

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.766	13.390%	\$ 7.766
P H B P -- Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P -- Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821
N . E . B . F .	3.000%	\$ 1.680	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	8.036%	\$ 4.500	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969
Educational & Cultural (Safety and Training)	2.000%	\$ 1.120	2.000%	\$ 1.120	2.000%	\$ 1.160	2.000%	\$ 1.160
Tools and Clothing	0.500%	\$ 0.280	0.500%	\$ 0.280	0.500%	\$ 0.290	0.500%	\$ 0.290
Comp. & Dis. Supp.	1.985%	\$ 1.112	1.985%	\$ 1.112	1.985%	\$ 1.151	1.985%	\$ 1.151
N.E.L.C.A.F	0.750%	\$ 0.420	0.750%	\$ 0.420	0.750%	\$ 0.435	0.750%	\$ 0.435
NEAT Trust Fund	1.000%	\$ 0.560	1.000%	\$ 0.560	1.000%	\$ 0.580	1.000%	\$ 0.580
National Electrical Industry Fund	1.000%	\$ 0.560	1.000%	\$ 0.560	1.000%	\$ 0.580	1.000%	\$ 0.580
Total Rate For Benefits	106.143%	\$ 59.440	106.163%	\$ 59.451	106.162%	\$ 61.574	106.162%	\$ 61.574
Total Cost Per Hour		\$ 115.440		\$ 115.451		\$ 119.574		\$ 119.574

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR JOURNEYPERSON LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
Hourly Rate	\$ 58.00	\$ 58.00	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.766	13.390%	\$ 7.766
P H B P -- Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P -- Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821
N.E.B.F.	3.000%	\$ 2.520	3.000%	\$ 2.520	3.000%	\$ 2.610	3.000%	\$ 2.610
Annuity	8.036%	\$ 4.500	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 8.426	7.650%	\$ 8.426	7.650%	\$ 8.656	7.650%	\$ 8.656
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969
Educational & Cultural (Safety and Training)	2.000%	\$ 1.680	2.000%	\$ 1.680	2.000%	\$ 1.740	2.000%	\$ 1.740
Tools and Clothing	0.500%	\$ 0.420	0.500%	\$ 0.420	0.500%	\$ 0.435	0.500%	\$ 0.435
Comp. & Dis. Supp.	1.985%	\$ 1.667	1.985%	\$ 1.667	1.985%	\$ 1.727	1.985%	\$ 1.727
N.E.L.C.A.F	0.750%	\$ 0.630	0.750%	\$ 0.630	0.750%	\$ 0.653	0.750%	\$ 0.653
NEAT Trust Fund	1.000%	\$ 0.840	1.000%	\$ 0.840	1.000%	\$ 0.870	1.000%	\$ 0.870
National Electrical Industry Fund	1.000%	\$ 0.840	1.000%	\$ 0.840	1.000%	\$ 0.870	1.000%	\$ 0.870
Total Rate For Benefits	106.143%	\$ 64.448	106.163%	\$ 64.459	106.162%	\$ 66.761	106.162%	\$ 66.761
Total Cost Per Hour		\$ 148.448		\$ 148.459		\$ 153.761		\$ 153.761

