

**CONTRACT AMENDMENT NO. 2
CONTRACT FOR: CELL STAFF, LLC
CONTRACT NO: COR-SVCS-2018-0124-CSD**

This CONTRACT AMENDMENT No. 2 amends the above-referenced contract between the State of Montana, Department of Corrections (DEPARTMENT), whose address and phone number are P.O. Box 201301, 5 South Last Chance Gulch, Helena, MT 59620-1301, 406-444-3930 and Cell Staff, LLC., (CONTRACTOR), whose address and phone number are 1715 N. West Shore Blvd, Ste 410, Tampa, FL 33607 and (855) 561-2826 Ext. 2102. This Contract is amended for the following purpose(s):

- 1) In accordance with Section 1, of the above referenced contract, entitled Effective Date, Duration, and Renewal, parties mutually agree to extend this Contract for the period February 1, 2020 through January 31, 2021 per the terms, conditions, and prices agreed upon. This is the 2nd renewal, 3rd year of the Contract.
- 2) In accordance with Section 7, of the above referenced contract, entitled Prevailing Wage Requirements, parties mutually agree to replacing the current 2019 Prevailing Wage Rates, for the new 2020 Prevailing Wage Rates, which is included in the amendment as Attachment A.
- 3) In accordance with Section 23, of the above referenced contract, entitled Liaisons and Service of Notices, subsection 23.1 Contract Liaisons, parties mutually agree to a change in Department's Contract Liaison as follows:

Current: Anita Thorpe
 400 Conley Lake Road
 Deer Lodge, MT 59722
 Telephone: (406) 846-1320 x2521
athrope@mt.gov

New: Heidi Abbott
 400 Conley Lake Road
 Deer Lodge, MT 59722
 (406) 846-1320 x2522
Habbott@mt.gov

Except as modified above, all other terms and conditions of Contract No. COR-SVCS-2018-0124-CSD, including Amendment #1, remain unchanged.

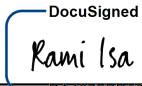
STATE OF MONTANA
Montana Department of Corrections
5 S. Last Chance Gulch
Helena, MT 59601

Cell Staff, LLC
1715 N. West Shore Blvd, Ste. 410
Tampa, FL 3307

BY: Connie Winner, Administrator CSD
(Name/Title)

BY: Rami Isa, Cell Staff, LLC
(Name/Title)

SIGNATURE: 
DocuSigned by: ABDE2DF1207948A...

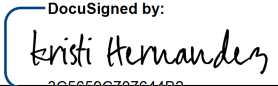
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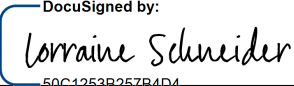
DATE: 6/2/2020

DATE: 5/20/2020

Approved as to Form:

Approved as to Legal Content:

 5/20/2020
DocuSigned by: 3C5659C787644B2
Contract Officer (Date)
Department of Corrections

 5/20/2020
DocuSigned by: 50C1253B257B4D4...
Legal Counsel (Date)
Department of Corrections

**CONTRACT AMENDMENT NO.: 1
CONTRACT FOR Cell Staff, LLC
CONTRACT NO: COR-SVCS-2018-0124-CSD**

This CONTRACT AMENDMENT No. 2 is to amend the above-referenced contract between the State of Montana, **Department of Corrections** (STATE), whose address and phone number are **5 S. Last Chance Gulch, Helena, MT 59601, 406-444-3930** and **Cell Staff, LLC.**, (CONTRACTOR), whose address and phone number are 1715 N. West Shore Blvd, Ste 410, Tampa, FL 33607, (855)-561-1715 x2102. This Contract is amended for the following purpose(s):

- 1) In accordance with the section entitled Effective Date, Duration, and Renewal, both parties mutually agree to extend this Contract for the period February 1, 2019, through January 31, 2020 per the terms, conditions, and prices agreed upon. This is the 1st renewal, 2nd year of the Contract.

Except as modified above, all other terms and conditions of Contract No. **COR-SVCS-2018-0124-CSD** remain unchanged.

**STATE OF MONTANA
Department of Corrections
5 South Last Chance Gulch
Helena, MT 59601**

**Cell Staff, LLC
1715 N. West Shore Blvd, Ste 410
Tampa, FL 33607**

DocuSigned by:
Connie Winner
BY: _____
ABDE2D71697948A
**Connie Winner, Administrator
Clinical Services Division**

DocuSigned by:
Rami Isa
BY: _____
DA467FBD50854D3...
**Grant Hargis
Cell Staff, LLC**

DATE: 3/27/2019

DATE: 3/27/2019

Approved as to Legal Content:

DocuSigned by:
Ira Eakin

0220A83E8B2C4B8...
Legal Counsel 3/27/2019
(Date)

Approved as to Form:

Procurement Officer (Date)
State Procurement Bureau

Nursing Services-MSP, MWP, PHYCF, RYCF
(COR-SVCS-2018-0124-CSD)

THIS CONTRACT is entered into by and between the State of Montana, **Montana Department of Corrections** (Department), whose address and phone number are **5 S. Last Chance Gulch, Helena, MT 59601, (406) 444-3930** and **Cell Staff, LLC.**, (Contractor), whose address and phone number are 1715 N West Shore Blvd, Ste 410, Tampa, FL 33607 and (855)-561-1715 x 2102.

1. EFFECTIVE DATE, DURATION, AND RENEWAL

1.1 Contract Term. The contract's initial term is upon contract execution through **January 31, 2019**, unless terminated earlier as provided in this contract. In no event is this contract binding on the Department unless the Department's authorized representative has signed it. The legal counsel signature approving legal content of the contract does not constitute an authorized signature.

