

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	
Hourly Rate	\$ 27.50	27.50	
	<u>New%Contr</u>	<u>Dollar Equiv</u>	
Legal Services Plan	0.150%	\$ 0.041	
P H B P -- Pension Trust	8.380%	\$ 2.305	
P H B P -- Medical	14.540%	\$ 3.999	
P H B P -- Medical	7.273%	\$ 2.000	
Dental Plan	2.040%	\$ 0.561	
N .E .B .F .	3.000%	\$ 0.825	
NEIB	0.000%	\$ -	
Annuity	10.909%	\$ 3.000	
HRA	18.182%	\$ 5.000	
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	
DSP Percentage	15.500%	\$ 4.263	
DSP Hourly	5.455%	\$ 1.500	
Educational & Cultural	0.520%	\$ 0.143	
Comp. & Dis. Supp.	1.985%	\$ 0.546	
Total Rate for Benefits	95.583%	\$ 26.285	
Total Cost Per Hour		\$ 53.785	
Statutory EESISIP	7.605%	\$ 2.091	
		\$ 55.877	

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025
OT Rate	\$ 41.25	\$ 41.25
Hourly Rate	\$ 27.50	27.50
	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000
Dental Plan	2.040%	\$ 0.561
N .E .B .F .	3.000%	\$ 1.238
NEIB	0.000%	\$ -
Annuity	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.819
Total Rate for Benefits	95.583%	\$ 28.023
Total Cost Per Hour		\$ 69.273
Statutory EESISIP	7.605%	\$ 3.137
		\$ 72.410

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
Hourly Rate	\$ 32.00	32.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.653
P H B P -- Medical	6.250%	\$ 2.000
Dental Plan	2.040%	\$ 0.653
N .E .B .F .	3.000%	\$ 0.960
NEIB	0.000%	\$ -
Annuity	9.375%	\$ 3.000
HRA	15.625%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.448
DSP Percentage	15.500%	\$ 4.960
DSP Hourly	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.635
Total Rate for Benefits	89.703%	\$ 28.705
Total Cost Per Hour		\$ 60.705
Statutory EESISIP	7.605%	\$ 2.434
		\$ 63.138

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>		<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
OT Rate	\$ 48.00	\$	48.00
Hourly Rate	\$ 32.00		32.00
	<u>New%Contr</u>		<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$	0.048
P H B P -- Pension Trust	8.380%	\$	2.682
P H B P -- Medical	14.540%	\$	4.653
P H B P -- Medical	6.250%	\$	2.000
Dental Plan	2.040%	\$	0.653
N .E .B .F .	3.000%	\$	1.440
NEIB	0.000%	\$	-
Annuity	9.375%	\$	3.000
HRA	15.625%	\$	5.000
DSP (401(k) Plan) - FICA	7.650%	\$	3.672
DSP Percentage	15.500%	\$	4.960
DSP Hourly	4.688%	\$	1.500
Educational & Cultural	0.520%	\$	0.166
Comp. & Dis. Supp.	1.985%	\$	0.953
Total Rate for Benefits	89.703%	\$	30.726
Total Cost Per Hour		\$	78.726
Statutory EESISIP	7.605%	\$	3.650
		\$	82.377

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 27.50	27.50	\$ 27.50	27.50	\$ 28.50	28.50	\$ 28.50	28.50	\$ 28.50	28.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.273%	\$ 2.000	7.273%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N . E . B . F .	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.180	7.650%	\$ 2.180	7.650%	\$ 2.180
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.566	1.985%	\$ 0.566	1.985%	\$ 0.566
Total Rate for Benefits	95.583%	\$ 26.285	95.583%	\$ 26.285	95.870%	\$ 27.323	98.125%	\$ 27.966	99.879%	\$ 28.466
Total Cost Per Hour		\$ 53.785		\$ 53.785		\$ 55.823		\$ 56.466		\$ 56.966
Statutory EESISIP	7.605%	\$ 2.091	7.225%	\$ 1.987	7.225%	\$ 2.059	7.225%	\$ 2.059	7.225%	\$ 2.059
		\$ 55.877		\$ 55.772		\$ 57.882		\$ 58.525		\$ 59.025

