

**MONTANA  
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2011**

**Effective: January 27, 2011**

**Brian Schweitzer, Governor  
State of Montana**

**Keith Kelly, 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](http://www.mtwagehourbopa.com) or contact them at:

Employment Relations Division  
Montana Department of Labor and Industry  
P. O. Box 201503  
Helena, MT 59620-1503  
Phone 406-444-5600  
TDD 406-444-5549

**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, 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 18-2-401, et seq., Montana Code Annotated. 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](http://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](http://www.mtwagehourbopa.com) or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

KEITH KELLY  
Commissioner  
Department of Labor and Industry  
State of Montana

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## **A. Date of Publication January 27, 2011**

### **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**

Montana Code Annotated (18-2-401 (11)(a)) 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](http://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, Montana Code Annotated 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 of the Montana Code Annotated 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.”

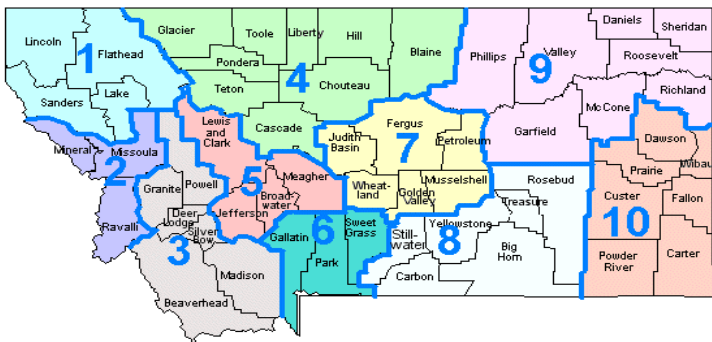
Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

## 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 means 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), Montana Code Annotated 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, Montana Code Annotated 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, Montana Code Annotated 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, (School)  
BUS DRIVERS  
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:**

#### **BOILER OPERATORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.03	\$6.77
District 2	\$15.26	\$4.14
District 3	\$16.58	\$6.08
District 4	\$13.95	\$6.95
District 5	\$14.76	\$6.69
District 6	\$16.94	\$6.49
District 7	\$15.20	\$6.79
District 8	\$22.08	\$6.55
District 9	\$15.57	\$3.46
District 10	\$17.46	\$4.74

#### **BUILDING INSPECTORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.92	\$7.83
District 2	\$19.51	\$7.47
District 3	\$20.56	\$6.41
District 4	\$20.43	\$7.15
District 5	\$20.03	\$7.00
District 6	\$20.37	\$4.81
District 7	\$19.98	\$5.87
District 8	\$19.94	\$6.74
District 9	\$18.70	\$6.74
District 10	\$19.94	\$6.74

#### **DITCH RIDERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.97	\$3.39
District 2	\$15.39	\$4.37
District 3	\$15.69	\$3.81
District 4	\$11.88	\$2.23
District 5	\$13.64	\$2.97
District 6	\$13.00	\$3.39
District 7	\$11.96	\$2.63
District 8	\$ 9.00	\$2.80
District 9	\$10.74	\$2.70
District 10	\$ 9.00	\$2.80



## ELEVATOR REPAIRERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$44.14	\$24.98
District 2	\$44.14	\$24.98
District 3	\$44.14	\$24.98
District 4	\$44.14	\$24.98
District 5	\$44.14	\$24.98
District 6	\$44.14	\$24.98
District 7	\$44.14	\$24.98
District 8	\$44.14	\$24.98
District 9	\$44.14	\$24.98
District 10	\$44.14	\$24.98

### **Travel:**

#### **All Districts**

- 0-15 mi. free zone
- >15-25 mi. \$35.27/day
- >25-35 mi. \$70.54/day
- >35 mi. \$72.55/day + \$0.66/mi.

