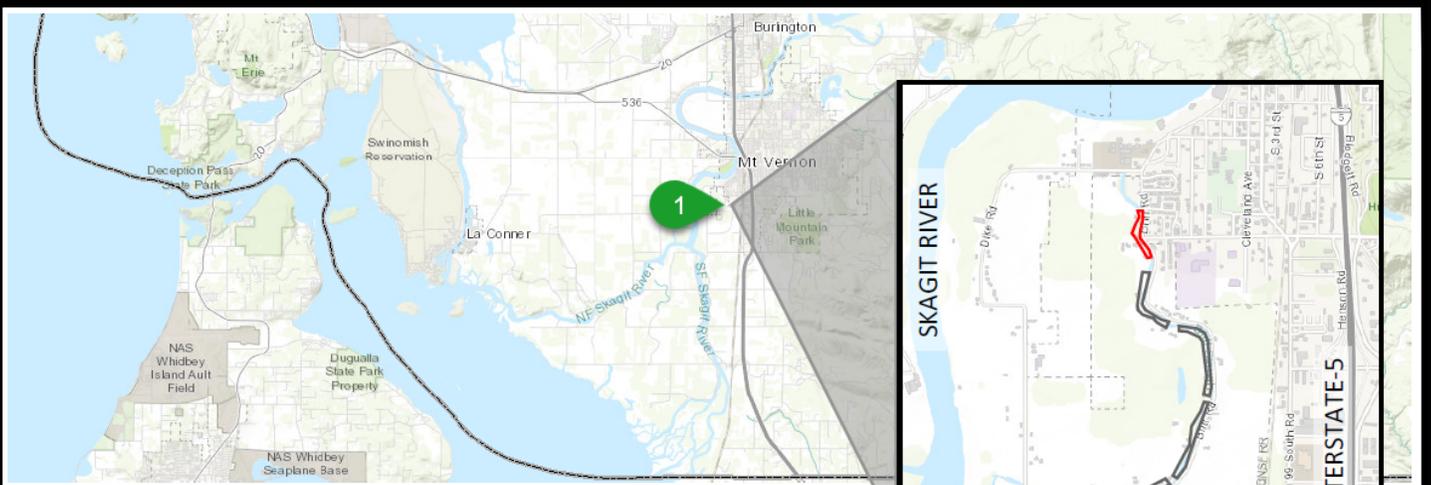
- Site 1 Britt Slough Mowing.....EXHIBITS 2-6
- Site 2 Blanchard Mowing.....EXHIBITS 7-10
- Site 3 Dry Slough Mowing.....EXHIBIT 11
- Site 4 Seaview Div. 1 Pond Maintenance.....EXHIBIT 12
- Site 5 Cascade Ridge Pond Maintenance.....EXHIBIT 13
- Site 6 Bayhill Village Div. 1 Pond Maintenance....EXHIBIT 14
- Site 7 Big Lake Ditch Maintenance.....EXHIBIT 15
- Site 8 Inman Landfill Mowing.....EXHIBIT 16

**SKAGIT COUNTY
VEGETATION MANAGEMENT
SITE MAP**



**SKAGIT COUNTY
PUBLIC WORKS**
1800 CONTINENTAL PLACE
MOUNT VERNON, WA 98273-5625
(360) 416-1400 FAX (360) 416-1405

Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 1



NOTE: CONTRACTOR SHALL CONTACT PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK. TOTAL AREA: 7.1 ACRES (ALL ZONES) ACCESS: -PUBLIC ROAD R.O.W.- PRIVATE DRIVEWAYS WHERE SHOWN, AS NEEDED. MUST COORDINATE WITH PROJECT MANAGER. SEASON(S):LATE SPRING/EARLY SUMMER, 2026-2027, ONCE PER YEAR. TASKS INCLUDE:1. MOWING AND SAPLING TRIMMING/CUTTING OF ALL VEGETATION LESS THAN 1.5 DBH WITHIN BOUNDARIES. (SEE SCOPE OF WORK FOR DETAILS).2. WEED EATING VEGETATION WITHIN BOUNDARIES THAT CANNOT BE REACHED BY MOWER.3. SPOT SPRAYING NOXIOUS WEEDS AT THE DIRECTION OF PROJECT MANAGER. CUT AND BAG SEED HEADS IN ADDITION TO SPRAYING ANY POISON HEMLOCK PLANTS (CONTRACTOR MAY REQUEST AN ONSITE MEETING WITH THE PROJECT MANAGER FOR CLARIFICATION OF TREATMENT REQUIREMENTS).4. SEE APPENDIX D FOR DRAINAGE MANAGEMENT BMPs.

