MONTANA
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2013

Effective: February 1, 2013

Steve Bullock, Governor
State of Montana

Pam Bucy, 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 ERD at **www.mtwagehourbopa.com** or contact them at:

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Montana Department of Labor and Industry
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Helena, MT 59620-1503
Phone 406-444-5600
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The Labor Standards Bureau welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in an accessible format, upon request, in compliance with the Americans with Disabilities Act.

MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated (MCA), has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of Section 18-2-401 et seq., MCA. It is required that each employer pay (as a minimum) the rate of wages, including fringe benefits, travel allowance and per diem applicable to the district in which the work is being performed as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the Internet at **www.mtwagehourbopa.com** or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at **www.mtwagehourbopa.com** or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

PAM BUCY
Commissioner
Department of Labor and Industry
State of Montana

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A. Date of Publication February 1, 2013

B. Definition of Nonconstruction Services Occupations

Section 18-2-401 (9)(a)-(9)(l), Montana Code Annotated defines "nonconstruction services" as *"work performed by an individual, not including management, office, or clerical work, for:*
(a) the maintenance of publicly owned buildings and facilities, including public highways, roads, streets, and alleys;
(b) custodial or security services for publicly owned buildings and facilities;
(c) grounds maintenance for publicly owned property;
(d) the operation of public drinking water supply, waste collection, and waste disposal systems;
(e) law enforcement, including janitors and prison guards;
(f) fire protection;
(g) public or school transportation driving;
(h) nursing, nurse's aid services, and medical laboratory technician services;
(i) material and mail handling;
(j) food service and cooking;
(k) motor vehicle and construction equipment repair and servicing; and
(l) appliance and office machine repair and servicing."

C. Definition of Public Works Contract

Section 18-2-401 (11)(a) MCA defines "public works contract" as *"a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of $25,000…"*

D. Prevailing Wage Schedule
This publication covers only Nonconstruction Service occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy, Highway, and Building Construction occupations can be found on the Internet at **www.mtwagehourbopa.com** or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

E. Rates to use for Projects
Rates to be used on a public works project are those that are in effect at the time the project and bid specifications are advertised.

F. Wage Rate Adjustments for Multiyear Contracts
Section 18-2-417, MCA states:

"(1) Any public works contract that by the terms of the original contract calls for more than 30 months to fully perform must include a provision to adjust, as provided in subsection (2), the standard prevailing rate of wages to be paid to the workers performing the contract.

(2) The standard prevailing rate of wages paid to workers under a contract subject to this section must be adjusted 12 months after the date of the award of the public works contract. The amount of the adjustment must be a 3% increase. The adjustment must be made and applied every 12 months for the term of the contract.

(3) Any increase in the standard rate of prevailing wages for workers under this section is the sole responsibility of the contractor and any subcontractors and not the contracting agency."

G. Fringe Benefits
Section 18-2-412, MCA states:

"(1) To fulfill the obligation...a contractor or subcontractor may:

(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;

(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the U. S. department of labor; or

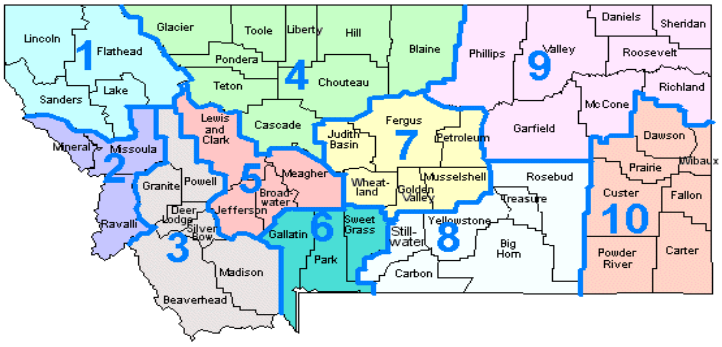
(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits and travel allowances, applicable to the district for the particular type of work being performed.

(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the U. S. department of labor."

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

H. Per Diem
Per Diem typically covers the costs associated with board and lodging expenses and are paid when an employee is required to work at a location outside the daily commuting distance and is required to stay overnight or longer.

