

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPerson LINEMEN , 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (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
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	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.180	2.500%	\$ 1.525	3.000%	\$ 1.860
Tools and Clothing	0.500%	\$ 0.295	0.500%	\$ 0.305	0.500%	\$ 0.310
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
N.E.L.C.A.F	0.750%	\$ 0.443	0.750%	\$ 0.458	0.750%	\$ 0.465
NEAT Trust Fund	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
National Electrical Industry Fund	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
Total Rate For Benefits	107.882%	\$ 63.651	108.803%	\$ 66.370	111.247%	\$ 68.973
Total Cost Per Hour		\$ 122.651		\$ 127.370		\$ 130.973

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OF
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (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
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	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.770	2.500%	\$ 2.288	3.000%	\$ 2.790
Tools and Clothing	0.500%	\$ 0.443	0.500%	\$ 0.458	0.500%	\$ 0.465
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
N.E.L.C.A.F	0.750%	\$ 0.664	0.750%	\$ 0.686	0.750%	\$ 0.698
NEAT Trust Fund	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.930
National Electrical Industry Fund	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.930
Total Rate For Benefits	107.882%	\$ 68.927	108.803%	\$ 71.977	111.247%	\$ 74.827
Total Cost Per Hour		\$ 157.427		\$ 163.477		\$ 167.827

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 51.33	51.33	\$ 53.07	53.07	\$ 53.94	53.94
	<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%	\$ 0.080	0.150%	\$ 0.081
P H B P -- Pension Trust	13.390%	\$ 6.873	13.390%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.830	26.060%	\$ 14.057
P H B P -- Medical	10.228%	\$ 5.250	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.694
N . E . B . F .	3.000%	\$ 1.540	3.000%	\$ 1.592	3.000%	\$ 1.618
Annuity	10.715%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.927	7.650%	\$ 4.060	7.650%	\$ 4.126
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.027	2.500%	\$ 1.327	3.000%	\$ 1.618
Tools and Clothing	0.500%	\$ 0.257	0.500%	\$ 0.265	0.500%	\$ 0.270
Comp. & Dis. Supp.	1.985%	\$ 1.019	1.985%	\$ 1.053	1.985%	\$ 1.071
N.E.L.C.A.F	0.750%	\$ 0.385	0.750%	\$ 0.398	0.750%	\$ 0.405
NEAT Trust Fund	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
National Electrical Industry Fund	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
Total Rate For Benefits	112.251%	\$ 57.618	113.212%	\$ 60.082	115.946%	\$ 62.541
Total Cost Per Hour		\$ 108.948		\$ 113.152		\$ 116.481

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 77.00	\$ 77.00	\$ 79.61	\$ 79.61	\$ 80.91	\$ 80.91
Hourly Rate	\$ 51.33	\$ 51.33	\$ 53.07	\$ 53.07	\$ 53.94	\$ 53.94
	<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%	\$ 0.080	0.150%	\$ 0.081
P H B P -- Pension Trust	13.390%	\$ 6.873	13.390%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.830	26.060%	\$ 14.057
P H B P -- Medical	10.228%	\$ 5.250	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.694
N .E .B .F .	3.000%	\$ 2.310	3.000%	\$ 2.388	3.000%	\$ 2.427
Annuity	10.715%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.890	7.650%	\$ 6.090	7.650%	\$ 6.190
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.540	2.500%	\$ 1.990	3.000%	\$ 2.427
Tools and Clothing	0.500%	\$ 0.385	0.500%	\$ 0.398	0.500%	\$ 0.405
Comp. & Dis. Supp.	1.985%	\$ 1.528	1.985%	\$ 1.580	1.985%	\$ 1.606
N.E.L.C.A.F	0.750%	\$ 0.577	0.750%	\$ 0.597	0.750%	\$ 0.607
NEAT Trust Fund	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.809
National Electrical Industry Fund	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.809
Total Rate For Benefits	112.251%	\$ 62.209	113.212%	\$ 64.960	115.946%	\$ 67.635
Total Cost Per Hour		\$ 139.204		\$ 144.565		\$ 148.545

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 47.20	47.20	\$ 48.80	48.80	\$ 49.60	49.60
	<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%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
N .E .B .F .	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.611	7.650%	\$ 3.733	7.650%	\$ 3.794
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.500%	\$ 1.220	3.000%	\$ 1.488
Tools and Clothing	0.500%	\$ 0.236	0.500%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.969	1.985%	\$ 0.985
N.E.L.C.A.F	0.750%	\$ 0.354	0.750%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
National Electrical Industry Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
Total Rate For Benefits	115.192%	\$ 54.370	116.180%	\$ 56.696	119.110%	\$ 59.078
Total Cost Per Hour		\$ 101.570		\$ 105.496		\$ 108.678

