

**BUREAU OF ENGINEERING
CHANGE ORDER LABOR RATES FOR CONSTRUCTION
(Based on Determination 2015-2)**

CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
ASBESTOS WORKER, HEAT & FROST INSULATOR (JOURNEY LEVEL)														
Mechanic	08/22/15	09/03/16	\$33.49	\$2.52	\$8.14	\$11.51	\$0.64	\$0.00	\$56.30	\$3.11	\$4.68	\$64.10	\$84.47	\$104.84
Hazardous Material Handler Mechanic	08/22/15	09/03/16	\$18.06	\$0.00	\$4.29	\$6.06	\$0.22	\$0.00	\$28.63	\$1.56	\$2.35	\$32.54	\$43.52	\$54.51
APPRENTICE (Asbestos Worker, Heat & Frost Insulator)														
Level 1	08/22/15	07/03/16	\$15.24	\$0.00	\$7.09	\$0.00	\$0.64	\$0.00	\$22.97	\$1.32	\$1.98	\$26.27	\$35.54	\$44.81
Level 2	08/22/15	07/03/16	\$19.21	\$0.00	\$7.09	\$0.00	\$0.64	\$0.00	\$26.94	\$1.66	\$2.50	\$31.10	\$42.78	\$54.47
Level 3	08/22/15	07/03/16	\$22.72	\$0.00	\$7.81	\$6.51	\$0.64	\$0.00	\$37.68	\$1.97	\$2.95	\$42.60	\$56.42	\$70.24
Level 4	08/22/15	07/03/16	\$30.64	\$0.00	\$7.97	\$6.51	\$0.64	\$0.00	\$45.76	\$2.65	\$3.98	\$52.39	\$71.03	\$89.67
ASBESTOS & LEAD ABATEMENT - LABORER (JOURNEY LEVEL)														
Asbestos and Lead Abatement Worker	02/22/15	12/31/15	\$29.23	\$4.20	\$6.75	\$6.00	\$0.70	\$0.34	\$47.22	\$2.89	\$4.35	\$54.46	\$72.24	\$90.02
BRICKLAYER & STONEMASON (JOURNEY LEVEL)														
Brick Layer, Stone Mason, Cement Blocklayer, Pointer, Caulker &	08/22/15	04/30/16	\$37.93	\$0.00	\$7.50	\$6.90	\$0.78	\$0.35	\$53.46	\$3.28	\$4.93	\$61.67	\$84.74	\$107.81
APPRENTICE (Bricklayer, Stonemason)														
Level 1	08/22/15	04/30/16	\$13.28	\$0.00	\$7.50	\$6.90	\$0.28	\$0.00	\$27.96	\$1.15	\$1.73	\$30.84	\$38.91	\$46.99
Level 2	08/22/15	04/30/16	\$15.17	\$0.00	\$7.50	\$6.90	\$0.30	\$0.00	\$29.87	\$1.31	\$1.97	\$33.15	\$42.38	\$51.61
Level 3	08/22/15	04/30/16	\$18.97	\$0.00	\$7.50	\$6.90	\$0.34	\$0.00	\$33.71	\$1.64	\$2.47	\$37.82	\$49.36	\$60.89
Level 4	08/22/15	04/30/16	\$22.76	\$0.00	\$7.50	\$6.90	\$0.38	\$0.00	\$37.54	\$1.97	\$2.96	\$42.47	\$56.31	\$70.16
Level 5	08/22/15	04/30/16	\$26.55	\$0.00	\$7.50	\$6.90	\$0.41	\$0.00	\$41.36	\$2.30	\$3.45	\$47.11	\$63.26	\$79.41
Level 6	08/22/15	04/30/16	\$30.34	\$0.00	\$7.50	\$6.90	\$0.45	\$0.00	\$45.19	\$2.62	\$3.94	\$51.76	\$70.21	\$88.67
Level 7	08/22/15	04/30/16	\$34.14	\$0.00	\$7.50	\$6.90	\$0.49	\$0.00	\$49.03	\$2.95	\$4.44	\$56.42	\$77.19	\$97.95
BRICKLAYER: MASON FINISHER (JOURNEY LEVEL)														
Mason Finisher	08/22/15	04/30/16	\$26.55	\$0.00	\$7.50	\$6.90	\$0.67	\$0.35	\$41.97	\$2.30	\$3.45	\$47.72	\$63.87	\$80.02
APPRENTICE (Mason Finisher)														
Level 1	08/22/15	04/30/16	\$13.28	\$0.00	\$4.60	\$1.00	\$0.19	\$0.00	\$19.07	\$1.15	\$1.73	\$21.95	\$30.02	\$38.10
Level 2	08/22/15	04/30/16	\$15.93	\$0.00	\$4.60	\$1.00	\$0.22	\$0.00	\$21.75	\$1.38	\$2.07	\$25.20	\$34.89	\$44.58
Level 3	08/22/15	04/30/16	\$18.59	\$0.00	\$4.60	\$1.00	\$0.24	\$0.00	\$24.43	\$1.61	\$2.42	\$28.45	\$39.76	\$51.07
Level 4	08/22/15	04/30/16	\$21.24	\$0.00	\$4.60	\$1.00	\$0.27	\$0.00	\$27.11	\$1.84	\$2.76	\$31.71	\$44.63	\$57.55
BRICK TENDER (JOURNEY LEVEL)														
Brick Tender	08/22/15	04/30/16	\$29.57	\$3.90	\$6.86	\$6.50	\$0.65	\$0.47	\$47.95	\$2.90	\$4.35	\$55.20	\$73.18	\$91.17
APPRENTICE (Bricktender)														
Level 1	08/22/15	06/30/16	\$14.79	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$24.74	\$1.52	\$2.28	\$28.53	\$37.53	\$46.53
Level 2	08/22/15	06/30/16	\$16.26	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$26.21	\$1.64	\$2.47	\$30.32	\$40.21	\$50.10
Level 3	08/22/15	06/30/16	\$17.74	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$27.69	\$1.77	\$2.66	\$32.12	\$42.91	\$53.70
Level 4	08/22/15	06/30/16	\$20.70	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$30.65	\$2.03	\$3.05	\$35.72	\$48.31	\$60.90
Level 5	08/22/15	06/30/16	\$23.66	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$33.61	\$2.28	\$3.43	\$39.32	\$53.71	\$68.11
Level 6	08/22/15	06/30/16	\$25.13	\$2.73	\$4.80	\$1.30	\$0.65	\$0.47	\$35.08	\$2.41	\$3.62	\$41.11	\$56.40	\$71.68
CARPENTER (JOURNEY LEVEL)														
Carpenter, Cabinet Installer, Insulation Installer, Hardwood Floor Worker & Acoustical Installer	08/22/15	06/30/16	\$40.40	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$55.77	\$3.79	\$5.70	\$65.26	\$89.84	\$114.41
Scaffold Builder	08/22/15	06/30/16	\$31.60	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$46.97	\$3.03	\$4.56	\$54.56	\$73.78	\$93.00
Millwright	08/22/15	06/30/16	\$40.90	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$56.47	\$3.84	\$5.77	\$66.07	\$90.95	\$115.83
APPRENTICE (Carpenter, Hardwood Floor Layer, Acoustical & Insulation Installer)														
Level 1	08/22/15	06/30/16	\$16.16	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$26.12	\$1.61	\$2.42	\$30.15	\$39.98	\$49.81
Level 2	08/22/15	06/30/16	\$20.20	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$30.16	\$1.96	\$2.94	\$35.06	\$47.35	\$59.64
Level 3	08/22/15	06/30/16	\$24.24	\$3.45	\$6.60	\$0.00	\$0.57	\$0.34	\$35.20	\$2.40	\$3.60	\$41.19	\$55.94	\$70.68
Level 4	08/22/15	06/30/16	\$26.26	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$41.63	\$2.57	\$3.86	\$48.06	\$64.03	\$80.01
Level 5	08/22/15	06/30/16	\$28.28	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$43.65	\$2.74	\$4.12	\$50.52	\$67.72	\$84.92
Level 6	08/22/15	06/30/16	\$30.30	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$45.67	\$2.92	\$4.39	\$52.98	\$71.41	\$89.84
Level 7	08/22/15	06/30/16	\$32.32	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$47.69	\$3.09	\$4.65	\$55.43	\$75.09	\$94.75
Level 8	08/22/15	06/30/16	\$36.36	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$51.73	\$3.44	\$5.18	\$60.35	\$82.46	\$104.58
APPRENTICE (Millwright)														
Level 1	08/22/15	06/30/16	\$20.45	\$2.45	\$6.60	\$0.00	\$0.57	\$0.54	\$30.61	\$1.98	\$2.98	\$35.57	\$48.01	\$60.45
Level 2	08/22/15	06/30/16	\$22.50	\$2.45	\$6.60	\$0.00	\$0.57	\$0.54	\$32.66	\$2.16	\$3.24	\$38.06	\$51.75	\$65.43
Level 3	08/22/15	06/30/16	\$24.54	\$3.45	\$6.60	\$0.00	\$0.57	\$0.54	\$35.70	\$2.42	\$3.64	\$41.76	\$56.69	\$71.61
Level 4	08/22/15	06/30/16	\$26.59	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$42.16	\$2.60	\$3.91	\$48.66	\$64.84	\$81.01
Level 5	08/22/15	06/30/16	\$28.63	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$44.20	\$2.77	\$4.17	\$51.15	\$68.56	\$85.97
Level 6	08/22/15	06/30/16	\$30.68	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$46.25	\$2.95	\$4.44	\$53.64	\$72.30	\$90.96
Level 7	08/22/15	06/30/16	\$32.72	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$48.29	\$3.13	\$4.70	\$56.12	\$76.02	\$95.92
Level 8	08/22/15	06/30/16	\$34.77	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$50.34	\$3.31	\$4.97	\$58.61	\$79.76	\$100.91
Level 9	08/22/15	06/30/16	\$36.81	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$52.38	\$3.48	\$5.23	\$61.10	\$83.49	\$105.88
Level 10	08/22/15	06/30/16	\$38.86	\$3.45	\$6.60	\$4.41	\$0.57	\$0.54	\$54.43	\$3.66	\$5.50	\$63.59	\$87.23	\$110.86