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR MATERIAL PERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 48.72	48.72	\$ 48.72	48.72	\$ 50.46	50.46	\$ 50.46	50.46
	<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>
P H B P – Pension Trust	12.390%	\$ 6.036	12.390%	\$ 6.036	13.390%	\$ 6.757	13.390%	\$ 6.757
P H B P – Medical	26.060%	\$ 12.696	26.060%	\$ 12.696	26.060%	\$ 13.150	26.060%	\$ 13.150
P H B P – Medical	10.776%	\$ 5.250	10.776%	\$ 5.250	10.404%	\$ 5.250	10.404%	\$ 5.250
Dental Plan	3.140%	\$ 1.530	3.140%	\$ 1.530	3.140%	\$ 1.584	3.140%	\$ 1.584
N. E. B. F.	3.000%	\$ 1.462	3.000%	\$ 1.462	3.000%	\$ 1.514	3.000%	\$ 1.514
Annuity	9.236%	\$ 4.500	9.236%	\$ 4.500	8.918%	\$ 4.500	8.918%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.727	7.650%	\$ 3.727	7.650%	\$ 3.860	7.650%	\$ 3.860
HRA	13.342%	\$ 6.500	13.342%	\$ 6.500	12.881%	\$ 6.500	12.881%	\$ 6.500
DSP Percentage	16.000%	\$ 7.795	16.000%	\$ 7.795	16.000%	\$ 8.074	16.000%	\$ 8.074
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.804	1.670%	\$ 0.814	1.670%	\$ 0.843	1.670%	\$ 0.843
Educational & Cultural (Safety and Training)	2.000%	\$ 0.974	2.000%	\$ 0.974	2.000%	\$ 1.009	2.000%	\$ 1.009
Tools and Clothing	0.500%	\$ 0.244	0.500%	\$ 0.244	0.500%	\$ 0.252	0.500%	\$ 0.252
Comp. & Dis. Supp.	1.985%	\$ 0.967	1.985%	\$ 0.967	1.985%	\$ 1.002	1.985%	\$ 1.002
N.E.L.C.A.F	0.750%	\$ 0.365	0.750%	\$ 0.365	0.750%	\$ 0.378	0.750%	\$ 0.378
NEAT Trust Fund	1.000%	\$ 0.487	1.000%	\$ 0.487	1.000%	\$ 0.505	1.000%	\$ 0.505
National Electrical Industry Fund	1.000%	\$ 0.487	1.000%	\$ 0.487	1.000%	\$ 0.505	1.000%	\$ 0.505
Total Rate For Benefits	110.479%	\$ 53.825	110.499%	\$ 53.835	110.349%	\$ 55.682	110.349%	\$ 55.682
Total Cost Per Hour		\$ 102.545		\$ 102.555		\$ 106.142		\$ 106.142

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR MATERIAL PERSON OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/5/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 73.08	\$ 73.08	\$ 73.08	\$ 73.08	\$ 75.69	\$ 75.69	\$ 75.69	\$ 75.69
Hourly Rate	\$ 48.72	\$ 48.72	\$ 48.72	\$ 48.72	\$ 50.46	\$ 50.46	\$ 50.46	\$ 50.46
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	12.390%	\$ 6.036	12.390%	\$ 6.036	13.390%	\$ 6.757	13.390%	\$ 6.757
P H B P -- Medical	26.060%	\$ 12.696	26.060%	\$ 12.696	26.060%	\$ 13.150	26.060%	\$ 13.150
P H B P -- Medical	10.776%	\$ 5.250	10.776%	\$ 5.250	10.404%	\$ 5.250	10.404%	\$ 5.250
Dental Plan	3.140%	\$ 1.530	3.140%	\$ 1.530	3.140%	\$ 1.584	3.140%	\$ 1.584
N . E . B . F .	3.000%	\$ 2.192	3.000%	\$ 2.192	3.000%	\$ 2.271	3.000%	\$ 2.271
Annuity	9.236%	\$ 4.500	9.236%	\$ 4.500	8.918%	\$ 4.500	8.918%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.591	7.650%	\$ 5.591	7.650%	\$ 5.790	7.650%	\$ 5.790
HRA	13.342%	\$ 6.500	13.342%	\$ 6.500	12.881%	\$ 6.500	12.881%	\$ 6.500
DSP Percentage	16.000%	\$ 7.795	16.000%	\$ 7.795	16.000%	\$ 8.074	16.000%	\$ 8.074
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.804	1.670%	\$ 0.814	1.670%	\$ 0.843	1.670%	\$ 0.843
Educational & Cultural (Safety and Training)	2.000%	\$ 1.462	2.000%	\$ 1.462	2.000%	\$ 1.514	2.000%	\$ 1.514
Tools and Clothing	0.500%	\$ 0.365	0.500%	\$ 0.365	0.500%	\$ 0.378	0.500%	\$ 0.378
Comp. & Dis. Supp.	1.985%	\$ 1.451	1.985%	\$ 1.451	1.985%	\$ 1.502	1.985%	\$ 1.502
N.E.L.C.A.F	0.750%	\$ 0.548	0.750%	\$ 0.548	0.750%	\$ 0.568	0.750%	\$ 0.568
NEAT Trust Fund	1.000%	\$ 0.731	1.000%	\$ 0.731	1.000%	\$ 0.757	1.000%	\$ 0.757
National Electrical Industry Fund	1.000%	\$ 0.731	1.000%	\$ 0.731	1.000%	\$ 0.757	1.000%	\$ 0.757
Total Rate For Benefits	110.479%	\$ 58.182	110.499%	\$ 58.192	110.349%	\$ 60.194	110.349%	\$ 60.194
Total Cost Per Hour		\$ 131.262		\$ 131.272		\$ 135.884		\$ 135.884

