NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | **54.06** | **57.44** | **62.17** | **70.28** | **24.33** | **25.95** | **27.57** | **29.19** | **30.81** | **32.44** | **35.14** | **37.84** | **40.55** | **43.25** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 1.20 | 1.20 | 1.20 | 1.20 | 0.00 | 0.00 | 1.20 | 1.20 | 1.20 | 1.20 | 1.20 | 1.20 | 1.20 | 1.20 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **43.91** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 4.14 | 4.39 | 4.76 | 5.38 | 1.86 | 1.99 | 2.11 | 2.23 | 2.36 | 2.48 | 2.69 | 2.89 | 3.10 | 3.31 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.87 | 3.04 | 3.29 | 3.72 | 1.29 | 1.38 | 1.46 | 1.55 | 1.63 | 1.72 | 1.86 | 2.01 | 2.15 | 2.29 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 3.24 | 3.45 | 3.73 | 4.22 | 1.46 | 1.56 | 1.65 | 1.75 | 1.85 | 1.95 | 2.11 | 2.27 | 2.43 | 2.59 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.92 | 3.10 | 3.36 | 3.80 | 1.31 | 1.40 | 1.49 | 1.58 | 1.66 | 1.75 | 1.90 | 2.04 | 2.19 | 2.34 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.06 | 0.06 | 0.07 | 0.02 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 | 0.04 | 0.04 |
| ***DIRECT COST Per Hour*** | ***96.93*** | ***101.35*** | ***107.55*** | ***118.17*** | ***48.28*** | ***50.41*** | ***62.23*** | ***64.36*** | ***66.48*** | ***68.60*** | ***72.15*** | ***75.69*** | ***79.23*** | ***82.77*** |
| Subject to rate approval & experience modification | | | | | | | | | | | | | | |

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.

NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | 54.06 | 57.44 | 62.17 | 70.28 | 24.33 | 25.95 | 27.57 | 29.19 | 30.81 | 32.44 | 35.14 | 37.84 | 40.55 | 43.25 |
| Variable 401(k) 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** | **52.56** | **55.94** | **60.67** | **68.78** | **24.33** | **25.95** | **26.07** | **27.69** | **29.31** | **30.94** | **33.64** | **36.34** | **39.05** | **41.75** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 2.70 | 2.70 | 2.70 | 2.70 | 0.00 | 0.00 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.48 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **44.01** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 4.02 | 4.28 | 4.64 | 5.26 | 1.86 | 1.99 | 1.99 | 2.12 | 2.24 | 2.37 | 2.57 | 2.78 | 2.99 | 3.19 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.32 | 0.34 | 0.36 | 0.41 | 0.15 | 0.16 | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.22 | 0.23 | 0.25 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.79 | 5.94 | 6.44 | 7.30 | 2.58 | 2.76 | 2.77 | 2.94 | 3.11 | 3.29 | 3.57 | 3.86 | 4.15 | 4.43 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 3.15 | 3.36 | 3.64 | 4.13 | 1.46 | 1.56 | 1.56 | 1.66 | 1.76 | 1.86 | 2.02 | 2.18 | 2.34 | 2.50 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.84 | 3.02 | 3.28 | 3.71 | 1.31 | 1.40 | 1.41 | 1.50 | 1.58 | 1.67 | 1.82 | 1.96 | 2.11 | 2.25 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.06 | 0.06 | 0.07 | 0.02 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 | 0.04 |
| ***DIRECT COST Per Hour*** | **96.55** | **103.95** | **110.40** | **121.45** | **49.58** | **51.89** | **63.24** | **65.45** | **67.66** | **69.87** | **73.56** | **77.24** | **80.93** | **84.61** |
| Subject to rate approval & experience modification | | | | | | | | | | | | | | |

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.

NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | 54.06 | 57.44 | 62.17 | 70.28 | 24.33 | 25.95 | 27.57 | 29.19 | 30.81 | 32.44 | 35.14 | 37.84 | 40.55 | 43.25 |
| Variable 401(k) 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** | **51.06** | **54.44** | **59.17** | **67.28** | **24.33** | **25.95** | **24.57** | **26.19** | **27.81** | **29.44** | **32.14** | **34.84** | **37.55** | **40.25** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 4.20 | 4.20 | 4.20 | 4.20 | 0.00 | 0.00 | 4.20 | 4.20 | 4.20 | 4.20 | 4.20 | 4.20 | 4.20 | 4.20 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **43.91** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 3.91 | 4.16 | 4.53 | 5.15 | 1.86 | 1.99 | 1.88 | 2.00 | 2.13 | 2.25 | 2.46 | 2.67 | 2.87 | 3.08 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.31 | 0.33 | 0.36 | 0.40 | 0.15 | 0.16 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.71 | 5.78 | 6.28 | 7.14 | 2.58 | 2.76 | 2.61 | 2.78 | 2.95 | 3.13 | 3.41 | 3.70 | 3.99 | 4.27 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 3.06 | 3.27 | 3.55 | 4.04 | 1.46 | 1.56 | 1.47 | 1.57 | 1.67 | 1.77 | 1.93 | 2.09 | 2.25 | 2.41 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.76 | 2.94 | 3.20 | 3.63 | 1.31 | 1.40 | 1.33 | 1.41 | 1.50 | 1.59 | 1.74 | 1.88 | 2.03 | 2.17 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.05 | 0.06 | 0.07 | 0.02 | 0.03 | 0.02 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 |
| ***DIRECT COST Per Hour*** | ***96.18*** | ***103.50*** | ***109.95*** | ***121.00*** | ***49.58*** | ***51.79*** | ***62.79*** | ***65.00*** | ***67.21*** | ***69.42*** | ***73.10*** | ***76.79*** | ***80.47*** | ***84.16*** |
| Subject to rate approval & experience modification | | | | | | | | | | | | | | |

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.

NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | 54.06 | 57.44 | 62.17 | 70.28 | 24.33 | 25.95 | 27.57 | 29.19 | 30.81 | 32.44 | 35.14 | 37.84 | 40.55 | 43.25 |
| Variable 401(k) 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** | **49.56** | **52.94** | **57.67** | **65.78** | **24.33** | **25.95** | **23.07** | **24.69** | **26.31** | **27.94** | **30.64** | **33.34** | **36.05** | **38.75** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 5.70 | 5.70 | 5.70 | 5.70 | 0.00 | 0.00 | 5.70 | 5.70 | 5.70 | 5.70 | 5.70 | 5.70 | 5.70 | 5.70 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **43.91** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 3.79 | 4.05 | 4.41 | 5.03 | 1.86 | 1.99 | 1.76 | 1.89 | 2.01 | 2.14 | 2.34 | 2.55 | 2.76 | 2.96 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.30 | 0.32 | 0.35 | 0.39 | 0.15 | 0.16 | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.20 | 0.22 | 0.23 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.63 | 5.62 | 6.12 | 6.99 | 2.58 | 2.76 | 4.12 | 2.62 | 2.79 | 2.97 | 3.25 | 3.54 | 3.83 | 4.12 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 2.97 | 3.18 | 3.46 | 3.95 | 1.46 | 1.56 | 1.38 | 1.48 | 1.58 | 1.68 | 1.84 | 2.00 | 2.16 | 2.32 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.68 | 2.86 | 3.11 | 3.55 | 1.31 | 1.40 | 1.25 | 1.33 | 1.42 | 1.51 | 1.65 | 1.80 | 1.95 | 2.09 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.05 | 0.06 | 0.07 | 0.02 | 0.03 | 0.02 | 0.02 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 | 0.04 |
| ***DIRECT COST Per Hour*** | ***95.80*** | ***103.04*** | ***109.49*** | ***120.54*** | ***49.58*** | ***51.79*** | ***64.00*** | ***64.54*** | ***66.75*** | ***68.96*** | ***72.65*** | ***76.33*** | ***80.02*** | ***83.70*** |
| Subject to rate approval & experience modification | | | | | | | | | | | | | | |

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.

NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | 54.06 | 57.44 | 62.17 | 70.28 | 24.33 | 25.95 | 27.57 | 29.19 | 30.81 | 32.44 | 35.14 | 37.84 | 40.55 | 43.25 |
| Variable 401(k) Pension Rate | 6.00 | 6.00 | 6.00 | 6.00 | 0.00 | 0.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 |
| **Adjusted Hourly Rate** | **48.06** | **51.44** | **56.17** | **64.28** | **24.33** | **25.95** | **21.57** | **23.19** | **24.81** | **26.44** | **29.14** | **31.84** | **34.55** | **37.25** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 7.20 | 7.20 | 7.20 | 7.20 | 0.00 | 0.00 | 7.20 | 7.20 | 7.20 | 7.20 | 7.20 | 7.20 | 7.20 | 7.20 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **43.91** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 3.68 | 3.94 | 4.30 | 4.92 | 1.86 | 1.99 | 1.65 | 1.77 | 1.90 | 2.02 | 2.23 | 2.44 | 2.64 | 2.85 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.29 | 0.31 | 0.34 | 0.39 | 0.15 | 0.16 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | 0.19 | 0.21 | 0.22 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.55 | 5.46 | 5.97 | 6.83 | 2.58 | 2.76 | 3.85 | 4.14 | 2.64 | 2.81 | 3.09 | 3.38 | 3.67 | 3.96 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 2.88 | 3.09 | 3.37 | 3.86 | 1.46 | 1.56 | 1.29 | 1.39 | 1.49 | 1.59 | 1.75 | 1.91 | 2.07 | 2.23 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.60 | 2.78 | 3.03 | 3.47 | 1.31 | 1.40 | 1.16 | 1.25 | 1.34 | 1.43 | 1.57 | 1.72 | 1.87 | 2.01 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.05 | 0.06 | 0.06 | 0.02 | 0.03 | 0.02 | 0.02 | 0.02 | 0.03 | 0.03 | 0.03 | 0.03 | 0.04 |
| ***DIRECT COST Per Hour*** | **95.42** | **102.59** | **109.03** | **120.09** | **49.58** | **51.79** | **63.43** | **65.76** | **66.30** | **68.51** | **72.19** | **75.88** | **79.56** | **83.24** |

Subject to rate approval & experience modification

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.

