

Joint Industry Board of the Electrical Industry

**Prevailing Rate Package for 1st and 2nd year M Journeypersons for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
Hourly Rate	\$ 24.50	24.50	\$ 24.50	24.50	\$ 26.00	26.00	\$ 26.00	26.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.061	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.808	7.380%	\$ 1.808	8.380%	\$ 2.179	8.380%	\$ 2.179
P H B P -- Medical	14.540%	\$ 3.562	14.540%	\$ 3.562	14.540%	\$ 3.780	14.540%	\$ 3.780
P H B P -- Medical	3.061%	\$ 0.750	3.061%	\$ 0.750	2.885%	\$ 0.750	2.885%	\$ 0.750
Dental Plan	2.040%	\$ 0.500	2.040%	\$ 0.500	2.040%	\$ 0.530	2.040%	\$ 0.530
N . E . B . F .	3.000%	\$ 0.735	3.000%	\$ 0.735	3.000%	\$ 0.780	3.000%	\$ 0.780
Annuity	8.163%	\$ 2.000	8.163%	\$ 2.000	7.692%	\$ 2.000	7.692%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 1.874	7.650%	\$ 1.874	7.650%	\$ 1.989	7.650%	\$ 1.989
HRA	16.327%	\$ 4.000	16.327%	\$ 4.000	15.385%	\$ 4.000	15.385%	\$ 4.000
DSP Percentage	15.000%	\$ 3.675	15.000%	\$ 3.675	15.000%	\$ 3.900	15.000%	\$ 3.900
DSP Hourly	6.122%	\$ 1.500	6.122%	\$ 1.500	5.769%	\$ 1.500	5.769%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.123	0.520%	\$ 0.127	0.520%	\$ 0.135	0.520%	\$ 0.135
Comp. & Dis. Supp.	1.985%	\$ 0.486	1.985%	\$ 0.486	1.985%	\$ 0.516	1.985%	\$ 0.516
Total Rate for Benefits	86.018%	\$ 21.075	85.788%	\$ 21.018	84.846%	\$ 22.060	84.846%	\$ 22.060
Total Cost Per Hour		\$ 45.575		\$ 45.518		\$ 48.060		\$ 48.060

Joint Industry Board of the Electrical Industry

Prevailing Rate Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
OT Rate	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75	\$ 39.00	\$ 39.00	\$ 39.00	\$ 39.00
Hourly Rate	\$ 24.50	\$ 24.50	\$ 24.50	\$ 24.50	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.061	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.808	7.380%	\$ 1.808	8.380%	\$ 2.179	8.380%	\$ 2.179
P H B P – Medical	14.540%	\$ 3.562	14.540%	\$ 3.562	14.540%	\$ 3.780	14.540%	\$ 3.780
P H B P – Medical	3.061%	\$ 0.750	3.061%	\$ 0.750	2.885%	\$ 0.750	2.885%	\$ 0.750
Dental Plan	2.040%	\$ 0.500	2.040%	\$ 0.500	2.040%	\$ 0.530	2.040%	\$ 0.530
N. E. B. F.	3.000%	\$ 1.103	3.000%	\$ 1.103	3.000%	\$ 1.170	3.000%	\$ 1.170
Annuity	8.163%	\$ 2.000	8.163%	\$ 2.000	7.692%	\$ 2.000	7.692%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.811	7.650%	\$ 2.811	7.650%	\$ 2.984	7.650%	\$ 2.984
HRA	16.327%	\$ 4.000	16.327%	\$ 4.000	15.385%	\$ 4.000	15.385%	\$ 4.000
DSP Percentage	15.000%	\$ 3.675	15.000%	\$ 3.675	15.000%	\$ 3.900	15.000%	\$ 3.900
DSP Hourly	6.122%	\$ 1.500	6.122%	\$ 1.500	5.769%	\$ 1.500	5.769%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.123	0.520%	\$ 0.127	0.520%	\$ 0.135	0.520%	\$ 0.135
Comp. & Dis. Supp.	1.985%	\$ 0.729	1.985%	\$ 0.729	1.985%	\$ 0.774	1.985%	\$ 0.774
Total Rate for Benefits	86.018%	\$ 22.622	85.788%	\$ 22.566	84.846%	\$ 23.702	84.846%	\$ 23.702
Total Cost Per Hour		\$ 59.372		\$ 59.316		\$ 62.702		\$ 62.702

