

Exhibit A

2024 Prevailing Wage Rates for Building Construction, Heavy Construction and Nonconstruction Services

MONTANA
PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2024

Effective: Effective January 13, 2024

*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 ERD at erd.dli.mt.gov/labor-standards or contact:

Employment Standards Division
Montana Department of Labor and Industry
P. O. Box 8011
Helena, MT 59601
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

TABLE OF CONTENTS

MONTANA PREVAILING WAGE REQUIREMENTS:

A. Date of Publication	3
B. Definition of Building Construction	3
C. Definition of Public Works Contract	3
D. Prevailing Wage Schedule	3
E. Rates to Use for Projects	3
F. Wage Rate Adjustments for Multiyear Contracts	3
G. Fringe Benefits	4
H. Prevailing Wage Districts	4
I. Dispatch City	5
J. Zone Pay	5
K. Computing Travel Benefits	5
L. Per Diem	5
M. Apprentices	5
N. Posting Notice of Prevailing Wages	5
O. Employment Preference	5
P. Projects of a Mixed Nature	6
Q. Occupations Definitions Website	6
R. Welder Rates	6
S. Foreman Rates	6

WAGE RATES:

BOILERMAKERS	7
BRICK, BLOCK, AND STONE MASONS	7
CARPENTERS	7
CARPET INTALLERS	7
CEMENT MASONS AND CONCRETE FINISHERS	8
CONSTRUCTION EQUIPMENT OPERATORS	
OPERATORS GROUP 1	8
OPERATORS GROUP 2	9
OPERATORS GROUP 3	9
OPERATORS GROUP 4	10
OPERATORS GROUP 5	10
OPERATORS GROUP 6	10
OPERATORS GROUP 7	11
CONSTRUCTION LABORERS	
LABORERS GROUP 1	11
LABORERS GROUP 2	11
LABORERS GROUP 3	12
LABORERS GROUP 4	12
DRYWALL APPLICATORS	12
ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL	13
ELEVATOR CONSTRUCTORS	13
FLOOR LAYERS	14
GLAZIERS	14
HEATING AND AIR CONDITIONING	14
INSULATION WORKERS - MECHANICAL (HEAT AND FROST)	14
IRONWORKERS - REINFORCING IRON AND REBAR WORKERS	15
IRONWORKERS - STRUCTURAL IRON AND REBAR WORKERS	15
MILLWRIGHTS	15
PAINTERS: INCLUDING PAPERHANGERS	15
PILE BUCKS	16
PILOT CAR DRIVERS	
PLASTERERS	16
PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	17
ROOFERS	18
SHEET METAL WORKERS	18
SOLAR PHOTOVOLTAIC INSTALLERS	19
SPRINKLER FITTERS	19
TAPERS	20
TELECOMMUNICATIONS EQUIPMENT INSTALLERS	20
TERRAZZO WORKERS AND FINISHERS	20
TILE AND STONE SETTERS	20
TRUCK DRIVERS	21

A. Date of Publication Effective January 13, 2024

B. Definition of Building Construction

For the purposes of Prevailing Wage, the Commissioner of Labor and Industry has determined that building construction occupations are defined to be those performed by a person engaged in a recognized trade or craft, or any skilled, semi-skilled, or unskilled manual labor related to the construction, alteration, or repair of a public building or facility, and does not include engineering, superintendence, management, office or clerical work.

The Administrative Rules of Montana (ARM), 24.17.501(2) – 2(a), states *“Building construction projects generally are the constructions of sheltered enclosures with walk-in access for housing persons, machinery, equipment, or supplies. It includes all construction of such structures, incidental installation of utilities and equipment, both above and below grade level, as well as incidental grading, utilities and paving.”*

Examples of building construction include, but are not limited to, alterations and additions to buildings, apartment buildings (5 stories and above), arenas (closed), auditoriums, automobile parking garages, banks and financial buildings, barracks, churches, city halls, civic centers, commercial buildings, court houses, detention facilities, dormitories, farm buildings, fire stations, hospitals, hotels, industrial buildings, institutional buildings, libraries, mausoleums, motels, museums, nursing and convalescent facilities, office buildings, out-patient clinics, passenger and freight terminal buildings, police stations, post offices, power plants, prefabricated buildings, remodeling buildings, renovating buildings, repairing buildings, restaurants, schools, service stations, shopping centers, stores, subway stations, theaters, warehouses, water and sewage treatment plants (buildings only), etc.”

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 Building Construction occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy Construction, Highway Construction, and Nonconstruction Services 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 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.

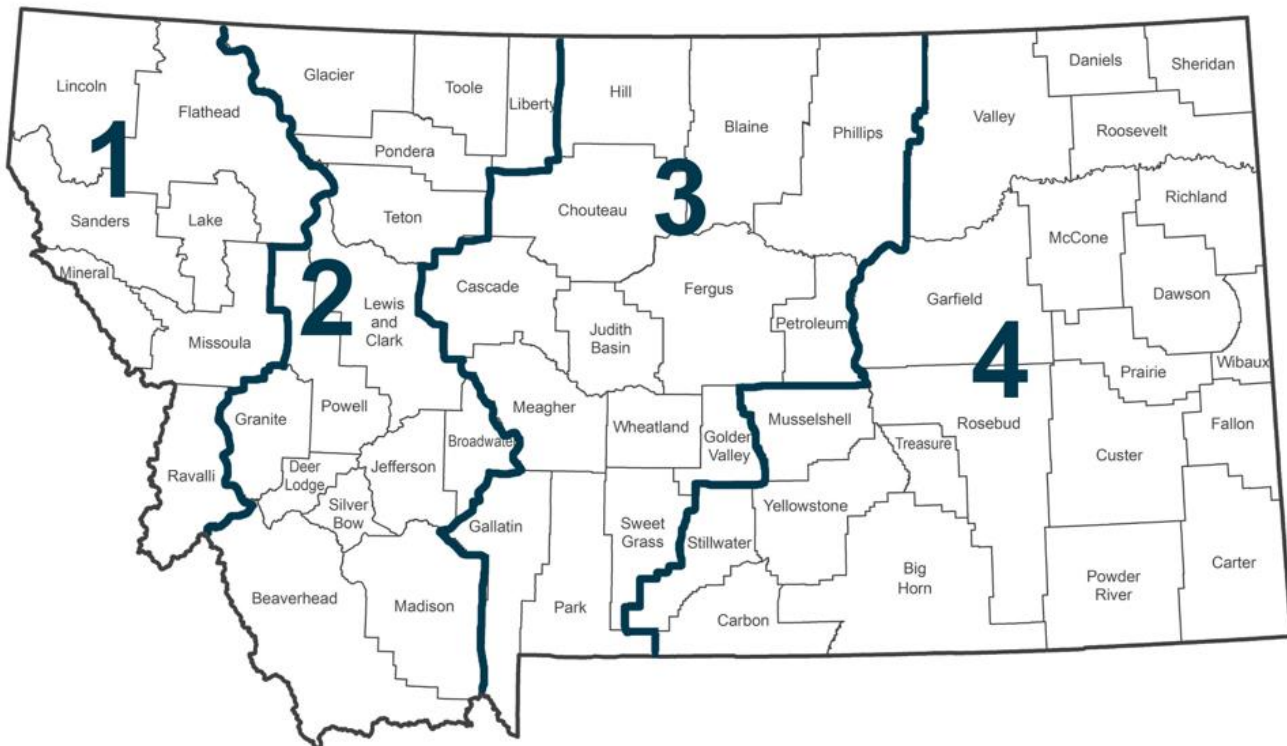
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income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

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(24), 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(22), 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. 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. Projects of a Mixed Nature

Section 18-2-408, MCA states:

“(1) The contracting agency shall determine, based on the preponderance of labor hours to be worked, whether the public works construction services project is classified as a highway construction project, a heavy construction project, or a building construction project.

