



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Alameda County (Local Union 595-W)

Period of June 1, 2023 through May 31, 2024
(Based on Journeyman Rate of \$70.20 per hour)

	JOURNEYMAN									FOREMAN									GENERAL FOREMAN									APPRENTICES (5-Year Program)																										
	JOURNEYMAN			FOREMAN			GENERAL FOREMAN			40%			42.5%			45%			50%			55%			60%			65%			70%			75%			80%																	
	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	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time																		
Wages ¹	70.20	105.30	140.40	80.73	121.10	161.46	91.26	136.89	182.52	28.08	42.12	56.16	29.84	44.76	59.68	31.59	47.39	63.18	35.10	52.65	70.20	38.61	57.92	77.22	42.12	63.18	84.24	45.63	68.45	91.26	49.14	73.71	98.28	52.65	78.98	105.30	56.16	84.24	112.32															
Health Fund ²	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51	18.51																
Local Pension ³	14.62	14.62	14.62	14.62	14.62	14.62	14.62	14.62	14.62	0.00	0.00	0.00	0.00	0.00	0.00	6.58	6.58	6.58	7.31	7.31	7.31	8.04	8.04	8.04	8.77	8.77	8.77	9.50	9.50	9.50	10.23	10.23	10.23	10.97	10.97	10.97	11.70	11.70	11.70															
Money Purchase Pension ³	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	7.50	0.00	0.00	0.00	0.00	0.00	0.00	3.38	3.38	3.38	3.75	3.75	3.75	4.13	4.13	4.13	4.50	4.50	4.50	4.88	4.88	4.88	5.25	5.25	5.25	5.63	5.63	5.63	6.00	6.00	6.00															
Apprenticeship Fund ⁴	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24																	
Contract Admin. Fund (1.05% of Total Gross Payroll)	0.74	1.11	1.47	0.85	1.27	1.70	0.96	1.44	1.92	0.29	0.44	0.59	0.31	0.47	0.63	0.33	0.50	0.66	0.37	0.55	0.74	0.41	0.61	0.81	0.44	0.66	0.88	0.48	0.72	0.96	0.52	0.77	1.03	0.55	0.83	1.11	0.59	0.88	1.18															
Alameda ECT	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15																	
National Pension NEBF (3% of Total Gross Payroll)	2.11	3.16	4.21	2.42	3.63	4.84	2.74	4.11	5.48	0.84	1.26	1.68	0.90	1.34	1.79	0.95	1.42	1.90	1.05	1.58	2.11	1.16	1.74	2.32	1.26	1.90	2.53	1.37	2.05	2.74	1.47	2.21	2.95	1.58	2.37	3.16	1.68	2.53	3.37															
Local LMCC	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	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																		
Association Dues ⁵ (0.80% of Total Gross Payroll)	0.56	0.84	1.12	0.65	0.97	1.29	0.73	1.10	1.46	0.22	0.34	0.45	0.24	0.36	0.48	0.25	0.38	0.51	0.28	0.42	0.56	0.31	0.46	0.62	0.34	0.51	0.67	0.37	0.55	0.73	0.39	0.59	0.79	0.42	0.63	0.84	0.45	0.67	0.90															
Subtotal	117.12	153.93	190.73	128.17	170.49	212.81	139.21	187.05	234.89	50.84	65.56	80.28	52.69	68.33	83.97	64.48	81.05	97.60	69.26	87.66	106.06	74.05	94.30	114.54	78.83	100.91	123.00	83.62	107.55	131.47	88.40	114.16	139.93	93.20	120.81	148.41	97.98	127.43	156.87															
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	5.37	8.06	10.74	6.18	9.26	12.35	6.98	10.47	13.96	2.15	3.22	4.30	2.28	3.42	4.57	2.42	3.63	4.83	2.69	4.03	5.37	2.95	4.43	5.91	3.22	4.83	6.44	3.49	5.24	6.98	3.76	5.64	7.52	4.03	6.04	8.06	4.30	6.44	8.59															
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.42	0.63	0.84	0.48	0.73	0.97	0.55	0.82	1.10	0.17	0.25	0.34	0.18	0.27	0.36	0.19	0.28	0.38	0.21	0.32	0.42	0.23	0.35	0.46	0.25	0.38	0.51	0.27	0.41	0.55	0.29	0.44	0.59	0.32	0.47	0.63	0.34	0.51	0.67															
Worker's Compensation ⁶ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	3.72	3.72	3.72	4.28	4.28	4.28	4.84	4.84	4.84	1.49	1.49	1.49	1.58	1.58	1.58	1.67	1.67	1.67	1.86	1.86	1.86	2.05	2.05	2.05	2.23	2.23	2.23	2.42	2.42	2.42	2.60	2.60	2.60	2.79	2.79	2.79	2.98	2.98	2.98															
Liability ⁷ \$6 per \$100 of Straight Time Payroll	4.21	4.21	4.21	4.84	4.84	4.84	5.48	5.48	5.48	1.68	1.68	1.68	1.79	1.79	1.79	1.90	1.90	1.90	2.11	2.11	2.11	2.32	2.32	2.32	2.53	2.53	2.53	2.74	2.74	2.74	2.95	2.95	2.95	3.16	3.16	3.16	3.37	3.37	3.37															
State Unemployment - 5.4% ⁸ (applied to max. of \$7,000 earnings)	3.79	5.69	7.58	4.36	6.54	8.72	4.93	7.39	9.86	1.52	2.27	3.03	1.61	2.42	3.22	1.71	2.56	3.41	1.90	2.84	3.79	2.08	3.13	4.17	2.27	3.41	4.55	2.46	3.70	4.93	2.65	3.98	5.31	2.84	4.26	5.69	3.03	4.55	6.07															
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.07	0.11	0.14	0.08	0.12	0.16	0.09	0.14	0.18	0.03	0.04	0.06	0.03	0.04	0.06	0.03	0.05	0.06	0.04	0.05	0.07	0.04	0.06	0.08	0.04	0.06	0.08	0.05	0.07	0.09	0.05	0.07	0.10	0.05	0.08	0.11	0.06	0.08	0.11															
DIRECT COST Per Hour	134.71	176.34	217.97	148.39	196.27	244.13	162.07	216.18	270.30	57.88	74.53	91.18	60.16	77.86	95.55	72.40	91.13	109.86	78.05	98.87	119.68	83.72	106.63	129.52	89.38	114.36	139.34	95.05	122.12	149.17	100.71	129.85	158.99	106.39	137.62	168.84	112.05	145.35	178.66															

Subject to rate approval & experience modification

Revised May 31, 2023

The June 1, 2023 Increase of \$4.95 was allocated as follows: \$3.45 to the Wage, \$1.00 to the Defined Benefit Pension, \$0.50 to the Health & Welfare.

¹Wage package increases are scheduled as follows: June 1, 2024 - \$4.75 ; June 1, 2025 - \$4.85 ; June 1, 2026 - \$4.95

²Health & Welfare Rate includes HRA monies. Effective June 1, 2022, the Health and Welfare Rate is \$14.66 and the HRA rate is \$3.35

³Apprentices shall receive % of Pension/Money Purchase contribution at same % rate as used to compute wage rate; No Pension/Money Purchase contribution for 1st year apprentices.

⁴Apprenticeship Fund calculated at 2% of the journeyman rate plus \$0.42 employee allocation and \$0.42 employer contribution.

⁵NECA Members only

⁶Workers' 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 >\$20); \$7.31/\$100 (Code 5190 <=\$20).

⁷Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially "Complete Operations" and "Contractual" coverages.

⁸Average