



SERVICES AGREEMENT

THIS AGREEMENT is made and entered into _____, by and between the **CITY OF BILLINGS, MONTANA**, a municipal corporation organized and existing under the laws of the State of Montana, P.O. Box 1178, Billings, Montana 59103, hereinafter referred to as "**CITY**," and **CLEAN EARTH ENVIRONMENTAL SOLUTIONS, INC.** of 6100 Stapleton Drive South, Bldg 408, Unit GHB, Denver, CO 80216, hereinafter referred to as "**CONTRACTOR**."

In consideration of the mutual covenants and agreements herein contained, the receipt and sufficiency whereof being hereby acknowledged, the parties hereto agree as follows:

1. **PURPOSE:** CITY agrees to hire **CONTRACTOR** as an independent contractor to prepare, transport and dispose of household hazardous waste, more accurately described in the Scope of Work attached hereto as Exhibit "A" and by this reference made a part hereof.
2. **EFFECTIVE DATE:** This **AGREEMENT** is effective upon the date of its execution and will remain in effect for one (1) year from the date of execution. The parties may extend this **AGREEMENT**, by mutual concurrence, for two (2) additional one-year terms, in writing prior to the termination of each term.
3. **SCOPE OF WORK:** The **CONTRACTOR** shall perform the services outlined in Exhibit "A". In performing these services, the **CONTRACTOR** shall at all times comply with all federal, state and local statutes, rules and ordinances applicable. These services and all duties incidental or necessary therefor, shall be performed diligently and completely and in accordance with professional standards of conduct and performance.
4. **INCORPORATION BY REFERENCE:** All exhibits and addenda attached hereto, as well as any bid or proposal referenced, are hereby incorporated into this **AGREEMENT** and made a part hereof. If there is any conflict between such exhibits or addenda and the terms of this **AGREEMENT**, the terms of this **AGREEMENT** shall control.
5. **PAYMENT:** CITY agrees to pay **CONTRACTOR** the prices outlined in and for the work described in the Scope of Work in Exhibit "A". Any alteration or deviation from the described work that involves extra costs will be executed only upon written request by the **CITY** to **CONTRACTOR** and will become an extra

charge over and above the contract amount. The parties must agree upon any extra charges in writing.

Except as otherwise specified herein, the **CONTRACTOR** shall invoice the **CITY** monthly for all services rendered pursuant to this **AGREEMENT**. Such invoices shall specify the services provided to the **CITY** during the preceding month and identify the applicable fees and shall be accompanied by reasonable documentation or other reasonable explanations supporting such charges.

Except as otherwise specified herein, the **CITY** shall pay, net of applicable withholding tax, if any, the **CONTRACTOR** for said invoice within thirty (30) days after receipt.

The prices established in this **AGREEMENT** may be extended to other political subdivisions within the State of Montana solely at the **CONTRACTOR'S** discretion.

6. **INDEPENDENT CONTRACTOR STATUS:** The parties agree that **CONTRACTOR** is an independent contractor for purposes of this **AGREEMENT** and may not be considered an employee of the **CITY** for any purpose. **CONTRACTOR** is not subject to the terms and provisions of the **CITY'S** personnel policies handbook and may not be considered a **CITY** employee for workers' compensation or any other purpose. **CONTRACTOR** is not authorized to represent the **CITY** or otherwise bind the **CITY** in any dealings between **CONTRACTOR** and any third parties.

7. **INDEMNITY:**

The **CONTRACTOR** SHALL:

- A. Indemnify, defend and save the **CITY**, its officers, agents and employees harmless from any and all losses, damage and liability occasioned by, growing out of, or in any way arising or resulting from any intentional, reckless or negligent act on the part of **CONTRACTOR** or its officers, agents or employees.
- B. Not indemnify, defend, save and hold the **CITY** harmless from claims, causes of action, lawsuits, damages, judgments, liabilities, and litigation costs and expenses or attorneys' fees, expert fees and costs arising from wrongful, reckless or negligent acts, error or omission solely of the **CITY** occurring during the course of or as a result of the performance of the **AGREEMENT**.
- C. Where claims, lawsuits or liability, including attorneys' fees, expert fees and costs arise from wrongful, reckless or negligent act of both the **CITY**

and **CONTRACTOR, CONTRACTOR** shall indemnify, defend, save, and hold the **CITY** harmless from only that portion of claims, causes of action, lawsuits, damages, judgments, liabilities, and litigation costs and expenses including attorneys' fees, expert fees and costs, which result from **CONTRACTOR'S** wrongful, reckless or negligent acts occurring as a result from **CONTRACTOR'S** performance pursuant to this **AGREEMENT**.

The **CITY** SHALL:

- A. Indemnify, defend and save **CONTRACTOR**, its officers, agents and employees harmless from any and all losses, damage and liability occasioned by, growing out of, or in any way arising or resulting from any intentional or negligent act on the part of **CITY** or its agents or employees.
- B. Not indemnify, defend, save and hold the **CONTRACTOR** harmless from claims, causes of action, lawsuits, damages, judgments, liabilities, and litigation costs and expenses or attorneys' fees and costs arising from wrongful, reckless or negligent acts, error or omission solely of **CONTRACTOR** occurring during the course of or as a result of the performance of the **AGREEMENT**.
- C. Where claims, lawsuits or liability, including attorneys' fees and costs arise from wrongful, reckless or negligent act of both the **CONTRACTOR** and the **CITY**, the **CITY** shall indemnify, defend, save, and hold the **CONTRACTOR** harmless from only that portion of claims, causes of action, lawsuits, damages, judgments, liabilities, and litigation costs and expenses including attorneys' fees and costs, which result from the **CITY'S** or its officers, agents or employee's wrongful, reckless or negligent acts occurring as a result from the **CITY'S** performance pursuant to this **AGREEMENT**.