## HIGHWAY MAINTENANCE WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.38	\$8.07
District 2	\$19.07	\$6.10
District 3	\$18.37	\$5.27
District 4	\$17.43	\$5.71
District 5	\$18.86	\$5.83
District 6	\$18.36	\$5.49
District 7	\$17.78	\$5.67
District 8	\$17.08	\$5.12
District 9	\$17.06	\$5.36
District 10	\$18.95	\$3.83

### **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

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.12	\$4.36
District 2	\$10.52	\$4.03
District 3	\$12.20	\$3.55
District 4	\$13.02	\$5.42
District 5	\$11.99	\$3.72
District 6	\$13.17	\$4.71
District 7	\$11.64	\$3.94
District 8	\$11.47	\$3.14
District 9	\$11.39	\$3.54
District 10	\$12.42	\$4.21

### **Duties Include:**

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

## STREET CLEANERS AND SWEEPERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.57	\$7.84
District 2	\$18.79	\$7.78
District 3	\$19.09	\$6.89
District 4	\$18.42	\$7.62
District 5	\$20.89	\$9.00
District 6	\$19.99	\$7.69
District 7	\$18.87	\$7.95
District 8	\$19.31	\$7.66
District 9	\$18.45	\$8.93
District 10	\$18.79	\$7.78

## GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

### CEMETERY WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.34	\$3.64
District 2	\$10.92	\$1.84
District 3	\$ 9.46	\$1.84
District 4	\$11.68	\$4.70
District 5	\$11.61	\$3.56
District 6	\$11.27	\$2.95
District 7	\$12.08	\$3.99
District 8	\$10.00	\$3.18
District 9	\$12.37	\$3.60
District 10	\$12.38	\$2.82

## FOREST FUELS MITIGATION SAWYERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.07	\$3.35
District 2	\$13.07	\$3.35
District 3	\$13.07	\$3.35
District 4	\$13.07	\$3.35
District 5	\$13.07	\$3.35
District 6	\$13.07	\$3.35
District 7	\$13.07	\$3.35
District 8	\$13.07	\$3.35
District 9	\$13.07	\$3.35
District 10	\$13.07	\$3.35

## FOREST FUELS MITIGATION THINNERS AND EQUIPMENT OPERATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.07	\$3.35
District 2	\$13.07	\$3.35
District 3	\$13.07	\$3.35
District 4	\$13.07	\$3.35
District 5	\$10.00	\$3.35
District 6	\$10.00	\$3.35
District 7	\$10.00	\$3.35
District 8	\$13.07	\$3.35
District 9	\$13.07	\$3.35
District 10	\$13.07	\$3.35

## LANDSCAPING AND GROUNDSKEEPING WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.65	\$5.54
District 2	\$14.19	\$5.19
District 3	\$12.65	\$4.80
District 4	\$13.16	\$4.42
District 5	\$11.78	\$4.18
District 6	\$15.97	\$4.81
District 7	\$12.96	\$4.30
District 8	\$13.48	\$3.47
District 9	\$13.28	\$4.25
District 10	\$13.73	\$3.69

## PEST CONTROL WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.01	No Rate Established
District 2	\$13.01	No Rate Established
District 3	\$13.01	No Rate Established
District 4	\$13.01	No Rate Established
District 5	\$13.01	No Rate Established
District 6	\$13.01	No Rate Established
District 7	\$13.01	No Rate Established
District 8	\$12.45	No Rate Established
District 9	\$12.45	No Rate Established
District 10	\$12.45	No Rate Established

## PESTICIDE HANDLERS, SPRAYERS AND APPLICATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.80	\$4.73
District 2	\$10.00	\$4.22
District 3	\$12.20	\$4.22
District 4	\$11.55	\$6.60
District 5	\$12.43	\$4.73
District 6	\$12.65	\$4.22
District 7	\$11.92	\$6.60
District 8	\$12.30	\$2.44
District 9	\$11.78	\$4.27
District 10	\$11.86	\$2.02

## TIMBER MARKERS

No Rate Established

## TREE PLANTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.65	\$3.35*
District 2	\$13.65	\$3.35*
District 3	\$13.65	\$3.35*
District 4	\$13.65	\$3.35*
District 5	\$13.65	\$3.35*
District 6	\$13.65	\$3.35*
District 7	\$13.65	\$3.35*
District 8	\$13.65	\$3.35*
District 9	\$13.65	\$3.35*
District 10	\$13.65	\$3.35*

\*Corrected 05/13/2011

**TREE TRIMMERS AND PRUNERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.12	\$9.48
District 2	\$22.62	\$7.60
District 3	\$22.62	\$7.60
District 4	\$22.62	\$7.60
District 5	\$22.62	\$7.60
District 6	\$22.62	\$7.60
District 7	\$22.62	\$7.60
District 8	\$22.62	\$7.60
District 9	\$22.62	\$7.60
District 10	\$22.62	\$7.60

