

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPerson LINEMEN , 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Educational & Cultural (Safety and Training)	3.250%	\$ 2.015	3.250%	\$ 2.015	3.250%	\$ 2.080	3.750%	\$ 2.400	3.750%	\$ 2.400
Tools and Clothing	0.500%	\$ 0.310	0.500%	\$ 0.310	0.500%	\$ 0.320	0.500%	\$ 0.320	0.500%	\$ 0.320
Comp. & Dis. Supp.	1.985%	\$ 1.231	1.985%	\$ 1.231	1.985%	\$ 1.270	1.985%	\$ 1.270	1.985%	\$ 1.270
N.E.L.C.A.F	0.750%	\$ 0.465	0.750%	\$ 0.465	0.750%	\$ 0.480	0.750%	\$ 0.480	0.750%	\$ 0.480
NEAT Trust Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.640	1.000%	\$ 0.640	1.000%	\$ 0.640
National Electrical Industry Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.640	1.000%	\$ 0.640	1.000%	\$ 0.640
Total Rate For Benefits	118.755%	\$ 73.628	119.561%	\$ 74.128	120.670%	\$ 77.229	124.514%	\$ 79.689	125.295%	\$ 80.189
Total Cost Per Hour		\$ 135.628		\$ 136.128		\$ 141.229		\$ 143.689		\$ 144.189

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPERSON LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	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%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
P H B P – Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P – Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P – Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.880	3.000%	\$ 2.880	3.000%	\$ 2.880
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.344	7.650%	\$ 7.344	7.650%	\$ 7.344
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Educational & Cultural (Safety and Training)	3.250%	\$ 3.023	3.250%	\$ 3.023	3.250%	\$ 3.120	3.750%	\$ 3.600	3.750%	\$ 3.600
Tools and Clothing	0.500%	\$ 0.465	0.500%	\$ 0.465	0.500%	\$ 0.480	0.500%	\$ 0.480	0.500%	\$ 0.480
Comp. & Dis. Supp.	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.906	1.985%	\$ 1.906	1.985%	\$ 1.906
N.E.L.C.A.F	0.750%	\$ 0.698	0.750%	\$ 0.698	0.750%	\$ 0.720	0.750%	\$ 0.720	0.750%	\$ 0.720
NEAT Trust Fund	1.000%	\$ 0.930	1.000%	\$ 0.930	1.000%	\$ 0.960	1.000%	\$ 0.960	1.000%	\$ 0.960
National Electrical Industry Fund	1.000%	\$ 0.930	1.000%	\$ 0.930	1.000%	\$ 0.960	1.000%	\$ 0.960	1.000%	\$ 0.960
Total Rate For Benefits	118.755%	\$ 79.560	119.561%	\$ 80.060	120.670%	\$ 83.352	124.514%	\$ 85.972	125.295%	\$ 86.472
Total Cost Per Hour		\$ 172.560		\$ 173.060		\$ 179.352		\$ 181.972		\$ 182.472

