

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<u>PREVAILING RATE CHART</u>	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
<b>Total Rate For Benefits</b>	<b>104.232%</b>	<b>\$ 61.497</b>	<b>104.653%</b>	<b>\$ 63.838</b>	<b>106.597%</b>	<b>\$ 66.090</b>
<b>Total Cost Per Hour</b>		<b>\$ 120.497</b>		<b>\$ 124.838</b>		<b>\$ 128.090</b>

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
OT Rate	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
<b>Total Rate For Benefits</b>	<b>104.232%</b>	<b>\$ 65.224</b>	<b>104.653%</b>	<b>\$ 67.692</b>	<b>106.597%</b>	<b>\$ 70.007</b>
<b>Total Cost Per Hour</b>		<b>\$ 153.724</b>		<b>\$ 159.192</b>		<b>\$ 163.007</b>

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<u>PREVAILING RATE CHART</u>	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 69.23	69.23	\$ 71.58	71.58	\$ 72.75	72.75
	<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	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
Job Security Fund	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
Apprentice	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
P H B P -- Pension Trust	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.741
P H B P -- Medical	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.959
P H B P -- Medical	7.583%	\$ 5.250	8.382%	\$ 6.000	8.247%	\$ 6.000
Dental Plan	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.284
N .E .B .F .	3.000%	\$ 2.077	3.000%	\$ 2.147	3.000%	\$ 2.183
Annuity	8.474%	\$ 5.867	8.196%	\$ 5.867	9.530%	\$ 6.933
HRA	10.015%	\$ 6.933	9.686%	\$ 6.933	10.263%	\$ 7.467
DSP (401(k) Plan) - FICA	7.650%	\$ 5.296	7.650%	\$ 5.476	7.650%	\$ 5.565
DSP Percentage	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.004
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
Comp. & Dis. Supp.	1.985%	\$ 1.374	1.985%	\$ 1.421	1.985%	\$ 1.444
<b>Total Rate For Benefits</b>	<b>101.068%</b>	<b>\$ 69.969</b>	<b>101.409%</b>	<b>\$ 72.589</b>	<b>103.186%</b>	<b>\$ 75.068</b>
						\$ 150.136
<b>Total Cost Per Hour</b>		<b>\$ 139.199</b>		<b>\$ 144.169</b>		<b>\$ 147.818</b>

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<b>PREVAILING RATE CHART</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 103.85	\$ 103.85	\$ 107.37	\$ 107.37	\$ 109.13	\$ 109.13
<b>Hourly Rate</b>	\$ 69.23	\$ 69.23	\$ 71.58	\$ 71.58	\$ 72.75	\$ 72.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
<b>Job Security Fund</b>	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
<b>Apprentice</b>	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
<b>P H B P -- Pension Trust</b>	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.741
<b>P H B P -- Medical</b>	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.959
<b>P H B P -- Medical</b>	7.583%	\$ 5.250	8.382%	\$ 6.000	8.247%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.284
<b>N .E .B .F .</b>	3.000%	\$ 3.115	3.000%	\$ 3.221	3.000%	\$ 3.274
<b>Annuity</b>	8.474%	\$ 5.867	8.196%	\$ 5.867	9.530%	\$ 6.933
<b>HRA</b>	10.015%	\$ 6.933	9.686%	\$ 6.933	10.263%	\$ 7.467
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 7.944	7.650%	\$ 8.214	7.650%	\$ 8.348
<b>DSP Percentage</b>	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.004
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 2.061	1.985%	\$ 2.131	1.985%	\$ 2.166
<b>Total Rate For Benefits</b>	<b>101.068%</b>	<b>\$ 74.343</b>	<b>101.409%</b>	<b>\$ 77.111</b>	<b>103.186%</b>	<b>\$ 79.664</b>
<b>Total Cost Per Hour</b>		<b>\$ 178.188</b>		<b>\$ 184.481</b>		<b>\$ 188.789</b>

