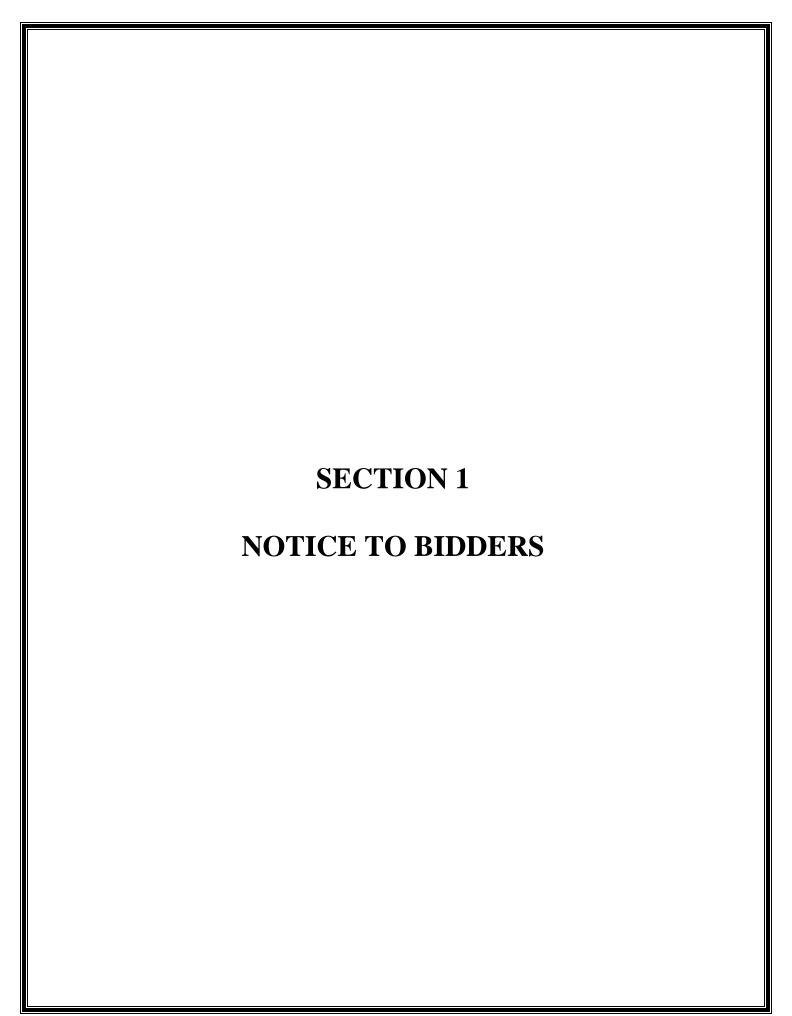
REQUEST FOR PROPOSAL (RFP) FOR LYCOMING COUNTY THIRD STREET PLAZA BUILDING DRYVIT REPAIRS

ISSUE DATE: JULY 31, 2020 DUE DATE: AUGUST 21, 2020

Bidders may download proposals by going to www.lyco.org and clicking on Top 10 Links, Request for Bids/Proposals. All Bidders are required to contact the Lycoming County Chief Procurement Officer and place his/her company name on the Bidders' List. This will ensure that each Bidder receives any and all addenda that may apply to the current proposal package. Failure to receive all current information could result in your company submitting an inaccurate proposal, which may be disqualified by the County.

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Legal Ad Sun Gazette

To Be Run: July 31st and August 4th

NOTICE TO BIDDERS

The County of Lycoming is requesting sealed proposal for <u>Lycoming County Third Street Plaza Dryvit Repairs</u>. Proposals are due by <u>Friday</u>, <u>August 21</u>, <u>2020</u>, <u>at 5:00 P.M. EST</u>. Proposals will be opened on <u>Tuesday</u>, <u>August 25</u>, <u>2020</u>, <u>at 10:00 A.M. EST</u> in the Commissioners' Meeting Room, Lycoming County Executive Plaza Building.

Proposals shall be mailed or delivered to the Lycoming County Controller's Office, Lycoming County Executive Plaza Building, 330 Pine Street, 2nd Floor, Williamsport, PA 17701. Proposals must be enclosed in a sealed envelope and marked "**RFP for Lycoming County Third Street Plaza Dryvit Repairs**."

A mandatory Pre-Bid Conference will be held on Monday, August 10, 2020, at 10:00 A.M. located at the rear of Third Street Plaza Building at 33 West Third Street, Williamsport, PA 17701. Attendance at the Pre-Bid Conference is a prerequisite for submitting a bid. Bids will only be accepted from those who are represented at the bid conference. Attendance at the pre-bid conference will be evidenced by the representative's signature on the attendance roster.

Questions regarding this request for proposal shall be directed to Mya Toon, Chief Procurement Officer, at mtoon@lyco.org.

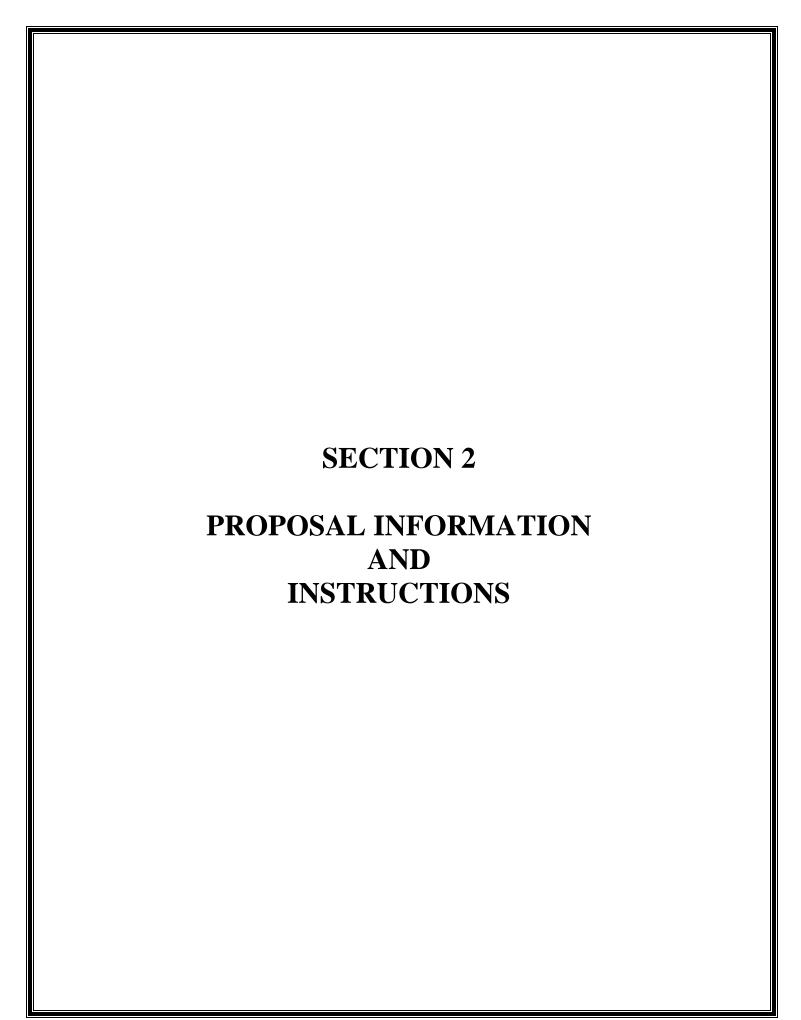
Bidders may download the proposal by going to www.lyco.org and clicking on Top 10 Links, Request for Bids/Proposals.

The Lycoming County Board of Commissioners reserve the right to accept or reject any or all proposals, or to accept any part of a proposal without accepting the whole thereof, or to accept such proposal as they deem to be in the best interest of the County.

COUNTY OF LYCOMING

Scott L. Metzger Tony R. Mussare Richard Mirabito

Attest: Matthew M. McDermott Chief Clerk



PROPOSAL INFORMATION AND INSTRUCTIONS

2.1 Definitions

Request for Proposal (RFP)	All documents, whether attached or incorporated by reference, used to solicit competitive sealed bids /
	proposals.
County	County shall be synonymous with the Lycoming County Board of Commissioners.
Bidder / Respondent	A firm, individual, or corporation submitting a proposal in response to this RFP.
Addendum	A written change, addition, alteration, correction or revision to a proposal or contract document.
Bid / Proposal	The formal response to the RFP.
Contract	The agreement that results from this competitive procurement, if any, between the County and the vendor identified.
Contractor / Vendor / Successful Bidder	The Bidder(s) that will be awarded a contract pursuant to this solicitation and are responsible performing the service or supplying the good as defined in the contract.
Subcontractor	Any person other than an employee of Respondent who performs any services listed in this RFP.
Services	The work identified in this RFP as to be performed by Vendor under the ensuing contract.
Goods	The equipment or items identified in this RFP as to be supplied by Vendor under the ensuing contract.
Work	The required services and required goods.

Receipt of Proposal Package. The County's Purchasing Department and the Controller's Office are the sole authorities to provide the RFP package to Bidders. Bidders who are working from an RFP package obtained from any other source may be working from an incomplete set of documents. The County assumes no responsibility for a proposal's errors, omissions or misinterpretations resulting from a Bidder's use of an incomplete RFP package.

Bidders are advised to contact the Purchasing Department to provide his/her company's name, address, telephone number, fax number and contact name. This will ensure the Bidder will receive all communication regarding the RFP such as addenda and clarifications.

Examination of Proposal. Bidders shall carefully examine all documents in the solicitation to obtain knowledge of existing conditions, limitations, and requirements. Failure to examine the documents will not relieve the Bidder of responsibility for same nor will extra payment or change order requests be considered for conditions which could have been determined by examining the solicitation.

Proposals will be considered as conclusive evidence of complete examination and understanding of the terms and conditions of the proposal documents including the specifications and all requirements thereof of the RFP. It is understood that submission of a proposal indicates full acceptance of the same by the parties submitting the proposal. Furthermore, by submitting a proposal the Bidder waives the

right to claims for additional time or monetary compensation for all work without limit required to complete the contract which could have been obtained by the Bidder through examination of all documents, or raising a question regarding requirements prior to submitting a proposal.

- **2.4 Preparation of Proposal.** The County shall not be responsible for any costs associated with the preparation or submittal of any proposal. All costs are entirely the responsibility of the Bidder.
- **Communications.** All questions regarding this RFP shall be submitted in writing to Mya Toon, Lycoming County Chief Procurement Officer, at mtoon@lyco.org. Questions which require a more detailed or complex reply, or require an answer that may affect responses to this RFP or may be prejudicial to other prospective Bidders, will be answered by issuing an addendum. Questions must be received by the Chief Procurement Officer no later than Friday, August 14, 2020, 5:00 P.M. EST.
- **Addenda/Amendments to Proposal.** All changes in connection with this proposal will be issued by the Purchasing Department in the form of a written addendum. All addenda will be posted to the County Purchasing Department's page on the County website (www.lyco.org) at least seven (7) days prior to the deadline for RFP submissions. It is the Bidder's responsibility to check the website and ensure they have all applicable addenda prior to proposal submission. Signed acknowledgement of receipt of each addendum must be submitted with the proposal.
- **Deadline and Opening of Proposal.** Proposals must be received no later than Friday, August 21, 2020, 5:00 P.M. EST. Proposals will be opened publicly at 10:00 A.M., EST, on Tuesday, August 25, 2020, in the Commissioners' Board Room located on the 1st Floor of the Lycoming County Executive Plaza Building. A summary of proposals received, including company name and proposal amount will be posted on the Purchasing Department's page on the County's website (www.lyco.org) within 48 hours of the proposal opening.

The Bidder warrants the proposal price(s), terms and conditions stated in his/her proposal shall be firm for a period of 60 days from the date of the proposal opening.

2.8 Important Dates. The following lists important events and deadlines regarding the RFP.

Issue Date: July 31, 2020

Mandatory Pre-Bid Meeting August 10, 2020, at 10:00 A.M.

Final Date for Written Questions: August 14, 2020
Deadline for Submitting Proposals: August 21, 2020
Opening of Proposals: August 25, 2020

Submission of Proposal. One (1) original copy must be enclosed in a sealed envelope or package. The outside of the envelope or package shall be clearly marked, "RFP for Lycoming County Third Street Plaza Dryvit Repairs." Proposals shall be submitted to the Lycoming County Controller's Office, Executive Plaza Building, 330 Pine Street, 2nd Floor, Williamsport, PA 17701. Late proposals shall not be accepted. Proposals must be mailed or hand-delivered. Proposals delivered by fax or electronic means are not acceptable and will not be considered.

All proposals must be submitted on the forms provided by the County and in accordance with the requirements and instructions contained in the RFP package.

The County may waive minor informalities or irregularities in the proposals received where such is merely a matter of form and not substance, and the correction or waiver of which is not prejudicial to other Bidders. Minor irregularities are defined as those that will not have an adverse effect on the County's interest and will not affect the price of the proposal by giving a Bidder an advantage of benefits not enjoyed by other Bidders.

2.10 Public Disclosure. All Bidders should be aware that the County is an agency subject to the Right-to-Know Law. Any documents submitted should be considered as subject to potential public disclosure once the proposal is awarded.

A summary of proposals received, including company name and proposal amount will be posted on the Purchasing Department's page of the County's website (www.lyco.org) within 48 hours of the proposal opening.

2.11 <u>Modifications/Withdrawal of Proposal.</u> Proposals may be modified or withdrawn prior to the submittal deadline. Requests for withdrawals or modifications of proposals received after the proposal submittal deadline will not be considered except as otherwise provided in the following paragraph. Bidders desiring to modify or withdraw his/her proposal, must submit the purpose for modification or withdrawal in writing to the County Chief Procurement Officer prior to the submittal deadline. Bidders may resubmit proposals provided it is prior to the scheduled submittal deadline.

After proposal opening, the Chief Procurement Officer may allow a Bidder to modify or withdraw its proposal without prejudice if clear and convincing evidence supports the existence of a material and substantial error, an unintentional arithmetical error or an unintentional omission of a substantial quantity of work, labor, material, or services made directly in the compilation of the proposal. Requests to modify or withdraw the proposal must be made in writing to the Chief Procurement Officer within two (2) business days after opening the proposals.