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75
Hourly Rate	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.273%	\$ 2.000	7.273%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N . E . B . F .	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.283	3.000%	\$ 1.283	3.000%	\$ 1.283
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.270	7.650%	\$ 3.270	7.650%	\$ 3.270
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.849	1.985%	\$ 0.849	1.985%	\$ 0.849
Total Rate for Benefits	95.583%	\$ 28.023	95.583%	\$ 28.023	95.870%	\$ 29.124	98.125%	\$ 29.766	99.879%	\$ 30.266
Total Cost Per Hour		\$ 69.273		\$ 69.273		\$ 71.874		\$ 72.516		\$ 73.016
Statutory EESISIP	7.605%	\$ 3.137	7.225%	\$ 2.980	7.225%	\$ 3.089	7.225%	\$ 3.089	7.225%	\$ 3.089
		\$ 72.410		\$ 72.253		\$ 74.962		\$ 75.605		\$ 76.105

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.052	0.150%	\$ 0.052	0.150%	\$ 0.052
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.891	8.380%	\$ 2.891	8.380%	\$ 2.891
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 5.016	14.540%	\$ 5.016	14.540%	\$ 5.016
P H B P -- Medical	5.970%	\$ 2.000	5.970%	\$ 2.000	7.246%	\$ 2.500	8.696%	\$ 3.000	8.696%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.040%	\$ 0.704	2.540%	\$ 0.876	2.540%	\$ 0.876
N . E . B . F .	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.035	3.000%	\$ 1.035	3.000%	\$ 1.035
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.449%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.639	7.650%	\$ 2.639	7.650%	\$ 2.639
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.348	15.500%	\$ 5.348	15.500%	\$ 5.348
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.179	0.520%	\$ 0.179	0.520%	\$ 0.179
Comp. & Dis. Supp.	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.685	1.985%	\$ 0.685	1.985%	\$ 0.685
Total Rate for Benefits	88.093%	\$ 29.511	88.093%	\$ 29.511	88.548%	\$ 30.549	90.497%	\$ 31.221	91.946%	\$ 31.721
Total Cost Per Hour		\$ 63.011		\$ 63.011		\$ 65.049		\$ 65.721		\$ 66.221
Statutory EESISIP	7.605%	\$ 2.548	7.225%	\$ 2.420	7.225%	\$ 2.493	7.225%	\$ 2.493	7.225%	\$ 2.493
		\$ 65.559		\$ 65.432		\$ 67.542		\$ 68.214		\$ 68.714

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.052	0.150%	\$ 0.052	0.150%	\$ 0.052
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.891	8.380%	\$ 2.891	8.380%	\$ 2.891
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 5.016	14.540%	\$ 5.016	14.540%	\$ 5.016
P H B P -- Medical	5.970%	\$ 2.000	5.970%	\$ 2.000	7.246%	\$ 2.500	8.696%	\$ 3.000	8.696%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.040%	\$ 0.704	2.540%	\$ 0.876	2.540%	\$ 0.876
N . E . B . F .	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.553	3.000%	\$ 1.553	3.000%	\$ 1.553
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.449%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.959	7.650%	\$ 3.959	7.650%	\$ 3.959
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.348	15.500%	\$ 5.348	15.500%	\$ 5.348
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.179	0.520%	\$ 0.179	0.520%	\$ 0.179
Comp. & Dis. Supp.	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 1.027	1.985%	\$ 1.027	1.985%	\$ 1.027
Total Rate for Benefits	88.093%	\$ 31.628	88.093%	\$ 31.628	88.548%	\$ 32.728	90.497%	\$ 33.401	91.946%	\$ 33.901
Total Cost Per Hour		\$ 81.878		\$ 81.878		\$ 84.478		\$ 85.151		\$ 85.651
Statutory EESISIP	7.605%	\$ 3.822	7.225%	\$ 3.631	7.225%	\$ 3.739	7.225%	\$ 3.739	7.225%	\$ 3.739
		\$ 85.699		\$ 85.508		\$ 88.217		\$ 88.890		\$ 89.390

