

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 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
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754
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	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
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
Comp. & Dis. Supp.	1.985%	\$ 1.112	1.985%	\$ 1.112	1.985%	\$ 1.151	1.985%	\$ 1.151
Total Rate For Benefits	100.957%	\$ 56.536	100.727%	\$ 56.407	100.788%	\$ 58.457	100.788%	\$ 58.457
Total Cost Per Hour		\$ 112.536		\$ 112.407		\$ 116.457		\$ 116.457

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE OT

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
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
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754
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.I.B.F.	3.000%	\$ 2.520	3.000%	\$ 2.520	3.000%	\$ 2.610	3.000%	\$ 2.610
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.426	7.650%	\$ 6.426	7.650%	\$ 6.656	7.650%	\$ 6.656
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
Comp. & Dis. Supp.	1.985%	\$ 1.667	1.985%	\$ 1.667	1.985%	\$ 1.727	1.985%	\$ 1.727
Total Rate For Benefits	100.957%	\$ 60.074	100.727%	\$ 59.945	100.788%	\$ 62.121	100.788%	\$ 62.121
Total Cost Per Hour		\$ 144.074		\$ 143.945		\$ 149.121		\$ 149.121

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 65.71	\$ 65.71	\$ 65.71	\$ 65.71	\$ 68.06	\$ 68.06	\$ 68.06	\$ 68.06
	<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	0.550%	\$ 0.361	0.300%	\$ 0.197	0.300%	\$ 0.204	0.300%	\$ 0.204
Apprentice	1.300%	\$ 0.854	1.300%	\$ 0.854	1.300%	\$ 0.885	1.300%	\$ 0.885
P H B P – Pension Trust	12.390%	\$ 8.141	12.390%	\$ 8.141	13.390%	\$ 9.113	13.390%	\$ 9.113
P H B P – Medical	26.060%	\$ 17.124	26.060%	\$ 17.124	26.060%	\$ 17.736	26.060%	\$ 17.736
P H B P – Medical	7.990%	\$ 5.250	7.990%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250
Dental Plan	3.140%	\$ 2.063	3.140%	\$ 2.063	3.140%	\$ 2.137	3.140%	\$ 2.137
N . E . B . F .	3.000%	\$ 1.971	3.000%	\$ 1.971	3.000%	\$ 2.042	3.000%	\$ 2.042
Annuity	5.682%	\$ 3.733	5.682%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733
DSP (401(k) Plan) - FICA	7.650%	\$ 5.027	7.650%	\$ 5.027	7.650%	\$ 5.207	7.650%	\$ 5.207
HRA	10.551%	\$ 6.933	10.551%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933
DSP Percentage	16.000%	\$ 10.514	16.000%	\$ 10.514	16.000%	\$ 10.890	16.000%	\$ 10.890
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.084	1.670%	\$ 1.097	1.670%	\$ 1.137	1.670%	\$ 1.137
Comp. & Dis. Supp.	1.985%	\$ 1.304	1.985%	\$ 1.304	1.985%	\$ 1.351	1.985%	\$ 1.351
Total Rate For Benefits	97.948%	\$ 64.361	97.718%	\$ 64.210	97.881%	\$ 66.618	97.881%	\$ 66.618
Total Cost Per Hour		\$ 130.071		\$ 129.920		\$ 134.678		\$ 134.678

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE OT

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 98.57	\$ 98.57	\$ 98.57	\$ 98.57	\$ 102.09	\$ 102.09	\$ 102.09	\$ 102.09
Hourly Rate	\$ 65.71	\$ 65.71	\$ 65.71	\$ 65.71	\$ 68.06	\$ 68.06	\$ 68.06	\$ 68.06
	<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	0.550%	\$ 0.361	0.300%	\$ 0.197	0.300%	\$ 0.204	0.300%	\$ 0.204
Apprentice	1.300%	\$ 0.854	1.300%	\$ 0.854	1.300%	\$ 0.885	1.300%	\$ 0.885
P H B P -- Pension Trust	12.390%	\$ 8.141	12.390%	\$ 8.141	13.390%	\$ 9.113	13.390%	\$ 9.113
P H B P -- Medical	26.060%	\$ 17.124	26.060%	\$ 17.124	26.060%	\$ 17.736	26.060%	\$ 17.736
P H B P -- Medical	7.990%	\$ 5.250	7.990%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250
Dental Plan	3.140%	\$ 2.063	3.140%	\$ 2.063	3.140%	\$ 2.137	3.140%	\$ 2.137
N . E . B . F .	3.000%	\$ 2.957	3.000%	\$ 2.957	3.000%	\$ 3.063	3.000%	\$ 3.063
Annuity	5.682%	\$ 3.733	5.682%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733
DSP (401(k) Plan) - FICA	7.650%	\$ 7.540	7.650%	\$ 7.540	7.650%	\$ 7.810	7.650%	\$ 7.810
HRA	10.551%	\$ 6.933	10.551%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933
DSP Percentage	16.000%	\$ 10.514	16.000%	\$ 10.514	16.000%	\$ 10.890	16.000%	\$ 10.890
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.084	1.670%	\$ 1.097	1.670%	\$ 1.137	1.670%	\$ 1.137
Comp. & Dis. Supp.	1.985%	\$ 1.957	1.985%	\$ 1.957	1.985%	\$ 2.026	1.985%	\$ 2.026
Total Rate For Benefits	97.948%	\$ 68.513	97.718%	\$ 68.361	97.881%	\$ 70.918	97.881%	\$ 70.918
Total Cost Per Hour		\$ 167.078		\$ 166.926		\$ 173.008		\$ 173.008