**Travel:**

**All Districts**

- 0-25 mi. - free zone
- >25-50 mi. - \$20.00/day
- >50 mi. - \$60.00/day

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

**BASIN OPERATORS**

**No Rate Established**

**HAZARDOUS MATERIALS REMOVAL WORKERS**

**No Rate Established**

**METER READERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.98	\$ 6.95
District 2	\$15.37	\$ 6.32
District 3	\$16.33	\$ 5.35
District 4	\$15.50	\$10.21
District 5	\$15.99	\$ 7.05
District 6	\$16.73	\$ 6.05
District 7	\$15.30	\$ 6.49
District 8	\$18.01	\$ 6.44
District 9	\$12.70	\$ 7.11
District 10	\$14.88	\$ 6.44

## **PUMP STATION OPERATORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.29	No Rate Established
District 2	\$15.29	No Rate Established
District 3	\$15.29	No Rate Established
District 4	\$16.22	No Rate Established
District 5	\$15.29	No Rate Established
District 6	\$15.29	No Rate Established
District 7	\$15.39	No Rate Established
District 8	\$14.51	No Rate Established
District 9	\$15.39	No Rate Established
District 10	\$14.51	No Rate Established

## **REFUSE AND RECYCLABLE COLLECTORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.71	\$5.55
District 2	\$15.07	\$6.38
District 3	\$15.07	\$6.38
District 4	\$16.27	\$4.94
District 5	\$17.61	\$4.92
District 6	\$16.68	\$5.81
District 7	\$16.66	\$6.86
District 8	\$16.65	\$7.54
District 9	\$15.14	\$8.18
District 10	\$15.80	\$6.70

## **SANITARY LANDFILL ATTENDANTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.39	\$5.02
District 2	\$11.00	\$6.75
District 3	\$14.87	\$4.82
District 4	\$14.51	\$5.08
District 5	\$15.59	\$3.92
District 6	\$16.37	\$4.30
District 7	\$13.86	\$3.59
District 8	\$11.43	\$3.04
District 9	\$11.43	\$3.04
District 10	\$11.43	\$3.04

### **SANITARY LANDFILL OPERATORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.66	\$9.00
District 2	\$15.66	\$9.00
District 3	\$18.63	\$6.16
District 4	\$18.33	\$6.73
District 5	\$19.67	\$4.74
District 6	\$19.20	\$5.30
District 7	\$19.46	\$5.21
District 8	\$18.86	\$4.99
District 9	\$18.54	\$5.94
District 10	\$18.54	\$5.94

### **SEWAGE DISPOSAL WORKERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.37	\$5.78
District 2	\$16.09	\$5.11
District 3	\$16.37	\$5.78
District 4	\$16.64	\$5.99
District 5	\$16.53	\$5.11
District 6	\$14.93	\$4.77
District 7	\$15.34	\$4.78
District 8	\$14.45	\$5.15
District 9	\$14.83	\$4.67
District 10	\$14.83	\$4.67

### **SEWER PIPE CLEANERS AND REPAIRERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.85	\$ 8.06
District 2	\$19.69	\$ 7.98
District 3	\$19.69	\$ 7.98
District 4	\$19.36	\$ 8.47
District 5	\$19.69	\$ 7.98
District 6	\$16.35	\$10.34
District 7	\$16.25	\$10.91
District 8	\$16.16	\$11.00
District 9	\$16.25	\$10.91
District 10	\$16.16	\$11.00

## WASTEWATER TREATMENT PLANT ATTENDANTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.56	No Rate Established
District 2	\$19.56	No Rate Established
District 3	\$19.56	No Rate Established
District 4	\$19.56	No Rate Established
District 5	\$19.56	No Rate Established
District 6	\$19.56	No Rate Established
District 7	\$19.56	No Rate Established
District 8	\$19.56	No Rate Established
District 9	\$19.56	No Rate Established
District 10	\$19.56	No Rate Established