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 1 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 27.50	27.50	\$ 27.50	27.50	\$ 28.50	28.50	\$ 28.50	28.50	\$ 28.50	28.50
	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%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.273%	\$ 2.000	7.273%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N . E . B . F .	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.180	7.650%	\$ 2.180	7.650%	\$ 2.180
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.566	1.985%	\$ 0.566	1.985%	\$ 0.566
Total Rate for Benefits	95.583%	\$ 26.285	95.583%	\$ 26.285	95.870%	\$ 27.323	98.125%	\$ 27.966	99.879%	\$ 28.466
Total Cost Per Hour		\$ 53.785		\$ 53.785		\$ 55.823		\$ 56.466		\$ 56.966
Statutory EESISIP	7.605%	\$ 2.091	7.225%	\$ 1.987	7.225%	\$ 2.059	7.225%	\$ 2.059	7.225%	\$ 2.059
		\$ 55.877		\$ 55.772		\$ 57.882		\$ 58.525		\$ 59.025

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 1 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75
Hourly Rate	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.273%	\$ 2.000	7.273%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N . E . B . F .	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.283	3.000%	\$ 1.283	3.000%	\$ 1.283
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.270	7.650%	\$ 3.270	7.650%	\$ 3.270
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.849	1.985%	\$ 0.849	1.985%	\$ 0.849
Total Rate for Benefits	95.583%	\$ 28.023	95.583%	\$ 28.023	95.870%	\$ 29.124	98.125%	\$ 29.766	99.879%	\$ 30.266
Total Cost Per Hour		\$ 69.273		\$ 69.273		\$ 71.874		\$ 72.516		\$ 73.016
Statutory EESISIP	7.605%	\$ 3.137	7.225%	\$ 2.980	7.225%	\$ 3.089	7.225%	\$ 3.089	7.225%	\$ 3.089
		\$ 72.410		\$ 72.253		\$ 74.962		\$ 75.605		\$ 76.105

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 2 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 28.50	28.50	\$ 28.50	28.50	\$ 29.50	29.50	\$ 29.50	29.50	\$ 29.50	29.50
	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%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.044	0.150%	\$ 0.044	0.150%	\$ 0.044
P H B P -- Pension Trust	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.472	8.380%	\$ 2.472	8.380%	\$ 2.472
P H B P -- Medical	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.289	14.540%	\$ 4.289	14.540%	\$ 4.289
P H B P -- Medical	7.018%	\$ 2.000	7.018%	\$ 2.000	8.475%	\$ 2.500	10.169%	\$ 3.000	10.169%	\$ 3.000
Dental Plan	2.040%	\$ 0.581	2.040%	\$ 0.581	2.040%	\$ 0.602	2.540%	\$ 0.749	2.540%	\$ 0.749
N . E . B . F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.885	3.000%	\$ 0.885	3.000%	\$ 0.885
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.695%	\$ 0.500
Annuity	10.526%	\$ 3.000	10.526%	\$ 3.000	10.169%	\$ 3.000	10.169%	\$ 3.000	10.169%	\$ 3.000
HRA	17.544%	\$ 5.000	17.544%	\$ 5.000	16.949%	\$ 5.000	16.949%	\$ 5.000	16.949%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.180	7.650%	\$ 2.180	7.650%	\$ 2.257	7.650%	\$ 2.257	7.650%	\$ 2.257
DSP Percentage	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.573	15.500%	\$ 4.573	15.500%	\$ 4.573
DSP Hourly	5.263%	\$ 1.500	5.263%	\$ 1.500	5.085%	\$ 1.500	5.085%	\$ 1.500	5.085%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.153	0.520%	\$ 0.153	0.520%	\$ 0.153
Comp. & Dis. Supp.	1.985%	\$ 0.566	1.985%	\$ 0.566	1.985%	\$ 0.586	1.985%	\$ 0.586	1.985%	\$ 0.586
Total Rate for Benefits	94.116%	\$ 26.823	94.116%	\$ 26.823	94.443%	\$ 27.861	96.638%	\$ 28.508	98.333%	\$ 29.008
Total Cost Per Hour		\$ 55.323		\$ 55.323		\$ 57.361		\$ 58.008		\$ 58.508
Statutory EESISIP	7.605%	\$ 2.167	7.225%	\$ 2.059	7.225%	\$ 2.131	7.225%	\$ 2.131	7.225%	\$ 2.131
		\$ 57.490		\$ 57.382		\$ 59.492		\$ 60.140		\$ 60.640

