NECA IBEW LOCAL UNION #38 INSIDE WAGE SPREADSHEET

Dourneyman Foreman Foreman 10% Foreman 10%	EFFECTIVE DATES	4/27/2020 -	4/25/2021		
BASE WAGE RATE TOTAL TAXABLE WAGES \$39.88 \$42.27 \$43.87 \$45.46 TOTAL TAXABLE WAGES \$39.88 \$42.27 \$43.87 \$45.46 Base Wage Rate includes INCREASE of \$0.75 \$0.79 \$0.83 \$0.85 FRINGE BENEFITS HEALTH & WELFARE \$9.05 \$10.0	CLASSIFICATIONS	Journeyman	Foreman	Foreman	Foreman
TOTAL TAXABLE WAGES \$39.88 \$42.27 \$43.87 \$45.46 Base Wage Rate includes INCREASE of \$0.75 \$0.79 \$0.83 \$0.85 FRINGE BENEFITS HEALTH & WELFARE \$9.05 \$9.05 \$9.05 \$9.05 NEBF 3% \$1.20 \$1.27 \$1.32 \$1.36 PENSION \$10.05 \$10.05 \$10.05 \$10.05 \$10.05 TOTAL FRINGES \$20.80 \$20.87 \$20.92 \$20.96 TOTAL FRINGES \$20.80 \$20.87 \$20.92 \$20.96 TOTAL WAGE PACKAGE \$60.68 \$63.14 \$64.79 \$66.42 OTHER PAYROLL COSTS JATC \$0.42 \$0.42 \$0.42 \$0.42 NECA 0.30% \$0.12 \$0.13 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bidg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17			6%	10%	14%
FRINGE BENEFITS \$9.05 \$9	BASE WAGE RATE	\$39.88	\$42.27	\$43.87	\$45.46
FRINGE BENEFITS Sp.05 Sp	TOTAL TAXABLE WAGES	\$39.88	\$42.27	\$43.87	\$45.46
FRINGE BENEFITS Sp.05 Sp					
HEALTH & WELFARE	Base Wage Rate includes INCREASE of	\$0.75	\$0.79	\$0.83	\$0.85
NEBF 3% \$1.20 \$1.27 \$1.32 \$1.36 PENSION \$10.05 \$0.50 \$0.50 \$0.50 \$0.50 \$0.50 \$0.50 \$0.64 \$0.64 \$10.42 \$10.4	FRINGE BENEFITS			. 1	
PENSION	HEALTH & WELFARE	\$9.05	\$9.05	\$9.05	\$9.05
### ### ##############################	NEBF 3%	\$1.20	\$1.27	\$1.32	\$1.36
TOTAL FRINGES \$20.80 \$20.87 \$20.92 \$20.96 TOTAL WAGE PACKAGE \$60.68 \$63.14 \$64.79 \$66.42 OTHER PAYROLL COSTS JATC \$0.42 \$0.42 \$0.42 \$0.42 NECA 0.30% \$0.12 \$0.13 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bidg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	PENSION	\$10.05	\$10.05	\$10.05	\$10.05
TOTAL WAGE PACKAGE \$60.68 \$63.14 \$64.79 \$66.42 OTHER PAYROLL COSTS JATC \$0.42 \$0.42 \$0.42 \$0.42 NECA 0.30% \$0.12 \$0.13 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	401K	\$0.50	\$0.50	\$0.50	\$0.50
OTHER PAYROLL COSTS JATC \$0.42 \$0.42 \$0.42 \$0.42 NECA 0.30% \$0.12 \$0.13 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21	TOTAL FRINGES	\$20.80	\$20.87	\$20.92	\$20.96
OTHER PAYROLL COSTS JATC \$0.42 \$0.42 \$0.42 \$0.42 NECA 0.30% \$0.12 \$0.13 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21				_	
NECA	TOTAL WAGE PACKAGE	\$60.68	\$63.14	\$64.79	\$66.42
NECA					
NECA 0.30% \$0.12 \$0.13 \$0.14 CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL ADDERS \$30.71 \$31.33 \$3	OTHER PAYROLL COSTS				
CECAF 0.50% \$0.20 \$0.21 \$0.22 \$0.23 ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 <td>JATC</td> <td>\$0.42</td> <td>\$0.42</td> <td>\$0.42</td> <td>\$0.42</td>	JATC	\$0.42	\$0.42	\$0.42	\$0.42
ACT/State Bldg Trades Fund \$0.05 \$0.05 \$0.05 \$0.05 NLMCC \$0.01 \$0.	NECA 0.30%	\$0.12	\$0.13	\$0.13	\$0.14
NLMCC \$0.01 \$0.01 \$0.01 \$0.01 CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	CECAF 0.50%	\$0.20	\$0.21	\$0.22	\$0.23
CELMCC \$0.15 \$0.15 \$0.15 \$0.15 TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	ACT/State Bldg Trades Fund	\$0.05	\$0.05	\$0.05	\$0.05
TOTAL OTHER COSTS \$0.95 \$0.97 \$0.98 \$1.00 TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	NLMCC	\$0.01	\$0.01	\$0.01	\$0.01
TOTAL COST LESS TAXES \$61.63 \$64.11 \$65.77 \$67.42 TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	CELMCC	\$0.15	\$0.15	\$0.15	\$0.15
TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	TOTAL OTHER COSTS	\$0.95	\$0.97	\$0.98	\$1.00
TAXES AND INSURANCE (EST.) WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17					
WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	TOTAL COST LESS TAXES	\$61.63	\$64.11	\$65.77	\$67.42
WORKERS COMPENSATION 4% \$1.60 \$1.69 \$1.75 \$1.82 STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17					
STATE UNEMPLOYMENT 7.50% \$2.99 \$3.17 \$3.29 \$3.41 FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	TAXES AND INSURANCE (EST.)		<u> </u>		
FEDERAL UNEMPLOYMENT 0.80% \$0.32 \$0.34 \$0.35 \$0.36 FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	WORKERS COMPENSATION 4%	\$1.60	\$1.69	\$1.75	\$1.82
FICA & MEDICARE 7.65% \$3.05 \$3.23 \$3.36 \$3.48 INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	STATE UNEMPLOYMENT 7.50%	\$2.99	\$3.17	\$3.29	\$3.41
INSURANCE 2.50% \$1.00 \$1.06 \$1.10 \$1.14 TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	FEDERAL UNEMPLOYMENT 0.80%	\$0.32	\$0.34	\$0.35	\$0.36
TOTAL TAXES AND INS. \$8.96 \$9.49 \$9.85 \$10.21 TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	FICA & MEDICARE 7.65%	\$3.05	\$3.23	\$3.36	\$3.48
TOTAL ADDERS \$30.71 \$31.33 \$31.75 \$32.17	INSURANCE 2.50%	\$1.00	\$1.06	\$1.10	\$1.14
	TOTAL TAXES AND INS.	\$8.96	\$9.49	\$9.85	\$10.21
TOTAL WAGE COST \$70.59 \$73.60 \$75.62 \$77.63	TOTAL ADDERS	\$30.71	\$31.33	\$31.75	\$32.17
TOTAL WAGE COST \$70.59 \$73.60 \$75.62 \$77.63					
	TOTAL WAGE COST	\$70.59	\$73.60	\$75.62	\$77.63