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 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 53.94	\$ 53.94	\$ 53.94	\$ 53.94	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68
	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%	\$ 0.081	0.150%	\$ 0.081	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.084
P H B P -- Pension Trust	13.390%	\$ 7.223	13.390%	\$ 7.223	13.390%	\$ 7.456	13.390%	\$ 7.456	13.390%	\$ 7.456
P H B P -- Medical	26.060%	\$ 14.057	26.060%	\$ 14.057	26.060%	\$ 14.510	26.060%	\$ 14.510	26.060%	\$ 14.510
P H B P -- Medical	18.539%	\$ 10.000	18.539%	\$ 10.000	19.756%	\$ 11.000	19.756%	\$ 11.000	19.756%	\$ 11.000
Dental Plan	3.140%	\$ 1.694	3.140%	\$ 1.694	3.140%	\$ 1.748	4.140%	\$ 2.305	4.140%	\$ 2.305
N . E . B . F .	3.000%	\$ 1.618	3.000%	\$ 1.618	3.000%	\$ 1.670	3.000%	\$ 1.670	3.000%	\$ 1.670
NEIB	0.000%	\$ -	0.927%	\$ 0.500	0.898%	\$ 0.500	0.898%	\$ 0.500	1.796%	\$ 1.000
Annuity	12.977%	\$ 7.000	12.977%	\$ 7.000	13.470%	\$ 7.500	16.164%	\$ 9.000	16.164%	\$ 9.000
HRA	12.977%	\$ 7.000	12.977%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.126	7.650%	\$ 4.126	7.650%	\$ 4.260	7.650%	\$ 4.260	7.650%	\$ 4.260
DSP Percentage	16.500%	\$ 8.900	16.500%	\$ 8.900	16.500%	\$ 9.187	16.500%	\$ 9.187	16.500%	\$ 9.187
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.901	1.670%	\$ 0.901	1.670%	\$ 0.930	1.670%	\$ 0.930	1.670%	\$ 0.930
Educational & Cultural (Safety and Training)	3.250%	\$ 1.753	3.250%	\$ 1.753	3.250%	\$ 1.810	3.750%	\$ 2.088	3.750%	\$ 2.088
Tools and Clothing	0.500%	\$ 0.270	0.500%	\$ 0.270	0.500%	\$ 0.278	0.500%	\$ 0.278	0.500%	\$ 0.278
Comp. & Dis. Supp.	1.985%	\$ 1.071	1.985%	\$ 1.071	1.985%	\$ 1.105	1.985%	\$ 1.105	1.985%	\$ 1.105
N.E.L.C.A.F	0.750%	\$ 0.405	0.750%	\$ 0.405	0.750%	\$ 0.418	0.750%	\$ 0.418	0.750%	\$ 0.418
NEAT Trust Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.557
National Electrical Industry Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.557
Total Rate For Benefits	124.539%	\$ 67.176	125.466%	\$ 67.676	126.740%	\$ 70.569	130.934%	\$ 72.904	131.832%	\$ 73.404
Total Cost Per Hour		\$ 121.116		\$ 121.616		\$ 126.249		\$ 128.584		\$ 129.084

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 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 80.91	\$ 80.91	\$ 80.91	\$ 80.91	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52
Hourly Rate	\$ 53.94	\$ 53.94	\$ 53.94	\$ 53.94	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68
	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%	\$ 0.081	0.150%	\$ 0.081	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.084
P H B P – Pension Trust	13.390%	\$ 7.223	13.390%	\$ 7.223	13.390%	\$ 7.456	13.390%	\$ 7.456	13.390%	\$ 7.456
P H B P – Medical	26.060%	\$ 14.057	26.060%	\$ 14.057	26.060%	\$ 14.510	26.060%	\$ 14.510	26.060%	\$ 14.510
P H B P – Medical	18.539%	\$ 10.000	18.539%	\$ 10.000	19.756%	\$ 11.000	19.756%	\$ 11.000	19.756%	\$ 11.000
Dental Plan	3.140%	\$ 1.694	3.140%	\$ 1.694	3.140%	\$ 1.748	4.140%	\$ 2.305	4.140%	\$ 2.305
N . E . B . F .	3.000%	\$ 2.427	3.000%	\$ 2.427	3.000%	\$ 2.506	3.000%	\$ 2.506	3.000%	\$ 2.506
NEIB	0.000%	\$ -	0.927%	\$ 0.500	0.898%	\$ 0.500	0.898%	\$ 0.500	1.796%	\$ 1.000
Annuity	12.977%	\$ 7.000	12.977%	\$ 7.000	13.470%	\$ 7.500	16.164%	\$ 9.000	16.164%	\$ 9.000
HRA	12.977%	\$ 7.000	12.977%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.190	7.650%	\$ 6.190	7.650%	\$ 6.389	7.650%	\$ 6.389	7.650%	\$ 6.389
DSP Percentage	16.500%	\$ 8.900	16.500%	\$ 8.900	16.500%	\$ 9.187	16.500%	\$ 9.187	16.500%	\$ 9.187
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.901	1.670%	\$ 0.901	1.670%	\$ 0.930	1.670%	\$ 0.930	1.670%	\$ 0.930
Educational & Cultural (Safety and Training)	3.250%	\$ 2.630	3.250%	\$ 2.630	3.250%	\$ 2.714	3.750%	\$ 3.132	3.750%	\$ 3.132
Tools and Clothing	0.500%	\$ 0.405	0.500%	\$ 0.405	0.500%	\$ 0.418	0.500%	\$ 0.418	0.500%	\$ 0.418
Comp. & Dis. Supp.	1.985%	\$ 1.606	1.985%	\$ 1.606	1.985%	\$ 1.658	1.985%	\$ 1.658	1.985%	\$ 1.658
N.E.L.C.A.F	0.750%	\$ 0.607	0.750%	\$ 0.607	0.750%	\$ 0.626	0.750%	\$ 0.626	0.750%	\$ 0.626
NEAT Trust Fund	1.000%	\$ 0.809	1.000%	\$ 0.809	1.000%	\$ 0.835	1.000%	\$ 0.835	1.000%	\$ 0.835
National Electrical Industry Fund	1.000%	\$ 0.809	1.000%	\$ 0.809	1.000%	\$ 0.835	1.000%	\$ 0.835	1.000%	\$ 0.835
Total Rate For Benefits	124.539%	\$ 72.337	125.466%	\$ 72.837	126.740%	\$ 75.896	130.934%	\$ 78.371	131.832%	\$ 78.871
Total Cost Per Hour		\$ 153.247		\$ 153.747		\$ 159.416		\$ 161.891		\$ 162.391