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			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
APPRENTICE (Scaffold Builder)														
Level 1	08/22/15	06/30/16	\$12.64	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$22.60	\$1.31	\$1.96	\$25.87	\$33.56	\$41.24
Level 2	08/22/15	06/30/16	\$15.80	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$25.76	\$1.58	\$2.37	\$29.71	\$39.32	\$48.93
Level 3	08/22/15	06/30/16	\$18.96	\$3.45	\$6.60	\$0.00	\$0.57	\$0.34	\$29.92	\$1.94	\$2.91	\$34.77	\$46.30	\$57.84
Level 4	08/22/15	06/30/16	\$20.54	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$35.91	\$2.08	\$3.12	\$41.10	\$53.60	\$66.09
Level 5	08/22/15	06/30/16	\$22.12	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$37.49	\$2.21	\$3.32	\$43.03	\$56.48	\$69.93
Level 6	08/22/15	06/30/16	\$23.70	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$39.07	\$2.35	\$3.53	\$44.95	\$59.36	\$73.78
Level 7	08/22/15	06/30/16	\$25.28	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$40.65	\$2.49	\$3.73	\$46.87	\$62.25	\$77.62
Level 8	08/22/15	06/30/16	\$28.44	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$43.81	\$2.76	\$4.15	\$50.71	\$68.01	\$85.31
CARPET, LINOLEUM & RESILIENT TILE LAYER (JOURNEY LEVEL)														
Resilient Tile Layer	01/01/15	01/01/16	\$29.85	\$2.05	\$5.08	\$5.80	\$0.63	\$0.20	\$43.61	\$2.76	\$4.15	\$50.52	\$68.67	\$86.83
Material Handler	01/01/15	01/01/16	\$9.00	\$0.55	\$5.08	\$2.10	\$0.63	\$0.10	\$17.46	\$0.83	\$1.24	\$19.53	\$25.00	\$30.48
APPRENTICE (Carpet, Linoleum & Resilient Flooring)														
Level 1	02/22/15	12/31/15	\$10.45	\$0.88	\$0.00	\$1.40	\$0.63	\$0.20	\$13.56	\$0.98	\$1.47	\$16.01	\$22.37	\$28.73
Level 2	02/22/15	12/31/15	\$11.94	\$1.22	\$5.08	\$1.90	\$0.63	\$0.20	\$20.97	\$1.14	\$1.71	\$23.82	\$31.08	\$38.34
Level 3	02/22/15	12/31/15	\$13.43	\$1.36	\$5.08	\$2.10	\$0.63	\$0.20	\$22.80	\$1.28	\$1.92	\$26.00	\$34.17	\$42.34
Level 4	02/22/15	12/31/15	\$14.93	\$1.48	\$5.08	\$2.30	\$0.63	\$0.20	\$24.62	\$1.42	\$2.13	\$28.17	\$37.25	\$46.34
Level 5	02/22/15	12/31/15	\$17.91	\$1.72	\$5.08	\$2.70	\$0.63	\$0.20	\$28.24	\$1.70	\$2.55	\$32.49	\$43.38	\$54.28
Level 6	02/22/15	12/31/15	\$20.90	\$1.96	\$5.08	\$3.10	\$0.63	\$0.20	\$31.87	\$1.98	\$2.97	\$36.82	\$49.53	\$62.24
Level 7	02/22/15	12/31/15	\$23.88	\$2.20	\$5.08	\$3.50	\$0.63	\$0.20	\$35.49	\$2.26	\$3.39	\$41.14	\$55.66	\$70.19
Level 8	02/22/15	12/31/15	\$26.87	\$2.38	\$5.08	\$3.90	\$0.63	\$0.20	\$39.06	\$2.53	\$3.80	\$45.39	\$61.74	\$78.08
CEMENT MASON (JOURNEY LEVEL)														
Cement Mason, Curb & Gutter Machine Operator, Screed Operator, Magnesite-terrazzo, Epoxy, Urethanes and Exotic Coatings	08/22/15	07/03/16	\$32.30	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$55.30	\$3.36	\$5.05	\$63.70	\$83.35	\$103.00
Floating and Troweling Machine Operator	08/22/15	07/03/16	\$32.55	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$55.55	\$3.38	\$5.08	\$64.01	\$83.81	\$103.61
APPRENTICE (Cement Mason)														
Level 1	08/22/15	07/03/16	\$12.92	\$2.08	\$7.52	\$0.00	\$0.60	\$0.27	\$23.39	\$1.30	\$1.95	\$26.64	\$34.50	\$42.35
Level 2	08/22/15	07/03/16	\$14.54	\$2.08	\$7.52	\$0.00	\$0.60	\$0.27	\$25.01	\$1.44	\$2.16	\$28.61	\$37.45	\$46.30
Level 3	08/22/15	07/03/16	\$16.15	\$2.08	\$7.52	\$0.00	\$0.60	\$0.27	\$26.62	\$1.58	\$2.37	\$30.57	\$40.39	\$50.21
Level 4	08/22/15	07/03/16	\$17.77	\$6.52	\$7.52	\$0.00	\$0.60	\$0.27	\$32.68	\$2.10	\$3.16	\$37.94	\$48.75	\$59.56
Level 5	08/22/15	07/03/16	\$19.38	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$42.38	\$2.24	\$3.37	\$47.99	\$59.78	\$71.56
Level 6	08/22/15	07/03/16	\$22.61	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$45.61	\$2.52	\$3.79	\$51.92	\$65.67	\$79.42
Level 7	08/22/15	07/03/16	\$25.84	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$48.84	\$2.80	\$4.21	\$55.85	\$71.56	\$87.28
Level 8	08/22/15	07/03/16	\$29.07	\$6.52	\$7.52	\$8.09	\$0.60	\$0.27	\$52.07	\$3.08	\$4.63	\$59.78	\$77.46	\$95.14
CRANES, PILE DRIVER & HOIST EQUIPMENT - OPERATING ENGINEER														
Group 3 - A-Frame or Winch Truck Operator	08/22/15	06/30/16	\$42.37	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.31	\$3.92	\$5.90	\$77.13	\$102.90	\$128.68
Group 5 - Hydraulic Boom Truck	08/22/15	06/30/16	\$42.73	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.67	\$3.96	\$5.94	\$77.57	\$103.56	\$129.55
Group 6 - Bridge Crane/Creter Crane/Hoist Operator	08/22/15	06/30/16	\$42.84	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.78	\$3.97	\$5.96	\$77.70	\$103.76	\$129.82
Group 7 - Pedestal Crane/Shovel/Dragnine/Clamshell Operator (over 5 cu. yds.)	08/22/15	06/30/16	\$42.96	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.90	\$3.98	\$5.97	\$77.85	\$103.98	\$130.11
Group 8 - Crane Operator (up to 25 tons)	08/22/15	06/30/16	\$43.13	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.07	\$3.99	\$6.00	\$78.06	\$104.29	\$130.52
Group 9 - Crane Operator (over 25 tons)	08/22/15	06/30/16	\$43.30	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.24	\$4.00	\$6.02	\$78.26	\$104.60	\$130.94
Group 10 - Crane Operator (over 50 tons)	08/22/15	06/30/16	\$44.30	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.24	\$4.09	\$6.15	\$79.48	\$106.43	\$133.37
Group 11 - Crane Operator (over 100 tons)	08/22/15	06/30/16	\$45.30	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$70.24	\$4.18	\$6.28	\$80.70	\$108.25	\$135.80
Group 12 - Crane Operator (over 200 tons)	08/22/15	06/30/16	\$46.30	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$71.24	\$4.26	\$6.41	\$81.91	\$110.08	\$138.24
Group 13 - Crane Operator (over 300 tons)	08/22/15	06/30/16	\$47.30	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$72.24	\$4.35	\$6.54	\$83.13	\$111.90	\$140.67
APPRENTICE (Pile Driver - Carpenter)														
Level 1	08/22/15	06/30/16	\$16.21	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$26.17	\$1.61	\$2.43	\$30.21	\$40.07	\$49.93
Level 2	08/22/15	06/30/16	\$20.27	\$2.45	\$6.60	\$0.00	\$0.57	\$0.34	\$30.23	\$1.97	\$2.95	\$35.15	\$47.48	\$59.81
Level 3	08/22/15	06/30/16	\$24.32	\$3.45	\$6.60	\$0.00	\$0.57	\$0.34	\$35.28	\$2.40	\$3.61	\$41.29	\$56.08	\$70.88
Level 4	08/22/15	06/30/16	\$26.34	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$41.71	\$2.58	\$3.87	\$48.16	\$64.18	\$80.20
Level 5	08/22/15	06/30/16	\$28.37	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$43.74	\$2.75	\$4.14	\$50.63	\$67.89	\$85.14
Level 6	08/22/15	06/30/16	\$30.40	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$45.77	\$2.93	\$4.40	\$53.10	\$71.59	\$90.08
Level 7	08/22/15	06/30/16	\$32.42	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$47.79	\$3.10	\$4.66	\$55.56	\$75.28	\$94.99
Level 8	08/22/15	06/30/16	\$36.48	\$3.45	\$6.60	\$4.41	\$0.57	\$0.34	\$51.85	\$3.45	\$5.19	\$60.49	\$82.68	\$104.87