- **Evaluation of Proposals.** Proposals will be evaluated in accordance with the required scope of work as listed in this RFP. At the County's discretion, a proposal may be eliminated from consideration for failure to comply with any required specification, depending on the nature and extent of non-compliance. In addition to meeting mandated specifications, proposals will be evaluated for the ability of the Bidder to provide, in the County's opinion, the best overall solution to meet the County's objectives.
- **Rejection or Disqualification of Proposals.** A proposal that is incomplete, obscure, conditioned or contains additions not called for or irregularities of any kind, (including alterations or erasures), which are not initialed, may be rejected as non-conforming.

The County reserves the right to waive a proposal's minor irregularities if rectified by Bidder within three (3) business days of the County's issuance of a written notice of such irregularities.

The County reserves the right to disqualify proposals, before or after opening, upon evidence of collusion with intent to defraud or other illegal practices upon the part of the Bidder.

Issuance of this RFP in no way constitutes a commitment by the County to award a contract. The County reserves the right to accept or reject, in whole or part, all proposals submitted and/or cancel this solicitation if it is determined to be in the best interest of the County.

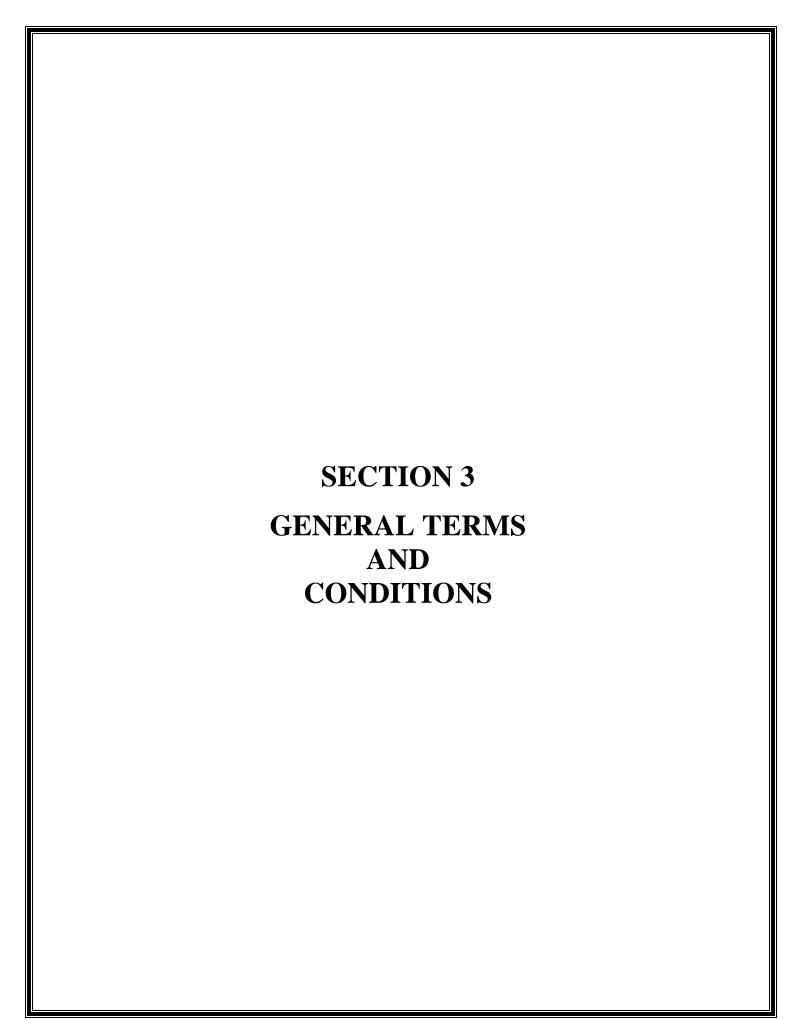
Any Bidder who has demonstrated poor performance during a current or previous Agreement with the County may be considered a non-responsible Bidder and his/her proposal may be rejected. The County reserves the right to exercise this option as is deemed proper and/or necessary.

The Lycoming County Board of Commissioners reserve the right to accept or reject any or all proposals, or to accept any part of a proposal without accepting the whole thereof, or to accept such proposal as they deem to be in the best interest of the County.

Award of Proposal. Award of any proposal is contingent upon available budget funds and approval of the Lycoming County Board of Commissioners. The County will award the contract(s) to the best responsible, responsive Bidder who meets all terms, conditions, and specifications of the RFP, within 60 days of the opening of the proposals. Submitted proposals shall remain valid during this 60 day period.

The County reserves the right, in its sole and absolute discretion, to accept or reject any and all proposals or parts thereof, or to accept such proposal as they deem to be in the best interest of the County.

An official letter of acceptance will be forwarded by the County to the successful Bidder after proposal selection and prior to contract award.



Bidder's Certification. By submitting a proposal, the contractor is certifying that it and its Principals and/or subcontractors are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by the State of Pennsylvania or any Federal department or agency.

3.2 Warranties and Representations

The Contractor shall comply with all Federal, State, County and municipal laws, ordinances and regulations. The Contractor shall not discriminate against any employee or applicant due to sex, race, color, creed, national origin or ancestry. The Contractor further certifies he is eligible to perform this contract under local, state and Federal law, is not now and has never been debarred from performing Federal or State government contract.

3.5 <u>Use of Proposal Forms.</u> The proposal shall be made on the proposal forms included in this RFP and all applicable blanks on such forms shall be filled in. A Bidder's failure to submit proper documentation may result in the County's rejection of the proposal.

Any and all documents required by the RFP that require a notarization must include the signature and seal of the notary public as required by the state in which the notary is commissioned. For those states that do not require an embossed notary seal, a Notarization Affidavit must be completed and submitted with the proposal. Proposals and required documentation submitted without the embossed seal and without the Notarization Affidavit, as applicable, may be rejected at the time of proposal opening.

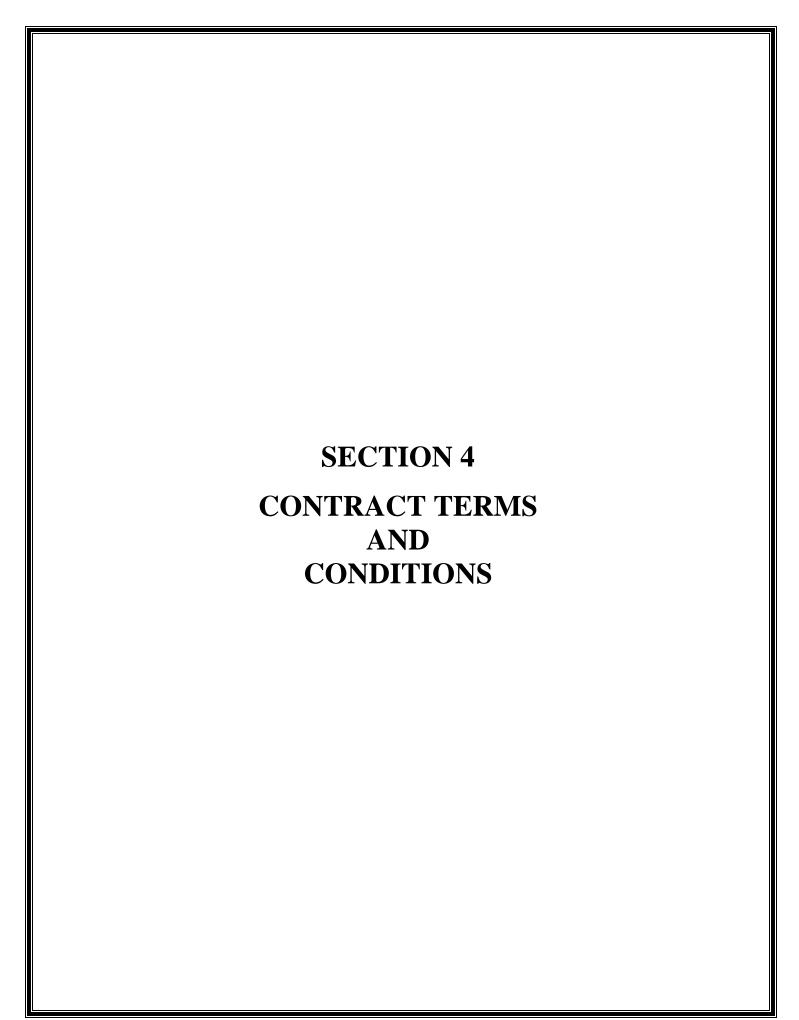
For each line item offered, Bidders shall show both the unit price and extended price. In case of a discrepancy between the unit price and extended price, the unit price will be presumed to be correct and the extended price shall be corrected accordingly.

Non-Collusion Affidavit. The County requires that a Non-collusion Affidavit be submitted with all proposals pursuant to its authority according to the Pennsylvania Antibid-Rigging Act, 62 Pa. C.S.A. §4501 et seq. This Non-Collusion Affidavit must be executed by the member, officer, or employee of the Bidder who makes the final decision on prices and the amount quoted in the proposal.

Bid rigging and other efforts to restrain competition and the making of false sworn statements in connection with the submission of proposals are unlawful and may be subject to criminal prosecution. The person who signs the Affidavit should examine it carefully before signing and assure himself or herself that each statement is true and accurate, making diligent inquiry, as necessary, of all other persons employed by or associated with the Bidder with responsibilities for the preparation, approval or submission of the proposal.

If a proposal is submitted by a joint venture, each party to the venture must be identified in the proposal documents, and a Non-Collusion Affidavit must be submitted separately on behalf of each party. The term "complementary bid" as used in the Affidavit has meaning commonly associated with that term in the bidding process, and includes the knowing submission of proposals higher than the proposal of another firm, any intentionally high or non-competitive proposal, and any form of proposal submitted for the purpose of giving a false appearance of competition.

Failure to file a Non-Collusion Affidavit in compliance with these instructions may result in disqualification of the proposal.



- 4.1 <u>Agreement/Contract.</u> Upon acceptance and award of a Bidder's proposal, the contract between the Bidder and the County shall be drafted from (a) the RFP and addenda, (b) the selected proposal (response to the RFP by the Bidder) and any attachments thereto, and (c) all written communications between the County and the Bidder concerning the transactions. The contract shall constitute the entire and only agreement and shall supersede all prior negotiations, commitments, understandings, or agreements, whether oral or written.
- **Execution of Contract.** The successful Bidder must execute a written contract with the County. If the successful Bidder fails or refuses to execute the formal contract within ten (10) days of the date of contract award, award of the contract shall be voided, and all obligations of the County in connection herewith shall be canceled.
- **4.3 Contents of Contract.** The entire contents of this RFP shall become a part of the contract.
- **Term of Contract.** The contract, which results from the award of this RFP, shall commence on upon award and shall terminate on December 31, 2020.
- **Pricing.** Bidders warrant the proposal price(s), terms and conditions stated in his/her proposal shall be firm for a period of 60 days from the date of the proposal opening. Once an award is made and a contract is in place, prices shall remain firm and fixed for the entire contract period. If the proposal includes price increases over the term of the contract, such increases must be clearly indicated in the Proposal Price Schedule. All proposal prices must include freight.
- **Evidence of Insurance.** The successful Bidder, at its expense, shall carry and maintain in full force at all times during the term of the contract, resulting from this RFP, the below insurance. The requirements are applicable to any and all subcontracts and subcontractors performing work under this contract.

Coverage	Limits of Liability
Workmen's Compensation	Statutory
General Liability/Property Damage	\$500,000 each occurrence
	\$1,000,000 aggregate
Personal Injury	\$500,000 each occurrence
	\$1,000,000 aggregate
Automobile	\$500,000 each occurrence
Liability/Property Damage	
Bodily Injury	\$500,000 each occurrence
	\$1,000,000 aggregate

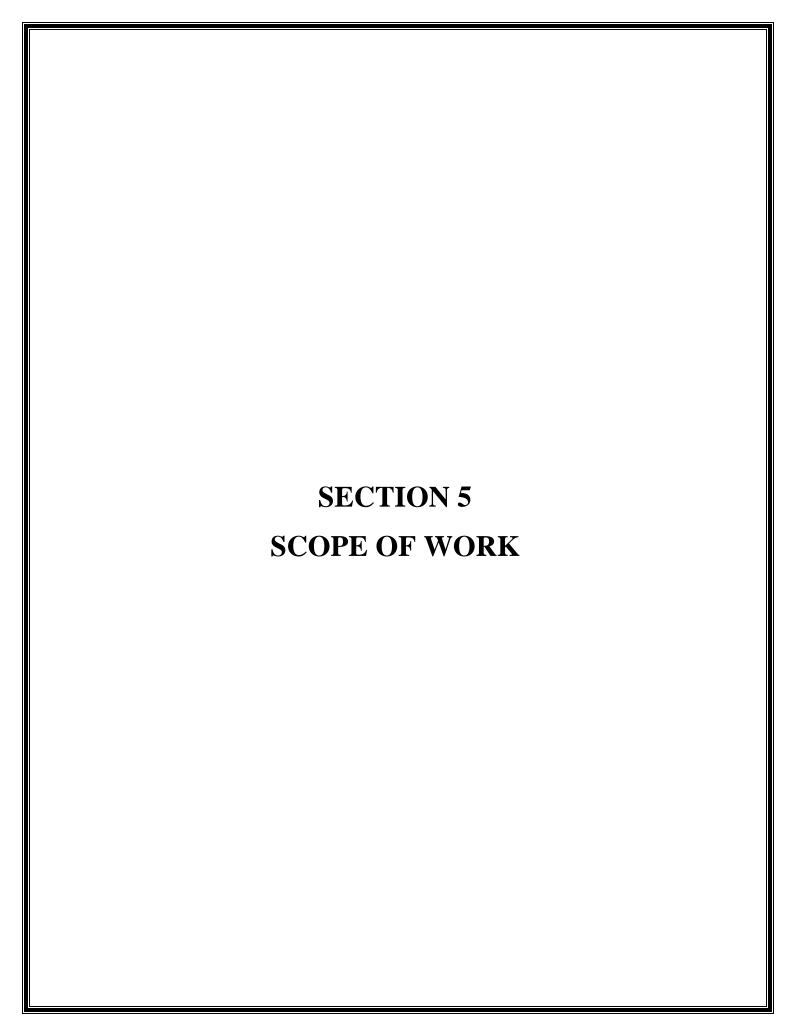
Prior to commencement of performance of this Agreement, Contractor shall furnish to the County a certificate of insurance evidencing all required coverage in at least the limits required herein, naming the County of Lycoming, its elected officials, agents, and employees as additional insured under the Comprehensive General Liability coverage, and providing that no policies may be cancelled without ten (10) days advance written notice to the County. Such certificate shall be issued to: County of Lycoming, Attn: Mya Toon, 48 West Third Street, Williamsport, PA 17701

Said policies shall remain in full force and effect until the expiration of the terms of the contract or until completion of all duties to be performed hereunder by the Contractor, whichever shall occur later.