1.2 Contract Renewal. The Department may renew this contract under its then-existing terms and conditions (subject to potential cost adjustments described below in section 2) in one-year intervals, or any interval that is advantageous to the Department. This contract, including any renewals, may not exceed a total of seven (7) years.

2. COST ADJUSTMENTS 31

2.1 Cost Increase by Mutual Agreement. After the contract's initial term and if the Department agrees to a renewal, the parties may agree upon a cost increase. The Department is not obligated to agree upon a renewal or a cost increase. Any cost increases must be based on demonstrated industry-wide or regional increases in Contractor's costs. Publications such as the Federal Bureau of Labor Statistics and the Consumer Price Index (CPI) for all Urban Consumers may be used to determine the increased value.

3. SERVICES AND/OR SUPPLIES

Contractor shall provide the Department the following

A. NURSING SERVICES

CONTRACTOR agrees to provide temporary nursing services by nurses appropriately qualified, trained and licensed by the State of Montana. Services will be provided at Montana State Prison (MSP) in Deer Lodge Montana, Montana Women's Prison (MWP) in Billings, Montana, Riverside Correctional Facility (RCF) in Boulder, Montana, and Pine Hills Correctional Facility (PHCF) in Miles City, Montana. CONTRACTOR will provide the Contract liaison with resumes and other pertinent information for each nurse. DEPARTMENT reserves the right to reject proposed nurses, without cause, or to ask for removal of a nurse at any time. The CONTRACTOR shall ensure that all the CONTRACTOR'S Employees sent to the facility under this agreement are:

1. appropriately licensed in the State;
2. have received appropriate training with respect to life and safety issues, HIPPA regulations, Infection Control and the transmission of blood borne pathogens;
3. have current TB testing; and
4. are trained, experienced and qualified to perform the duties specified and made known to the CONTRACTOR by the DEPARTMENT.

Further the parties agree that the contractual time period specified shall not be construed as an absolute right or guarantee of any nurse to work within the facility during this time period.

Health care services shall include, but not be limited to the following:

- i. Intake screening/physical assessment;
- ii. Review of inmate health care record within 24 hours of the inmate's arrival;
- iii. Pre-operative care;
- iv. Post-operative care;
- v. Short term nursing care for acute illness;
- vi. Daily triage of Health Care Requests (HCR);
- vii. Assessment of inmates in segregation for suitability in such placements;
- viii. Management of communicable diseases and infection control;
- ix. Provision of routine health care assessment and sick call;
- x. Maintaining current medical health care records of each inmate;
- xi. Medication administration;
- xii. Provision of all provider orders for medication;
- xiii. Health education;
- xiv. Emergency care;

B. SCHEDULING

CONTRACTOR will provide appropriately licensed nurses to adequately cover the agreed upon daily nursing shifts. DEPARTMENT will provide nurses with ten (10) days advance notice prior to modifying the agreed upon schedule.

If a shift(s) is cancelled without proper advance notice, DEPARTMENT shall be liable to pay for that specified shift(s) and mileage incurred. Nurses will make every effort to provide the Contract Liaison at least 24 hours notice if a shift cannot be filled by said nurse. Absent such notice, said nurse shall complete all assigned shifts.

C. HOUSING

DEPARTMENT will provide nurses at MWP, PHYCF, and RCF with adequate lodging that is quiet, clean, private, secure, climate controlled, and includes a television, at a motel in the city in which the facility is located.

DEPARTMENT will provide nurses at MSP with adequate lodging located at 901 Mill Street, Deer Lodge, MT 59722. In the event lodging is not available at 901 Mill Street, a local motel may be used. Lodging will be quiet, clean, private, secure, climate controlled, and includes a television. Please reference Attachment A: Montana State Prison Temporary Housing Rules

D. TRAINING

Nurses must attend a pre-employment safety and security training class at the facility at which they will be working prior to being allowed to work. This training will include a minimum of two shifts of on-the-job training in the facility Infirmary. Training will last approximately 36 hours. Nurses will be compensated for training in accordance with the payment schedule listed herein.

E. EMPLOYEE SCREENING AND BACKGROUND CHECKS

Prior to hiring nurses that will provide services under this Contract, CONTRACTOR shall conduct reasonable and appropriate employment and other background or reference checks of

said nurses and shall maintain the documentation for subsequent inspection by DEPARTMENT, as requested.

4. WARRANTIES

4.1 Warranty of Services. Contractor warrants that the services provided conform to the contract requirements, including all descriptions, specifications and attachments made a part of this contract. The Department's acceptance of services provided by Contractor shall not relieve Contractor from its obligations under this warranty. In addition to its other remedies under this contract, at law, or in equity, the Department may, at Contractor's expense, require prompt correction of any services failing to meet Contractor's warranty herein. Services corrected by Contractor shall be subject to all the provisions of this contract in the manner and to the same extent as services originally furnished.

5. CONSIDERATION/PAYMENT

5.1 Payment Schedule. In consideration of the services to be provided, the Department shall pay Contractor according to the following schedule:

DEPARTMENT shall pay CONTRACTOR **\$50.00** per hour for Registered Nurses (RN), **\$40.00** per hour for Licensed Practical Nurses (LPN) and **\$30.00** per hour for Certified Nurse Aides. There will be no additional charge for hours in excess of 40 each week, or for hours worked on the following holidays: Christmas, New Year's, Memorial Day, Independence Day, Labor Day, and Thanksgiving. This contract will run in conjunction with contracts with Supplemental Health Care and Primetime Health Care. Compensation for all three contracts paid to CONTRACTOR shall not exceed **four hundred and twenty thousand dollars and 00/100 (\$420,000.00)** per fiscal year for the services described herein.

CONTRACTOR must pre-approve all overtime 24 hours in advance. DEPARTMENT reserves the right to suggest schedule changes in an effort to eliminate additional overtime/holiday costs.

