

**PREVAILING WAGE RATES
FOR
ISLAND COUNTY
APPRENTICES**

**EFFECTIVE DATE
9/2/2009**

Stage of Progression & Hour Range	Prevailing Wage	Overtime Code	Holiday Code	Note Code
<u>ASBESTOS ABATEMENT WORKERS</u>				
<u>JOURNEY LEVEL</u>				
LABORERS				
1 0000-1000 HOURS 60.00%	\$27.65	1H	5D	
2 1001-2000 HOURS 70.00%	\$30.74	1H	5D	
3 2001-3000 HOURS 80.00%	\$33.84	1H	5D	
4 3001-4000 HOURS 90.00%	\$36.93	1H	5D	
<u>BOILERMAKERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 70.00%	\$19.63	1		
2 1001-2000 HOURS 75.00%	\$21.03	1		
3 2001-3000 HOURS 80.00%	\$22.43	1		
4 3001-4000 HOURS 85.00%	\$23.83	1		
5 4001-5000 HOURS 90.00%	\$25.24	1		
6 5001-6000 HOURS 95.00%	\$26.64	1		
<u>BRICK AND MARBLE MASONS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-0750 HOURS 50.00%	\$28.74	1M	5A	
2 0750-2250 HOURS 55.00%	\$29.49	1M	5A	
3 2550-3000 HOURS 60.00%	\$31.21	1M	5A	
4 3000-3750 HOURS 70.00%	\$34.64	1M	5A	
5 3750-4500 HOURS 80.00%	\$38.07	1M	5A	
6 4500-5250 HOURS 90.00%	\$41.50	1M	5A	
7 5250-6000 HOURS 95.00%	\$43.22	1M	5A	
<u>CARPENTERS</u>				
<u>CARPENTER</u>				
1 0000-1000 HOURS 60.00%	\$28.81	1H	5D	
2 1001-2000 HOURS 65.00%	\$36.08	1H	5D	
3 2001-3000 HOURS 70.00%	\$37.85	1H	5D	
4 3001-4000 HOURS 75.00%	\$39.62	1H	5D	
5 4001-5000 HOURS 80.00%	\$41.39	1H	5D	
6 5001-6000 HOURS 85.00%	\$43.16	1H	5D	
7 6001-7000 HOURS 90.00%	\$44.93	1H	5D	
8 7001-8000 HOURS 95.00%	\$46.70	1H	5D	
<u>DRYWALL APPLICATOR</u>				
DRYWALL, METAL STUD, AND CEILING APPLICATORS				
1 0000-1000 HOURS 50.00%	\$25.28	1H	5D	
2 1001-2000 HOURS 60.00%	\$34.31	1H	5D	
3 2001-3000 HOURS 68.00%	\$37.15	1H	5D	
4 3001-4000 HOURS 76.00%	\$39.98	1H	5D	
5 4001-5000 HOURS 84.00%	\$42.81	1H	5D	
6 5001-6000 HOURS 92.00%	\$45.64	1H	5D	
<u>ACOUSTICAL WORKER</u>				
1 0000-1000 HOURS 50.00%	\$25.36	1H	5D	

