

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Maintainer**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
Hourly Rate	\$ 35.05	35.05	\$ 35.58	35.58	\$ 36.11	36.11
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.088	0.250%	\$ 0.089	0.250%	\$ 0.090
Apprentice	1.250%	\$ 0.438	1.250%	\$ 0.445	1.250%	\$ 0.451
P H B P -- Pension Trust	10.220%	\$ 3.582	10.220%	\$ 3.636	10.220%	\$ 3.690
P H B P -- Medical	30.790%	\$ 10.792	31.790%	\$ 11.311	32.790%	\$ 11.840
Dental Plan	3.540%	\$ 1.241	3.540%	\$ 1.260	3.540%	\$ 1.278
N .E .B .F .	3.000%	\$ 1.052	3.000%	\$ 1.067	3.000%	\$ 1.083
Annuity	8.131%	\$ 2.850	8.010%	\$ 2.850	8.585%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 2.681	7.650%	\$ 2.722	7.650%	\$ 2.762
HRA	15.386%	\$ 5.393	15.157%	\$ 5.393	14.935%	\$ 5.393
DSP Percentage	19.400%	\$ 6.800	19.400%	\$ 6.903	19.400%	\$ 7.005
Educational & Cultural	1.533%	\$ 0.537	1.533%	\$ 0.545	1.533%	\$ 0.554
Comp. & Dis. Supp.	1.885%	\$ 0.661	1.885%	\$ 0.671	1.885%	\$ 0.681
Total Rate For Benefits	103.035%	\$ 36.114	103.685%	\$ 36.891	105.037%	\$ 37.929
Total Cost Per Hour		\$ 71.164		\$ 72.471		\$ 74.039

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Maintainer OT**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
OT Rate	\$ 52.58	\$ 52.58	\$ 53.37	\$ 53.37	\$ 54.17	\$ 54.17
Hourly Rate	\$ 35.05	\$ 35.05	\$ 35.58	\$ 35.58	\$ 36.11	\$ 36.11
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.088	0.250%	\$ 0.089	0.250%	\$ 0.090
Apprentice	1.250%	\$ 0.438	1.250%	\$ 0.445	1.250%	\$ 0.451
P H B P -- Pension Trust	10.220%	\$ 3.582	10.220%	\$ 3.636	10.220%	\$ 3.690
P H B P -- Medical	30.790%	\$ 10.792	31.790%	\$ 11.311	32.790%	\$ 11.840
Dental Plan	3.540%	\$ 1.241	3.540%	\$ 1.260	3.540%	\$ 1.278
N .E .B .F .	3.000%	\$ 1.577	3.000%	\$ 1.601	3.000%	\$ 1.625
Annuity	8.131%	\$ 2.850	8.010%	\$ 2.850	8.585%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.022	7.650%	\$ 4.083	7.650%	\$ 4.144
HRA	15.386%	\$ 5.393	15.167%	\$ 5.393	14.935%	\$ 5.393
DSP Percentage	19.400%	\$ 6.800	19.400%	\$ 6.903	19.400%	\$ 7.005
Educational & Cultural	1.533%	\$ 0.537	1.533%	\$ 0.545	1.533%	\$ 0.554
Comp. & Dis. Supp.	1.885%	\$ 0.991	1.885%	\$ 1.006	1.885%	\$ 1.021
Total Rate For Benefits	103.035%	\$ 38.311	103.685%	\$ 39.121	105.037%	\$ 40.192
Total Cost Per Hour		\$ 90.886		\$ 92.491		\$ 94.357

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Installer**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
Hourly Rate	\$ 40.93	40.93	\$ 41.54	41.54	\$ 42.16	42.16
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.102	0.250%	\$ 0.104	0.250%	\$ 0.105
Apprentice	1.250%	\$ 0.512	1.250%	\$ 0.519	1.250%	\$ 0.527
P H B P -- Pension Trust	10.220%	\$ 4.183	10.220%	\$ 4.245	10.220%	\$ 4.309
P H B P -- Medical	30.790%	\$ 12.602	31.790%	\$ 13.206	32.790%	\$ 13.824
Dental Plan	3.540%	\$ 1.449	3.540%	\$ 1.471	3.540%	\$ 1.492
N .E .B .F .	3.000%	\$ 1.228	3.000%	\$ 1.246	3.000%	\$ 1.265
Annuity	6.963%	\$ 2.850	6.861%	\$ 2.850	7.353%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.131	7.650%	\$ 3.178	7.650%	\$ 3.225
HRA	11.529%	\$ 4.719	11.360%	\$ 4.719	11.192%	\$ 4.719
DSP Percentage	19.400%	\$ 7.940	19.400%	\$ 8.059	19.400%	\$ 8.179
Educational & Cultural	1.533%	\$ 0.627	1.533%	\$ 0.637	1.533%	\$ 0.646
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.783	1.885%	\$ 0.795
Total Rate For Benefits	98.010%	\$ 40.115	98.738%	\$ 41.016	100.063%	\$ 42.187
Total Cost Per Hour		\$ 81.045		\$ 82.556		\$ 84.347