“(2) Once the project has been classified, employees in each trade classification who are working on that project must be paid at the rate for that project classification”

Q. 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

R. Welder Rates

Welders receive the rate prescribed for the craft performing an operation to which welding is incidental.

S. Foreman Rates

Rates are no longer set for foremen. However, if a foreman performs journey level work, the foreman must be paid at least the journey level rate.

WAGE RATES

BOILERMAKERS

No Rate Established

Duties Include:

Construct, assemble, maintain, and repair stationary steam boilers, boiler house auxiliaries, process vessels, and pressure vessels.

[↑ Back to Table of Contents](#)

BRICK, BLOCK, AND STONE MASONS

	Wage	Benefit
District 1	\$33.11	\$17.39
District 2	\$33.11	\$17.39
District 3	\$33.11	\$17.39
District 4	\$33.11	\$17.39

Travel:

All Districts

0-70 mi. free zone
>70-90 mi. \$60.00/day
>90 mi. \$80.00/day

[↑ Back to Table of Contents](#)

CARPENTERS

	Wage	Benefit
District 1	\$30.06	\$11.48
District 2	\$27.50	\$14.07
District 3	\$30.78	\$11.28
District 4	\$31.39	\$11.74

Zone Pay:

All Districts

0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

Duties Include:

Install roll and batt insulation, and hardwood floors.

[↑ Back to Table of Contents](#)

CARPET INSTALLERS

No Rate Established

Duties Include:

Lay and install carpet from rolls or blocks on floors. Install padding and trim flooring materials.

[↑ Back to Table of Contents](#)

CEMENT MASONS AND CONCRETE FINISHERS

	Wage	Benefit
District 1	\$30.55	\$6.74
District 2	\$29.45	\$5.87
District 3	\$30.75	\$6.51
District 4	\$30.00	\$7.40

Duties Include:

Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, or curbs. Align forms for sidewalks, curbs, or gutters.

[↑ Back to Table of Contents](#)

Travel and Per Diem:

All Districts

No travel or per diem established.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

	Wage	Benefit
District 1	\$31.51	\$16.68
District 2	\$30.61	\$16.68
District 3	\$30.86	\$16.68
District 4	\$30.86	\$16.68

This group includes but is not limited to:

Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small); Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

[↑ Back to Table of Contents](#)

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

District 2

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

Districts 3 and 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

	Wage	Benefit
District 1	\$27.85	\$ 7.57
District 2	\$30.60	\$11.06
District 3	\$29.60	\$10.03
District 4	\$31.58	\$11.20

This group includes but is not limited to:

Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batcher; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Field Equipment Serviceman; Front-End Loader, 1 cu. yd up to and incl. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-Propelled; Pugmill; Pumpcrete\Grout Machine; Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6 ft; Trenching Machine; Washing /Screening Plant.

[↑ Back to Table of Contents](#)

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

District 2

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

Districts 3 and 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

	Wage	Benefit
District 1	\$30.07	\$12.82
District 2	\$32.83	\$16.68
District 3	\$32.31	\$10.70
District 4	\$29.36	\$11.27

This group includes but is not limited to:

Asphalt Paving Machine; Asphalt Screed; Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes, 24 tons and under; Curb Machine\Slip Form Paver; Finish Dozer; Front-End Loader, over 5 cu. yds; Mechanic\Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish); Rotomill, over 6 ft; Scraper, Single, Twin, or Pulling Belly-Dump; YO-YO Cat Haul Truck, Articulating Trucks, Vac Truck.

[↑ Back to Table of Contents](#)

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

	Wage	Benefit
District 1	\$34.05	\$16.68
District 2	\$29.05	\$12.85
District 3	\$30.90	\$13.50
District 4	\$33.92	\$16.68

This group includes but is not limited to:

Asphalt\Hot Plant Operator; Cranes, 25 tons up to and incl. 44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper.

[↑ Back to Table of Contents](#)

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

	Wage	Benefit
District 1	\$35.05	\$16.68
District 2	\$30.78	\$15.32
District 3	\$29.05	\$15.38
District 4	\$35.02	\$16.68

This group includes but is not limited to:

Cranes, 45 tons up to and incl. 74 tons.

[↑ Back to Table of Contents](#)

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

	Wage	Benefit
District 1	\$36.11	\$16.68
District 2	\$36.11	\$16.68
District 3	\$36.11	\$16.68
District 4	\$36.11	\$16.86

This group includes but is not limited to:

Cranes, 75 tons up to and incl. 149 tons; Cranes, Whirley (All).

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

	Wage	Benefit
District 1	\$37.21	\$16.68
District 2	\$37.21	\$16.68
District 3	\$37.21	\$16.68
District 4	\$37.21	\$16.68

This group includes but is not limited to:

Cranes, 150 tons up to and incl. 250 tons; Cranes, over 250 tons—add \$1.00 for every 100 tons over 250 tons; Crane, Tower (All); Crane Stiff-Leg or Derrick; Helicopter Hoist.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-30 mi. free zone

>30-60 mi. base pay + \$3.50/hr.

>60 mi. base pay + \$5.50/hr.

CONSTRUCTION LABORERS GROUP 1/FLAG PERSON FOR TRAFFIC CONTROL

	Wage	Benefit
District 1	\$24.55	\$12.00
District 2	\$24.55	\$12.00
District 3	\$24.55	\$12.00
District 4	\$24.55	\$12.00

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-15 mi. free zone

>15-30 mi. base pay + \$0.65/hr.

>30-50 mi. base pay + \$0.85/hr.

>50 mi. base pay + \$1.25/hr.

CONSTRUCTION LABORERS GROUP 2

	Wage	Benefit
District 1	\$26.23	\$12.00
District 2	\$27.25	\$12.00
District 3	\$26.29	\$ 8.91
District 4	\$27.25	\$12.00

This group includes but is not limited to:

General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler (dry); Chuck Tender; Choker Setter; Concrete Worker; Curb Machine-lay Down; Crusher and Batch Worker; Heater Tender; Fence Erector; Landscape Laborer; Landscaper; Lawn Sprinkler Installer; Pipe Wrapper; Pot Tender; Powderman Tender; Rail and Truck Loaders and Unloaders; Riprapper; Sign Erection; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman and Traffic Control Worker.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-15 mi. free zone

>15-30 mi. base pay + \$0.65/hr.

>30-50 mi. base pay + \$0.85/hr.

>50 mi. base pay + \$1.25/hr.

CONSTRUCTION LABORERS GROUP 3

	Wage	Benefit
District 1	\$25.55	\$12.00
District 2	\$25.55	\$12.00
District 3	\$25.55	\$12.00
District 4	\$25.55	\$12.00

This group includes but is not limited to:

Concrete Vibrator; Dumpman (Grademan); Equipment Handler; Geotextile and Liners; High-Pressure Nozzleman; Jackhammer (Pavement Breaker) Non-Riding Rollers; Pipelayer; Posthole Digger (Power); Power Driven Wheelbarrow; Rigger; Sandblaster; Sod Cutter-Power and Tamper.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-15 mi. free zone
>15-30 mi. base pay + \$0.65/hr.
>30-50 mi. base pay + \$0.85/hr.
>50 mi. base pay + \$1.25/hr.

CONSTRUCTION LABORERS GROUP 4

	Wage	Benefit
District 1	\$25.60	\$12.00
District 2	\$26.27	\$12.00
District 3	\$26.41	\$12.00
District 4	\$25.60	\$12.00

This group includes but is not limited to:

Hod Carrier***; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws (Faller & Concrete) Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder incl. Air Arc.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-15 mi. free zone
>15-30 mi. base pay + \$0.65/hr.
>30-50 mi. base pay + \$0.85/hr.
>50 mi. base pay + \$1.25/hr.