**SITE 1-A
BRITT SLOUGH MOWING**

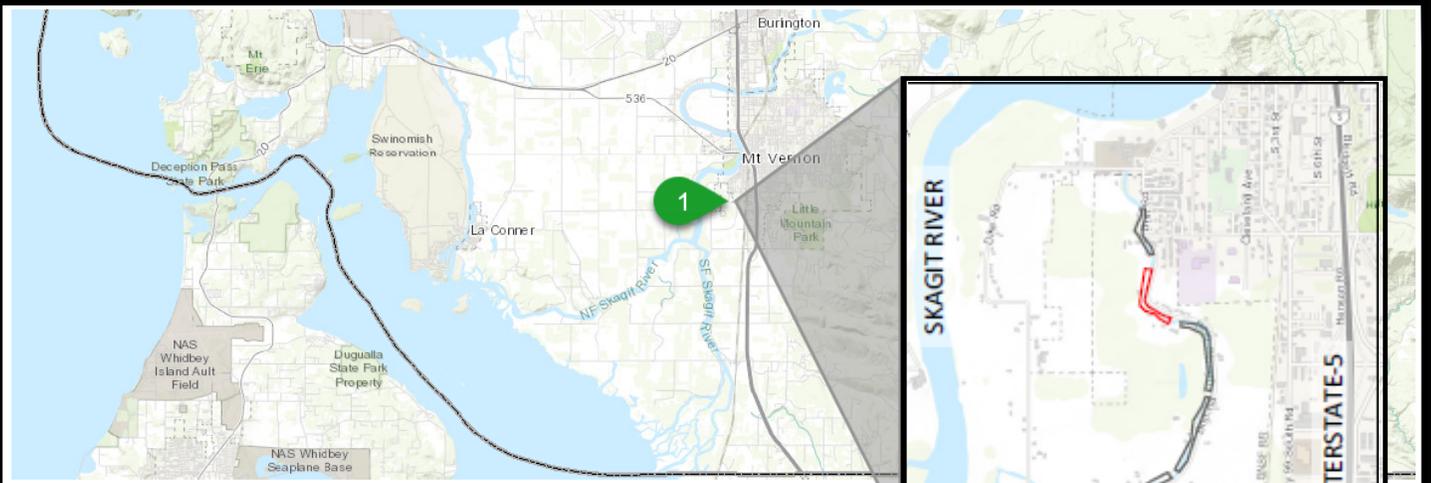


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Vegetation Management

CONTRACT DURATION 2026-2027

EXHIBIT 2



NOTE: MUST CONTACT PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

TASKS INCLUDE: SEE EXHIBIT 2

**SITE 1-B
BRITT SLOUGH MOWING**

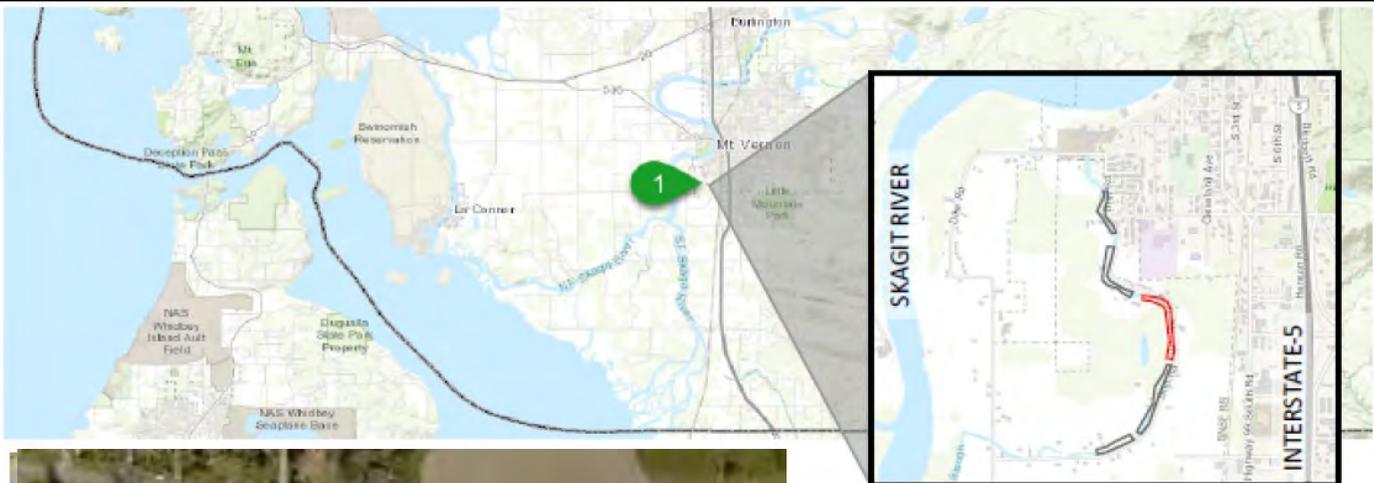


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(360) 416-1400 FAX (360) 416-1405

