

REQUEST FOR QUALIFICATIONS

DESIGN-BUILDER FOR THE

DOJ MLEA INDOOR FIRING RANGE

A/E #2025-37-03

PROGRESSIVE DESIGN-BUILD PROJECT

ON THE CAMPUS OF

Montana Law Enforcement Academy

HELENA, MT



Architecture & Engineering Division
Department of Administration
PO Box 200103
Helena, MT 59620-0103

September 2026

This REQUEST FOR QUALIFICATIONS (“RFQ”) from the Owner invites the submittal of a Statement of Qualifications (“SOQ”) from firms interested in providing design-build services for the project described below. By submitting an SOQ, the Proposer represents that it has carefully read the terms and conditions of this RFQ and all attachments and addenda and agrees to be bound by them. This RFQ is not an offer to enter into a contract, but merely a solicitation of persons interested in submitting SOQ to the Owner for the Project.

All submissions must be provided pursuant to the instructions below. It is the Proposer’s sole responsibility to ensure that the required documents are delivered in the manner required by this RFQ by the Due Date and Time. Owner has the right to reject any submissions not properly delivered.

SECTION 1 OWNER DESCRIPTION

1.1. General

The DOJ Montana Law Enforcement Academy (MLEA) is the premier law enforcement and public safety educational and training institution for state, county, city and tribal officers throughout the state. MLEA offers entry-level programs referred to as Basic Programs and advanced training through an array of Professional Development Programs.

MLEA’s mission is to serve law enforcement agencies and the communities they represent by providing a positive atmosphere where relevant and realistic training for new and veteran public safety professionals can occur.

As administrators of Montana’s law enforcement and public safety education and training institution, we recognize that well-qualified and highly trained law enforcement and public safety professionals are essential to providing effective and efficient service to the people of Montana, all while keeping citizens and themselves safe in the process.

SECTION 2 OVERVIEW OF PROJECT

2.1. General Description of the Project

The MLEA is located at 2260 Sierra Road East in Helena, MT. The campus does not have firearms infrastructure or a range on campus. During construction, Academy classes will be ongoing in adjacent buildings.

The MLEA Indoor Firing Range Project requires expertise in specialized construction for indoor firing ranges, as well as consideration for unique safety, acoustics, security, and health requirements. This project must account for:

- training with live rounds;
- areas for safe observation for instructors;
- a weapons cleaning and maintenance area;
- a secure armory;
- equipment storage;
- restrooms with showers; and
- specialized doors with access large enough for large SUVs and forklift.

This project will be the second progressive design-build project for the Owner. The selected Design-Build Team will be expected to support a highly collaborative process that promotes transparency, timely decision-making, and robust communication.. Combining the MLEA’s mission and training programs with an Indoor Firing Range will require that the Design-Build Team work closely with the Owner and its stakeholders to determine the overall spaces needed. While a location on campus has been preliminarily selected, the Design-Build Team will also examine the available spaces on the campus to determine whether other siting options may be of benefit. The design must also take into account the total cost of ownership, including efficient operations and maintenance.

Timely completion of the Project is essential, as the MLEA currently conducts training outside. The Project needs to be completed as soon as possible. The Design-Build Team will be expected to identify opportunities for early decisions and procurement of long-lead specialty systems while maintaining safe, uninterrupted Academy operations in adjacent occupied facilities.

The following preliminary requirements are intended to communicate the specialized nature of the Project; they are not final or comprehensive. The final program and performance requirements will be developed collaboratively with

the selected Design-Build Team during Validation. Proposers should not assume that a preliminary requirement prescribes a particular proprietary system unless expressly stated.

Preliminary Range Function and Ballistic Requirements

- Ricochet control to trap and contain projectiles;
- Ballistic containment system to stop up to .308-caliber rounds with a rubberized bullet trap system;
- Full ballistic baffling and containment (overhead, backstop, and side walls) sufficient to prevent projectile escape;
- All baffles and ceilings rated to stop all fired rounds and prevent ricochets;
- Range must support durable ballistic design capable of handling millions of rounds of ammunition, as well as ensuring the safety of those within and around the facility; and
- Bullet traps must correctly and efficiently collect lead dust and fragments, preventing contamination.
- The facility should have additional space for a secure armory, an equipment storage area, ammunition and spent-brass storage, weapons-cleaning area, restrooms, a laundry area, and a small office.

Ventilation, Lead-Exposure Control, and Range Maintenance Requirements

Ammunitions contain explosive and other hazardous components such as lead, gunpowder and primer elements. Specialized and advanced ventilation and lead exposure mitigation are essential due to the release of lead vapor, fumes, dust, and other toxins each time a gun is fired.

Construction must allow for easy management of firing range waste to ensure proper cleaning of air before it is reintroduced into the range or the atmosphere. Airflow is critical to ensure particles are drawn away from users' respiratory systems. Additionally, the facility must have a corridor to maintain traps without entering the live range.

At a minimum, the range ventilation and exposure-control systems must:

- comply with applicable federal and State of Montana occupational health, environmental, mechanical, building, and fire/life-safety requirements;
- maintain intended airflow direction and pressure relationships under anticipated operating conditions; prevent migration of range contaminants to non-range areas; and include testing, adjusting, balancing, commissioning, and documentation of system performance.

Specialty Acoustic & Communication Requirements

Specialized acoustic engineering must be integrated into the project to minimize noise exposure while meeting all internal and external firing safety requirements. Facilities must minimize noise exposure to protect the hearing of law enforcement and reduce noise impacts on the surrounding community.

The indoor range must:

- include a Public Address (PA) system;
- include a cell phone repeater; and
- include Wi-Fi sufficient to ensure reliable in-building communication and coverage during emergencies.

Lighting Requirements

Specialized LED lighting is required for the safety of law enforcement personnel.

The indoor range must:

- include special dust-proof lighting which:
 - is capable of mimicking daylight, low-light, and nighttime conditions,
 - has adjusting lighting controls for creating variable lighting effects, including strobe lights;
 - is capable of reducing glare and visibility issues for law enforcement personnel.

Security Requirements

There is a heightened requirement to prevent unauthorized access to reduce the risk of accidents, misuse, or theft of property (ex. ammunition, firearms, other specialty equipment).