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2 1001-2000 HOURS 60.00%	\$34.41	1H	5D	
3 2001-3000 HOURS 68.00%	\$37.25	1H	5D	
4 3001-4000 HOURS 76.00%	\$40.10	1H	5D	
5 4001-5000 HOURS 84.00%	\$42.94	1H	5D	
6 5001-6000 HOURS 92.00%	\$45.79	1H	5D	
<u>MILLWRIGHT AND MACHINE ERECTORS</u>				
1 0000-1000 HOURS 60.00%	\$29.41	1H	5D	
2 1001-2000 HOURS 65.00%	\$36.73	1H	5D	
3 2001-3000 HOURS 70.00%	\$38.55	1H	5D	
4 3001-4000 HOURS 75.00%	\$40.37	1H	5D	
5 4001-5000 HOURS 80.00%	\$42.19	1H	5D	
6 5001-6000 HOURS 85.00%	\$44.01	1H	5D	
7 6001-7000 HOURS 90.00%	\$45.83	1H	5D	
8 7001-8000 HOURS 95.00%	\$47.65	1H	5D	
<u>PILEDRIVERS, DRIVING, PULLING, PLACING COLLARS AND WELDING</u>				
1 0000-1000 HOURS 60.00%	\$28.93	1H	5D	
2 1001-2000 HOURS 65.00%	\$36.21	1H	5D	
3 2001-3000 HOURS 70.00%	\$37.99	1H	5D	
4 3001-4000 HOURS 75.00%	\$39.77	1H	5D	
5 4001-5000 HOURS 80.00%	\$41.55	1H	5D	
6 5001-6000 HOURS 85.00%	\$43.33	1H	5D	
7 6001-7000 HOURS 90.00%	\$45.11	1H	5D	
8 7001-8000 HOURS 95.00%	\$46.89	1H	5D	
<u>BRIDGE, DOCK AND WARF CARPENTERS</u>				
1 0000-1000 HOURS 60.00%	\$28.81	1H	5D	
2 1001-2000 HOURS 65.00%	\$36.08	1H	5D	
3 2001-3000 HOURS 70.00%	\$37.85	1H	5D	
4 3001-4000 HOURS 75.00%	\$39.62	1H	5D	
5 4001-5000 HOURS 80.00%	\$41.39	1H	5D	
6 5001-6000 HOURS 85.00%	\$43.16	1H	5D	
7 6001-7000 HOURS 90.00%	\$44.93	1H	5D	
8 7001-8000 HOURS 95.00%	\$46.70	1H	5D	
<u>CEMENT MASONS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$31.28	1M	5D	
2 1001-2000 HOURS 60.00%	\$34.85	1M	5D	
3 2001-3000 HOURS 70.00%	\$38.43	1M	5D	
4 3001-4000 HOURS 80.00%	\$42.00	1M	5D	
5 4001-5000 HOURS 90.00%	\$45.58	1M	5D	
6 5001-6000 HOURS 95.00%	\$47.36	1M	5D	
<u>DRYWALL TAPERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$31.64	1E	5P	
2 1001-2000 HOURS 55.00%	\$33.35	1E	5P	

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3 2001-3000 HOURS 65.00%	\$36.78	1E	5P	
4 3001-4000 HOURS 75.00%	\$40.21	1E	5P	
5 4001-5000 HOURS 85.00%	\$43.64	1E	5P	
6 5001-6000 HOURS 90.00%	\$45.36	1E	5P	
<u>ELECTRICIANS - INSIDE</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 40.00%	\$22.06	1E	5M	
2 1001-2000 HOURS 50.00%	\$26.85	1E	5M	
3 2001-3500 HOURS 55.00%	\$30.93	1E	5M	
4 3501-5000 HOURS 65.00%	\$35.30	1E	5M	
5 5001-6500 HOURS 75.00%	\$39.67	1E	5M	
6 6501-8000 HOURS 85.00%	\$44.03	1E	5M	
<u>ELECTRICIANS - POWERLINE CONSTRUCTION</u>				
<u>JOURNEY LEVEL LINEPERSON</u>				
1 0000-1000 HOURS 60.00%	\$34.76	4A	5A	
2 1001-2000 HOURS 63.00%	\$36.01	4A	5A	
3 2001-3000 HOURS 67.00%	\$37.77	4A	5A	
4 3001-4000 HOURS 72.00%	\$39.94	4A	5A	
5 4001-5000 HOURS 78.00%	\$42.51	4A	5A	
6 5001-6000 HOURS 86.00%	\$45.97	4A	5A	
7 6001-7000 HOURS 90.00%	\$47.69	4A	5A	
<u>POLE SPRAYER</u>				
1 0000-1000 HOURS 85.70%	\$45.87	4A	5A	
2 1001-2000 HOURS 89.80%	\$47.60	4A	5A	
3 2001-3000 HOURS 92.80%	\$48.89	4A	5A	
<u>ELEVATOR CONSTRUCTORS</u>				
<u>MECHANIC</u>				
1 0000-1000 HOURS 50.00%	\$21.46	4A	6Q	
2 1001-1700 HOURS 55.00%	\$43.49	4A	6Q	
3 1701-3400 HOURS 65.00%	\$48.03	4A	6Q	
4 3401-5100 HOURS 70.00%	\$50.91	4A	6Q	
5 5101-6800 HOURS 80.00%	\$55.55	4A	6Q	
<u>ELECTRONIC TECHNICIANS</u>				
<u>ELECTRONIC TECHNICIANS JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$25.60	1D	5A	
2 1001-2000 HOURS 55.00%	\$27.24	1D	5A	
3 2001-3000 HOURS 60.00%	\$28.94	1D	5A	
4 3001-4000 HOURS 65.00%	\$30.59	1D	5A	
5 4001-5000 HOURS 70.00%	\$32.24	1D	5A	
6 5001-6000 HOURS 75.00%	\$33.91	1D	5A	
7 6001-7000 HOURS 80.00%	\$35.57	1D	5A	
8 7001-8000 HOURS 85.00%	\$37.23	1D	5A	
<u>TELECOMMUNICATION TECHNICIANS</u>				