Vegetation Management

CONTRACT DURATION 2026-2027

EXHIBIT 3



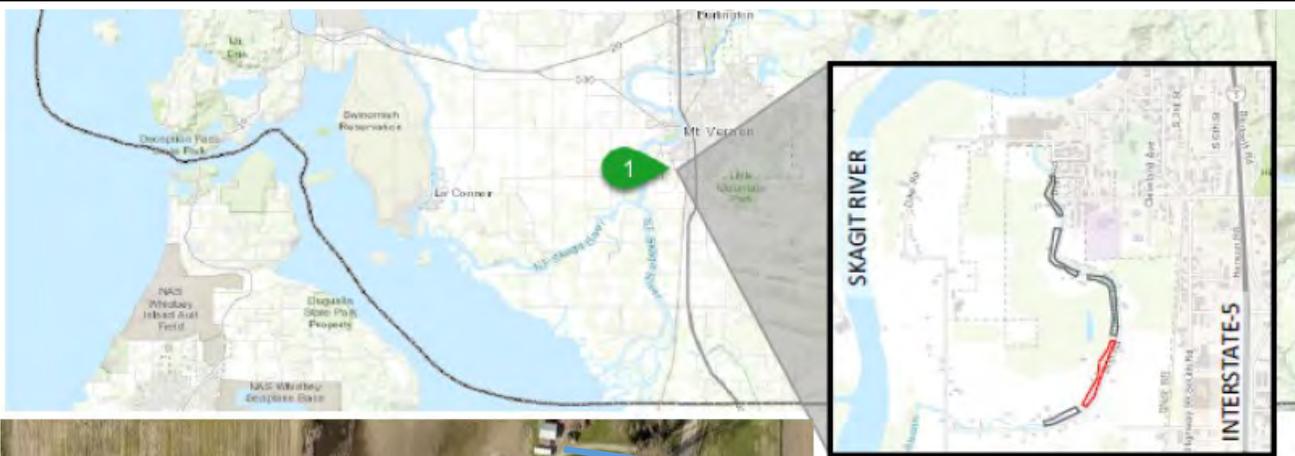
SEE EXHIBIT 2 FOR NOTES

SITE 1-C
BRITT SLOUGH MOWING



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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 4



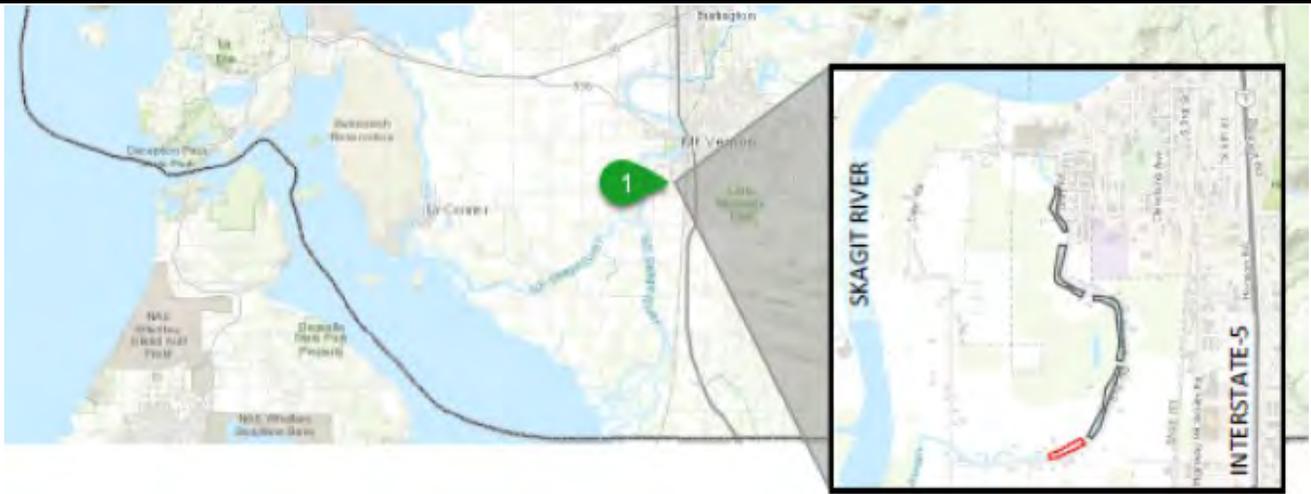
SEE EXHIBIT 2 FOR SITE NOTES

SITE 1-D
BRITT SLOUGH MOWING



SKAGIT COUNTY
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 MOUNT VERNON, WA 98273-5625
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 5



