



HOURLY COST DATA SHEET

Prepared by
Northern California Chapter, NECA

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

Period of June 1, 2024 through May 31, 2025
(Based on Journeyman Rate of \$73.20 per hour)

	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									
Wages ¹	73.20	109.80	146.40	84.18	126.27	168.36	95.16	142.74	190.32	29.28	43.92	58.56	31.11	46.67	62.22	32.94	49.41	65.88	36.60	54.90	73.20	40.26	60.39	80.52	43.92	65.88	87.84	47.58	71.37	95.16	51.24	76.86	102.48	54.90	82.35	109.80	58.56	87.84	117.12
Health Fund ²	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41	19.41
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	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	8.35	0.00	0.00	0.00	0.00	0.00	0.00	3.76	3.76	3.76	4.18	4.18	4.18	4.59	4.59	4.59	5.01	5.01	5.01	5.43	5.43	5.43	5.85	5.85	5.85	6.26	6.26	6.26	6.68	6.68	6.68
Apprenticeship Fund ⁴	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30
Contract Admin. Fund (1.0% of Total Gross Payroll)	0.77	1.15	1.54	0.88	1.33	1.77	1.00	1.50	2.00	0.31	0.46	0.61	0.33	0.49	0.65	0.35	0.52	0.69	0.38	0.58	0.77	0.42	0.63	0.85	0.46	0.69	0.92	0.50	0.75	1.00	0.54	0.81	1.08	0.58	0.86	1.15	0.61	0.92	1.23
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	0.15	0.15
National Pension NEBF (3% of Total Gross Payroll)	2.20	3.29	4.39	2.53	3.79	5.05	2.85	4.28	5.71	0.88	1.32	1.76	0.93	1.40	1.87	0.99	1.48	1.98	1.10	1.65	2.20	1.21	1.81	2.42	1.32	1.98	2.64	1.43	2.14	2.85	1.54	2.31	3.07	1.65	2.47	3.29	1.76	2.64	3.51
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	0.50	0.50	0.50
Association Dues ⁵ (0.80% of Total Gross Payroll)	0.59	0.88	1.17	0.67	1.01	1.35	0.76	1.14	1.52	0.23	0.35	0.47	0.25	0.37	0.50	0.26	0.40	0.53	0.29	0.44	0.59	0.32	0.48	0.64	0.35	0.53	0.70	0.38	0.57	0.76	0.41	0.61	0.82	0.44	0.66	0.88	0.47	0.70	0.94
Subtotal	122.08	160.46	198.83	133.59	177.72	221.86	145.11	194.99	244.88	53.06	68.41	83.76	56.98	71.29	87.60	62.24	86.51	101.78	72.23	91.41	110.60	77.20	98.31	119.42	82.19	105.22	128.24	87.18	112.12	137.07	92.17	119.03	145.89	97.15	125.93	156.72	102.14	132.84	163.54
Soc. Sec. 7.65% (FICA) applied to max. of \$17,700 earnings (eff. 1/1/20)	5.60	8.40	11.20	6.44	9.66	12.88	7.28	10.92	14.56	2.24	3.36	4.48	2.38	3.57	4.76	2.52	3.78	5.04	2.80	4.20	5.60	3.08	4.62	6.16	3.36	5.04	6.72	3.64	5.46	7.28	3.92	5.88	7.84	4.20	6.30	8.40	4.48	6.72	8.96
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.44	0.66	0.88	0.51	0.76	1.01	0.57	0.86	1.14	0.18	0.26	0.35	0.19	0.28	0.37	0.20	0.30	0.40	0.22	0.33	0.44	0.24	0.36	0.48	0.26	0.40	0.53	0.29	0.43	0.57	0.31	0.46	0.61	0.33	0.49	0.66	0.35	0.53	0.70
Worker's Compensation ⁶ - \$5.30/\$5.31 per \$100 of Straight Time Payroll	3.88	3.88	3.88	4.46	4.46	4.46	5.04	5.04	5.04	1.55	1.55	1.55	1.65	1.65	1.65	1.75	1.75	1.75	1.94	1.94	1.94	2.13	2.13	2.13	2.33	2.33	2.33	2.52	2.52	2.52	2.72	2.72	2.72	2.91	2.91	2.91	3.10	3.10	3.10
Liability ⁷ \$6 per \$100 of Straight Time Payroll	4.39	4.39	4.39	5.05	5.05	5.05	5.71	5.71	5.71	1.76	1.76	1.76	1.87	1.87	1.87	1.98	1.98	1.98	2.20	2.20	2.20	2.42	2.42	2.42	2.64	2.64	2.64	2.85	2.85	2.85	3.07	3.07	3.07	3.29	3.29	3.29	3.51	3.51	3.51
State Unemployment - 5.41% (applied to max. of \$7,000 earnings)	3.95	5.93	7.91	4.55	6.82	9.09	5.14	7.71	10.28	1.58	2.37	3.16	1.68	2.52	3.36	1.78	2.67	3.56	1.98	2.96	3.95	2.17	3.26	4.35	2.37	3.56	4.74	2.57	3.85	5.14	2.77	4.15	5.53	2.96	4.45	5.93	3.16	4.74	6.32
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.07	0.11	0.15	0.08	0.13	0.17	0.10	0.14	0.19	0.03	0.04	0.06	0.03	0.05	0.06	0.03	0.05	0.07	0.04	0.05	0.07	0.04	0.06	0.08	0.04	0.07	0.09	0.05	0.07	0.10	0.05	0.08	0.10	0.05	0.08	0.11	0.06	0.09	0.12
DIRECT COST Per Hour	140.42	183.82	227.23	154.68	204.60	254.52	168.94	225.37	281.80	60.39	77.76	95.12	62.77	81.23	99.67	75.49	95.02	114.56	81.39	103.10	124.80	87.29	111.16	135.04	93.19	119.24	145.28	99.10	127.31	155.53	105.00	135.39	165.77	110.91	143.46	176.02	116.81	151.54	186.26
Subject to rate approval & experience modification	Revised May 10, 2024																																						

The June 1, 2024 increase of \$4.75 was allocated as follows: \$1.00 to the Wages, \$0.90 to the Health & Welfare, \$0.85 to the Money Purchase Pension Plan.

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

²Health & Welfare Rate includes HRA monies. Effective June 1, 2024, the Health and Welfare Rate is \$16.06 and the HRA rate is \$3.35

³Apprentices shall receive 1/2 of Pension/Money Purchase contribution at same 1/2 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 employer 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