***Hod Carriers will receive the same amount of travel and/or subsistence pay as bricklayers when requested to travel.

DRYWALL APPLICATORS

	Wage	Benefit
District 1	\$31.24	\$14.07
District 2	\$31.24	\$14.07
District 3	\$31.24	\$14.07
District 4	\$31.24	\$14.07

Duties Include:

Drywall and ceiling tile installation.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL

	Wage	Benefit
District 1	\$34.15	\$15.38
District 2	\$33.90	\$17.75
District 3	\$34.43	\$16.40
District 4	\$38.86	\$16.73

Duties Include:

Electrical wiring; equipment and fixtures; street lights; electrical control systems. Installation and/or adjusting of building automation controls also during testing and balancing, commissioning and retro-commissioning.

Travel:

District 1

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-15 mi. free zone
- >15-45 mi. \$0.585/mi. in excess of the free zone.
- >45 mi. \$75.00/day

Districts 2 & 3

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-08 mi. free zone
- >08-50 mi. current federal mileage rate/mi. in excess of the free zone.
- >50 mi. \$71.57/day

District 4

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-18 mi. free zone
- >18-60 mi. federal mileage rate/mi.

Per Diem

District 4

>60 mi. \$80.00/day

Per Diem in Big Sky and West Yellowstone \$125/day.

[↑ Back to Table of Contents](#)

ELEVATOR CONSTRUCTORS

	Wage	Benefit
District 1	\$62.25	\$45.24
District 2	\$62.25	\$45.24
District 3	\$62.25	\$45.24
District 4	\$62.25	\$45.24

Travel:

All Districts

- 0-15 mi. free zone
- >15-25 mi. \$49.73/day
- >25-35 mi. \$99.45/day
- >35 mi. \$112.90/day

Special Provision:

.93/mile when added to amounts above if using employee vehicle.

[↑ Back to Table of Contents](#)

FLOOR LAYERS

No Rate Established

Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors.

[↑ Back to Table of Contents](#)

GLAZIERS

	Wage	Benefit
District 1	\$24.78	\$4.33
District 2	\$23.28	\$5.66
District 3	\$23.75	\$4.41
District 4	\$22.97	\$4.37

[↑ Back to Table of Contents](#)

Travel and Per Diem:

All Districts

No travel or per diem established.

HEATING AND AIR CONDITIONING

	Wage	Benefit
District 1	\$33.00	\$20.73
District 2	\$33.00	\$20.73
District 3	\$33.00	\$20.73
District 4	\$33.30	\$20.73

Duties Include:

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

All Districts

0-45 mi. free zone

>45 mi.

- \$0.25/mi. in employer vehicle.
- \$0.65/mi. in employee vehicle.

Per Diem:

All Districts

\$85/day

[↑ Back to Table of Contents](#)

INSULATION WORKERS - MECHANICAL (HEAT AND FROST)

	Wage	Benefit
District 1	\$40.56	\$21.99
District 2	\$40.56	\$21.99
District 3	\$40.56	\$21.99
District 4	\$37.34	\$21.99

Duties Include:

Insulate pipes, ductwork or other mechanical systems.

Travel:

0-30 mi. free zone

>30-40 mi. \$25.00/day

>40-50 mi. \$35.00/day

>50-60 mi. \$45.00/day

>60 mi. \$130.00/day plus

- \$0.56/mi. if transportation is not provided.
- \$0.20/mi. if in company vehicle.

[↑ Back to Table of Contents](#)

IRONWORKERS – REINFORCING IRON AND REBAR WORKERS

	Wage	Benefit
District 1	\$33.95	\$25.59
District 2	\$33.95	\$24.50
District 3	\$33.95	\$24.50
District 4	\$33.95	\$24.50

Travel:
All Districts
0-45 mi. free zone
>45-85 mi. \$100.00/day
>85 mi. \$150.00/day

Duties Include:

Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

[↑ Back to Table of Contents](#)

IRONWORKERS – STRUCTURAL IRON AND STEEL WORKERS

	Wage	Benefit
District 1	\$33.95	\$24.50
District 2	\$33.95	\$24.50
District 3	\$33.95	\$24.50
District 4	\$33.95	\$24.50

Travel:
All Districts
0-45 mi. free zone
>45-85 mi. \$100.00/day
>85 mi. \$150.00/day

Duties Include:

Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

[↑ Back to Table of Contents](#)

MILLWRIGHTS

	Wage	Benefit
District 1	\$40.49	\$18.84
District 2	\$40.49	\$18.84
District 3	\$40.49	\$18.84
District 4	\$40.49	\$18.84

Zone Pay:
All Districts
0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

[↑ Back to Table of Contents](#)

PAINTERS: INCLUDING PAPERHANGERS

	Wage	Benefit
District 1	\$30.00	\$12.81
District 2	\$21.28	\$12.81
District 3	\$25.55	\$12.81
District 4	\$30.30	\$12.81

Travel and Per Diem:
All Districts
No travel or per diem established.

[↑ Back to Table of Contents](#)

PILE BUCKS

	Wage	Benefit
District 1	\$34.50	\$14.07
District 2	\$34.50	\$14.07
District 3	\$34.50	\$14.07
District 4	\$34.50	\$14.07

Duties Include:

Set up crane; set up hammer; weld tips on piles; set leads; insure piles are driven straight with the use of level or plum bob. Give direction to crane operator as to speed and direction of swing. Cut piles to grade.

[↑ Back to Table of Contents](#)

Zone Pay:

All Districts

0-30 mi. free zone

>30-60 mi. base pay + \$4.00/hr.

>60 mi. base pay + \$6.00/hr.

PILOT CAR DRIVERS

No Rate Established

[↑ Back to Table of Contents](#)

PLASTERERS

No Rate Established

Duties Include:

All materials beyond the substrate, such as a moisture barrier, any type of drainage installation between the moisture barrier and insulation or EPS board, the attachment of the EPS board, installation of fiberglass mesh embedded in the base coat, any water-resistant coat that is applied on top of the insulation to serve as a weather barrier, and the application of the finish coat.

[↑ Back to Table of Contents](#)

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

	Wage	Benefit
District 1	\$37.63	\$16.26
District 2	\$37.90	\$16.45
District 3	\$37.90	\$16.45
District 4	\$36.71	\$20.31

Duties Include:

Assemble, install, alter, and repair pipe-lines or pipe systems that carry water, steam, air, other liquids or gases. Testing of piping systems, commissioning and retro-commissioning. Workers in this occupation may also install heating and cooling equipment and mechanical control systems.

Travel:

District 1

0-30 mi. free zone
>30-50 mi. \$35.00/day
>50-75 mi. \$45.00/day
>75 mi. \$100.00/day

Special Provision

If transportation is not provided, mileage at \$0.35/mi. for one trip out and one trip back is added to the amounts above. However, if the employee is traveling more than 75 miles/day, only subsistence at the rate of \$85.00/day is required.

Districts 2 & 3

0-45 mi. free zone
>45 mi.

- \$0.00/mi. in employer vehicle.
- \$0.65/mi. in employee vehicle.

Special Provision:

At the contractors' option, mileage for one trip out and one trip back per week may be paid plus subsistence at the rate of \$135.00/day.

District 4

0-70 free zone
>70 mi.

- On jobs when employees do not work consecutive days: \$0.55/mi. if employer doesn't provide transportation. Not to exceed two trips.
- On jobs when employees work any number of consecutive days: \$110.00/day.