## WASTEWATER TREATMENT PLANT OPERATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$23.27	\$8.04
District 2	\$21.49	\$7.66
District 3	\$21.29	\$6.47
District 4	\$17.32	\$5.07
District 5	\$21.05	\$4.81
District 6	\$26.34	\$2.81
District 7	\$19.60	\$5.11
District 8	\$20.43	\$5.50
District 9	\$18.28	\$5.99
District 10	\$19.12	\$6.90

## WATER TREATMENT PLANT OPERATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.97	\$7.10
District 2	\$17.98	\$6.37
District 3	\$18.39	\$5.23
District 4	\$16.34	\$6.96
District 5	\$19.10	\$4.13
District 6	\$17.02	\$5.20
District 7	\$16.87	\$5.87
District 8	\$15.82	\$6.30
District 9	\$16.88	\$6.32
District 10	\$15.93	\$5.47



## LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

### ANIMAL CONTROL OFFICERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.95	\$6.14
District 2	\$15.95	\$6.40
District 3	\$16.67	\$5.52
District 4	\$16.82	\$6.13
District 5	\$16.14	\$6.04
District 6	\$15.90	\$6.18
District 7	\$16.23	\$6.49
District 8	\$15.95	\$6.40
District 9	\$15.00	\$7.43
District 10	\$15.95	\$6.40

### BAILIFFS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.69	No Rate Established
District 2	\$14.69	No Rate Established
District 3	\$14.69	No Rate Established
District 4	\$14.69	No Rate Established
District 5	\$15.38	No Rate Established
District 6	\$14.69	No Rate Established
District 7	\$14.69	No Rate Established
District 8	\$14.69	No Rate Established
District 9	\$14.69	No Rate Established
District 10	\$14.69	No Rate Established

### CORRECTION AND DETENTION OFFICERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.81	\$3.42
District 2	\$15.40	\$3.46
District 3	\$15.40	\$3.46
District 4	\$16.92	\$3.16
District 5	\$16.05	\$3.05
District 6	\$18.57	\$5.57
District 7	\$16.73	\$3.97
District 8	\$15.29	\$3.36
District 9	\$15.95	\$3.52
District 10	\$15.14	\$3.71

## DISPATCHERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.43	\$5.88
District 2	\$13.92	\$5.18
District 3	\$12.57	\$4.67
District 4	\$15.19	\$7.32
District 5	\$15.38	\$3.83
District 6	\$14.17	\$4.71
District 7	\$14.97	\$5.78
District 8	\$13.68	\$6.29
District 9	\$14.89	\$6.46
District 10	\$16.40	\$3.13

## PARKING ENFORCEMENT OFFICERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.30	\$3.81
District 2	\$14.30	\$3.81
District 3	\$14.30	\$3.81
District 4	\$14.30	\$3.81
District 5	\$14.30	\$3.81
District 6	\$14.30	\$3.81
District 7	\$14.30	\$3.81
District 8	\$14.30	\$3.81
District 9	\$14.30	\$3.81
District 10	\$14.30	\$3.81

## PROBATION OFFICERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.21	\$4.23
District 2	\$20.45	\$4.50
District 3	\$20.15	\$4.43
District 4	\$19.82	\$4.36
District 5	\$19.62	\$4.32
District 6	\$20.23	\$4.45
District 7	\$20.01	\$4.40
District 8	\$20.68	\$4.55
District 9	\$20.13	\$4.43
District 10	\$20.18	\$4.44

**SECURITY GUARDS, (Armed)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.19	\$2.41
District 2	\$13.63	\$3.63
District 3	\$12.80	\$4.50
District 4	\$14.05	\$2.41
District 5	\$13.66	\$4.50
District 6	\$12.80	\$4.50
District 7	\$13.66	\$4.50
District 8	\$13.66	\$4.50
District 9	\$13.66	\$4.50
District 10	\$13.66	\$4.50

**SECURITY GUARDS, (Unarmed)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$10.85	\$1.51
District 2	\$11.31	\$5.21
District 3	\$11.77	\$5.59
District 4	\$11.19	\$2.24
District 5	\$11.77	\$6.03
District 6	\$13.63	\$9.73
District 7	\$11.66	\$9.73
District 8	\$10.41	\$9.73
District 9	\$10.83	\$6.03
District 10	\$10.41	\$6.03

