

**MONTANA  
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2015**

**Effective: January 2, 2015**

**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](http://www.mtwagehourbopa.com) or contact:

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Helena, MT 59620-1503  
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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 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, zone pay 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.

PAM BUCY  
Commissioner  
Department of Labor and Industry  
State of Montana

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#### A. Date of Publication

The rate schedule was published with the Secretary of State on December 24, 2014. It is for use in bid solicitations first made on or after January 2, 2015.

#### B. Definition of Nonconstruction Services Occupations

Section 18-2-401(9)(a)-(9)(l), MCA 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](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, 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.*

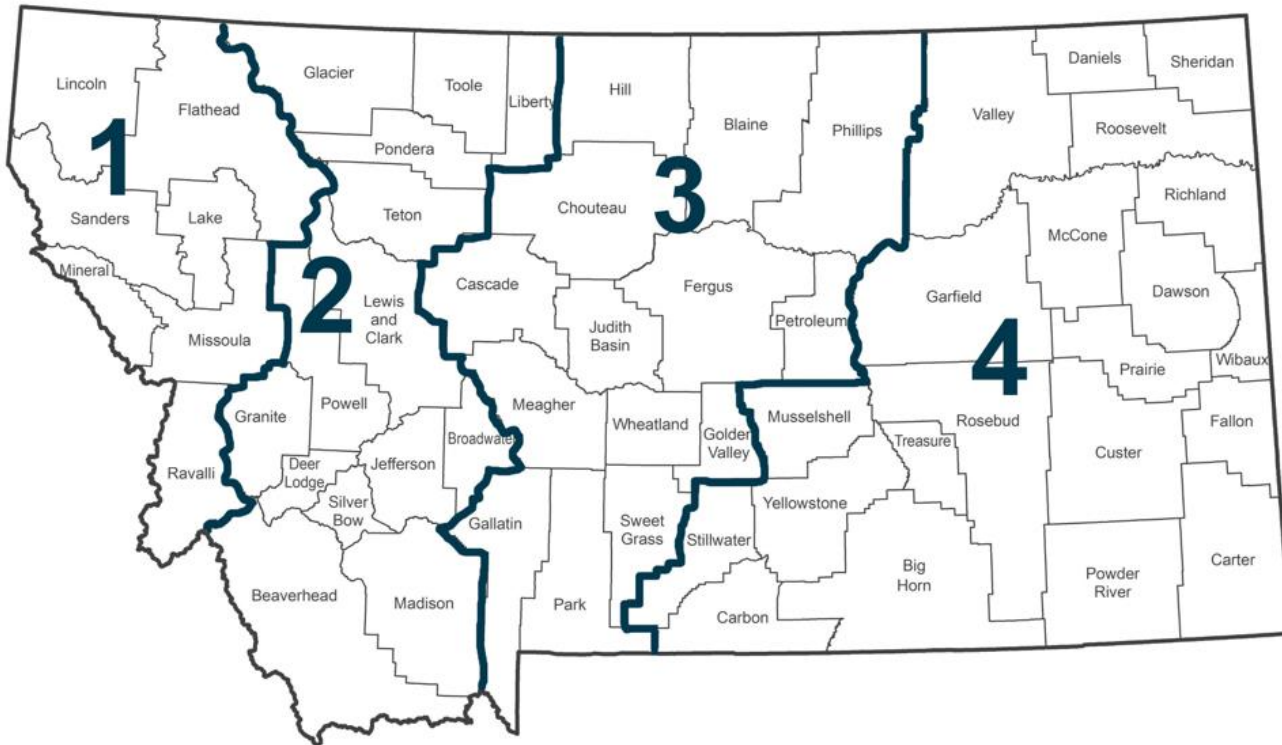
*(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement 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. Prevailing Wage Districts

Montana counties are aggregated into 4 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:

### Montana Prevailing Wage Districts



## I. Dispatch City

Dispatch City is the courthouse in the city from the following list which is closest to the center of the job: Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, and Missoula.

## J. Zone Pay

Zone pay is not travel pay. It is an amount added to the base pay, the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay shall be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job.