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 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 49.60	49.60	\$ 49.60	49.60	\$ 51.20	51.20	\$ 51.20	51.20	\$ 51.20	51.20
	<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%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	13.390%	\$ 6.641	13.390%	\$ 6.641	13.390%	\$ 6.856	13.390%	\$ 6.856	13.390%	\$ 6.856
P H B P -- Medical	26.060%	\$ 12.926	26.060%	\$ 12.926	26.060%	\$ 13.343	26.060%	\$ 13.343	26.060%	\$ 13.343
P H B P -- Medical	20.161%	\$ 10.000	20.161%	\$ 10.000	21.484%	\$ 11.000	21.484%	\$ 11.000	21.484%	\$ 11.000
Dental Plan	3.140%	\$ 1.557	3.140%	\$ 1.557	3.140%	\$ 1.608	4.140%	\$ 2.120	4.140%	\$ 2.120
N . E . B . F .	3.000%	\$ 1.488	3.000%	\$ 1.488	3.000%	\$ 1.536	3.000%	\$ 1.536	3.000%	\$ 1.536
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	14.113%	\$ 7.000	14.113%	\$ 7.000	14.648%	\$ 7.500	17.578%	\$ 9.000	17.578%	\$ 9.000
HRA	14.113%	\$ 7.000	14.113%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.794	7.650%	\$ 3.794	7.650%	\$ 3.917	7.650%	\$ 3.917	7.650%	\$ 3.917
DSP Percentage	16.500%	\$ 8.184	16.500%	\$ 8.184	16.500%	\$ 8.448	16.500%	\$ 8.448	16.500%	\$ 8.448
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.828	1.670%	\$ 0.828	1.670%	\$ 0.855	1.670%	\$ 0.855	1.670%	\$ 0.855
Educational & Cultural (Safety and Training)	3.250%	\$ 1.612	3.250%	\$ 1.612	3.250%	\$ 1.664	3.750%	\$ 1.920	3.750%	\$ 1.920
Tools and Clothing	0.500%	\$ 0.248	0.500%	\$ 0.248	0.500%	\$ 0.256	0.500%	\$ 0.256	0.500%	\$ 0.256
Comp. & Dis. Supp.	1.985%	\$ 0.985	1.985%	\$ 0.985	1.985%	\$ 1.016	1.985%	\$ 1.016	1.985%	\$ 1.016
N.E.L.C.A.F	0.750%	\$ 0.372	0.750%	\$ 0.372	0.750%	\$ 0.384	0.750%	\$ 0.384	0.750%	\$ 0.384
NEAT Trust Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
National Electrical Industry Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
Total Rate For Benefits	128.432%	\$ 63.702	129.440%	\$ 64.202	130.826%	\$ 66.983	135.256%	\$ 69.251	136.233%	\$ 69.751
Total Cost Per Hour		\$ 113.302		\$ 113.802		\$ 118.183		\$ 120.451		\$ 120.951