System Integration, Commissioning, and Turnover Requirements

The Design-Build Team must coordinate the ballistic systems, bullet trap and target systems, ventilation and controls, acoustics, lighting, communications, security, fire/life-safety systems, and building systems as an integrated facility. The Project will require documented testing and commissioning; acceptance criteria; Owner training; operations and maintenance manuals; cleaning and lead-management procedures; warranties; and turnover documentation sufficient for safe long-term operation and maintenance.

2.2. Project Goals

The Owner has established the following Project Goals:

1. Execute a successful, collaborative Progressive Design-Build (PDB) process to produce the envisioned Project: The Design-Build Team will develop a highly collaborative relationship with the Owner and its stakeholders, using effective and efficient management of stakeholder input, so that the needs of the stakeholders are addressed within the Owner's budget and schedule.
2. **Safe, Functional, Durable, and Maintainable Indoor Firing Range:** The Design-Build Team will apply specialized indoor firing range expertise to develop a facility that safely supports MLEA's current and anticipated training programs. The design will integrate ballistic containment, ventilation and lead-exposure controls, acoustics, communications, lighting and controls, security, specialty range systems, maintainability, commissioning, future flexibility, and total cost of ownership within the Owner's budget.
3. Transparent Pricing and Validation: The Design-Build Team will conduct a robust validation process and provide transparent pricing that allows the Owner to track the cost of design and construction concurrently so that the Owner is fully informed regarding the cost implications of design and other project decisions and the design can be maximized within the Owner's budget.
4. Efficient Scheduling, Sequencing, Commissioning and Construction Means and Methods: The Design-Build Team will use efficient and effective scheduling, sequencing, and early incorporation of innovative construction means and methods to achieve timely completion of the Project, develop an efficient Project scope, and enhance the quality of the project to meet or exceed the High-Performance Building Standards (available on the A&E Division website <https://doa.mt.gov/ae/>) or achieve LEED Gold.

2.3. Form of Agreement

The Project will be contracted through a progressive design-build agreement that is attached as Exhibit A to the RFQ. The Design-Build Team will work collaboratively with the Owner to establish a project scope, Basis of Design Documents, and Guaranteed Maximum Price after the award of the Project. The Design-Build Agreement will be a cost plus with a Guaranteed Maximum Price, modified version of the DBIA Form 530 Standard Form of Agreement Between Design-Builder and Owner with a modified version of the DBIA Form 535 General Conditions of Agreement.

2.4. Project Budget

The budgeted cost for design and construction for this Project is up to \$10,000,000 dollars. The Owner reserves the right to modify this budget.

2.5. Project Procurement Schedule

The following is the Project Procurement Schedule. The Owner reserves the right to modify the Project Procurement Schedule via addenda issued prior to the date set forth below.

The Project Information Meeting on October 1, 2026, and will be virtual from 9am-9:30am MST. The Zoom link for the meeting is:

<https://mt-gov.zoom.us/j/82121017290?pwd=223spfkQD97QTRZg2OMrjBJtKH2Z3g.1>

Date	Activity
September 25, 2026	Issue RFQ
October 1, 2026	Project Information Meeting
October 13, 2026	Last Date to Submit Questions Regarding the RFQ
October 19, 2026	Last Date to Issue Owner Addenda
October 29, 2026	SOQ Due Date
November 18, 2026	Notification of Finalists
November 18, 2026	Issue RFP
December 2&3, 2026	Confidential Individual Meetings (at the MT Law Enforcement Academy)
December 10, 2026	Last Date to Submit RFP Questions and Proposed Contract Changes
December 16, 2026	Last Date to Issue Owner Addenda
December 21, 2026	Proposal Due Date
January 12, 2027	Interviews with Finalists (optional)
January 15, 2027	Notification of Highest Scored Finalist

2.6. **Definitions**

- 2.6.1 **Business Day:** Monday through Friday, with the exception of official holidays observed by the Owner.
- 2.6.2 **Confidential Individual Meetings:** The confidential meeting(s) conducted individually between the Owner and each Finalist after the issuance of the RFP. All Confidential Individual Meetings will be conducted pursuant to the instructions in the procurement documents, and all participants will be required to enter into a confidentiality agreement before the meeting.
- 2.6.3 **Design-Builder:** The entity with the prime design-build contract with the Owner.
- 2.6.4 **Design-Build Team:** The Design-Builder and the individuals and entities working for or subcontracted to the Design-Builder or its subcontractors and subconsultants.
- 2.6.5 **Design-Build Team Member:** All entities listed by the Design-Builder as providing design, construction, management, specialty, or other services for the Project. Entities of the Design-Build Team may also be referred to as "Team Members".
- 2.6.6 **Finalist:** A Proposer that has been selected in the shortlist to propose in the Request for Proposals phase of the procurement.
- 2.6.7 **Key Team Member:** Individuals who will be assigned to the Project who play an important role in the design, construction, management, specialty range integration, commissioning, or turnover the Project.
- 2.6.8 **Montana Resident:** A bona fide Montana resident as defined in MCA 18-2-401.
- 2.6.9 **Procurement:** The Owner's process for selecting a Design-Build Team for this Project.
- 2.6.10 **Procurement Documents:** All documents issued by the Owner in connection with the Procurement or Project.
- 2.6.11 **Projects of Similar Scope and Complexity:** Projects that had substantial completion dates within the last ten (10) years and that have many or all of the following characteristics:
- Indoor firing ranges, live-fire training facilities, or law-enforcement, public-safety, military, or other technically complex training facilities of similar size, budget, and complexity;

- b. Projects that integrated multiple specialized systems, such as ballistic or protective systems, high-performance ventilation and air-quality controls, acoustics and noise control, secure storage and access control, specialty equipment, lighting, communications, or control systems;
- c. Projects delivered by an integrated team with early construction involvement, strong design-construction coordination, and collaborative development of the final program, scope, schedule, risk allocation, and price;
- d. Projects on an active, secure, or occupied campus where construction logistics, safety, access, and continuity of operations were critical;
- e. Projects with a limited budget where the team maximized scope, managed total cost of ownership, and addressed long-term cleaning, maintenance, replacement, and operational requirements;
- f. Projects that addressed aggressive schedules, long-lead specialty systems, phased or early procurement, integrated testing and commissioning, Owner training, and successful turnover.

Projects of Similar Scope and Complexity do not need to meet all of the elements above. Proposers should explain the relevance of each cited project. The Owner will determine relevance and may give greater weight to completed indoor firing range projects, projects exhibiting more of the characteristics above, and projects on which proposed Team Members and Key Team Members had substantive responsibility. The lead entity that does not satisfy the mandatory indoor firing range experience requirement may demonstrate its qualifications through other Projects of Similar Scope and Complexity.