[↑ Back to Table of Contents](#)

ROOFERS

	Wage	Benefit
District 1	\$31.47	\$13.26
District 2	\$31.47	\$13.26
District 3	\$29.83	\$ 9.20
District 4	\$24.42	\$ 9.06

Duties Include:

Metal roofing, covers roofs, walls and foundations with water proofing, insulation and vapor barriers in addition to metal flashings. Roofing includes shingles, low slope membranes, metal roofs, insulation, spray foam, coatings and vapor barriers. Wall coverings include metal panels, insulated metal panels and other waterproofing or rain screen systems. Foundation systems include waterproofing and insulation. Excludes prefabricated metal buildings.

Travel:

District 1

0-50 mi. free zone

>50 mi.

- \$0.00/mi. in employer vehicle.
- \$0.35/mi. in employee vehicle.

District 2 and 3

0-35 mi. free zone

>35 mi.

- \$0.00/mi. in employer vehicle.
- \$0.40/mi. in employee vehicle.

District 4

0-50 mi. free zone

>50 mi.

- \$0.00/mi. in employer vehicle.
- \$0.35/mi. in employee vehicle.

Per Diem:

District 1

\$84.00/day

District 2 and 3

Employer pays for room + \$30.00/day.

District 4

Employer pays for room + \$25.00/day.

[↑ Back to Table of Contents](#)

SHEET METAL WORKERS

	Wage	Benefit
District 1	\$33.00	\$20.73
District 2	\$33.00	\$20.73
District 3	\$33.00	\$20.73
District 4	\$33.00	\$20.73

Duties Include:

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work. Manufacture, fabrication, assembling, installation, dismantling, and alteration of all HVAC systems, air conveyer systems, and exhaust systems. All lagging over insulation and all duct lining.

All Districts

0-45 mi. free zone

>45 mi.

- \$0.25/mi. in employer vehicle.
- \$0.65/mi. in employee vehicle.

Per Diem:

All Districts

\$85/day

[↑ Back to Table of Contents](#)

SOLAR PHOTOVOLTAIC INSTALLERS

	Wage	Benefit
District 1	\$32.75	\$17.75
District 2	\$32.75	\$17.75
District 3	\$33.90	\$16.40
District 4	\$33.70	\$16.40

Travel:

Districts 1, 2 and 3

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-08 mi. free zone
- >08-50 mi. federal mileage rate/mi. in excess of the free zone.
- >50 mi. \$60.57/day

District 4

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-18 mi. free zone
- >18-60 mi. federal mileage rate/mi.
- >60 mi. \$75.00/day

[↑ Back to Table of Contents](#)

SPRINKLER FITTERS

	Wage	Benefit
District 1	\$37.66	\$23.68
District 2	\$39.06	\$25.39
District 3	\$39.06	\$25.39
District 4	\$39.06	\$25.39

Duties Include:

Duties Include but not limited to any and all fire protection systems: Installation, dismantling, inspection, testing, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems, including both overhead and underground water mains, all piping, fire hydrants, standpipes, air lines, tanks, and pumps used in connection with sprinkler and alarm systems.

Travel

All Districts

The following travel allowance is applicable when traveling in employee's vehicle.

- 0-60 mi. free zone
- >60-80 mi. \$19.00/day
- >80-100 mi. \$29.00/day
- >100 mi. \$105.00/day + the IRS rate per mile and \$8.92 for every 15 miles traveled for one trip out and one trip back

No travel allowance required when in employer's vehicle except when staying the night.

[↑ Back to Table of Contents](#)

TAPERS

No Rate Established

[↑ Back to Table of Contents](#)

Travel and Per Diem:

All Districts

No travel or per diem established.

TELECOMMUNICATIONS EQUIPMENT INSTALLERS

	Wage	Benefit
District 1	\$32.36	\$9.73
District 2	\$23.33	\$7.03
District 3	\$24.17	\$8.12
District 4	\$23.93	\$2.32

Duties Include:

Install voice; sound; vision and data systems. This occupation includes burglar alarms, fire alarms, fiber optic systems, and video systems for security or entertainment

[↑ Back to Table of Contents](#)

Travel:

All Districts

The federal mileage rate/mi. in effect when travel occurs if using own vehicle.

Per Diem:

All Districts

Employer pays for meals and lodging up to \$75.00/day. When jobsite is located in Big Sky, West Yellowstone, and Gardiner, lodging and meals will be provided by the employer for all actual and reasonable expenses incurred.

TERRAZZO WORKERS AND FINISHERS

No Rate Established

Duties Include:

Finish work on hard tile, marble, and wood tile to floors, ceilings, and roof decks

[↑ Back to Table of Contents](#)

TILE AND STONE SETTERS

	Wage	Benefit
District 1	\$22.94	\$3.74
District 2	\$22.94	\$3.74
District 3	\$22.94	\$3.74
District 4	\$22.94	\$3.74

Duties Include:

Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.

[↑ Back to Table of Contents](#)

Travel and Per Diem

No travel or per diem established.

TRUCK DRIVERS

Pilot Car Driver **No Rate Established**

	Wage	Benefit
District 1	\$23.42	\$ 5.30
District 2	\$25.00	\$ 5.50
District 3	\$31.06	\$10.16
District 4	\$30.60	\$ 9.93

Truck drivers include but are not limited to:

Combination Truck & Concrete Mixer; Distributor Driver; Dry Batch Trucks; Dump Trucks & Similar Equipment; Flat Trucks; Lowboys, Four-Wheel Trailers, Float Semitrailer; Powder Truck Driver (Bulk Unloader Type); Servicemen; Service Truck Drivers, Fuel Truck Drivers, Tiremen; Trucks with Power Equipment; Truck Mechanic; Water Tank Drivers, Petroleum Product Drivers.

Zone Pay:

All Districts

No zone pay established.

[↑ Back to Table of Contents](#)

MONTANA
PREVAILING WAGE RATES FOR HEAVY CONSTRUCTION SERVICES 2024

Effective: January 13, 2024

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 ERD at erd.dli.mt.gov/labor-standards or contact:

Employment Relations Division
Montana Department of Labor and Industry
P. O. Box 8011
Helena, MT 59620-1503
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 erd.dli.mt.gov/labor-standards 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

TABLE OF CONTENTS

MONTANA PREVAILING WAGE REQUIREMENTS:

A. Date of Publication	3
B. Definition of Heavy Construction	3
C. Definition of Public Works Contract	3
D. Prevailing Wage Schedule	3
E. Rates to Use for Projects	3
F. Wage Rate Adjustments for Multiyear Contracts	3
G. Fringe Benefits	4
H. Dispatch City	4
I. Zone Pay	4
J. Computing Travel Benefits	4
K. Per Diem	4
L. Apprentices	4
M. Posting Notice of Prevailing Wages	5
N. Employment Preference	5
O. Projects of a Mixed Nature	5
P. Occupations Definitions Website	5
Q. Welder Rates	5
R. Foreman Rates	5
S. Proper Classification for Pipefitter and Laborer/Pipelayer Work on Water and Waste Water Treatment Plants	5

WAGE RATES:

BOILERMAKERS	6
BRICK, BLOCK, AND STONE MASONS	6
CARPENTERS	6
CEMENT MASONS AND CONCRETE FINISHERS	6
CONSTRUCTION EQUIPMENT OPERATORS	
OPERATORS GROUP 1	7
OPERATORS GROUP 2	7
OPERATORS GROUP 3	8
OPERATORS GROUP 4	8
OPERATORS GROUP 5	8
OPERATORS GROUP 6	8
OPERATORS GROUP 7	9
CONSTRUCTION LABORERS	
LABORERS GROUP 1	9
LABORERS GROUP 2	9
LABORERS GROUP 3	10
LABORERS GROUP 4	10
DIVERS	10
DIVER TENDERS	11
ELECTRICIANS	11
INSULATION WORKERS - MECHANICAL (HEAT AND FROST)	11
IRONWORKERS - STRUCTURAL STEEL AND REBAR PLACERS	12
LINE CONSTRUCTION	
EQUIPMENT OPERATORS	12
GROUNDMAN	12
LINEMAN	12
MILLWRIGHTS	13
PAINTERS	13
PILE BUCKS	13
PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	13
SPRINKLERFITTERS	14
TRUCK DRIVERS	14

A. Date of January 13, 2024

B. Definition of Heavy Construction

The Administrative Rules of Montana (ARM), 24.17.501(4) – (4)(a), states “Heavy construction projects include, but are not limited to, those projects that are not properly classified as either ‘building construction’, or ‘highway construction.’”

