



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, 2024 through November 30, 2024
(Based on Journeyman Rate of \$47.50 per hour)

	JOURNEYMAN	SUB-FOREMAN	FOREMAN	GENERAL FOREMAN	APPRENTICES ¹					
	Straight Time	Straight Time	Straight Time	Straight Time	45% Straight Time	50% Straight Time	60% Straight Time	70% Straight Time	80% Straight Time	90% Straight Time
Wages ¹	47.50	52.25	57.00	61.75	21.38	23.75	28.50	33.25	38.00	42.75
Health Fund	13.03	13.03	13.03	13.03	13.03	13.03	13.03	13.03	13.03	13.03
Local Pension A ²	9.00	9.00	9.00	9.00	0.00	0.00	5.40	6.30	7.20	8.10
Local Pension B ²	3.70	3.70	3.70	3.70	0.00	0.00	2.22	2.59	2.96	3.33
Education Trust ³	2.20	2.20	2.20	2.20	2.20	2.20	2.20	2.20	2.20	2.20
Labor-Management Cooperative Trust	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
National LMCC	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)	1.43	1.57	1.71	1.85	0.64	0.71	0.86	1.00	1.14	1.28
Contract Admin. Fund (1.5% of Total Gross Payroll)	0.71	0.78	0.86	0.93	0.32	0.36	0.43	0.50	0.57	0.64
NECA Service Charge ⁵ (0.5% of Total Gross Payroll)	0.24	0.26	0.29	0.31	0.11	0.12	0.14	0.17	0.19	0.21
Subtotal	78.27	83.25	88.25	93.23	38.14	40.63	53.24	59.50	65.75	72.00
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.63	4.00	4.36	4.72	1.64	1.82	2.18	2.54	2.91	3.27
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.29	0.31	0.34	0.37	0.13	0.14	0.17	0.20	0.23	0.26
Worker's Compensation ⁶ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.52	2.77	3.02	3.27	1.13	1.26	1.51	1.76	2.01	2.27
Liability Insurance ⁷ \$6.00 per \$100 of Straight Time Payroll	2.85	3.14	3.42	3.71	1.28	1.43	1.71	2.00	2.28	2.57
State Unemployment - 5.4% ⁸ (applied to max. of \$7,000 earnings)	2.57	2.82	3.08	3.33	1.15	1.28	1.54	1.80	2.05	2.31
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.05	0.05	0.06	0.06	0.02	0.02	0.03	0.03	0.04	0.04
DIRECT COST Per Hour	90.17	96.34	102.52	108.69	43.50	46.58	60.38	67.83	75.27	82.71
Subject to rate approval & experience modification	Revised April 10, 2024									

The June 1, 2024 Increase of \$1.85 was allocated as follows: \$1.50 to the Wage, \$0.05 to the Health & Welfare, \$0.10 to the LMCC, and \$0.20 to the Training Trust Building Fund (Education Trust).

¹Future Increases: December 1, 2024 - \$1.50 to be allocated by IBEW, plus \$0.20 to the JATC Building Fund and \$0.10 to the LMCC; June 1, 2025 - \$3.65; June 1, 2026 - \$3.65.

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

Note: During 12/1/15 allocation - Part A Pension moved \$0.50 of the original \$1.50 of uncoupled monies to part B Pension and added \$0.03 to Part A with \$1.00 uncoupled for an additional 2 years (5/12/17). Part B Pension was increased by \$0.50

³Effective June 1, 2021, \$0.30 of the LMCT was moved to the Education Trust. Further, a Training Trust Building Fund was established. As of June 1, 2024, the Education Trust contribution is \$1.70/hour and the Building Fund contribution is \$0.50/hour.

⁴Effective June 1, 2024, the Apprentice Percentages were adjusted to 45%, 50%, 60%, 70%, 80% and 90%

⁵NECA members only

⁶Workers' 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).

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

⁸Average