



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "A" Rate

Period of June 1, 2020 through May 31, 2021

(Based on Journeyman Rate of \$52.01 per hour)

	JOURNEYMAN Straight Time	SUB FOREMAN Straight Time	FOREMAN Straight Time	GENERAL FOREMAN Straight Time	APPRENTICES (5-YEAR PROGRAM)									
					45% Straight Time	48% Straight Time	51% Straight Time	54% Straight Time	57% Straight Time	60% Straight Time	65% Straight Time	70% Straight Time	75% Straight Time	80% Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Health Fund	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80
Local Pension ²	7.700	7.700	7.700	7.700	0.000	0.000	7.700	7.700	7.700	7.700	7.700	7.700	7.700	7.700
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.979	4.227	4.576	5.172	1.790	1.910	2.029	2.149	2.268	2.387	2.586	2.785	2.984	3.183
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.757	2.929	3.170	3.583	1.711	1.323	1.406	1.489	1.571	1.654	1.792	1.930	2.067	2.205
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	3.121	3.316	3.589	4.057	1.404	1.498	1.592	1.685	1.779	1.872	2.028	2.184	2.340	2.496
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.809	2.984	3.230	3.651	1.264	1.348	1.432	1.517	1.601	1.685	1.826	1.966	2.106	2.247
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.052	0.055	0.060	0.068	0.023	0.025	0.027	0.028	0.030	0.031	0.034	0.036	0.039	0.042
DIRECT COST Per Hour	91.34	95.60	101.56	111.78	46.65	48.22	57.96	60.01	62.05	64.09	67.50	70.91	74.31	77.72
Subject to rate approval & experience modification	Revised May 19, 2020													

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$0.20 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "B" Rate

Period of June 1, 2020 through May 31, 2021
(Based on Journeyman Rate of \$52.01 per hour)

	JOURNEYMAN	SUB FOREMAN	FOREMAN	GENERAL FOREMAN	APPRENTICES (5-YEAR PROGRAM)									
					45%	48%	51%	54%	57%	60%	65%	70%	75%	80%
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Variable Pension Rate	1.50	1.50	1.50	1.50	0.00	0.00	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Adjusted Hourly Rate	50.51	53.76	58.31	66.11	23.40	24.96	25.03	26.59	28.15	29.71	32.31	34.91	37.51	40.11
Health Fund	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80
Local Pension ²	9.200	9.200	9.200	9.200	0.000	0.000	9.200	9.200	9.200	9.200	9.200	9.200	9.200	9.200
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.864	4.113	4.461	5.058	1.790	1.910	1.914	2.034	2.153	2.273	2.471	2.670	2.869	3.068
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.303	0.323	0.350	0.397	0.140	0.150	0.150	0.160	0.169	0.178	0.194	0.209	0.225	0.241
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.677	5.709	6.193	7.021	4.175	2.651	2.658	2.823	2.989	3.155	3.431	3.707	3.983	4.259
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	3.031	3.226	3.499	3.967	1.404	1.498	1.502	1.595	1.689	1.782	1.938	2.094	2.250	2.406
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.728	2.903	3.149	3.570	1.264	1.348	1.351	1.436	1.520	1.604	1.745	1.885	2.025	2.166
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.051	0.054	0.058	0.066	0.023	0.025	0.025	0.027	0.028	0.030	0.032	0.035	0.038	0.040
DIRECT COST Per Hour	90.97	98.08	104.29	114.92	49.11	49.55	58.92	61.04	63.17	65.30	68.84	72.39	75.93	79.48
Subject to rate approval & experience modification	Revised May 19, 2020													

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$1.70 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "C" Rate

Period of June 1, 2020 through May 31, 2021

(Based on Journeyman Rate of \$52.01 per hour)