- 2.6.12 **Proposer:** An entity that submits a Statement of Qualifications in response to this RFQ.
- 2.6.13 **RFQ:** The Owner's Request for Qualifications.
- 2.6.14 **RFP:** The Owner's Request for Proposals, which will be issued to those Finalists who are selected to proceed to the next phase of this Procurement.
- 2.6.15 **SOQ:** A Statement of Qualifications submitted in response to this RFQ.
- 2.6.16 Team Member is any entity (rather than individual) submitted with the Design-Builder's team in the SOQ.

SECTION 3 **PROCUREMENT PROCESS**

3.1. **General Information**

- 3.1.1. **Communication with the Owner.** The Owner's contact person is Bob Warfle, bwarfle@mt.gov with a cc: to DOAAEDivision@mt.gov. Proposers are required to conduct the preparation of their SOQs with professional integrity and free of lobbying activities. Communication with the Owner regarding this Project shall be via email or regular mail only and directed to the Owner's Contact Person. Do not communicate about the Project or the Procurement with any other Owner employees, representatives, or consultants. Communication with other Owner employees, representatives, or consultants regarding the Procurement may cause the firm involved to be disqualified from submitting under this Procurement. Any verified allegation that a responding Proposer or Team Member or an agent or consultant of the foregoing has made such contact or attempted to influence the evaluation, scoring, and/or selection of Finalists may be the cause for Owner to disqualify the Proposer team from submitting an SOQ or Proposal, to disqualify the Team Member from participating in the Procurement and/or to discontinue any further consideration of such Proposer or Team Member. Following the Owner's approval of the Finalists, the Owner anticipates that certain communications and contacts will be permitted. The RFQ, RFP and/or other written communications from Owner will set forth the rules and parameters of such permitted contacts and communications. To the extent any Proposer intends at any time to initiate contact with the general public regarding the Project, the nature of such intended contact and the substance thereof must be approved in writing by Owner prior to the commencement of such activities.

3.1.2. **Expenses of Proposer.** The Owner accepts no liability for the costs and expenses incurred by firms in responding to this Procurement.

- a. Each Proposer that enters into the Procurement process shall prepare the required materials, the SOQ, and the Proposal at its own expense and with the express understanding that the Proposer cannot make any claims whatsoever for reimbursement from the Owner for the costs and expenses associated with the process even in the event the Owner cancels this Project or rejects all Proposals.

3.1.3. **Claims For Trade Secret and/or Confidentiality:**

- a. Public agencies in Montana are required by Montana law to permit the public to examine documents that are kept or maintained by public agencies, other than those legitimately meeting the provisions of Montana's Uniform Trade Secrets Act, Mont. Code Ann. §§ 30-14-401, et seq., and that the State is required to review claims of trade secret confidentiality.
- b. Information separated out under this process will be available for review only by the procurement officer, the evaluator/evaluation committee members, and limited other designees. Offerors shall pay all of its legal costs and related fees and expenses associated with defending a claim for confidentiality should another party submit a "right to know" (open records) request.
- c. For a claim of confidentiality to be considered by a public agency, all trade secret confidentiality information must be segregated and be accompanied by the Trade Secret Confidentiality Affidavit available <https://doa.mt.gov/docs/spsd/A-PROCUREMENT-FORMS-GUIDE/Other/Trade-Secret-Affidavit.pdf>.
- d. This affidavit must be fully completed and submitted to the State along with the RFQ/RFP, and the following conditions must be met:
 - i. Confidential information (including any provided in electronic media) to be withheld under a claim of confidentiality must be clearly marked and separated from the rest of the qualifications or proposal;
 - ii. the qualification or proposal may not contain trade secret matter or confidential information related to the cost or price; and,
 - iii. a full explanation of the validity of this trade secret claim attached to the affidavit.

3.2. **Owner Rights and Procurement Conditions**

3.2.1 The Owner reserves without limitation and may exercise, at its sole discretion, the following rights and conditions with regard to this Procurement process:

- a. To cancel the Procurement process and reject any and all SOQs and/or Proposals;
- b. To waive any informality or irregularity (Owner reserves the right to determine informalities or irregularities);
- c. To revise the Procurement Documents and schedule via an addendum;
- d. To reject any Proposer that submits an incomplete or inadequate response or is not responsive to the requirements of this RFQ;
- e. To require confirmation of information furnished by a Proposer, require additional information from a Proposer concerning its SOQ or Proposal and require additional evidence of qualifications to perform the work described in this RFQ or a subsequent RFP;
- f. To provide clarifications or conduct discussions, at any time, with one or more Proposers;
- g. To contact references that are not listed in the Proposer's SOQs and investigate statements on the SOQs and/or qualification of the Proposer and any firms or individuals identified in the SOQ;
- h. To take any action affecting the RFQ process, the RFP process, or the Project that is determined to be in the Owner's best interests;

- i. To utilize information from any source, including but not limited to references and individuals who are not identified by the Proposer and/or Finalist, to evaluate Proposers and Finalists;
- j. Approve or disapprove of the use of particular consultants, subconsultants, subcontractors, Team Members, or Key Team Members and/or substitutions and/or changes to consultants, subconsultants, subcontractors, Team Members, or Key Team Members from those identified in the SOQ or Proposal, such approval or disapproval shall not be unreasonably exercised;
- k. To make an independent determination of the highest scored proposal.