INSURANCE:

- A. The **CONTRACTOR** shall maintain in good standing the insurance described in this Section. Before rendering any services under this **AGREEMENT**, the **CONTRACTOR** shall furnish the **CITY** with proof of insurance in accordance with this Section.

The **CONTRACTOR** shall provide the following insurance:

- Workers' compensation and employer's liability coverage as required by Montana law.
- Commercial general liability, including contractual liability assumed under an insured agreement and personal injury

coverages in the minimum amount of \$750,000 per claim and \$1,500,000 per occurrence.

- Automobile liability in the minimum amount of \$1,500,000 per accident.

The limits required by this **AGREEMENT** can be met by either providing a primary policy or in combination with umbrella/excess liability policy(ies).

Each policy of insurance required by this Section shall provide for no less than 30 days' advance written notice to the **CITY** prior to cancellation.

The **CITY** shall be listed as an additional insured on all policies except Worker's Compensation Policies.

CONTRACTOR shall comply with the applicable requirements of the Workers' Compensation Act, Title 39, Chapter 71, MCA, and the Occupational Disease Act of Montana, Title 39, Chapter 71, MCA. **CONTRACTOR** shall maintain workers' compensation insurance coverage for all members and employees of **CONTRACTOR's** business, except for those members who are exempted as independent contractors under the provisions of §39-71-401, MCA.

CONTRACTOR shall furnish **CITY** with copies showing one of the following: **(1)** a binder for workers' compensation coverage by an insurer licensed and authorized to provide workers' compensation insurance in the State of Montana; or **(2)** proof of exemption from workers' compensation granted by law for independent contractors.

9. **WARRANTY:** **CONTRACTOR** warrants that all services and work will be performed in a good workman-like manner. **CONTRACTOR** acknowledges that it will be liable for any breach of this warranty for the lesser period of one (1) year from the time services are completed or any warranty described in the Scope of Work in Exhibit "A".
10. **COMPLIANCE WITH LAWS:** **CONTRACTOR** agrees to comply with all federal, state, and local laws, ordinances, rules and regulations. **CONTRACTOR** agrees to purchase a **CITY** business license.
11. **PREVAILING WAGE RATES:** Unless superseded by federal law, Montana law requires that contractors and subcontractors give preference to the employment of Montana residents for any public works contract in excess of \$25,000 for construction or nonconstruction services in accordance with sections 18-2-401 through 18-2-432, MCA, and all administrative rules adopted pursuant thereto. Unless superseded by federal law, each contractor shall ensure that at least 50% of the contractor's workers performing labor on a construction project are bona fide Montana residents. The Commissioner of the Montana Department of Labor

and Industry has established the resident requirements in accordance with sections 18-2-403 and 18-2-409, MCA. Any and all questions concerning prevailing wage and Montana resident issues should be directed to the Montana Department of Labor and Industry.

In addition, unless superseded by federal law, all employees working on a public works contract shall be paid prevailing wage rates in accordance with sections 18-2-401 through 18-2-432, MCA, and all administrative rules adopted pursuant thereto. Montana law requires that all public works contracts, as defined in section 18-2-401, MCA, in which the total cost of the contract is in excess of \$25,000, contain a provision stating for each job classification the standard prevailing wage rate, including fringe benefits, travel, per diem, and zone pay that the contractors, subcontractors, and employers shall pay during the public works contract.

Section 18-2-406, MCA, requires that all contractors, subcontractors, and employers who are performing work or providing services under a public works contract post in a prominent and accessible site on the project staging area or work area, no later than the first day of work and continuing for the entire duration of the contract, a legible statement of all wages and fringe benefits to be paid to the employees in compliance with section 18-2-423, MCA. Section 18-2-423, MCA, requires that employees receiving an hourly wage must be paid on a weekly basis.

Furthermore, Section 18-2-417, requires allowance for a 3% annual increase in wages for a multi-year contract. (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.

Each contractor, subcontractor, and employer must maintain payroll records in a manner readily capable of being certified for submission under section 18-2-423, MCA, for not less than three years after the contractor's, subcontractor's, or employer's completion of work on the public works contract.

The nature of the work performed or services provided under this contract meets the statutory definition of a "public works contract" under section 18-2-401(11)(a), MCA, The booklet is attached and may also be found at <http://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates>.