**BUREAU OF ENGINEERING
CHANGE ORDER LABOR RATES FOR CONSTRUCTION
(Based on Determination 2015-2)**

CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
DREDGER - OPERATING ENGINEER (JOURNEY LEVEL)														
Chief Engineer	08/22/15	07/31/16	\$46.50	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$71.55	\$4.30	\$6.47	\$82.32	\$110.60	\$138.89
Leverman	08/22/15	07/31/16	\$49.50	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$74.55	\$4.56	\$6.86	\$85.97	\$116.08	\$146.19
Watch Engineer	08/22/15	07/31/16	\$43.42	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$68.47	\$4.04	\$6.07	\$78.57	\$104.98	\$131.39
Winchman (Stern Winch on Dredge)	08/22/15	07/31/16	\$42.87	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$67.92	\$92.97	\$6.00	\$166.89	\$192.96	\$219.04
Dozer Operator	08/22/15	07/31/16	\$43.53	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$68.58	\$4.05	\$6.08	\$78.71	\$105.18	\$131.66
Hydrographic Surveyor	08/22/15	07/31/16	\$44.29	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$69.34	\$4.11	\$6.18	\$79.63	\$106.57	\$133.51
Welder	08/22/15	07/31/16	\$44.92	\$3.25	\$11.20	\$9.65	\$0.80	\$0.15	\$69.97	\$4.17	\$6.26	\$80.40	\$107.72	\$135.04
DRIVER (ON/OFF- HAULING TO/FROM CONSTRUCTION SITE)														
Ready Mix Driver	08/22/09	6/30/2010*	\$21.25	\$0.41	\$4.60	\$3.44	\$0.00	\$0.00	\$29.70	\$1.87	\$2.82	\$34.39	\$47.31	\$60.24
DRIVER (ON/OFF- HAULING TO/FROM CONSTRUCTION SITE)														
Dump truck	02/22/09	3/3/2010*	\$17.00	\$0.33	\$2.05	\$0.09	\$0.00	\$0.00	\$19.47	\$1.50	\$2.25	\$23.22	\$33.56	\$43.90
DRYWALL INSTALLER/LATHER - CARPENTER (JOURNEY LEVEL)														
Drywall Installer/Lather	08/22/15	06/30/16	\$40.40	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$55.95	\$3.79	\$5.70	\$65.44	\$90.02	\$114.59
Stocker, Scrapper	08/22/15	06/30/16	\$10.00	\$2.45	\$6.60	\$0.00	\$0.57	\$0.00	\$19.62	\$1.08	\$1.62	\$22.32	\$28.40	\$34.48
APPRENTICE (Drywall Installer/Lather, Carpenter)														
Level 1	08/22/15	06/30/16	\$16.16	\$2.45	\$6.60	\$0.00	\$0.57	\$0.00	\$25.78	\$1.61	\$2.42	\$29.81	\$39.64	\$49.47
Level 2	08/22/15	06/30/16	\$20.20	\$2.45	\$6.60	\$0.00	\$0.57	\$0.00	\$29.82	\$1.96	\$2.94	\$34.72	\$47.01	\$59.30
Level 3	08/22/15	06/30/16	\$24.24	\$3.45	\$6.60	\$0.00	\$0.57	\$0.00	\$34.86	\$2.40	\$3.60	\$40.85	\$55.60	\$70.34
Level 4	08/22/15	06/30/16	\$26.26	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$41.81	\$2.57	\$3.86	\$48.24	\$64.21	\$80.19
Level 5	08/22/15	06/30/16	\$28.28	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$43.83	\$2.74	\$4.12	\$50.70	\$67.90	\$85.10
Level 6	08/22/15	06/30/16	\$30.30	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$45.85	\$2.92	\$4.39	\$53.16	\$71.59	\$90.02
Level 7	08/22/15	06/30/16	\$32.32	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$47.87	\$3.09	\$4.65	\$55.61	\$75.27	\$94.93
Level 8	08/22/15	06/30/16	\$36.36	\$3.45	\$6.60	\$4.41	\$0.57	\$0.52	\$51.91	\$3.44	\$5.18	\$60.53	\$82.64	\$104.76
DRYWALL FINISHER (JOURNEY LEVEL)														
Drywall Finisher	08/22/15	09/30/15	\$35.18	\$3.07	\$7.55	\$4.62	\$0.67	\$0.47	\$51.56	\$3.31	\$4.97	\$59.84	\$81.24	\$102.64
APPRENTICE (Drywall Finisher)														
Level 1	08/22/15	09/30/15	\$15.28	\$0.55	\$7.55	\$0.00	\$0.67	\$0.47	\$24.52	\$1.37	\$2.06	\$27.95	\$37.24	\$46.54
Level 2	08/22/15	09/30/15	\$16.55	\$1.05	\$7.55	\$0.80	\$0.67	\$0.47	\$27.09	\$1.52	\$2.29	\$30.90	\$40.97	\$51.03
Level 3	08/22/15	09/30/15	\$18.30	\$1.05	\$7.55	\$0.80	\$0.67	\$0.47	\$28.84	\$1.67	\$2.52	\$33.03	\$44.16	\$55.29
Level 4	08/22/15	09/30/15	\$20.06	\$1.05	\$7.55	\$1.05	\$0.67	\$0.47	\$30.85	\$1.83	\$2.74	\$35.42	\$47.62	\$59.82
Level 5	08/22/15	09/30/15	\$22.84	\$2.05	\$7.55	\$2.27	\$0.67	\$0.47	\$35.85	\$2.15	\$3.24	\$41.24	\$55.13	\$69.02
Level 6	08/22/15	09/30/15	\$28.12	\$2.05	\$7.55	\$2.27	\$0.67	\$0.47	\$41.13	\$2.61	\$3.92	\$47.66	\$64.77	\$81.87
ELECTRICIAN (JOURNEY LEVEL)														
Communication & Systems Installer**	08/22/15	01/31/16	\$29.76	\$0.00	\$7.81	\$3.62	\$0.65	\$0.25	\$42.98	\$2.57	\$3.87	\$49.43	\$67.53	\$85.63
Inside Wireman, Radio Monitor Technician**	08/22/15	01/31/16	\$40.80	\$0.00	\$11.44	\$13.27	\$0.66	\$0.45	\$67.84	\$3.53	\$5.30	\$76.68	\$101.49	\$126.31
Cable splicer-Welder**	08/22/15	01/31/16	\$42.84	\$0.00	\$11.44	\$13.27	\$0.66	\$0.45	\$69.95	\$3.71	\$5.57	\$79.22	\$105.28	\$131.33
Tunnel Wireman**	08/22/15	01/31/16	\$44.88	\$0.00	\$11.44	\$13.27	\$0.66	\$0.45	\$72.05	\$3.88	\$5.83	\$81.76	\$109.06	\$136.36
Tunnel Cable Splicer**	08/22/15	01/31/16	\$47.12	\$0.00	\$11.44	\$13.27	\$0.66	\$0.45	\$74.35	\$4.08	\$6.13	\$84.56	\$113.22	\$141.88
APPRENTICE (Communication & Systems Installer)														
Level 1	02/22/15	12/27/15	\$13.39	\$0.00	\$4.08	\$0.40	\$0.30	\$0.16	\$18.33	\$1.16	\$1.74	\$21.23	\$29.37	\$37.52
Level 2	02/22/15	12/27/15	\$14.88	\$0.00	\$4.08	\$0.45	\$0.30	\$0.16	\$19.87	\$1.29	\$1.93	\$23.09	\$32.14	\$41.19
Level 3	02/22/15	12/27/15	\$16.37	\$0.00	\$7.81	\$2.48	\$0.30	\$0.16	\$27.12	\$1.42	\$2.13	\$30.66	\$40.62	\$50.58
Level 4	02/22/15	12/27/15	\$17.86	\$0.00	\$7.81	\$2.71	\$0.30	\$0.16	\$28.84	\$1.54	\$2.32	\$32.71	\$43.57	\$54.43
Level 5	02/22/15	12/27/15	\$19.34	\$0.00	\$7.81	\$2.93	\$0.30	\$0.16	\$30.54	\$1.67	\$2.51	\$34.73	\$46.49	\$58.25
Level 6	02/22/15	12/27/15	\$23.81	\$0.00	\$7.81	\$3.61	\$0.30	\$0.16	\$35.69	\$2.06	\$3.10	\$40.84	\$55.33	\$69.81
APPRENTICE (Electrician, Inside Wireman)														
Level 1	08/22/15	01/31/16	\$16.32	\$0.00	\$10.44	\$0.49	\$0.71	\$0.45	\$28.41	\$1.41	\$2.12	\$31.94	\$41.87	\$51.80
Level 2	08/22/15	01/31/16	\$18.36	\$0.00	\$10.44	\$0.55	\$0.71	\$0.45	\$30.51	\$1.59	\$2.39	\$34.48	\$45.65	\$56.82
Level 3	08/22/15	01/31/16	\$20.40	\$0.00	\$11.44	\$0.75	\$0.71	\$0.45	\$40.25	\$1.76	\$2.65	\$44.67	\$57.07	\$69.48
Level 4	08/22/15	01/31/16	\$22.44	\$0.00	\$11.44	\$0.97	\$0.71	\$0.45	\$43.01	\$1.94	\$2.92	\$47.87	\$61.52	\$75.17
Level 5	08/22/15	01/31/16	\$24.48	\$0.00	\$11.44	\$1.20	\$0.71	\$0.45	\$45.78	\$2.12	\$3.18	\$51.08	\$65.97	\$80.86
Level 6	08/22/15	01/31/16	\$26.52	\$0.00	\$11.44	\$1.42	\$0.71	\$0.45	\$48.54	\$2.29	\$3.45	\$54.28	\$70.41	\$86.54
Level 7	08/22/15	01/31/16	\$28.56	\$0.00	\$11.44	\$1.65	\$0.71	\$0.45	\$51.31	\$2.47	\$3.71	\$57.49	\$74.86	\$92.24
Level 8	08/22/15	01/31/16	\$30.60	\$0.00	\$11.44	\$1.87	\$0.71	\$0.45	\$54.07	\$2.65	\$3.98	\$60.69	\$79.31	\$97.92
Level 9	08/22/15	01/31/16	\$32.64	\$0.00	\$11.44	\$2.10	\$0.71	\$0.45	\$56.84	\$2.82	\$4.24	\$63.91	\$83.76	\$103.61
Level 10	08/22/15	01/31/16	\$34.68	\$0.00	\$11.44	\$2.32	\$0.71	\$0.45	\$59.60	\$3.00	\$4.51	\$67.11	\$88.20	\$109.30