**FIRE PROTECTION****FIRE MARSHALLS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$23.90	\$6.94
District 2	\$23.23	\$7.09
District 3	\$23.23	\$7.09
District 4	\$23.23	\$7.09
District 5	\$23.90	\$6.94
District 6	\$23.23	\$7.09
District 7	\$23.23	\$7.09
District 8	\$23.23	\$7.09
District 9	\$23.23	\$7.09
District 10	\$23.23	\$7.09

**FIREFIGHTERS, (Wildlands)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.84	\$10.92
District 2	\$14.08	\$ 9.73
District 3	\$13.59	\$ 9.73
District 4	\$23.24	\$11.90
District 5	\$18.33	\$10.68
District 6	\$11.41	\$ 9.73
District 7	\$19.54	\$11.34
District 8	\$16.57	\$11.56
District 9	\$21.79	\$11.84
District 10	\$16.57	\$11.56

**PUBLIC OR SCHOOL TRANSPORTATION DRIVING****BUS DRIVERS, (School)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.65	\$3.71
District 2	\$15.74	\$2.88
District 3	\$16.12	\$4.34
District 4	\$11.45	\$3.61
District 5	\$12.48	\$4.43
District 6	\$17.26	\$4.84
District 7	\$13.15	\$3.97
District 8	\$15.35	\$3.40
District 9	\$10.02	\$4.42
District 10	\$13.74	\$3.71

**BUS DRIVERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.34	\$5.65
District 2	\$13.34	\$5.65
District 3	\$12.57	\$4.36
District 4	\$15.01	\$6.32
District 5	\$13.80	\$3.98
District 6	\$12.14	\$4.29
District 7	\$12.14	\$5.44
District 8	\$12.14	\$4.00
District 9	\$14.00	\$6.21
District 10	\$13.45	\$4.00

### TRUCK DRIVERS, (Light or Delivery)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.29	\$3.92
District 2	\$14.04	\$2.51
District 3	\$16.42	\$4.01
District 4	\$15.52	\$6.79
District 5	\$13.48	\$4.86
District 6	\$16.66	\$3.41
District 7	\$16.32	\$5.33
District 8	\$15.45	\$4.06
District 9	\$17.89	\$6.79
District 10	\$15.45	\$4.06

### VAN DRIVERS, (Shuttle)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.10	\$2.00
District 2	\$12.30	\$2.05
District 3	\$10.00	\$2.05
District 4	\$12.00	\$2.69
District 5	\$10.00	\$2.69
District 6	\$10.00	\$2.05
District 7	\$10.00	\$2.69
District 8	\$10.00	\$2.05
District 9	\$12.00	\$2.69
District 10	\$10.99	\$2.05

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

### ADVANCED PRACTICE NURSES

	<b>Wage</b>	<b>Benefit</b>
District 1	\$40.12	\$ 5.93
District 2	\$50.69	\$11.30
District 3	\$39.57	\$ 6.43
District 4	\$60.85	\$ 4.94
District 5	\$60.00	\$12.00
District 6	\$38.04	\$ 8.78
District 7	\$51.23	\$ 8.47
District 8	\$42.54	\$ 8.17
District 9	\$56.32	\$ 6.26
District 10	\$51.78	\$ 7.58

#### Occupations Include:

Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists, and Nurse Midwives.

## EMERGENCY MEDICAL TECHNICIANS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.00	\$7.05
District 2	\$13.04	\$5.31
District 3	\$11.41	\$9.73
District 4	\$13.92	\$9.73
District 5	\$15.05	\$9.73
District 6	\$11.41	\$9.73
District 7	\$12.75	\$9.73
District 8	\$12.06	\$9.73
District 9	\$11.16	\$4.02
District 10	\$11.78	\$3.88

## HOME HEALTH AIDES

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.58	\$3.60
District 2	\$11.33	\$2.49
District 3	\$11.58	\$3.49
District 4	\$11.45	\$3.31
District 5	\$11.51	\$3.49
District 6	\$12.75	\$5.10
District 7	\$10.93	\$4.05
District 8	\$ 9.22	\$4.15
District 9	\$12.10	\$3.17
District 10	\$11.95	\$3.17

## LICENSED PRACTICAL NURSES

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.40	\$3.21
District 2	\$17.30	\$5.04
District 3	\$17.07	\$3.55
District 4	\$17.52	\$4.46
District 5	\$15.79	\$4.12
District 6	\$17.34	\$6.38
District 7	\$16.87	\$4.36
District 8	\$16.91	\$3.91
District 9	\$17.61	\$3.36
District 10	\$17.18	\$3.22