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Prevailing Rate Package for 3rd and 4th year M Journeypersons for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
Hourly Rate	\$ 29.00	29.00	\$ 29.00	29.00	\$ 30.50	30.50	\$ 30.50	30.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.073	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 2.140	7.380%	\$ 2.140	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P -- Medical	14.540%	\$ 4.217	14.540%	\$ 4.217	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P -- Medical	2.586%	\$ 0.750	2.586%	\$ 0.750	2.459%	\$ 0.750	2.459%	\$ 0.750
Dental Plan	2.040%	\$ 0.592	2.040%	\$ 0.592	2.040%	\$ 0.622	2.040%	\$ 0.622
N . E . B . F .	3.000%	\$ 0.870	3.000%	\$ 0.870	3.000%	\$ 0.915	3.000%	\$ 0.915
Annuity	6.897%	\$ 2.000	6.897%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.219	7.650%	\$ 2.219	7.650%	\$ 2.333	7.650%	\$ 2.333
HRA	13.793%	\$ 4.000	13.793%	\$ 4.000	13.115%	\$ 4.000	13.115%	\$ 4.000
DSP Percentage	15.000%	\$ 4.350	15.000%	\$ 4.350	15.000%	\$ 4.575	15.000%	\$ 4.575
DSP Hourly	5.172%	\$ 1.500	5.172%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.145	0.520%	\$ 0.151	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.576	1.985%	\$ 0.576	1.985%	\$ 0.605	1.985%	\$ 0.605
Total Rate for Benefits	80.793%	\$ 23.430	80.563%	\$ 23.363	80.164%	\$ 24.450	80.164%	\$ 24.450
Total Cost Per Hour		\$ 52.430		\$ 52.363		\$ 54.950		\$ 54.950

Joint Industry Board of the Electrical Industry

Prevailing Rate Package for 3rd and 4th year M Journeypersons OT for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
OT Rate	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75
Hourly Rate	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.073	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 2.140	7.380%	\$ 2.140	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P – Medical	14.540%	\$ 4.217	14.540%	\$ 4.217	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P – Medical	2.586%	\$ 0.750	2.586%	\$ 0.750	2.459%	\$ 0.750	2.459%	\$ 0.750
Dental Plan	2.040%	\$ 0.592	2.040%	\$ 0.592	2.040%	\$ 0.622	2.040%	\$ 0.622
N . E . B . F .	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.373	3.000%	\$ 1.373
Annuity	6.897%	\$ 2.000	6.897%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.328	7.650%	\$ 3.328	7.650%	\$ 3.500	7.650%	\$ 3.500
HRA	13.793%	\$ 4.000	13.793%	\$ 4.000	13.115%	\$ 4.000	13.115%	\$ 4.000
DSP Percentage	15.000%	\$ 4.350	15.000%	\$ 4.350	15.000%	\$ 4.575	15.000%	\$ 4.575
DSP Hourly	5.172%	\$ 1.500	5.172%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.145	0.520%	\$ 0.151	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.908	1.985%	\$ 0.908
Total Rate for Benefits	80.793%	\$ 25.262	80.563%	\$ 25.195	80.164%	\$ 26.377	80.164%	\$ 26.377
Total Cost Per Hour		\$ 68.762		\$ 68.695		\$ 72.127		\$ 72.127

Joint Industry Board of the Electrical Industry

Prevailing Rate Package for 1-12 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
Hourly Rate	\$ 24.50	24.50	\$ 24.50	24.50	\$ 26.00	26.00	\$ 26.00	26.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.061	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.808	7.380%	\$ 1.808	8.380%	\$ 2.179	8.380%	\$ 2.179
P H B P – Medical	14.540%	\$ 3.562	14.540%	\$ 3.562	14.540%	\$ 3.780	14.540%	\$ 3.780
P H B P – Medical	3.061%	\$ 0.750	3.061%	\$ 0.750	2.885%	\$ 0.750	2.885%	\$ 0.750
Dental Plan	2.040%	\$ 0.500	2.040%	\$ 0.500	2.040%	\$ 0.530	2.040%	\$ 0.530
N . E . B . F .	3.000%	\$ 0.735	3.000%	\$ 0.735	3.000%	\$ 0.780	3.000%	\$ 0.780
Annuity	8.163%	\$ 2.000	8.163%	\$ 2.000	7.692%	\$ 2.000	7.692%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 1.874	7.650%	\$ 1.874	7.650%	\$ 1.989	7.650%	\$ 1.989
HRA	16.327%	\$ 4.000	16.327%	\$ 4.000	15.385%	\$ 4.000	15.385%	\$ 4.000
DSP Percentage	15.000%	\$ 3.675	15.000%	\$ 3.675	15.000%	\$ 3.900	15.000%	\$ 3.900
DSP Hourly	6.122%	\$ 1.500	6.122%	\$ 1.500	5.769%	\$ 1.500	5.769%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.123	0.520%	\$ 0.127	0.520%	\$ 0.135	0.520%	\$ 0.135
Comp. & Dis. Supp.	1.985%	\$ 0.486	1.985%	\$ 0.486	1.985%	\$ 0.516	1.985%	\$ 0.516
Total Rate for Benefits	86.018%	\$ 21.075	85.788%	\$ 21.018	84.846%	\$ 22.060	84.846%	\$ 22.060
Total Cost Per Hour		\$ 45.575		\$ 45.518		\$ 48.060		\$ 48.060