**BUREAU OF ENGINEERING
CHANGE ORDER LABOR RATES FOR CONSTRUCTION
(Based on Determination 2015-2)**

CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
ELEVATOR CONSTRUCTOR (JOURNEY LEVEL)														
Mechanic	02/22/15	12/31/15	\$49.90	\$4.53	\$13.58	\$14.21	\$0.60	\$0.30	\$83.12	\$4.71	\$7.08	\$94.90	\$125.26	\$155.61
Helper	02/22/15	12/31/15	\$34.93	\$3.87	\$13.58	\$14.21	\$0.60	\$0.30	\$67.49	\$3.36	\$5.04	\$75.89	\$97.14	\$118.38
APPRENTICE (Elevator Constructor)														
Level 1	02/22/15	12/31/15	\$24.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24.95	\$2.16	\$3.24	\$30.35	\$45.53	\$60.70
Level 2	02/22/15	12/31/15	\$27.45	\$2.49	\$13.58	\$13.96	\$0.60	\$0.30	\$58.38	\$2.59	\$3.89	\$64.86	\$81.55	\$98.25
Level 3	02/22/15	12/31/15	\$32.44	\$2.95	\$13.58	\$13.96	\$0.60	\$0.30	\$63.83	\$3.06	\$4.60	\$71.49	\$91.22	\$110.95
Level 4	02/22/15	12/31/15	\$34.93	\$3.57	\$13.58	\$13.96	\$0.60	\$0.30	\$66.94	\$3.33	\$5.01	\$75.27	\$96.52	\$117.76
Level 5	02/22/15	12/31/15	\$39.92	\$4.08	\$13.58	\$13.96	\$0.60	\$0.30	\$72.44	\$3.81	\$5.72	\$81.96	\$106.24	\$130.52
FENCE BUILDER - CARPENTER (JOURNEY LEVEL)														
Fence Builder	08/22/14	06/30/15	\$35.69	\$3.40	\$6.10	\$4.16	\$0.47	\$0.21	\$50.03	\$3.38	\$5.08	\$58.49	\$80.20	\$101.91
FIELD SURVEYOR (JOURNEY LEVEL) (10/1/15)														
Chief of Party	10/01/14	10/01/15	\$43.91	\$4.15	\$11.20	\$8.55	\$0.90	\$0.15	\$68.86	\$4.16	\$6.25	\$79.26	\$105.97	\$132.68
Instrumentman	10/01/14	10/01/15	\$41.41	\$4.15	\$11.20	\$8.55	\$0.90	\$0.15	\$66.36	\$3.94	\$5.92	\$76.22	\$101.41	\$126.60
Chainman/Rodman	10/01/14	10/01/15	\$40.83	\$4.15	\$11.20	\$8.55	\$0.90	\$0.15	\$65.78	\$3.89	\$5.85	\$75.52	\$100.35	\$125.19
APPRENTICE (Chainman/Rodman)														
Level 1	08/22/15	09/30/15	\$17.15	\$3.30	\$11.20	\$0.00	\$0.90	\$0.15	\$32.70	\$1.77	\$2.66	\$37.13	\$47.56	\$57.99
Level 2	08/22/15	09/30/15	\$20.01	\$3.30	\$11.20	\$0.00	\$0.90	\$0.15	\$35.56	\$2.02	\$3.03	\$40.61	\$52.78	\$64.95
Level 3	08/22/15	09/30/15	\$22.86	\$3.30	\$11.20	\$8.55	\$0.90	\$0.15	\$46.96	\$2.26	\$3.40	\$52.62	\$66.53	\$80.43
Level 4	08/22/15	09/30/15	\$25.72	\$3.30	\$11.20	\$8.55	\$0.90	\$0.15	\$49.82	\$2.51	\$3.77	\$56.10	\$71.75	\$87.39
Level 5	08/22/15	09/30/15	\$28.17	\$3.30	\$11.20	\$8.55	\$0.90	\$0.15	\$52.27	\$2.72	\$4.09	\$59.08	\$76.22	\$93.35
Level 6	08/22/15	09/30/15	\$30.62	\$3.30	\$11.20	\$8.55	\$0.90	\$0.15	\$54.72	\$2.93	\$4.41	\$62.06	\$80.69	\$99.31
Level 7	08/22/15	09/30/15	\$32.66	\$3.30	\$11.20	\$8.55	\$0.90	\$0.15	\$56.76	\$3.11	\$4.67	\$64.55	\$84.41	\$104.28
FIRE SAFETY AND MISCELLANEOUS SEALING														
Asbestos Worker - Fire Safety Technician														
Class I (0-2000 hrs)	08/22/15	06/30/16	\$16.70	\$0.90	\$7.27	\$0.00	\$0.00	\$0.05	\$24.92	\$1.52	\$2.29	\$28.73	\$38.89	\$49.05
Class II (2001-4000 hrs)	08/22/15	06/30/16	\$21.19	\$1.26	\$7.27	\$0.00	\$0.00	\$0.05	\$29.77	\$1.94	\$2.92	\$34.63	\$47.52	\$60.41
Class III (4001-6000 hrs)	08/22/15	06/30/16	\$21.86	\$1.33	\$7.27	\$8.01	\$0.00	\$0.05	\$38.52	\$2.01	\$3.01	\$43.54	\$56.84	\$70.13
Class IV (6001 or more hrs)	08/22/15	06/30/16	\$25.38	\$1.53	\$7.27	\$8.01	\$0.00	\$0.05	\$42.24	\$2.33	\$3.50	\$48.07	\$63.50	\$78.94
Plumber - Fire Safety Technician														
Class I (0-2000 hrs)	08/22/15	06/30/16	\$16.97	\$0.00	\$7.11	\$0.00	\$0.10	\$0.75	\$24.93	\$1.47	\$2.21	\$28.60	\$38.93	\$49.25
Class II (2001-4000 hrs)	08/22/15	06/30/16	\$20.81	\$1.00	\$7.11	\$0.00	\$0.10	\$0.75	\$29.77	\$1.89	\$2.84	\$34.49	\$47.15	\$59.81
Class III (4001-6000 hrs)	08/22/15	06/30/16	\$23.45	\$1.50	\$7.11	\$5.17	\$0.10	\$0.75	\$38.08	\$2.16	\$3.24	\$43.48	\$57.75	\$72.01
Class IV (6001 or more hrs)	08/22/15	06/30/16	\$26.17	\$2.50	\$7.11	\$5.17	\$0.10	\$0.75	\$41.80	\$2.48	\$3.73	\$48.01	\$63.92	\$79.84
GLAZIER (JOURNEY LEVEL)														
Glazier	08/22/15	06/30/16	\$40.70	\$0.00	\$7.00	\$13.03	\$0.77	\$0.53	\$62.03	\$3.52	\$5.29	\$70.84	\$95.60	\$120.35
APPRENTICE (Glazier)														
Level 1	08/22/15	05/31/16	\$16.31	\$0.00	\$7.00	\$4.13	\$0.77	\$0.53	\$28.74	\$1.41	\$2.12	\$32.27	\$42.19	\$52.11
Level 2	08/22/15	05/31/16	\$18.34	\$0.00	\$7.00	\$4.86	\$0.77	\$0.53	\$31.50	\$1.59	\$2.38	\$35.47	\$46.63	\$57.78
Level 3	08/22/15	05/31/16	\$20.39	\$0.00	\$7.00	\$5.50	\$0.77	\$0.53	\$34.19	\$1.76	\$2.65	\$38.60	\$51.01	\$63.41
Level 4	08/22/15	05/31/16	\$24.44	\$0.00	\$7.00	\$6.73	\$0.77	\$0.53	\$39.47	\$2.11	\$3.18	\$44.76	\$59.63	\$74.49
Level 5	08/22/15	05/31/16	\$26.47	\$0.00	\$7.00	\$7.61	\$0.77	\$0.53	\$42.38	\$2.29	\$3.44	\$48.11	\$64.21	\$80.31
Level 6	08/22/15	05/31/16	\$30.54	\$0.00	\$7.00	\$8.98	\$0.77	\$0.53	\$47.82	\$2.64	\$3.97	\$54.43	\$73.01	\$91.58
Level 7	08/22/15	05/31/16	\$34.60	\$0.00	\$7.00	\$10.37	\$0.77	\$0.53	\$53.27	\$2.99	\$4.50	\$60.76	\$81.81	\$102.85
Level 8	08/22/15	05/31/16	\$36.64	\$0.00	\$7.00	\$11.23	\$0.77	\$0.53	\$56.17	\$3.17	\$4.76	\$64.10	\$86.39	\$108.68
GUNITER WORKER - LABORER (JOURNEY LEVEL)														
Groundwire Man, Nozzleman, Rodman	09/25/15	07/02/16	\$36.24	\$4.39	\$6.86	\$9.05	\$0.00	\$0.15	\$56.69	\$3.51	\$5.28	\$65.49	\$87.53	\$109.57
Gunman	09/25/15	07/02/16	\$35.29	\$4.39	\$6.86	\$9.05	\$0.00	\$0.15	\$55.74	\$3.43	\$5.16	\$64.33	\$85.80	\$107.26
Reboundman	09/25/15	07/02/16	\$31.75	\$4.39	\$6.86	\$9.05	\$0.00	\$0.15	\$52.20	\$3.13	\$4.70	\$60.02	\$79.34	\$98.65
Entry Level Gunite Worker														
Step I (0-1000 hrs)	09/25/15	07/02/16	\$25.35	\$4.39	\$2.25	\$5.86	\$0.00	\$0.12	\$37.97	\$2.57	\$3.87	\$44.41	\$59.83	\$75.25
Step II (1001-2000 hrs)	09/25/15	07/02/16	\$27.35	\$4.39	\$2.25	\$5.86	\$0.00	\$0.12	\$39.97	\$2.75	\$4.13	\$46.84	\$63.48	\$80.11
HORIZONTAL DIRECTIONAL DRILLING - LABORER (JOURNEY LEVEL)														
Group I - Drilling Crew Laborer	08/22/15	07/03/16	\$32.60	\$3.25	\$6.86	\$3.02	\$0.35	\$0.82	\$46.90	\$3.10	\$4.66	\$54.66	\$74.49	\$94.32
Group II - Vehicle Operator/Hauler	08/22/15	07/03/16	\$32.77	\$3.25	\$6.86	\$3.02	\$0.35	\$0.82	\$47.07	\$3.12	\$4.68	\$54.87	\$74.80	\$94.73
Group III - Horizontal Directional Drill Operator	08/22/15	07/03/16	\$34.62	\$3.25	\$6.86	\$3.02	\$0.35	\$0.82	\$48.92	\$3.28	\$4.92	\$57.12	\$78.18	\$99.23
Group IV - Electronic Tracking Locator	08/22/15	07/03/16	\$36.62	\$3.25	\$6.86	\$3.02	\$0.35	\$0.82	\$50.92	\$3.45	\$5.18	\$59.55	\$81.83	\$104.10