3.3. **Outline of the Procurement Process**

3.3.1 **Request for Qualifications (RFQ).**

- a. This RFQ invites firms to submit SOQs describing in detail their technical, management, and financial qualifications to design, permit, construct, commission, and closeout the Project. The issuance of this RFQ is the first phase of the Procurement process.
- b. Proposers will submit their SOQ, and other deliverables required pursuant to this Procurement at the time and in the manner set forth in this RFQ and any addenda. The Owner will not consider SOQs or other deliverables that are submitted after the time set forth in the RFQ. Proposers are solely responsible for making sure that the Owner receives the SOQ in a timely fashion.
- c. The Owner will evaluate the information submitted by each Proposer to 1) determine whether the Proposer meets the mandatory minimum requirements and 2) evaluate the SOQs provided by each Proposer pursuant to the evaluation criteria described below. Any Proposer who fails to meet the mandatory minimum requirements set forth in this RFQ will be deemed non-responsive and will not be considered further by the Owner in this Procurement.
- d. All SOQs will be evaluated in accordance solely with the criteria established in the RFQ and any addenda issued thereto. The evaluation criteria are listed below, including the relative weight or importance given to each criterion.
- e. The Owner will select responsive and responsible firms as Finalists. Only those firms that have been short-listed will be invited to submit a Proposal in response to the RFP. The goal is to short-list three (3) with the option to go up or down at the Owner's discretion based upon the strengths and weaknesses of the Teams' scores.
- f. The results of the SOQ evaluations will be carried forward and included in the final evaluation and selection.
- g. Design-Build Team Members and individual Key Team Members will be used as a basis for selection. Once shortlisted, neither the Proposer nor Team Members that are submitted to the Owner as part of the SOQ or Proposal may substitute a listed consultant, subconsultant or subcontractor, or any individual listed as a Key Team Member without the Owner's prior written approval. Even with the Owner's approval, any change to any submitted Team Member or Key Team Member will result in re-evaluation and may result in a change to the evaluation and scoring of the Proposer.
- h. For the procurement, Design-Build Teams may only include the prime Design-Builder and lead Designer and Constructor firms and any company or entity that employs Key Personnel. The Owner and selected Design-Builder will collaboratively select the remaining design consultants, specialty subcontractors, trade contractors, and vendors after award, unless otherwise authorized by the Procurement Documents.

3.3.2 **Request for Proposal (RFP), Confidential Individual Meetings & Selection Process**

- a. The Owner will issue the RFP to the Finalists. The RFP will further explain the evaluation criteria, Confidential Individual Meetings, and other elements of the RFP process.
- b. Prior to the submission date for Proposals, written questions will be accepted as defined in the RFP.

- c. Confidential Individual Meetings. The Owner will conduct up to 2 Confidential Individual Meetings with each of the Finalists. The Confidential Individual Meetings will be further described in the RFP. All information from the Design-Build Teams provided in the Confidential Individual Meetings will remain confidential during the procurement process. The Confidential Individual meetings will also provide an opportunity for direct interaction between the Finalist and the RFP Evaluation Committee.
 - i. Interactive Meeting. The Owner will conduct an Interactive Meeting that will occur prior to the submission of the Proposals and will allow the Owner to evaluate the Finalists' ability to collaborate with the Owner's team and to allow the Finalists to ask the Owner questions regarding the Project and the Owner's goals and concerns.
 - ii. Interview. The Owner may, at its sole discretion, conduct a second, optional Confidential Individual Meeting at the Owner's option. The second Confidential Individual Meeting will be an Interview after the submission of the Proposals and will allow the Owner to ask questions regarding the Design-Build Team's Proposal.
- d. A Finalist may ask questions and submit suggested proposed changes to the contract provisions no later than the date set forth in the Procurement Schedule. The Owner, at its sole discretion, may revise the RFP, the contract provisions and/or program documents and issue an addendum to all Finalists.
- e. Finalists will submit a Technical Proposal and a separate Price Proposal in accordance with the Procurement schedule.
- f. The Owner will establish an RFP Evaluation Committee to review and evaluate the Technical Proposal and other elements outlined in the RFP. The RFP Evaluation Committee may be the same as the RFQ Evaluation Committee. The RFP Evaluation Committee will evaluate the Proposals in accordance with the evaluation criteria set forth in the RFQ and RFP.
- g. At its sole discretion, the Owner may ask written questions of Proposers, seek written clarifications, and conduct discussions with Proposers on Proposals.
- h. The Owner will provide written notification to all Finalists of the selection decision and make a selection summary available to all Proposers at the conclusion of the Procurement.
- i. At the Owner's discretion, it will initiate negotiations with the Highest Scored Finalist. The Owner may also negotiate with other Finalists at its discretion if it is unable to reach agreement with the Highest Scored Finalist. The Owner will continue in accordance with this procedure until a contract agreement is reached or the selection process is terminated. Negotiations are at the Owner's sole discretion. By submitting a Proposal pursuant to the RFP, the Finalist represents and warrants that it will enter into the contract provided by the Owner subject to the terms set forth in its Proposal.

3.3.3 Price Proposal

Finalists will submit a Price Proposal pursuant to the instructions set forth in the RFP. The Price Proposal for this Project is anticipated to include the Design-Builder's Fee Percentage for overhead and profit will be submitted separately from the Technical Proposal per the RFP requirements. Although not scored, the Design-Builder will also submit hourly rates and a proposed Validation Period Not to Exceed Amount with the Price Proposal. The RFP will identify which price elements are scored and which are provided for negotiation or informational purposes.

3.3.4 Evaluation and Scoring of Proposers and Finalists

In the evaluation and scoring of Proposers and Finalists, the Owner will consider the information submitted in the SOQ, the Technical and Price Proposal, Confidential Individual Meetings, references, and other sources with respect to the evaluation criteria set forth in the RFQ and RFP. In evaluating each of the criteria, the Evaluation Committees will identify significant and minor strengths and weaknesses from the submissions. A "strength" is an attribute of information gathered by the Owner that evaluators believe will make it more likely that the Proposer or Finalist

will achieve or exceed the Project Goals. A “weakness” is an attribute of information gathered by the Owner that evaluators believe will make it less likely that the Proposer or Finalist will achieve or exceed the Project Goals. The result of the evaluation will be a comparative scoring of Proposers.

The evaluation criteria will be given the following relative weights:

SOQ	Total SOQ Points: 100
Team Organization and Collaborative Process	20 points
Indoor Firing Range Experience and Technical Integration	30 points
Safe, Functional, and Efficient Facility Design	15 points
Project Controls and Transparency	15 points
Efficient Scheduling, Sequencing, and Construction Means and Methods	20 points
Response to RFP	Total RFP Points: 100
Overall Management and Collaboration Approach	25 points
Indoor Firing Range Design and Technical Integration Plan	30 points
Validation and GMP Development Plan	25 points
Construction Management, Project Sequencing and Scheduling	20 points
Price Proposal	Total Price Proposal Points: 30
TOTAL	GRAND TOTAL Points: 230

SECTION 4 SOQ DOCUMENTATION REQUIREMENTS

4.1. Submittal Process

- 4.1.1. The Owner is requiring electronic submission of the items listed below for this solicitation. Submissions must be submitted via email to DOAAEDivision@mt.gov with a cc: to bwarfle@mt.gov or to the same addresses using the State’s file transfer service (<https://transfer.mt.gov>) no later than 2:00 pm on the date in the schedule set forth in section 2.5 of the RFQ. Do not send files via other private file transfer services (e.g. Dropbox, Google, etc. or company share links).
 - a. The submission shall include the title of the document, and due date and time in the subject line. The Proposal shall be titled, “[Insert Proposer’s Name] DOJ MLEA Indoor Firing Range Project Statement of Qualifications”
 - b. The SOQ file size for email is limited to 20MB. Do not compress or zip files to attempt to avoid this limit when using email.
 - c. The Owner will use the time stamp on the email/submittal upload to determine timeliness.
 - d. Proposers are responsible for ensuring timely delivery of submittals.