- **Subcontracting.** The Contractor shall not subcontract any of its obligations under this contract without the County's prior written consent. In the event the County does consent in writing to a subcontracting arrangement, the Contractor shall be the prime contractor and shall remain fully responsible for performance of all obligations which it is required to perform under this contract. All sub-contractors must be qualified/licensed environmental assessment specialists.
- **Extra Work.** No extras or additional work will be allowed or paid for unless such extras or additional work are ordered in writing by the Commissioners, and the price fixed and agreed upon before such work is performed.
- **Payment.** The County will make payment within thirty (30) days of receipt invoice for properly received goods and services after inspection and acceptance of the material and/or work by the County. Advance billings are not allowed. Where partial delivery is made, invoice for such part shall be made upon delivery, and payment made within thirty (30) days under conditions as above.

If the Bidder's method of billing and payment is different than what is stated above, the Bidder must indicate the preferred method. The County will consider paying on a periodic basis as substantial portions of the work as performed, but not more than one time per month.

The County offers vendors the option to enroll in electronic payment via automated clearing house (ACH) to the vendor's provided bank account of record.



SCOPE OF WORK

INTRODUCTION

Lycoming County is accepting bids for repairs to the dryvit on Lycoming County Third Street Plaza building located at 33 W. Third Street, Williamsport, PA 17701.

TECHNICAL SCOPE OF WORK

- All repairs will follow dryvit care and repair.
- There are multiple repairs needed on the building. These repairs are from ground level to elevator room on the roof and all floors in between.
- Repairs will range from surface damage to structural damage of the dryvit.
- The finish coat will match the color and texture of the existing dryvit.
- All work will be performed adhering to all safety standards.
- The job site will be kept in a safe, clean, and orderly manner.
- Workers will present themselves in a professional manner.

PROPOSAL REQUIREMENTS

Proposals must include the following:

- 1. A description of the firm and its related experience in similar projects. Include appropriate summaries of projects as well as names and telephone numbers of references that may be contacted.
- 2. A cost proposal, for including at a minimum:
 - Repair pricing per 8'x8' section. Cost shall be inclusive of all costs necessary to complete the repairs (i.e., rental lifts).
- 3. All Bidders are required to attend a mandatory pre-bid meeting on Monday, August 10, 2020, at 10:00 A.M. in the rear of the Third Street Plaza Building at 33 West Third Street, Williamsport, PA 17701 to be considered.

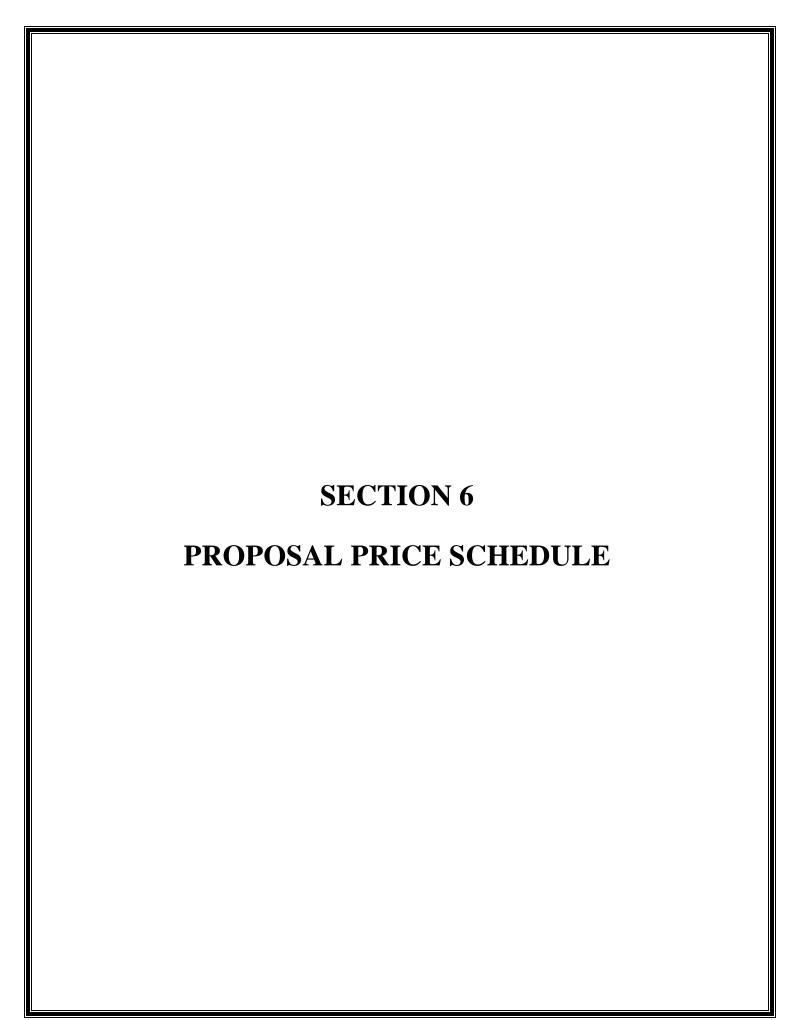
WARRANTY

Work shall be under warranty for a minimum of ten (10) years. This warranty shall include, but not limited to, color fading, cracking, separation of repairs, and leaking.

SELECTION AND EVALUATION CRITERIA

Proposals will be evaluated based upon the following criteria:

- 1. Qualifications, skills and experience.
- 2. Cost.



PROPOSAL PRICE SCHEDULE

- **8.1** Tax Exempt. The County is exempt from all Federal Excise Taxes and Pennsylvania Sales Taxes, as a political subdivision of the Commonwealth of Pennsylvania. The County's registration number with the Internal Revenue Service is 24-6000733. Prices shown in the proposal shall exclude such Federal and State taxes.
- **8.2** <u>Cost Elements.</u> Services not specifically mentioned in this RFP, but are necessary to provide the functional capabilities described shall be included as part of the cost elements.

Bidders may utilize this table below to justify costs or Bidders may justify costs by utilizing his/her own format.

Description	Total Cost
	\$
	\$
	\$
	\$
	\$
TOTAL PROJECT COST	\$

Total proposal price for the above named project, as per these specifications: \$_____

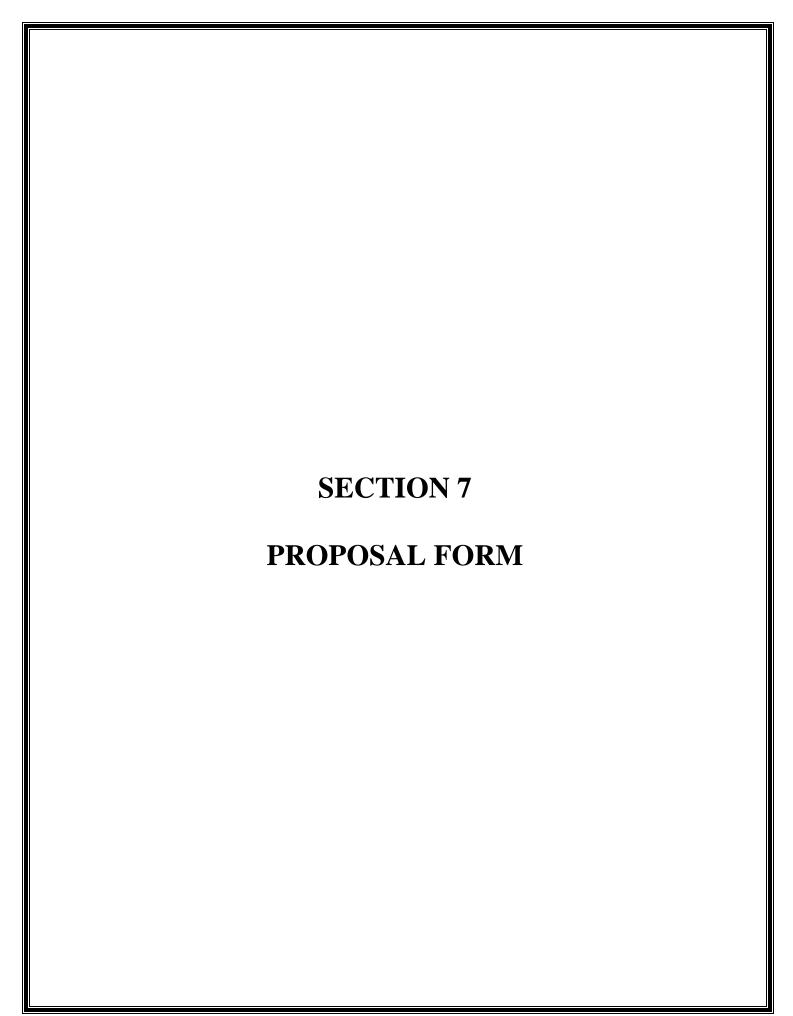
Proposal Price (Written Out)

The undersigned, as Bidder, hereby declares that the total project costs as indicated above, includes all necessary work to complete this project in full according to the general specifications contained in the RFP. Services not specifically mentioned, but are necessary to provide the functional capabilities shall be listed and included as part of the cost elements.

The undersigned further understands and agrees that if the County accepts the proposal, no additional funds will be allowed beyond the stated total project costs.

Company Name:	
Address:	
Point of Contact:	Phone Number:
Fax Number:	Email address:
Name of person submitting proposal:	
Signature:	Date:

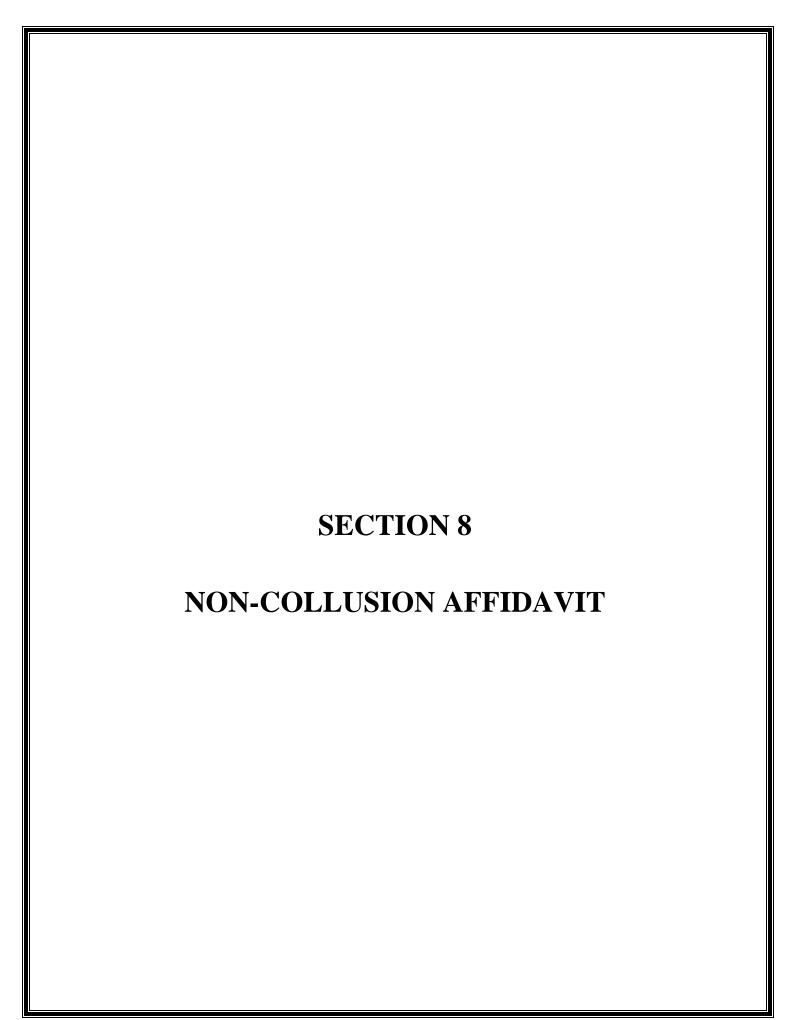
When submitting a proposal, place the proposal form sheet as the top page of the proposal package and the proposal price schedule as the second page of the proposal package.
The Commissioners reserve the right to accept or reject any or all proposals, or to accept any part of a proposal without accepting the whole thereof, or to accept such proposal as they deem to be in the best interest of the County.