5.2 Travel.

This rate is inclusive of all travel and per diem. Department will not compensate Contractor for travel or travel time, lodging, meals, supplies, or any other expense incurred by Contractor while performing services identified within this Contract.

5.3 Payment Terms. Unless otherwise noted in the solicitation document, the Department has 30 days to pay invoices, as allowed by 17-8-242, MCA. Contractor shall provide banking information at the time of contract execution in order to facilitate the Department's electronic funds transfer payments.

5.4 Reference to Contract. The contract number MUST appear on all invoices, packing lists, packages, and correspondence pertaining to the contract. If the number is not provided, the Department is not obligated to pay the invoice.

6. AGENCY ASSISTANCE

To the extent possible, Contractor shall use its' own equipment in providing the goods/services set forth in Section 3. However, the parties recognize that services provided to Department may occur within the confines of a secure correctional facility necessitating the use of Department facilities and equipment including, but not limited to, access to inmate records, work space within a correctional facility, and phone service (e.g., Montana State Prison does not allow cellular or digital phones within the facility).

7. PREVAILING WAGE REQUIREMENTS

7.1 Montana Resident Preference. The nature of the work performed, or services provided, under this contract meets the statutory definition of a "public works contract" in 18-2-401, MCA. 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. Contractor shall abide by the requirements set out in 18-2-401 through 18-2-432, MCA, and all administrative rules adopted under these statutes.

The Commissioner of the Montana Department of Labor and Industry has established the resident requirements in accordance with 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.

7.2 Standard Prevailing Rate of Wages. In addition, unless superseded by federal law, all employees working on a public works contract must be paid prevailing wage rates in accordance with 18-2-401 through 18-2-432, MCA, and all associated administrative rules. Montana law requires that all public works contracts, as defined in 18-2-401, MCA, in which the total cost of the contract is greater than \$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.

The standard prevailing rate of wages paid to workers under this contract must be adjusted 12 months after the date of the award of the public works contract per 18-2-417, MCA. 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. This adjustment is the sole responsibility of Contractor and no cost adjustment in this contract will be allowed to fulfill this requirement.

Because this contract has an initial term of 12 months with optional renewals, this contract is subject to the 3% adjustment when the contract length becomes more than 30 months. The 3% rate increase becomes effective upon the second renewal, and the 3% is paid starting in the third year of the contract beginning with the 25th month. The adjustment must be made and applied every 12 months for the term of the contract. This adjustment is the sole responsibility of Contractor and no cost adjustment in this contract will be allowed to fulfill this requirement.

7.3 Notice of Wages and Benefits. Furthermore, 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 18-2-423, MCA.

7.4 Wage Rates, Pay Schedule, and Records. 18-2-423, MCA, requires that employees receiving an hourly wage must be paid on a weekly basis. Each contractor, subcontractor, and employer shall maintain payroll records in a manner readily capable of being certified for submission under 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.

All contractors and employers shall classify each employee who performs labor on a public works project according to the applicable standard prevailing rate of wages for such craft, classification, or type of employee established by the Commissioner of the Montana Department of Labor and Industry, and shall pay each such

employee a rate of wages not less than the standard prevailing rate as specified in the Montana Prevailing Wages Rates for **Nonconstruction 2018**.

8. ACCESS AND RETENTION OF RECORDS

8.1 Access to Records. Contractor shall provide the Department, Legislative Auditor, or their authorized agent's access to any records necessary to determine contract compliance. The Department may terminate this contract under section 18, without incurring liability, for the Contractor's refusal to allow access as required by this section. (18-1-118, MCA.)

8.2 Retention Period. Contractor shall create and retain all records supporting the services rendered for a period of eight years after either the completion date of this contract or termination of the contract.

9. ASSIGNMENT, TRANSFER, AND SUBCONTRACTING

Contractor may not assign, transfer, or subcontract any portion of this contract without the Department's prior written consent. (18-4-141, MCA) Contractor is responsible to the Department for the acts and omissions of all subcontractors or agents and of persons directly or indirectly employed by such subcontractors, and for the acts and omissions of persons employed directly by Contractor. No contractual relationships exist between any subcontractor and the Department under this contract.

10. HOLD HARMLESS/INDEMNIFICATION

Each party agrees to protect, defend, indemnify, and hold harmless the other party's elected or appointed officials, executives, administrators, agents, and employees from and against all legal, equitable or administrative claims, causes of action, damages, losses and expenses of any kind or character including but not limited to attorneys' fees and the cost of defense arising in favor of the other party's employees or third parties on account of bodily injury, sickness, disease, death, personal injury, violation of inmates' constitutional or statutory rights or injury to or destruction of tangible property except for such claims, causes of action, damages, losses or expenses which are solely due to the fault or negligence of the party seeking indemnity.

11. REQUIRED INSURANCE

11.1 General Requirements. Contractor shall maintain for the duration of this contract, at its cost and expense, insurance against claims for injuries to persons or damages to property, including contractual liability, which may arise from or in connection with the performance of the work by Contractor, agents, employees, representatives, assigns, or subcontractors. This insurance shall cover such claims as may be caused by any negligent act or omission.

11.2 Primary Insurance. Contractor's insurance coverage shall be primary insurance with respect to the Department, its officers, officials, employees, and volunteers and shall apply separately to each project or location. Any insurance or self-insurance maintained by the Department, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

11.3 Specific Requirements for Commercial General Liability. Contractor shall purchase and maintain occurrence coverage with combined single limits for bodily injury, personal injury, and property damage of \$1,000,000.00 per occurrence and \$2,000,000.00 aggregate per year to cover such claims as may be caused by any act, omission, or negligence of Contractor or its officers, agents, representatives, assigns, or subcontractors.