Heavy construction projects include, but are not limited to, antenna towers, bridges (major bridges designed for commercial navigation), breakwaters, caissons (other than building or highway), canals, channels, channel cut-offs, chemical complexes or facilities (other than buildings), cofferdams, coke ovens, dams, demolition (not incidental to construction), dikes, docks, drainage projects, dredging projects, electrification projects (outdoor), fish hatcheries, flood control projects, industrial incinerators (other than building), irrigation projects, jetties, kilns, land drainage (not incidental to other construction), land leveling (not incidental to other construction), land reclamation, levees, locks and waterways, oil refineries (other than buildings), pipe lines, ponds, pumping stations (prefabricated drop-in units – not buildings), railroad construction, reservoirs, revetments, sewage collection and disposal lines, sewers (sanitary, storm, etc.), shoreline maintenance, ski tows, storage tanks, swimming pools (outdoor), subways (other than buildings), tipples, tunnels, unsheltered piers and wharves, viaducts (other than highway), water mains, waterway construction, water supply lines (not incidental to building), water and sewage treatment plants (other than buildings) and wells.”

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 Heavy Construction occupations and rates in the specific localities mentioned herein. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Building Construction, Highway Construction and Nonconstruction Services occupations can be found on the internet at www.mtwagehourbopa.com 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 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. 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.”*

I. Zone Pay

Zone pay is not travel pay. ARM, 24.17.103(24), 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 H above for a list of dispatch cities.

J. Computing Travel Benefits

ARM, 24.17.103(22), 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 H above for a list of dispatch cities.

K. 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.”*

L. 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.

M. 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.”

N. Employment Preference

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

O. Projects of a Mixed Nature

Section 18-2-408, MCA states:

“(1) The contracting agency shall determine, based on the preponderance of labor hours to be worked, whether the public works construction services project is classified as a highway construction project, a heavy construction project, or a building construction project.

“(2) Once the project has been classified, employees in each trade classification who are working on that project must be paid at the rate for that project classification”

P. 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

Q. Welder Rates

Welders receive the rate prescribed for the craft performing an operation to which welding is incidental.

R. Foreman Rates

Rates are no longer set for foremen. However, if a foreman performs journey level work, the foreman must be paid at least the journey level rate.

S. Proper Classification for Pipefitter and Laborer/Pipelayer Work on Water and Waste Water Treatment Plants The proper classification for the following work is Pipefitter, when it is performed inside a building structure or performed at a location which will later be inside of a building: Joining steel pipe larger than 12 inches in diameter with bolted flange connections that has been pre-fabricated off site and does not require any modification such as cutting, grinding, welding, or other fabrication in order to be installed. All other work previously classified as pipefitter remains in that classification. The proper classification for that work when it is at a location that will always be outside a building is Pipelayer, which is under the Laborer Group 3 classification.

WAGE RATES

BOILERMAKERS

Wage	Benefit
\$35.30	\$30.94

Duties Include:

Construct, assemble, maintain, and repair stationary steam boilers, boiler house auxiliaries, process vessels, pressure vessels and penstocks. Bulk storage tanks and bolted steel tanks.

Travel and Per Diem:

No travel or per diem established.

[↑ Back to Table of Contents](#)

BRICK, BLOCK, AND STONE MASONS

Wage	Benefit
\$32.32	\$16.78

Travel:

0-70 mi. free zone
>70-90 mi. \$60.00/day
>90 mi. \$80.00/day

[↑ Back to Table of Contents](#)

CARPENTERS

Wage	Benefit
\$34.50	\$14.07

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

[↑ Back to Table of Contents](#)

CEMENT MASONS AND CONCRETE FINISHERS

No Rate Established

Duties Include:

Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, or curbs. Align forms for sidewalks, curbs, or gutters.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

Wage	Benefit
\$30.76	\$14.40

This group includes but is not limited to:

Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small); Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

Wage	Benefit
\$31.55	\$14.10

This group includes but is not limited to:

Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batch; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Field Equipment Serviceman; Front-End Loader, 1 cu. yd up to and incl. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-Propelled; Pugmill; Pumpcrete\Grout Machine; Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6 ft; Trenching Machine; Washing /Screening Plant

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

Wage	Benefit
\$37.00	\$15.93

Per Diem:
0-75 mi. free zone
>75 mi. \$110.00/Day

This group includes but is not limited to:

Asphalt Paving Machine; Asphalt Screed; Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes, 24 tons and under; Curb Machine\Slip Form Paver; Finish Dozer; Front-End Loader, over 5 cu. yds; Mechanic\Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish); Rotomill, over 6 ft; Scraper, Single, Twin, or Pulling Belly-Dump; YO-YO Cat Haul Truck, Articulating Trucks, Vac Truck.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

Wage	Benefit
\$37.00	\$15.93

Per Diem:
0-75 mi. free zone
>75 mi. \$110.00/Day

This group includes but is not limited to:

Asphalt\Hot Plant Operator; Cranes, 25 tons up to and incl. 44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

Wage	Benefit
\$37.00	\$15.93

Per Diem:
0-75 mi. free zone
>75 mi. \$110.00/Day

This group includes but is not limited to:

Cranes, 45 tons up to and incl. 74 tons.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

Wage	Benefit
\$38.00	\$15.93

Per Diem:
0-75 mi. free zone
>75 mi. \$110.00/Day

This group includes but is not limited to:

Cranes, 75 tons up to and incl. 149 tons; Cranes, Whirley (All).

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

Wage	Benefit
\$39.00	\$15.93

Per Diem:
0-75 mi. free zone
>75 mi. \$110.00/Day

This group includes but is not limited to:

Cranes, 150 tons up to and incl. 250 tons; Cranes, over 250 tons—add \$1.00 for every 100 tons over 250 tons; Crane, Tower (All); Crane Stiff-Leg or Derrick; Helicopter Hoist.

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 1/FLAG PERSON FOR TRAFFIC CONTROL

Wage	Benefit
\$23.08	\$11.82

Zone Pay:
0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 2

Wage	Benefit
\$26.57	\$11.82

Zone Pay:
0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

This group includes but is not limited to:

General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler (dry); Chuck Tender; Choker Setter; Concrete Worker; Curb Machine-lay Down; Crusher and Batch Worker; Heater Tender; Fence Erector; Landscape Laborer; Landscaper; Lawn Sprinkler Installer; Pipe Wrapper; Pot Tender; Powderman Tender; Rail and Truck Loaders and Unloaders; Riprapper; Sign Erection; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman and Traffic Control Worker.

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 3

Wage	Benefit
\$26.07	\$11.82

This group includes but is not limited to:

Concrete Vibrator; Dumpman (Grademan); Equipment Handler; Geotextile and Liners; High-Pressure Nozzleman; Jackhammer (Pavement Breaker) Non-Riding Rollers; Pipelayer; Posthole Digger (Power); Power Driven Wheelbarrow; Rigger; Sandblaster; Sod Cutter-Power and Tamper.