12. **NONDISCRIMINATION:**

- A. **CONTRACTOR** shall, in performance of work under this **AGREEMENT**, fully comply with all applicable federal, state, or local laws, rules, regulations, and executive orders including but not limited to, the Montana Human Rights Act, the Equal Pay Act of 1963, the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. **CONTRACTOR** is the employer for the purpose of providing healthcare benefits and paying any applicable penalties, fees and taxes under the Patient Protection and Affordable Care Act [P.L. 111-148, 124 Stat. 119]. Any subletting or subcontracting by **CONTRACTOR** subjects subcontractors to the same provisions. In accordance with 49-3-207, MCA, and Executive Order No. 04-2016. **CONTRACTOR** agrees that the hiring of persons to perform this Contract will be made on the basis of merit and qualifications and there will be no discrimination based on race, color, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, political or religious affiliation or ideas, culture, creed, social origin or condition, genetic information, sexual orientation, gender identity or expression, national origin, ancestry, age, physical or mental disability, military service or veteran status, or marital status by the persons performing this **AGREEMENT**. **CONTRACTOR** will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
- B. **CONTRACTOR** shall state, in all solicitations or advertisements for employees to work on jobs, that all qualified applicants will receive equal consideration for employment without regard to race, color, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, political or religious affiliation or ideas, culture, creed, social origin or condition, genetic information, sexual orientation, gender identity or expression, national origin, ancestry, age, physical or mental disability, military service or veteran status, or marital status.

CONTRACTOR and subcontractor shall abide by the requirements of 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a), which prohibit discrimination

against qualified protected veterans and/or qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

CONTRACTOR and any subcontractors shall abide by the requirements of 41 CRF 60- 1.4, which states employees or applicants may not be discharged or in any other manner discriminated against because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with **CONTRACTOR'S** legal duty to furnish information.

- C. **CONTRACTOR** will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- D. **CONTRACTOR** shall comply with any and all reporting requirements that may apply to it that the **CITY** may establish by regulation. **CONTRACTOR** will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- E. **CONTRACTOR** shall comply with all applicable federal, state, and city laws concerning the prohibition of discrimination. This includes complying with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- F. In the event of **CONTRACTOR'S** noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated or

suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of Sept 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

- G. **CONTRACTOR** shall include the provisions of Subsections A through F of this Section in every subcontract or purchase order under this **AGREEMENT**, so as to be binding upon every such subcontractor or vendor of **CONTRACTOR** under this **AGREEMENT**. **CONTRACTOR** will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.
- H. **CONTRACTOR** agrees to post, in conspicuous places available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.

13. **DEFAULT AND TERMINATION:** The right is reserved by the **CITY** to terminate this **AGREEMENT** at any time upon not less than thirty (30) days written notice to the **CONSULTANT**. In the event the **CITY** terminates this **AGREEMENT**, the **CONSULTANT** shall be paid for the amount of work performed or services rendered to date of termination per the **AGREEMENT** fee.

If either party fails to comply with any condition of this **AGREEMENT** at the time or in the manner provided for, the other party may, at its option, terminate this **AGREEMENT** and be released from all obligations if the default is not cured within ten (10) calendar days after written notice is provided to the defaulting party. Said notice shall set forth the items to be cured. Additionally, the non-defaulting party may bring suit for damages, specific performance, and any other remedy provided by law. These remedies are cumulative and not exclusive. Use of one remedy does not preclude use of the others. Notices shall be provided in writing and hand-delivered or mailed to the parties at the addresses set forth in the first paragraph of this **AGREEMENT**.

14. **LIAISON:** **CITY's** designated liaison for this **AGREEMENT** is Bret Moore, Solid Waste Superintendent, and **CONTRACTOR's** designated liaison for this **AGREEMENT** is Paul Bettencourt.



15. **GOVERNING LAW AND VENUE:** This **AGREEMENT** shall be construed and enforced in accordance with the laws of the State of Montana. Venue for any suit between the parties arising out of this **AGREEMENT** shall be the State of Montana Thirteenth Judicial District Court, Yellowstone County.
16. **SEVERABILITY:** Any provision or part of the **AGREEMENT** held to be void or unenforceable under any law or regulation shall be deemed stricken and all remaining provisions shall continue to be valid and binding upon the **CITY** and the **CONTRACTOR**, who agree that the **AGREEMENT** shall be reformed to replace such stricken provision or part thereof with a valid and enforceable provision that comes as close as possible to expressing the intention of the stricken provision.
17. **SUCCESSORS AND ASSIGNS:** Neither the **CITY** nor the **CONTRACTOR** shall assign, transfer or encumber any rights, duties or interests accruing from this **AGREEMENT** without the written consent of the other.
18. **OWNERSHIP OF DOCUMENTS:** All documents, data, drawings, specifications, software applications and other products or materials produced by the **CONTRACTOR** in connection with the services rendered under this **AGREEMENT** shall be the property of the **CITY** whether the project for which they are made is executed or not. All such documents, products and materials shall be forwarded to the **CITY** at its request and may be used by the **CITY** as it sees fit. The **CITY** agrees that if the documents, products and materials prepared by the **CONTRACTOR** are used for purposes other than those intended by the **AGREEMENT**, the **CITY** does so at its sole risk and agrees to hold the **CONTRACTOR** harmless for such use. All or any portions of materials, products and documents produced under this **AGREEMENT** may be used by the **CONTRACTOR** upon confirmation from the **CITY** that they are subject to disclosure under the Public Disclosure Act. All services performed under this **AGREEMENT** will be conducted solely for the benefit of the **CITY** and will not be used for any other purpose without written consent of the **CITY**. Any information relating to the services will not be released without the written permission of the **CITY**. The **CONTRACTOR** shall preserve the confidentiality of all **CITY** documents and data accessed for use in **CONTRACTOR's** work product.

