

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 41.61	41.61	\$ 41.61	41.61	\$ 43.61	43.61	\$ 43.61	43.61	\$ 43.61	43.61
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065
Job Security Fund	0.300%	\$ 0.125	0.300%	\$ 0.125	0.300%	\$ 0.131	0.300%	\$ 0.131	0.300%	\$ 0.131
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 4.739	11.390%	\$ 4.739	11.390%	\$ 4.967	11.390%	\$ 4.967	11.390%	\$ 4.967
P H B P -- Medical	37.450%	\$ 15.583	37.450%	\$ 15.583	37.450%	\$ 16.332	37.450%	\$ 16.332	37.450%	\$ 16.332
P H B P -- Medical	7.090%	\$ 2.950	7.090%	\$ 2.950	7.911%	\$ 3.450	7.911%	\$ 3.450	7.911%	\$ 3.450
Dental Plan	3.140%	\$ 1.307	3.140%	\$ 1.307	3.140%	\$ 1.369	4.140%	\$ 1.805	4.140%	\$ 1.805
N . E . B . F .	3.000%	\$ 1.248	3.000%	\$ 1.248	3.000%	\$ 1.308	3.000%	\$ 1.308	3.000%	\$ 1.308
NEIB	0.000%	\$ -	1.202%	\$ 0.500	1.147%	\$ 0.500	1.147%	\$ 0.500	2.293%	\$ 1.000
Annuity	9.853%	\$ 4.100	9.853%	\$ 4.100	9.402%	\$ 4.100	12.841%	\$ 5.600	12.841%	\$ 5.600
HRA	12.545%	\$ 5.220	12.545%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 3.183	7.650%	\$ 3.183	7.650%	\$ 3.336	7.650%	\$ 3.336	7.650%	\$ 3.336
DSP Percentage	21.000%	\$ 8.738	21.000%	\$ 8.738	21.000%	\$ 9.158	21.000%	\$ 9.158	21.000%	\$ 9.158
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.820	1.970%	\$ 0.820	1.970%	\$ 0.859	1.970%	\$ 0.859	1.970%	\$ 0.859
Comp. & Dis. Supp.	1.985%	\$ 0.826	1.985%	\$ 0.826	1.985%	\$ 0.866	1.985%	\$ 0.866	1.985%	\$ 0.866
Total Rate For Benefits	117.523%	\$ 48.901	118.725%	\$ 49.401	118.464%	\$ 51.662	122.903%	\$ 53.598	124.050%	\$ 54.098
Total Cost Per Hour	\$	90.511	\$	91.011	\$	95.272	\$	97.208	\$	97.708

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
OT Rate	\$ 62.42	\$ 62.42	\$ 62.42	\$ 62.42	\$ 65.42	\$ 65.42	\$ 65.42	\$ 65.42	\$ 65.42	\$ 65.42
Hourly Rate	\$ 41.61	\$ 41.61	\$ 41.61	\$ 41.61	\$ 43.61	\$ 43.61	\$ 43.61	\$ 43.61	\$ 43.61	\$ 43.61
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065
Job Security Fund	0.300%	\$ 0.125	0.300%	\$ 0.125	0.300%	\$ 0.131	0.300%	\$ 0.131	0.300%	\$ 0.131
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 4.739	11.390%	\$ 4.739	11.390%	\$ 4.967	11.390%	\$ 4.967	11.390%	\$ 4.967
P H B P -- Medical	37.450%	\$ 15.583	37.450%	\$ 15.583	37.450%	\$ 16.332	37.450%	\$ 16.332	37.450%	\$ 16.332
P H B P -- Medical	7.090%	\$ 2.950	7.090%	\$ 2.950	7.911%	\$ 3.450	7.911%	\$ 3.450	7.911%	\$ 3.450
Dental Plan	3.140%	\$ 1.307	3.140%	\$ 1.307	3.140%	\$ 1.369	4.140%	\$ 1.805	4.140%	\$ 1.805
N . E . B . F .	3.000%	\$ 1.872	3.000%	\$ 1.872	3.000%	\$ 1.962	3.000%	\$ 1.962	3.000%	\$ 1.962
NEIB	0.000%	\$ -	1.202%	\$ 0.500	1.147%	\$ 0.500	1.147%	\$ 0.500	2.293%	\$ 1.000