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<b>PREVAILING RATE CHART</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>
Hourly Rate	\$ 77.54	77.54	\$ 80.17	80.17	\$ 81.49	81.49
	<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	0.000%	\$ -	0.150%	\$ 0.120	0.150%	\$ 0.122
Job Security Fund	0.300%	\$ 0.233	0.300%	\$ 0.241	0.300%	\$ 0.244
Apprentice	1.300%	\$ 1.008	1.300%	\$ 1.042	1.300%	\$ 1.059
P H B P -- Pension Trust	13.390%	\$ 10.383	13.390%	\$ 10.735	13.390%	\$ 10.912
P H B P -- Medical	26.060%	\$ 20.207	26.060%	\$ 20.892	26.060%	\$ 21.236
P H B P -- Medical	6.771%	\$ 5.250	7.484%	\$ 6.000	7.363%	\$ 6.000
Dental Plan	3.140%	\$ 2.435	3.140%	\$ 2.517	3.140%	\$ 2.559
N .E .B .F .	3.000%	\$ 2.326	3.000%	\$ 2.405	3.000%	\$ 2.445
Annuity	8.106%	\$ 6.286	7.840%	\$ 6.286	9.116%	\$ 7.429
HRA	9.580%	\$ 7.429	9.266%	\$ 7.429	9.817%	\$ 8.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.932	7.650%	\$ 6.133	7.650%	\$ 6.234
DSP Percentage	16.500%	\$ 12.794	16.500%	\$ 13.228	16.500%	\$ 13.446
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.295	1.670%	\$ 1.339	1.670%	\$ 1.361
Comp. & Dis. Supp.	1.985%	\$ 1.539	1.985%	\$ 1.591	1.985%	\$ 1.618
<b>Total Rate For Benefits</b>	<b>99.452%</b>	<b>\$ 77.115</b>	<b>99.736%</b>	<b>\$ 79.958</b>	<b>101.441%</b>	<b>\$ 82.664</b>
<b>Total Cost Per Hour</b>		<b>\$ 154.655</b>		<b>\$ 160.128</b>		<b>\$ 164.154</b>

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<b>PREVAILING RATE CHART</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 116.31	\$ 116.31	\$ 120.26	\$ 120.26	\$ 122.24	\$ 122.24
<b>Hourly Rate</b>	\$ 77.54	\$ 77.54	\$ 80.17	\$ 80.17	\$ 81.49	\$ 81.49
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.120	0.150%	\$ 0.122
<b>Job Security Fund</b>	0.300%	\$ 0.233	0.300%	\$ 0.241	0.300%	\$ 0.244
<b>Apprentice</b>	1.300%	\$ 1.008	1.300%	\$ 1.042	1.300%	\$ 1.059
<b>P H B P -- Pension Trust</b>	13.390%	\$ 10.383	13.390%	\$ 10.735	13.390%	\$ 10.912
<b>P H B P -- Medical</b>	26.060%	\$ 20.207	26.060%	\$ 20.892	26.060%	\$ 21.236
<b>P H B P -- Medical</b>	6.771%	\$ 5.250	7.484%	\$ 6.000	7.363%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 2.435	3.140%	\$ 2.517	3.140%	\$ 2.559
<b>N .E .B .F .</b>	3.000%	\$ 3.489	3.000%	\$ 3.608	3.000%	\$ 3.667
<b>Annuity</b>	8.106%	\$ 6.286	7.840%	\$ 6.286	9.116%	\$ 7.429
<b>HRA</b>	9.580%	\$ 7.429	9.266%	\$ 7.429	9.817%	\$ 8.000
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 8.898	7.650%	\$ 9.200	7.650%	\$ 9.351
<b>DSP Percentage</b>	16.500%	\$ 12.794	16.500%	\$ 13.228	16.500%	\$ 13.446
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.295	1.670%	\$ 1.339	1.670%	\$ 1.361
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 2.309	1.985%	\$ 2.387	1.985%	\$ 2.426
<b>Total Rate For Benefits</b>	<b>99.452%</b>	<b>\$ 82.014</b>	<b>99.736%</b>	<b>\$ 85.023</b>	<b>101.441%</b>	<b>\$ 87.812</b>
<b>Total Cost Per Hour</b>		<b>\$ 198.324</b>		<b>\$ 205.278</b>		<b>\$ 210.047</b>

## 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<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%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
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%	\$ -
<b>Total Rate For Benefits</b>	<b>47.489%</b>	<b>\$ 28.019</b>	<b>46.822%</b>	<b>\$ 28.562</b>	<b>48.924%</b>	<b>\$ 30.333</b>
<b>Total Cost Per Hour</b>		<b>\$ 87.019</b>		<b>\$ 89.562</b>		<b>\$ 92.333</b>

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE OF  
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)**

<b>PREVAILING RATE CHART</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>04/13/2022 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/12/2023 (at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>	<b>4/10/2024(at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
<b>Hourly Rate</b>	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u><b>New%Contr</b></u>	<u><b>Dollar Equiv</b></u>	<u><b>New%Contr</b></u>	<u><b>Dollar Equiv</b></u>	<u><b>New%Contr</b></u>	<u><b>Dollar Equiv</b></u>
<b>Job Security Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Dental Plan</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>N .E .B .F .</b>	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
<b>Annuity</b>	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
<b>HRA</b>	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
<b>DSP Percentage</b>	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Comp. &amp; Dis. Supp.</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Total Rate For Benefits</b>	<b>47.489%</b>	<b>\$ 31.160</b>	<b>46.822%</b>	<b>\$ 31.810</b>	<b>48.924%</b>	<b>\$ 33.635</b>
<b>Total Cost Per Hour</b>		<b>\$ 119.660</b>		<b>\$ 123.310</b>		<b>\$ 126.635</b>