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1 0000-1000 HOURS 40.00%	\$9.90	1		
2 1001-2000 HOURS 50.00%	\$12.38	1		
3 2001-3500 HOURS 55.00%	\$13.61	1		
4 3501-5000 HOURS 65.00%	\$16.09	1		
5 5001-6500 HOURS 75.00%	\$18.56	1		
6 6501-8000 HOURS 85.00%	\$21.04	1		
<u>GLAZIERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$25.15	1Y	5G	
2 1001-2000 HOURS 55.00%	\$27.16	1Y	5G	
3 2001-3000 HOURS 60.00%	\$29.17	1Y	5G	
4 3001-4000 HOURS 65.00%	\$31.18	1Y	5G	
5 4001-5000 HOURS 70.00%	\$33.19	1Y	5G	
6 5001-6000 HOURS 75.00%	\$35.20	1Y	5G	
7 6001-7000 HOURS 80.00%	\$37.21	1Y	5G	
8 7001-8000 HOURS 90.00%	\$41.23	1Y	5G	
<u>HEAT & FROST INSULATORS AND ASBESTOS WORKERS</u>				
<u>MECHANIC</u>				
1 0000-2000 HOURS 45.00%	\$28.92	1S	5J	
2 2001-4000 HOURS 55.00%	\$32.31	1S	5J	
3 4001-6000 HOURS 65.00%	\$35.70	1S	5J	
4 6001-8000 HOURS 75.00%	\$39.10	1S	5J	
5 8001-10000 HOURS 85.00%	\$42.49	1S	5J	
<u>HOD CARRIERS & MASON TENDERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 60.00%	\$27.65	1H	5D	
2 1001-2000 HOURS 70.00%	\$30.74	1H	5D	
3 2001-3000 HOURS 80.00%	\$33.84	1H	5D	
4 3001-4000 HOURS 90.00%	\$36.93	1H	5D	
<u>INSULATION APPLICATORS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$25.28	1M	5D	
2 1001-2000 HOURS 60.00%	\$34.31	1M	5D	
3 2001-3000 HOURS 75.00%	\$39.62	1M	5D	
4 3001-4000 HOURS 90.00%	\$44.93	1M	5D	
<u>IRONWORKERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-0750 HOURS 65.00%	\$30.00	1O	5A	
2 0751-1500 HOURS 70.00%	\$31.83	1O	5A	
3 1501-2250 HOURS 75.00%	\$45.12	1O	5A	
4 2251-3000 HOURS 80.00%	\$46.95	1O	5A	
5 3001-3750 HOURS 90.00%	\$50.61	1O	5A	
6 3751-4500 HOURS 90.00%	\$50.61	1O	5A	