Annuity	9.853%	\$ 4.100	9.853%	\$ 4.100	9.402%	\$ 4.100	12.841%	\$ 5.600	12.841%	\$ 5.600
HRA	12.545%	\$ 5.220	12.545%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 4.775	7.650%	\$ 4.775	7.650%	\$ 5.004	7.650%	\$ 5.004	7.650%	\$ 5.004
DSP Percentage	21.000%	\$ 8.738	21.000%	\$ 8.738	21.000%	\$ 9.158	21.000%	\$ 9.158	21.000%	\$ 9.158
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.820	1.970%	\$ 0.820	1.970%	\$ 0.859	1.970%	\$ 0.859	1.970%	\$ 0.859
Comp. & Dis. Supp.	1.985%	\$ 1.239	1.985%	\$ 1.239	1.985%	\$ 1.298	1.985%	\$ 1.298	1.985%	\$ 1.298
Total Rate For Benefits	117.523%	\$ 51.530	118.725%	\$ 52.030	118.464%	\$ 54.417	122.903%	\$ 56.353	124.050%	\$ 56.853
Total Cost Per Hour		\$ 113.945		\$ 114.445		\$ 119.832		\$ 121.768		\$ 122.268

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 47.66	47.66	\$ 47.66	47.66	\$ 49.66	49.66	\$ 49.66	49.66	\$ 49.66	49.66
	<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>	<u>New%/Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.074
Job Security Fund	0.300%	\$ 0.143	0.300%	\$ 0.143	0.300%	\$ 0.149	0.300%	\$ 0.149	0.300%	\$ 0.149
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 5.428	11.390%	\$ 5.428	11.390%	\$ 5.656	11.390%	\$ 5.656	11.390%	\$ 5.656
P H B P -- Medical	37.450%	\$ 17.849	37.450%	\$ 17.849	37.450%	\$ 18.598	37.450%	\$ 18.598	37.450%	\$ 18.598
P H B P -- Medical	6.190%	\$ 2.950	6.190%	\$ 2.950	6.947%	\$ 3.450	6.947%	\$ 3.450	6.947%	\$ 3.450
Dental Plan	3.140%	\$ 1.497	3.140%	\$ 1.497	3.140%	\$ 1.559	4.140%	\$ 2.056	4.140%	\$ 2.056
N . E . B . F .	3.000%	\$ 1.430	3.000%	\$ 1.430	3.000%	\$ 1.490	3.000%	\$ 1.490	3.000%	\$ 1.490
NEIB	0.000%	\$ -	1.049%	\$ 0.500	1.007%	\$ 0.500	1.007%	\$ 0.500	2.014%	\$ 1.000
Annuity	8.603%	\$ 4.100	8.603%	\$ 4.100	8.256%	\$ 4.100	11.277%	\$ 5.600	11.277%	\$ 5.600
HRA	10.953%	\$ 5.220	10.953%	\$ 5.220	10.511%	\$ 5.220	10.511%	\$ 5.220	10.511%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 3.646	7.650%	\$ 3.646	7.650%	\$ 3.799	7.650%	\$ 3.799	7.650%	\$ 3.799
DSP Percentage	21.000%	\$ 10.009	21.000%	\$ 10.009	21.000%	\$ 10.429	21.000%	\$ 10.429	21.000%	\$ 10.429
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.939	1.970%	\$ 0.939	1.970%	\$ 0.978	1.970%	\$ 0.978	1.970%	\$ 0.978
Comp. & Dis. Supp.	1.985%	\$ 0.946	1.985%	\$ 0.946	1.985%	\$ 0.986	1.985%	\$ 0.986	1.985%	\$ 0.986
Total Rate For Benefits	113.780%	\$ 54.227	114.829%	\$ 54.727	114.757%	\$ 56.988	118.777%	\$ 58.985	119.784%	\$ 59.485
Total Cost Per Hour	\$	101.887	\$	102.387	\$	106.648	\$	108.645	\$	109.145

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
OT Rate	\$ 71.49	\$ 71.49	\$ 71.49	\$ 71.49	\$ 74.49	\$ 74.49	\$ 74.49	\$ 74.49	\$ 74.49	\$ 74.49