The Department, its officers, officials, employees, and volunteers are to be covered and listed as additional insureds for liability arising out of activities performed by or on behalf of Contractor, including the insured's

general supervision of Contractor, products, and completed operations, and the premises owned, leased, occupied, or used.

11.4 Specific Requirements for Automobile Liability. Contractor shall purchase and maintain coverage with split limits of \$500,000 per person (personal injury), \$1,000,000 per accident occurrence (personal injury), and \$100,000 per accident occurrence (property damage), OR combined single limits of \$1,000,000 per occurrence to cover such claims as may be caused by any act, omission, or negligence of Contractor or its officers, agents, representatives, assigns, or subcontractors.

11.5 Specific Requirements for Professional Liability. Contractor shall purchase and maintain occurrence coverage with combined single limits for each wrongful act of \$1,000,000.00 per occurrence and \$2,000,000.00 aggregate per year to cover such claims as may be caused by any act, omission, negligence of Contractor or its officers, agents, representatives, assigns, or subcontractors. Note: If "occurrence" coverage is unavailable or cost prohibitive, Contractor may provide "claims made" coverage provided the following conditions are met: (1) the commencement date of this contract must not fall outside the effective date of insurance coverage and it will be the retroactive date for insurance coverage in future years; and (2) the claims made policy must have a three-year tail for claims that are made (filed) after the cancellation or expiration date of the policy.

11.6 Deductibles and Self-Insured Retentions. Any deductible or self-insured retention must be declared to and approved by the Department. At the request of the Department either: (1) the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the Department, its officers, officials, employees, or volunteers; or (2) at the expense of Contractor, Contractor shall procure a bond guaranteeing payment of losses and related investigations, claims administration, and defense expenses.

11.7 Certificate of Insurance/Endorsements. A certificate of insurance from an insurer with a Best's rating of no less than A- indicating compliance with the required coverages has been received by the Department's Contracts Management Bureau, P.O. Box 201301, Helena, MT 59620. Contractor must notify the Department immediately of any material change in insurance coverage, such as changes in limits, coverages, change in status of policy, etc. The Department reserves the right to require complete copies of insurance policies at all times.

12. LICENSURE

Contractor agrees to provide copies of current licenses and certifications that register Contractor and any associates performing under this Contract.

13. COMPLIANCE WITH WORKERS' COMPENSATION ACT

Contractor shall comply with the provisions of the Montana Workers' Compensation Act while performing work for the Department of Montana in accordance with 39-71-401, 39-71-405, and 39-71-417, MCA. Proof of compliance must be in the form of workers' compensation insurance, an independent contractor's exemption, or documentation of corporate officer status. Neither Contractor nor its employees are Department employees. This insurance/exemption must be valid for the entire contract term and any renewal. Upon expiration, a renewal document must be sent to the Department's Contracts Management Bureau, P.O. Box 201301, Helena, MT 59620.

14. COMPLIANCE WITH LAWS

Contractor shall, in performance of work under this contract, fully comply with all applicable federal, state, or local laws, rules, and regulations, including but not limited to, the Montana Human Rights Act, 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 and the Patient Protection and Affordable Care Act ("Affordable Care Act"). Any subletting or subcontracting by Contractor subjects subcontractors to the same provision. In accordance with 49-3-207, MCA, 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 upon race, color, religion, creed, political ideas, sex, age, marital status, physical or mental disability, or national origin by the persons performing this contract.

The Affordable Care Act requires a contractor, if contractor is an applicable large employer under the ACA, to provide healthcare coverage for its employees who provide services for the State and work for 30 or more hours per week. This coverage must also cover the eligible employee's dependents under the age of 26. The coverage must (a) meet the minimum essential coverage, minimum value, and affordability requirements of the employer responsibility provisions under Section 4980H of the Code (ACA), and (b) otherwise satisfy the requirements of the Code § 4980 H (ACA) if provided by the State.

Additional Indemnification. Claims under this provision also include those arising out of or in any way connected with Contractor's breach of this contract, including any Claims asserting that any of Contractor's employees are actually employees or common law employees of the State or any of its agencies, including but not limited to, excise taxes or penalties imposed on the State under the Code §§ 4980H, 6055 or 6056.

Reporting Requirements. Contractor, if contractor is an applicable large employer under the ACA, further states that it shall satisfy all reporting requirements under the Code §§ 6055 and 6056 (ACA) with respect to individuals who perform services for the State.

Auditing. The State may audit Contractor's operations to ensure that the Contractor has complied with the statements made above.

15. DISABILITY ACCOMMODATIONS

The Department does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. Individuals who need aids, alternative document formats, or services for effective communications or other disability related accommodations in the programs and services offered are invited to make their needs and preferences known to this office. Interested parties should provide as much advance notice as possible.

16. REGISTRATION WITH THE SECRETARY OF STATE

Any business intending to transact business in Montana must register with the Secretary of State. Businesses that are incorporated in another state or country, but which are conducting activity in Montana, must determine whether they are transacting business in Montana in accordance with 35-1-1026 and 35-8-1001, MCA. Such businesses may want to obtain the guidance of their attorney or accountant to determine whether their activity is considered transacting business.

If businesses determine that they are transacting business in Montana, they must register with the Secretary of State and obtain a certificate of authority to demonstrate that they are in good standing in Montana. To obtain registration materials, call the Office of the Secretary of State at (406) 444-3665, or visit their website at <http://sos.mt.gov>.

17. INTELLECTUAL PROPERTY/OWNERSHIP

17.1 Ownership of Work Product. Contractor shall execute any documents or take any other actions as may reasonably be necessary, or as the Department may reasonably request, to perfect the Department's ownership of any Work Product.