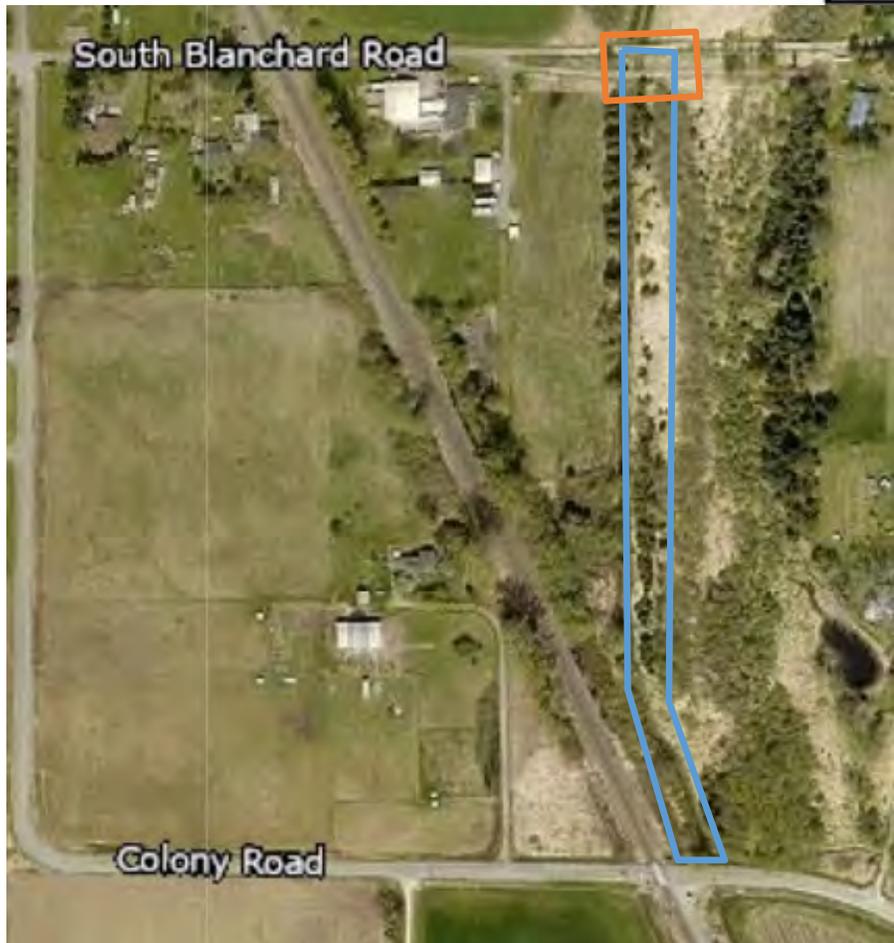
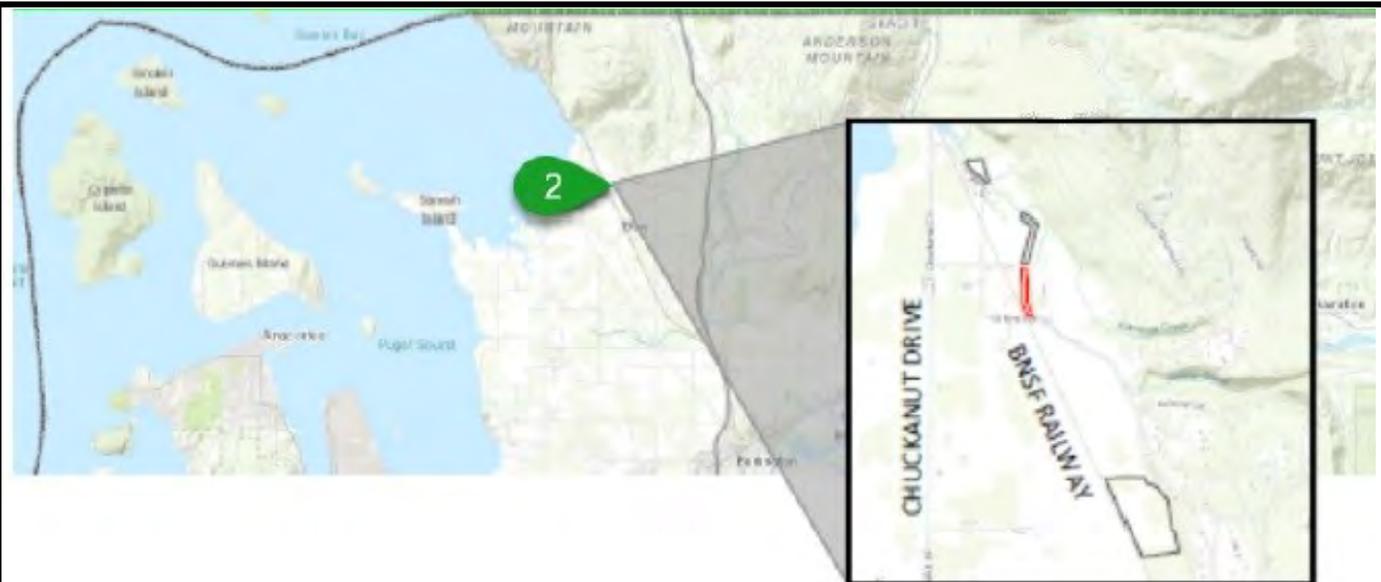
SEE EXHIBIT 2 FOR SITE NOTES

SITE 1-E
BRITT SLOUGH MOWING



SKAGIT COUNTY
PUBLIC WORKS
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 MOUNT VERNON, WA 98273-5625
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 6



***SPECIAL NOTE:**
 CONTRACTOR SHALL CONTACT PROJECT
 MANAGER TWO (2) WEEKS PRIOR TO
 START OF WORK.

ACCESS: CONTRACTOR MAY UTILIZE
 PRIVATE DRIVEWAY AND/OR ROAD RIGHT
 OF WAY FOR ACCESS/PARKING

SEASON: LATE SUMMER (1 TREATMENT)

