

# Prevailing Wage Job Classification and Code Guidance for Grant Recipients and Contractors for Restoration, Conservation, and Similar Types of Projects

Minnesota Statutes, section 177.43, subdivision 1 requires that laborers and mechanics working on a project subject to the Minnesota Prevailing Wage Act (MPWA) must be paid at least the prevailing wage rate for the same or most similar trade or occupation in the area. This spreadsheet was developed by the Department of Labor and Industry (DLI), in collaboration with the Department of Natural Resources (DNR) and with input from various recipients of Outdoor Heritage Fund (OHF) funds, to provide informal guidance related to assigning applicable job classifications and codes to various activities performed on projects subject to the MPWA; therefore, this spreadsheet should be used once it has been determined a project is subject to the MPWA to help identify the job classifications and codes that best match the nature of work, typical duties, and typical tools used by workers for activities performed on the prevailing wage project.

The general descriptions in the “Activity Types” and “Tasks Involved” columns of the spreadsheet were provided by DNR and various recipients of OHF funds and the corresponding job codes identified as a “Code Match” by DLI on the spreadsheet are based upon these general descriptions, which may or may not fully reflect the extent of the nature of the work activities performed. Where the “Code Match” column entries state “N/A not laborer or mechanic,” the activity does not need to be assigned a job code because the individual is not performing the duties of a laborer or mechanic.

When DLI receives a request for assistance to help determine the applicable job classifications and codes for workers, it does so on a case-by-case basis in the context of the actual work being performed on a project. DLI encourages grant recipients and contractors who will be working on prevailing wage projects to contact DLI as early as possible with questions about assigning job classifications and codes; ultimately, grant recipients and contractors are responsible for assigning the most appropriate classifications and codes.

## Land Restoration and Conservation Work Categorized as Highway and Heavy

For MPWA covered restoration, conservation, and similar types of projects, Highway and Heavy wage rates have historically been applied. This is consistent with application of the federal Heavy category, which is considered a catch-all category, to federally funded projects of this nature that are subject to the Davis-Bacon Act.

## Assigning Job Code 103 (Laborer, Landscaping) or 101 (Laborer, Common)

Projects that are subject to the MPWA must assign the most appropriate job classifications and codes to the work performed on the project. Some of the "Activity Types" and "Tasks Involved" reported on the spreadsheet may not fully align with the code descriptions for job code 101 (laborer, common) or 103 (laborer, landscaping). Stakeholders and contractors should identify the best match for the work being performed pursuant to the statutory requirement to pay workers in the same or most similar class. Note that the 101 job code covers “other tasks not listed which are not considered skilled craft work.” DLI recommends that grant recipients and contractors first look to job code 103 to see if

the work activity or task best matches that code description; if it is determined the work activity or task does not adequately match job code 103, then the 101 code is likely the better match.

## **Assigning Job Codes for Special Equipment, Equipment Operators and Truckers**

Recipients and contractors should review labor codes in the 200s (special equipment), 300s (equipment operators), and 600s (trucking) classification groups when paying equipment operators and truck drivers. When determining the appropriate truck code, all axles must be counted, including the steer axle. When determining the appropriate code for farm tractors, the determination often depends on the size of the tractor or the attachments being used. Examples of labor codes covering tractors include: 203, 319, 330, 340, 359, 364, 365, 387, and 397.

## **Supervisors and Owner-Operators vs. Laborers or Mechanics**

The MPWA states that laborers and mechanics must be paid the applicable prevailing wage on prevailing wage projects. In contrast, workers on a prevailing wage project are not subject to prevailing wage when they are engaged in purely supervisory functions and are not working with tools or otherwise performing the duties of a laborer or mechanic. However, time spent by a supervisor performing the duties of a laborer or mechanic is subject to prevailing wage requirements, including certified payroll requirements and overtime after 8 hours in a day or 40 hours in a week on the project. Likewise, owner-operators must receive the prevailing wage and are subject to all other requirements under the MPWA when performing the duties of a laborer or mechanic. For more information about rights and responsibilities related to prevailing wage, see [Prevailing wage: Know your rights | Minnesota Department of Labor and Industry \(mn.gov\)](https://www.dli.state.mn.us/prevwage/prevwage.html).

## **Request Assistance with Prevailing Wage Classification and Code Clarifications**

If after reviewing this spreadsheet there are additional questions about the applicable classifications or codes, DLI's Prevailing Wage Unit is available to provide assistance. For assistance, please complete a Classification and Code Clarification Form and submit it to the applicable contracting authority/agency for review and signature before it is submitted to [dli.prevwage@state.mn.us](mailto:dli.prevwage@state.mn.us). The Prevailing Wage Unit will review the information provided and follow up as soon as possible. As mentioned above, DLI encourages grant recipients and contractors who will be working on prevailing wage projects to contact DLI as early as possible with questions about assigning job classifications and codes.