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 2 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 44.25	\$ 44.25	\$ 44.25	\$ 44.25	\$ 44.25	\$ 44.25
Hourly Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 29.50	\$ 29.50	\$ 29.50	\$ 29.50	\$ 29.50	\$ 29.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.044	0.150%	\$ 0.044	0.150%	\$ 0.044
P H B P -- Pension Trust	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.472	8.380%	\$ 2.472	8.380%	\$ 2.472
P H B P -- Medical	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.289	14.540%	\$ 4.289	14.540%	\$ 4.289
P H B P -- Medical	7.018%	\$ 2.000	7.018%	\$ 2.000	8.475%	\$ 2.500	10.169%	\$ 3.000	10.169%	\$ 3.000
Dental Plan	2.040%	\$ 0.581	2.040%	\$ 0.581	2.040%	\$ 0.602	2.540%	\$ 0.749	2.540%	\$ 0.749
N . E . B . F .	3.000%	\$ 1.283	3.000%	\$ 1.283	3.000%	\$ 1.328	3.000%	\$ 1.328	3.000%	\$ 1.328
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.695%	\$ 0.500
Annuity	10.526%	\$ 3.000	10.526%	\$ 3.000	10.169%	\$ 3.000	10.169%	\$ 3.000	10.169%	\$ 3.000
HRA	17.544%	\$ 5.000	17.544%	\$ 5.000	16.949%	\$ 5.000	16.949%	\$ 5.000	16.949%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.270	7.650%	\$ 3.270	7.650%	\$ 3.385	7.650%	\$ 3.385	7.650%	\$ 3.385
DSP Percentage	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.573	15.500%	\$ 4.573	15.500%	\$ 4.573
DSP Hourly	5.263%	\$ 1.500	5.263%	\$ 1.500	5.085%	\$ 1.500	5.085%	\$ 1.500	5.085%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.153	0.520%	\$ 0.153	0.520%	\$ 0.153
Comp. & Dis. Supp.	1.985%	\$ 0.849	1.985%	\$ 0.849	1.985%	\$ 0.878	1.985%	\$ 0.878	1.985%	\$ 0.878
Total Rate for Benefits	94.116%	\$ 28.624	94.116%	\$ 28.624	94.443%	\$ 29.724	96.638%	\$ 30.372	98.333%	\$ 30.872
Total Cost Per Hour		\$ 71.374		\$ 71.374		\$ 73.974		\$ 74.622		\$ 75.122
Statutory EESISIP	7.605%	\$ 3.251	7.225%	\$ 3.089	7.225%	\$ 3.197	7.225%	\$ 3.197	7.225%	\$ 3.197
		\$ 74.625		\$ 74.462		\$ 77.171		\$ 77.819		\$ 78.319

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 3 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047
P H B P -- Pension Trust	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.640	8.380%	\$ 2.640	8.380%	\$ 2.640
P H B P -- Medical	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.580	14.540%	\$ 4.580	14.540%	\$ 4.580
P H B P -- Medical	6.557%	\$ 2.000	6.557%	\$ 2.000	7.937%	\$ 2.500	9.524%	\$ 3.000	9.524%	\$ 3.000
Dental Plan	2.040%	\$ 0.622	2.040%	\$ 0.622	2.040%	\$ 0.643	2.540%	\$ 0.800	2.540%	\$ 0.800
N . E . B . F .	3.000%	\$ 0.915	3.000%	\$ 0.915	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.587%	\$ 0.500
Annuity	9.836%	\$ 3.000	9.836%	\$ 3.000	9.524%	\$ 3.000	9.524%	\$ 3.000	9.524%	\$ 3.000
HRA	16.393%	\$ 5.000	16.393%	\$ 5.000	15.873%	\$ 5.000	15.873%	\$ 5.000	15.873%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.333	7.650%	\$ 2.333	7.650%	\$ 2.410	7.650%	\$ 2.410	7.650%	\$ 2.410
DSP Percentage	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883
DSP Hourly	4.918%	\$ 1.500	4.918%	\$ 1.500	4.762%	\$ 1.500	4.762%	\$ 1.500	4.762%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.164	0.520%	\$ 0.164	0.520%	\$ 0.164
Comp. & Dis. Supp.	1.985%	\$ 0.605	1.985%	\$ 0.605	1.985%	\$ 0.625	1.985%	\$ 0.625	1.985%	\$ 0.625
Total Rate for Benefits	91.470%	\$ 27.898	91.470%	\$ 27.898	91.860%	\$ 28.936	93.948%	\$ 29.593	95.538%	\$ 30.093
Total Cost Per Hour		\$ 58.398		\$ 58.398		\$ 60.436		\$ 61.093		\$ 61.593
Statutory EESISIP	7.605%	\$ 2.320	7.225%	\$ 2.204	7.225%	\$ 2.276	7.225%	\$ 2.276	7.225%	\$ 2.276
		\$ 60.718		\$ 60.602		\$ 62.712		\$ 63.369		\$ 63.869