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 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 74.40	\$ 74.40	\$ 74.40	\$ 74.40	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80
Hourly Rate	\$ 49.60	\$ 49.60	\$ 49.60	\$ 49.60	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077	\$ 0.077
P H B P – Pension Trust	13.390%	\$ 6.641	13.390%	\$ 6.641	13.390%	\$ 6.856	13.390%	\$ 6.856	13.390%	\$ 6.856	\$ 6.856
P H B P – Medical	26.060%	\$ 12.926	26.060%	\$ 12.926	26.060%	\$ 13.343	26.060%	\$ 13.343	26.060%	\$ 13.343	\$ 13.343
P H B P – Medical	20.161%	\$ 10.000	20.161%	\$ 10.000	21.484%	\$ 11.000	21.484%	\$ 11.000	21.484%	\$ 11.000	\$ 11.000
Dental Plan	3.140%	\$ 1.557	3.140%	\$ 1.557	3.140%	\$ 1.608	4.140%	\$ 2.120	4.140%	\$ 2.120	\$ 2.120
N . E . B . F .	3.000%	\$ 2.232	3.000%	\$ 2.232	3.000%	\$ 2.304	3.000%	\$ 2.304	3.000%	\$ 2.304	\$ 2.304
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000	\$ 1.000
Annuity	14.113%	\$ 7.000	14.113%	\$ 7.000	14.648%	\$ 7.500	17.578%	\$ 9.000	17.578%	\$ 9.000	\$ 9.000
HRA	14.113%	\$ 7.000	14.113%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.692	7.650%	\$ 5.692	7.650%	\$ 5.875	7.650%	\$ 5.875	7.650%	\$ 5.875	\$ 5.875
DSP Percentage	16.500%	\$ 8.184	16.500%	\$ 8.184	16.500%	\$ 8.448	16.500%	\$ 8.448	16.500%	\$ 8.448	\$ 8.448
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	\$ -
Educational & Cultural	1.670%	\$ 0.828	1.670%	\$ 0.828	1.670%	\$ 0.855	1.670%	\$ 0.855	1.670%	\$ 0.855	\$ 0.855
Educational & Cultural (Safety and Training)	3.250%	\$ 2.418	3.250%	\$ 2.418	3.250%	\$ 2.496	3.750%	\$ 2.880	3.750%	\$ 2.880	\$ 2.880
Tools and Clothing	0.500%	\$ 0.372	0.500%	\$ 0.372	0.500%	\$ 0.384	0.500%	\$ 0.384	0.500%	\$ 0.384	\$ 0.384
Comp. & Dis. Supp.	1.985%	\$ 1.477	1.985%	\$ 1.477	1.985%	\$ 1.524	1.985%	\$ 1.524	1.985%	\$ 1.524	\$ 1.524
N.E.L.C.A.F	0.750%	\$ 0.558	0.750%	\$ 0.558	0.750%	\$ 0.576	0.750%	\$ 0.576	0.750%	\$ 0.576	\$ 0.576
NEAT Trust Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768	\$ 0.768
National Electrical Industry Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768	\$ 0.768
Total Rate For Benefits	128.432%	\$ 68.448	129.440%	\$ 68.948	130.826%	\$ 71.882	135.256%	\$ 74.278	136.233%	\$ 74.778	\$ 74.778
Total Cost Per Hour		\$ 142.848		\$ 143.348		\$ 148.682		\$ 151.078		\$ 151.578	\$ 151.578

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 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P -- Pension Trust	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.142
P H B P -- Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.007
P H B P -- Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	28.646%	\$ 11.000	28.646%	\$ 11.000	28.646%	\$ 11.000
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.116	3.000%	\$ 1.116	3.000%	\$ 1.152	3.000%	\$ 1.152	3.000%	\$ 1.152
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.000
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.846	7.650%	\$ 2.846	7.650%	\$ 2.938	7.650%	\$ 2.938	7.650%	\$ 2.938
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.336
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.641
Educational & Cultural (Safety and Training)	3.250%	\$ 1.209	3.250%	\$ 1.209	3.250%	\$ 1.248	3.750%	\$ 1.440	3.750%	\$ 1.440
Tools and Clothing	0.500%	\$ 0.186	0.500%	\$ 0.186	0.500%	\$ 0.192	0.500%	\$ 0.192	0.500%	\$ 0.192
Comp. & Dis. Supp.	1.985%	\$ 0.738	1.985%	\$ 0.738	1.985%	\$ 0.762	1.985%	\$ 0.762	1.985%	\$ 0.762
N.E.L.C.A.F	0.750%	\$ 0.279	0.750%	\$ 0.279	0.750%	\$ 0.288	0.750%	\$ 0.288	0.750%	\$ 0.288
NEAT Trust Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
National Electrical Industry Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
Total Rate For Benefits	144.561%	\$ 53.777	145.905%	\$ 54.277	147.753%	\$ 56.737	153.160%	\$ 58.813	154.462%	\$ 59.313
Total Cost Per Hour		\$ 90.977		\$ 91.477		\$ 95.137		\$ 97.213		\$ 97.713