- e. The Owner is not responsible for Proposer's technical difficulties in submitting electronically.
 - f. The Owner reserves the right not to evaluate late submittals.
- 4.1.2. If issues arise in submitting the RFQ documents, please contact the Owner's Contact.
- 4.1.3. Any addenda issued for this RFQ will be provided on the A&E Division website and the Montana plans exchanges. Proposers are responsible for checking for inclusion of any addenda prior to submission.

4.2. **SOQ Format Requirements**

4.2.1 The SOQs shall comply with the following format requirements:

- a. SOQs shall be formatted in searchable .pdf format and shall include a searchable bookmark for each subsection of the submittal.
- b. The body of the SOQ shall be organized as set forth in Section 4.3.
- c. The response to Section 5.3 of the SOQ, when printed, shall be limited to a maximum of fifteen (15) . Proposers will not include links or QR codes in the Statement of Qualifications.
- d. For clarity, the following documentation that is **not** included in the page count relating to Section 5.3:
 - i. Letter of interest or cover letter.
 - ii. Minimum Qualifications Documents;
 - iii. Corporate Structure Questionnaires;
 - iv. Identification of Projects Table;
 - v. Resumes of Key Team Members (limit 1 page each); and
 - vi. Cover pages, provided that they contain no substantive content.
- e. **SOQs that exceed any established page limit may be rejected.** The Owner, at its sole discretion, reserves the right to reject SOQs that exceed any established page limit or to remove pages from the sections of any non-conforming SOQ submittals to bring each non-conforming SOQ submittal within the page count requirement.
- f. A "page" shall be defined as (when printed) one single-sided piece of paper that has words, charts, tables, pictures, or graphics. Pages shall be 8.5 x 11 inches, with the exception of the Identification of Projects Table, which may be presented in 8.5 x 14-inch format. All other charts, tables, prints, graphics, etc. shall be on 8.5 x 11 inches.
- g. The font shall for any portion of the submittal, including graphics, **be no smaller than 10 point.**

4.3. **SOQ Organization**

SOQs shall consist of the following parts:

- 4.3.1 Letter of Interest
- 4.3.2 Minimum Qualifications (See RFQ Checklist Below)
- 4.3.3 Technical & Management Qualifications (align with Section 5.3)
 - a. Team Organization and Collaborative Process
 - b. Indoor Firing Range Experience and Technical Integration
 - c. Safe, Functional, and Efficient Facility Design
 - d. Project Controls and Transparency
 - e. Efficient Scheduling, Sequencing, and Construction Means and Methods
- 4.3.4 SOQ Attachments
 - a. Resumes of individual Key Team Members (1 side of 1 page only; font restriction applies)

- b. Identification of Projects Table
- c. Corporate Structure Questionnaire(s)

SECTION 5 SOQ SUBMITTAL INFORMATION

5.1. Letter of Interest (No points)

The SOQ must include a cover letter containing the name, address, telephone number, fax number, and e-mail address of the Proposer and the principal contact person. The Letter of Interest shall also include the following: (1) name, address, telephone number, fax number, and e-mail address for all listed consultants, and/or sub-consultants for the Project (if any) and (2) the type of firm or organization (corporation, partnership, joint venture, etc.) that will serve as the prime contracting party. The letter of interest may be a maximum of two (2) pages.

5.2. Minimum Qualifications

In order to qualify for further consideration, Proposers must meet the mandatory RFQ requirements provided below. Statements of Qualifications that do not contain the required documentation will be deemed to be nonresponsive and, at the Owner's sole discretion, may be rejected on that basis.

RFQ Checklist:

SOQ Section	Title	Scoring	Maximum Page Count
5.2.1	Signature of Officer or Principal	Pass/Fail	N/A
5.2.2	Bonding Capacity	Pass/Fail	1
5.2.3	Insurance Capacity	Pass/Fail	1
5.2.4	Statement re: Ability to meet MT Resident Requirements	Pass/Fail	N/A
5.2.5	Safety	Pass/Fail	N/A
5.2.6	MT Construction Contractor Registration	Pass/Fail	N/A
5.2.7	Legal and Financial Information	Pass/Fail	N/A
5.2.8	Business Entities Other than Corporations	Pass/Fail	N/A
5.2.9	Indoor Firing Range Experience	Pass/Fail	1
5.3	Technical and Management Qualifications	Per Section 3.3.4 above	Per 4.2
5.4	Resumes	Per Section 3.3.4 above	1 per resume
5.5	Identification of Projects Table	Per Section 3.3.4 above	N/A
5.6	Corporate Structure Questionnaire	Pass/Fail	N/A

5.2.1 Statement of Qualifications must be signed by an officer of principal of your firm (PASS/FAIL)

5.2.2 Statement of Proposer's Ability to Provide Performance and Payment Bond (PASS/FAIL)

As a mandatory minimum requirement, the Proposer must have the ability to obtain a performance and payment bond in the amount equal to the value of the final contract amount, subject to subsequent modifications to that amount, and sales tax. For the purposes of this procurement, Proposers must be able to obtain a bond for a minimum of \$10,000,000. Proposer

shall provide a letter signed by an authorized representative of Proposer's surety company (or agent) confirming that the Proposer can meet this minimum requirement. Any Proposer who fails to meet this mandatory minimum requirement will be considered non-responsive and will not be considered further by the Owner in this Procurement process. The surety shall be a company authorized to conduct business in the state where the Project is located with a current minimum A.M. Best rating of A-, Class VII or better. Letters indicating "unlimited" bonding capability are not acceptable.