	PROPOSAL FORM		
Important note to Bidders:	It is essential that submitted proposal complies with all of the requirements contained in the RFP. The undersigned Bidder agrees, if this proposal is accepted, to enter into an agreement with the County on the form included in the Contract Documents to perform and furnish all equipment, labor, materials, services, goods or products, hereafter referred to as WORK, as specified or indicated in the contract documents.		
This proposal is submitted to:	Lycoming County Controller's Office Lycoming County Executive Plaza Building 330 Pine Street, 2 nd Floor Williamsport, PA 17701		
This proposal is submitted on _ from the date of the public open	, 20 This proposal is valid for 60 days		
This proposal is submitted by: Company Name:			
Main Telephone:	Main Fax:		
	concerning this proposal are to be directed to:		
Contact Telephone:	Fax:		
Contact Email:			
In the event your company is averve as project liaison/manager Name / Title:	varded a contract as a result of the RFP, the following individual will		
Office Address:			
Telephone:	Fax:		
•	Ι αλ.		
Email:			

Receipt of Amendments In submitting this propos Addendums:		ey have received and examin	ed the following RFP
Addendum No	Date	2	
Addendum No	Date		
Addendum No	Date	e	
Addendum No	Date	e	
Delivery Schedule Bidder commits that serv Proposal Pricing Unless items are specific.	ices will be completed no la	ater than December 31, 2020. al, the County shall deem the proposal amount as set forth	proposal to be complete and
	Total Proposal Price	\$	
Prices as stated herein sh	all remain firm throughout t	he life of the contract	
Authorized Signature o	f Bidder be signed by an individual w	vith actual authority to bind t	he company.
□ Sole Proprietorship	□ Partnership	□ Corporation	□ Joint Venture

Bidder attests that: 1. He/she has thoroughly reviewed the County's RFP for Professional Consulting Engineering Services and that this proposal is submitted in accordance with the RFP requirements;			Services and	
2. He/she has made due allo	wance in the proposal for	all contingencies.		
Corporations: The proposal must be Secretary or Treasurer. If any emp or Vice President's signature is not signature(s) must be attached to this of the proposal.	loyee other than the President of attested to by the Corporate Se	or Vice President signs on bel ecretary or Treasurer, a copy	nalf of the corporation, o of the corporate resolut	or if the President's ion authorizing said
Company Name		Federal ID#		
Street Address	PO Box	City	State	Zip
Telephone #		Fax #		
WITNESS:		COMPANY:		
Signature (see below)		Signature (see b	elow)	
Name (print)		Name (print)		
Title (print)		Title (print)		



INSTRUCTIONS FOR NON-COLLUSION AFFIDAVIT

This Non-Collusion Affidavit is material to any contract awarded pursuant to this proposal. According to the Pennsylvania Antibid-Rigging Act, <u>62 Pa.C.S.A.</u> § <u>4501</u>, et seq, government agencies may require Non-Collusion Affidavits to be submitted together with proposals.

This Non-Collusion Affidavit must be executed by the member, officer or employee of the Bidder who makes the final decision on prices and the amount quoted in the proposal.

Bid rigging and other efforts to restrain competition and the making of false sworn statements in connection with the submission of proposals are unlawful and may be subject to criminal prosecution. The person who signs the affidavit should examine it carefully before signing and assure himself or herself that each statement is true and accurate, making diligent inquiry, as necessary, of all other persons employed by or associated with the Bidder with responsibilities for the preparation, approval or submission of the proposal.

In the case of a proposal submitted by a joint venture, each party to the venture must be identified in the proposal documents, and an Affidavit must be submitted separately in behalf of each party.

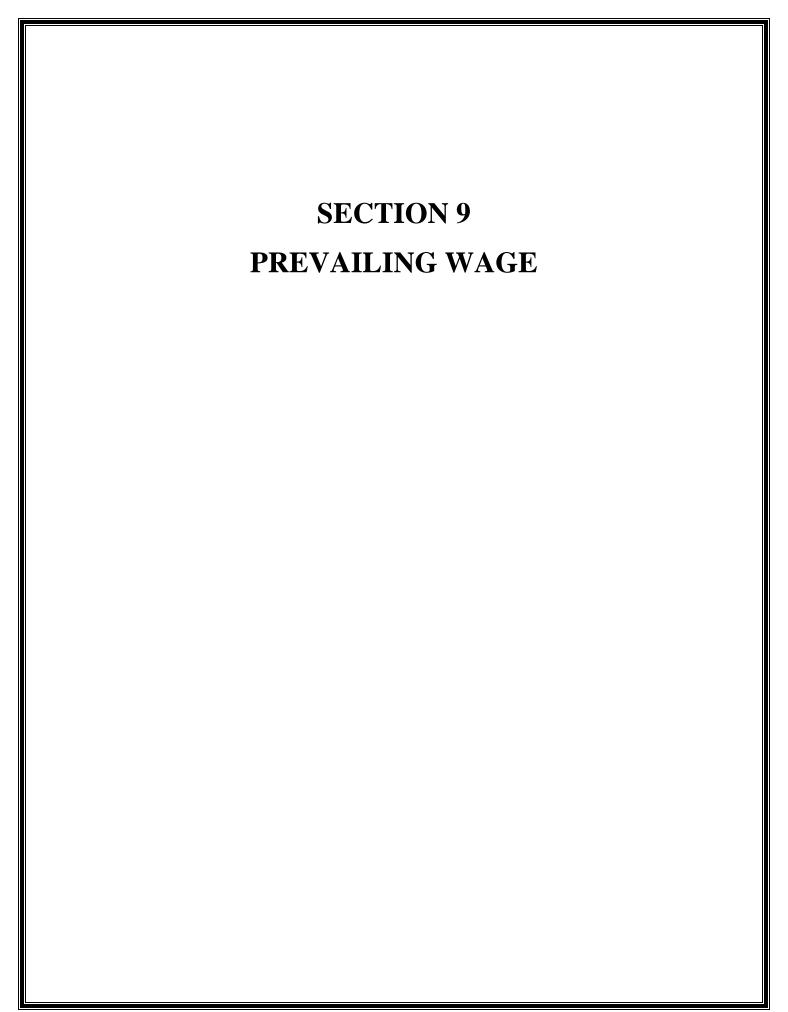
The term "complementary bid" as used in the Affidavit has the meaning commonly associated with that term in the bidding process, and includes the knowing submission of proposals higher than the proposal of another firm, and intentionally high or noncompetitive proposal, and any other form of proposal submitted for the purpose of giving a false appearance of competition.

Failure to file an Affidavit in compliance with these instructions will result in disqualification of the proposal.

NON-COLLUSION AFFIDAVIT

Contract/Bid/Proposal		
State of		
County of		
I state that I am (that I am authorized to make this affidavit of the person responsible in my firm for the pr I state that:		
 The price(s) and amount of this proposition, or agreement with a 2. Neither the price(s) nor the amount of approximate amount of this proposa or potential Bidder, and they will not 3. No attempt has been made or will be contract, or to submit a proposal hig noncompetitive proposal or other for 4. The proposal of my firm is made in inducement from, any firm or person 5 (Name currently under investigation by any 	any other Bidder or potent of this proposal, and neith I, have been disclosed to be to the disclosed before proper e made to induce any firm ther than this proposal, or rum of complementary pro- good faith and not pursual into submit a complement of Firm), its affiliates, sur- governmental agency and the prohibited by State or Fe	ther the approximate prices(s) nor o any other firm or person who is a Bidder oposal opening. In or person to refrain from bidding on this or to submit any intentionally high or roposal. In ant to any agreement or discussion with, or intary or other noncompetitive proposal. Subsidiaries, officers, and employees are not and have not, in the last four years, been rederal law in any jurisdiction, involving
I state that	and will be relied on by tl tted. I understand and my ulent concealment from t	the County of Lycoming in awarding the y firm understands that any misstatement in

Federal Law in any jurisdiction, involving conspir- contract within the last three years, does not prohib or awarding a contract to that person, but may be g discretion of the County under its rules and regular	a convicted or found liable for any act, prohibited by State or eacy or collusion with respect to proposing on any public bit the County of Lycoming from accepting a proposal form grounds for administrative suspension or debarment in the tions, or may be grounds for consideration on the question of tract to that person on the basis of lack of responsibility.
	Name:
	Signature:
	Title
SWORN TO AND SUBSCRIBED BEFORE ME THIS DAY OF, 20	
Notary Public	My Commission Expires:



All work shall be completed in accordance with prevailing wage provisions and requirements.

Pennsylvania Prevailing Wage Rates. All work shall be completed in accordance with Pennsylvania 10.1 prevailing wage provisions, requirements and wage rates as indicated below.

BUREAU OF LABOR LAW COMPLIANCE PREVAILING WAGES PROJECT RATES

THE VALENCE WAS EST TO THE SECOND SEC		
Project Name:	DRYVIT REPAIR	
Awarding Agency:	LYCOMING COUNTY BOARD OF COMMISSIONERS	
Contract Award Date:	8/30/2020	
Serial Number:	20-04891	
Project Classification:	Building/Highway	
Determination Date:	7/23/2020	
Assigned Field Office:	Scranton	
Field Office Phone Number:	(570)963-4577	
Toll Free Phone Number:	(877)214-3962	
Project County:	Lycoming County	

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Project: 20-04891 - Building	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Asbestos & Insulation Workers	7/1/2016		\$34.48	\$18.52	\$53.00
Asbestos & Insulation Workers	7/1/2018		\$34.83	\$19.17	\$54.00
Asbestos & Insulation Workers	7/1/2019		\$35.33	\$19.67	\$55.00
Asbestos & Insulation Workers	7/1/2020		\$35.33	\$20.67	\$56.00
Asbestos & Insulation Workers	7/1/2021		\$36.58	\$20.67	\$57.25
Asbestos & Insulation Workers	7/1/2022		\$37.83	\$20.67	\$58.50
Boilermaker (Commercial, Institutional, and Minor Repair Work)	3/1/2017		\$28.52	\$18.22	\$46.74
Boilermaker (Commercial, Institutional, and Minor Repair Work)	3/1/2018		\$29.52	\$18.22	\$47.74
Boilermaker (Commercial, Institutional, and Minor Repair Work)	1/1/2019		\$29.26	\$18.48	\$47.74
Boilermakers	1/1/2018		\$46.26	\$33.36	\$79.62
Boilermakers	3/1/2018		\$45.89	\$33.73	\$79.62
Boilermakers	1/1/2019		\$45.51	\$34.11	\$79.62
Boilermakers	8/1/2019		\$47.21	\$34.11	\$81.32
Bricklayers, Stone Masons, Pointers, Caulkers, Cleaners	5/1/2017		\$32.77	\$16.34	\$49.11
Bricklayers, Stone Masons, Pointers, Caulkers, Cleaners	5/1/2018		\$33.16	\$16.75	\$49.91
Bricklayers, Stone Masons, Pointers, Caulkers, Cleaners	5/1/2019		\$33.63	\$17.18	\$50.81
Bricklayers, Stone Masons, Pointers, Caulkers, Cleaners	5/3/2020		\$34.17	\$17.64	\$51.81
Bricklayers, Stone Masons, Pointers, Caulkers, Cleaners	5/1/2021		\$34.78	\$18.13	\$52.91
Carpenters, Drywall Hangers, Framers, Instrument Men, Lathers, Soft Floor Layers	6/1/2017		\$28.88	\$15.75	\$44.63
Carpenters, Drywall Hangers, Framers, Instrument Men, Lathers, Soft Floor Layers	6/1/2018		\$29.53	\$16.20	\$45.73
Carpenters, Drywall Hangers, Framers, Instrument Men, Lathers, Soft Floor Layers	6/1/2019		\$30.18	\$16.65	\$46.83
Carpenters, Drywall Hangers, Framers, Instrument Men, Lathers, Soft Floor Layers	6/1/2020		\$30.88	\$17.10	\$47.98
Carpenters, Drywall Hangers, Framers, Instrument Men, Lathers, Soft Floor Layers	6/1/2021		\$31.77	\$17.41	\$49.18
Cement Finishers	6/1/2016		\$32.43	\$11.35	\$43.78
Cement Masons	6/1/2018		\$33.43	\$12.50	\$45.93
Cement Masons	5/1/2019		\$34.08	\$13.00	\$47.08
Cement Masons	6/1/2020		\$34.78	\$13.50	\$48.28
Drywall Finisher	5/1/2017		\$27.81	\$18.17	\$45.98
Drywall Finisher	5/1/2019		\$28.61	\$20.04	\$48.65
Drywall Finisher	5/1/2020		\$29.19	\$20.71	\$49.90
Electricians	6/1/2017		\$31.62	\$18.81	\$50.43
Electricians	6/1/2018		\$32.27	\$19.38	\$51.65
Electricians	6/1/2019	5/31/2020	\$32.76	\$20.45	\$53.21
Electricians	6/1/2020	5/31/2021	\$33.28	\$21.52	\$54.80
Electricians	6/1/2021		\$33.86	\$22.59	\$56.45
Elevator Constructor	1/1/2017		\$43.98	\$31.89	\$75.87