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7 4501-5250 HOURS 95.00%	\$52.44	1O	5A	
8 5251-6000 HOURS 95.00%	\$52.44	1O	5A	
<u>LABORERS</u>				
<u>GENERAL LABORER</u>				
1 0000-1000 HOURS 60.00%	\$27.65	1H	5D	
2 1001-2000 HOURS 70.00%	\$30.74	1H	5D	
3 2001-3000 HOURS 80.00%	\$33.84	1H	5D	
4 3001-4000 HOURS 90.00%	\$36.93	1H	5D	
<u>LABORERS - UNDERGROUND SEWER & WATER</u>				
<u>GENERAL LABORER</u>				
1 0000-1000 HOURS 60.00%	\$27.65	1H	5D	
2 1001-2000 HOURS 70.00%	\$30.74	1H	5D	
3 2001-3000 HOURS 80.00%	\$33.84	1H	5D	
4 3001-4000 HOURS 90.00%	\$36.93	1H	5D	
<u>LATHERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-0700 HOURS 50.00%	\$25.28	1H	5D	
2 0701-1400 HOURS 60.00%	\$34.31	1H	5D	
3 1401-2100 HOURS 68.00%	\$37.15	1H	5D	
4 2101-2800 HOURS 76.00%	\$39.98	1H	5D	
5 2801-3500 HOURS 84.00%	\$42.81	1H	5D	
6 3501-4200 HOURS 92.00%	\$45.64	1H	5D	
<u>PAINTERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-0750 HOURS 52.00%	\$21.06	2B	6Z	
2 0751-1500 HOURS 56.00%	\$22.21	2B	6Z	
3 1501-2250 HOURS 60.00%	\$23.36	2B	6Z	
4 2251-3000 HOURS 64.00%	\$24.52	2B	6Z	
5 3001-3750 HOURS 68.00%	\$25.66	2B	6Z	
6 3751-4500 HOURS 72.00%	\$26.82	2B	6Z	
<u>PLASTERERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 40.00%	\$24.78	1R	5B	
2 1001-2000 HOURS 50.00%	\$31.53	1R	5B	
3 2001-3000 HOURS 60.00%	\$34.55	1R	5B	
4 3001-4000 HOURS 70.00%	\$37.57	1R	5B	
5 4001-5000 HOURS 80.00%	\$40.59	1R	5B	
6 5001-6000 HOURS 90.00%	\$43.61	1R	5B	
7 6001-7000 HOURS 95.00%	\$45.12	1R	5B	
<u>PLUMBERS & PIPEFITTERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$27.84	1G	5A	
2 1001-2000 HOURS 55.00%	\$29.74	1G	5A	
3 2001-3000 HOURS 60.00%	\$36.00	1G	5A	