5.2.3 Statement of Proposer's Ability to Meet the Owner's Insurance Requirements. (Pass/Fail)

As a **mandatory minimum requirement**, the Proposer must document that it has the ability to meet the minimum insurance requirements as set forth in the attached draft Agreement and General Conditions (Exhibit A). Proposer shall provide a letter from Proposer's insurance company or broker indicating that the Proposer is capable of complying with the insurance requirements specified in Exhibit E or an ACCORD Insurance Certificate that shows evidence of insurance that meets or exceeds the requirements set forth above. Any Proposer who fails to meet this mandatory minimum requirement will be considered to be non-responsive and will not be considered further by the Owner in this Procurement. The insurer shall be a company authorized to conduct business in the state where the Project is located with a current minimum A.M. Best rating of A-, Class VII or better.

5.2.4 Statement of Proposer's Ability to Meet the Montana Resident Requirements. (PREREQUISITE)

Montana Code Annotated Section 18-2-409 requires that on any state construction project funded by state or federal funds, each contractor and subcontractor shall ensure that at least 50% of the contractor's workers performing labor on the project are bona fide Montana residents as defined in MCA 18-2-401. Please provide an explanation as to how the Proposer will meet this requirement or if there is a lack of qualified personnel able to perform the work, please provide an explanation as to the inability to use at least 50% bona fide Montana residents.

5.2.5 Safety (Pass/Fail)

- a. Provide incidence rate, experience modification rate, AND loss ratio. An incidence rate greater than the latest average for non-residential building construction for Montana as established by the federal Bureau of Labor Statistics (BLS) for the prior year or an experience modification rating (EMR) greater than 1.0 or a loss ratio of more than 100% may result in immediate disqualification on this item.
- b. Provide your firm's number of employees for BLS's most recent reporting period and the firm's applicable NAICS code.
- c. Proposer may submit an explanation for incident rate, EMR, and/or loss ratio greater than those listed here for further consideration by the Owner. The Owner reserves the sole right to waive the pass/fail requirement if, in the Owner's sole judgment, sufficient justification exists for any explanation provided. The Owner also reserves the right to request additional information and/or clarification on this item but is not obligated to do so prior to making its determination on whether or not to waive the requirement.

5.2.6 MT Construction Contractor Registration

- a. Provide a copy of the Construction Contractor Registration for the entity proposed to be the prime constructor on the project.

5.2.7 Legal and Financial Information

- a. In the last five years, have you (if you answer "yes", provide full explanation):
 - Had an Owner claim against your Performance Bond?
 - Been declared in default and/or terminated on a project?
 - Assessed damages for delay in delivery of project?
 - Taken legal action, filed liens, or dispute resolution proceedings of any kind against an Owner for anything other than non-payment for accepted work?
- b. The information provided in this Section will be evaluated with the information provided in

5.2.8 Business Entities Other than Corporations

- a. If the Prime Design-Builder any Team Member is submitted as a partnership or joint venture, please contact the State A&E Division for additional information and specific requirements.

5.2.9 Indoor Firing Range Experience (PASS/FAIL)

- a. At least one of the proposed Lead Designer or Lead Constructor must have had substantive responsibility for the design or construction of at least one indoor live-fire range, as a standalone project or a major component of a larger project, that reached substantial completion within the last ten (10) years. The qualifying project must have included integrated ballistic containment, range ventilation and lead-exposure controls, acoustical controls, security/access control, and testing or commissioning. The entity satisfying this requirement must employ at least one proposed Key Team Member who had substantive personal responsibility for the qualifying project and will be assigned to this Project. The other lead entity is not required to have indoor firing range experience, but must demonstrate experience on Projects of Similar Scope and Complexity. Provide a narrative of no more than one page identifying the qualifying entity, project, completion date, scope of responsibility, proposed Key Team Member, and Owner reference. Failure to meet this requirement will render the SOQ nonresponsive.

5.3. Technical and Management Qualifications

The SOQ shall demonstrate the Design-Build Team's ability to undertake the Project by providing the following technical and management qualifications of the Proposer, Team Members, and individual Key Team Members. Emphasis will be placed on experience and expertise in performing substantive work on Projects of Similar Scope and Complexity, as described in the definition above. The Owner reserves the right to award more points to projects that have more of the characteristics set forth in the definition of Projects of Similar Scope and Complexity. The Owner also reserves the right to award more points to successful projects in which Proposer, Team Members, and/or individual Key Team Members had substantial responsibility for their respective scopes of work.

The SOQ will be evaluated on the following technical and management qualifications:

5.3.1 Team Organization and Collaborative Process

The responses in this section should focus on the Design-Build Team's past experience that will demonstrate a likelihood of success in meeting or exceeding the Owner's Project Goal #1: Executing a successful, collaborative Progressive Design-Build (PDB) process to produce the envisioned Project. The discussion should include (but not be limited to) the following topics:

- a. Key Team Members: The following Key Team Members shall be identified from the Design-Build Team. Individuals may fill multiple roles if their qualifications, responsibilities, and availability are clearly demonstrated. Proposers shall identify each individual's role and employer. The Key Team Members' resumes will be provided pursuant to Section 5.4.
 - i. Project Executive: The Project Executive will be responsible for providing overall strategic guidance for the Project and will be the Owner's primary contact for executive escalation of disputes or other significant Project issues.
 - ii. Project Manager: The Project Manager shall be responsible for the overall integration of design, construction, schedule, budget, risk, quality management, and Contract Administration for the Project. The Project Manager should have a minimum of 10 years of experience managing Projects of Similar Size and Complexity to the Project.
 - iii. Lead Design Architect: The Lead Design Architect will be the Designer of Record on the project and should have a minimum of 10 years' experience in a similar role on Projects of Similar Scope and Complexity. The Lead Design Architect will be responsible for the architectural vision for the project. Relevant experience includes secure, technically complex public-safety, training, industrial, or specialty facilities. If the Lead Designer is the entity satisfying Section 5.2.9, the resume and SOQ shall clearly identify the individual's indoor firing range responsibilities and experience.