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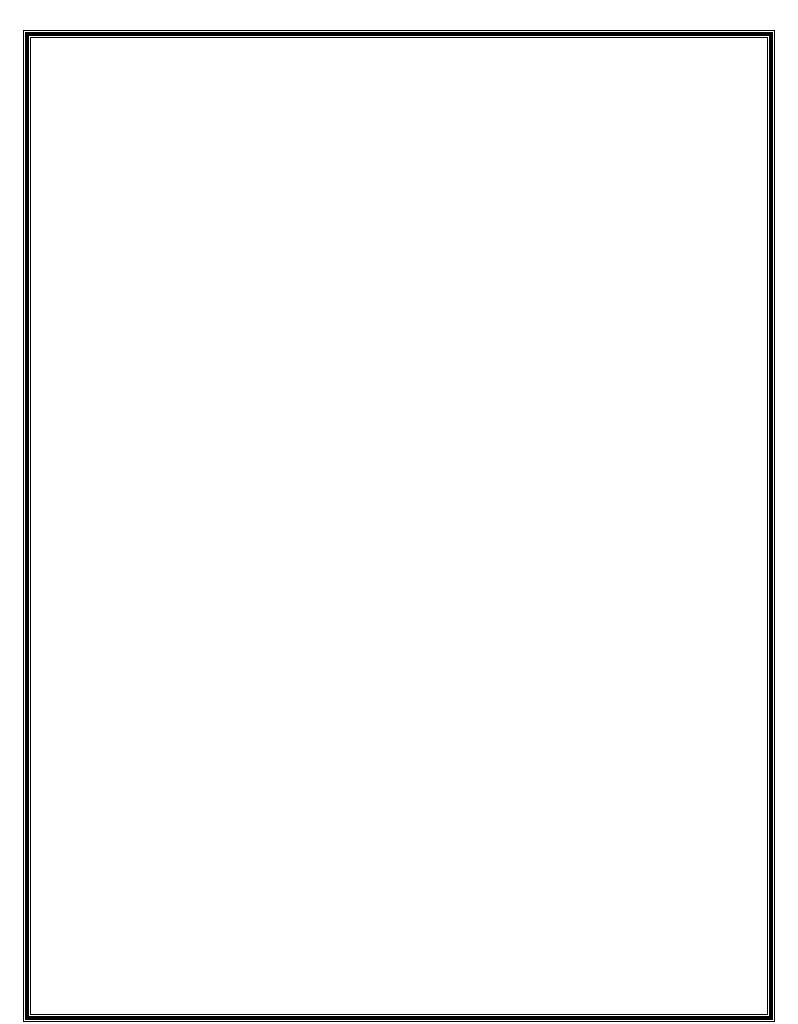
Project: 20-04891 - Building	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Elevator Constructor	1/1/2018		\$45.35	\$33.00	\$78.35
Elevator Constructor	1/1/2020		\$48.33	\$39.11	\$87.44
Elevator Mechanic	1/1/2019		\$46.80	\$34.13	\$80.93
Glazier	5/1/2016		\$29.02	\$15.51	\$44.53
Glazier	5/1/2019	4/30/2020	\$29.57	\$17.36	\$46.93
Glazier	5/1/2020	4/30/2021	\$29.57	\$18.36	\$47.93
Glazier	5/1/2021		\$29.57	\$19.36	\$48.93
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2017		\$31.33	\$28.42	\$59.75
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2018		\$32.53	\$28.42	\$60.95
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2019		\$32.76	\$29.88	\$62.64
Laborers (Class 01 - See notes)	5/1/2017		\$20.87	\$13.33	\$34.20
Laborers (Class 01 - See notes)	5/1/2018		\$21.32	\$13.93	\$35.25
Laborers (Class 01 - See notes)	5/1/2019		\$21.77	\$14.63	\$36.40
Laborers (Class 01 - See notes)	5/1/2020		\$22.22	\$15.13	\$37.35
Laborers (Class 02 - See notes)	5/1/2017		\$22.87	\$13.33	\$36.20
Laborers (Class 02 - See notes)	5/1/2018		\$23.32	\$13.93	\$37.25
Laborers (Class 02 - See notes)	5/1/2019		\$23.77	\$14.63	\$38.40
Laborers (Class 02 - See notes)	5/1/2020		\$24.22	\$15.13	\$39.35
Laborers (Class 03 - See notes)	5/1/2017		\$24.31	\$13.62	\$37.93
Laborers (Class 03 - See notes)	5/1/2018		\$24.81	\$14.22	\$39.03
Laborers (Class 03 - See notes)	5/1/2019		\$25.36	\$14.82	\$40.18
Laborers (Class 03 - See notes)	5/3/2020		\$25.96	\$15.42	\$41.38
Laborers (Class 03 - See notes)	5/2/2021		\$26.61	\$16.02	\$42.63
Laborers (Class 03 - See notes)	5/1/2022		\$27.31	\$16.62	\$43.93
Laborers (Class 03 - See notes)	4/30/2023		\$27.96	\$17.32	\$45.28
Laborers (Class 04 - See notes)	5/1/2017		\$25.81	\$13.62	\$39.43
Laborers (Class 04 - See notes)	5/1/2018		\$26.31	\$14.22	\$40.53
Laborers (Class 04 - See notes)	5/1/2019		\$26.86	\$14.82	\$41.68
Laborers (Class 04 - See notes)	5/3/2020		\$27.46	\$15.42	\$42.88
Laborers (Class 04 - See notes)	5/2/2021		\$28.11	\$16.02	\$44.13
Laborers (Class 04 - See notes)	5/1/2022		\$28.81	\$16.62	\$45.43
Laborers (Class 04 - See notes)	4/30/2023		\$29.46	\$17.32	\$46.78
Laborers (Class 05 - See notes)	5/1/2017		\$26.31	\$13.62	\$39.93
Laborers (Class 05 - See notes)	5/1/2018	4/30/2019	\$26.81	\$14.22	\$41.03
Laborers (Class 05 - See notes)	5/1/2019	4/30/2020	\$27.36	\$14.82	\$42.18
Laborers (Class 05 - See notes)	5/3/2020		\$27.96	\$15.42	\$43.38
Laborers (Class 05 - See notes)	5/2/2021		\$28.61	\$16.02	\$44.63
Laborers (Class 05 - See notes)	5/1/2022		\$29.31	\$16.62	\$45.93
Laborers (Class 05 - See notes)	4/30/2023		\$29.96	\$17.32	\$47.28
Laborers (Class 06 - See notes)	5/1/2017		\$22.87	\$13.33	\$36.20
Laborers (Class 06 - See notes)	5/1/2018	4/30/2019	\$23.32	\$13.93	\$37.25
Laborers (Class 06 - See notes)	5/1/2019		\$23.77	\$14.63	\$38.40

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Project: 20-04891 - Building	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Laborers (Class 06 - See notes)	5/1/2020		\$24.22	\$15.13	\$39.35
Marble Mason	5/1/2017		\$29.27	\$15.62	\$44.89
Marble Mason	5/1/2018		\$29.88	\$16.01	\$45.89
Marble Mason	5/1/2019		\$30.46	\$16.43	\$46.89
Marble Mason	5/1/2020		\$31.02	\$16.87	\$47.89
Marble Mason	5/1/2021		\$31.55	\$17.34	\$48.89
Millwright	5/1/2017		\$33.79	\$18.16	\$51.95
Millwright	5/1/2018	4/30/2019	\$34.41	\$18.64	\$53.05
Millwright	5/1/2019	4/30/2020	\$35.30	\$18.90	\$54.20
Millwright	5/1/2020		\$36.04	\$19.31	\$55.35
Operators (Building, Class 01 - See Notes)	5/1/2017		\$35.24	\$24.58	\$59.82
Operators (Building, Class 01 - See Notes)	5/1/2018		\$36.78	\$25.03	\$61.81
Operators (Building, Class 01 - See Notes)	5/1/2019		\$36.78	\$27.03	\$63.81
Operators (Building, Class 01 - See Notes)	5/1/2020		\$38.32	\$27.49	\$65.81
Operators (Building, Class 01 - See Notes)	5/1/2021		\$39.87	\$27.94	\$67.81
Operators (Building, Class 01A - See Notes)	5/1/2017		\$37.49	\$25.23	\$62.72
Operators (Building, Class 01A - See Notes)	5/1/2018		\$39.03	\$25.69	\$64.72
Operators (Building, Class 01A - See Notes)	5/1/2019		\$39.03	\$27.69	\$66.72
Operators (Building, Class 01A - See Notes)	5/1/2020		\$40.57	\$28.15	\$68.72
Operators (Building, Class 01A - See Notes)	5/1/2021		\$42.12	\$28.60	\$70.72
Operators (Building, Class 02 - See Notes)	5/1/2017		\$34.96	\$24.49	\$59.45
Operators (Building, Class 02 - See Notes)	5/1/2018		\$36.50	\$24.95	\$61.45
Operators (Building, Class 02 - See Notes)	5/1/2019		\$36.50	\$26.94	\$63.44
Operators (Building, Class 02 - See Notes)	5/1/2020		\$38.05	\$27.39	\$65.44
Operators (Building, Class 02 - See Notes)	5/1/2021		\$39.59	\$27.85	\$67.44
Operators (Building, Class 02A - See Notes)	5/1/2017		\$37.21	\$25.16	\$62.37
Operators (Building, Class 02A - See Notes)	5/1/2018		\$38.75	\$25.61	\$64.36
Operators (Building, Class 02A - See Notes)	5/1/2019		\$38.75	\$27.61	\$66.36
Operators (Building, Class 02A - See Notes)	5/1/2020		\$40.30	\$28.06	\$68.36
Operators (Building, Class 02A - See Notes)	5/1/2021		\$41.84	\$28.52	\$70.36
Operators (Building, Class 03 - See Notes)	5/1/2017		\$32.23	\$23.68	\$55.91
Operators (Building, Class 03 - See Notes)	5/1/2018		\$33.78	\$24.12	\$57.90
Operators (Building, Class 03 - See Notes)	5/1/2019		\$33.78	\$26.13	\$59.91
Operators (Building, Class 03 - See Notes)	5/1/2020		\$35.32	\$26.59	\$61.91
Operators (Building, Class 03 - See Notes)	5/1/2021		\$36.87	\$27.04	\$63.91
Operators (Building, Class 04 - See Notes)	5/1/2017		\$30.33	\$22.12	\$52.45
Operators (Building, Class 04 - See Notes)	5/1/2018		\$32.63	\$23.80	\$56.43
Operators (Building, Class 04 - See Notes)	5/1/2019		\$32.63	\$25.81	\$58.44
Operators (Building, Class 04 - See Notes)	5/1/2020		\$34.18	\$26.26	\$60.44
Operators (Building, Class 04 - See Notes)	5/1/2021		\$35.72	\$26.72	\$62.44
Operators (Building, Class 05 - See Notes)	5/1/2017		\$29.87	\$21.99	\$51.86
Operators (Building, Class 05 - See Notes)	5/1/2018		\$32.18	\$23.69	\$55.87
Operators (Building, Class 05 - See Notes)	5/1/2019		\$32.19	\$25.67	\$57.86

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Project: 20-04891 - Building	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Operators (Building, Class 05 - See Notes)	5/1/2021		\$35.27	\$26.59	\$61.86
Operators (Building, Class 06 - See Notes)	5/1/2017		\$29.00	\$21.72	\$50.72
Operators (Building, Class 06 - See Notes)	5/1/2018		\$31.31	\$23.41	\$54.72
Operators (Building, Class 06 - See Notes)	5/1/2019		\$31.31	\$25.41	\$56.72
Operators (Building, Class 06 - See Notes)	5/1/2020		\$32.86	\$25.86	\$58.72
Operators (Building, Class 06 - See Notes)	5/1/2021		\$34.40	\$26.32	\$60.72
Operators (Building, Class 07A- See Notes)	5/1/2017		\$42.44	\$28.13	\$70.57
Operators (Building, Class 07A- See Notes)	5/1/2018		\$44.29	\$28.68	\$72.97
Operators (Building, Class 07A- See Notes)	5/1/2019		\$44.60	\$30.77	\$75.37
Operators (Building, Class 07A- See Notes)	5/1/2020		\$46.46	\$31.31	\$77.77
Operators (Building, Class 07A- See Notes)	5/1/2021		\$48.31	\$31.86	\$80.17
Operators (Building, Class 07B- See Notes)	5/1/2017		\$42.09	\$28.03	\$70.12
Operators (Building, Class 07B- See Notes)	5/1/2018		\$43.95	\$28.58	\$72.53
Operators (Building, Class 07B- See Notes)	5/1/2019		\$44.26	\$30.66	\$74.92
Operators (Building, Class 07B- See Notes)	5/1/2020		\$46.11	\$31.21	\$77.32
Operators (Building, Class 07B- See Notes)	5/1/2021		\$47.96	\$31.77	\$79.73
Painters Class 1 (see notes)	5/1/2017		\$27.25	\$18.17	\$45.42
Painters Class 1 (see notes)	5/1/2019		\$28.05	\$20.04	\$48.09
Painters Class 1 (see notes)	5/1/2020		\$28.63	\$20.71	\$49.34
Painters Class 2 (see notes)	5/1/2017		\$30.15	\$1 8.17	\$48.32
Painters Class 2 (see notes)	5/1/2019		\$30.95	\$20.04	\$50.99
Painters Class 2 (see notes)	5/1/2020		\$31.53	\$20.71	\$52.24
Painters Class 3 (see notes)	5/1/2017		\$36.25	\$18.17	\$54.42
Pile Driver Divers (Building, Heavy, Highway)	1/1/2017		\$49.13	\$17.95	\$67.08
Pile Driver Divers (Building, Heavy, Highway)	1/1/2020		\$53.10	\$19.70	\$72.80
Pile Driver Divers (Building, Heavy, Highway)	1/1/2021		\$54.75	\$20.10	\$74.85
Pile Driver Divers (Building, Heavy, Highway)	1/1/2022		\$56.40	\$20.50	\$76.90
Piledrivers	1/1/2018		\$33.55	\$18.55	\$52.10
Piledrivers	1/1/2019		\$34.30	\$19.30	\$53.60
Piledrivers	1/1/2020	\	\$35.40	\$19.70	\$55.10
Piledrivers	1/1/2021		\$36.50	\$20.10	\$56.60
Piledrivers	1/1/2022		\$37.60	\$20.50	\$58.10
Plasterers	6/1/2016		\$32.94	\$10.92	\$43.86
Plasterers	6/1/2018		\$33.51	\$12.50	\$46.01
Plasterers	5/1/2019		\$34.66	\$12.50	\$47.16
Plasterers	6/1/2020		\$35.36	\$13.00	
Plumber/Pipefitter	5/1/2017		\$35.82	\$24.51	\$60.33
Plumber/Pipefitter	5/1/2018		\$36.87	\$25.26	\$62.13
Plumber/Pipefitter	5/1/2019		\$37.52	\$26.41	\$63.93
Plumber/Pipefitter	5/1/2020		\$37.52	\$28.21	\$65.73
Roofers	6/1/2017		\$27.50	_ \$19.08	·
Roofers	5/1/2019		\$29.50	\$19.81	\$49.31
Roofers	5/1/2020		\$30.25	\$20.36	
Sheet Metal Workers	5/1/2017		\$30.61	\$22.95	\$53.56