17.2 Ownership of Contractor Pre-Existing Materials. Contractor retains ownership of all literary or other works of authorship (such as software programs and code, documentation, reports, and similar works), information, data, intellectual property, techniques, subroutines, algorithms, methods or related rights and derivatives that Contractor owns at the time this contract is executed or otherwise developed or acquired independent of this contract and employed by Contractor in connection with the services provided to the Department (the "Contractor Pre-existing Materials"). Contractor Pre-existing Materials are not Work Product. Contractor shall provide full disclosure of any Contractor Pre-Existing Materials to the Department before its use and to prove its ownership. If, however, Contractor fails to disclose to the Department such Contractor Pre-Existing Materials, Contractor shall grant the Department a nonexclusive, worldwide, paid-up license to use any Contractor Pre-Existing Materials embedded in the Work Product to the extent such Contractor Pre-Existing Materials are necessary for the Department to receive the intended benefit under this contract. Such license shall remain in effect for so long as such Pre-Existing Materials remain embedded in the Work Product. Except as otherwise provided for in Section 17.1 or as may be expressly agreed in any statement of work, Contractor shall retain title to and ownership of any hardware it provides under this contract.

18. CONTRACT TERMINATION

18.1 Termination for Cause with Notice to Cure Requirement. The Department may terminate this contract in whole or in part for Contractor’s failure to materially perform any of the services, duties, terms, or conditions contained in this contract after giving Contractor written notice of the stated failure. The written notice must demand performance of the stated failure within a specified period of time of not less than 30 days. If the demanded performance is not completed within the specified period, the termination is effective at the end of the specified period.

18.2 Termination for Cause with Notice to Cure Requirement. Contractor may terminate this contract for the Department’s failure to perform any of its duties under this contract after giving the Department written notice of the failure. The written notice must demand performance of the stated failure within a specified period of time of not less than **30 days**. If the demanded performance is not completed within the specified period, the termination is effective at the end of the specified period.

18.3 Reduction of Funding. The Department must by law terminate this contract if funds are not appropriated or otherwise made available to support the Department's continuation of performance of this contract in a subsequent fiscal period. (18-4-313(4), MCA.) If state or federal government funds are not appropriated or otherwise made available through the Department budgeting process to support continued performance of this contract (whether at an initial contract payment level or any contract increases to that initial level) in subsequent fiscal periods, the Department shall terminate this contract as required by law. The Department shall provide Contractor the date the Department's termination shall take effect. The Department shall not be liable to Contractor for any payment that would have been payable had the contract not been terminated under this provision. As stated above, the Department shall be liable to Contractor only for the payment, or prorated portion of that payment, owed to Contractor up to the date the Department's termination takes effect. This is Contractor's sole remedy. The Department shall not be liable to Contractor for any other payments or damages arising from termination under this section, including but not limited to general, special, or consequential damages such as lost profits or revenues.

19. EVENT OF BREACH – REMEDIES

19.1 Event of Breach by Contractor. Any one or more of the following Contractor acts or omissions constitute an event of material breach under this contract:

- Ⓢ products or services furnished fail to conform to any requirement;
- Ⓢ failure to submit any report required by this contract;

- ⌚ failure to perform any of the other terms and conditions of this contract, including but not limited to beginning work under this contract without prior Department approval; or
- ⌚ voluntary or involuntary bankruptcy or receivership.

19.2 Event of Breach by Department. The Department's failure to perform any material terms or conditions of this contract constitutes an event of breach.

19.3 Actions in Event of Breach.

Upon Contractor's material breach, the Department may:

- ⌚ terminate this contract under Section 18.1 and pursue any of its remedies under this contract, at law, or in equity; or
- ⌚ treat this contract as materially breached and pursue any of its remedies under this contract, at law, or in equity.

Upon the Department's material breach, Contractor may:

- ⌚ terminate this contract under Section 18.2 and pursue any of its remedies under this contract, at law, or in equity; or
- ⌚ treat this contract as materially breached and, except as the remedy is limited in this contract, pursue any of its remedies under this contract, at law, or in equity.

20. FORCE MAJEURE

Neither party is responsible for failure to fulfill its obligations due to causes beyond its reasonable control, including without limitation, acts or omissions of government or military authority, acts of God, materials shortages, transportation delays, fires, floods, labor disturbances, riots, wars, terrorist acts, or any other causes, directly or indirectly beyond the reasonable control of the nonperforming party, so long as such party uses its best efforts to remedy such failure or delays. A party affected by a force majeure condition shall provide written notice to the other party within a reasonable time of the onset of the condition. In no event, however, shall the notice be provided later than five working days after the onset. If the notice is not provided within the five day period, then a party may not claim a force majeure event. A force majeure condition suspends a party's obligations under this contract, unless the parties mutually agree that the obligation is excused because of the condition.

21. WAIVER OF BREACH

Either party's failure to enforce any contract provisions after any event of breach is not a waiver of its right to enforce the provisions and exercise appropriate remedies if the breach occurs again. Neither party may assert the defense of waiver in these situations.

22. CONFORMANCE WITH CONTRACT

No alteration of the terms, conditions, delivery, price, quality, quantities, or specifications of the contract shall be granted without the Department's Contracts Management Bureau's prior written consent. Product or services provided that do not conform to the contract terms, conditions, and specifications may be rejected and returned at Contractor's expense.

23. LIAISONS AND SERVICE OF NOTICES

23.1 Contract Liaisons. All project management and coordination on the Department's behalf must be through a single point of contact designated as the Department's liaison. Contractor shall designate a liaison

that will provide the single point of contact for management and coordination of Contractor's work. All work performed under this contract must be coordinated between the Department's liaison and Contractor's liaison.