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4 3001-4000 HOURS 65.00%	\$38.26	1G	5A	
5 4001-5000 HOURS 70.00%	\$40.52	1G	5A	
6 5001-6000 HOURS 75.00%	\$42.78	1G	5A	
7 6001-7000 HOURS 80.00%	\$45.03	1G	5A	
8 7001-8000 HOURS 85.00%	\$47.29	1G	5A	
9 8001-9000 HOURS 90.00%	\$49.55	1G	5A	
10 9001-10000 HOURS 90.00%	\$49.55	1G	5A	
<u>POWER EQUIPMENT OPERATORS</u>				
<u>GRADE ENGINEER</u>				
ALL EQUIPMENT				
1 0000-1000 HOURS 65.00%	\$37.46	1T	5D	8P
2 1001-2000 HOURS 70.00%	\$39.18	1T	5D	8P
3 2001-3000 HOURS 75.00%	\$40.90	1T	5D	8P
4 3001-4000 HOURS 80.00%	\$42.61	1T	5D	8P
5 4001-5000 HOURS 90.00%	\$46.05	1T	5D	8P
6 5001-6000 HOURS 95.00%	\$47.76	1T	5D	8P
<u>POWER EQUIPMENT OPERATORS- UNDERGROUND SEWER & WATER</u>				
<u>(SEE POWER EQUIPMENT OPERATORS)</u>				
1 0000-1000 HOURS 65.00%	\$35.43			
2 1001-2000 HOURS 70.00%	\$37.09			
3 2001-3000 HOURS 75.00%	\$38.74			
4 3001-4000 HOURS 80.00%	\$40.39			
5 4001-5000 HOURS 90.00%	\$43.70			
6 5001-6000 HOURS 95.00%	\$45.35			
<u>POWER LINE CLEARANCE TREE TRIMMERS</u>				
<u>TREE TRIMMER</u>				
1 0000-1000 HOURS 75.00%	\$27.85	4A	5A	
2 1001-2000 HOURS 80.00%	\$29.16	4A	5A	
3 2001-3000 HOURS 85.00%	\$30.46	4A	5A	
4 3001-4000 HOURS 90.00%	\$31.78	4A	5A	
<u>REFRIGERATION & AIR CONDITIONING MECHANICS</u>				
<u>MECHANIC</u>				
1 0000-1000 HOURS 50.00%	\$27.84	1G	5A	
2 1001-2000 HOURS 55.00%	\$29.74	1G	5A	
3 2001-3000 HOURS 60.00%	\$36.00	1G	5A	
4 3001-4000 HOURS 65.00%	\$38.26	1G	5A	
5 4001-5000 HOURS 70.00%	\$40.52	1G	5A	
6 5001-6000 HOURS 75.00%	\$42.78	1G	5A	
7 6001-7000 HOURS 80.00%	\$45.03	1G	5A	
8 7001-8000 HOURS 85.00%	\$47.29	1G	5A	
9 8001-9000 HOURS 90.00%	\$49.55	1G	5A	
10 9001-10000 HOURS 90.00%	\$49.55	1G	5A	
<u>RESIDENTIAL CARPENTERS</u>				

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<u>JOURNEY LEVEL</u>				
1 1st Period 60.00%	\$8.89	1		
2 2nd Period 65.00%	\$9.63	1		
3 3rd Period 70.00%	\$10.37	1		
4 4th Period 75.00%	\$11.11	1		
5 5th Period 80.00%	\$11.85	1		
6 6th Period 85.00%	\$12.59	1		
7 7th Period 90.00%	\$13.33	1		
8 8th Period 95.00%	\$14.07	1		
<u>RESIDENTIAL ELECTRICIANS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$28.75	1E	5M	
2 1001-2000 HOURS 60.00%	\$33.12	1E	5M	
3 2001-3000 HOURS 70.00%	\$37.48	1E	5M	
4 3001-4000 HOURS 85.00%	\$44.03	1E	5M	
<u>RESIDENTIAL PLUMBERS & PIPEFITTERS</u>				
<u>JOURNEY LEVEL</u>				
1 1st Period 50.00%	\$8.55	1		
2 2nd Period 55.00%	\$9.33	1		
3 3rd Period 60.00%	\$10.18	1		
4 4th Period 70.00%	\$11.88	1		
5 5th Period 80.00%	\$13.58	1		
6 6th Period 90.00%	\$15.27	1		
<u>RESIDENTIAL SHEET METAL WORKERS</u>				
<u>JOURNEY LEVEL (FIELD OR SHOP)</u>				
1 0001-1000 HOURS 55.00%	\$11.72	1		
2 1001-2000 HOURS 60.00%	\$12.78	1		
3 2001-3000 HOURS 65.00%	\$13.85	1		
4 3001-4000 HOURS 70.00%	\$14.91	1		
5 4001-5000 HOURS 75.00%	\$15.98	1		
6 5001-6000 HOURS 80.00%	\$17.04	1		
<u>ROOFERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-0820 HOURS 60.00%	\$15.53	1R	5A	
2 0821-1630 HOURS 67.00%	\$16.89	1R	5A	
3 1631-2450 HOURS 74.00%	\$18.25	1R	5A	
4 2451-3270 HOURS 81.00%	\$21.01	1R	5A	
5 3271-4080 HOURS 88.00%	\$22.38	1R	5A	
6 4081-4899 HOURS 95.00%	\$23.74	1R	5A	
<u>SHEET METAL WORKERS</u>				
<u>JOURNEY LEVEL (FIELD OR SHOP)</u>				
1 0000-2000 HOURS 45.00%	\$10.40	1		
2 2001-3000 HOURS 50.00%	\$11.56	1		
3 3001-4000 HOURS 55.00%	\$12.71	1		