[↑ Back to Table of Contents](#)

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

CONSTRUCTION LABORERS GROUP 4

Wage	Benefit
\$26.76	\$11.82

This group includes but is not limited to:

Hod Carrier***; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws (Faller & Concrete); Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder incl. Air Arc

[↑ Back to Table of Contents](#)

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

***Hod Carriers will receive the same amount of travel and/or subsistence pay as bricklayers when requested to travel.

DIVERS

	Wage	Benefit
Stand-By	\$48.51	\$16.05
Diving	\$97.52	\$16.05

Depth Pay (Surface Diving)

0-20 ft.	free zone
>20-100 ft.	\$2.00 per ft.
>100-150 ft.	\$3.00 per ft.
>150-220 ft.	\$4.00 per ft.
>220 ft.	\$5.00 per ft.

Diving In Enclosures

0-25 ft.	free zone
>25-300 ft.	\$1.00 per ft.

[↑ Back to Table of Contents](#)

Zone Pay:

0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

DIVER TENDERS

Wage	Benefit
\$47.55	\$16.05

The tender shall receive 2 hours at the straight time pay rate per shift for dressing and/or undressing a Diver when work is done under hyperbaric conditions.

[↑ Back to Table of Contents](#)

Zone Pay:
0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

ELECTRICIANS

Wage	Benefit
\$38.86	\$17.75

Travel:
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-18 mi. free zone
>18-60 mi. federal mileage rate/mi.

Per Diem
District 4
>60 mi. \$80.00/day
Per Diem in Big Sky and West Yellowstone \$125/day.

[↑ Back to Table of Contents](#)

INSULATION WORKERS - MECHANICAL (HEAT AND FROST)

Wage	Benefit
\$42.26	\$21.99

Duties Include:
Insulate pipes, ductwork or other mechanical systems.

Travel:
0-30 mi. free zone
>30-40 mi. \$25.00/day
>40-50 mi. \$35.00/day
>50-60 mi. \$45.00/day
>60 mi. \$130.00/day plus
▪ \$0.56/mi. if transportation is not provided.
▪ \$0.20/mi. if in company vehicle.

[↑ Back to Table of Contents](#)

IRONWORKERS – REINFORCING IRON AND REBAR WORKERS

Wage	Benefit
\$33.95	\$24.50

Travel:
All Districts
0-45 mi. free zone
>45-85 mi. \$100.00/day
>85 mi. \$150.00/day

Duties Include:

Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

[↑ Back to Table of Contents](#)

IRONWORKERS – STRUCTURAL IRON AND STEEL WORKERS

Wage	Benefit
\$33.95	\$24.50

Travel:
All Districts
0-45 mi. free zone
>45-85 mi. \$100.00/day
>85 mi. \$150.00/day

Duties Include:

Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

LINE CONSTRUCTION – EQUIPMENT OPERATORS

Wage	Benefit
\$38.56	\$17.93

Travel:
No Free Zone
\$60.00/day

Duties Include:

All work on substations

[↑ Back to Table of Contents](#)

LINE CONSTRUCTION – GROUNDMAN

Wage	Benefit
\$30.11	\$17.44

Travel:
No Free Zone
\$60.00/day

Duties Include:

All work on substations

[↑ Back to Table of Contents](#)

LINE CONSTRUCTION – LINEMAN

Wage	Benefit
\$50.35	\$19.54

Travel:
No Free Zone
\$60.00/day

Duties Include:

All work on substations

[↑ Back to Table of Contents](#)

MILLWRIGHTS

Wage	Benefit
\$40.49	\$18.84

Zone Pay:
0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

[↑ Back to Table of Contents](#)

PAINTERS

Wage	Benefit
\$25.00	\$0.00

Travel and Per Diem:
No travel or per diem established.

[↑ Back to Table of Contents](#)

PILE BUCKS

Wage	Benefit
\$34.50	\$14.07

Duties Include:

Set up crane; set up hammer; weld tips on piles; set leads; insure piles are driven straight with the use of level or plum bob. Give direction to crane operator as to speed, and direction of swing. Cut piles to grade.

Zone Pay:
0-30 mi. free zone
>30-60 mi. base pay + \$4.00/hr.
>60 mi. base pay + \$6.00/hr.

[↑ Back to Table of Contents](#)

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Wage	Benefit
\$40.06	\$20.71

Duties Include:

Assemble, install, alter, and repair pipe-lines or pipe systems that carry water, steam, air, other liquids or gases. Testing of piping systems, commissioning and retro-commissioning. Workers in this occupation may also install heating and cooling equipment and mechanical control systems.

Travel:
District 4
0-70 free zone
>70 mi.

- On jobs when employees do not work consecutive days: \$0.55/mi. if employer doesn't provide transportation. Not to exceed two trips.
- On jobs when employees work any number of consecutive days: \$110.00/day.

[↑ Back to Table of Contents](#)

SPRINKLER FITTERS

Wage	Benefit
\$39.06	\$25.39

Duties Include:

Duties Include but not limited to any and all fire protection systems: Installation, dismantling, inspection, testing, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems, including both overhead and underground water mains, all piping, fire hydrants, standpipes, air lines, tanks, and pumps used in connection with sprinkler and alarm systems.

Travel

The following travel allowance is applicable when traveling in employee's vehicle.

0-60 mi. free zone
>60-80 mi. \$23.00/day
>80-100 mi. \$33.00/day
>100 mi. \$125.00/day + the IRS rate per mile and \$8.92 for every 15 miles traveled for one trip out and one trip back

No travel allowance required when in employer's vehicle except when staying the night.

>100 mi. \$125.00/day

[↑ Back to Table of Contents](#)

TRUCK DRIVERS

Pilot Car Driver	No Rate Established	
	Wage	Benefit
Truck Driver	\$31.00	\$9.37

Truck drivers include but are not limited to:

Combination Truck and Concrete Mixer and Transit Mixer; Dry Batch Trucks; Distributor Driver; Dumpman; Dump Trucks and similar equipment; Dumpster; Flat Trucks; Lumber Carriers; Lowboys; Pickup; Powder Truck Driver; Power Boom; Serviceman; Service Truck/Fuel Truck/Tireperson; Truck Mechanic; Trucks with Power Equipment; Warehouseman, Partsman, Cardex and Warehouse Expeditor; Water Trucks.

Zone Pay:

All Districts

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$.485/hr.

Special Provision:

Zone pay only applies to the Truck Driver classification. No zone pay was established for Pilot Car Driver.

[↑ Back to Table of Contents](#)

MONTANA
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2024

Effective: January 13, 2024

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 ERD at erd.dli.mt.gov/labor-standards or contact:

Employment Relations 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

TABLE OF CONTENTS

MONTANA PREVAILING WAGE REQUIREMENTS:

A. Date of Publication	2
B. Definition of Nonconstruction Services	2
C. Definition of Public Works Contract	3
D. Prevailing Wage Schedule	3
E. Rates to Use for Projects	3
F. Wage Rate Adjustments for Multiyear Contracts	3
G. Fringe Benefits	3
H. Prevailing Wage Districts	4
I. Dispatch City	4
J. Zone Pay	4
K. Computing Travel Benefits	4
L. Per Diem	5
M. Apprentices	5
N. Posting Notice of Prevailing Wages	5
O. Employment Preference	5
P. Occupations Definitions	5
Q. Nonconstruction Services Occupations	5

Wage Rates:

Maintenance of Publicly Owned Buildings and Facilities	8
Custodial or Security Services for Publicly Owned Buildings and Facilities	8
Grounds Maintenance for Publicly Owned Property	9
Operation of Public Drinking Water Supply, Waste Collection and Waste Disposal Systems	11
Law Enforcement, Including Correction and Detention Officers	13
Fire Protection	13
Public or School Transportation Driving	14
Nursing, Nurse’s Aid Services, and Medical Laboratory Technician Services	14
Material and Mail Handling	16
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 13,2024

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 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 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.

