

Scenario 1 In House Apprenticeship

Apprentice	amount	CBA 10/01/2022 hourly wages		apprentice classroom for 2 hours 2 Wednesdays / month + apprentice practical's for 5 hours 2 Saturdays / month	total	estimated benefits 35%	total 1 apprentice	total 4 apprentice
		hrly rate	hours in the year					
year 1 hrly wage 1st 6mos	1.00	27.60	1040.00	84.00	31022.40	10857.84	41880.24	167520.96
year 1 hrly wage 2nd 6mos	1.00	29.91	1040.00	84.00	33618.84	11766.59	45385.43	181541.74
Instructor hrly rate 48.3 * 1.5 OT	1.00	72.56	2080.00	168.00	12189.24	4266.23	16455.47	16455.47
administration costs i.e. record keeping, committee mtgs, etc		550.00		5.00	2750.00	962.50	3712.50	3712.50
apprentice tools, climbing gear, boots, and fire retardant clothing		3000.00			3000.00		3000.00	12000.00
rebuild the training yard - one time expense	1.00	5000.00		1.00	5000.00		5000.00	5000.00
year 1 total							115433.65	386230.67
CBA 10/01/2023 hourly wages								
year 2 hrly wage 1st 6mos	1.00	33.18	1040.00	84.00	37294.32	13053.01	50347.33	201389.33
year 2 hrly wage 2nd 6mos	1.00	35.55	1040.00	84.00	39958.20	13985.37	53943.57	215774.28
Instructor hrly rate 49.82 * 1.5 OT	1.00	74.73	2080.00	168.00	12554.64	4394.12	16948.76	16948.76
administration costs i.e. record keeping, committee mtgs, etc		550.00		5.00	2750.00	962.50	3712.50	3712.50
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00
year 2 total							126452.17	443824.87
negotiations of CBA utilizing current CBA rates								
year 3 hrly wage 1st 6mos	1.00	37.92	1040.00	84.00	42622.08	14917.73	57539.81	230159.23
year 3 hrly wage 2nd 6mos	1.00	40.28	1040.00	84.00	45274.72	15846.15	61120.87	244483.49
Instructor hrly rate 49.82 * 1.5 OT	1.00	74.73	2080.00	168.00	12554.64	4394.12	16948.76	16948.76
administration costs i.e. record keeping, committee mtgs, etc		550.00		5.00	2750.00	962.50	3712.50	3712.50
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00
year 3 total							140821.94	501303.98
negotiations of CBA utilizing current CBA rates								
year 4 hrly wage 1st 6mos	1.00	42.65	1040.00	84.00	47938.60	16778.51	64717.11	258868.44
year 4 hrly wage 2nd 6mos	1.00	45.02	1040.00	84.00	50602.48	17710.87	68313.35	273253.39
Instructor hrly rate 49.82 * 1.5 OT	1.00	74.73	2080.00	168.00	12554.64	4394.12	16948.76	16948.76
administration costs i.e. record keeping, committee mtgs, etc		550.00		5.00	2750.00	962.50	3712.50	3712.50
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00
year 4 total							155191.72	558783.10
Possible Additional Equipment - accomodate in year budget due to lead times								
Forperson Truck	1.00	40000.00			40000.00		40000.00	40000.00
55' bucket Truck	1.00	271000.00			271000.00		271000.00	542000.00
total							311000.00	582000.00
negotiations of CBA utilizing current CBA rates								
Upon Successful Graduation apprentice becomes a lineman top out no OT included	1.00	47.39	2080		98571.20	34499.92	133071.12	532284.48

\$ 1,890,142.62

Scenario 2 - send apprentice to school and OJT performed on site

Apprentice	amount	CBA 10/01/2022 hourly wages hrly rate	hours in the year	classroom for 2 hours 2 Wednesdays / month + apprentice practical's for 5 hours 2 Saturdays	total	estimated benefits 35%	total 1 apprentice	total 4 apprentice	
year 1 hrly wage 1st 6mos	1.00	27.60	1040.00	84.00	31022.40	10857.84	41880.24	167520.96	
year 1 hrly wage 2nd 6mos	1.00	29.91	1040.00	84.00	33618.84	11766.59	45385.43	181541.74	
school cost	1.00	1500.00		1.00	1500.00		1500.00	6000.00	
administration costs i.e. record keeping, committee mtgs, etc		550.00		2.60	1430.00	500.50	1930.50	1930.50	
apprentice tools, climbing gear, boots, and fire retardant clothing		3000.00			3000.00		3000.00	12000.00	
rebuild the training yard - one time expense	1.00	5000.00		1.00	5000.00		5000.00	5000.00	
							year 1 total	98696.17	373993.20
		CBA 10/01/2023 hourly wages							
year 2 hrly wage 1st 6mos	1.00	33.18	1040.00	84.00	37294.32	13053.01	50347.33	201389.33	
year 2 hrly wage 2nd 6mos	1.00	35.55	1040.00	84.00	39958.20	13985.37	53943.57	215774.28	
school cost	1.00	1500.00		1.00	1500.00		1500.00	6000.00	
administration costs i.e. record keeping, committee mtgs, etc		550.00		2.50	1375.00	481.25	1856.25	1856.25	
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00	
							year 2 total	109147.15	431019.86
		negotiations of CBA utilizing current CBA rates							
year 3 hrly wage 1st 6mos	1.00	37.92	1040.00	84.00	42622.08	14917.73	57539.81	230159.23	
year 3 hrly wage 2nd 6mos	1.00	40.28	1040.00	84.00	45274.72	15846.15	61120.87	244483.49	
school cost	1.00	1500.00		1.00	1500.00		1500.00	6000.00	
administration costs i.e. record keeping, committee mtgs, etc		550.00		2.50	1375.00	481.25	1856.25	1856.25	
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00	
							year 3 total	123516.93	488498.97
		negotiations of CBA utilizing current CBA rates							
year 4 hrly wage 1st 6mos	1.00	42.65	1040.00	84.00	47938.60	16778.51	64717.11	258868.44	
year 4 hrly wage 2nd 6mos	1.00	45.02	1040.00	84.00	50602.48	17710.87	68313.35	273253.39	
school cost	1.00	1500.00		1.00	1500.00		1500.00	6000.00	
administration costs i.e. record keeping, committee mtgs, etc		550.00		2.50	1375.00	481.25	1856.25	1856.25	
apprentice tools, boots, and fire retardant clothing		1500.00			1500.00		1500.00	6000.00	
							year 4 total	137886.71	545978.08
Possible Additional Equipment - accomodate in year budget due to lead times									
Forperson Truck	1.00	40000.00			40000.00		40000.00	40000.00	
55' bucket Truck	1.00	190000.00			190000.00		190000.00	380000.00	
							total	230000.00	420000.00
		negotiations of CBA utilizing current CBA rates							
Upon Successful Graduation									
apprentice becomes a lineman top out no OT included	1.00	47.39	2080		98571.20	34499.92	133071.12	532284.48	

\$ 1,839,490.11