

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N . E . B . F .	3.000%	\$ 1.770	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
Total Rate For Benefits	104.482%	\$ 61.645	104.482%	\$ 61.645	104.903%	\$ 63.991	106.847%	\$ 66.245
Total Cost Per Hour		\$ 120.645		\$ 120.645		\$ 124.991		\$ 128.245
Statutory EESISIP	6.625%	\$ 3.909	6.955%	\$ 4.103	6.955%	\$ 4.243	6.955%	\$ 4.312
		\$ 124.553		\$ 124.748		\$ 129.234		\$ 132.557

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N . E . B . F .	3.000%	\$ 2.655	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
Total Rate For Benefits	104.482%	\$ 65.372	104.482%	\$ 65.372	104.903%	\$ 67.845	106.847%	\$ 70.162
Total Cost Per Hour		\$ 153.872		\$ 153.872		\$ 159.345		\$ 163.162
Statutory EESISIP	6.625%	\$ 5.863	6.955%	\$ 6.155	6.955%	\$ 6.364	6.955%	\$ 6.468
		\$ 159.735		\$ 160.027		\$ 165.708		\$ 169.630

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 69.23	69.23	\$ 71.58	71.58	\$ 72.76	72.76
	<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>
JIB	0.250%	\$ 0.173	0.250%	\$ 0.173	0.250%	\$ 0.179	0.250%	\$ 0.182
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
Job Security Fund	0.300%	\$ 0.208	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
Apprentice	1.300%	\$ 0.900	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
P H B P -- Pension Trust	13.390%	\$ 9.270	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.743
P H B P -- Medical	26.060%	\$ 18.041	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.961
P H B P -- Medical	7.583%	\$ 5.250	7.583%	\$ 5.250	8.382%	\$ 6.000	8.246%	\$ 6.000
Dental Plan	3.140%	\$ 2.174	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.285
N . E . B . F .	3.000%	\$ 2.077	3.000%	\$ 2.077	3.000%	\$ 2.147	3.000%	\$ 2.183
Annuity	8.474%	\$ 5.867	8.474%	\$ 5.867	8.196%	\$ 5.867	10.262%	\$ 7.467
HRA	10.015%	\$ 6.933	10.015%	\$ 6.933	9.686%	\$ 6.933	9.529%	\$ 6.933
DSP (401(k) Plan) - FICA	7.650%	\$ 5.296	7.650%	\$ 5.296	7.650%	\$ 5.476	7.650%	\$ 5.566
DSP Percentage	16.500%	\$ 11.423	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.005
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.156	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
Comp. & Dis. Supp.	1.985%	\$ 1.374	1.985%	\$ 1.374	1.985%	\$ 1.421	1.985%	\$ 1.444
Total Rate For Benefits	101.318%	\$ 70.142	101.318%	\$ 70.142	101.659%	\$ 72.768	103.432%	\$ 75.257
Total Cost Per Hour		\$ 139.372		\$ 139.372		\$ 144.348		\$ 148.017
Statutory EESISIP	6.625%	\$ 4.586	6.955%	\$ 4.815	6.955%	\$ 4.978	6.955%	\$ 5.060
		\$ 143.959		\$ 144.187		\$ 149.326		\$ 153.078

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 103.85	\$ 103.85	\$ 103.85	\$ 103.85	\$ 107.37	\$ 107.37	\$ 109.14	\$ 109.14
Hourly Rate	\$ 69.23	\$ 69.23	\$ 69.23	\$ 69.23	\$ 71.58	\$ 71.58	\$ 72.76	\$ 72.76
	<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>
JIB	0.250%	\$ 0.173	0.250%	\$ 0.173	0.250%	\$ 0.179	0.250%	\$ 0.182
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
Job Security Fund	0.300%	\$ 0.208	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
Apprentice	1.300%	\$ 0.900	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
P H B P -- Pension Trust	13.390%	\$ 9.270	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.743
P H B P -- Medical	26.060%	\$ 18.041	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.961
P H B P -- Medical	7.583%	\$ 5.250	7.583%	\$ 5.250	8.382%	\$ 6.000	8.246%	\$ 6.000
Dental Plan	3.140%	\$ 2.174	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.285
N . E . B . F .	3.000%	\$ 3.115	3.000%	\$ 3.115	3.000%	\$ 3.221	3.000%	\$ 3.274
Annuity	8.474%	\$ 5.867	8.474%	\$ 5.867	8.196%	\$ 5.867	10.262%	\$ 7.467
HRA	10.015%	\$ 6.933	10.015%	\$ 6.933	9.686%	\$ 6.933	9.529%	\$ 6.933
DSP (401(k) Plan) - FICA	7.650%	\$ 7.944	7.650%	\$ 7.944	7.650%	\$ 8.214	7.650%	\$ 8.349
DSP Percentage	16.500%	\$ 11.423	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.005
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.156	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
Comp. & Dis. Supp.	1.985%	\$ 2.061	1.985%	\$ 2.061	1.985%	\$ 2.131	1.985%	\$ 2.166
Total Rate For Benefits	101.318%	\$ 74.516	101.318%	\$ 74.516	101.659%	\$ 77.290	103.432%	\$ 79.854
Total Cost Per Hour		\$ 178.361		\$ 178.361		\$ 184.660		\$ 188.994
Statutory EESISIP	6.625%	\$ 6.880	6.955%	\$ 7.222	6.955%	\$ 7.468	6.955%	\$ 7.591
		\$ 185.240		\$ 185.583		\$ 192.127		\$ 196.585