**BUREAU OF ENGINEERING
CHANGE ORDER LABOR RATES FOR CONSTRUCTION
(Based on Determination 2015-2)**

CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
APPRENTICE (Horizontal Directional Drilling - Laborer)														
Level 1	08/22/15	07/03/16	\$17.20	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$27.47	\$1.76	\$2.64	\$31.87	\$42.33	\$52.80
Level 2	08/22/14	06/30/15	\$18.91	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$29.18	\$1.91	\$2.87	\$33.95	\$45.45	\$56.96
Level 3	08/22/14	06/30/15	\$20.63	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$30.90	\$2.06	\$3.09	\$36.04	\$48.59	\$61.14
Level 4	08/22/14	06/30/15	\$24.07	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$34.34	\$2.35	\$3.54	\$40.23	\$54.87	\$69.51
Level 5	08/22/14	06/30/15	\$27.51	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$37.78	\$2.65	\$3.98	\$44.41	\$61.15	\$77.88
Level 6	08/22/14	06/30/15	\$29.32	\$3.13	\$4.80	\$1.30	\$0.64	\$0.40	\$39.59	\$2.81	\$4.22	\$46.62	\$64.45	\$82.28
IRON WORKER (JOURNEY LEVEL)														
Iron Worker - Ornamental, Reinforcing, Structural	08/22/15	12/31/15	\$33.50	\$3.92	\$9.42	\$12.97	\$0.72	\$2.43	\$62.96	\$3.24	\$4.86	\$71.06	\$91.43	\$111.81
Fence Erector	08/22/15	12/31/15	\$27.08	\$2.62	\$7.25	\$8.64	\$0.51	\$1.52	\$47.62	\$2.57	\$3.86	\$54.05	\$70.52	\$86.99
APPRENTICE (Iron Worker)														
Level 1	08/22/15	12/31/15	\$16.75	\$3.92	\$5.50	\$0.00	\$0.72	\$0.29	\$27.18	\$1.79	\$2.69	\$31.65	\$41.84	\$52.03
Level 2	08/22/15	12/31/15	\$18.43	\$3.92	\$9.42	\$0.00	\$0.72	\$0.60	\$33.09	\$1.93	\$2.91	\$37.92	\$49.13	\$60.34
Level 3	08/22/15	12/31/15	\$20.10	\$3.92	\$9.42	\$3.24	\$0.72	\$0.60	\$38.00	\$2.08	\$3.12	\$43.20	\$55.42	\$67.65
Level 4	08/22/15	12/31/15	\$21.78	\$3.92	\$9.42	\$3.24	\$0.72	\$1.58	\$40.66	\$2.22	\$3.34	\$46.22	\$59.47	\$72.71
Level 5	08/22/15	12/31/15	\$25.13	\$3.92	\$9.42	\$6.49	\$0.72	\$1.58	\$47.26	\$2.51	\$3.78	\$53.54	\$68.83	\$84.11
Level 6	08/22/15	12/31/15	\$26.80	\$3.92	\$9.42	\$6.49	\$0.72	\$1.58	\$48.93	\$2.66	\$3.99	\$55.58	\$71.88	\$88.18
Level 7	08/22/15	12/31/15	\$30.15	\$3.92	\$9.42	\$9.73	\$0.72	\$2.42	\$56.36	\$2.95	\$4.43	\$63.73	\$82.07	\$100.41
Level 8	08/22/15	12/31/15	\$31.83	\$3.92	\$9.42	\$9.73	\$0.72	\$2.42	\$58.04	\$3.09	\$4.65	\$65.77	\$85.14	\$104.50
APPRENTICE (Fence Erector)														
Level 1	08/22/15	12/31/15	\$13.54	\$2.62	\$5.50	\$0.00	\$0.51	\$0.21	\$22.38	\$1.40	\$2.10	\$25.87	\$34.11	\$42.35
Level 2	08/22/15	12/31/15	\$14.89	\$2.62	\$7.25	\$0.00	\$0.51	\$0.25	\$25.52	\$1.51	\$2.28	\$29.31	\$38.36	\$47.42
Level 3	08/22/15	12/31/15	\$16.25	\$2.62	\$7.25	\$2.16	\$0.51	\$0.25	\$29.04	\$1.63	\$2.45	\$33.12	\$43.00	\$52.89
Level 4	08/22/15	12/31/15	\$17.60	\$2.62	\$7.25	\$2.16	\$0.51	\$0.89	\$31.03	\$1.75	\$2.63	\$35.40	\$46.11	\$56.81
Level 5	08/22/15	12/31/15	\$20.31	\$2.62	\$7.25	\$4.32	\$0.51	\$0.89	\$35.90	\$1.98	\$2.98	\$40.86	\$53.21	\$65.57
Level 6	08/22/15	12/31/15	\$21.66	\$2.62	\$7.25	\$4.32	\$0.51	\$0.89	\$37.25	\$2.10	\$3.16	\$42.50	\$55.68	\$68.85
Level 7	08/22/15	12/31/15	\$24.37	\$2.62	\$7.25	\$6.48	\$0.51	\$1.52	\$42.75	\$2.33	\$3.51	\$48.59	\$63.41	\$78.23
Level 8	08/22/15	12/31/15	\$25.73	\$2.62	\$7.25	\$6.48	\$0.51	\$1.52	\$44.11	\$2.45	\$3.69	\$50.24	\$65.89	\$81.54
LABORER														
Group 1 - Boring Machine Helper, Concrete Curer (water curing), Demolition Laborer, Flagman, Pipeline Laborer, Post Hole Digger, etc.	08/22/15	07/03/16	\$31.39	\$4.47	\$6.86	\$6.50	\$0.64	\$0.62	\$50.48	\$3.10	\$4.66	\$58.24	\$77.34	\$96.43
Group 2 - Asphalt Shovler, Cement Dumper, Fine Grader, Stonepaver, Underground Laborer, etc.	08/22/15	07/03/16	\$31.94	\$4.47	\$6.86	\$6.50	\$0.64	\$0.62	\$51.03	\$3.15	\$4.73	\$58.91	\$78.34	\$97.77
Group 3 - Asphalt Installation, Compactor, Concrete Cutter, Driller, Jackhammer, Fence Erector, Power Post Hole Digger, Trenching Machine, etc.	08/22/15	07/03/16	\$32.49	\$4.47	\$6.86	\$6.50	\$0.64	\$0.62	\$51.58	\$3.20	\$4.80	\$59.58	\$79.34	\$99.11
Group 4 - Worker Exposed to Raw Sewage, Asphalt Raker, Asphalt Dumpman & Spreader, Concrete Saw Cutter, Concrete Vibrator Operator, Pipelayer, Prefab Manhole Installer, Sandblaster, etc.	08/22/15	07/03/16	\$34.04	\$4.47	\$6.86	\$6.50	\$0.64	\$0.62	\$53.13	\$3.33	\$5.01	\$61.47	\$82.17	\$102.88
Group 5 - Driller, Toxic Waste Removal, Welding	08/22/15	07/03/16	\$34.39	\$4.47	\$6.86	\$6.50	\$0.64	\$0.62	\$53.48	\$3.36	\$5.05	\$61.89	\$82.81	\$103.73
APPRENTICE (Laborer)														
Level 1	08/22/15	07/03/16	\$17.20	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$27.69	\$1.76	\$2.64	\$32.09	\$42.55	\$53.02
Level 2	08/22/15	07/03/16	\$18.91	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$29.40	\$1.91	\$2.87	\$34.17	\$45.67	\$57.18
Level 3	08/22/15	07/03/16	\$20.63	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$31.12	\$2.06	\$3.09	\$36.26	\$48.81	\$61.36
Level 4	08/22/15	07/03/16	\$24.07	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$34.56	\$2.35	\$3.54	\$40.45	\$55.09	\$69.73
Level 5	08/22/15	07/03/16	\$27.51	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$38.00	\$2.65	\$3.98	\$44.63	\$61.37	\$78.10
Level 6	08/22/15	07/03/16	\$29.23	\$3.13	\$4.80	\$1.30	\$0.64	\$0.62	\$39.72	\$2.80	\$4.21	\$46.73	\$64.51	\$82.28
LANDSCAPE/IRRIGATION LABORER/TENDER														
Landscape/Irrigation Laborer	08/22/14	07/31/15	\$28.38	\$4.47	\$6.81	\$6.25	\$0.64	\$0.49	\$47.04	\$2.84	\$4.27	\$54.15	\$71.41	\$88.68
Landscape Hydro Seeder	08/22/14	07/31/15	\$29.48	\$4.47	\$6.81	\$6.25	\$0.64	\$0.49	\$48.14	\$2.94	\$4.41	\$55.49	\$73.42	\$91.35
Landscape Irrigation Tender	08/22/14	07/31/15	\$12.50	\$0.51	\$3.90	\$0.00	\$0.00	\$0.21	\$17.12	\$1.13	\$1.69	\$19.94	\$27.54	\$35.14
APPRENTICE (Landscape/Irrigation Fitter)														
Level 1	08/22/15	06/30/16	\$13.81	\$1.30	\$7.11	\$0.38	\$1.64	\$0.80	\$25.04	\$1.31	\$1.96	\$28.31	\$36.71	\$45.11
Level 2	08/22/15	06/30/16	\$16.57	\$1.53	\$7.11	\$0.38	\$1.71	\$0.80	\$28.10	\$1.57	\$2.35	\$32.02	\$42.10	\$52.18
Level 3	08/22/15	06/30/16	\$19.33	\$1.76	\$7.11	\$0.72	\$1.72	\$0.80	\$37.44	\$1.82	\$2.74	\$42.01	\$53.76	\$65.52
Level 4	08/22/15	06/30/16	\$22.10	\$2.00	\$7.11	\$0.72	\$1.77	\$0.80	\$40.50	\$2.08	\$3.13	\$45.72	\$59.16	\$72.60
Level 5	08/22/15	06/30/16	\$24.86	\$2.24	\$7.11	\$0.72	\$1.80	\$0.80	\$44.35	\$2.34	\$3.52	\$50.22	\$65.34	\$80.46
LANDSCAPE MAINTENANCE LABORER														
Landscape Maintenance Laborer	08/22/14	9/30/2014*	\$9.00	\$0.12	\$0.89	\$0.00	\$0.14	\$0.00	\$10.15	\$0.79	\$1.18	\$12.12	\$17.59	\$23.07