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
Hourly Rate	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	<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%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
N .E .B .F .	3.000%	\$ 2.124	3.000%	\$ 2.196	3.000%	\$ 2.232
Annuity	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.416	7.650%	\$ 5.600	7.650%	\$ 5.692
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 1.416	2.500%	\$ 1.830	3.000%	\$ 2.232
Tools and Clothing	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.372
Comp. & Dis. Supp.	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.477
N.E.L.C.A.F	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.558
NEAT Trust Fund	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
National Electrical Industry Fund	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
Total Rate For Benefits	115.192%	\$ 58.591	116.180%	\$ 61.182	119.110%	\$ 63.762
Total Cost Per Hour		\$ 129.391		\$ 134.382		\$ 138.162

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 35.40	35.40	\$ 36.60	36.60	\$ 37.20	37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.168
N .E .B .F .	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.708	7.650%	\$ 2.800	7.650%	\$ 2.846
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.500%	\$ 0.915	3.000%	\$ 1.116
Tools and Clothing	0.500%	\$ 0.177	0.500%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.727	1.985%	\$ 0.738
N.E.L.C.A.F	0.750%	\$ 0.266	0.750%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
National Electrical Industry Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
Total Rate For Benefits	127.374%	\$ 45.090	128.475%	\$ 47.022	132.214%	\$ 49.184
Total Cost Per Hour		\$ 80.490		\$ 83.622		\$ 86.384

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
Hourly Rate	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.168
N .E .B .F .	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.062	7.650%	\$ 4.200	7.650%	\$ 4.269
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
Total Rate For Benefits	127.374%	\$ 48.256	128.475%	\$ 50.386	132.214%	\$ 52.696
Total Cost Per Hour		\$ 101.356		\$ 105.286		\$ 108.496

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 26.55	26.55	\$ 27.45	27.45	\$ 27.90	27.90
	<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%	\$ 0.041	0.150%	\$ 0.042
P H B P -- Pension Trust	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
N .E .B .F .	3.000%	\$ 0.797	3.000%	\$ 0.824	3.000%	\$ 0.837
Annuity	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.031	7.650%	\$ 2.100	7.650%	\$ 2.134
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.531	2.500%	\$ 0.686	3.000%	\$ 0.837
Tools and Clothing	0.500%	\$ 0.133	0.500%	\$ 0.137	0.500%	\$ 0.140
Comp. & Dis. Supp.	1.985%	\$ 0.527	1.985%	\$ 0.545	1.985%	\$ 0.554
N.E.L.C.A.F	0.750%	\$ 0.199	0.750%	\$ 0.206	0.750%	\$ 0.209
NEAT Trust Fund	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
National Electrical Industry Fund	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
Total Rate For Benefits	143.617%	\$ 38.130	144.869%	\$ 39.766	149.687%	\$ 41.763
Total Cost Per Hour		\$ 64.680		\$ 67.216		\$ 69.663

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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 39.83	\$ 39.83	\$ 41.18	\$ 41.18	\$ 41.85	\$ 41.85
Hourly Rate	\$ 26.55	\$ 26.55	\$ 27.45	\$ 27.45	\$ 27.90	\$ 27.90
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.041	0.150%	\$ 0.042
P H B P -- Pension Trust	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
N .E .B .F .	3.000%	\$ 1.195	3.000%	\$ 1.235	3.000%	\$ 1.256
Annuity	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.047	7.650%	\$ 3.150	7.650%	\$ 3.202
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.797	2.500%	\$ 1.029	3.000%	\$ 1.256
Tools and Clothing	0.500%	\$ 0.199	0.500%	\$ 0.206	0.500%	\$ 0.209
Comp. & Dis. Supp.	1.985%	\$ 0.791	1.985%	\$ 0.817	1.985%	\$ 0.831
N.E.L.C.A.F	0.750%	\$ 0.299	0.750%	\$ 0.309	0.750%	\$ 0.314
NEAT Trust Fund	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
National Electrical Industry Fund	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
Total Rate For Benefits	143.617%	\$ 40.504	144.869%	\$ 42.290	149.687%	\$ 44.397
Total Cost Per Hour		\$ 80.329		\$ 83.465		\$ 86.247