## K. Computing Travel Benefits

Travel pay, also referred to as travel allowance, shall be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer, to the center of the job.

## L. Per Diem

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

**M. 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 journey level prevailing wage rate when working on a public works contract.

**N. 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.*”

**O. 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.

**P. Nonconstruction Services Occupations**

**MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES**

- BASIN OPERATORS
- 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/HERBICIDE HANDLERS, SPRAYERS AND APPLICATORS
- TIMBER MARKERS
- TREE PLANTERS
- TREE TRIMMERS AND PRUNERS

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

- 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 EXTINGUISHER REPAIRERS  
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

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.97	\$8.28
District 2	\$18.52	\$7.97
District 3	\$18.14	\$6.61
District 4	\$20.06	\$6.22

### BUILDING INSPECTORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.28	\$8.49
District 2	\$25.76	\$7.75
District 3	\$24.76	\$7.75
District 4	\$24.76	\$7.75

### DITCH RIDERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.39	No Rate Established
District 2	\$13.39	No Rate Established
District 3	\$13.80	No Rate Established
District 4	\$13.39	No Rate Established

### ELEVATOR REPAIRERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$47.76	\$32.38
District 2	\$47.76	\$32.38
District 3	\$47.76	\$32.38
District 4	\$47.76	\$32.38

### Travel:

#### All Districts

0-15 mi. free zone

>15-25 mi. \$38.28/day

>25-35 mi. \$76.56/day

>35 mi. \$72.55/day or cost of receipts for hotel and meals, whichever is greater.

## HIGHWAY MAINTENANCE WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.04	\$6.75
District 2	\$19.06	\$6.59
District 3	\$18.26	\$6.60
District 4	\$18.93	\$6.63

### **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	\$12.16	\$5.44
District 2	\$11.45	\$4.43
District 3	\$12.47	\$5.10
District 4	\$11.35	\$2.78

### **Duties Include:**

Heavy cleaning, routine maintenance, and tending boiler or furnace.

## STREET CLEANERS AND SWEEPERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.04	\$6.75
District 2	\$19.06	\$6.59
District 3	\$18.26	\$6.60
District 4	\$18.93	\$6.63

## GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

### CEMETERY WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.88	\$5.46
District 2	\$10.30	\$4.66
District 3	\$12.63	\$5.80
District 4	\$14.95	\$5.46

## FOREST FUELS MITIGATION SAWYERS

**No Rate Established**



## FOREST FUELS MITIGATION THINNERS AND EQUIPMENT OPERATORS

No Rate Established

## LANDSCAPING AND GROUNDSKEEPING WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.59	\$6.63
District 2	\$13.34	\$6.66
District 3	\$12.97	\$5.71
District 4	\$13.68	\$4.53

### **Duties Include:**

Shovel snow from walks, driveways, or parking lots and spread salt in those areas.

## PEST CONTROL WORKERS

No Rate Established

## PESTICIDE/HERBICIDE HANDLERS, SPRAYERS AND APPLICATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.92	\$7.38
District 2	\$13.73	\$7.38
District 3	\$13.42	\$7.12
District 4	\$13.61	\$7.38

## TIMBER MARKERS

No Rate Established

## TREE PLANTERS

No Rate Established

## TREE TRIMMERS AND PRUNERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$24.10	\$7.98
District 2	\$24.10	\$7.98
District 3	\$24.10	\$7.98
District 4	\$24.10	\$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**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.27	\$6.42
District 2	\$18.01	\$6.27
District 3	\$19.53	\$5.59
District 4	\$20.61	\$5.86

**PUMP STATION OPERATORS**

**No Rate Established**

**REFUSE AND RECYCLABLE COLLECTORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.61	\$7.95
District 2	\$15.77	\$7.89
District 3	\$17.94	\$7.50
District 4	\$18.62	\$7.92

**SANITARY LANDFILL ATTENDANTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.04	No Rate Established
District 2	\$15.04	No Rate Established
District 3	\$15.04	No Rate Established
District 4	\$15.04	No Rate Established