**BUREAU OF ENGINEERING
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CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
LANDSCAPE OPERATING ENGINEER														
Backhoe Operator, Forklifts, Roller Operator, Earthmoving Equipment Skiploader Operator, Trencher-31 hp and up	02/22/15	10/31/15	\$32.16	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$55.81	\$3.04	\$4.56	\$63.41	\$82.97	\$102.53
APPRENTICE (Landscape - Operating Engineer)														
Level 1	02/22/15	10/31/15	\$19.30	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$42.95	\$1.92	\$2.89	\$47.77	\$59.51	\$71.25
Level 2	02/22/15	10/31/15	\$20.90	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$44.55	\$2.06	\$3.10	\$49.71	\$62.43	\$75.14
Level 3	02/22/15	10/31/15	\$22.51	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$46.16	\$2.20	\$3.31	\$51.67	\$65.36	\$79.06
Level 4	02/22/15	10/31/15	\$24.12	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$47.77	\$2.34	\$3.52	\$53.63	\$68.30	\$82.97
Level 5	02/22/15	10/31/15	\$25.73	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$49.38	\$2.48	\$3.73	\$55.59	\$71.24	\$86.89
Level 6	02/22/15	10/31/15	\$28.94	\$2.95	\$11.20	\$8.55	\$0.80	\$0.15	\$52.59	\$2.76	\$4.15	\$59.49	\$77.10	\$94.70
METAL ROOFING SYSTEM INSTALLER (JOURNEY LEVEL)														
Metal Roofing System Installer	08/22/15	06/30/16	\$41.26	\$0.00	\$9.87	\$14.71	\$0.82	\$0.65	\$67.31	\$3.57	\$5.36	\$76.24	\$101.34	\$126.44
MODULAR FURNITURE INSTALLER - CARPENTER														
Installer	02/22/13	6/30/13*	\$17.00	\$1.85	\$4.70	\$1.86	\$0.00	\$0.00	\$25.41	\$1.63	\$2.45	\$29.49	\$39.83	\$50.17
Lead Installer	02/22/13	6/30/13*	\$19.00	\$1.85	\$4.70	\$1.86	\$0.00	\$0.00	\$27.41	\$1.80	\$2.71	\$31.92	\$43.48	\$55.04
APPRENTICE (Modular Furniture Installer - Carpenter)														
Level 1	08/22/13	9/30/13*	\$12.41	\$1.85	\$4.70	\$0.00	\$0.00	\$0.00	\$18.96	\$1.23	\$1.85	\$22.05	\$29.60	\$37.14
Level 2	08/22/13	9/30/13*	\$12.92	\$1.85	\$4.70	\$0.00	\$0.00	\$0.00	\$19.47	\$1.28	\$1.92	\$22.67	\$30.53	\$38.38
Level 3	08/22/13	9/30/13*	\$13.60	\$1.85	\$4.70	\$0.00	\$0.00	\$0.00	\$20.15	\$1.34	\$2.01	\$23.49	\$31.77	\$40.04
Level 4	08/22/13	9/30/13*	\$14.28	\$1.85	\$4.70	\$0.00	\$0.00	\$0.00	\$20.83	\$1.40	\$2.10	\$24.32	\$33.01	\$41.69
Level 5	08/22/13	9/30/13*	\$14.79	\$1.85	\$4.70	\$1.86	\$0.00	\$0.00	\$23.20	\$1.44	\$2.16	\$26.80	\$35.80	\$44.79
Level 6	08/22/13	9/30/13*	\$15.64	\$1.85	\$4.70	\$1.86	\$0.00	\$0.00	\$24.05	\$1.51	\$2.27	\$27.84	\$37.35	\$46.86
OPERATING ENGINEER														
Group 1 - Forklift (under 5 tons), Generator/Pump Operator, etc.	08/22/15	06/30/15	\$39.95	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$64.89	\$3.72	\$5.58	\$74.19	\$98.49	\$122.79
Group 2 - Forklift (over 5 tons), Skiploader (up to 3/4 cu yd)	08/22/15	06/30/15	\$40.73	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$65.67	\$3.78	\$5.68	\$75.14	\$99.91	\$124.69
Group 3 - Bobcat or similar type	08/22/15	06/30/15	\$41.02	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$65.96	\$3.81	\$5.72	\$75.49	\$100.44	\$125.39
Group 4 - Backhoe/Boring Machine/Concrete Pump/Drilling Machine (small auger-max 30 ft)/Excavator (under 21K lbs.)/Trenching Machine (up to 6 ft.) Operator, etc.	08/22/15	06/30/15	\$42.51	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.45	\$3.94	\$5.92	\$77.30	\$103.16	\$129.02
Group 6 - Concrete Placer/Hydraulic Casing Oscillator (45 ft max depth), Rubber-Tired Earthmoving Equipment (up to 25 yd struck)/Skiploader (over 3/4 yds.) Operator, Welder, etc.	08/22/15	06/30/15	\$42.73	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.67	\$3.96	\$5.94	\$77.57	\$103.56	\$129.55
Group 8 - Asphalt/Concrete Spreading/Asphalt Paving Machine/Asphalt-Rubber Distributor/Backhoe (Over 3/4 yds)/Compactor (Self Propelled)/Grouting Machine/Loader/Pumpcrete Gun/Skiploader (1 1/2 yd to 6 1/2 yd)/Tractor Compressor Drill Combination/Tractor/Trenching Machine Operator/Gradechecker	08/22/15	06/30/15	\$42.84	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.78	\$3.97	\$5.96	\$77.70	\$103.76	\$129.82
Group 10 - Backhoe (over 5 cy)/Drilling Machine Bucket or Auger Type (105 ft max depth)/Pre-stressed Wrapping Machine/Rubber-Tired Earthmoving Equipment (over 50 cy struck)/Tractor Loader (over 6 1/2 cy)/Drilling Machine Operator/Welder - Certified	08/22/15	06/30/15	\$42.96	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$67.90	\$3.98	\$5.97	\$77.85	\$103.98	\$130.11
Group 12 - Backhoe Operator (over 7 cy)/Rubber-Tired Earthmoving Equipment (over 50 yd struck)/Auto Grader/Auto Slip Form/Drilling Machine Operator (175 ft. max depth)	08/22/15	06/30/15	\$43.13	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.07	\$3.99	\$6.00	\$78.06	\$104.29	\$130.52
Group 13 - Rubber-Tired Earthmoving Equipment Operator (single engine, up to and including 25 yds. struck)	08/22/15	06/30/15	\$43.23	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.17	\$4.00	\$6.01	\$78.18	\$104.47	\$130.77
Group 14 - Canal Liner/Canal Trimmer/Remote-control Earthmoving Equipment/Wheel Excavator Operator (over 750 cu. yds.)	08/22/15	06/30/15	\$43.26	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.20	\$4.00	\$6.01	\$78.22	\$104.53	\$130.84
Group 15 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.34	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.28	\$4.01	\$6.02	\$78.31	\$104.67	\$131.04
Group 16 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.46	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.40	\$4.02	\$6.04	\$78.46	\$104.89	\$131.33
Group 17 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.63	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.57	\$4.03	\$6.06	\$78.67	\$105.20	\$131.74
Group 18 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.73	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.67	\$4.04	\$6.07	\$78.79	\$105.39	\$131.98
Group 19 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.84	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.78	\$4.05	\$6.09	\$78.92	\$105.59	\$132.25
Group 20 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$43.96	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.90	\$4.06	\$6.10	\$79.07	\$105.81	\$132.54
Group 21 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$44.13	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.07	\$4.08	\$6.13	\$79.27	\$106.12	\$132.96
Group 22 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$44.23	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.17	\$4.09	\$6.14	\$79.40	\$106.30	\$133.20
Group 23 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$44.34	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.28	\$4.09	\$6.15	\$79.53	\$106.50	\$133.47
Group 24 - Rubber-Tired Earthmoving Equipment (see description)	08/22/15	06/30/15	\$44.46	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.40	\$4.11	\$6.17	\$79.68	\$106.72	\$133.76
Group 25 - Concrete Pump Operator	08/22/15	06/30/15	\$44.63	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$69.57	\$4.12	\$6.19	\$79.88	\$107.03	\$134.17

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			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
APPRENTICE (Operating Engineer)														
Level 1	08/22/15	06/30/16	\$25.64	\$3.00	\$11.20	\$0.00	\$0.80	\$0.29	\$40.93	\$2.48	\$3.72	\$47.13	\$62.73	\$78.32
Level 2	08/22/15	06/30/16	\$27.77	\$3.00	\$11.20	\$0.00	\$0.80	\$0.29	\$43.06	\$2.66	\$4.00	\$49.72	\$66.61	\$83.50
Level 3	08/22/15	06/30/16	\$29.91	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$54.85	\$2.85	\$4.28	\$61.98	\$80.17	\$98.36
Level 4	08/22/15	06/30/16	\$32.05	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$56.99	\$3.03	\$4.56	\$64.58	\$84.07	\$103.57
Level 5	08/22/15	06/30/16	\$34.18	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$59.12	\$3.22	\$4.83	\$67.17	\$87.96	\$108.75
Level 6	08/22/15	06/30/16	\$38.46	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$63.40	\$3.59	\$5.39	\$72.38	\$95.77	\$119.16
PAINTER (JOURNEY LEVEL)														
Painter, Lead Abatement	08/22/15	06/30/16	\$30.72	\$1.05	\$8.05	\$3.04	\$0.69	\$0.82	\$44.37	\$2.75	\$4.13	\$51.25	\$69.93	\$88.62
Industrial Painter	08/22/15	06/30/16	\$32.02	\$1.05	\$8.05	\$3.04	\$0.79	\$0.82	\$45.77	\$2.86	\$4.30	\$52.93	\$72.41	\$91.88
APPRENTICE (Painter)														
Level 1	08/22/15	06/30/16	\$11.80	\$0.30	\$7.18	\$0.14	\$0.69	\$0.82	\$20.93	\$1.05	\$1.57	\$23.55	\$30.73	\$37.90
Level 2	08/22/15	06/30/16	\$13.17	\$0.30	\$7.89	\$0.14	\$0.69	\$0.82	\$23.01	\$1.17	\$1.75	\$25.93	\$33.94	\$41.95
Level 3	08/22/15	06/30/16	\$14.56	\$0.30	\$8.05	\$0.68	\$0.69	\$0.82	\$25.10	\$1.29	\$1.93	\$28.32	\$37.17	\$46.03
Level 4	08/22/15	06/30/16	\$15.94	\$0.40	\$8.05	\$1.28	\$0.69	\$0.82	\$27.18	\$1.41	\$2.12	\$30.72	\$40.41	\$50.11
Level 5	08/22/15	06/30/16	\$17.31	\$1.05	\$8.05	\$1.34	\$0.69	\$0.82	\$29.26	\$1.59	\$2.39	\$33.23	\$43.76	\$54.29
Level 6	08/22/15	06/30/16	\$18.69	\$1.05	\$8.05	\$2.05	\$0.69	\$0.82	\$31.35	\$1.71	\$2.57	\$35.62	\$46.99	\$58.36
Level 7	08/22/15	06/30/16	\$20.08	\$1.05	\$8.05	\$2.52	\$0.93	\$0.82	\$33.45	\$1.83	\$2.75	\$38.02	\$50.24	\$62.45
Level 8	08/22/15	06/30/16	\$21.45	\$1.05	\$8.05	\$2.52	\$1.64	\$0.82	\$35.53	\$1.95	\$2.93	\$40.40	\$53.45	\$66.50
APPRENTICE (Industrial Painter)														
Level 1	08/22/15	06/30/16	\$12.32	\$0.30	\$7.18	\$0.14	\$0.79	\$0.82	\$21.55	\$1.09	\$1.64	\$24.28	\$31.78	\$39.27
Level 2	08/22/15	06/30/16	\$13.79	\$0.30	\$7.89	\$0.14	\$0.79	\$0.82	\$23.73	\$1.22	\$1.83	\$26.78	\$35.17	\$43.56
Level 3	08/22/15	06/30/16	\$15.19	\$0.30	\$8.05	\$0.68	\$0.79	\$0.82	\$25.83	\$1.34	\$2.01	\$29.18	\$38.42	\$47.66
Level 4	08/22/15	06/30/16	\$16.63	\$0.40	\$8.05	\$1.28	\$0.79	\$0.82	\$27.97	\$1.47	\$2.21	\$31.66	\$41.77	\$51.89
Level 5	08/22/15	06/30/16	\$18.06	\$1.05	\$8.05	\$1.34	\$0.79	\$0.82	\$30.11	\$1.65	\$2.48	\$34.25	\$45.23	\$56.22
Level 6	08/22/15	06/30/16	\$19.50	\$1.05	\$8.05	\$2.05	\$0.79	\$0.82	\$32.26	\$1.78	\$2.67	\$36.71	\$48.57	\$60.43
Level 7	08/22/15	06/30/16	\$20.94	\$1.05	\$8.05	\$2.52	\$1.03	\$0.82	\$34.41	\$1.90	\$2.86	\$39.17	\$51.91	\$64.64
Level 8	08/22/15	06/30/16	\$22.37	\$1.05	\$8.05	\$2.52	\$1.74	\$0.82	\$36.55	\$2.03	\$3.04	\$41.62	\$55.23	\$68.83
PARKING AND HIGHWAY IMPROVEMENT (STRIPING, SLURRY AND SEAL COAT - LABORER)														
Group 1 - Protective Coating, Pavement Sealing, Installation of Carstops, Traffic Control Person, Asphalt Repair	08/22/15	07/03/16	\$33.76	\$4.71	\$6.86	\$3.85	\$1.16	\$0.51	\$50.85	\$3.33	\$5.00	\$59.18	\$79.71	\$100.25
Group 2 - Traffic Surface Abrasive Blaster, Traffic Control Person/Certified, Repairing and Filling of Cracks and Surface Cleaning on Streets, Slurry Seal Squeegeeman (Finisher)	08/22/15	07/03/16	\$35.06	\$4.71	\$6.86	\$3.85	\$1.16	\$0.51	\$52.15	\$3.44	\$5.17	\$60.76	\$82.09	\$103.41
Group 3 - Traffic Delineating Device Applicator, Traffic Protective System Installer, Pavement Marking Applicator, Slurry Seal Applicator	08/22/15	07/03/16	\$37.07	\$4.71	\$6.86	\$3.85	\$1.16	\$0.51	\$54.16	\$3.61	\$5.43	\$63.21	\$85.75	\$108.30
Group 4 - Traffic Stripping Applicator, Slurry Seal Mixer Operator	08/22/15	07/03/16	\$38.81	\$4.71	\$6.86	\$3.85	\$1.16	\$0.51	\$55.90	\$3.76	\$5.66	\$65.32	\$88.93	\$112.53
APPRENTICE (Parking & Highway Improvement/Striper - Laborer)														
Level 1	08/22/15	07/03/16	\$21.69	\$2.36	\$4.80	\$1.16	\$0.55	\$0.00	\$30.56	\$2.08	\$3.13	\$35.77	\$48.96	\$62.15
Level 2	08/22/15	07/03/16	\$25.40	\$2.36	\$4.80	\$1.16	\$0.55	\$0.00	\$34.27	\$2.40	\$3.61	\$40.28	\$55.73	\$71.18
Level 3	08/22/15	07/03/16	\$27.80	\$3.30	\$5.49	\$1.54	\$1.16	\$0.39	\$39.68	\$2.69	\$4.04	\$46.41	\$63.32	\$80.23
Level 4	08/22/15	07/03/16	\$29.66	\$3.30	\$5.49	\$1.54	\$1.16	\$0.39	\$41.54	\$2.85	\$4.28	\$48.68	\$66.72	\$84.76
PLASTERER (JOURNEY LEVEL)														
Plasterer	08/22/15	08/02/16	\$32.91	\$5.53	\$8.93	\$4.21	\$0.63	\$0.99	\$53.20	\$3.33	\$5.00	\$61.52	\$81.54	\$101.56
Plaster Tender	08/22/15	08/02/16	\$32.71	\$5.05	\$7.00	\$5.90	\$1.02	\$1.02	\$52.70	\$3.27	\$4.91	\$60.88	\$80.77	\$100.67
Plaster clean-up Laborer	08/22/15	08/02/16	\$30.16	\$5.05	\$7.00	\$5.90	\$1.02	\$1.02	\$50.15	\$3.05	\$4.58	\$57.77	\$76.12	\$94.46
APPRENTICE (Plasterer)														
Level 1	08/22/15	08/02/16	\$14.81	\$4.31	\$8.93	\$0.00	\$0.00	\$0.00	\$28.05	\$1.65	\$2.49	\$32.19	\$41.20	\$50.21
Level 2	08/22/15	08/02/16	\$16.46	\$4.41	\$8.93	\$4.21	\$0.63	\$0.99	\$35.63	\$1.81	\$2.71	\$40.15	\$50.16	\$60.17
Level 3	08/22/15	08/02/16	\$19.75	\$4.61	\$8.93	\$4.21	\$0.63	\$0.99	\$39.12	\$2.11	\$3.17	\$44.39	\$56.41	\$68.42
Level 4	08/22/15	08/02/16	\$23.04	\$4.81	\$8.93	\$4.21	\$0.63	\$0.99	\$42.61	\$2.41	\$3.62	\$48.64	\$62.65	\$76.67
Level 5	08/22/15	08/02/16	\$26.33	\$5.01	\$8.93	\$4.21	\$0.63	\$0.99	\$46.10	\$2.71	\$4.07	\$52.89	\$68.90	\$84.92
Level 6	08/22/15	08/02/16	\$29.62	\$5.21	\$8.93	\$4.21	\$0.63	\$0.99	\$49.59	\$3.01	\$4.53	\$57.13	\$75.15	\$93.16