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 3 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 47.25	\$ 47.25	\$ 47.25	\$ 47.25	\$ 47.25	\$ 47.25
Hourly Rate	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
	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%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047
P H B P -- Pension Trust	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.640	8.380%	\$ 2.640	8.380%	\$ 2.640
P H B P -- Medical	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.580	14.540%	\$ 4.580	14.540%	\$ 4.580
P H B P -- Medical	6.557%	\$ 2.000	6.557%	\$ 2.000	7.937%	\$ 2.500	9.524%	\$ 3.000	9.524%	\$ 3.000
Dental Plan	2.040%	\$ 0.622	2.040%	\$ 0.622	2.040%	\$ 0.643	2.540%	\$ 0.800	2.540%	\$ 0.800
N . E . B . F .	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.587%	\$ 0.500
Annuity	9.836%	\$ 3.000	9.836%	\$ 3.000	9.524%	\$ 3.000	9.524%	\$ 3.000	9.524%	\$ 3.000
HRA	16.393%	\$ 5.000	16.393%	\$ 5.000	15.873%	\$ 5.000	15.873%	\$ 5.000	15.873%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.500	7.650%	\$ 3.500	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615
DSP Percentage	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883
DSP Hourly	4.918%	\$ 1.500	4.918%	\$ 1.500	4.762%	\$ 1.500	4.762%	\$ 1.500	4.762%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.164	0.520%	\$ 0.164	0.520%	\$ 0.164
Comp. & Dis. Supp.	1.985%	\$ 0.908	1.985%	\$ 0.908	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938
Total Rate for Benefits	91.470%	\$ 29.825	91.470%	\$ 29.825	91.860%	\$ 30.926	93.948%	\$ 31.583	95.538%	\$ 32.083
Total Cost Per Hour		\$ 75.575		\$ 75.575		\$ 78.176		\$ 78.833		\$ 79.333
Statutory EESISIP	7.605%	\$ 3.479	7.225%	\$ 3.305	7.225%	\$ 3.414	7.225%	\$ 3.414	7.225%	\$ 3.414
		\$ 79.054		\$ 78.881		\$ 81.590		\$ 82.247		\$ 82.747

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 4 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.052	0.150%	\$ 0.052	0.150%	\$ 0.052
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.891	8.380%	\$ 2.891	8.380%	\$ 2.891
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 5.016	14.540%	\$ 5.016	14.540%	\$ 5.016
P H B P -- Medical	5.970%	\$ 2.000	5.970%	\$ 2.000	7.246%	\$ 2.500	8.696%	\$ 3.000	8.696%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.040%	\$ 0.704	2.540%	\$ 0.876	2.540%	\$ 0.876
N . E . B . F .	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.035	3.000%	\$ 1.035	3.000%	\$ 1.035
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.449%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.639	7.650%	\$ 2.639	7.650%	\$ 2.639
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.348	15.500%	\$ 5.348	15.500%	\$ 5.348
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.179	0.520%	\$ 0.179	0.520%	\$ 0.179
Comp. & Dis. Supp.	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.685	1.985%	\$ 0.685	1.985%	\$ 0.685
Total Rate for Benefits	88.093%	\$ 29.511	88.093%	\$ 29.511	88.548%	\$ 30.549	90.497%	\$ 31.221	91.946%	\$ 31.721
Total Cost Per Hour		\$ 63.011		\$ 63.011		\$ 65.049		\$ 65.721		\$ 66.221
Statutory EESISIP	7.605%	\$ 2.548	7.225%	\$ 2.420	7.225%	\$ 2.493	7.225%	\$ 2.493	7.225%	\$ 2.493
		\$ 65.559		\$ 65.432		\$ 67.542		\$ 68.214		\$ 68.714