Anita Thorpe is the Department's liaison.
400 Conley Lake Road
Deer Lodge, MT 59722
Telephone: (406)-846-1320 x2521
E-mail: athrope@mt.gov

Rami Isa is the Contractor's liaison
14811 Shepard Street
Omaha, NE 68138
855-561-1715 x2102
rami@cellstaff.com

23.2 Notifications. The Department's liaison and Contractor's liaison may be changed by written notice to the other party. Written notices, requests, or complaints must first be directed to the liaison. Notice may be provided by personal service, mail, or facsimile. If notice is provided by personal service or facsimile, the notice is effective upon receipt; if notice is provided by mail, the notice is effective within three business days of mailing. A signed and dated acknowledgement of the notice is required of both parties.

24. MEETINGS

24.1 Technical or Contractual Problems. Contractor shall meet with the Department's personnel, or designated representatives, to resolve technical or contractual problems occurring during the contract term or to discuss the progress made by Contractor and the Department in the performance of their respective obligations, at no additional cost to the Department. The Department may request the meetings as problems arise and will be coordinated by the Department. The Department shall provide Contractor a minimum of three full working days notice of meeting date, time, and location. Face-to-face meetings are desired; however, at Contractor's option and expense, a conference call meeting may be substituted. Contractor's consistent failure to participate in problem resolution meetings, Contractor missing or rescheduling two consecutive meetings, or Contractor's failure to make a good faith effort to resolve problems may result in termination of the contract.

24.2 Failure to Notify. If Contractor fails to specify in writing any problem or circumstance that materially affects the costs of its delivery of services or products, including a material breach by the Department, about which Contractor knew or reasonably should have known with respect to the period during the term covered by Contractor's status report, Contractor shall not be entitled to rely upon such problem or circumstance as a purported justification for an increase in the price for the agreed upon scope.

24.3 Department's Failure or Delay. For a problem or circumstance identified in Contractor's status report in which Contractor claims was the result of the Department's failure or delay in discharging any Department obligation, the Department shall review same and determine if such problem or circumstance was in fact the result of such failure or delay. If the Department agrees as to the cause of such problem or circumstance, then the parties shall extend any deadlines or due dates affected thereby, and provide for any additional charges by Contractor. This is Contractor's sole remedy. If the Department does not agree as to the cause of such problem or circumstance, the parties shall each attempt to resolve the problem or circumstance in a manner satisfactory to both parties.

25. TRANSITION ASSISTANCE

If this contract is not renewed at the end of this term, if the contract is otherwise terminated before project completion, or if particular work on a project is terminated for any reason, Contractor shall provide transition

assistance for a reasonable, mutually agreed period of time after the expiration or termination of this contract or particular work under this contract. The purpose of this assistance is to allow for the expired or terminated portion of the services to continue without interruption or adverse effect, and to facilitate the orderly transfer of such services to the Department or its designees. The parties agree that such transition assistance is governed by the terms and conditions of this contract, except for those terms or conditions that do not reasonably apply to such transition assistance. The Department shall pay Contractor for any resources utilized in performing such transition assistance at the most current contract rates. If the Department terminates a project or this contract for cause, then the Department may offset the cost of paying Contractor for the additional resources Contractor utilized in providing transition assistance with any damages the Department may have sustained as a result of Contractor's breach.

26. CHOICE OF LAW AND VENUE

Montana law governs this contract. The parties agree that any litigation concerning this bid, proposal, or this contract must be brought in the First Judicial District in and for the County of Lewis and Clark, State of Montana, and each party shall pay its own costs and attorney fees.

27. TAX EXEMPTION

The Department of Montana is exempt from Federal Excise Taxes (#81-0302402).

28. AUTHORITY

This contract is issued under authority of Title 18, Montana Code Annotated, and the Administrative Rules of Montana, Title 2, chapter 5.

29. SEVERABILITY CLAUSE

A declaration by any court or any other binding legal source that any provision of the contract is illegal and void shall not affect the legality and enforceability of any other provision of the contract, unless the provisions are mutually and materially dependent.

30. SCOPE, ENTIRE AGREEMENT, AND AMENDMENT

30.1 Contract. This contract consists of 12 numbered pages and any Attachments as required. In the case of dispute or ambiguity arising between or among the documents, the order of precedence of document interpretation is the same.

30.2 Entire Agreement. These documents are the entire agreement of the parties. They supersede all prior agreements, representations, and understandings. Any amendment or modification must be in a written agreement signed by the parties.

31. WAIVER

The Department's waiver of any Contractor obligation or responsibility in a specific situation is not a waiver in a future similar situation or is not a waiver of any other Contractor obligation or responsibility.

32. EXECUTION

The parties through their authorized agents have executed this contract on the dates set out below.

DEPARTMENT OF MONTANA
Montana Department of Corrections
5 S. Last Chance Gulch
Helena, MT 59601

Cell Staff, LLC
1715 N West Shore Blvd, Ste 410
Tampa, FL 33607

DocuSigned by:
Connie Winner
ABDE2DF1207948A...

Connie Winner, Administrator
Clinical Services Division

DATE: 1/18/2018

DocuSigned by:
Rami Isa
DA467EBD50954D3...

Rami Isa
Cell Staff, LLC

DATE: 1/18/2018

Approved as to Legal Content:

DocuSigned by:
Colleen Ambrose 1/17/2018

Legal Counsel (Date)

Attachment A

MONTANA PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2020

Effective: January 2, 2020

Steve Bullock,
Governor State of
Montana

Galen Hollenbaugh, Commissioner
Department of Labor & Industry

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ERD at www.mtwagehourbopa.com or contact:

Employment Relations Division
Montana Department of Labor and
Industry P. O. Box 201503
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 www.mtwagehourbopa.com 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 www.mtwagehourbopa.com or contact the department at (406) 444-6543.