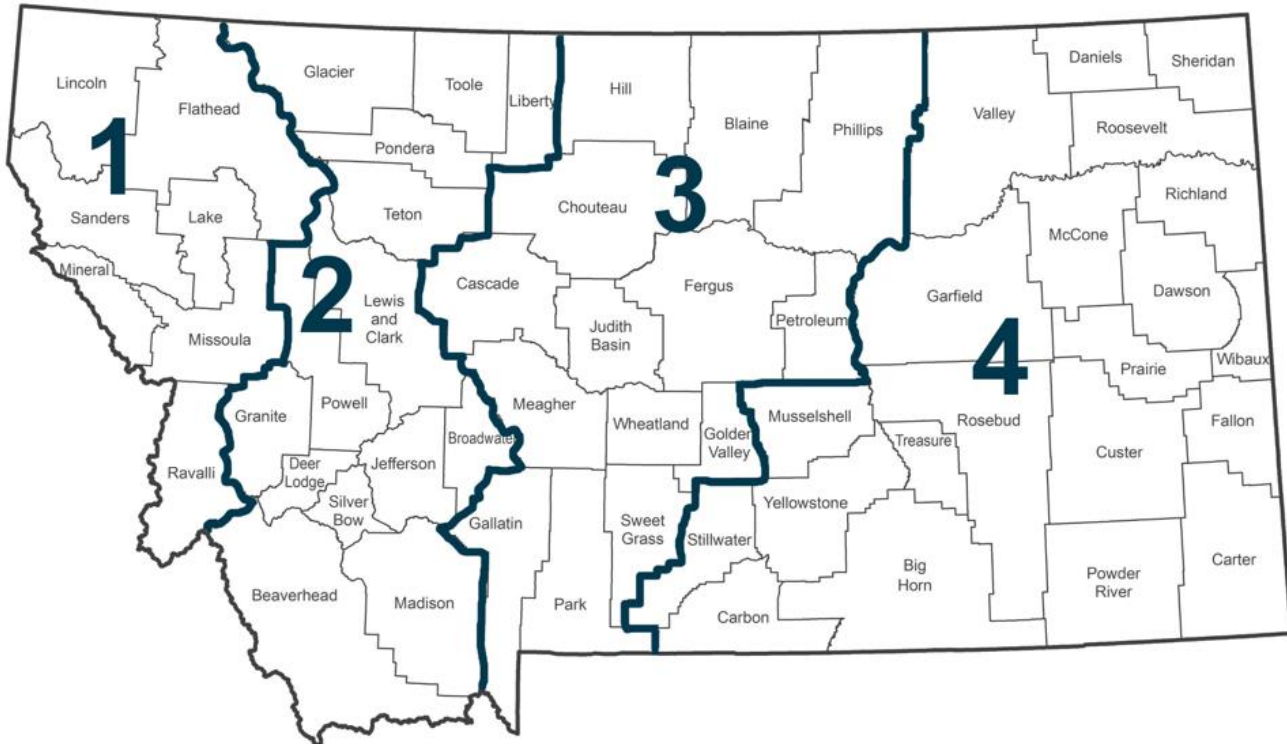
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income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

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(24), 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(22), 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. 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. 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

Q. 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

	Wage	Benefit
District 1	\$62.25	\$45.24
District 2	\$62.25	\$45.24
District 3	\$62.25	\$45.24
District 4	\$62.25	\$45.24

Travel:**All Districts**

0-15 mi. free zone
>15-25 mi. \$49.73/day
>25-35 mi. \$99.45/day
>35 mi. \$112.90/day

Special Provision:

.93/mile when added to amounts above if using employee vehicle.

[↑ Back to Table of Contents](#)

MAINTENANCE AND REPAIR WORKERS (GENERAL)

	Wage	Benefit
District 1	\$22.20	\$7.57
District 2	\$19.55	\$8.49
District 3	\$22.03	\$8.94
District 4	\$21.20	\$8.88

[↑ Back to Table of Contents](#)

STATIONARY ENGINEERS AND BOILER OPERATORS

	Wage	Benefit
District 1	\$21.64	\$8.33
District 2	\$20.53	\$7.75
District 3	\$20.53	\$7.75
District 4	\$21.64	\$8.33

[↑ Back to Table of Contents](#)

CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

ENVIRONMENTAL SERVICES WORKERS

	Wage	Benefit
District 1	\$17.82	\$5.76
District 2	\$23.02	\$6.30
District 3	\$17.41	\$7.00
District 4	\$15.36	\$3.52

[↑ Back to Table of Contents](#)

JANITORS AND CLEANERS

	Wage	Benefit
District 1	\$17.99	\$8.51
District 2	\$17.93	\$8.06
District 3	\$18.89	\$6.33
District 4	\$16.76	\$7.20

[↑ Back to Table of Contents](#)

PARKING ENFORCEMENT WORKERS

No Rate Established

[↑ Back to Table of Contents](#)

PARKING LOT ATTENDANTS

No Rate Established

[↑ Back to Table of Contents](#)

SECURITY AND FIRE ALARM SYSTEMS REPAIRERS

No Rate Established

[↑ Back to Table of Contents](#)

SECURITY GUARDS

	Wage	Benefit
District 1	\$22.11	\$2.78
District 2	\$17.13	\$0.38
District 3	\$18.25	\$0.38
District 4	\$15.00	\$4.19

[↑ Back to Table of Contents](#)

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

FALLERS

No Rate Established

[↑ Back to Table of Contents](#)

FOREST AND CONSERVATION TECHNICIANS

No Rate Established

[↑ Back to Table of Contents](#)

FOREST AND CONSERVATION WORKERS

	Wage	Benefit
District 1	\$28.05	\$1.82
District 2	\$28.05	\$1.82
District 3	\$28.05	\$1.82
District 4	\$28.05	\$1.82

[↑ Back to Table of Contents](#)

FOREST EQUIPMENT OPERATORS

No Rate Established

[↑ Back to Table of Contents](#)

LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	\$17.73	\$5.62
District 2	\$19.96	\$5.63
District 3	\$20.54	\$6.27
District 4	\$20.45	\$9.72

Duties Include:

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

[↑ Back to Table of Contents](#)

MATERIAL MOVING WORKERS (ALL OTHER)

	Wage	Benefit
District 1	\$25.82	\$11.87
District 2	\$26.71	\$ 6.20
District 3	\$24.39	\$10.41
District 4	\$23.91	\$15.42

Occupations Include:

Bulldozer Operator, Freight Elevator Operator, Shovel Operator

[↑ Back to Table of Contents](#)

MEDIUM TRUCK DRIVERS

	Wage	Benefit
District 1	\$26.75	\$ 6.20
District 2	\$26.24	\$ 6.20
District 3	\$22.04	\$13.39
District 4	\$22.04	\$13.39

[↑ Back to Table of Contents](#)

PEST CONTROL WORKERS

No Rate Established

[↑ Back to Table of Contents](#)

PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS (VEGETATION)

	Wage	Benefit
District 1	\$28.05	\$1.82
District 2	\$23.65	\$5.45
District 3	\$20.78	\$4.45
District 4	\$25.36	\$4.55

[↑ Back to Table of Contents](#)

TREE TRIMMERS AND PRUNERS

	Wage	Benefit
District 1	\$30.09	\$10.48
District 2	\$26.03	\$ 8.83
District 3	\$27.07	\$ 8.83
District 4	\$30.09	\$10.48

Travel

Districts 2 and 3
No Rate Established

Districts 1 and 4
0-25 mi. - free zone
>25-50 mi. - \$20.00/day
>50 mi. - \$70.00/day