IN WITNESS WHEREOF, the parties hereto have executed this instrument the day and year first above written.

CITY OF BILLINGS, MONTANA

**CLEAN EARTH ENVIRONMENTAL
SOLUTIONS, INC.**



MIKE NELSON, MAYOR

SIGNATURE

APPROVED AS TO FORM:

PRINT NAME

By _____
CITY ATTORNEY'S OFFICE

PRINT TITLE

ATTEST:

DENISE BOHLMAN, CITY CLERK

EXHIBIT A

Waste Acceptance & Segregation

City employees will collect HHW materials from participant vehicles and transfer the waste material from the vehicle segregated into the appropriate storage trailers. Unknown materials will be set-aside for later classification by a Contractor Chemist. City employee will reject any unacceptable waste.

Packaging & Consolidation

Once or twice a week (actual time interval to be determined and adjusted as needed), a trained technician, utilizing the appropriate packaging method for each waste material, as determined in accordance with container size, type, and hazardous characteristics, will pack and consolidate waste materials. This includes all the necessary labelling and associated paperwork. The technician may request assistance from a City employee if performing a task with requires two persons for safety reasons. Contractor will mobilize one technician for the on-site tasks to reduce costs as compared to having two employees on-site each week.

Packaging & Consolidation

As waste is packed, the waste containers will be sealed, labeled and set-aside for subsequent pickup. Contractor will prepare all shipping paperwork in accordance with all Federal, State, and Local regulations including but not limited to, manifests, land disposal restriction forms, packing lists, and container labels.

Contractor shall perform the following items, prior to leaving the site:

- Verify all waste has been properly packed
- Review lab-pack drum inventories for compatibility
- Check drums for proper markings and labels and accumulation dates
- Check drum inventory sheets
- Ensure drums are free and clean of contamination
- Check that drum rings and bungs are secure
- Count all drums prior to loading
- Make sure Manifests are completed and signed by generator
- Make sure Bills of Lading are completed and signed by generator
- Include all proper variances with manifests
- Place proper placards on truck prior to transport and checked against manifest

Contractor will transport the waste materials to a Contractor approved recycling/disposal facility. Contractor will prepare a monthly/quarterly report for the City of the waste materials shipped.

EXHIBIT B
PRICE MATRIX

Waste Stream	Quantity	Proposed Price	Per
Paint & Related Material	25	\$ 280.00	55 gallon drum
Aerosols	8	\$ 990.00	CYB
Adhesives	4	\$ 900.00	CYB
Bulk Flammable Liquids	11	\$ 338.00	55 gallon drum
Flammable Lab Pack	5	\$280.00	55 gallon drum
Amines Lab Pack	1	\$ 1,400.00	CYB
Herbicide Solids Pack	2	\$ 433.00	55 gallon drum
Bulk Herbicide	7	\$ 518.00	55 gallon drum
Bleach Lab Pack	2	\$ 289.00	55 gallon drum
Pesticide Lab Pack	15	\$ 433.00	55 gallon drum

Corrosive Liquid Acidic Lab Pack	3	\$289.00	55 gallon drum
Corrosive Liquid Basic Lab Pack	5	\$289.00	55 gallon drum
Fluorescent Lamps	1	\$ 57.00	55 gallon drum
Bulk Antifreeze	2,650 gallons	\$ 2.75*	Gallon
Misc. Waste	7	\$ Case by Case**	30 gallon drum
Misc. Waste	1	Case by Case**	14 gallon drum
Misc. Waste	1	Case by Case**	5 gallon drum
Bulk Spent Oil	16,700 gallons	\$ 1.80*	Gallon
*CYB stands for Cubic Yard Box		\$ 76,319.50	TOTAL

* \$500 minimum applies

** Pricing based on the type of waste

CleanEarth

Clean Earth has provided pricing additional items below.

Waste Stream	Proposed Price	Per	Comments	Process Code
Bulk Spent Oil (Alternate Fuel)	\$1.20	Gallon	\$500 Minimum Applies	AFB01

Additional Items	Proposed Price	Per	Comments	Process Code
Chemist	\$130.00	Hour	4 hour minimum (Portal to Portal)	LBCEMST
Technician	\$120.00	Hour	4 hour minimum (Portal to Portal)	LBENVST
Driver	\$140.00	Hour	4 hour minimum (Portal to Portal)	LBDRIVST
Stop Fee	\$1,400.00	Flat Rate		TRSTOP5
55 Gallon Drum Transportation to Disposal Site	\$80.00	Each	\$400 Minimum / CBC Maximum per Pickup	-3
Cubic Yard Box Transportation to Disposal Site	\$320.00	Each	\$400 Minimum / CBC Maximum per Pickup	-5
<300 Gallon Tote Transportation to Disposal Site	\$400.00	Each	\$400 Minimum / CBC Maximum per Pickup	-6
Tanker	\$163.00	Hour	4 hour minimum (Portal to Portal)	TRTANK
Tanker Rinseout <100 Gallons	CBC	Flat Rate		LBWASH
Pickup Truck	\$194.00	Day		EQVEPICK