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR GROUNDPERSON OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	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%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P – Pension Trust	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.142
P H B P – Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.007
P H B P – Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	28.646%	\$ 11.000	28.646%	\$ 11.000	28.646%	\$ 11.000
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.000
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.269	7.650%	\$ 4.269	7.650%	\$ 4.406	7.650%	\$ 4.406	7.650%	\$ 4.406
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.336
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.641
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	144.561%	\$ 57.336	145.905%	\$ 57.836	147.753%	\$ 60.411	153.160%	\$ 62.583	154.462%	\$ 63.083
Total Cost Per Hour		\$ 113.136		\$ 113.636		\$ 118.011		\$ 120.183		\$ 120.683

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR FLAGPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
	\$ 27.90	\$ 27.90	\$ 27.90	\$ 27.90	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P -- Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P -- Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 0.837	3.000%	\$ 0.837	3.000%	\$ 0.864	3.000%	\$ 0.864	3.000%	\$ 0.864
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.134	7.650%	\$ 2.134	7.650%	\$ 2.203	7.650%	\$ 2.203	7.650%	\$ 2.203
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 0.907	3.250%	\$ 0.907	3.250%	\$ 0.936	3.750%	\$ 1.080	3.750%	\$ 1.080
Tools and Clothing	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Comp. & Dis. Supp.	1.985%	\$ 0.554	1.985%	\$ 0.554	1.985%	\$ 0.572	1.985%	\$ 0.572	1.985%	\$ 0.572
N.E.L.C.A.F	0.750%	\$ 0.209	0.750%	\$ 0.209	0.750%	\$ 0.216	0.750%	\$ 0.216	0.750%	\$ 0.216
NEAT Trust Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
National Electrical Industry Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
Total Rate For Benefits	166.067%	\$ 46.333	167.859%	\$ 46.833	170.323%	\$ 49.053	177.031%	\$ 50.985	178.767%	\$ 51.485
Total Cost Per Hour		\$ 74.233		\$ 74.733		\$ 77.853		\$ 79.785		\$ 80.285

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR FLAGPERSON OUTSIDE UTILITY PACKAGE OT
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 41.85	\$ 41.85	\$ 41.85	\$ 41.85	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20
Hourly Rate	\$ 27.90	\$ 27.90	\$ 27.90	\$ 27.90	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80
	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%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P – Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P – Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P – Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 1.256	3.000%	\$ 1.256	3.000%	\$ 1.296	3.000%	\$ 1.296	3.000%	\$ 1.296
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.202	7.650%	\$ 3.202	7.650%	\$ 3.305	7.650%	\$ 3.305	7.650%	\$ 3.305
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 1.360	3.250%	\$ 1.360	3.250%	\$ 1.404	3.750%	\$ 1.620	3.750%	\$ 1.620
Tools and Clothing	0.500%	\$ 0.209	0.500%	\$ 0.209	0.500%	\$ 0.216	0.500%	\$ 0.216	0.500%	\$ 0.216
Comp. & Dis. Supp.	1.985%	\$ 0.831	1.985%	\$ 0.831	1.985%	\$ 0.858	1.985%	\$ 0.858	1.985%	\$ 0.858
N.E.L.C.A.F	0.750%	\$ 0.314	0.750%	\$ 0.314	0.750%	\$ 0.324	0.750%	\$ 0.324	0.750%	\$ 0.324
NEAT Trust Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
National Electrical Industry Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
Total Rate For Benefits	166.067%	\$ 49.002	167.859%	\$ 49.502	170.323%	\$ 51.808	177.031%	\$ 53.812	178.767%	\$ 54.312
Total Cost Per Hour		\$ 90.852		\$ 91.352		\$ 95.008		\$ 97.012		\$ 97.512