Hourly Rate	\$ 47.66	\$ 47.66	\$ 47.66	\$ 47.66	\$ 49.66	\$ 49.66	\$ 49.66	\$ 49.66	\$ 49.66	\$ 49.66
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.074
Job Security Fund	0.300%	\$ 0.143	0.300%	\$ 0.143	0.300%	\$ 0.149	0.300%	\$ 0.149	0.300%	\$ 0.149
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 5.428	11.390%	\$ 5.428	11.390%	\$ 5.656	11.390%	\$ 5.656	11.390%	\$ 5.656
P H B P -- Medical	37.450%	\$ 17.849	37.450%	\$ 17.849	37.450%	\$ 18.598	37.450%	\$ 18.598	37.450%	\$ 18.598
P H B P -- Medical	6.190%	\$ 2.950	6.190%	\$ 2.950	6.947%	\$ 3.450	6.947%	\$ 3.450	6.947%	\$ 3.450
Dental Plan	3.140%	\$ 1.497	3.140%	\$ 1.497	3.140%	\$ 1.559	4.140%	\$ 2.056	4.140%	\$ 2.056
N . E . B . F .	3.000%	\$ 2.145	3.000%	\$ 2.145	3.000%	\$ 2.235	3.000%	\$ 2.235	3.000%	\$ 2.235
NEIB	0.000%	\$ -	1.049%	\$ 0.500	1.007%	\$ 0.500	1.007%	\$ 0.500	2.014%	\$ 1.000
Annuity	8.603%	\$ 4.100	8.603%	\$ 4.100	8.256%	\$ 4.100	11.277%	\$ 5.600	11.277%	\$ 5.600
HRA	10.953%	\$ 5.220	10.953%	\$ 5.220	10.511%	\$ 5.220	10.511%	\$ 5.220	10.511%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 5.469	7.650%	\$ 5.469	7.650%	\$ 5.698	7.650%	\$ 5.698	7.650%	\$ 5.698
DSP Percentage	21.000%	\$ 10.009	21.000%	\$ 10.009	21.000%	\$ 10.429	21.000%	\$ 10.429	21.000%	\$ 10.429
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.939	1.970%	\$ 0.939	1.970%	\$ 0.978	1.970%	\$ 0.978	1.970%	\$ 0.978
Comp. & Dis. Supp.	1.985%	\$ 1.419	1.985%	\$ 1.419	1.985%	\$ 1.479	1.985%	\$ 1.479	1.985%	\$ 1.479
Total Rate For Benefits	113.780%	\$ 57.238	114.829%	\$ 57.738	114.757%	\$ 60.125	118.777%	\$ 62.122	119.784%	\$ 62.622
Total Cost Per Hour	\$	128.728	\$	129.228	\$	134.615	\$	136.612	\$	137.112

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 50.22	50.22	\$ 50.22	50.22	\$ 52.22	52.22	\$ 52.22	52.22	\$ 52.22	52.22
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.078	0.150%	\$ 0.078
Job Security Fund	0.300%	\$ 0.151	0.300%	\$ 0.151	0.300%	\$ 0.157	0.300%	\$ 0.157	0.300%	\$ 0.157
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 5.720	11.390%	\$ 5.720	11.390%	\$ 5.948	11.390%	\$ 5.948	11.390%	\$ 5.948
P H B P -- Medical	37.450%	\$ 18.807	37.450%	\$ 18.807	37.450%	\$ 19.556	37.450%	\$ 19.556	37.450%	\$ 19.556
P H B P -- Medical	5.874%	\$ 2.950	5.874%	\$ 2.950	6.607%	\$ 3.450	6.607%	\$ 3.450	6.607%	\$ 3.450
Dental Plan	3.140%	\$ 1.577	3.140%	\$ 1.577	3.140%	\$ 1.640	4.140%	\$ 2.162	4.140%	\$ 2.162
N . E . B . F .	3.000%	\$ 1.507	3.000%	\$ 1.507	3.000%	\$ 1.567	3.000%	\$ 1.567	3.000%	\$ 1.567
NEIB	0.000%	\$ -	0.996%	\$ 0.500	0.957%	\$ 0.500	0.957%	\$ 0.500	1.915%	\$ 1.000
