



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Mariposa, Merced, Stanislaus and Tuolumne Counties (Local Union 684)

Period of June 1, 2020 through May 31, 2021
(Based on Journeyman Rate of \$41.00 per hour)

	JOURNEYMAN			SUB-FOREMAN			FOREMAN			GENERAL FOREMAN			APPRENTICES																	
	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	40%		45%		55%		65%		75%		85%							
Wages ¹	41.00	61.50	82.00	45.40	67.65	90.20	49.20	73.80	98.40	53.30	79.95	106.60	46.40	24.60	32.80	18.45	27.68	36.90	22.55	33.83	45.10	26.65	39.98	53.30	30.75	46.13	61.50	34.85	52.28	69.70
Health Fund	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53
Local Pension A ²	7.85	7.85	7.85	7.85	7.85	7.85	7.85	7.85	7.85	7.85	7.85	7.85	0.00	0.00	0.00	0.00	0.00	0.00	4.32	4.32	4.32	5.10	5.10	5.10	5.89	5.89	5.89	6.67	6.67	6.67
Local Pension B ²	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	1.65	1.65	1.65	1.95	1.95	1.95	2.25	2.25	2.25	2.55	2.55	2.55
Education Trust ³	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
Labor-Management Cooperative Trust	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
National LMCC	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
National Pension NEBF (3% of Total Gross Payroll)	1.23	1.85	2.46	1.35	2.03	2.71	1.48	2.21	2.95	1.60	2.40	3.20	0.49	0.74	0.98	0.55	0.83	1.11	0.68	1.01	1.35	0.80	1.20	1.60	0.92	1.38	1.85	1.05	1.57	2.09
Contract Admin. Fund (1.5% of Total Gross Payroll)	0.62	0.92	1.23	0.68	1.01	1.35	0.74	1.11	1.48	0.80	1.20	1.60	0.25	0.37	0.49	0.28	0.42	0.55	0.34	0.51	0.68	0.40	0.60	0.80	0.46	0.69	0.92	0.52	0.78	1.05
NECA Service Charge ⁴ (0.5% of Total Gross Payroll)	0.21	0.31	0.41	0.23	0.34	0.45	0.25	0.37	0.49	0.27	0.40	0.53	0.08	0.12	0.16	0.09	0.14	0.18	0.11	0.17	0.23	0.13	0.20	0.27	0.15	0.23	0.31	0.17	0.26	0.35
Subtotal	68.30	89.82	111.34	72.60	96.27	119.95	76.91	102.73	128.56	81.21	109.19	137.17	31.61	40.22	48.82	33.76	43.46	53.13	44.04	55.88	67.72	49.42	63.42	77.41	54.81	70.96	87.11	60.20	78.50	96.80
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.14	4.70	6.27	3.45	5.18	6.90	3.76	5.65	7.53	4.08	6.12	8.15	1.25	1.88	2.51	1.41	2.12	2.82	1.73	2.59	3.45	2.04	3.06	4.08	2.35	3.53	4.70	2.67	4.00	5.33
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.25	0.37	0.49	0.27	0.41	0.54	0.30	0.44	0.59	0.32	0.48	0.64	0.10	0.15	0.20	0.11	0.17	0.22	0.14	0.20	0.27	0.16	0.24	0.32	0.18	0.28	0.37	0.21	0.31	0.42
Worker's Compensation ⁵ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.17	2.17	2.17	2.39	2.39	2.39	2.61	2.61	2.61	2.82	2.82	2.82	1.20	1.20	1.20	1.35	1.35	1.35	1.20	1.20	1.20	1.41	1.41	1.41	1.63	1.63	1.63	1.85	1.85	1.85
Liability Insurance ⁶ \$6.00 per \$100 of Straight Time Payroll	2.46	2.46	2.46	2.71	2.71	2.71	2.95	2.95	2.95	3.20	3.20	3.20	0.98	0.98	0.98	1.11	1.11	1.11	1.35	1.35	1.35	1.60	1.60	1.60	1.85	1.85	1.85	2.09	2.09	2.09
State Unemployment - 5.4% ⁷ (applied to max. of \$7,000 earnings)	2.21	3.32	4.43	2.44	3.65	4.87	2.66	3.99	5.31	2.88	4.32	5.76	0.89	1.33	1.77	1.00	1.49	1.99	1.22	1.83	2.44	1.44	2.16	2.88	1.66	2.49	3.32	1.88	2.82	3.76
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.04	0.06	0.08	0.05	0.07	0.09	0.05	0.07	0.10	0.05	0.08	0.11	0.02	0.02	0.03	0.02	0.03	0.04	0.02	0.03	0.05	0.03	0.04	0.05	0.03	0.05	0.06	0.03	0.05	0.07
DIRECT COST Per Hour	78.57	102.91	127.25	83.89	110.67	137.45	89.23	118.43	147.65	94.56	126.21	157.85	36.04	45.78	55.51	38.75	49.72	60.66	49.69	63.08	76.47	56.10	71.93	87.75	62.51	80.78	99.04	68.93	89.63	110.32

Revised January 16, 2020

¹Future Increases: Agreement expires on May 31, 2020. New wages will be negotiated prior to that date.

²Local Pension - Apprentice pension contributions begin when apprentices reach 55%. Apprentices shall receive % Pension contribution at same % used to compute wage rate. Pension A - \$7.06 Pension B - \$1.05

Note: During 12/1/15 allocation - Part A Pension moved \$1.50 of the original \$1.50 of uncoupled monies to part B Pension and added \$1.03 to Part A with \$1.00 uncoupled for an additional 2 years (S: 12/1/17). Part B Pension was increased by \$1.50

³Effective January 1, 2015, the JATC contribution rate became \$1.20 per hour.

⁴NECA members only

⁵Workers' Comp Bureau basic rate covers costs & claims only (as of 1/1/17 insurance carriers set own rates) - Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >\$20); \$7.31/\$100 (Code 5190 <=\$20).

⁶Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.

⁷Average