## MEDICAL LABORATORY TECHNICIANS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.11	\$3.80
District 2	\$13.11	\$4.23
District 3	\$13.11	\$3.80
District 4	\$13.11	\$3.84
District 5	\$13.11	\$3.80
District 6	\$20.67	\$3.05
District 7	\$20.49	\$3.32
District 8	\$17.32	\$4.91
District 9	\$17.32	\$4.91
District 10	\$17.32	\$4.91

## MEDICAL LABORATORY TECHNOLOGISTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.15	\$8.14
District 2	\$33.72	\$8.25
District 3	\$13.82	\$7.39
District 4	\$23.72	\$5.02
District 5	\$25.76	\$5.71
District 6	\$25.12	\$5.87
District 7	\$25.68	\$5.41
District 8	\$24.77	\$5.02
District 9	\$24.68	\$4.32
District 10	\$25.35	\$4.72

## NURSES, (Community Health)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$22.12	\$6.11
District 2	\$22.26	\$5.75
District 3	\$22.05	\$6.42
District 4	\$23.27	\$6.24
District 5	\$22.48	\$6.34
District 6	\$21.99	\$6.59
District 7	\$22.79	\$6.15
District 8	\$22.37	\$5.78
District 9	\$26.00	\$6.35
District 10	\$26.00	\$6.35

## **NURSES, (Office)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.97	\$ 3.46
District 2	\$19.69	\$ 8.40
District 3	\$18.73	\$ 4.61
District 4	\$19.42	\$ 3.40
District 5	\$15.00	\$ 3.00
District 6	\$19.09	\$ 6.70
District 7	\$19.01	\$ 5.24
District 8	\$24.63	\$13.05
District 9	\$17.74	\$ 4.34
District 10	\$19.61	\$ 6.90

## **NURSING AIDES, ORDERLIES AND ATTENDANTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.35	\$2.86
District 2	\$11.18	\$2.75
District 3	\$10.42	\$3.33
District 4	\$10.16	\$3.82
District 5	\$ 9.95	\$2.95
District 6	\$12.40	\$3.74
District 7	\$10.82	\$3.23
District 8	\$11.13	\$1.84
District 9	\$10.58	\$1.62
District 10	\$12.04	\$2.88

### **Occupations Include:**

Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

## **PHYSICIAN ASSISTANTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$40.12	\$ 5.00
District 2	\$40.12	\$ 6.61
District 3	\$38.03	\$ 5.95
District 4	\$40.12	\$ 8.47
District 5	\$38.76	\$ 7.66
District 6	\$31.84	\$ 7.43
District 7	\$39.17	\$ 9.10
District 8	\$38.33	\$ 9.43
District 9	\$46.49	\$10.48
District 10	\$41.62	\$ 8.57



## REGISTERED NURSES

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.60	\$5.38
District 2	\$26.84	\$6.93
District 3	\$23.82	\$4.10
District 4	\$24.07	\$4.47
District 5	\$22.69	\$5.20
District 6	\$25.26	\$8.53
District 7	\$21.12	\$2.03
District 8	\$27.41	\$6.69
District 9	\$25.58	\$4.57
District 10	\$18.70	\$5.02

## MATERIAL AND MAIL HANDLING

### FREIGHT, STOCK AND MATERIAL HANDLERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.16	\$5.39
District 2	\$12.26	\$4.54
District 3	\$12.10	\$2.85
District 4	\$11.52	\$6.50
District 5	\$11.78	\$4.58
District 6	\$12.03	\$2.87
District 7	\$10.70	\$4.75
District 8	\$ 8.49	\$4.72
District 9	\$12.07	\$5.90
District 10	\$ 9.45	\$4.72

### MAIL CARRIERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.21	\$6.78
District 2	\$14.43	\$6.78
District 3	\$14.43	\$6.78
District 4	\$15.52	\$6.78
District 5	\$15.21	\$6.78
District 6	\$14.43	\$6.78
District 7	\$14.59	\$6.78
District 8	\$14.43	\$6.78
District 9	\$14.59	\$6.78
District 10	\$14.43	\$6.78