Drum, Poly, 5 gallon, Recon, Open Top	\$28.00	Each		SPDP05UO
Drum, Poly, 15 gallon, Recon, Open Top	\$57.00	Each		SPDP15UO
Drum, Poly, 30 gallon, Recon, Open Top	\$68.00	Each		SPDP30UO
Drum, Metal, 55 gallon, Recon, Open Top	\$92.00	Each		SPDM55UO
Drum, Metal, 55 gallon, Recon, Closed Top	\$94.00	Each		SPDM55UC
Drum, Metal, 85 gallon overpack, Recon, Open Top	\$305.00	Each		SPDM55UO
Box, Cubic Yard Box	\$98.00	Each		SPBXCYB
Tote, 275, Recon	\$335.00	Each		SPTOT275U
Pallet	\$22.00	Each		SPALLET
Absorbent Bags, (Vermiculite)	\$54.00	Each		SPVERM

Waste Specific Conditions:

Disposal prices for gas cylinders are for those with original label, operable valve and in acceptable DOT shipping condition.

- Unknown identification fee of \$350 may be charged for each unknown gas that is sampled and analyzed
- A confirmation fee of \$200 may be charged for each suspected gas that requires confirmation due to lack of original label. If results do not match suspected contents, then unknown ID rate will apply along with additional disposal costs if applicable.
- Inoperable valve fee: No charge for Category A cylinders. For Categories B through E, a tapping fee of \$350 per cylinder will apply regardless of size of cylinder. For categories F & G, inoperable valve fee will be case-by-case.

Batteries not in original manufacturer's packaging must have both ends taped to avoid arc. Additional fees may apply if Clean Earth personnel must tape the battery ends.

General Disposal Terms and Conditions:

- Bulk waste is typically defined as tanker or roll off loads.
- Non-bulk waste means drums, boxes, totes, pails, bags, and cubic yard boxes and other containerized waste.
- Electronic profiling is included in the price. Paper profiles will be charged at \$50/each.
- Unless otherwise specified, prices quoted do not include the following:
 - Radioactive waste
 - Biohazard or infectious waste
 - Explosives of any type
 - Liquid or free mercury
 - Isocyanates
 - Reactive materials (metals, solids, liquids)

Additional Named Insured

Clean Earth LLC
Assessment & Remedial Design Technologies of DE, LLC
Accelerated Remediation Kinetics, LLC
Advanced Remediation & Disposal Technologies of DE, LLC
Clean Earth of Carteret, LLC dba Clean Earth of Connecticut dba
Phoenix Soil - A Clean Earth Company
United Retek of Connecticut
Clean Earth of Maryland, LLC
Clean Earth of New Castle, LLC
Clean Earth of North Jersey, Inc.
Clean Earth of Philadelphia, Ltd.
Clean Rock Properties, Ltd.
Real Property Acquisition, LLC
Clean Earth Dredging Technologies, LLC
Clean Earth of Southeast Pennsylvania, LLC
Clean Earth of West Virginia, Inc.
Clean Earth of Williamsport, LLC
Clean Earth of Georgia, LLC
Clean Earth of Southern Florida, LLC
Clean Earth Environmental Services, Inc.
Clean Earth of Greater Washington, LLC Clean Earth Aggregates
Gardner Road Oil, LLC DBA Clean Earth of Brandywine
AERC Acquisition Corporation dba AERC Recycling Solutions, A Clean
Earth Company dba DART, A Clean Earth Company
AES Asset Acquisition Corporation dba American Transportation
Solutions, LLC
AES Asset Acquisition Corp, d.b.a. Clean Earth of Calvert City
Clean Earth of Alabama, Inc.
MKC Acquisition Corporation dba MKC Enterprises, A Clean Earth
Company
Environmental Soil Management, Inc.
Environmental Soil Management of New York, LLC dba ESMI, A Clean
Earth Company

Clean Earth of Michigan, LLC dba DART, Inc., A Clean Earth Company
Carteret Asphalt Corporation

MONTANA
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2025
Effective July 1, 2025

**Note: These are revised 2025 rates and supersede the rates that were
published on January 11, 2025**

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

The department 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 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 <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates> or by contacting the department at (406) 444-6543.

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 erd.dli.mt.gov/labor-standards or contact the department at (406) 444-6543.

SARAH SWANSON
Commissioner
Department of Labor and Industry
State of Montana

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Food Service and Cooking	17
Motor Vehicle and Construction Equipment Repair and Servicing	17
Appliance and Office Machine Repair and Servicing	18

A. Date of Publication January 13, 2025

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 <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates/> or by contacting the department at (406) 444-6543.

E. Rates to Use for Projects

ARM, 24.17.127(1)(c), states “The wage rates applicable to a particular public works project are those in effect at the time the bid specifications are advertised.”