NECA IBEW LOCAL UNION #38 INSIDE WAGE SPREADSHEET APPRENTICES

EFFECTIVE DATES		4/27/20	20 - 4/25	/2021							
CLASSIFICATIONS		1ST YR	1ST YR	2ND YR	2ND YR	3RD YR	3RD YR	4TH YR	4TH YR	5TH YR	5TH YR
		1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER
BASE WAGE RATE		\$13.96	\$15.95	\$17.95	\$19.94	\$21.93	\$23.93	\$25.92	\$27.92	\$29.91	\$31.90
TOTAL TAXABLE WAGES		\$13.96	\$15.95	\$17.95	\$19.94	\$21.93	\$23.93	\$25.92	\$27.92	\$29.91	\$31.90
Base Wage Rate includes INCREASE of	of:	\$0.26	\$0.30	\$0.34	\$0.37	\$0.41	\$0.45	\$0.49	\$0.53	\$0.56	\$0.60
FRINGE BENEFITS											
HEALTH & WELFARE		\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05
NEBF	3%	\$0.42	\$0.48	\$0.54	\$0.60	\$0.66	\$0.72	\$0.78	\$0.84	\$0.90	\$0.96
PENSION		\$0.00	\$0.00	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53
401K		\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
TOTAL FRINGES		\$9.97	\$10.03	\$16.62	\$16.68	\$16.74	\$16.80	\$16.86	\$16.92	\$16.98	\$17.04
TOTAL WAGE PACKAGE		\$23.93	\$25.98	\$34.57	\$36.62	\$38.67	\$40.73	\$42.78	\$44.84	\$46.89	\$48.94
OTHER PAYROLL COSTS											
JATC		\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
NECA 0.3	30%	\$0.04	\$0.05	\$0.05	\$0.06	\$0.07	\$0.07	\$0.08	\$0.08	\$0.09	\$0.10
CECAF 0.5	50%	\$0.07	\$0.08	\$0.09	\$0.10	\$0.11	\$0.12	\$0.13	\$0.14	\$0.15	\$0.16
ACT/State Bldg. Trades Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
NLMCC		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
CELMCC		\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL OTHER COSTS		\$0.74	\$0.76	\$0.77	\$0.79	\$0.81	\$0.82	\$0.84	\$0.85	\$0.87	\$0.89
TOTAL COST LESS TAXES		\$24.67	\$26.74	\$35.34	\$37.41	\$39.48	\$41.55	\$43.62	\$45.69	\$47.76	\$49.83
TAXES AND INSURANCE (EST.)											
WORKERS COMPENSATION	4%	\$0.56	\$0.64	\$0.72	\$0.80	\$0.88	\$0.96	\$1.04	\$1.12	\$1.20	\$1.28
STATE UNEMPLOYMENT 7.5	50%	\$1.05	\$1.20	\$1.35	\$1.50	\$1.64	\$1.79	\$1.94	\$2.09	\$2.24	\$2.39
FEDERAL UNEMPLOYMENT 0.8	80%	\$0.11	\$0.13	\$0.14	\$0.16	\$0.18	\$0.19	\$0.21	\$0.22	\$0.24	\$0.26
FICA & MEDICARE 7.6	65%	\$1.07	\$1.22	\$1.37	\$1.53	\$1.68	\$1.83	\$1.98	\$2.14	\$2.29	\$2.44
	50%	\$0.35	\$0.40	\$0.45	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80
TOTAL TAXES AND INS.		\$3.14	\$3.59	\$4.03	\$4.49	\$4.93	\$5.37	\$5.82	\$6.27	\$6.72	\$7.17
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TOTAL ADDERS		\$13.85	\$14.38	\$21.42	\$21.96	\$22.48	\$22.99	\$23.52	\$24.04	\$24.57	\$25.10
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TOTAL WAGE COST		\$27.81	\$30.33	\$39.37	\$41.90	\$44.41	\$46.92	\$49.44	\$51.96	\$54.48	\$57.00
		7-1104	400.00	400.01	7 12.00	4.44.47	7.10102	4-13-1-4	702:00	75-11-10	401.000