NECA
NORTHERN CALIFORNIA CHAPTER

# 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, 2022 through May 31, 2023***
*(Based on Journeyman Rate of $54.06 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] | 54.06 | 57.44 | 62.17 | 70.28 | 24.33 | 25.95 | 27.57 | 29.19 | 30.81 | 32.44 | 35.14 | 37.84 | 40.55 | 43.25 |
| Variable 401(k) 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** | **46.56** | **49.94** | **54.67** | **62.78** | **24.33** | **25.95** | **20.07** | **21.69** | **23.31** | **24.94** | **27.64** | **30.34** | **33.05** | **35.75** |
| Health Fund | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 | 14.80 |
| Defined Benefit Pension[2] | 8.50 | 8.50 | 8.50 | 8.50 | 0.00 | 0.00 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 | 8.50 |
| Profit Sharing Pension[2] | 8.70 | 8.70 | 8.70 | 8.70 | 0.00 | 0.00 | 8.70 | 8.70 | 8.70 | 8.70 | 8.70 | 8.70 | 8.70 | 8.70 |
| Apprenticeship Fund[3] ($1.38 per hour worked) | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 | 1.38 |
| Training Facility Fund[4] | | | | | | | | | | | | | | |
| National Pension NEBF (3% of Total Gross Payroll) | 1.62 | 1.72 | 1.87 | 2.11 | 0.73 | 0.78 | 0.83 | 0.88 | 0.92 | 0.97 | 1.05 | 1.14 | 1.22 | 1.30 |
| Contract Admin. Trust Fund (1.33% of Total Gross Payroll) | 0.72 | 0.76 | 0.83 | 0.93 | 0.32 | 0.35 | 0.37 | 0.39 | 0.41 | 0.43 | 0.47 | 0.50 | 0.54 | 0.58 |
| Labor-Mgmt. Cooperation Fund[5] ($0.24 per hour worked) | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 | 0.24 |
| Industry Fund (1% of Total Gross Payroll) | 0.54 | 0.57 | 0.62 | 0.70 | 0.24 | 0.26 | 0.28 | 0.29 | 0.31 | 0.32 | 0.35 | 0.38 | 0.41 | 0.43 |
| Association Dues[6] (0.6% of Total Gross Payroll) | 0.32 | 0.34 | 0.37 | 0.42 | 0.15 | 0.16 | 0.17 | 0.18 | 0.18 | 0.19 | 0.21 | 0.23 | 0.24 | 0.26 |
| **Subtotal** | **83.39** | **86.96** | **91.98** | **100.57** | **42.19** | **43.91** | **55.33** | **57.04** | **58.76** | **60.48** | **63.34** | **66.21** | **69.07** | **71.93** |
| Soc. Sec. 7.65% (FICA) applied to max. of $137,700 earnings (eff. 1/1/20) | 3.56 | 3.82 | 4.18 | 4.80 | 1.86 | 1.99 | 1.54 | 1.66 | 1.78 | 1.91 | 2.11 | 2.32 | 2.53 | 2.73 |
| Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings) | 0.28 | 0.30 | 0.33 | 0.38 | 0.15 | 0.16 | 0.12 | 0.13 | 0.14 | 0.15 | 0.17 | 0.18 | 0.20 | 0.21 |
| Worker's Compensation[7] - $5.30/$7.31 per $100 of Straight Time Payroll | 2.47 | 5.30 | 5.81 | 6.67 | 2.58 | 2.76 | 3.58 | 3.87 | 4.16 | 2.65 | 2.94 | 3.22 | 3.51 | 3.80 |
| Liability[8] $6.00 per $100 of Straight Time Payroll | 2.79 | 3.00 | 3.28 | 3.77 | 1.46 | 1.56 | 1.20 | 1.30 | 1.40 | 1.50 | 1.66 | 1.82 | 1.98 | 2.14 |
| State Unemployment[9] - 5.4% (applied to max. of $7,000 earnings) | 2.51 | 2.70 | 2.95 | 3.39 | 1.31 | 1.40 | 1.08 | 1.17 | 1.26 | 1.35 | 1.49 | 1.64 | 1.78 | 1.93 |
| State Employment Training Fund 0.1% (applied to max. of $7,000 earnings) | 0.05 | 0.05 | 0.05 | 0.06 | 0.02 | 0.03 | 0.02 | 0.02 | 0.02 | 0.02 | 0.03 | 0.03 | 0.03 | 0.04 |
| ***DIRECT COST Per Hour*** | **95.05** | **102.13** | **108.58** | **119.63** | **49.58** | **51.79** | **62.87** | **65.20** | **67.53** | **68.05** | **71.74** | **75.42** | **79.11** | **82.79** |
| Subject to rate approval & experience modification | | | | | | | | | | | | | | |

***Revised May 2, 2022***

*The June 1, 2022 Increase of $2.50 was allocated as follows: $1.00 to the Wage, $0.50 to the Defined Benefit Pension and $1.00 to the Health & Welfare.*

[1]Wage package increases are scheduled as follows: June 1, 2023 - $3.00.
[2]No pension contribution for first and second period apprentices.
[3]Apprenticeship Fund - Effective June 1, 2021, the contribution reduced from $1.48 to $1.38.
[4]The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.
[5]Employer 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.
[6]NECA members only.
[7]Workers' 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).
[8]Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.
[9]Average.