- iv. **Construction Manager:** The Construction Manager will be responsible for construction planning, procurement, field execution, safety, quality, schedule, logistics, specialty-system coordination, and delivery in accordance with the Contract Documents. The Construction Manager should have a minimum of ten (10) years of experience managing Projects of Similar Scope and Complexity. If the Lead Constructor is the entity satisfying Section 5.2.9, the resume and SOQ shall clearly identify the individual's indoor firing range responsibilities and experience.
 - v. **Cost Estimator:** The Cost Estimator shall be responsible for continuous, open-book cost estimating; validation of specialty range-system pricing; reconciliation of estimates; risk and contingency development; and timely cost information supporting Owner decisions. The Cost Estimator should have experience with cost-reimbursable alternative-delivery contracts and a minimum of eight (8) years of experience in a similar role.
 - vi. **Project Scheduler:** The Project Scheduler will be responsible for collaborative and reliable schedules addressing Validation, design, permitting, procurement, long-lead specialty systems, construction, testing, commissioning, Owner training, and turnover. The Project Scheduler should have experience with collaborative delivery and a minimum of eight (8) years of experience in a similar role.
 - vii. **Quality Control Manager:** The Quality Control Manager will manage the design and construction quality process, including coordination of specialty range systems, inspections, testing, commissioning, deficiencies, and acceptance documentation. The Quality Control Manager should have a minimum of five (5) years of experience in a similar role.
 - viii. **Indoor Firing Range Technical Lead:** The Indoor Firing Range Technical Lead will be responsible for integrating the Team's range-specific experience into Validation, design, construction, testing, commissioning, and turnover. This individual must be employed by the Lead Designer or Lead Constructor that satisfies Section 5.2.9; must have had substantive personal responsibility on at least one qualifying indoor firing range project; and may also fill another listed Key Team Member role.
 - ix. **Up to Two Additional Key Team Members:** Identify up to two additional Key Team Members who will add value to the Project. Proposers should consider disciplines such as range ventilation, ballistic systems, commissioning, acoustics, security, target/control systems, or construction supervision based on the proposed team structure.
- b. **Organization Chart:** Provide an organization chart for the Design-Build Team, including but not limited to the Key Team Members identified. Include in the organization chart the percentage of time that Key Team Members are estimated to be dedicated to the Project for each phase. Clearly identify the Key Team Member who will be responsible for leading the Design-Build Team and will be the prime contact with the Owner during each phase of the Project.
 - c. **Narrative:** Provide a narrative that includes the following:
 - i. Describe the benefits of the team structure and the benefits that each Team Member and Key Team Member provides to the Project.
 - ii. Explain how the Design-Build Team and Key Team Members will exceed the Project Goals, in particular Project Goal Number 1, including but not limited to the following:
 - Management and communications of a collaborative, integrated team of design consultants, specialty subcontractors, and trade contractors.
 - Explain how indoor firing range expertise will be integrated across the Lead Designer, Lead Constructor, specialty designers, vendors, trade contractors,

and commissioning personnel, particularly if only one lead entity has direct indoor firing range experience.

- A robust Stakeholder Engagement Process that successfully incorporated the needs of disparate stakeholders while meeting the owner's budget and schedule goals.
- iii. Describe the Team's past performance working together and/or if the team has not worked together, describe the steps the Team has taken to promote integration and a collaborative working environment.

5.3.2 Indoor Firing Range Experience and Technical Integration

The responses in this section should demonstrate a likelihood of success in safely and effectively delivering the specialized indoor firing range systems and achieving Project Goal #2. Experience by both lead entities may be considered an additional strength, but it is not a minimum requirement. A Team in which only one lead entity has direct indoor firing range experience may receive full consideration if it demonstrates a credible integration approach and the other lead entity provides relevant experience on Projects of Similar Scope and Complexity. Address the following:

- a. Identify the Lead Designer or Lead Constructor that satisfies Section 5.2.9 and describe the qualifying indoor firing range project or projects, the entity's scope and level of responsibility, delivery method, completion date, performance outcomes, and Owner reference.
- b. Identify proposed Key Team Members who personally performed substantive work on the cited range projects and explain how their experience is directly relevant to this Project.
- c. Describe experience integrating ballistic containment, bullet traps and target systems, range ventilation and pressure controls, lead-exposure controls, acoustics, lighting and controls, communications, security, cleaning and maintenance access, hazardous-material management, testing, commissioning, and Owner training.
- d. Explain how range-specific knowledge will be transferred and integrated across the complete Design-Build Team, including the Lead Designer and Lead Constructor, and describe significant lessons learned, issues encountered, and how those issues were resolved.

5.3.3 Safe, Functional, and Efficient Facility Design

The responses in this section should focus on the Design-Build Team's past experience that will demonstrate a likelihood of success in meeting or exceeding the Owner's Project Goal #2: Safe, Functional, Durable, and Maintainable Indoor Firing Range.. The discussion should include (but not be limited to) the Design-Build Team's experience in designing and/or constructing the following:

- a. Law-enforcement, public-safety, military, or other operational training facilities requiring detailed programming with instructors, operators, facilities staff, safety personnel, and other stakeholders;
- b. Facilities that safely and efficiently integrated specialized systems and equipment and addressed circulation and separation among trainees, instructors, observers, maintenance personnel, secure functions, and clean/dirty activities;
- c. Flexible or expandable facilities that incorporated total cost of ownership, durable materials, maintainability, cleaning requirements, and access for repair and replacement of specialty systems; and
- d. Projects that provided achievable, energy-conscious, and sustainable options while meeting intensive ventilation, occupational-health, security, operational, campus, and site requirements.

5.3.4 Project Controls and Transparency

The responses in this section should focus on the Design-Build Team's past experience that will demonstrate a likelihood of success in meeting or exceeding the Owner's Project Goal #3:

Transparent Pricing. The discussion should include (but not be limited to) the following topics:

- a. Describe the Team's past performance with Progressive Design-Build or similar integrated projects in developing and managing Project budgets, including collaboratively developing a Guaranteed Maximum Price. Explain how the Team maintained transparency in scope, estimates, specialty-system pricing, risk, contingencies, allowances, schedule, and decision impacts.
- b. Discuss the tools and techniques used to transparently develop the scope, cost, and schedule to the owner, including
 - i. How the scope, cost, and schedule were communicated with the owner;
 - ii. The resolution of discrepancies between the owner's cost information and that of the design-builder
 - iii. A demonstration of how the estimating, cost monitoring process, and schedule reporting provided substantive and meaningful information to the owner.
- c. Describe any issues or problems that arose on the projects discussed in this section and how those issues or problems were resolved. Include relevant experience addressing specialty range-system procurement, qualified labor or trade availability, permitting or agency review, escalation, or other conditions applicable to the Helena/Montana market.