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 73.60	73.60	\$ 73.60	73.60	\$ 76.23	76.23	\$ 76.23	76.23
	<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	0.550%	\$ 0.405	0.300%	\$ 0.221	0.300%	\$ 0.229	0.300%	\$ 0.229
Apprentice	1.300%	\$ 0.957	1.300%	\$ 0.957	1.300%	\$ 0.991	1.300%	\$ 0.991
P H B P – Pension Trust	12.390%	\$ 9.119	12.390%	\$ 9.119	13.390%	\$ 10.207	13.390%	\$ 10.207
P H B P – Medical	26.060%	\$ 19.180	26.060%	\$ 19.180	26.060%	\$ 19.866	26.060%	\$ 19.866
P H B P – Medical	7.133%	\$ 5.250	7.133%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250
Dental Plan	3.140%	\$ 2.311	3.140%	\$ 2.311	3.140%	\$ 2.394	3.140%	\$ 2.394
N . E . B . F .	3.000%	\$ 2.208	3.000%	\$ 2.208	3.000%	\$ 2.287	3.000%	\$ 2.287
Annuity	5.435%	\$ 4.000	5.435%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.630	7.650%	\$ 5.630	7.650%	\$ 5.832	7.650%	\$ 5.832
HRA	10.093%	\$ 7.429	10.093%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429
DSP Percentage	16.000%	\$ 11.776	16.000%	\$ 11.776	16.000%	\$ 12.197	16.000%	\$ 12.197
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.214	1.670%	\$ 1.229	1.670%	\$ 1.273	1.670%	\$ 1.273
Comp. & Dis. Supp.	1.985%	\$ 1.461	1.985%	\$ 1.461	1.985%	\$ 1.513	1.985%	\$ 1.513
Total Rate For Benefits	96.386%	\$ 70.940	96.156%	\$ 70.771	96.374%	\$ 73.466	96.374%	\$ 73.466
Total Cost Per Hour		\$ 144.540		\$ 144.371		\$ 149.696		\$ 149.696

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE OT

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.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (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	\$ 110.40	\$ 110.40	\$ 110.40	\$ 110.40	\$ 114.35	\$ 114.35	\$ 114.35	\$ 114.35
Hourly Rate	\$ 73.60	\$ 73.60	\$ 73.60	\$ 73.60	\$ 76.23	\$ 76.23	\$ 76.23	\$ 76.23
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.550%	\$ 0.405	0.300%	\$ 0.221	0.300%	\$ 0.229	0.300%	\$ 0.229
Apprentice	1.300%	\$ 0.957	1.300%	\$ 0.957	1.300%	\$ 0.991	1.300%	\$ 0.991
P H B P -- Pension Trust	12.390%	\$ 9.119	12.390%	\$ 9.119	13.390%	\$ 10.207	13.390%	\$ 10.207
P H B P -- Medical	26.060%	\$ 19.180	26.060%	\$ 19.180	26.060%	\$ 19.866	26.060%	\$ 19.866
P H B P -- Medical	7.133%	\$ 5.250	7.133%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250
Dental Plan	3.140%	\$ 2.311	3.140%	\$ 2.311	3.140%	\$ 2.394	3.140%	\$ 2.394
N. E. B. F.	3.000%	\$ 3.312	3.000%	\$ 3.312	3.000%	\$ 3.430	3.000%	\$ 3.430
Annuity	5.435%	\$ 4.000	5.435%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 8.446	7.650%	\$ 8.446	7.650%	\$ 8.747	7.650%	\$ 8.747
HRA	10.093%	\$ 7.429	10.093%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429
DSP Percentage	16.000%	\$ 11.776	16.000%	\$ 11.776	16.000%	\$ 12.197	16.000%	\$ 12.197
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.214	1.670%	\$ 1.229	1.670%	\$ 1.273	1.670%	\$ 1.273
Comp. & Dis. Supp.	1.985%	\$ 2.191	1.985%	\$ 2.191	1.985%	\$ 2.270	1.985%	\$ 2.270
Total Rate For Benefits	96.386%	\$ 75.590	96.156%	\$ 75.421	96.374%	\$ 78.282	96.374%	\$ 78.282
Total Cost Per Hour		\$ 185.990		\$ 185.821		\$ 192.627		\$ 192.627

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE

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.)	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	\$ 56.00	56.00	\$ 58.00	58.00	\$ 58.00	58.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	44.507%	\$ 24.924	43.891%	\$ 25.457	43.891%	\$ 25.457
Total Cost Per Hour		\$ 80.924		\$ 83.457		\$ 83.457

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE OT

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.)	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	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
Hourly Rate	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 2.520	3.000%	\$ 2.610	3.000%	\$ 2.610
Annuity	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.426	7.650%	\$ 6.656	7.650%	\$ 6.656
HRA	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	44.507%	\$ 27.906	43.891%	\$ 28.546	43.891%	\$ 28.546
Total Cost Per Hour		\$ 111.906		\$ 115.546		\$ 115.546