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Project: 20-04891 - Building	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Sheet Metal Workers	5/1/2018		\$30.63	\$23.73	\$54.36
Sheet Metal Workers	5/1/2019		\$30.79	\$25.07	\$55.86
Sheet Metal Workers	5/1/2020		\$31.04	\$26.32	\$57.36
Sprinklerfitters	4/1/2017		\$37.40	\$21.74	\$59.14
Sprinklerfitters	4/1/2018		\$38.80	\$22.74	\$61.54
Sprinklerfitters	4/1/2020		\$38.90	\$26.42	\$65.32
Terrazzo Finisher	5/1/2017		\$31.64	\$15.62	\$47.26
Terrazzo Finisher	5/1/2018		\$32.35	\$15.91	\$48.26
Terrazzo Finisher	5/1/2019		\$33.04	\$16.22	\$49.26
Terrazzo Finisher	5/1/2020		\$32.26	\$18.48	\$50.74
Terrazzo Grinder	5/1/2020		\$32.95	\$18.48	\$51.43
Terrazzo Mechanics	5/1/2020		\$32.91	\$20.11	\$53.02
Terrazzo Setter	5/1/2017		\$30.63	\$18.85	\$49.48
Terrazzo Setter	5/1/2018		\$31.23	\$19.25	\$50.48
Terrazzo Setter	5/1/2019		\$31.81	\$19.67	\$51.48
Tile & Marble Finisher	5/1/2017		\$26.89	\$13.86	\$40.75
Tile & Marble Finisher	5/1/2018		\$27.60	\$14.15	\$41.75
Tile & Marble Finisher	5/1/2019		\$28.29	\$14.46	\$42.75
Tile & Marble Finisher	5/1/2020		\$29.00	\$14.75	\$43.75
Tile & Marble Finisher	5/1/2020		\$28.96	\$14.79	\$43.75
Tile & Marble Finisher	5/1/2021		\$29.61	\$15.14	\$44.75
Tile Setter	5/1/2017		\$29.27	\$15.62	\$44.89
Tile Setter	5/1/2018		\$29.88	\$16.01	\$45.89
Tile Setter	5/1/2019		\$30.46	\$16.43	\$46.89
Tile Setter	5/1/2020		\$31.02	\$16.87	\$47.89
Tile Setter	5/1/2020		\$31.02	\$16.87	\$47.89
Tile Setter	5/1/2021		\$31.55	\$17.34	\$48.89
Truckdriver class 1(see notes)	5/1/2017		\$34.47	\$0.00	\$34.47
Truckdriver class 1(see notes)	5/1/2018		\$35.32	\$0.00	\$35.32
Truckdriver class 1(see notes)	5/1/2019		\$36.12	\$0.00	\$36.12
Truckdriver class 2 (see notes)	5/1/2017		\$34.54	\$0.00	\$34.54
Truckdriver class 2 (see notes)	5/1/2018		\$35.39	\$0.00	\$35.39
Truckdriver class 2 (see notes)	5/1/2019		\$36.19	\$0.00	\$36.19
Truckdriver class 3 (see notes)	5/1/2017		\$35.03	\$0.00	\$35.03
Truckdriver class 3 (see notes)	5/1/2018		\$35.88	\$0.00	\$35.88
Truckdriver class 3 (see notes)	5/1/2019		\$36.68	\$0.00	\$36.68
Window Film / Tint Installer	6/1/2019		\$24.52	\$12.08	\$36.60

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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Carpenter	5/1/2018		\$30.75	\$15.96	\$46.71
Carpenter	5/1/2019		\$31.51	\$16.55	\$48.06
Carpenter	5/1/2020		\$32.22	\$17.19	\$49.41
Carpenter	5/1/2021		\$33.12	\$17.74	\$50.86
Carpenters	5/1/2017		\$30.12	\$15.34	\$45.46
Cement Finishers	6/1/2016		\$32.43	\$11.35	\$43.78
Cement Finishers	6/1/2016		\$32.43	\$11.35	\$43.78
Electric Lineman	1/1/2018		\$55.43	\$22.48	\$77.91
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2017		\$31.33	\$28.42	\$59.75
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2018		\$32.53	\$28.42	\$60.95
Iron Workers (Bridge, Structural Steel, Ornamental, Precast, Reinforcing)	7/1/2019		\$32.76	\$29.88	\$62.64
Iron Workers	1/1/2017		\$30.02	\$29.42	\$59.44
Laborers (Class 01 - See notes)	5/1/2016		\$19.81	\$15.79	\$35.60
Laborers (Class 01 - See notes)	5/1/2017		\$20.36	\$16.29	\$36.65
Laborers (Class 01 - See notes)	5/1/2018		\$20.96	\$16.79	\$37.75
Laborers (Class 01 - See notes)	5/1/2019		\$21.61	\$17.29	\$38.90
Laborers (Class 01 - See notes)	5/1/2020		\$22.41	\$17.69	\$40.10
Laborers (Class 01 - See notes)	5/1/2021		\$23.21	\$18.09	\$41.30
Laborers (Class 01 - See notes)	5/1/2022		\$24.01	\$18.54	\$42.55
Laborers (Class 01 - See notes)	5/1/2023		\$24.81	\$18.99	\$43.80
Laborers (Class 01 - See notes)	5/1/2024		\$25.61	\$19.49	\$45.10
Laborers (Class 02 - See notes)	5/1/2016		\$26.43	\$15.79	\$42.22
Laborers (Class 02 - See notes)	5/1/2017		\$26.98	\$16.29	\$43.27
Laborers (Class 02 - See notes)	5/1/2018		\$27.58	\$16.79	\$44.37
Laborers (Class 02 - See notes)	5/1/2019		\$28.23	\$17.29	\$45.52
Laborers (Class 02 - See notes)	5/1/2020		\$29.03	\$17.69	\$46.72
Laborers (Class 02 - See notes)	5/1/2021		\$29.83	\$18.09	\$47.92
Laborers (Class 02 - See notes)	5/1/2022		\$30.63	\$18.54	\$49.17
Laborers (Class 02 - See notes)	5/1/2023		\$31.43	\$18.99	\$50.42
Laborers (Class 02 - See notes)	5/1/2024		\$32.23	\$19.49	\$51.72
Laborers (Class 03 - See notes)	5/1/2016		\$23.42	\$15.79	\$39.21
Laborers (Class 03 - See notes)	5/1/2017		\$23.97	\$16.29	\$40.26
Laborers (Class 03 - See notes)	5/1/2018		\$24.57	\$16.79	\$41.36
Laborers (Class 03 - See notes)	5/1/2019		\$25.22	\$17.29	\$42.51
Laborers (Class 03 - See notes)	5/1/2020		\$26.02	\$17.69	\$43.71
Laborers (Class 03 - See notes)	5/1/2021		\$26.82	\$18.09	\$44.91
Laborers (Class 03 - See notes)	5/1/2022		\$27.62	\$18.54	\$46.16
Laborers (Class 03 - See notes)	5/1/2023		\$28.42	\$18.99	\$47.41
Laborers (Class 03 - See notes)	5/1/2024		\$29.22	\$19.49	\$48.71
Laborers (Class 04 - See notes)	5/1/2016		\$23.77	\$15.79	\$39.56
Laborers (Class 04 - See notes)	5/1/2017		\$24.32	\$16.29	\$40.61
Laborers (Class 04 - See notes)	5/1/2018		\$24.92	\$16.79	\$41.71

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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Laborers (Class 04 - See notes)	5/1/2019		\$25.57	\$17.29	\$42.86
Laborers (Class 04 - See notes)	5/1/2020		\$26.37	\$17.69	\$44.06
Laborers (Class 04 - See notes)	5/1/2021		\$27.17	\$18.09	\$45.26
Laborers (Class 04 - See notes)	5/1/2022		\$27.97	\$18.54	\$46.51
Laborers (Class 04 - See notes)	5/1/2023		\$28.77	\$18.99	\$47.76
Laborers (Class 04 - See notes)	5/1/2024		\$29.57	\$19.49	\$49.06
Laborers (Class 05 - See notes)	5/1/2016		\$24.44	\$15.79	\$40.23
Laborers (Class 05 - See notes)	5/1/2017		\$24.99	\$16.29	\$41.28
Laborers (Class 05 - See notes)	5/1/2018		\$25.59	\$16.79	\$42.38
Laborers (Class 05 - See notes)	5/1/2019		\$26.24	\$17.29	\$43.53
Laborers (Class 05 - See notes)	5/1/2020		\$27.04	\$17.69	\$44.73
Laborers (Class 05 - See notes)	5/1/2021		\$27.84	\$18.09	\$45.93
Laborers (Class 05 - See notes)	5/1/2022		\$28.64	\$18.54	\$47.18
Laborers (Class 05 - See notes)	5/1/2023		\$29.44	\$18.99	\$48.43
Laborers (Class 05 - See notes)	5/1/2024		\$30.24	\$19.49	\$49.73
Laborers (Class 06 - See notes)	5/1/2016		\$23.86	\$15.79	\$39.65
Laborers (Class 06 - See notes)	5/1/2017		\$24.41	\$16.29	\$40.70
Laborers (Class 06 - See notes)	5/1/2018		\$25.01	\$16.79	\$41.80
Laborers (Class 06 - See notes)	5/1/2019		\$25.66	\$17.29	\$42.95
Laborers (Class 06 - See notes)	5/1/2020		\$26.46	\$17.69	\$44.15
Laborers (Class 06 - See notes)	5/1/2021		\$27.26	\$18.09	\$45.35
Laborers (Class 06 - See notes)	5/1/2022		\$28.06	\$18.54	\$46.60
Laborers (Class 06 - See notes)	5/1/2023		\$28.86	\$18.99	\$47.85
Laborers (Class 06 - See notes)	5/1/2024		\$29.66	\$19.49	\$49.15
Laborers (Class 07 - See notes)	5/1/2016		\$24.15	\$15.79	\$39.94
Laborers (Class 07 - See notes)	5/1/2017		\$24.70	\$16.29	\$40.99
Laborers (Class 07 - See notes)	5/1/2018		\$25.30	\$16.79	\$42.09
Laborers (Class 07 - See notes)	5/1/2019		\$25.95	\$17.29	\$43.24
Laborers (Class 07 - See notes)	5/1/2020		\$26.75	\$17.69	\$44.44
Laborers (Class 07 - See notes)	5/1/2021		\$27.55	\$18.09	\$45.64
Laborers (Class 07 - See notes)	5/1/2022		\$28.35	\$18.54	\$46.89
Laborers (Class 07 - See notes)	5/1/2023		\$29.15	\$18.99	\$48.14
Laborers (Class 07 - See notes)	5/1/2024		\$29.95	\$19.49	\$49.44
Laborers (Class 08 - See notes)	5/1/2016		\$24.63	\$15.79	\$40.42
Laborers (Class 08 - See notes)	5/1/2017		\$25.18	\$16.29	\$41.47
Laborers (Class 08 - See notes)	5/1/2018		\$25.78	\$16.79	\$42.57
Laborers (Class 08 - See notes)	5/1/2019		\$26.43	\$17.29	\$43.72
Laborers (Class 08 - See notes)	5/1/2020		\$27.23	\$17.69	\$44.92
Laborers (Class 08 - See notes)	5/1/2021		\$28.03	\$18.09	\$46.12
Laborers (Class 08 - See notes)	5/1/2022		\$28.83	\$18.54	\$47.37
Laborers (Class 08 - See notes)	5/1/2023		\$29.63	\$18.99	\$48.62
Laborers (Class 08 - See notes)	5/1/2024		\$30.43	\$19.49	\$49.92
Laborers Class 01 - See Notes (Building, Heavy, Highway)	5/1/2020		\$22.41	\$17.69	\$40.10
Laborers Class 01 - See Notes (Building, Heavy,	5/1/2021		\$23.21	\$18.09	\$41.30 Department of

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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Highway)					
Laborers Class 01 - See Notes (Building, Heavy, Highway)	5/1/2022		\$24.01	\$18.54	\$42.55
Laborers Class 01 - See Notes (Building, Heavy, Highway)	5/1/2023		\$24.81	\$18.99	\$43.80
Laborers Class 01 - See Notes (Building, Heavy, Highway)	5/1/2024		\$25.61	\$19.49	\$45.10
Laborers Class 02 - See Notes (Building, Heavy, Highway)	5/1/2020		\$29.03	\$17.69	\$46.72
Laborers Class 02 - See Notes (Building, Heavy, Highway)	5/1/2021		\$29.83	\$18.09	\$47.92
Laborers Class 02 - See Notes (Building, Heavy, Highway)	5/1/2022		\$30.63	\$18.54	\$49.17
Laborers Class 02 - See Notes (Building, Heavy, Highway)	5/1/2023		\$31.43	\$18.99	\$50.42
Laborers Class 02 - See Notes (Building, Heavy, Highway)	5/1/2024		\$32.23	\$19.49	\$51.72
Laborers Class 03 - See Notes (Building, Heavy, Highway)	5/1/2020		\$26.02	\$17.69	\$43.71
Laborers Class 03 - See Notes (Building, Heavy, Highway)	5/1/2021		\$26.82	\$18.09	\$44.91
Laborers Class 03 - See Notes (Building, Heavy, Highway)	5/1/2022		\$27.62	\$18.54	\$46.16
Laborers Class 03 - See Notes (Building, Heavy, Highway)	5/1/2023		\$28.42	\$18.99	\$47.41
Laborers Class 03 - See Notes (Building, Heavy, Highway)	5/1/2024		\$29.22	\$19.49	\$48.71
Laborers Class 04 - See Notes (Building, Heavy, Highway)	5/1/2020		\$26.37	\$17.69	\$44.06
Laborers Class 04 - See Notes (Building, Heavy, Highway)	5/1/2021		\$27.17	\$18.09	\$45.26
Laborers Class 04 - See Notes (Building, Heavy, Highway)	5/1/2022		\$27.97	\$18.54	\$46.51
Laborers Class 04 - See Notes (Building, Heavy, Highway)	5/1/2023		\$28.77	\$18.99	\$47.76
Laborers Class 04 - See Notes (Building, Heavy, Highway)	5/1/2024		\$29.57	\$19.49	\$49.06
Laborers Class 05 - See Notes (Building, Heavy, Highway)	5/1/2020		\$27.04	\$17.69	\$44.73
Laborers Class 05 - See Notes (Building, Heavy, Highway)	5/1/2021		\$27.84	\$18.09	\$45.93
Laborers Class 05 - See Notes (Building, Heavy, Highway)	5/1/2022		\$28.64	\$18.54	\$47.18
Laborers Class 05 - See Notes (Building, Heavy, Highway)	5/1/2023		\$29.44	\$18.99	\$48.43
Laborers Class 05 - See Notes (Building, Heavy, Highway)	5/1/2024		\$30.24	\$19.49	\$49.73
Laborers Class 06 - See Notes (Building, Heavy, Highway)	5/1/2020		\$26.46	\$17.69	\$44.15
Laborers Class 06 - See Notes (Building, Heavy, Highway)	5/1/2021		\$27.26	\$18.09	\$45.35
Laborers Class 06 - See Notes (Building, Heavy, Highway)	5/1/2022		\$28.06	\$18.54	\$46.60