I. Prevailing Wage Districts
Montana counties are aggregated into 10 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:



J. Computing Travel Benefits
Travel pay, for the purposes of public works projects, shall be determined by measuring the road miles (one way) over the shortest practical maintained route from *the county courthouse of the designated city for each district or the employee's home, whichever is closer, to the center of the job.* Each city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

District 1 - Kalispell: includes Flathead, Lake, Lincoln, and Sanders Counties
District 2 - Missoula: includes Mineral, Missoula, and Ravalli Counties
District 3 - Butte: includes Beaverhead, Deer Lodge, Granite, Madison, Powell, and Silver Bow Counties
District 4 - Great Falls: includes Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton, and Toole Counties
District 5 - Helena: includes Broadwater, Jefferson, Lewis and Clark, and Meagher Counties
District 6 - Bozeman: includes Gallatin, Park, and Sweet Grass Counties
District 7 - Lewistown: includes Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum, and Wheatland Counties
District 8 - Billings: includes Big Horn, Carbon, Rosebud, Stillwater, Treasure, and Yellowstone Counties
District 9 - Glasgow: includes Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan, and Valley Counties
District 10 - Miles City: includes Carter, Custer, Dawson, Fallon, Prairie, Powder River, and Wibaux Counties

When travel pay is applicable and is shown as an additional amount added to base pay, it applies for hours worked on the project, not time spent traveling.

K. Apprentices
Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. Additionally, section 18-2-416(2), MCA states, *"…The full amount of any applicable fringe benefits must be paid to the apprentice while the apprentice is working on the public works contract.*" Apprentices not registered in approved federal or state apprenticeship programs will be paid the appropriate prevailing wage rate when working on a public works contract.

L. Posting Notice of Prevailing Wages
Section 18-2-406, MCA provides that contractors, subcontractors and employers who are *"performing work or providing construction services under public works contracts, as provided in this part, shall post in a prominent and accessible site on the project or staging area, not later than the first day of work and continuing for the entire duration of the project, a legible statement of all wages and fringe benefits to be paid to the employees."*

M. Employment Preference
Sections 18-2-403 and 18-2-409, MCA requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

N. Nonconstruction Services Occupations

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES

BOILER OPERATORS
BUILDING INSPECTORS
DITCH RIDERS
ELEVATOR REPAIRERS
HIGHWAY MAINTENANCE WORKERS
JANITORS AND CLEANERS
STREET CLEANERS AND SWEEPERS

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

CEMETERY WORKERS
FOREST FUELS MITIGATION SAWYERS
FOREST FUELS MITIGATION THINNERS AND EQUIPMENT OPERATORS
LANDSCAPING AND GROUNDSKEEPING WORKERS
PEST CONTROL WORKERS
PESTICIDE HANDLERS, SPRAYERS AND APPLICATORS
TIMBER MARKERS
TREE PLANTERS
TREE TRIMMERS AND PRUNERS

OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION AND WASTE DISPOSAL SYSTEMS

BASIN OPERATORS
HAZARDOUS MATERIALS REMOVAL WORKERS
METER READERS
PUMP STATION OPERATORS
REFUSE AND RECYCLABLE COLLECTORS
SANITARY LANDFILL ATTENDANTS
SANITARY LANDFILL OPERATORS
SEWAGE DISPOSAL WORKERS
SEWER PIPE CLEANERS AND REPAIRERS
WASTEWATER TREATMENT PLANT ATTENDANTS
WASTEWATER TREATMENT PLANT OPERATORS
WATER TREATMENT PLANT OPERATORS

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

ANIMAL CONTROL OFFICERS
BAILIFFS
CORRECTION AND DETENTION OFFICERS
DISPATCHERS
PARKING ENFORCEMENT OFFICERS
PROBATION OFFICERS
SECURITY GUARDS, (Armed)
SECURITY GUARDS, (Unarmed)

FIRE PROTECTION

FIRE MARSHALLS
FIREFIGHTERS, (Wildlands)

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS
BUS DRIVERS, (School)
TRUCK DRIVERS, (Light or Delivery)
VAN DRIVERS, (Shuttle)

NURSING, NURSE'S AID SERVICES AND MEDICAL LABORATORY TECHNICIAN SERVICES

ADVANCED PRACTICE NURSES
EMERGENCY MEDICAL TECHNICIANS
HOME HEALTH AIDES
LICENSED PRACTICAL NURSES
MEDICAL LABORATORY TECHNICIANS
MEDICAL LABORATORY TECHNOLOGISTS
NURSES, (Community Health)
NURSES, (Office)
NURSING AIDES, ORDERLIES AND ATTENDANTS
PHYSICIAN ASSISTANTS
REGISTERED NURSES