**SANITARY LANDFILL OPERATORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.71	\$6.91
District 2	\$21.75	\$6.29
District 3	\$20.23	\$6.46
District 4	\$19.95	\$6.71

## SEWAGE DISPOSAL WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.40	No Rate Established
District 2	\$18.40	No Rate Established
District 3	\$18.40	No Rate Established
District 4	\$18.40	No Rate Established

## SEWER PIPE CLEANERS AND REPAIRERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$22.88	\$6.86
District 2	\$21.42	\$8.09
District 3	\$21.38	\$8.45
District 4	\$21.38	\$8.45

## WASTEWATER TREATMENT PLANT ATTENDANTS

No Rate Established

## WASTEWATER TREATMENT PLANT OPERATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.32	\$8.37
District 2	\$19.90	\$6.08
District 3	\$21.93	\$7.49
District 4	\$20.67	\$8.78

## WATER TREATMENT PLANT OPERATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.22	\$7.72
District 2	\$18.69	\$6.73
District 3	\$18.85	\$7.12
District 4	\$21.03	\$8.48

## LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

### ANIMAL CONTROL OFFICERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.36	\$7.23
District 2	\$17.48	\$7.23
District 3	\$18.05	\$7.48
District 4	\$17.46	\$7.23

**BAILIFFS**

**No Rate Established**

**CORRECTION AND DETENTION OFFICERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.78	\$6.65
District 2	\$14.57	\$6.68
District 3	\$14.07	\$6.38
District 4	\$16.21	\$7.74

**DISPATCHERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.18	\$4.06
District 2	\$19.81	\$6.13
District 3	\$14.60	\$7.40
District 4	\$18.14	\$8.61

**PARKING ENFORCEMENT OFFICERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$15.45	\$6.57
District 2	\$15.45	\$6.57
District 3	\$15.94	\$7.27
District 4	\$15.92	\$7.19

**PROBATION OFFICERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.57	\$9.14
District 2	\$21.34	\$9.37
District 3	\$20.25	\$9.03
District 4	\$21.16	\$9.35

**SECURITY GUARDS, (Armed)**

**No Rate Established**

**SECURITY GUARDS, (Unarmed)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.96	\$5.51
District 2	\$10.25	\$5.71
District 3	\$11.31	\$3.63
District 4	\$10.93	\$1.37

**FIRE PROTECTION**

**FIRE EXTINGUISHER REPAIRERS**

**No Rate Established**

**FIRE MARSHALLS**

**No Rate Established**

**FIREFIGHTERS, (Wildlands)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.15	\$3.50
District 2	\$16.11	\$6.08
District 3	\$19.78	\$6.44
District 4	\$19.93	\$6.52

**PUBLIC OR SCHOOL TRANSPORTATION DRIVING**

**BUS DRIVERS, (School)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.19	\$3.46
District 2	\$13.77	\$5.75
District 3	\$18.15	\$4.50
District 4	\$17.54	\$3.40

**BUS DRIVERS, (Transit)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$14.07	\$3.79
District 2	\$13.35	\$3.79
District 3	\$14.77	\$7.44
District 4	\$15.38	\$9.02

**TRUCK DRIVERS, (Light or Delivery)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.73	\$4.68
District 2	\$14.38	\$4.61
District 3	\$14.31	\$4.74
District 4	\$10.00	\$4.77

## **VAN DRIVERS, (Shuttle)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$13.63	No Rates Established
District 2	\$13.63	No Rates Established
District 3	\$13.37	No Rates Established
District 4	\$12.29	No Rates Established

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

### **ADVANCED PRACTICE NURSES**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$44.57	\$6.58
District 2	\$42.69	\$6.31
District 3	\$42.16	\$7.12
District 4	\$46.76	\$8.73

#### **Occupations Include:**

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

### **EMERGENCY MEDICAL TECHNICIANS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$10.00	No Rate Established
District 2	\$10.78	No Rate Established
District 3	\$10.78	No Rate Established
District 4	\$10.78	No Rate Established