TASKS INCLUDE: SEE EXHIBIT 2
 CUT VEGETATION TO BE PUT ON STREAM
 BANK OUT OF WATERWAY
 INVASIVE/NOXIOUS WEEDS TO BE
 SPRAYED AFTER NOTIFYING PROJECT
 MANAGER

**RESTORATION PLANTING IS LOCATED AT
 NORTHERN SECTION OF SITE, (OUTLINED
 IN ORANGE) CARE WILL BE TAKEN TO
 AVOID MOWING ANY PLANTED NATIVE
 VEGETATION IN THIS AREA**

**SITE 2-A
 BLANCHARD MOWING**

**SKAGIT COUNTY
 PUBLIC WORKS**
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 MOUNT VERNON, WA 98273-5625
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 7



***SPECIAL NOTE:**

CONTRACTOR SHALL CONTACT PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

ACCESS: CONTRACTOR MAY UTILIZE PRIVATE DRIVEWAY AND/OR ROAD RIGHT OF WAY FOR ACCESS/PARKING

SEASON: LATE SUMMER (1 TREATMENT)

TASKS INCLUDE: SEE EXHIBIT 2

CUT VEGETATION TO BE PUT ON STREAM BANK OUT OF WATERWAY

INVASIVE/NOXIOUS WEEDS TO BE SPRAYED AFTER NOTIFYING PROJECT MANAGER

RESTORATION PLANTING IS LOCATED AT SOUTHERN SECTION OF SITE, (OUTLINED IN ORANGE) CARE WILL BE TAKEN TO AVOID MOWING ANY PLANTED NATIVE VEGETATION IN THIS AREA

**SITE 2-B
BLANCHARD MOWING**

**SKAGIT COUNTY
PUBLIC WORKS**
1800 CONTINENTAL PLACE
MOUNT VERNON, WA 98273-5625
(360) 416-1400 FAX (360) 416-1405

Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 8



***SPECIAL NOTE:**
 CONTRACTOR SHALL CONTACT
 PROJECT MANAGER TWO (2)
 WEEKS PRIOR TO START OF
 WORK

ACCESS: CONTRACTOR MAY UTILIZE PRIVATE DRIVEWAY AND/OR ROAD RIGHT OF WAY FOR ACCESS/PARKING

SEASON: LATE SUMMER (1 TREATMENT)

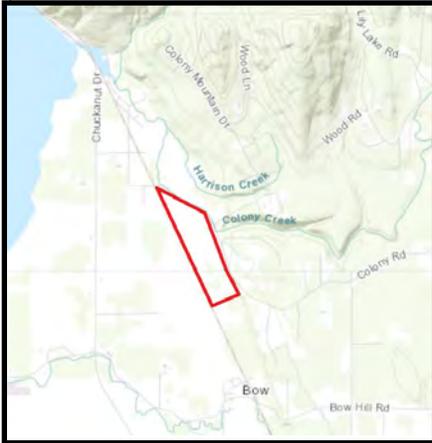
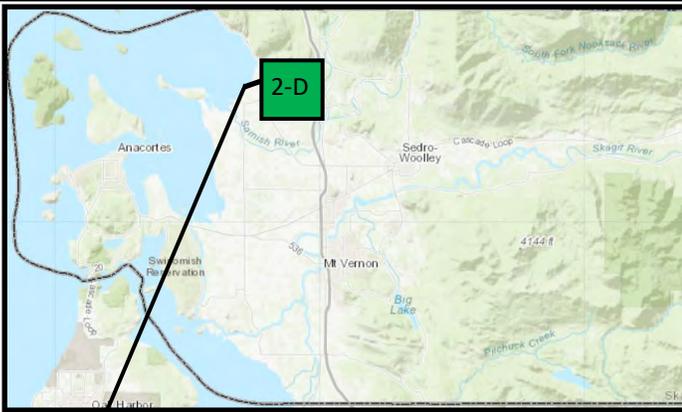
TASKS INCLUDE: SEE EXHIBIT 2; DITCH AND DIKE TO BE MOWED OF ALL VEGETATION LESS THAN 1.5" dbh
 CUT VEGETATION TO BE RAKED OUT OF WATERWAY AND FROM AROUND DRAINAGE PIPES AND PUT ON BERM
 INVASIVE/NOXIOUS WEEDS TO BE SPRAYED AFTER NOTIFYING PROJECT MANAGER.
 KNOTWEED IS PRESENT AT THIS SITE, SPRAY ANY FOUND DURING ANNUAL TREATMENT

SITE 2-C
BLANCHARD MOWING



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 MOUNT VERNON, WA 98273-5625
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 9



***SPECIAL NOTE:**
 CONTRACTOR SHALL CONTACT PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK. SITE IS ON AN ACTIVE FARM, FIELDS AND FARM EQUIPMENT TO BE LEFT AS-IS

TOTAL AREA: 7 ACRES
ACCESS: CONTRACTOR MAY UTILIZE PRIVATE DRIVEWAY AND/OR ROAD RIGHT OF WAY AT END OF KALLSTROM ROAD FOR ACCESS/PARKING
SEASON: LATE SUMMER (1 TREATMENT)
TASKS INCLUDE: SEE EXHIBIT 2; BLUE LINES INDICATE DITCHES TO BE MOWED; DITCHES ARE APPROXIMATELY 6' WIDE; BOTH SIDES OF DITCH TO BE MOWED OF ALL VEGETATION LESS THAN 1.5" DBH
 CUT VEGETATION TO BE RAKED OUT OF WATERWAY AROUND DRAINAGE PIPES AND PUT ON BANK
 INVASIVE/NOXIOUS WEEDS TO BE SPRAYED AFTER NOTIFYING PROJECT MANAGER.