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4 4001-5000 HOURS 60.00%	\$13.87	1		
5 5001-6000 HOURS 65.00%	\$15.02	1		
6 6001-7000 HOURS 70.00%	\$16.18	1		
7 7001-8000 HOURS 75.00%	\$17.33	1		
8 8001-9000 HOURS 80.00%	\$18.49	1		
9 9001-10000 HOURS 85.00%	\$19.64	1		
<u>SOFT FLOOR LAYERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$19.49	2X	5A	
2 1001-2000 HOURS 60.00%	\$23.20	2X	5A	
3 2001-3000 HOURS 70.00%	\$29.22	2X	5A	
4 3001-4000 HOURS 75.00%	\$30.89	2X	5A	
5 4001-5000 HOURS 80.00%	\$32.55	2X	5A	
6 5001-6000 HOURS 85.00%	\$34.20	2X	5A	
7 6001-7000 HOURS 90.00%	\$35.86	2X	5A	
8 7001-8000 HOURS 95.00%	\$37.56	2X	5A	
<u>SPRINKLER FITTERS (FIRE PROTECTION)</u>				
<u>JOURNEY LEVEL</u>				
1 1st Period 40.00%	\$25.09	1X	5C	
2 2nd Period 42.00%	\$25.93	1X	5C	
3 3rd Period 44.00%	\$27.29	1X	5C	
4 4th Period 47.00%	\$28.55	1X	5C	
5 5th Period 52.00%	\$34.21	1X	5C	
6 6th Period 57.00%	\$36.33	1X	5C	
7 7th Period 62.00%	\$38.69	1X	5C	
8 8th Period 65.00%	\$39.96	1X	5C	
9 9th Period 75.00%	\$44.68	1X	5C	
10 10th Period 80.00%	\$46.76	1X	5C	
<u>TILE, MARBLE & TERRAZZO FINISHERS</u>				
<u>FINISHER</u>				
1 0000-1000 HOURS 50.00%	\$12.50	1		
2 1001-2500 HOURS 55.00%	\$13.75	1		
3 2501-3500 HOURS 60.00%	\$15.00	1		
4 3501-4500 HOURS 70.00%	\$17.50	1		
<u>TERRAZZO WORKERS & TILE SETTERS</u>				
<u>JOURNEY LEVEL</u>				
1 0000-1000 HOURS 50.00%	\$26.86	1M	5A	
2 1001-2500 HOURS 55.00%	\$28.52	1M	5A	
3 2501-3500 HOURS 60.00%	\$30.19	1M	5A	
4 3501-4500 HOURS 70.00%	\$33.53	1M	5A	
5 4501-5500 HOURS 80.00%	\$36.87	1M	5A	
6 5501-6250 HOURS 90.00%	\$40.20	1M	5A	
7 6251-7000 HOURS 95.00%	\$41.87	1M	5A	
<u>TRAFFIC CONTROL STRIPERS</u>				

**PREVAILING WAGE RATES
FOR
ISLAND COUNTY
APPRENTICES
EFFECTIVE DATE
9/2/2009**

Stage of Progression & Hour Range	Prevailing Wage	Overtime Code	Holiday Code	Note Code
<u>JOURNEY LEVEL</u>				
1 0000-0500 HOURS 60.00%	\$16.44	1K	5A	
2 0501-1000 HOURS 60.00%	\$21.86	1K	5A	
3 1001-2333 HOURS 60.00%	\$25.59	1K	5A	
4 2334-4666 HOURS 73.00%	\$29.91	1K	5A	
5 4667-7000 HOURS 88.00%	\$34.90	1K	5A	
<u>TRUCK DRIVERS</u>				
<u>DUMP TRUCK</u>				
ALL TRUCKS				
1 0000-0700 HOURS 70.00%	\$15.83	1		
2 0701-1400 HOURS 80.00%	\$18.10	1		
3 1401-2100 HOURS 90.00%	\$20.36	1		