	APPRENTICES (5-YEAR PROGRAM)													
	JOURNEYMAN	SUB FOREMAN	FOREMAN	GENERAL FOREMAN	45%	48%	51%	54%	57%	60%	65%	70%	75%	80%
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Variable Pension Rate	3.00	3.00	3.00	3.00	0.00	0.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Adjusted Hourly Rate	49.01	52.26	56.81	64.61	23.40	24.96	23.53	25.09	26.65	28.21	30.81	33.41	36.01	38.61
Health Fund	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80
Local Pension ²	10.700	10.700	10.700	10.700	0.000	0.000	10.700	10.700	10.700	10.700	10.700	10.700	10.700	10.700
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.749	3.998	4.346	4.943	1.790	1.910	1.800	1.919	2.038	2.158	2.357	2.556	2.755	2.954
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.294	0.314	0.341	0.388	0.140	0.150	0.141	0.151	0.160	0.169	0.185	0.200	0.216	0.232
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.598	5.550	6.033	6.862	4.175	2.651	4.197	2.664	2.830	2.995	3.272	3.548	3.824	4.100
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	2.941	3.136	3.409	3.877	1.404	1.498	1.412	1.505	1.599	1.692	1.848	2.004	2.160	2.316
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.647	2.822	3.068	3.489	1.264	1.348	1.270	1.355	1.439	1.523	1.664	1.804	1.944	2.085
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.049	0.052	0.057	0.065	0.023	0.025	0.024	0.025	0.027	0.028	0.031	0.033	0.036	0.039
DIRECT COST Per Hour	90.59	97.63	103.83	114.47	49.11	49.55	60.16	60.59	62.72	64.84	68.39	71.93	75.48	79.02
Subject to rate approval & experience modification	Revised May 19, 2020													

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$3.20 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "D" Rate

Period of June 1, 2020 through May 31, 2021
(Based on Journeyman Rate of \$52.01 per hour)

	APPRENTICES (5-YEAR PROGRAM)													
	JOURNEYMAN	SUB FOREMAN	FOREMAN	GENERAL FOREMAN	45%	48%	51%	54%	57%	60%	65%	70%	75%	80%
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Variable Pension Rate	4.50	4.50	4.50	4.50	0.00	0.00	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50
Adjusted Hourly Rate	47.51	50.76	55.31	63.11	23.40	24.96	22.03	23.59	25.15	26.71	29.31	31.91	34.51	37.11
Health Fund	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80	13.80
Local Pension ²	12.200	12.200	12.200	12.200	0.000	0.000	12.200	12.200	12.200	12.200	12.200	12.200	12.200	12.200
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.635	3.883	4.231	4.828	1.790	1.910	1.685	1.804	1.924	2.043	2.242	2.441	2.640	2.839
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.285	0.305	0.332	0.379	0.140	0.150	0.132	0.142	0.151	0.160	0.176	0.191	0.207	0.223
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.518	5.391	5.874	6.703	4.175	2.651	3.929	4.208	2.670	2.836	3.112	3.389	3.665	3.941
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	2.851	3.046	3.319	3.787	1.404	1.498	1.322	1.415	1.509	1.602	1.758	1.914	2.070	2.226
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.566	2.741	2.987	3.408	1.264	1.348	1.189	1.274	1.358	1.442	1.583	1.723	1.863	2.004
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.048	0.051	0.055	0.063	0.023	0.025	0.022	0.024	0.025	0.027	0.029	0.032	0.035	0.037
DIRECT COST Per Hour	90.22	97.17	103.38	114.01	49.11	49.55	59.60	61.84	62.26	64.39	67.93	71.48	75.02	78.57
Subject to rate approval & experience modification	Revised May 19, 2020													

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$4.70 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "E" Rate

Period of June 1, 2020 through May 31, 2021

(Based on Journeyman Rate of \$52.01 per hour)

	JOURNEYMAN	SUB FOREMAN	FOREMAN	GENERAL FOREMAN	APPRENTICES (5-YEAR PROGRAM)									
					45%	48%	51%	54%	57%	60%	65%	70%	75%	80%
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Variable Pension Rate	6.00	6.00	6.00	6.00	0.00	0.00	0.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Adjusted Hourly Rate	46.01	49.26	53.81	61.61	23.40	24.96	20.53	22.09	23.65	25.21	27.81	30.41	33.01	35.61
Health Fund	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800
Local Pension ²	13.700	13.700	13.700	13.700	0.000	0.000	13.700	13.700	13.700	13.700	13.700	13.700	13.700	13.700
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.520	3.768	4.117	4.713	1.790	1.910	1.570	1.690	1.809	1.928	2.127	2.326	2.525	2.724
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.276	0.296	0.323	0.370	0.140	0.150	0.123	0.133	0.142	0.151	0.167	0.182	0.198	0.214
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.439	5.231	5.715	6.543	4.175	2.651	3.662	3.940	4.218	2.677	2.953	3.229	3.505	3.782
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	2.761	2.956	3.229	3.697	1.404	1.498	1.232	1.325	1.419	1.512	1.668	1.824	1.980	2.136
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.485	2.660	2.906	3.327	1.264	1.348	1.108	1.193	1.277	1.361	1.502	1.642	1.782	1.923
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.046	0.049	0.054	0.062	0.023	0.025	0.021	0.022	0.024	0.025	0.028	0.030	0.033	0.036
DIRECT COST Per Hour	89.84	96.72	102.92	113.55	49.11	49.55	59.03	61.27	63.51	63.93	67.48	71.02	74.57	78.11