GALEN HOLLENBAUGH
Commissioner
Department of Labor and
Industry State of Montana

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Appliance and Office Machine Repair and Servicing 18

A. Date of Publication January 2, 2020

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:

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, and Missoula.*” 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: 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(18), 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
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, (RIGHT AWAY)

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

HEAVY AND TRACTOR TRAILER TRUCK DRIVERS
LANDFILL ATTENDANTS
LANDFILL EQUIPMENT OPERATORS
RECYCLING AND RECLAMATION WORKERS
REFUSE AND RECYCLABLE MATERIALS COLLECTORS
WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION

OFFICERS CORRECTION AND DETENTION OFFICERS
POLICE, FIRE, AND AMBULANCE 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 TECHNICIANS AND
TECHNOLOGISTS EMERGENCY MEDICAL TECHNICIANS AND
PARAMEDICS HOME HEALTH AIDES
LICENSED PRACTICAL NURSES
NURSING ASSISTANTS
NURSE PRACTITIONERS
PERSONAL CARE AIDES
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 MASTER 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	\$54.09	\$34.12
District 2	\$54.09	\$34.12
District 3	\$54.09	\$34.12
District 4	\$54.09	\$34.12

Travel:

All Districts

0-15 mi. free zone

>15-25 mi. \$43.25/day

>25-35 mi. \$86.49/day

>35 mi. \$84.90/day or cost of receipts for hotel and meals, whichever is greater.

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MAINTENANCE AND REPAIR WORKERS

	Wage	Benefit
District 1	\$17.58	\$ 5.26
District 2	\$18.33	\$ 7.51
District 3	\$18.42	\$ 9.71
District 4	\$19.92	\$ 7.28

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STATIONARY ENGINEERS AND BOILER OPERATORS

	Wage	Benefit
District 1	\$24.90	\$ 7.41
District 2	\$19.90	\$11.38
District 3	\$18.67	\$12.35
District 4	\$18.83	\$12.31

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CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

ENVIRONMENTAL SERVICES WORKERS

	Wage	Benefit
District 1	\$11.19	\$4.12
District 2	\$12.28	\$4.12
District 3	\$12.79	\$4.90
District 4	\$13.18	\$3.65

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JANITORS AND CLEANERS

	Wage	Benefit
District 1	\$12.37	\$3.08
District 2	\$13.54	\$4.34
District 3	\$15.54	\$7.33
District 4	\$14.03	\$5.68

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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	\$10.00	\$1.00
District 2	\$10.40	\$1.49
District 3	\$10.00	\$1.49
District 4	\$13.00	\$1.49

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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	\$15.59	\$0.00
District 2	\$15.77	\$0.00
District 3	\$15.95	\$0.00
District 4	\$15.77	\$0.00

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FOREST EQUIPMENT OPERATORS

	Wage	Benefit
District 1	\$15.53	\$0.00
District 2	\$15.53	\$0.00
District 3	\$15.53	\$0.00
District 4	\$15.53	\$0.00

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LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	\$15.75	\$3.18
District 2	\$13.47	\$5.13
District 3	\$15.26	\$6.58
District 4	\$15.42	\$6.22

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	\$21.57	\$ 7.48
District 2	\$22.96	\$10.88
District 3	\$18.00	\$ 7.89
District 4	\$23.83	\$ 9.80

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MEDIUM TRUCK DRIVERS

	Wage	Benefit
District 1	\$17.87	\$0.00
District 2	\$17.64	\$0.00
District 3	\$17.87	\$0.00
District 4	\$17.87	\$0.00

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PEST CONTROL WORKERS

	Wage	Benefit
District 1	\$16.81	\$0.00
District 2	\$16.81	\$0.00
District 3	\$17.18	\$0.00
District 4	\$17.18	\$0.00

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PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS, (VEGETATION)

	Wage	Benefit
District 1	\$19.50	\$8.30
District 2	\$14.95	\$5.70
District 3	\$13.67	\$4.82
District 4	\$17.93	\$6.27

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TREE TRIMMERS AND PRUNERS, (RIGHT AWAY)

	Wage	Benefit
District 1	\$19.35	\$7.46
District 2	\$17.91	\$7.46
District 3	\$22.74	\$8.97
District 4	\$26.85	\$9.23

Travel:

All Districts

0-25 mi. - free zone

>25-50 mi. -

\$20.00/day

>50 mi. - \$70.00/day

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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	\$22.27	\$ 7.54
District 2	\$20.49	\$ 7.53
District 3	\$18.35	\$ 7.19
District 4	\$18.35	\$ 7.19

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LANDFILL ATTENDANTS

	Wage	Benefit
District 1	\$17.76	\$9.00
District 2	\$17.22	\$8.67
District 3	\$17.22	\$8.67
District 4	\$17.22	\$8.67

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LANDFILL EQUIPMENT OPERATORS

	Wage	Benefit
District 1	\$22.10	\$7.64
District 2	\$21.42	\$8.30
District 3	\$20.12	\$8.22
District 4	\$19.40	\$7.66

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RECYCLING AND RECLAMATION WORKERS

No Rate Established

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REFUSE AND RECYCLABLE MATERIALS COLLECTORS

	Wage	Benefit
District 1	\$21.88	\$ 7.11
District 2	\$23.00	\$13.10
District 3	\$21.05	\$ 6.14
District 4	\$21.23	\$ 7.03

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WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

	Wage	Benefit
District 1	\$22.23	\$10.21
District 2	\$24.19	\$ 7.79
District 3	\$22.65	\$ 9.32
District 4	\$23.81	\$ 8.85

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LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS

	Wage	Benefit
District 1	\$22.61	\$ 8.94
District 2	\$19.17	\$12.95
District 3	\$17.12	\$ 8.59
District 4	\$20.19	\$12.14

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POLICE, FIRE, AND AMBULANCE DISPATCHERS

	Wage	Benefit
District 1	\$20.41	\$ 7.28
District 2	\$18.91	\$10.27
District 3	\$15.73	\$ 5.73
District 4	\$22.67	\$ 7.82

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PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

	Wage	Benefit
District 1	\$23.30	\$13.71
District 2	\$22.39	\$13.53
District 3	\$22.74	\$13.55
District 4	\$22.22	\$13.62

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FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS

No Rate Established

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**FOREST
FIREFIGHTERS**

	Wage	Benefit
District 1	\$17.07	\$3.40
District 2	\$12.00	\$3.87
District 3	\$25.00	\$5.70
District 4	\$24.05	\$5.35

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PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS, (SCHOOL OR SPECIAL CLIENT)

	Wage	Benefit
District 1	\$15.71	\$3.57
District 2	\$15.44	\$4.05
District 3	\$17.11	\$4.83
District 4	\$18.00	\$3.64

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BUS DRIVERS, (TRANSIT AND INTERCITY)

	Wage	Benefit
District 1	\$16.65	\$7.06
District 2	\$18.17	\$5.65
District 3	\$16.96	\$6.63
District 4	\$20.66	\$7.44

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LIGHT TRUCK OR DELIVERY SERVICES DRIVERS, (INCLUDES VAN DRIVERS)

	Wage	Benefit
District 1	\$12.00	\$2.74
District 2	\$11.54	\$3.40
District 3	\$14.99	\$3.72
District 4	\$13.20	\$3.68

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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 TECHNICAINS AND TECHNOLOGISTS

	Wage	Benefit
District 1	\$31.79	\$ 8.45
District 2	\$32.58	\$.6.96
District 3	\$29.32	\$ 6.12
District 4	\$31.03	\$ 7.84

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EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

	Wage	Benefit
District 1	\$15.83	\$3.52
District 2	\$17.40	\$4.69
District 3	\$18.85	\$6.67
District 4	\$17.45	\$5.20

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HOME HEALTH AIDES

	Wage	Benefit
District 1	\$11.09	\$2.95
District 2	\$11.78	\$0.30
District 3	\$11.67	\$1.75
District 4	\$11.41	\$0.30

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LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	\$22.52	\$5.23
District 2	\$21.70	\$6.89
District 3	\$21.19	\$5.67
District 4	\$23.51	\$6.39

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NURSING ASSISTANTS

	Wage	Benefit
District 1	\$13.10	\$2.56
District 2	\$14.01	\$5.94
District 3	\$13.71	\$3.57
District 4	\$14.53	\$4.09

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

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NURSE PRACTITIONERS

	Wage	Benefit
District 1	\$50.69	\$11.68
District 2	\$48.78	\$ 8.22
District 3	\$51.46	\$ 8.14
District 4	\$55.64	\$13.80

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PERSONAL CARE AIDES

	Wage	Benefit
District 1	\$11.09	\$2.95
District 2	\$11.78	\$0.30
District 3	\$11.67	\$1.75
District 4	\$11.41	\$0.30

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PHYSICIANS ASSISTANTS

	Wage	Benefit
District 1	\$49.76	\$13.09
District 2	\$52.73	\$10.38
District 3	\$57.04	\$10.24
District 4	\$55.18	\$12.21

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REGISTERED NURSES

	Wage	Benefit
District 1	\$30.31	\$6.83
District 2	\$33.13	\$8.31
District 3	\$28.97	\$6.17
District 4	\$33.95	\$8.80

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MATERIAL AND MAIL HANDLING**FREIGHT, STOCK, AND MATERIAL HANDLERS**

	Wage	Benefit
District 1	\$13.94	\$0.00
District 2	\$14.14	\$0.00
District 3	\$14.14	\$0.00
District 4	\$14.14	\$0.00

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FOOD SERVICE AND COOKING

COOKS, (INSTITUTION AND CAFETERIA)

	Wage	Benefit
District 1	\$14.08	\$3.77
District 2	\$14.35	\$4.36
District 3	\$12.93	\$4.29
District 4	\$14.73	\$4.60

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FOOD PREPARATION AND SERVING RELATED WORKERS

	Wage	Benefit
District 1	\$11.02	\$2.06
District 2	\$11.55	\$3.20
District 3	\$11.03	\$4.24
District 4	\$12.10	\$3.19

Occupations Include:

Dietary Aides, Counter Attendants, and Dining Room Attendants.

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MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE MASTER MECHANICS

	Wage	Benefit
District 1	\$21.42	\$2.33
District 2	\$20.64	\$4.44
District 3	\$22.68	\$4.60
District 4	\$23.94	\$4.97

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BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

	Wage	Benefit
District 1	\$20.29	\$2.38
District 2	\$23.99	\$5.45
District 3	\$23.60	\$5.46
District 4	\$22.63	\$4.73

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CONSTRUCTION EQUIPMENT MECHANICS

	Wage	Benefit
District 1	\$24.92	\$8.41
District 2	\$22.51	\$8.85
District 3	\$23.38	\$9.27
District 4	\$24.00	\$8.82

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APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS

	Wage	Benefit
District 1	\$13.91	\$0.00
District 2	\$13.91	\$0.00
District 3	\$13.91	\$0.00
District 4	\$13.91	\$0.00

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COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

No Rate Established

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COMPUTER USER SUPPORT SPECIALISTS

	Wage	Benefit
District 1	\$24.58	\$5.87
District 2	\$23.46	\$7.99
District 3	\$24.42	\$9.73
District 4	\$27.00	\$9.77

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