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK AND MATERIAL HANDLERS
MAIL CARRIERS
MAIL SORTERS AND PROCESSORS

FOOD SERVICE AND COOKING

COOKS, (Institution and Cafeteria)
COUNTER ATTENDANTS
DINING ROOM ATTENDANTS
FOOD PREPARATION WORKERS

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE MECHANICS
BUS AND TRUCK MECHANICS, (Diesel Engines)
CONSTRUCTION EQUIPMENT MECHANICS

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE SERVICE TECHNICIANS
COMPUTER, AUTOMATED TELLER AND OFFICE MACHINE REPAIRERS
RADIO ENGINEER TECHNICIANS

WAGE RATES

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:

BASIN OPERATORS

No Rate Established

BOILER OPERATORS

	Wage	Benefit
District 1	$16.99	$7.10
District 2	$17.31	$8.22
District 3	$16.83	$9.05
District 4	$16.72	$6.45
District 5	$16.99	$7.10
District 6	$17.44	$8.57
District 7	$16.79	$6.36
District 8	$16.99	$7.10
District 9	$16.72	$6.45
District 10	$16.99	$7.10

BUILDING INSPECTORS

	Wage	Benefit
District 1	$22.60	$9.03
District 2	$23.33	$9.43
District 3	$23.45	$8.34
District 4	$18.40	$8.00
District 5	$19.56	$7.20
District 6	$20.82	$6.56
District 7	$20.74	$6.46
District 8	$21.69	$6.57
District 9	$22.29	$8.15
District 10	$22.29	$8.15

DITCH RIDERS

	Wage	Benefit
District 1	$13.37	$2.34
District 2	$12.00	$2.81
District 3	$11.75	$1.69
District 4	$14.68	$2.66
District 5	$16.31	$2.34
District 6	$15.91	$2.34
District 7	$16.26	$2.66
District 8	$17.89	$2.66
District 9	$14.25	$2.66
District 10	$14.50	$2.66

ELEVATOR REPAIRERS

	Wage	Benefit
District 1	$46.54	$28.74
District 2	$46.54	$28.74
District 3	$46.54	$28.74
District 4	$46.54	$28.74
District 5	$46.54	$28.74
District 6	$46.54	$28.74
District 7	$46.54	$28.74
District 8	$46.54	$28.74
District 9	$46.54	$28.74
District 10	$46.54	$28.74

Travel:
All Districts
0-15 mi. free zone
>15-25 mi. $37.27/day
>25-35 mi. $74.54/day
>35 mi. $72.55/day or cost of receipts for hotel and meals, whichever is greater.

HIGHWAY MAINTENANCE WORKERS

	Wage	Benefit
District 1	$17.02	$8.78
District 2	$21.20	$6.55
District 3	$23.47	$9.26
District 4	$16.95	$5.36
District 5	$20.32	$6.71
District 6	$19.89	$7.27
District 7	$16.76	$5.35
District 8	$16.76	$6.26
District 9	$14.57	$3.90
District 10	$17.98	$8.77

Duties Include:
Patching pavement, repairing guard rails, clearing brush, and plowing snow. Maintains highways, municipal and rural roads, airport runways, and right-of-ways.

JANITORS AND CLEANERS

	Wage	Benefit
District 1	$12.87	$3.96
District 2	$10.53	$3.23
District 3	$11.57	$4.22
District 4	$12.74	$5.33
District 5	$10.21	$2.40
District 6	$13.46	$2.36
District 7	$10.17	$5.95
District 8	$11.83	$5.48
District 9	$11.96	$3.76
District 10	$11.79	$2.03

Duties Include:
Heavy cleaning, routine maintenance, tending boiler or furnace, and removing debris or snow from sidewalks.

STREET CLEANERS AND SWEEPERS

	Wage	Benefit
District 1	$14.34	$6.67
District 2	$14.31	$6.67
District 3	$14.81	$6.67
District 4	$14.60	$6.67
District 5	$14.94	$6.67
District 6	$15.80	$6.67
District 7	$17.05	$6.95
District 8	$15.80	$6.67
District 9	$17.00	$7.65
District 10	$15.80	$6.67

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

CEMETERY WORKERS

	Wage	Benefit
District 1	$12.26	$3.66
District 2	$11.64	$3.73
District 3	$10.70	$2.55
District 4	$11.76	$5.69
District 5	$11.96	$3.72
District 6	$13.36	$4.20
District 7	$14.19	$5.66
District 8	$17.36	$7.20
District 9	$14.07	$6.20
District 10	$14.81	$6.58