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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Laborers Class 06 - See Notes (Building, Heavy, Highway)	5/1/2023		\$28.86	\$18.99	\$47.85
Laborers Class 06 - See Notes (Building, Heavy, Highway)	5/1/2024		\$29.66	\$19.49	\$49.15
Laborers Class 07 - See Notes (Building, Heavy, Highway)	5/1/2020		\$26.75	\$17.69	\$44.44
Laborers Class 07 - See Notes (Building, Heavy, Highway)	5/1/2021		\$27.55	\$18.09	\$45.64
Laborers Class 07 - See Notes (Building, Heavy, Highway)	5/1/2022		\$28.35	\$18.54	\$46.89
Laborers Class 07 - See Notes (Building, Heavy, Highway)	5/1/2023		\$29.15	\$18.99	\$48.14
Laborers Class 07 - See Notes (Building, Heavy, Highway)	5/1/2024		\$29.95	\$19.49	\$49.44
Laborers Class 08 - See Notes (Building, Heavy, Highway)	5/1/2020		\$27.23	\$17.69	\$44.92
Laborers Class 08 - See Notes (Building, Heavy, Highway)	5/1/2021		\$28.03	\$18.09	\$46.12
Laborers Class 08 - See Notes (Building, Heavy, Highway)	5/1/2022		\$28.83	\$18.54	\$47.37
Laborers Class 08 - See Notes (Building, Heavy, Highway)	5/1/2023		\$29.63	\$18.99	\$48.62
Laborers Class 08 - See Notes (Building, Heavy, Highway)	5/1/2024		\$30.43	\$19.49	\$49.92
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2016		\$32.16	\$22.64	\$54.80
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2017		\$33.80	\$24.16	\$57.96
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2018		\$35.35	\$24.61	\$59.96
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2019		\$35.35	\$26.61	\$61.96
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2020		\$36.90	\$27.06	\$63.96
Operators (Building/Heavy, Class 01 - See Notes)	5/1/2021		\$38.44	\$27.52	\$65.96
Operators (Building/Heavy, Class 01a - See Notes)	5/1/2017		\$36.05	\$24.82	\$60.87
Operators (Building/Heavy, Class 01a - See Notes)	5/1/2018		\$37.60	\$25.27	\$62.87
Operators (Building/Heavy, Class 01a - See Notes)	5/1/2019		\$37.60	\$27.27	\$64.87
Operators (Building/Heavy, Class 01a - See Notes)	5/1/2020		\$39.14	\$27.73	\$66.87
Operators (Building/Heavy, Class 01a - See Notes)	5/1/2021		\$40.69	\$28.18	\$68.87
Operators (Building/Heavy, Class 02 - See Notes)	5/1/2017		\$33.52	\$24.07	\$57.59
Operators (Building/Heavy, Class 02 - See Notes)	5/1/2018		\$35.07	\$24.52	\$59.59
Operators (Building/Heavy, Class 02 - See Notes)	5/1/2019		\$35.07	\$26.52	\$61.59
Operators (Building/Heavy, Class 02 - See Notes)	5/1/2020		\$36.61	\$26.98	\$63.59
Operators (Building/Heavy, Class 02 - See Notes)	5/1/2021		\$38.16	\$27.43	\$65.59
Operators (Building/Heavy, Class 02a - See Notes)	5/1/2017		\$35.78	\$24.72	\$60.50
Operators (Building/Heavy, Class 02a - See Notes)	5/1/2018		\$37.32	\$25.19	\$62.51
Operators (Building/Heavy, Class 02a - See Notes)	5/1/2019	1	\$37.32	\$27.19	\$64.51
Operators (Building/Heavy, Class 02a - See Notes)	5/1/2020		\$38.87	\$27.64	\$66.51
Operators (Building/Heavy, Class 02a - See Notes)	5/1/2021		\$40.41	\$28.10	\$68.51
Operators (Building/Heavy, Class 03 - See Notes)	5/1/2017		\$30.60	\$23.21	\$53.81
Operators (Building/Heavy, Class 03 - See Notes)	5/1/2018	 	\$32.15	\$23.66	\$55.81
Operators (Building/Heavy, Class 03 - See Notes)	5/1/2019	 	\$32.15	\$25.66	\$57.81
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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Operators (Building/Heavy, Class 03 - See Notes)	5/1/2020		\$33.69	\$26.12	\$59.81
Operators (Building/Heavy, Class 03 - See Notes)	5/1/2021		\$35.24	\$26.57	\$61.81
Operators (Building/Heavy, Class 04 - See Notes)	5/1/2017		\$29.47	\$22.88	\$52.35
Operators (Building/Heavy, Class 04 - See Notes)	5/1/2018		\$31.01	\$23.32	\$54.33
Operators (Building/Heavy, Class 04 - See Notes)	5/1/2019		\$31.01	\$25.33	\$56.34
Operators (Building/Heavy, Class 04 - See Notes)	5/1/2020		\$32.55	\$25.79	\$58.34
Operators (Building/Heavy, Class 04 - See Notes)	5/1/2021		\$34.10	\$26.24	\$60.34
Operators (Building/Heavy, Class 05 - See Notes)	5/1/2017		\$29.02	\$22.74	\$51.76
Operators (Building/Heavy, Class 05 - See Notes)	5/1/2018		\$30.56	\$23.20	\$53.76
Operators (Building/Heavy, Class 05 - See Notes)	5/1/2019		\$30.56	\$25.20	\$55.76
Operators (Building/Heavy, Class 05 - See Notes)	5/1/2020		\$32.11	\$25.65	\$57.76
Operators (Building/Heavy, Class 05 - See Notes)	5/1/2021		\$33.65	\$26.11	\$59.76
Operators (Building/Heavy, Class 06 - See Notes)	5/1/2017		\$28.14	\$22.49	\$50.63
Operators (Building/Heavy, Class 06 - See Notes)	5/1/2018		\$29.68	\$22.93	\$52.61
Operators (Building/Heavy, Class 06 - See Notes)	5/1/2019		\$29.68	\$24.94	\$54.62
Operators (Building/Heavy, Class 06 - See Notes)	5/1/2020		\$31.23	\$25.39	\$56.62
Operators (Building/Heavy, Class 06 - See Notes)	5/1/2021		\$32.77	\$25.84	\$58.61
Operators (Heavy, Class 07A - See Notes)	5/1/2017		\$40.73	\$27.63	\$68.36
Operators (Heavy, Class 07A - See Notes)	5/1/2018		\$42.58	\$28.18	\$70.76
Operators (Heavy, Class 07A - See Notes)	5/1/2019		\$42.89	\$30.27	\$73.16
Operators (Heavy, Class 07A - See Notes)	5/1/2020		\$44.74	\$30.82	\$75.56
Operators (Heavy, Class 07A - See Notes)	5/1/2021		\$46.59	\$31.37	\$77.96
Operators (Heavy, Class 07B - See Notes)	5/1/2017		\$40.38	\$27.53	\$67.91
Operators (Heavy, Class 07B - See Notes)	5/1/2018		\$42.23	\$28.09	\$70.32
Operators (Heavy, Class 07B - See Notes)	5/1/2019		\$42.54	\$30.17	\$72.71
Operators (Heavy, Class 07B - See Notes)	5/1/2020		\$44.39	\$30.72	\$75.11
Operators (Heavy, Class 07B - See Notes)	5/1/2021		\$46.25	\$31.26	\$77.51
Operators (Highway, Class 01 - See Notes)	5/1/2016		\$32.16	\$22.64	\$54.80
Operators (Highway, Class 01 - See Notes)	5/1/2017		\$32.93	\$23.87	\$56.80
Operators (Highway, Class 01 - See Notes)	5/1/2018		\$34.47	\$24.33	\$58.80
Operators (Highway, Class 01 - See Notes)	5/1/2019		\$34.47	\$26.33	\$60.80
Operators (Highway, Class 01 - See Notes)	5/1/2020		\$37.56	\$25.24	\$62.80
Operators (Highway, Class 01 - See Notes)	5/1/2021		\$39.10	\$25.70	\$64.80
Operators (Highway, Class 01a - See Notes)	5/1/2017		\$35.18	\$24.56	\$59.74
Operators (Highway, Class 01a - See Notes)	5/1/2018		\$36.72	\$25.01	\$61.73
Operators (Highway, Class 01a - See Notes)	5/1/2019		\$36.72	\$27.01	\$63.73
Operators (Highway, Class 01a - See Notes)	5/1/2020		\$39.81	\$25.92	\$65.73
Operators (Highway, Class 01a - See Notes)	5/1/2021		\$41.35	\$26.38	\$67.73
Operators (Highway, Class 02 - See Notes)	5/1/2016		\$30.98	\$22.31	\$53.29
Operators (Highway, Class 02 - See Notes)	5/1/2017		\$31.75	\$23.53	\$55.28
Operators (Highway, Class 02 - See Notes)	5/1/2018		\$33.30	\$23.98	\$57.28
Operators (Highway, Class 02 - See Notes)	5/1/2019		\$33.29	\$25.99	\$59.28
Operators (Highway, Class 02 - See Notes)	5/1/2020		\$36.38	\$24.90	\$61.28
Operators (Highway, Class 02 - See Notes)	5/1/2021		\$37.93	\$25.35	\$63.28