**BUREAU OF ENGINEERING
CHANGE ORDER LABOR RATES FOR CONSTRUCTION
(Based on Determination 2015-2)**

CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A+(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A+(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
APPRENTICE (Plaster Tender)														
Level 1	08/22/15	08/02/16	\$19.63	\$1.01	\$4.20	\$1.18	\$1.02	\$0.12	\$27.16	\$1.79	\$2.68	\$31.63	\$43.57	\$55.51
Level 2	08/22/15	08/02/16	\$22.90	\$1.02	\$4.90	\$2.36	\$1.02	\$0.12	\$32.32	\$2.07	\$3.11	\$37.50	\$51.43	\$65.36
Level 3	08/22/15	08/02/16	\$26.17	\$3.03	\$5.60	\$3.54	\$1.02	\$0.12	\$39.48	\$2.53	\$3.80	\$45.80	\$61.72	\$77.64
Level 4	08/22/15	08/02/16	\$29.44	\$4.04	\$6.30	\$4.72	\$1.02	\$0.12	\$45.64	\$2.90	\$4.35	\$52.89	\$70.80	\$88.70
PLUMBER (JOURNEY LEVEL)														
Plumber, Industrial and General Pipefitter	08/22/15	06/30/16	\$42.93	\$3.03	\$7.11	\$11.05	\$2.55	\$1.00	\$67.67	\$3.98	\$5.97	\$77.62	\$103.73	\$129.84
Sewer and Storm Drain Pipelayer	08/22/15	06/30/16	\$33.11	\$1.00	\$7.11	\$8.20	\$2.17	\$1.00	\$52.59	\$2.95	\$4.43	\$59.97	\$80.11	\$100.25
Sewer and Storm Drain Pipe Tradesman	08/22/15	06/30/16	\$17.06	\$0.00	\$7.11	\$0.38	\$1.60	\$0.85	\$27.00	\$1.48	\$2.22	\$30.69	\$41.07	\$51.45
Landscape/Irrigation Fitter	08/22/15	06/30/16	\$27.62	\$2.49	\$7.11	\$11.05	\$1.94	\$0.80	\$51.01	\$2.60	\$3.91	\$57.53	\$74.33	\$91.13
Landscape/Irrigation Tradesman	08/22/15	06/30/16	\$13.39	\$0.00	\$2.00	\$0.88	\$0.10	\$0.75	\$17.12	\$1.16	\$1.74	\$20.02	\$28.16	\$36.31
Fire Sprinkler Fitter	08/22/15	06/30/16	\$40.46	\$0.00	\$8.67	\$14.15	\$1.35	\$0.55	\$65.18	\$3.50	\$5.26	\$73.94	\$98.55	\$123.16
APPRENTICE (Plumber, Pipefitter, Steamfitter)														
Level 1	08/22/15	06/30/16	\$19.32	\$1.54	\$0.00	\$0.38	\$0.78	\$0.88	\$22.90	\$1.80	\$2.71	\$27.42	\$39.17	\$50.92
Level 2	08/22/15	06/30/16	\$21.47	\$1.84	\$7.11	\$0.38	\$1.80	\$0.94	\$33.54	\$2.02	\$3.03	\$38.59	\$51.65	\$64.70
Level 3	08/22/15	06/30/16	\$25.76	\$2.14	\$7.11	\$5.18	\$1.81	\$0.94	\$42.94	\$2.41	\$3.63	\$48.98	\$64.65	\$80.32
Level 4	08/22/15	06/30/16	\$30.05	\$2.43	\$7.11	\$5.56	\$1.86	\$0.94	\$47.95	\$2.81	\$4.22	\$54.98	\$73.26	\$91.54
Level 5	08/22/15	06/30/16	\$34.34	\$2.73	\$7.11	\$5.99	\$1.89	\$0.94	\$53.00	\$3.21	\$4.82	\$61.03	\$81.91	\$102.80
ROOFER (JOURNEY LEVEL)														
Roofer	08/22/14	07/31/15	\$35.02	\$0.00	\$7.56	\$5.59	\$0.40	\$0.52	\$49.09	\$3.03	\$4.55	\$56.67	\$77.97	\$99.27
Pitch Work	08/22/14	07/31/15	\$36.77	\$0.00	\$7.56	\$5.59	\$0.40	\$0.52	\$50.84	\$3.18	\$4.78	\$58.80	\$81.17	\$103.53
APPRENTICE (Roofer)														
Level 1	08/22/14	07/31/15	\$19.31	\$0.00	\$7.56	\$2.49	\$0.40	\$0.52	\$30.28	\$1.67	\$2.51	\$34.46	\$46.21	\$57.95
Level 2	08/22/14	07/31/15	\$20.88	\$0.00	\$7.56	\$2.49	\$0.40	\$0.52	\$31.85	\$1.81	\$2.71	\$36.37	\$49.07	\$61.77
Level 3	08/22/14	07/31/15	\$22.45	\$0.00	\$7.56	\$2.49	\$0.40	\$0.52	\$33.42	\$1.94	\$2.92	\$38.28	\$51.94	\$65.59
Level 4	08/22/14	07/31/15	\$24.02	\$0.00	\$7.56	\$2.49	\$0.40	\$0.52	\$34.99	\$2.08	\$3.12	\$40.19	\$54.80	\$69.41
Level 5	08/22/14	07/31/15	\$25.59	\$0.00	\$7.56	\$2.49	\$0.40	\$0.52	\$36.56	\$2.21	\$3.33	\$42.10	\$57.67	\$73.23
Level 6	08/22/14	07/31/15	\$28.74	\$0.00	\$7.56	\$2.74	\$0.40	\$0.52	\$39.96	\$2.49	\$3.74	\$46.18	\$63.66	\$81.14
Level 7	08/22/14	07/31/15	\$31.88	\$0.00	\$7.56	\$2.74	\$0.40	\$0.52	\$43.10	\$2.76	\$4.14	\$50.00	\$69.39	\$88.78
SHEET METAL WORKER (JOURNEY LEVEL)														
Sheet Metal Worker	08/22/15	06/30/16	\$41.26	\$0.00	\$9.87	\$14.71	\$0.82	\$0.65	\$67.31	\$3.57	\$5.36	\$76.24	\$101.34	\$126.44
APPRENTICE (Sheet metal Worker)														
Level 1	08/22/15	06/30/16	\$14.19	\$0.00	\$5.75	\$1.96	\$1.67	\$0.35	\$23.92	\$1.23	\$1.84	\$26.99	\$35.62	\$44.25
Level 2	08/22/15	06/30/16	\$15.77	\$0.00	\$5.75	\$2.07	\$1.67	\$0.35	\$25.61	\$1.36	\$2.05	\$29.02	\$38.62	\$48.21
Level 3	08/22/15	06/30/16	\$17.34	\$0.00	\$5.75	\$2.18	\$1.67	\$0.35	\$27.29	\$1.50	\$2.25	\$31.04	\$41.59	\$52.14
Level 4	08/22/15	06/30/16	\$18.92	\$0.00	\$5.75	\$2.28	\$1.67	\$0.35	\$28.97	\$1.64	\$2.46	\$33.07	\$44.57	\$56.08
Level 5	08/22/15	06/30/16	\$20.49	\$0.00	\$5.75	\$2.39	\$1.67	\$0.35	\$30.65	\$1.77	\$2.66	\$35.09	\$47.55	\$60.01
Level 6	08/22/15	06/30/16	\$22.07	\$0.00	\$5.75	\$2.50	\$1.67	\$0.35	\$32.34	\$1.91	\$2.87	\$37.12	\$50.54	\$63.97
Level 7	08/22/15	06/30/16	\$23.65	\$0.00	\$5.75	\$2.61	\$1.67	\$0.35	\$34.03	\$2.05	\$3.07	\$39.15	\$53.54	\$67.92
Level 8	08/22/15	06/30/16	\$25.22	\$0.00	\$5.75	\$2.71	\$1.67	\$0.35	\$35.70	\$2.18	\$3.28	\$41.16	\$56.50	\$71.84
Level 9	08/22/15	06/30/16	\$26.80	\$0.00	\$5.75	\$2.82	\$1.67	\$0.35	\$37.39	\$2.32	\$3.48	\$43.19	\$59.49	\$75.79
Level 10	08/22/15	06/30/16	\$28.38	\$0.00	\$5.75	\$2.93	\$1.67	\$0.35	\$39.08	\$2.45	\$3.69	\$45.22	\$62.49	\$79.75
TEAMSTERS (WORK ON SITE ONLY)														
Group 2 - Truck Mounted Power Broom	08/22/15	06/30/16	\$28.39	\$2.70	\$16.02	\$5.00	\$1.52	\$0.45	\$54.08	\$2.69	\$4.04	\$60.81	\$78.08	\$95.35
Group 3 - Dump Truck (under 16 yds.)	08/22/15	06/30/16	\$28.52	\$2.70	\$16.02	\$5.00	\$1.52	\$0.45	\$54.21	\$2.70	\$4.06	\$60.97	\$78.32	\$95.66
Group 6 - Dump Truck (16 - 25 yds)	08/22/15	06/30/16	\$28.77	\$2.70	\$16.02	\$5.00	\$1.52	\$0.45	\$54.46	\$2.72	\$4.09	\$61.27	\$78.77	\$96.27
Group 8 - Dump Truck (25 - 49 yds)	08/22/15	06/30/16	\$29.27	\$2.70	\$16.02	\$5.00	\$1.52	\$0.45	\$54.96	\$2.77	\$4.16	\$61.88	\$79.68	\$97.49
TERRAZZO FINISHER (JOURNEY LEVEL)														
Terrazzo Finisher	08/22/14	08/31/15	\$27.53	\$0.00	\$7.51	\$3.27	\$0.49	\$0.12	\$38.92	\$2.38	\$3.58	\$44.88	\$61.63	\$78.37
APPRENTICE (Terrazzo Finisher)														
Level 1	08/22/14	08/31/15	\$13.77	\$0.00	\$2.38	\$0.00	\$0.49	\$0.12	\$16.76	\$1.19	\$1.79	\$19.74	\$28.12	\$36.49
Level 2	08/22/14	08/31/15	\$16.52	\$0.00	\$6.11	\$3.27	\$0.49	\$0.12	\$26.51	\$1.43	\$2.15	\$30.09	\$40.13	\$50.18
Level 3	08/22/14	08/31/15	\$20.65	\$0.00	\$7.51	\$3.27	\$0.49	\$0.12	\$32.04	\$1.79	\$2.68	\$36.51	\$49.07	\$61.63
Level 4	08/22/14	08/31/15	\$22.02	\$0.00	\$7.51	\$3.27	\$0.49	\$0.12	\$33.41	\$1.90	\$2.86	\$38.18	\$51.57	\$64.96
TERRAZZO WORKER (JOURNEY LEVEL)														
Terrazzo Worker	08/22/14	08/31/15	\$34.57	\$0.00	\$8.30	\$3.27	\$0.57	\$0.12	\$46.83	\$2.99	\$4.49	\$54.31	\$75.34	\$96.37
TILE FINISHER (JOURNEY LEVEL)														
Tile Finisher	08/22/15	05/31/16	\$23.78	\$0.00	\$8.43	\$1.80	\$0.75	\$0.28	\$35.04	\$2.06	\$3.09	\$40.19	\$54.65	\$69.12