[↑ Back to Table of Contents](#)

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

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

	Wage	Benefit
District 1	\$26.52	\$12.47
District 2	\$25.61	\$12.81
District 3	\$25.62	\$12.51
District 4	\$27.71	\$12.49

[↑ Back to Table of Contents](#)

LANDFILL ATTENDANTS AND EQUIPMENT OPERATORS

	Wage	Benefit
District 1	\$24.02	\$11.13
District 2	\$21.17	\$ 9.51
District 3	\$21.62	\$ 9.35
District 4	\$22.05	\$ 8.83

[↑ Back to Table of Contents](#)

RECYCLING AND RECLAMATION WORKERS

No Rate Established

[↑ Back to Table of Contents](#)

REFUSE AND RECYCLABLE MATERIALS COLLECTORS

	Wage	Benefit
District 1	\$20.72	\$ 8.99
District 2	\$20.72	\$ 8.99
District 3	\$23.44	\$10.96
District 4	\$24.13	\$11.47

[↑ Back to Table of Contents](#)

SEPTIC TANK SERVICERS AND SEWER PIPE CLEANERS

No Rate Established

[↑ Back to Table of Contents](#)

WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

	Wage	Benefit
District 1	\$23.43	\$ 9.60
District 2	\$22.71	\$ 9.00
District 3	\$27.87	\$11.35
District 4	\$26.61	\$ 9.94

[↑ Back to Table of Contents](#)

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS

	Wage	Benefit
District 1	\$24.03	\$10.56
District 2	\$20.84	\$10.13
District 3	\$22.77	\$10.00
District 4	\$20.97	\$14.09

[↑ Back to Table of Contents](#)

POLICE, FIRE, AND AMBULANCE DISPATCHERS

	Wage	Benefit
District 1	\$23.93	\$..9.91
District 2	\$30.22	\$..5.53
District 3	\$20.89	\$..7.26
District 4	\$24.48	\$10.67

[↑ Back to Table of Contents](#)

PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

	Wage	Benefit
District 1	\$22.75	\$10.92
District 2	\$21.81	\$10.47
District 3	\$21.63	\$10.46
District 4	\$21.75	\$10.48

[↑ Back to Table of Contents](#)

FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS

No Rate Established

[↑ Back to Table of Contents](#)

FOREST FIREFIGHTERS

No Rate Established

[↑ Back to Table of Contents](#)

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL OR SPECIAL CLIENT)

	Wage	Benefit
District 1	\$22.66	\$5.66
District 2	\$19.15	\$3.80
District 3	\$21.58	\$5.65
District 4	\$20.56	\$5.90

[↑ Back to Table of Contents](#)

BUS DRIVERS (TRANSIT AND INTERCITY)

	Wage	Benefit
District 1	\$22.42	\$11.64
District 2	\$21.30	\$10.19
District 3	\$20.00	\$ 6.86
District 4	\$20.58	\$ 8.99

[↑ Back to Table of Contents](#)

LIGHT TRUCK OR DELIVERY SERVICES DRIVERS (INCLUDES VAN DRIVERS)

	Wage	Benefit
District 1	\$14.92	\$5.51
District 2	\$16.54	\$5.34
District 3	\$20.00	\$6.25
District 4	\$17.09	\$6.44

[↑ Back to Table of Contents](#)

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

BREATH ALCOHOL TECHNICIANS

No Rate Established

[↑ Back to Table of Contents](#)

CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

	Wage	Benefit
District 1	\$39.60	\$9.31
District 2	\$39.34	\$8.14
District 3	\$37.15	\$7.00
District 4	\$34.70	\$9.24

[↑ Back to Table of Contents](#)

EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

	Wage	Benefit
District 1	\$20.95	\$3.71
District 2	\$20.75	\$4.88
District 3	\$20.20	\$7.00
District 4	\$18.60	\$3.16

[↑ Back to Table of Contents](#)

HOME HEALTH AIDES AND PERSONAL CARE AIDES

	Wage	Benefit
District 1	\$12.62	\$4.10
District 2	\$13.19	\$7.13
District 3	\$12.81	\$4.99
District 4	\$12.09	\$7.59

[↑ Back to Table of Contents](#)

LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	\$25.92	\$4.10
District 2	\$25.51	\$7.13
District 3	\$25.66	\$4.99
District 4	\$29.56	\$7.59

MEDICAL ASSISTANTS

	Wage	Benefit
District 1	\$21.83	\$5.62
District 2	\$18.14	\$5.70
District 3	\$18.89	\$5.61
District 4	\$20.15	\$7.15

[↑ Back to Table of Contents](#)

NURSE PRACTITIONERS

	Wage	Benefit
District 1	\$58.83	\$10.59
District 2	\$60.57	\$10.23
District 3	\$52.13	\$ 5.90
District 4	\$64.80	\$17.01

[↑ Back to Table of Contents](#)

NURSING ASSISTANTS

	Wage	Benefit
District 1	\$17.78	\$3.34
District 2	\$16.64	\$4.03
District 3	\$17.69	\$4.03
District 4	\$19.44	\$5.25

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

[↑ Back to Table of Contents](#)

ORDERLIES

No Rate Established

PHYSICIANS ASSISTANTS

	Wage	Benefit
District 1	\$59.52	\$11.32
District 2	\$58.80	\$10.66
District 3	\$57.72	\$ 9.84
District 4	\$67.28	\$13.71

[↑ Back to Table of Contents](#)

REGISTERED NURSES

	Wage	Benefit
District 1	\$36.77	\$ 6.95
District 2	\$33.30	\$10.51
District 3	\$36.77	\$..7.00
District 4	\$38.30	\$ 8.88

[↑ Back to Table of Contents](#)

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

	Wage	Benefit
District 1	\$17.81	\$5.57
District 2	\$18.94	\$8.40
District 3	\$19.07	\$9.86
District 4	\$19.14	\$8.84

[↑ Back to Table of Contents](#)

FOOD SERVICE AND COOKING

COOKS, (INSTITUTION AND CAFETERIA)

	Wage	Benefit
District 1	\$18.25	\$4.03
District 2	\$17.30	\$7.78
District 3	\$17.89	\$5.10
District 4	\$16.34	\$5.89

[↑ Back to Table of Contents](#)

FOOD PREPARATION AND SERVING RELATED WORKERS

	Wage	Benefit
District 1	\$14.34	\$4.03
District 2	\$14.70	\$4.82
District 3	\$13.91	\$4.40
District 4	\$15.56	\$4.17

Occupations Include:
Dietary Aides, Counter Attendants, and Dining Room Attendants.

[↑ Back to Table of Contents](#)

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

	Wage	Benefit
District 1	\$27.28	\$4.15
District 2	\$25.04	\$5.51
District 3	\$29.62	\$5.94
District 4	\$29.60	\$6.70

[↑ Back to Table of Contents](#)

BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

	Wage	Benefit
District 1	\$29.97	\$13.21
District 2	\$29.42	\$11.49
District 3	\$28.17	\$10.85
District 4	\$28.01	\$12.29

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT MECHANICS

	Wage	Benefit
District 1	\$28.59	\$6.49
District 2	\$28.47	\$6.20
District 3	\$26.17	\$9.90
District 4	\$27.03	\$8.23

[↑ Back to Table of Contents](#)

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS

No Rate Established

COMPUTER USER SUPPORT SPECIALISTS

	Wage	Benefit
District 1	\$27.24	\$9.10
District 2	\$26.98	\$9.11
District 3	\$24.18	\$7.94
District 4	\$23.02	\$5.87

[↑ Back to Table of Contents](#)

COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

No Rate Established

[↑ Back to Table of Contents](#)