5.3.5 **Efficient Scheduling, Sequencing, and Construction Means and Methods**

The responses in this section should focus on the Design-Build Team's past experience that will demonstrate a likelihood of success in meeting or exceeding the Owner's Project Goal #4: Efficient Scheduling, Sequencing, and Construction Means and Methods. The discussion should include (but not be limited to) the Design-Build Team's experience in:

- a. Efficient and effective scheduling and sequencing on alternative-delivery projects involving:
 - i. Active, secure, and occupied campuses or facilities where adjacent operations had to continue safely;
 - ii. Early planning and procurement of long-lead specialty systems, including equipment requiring extensive design coordination, fabrication, installation, and testing; and
 - iii. Early work packages, phased work, permitting or agency reviews, and milestones dependent on prior design, procurement, or system-integration activities.
- b. Early incorporation of innovative construction means and methods to achieve:
 - i. Timely completion while protecting ongoing MLEA operations, site security, and life safety;
 - ii. Efficient scope, logistics, temporary conditions, and specialty-system installation; and
 - iii. Coordinated testing, commissioning, acceptance, Owner training, and turnover of the complete indoor firing range.

5.4. **Resumes of Key Team Members**

5.4.1 Provide a resume for all Key Team Members. Resumes should be no longer than 1 page and should include the following information at a minimum. The resumes will not be evaluated separately. Rather, the resumes will be evaluated in the context of the criteria set forth in Section 5.3.

- a. Description of the individual's proposed Project role;
- b. Identification of employer and number of years employed by the firm;
- c. Educational background, professional licenses, and/or certifications; and

- d. Experience relevant to their proposed role on the Project and how their experience will benefit this Project.

5.5. **Identification of Projects Table**

- 5.5.1 The Proposer must submit an Identification of Projects Table with the information set forth in the form attached as Exhibit B. Proposers are encouraged to use the form provided and not submit the information using their own form. The purpose of the Identification of Projects Table is to provide evaluators with sufficient information to determine whether projects cited are Projects of Similar Scope and Complexity and to verify indoor firing range experience. , Proposers are required to submit the requested information for every project mentioned in the SOQ narrative, and Proposers are encouraged, but not required, to submit the information for all projects cited in resumes. Failure to submit the required information will not render an SOQ non-responsive, but it could have a negative impact on a Proposer's score.
- 5.5.2 The Identification of Projects Table may be formatted to be printed on 8.5" x 14" paper. The Proposer is responsible for ensuring that contact information contained in their Identification of Projects is correct. The inability to contact an owner contact may have a detrimental impact on the evaluating qualifications. The Owner reserves the right to contact any person listed in the Identification of Projects or any other person with knowledge regarding any Project in which any Design-Build Team Member or Key Team Member participated. The identification of projects will not be evaluated separately. Rather, the projects will be evaluated in the context of the criteria set forth in Section 5.3.

5.6. **Corporate Structure Questionnaire**

Submit a completed Corporate Structure Questionnaire for Design-Builder and each Team Member (Exhibit C). If the prime Design-Builder is a Joint Venture, all Joint Venture partners must have functional responsibilities for the Project. Describe the duties of each Joint Venture partner and provide a copy of the Joint Venture Agreement.

SECTION 6 LIST OF EXHIBITS

- A. Draft Agreement and General Conditions
- B. Identification of Projects Table
- C. Corporate Structure Questionnaire
- D. Project Description
- E. Insurance Requirements
- F. MLEA Campus Infrastructure Study
- G. Montana Prevailing Wage Rates for Building Construction and Heavy Construction 2026, both effective April 25, 2026 (available at <http://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates>)

**Exhibit A
Owner
Project
DRAFT
Agreement and General Conditions**

Exhibit B
State of Montana
DOJ MLEA Indoor Firing Range
Progressive Design-Build
Identification of Projects Table Form

Complete the Identification of Projects Table in the attached form for all projects cited in the Statement of Qualifications. Proposers should not use their own forms.

**State of Montana
DOJ MLEA Indoor Firing Range PDB
Request for Qualifications
Exhibit B
Identification of Projects Form**

Name of Design-Builder: _____

Name of Project	Owner and Contact Information	Location of project	Delivery Method (DBB, DB, PDB, CMAR, P3, etc.)	Brief Project Description including relevant indoor firing range or similar technical characteristics and the Team Member's role and responsibilities on the project (designer, owner advisor, cost estimator, etc.)	Key Team Member involved in Project	Overall Project Value	Initial completion date and final completion date

Exhibit C
State of Montana
DOJ MLEA Indoor Firing Range
Progressive Design-Build
Corporate Structure Questionnaire

1. Proposers shall complete the following information for the Proposed Design-Builder and each Team Member:

Legal Name	
Street Address	
Mailing Address	
Point of Contact	
Position	
Email	
Telephone Number	
Fax Number	
Type of Business	
Federal Tax Identification Number	
State Contractor's Registration Number (if applicable)	

2. If the Proposed Design-Builder is a Joint Venture, Proposers must:
- a. Submit the above information the Joint Venture as well as for each member of the Joint Venture; and
 - b. Attach a copy of the Joint Venture Agreement to this form.

Exhibit D
State of Montana
DOJ MLEA Indoor Firing Range
Project Description

The following description of the Project is for the Proposer's information only. The actual scope of the Project may differ and will be finalized by the Owner and Design-Build Team after award.

Insert Exhibit F: MLEA Capus Infrastructure Study

**Exhibit G
State of Montana
MLEA Indoor Firing Range
Progressive Design-Build
Montana Prevailing Wage Rates for
Building Construction and Heavy Construction 2026**

**MONTANA
PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2026**

Effective: April 25, 2026

*Greg Gianforte, Governor
State of Montana*

*Sarah Swanson, Commissioner
Department of Labor & Industry*

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ESD at erd.dli.mt.gov/labor-standards or contact:

Employment Standards Division
Montana Department of Labor and Industry
P. O. Box 8011
Helena, MT 59604
Phone 406-444-6543

MONTANA
PREVAILING WAGE RATES FOR HEAVY CONSTRUCTION SERVICES 2026

Effective: **April 25, 2026**

*Greg Gianforte, Governor
State of Montana*

*Sarah Swanson, Commissioner
Department of Labor & Industry*

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ESD at erd.dli.mt.gov/labor-standards or contact:

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