F. Wage Rate Adjustments for Multi-year 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.

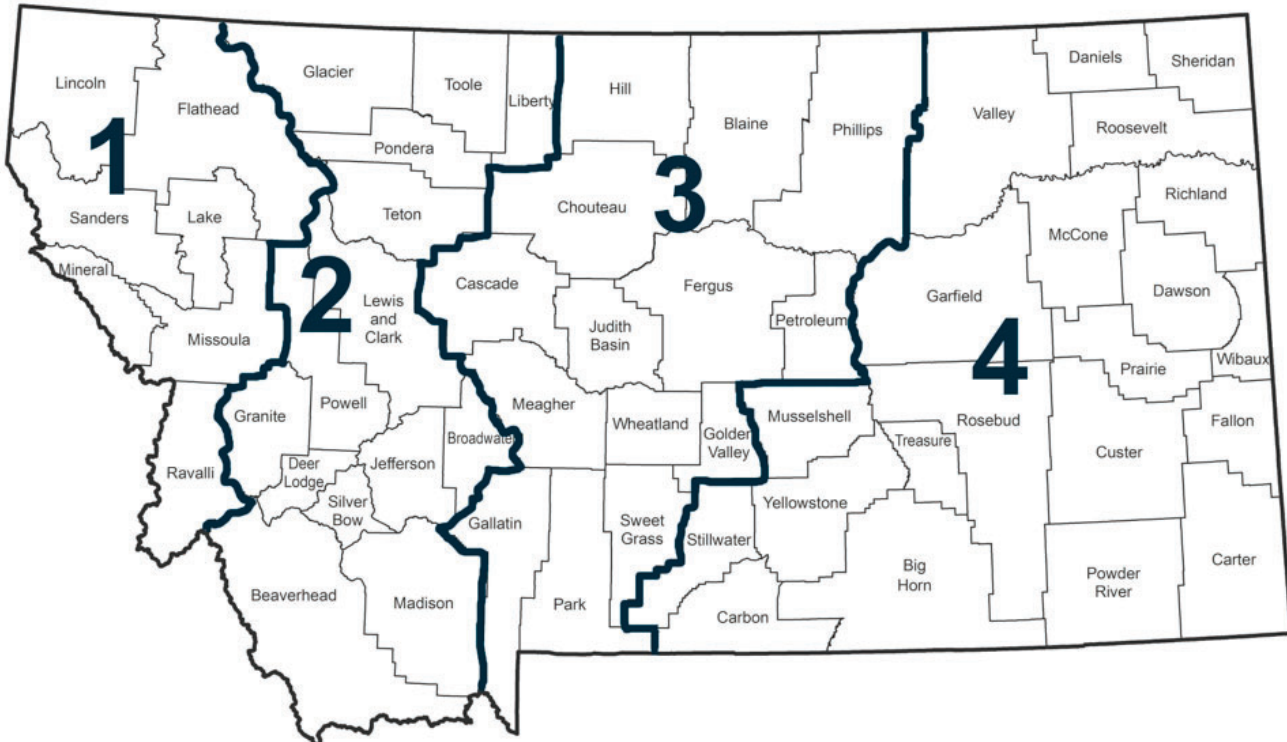
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income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

ARM, 24.17.103(11), defines dispatch city as “...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, Miles City, Missoula and Sidney.” A dispatch city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

District 1 – Kalispell and Missoula: includes Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli, and Sanders;

District 2 – Butte and Helena: includes Beaverhead, Broadwater, Deer Lodge, Glacier, Granite, Jefferson, Lewis and Clark, Liberty, Madison, Pondera, Powell, Silver Bow, Teton, and Toole;

District 3 – Bozeman and Great Falls: includes Blaine, Cascade, Chouteau, Fergus, Gallatin, Golden Valley, Hill, Judith Basin, Meagher, Park, Petroleum, Phillips, Sweet Grass, and Wheatland;

District 4 – Billings, Miles City and Sidney: includes Big Horn, Carbon, Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Musselshell, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Stillwater, Treasure, Valley, Wibaux, and Yellowstone.

J. Zone Pay

Zone pay is not travel pay. ARM, 24.17.103(25), defines zone pay as “...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 must 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.” See section I above for a list of dispatch cities.

K. Computing Travel Benefits

ARM, 24.17.103(23), states “ ‘Travel pay,’ also referred to as ‘travel allowance,’ is and must 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.” See section I above for a list of dispatch cities.

L. Per Diem

ARM, 24.17.103(19), states “ ‘Per diem’ typically covers 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 at that location 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. Employment Preference

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

O. Occupations Definitions

You can find definitions for these occupations on the following Bureau of Labor Statistics website:
http://www.bls.gov/oes/current/oes_stru.htm

P. Nonconstruction Services Occupations

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES

- ELEVATOR REPAIRERS
- MAINTENANCE AND REPAIR WORKERS (GENERAL)
- STATIONARY ENGINEERS AND BOILER OPERATORS

CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

- ENVIRONMENTAL SERVICES WORKERS
- JANITORS AND CLEANERS
- PARKING ENFORCEMENT WORKERS
- PARKING LOT ATTENDANTS
- SECURITY AND FIRE ALARM SYSTEMS REPAIRERS
- SECURITY GUARDS

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

- FALLERS
- FOREST AND CONSERVATION TECHNICIANS
- FOREST AND CONSERVATION WORKERS
- FOREST EQUIPMENT OPERATORS
- LANDSCAPING AND GROUNDSKEEPING WORKERS
- MATERIAL MOVING WORKERS (ALL OTHER)
- MEDIUM TRUCK DRIVERS
- PEST CONTROL WORKERS
- PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS (VEGETATION)
- TREE TRIMMERS AND PRUNERS