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 4 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.052	0.150%	\$ 0.052	0.150%	\$ 0.052	\$ 0.052
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.891	8.380%	\$ 2.891	8.380%	\$ 2.891	\$ 2.891
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 5.016	14.540%	\$ 5.016	14.540%	\$ 5.016	\$ 5.016
P H B P -- Medical	5.970%	\$ 2.000	5.970%	\$ 2.000	7.246%	\$ 2.500	8.696%	\$ 3.000	8.696%	\$ 3.000	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.040%	\$ 0.704	2.540%	\$ 0.876	2.540%	\$ 0.876	\$ 0.876
N . E . B . F .	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.553	3.000%	\$ 1.553	3.000%	\$ 1.553	\$ 1.553
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.449%	\$ 0.500	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000	8.696%	\$ 3.000	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000	14.493%	\$ 5.000	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.959	7.650%	\$ 3.959	7.650%	\$ 3.959	\$ 3.959
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.348	15.500%	\$ 5.348	15.500%	\$ 5.348	\$ 5.348
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500	4.348%	\$ 1.500	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.179	0.520%	\$ 0.179	0.520%	\$ 0.179	\$ 0.179
Comp. & Dis. Supp.	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 1.027	1.985%	\$ 1.027	1.985%	\$ 1.027	\$ 1.027
Total Rate for Benefits	88.093%	\$ 31.628	88.093%	\$ 31.628	88.548%	\$ 32.728	90.497%	\$ 33.401	91.946%	\$ 33.901	\$ 33.901
Total Cost Per Hour		\$ 81.878		\$ 81.878		\$ 84.478		\$ 85.151		\$ 85.651	\$ 85.651
Statutory EESISIP	7.605%	\$ 3.822	7.225%	\$ 3.631	7.225%	\$ 3.739	7.225%	\$ 3.739	7.225%	\$ 3.739	\$ 3.739
		\$ 85.699		\$ 85.508		\$ 88.217		\$ 88.890		\$ 89.390	\$ 89.390

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 5 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.056
P H B P -- Pension Trust	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.143	8.380%	\$ 3.143	8.380%	\$ 3.143
P H B P -- Medical	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.453	14.540%	\$ 5.453	14.540%	\$ 5.453
P H B P -- Medical	5.479%	\$ 2.000	5.479%	\$ 2.000	6.667%	\$ 2.500	8.000%	\$ 3.000	8.000%	\$ 3.000
Dental Plan	2.040%	\$ 0.745	2.040%	\$ 0.745	2.040%	\$ 0.765	2.540%	\$ 0.953	2.540%	\$ 0.953
N . E . B . F .	3.000%	\$ 1.095	3.000%	\$ 1.095	3.000%	\$ 1.125	3.000%	\$ 1.125	3.000%	\$ 1.125
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.333%	\$ 0.500
Annuity	8.219%	\$ 3.000	8.219%	\$ 3.000	8.000%	\$ 3.000	8.000%	\$ 3.000	8.000%	\$ 3.000
HRA	13.699%	\$ 5.000	13.699%	\$ 5.000	13.333%	\$ 5.000	13.333%	\$ 5.000	13.333%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.792	7.650%	\$ 2.792	7.650%	\$ 2.869	7.650%	\$ 2.869	7.650%	\$ 2.869
DSP Percentage	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.813	15.500%	\$ 5.813	15.500%	\$ 5.813
DSP Hourly	4.110%	\$ 1.500	4.110%	\$ 1.500	4.000%	\$ 1.500	4.000%	\$ 1.500	4.000%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.195	0.520%	\$ 0.195	0.520%	\$ 0.195
Comp. & Dis. Supp.	1.985%	\$ 0.725	1.985%	\$ 0.725	1.985%	\$ 0.744	1.985%	\$ 0.744	1.985%	\$ 0.744
Total Rate for Benefits	85.272%	\$ 31.124	85.272%	\$ 31.124	85.765%	\$ 32.162	87.598%	\$ 32.849	88.932%	\$ 33.349
Total Cost Per Hour		\$ 67.624		\$ 67.624		\$ 69.662		\$ 70.349		\$ 70.849
Statutory EESISP	7.605%	\$ 2.776	7.225%	\$ 2.637	7.225%	\$ 2.709	7.225%	\$ 2.709	7.225%	\$ 2.709
		\$ 70.400		\$ 70.261		\$ 72.371		\$ 73.059		\$ 73.559

