



# HOURLY COST DATA SHEET

Prepared By  
Northern California Chapter, NECA

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

Period of June 1, 2024 through May 31, 2025  
(Based on Journeyman Rate of \$60.00 per hour)

|  | JOURNEYMAN    |                 |               | FOREMAN       |                 |               | GENERAL FOREMAN |                 |               |
|--|---------------|-----------------|---------------|---------------|-----------------|---------------|-----------------|-----------------|---------------|
|  | Straight Time | Time & One-Half | Double Time   | Straight Time | Time & One-Half | Double Time   | Straight Time   | Time & One-Half | Double Time   |
| Wages <sup>1</sup>   | 60.00         | 90.00           | 120.00        | 67.50         | 101.25          | 135.00        | 75.00           | 112.50          | 150.00        |
| Health Fund  | 16.00         | 16.00           | 16.00         | 16.00         | 16.00           | 16.00         | 16.00           | 16.00           | 16.00         |
| Money Purchase Plan  | 4.42          | 4.42            | 4.42          | 4.42          | 4.42            | 4.42          | 4.42            | 4.42            | 4.42          |
| National Pension NEBF (3% of Total Gross Payroll)                            | 1.80          | 2.70            | 3.60          | 2.03          | 3.04            | 4.05          | 2.25            | 3.38            | 4.50          |
| Apprenticeship Fund (\$0.10 per hour worked)                                 | 0.10          | 0.10            | 0.10          | 0.10          | 0.10            | 0.10          | 0.10            | 0.10            | 0.10          |
| Contract Adm. Fund (0.80% of Total Gross Payroll)                            | 0.48          | 0.72            | 0.96          | 0.54          | 0.81            | 1.08          | 0.60            | 0.90            | 1.20          |
| Alameda ECT (0.45% of Total Gross Payroll)                                   | 0.27          | 0.41            | 0.54          | 0.30          | 0.46            | 0.61          | 0.34            | 0.51            | 0.68          |
| Long Term Maint. Only  |               |                 |               |               |                 |               |                 |                 |               |
| Paid Vacations   | 2.31          | 2.31            | 2.31          | 2.60          | 2.60            | 2.60          | 2.88            | 2.88            | 2.88          |
| Paid Sick Leave  | 1.15          | 1.15            | 1.15          | 1.30          | 1.30            | 1.30          | 1.44            | 1.44            | 1.44          |
| Association Dues (0.80% of Total Gross Payroll - NECA Members Only)          | 0.48          | 0.72            | 0.96          | 0.54          | 0.81            | 1.08          | 0.60            | 0.90            | 1.20          |
| <b>Subtotal</b>  | <b>87.01</b>  | <b>118.53</b>   | <b>150.04</b> | <b>95.33</b>  | <b>130.79</b>   | <b>166.24</b> | <b>103.63</b>   | <b>143.03</b>   | <b>182.42</b> |
| Soc. Sec. 7.65% (FICA) <sup>2</sup>  | 4.59          | 6.89            | 9.18          | 5.16          | 7.75            | 10.33         | 5.74            | 8.61            | 11.48         |
| Federal Unemployment Tax 0.8% (applied to max. of \$7,000 earnings)          | 0.48          | 0.72            | 0.96          | 0.54          | 0.81            | 1.08          | 0.60            | 0.90            | 1.20          |
| Worker's Compensation <sup>3</sup>   | 3.18          | 3.18            | 3.18          | 3.58          | 3.58            | 3.58          | 3.98            | 3.98            | 3.98          |
| Liability Insurance <sup>4</sup> - \$6 per \$100 of Straight Time Payroll)   | 3.60          | 3.60            | 3.60          | 4.05          | 4.05            | 4.05          | 4.50            | 4.50            | 4.50          |
| State Unemployment - 5.4% <sup>5</sup> (applied to max. of \$7,000 earnings) | 3.24          | 4.86            | 6.48          | 3.65          | 5.47            | 7.29          | 4.05            | 6.08            | 8.10          |
| State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)    | 0.06          | 0.09            | 0.12          | 0.07          | 0.10            | 0.14          | 0.08            | 0.11            | 0.15          |
| <b>DIRECT COST Per Hour</b>  | <b>102.16</b> | <b>137.87</b>   | <b>173.56</b> | <b>112.38</b> | <b>152.55</b>   | <b>192.71</b> | <b>122.58</b>   | <b>167.21</b>   | <b>211.83</b> |

The June 1, 2024 Increase of \$3.56 was allocated as follows: \$2.45 to the Wage, \$0.21 to the Money Purchase Pension, and \$0.90 to the Health & Welfare.

<sup>1</sup>Wage package increases based on 75% of total wage package increase under the Alameda Inside Construction Agreement.

Future Increases: June 1, 2024 - \$3.56 ; June 1, 2025 - \$3.64 ; June 1, 2026 - \$3.71

<sup>2</sup>Applied to maximum \$137,700 earnings effective 1/1/2020.

<sup>3</sup>Workers' Comp Bureau basic rate covers costs & claims only

<sup>4</sup>Public Liability rate(s) are for "Operations" only.

<sup>5</sup>Average