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Installer OT**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
OT Rate	\$ 61.40	\$ 61.40	\$ 62.31	\$ 62.31	\$ 63.24	\$ 63.24
Hourly Rate	\$ 40.93	40.93	\$ 41.54	41.54	\$ 42.16	42.16
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.102	0.250%	\$ 0.104	0.250%	\$ 0.105
Apprentice	1.250%	\$ 0.512	1.250%	\$ 0.519	1.250%	\$ 0.527
P H B P -- Pension Trust	10.220%	\$ 4.183	10.220%	\$ 4.245	10.220%	\$ 4.309
P H B P -- Medical	30.790%	\$ 12.602	31.790%	\$ 13.206	32.790%	\$ 13.824
Dental Plan	3.540%	\$ 1.449	3.540%	\$ 1.471	3.540%	\$ 1.492
N .E .B .F .	3.000%	\$ 1.842	3.000%	\$ 1.869	3.000%	\$ 1.897
Annuity	6.963%	\$ 2.850	6.861%	\$ 2.850	7.353%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.697	7.650%	\$ 4.767	7.650%	\$ 4.838
HRA	11.529%	\$ 4.719	11.360%	\$ 4.719	11.192%	\$ 4.719
DSP Percentage	19.400%	\$ 7.940	19.400%	\$ 8.059	19.400%	\$ 8.179
Educational & Cultural	1.533%	\$ 0.627	1.533%	\$ 0.637	1.533%	\$ 0.646
Comp. & Dis. Supp.	1.885%	\$ 1.157	1.885%	\$ 1.175	1.885%	\$ 1.192
Total Rate For Benefits	98.010%	\$ 42.681	98.738%	\$ 43.619	100.063%	\$ 44.829
Total Cost Per Hour		\$ 104.076		\$ 105.929		\$ 108.069

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Technician**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
Hourly Rate	\$ 42.93	42.93	\$ 43.57	43.57	\$ 44.22	44.22
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.107	0.250%	\$ 0.109	0.250%	\$ 0.111
Apprentice	1.250%	\$ 0.537	1.250%	\$ 0.545	1.250%	\$ 0.553
P H B P -- Pension Trust	10.220%	\$ 4.387	10.220%	\$ 4.453	10.220%	\$ 4.519
P H B P -- Medical	30.790%	\$ 13.218	31.790%	\$ 13.851	32.790%	\$ 14.500
Dental Plan	3.540%	\$ 1.520	3.540%	\$ 1.542	3.540%	\$ 1.565
N .E .B .F .	3.000%	\$ 1.288	3.000%	\$ 1.307	3.000%	\$ 1.327
Annuity	6.639%	\$ 2.850	6.541%	\$ 2.850	7.010%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.284	7.650%	\$ 3.333	7.650%	\$ 3.383
HRA	10.992%	\$ 4.719	10.830%	\$ 4.719	10.671%	\$ 4.719
DSP Percentage	19.400%	\$ 8.328	19.400%	\$ 8.453	19.400%	\$ 8.579
Educational & Cultural	1.533%	\$ 0.658	1.533%	\$ 0.668	1.533%	\$ 0.678
Comp. & Dis. Supp.	1.885%	\$ 0.809	1.885%	\$ 0.821	1.885%	\$ 0.834
<b>Total Rate For Benefits</b>	<b>97.148%</b>	<b>\$ 41.706</b>	<b>97.889%</b>	<b>\$ 42.650</b>	<b>99.199%</b>	<b>\$ 43.866</b>
<b>Total Cost Per Hour</b>		<b>\$ 84.636</b>		<b>\$ 86.220</b>		<b>\$ 88.086</b>

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Technician OT**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
OT Rate	\$ 64.40	\$ 64.40	\$ 65.36	\$ 65.36	\$ 66.33	\$ 66.33
Hourly Rate	\$ 42.93	\$ 42.93	\$ 43.57	\$ 43.57	\$ 44.22	\$ 44.22
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.107	0.250%	\$ 0.109	0.250%	\$ 0.111
Apprentice	1.250%	\$ 0.537	1.250%	\$ 0.545	1.250%	\$ 0.553
P H B P -- Pension Trust	10.220%	\$ 4.387	10.220%	\$ 4.453	10.220%	\$ 4.519
P H B P -- Medical	30.790%	\$ 13.218	31.790%	\$ 13.851	32.790%	\$ 14.500
Dental Plan	3.540%	\$ 1.520	3.540%	\$ 1.542	3.540%	\$ 1.565
N .E .B .F .	3.000%	\$ 1.932	3.000%	\$ 1.961	3.000%	\$ 1.990
Annuity	6.639%	\$ 2.850	6.541%	\$ 2.850	7.010%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.926	7.650%	\$ 5.000	7.650%	\$ 5.074
HRA	10.992%	\$ 4.719	10.830%	\$ 4.719	10.671%	\$ 4.719
DSP Percentage	19.400%	\$ 8.328	19.400%	\$ 8.453	19.400%	\$ 8.579
Educational & Cultural	1.533%	\$ 0.658	1.533%	\$ 0.668	1.533%	\$ 0.678
Comp. & Dis. Supp.	1.885%	\$ 1.214	1.885%	\$ 1.232	1.885%	\$ 1.250
<b>Total Rate For Benefits</b>	<b>97.148%</b>	<b>\$ 44.396</b>	<b>97.889%</b>	<b>\$ 45.381</b>	<b>99.199%</b>	<b>\$ 46.637</b>
<b>Total Cost Per Hour</b>		<b>\$ 108.791</b>		<b>\$ 110.736</b>		<b>\$ 112.967</b>