



# HOURLY COST DATA SHEET

Prepared By  
Northern California Chapter, NECA

IBEW Electricians - San Joaquin & Calaveras Counties (Local Union 595-E)

Period of June 1, 2020 through May 31, 2021  
(Based on Journeyman Rate of \$40.00 per hour)

	JOURNEYMAN	FOREMAN	GENERAL FOREMAN	Unindentured <sup>10</sup>	APPRENTICES					
	Straight Time	Straight Time	Straight Time	40%	45%	50%	55%	60%	70%	85%
Wages <sup>1</sup>	40.00	48.00	52.00	16.00	18.00	20.00	22.00	24.00	28.00	34.00
Health Fund <sup>2</sup>	15.630	15.630	15.630	15.630	15.630	15.630	15.630	15.630	15.630	15.630
Defined Benefit Pension <sup>3</sup>	5.350	5.350	5.350	0.000	0.000	0.000	2.943	3.210	3.745	4.550
Money Purchase Pension <sup>3</sup>	4.350	4.350	4.350	0.000	0.000	0.000	2.393	2.610	3.045	3.700
Education Fund <sup>3</sup>	1.900	1.900	1.900	0.000	1.900	1.900	1.900	1.900	1.900	1.900
Contract Admin. Fund (1.525% of Total Gross Payroll)	0.610	0.732	0.793	0.000	0.275	0.305	0.336	0.366	0.427	0.519
Promotion & Cooperative Fund <sup>5</sup>	0.500	0.500	0.500	0.000	0.500	0.500	0.500	0.500	0.500	0.500
National Pension NEBF (3% of Total Gross Payroll)	1.200	1.440	1.560	0.480	0.540	0.600	0.660	0.720	0.840	1.020
NECA Service Charge <sup>6</sup> (0.45% of Total Gross Payroll)	0.180	0.216	0.234	0.072	0.081	0.090	0.099	0.108	0.126	0.153
<b>Subtotal</b>	<b>69.72</b>	<b>78.12</b>	<b>82.32</b>	<b>32.18</b>	<b>36.93</b>	<b>39.03</b>	<b>46.46</b>	<b>49.04</b>	<b>54.21</b>	<b>61.97</b>
Soc. Sec. 7.65% (FICA) applied to max. of \$102,000 earnings (eff. 1/1/08)	3.060	3.672	3.978	1.224	1.377	1.530	1.683	1.836	2.142	2.601
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.240	0.288	0.312	0.096	0.108	0.120	0.132	0.144	0.168	0.204
Worker's Compensation <sup>7</sup> - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.120	2.544	2.756	1.170	1.316	1.462	1.166	1.272	1.484	1.802
Liability Insurance <sup>8</sup> \$6.00 per \$100 of Straight Time Payroll	2.400	2.880	3.120	0.960	1.080	1.200	1.320	1.440	1.680	2.040
State Unemployment - 5.4% <sup>9</sup> (applied to max. of \$7,000 earnings)	2.160	2.592	2.808	0.864	0.972	1.080	1.188	1.296	1.512	1.836
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.040	0.048	0.052	0.016	0.018	0.020	0.022	0.024	0.028	0.034
<b>DIRECT COST Per Hour</b>	<b>79.74</b>	<b>90.14</b>	<b>95.34</b>	<b>36.51</b>	<b>41.80</b>	<b>44.44</b>	<b>51.97</b>	<b>55.06</b>	<b>61.23</b>	<b>70.49</b>
Subject to rate approval & experience modification	Revised October 8, 2019									

<sup>1</sup>Wage increase: June 1, 2021 - \$2.50 to be allocated by Labor ; June 1, 2022 - \$2.50 to be allocated by Labor.

<sup>2</sup>Rate includes HRA monies. Effective June 1, 2020, the Health & Welfare Rate is \$13.93 and the HRA Rate is \$1.70

<sup>3a</sup>Defined Benefit Pension - Apprentices shall receive % Pension contribution at same % used to compute wage rate. No Pension contribution for Unindentured or Periods 1 through 2 Apprentices (40%, 45%, or 50%)

<sup>3b</sup>Money Purchase Pension - Apprentices shall receive % Pension contribution at same % used to compute wage rate. No Pension contribution for Unindentured or Periods 1 through 2 Apprentices (40%, 45% or 50%)

<sup>4</sup>Contribution rate is determined by multiplying the base journeyman wage rate at straight time by 4.75% effective June 1, 2017.

<sup>5</sup>Promotion & Coop. Fund - \$0.24 + \$0.25 for Mission 2000 + \$0.01 for NLMCC.

<sup>6</sup>NECA members only

<sup>7</sup>Workers' Comp Bureau basic rate covers costs & claims only (as of 1/1/97 insurance carriers set own rates) - Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >\$20); \$7.31/\$100 (Code 5190 <=\$20).

<sup>8</sup>Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.

<sup>9</sup>Average

<sup>10</sup>Unindentured Apprentices (maximum 2000 hours) @ 40%; No contributions to Local Pension, Education Fund, Contract Administration Fund or Promotion & Coop. Fund are paid on Unindentured Apprentices.