## MAIL SORTERS AND PROCESSORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.50	\$3.07
District 2	\$11.80	\$2.99
District 3	\$12.84	\$3.18
District 4	\$11.80	\$2.99
District 5	\$11.37	\$2.27
District 6	\$12.08	\$2.50
District 7	\$12.00	\$2.29
District 8	\$11.80	\$2.99
District 9	\$11.80	\$2.99
District 10	\$11.80	\$2.99

## FOOD SERVICE AND COOKING

### COOKS, (Institution and Cafeteria)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.65	\$4.45
District 2	\$11.81	\$3.72
District 3	\$10.12	\$3.42
District 4	\$11.73	\$4.00
District 5	\$10.01	\$3.54
District 6	\$13.60	\$3.86
District 7	\$10.18	\$3.54
District 8	\$10.95	\$2.95
District 9	\$10.68	\$3.25
District 10	\$10.44	\$3.13

### COUNTER ATTENDANTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$ 8.79	\$1.69
District 2	\$ 8.00	\$2.27
District 3	\$10.95	\$3.95
District 4	\$ 8.86	\$1.41
District 5	\$ 9.75	\$2.25
District 6	\$11.14	\$3.72
District 7	\$ 9.72	\$2.25
District 8	\$ 9.26	\$3.72
District 9	\$ 9.06	\$1.47
District 10	\$ 9.91	\$2.26

## DINING ROOM ATTENDANTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$10.05	\$3.09
District 2	\$ 9.39	\$1.38
District 3	\$ 9.09	\$1.88
District 4	\$11.24	\$4.36
District 5	\$ 8.60	\$2.43
District 6	\$ 9.83	\$2.34
District 7	\$10.09	\$3.09
District 8	\$11.18	\$2.19
District 9	\$ 8.71	\$2.05
District 10	\$ 9.96	\$2.16

## FOOD PREPARATION WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$10.59	\$3.47
District 2	\$ 9.27	\$3.97
District 3	\$11.89	\$3.32
District 4	\$ 9.34	\$2.20
District 5	\$ 8.05	\$3.22
District 6	\$10.37	\$3.59
District 7	\$10.02	\$2.89
District 8	\$10.20	\$3.37
District 9	\$13.01	\$4.74
District 10	\$ 9.05	\$2.25

## MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

### AUTOMOTIVE MECHANICS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.23	\$3.76
District 2	\$17.96	\$2.98
District 3	\$20.18	\$3.32
District 4	\$16.41	\$3.94
District 5	\$17.89	\$4.85
District 6	\$19.20	\$2.98
District 7	\$17.41	\$3.48
District 8	\$16.46	\$2.93
District 9	\$17.83	\$3.00
District 10	\$14.23	\$3.57

## **BUS AND TRUCK MECHANICS, (Diesel Engine)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.49	\$6.84
District 2	\$19.42	\$5.78
District 3	\$19.42	\$5.06
District 4	\$17.49	\$7.44
District 5	\$20.80	\$4.74
District 6	\$18.17	\$5.94
District 7	\$17.80	\$6.36
District 8	\$17.15	\$6.15
District 9	\$17.66	\$6.51
District 10	\$17.91	\$5.16

## **CONSTRUCTION EQUIPMENT MECHANICS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.18	\$6.37
District 2	\$18.18	\$6.37
District 3	\$20.10	\$6.49
District 4	\$18.18	\$6.37
District 5	\$20.80	\$4.74
District 6	\$20.82	\$6.25
District 7	\$20.62	\$5.56
District 8	\$20.19	\$6.05
District 9	\$18.18	\$6.37
District 10	\$18.18	\$6.37

## **APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING**

### **APPLIANCE SERVICE TECHNICIANS**

**No Rate Established**

### **COMPUTER, AUTOMATED TELLER AND OFFICE MACHINE REPAIRERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.07	\$4.41
District 2	\$15.37	\$4.49
District 3	\$18.61	\$4.49
District 4	\$14.79	\$4.39
District 5	\$15.19	\$4.42
District 6	\$17.07	\$4.49
District 7	\$15.15	\$4.48
District 8	\$15.74	\$4.49
District 9	\$14.90	\$4.39
District 10	\$15.37	\$4.49

### **RADIO ENGINEER TECHNICIANS**

**No Rate Established**