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 44.80	44.80	\$ 44.80	44.80	\$ 46.40	46.40	\$ 46.40	46.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	12.390%	\$ 5.551	12.390%	\$ 5.551	13.390%	\$ 6.213	13.390%	\$ 6.213
P H B P -- Medical	26.060%	\$ 11.675	26.060%	\$ 11.675	26.060%	\$ 12.092	26.060%	\$ 12.092
P H B P -- Medical	11.719%	\$ 5.250	11.719%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250
Dental Plan	3.140%	\$ 1.407	3.140%	\$ 1.407	3.140%	\$ 1.457	3.140%	\$ 1.457
N. E. B. F.	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.392	3.000%	\$ 1.392
Annuity	10.045%	\$ 4.500	10.045%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.427	7.650%	\$ 3.427	7.650%	\$ 3.550	7.650%	\$ 3.550
HRA	14.509%	\$ 6.500	14.509%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500
DSP Percentage	16.000%	\$ 7.168	16.000%	\$ 7.168	16.000%	\$ 7.424	16.000%	\$ 7.424
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.739	1.670%	\$ 0.748	1.670%	\$ 0.775	1.670%	\$ 0.775
Educational & Cultural (Safety and Training)	2.000%	\$ 0.896	2.000%	\$ 0.896	2.000%	\$ 0.928	2.000%	\$ 0.928
Tools and Clothing	0.500%	\$ 0.224	0.500%	\$ 0.224	0.500%	\$ 0.232	0.500%	\$ 0.232
Comp. & Dis. Supp.	1.985%	\$ 0.889	1.985%	\$ 0.889	1.985%	\$ 0.921	1.985%	\$ 0.921
N.E.L.C.A.F	0.750%	\$ 0.336	0.750%	\$ 0.336	0.750%	\$ 0.348	0.750%	\$ 0.348
NEAT Trust Fund	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.464	1.000%	\$ 0.464
National Electrical Industry Fund	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.464	1.000%	\$ 0.464
Total Rate For Benefits	113.397%	\$ 50.802	113.417%	\$ 50.811	113.167%	\$ 52.509	113.167%	\$ 52.509
Total Cost Per Hour		\$ 95.602		\$ 95.611		\$ 98.909		\$ 98.909