SITE 2-D
KALLSTROM ROAD MOWING



SKAGIT COUNTY PUBLIC WORKS
 1800 CONTINENTAL PLACE
 MOUNT VERNON, WA 98273-5625
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 10



TOTAL AREA: 0.3 ACRES

ACCESS: PRIVATE PROPERTY

SEASONS: SUMMER (1 TREATMENT TOTAL IN SUMMER OF 2027)

TASKS INCLUDE:

1. MOWING OF RESTORATION PROJECT SITE WITHIN BOUNDARIES
2. SPOT SPRAYING BLACKBERRY, AS WELL AS SPRAYING OF NOXIOUS/INVASIVE VEGETATION AT DIRECTION OF PROJECT MANAGER.
3. PROJECT IS A PLANTED RESTORATION SITE– CARE WILL BE TAKEN NOT TO DAMAGE OR CUT NATIVE PLANTING

SPECIAL NOTE:

PRIVATE PROPERTY. CONTRACTOR SHALL NOTIFY PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

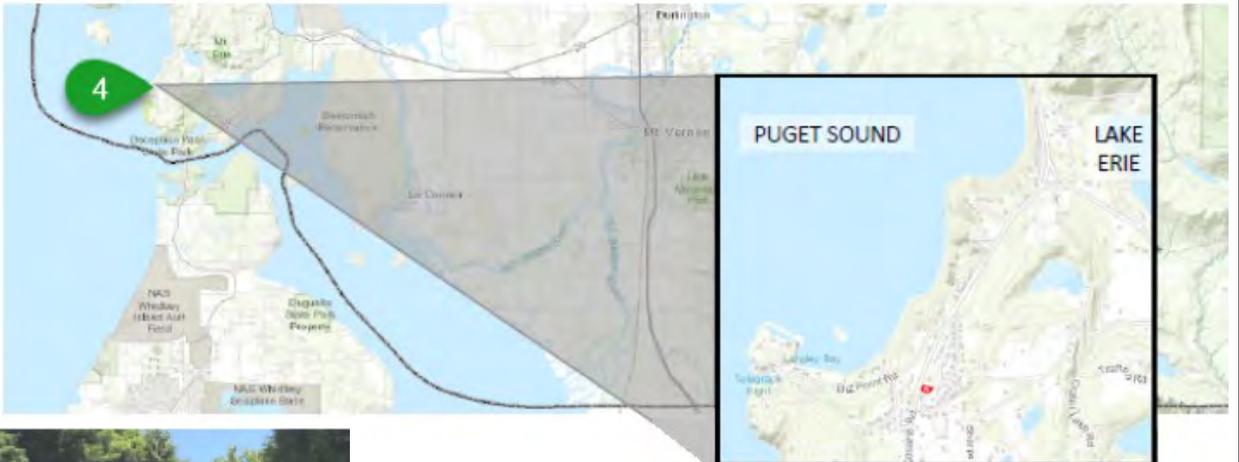
SITE 3
DRY SLOUGH MOWING



**SKAGIT COUNTY
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Vegetation Management
CONTRACT DURATION 2026-2027

EXHIBIT 11



TOTAL AREA: 0.1 ACRES

ACCESS: PUBLIC RIGHT-OF-WAY

SEASONS: SPRING AND FALL (2 TREATMENTS/YEAR)

TASKS INCLUDE:

1. SEE EXHIBIT 2
2. REMOVAL OF IVY AND OTHER INVASIVE VEGETATION AT DIRECTION OF PROJECT MANAGER.
3. RAKE ANY VEGETATION CUTTINGS FROM AROUND POND OUTLET AND ONTO POND BANKS
4. SITE IS A STORMWATER POND; SEE CONTRACT FOR ADDITIONAL INFORMATION

SPECIAL NOTE:

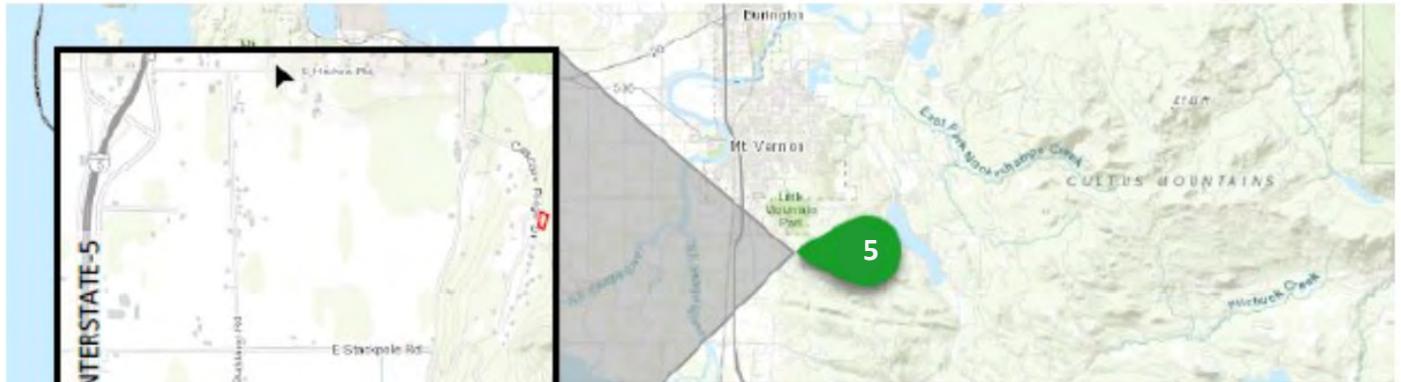
CONTRACTOR SHALL NOTIFY PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

SITE 4
SEAVIEW DIVISION 1 POND MOWING



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Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 12



TOTAL AREA: 0.3 ACRES

ACCESS: PUBLIC RIGHT-OF-WAY

SEASONS: SPRING AND FALL (2 TREATMENTS/YEAR)

TASKS INCLUDE:

1. SEE EXHIBIT 2
2. MOWING OF ALL VEGETATION LESS THAN 1.5" DBH WITHIN BOUNDARY– INCLUDING WESTERN BERM TO ROAD EDGE
3. RAKE ANY VEGETATION CUTTINGS FROM AROUND POND OUTLET PIPE AND ONTO POND BANKS
4. SITE IS A STORMWATER POND; SEE CONTRACT FOR ADDITIONAL INFORMATION

SPECIAL NOTE:
 CONTRACTOR SHALL NOTIFY PROJECT
 MANAGER TWO (2) WEEKS PRIOR TO

SITE 5
CASCADE RIDGE POND MOWING



**SKAGIT COUNTY
 PUBLIC WORKS**
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Vegetation Management
 CONTRACT DURATION 2026-2027
EXHIBIT 13



SPECIAL NOTE:

CONTRACTOR SHALL NOTIFY PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK



TOTAL AREA: 0.35 ACRES

ACCESS: PUBLIC RIGHT-OF-WAY

SEASONS: ENTIRE POND AND ACCESS DRIVEWAY
SPRING, SUMMER, AND FALL (3 TREATMENTS/YEAR)

TASKS INCLUDE:

1. SEE EXHIBIT 2
2. MOWING OF ALL VEGETATION LESS THAN 1.5" DBH WITHIN BOUNDARY—INCLUDING GRAVEL ACCESS DRIVEWAY
3. RAKE ANY VEGETATION CUTTINGS FROM WITHIN POND AREA AND DISPOSE OF OFFSITE
4. SITE IS A STORMWATER POND; SEE CONTRACT FOR ADDITIONAL INFORMATION/INSTRUCTIONS

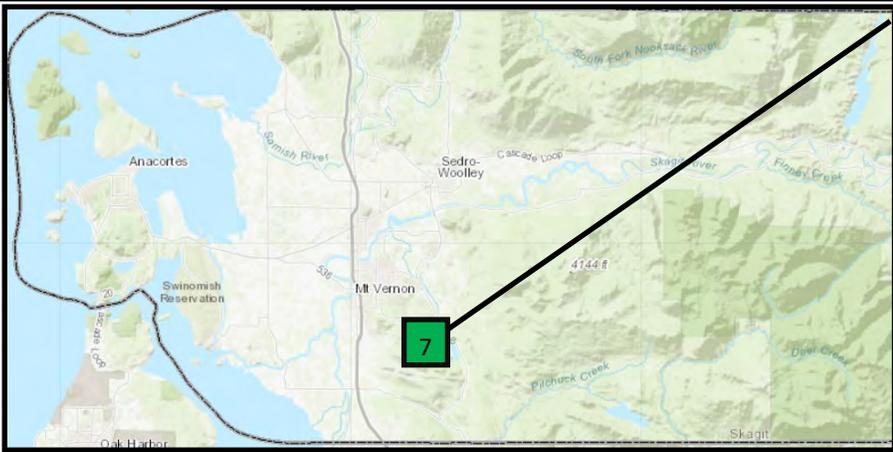


SITE 6
BAYHILL VILLAGE DIV. 1 POND MOWING



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1800 CONTINENTAL PLACE
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Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 14



TOTAL AREA: 0.5 ACRES

ACCESS: PRIVATE PROPERTY, ROAD RIGHT-OF-WAY

SEASONS: EARLY SUMMER MOWING AND FALL MOW AND SPRAY(2 TREATMENTS/YEAR)

