

## COMPOSITE CREW RATE COMPARISON

|  | UNION | NON-UNION |
|--|-------|-----------|
| Apprentice hourly rate   |       |           |
| Journeyman Lineman hourly rate   |       |           |
| Line Foreman hourly rate   |       |           |
| Groundman hourly rate  |       |           |
| Total Labor Cost   |       |           |
|  |       |           |
| Subtotal   |       |           |
| Add 15% Overhead and profit  |       |           |
| Total Bid  |       |           |
| Add Apprentice, Journeyman Lineman, Line Foreman and Groundman together then divide by 4 to get the composite rate.  |       |           |
| Divide non-union composite crew cost by union composite crew cost to determine productivity factor. Union crews must be that much more productive in order to be even in overall cost. |       |           |