



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Mariposa, Merced, Stanislaus and Tuolumne Counties (Local Union 684)

Period of December 1, 2024 through May 31, 2025
(Based on Journeyman Rate of \$48.50 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	48.50	53.35	58.20	63.05	21.83	24.25	29.10	33.95	38.80	43.65
Health Fund	13.28	13.28	13.28	13.28	13.28	13.28	13.28	13.28	13.28	13.28
Local Pension A ²	9.25	9.25	9.25	9.25	0.00	0.00	5.55	6.48	7.40	8.33
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	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Labor-Management Cooperative Trust	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
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)	1.46	1.60	1.75	1.89	0.65	0.73	0.87	1.02	1.16	1.31
Contract Admin. Fund (1.5% of Total Gross Payroll)	0.73	0.80	0.87	0.95	0.33	0.36	0.44	0.51	0.58	0.65
NECA Service Charge ⁵ (0.5% of Total Gross Payroll)	0.24	0.27	0.29	0.32	0.11	0.12	0.15	0.17	0.19	0.22
Subtotal	80.12	85.21	90.30	95.40	39.16	41.70	54.57	60.96	67.33	73.73
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.71	4.08	4.45	4.82	1.67	1.86	2.23	2.60	2.97	3.34
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.29	0.32	0.35	0.38	0.13	0.15	0.17	0.20	0.23	0.26
Worker's Compensation ⁶ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.57	2.83	3.08	3.34	1.16	1.29	1.54	1.80	2.06	2.31
Liability Insurance ⁷ \$6.00 per \$100 of Straight Time Payroll	2.91	3.20	3.49	3.78	1.31	1.46	1.75	2.04	2.33	2.62
State Unemployment - 5.4% ⁸ (applied to max. of \$7,000 earnings)	2.62	2.88	3.14	3.40	1.18	1.31	1.57	1.83	2.10	2.36
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	92.27	98.57	104.88	111.19	44.63	47.78	61.86	69.46	77.05	84.67
Subject to rate approval & experience modification	Revised October 15, 2024									

The December 1, 2024 Increase of \$1.50 was allocated as follows: \$1.00 to the Wage, \$0.25 to the Health & Welfare, \$0.25 to the Local Pension. During negotiations, Management and Labor agreed to increase the LMCC by \$0.10 and increase the Training Trust Building Fund (Education Trust) by \$0.20.

¹Future Increases: 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 \$50 of the original \$150 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 \$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