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 5 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25
Hourly Rate	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%
P H B P -- Pension Trust	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.143	8.380%	\$ 3.143	8.380%	\$ 3.143	8.380%
P H B P -- Medical	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.453	14.540%	\$ 5.453	14.540%	\$ 5.453	14.540%
P H B P -- Medical	5.479%	\$ 2.000	5.479%	\$ 2.000	6.667%	\$ 2.500	8.000%	\$ 3.000	8.000%	\$ 3.000	8.000%
Dental Plan	2.040%	\$ 0.745	2.040%	\$ 0.745	2.040%	\$ 0.765	2.540%	\$ 0.953	2.540%	\$ 0.953	2.540%
N . E . B . F .	3.000%	\$ 1.643	3.000%	\$ 1.643	3.000%	\$ 1.688	3.000%	\$ 1.688	3.000%	\$ 1.688	3.000%
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.333%	\$ 0.500	1.333%
Annuity	8.219%	\$ 3.000	8.219%	\$ 3.000	8.000%	\$ 3.000	8.000%	\$ 3.000	8.000%	\$ 3.000	8.000%
HRA	13.699%	\$ 5.000	13.699%	\$ 5.000	13.333%	\$ 5.000	13.333%	\$ 5.000	13.333%	\$ 5.000	13.333%
DSP (401(k) Plan) - FICA	7.650%	\$ 4.188	7.650%	\$ 4.188	7.650%	\$ 4.303	7.650%	\$ 4.303	7.650%	\$ 4.303	7.650%
DSP Percentage	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.813	15.500%	\$ 5.813	15.500%	\$ 5.813	15.500%
DSP Hourly	4.110%	\$ 1.500	4.110%	\$ 1.500	4.000%	\$ 1.500	4.000%	\$ 1.500	4.000%	\$ 1.500	4.000%
Educational & Cultural	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.195	0.520%	\$ 0.195	0.520%	\$ 0.195	0.520%
Comp. & Dis. Supp.	1.985%	\$ 1.087	1.985%	\$ 1.087	1.985%	\$ 1.117	1.985%	\$ 1.117	1.985%	\$ 1.117	1.985%
Total Rate for Benefits	85.272%	\$ 33.430	85.272%	\$ 33.430	85.765%	\$ 34.531	87.598%	\$ 35.218	88.932%	\$ 36.718	88.932%
Total Cost Per Hour		\$ 88.180		\$ 88.180		\$ 90.781		\$ 91.468		\$ 91.968	
Statutory EESISP	7.605%	\$ 4.164	7.225%	\$ 3.956	7.225%	\$ 4.064	7.225%	\$ 4.064	7.225%	\$ 4.064	7.225%
		\$ 92.344		\$ 92.136		\$ 94.845		\$ 95.533		\$ 96.033	