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

HEAVY AND TRACTOR TRAILER TRUCK DRIVERS
LANDFILL ATTENDANTS AND EQUIPMENT OPERATORS
RECYCLING AND RECLAMATION WORKERS
REFUSE AND RECYCLABLE MATERIALS COLLECTORS
SEPTIC TANK SERVICERS AND SEWER PIPE CLEANERS
WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS
POLICE, FIRE, AND DISPATCHERS
PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS
FOREST FIREFIGHTERS

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL OR SPECIAL CLIENT)
BUS DRIVERS (TRANSIST AND INTERCITY)
LIGHT TRUCK OR DELIVERY SERVICES DRIVERS (INCLUDES VAN DRIVERS)

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

BREATH ALCOHOL TECHNICIANS
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS
EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS
HOME HEALTH AIDES AND PERSONAL CARE AIDES
LICENSED PRACTICAL NURSES
MEDICAL ASSISTANTS
NURSE PRACTITIONERS
NURSING ASSISTANTS
ORDERLIES
PHYSICIANS ASSISTANTS
REGISTERED NURSES

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

FOOD SERVICE AND COOKING

COOKS (INSTITUTION AND CAFETERIA)
FOOD PREPARATION AND SERVING RELATED WORKERS

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS
CONSTRUCTION EQUIPMENT MECHANICS

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS
COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS
COMPUTER USER SUPPORT SPECIALISTS

WAGE RATES

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES

ELEVATOR REPAIRERS

No Rate Established

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MAINTENANCE AND REPAIR WORKERS (GENERAL)

	Wage	Benefit
District 1	\$25.06	\$9.96
District 2	\$22.39	\$9.30
District 3	\$23.67	\$9.50
District 4	\$23.07	\$8.68

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STATIONARY ENGINEERS AND BOILER OPERATORS

	Wage	Benefit
District 1	\$27.17	\$11.47
District 2	\$27.17	\$11.47
District 3	\$23.89	\$11.03
District 4	\$23.56	\$10.81

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CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

ENVIRONMENTAL SERVICES WORKERS

	Wage	Benefit
District 1	\$18.28	\$6.68
District 2	\$19.82	\$5.67
District 3	\$18.98	\$4.90
District 4	\$17.39	\$7.25

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JANITORS AND CLEANERS

	Wage	Benefit
District 1	\$18.35	\$9.71
District 2	\$20.51	\$7.96
District 3	\$18.43	\$7.94
District 4	\$18.63	\$12.35

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PARKING ENFORCEMENT WORKERS

No Rate Established

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PARKING LOT ATTENDANTS

No Rate Established

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SECURITY AND FIRE ALARM SYSTEMS REPAIRERS

No Rate Established

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SECURITY GUARDS

	Wage	Benefit
District 1	\$17.11	\$10.14
District 2	\$18.00	\$10.36
District 3	\$20.00	\$2.29
District 4	\$15.54	\$2.29

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GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

FALLERS

No Rate Established

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FOREST AND CONSERVATION TECHNICIANS

No Rate Established

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FOREST AND CONSERVATION WORKERS

	Wage	Benefit
District 1	\$26.11	\$12.96
District 2	\$27.78	\$12.96
District 3	\$27.78	\$12.96
District 4	\$27.78	\$12.96

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FOREST EQUIPMENT OPERATORS

No Rate Established

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LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	\$21.52	\$6.03
District 2	\$20.79	\$2.98
District 3	\$20.23	\$4.30
District 4	\$18.77	\$4.77

Duties Include:

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

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MATERIAL MOVING WORKERS (ALL OTHER)

	Wage	Benefit
District 1	\$26.97	\$14.04
District 2	\$26.97	\$14.04
District 3	\$23.59	\$14.04
District 4	\$26.40	\$14.04

Occupations Include:

Bulldozer Operator, Freight Elevator Operator, Shovel Operator

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MEDIUM TRUCK DRIVERS

No Rate Established

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PEST CONTROL WORKERS

	Wage	Benefit
District 1	\$18.09	No Rate Established
District 2	\$18.09	No Rate Established
District 3	\$18.09	No Rate Established
District 4	\$18.09	No Rate Established

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PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS (VEGETATION)

	Wage	Benefit
District 1	\$23.73	\$6.90
District 2	\$18.79	\$6.05
District 3	\$17.49	\$5.34
District 4	\$17.81	\$5.67

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TREE TRIMMERS AND PRUNERS

	Wage	Benefit
District 1	\$29.12	\$9.73
District 2	\$27.76	\$9.73
District 3	\$30.92	\$9.73
District 4	\$30.92	\$9.73

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

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

	Wage	Benefit
District 1	\$27.26	\$14.09
District 2	\$29.51	\$11.66
District 3	\$28.14	\$12.32
District 4	\$27.83	\$12.95

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LANDFILL ATTENDANTS AND EQUIPMENT OPERATORS

	Wage	Benefit
District 1	\$25.44	\$13.97
District 2	\$23.51	\$11.56
District 3	\$21.40	\$12.13
District 4	\$22.66	\$11.72

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RECYCLING AND RECLAMATION WORKERS

No Rate Established

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REFUSE AND RECYCLABLE MATERIALS COLLECTORS

	Wage	Benefit
District 1	\$15.11	No Rate Established
District 2	\$15.11	No Rate Established
District 3	\$15.11	No Rate Established
District 4	\$15.11	No Rate Established