TASKS INCLUDE:

1. MOWING OF BLACKBERRY AND REED CANARY GRASS WITHIN BOUNDARIES WITH FOLLOW UP SPRAY DURING FALL TREATMENTS
2. SPOT SPRAYING BLACKBERRY, AS WELL AS SPRAYING OF NOXIOUS/INVASIVE VEGETATION AT DIRECTION OF PROJECT MANAGER.
3. CARE WILL BE TAKEN NOT TO DAMAGE OR CUT NATIVE PLANTS WITHIN BOUNDARIES

SPECIAL NOTE:

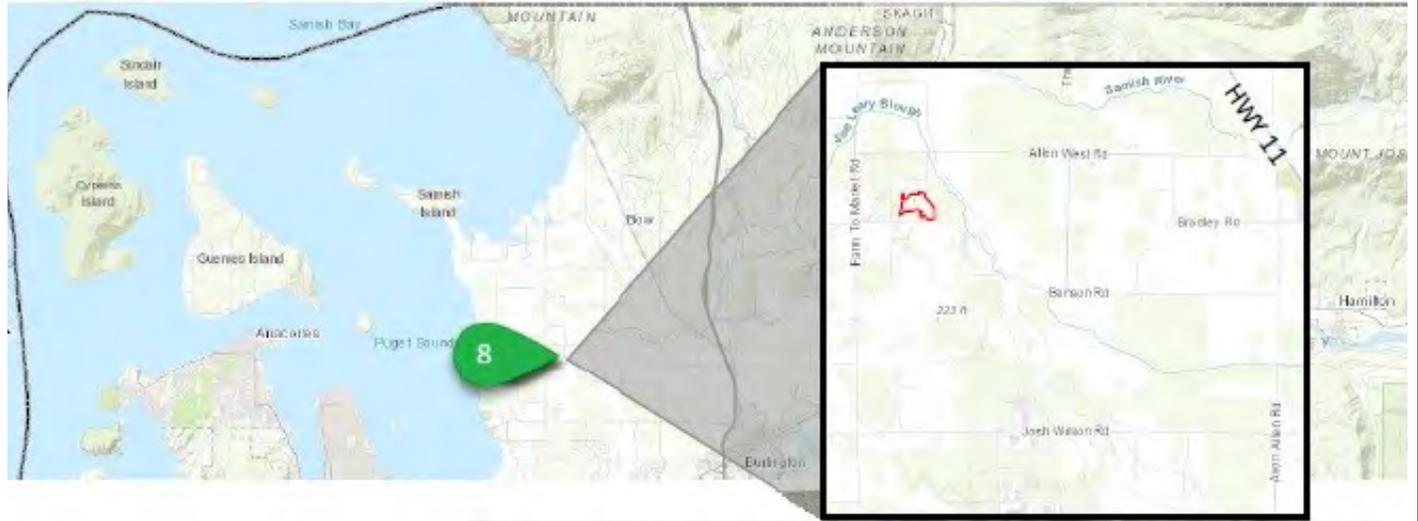
PRIVATE PROPERTY. CONTRACTOR SHALL NOTIFY PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

SITE 7
BIG LAKE DITCH MAINTENANCE



**SKAGIT COUNTY
PUBLIC WORKS**
1800 CONTINENTAL PLACE
MOUNT VERNON, WA 98273-5625
(360) 416-1400 FAX (360) 416-1405

Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 15



NOTE: CONTRACTOR SHALL CONTACT PROJECT MANAGER TWO (2) WEEKS PRIOR TO START OF WORK

CAUTION:

THIS SITE IS A CLOSED LANDFILL WITH METHANE COLLECTION INFRASTRUCTURE. CARE SHALL BE TAKEN TO NOT CREATE RUTS OR OTHERWISE DAMAGE THE LANDFILL CAP, LANDFILL PIPING AND ABOVE GROUND FIXTURES. SEE CONTRACT FOR MORE DETAILS.



TOTAL AREA: 27.5 ACRES

ACCESS: LOCKED GATE; MUST BE COORDINATED WITH PROJECT MANAGER

SEASONS: SPRING AND FALL (2 TREATMENTS/YEAR)

TASKS INCLUDE:

1. MOWING AND SAPLING TRIMMING /CUTTING OF ALL VEGETATION LESS THAN 1.5" DBH WITHIN BOUNDARIES
2. WEED EATING VEGETATION WITHIN BOUNDARIES THAT CANNOT BE REACHED WITH MOWER.
3. SPOT SPRAYING NOXIOUS/INVASIVE VEGETATION AT DIRECTION OF PROJECT MANAGER. (CONTRACTOR SHALL ATTEND MEETING WITH PROJECT MANAGER FOR CLARIFICATION OF TREATMENT REQUIREMENTS).
4. ONCE MOWING HAS BEEN STARTED, WORK MUST BE COMPLETED WITHIN 2 WEEKS OF START DATE

SITE 8
INMAN LANDFILL MOWING



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Vegetation Management
CONTRACT DURATION 2026-2027
EXHIBIT 16