



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** 40%			45%			50%			55%			60%			70%			85%		
	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time			
Wages ¹	40.00	60.00	80.00	48.00	72.00	96.00	52.00	78.00	104.00	16.00	24.00	32.00	18.00	27.00	36.00	20.00	30.00	40.00	22.00	33.00	44.00	24.00	36.00	48.00	28.00	42.00	56.00	34.00	51.00	68.00
Health Fund ²	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63	15.63
Defined Benefit Pension ^{3a}	5.35	5.35	5.35	5.35	5.35	5.35	5.35	5.35	5.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.94	2.94	2.94	3.21	3.21	3.21	3.75	3.75	3.75	4.55	4.55	4.55
Money Purchase Pension ^{3b}	4.35	4.35	4.35	4.35	4.35	4.35	4.35	4.35	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.39	2.39	2.39	2.61	2.61	2.61	3.05	3.05	3.05	3.70	3.70	3.70
Education Fund ⁴	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	0.00	0.00	0.00	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90
Contract Admin. Fund (1.525% of Total Gross Payroll)	0.61	0.92	1.22	0.73	1.10	1.46	0.79	1.19	1.59	0.00	0.00	0.00	0.27	0.41	0.55	0.31	0.46	0.61	0.34	0.50	0.67	0.37	0.55	0.73	0.43	0.64	0.85	0.52	0.78	1.04
Promotion & Cooperative Fund ⁵	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
National Pension NEBF (3% of Total Gross Payroll)	1.20	1.80	2.40	1.44	2.16	2.88	1.56	2.34	3.12	0.48	0.72	0.96	0.54	0.81	1.08	0.60	0.90	1.20	0.66	0.99	1.32	0.72	1.08	1.44	0.84	1.26	1.68	1.02	1.53	2.04
NECA Service Charge ⁶ (0.45% of Total Gross Payroll)	0.18	0.27	0.36	0.22	0.32	0.43	0.23	0.35	0.47	0.07	0.11	0.14	0.08	0.12	0.16	0.09	0.14	0.18	0.10	0.15	0.20	0.11	0.16	0.22	0.13	0.19	0.25	0.15	0.23	0.31
Subtotal	69.22	90.22	111.21	78.12	103.31	128.51	82.32	109.61	136.90	32.18	40.96	49.23	36.93	46.37	55.82	39.03	49.52	60.02	46.45	58.00	69.55	49.04	61.64	74.24	54.22	68.92	83.62	61.97	79.82	97.66
Soc. Sec. 7.65% (FICA) applied to max. of \$37,700 earnings (eff. 1/1/20)	3.06	4.59	6.12	3.67	5.51	7.34	3.98	5.97	7.96	1.22	1.84	2.45	1.38	2.07	2.75	1.53	2.30	3.06	1.68	2.52	3.37	1.84	2.75	3.67	2.14	3.21	4.28	2.60	3.90	5.20
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.24	0.36	0.48	0.29	0.43	0.58	0.31	0.47	0.62	0.10	0.14	0.19	0.11	0.16	0.22	0.12	0.18	0.24	0.13	0.20	0.26	0.14	0.22	0.29	0.17	0.25	0.34	0.20	0.31	0.41
Worker's Compensation ⁷ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.12	2.12	2.12	2.54	2.54	2.54	2.76	2.76	2.76	1.17	1.17	1.17	1.32	1.32	1.32	1.46	1.46	1.46	1.17	1.17	1.17	1.27	1.27	1.27	1.48	1.48	1.48	1.80	1.80	1.80
Liability Insurance ⁸ \$6.00 per \$100 of Straight Time Payroll	2.40	2.40	2.40	2.88	2.88	2.88	3.12	3.12	3.12	0.96	0.96	0.96	1.08	1.08	1.08	1.20	1.20	1.20	1.32	1.32	1.32	1.44	1.44	1.44	1.68	1.68	1.68	2.04	2.04	2.04
State Unemployment - 5.4% ⁹ (applied to max. of \$7,000 earnings)	2.16	3.24	4.32	2.59	3.89	5.18	2.81	4.21	5.62	0.86	1.30	1.73	0.97	1.46	1.94	1.08	1.62	2.16	1.19	1.78	2.38	1.30	1.94	2.59	1.51	2.27	3.02	1.84	2.75	3.67
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.04	0.06	0.08	0.05	0.07	0.10	0.05	0.08	0.10	0.02	0.02	0.03	0.02	0.03	0.04	0.02	0.03	0.04	0.02	0.03	0.04	0.02	0.04	0.05	0.03	0.04	0.06	0.03	0.05	0.07
DIRECT COST Per Hour	79.74	103.49	127.23	90.14	118.64	147.13	95.34	126.21	157.08	36.51	46.39	56.76	41.80	52.48	63.17	44.44	56.31	68.18	51.97	65.03	78.09	55.06	69.30	83.55	61.24	77.86	94.48	70.49	90.67	110.86
Subject to rate approval & experience modification	Revised October 8, 2019																													

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

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

^{3a}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%)

^{3b}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%)

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

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

⁶NECA members only

⁷Workers' 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).

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

⁹Average

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