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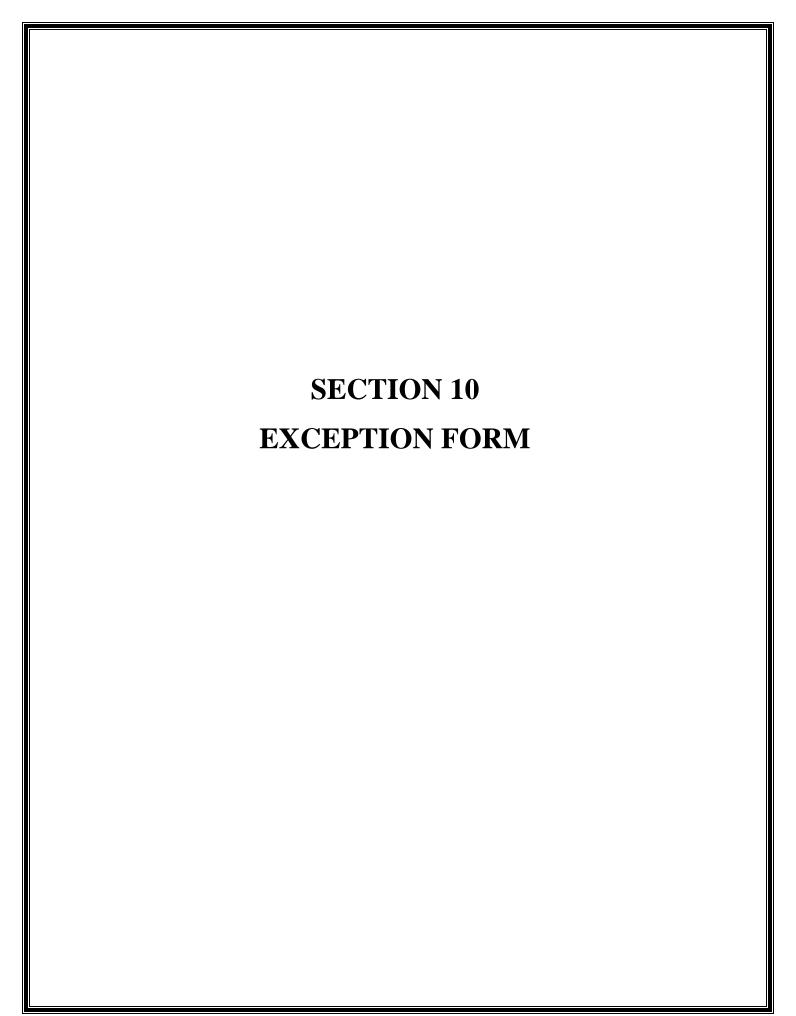
Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Operators (Highway, Class 03 - See Notes)	Operators (Highway, Class 03 - See Notes)	5/1/2016		\$30.28	\$22.10	\$52.38
Operators (Highway, Class 03 - See Notes) 5/1/2019 \$32.59 \$25.79 \$58.38 Operators (Highway, Class 03 - See Notes) 5/1/2020 \$35.69 \$24.69 \$80.38 Operators (Highway, Class 03 - See Notes) 5/1/2021 \$37.23 \$25.16 \$62.39 Operators (Highway, Class 04 - See Notes) 5/1/2016 \$29.82 \$21.98 \$51.80 Operators (Highway, Class 04 - See Notes) 5/1/2017 \$30.60 \$23.20 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$35.23 \$24.57 \$59.80 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.36 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$3	Operators (Highway, Class 03 - See Notes)	5/1/2017		\$31.06	\$23.32	\$54.38
Operators (Highway, Class 03 - See Notes) 5/1/2020 \$35.69 \$24.69 \$60.38 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$37.23 \$25.16 \$62.39 Operators (Highway, Class 04 - See Notes) 5/1/2017 \$30.60 \$22.98 \$51.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2019 \$33.21 \$22.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$38.23 \$24.57 \$59.00 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.33 \$51.80 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$3	Operators (Highway, Class 03 - See Notes)	5/1/2018		\$32.59	\$23.80	\$56.39
Operators (Highway, Class 03 - See Notes) 5/1/2021 \$37.23 \$25.16 \$62.39 Operators (Highway, Class 04 - See Notes) 5/1/2016 \$29.82 \$21.96 \$51.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$33.60 \$23.20 \$53.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$25.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2029 \$33.214 \$25.66 \$57.80 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$33.23 \$24.57 \$59.80 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$33.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$33.77 \$30.08 \$23.05 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$22.51 \$57.14 Operators (Highway, Class 06 - See Notes) 5/1	Operators (Highway, Class 03 - See Notes)	5/1/2019		\$32.59	\$25.79	\$58.38
Operators (Highway, Class 04 - See Notes) 5/1/2017 \$30.60 \$23.20 \$53.80 Operators (Highway, Class 04 - See Notes) 5/1/2017 \$30.60 \$23.20 \$53.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.44 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.44 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.44 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2019 \$32.47 \$25.65 \$57.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$35.23 \$24.57 \$59.80 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$33.63 \$23.51 \$55.14 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$33.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.33 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$33.24 0 \$22.20 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$33.47 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06/4 - See Notes) 5/1/2019 \$34.55 \$22.45 \$90.01 Operators (Highway, Class 06/4 - See Notes) 5/1/2016 \$35.56 \$22.05 \$60.01 Operators (Highway, Class 06/4 - See Notes) 5/1/2019 \$35.65 \$22.45 \$60.01 Operators (High	Operators (Highway, Class 03 - See Notes)	5/1/2020		\$35.69	\$24.69	\$60.38
Operators (Highway, Class 04 - See Notes) 5/1/2017 \$30.60 \$23.20 \$53.80 Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2019 \$32.14 \$25.66 \$55.90 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$35.23 \$24.57 \$59.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.40 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.40 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$3	Operators (Highway, Class 03 - See Notes)	5/1/2021		\$37.23	\$25.16	\$62.39
Operators (Highway, Class 04 - See Notes) 5/1/2018 \$32.14 \$23.66 \$55.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$32.214 \$25.66 \$57.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$35.23 \$24.57 \$59.80 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$35.73 \$25.50 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.00 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$	Operators (Highway, Class 04 - See Notes)	5/1/2016		\$29.82	\$21.98	\$51.80
Operators (Highway, Class 04 - See Notes) 5/1/2019 \$32.14 \$25.66 \$57.80 Operators (Highway, Class 04 - See Notes) 5/1/2020 \$35.23 \$24.57 \$59.90 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$23.51 \$57.40 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$34.72 \$24.42 \$59.44 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$36.26 \$24.87 \$51.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$3	Operators (Highway, Class 04 - See Notes)	5/1/2017		\$30.60	\$23.20	\$53.80
Operators (Highway, Class 04 - See Notes) 5/1/2021 \$35.23 \$24.57 \$59.80 Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$75.13 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$26.39 \$51.00 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$51.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$51.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$55.11 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$39.33 \$25.78 \$55.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$33.4.65 \$22.36 \$55.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operator	Operators (Highway, Class 04 - See Notes)	5/1/2018		\$32.14	\$23.66	\$55.80
Operators (Highway, Class 04 - See Notes) 5/1/2021 \$36.77 \$25.03 \$61.80 Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.30 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$22.5.51 \$55.71 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$22.5.1 \$55.77 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$22.4.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$22.92 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06/4 - See Notes) 5/1/2019	Operators (Highway, Class 04 - See Notes)	5/1/2019		\$32.14	\$25.66	\$57.80
Operators (Highway, Class 05 - See Notes) 5/1/2016 \$29.31 \$21.83 \$51.14 Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$25.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$81.13 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$81.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06/A - See Notes) 5/1/2020	Operators (Highway, Class 04 - See Notes)	5/1/2020		\$35.23	\$24.57	\$59.80
Operators (Highway, Class 05 - See Notes) 5/1/2017 \$30.08 \$23.06 \$53.14 Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.74 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$26.39 \$51.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$68.10 Operators (Highway, Class 06/A - See Notes) 5/1/2010 \$34.65 \$22.36 \$68.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 <t< td=""><td>Operators (Highway, Class 04 - See Notes)</td><td>5/1/2021</td><td></td><td>\$36.77</td><td>\$25.03</td><td>\$61.80</td></t<>	Operators (Highway, Class 04 - See Notes)	5/1/2021		\$36.77	\$25.03	\$61.80
Operators (Highway, Class 05 - See Notes) 5/1/2018 \$31.63 \$23.51 \$55.14 Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017	Operators (Highway, Class 05 - See Notes)	5/1/2016		\$29.31	\$21.83	\$51.14
Operators (Highway, Class 05 - See Notes) 5/1/2019 \$31.63 \$25.51 \$57.14 Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.71 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$33.405 \$23.36 \$56.01 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$33.405 \$23.36 \$56.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018	Operators (Highway, Class 05 - See Notes)	5/1/2017		\$30.08	\$23.06	\$53.14
Operators (Highway, Class 05 - See Notes) 5/1/2020 \$34.72 \$24.42 \$59.14 Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018	Operators (Highway, Class 05 - See Notes)	5/1/2018		\$31.63	\$23.51	\$55.14
Operators (Highway, Class 05 - See Notes) 5/1/2021 \$36.26 \$24.87 \$61.13 Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020	Operators (Highway, Class 05 - See Notes)	5/1/2019		\$31.63	\$25.51	\$57.14
Operators (Highway, Class 06 - See Notes) 5/1/2016 \$32.40 \$22.70 \$55.10 Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$22.86 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$66.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016	Operators (Highway, Class 05 - See Notes)	.5/1/2020		\$34.72	\$24.42	\$59.14
Operators (Highway, Class 06 - See Notes) 5/1/2017 \$33.17 \$23.94 \$57.11 Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$39.33 \$25.76 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$22.36 \$56.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$224.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2017 <td>Operators (Highway, Class 05 - See Notes)</td> <td>5/1/2021</td> <td></td> <td>\$36.26</td> <td>\$24.87</td> <td>\$61.13</td>	Operators (Highway, Class 05 - See Notes)	5/1/2021		\$36.26	\$24.87	\$61.13
Operators (Highway, Class 06 - See Notes) 5/1/2018 \$34.71 \$24.39 \$59.10 Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 <td>Operators (Highway, Class 06 - See Notes)</td> <td>5/1/2016</td> <td></td> <td>\$32.40</td> <td>\$22.70</td> <td>\$55.10</td>	Operators (Highway, Class 06 - See Notes)	5/1/2016		\$32.40	\$22.70	\$55.10
Operators (Highway, Class 06 - See Notes) 5/1/2019 \$34.71 \$26.39 \$61.10 Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$441.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018<	Operators (Highway, Class 06 - See Notes)	5/1/2017		\$33.17	\$23.94	\$57.11
Operators (Highway, Class 06 - See Notes) 5/1/2020 \$36.25 \$26.85 \$63.10 Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018	Operators (Highway, Class 06 - See Notes)	5/1/2018		\$34.71	\$24.39	\$59.10
Operators (Highway, Class 06 - See Notes) 5/1/2021 \$39.33 \$25.78 \$65.11 Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/20	Operators (Highway, Class 06 - See Notes)	5/1/2019		\$34.71	\$26.39	\$61.10
Operators (Highway, Class 06/A - See Notes) 5/1/2016 \$34.65 \$23.36 \$58.01 Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06 - See Notes)	5/1/2020		\$36.25	\$26.85	\$63.10
Operators (Highway, Class 06/A - See Notes) 5/1/2017 \$35.42 \$24.59 \$60.01 Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06 - See Notes)	5/1/2021		\$39.33	\$25.78	\$65.11
Operators (Highway, Class 06/A - See Notes) 5/1/2018 \$36.96 \$25.05 \$62.01 Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06/A - See Notes)	5/1/2016		\$34.65	\$23.36	\$58.01
Operators (Highway, Class 06/A - See Notes) 5/1/2019 \$36.96 \$27.05 \$64.01 Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06/A - See Notes)	5/1/2017		\$35.42	\$24.59	\$60.01
Operators (Highway, Class 06/A - See Notes) 5/1/2020 \$40.04 \$25.97 \$66.01 Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06/A - See Notes)	5/1/2018		\$36.96	\$25.05	\$62.01
Operators (Highway, Class 06/A - See Notes) 5/1/2021 \$41.58 \$26.43 \$68.01 Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06/A - See Notes)	5/1/2019		\$36.96	\$27.05	\$64.01
Operators (Highway, Class 07/A - See Notes) 5/1/2016 \$38.56 \$25.99 \$64.55 Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/	Operators (Highway, Class 06/A - See Notes)	5/1/2020		\$40.04	\$25.97	\$66.01
Operators (Highway, Class 07/A - See Notes) 5/1/2017 \$39.66 \$27.31 \$66.97 Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020	Operators (Highway, Class 06/A - See Notes)	5/1/2021		\$41.58	\$26.43	\$68.01
Operators (Highway, Class 07/A - See Notes) 5/1/2018 \$41.52 \$27.84 \$69.36 Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2016		\$38.56	\$25.99	\$64.55
Operators (Highway, Class 07/A - See Notes) 5/1/2019 \$41.82 \$29.95 \$71.77 Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2017		\$39.66	\$27.31	\$66.97
Operators (Highway, Class 07/A - See Notes) 5/1/2020 \$45.23 \$28.94 \$74.17 Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2018		\$41.52	\$27.84	\$69.36
Operators (Highway, Class 07/A - See Notes) 5/1/2021 \$47.08 \$29.49 \$76.57 Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2019		\$41.82	\$29.95	\$71.77
Operators (Highway, Class 07/B - See Notes) 5/1/2016 \$37.17 \$25.57 \$62.74 Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2020		\$45.23	\$28.94	\$74.17
Operators (Highway, Class 07/B - See Notes) 5/1/2017 \$38.25 \$26.89 \$65.14 Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/A - See Notes)	5/1/2021		\$47.08	\$29.49	\$76.57
Operators (Highway, Class 07/B - See Notes) 5/1/2018 \$40.10 \$27.44 \$67.54 Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/B - See Notes)	5/1/2016		\$37.17	\$25.57	\$62.74
Operators (Highway, Class 07/B - See Notes) 5/1/2019 \$40.41 \$29.53 \$69.94 Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/B - See Notes)	5/1/2017		\$38.25	\$26.89	\$65.14
Operators (Highway, Class 07/B - See Notes) 5/1/2020 \$43.81 \$28.53 \$72.34 Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/B - See Notes)	5/1/2018		\$40.10	\$27.44	\$67.54
Operators (Highway, Class 07/B - See Notes) 5/1/2021 \$45.66 \$29.08 \$74.74 Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/B - See Notes)	5/1/2019		\$40.41	\$29.53	\$69.94
Painters Class 2 (see notes) 5/1/2020 \$31.53 \$20.71 \$52.24	Operators (Highway, Class 07/B - See Notes)	5/1/2020		\$43.81	\$28.53	\$72.34
	Operators (Highway, Class 07/B - See Notes)	5/1/2021		\$45.66	\$29.08	\$74.74
Painters Class 3 (see notes) 5/1/2019 \$37.05 \$20.04 \$57.09	Painters Class 2 (see notes)	5/1/2020		\$31.53	\$20.71	\$52.24
	Painters Class 3 (see notes)	5/1/2019		\$37.05	\$20.04	\$57.09

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Project: 20-04891 - Heavy/Highway	Effective Date	Expiration Date	Hourly Rate	Fringe Benefits	Total
Painters Class 3 (see notes)	5/1/2020		\$37.63	\$20.71	\$58.34
Pile Driver Divers (Building, Heavy, Highway)	1/1/2017		\$49.13	\$17.95	\$67.08
Pile Driver Divers (Building, Heavy, Highway)	1/1/2020		\$53.10	\$19.70	\$72.80
Pile Driver Divers (Building, Heavy, Highway)	1/1/2021		\$54.75	\$20.10	\$74.85
Pile Driver Divers (Building, Heavy, Highway)	1/1/2022		\$56.40	\$20.50	\$76.90
Piledrivers	1/1/2017		\$32.75	\$17.95	\$50.70
Piledrivers	1/1/2018		\$33.55	\$18.55	\$52.10
Piledrivers	5/1/2018		\$30.75	\$15.96	\$46.71
Piledrivers	1/1/2019		\$34.30	\$19.30	\$53.60
Piledrivers	5/1/2019		\$31.51	\$16.55	\$48.06
Piledrivers	5/1/2020		\$32.22	\$17.19	\$49.41
Piledrivers	5/1/2021		\$33.12	\$17.74	\$50.86
Steamfitters (Heavy and Highway - Gas Distribution)	5/1/2017		\$40.98	\$32.53	\$73.51
Truckdriver class 1(see notes)	5/1/2015		\$32.57	\$0.00	\$32.57
Truckdriver class 1(see notes)	5/1/2016		\$33.57	\$0.00	\$33.57
Truckdriver class 1(see notes)	5/1/2017		\$34.47	\$0.00	\$34.47
Truckdriver class 1(see notes)	5/1/2018		\$35.32	\$0.00	\$35.32
Truckdriver class 1(see notes)	5/1/2019		\$36.12	\$0.00	\$36.12
Truckdriver class 2 (see notes)	5/1/2016		\$33.64	\$0.00	\$33.64
Truckdriver class 2 (see notes)	5/1/2017		\$34.54	\$0.00	\$34.54
Truckdriver class 2 (see notes)	5/1/2018		\$35.39	\$0.00	\$35.39
Truckdriver class 2 (see notes)	5/1/2019		\$36.19	\$0.00	\$36.19
Truckdriver class 3 (see notes)	5/1/2015		\$33.13	\$0.00	\$33.13
Truckdriver class 3 (see notes)	5/1/2016		\$34.13	\$0.00	\$34.13
Truckdriver class 3 (see notes)	5/1/2017		\$35.03	\$0.00	\$35.03
Truckdriver class 3 (see notes)	5/1/2018		\$35.88	\$0.00	\$35.88
Truckdriver class 3 (see notes)	5/1/2019		\$36.68	\$0.00	\$36.68

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EXCEPTION FORM	
Section Number	Explanation
Section 1 (united)	