Joint Industry Board of the Electrical Industry

**Prevailing Rate Package for 1-12 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
OT Rate	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75	\$ 39.00	\$ 39.00	\$ 39.00	\$ 39.00
Hourly Rate	\$ 24.50	\$ 24.50	\$ 24.50	\$ 24.50	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.061	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.808	7.380%	\$ 1.808	8.380%	\$ 2.179	8.380%	\$ 2.179
P H B P -- Medical	14.540%	\$ 3.562	14.540%	\$ 3.562	14.540%	\$ 3.780	14.540%	\$ 3.780
P H B P -- Medical	3.061%	\$ 0.750	3.061%	\$ 0.750	2.885%	\$ 0.750	2.885%	\$ 0.750
Dental Plan	2.040%	\$ 0.500	2.040%	\$ 0.500	2.040%	\$ 0.530	2.040%	\$ 0.530
N . E . B . F .	3.000%	\$ 1.103	3.000%	\$ 1.103	3.000%	\$ 1.170	3.000%	\$ 1.170
Annuity	8.163%	\$ 2.000	8.163%	\$ 2.000	7.692%	\$ 2.000	7.692%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.811	7.650%	\$ 2.811	7.650%	\$ 2.984	7.650%	\$ 2.984
HRA	16.327%	\$ 4.000	16.327%	\$ 4.000	15.385%	\$ 4.000	15.385%	\$ 4.000
DSP Percentage	15.000%	\$ 3.675	15.000%	\$ 3.675	15.000%	\$ 3.900	15.000%	\$ 3.900
DSP Hourly	6.122%	\$ 1.500	6.122%	\$ 1.500	5.769%	\$ 1.500	5.769%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.123	0.520%	\$ 0.127	0.520%	\$ 0.135	0.520%	\$ 0.135
Comp. & Dis. Supp.	1.985%	\$ 0.729	1.985%	\$ 0.729	1.985%	\$ 0.774	1.985%	\$ 0.774
Total Rate for Benefits	86.018%	\$ 22.622	85.788%	\$ 22.566	84.846%	\$ 23.702	84.846%	\$ 23.702
Total Cost Per Hour		\$ 59.372		\$ 59.316		\$ 62.702		\$ 62.702

Joint Industry Board of the Electrical Industry

Prevailing Rate Package for 13-18 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)
Hourly Rate	\$ 29.00	29.00	\$ 29.00	29.00	\$ 30.50	30.50	\$ 30.50	30.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.073	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 2.140	7.380%	\$ 2.140	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P – Medical	14.540%	\$ 4.217	14.540%	\$ 4.217	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P – Medical	2.586%	\$ 0.750	2.586%	\$ 0.750	2.459%	\$ 0.750	2.459%	\$ 0.750
Dental Plan	2.040%	\$ 0.592	2.040%	\$ 0.592	2.040%	\$ 0.622	2.040%	\$ 0.622
N . E . B . F .	3.000%	\$ 0.870	3.000%	\$ 0.870	3.000%	\$ 0.915	3.000%	\$ 0.915
Annuity	6.897%	\$ 2.000	6.897%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.219	7.650%	\$ 2.219	7.650%	\$ 2.333	7.650%	\$ 2.333
HRA	13.793%	\$ 4.000	13.793%	\$ 4.000	13.115%	\$ 4.000	13.115%	\$ 4.000
DSP Percentage	15.000%	\$ 4.350	15.000%	\$ 4.350	15.000%	\$ 4.575	15.000%	\$ 4.575
DSP Hourly	5.172%	\$ 1.500	5.172%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.145	0.520%	\$ 0.151	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.576	1.985%	\$ 0.576	1.985%	\$ 0.605	1.985%	\$ 0.605
Total Rate for Benefits	80.793%	\$ 23.430	80.563%	\$ 23.363	80.164%	\$ 24.450	80.164%	\$ 24.450
Total Cost Per Hour		\$ 52.430		\$ 52.363		\$ 54.950		\$ 54.950

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OT Rate	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75
Hourly Rate	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.073	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 2.140	7.380%	\$ 2.140	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P -- Medical	14.540%	\$ 4.217	14.540%	\$ 4.217	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P -- Medical	2.586%	\$ 0.750	2.586%	\$ 0.750	2.459%	\$ 0.750	2.459%	\$ 0.750
Dental Plan	2.040%	\$ 0.592	2.040%	\$ 0.592	2.040%	\$ 0.622	2.040%	\$ 0.622
N . E . B . F .	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.373	3.000%	\$ 1.373
Annuity	6.897%	\$ 2.000	6.897%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.328	7.650%	\$ 3.328	7.650%	\$ 3.500	7.650%	\$ 3.500
HRA	13.793%	\$ 4.000	13.793%	\$ 4.000	13.115%	\$ 4.000	13.115%	\$ 4.000
DSP Percentage	15.000%	\$ 4.350	15.000%	\$ 4.350	15.000%	\$ 4.575	15.000%	\$ 4.575
DSP Hourly	5.172%	\$ 1.500	5.172%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.145	0.520%	\$ 0.151	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.908	1.985%	\$ 0.908
Total Rate for Benefits	80.793%	\$ 25.262	80.563%	\$ 25.195	80.164%	\$ 26.377	80.164%	\$ 26.377
Total Cost Per Hour		\$ 68.762		\$ 68.695		\$ 72.127		\$ 72.127