Annuity	8.164%	\$ 4.100	8.164%	\$ 4.100	7.851%	\$ 4.100	10.724%	\$ 5.600	10.724%	\$ 5.600
HRA	10.394%	\$ 5.220	10.394%	\$ 5.220	9.996%	\$ 5.220	9.996%	\$ 5.220	9.996%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 3.842	7.650%	\$ 3.842	7.650%	\$ 3.995	7.650%	\$ 3.995	7.650%	\$ 3.995
DSP Percentage	21.000%	\$ 10.546	21.000%	\$ 10.546	21.000%	\$ 10.966	21.000%	\$ 10.966	21.000%	\$ 10.966
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.989	1.970%	\$ 0.989	1.970%	\$ 1.029	1.970%	\$ 1.029	1.970%	\$ 1.029
Comp. & Dis. Supp.	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 1.037	1.985%	\$ 1.037	1.985%	\$ 1.037
Total Rate For Benefits	112.467%	\$ 56.481	113.463%	\$ 56.981	113.447%	\$ 59.242	117.319%	\$ 61.264	118.277%	\$ 61.764
Total Cost Per Hour		\$ 106.701		\$ 107.201		\$ 111.462		\$ 113.484		\$ 113.984

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
OT Rate	\$ 75.33	\$ 75.33	\$ 75.33	\$ 75.33	\$ 78.33	\$ 78.33	\$ 78.33	\$ 78.33	\$ 78.33	\$ 78.33
Hourly Rate	\$ 50.22	\$ 50.22	\$ 50.22	\$ 50.22	\$ 52.22	\$ 52.22	\$ 52.22	\$ 52.22	\$ 52.22	\$ 52.22
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.078	0.150%	\$ 0.078
Job Security Fund	0.300%	\$ 0.151	0.300%	\$ 0.151	0.300%	\$ 0.157	0.300%	\$ 0.157	0.300%	\$ 0.157
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	11.390%	\$ 5.720	11.390%	\$ 5.720	11.390%	\$ 5.948	11.390%	\$ 5.948	11.390%	\$ 5.948
P H B P -- Medical	37.450%	\$ 18.807	37.450%	\$ 18.807	37.450%	\$ 19.556	37.450%	\$ 19.556	37.450%	\$ 19.556
P H B P -- Medical	5.874%	\$ 2.950	5.874%	\$ 2.950	6.607%	\$ 3.450	6.607%	\$ 3.450	6.607%	\$ 3.450
Dental Plan	3.140%	\$ 1.577	3.140%	\$ 1.577	3.140%	\$ 1.640	4.140%	\$ 2.162	4.140%	\$ 2.162
N . E . B . F .	3.000%	\$ 2.260	3.000%	\$ 2.260	3.000%	\$ 2.350	3.000%	\$ 2.350	3.000%	\$ 2.350
NEIB	0.000%	\$ -	0.996%	\$ 0.500	0.957%	\$ 0.500	0.957%	\$ 0.500	1.915%	\$ 1.000
Annuity	8.164%	\$ 4.100	8.164%	\$ 4.100	7.851%	\$ 4.100	10.724%	\$ 5.600	10.724%	\$ 5.600
HRA	10.394%	\$ 5.220	10.394%	\$ 5.220	9.996%	\$ 5.220	9.996%	\$ 5.220	9.996%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 5.763	7.650%	\$ 5.763	7.650%	\$ 5.992	7.650%	\$ 5.992	7.650%	\$ 5.992
DSP Percentage	21.000%	\$ 10.546	21.000%	\$ 10.546	21.000%	\$ 10.966	21.000%	\$ 10.966	21.000%	\$ 10.966
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.989	1.970%	\$ 0.989	1.970%	\$ 1.029	1.970%	\$ 1.029	1.970%	\$ 1.029
Comp. & Dis. Supp.	1.985%	\$ 1.495	1.985%	\$ 1.495	1.985%	\$ 1.555	1.985%	\$ 1.555	1.985%	\$ 1.555
Total Rate For Benefits	112.467%	\$ 59.654	113.463%	\$ 60.154	113.447%	\$ 62.541	117.319%	\$ 64.563	118.277%	\$ 65.063
Total Cost Per Hour		\$ 134.984		\$ 135.484		\$ 140.871		\$ 142.893		\$ 143.393