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 6 Journeypersons
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 43.50	43.50	\$ 43.50	43.50	\$ 44.50	44.50	\$ 44.50	44.50	\$ 44.50	44.50
	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%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.729	8.380%	\$ 3.729	8.380%	\$ 3.729
P H B P -- Medical	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.470	14.540%	\$ 6.470	14.540%	\$ 6.470
P H B P -- Medical	4.598%	\$ 2.000	4.598%	\$ 2.000	5.618%	\$ 2.500	6.742%	\$ 3.000	6.742%	\$ 3.000
Dental Plan	2.040%	\$ 0.887	2.040%	\$ 0.887	2.040%	\$ 0.908	2.540%	\$ 1.130	2.540%	\$ 1.130
N . E . B . F .	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.335	3.000%	\$ 1.335	3.000%	\$ 1.335
NEIB	0.000%	\$ -			0.000%	\$ -	0.000%	\$ -	1.124%	\$ 0.500
Annuity	6.897%	\$ 3.000	6.897%	\$ 3.000	6.742%	\$ 3.000	6.742%	\$ 3.000	6.742%	\$ 3.000
HRA	11.494%	\$ 5.000	11.494%	\$ 5.000	11.236%	\$ 5.000	11.236%	\$ 5.000	11.236%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.328	7.650%	\$ 3.328	7.650%	\$ 3.404	7.650%	\$ 3.404	7.650%	\$ 3.404
DSP Percentage	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.898	15.500%	\$ 6.898	15.500%	\$ 6.898
DSP Hourly	3.448%	\$ 1.500	3.448%	\$ 1.500	3.371%	\$ 1.500	3.371%	\$ 1.500	3.371%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.231	0.520%	\$ 0.231	0.520%	\$ 0.231
Comp. & Dis. Supp.	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.883	1.985%	\$ 0.883	1.985%	\$ 0.883
Total Rate for Benefits	80.202%	\$ 34.888	80.202%	\$ 34.888	80.731%	\$ 35.925	82.355%	\$ 36.648	83.478%	\$ 37.148
Total Cost Per Hour		\$ 78.388		\$ 78.388		\$ 80.425		\$ 81.148		\$ 81.648
Statutory EESISIP	7.605%	\$ 3.308	7.225%	\$ 3.143	7.225%	\$ 3.215	7.225%	\$ 3.215	7.225%	\$ 3.215
		\$ 81.696		\$ 81.531		\$ 83.641		\$ 84.363		\$ 84.863

Joint Industry Board of the Electrical Industry

**Full Benefit Package for MJ - 6 Journeypersons OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)**

	6/1/2025	6/1/2025	12/31/2025(at 4:01 p.m.)	12/31/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 66.75	\$ 66.75	\$ 66.75	\$ 66.75	\$ 66.75	\$ 66.75
Hourly Rate	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 44.50	\$ 44.50	\$ 44.50	\$ 44.50	\$ 44.50	\$ 44.50
	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%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.729	8.380%	\$ 3.729	8.380%	\$ 3.729
P H B P -- Medical	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.470	14.540%	\$ 6.470	14.540%	\$ 6.470
P H B P -- Medical	4.598%	\$ 2.000	4.598%	\$ 2.000	5.618%	\$ 2.500	6.742%	\$ 3.000	6.742%	\$ 3.000
Dental Plan	2.040%	\$ 0.887	2.040%	\$ 0.887	2.040%	\$ 0.908	2.540%	\$ 1.130	2.540%	\$ 1.130
N . E . B . F .	3.000%	\$ 1.958	3.000%	\$ 1.958	3.000%	\$ 2.003	3.000%	\$ 2.003	3.000%	\$ 2.003
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.124%	\$ 0.500
Annuity	6.897%	\$ 3.000	6.897%	\$ 3.000	6.742%	\$ 3.000	6.742%	\$ 3.000	6.742%	\$ 3.000
HRA	11.494%	\$ 5.000	11.494%	\$ 5.000	11.236%	\$ 5.000	11.236%	\$ 5.000	11.236%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.992	7.650%	\$ 4.992	7.650%	\$ 5.106	7.650%	\$ 5.106	7.650%	\$ 5.106
DSP Percentage	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.898	15.500%	\$ 6.898	15.500%	\$ 6.898
DSP Hourly	3.448%	\$ 1.500	3.448%	\$ 1.500	3.371%	\$ 1.500	3.371%	\$ 1.500	3.371%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.231	0.520%	\$ 0.231	0.520%	\$ 0.231
Comp. & Dis. Supp.	1.985%	\$ 1.295	1.985%	\$ 1.295	1.985%	\$ 1.325	1.985%	\$ 1.325	1.985%	\$ 1.325
Total Rate for Benefits	80.202%	\$ 37.636	80.202%	\$ 37.636	80.731%	\$ 38.737	82.355%	\$ 39.459	83.478%	\$ 39.959
Total Cost Per Hour		\$ 102.886		\$ 102.886		\$ 105.487		\$ 106.209		\$ 106.709
Statutory EESISIP	7.605%	\$ 4.962	7.225%	\$ 4.714	7.225%	\$ 4.823	7.225%	\$ 4.823	7.225%	\$ 4.823
		\$ 107.848		\$ 107.600		\$ 110.309		\$ 111.032		\$ 111.532