### **HOME HEALTH AIDES**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.75	No Rate Established
District 2	\$12.75	No Rate Established
District 3	\$12.75	No Rate Established
District 4	\$12.75	No Rate Established

### **LICENSED PRACTICAL NURSES**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.85	\$4.90
District 2	\$19.55	\$5.04
District 3	\$18.84	\$4.26
District 4	\$19.36	\$3.78

## **MEDICAL LABORATORY TECHNICIANS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.36	\$5.94
District 2	\$19.69	\$5.94
District 3	\$21.07	\$5.94
District 4	\$20.80	\$5.94

## **MEDICAL LABORATORY TECHNOLOGISTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.11	\$8.22
District 2	\$22.00	\$5.04
District 3	\$27.81	\$6.03
District 4	\$27.92	\$6.71

## **NURSES, (Community Health)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$23.51	\$6.35
District 2	\$23.60	\$6.35
District 3	\$24.53	\$6.39
District 4	\$25.11	\$4.41

## **NURSES, (Office)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.83	\$6.45
District 2	\$22.21	\$6.27
District 3	\$21.85	\$6.09
District 4	\$20.47	\$6.22

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

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.14	\$4.42
District 2	\$12.73	\$3.98
District 3	\$13.40	\$5.04
District 4	\$11.78	\$2.49

### **Occupations Include:**

Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

**PHYSICIAN ASSISTANTS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$42.95	\$12.33
District 2	\$46.40	\$10.61
District 3	\$47.75	\$10.44
District 4	\$48.67	\$10.44

**REGISTERED NURSES**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.59	\$8.16
District 2	\$28.82	\$5.50
District 3	\$26.65	\$7.18
District 4	\$27.66	\$5.75

**MATERIAL AND MAIL HANDLING**

**FREIGHT, STOCK AND MATERIAL HANDLERS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.17	\$3.35
District 2	\$13.02	\$3.77
District 3	\$14.11	\$3.88
District 4	\$14.82	\$3.53

**MAIL CARRIERS**

**No Rate Established**

**MAIL SORTERS AND PROCESSORS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.17	No Rate Established
District 2	\$12.17	No Rate Established
District 3	\$12.17	No Rate Established
District 4	\$12.17	No Rate Established

**FOOD SERVICE AND COOKING**

**COOKS, (Institution and Cafeteria)**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$12.77	\$5.64
District 2	\$11.54	\$3.71
District 3	\$13.27	\$5.04
District 4	\$12.03	\$2.96



## COUNTER ATTENDANTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$ 9.43	\$3.55
District 2	\$ 8.86	\$3.81
District 3	\$10.65	\$5.06
District 4	\$ 9.49	\$1.48

## DINING ROOM ATTENDANTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$ 9.43	\$3.86
District 2	\$ 8.86	\$3.81
District 3	\$15.00	\$3.72
District 4	\$ 8.65	\$3.72

## FOOD PREPARATION WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$11.60	\$5.32
District 2	\$10.04	\$5.04
District 3	\$10.51	\$3.54
District 4	\$11.93	\$3.97

## MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

### AUTOMOTIVE MECHANICS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.89	\$4.82
District 2	\$20.11	\$5.00
District 3	\$18.47	\$4.15
District 4	\$18.45	\$8.82

### BUS AND TRUCK MECHANICS, (Diesel Engines)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.21	\$4.37
District 2	\$19.88	\$5.04
District 3	\$19.62	\$5.71
District 4	\$21.00	\$7.94

## **CONSTRUCTION EQUIPMENT MECHANICS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$22.18	\$6.92
District 2	\$21.01	\$6.59
District 3	\$18.35	\$7.73
District 4	\$22.87	\$9.56

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

### **APPLIANCE SERVICE TECHNICIANS**

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.81	\$4.33
District 2	\$17.23	\$4.33
District 3	\$18.36	\$4.28
District 4	\$18.28	\$4.21

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

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.93	\$4.67
District 2	\$15.94	\$4.67
District 3	\$16.86	\$4.67
District 4	\$16.86	\$4.67

## **RADIO ENGINEER TECHNICIANS**

**No Rate Established**