FOREST FUELS MITIGATION SAWYERS

	Wage	Benefit
District 1	$15.80	No Rate Established
District 2	$15.80	No Rate Established
District 3	$15.80	No Rate Established
District 4	$15.80	No Rate Established
District 5	$15.80	No Rate Established
District 6	$15.80	No Rate Established
District 7	$15.80	No Rate Established
District 8	$15.80	No Rate Established
District 9	$15.80	No Rate Established
District 10	$15.80	No Rate Established

FOREST FUELS MITIGATION THINNERS AND EQUIPMENT OPERATORS

	Wage	Benefit
District 1	$14.00	No Rate Established
District 2	$14.00	No Rate Established
District 3	$14.00	No Rate Established
District 4	$14.00	No Rate Established
District 5	$14.00	No Rate Established
District 6	$14.00	No Rate Established
District 7	$14.00	No Rate Established
District 8	$14.00	No Rate Established
District 9	$14.00	No Rate Established
District 10	$14.00	No Rate Established

LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	$12.64	$8.09
District 2	$11.99	$7.45
District 3	$15.54	$9.05
District 4	$11.26	$3.91
District 5	$12.05	$4.52
District 6	$13.39	$2.99
District 7	$13.14	$5.08
District 8	$15.79	$6.92
District 9	$13.04	$6.12
District 10	$11.27	$6.83

PEST CONTROL WORKERS

	Wage	Benefit
District 1	$12.50	No Rate Established
District 2	$12.50	No Rate Established
District 3	$12.50	No Rate Established
District 4	$12.50	No Rate Established
District 5	$12.50	No Rate Established
District 6	$12.50	No Rate Established
District 7	$12.50	No Rate Established
District 8	$12.50	No Rate Established
District 9	$12.50	No Rate Established
District 10	$12.50	No Rate Established

PESTICIDE HANDLERS, SPRAYERS AND APPLICATORS

	Wage	Benefit
District 1	$11.69	$1.93
District 2	$11.17	$0.82
District 3	$13.03	$0.97
District 4	$11.17	$2.72
District 5	$12.04	$1.93
District 6	$12.85	$0.82
District 7	$11.85	$2.72
District 8	$12.00	$4.04
District 9	$12.14	$4.62
District 10	$ 9.32	$3.68

TIMBER MARKERS

No Rate Established

TREE PLANTERS

No Rate Established

TREE TRIMMERS AND PRUNERS

	Wage	Benefit
District 1	$23.74	$7.98
District 2	$23.74	$7.98
District 3	$23.74	$7.98
District 4	$23.74	$7.98
District 5	$23.74	$7.98
District 6	$23.74	$7.98
District 7	$23.74	$7.98
District 8	$23.74	$7.98
District 9	$23.74	$7.98
District 10	$23.74	$7.98

Travel:
All Districts
0-25 mi. - free zone
>25-50 mi. - $20.00/day
>50 mi. - $70.00/day

OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION AND WASTE DISPOSAL SYSTEMS

HAZARDOUS MATERIALS REMOVAL WORKERS

No Rate Established

METER READERS

	Wage	Benefit
District 1	$15.68	$9.45
District 2	$15.68	$9.45
District 3	$15.20	$8.54
District 4	$15.49	$6.10
District 5	$15.36	$7.43
District 6	$15.54	$6.96
District 7	$15.82	$5.66
District 8	$16.43	$6.96
District 9	$15.71	$5.91
District 10	$16.05	$6.96

PUMP STATION OPERATORS

	Wage	Benefit
District 1	$15.86	$5.45
District 2	$15.86	$5.45
District 3	$15.86	$5.45
District 4	$15.86	$5.45
District 5	$15.86	$5.45
District 6	$15.86	$5.45
District 7	$15.86	$5.45
District 8	$15.86	$5.45
District 9	$15.86	$5.45
District 10	$15.86	$5.45

REFUSE AND RECYCLABLE COLLECTORS

	Wage	Benefit
District 1	$18.34	$8.10
District 2	$17.02	$7.50
District 3	$15.72	$7.52
District 4	$16.16	$7.15
District 5	$16.59	$6.97
District 6	$17.36	$7.47
District 7	$15.25	$6.00
District 8	$18.31	$8.06
District 9	$15.30	$7.79
District 10	$17.85	$8.02