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/5/2020 (at 4:01 p.m.)	5/5/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 69.60	\$ 69.60	\$ 69.60	\$ 69.60
Hourly Rate	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 46.40	\$ 46.40	\$ 46.40	\$ 46.40
	<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>
P H B P – Pension Trust	12.390%	\$ 5.551	12.390%	\$ 5.551	13.390%	\$ 6.213	13.390%	\$ 6.213
P H B P – Medical	26.060%	\$ 11.675	26.060%	\$ 11.675	26.060%	\$ 12.092	26.060%	\$ 12.092
P H B P – Medical	11.719%	\$ 5.250	11.719%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250
Dental Plan	3.140%	\$ 1.407	3.140%	\$ 1.407	3.140%	\$ 1.457	3.140%	\$ 1.457
N.E.B.F.	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.088	3.000%	\$ 2.088
Annuity	10.045%	\$ 4.500	10.045%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.141	7.650%	\$ 5.141	7.650%	\$ 5.324	7.650%	\$ 5.324
HRA	14.509%	\$ 6.500	14.509%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500
DSP Percentage	16.000%	\$ 7.168	16.000%	\$ 7.168	16.000%	\$ 7.424	16.000%	\$ 7.424
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.739	1.670%	\$ 0.748	1.670%	\$ 0.775	1.670%	\$ 0.775
Educational & Cultural (Safety and Training)	2.000%	\$ 1.344	2.000%	\$ 1.344	2.000%	\$ 1.392	2.000%	\$ 1.392
Tools and Clothing	0.500%	\$ 0.336	0.500%	\$ 0.336	0.500%	\$ 0.348	0.500%	\$ 0.348
Comp. & Dis. Supp.	1.985%	\$ 1.334	1.985%	\$ 1.334	1.985%	\$ 1.382	1.985%	\$ 1.382
N.E.L.C.A.F	0.750%	\$ 0.504	0.750%	\$ 0.504	0.750%	\$ 0.522	0.750%	\$ 0.522
NEAT Trust Fund	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.696	1.000%	\$ 0.696
National Electrical Industry Fund	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.696	1.000%	\$ 0.696
Total Rate For Benefits	113.397%	\$ 54.808	113.417%	\$ 54.817	113.167%	\$ 56.659	113.167%	\$ 56.659
Total Cost Per Hour		\$ 122.008		\$ 122.017		\$ 126.259		\$ 126.259

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR GROUNDPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 33.60	33.60	\$ 33.60	33.60	\$ 34.80	34.80	\$ 34.80	34.80
	<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>
P H B P -- Pension Trust	12.390%	\$ 4.163	12.390%	\$ 4.163	13.390%	\$ 4.660	13.390%	\$ 4.660
P H B P -- Medical	26.060%	\$ 8.756	26.060%	\$ 8.756	26.060%	\$ 9.069	26.060%	\$ 9.069
P H B P -- Medical	15.625%	\$ 5.250	15.625%	\$ 5.250	15.086%	\$ 5.250	15.086%	\$ 5.250
Dental Plan	3.140%	\$ 1.055	3.140%	\$ 1.055	3.140%	\$ 1.093	3.140%	\$ 1.093
N . E . B . F .	3.000%	\$ 1.008	3.000%	\$ 1.008	3.000%	\$ 1.044	3.000%	\$ 1.044
Annuity	13.393%	\$ 4.500	13.393%	\$ 4.500	12.931%	\$ 4.500	12.931%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.570	7.650%	\$ 2.570	7.650%	\$ 2.662	7.650%	\$ 2.662
HRA	19.345%	\$ 6.500	19.345%	\$ 6.500	18.678%	\$ 6.500	18.678%	\$ 6.500
DSP Percentage	16.000%	\$ 5.376	16.000%	\$ 5.376	16.000%	\$ 5.568	16.000%	\$ 5.568
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.554	1.670%	\$ 0.561	1.670%	\$ 0.581	1.670%	\$ 0.581
Educational & Cultural (Safety and Training)	2.000%	\$ 0.672	2.000%	\$ 0.672	2.000%	\$ 0.696	2.000%	\$ 0.696
Tools and Clothing	0.500%	\$ 0.168	0.500%	\$ 0.168	0.500%	\$ 0.174	0.500%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.667	1.985%	\$ 0.667	1.985%	\$ 0.691	1.985%	\$ 0.691
N.E.L.C.A.F	0.750%	\$ 0.252	0.750%	\$ 0.252	0.750%	\$ 0.261	0.750%	\$ 0.261
NEAT Trust Fund	1.000%	\$ 0.336	1.000%	\$ 0.336	1.000%	\$ 0.348	1.000%	\$ 0.348
National Electrical Industry Fund	1.000%	\$ 0.336	1.000%	\$ 0.336	1.000%	\$ 0.348	1.000%	\$ 0.348
Total Rate For Benefits	125.488%	\$ 42.164	125.508%	\$ 42.171	124.840%	\$ 43.444	124.840%	\$ 43.444
Total Cost Per Hour		\$ 75.764		\$ 75.771		\$ 78.244		\$ 78.244