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 77.54	77.54	\$ 77.54	77.54	\$ 80.18	80.18	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.194	0.250%	\$ 0.194	0.250%	\$ 0.200	0.250%	\$ 0.204
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.120	0.150%	\$ 0.122
Job Security Fund	0.300%	\$ 0.233	0.300%	\$ 0.233	0.300%	\$ 0.241	0.300%	\$ 0.244
Apprentice	1.300%	\$ 1.008	1.300%	\$ 1.008	1.300%	\$ 1.042	1.300%	\$ 1.059
P H B P -- Pension Trust	13.390%	\$ 10.383	13.390%	\$ 10.383	13.390%	\$ 10.736	13.390%	\$ 10.912
P H B P -- Medical	26.060%	\$ 20.207	26.060%	\$ 20.207	26.060%	\$ 20.895	26.060%	\$ 21.236
P H B P -- Medical	6.771%	\$ 5.250	6.771%	\$ 5.250	7.483%	\$ 6.000	7.363%	\$ 6.000
Dental Plan	3.140%	\$ 2.435	3.140%	\$ 2.435	3.140%	\$ 2.518	3.140%	\$ 2.559
N . E . B . F .	3.000%	\$ 2.326	3.000%	\$ 2.326	3.000%	\$ 2.405	3.000%	\$ 2.445
Annuity	8.106%	\$ 6.286	8.106%	\$ 6.286	7.840%	\$ 6.286	9.817%	\$ 8.000
HRA	9.580%	\$ 7.429	9.580%	\$ 7.429	9.265%	\$ 7.429	9.116%	\$ 7.429
DSP (401(k) Plan) - FICA	7.650%	\$ 5.932	7.650%	\$ 5.932	7.650%	\$ 6.134	7.650%	\$ 6.234
DSP Percentage	16.500%	\$ 12.794	16.500%	\$ 12.794	16.500%	\$ 13.230	16.500%	\$ 13.446
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.295	1.670%	\$ 1.295	1.670%	\$ 1.339	1.670%	\$ 1.361
Comp. & Dis. Supp.	1.985%	\$ 1.539	1.985%	\$ 1.539	1.985%	\$ 1.592	1.985%	\$ 1.618
Total Rate For Benefits	99.702%	\$ 77.309	99.702%	\$ 77.309	99.983%	\$ 80.166	101.691%	\$ 82.868
Total Cost Per Hour		\$ 154.849		\$ 154.849		\$ 160.346		\$ 164.358
Statutory EESISIP	6.625%	\$ 5.137	6.955%	\$ 5.393	6.955%	\$ 5.577	6.955%	\$ 5.668
		\$ 159.986		\$ 160.242		\$ 165.923		\$ 170.026

Joint Industry Board of the Electrical Industry

'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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 1.770	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	47.489%	\$ 28.019	47.489%	\$ 28.019	46.822%	\$ 28.562	48.924%	\$ 30.333
Total Cost Per Hour		\$ 87.019		\$ 87.019		\$ 89.562		\$ 92.333
Statutory EESISIP	6.625%	\$ 3.909	6.955%	\$ 4.103	6.955%	\$ 4.243	6.955%	\$ 4.312
		\$ 90.927		\$ 91.122		\$ 93.804		\$ 96.645

Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT 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.)

	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (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	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 2.655	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	47.489%	\$ 31.160	47.489%	\$ 31.160	46.822%	\$ 31.810	48.924%	\$ 33.635
Total Cost Per Hour		\$ 119.660		\$ 119.660		\$ 123.310		\$ 126.635
Statutory EESISIP	6.625%	\$ 5.863	6.955%	\$ 6.155	6.955%	\$ 6.364	6.955%	\$ 6.468
		\$ 125.523		\$ 125.815		\$ 129.674		\$ 133.103