SANITARY LANDFILL ATTENDANTS

	Wage	Benefit
District 1	$13.50	$8.45
District 2	$13.36	$7.32
District 3	$13.20	$5.66
District 4	$13.64	$7.35
District 5	$14.93	$6.83
District 6	$13.01	$4.47
District 7	$13.07	$3.92
District 8	$11.69	$2.84
District 9	$12.37	$3.86
District 10	$12.55	$3.72

SANITARY LANDFILL OPERATORS

	Wage	Benefit
District 1	$19.95	$7.35
District 2	$20.09	$7.89
District 3	$23.47	$9.26
District 4	$15.42	$5.52
District 5	$18.88	$7.07
District 6	$20.02	$4.69
District 7	$16.63	$5.32
District 8	$18.01	$4.93
District 9	$15.69	$5.49
District 10	$18.89	$6.99

SEWAGE DISPOSAL WORKERS

	Wage	Benefit
District 1	$15.85	No Rate Established
District 2	$15.85	No Rate Established
District 3	$15.85	No Rate Established
District 4	$16.85	No Rate Established
District 5	$15.82	No Rate Established
District 6	$16.85	No Rate Established
District 7	$16.85	No Rate Established
District 8	$16.85	No Rate Established
District 9	$17.20	No Rate Established
District 10	$16.85	No Rate Established

SEWER PIPE CLEANERS AND REPAIRERS

	Wage	Benefit
District 1	$16.20	$9.40
District 2	$15.16	$9.40
District 3	$15.16	$9.40
District 4	$16.20	$9.40
District 5	$15.16	$9.40
District 6	$16.51	$6.99
District 7	$17.61	$6.99
District 8	$17.61	$5.13
District 9	$17.61	$6.99
District 10	$17.61	$6.99

WASTEWATER TREATMENT PLANT ATTENDANTS

No Rate Established

WASTEWATER TREATMENT PLANT OPERATORS

	Wage	Benefit
District 1	$23.38	$6.76
District 2	$22.24	$5.50
District 3	$23.47	$9.26
District 4	$18.62	$5.44
District 5	$20.69	$7.66
District 6	$21.43	$8.93
District 7	$20.94	$8.06
District 8	$21.71	$9.63
District 9	$20.91	$8.53
District 10	$21.71	$9.63

WATER TREATMENT PLANT OPERATORS

	Wage	Benefit
District 1	$19.42	$6.53
District 2	$20.92	$6.59
District 3	$21.04	$6.50
District 4	$18.04	$7.34
District 5	$19.84	$7.10
District 6	$22.02	$8.91
District 7	$19.91	$7.92
District 8	$21.05	$8.99
District 9	$19.52	$7.78
District 10	$20.60	$8.63

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

ANIMAL CONTROL OFFICERS

	Wage	Benefit
District 1	$16.40	$7.89
District 2	$15.88	$7.91
District 3	$16.37	$6.45
District 4	$16.80	$6.99
District 5	$16.34	$5.71
District 6	$16.88	$6.51
District 7	$17.26	$6.59
District 8	$16.90	$7.39
District 9	$17.19	$7.43
District 10	$16.90	$7.39

BAILIFFS

No Rate Established

CORRECTION AND DETENTION OFFICERS

	Wage	Benefit
District 1	$14.51	$6.76
District 2	$16.11	$8.60
District 3	$14.44	$7.09
District 4	$14.67	$4.87
District 5	$13.57	$6.54
District 6	$15.44	$4.86
District 7	$15.31	$4.58
District 8	$17.58	$5.12
District 9	$14.56	$4.39
District 10	$12.88	$5.12

DISPATCHERS

	Wage	Benefit
District 1	$14.17	$4.53
District 2	$14.31	$4.08
District 3	$13.89	$5.49
District 4	$14.28	$3.91
District 5	$14.03	$6.60
District 6	$19.47	$4.25
District 7	$16.72	$5.86
District 8	$17.99	$7.42
District 9	$10.58	$3.90
District 10	$17.11	$7.00

PARKING ENFORCEMENT OFFICERS

	Wage	Benefit
District 1	$14.51	No Rate Established
District 2	$14.51	No Rate Established
District 3	$14.51	No Rate Established
District 4	$14.51	No Rate Established
District 5	$14.51	No Rate Established
District 6	$14.51	No Rate Established
District 7	$14.51	No Rate Established
District 8	$14.51	No Rate Established
District 9	$14.51	No Rate Established
District 10	$14.51	No Rate Established