Subject to rate approval & experience modification

Revised May 19, 2020

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$6.20 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "F" Rate

Period of June 1, 2020 through May 31, 2021
(Based on Journeyman Rate of \$52.01 per hour)

	JOURNEYMAN Straight Time	SUB FOREMAN Straight Time	FOREMAN Straight Time	GENERAL FOREMAN Straight Time	APPRENTICES (5-YEAR PROGRAM)									
					45% Straight Time	48% Straight Time	51% Straight Time	54% Straight Time	57% Straight Time	60% Straight Time	65% Straight Time	70% Straight Time	75% Straight Time	80% Straight Time
Wages ¹	52.01	55.26	59.81	67.61	23.40	24.96	26.53	28.09	29.65	31.21	33.81	36.41	39.01	41.61
Variable Pension Rate	7.50	7.50	7.50	7.50	0.00	0.00	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50
Adjusted Hourly Rate	44.51	47.76	52.31	60.11	23.40	24.96	19.03	20.59	22.15	23.71	26.31	28.91	31.51	34.11
Health Fund	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800	13.800
Local Pension ²	15.200	15.200	15.200	15.200	0.000	0.000	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200
Apprenticeship Fund ³ (\$1.48 per hour worked)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund ⁴														
National Pension NEBF (3% of Total Gross Payroll)	1.560	1.658	1.794	2.028	0.702	0.749	0.796	0.843	0.889	0.936	1.014	1.092	1.170	1.248
Contract Admin. Trust Fund (1.33% of Total Gross Payroll)	0.692	0.735	0.795	0.899	0.311	0.332	0.353	0.374	0.394	0.415	0.450	0.484	0.519	0.553
Labor-Mgmt. Cooperation Fund ⁵ (\$0.24 per hour worked)	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240	0.240
Industry Fund (1% of Total Gross Payroll)	0.520	0.553	0.598	0.676	0.234	0.250	0.265	0.281	0.296	0.312	0.338	0.364	0.390	0.416
Association Dues ⁶ (0.6% of Total Gross Payroll)	0.312	0.332	0.359	0.406	0.140	0.150	0.159	0.169	0.178	0.187	0.203	0.218	0.234	0.250
Subtotal	78.31	81.76	86.58	94.84	40.31	41.97	51.32	52.97	54.62	56.28	59.03	61.79	64.54	67.30
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.405	3.654	4.002	4.599	1.790	1.910	1.455	1.575	1.694	1.814	2.012	2.211	2.410	2.609
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.267	0.287	0.314	0.361	0.140	0.150	0.114	0.124	0.133	0.142	0.158	0.173	0.189	0.205
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.359	5.072	5.555	6.384	4.175	2.651	3.394	3.672	3.951	4.229	2.794	3.070	3.346	3.622
Liability ⁸ \$6.00 per \$100 of Straight Time Payroll	2.671	2.866	3.139	3.607	1.404	1.498	1.142	1.235	1.329	1.422	1.578	1.734	1.890	2.046
State Unemployment ⁹ - 5.4% (applied to max. of \$7,000 earnings)	2.404	2.579	2.825	3.246	1.264	1.348	1.027	1.112	1.196	1.280	1.421	1.561	1.701	1.842
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.045	0.048	0.052	0.060	0.023	0.025	0.019	0.021	0.022	0.024	0.026	0.029	0.032	0.034
DIRECT COST Per Hour	89.46	96.26	102.47	113.10	49.11	49.55	58.47	60.71	62.95	65.19	67.02	70.56	74.11	77.65
Subject to rate approval & experience modification														

Revised May 19, 2020

¹Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00.

²Local Pension - \$7.50 pension trust fund contribution; \$7.70 employer contribution to 401(a). No pension contribution for first and second period apprentices.

³Apprenticeship Fund - Effective June 1, 2019, Management and Labor agreed to contribute \$0.10 (\$0.05 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years.

⁴The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.

⁵Employer contribution of \$0.24 per hour worked to LMCF and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked.

⁶NECA members only.

⁷Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/1/95 insurance carriers set own rates) Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >=\$24); \$7.31/\$100 (Code 5190 <\$24).

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

⁹Average.