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SEPTIC TANK SERVICERS AND SEWER PIPE CLEANERS

No Rate Established

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WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

	Wage	Benefit
District 1	\$24.41	\$11.38
District 2	\$25.61	\$11.89
District 3	\$27.54	\$12.29
District 4	\$27.34	\$12.10

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LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS

	Wage	Benefit
District 1	\$25.31	\$13.73
District 2	\$23.46	\$10.22
District 3	\$22.98	\$10.46
District 4	\$26.03	\$17.01

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POLICE, FIRE, AND AMBULANCE DISPATCHERS

	Wage	Benefit
District 1	\$24.65	\$11.79
District 2	\$28.75	\$6.23
District 3	\$21.02	\$7.77
District 4	\$24.23	\$10.92

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PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

No Rate Established

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FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS

No Rate Established

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FOREST FIREFIGHTERS

No Rate Established

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PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL OR SPECIAL CLIENT)

	Wage	Benefit
District 1	\$17.97	\$8.45
District 2	\$18.82	\$5.72
District 3	\$19.00	\$8.67
District 4	\$25.45	\$10.24

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BUS DRIVERS (TRANSIT AND INTERCITY)

	Wage	Benefit
District 1	\$26.71	\$13.87
District 2	\$23.71	\$13.79
District 3	\$17.27	\$13.38
District 4	\$23.48	\$13.38

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LIGHT TRUCK OR DELIVERY SERVICES DRIVERS (INCLUDES VAN DRIVERS)

	Wage	Benefit
District 1	\$19.64	\$4.41
District 2	\$19.63	\$4.74
District 3	\$19.77	\$4.41
District 4	\$19.78	\$4.41

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

BREATH ALCOHOL TECHNICIANS

No Rate Established

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CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

	Wage	Benefit
District 1	\$35.81	\$8.92
District 2	\$36.55	\$8.68
District 3	\$36.04	\$8.68
District 4	\$31.46	\$10.17

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EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

	Wage	Benefit
District 1	\$23.77	\$6.01
District 2	\$23.62	\$5.64
District 3	\$23.62	\$5.64
District 4	\$23.77	\$6.01

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HOME HEALTH AIDES AND PERSONAL CARE AIDES

	Wage	Benefit
District 1	\$15.00	\$3.30
District 2	\$16.56	\$4.87
District 3	\$19.25	\$5.51
District 4	\$16.69	\$3.94

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LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	\$29.67	\$5.46
District 2	\$28.52	\$6.71
District 3	\$26.92	\$6.73
District 4	\$29.31	\$9.82

MEDICAL ASSISTANTS

	Wage	Benefit
District 1	\$20.85	\$5.08
District 2	\$20.06	\$4.60
District 3	\$22.05	\$5.80
District 4	\$23.32	\$9.85

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NURSE PRACTITIONERS

	Wage	Benefit
District 1	\$59.92	\$12.81
District 2	\$62.08	\$11.09
District 3	\$62.46	\$11.15
District 4	\$61.97	\$15.17

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NURSING ASSISTANTS

	Wage	Benefit
District 1	\$18.67	\$3.12
District 2	\$16.59	\$3.03
District 3	\$18.45	\$6.35
District 4	\$19.86	\$7.23

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

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ORDERLIES

No Rate Established

PHYSICIANS ASSISTANTS

	Wage	Benefit
District 1	\$61.82	\$8.75
District 2	\$65.49	\$11.58
District 3	\$67.37	\$11.33
District 4	\$63.78	\$15.08

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REGISTERED NURSES

	Wage	Benefit
District 1	\$37.26	\$9.64
District 2	\$43.83	\$11.30
District 3	\$40.76	\$8.53
District 4	\$40.49	\$11.59

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MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

	Wage	Benefit
District 1	\$16.60	\$6.96
District 2	\$23.49	\$8.58
District 3	\$21.65	\$10.00
District 4	\$20.48	\$9.08

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FOOD SERVICE AND COOKING

COOKS, (INSTITUTION AND CAFETERIA)

	Wage	Benefit
District 1	\$17.50	\$5.56
District 2	\$16.20	\$4.02
District 3	\$17.17	\$5.46
District 4	\$18.17	\$5.18

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FOOD PREPARATION AND SERVING RELATED WORKERS

	Wage	Benefit
District 1	\$14.96	\$4.47
District 2	\$14.01	\$4.47
District 3	\$17.35	\$4.51
District 4	\$16.61	\$7.22

Occupations Include:

Dietary Aides, Counter Attendants, and Dining Room Attendants.

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MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

	Wage	Benefit
District 1	\$26.48	\$3.13
District 2	\$26.58	\$5.95
District 3	\$27.06	\$6.69
District 4	\$29.55	\$5.44

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BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

	Wage	Benefit
District 1	\$31.84	\$14.78
District 2	\$28.88	\$13.41
District 3	\$27.03	\$11.39
District 4	\$27.18	\$11.48

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CONSTRUCTION EQUIPMENT MECHANICS

No Rate Established

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APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS

No Rate Established

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COMPUTER USER SUPPORT SPECIALISTS

	Wage	Benefit
District 1	\$24.62	\$11.08
District 2	\$26.93	\$11.09
District 3	\$32.32	\$13.78
District 4	\$30.95	\$13.81

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COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

No Rate Established

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