PROBATION OFFICERS

No Rate Established

SECURITY GUARDS, (Armed)

	Wage	Benefit
District 1	$14.70	$1.66
District 2	$11.00	$2.19
District 3	$13.68	$2.19
District 4	$14.70	$2.19
District 5	$14.70	$2.19
District 6	$15.40	$8.12
District 7	$15.40	$8.12
District 8	$15.40	$8.12
District 9	$15.40	$8.12
District 10	$15.40	$8.12

SECURITY GUARDS, (Unarmed)

	Wage	Benefit
District 1	$11.54	$2.75
District 2	$15.79	$4.04
District 3	$ 8.50	$4.23
District 4	$11.14	$4.33
District 5	$10.25	$4.90
District 6	$10.14	$4.92
District 7	$10.28	$4.92
District 8	$10.00	$4.23
District 9	$10.16	$4.23
District 10	$10.17	$4.23

FIRE PROTECTION

FIRE MARSHALLS

No Rate Established

FIREFIGHTERS, (Wildlands)

	Wage	Benefit
District 1	$18.62	$10.20
District 2	$26.87	$11.00
District 3	$18.74	$ 8.72
District 4	$18.62	$10.20
District 5	$18.65	$ 9.87
District 6	$19.38	$ 7.51
District 7	$19.50	$ 7.30
District 8	$22.00	$ 7.61
District 9	$19.50	$ 7.30
District 10	$19.50	$ 7.30

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS

	Wage	Benefit
District 1	$14.47	$6.40
District 2	$14.48	$6.99
District 3	$12.85	$6.99
District 4	$15.46	$6.78
District 5	$13.45	$6.40
District 6	$12.93	$7.78
District 7	$14.69	$7.15
District 8	$18.97	$8.02
District 9	$14.00	$7.15
District 10	$11.50	$7.34

BUS DRIVERS, (School)

	Wage	Benefit
District 1	$16.92	$4.48
District 2	$13.63	$4.64
District 3	$16.01	$4.12
District 4	$14.31	$4.67
District 5	$13.04	$1.93
District 6	$12.50	$5.00
District 7	$17.22	$4.05
District 8	$16.23	$5.97
District 9	$16.78	$1.63
District 10	$16.39	$5.51

TRUCK DRIVERS, (Light or Delivery)

	Wage	Benefit
District 1	$13.10	$3.00
District 2	$ 9.50	$3.65
District 3	$13.25	$2.65
District 4	$15.80	$3.16
District 5	$15.51	$2.85
District 6	$15.35	$2.51
District 7	$14.68	$3.88
District 8	$14.84	$4.72
District 9	$15.52	$4.08
District 10	$18.00	$2.28

VAN DRIVERS, (Shuttle)

	Wage	Benefit
District 1	$10.97	$3.18
District 2	$12.39	$3.22
District 3	$ 9.92	$3.22
District 4	$15.80	$3.16
District 5	$12.41	$3.20
District 6	$ 9.00	$3.22
District 7	$12.58	$3.24
District 8	$10.00	$3.22
District 9	$14.20	$3.24
District 10	$12.39	$3.22

NURSING, NURSE'S AID SERVICES, AND MEDICAL LABORATORY TECHNICIAN SERVICES

ADVANCED PRACTICE NURSES

	Wage	Benefit
District 1	$40.64	$ 3.88
District 2	$41.50	$10.67
District 3	$44.34	$10.12
District 4	$47.60	$ 9.03
District 5	$43.31	$ 7.73
District 6	$47.15	$ 9.27
District 7	$41.74	$ 8.20
District 8	$40.64	$ 8.92
District 9	$40.80	$ 8.21
District 10	$40.46	$ 8.92

Occupations Include:
Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists, and Nurse Midwives.

EMERGENCY MEDICAL TECHNICIANS

	Wage	Benefit
District 1	$11.91	$3.08
District 2	$12.16	$3.01
District 3	$13.58	$3.43
District 4	$12.31	$3.51
District 5	$14.49	$4.07
District 6	$20.34	$4.07
District 7	$20.22	$4.04
District 8	$20.65	$4.04
District 9	$19.99	$3.51
District 10	$14.15	$3.51

HOME HEALTH AIDES

	Wage	Benefit
District 1	$10.75	$2.97
District 2	$12.59	$2.22
District 3	$11.03	$2.90
District 4	$10.58	$3.46
District 5	$ 9.90	$3.35
District 6	$10.80	$3.89
District 7	$10.87	$3.99
District 8	$10.50	$4.62
District 9	$11.04	$4.35
District 10	$11.01	$4.45

LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	$17.25	$ 4.12
District 2	$17.07	$ 4.37
District 3	$18.54	$ 5.95
District 4	$17.95	$ 4.88
District 5	$16.66	$ 4.71
District 6	$18.25	$ 4.12
District 7	$17.27	$ 3.60
District 8	$18.54	$10.19
District 9	$19.43	$ 6.25
District 10	$18.81	$ 8.79

MEDICAL LABORATORY TECHNICIANS

	Wage	Benefit
District 1	$19.61	$4.59
District 2	$17.92	$3.99
District 3	$16.41	$3.76
District 4	$21.34	$4.99
District 5	$20.26	$4.46
District 6	$19.98	$4.27
District 7	$21.31	$4.93
District 8	$21.22	$4.31
District 9	$19.46	$4.45
District 10	$20.51	$4.43

MEDICAL LABORATORY TECHNOLOGISTS

	Wage	Benefit
District 1	$25.03	$7.50
District 2	$22.00	$6.96
District 3	$27.58	$7.37
District 4	$27.32	$8.05
District 5	$26.40	$7.52
District 6	$25.66	$7.08
District 7	$27.24	$7.17
District 8	$28.38	$5.61
District 9	$25.54	$6.40
District 10	$27.55	$5.83

NURSES, (Community Health)

	Wage	Benefit
District 1	$23.12	$5.60
District 2	$23.75	$5.62
District 3	$23.32	$4.94
District 4	$23.18	$6.55
District 5	$22.52	$4.48
District 6	$23.74	$3.28
District 7	$25.27	$5.18
District 8	$26.26	$4.84
District 9	$25.65	$6.62
District 10	$25.94	$7.18

NURSES, (Office)

	Wage	Benefit
District 1	$19.97	$5.34
District 2	$21.74	$4.38
District 3	$21.24	$5.11
District 4	$24.77	$6.12
District 5	$21.59	$6.23
District 6	$22.32	$5.72
District 7	$21.85	$5.93
District 8	$22.40	$5.50
District 9	$19.03	$6.21
District 10	$21.36	$5.86

NURSING AIDES, ORDERLIES AND ATTENDANTS

	Wage	Benefit
District 1	$11.78	$3.14
District 2	$11.40	$2.93
District 3	$12.80	$4.64
District 4	$12.35	$3.42
District 5	$ 9.42	$1.96
District 6	$12.23	$4.21
District 7	$10.25	$3.60
District 8	$11.57	$6.26
District 9	$11.26	$4.11
District 10	$10.17	$1.45

Occupations Include:
Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

PHYSICIAN ASSISTANTS

	Wage	Benefit
District 1	$41.92	$ 9.58
District 2	$39.47	$ 8.97
District 3	$46.49	$10.66
District 4	$42.57	$ 9.18
District 5	$44.19	$10.26
District 6	$40.38	$ 9.75
District 7	$41.44	$ 8.21
District 8	$41.17	$ 8.98
District 9	$43.11	$ 9.10
District 10	$41.29	$ 8.98

REGISTERED NURSES

	Wage	Benefit
District 1	$26.25	$ 6.58
District 2	$28.81	$ 7.11
District 3	$28.00	$ 7.55
District 4	$23.74	$ 4.90
District 5	$23.65	$ 6.00
District 6	$25.60	$ 4.55
District 7	$25.68	$ 3.60
District 8	$29.92	$11.37
District 9	$27.72	$ 7.16
District 10	$26.20	$ 7.79

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK AND MATERIAL HANDLERS

	Wage	Benefit
District 1	$11.29	$2.82
District 2	$11.88	$2.91
District 3	$11.00	$2.66
District 4	$11.32	$2.76
District 5	$15.00	$1.92
District 6	$11.76	$3.27
District 7	$12.55	$3.21
District 8	$13.09	$3.41
District 9	$13.18	$3.54
District 10	$15.78	$3.71

MAIL CARRIERS

	Wage	Benefit
District 1	$13.18	No Rate Established
District 2	$13.18	No Rate Established
District 3	$12.82	No Rate Established
District 4	$13.18	No Rate Established
District 5	$13.18	No Rate Established
District 6	$13.18	No Rate Established
District 7	$13.18	No Rate Established
District 8	$13.18	No Rate Established
District 9	$13.18	No Rate Established
District 10	$13.18	No Rate Established