**The spreadsheet does not have the force and effect of law, is intended for informational purposes only, and should not be construed as legal advice.**

Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Animal feeding		N/A not laborer or mechanic			
Animal Herding		N/A not laborer or mechanic			
Animal transportation		Truck drivers, see 600 codes	<a href="#">Truck Codes</a>		
Beaver Dam removal	Small dams removed via hand tools and manual removal of dam materials; Large dams removed via heavy equipment, bulldozers, etc.	101 Laborer, common; or 103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>
Brush and tree removal	Manual removal utilizing gas-powered hand tools such as brush saws and chainsaws; Manual removal using heavy equipment like tractors with rotary mowers, forestry mowers/mulcher or fecon head on a skid steer, and other heavy equipment such as: Gyro-trac, Lamtrac, Delfab Phoenix, Cat D7, Sno-cat, etc.	101, Laborer, common, or 103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment Codes, 300</a>
Brush pile burning		101, Laborer, common or 103, Laborer, landscaping; if equipment is used, see 203 Landscaping equipment; if water truck for burning control, see 615 Tank truck helper	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscaping equipment, 203</a>
Brushland shearing	May include equipment, chopping, hydro-ax, mowing, and other methods	101, Laborer, common or 103, Laborer, landscaping; if equipment is used, see 203 Landscaping equipment; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>
Bud capping	Using stapler to attach small pieces of paper to tree seedlings for preventing deer browse	101 Laborer, common or 103 Laborer, landscaping	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	
Dam removal	Includes construction	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Decommissioning installed water drainage	Including equipment, rebuilding ditch channels	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Delineation	Aquatic invasive species sampling and surveying-- by boat, using hands, rakes, GIS equipment	N/A not laborer or mechanic			
Direct seeding and site prep	Contractor shall disk the site from six (6) to eight (8) inches deep to cut and rip up the sod/hay. A field cultivator and/or drag may be needed to get a suitable seedbed. Broadcast spray herbicide to kill all grass and broadleaf plants growing on the site after disking. Seed will be broadcast planted with a Vicon seeder, modified fertilizer spreader or equivalent equipment	If by hand, 103 Laborer, landscaping; if equipment is needed, see 203, landscaping equipment; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Disking cattail	Disk cattail wetlands to bring disturbance to them and reduce the future growth of cattails.	See Landscaping equipment 203; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Equipment codes, 300</a>		

Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Erosion control	Minor erosion controlled by laying down erosion control blankets and planting native vegetation; Major erosion controlled by reshaping slopes using heavy machinery and reinforcing them with large tree root systems/rocks	103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>	
Fence installation/ maintenance/ mending/ removal		101 Laborer, common for metal fencing including barbed wire, chain link, temporary and woven wire; 704 Carpenter for wood fencing; 712 Ironworker for metal or ornamental fence	<a href="#">Laborer, common 101</a>	<a href="#">Carpenter</a>	<a href="#">Ironworker</a>
Fence maintenance, tree	Individual tree fence or tree shelter maintenance or mending including tying wire, cutting wire, straightening bent wire or fence post, re-pounding fence post, resetting tree shelters	101 Laborer, common	<a href="#">Laborer, common 101</a>		
Fish barriers	Includes construction	Equipment operator 300 codes, based on equipment type			
Forest inventory analysis (FIA)	Monument and measure fixed radius ground inventory plots at specified locations which requires the location of individual plots and various measurements including; distances, azimuths, and DBH of individual trees located within the plot parameters. It involves traversing with aerial photography, GPS and compass to relocate the plot. Once located, plots are installed or re-measured and the associated data is recorded on a handheld data recorder.	N/A not laborer or mechanic			
Forest stand improvement	Chemical by broadcast, backpack spray or hand application; mechanical using hand tools (chainsaw and brush saw); brush saw with minimum displacement of 44cc & 3 HP	101 Laborer, common or 103 Laborer, landscaping	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	
Goat grazing	Restoration using prescribed grazing with meat goat breeds. The primary target vegetation for removal are undesirable woody species such as buckthorn, honeysuckle, brambles, and prickly ash. Secondarily the control of herbaceous invasives such as garlic mustard, and dames rocket is desired.	N/A not laborer or mechanic			
Hauling	Tree removal, brush hauling	Truck Drivers 600 Codes	<a href="#">Truck Codes</a>		
Haying		101 Laborer, common or 103 Laborer, Landscaping; potentially 203, Landcaping Equipment, or 300 codes if equipment used.	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>

Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Herbicide application	Chemical by broadcast, backpack spray or hand application, using UTV with boom sprayer, woody and herbaceous invasives; By boat, using hand sprays, lake bottom delivery methods, pellets; by mechanical equipment such as skidders, ATVs, tractors; Aerial spraying using a helicopter	101 Laborer, Common or 103 Laborer, Landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type, e.g., 302 Helicopter pilot	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>
Installing netting for migratory birds	Netting installation	101 Laborer, common or possibly 704 Carpenter, depending upon task	<a href="#">Laborer, common 101</a>	<a href="#">Carpenter</a>	
In-stream spawning area resoration	Placing rocks, pebbles, or vegetation in a stream to encourage spawning; or, Using heavy machinery to place boulders, larger rocks, or large root masses into a stream.	101 Laborer, common or 103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>
In-stream structure placement	Using heavy equipment to demolish and re-construct a large in-stream (usually concrete) structure.	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Invasive plant species removal	Removal of Eurasian Water Milfoil via hand pulling of DASH (diver assisted suction harvesting) from wild rice restoration site or along the boundary of a state park; mechanical removal utilizing chainsaws or loppers; hand mechanical cutting using brush saws & chainsaws and chemically stump treat, and/or basal spray and/or Foliar spray unwanted woody vegetation; Using equipment, including Marshmaster (track vehicle designed to work in wetlands); mechanical weed harvester, boat operated	101 Laborer, common or 103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>
Log Jam removal	From stream channels-- can include equipment	101 Laborer, common for manual; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Equipment Codes</a>	

Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Mowing	Hand crews, includes woody species; Removing invasives by mowing with gas-powered grass mower or loader with mower attachment; With a large gas-powered riding grass mower; Specifically burn breaks for prescribed burns; Using equipment, includes mulching and woody species; Mowing with equipment: rubber tracked skid steer (min. 100 gross engine HP, 35.0 gallon per minute, gpm, hydraulic flow to cutting head), tracked crawler (min. 135 gross engine horsepower), rotary axe (min. 180 gross engine horsepower), mulching tractor, or LGP dozer with a forestry mulcher attachment. Machine must be equipped with tracks or high flotation tires or a combination thereof. Drum style mulcing mowers and heavy duty rotary brush mowers.	101 Laborer, common; 103 Laborer, landscaping; or, 203 Landscaping equipment up to 50 hp mower; if heavy equipment, see 300 equipment operator codes by equipment type	<a href="#">Laborer, Landscape 103</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Natural bank stabilization	Planting native vegetation along stream banks to stabilize slopes and reduce erosion; Using heavy machinery to install live stakes or large root masses along stream banks	103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>	
Planting seeds	Hand seeding, broadcasting by hand; By tractor using a Truax attachment (drill seeding equipment), using a Vicon spreader or modified fertilizer spreader (broadcast seeding), or mechanical (drill seeding or broadcast seeding)	If by hand, 103 Laborer, landscaping; if equipment is needed, see 203; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Post-dam removal stream modification	Includes construction for rock arch rapids, stream/channel modification	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Prescribed burning	Burn break installation, burn crew-- controlled burn by and and/or using equipment such as: Marshmaster, Trucks, 4-wheelers, firetrucks, UTVs, hand tools, drip torch, bladder bags, including aerial support	103 Laborer, landscaping; if heavy equipment, see equipment operator 300 codes based on equipment type, e.g., 302 Helicopter pilot; if water truck needed, see 615 Tank truck helper	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>	<a href="#">Truck Codes</a>
Road grading - no addition of gravel	Finished surface must be crowned or cross-sloped to ensure adequate drainage and must be smooth and continuous.	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Scarification	Scarify the soil using a power disk trencher Project requires a power disk trencher mounted on a forest tree skidder or similar type prime mover (150 HP minimum)	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Seed collection-- native species	Collecting seeds by hand; Collecting seeds with a combine	103 Laborer, landscaping; if by farm tractor, 203 Landscaping equipment	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscape Equipment, 203</a>	



Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Seed spreading	Aerial, using a pilot and helicopter equipped with an Isolair, a Simplex, or a similar type seeder or seed-distributing mechanism.	302 Helicopter pilot	<a href="#">Equipment codes, 300</a>		
Seed spreading		If by hand, 103 Laborer, landscaping; if equipment is needed, see 203; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Site prep	Handheld brush saws/clearing saws, chainsaws with or without piling of cut vegetation; Mechanical, including discing soil using a tractor with a harrowing or tiller attachment	If by hand, 101 Laborer, common; if equipment is needed, see 203; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Site prep	Mechanical with minimum size dozer Cat D7 or equivalent, Rock Rake (which can provide a minimum of 2" soil penetration), KG Blade Straight Blade, Drum style mulching head, Roller chopper (minimum 10' in width) pulled by a forest tree skidder, Anchor Chaining Power Disc Trenching (power disc trench mounted on a forest tree skidder), Disc Harrow (a disc gang harrow with 8-10 discs mounted on a forest tree skidder), trencher mounted on bulldozer or other prime mover, Mechanical with bulldozer, skidder, or other prime mover pulling roller chopper, anchor chain, disks, harrow	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Spreading ashes	Grading or spreading ashes from a burn pile	101 Laborer, common; if grading involves equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Equipment codes, 300</a>	
Strip disking		203 Farm Tractor, or 387 Tractor when pulling disk	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>	
Survey work	Drones for real time aerial images	N/A not laborer or mechanic			
Timber forwarding		Truck drivers, 600 codes	<a href="#">Truck Codes</a>		
Timber skidding	With mechanized logging equipment or tractors	203 Farm Tractor, 616, possibly 359	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>	<a href="#">Truck Codes</a>
Trail clearing	Clearing already established hunter walking trails of deadfall trees and mowing grass and woody vegetation on the trails and associated parking areas. Remove ALL deadfalls and branches greater than 4 inches in diameter from the trail surface	101, Laborer common, or 103, Laborer Landscaping; if equipment is needed, see 203; if heavy equipment, see equipment operator 300 codes based on equipment type	<a href="#">Laborer, Common 101</a>	<a href="#">Laborer, landscaping 103</a>	<a href="#">Landscape Equipment, 203</a>

Activity Types	Reported Tasks Involved	Code Match	Labor Description 1	Labor Description 2	Labor Description 3
Tree girdling	Mechanical girdling must remove minimum 2-inch section of bark and cambium around entire tree. Removal area must completely encircle the tree. Chemically girdling must include at least 1 cut ring completely around the trunk through bark and cambium. The cut area then must be immediately treated with an approved herbicide-thoroughly wetting the surface	103 Laborer, landscaping	<a href="#">Laborer, Landscape 103</a>		
Tree planting	By hand with hoedad, dibble bar, hand-held gas powered augers, planting bar or shovel, other hand tools; with fencing or shelters around individual trees using wire cutters, pliers, hammers, or hand operated post pounders for installation; includes potential equipment us	103 Laborer, landscaping if by hand; if equipment is needed, see 203; if heavy equipment, see equipment operator 300 codes based on equipment type based on equipment types. e.g., 347 Hydraulic Tree Planter	<a href="#">Laborer, Landscape 103</a>	<a href="#">Landscape Equipment, 203</a>	<a href="#">Equipment codes, 300</a>
Tree pruning	By hand with hand pruner, lopper, pruning saw, pole saw	103 Laborer, landscaping	<a href="#">Laborer, Landscape 103</a>		
Tree release	By hand - removing unwanted trees/shrubs; Mechanical - using mechanical cutting and removing competing vegetation from around desirable tree species	101 Laborer, common; if heavy equipment, equipment operator 300 codes, based on equipment type; if hauling see 600 truck codes	<a href="#">Laborer, common 101</a>	<a href="#">Equipment codes, 300</a>	<a href="#">Truck Codes</a>
Tree removal	Cut, treat with herbicide, pile and burn target tree species; Cut down tree with chainsaw, apply herbicide to stump; Using equipment, including mechanized logging equipment - feller/buncher or cut to length processor	101 Laborer, common, or 103 Laborer, landscaping; if heavy equipment needed for burn, see equipment operator 300 codes, based on equipment type; if water truck used see 615 Tank Truck helper	<a href="#">Laborer, landscaping 103</a>	<a href="#">Equipment codes, 300</a>	<a href="#">Truck Codes</a>
Vegetation piling	Hand piling of trees or other cut vegetation; with mechanized logging equipment or tractors	101 Laborer, common; if heavy equipment, see equipment operator 300 codes, based on equipment type	<a href="#">Laborer, common 101</a>	<a href="#">Equipment codes, 300</a>	
Water control structures	Includes construction	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		
Weir placement	Includes construction	Equipment operator 300 codes, based on equipment type	<a href="#">Equipment codes, 300</a>		