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CRAFT	Issue Date	Expiration Date	BASE WAGE		FRINGE BENEFITS				D Total Base Hourly Wage Rate = (A+B+C)	E Payroll Taxes @ 8.65% of the Base Wage = 0.0865*(A+B)	F Workers' Comp & Gen'l Liability @ 13% of the Base Wage = 0.13*(A+B)	G Total Burdened Hourly Rate (D+E+F)	H Total Burdened Hourly Rate for Work over 8 hours, Saturday ((A*(A*0.2165))*0.5)+G	I Total Burdened Hourly Rate for Work on Sunday, Holidays ((A*(A*0.2165))*1.0)+G
			A	B	C									
			Base Hourly Wage Rate	Vacation and Holiday	Health and Welfare	Pension	Training	Other Payment						
APPRENTICE (Tile Finisher)														
Level 1	08/22/15	05/31/16	\$14.03	\$0.00	\$4.24	\$0.00	\$0.75	\$0.05	\$19.07	\$1.21	\$1.82	\$22.11	\$30.64	\$39.17
Level 2	08/22/15	05/31/16	\$17.12	\$0.00	\$6.38	\$0.00	\$0.75	\$0.05	\$24.30	\$1.48	\$2.23	\$28.01	\$38.42	\$48.83
Level 3	08/22/15	05/31/16	\$20.21	\$0.00	\$7.58	\$1.50	\$0.75	\$0.05	\$30.09	\$1.75	\$2.63	\$34.47	\$46.76	\$59.05
Level 4	08/22/15	05/31/16	\$22.83	\$0.00	\$7.58	\$1.50	\$0.75	\$0.05	\$32.71	\$1.97	\$2.97	\$37.65	\$51.54	\$65.43
TILE LAYER (JOURNEY LEVEL)														
Tile Layer	08/22/15	05/31/16	\$35.14	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$51.35	\$3.04	\$4.57	\$58.96	\$80.33	\$101.71
APPRENTICE (Tile Setter)														
Level 1	08/22/15	05/31/16	\$15.81	\$0.00	\$9.25	\$0.00	\$0.91	\$0.37	\$26.34	\$1.37	\$2.06	\$29.76	\$39.38	\$49.00
Level 2	08/22/15	05/31/16	\$17.92	\$0.00	\$9.25	\$0.00	\$0.91	\$0.37	\$28.45	\$1.55	\$2.33	\$32.33	\$43.23	\$54.13
Level 3	08/22/15	05/31/16	\$20.38	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$36.59	\$1.76	\$2.65	\$41.00	\$53.40	\$65.79
Level 4	08/22/15	05/31/16	\$22.49	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$38.70	\$1.95	\$2.92	\$43.57	\$57.25	\$70.93
Level 5	08/22/15	05/31/16	\$24.60	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$40.81	\$2.13	\$3.20	\$46.14	\$61.10	\$76.06
Level 6	08/22/15	05/31/16	\$26.71	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$42.92	\$2.31	\$3.47	\$48.70	\$64.95	\$81.20
Level 7	08/22/15	05/31/16	\$30.92	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$47.13	\$2.67	\$4.02	\$53.82	\$72.63	\$91.44
Level 8	08/22/15	05/31/16	\$33.03	\$0.00	\$9.25	\$5.68	\$0.91	\$0.37	\$49.24	\$2.86	\$4.29	\$56.39	\$76.48	\$96.57
TREE TRIMMER (LINE CLEARANCE)														
Tree Trimmer														
Step 1	02/22/15	01/02/16	\$13.90	\$0.64	\$3.51	\$0.41	\$0.00	\$0.00	\$18.46	\$1.26	\$1.89	\$21.61	\$30.06	\$38.52
Step 2	02/22/15	01/02/16	\$14.78	\$0.68	\$3.51	\$0.44	\$0.00	\$0.00	\$19.41	\$1.34	\$2.01	\$22.76	\$31.75	\$40.74
Step 3	02/22/15	01/02/16	\$15.37	\$0.71	\$3.51	\$0.46	\$0.00	\$0.00	\$20.05	\$1.39	\$2.09	\$23.53	\$32.88	\$42.23
Step 4	02/22/15	01/02/16	\$16.07	\$0.74	\$3.51	\$0.48	\$0.00	\$0.00	\$20.80	\$1.45	\$2.19	\$24.44	\$34.21	\$43.99
Tree Trimmer Trainee														
Step 1 (0-6 Months)	02/22/15	01/02/16	\$12.34	\$0.57	\$3.51	\$0.37	\$0.00	\$0.00	\$16.79	\$1.12	\$1.68	\$19.59	\$27.09	\$34.60
Step 2 (7-18 Months)	02/22/15	01/02/16	\$13.20	\$0.61	\$3.51	\$0.39	\$0.00	\$0.00	\$17.71	\$1.19	\$1.80	\$20.70	\$28.73	\$36.76
Groundman	02/22/15	01/02/16	\$11.88	\$0.55	\$3.51	\$0.35	\$0.00	\$0.00	\$16.29	\$1.08	\$1.62	\$18.98	\$26.21	\$33.43
TUNNEL WORKER - LABORER (JOURNEY LEVEL)														
Group 3 - Micro-Tunneling, Micro-Tunneling Systems	08/22/14	06/30/15	\$36.52	\$4.47	\$6.81	\$6.25	\$0.64	\$0.52	\$55.21	\$3.55	\$5.33	\$64.08	\$86.30	\$108.51
TUNNEL - OPERATING ENGINEER (JOURNEY LEVEL)														
Group 6 - Grouting Machine Operator	08/22/15	06/30/16	\$43.34	\$3.00	\$11.20	\$9.65	\$0.80	\$0.29	\$68.28	\$4.01	\$6.02	\$78.31	\$104.67	\$131.04

Notes:

- The Change Order Labor Rates are calculated using the most current published prevailing wage and fringe benefits determination, applicable to the Los Angeles County and the particular labor classification, from the State of California Director of Industrial Relations. To the Total Base Hourly Wage Rate (Column D), will be added Payroll Taxes at 8.65% (Column E), and Worker's Compensation & General Liability Insurance at 13% (Column F) of the base wages (Columns A+B), respectively.
 - The most commonly used labor classifications employed on Bureau of Engineering projects are listed in the table above. The change order rates for labor classifications not listed in the table will be calculated using the available prevailing wage wage and fringe benefit determinations from the State of California Industrial Relations. Payment to a craft of classification not shown on the prevailing wage rate determinations shall comply with the rate of the craft or classification most closely related to it.
 - Copies of the prevailing wage and fringe benefit determinations are available on the internet at <http://www.dir.ca.gov/OPRL/PWD/>.
- * Effective until superseded by a new determination issued by the State of California Director of Industrial Relations.
- ** In addition, an amount equal to 3% of the base hourly rate is added to the total hourly rate and overtime hourly rates for the National Employees Benefit Board.