MAIL SORTERS AND PROCESSORS

	Wage	Benefit
District 1	$11.06	$5.70
District 2	$10.85	$5.63
District 3	$11.03	$4.84
District 4	$10.89	$5.50
District 5	$10.71	$5.70
District 6	$10.66	$5.63
District 7	$10.85	$5.63
District 8	$10.81	$5.73
District 9	$11.02	$5.40
District 10	$10.85	$5.63

FOOD SERVICE AND COOKING

COOKS, (Institution and Cafeteria)

	Wage	Benefit
District 1	$12.90	$4.72
District 2	$11.32	$3.53
District 3	$11.52	$4.36
District 4	$10.72	$4.36
District 5	$11.39	$4.14
District 6	$13.41	$4.72
District 7	$10.56	$4.27
District 8	$12.02	$5.17
District 9	$12.01	$3.87
District 10	$11.50	$5.55

COUNTER ATTENDANTS

	Wage	Benefit
District 1	$11.37	$2.42
District 2	$10.43	$2.42
District 3	$ 8.92	$2.31
District 4	$10.97	$3.70
District 5	$ 9.95	$2.35
District 6	$ 8.00	$2.24
District 7	$ 8.34	$2.49
District 8	$ 8.53	$2.49
District 9	$ 9.95	$2.63
District 10	$ 9.95	$2.49

DINING ROOM ATTENDANTS

	Wage	Benefit
District 1	$7.68	$3.50
District 2	$9.93	$3.50
District 3	$9.53	$3.50
District 4	$7.65	$3.94
District 5	$8.75	$3.50
District 6	$8.92	$3.50
District 7	$8.74	$3.50
District 8	$8.77	$3.50
District 9	$9.00	$3.94
District 10	$8.77	$3.50

FOOD PREPARATION WORKERS

	Wage	Benefit
District 1	$ 9.82	$3.29
District 2	$10.75	$2.69
District 3	$ 9.39	$3.08
District 4	$ 9.41	$3.59
District 5	$ 9.67	$2.46
District 6	$11.35	$3.75
District 7	$ 9.72	$3.37
District 8	$10.24	$4.85
District 9	$10.40	$3.30
District 10	$10.26	$3.64

M0T0R VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE MECHANICS

	Wage	Benefit
District 1	$17.22	$5.39
District 2	$18.97	$3.40
District 3	$18.10	$4.90
District 4	$16.15	$4.39
District 5	$15.97	$4.46
District 6	$20.32	$4.32
District 7	$18.92	$5.25
District 8	$19.63	$6.19
District 9	$24.18	$6.42
District 10	$24.43	$3.26

BUS AND TRUCK MECHANICS, (Diesel Engine)

	Wage	Benefit
District 1	$18.44	$5.58
District 2	$18.80	$5.11
District 3	$19.07	$4.93
District 4	$18.33	$6.80
District 5	$21.50	$6.21
District 6	$17.36	$5.20
District 7	$19.03	$6.27
District 8	$21.43	$4.67
District 9	$18.78	$6.49
District 10	$20.79	$5.15

CONSTRUCTION EQUIPMENT MECHANICS

	Wage	Benefit
District 1	$18.55	$6.81
District 2	$19.59	$6.95
District 3	$20.28	$5.82
District 4	$17.85	$6.75
District 5	$18.92	$6.36
District 6	$21.66	$4.46
District 7	$19.10	$5.98
District 8	$21.94	$4.81
District 9	$18.41	$6.63
District 10	$19.29	$6.31

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE SERVICE TECHNICIANS

	Wage	Benefit
District 1	$20.00	$3.00
District 2	$19.71	$2.33
District 3	$19.50	$2.00
District 4	$20.00	$3.00
District 5	$18.38	$2.09
District 6	$15.00	$1.00
District 7	$18.38	$2.09
District 8	$19.50	$2.00
District 9	$20.00	$3.00
District 10	$19.71	$2.33

COMPUTER, AUTOMATED TELLER AND OFFICE MACHINE REPAIRERS

	Wage	Benefit
District 1	$15.62	$4.24
District 2	$13.89	$3.00
District 3	$16.28	$3.51
District 4	$16.54	$4.37
District 5	$19.00	$5.34
District 6	$16.54	$4.37
District 7	$18.96	$4.37
District 8	$16.54	$4.37
District 9	$16.54	$4.37
District 10	$16.54	$4.37

RADIO ENGINEER TECHNICIANS

No Rate Established