



# HOURLY COST DATA SHEET

Prepared By  
Northern California Chapter, NECA

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

Period of June 1, 2026 through May 31, 2027  
(Based on Journeyman Rate of \$64.57 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>	64.57	96.86	129.14	72.64	108.96	145.28	80.71	121.07	161.42
Health Fund	17.70	17.70	17.70	17.70	17.70	17.70	17.70	17.70	17.70
Money Purchase Plan	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
National Pension NEBF (3% of Total Gross Payroll)	1.94	2.91	3.87	2.18	3.27	4.36	2.42	3.63	4.84
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)	0.52	0.77	1.03	0.58	0.87	1.16	0.65	0.97	1.29
Alameda ECT (0.45% of Total Gross Payroll)	0.29	0.44	0.58	0.33	0.49	0.65	0.36	0.54	0.73
Long Term Maint. Only									
Paid Vacations	2.48	2.48	2.48	2.79	2.79	2.79	3.10	3.10	3.10
Paid Sick Leave	1.24	1.24	1.24	1.40	1.40	1.40	1.55	1.55	1.55
Association Dues (0.80% of Total Gross Payroll - NECA Members Only)	0.52	0.77	1.03	0.58	0.87	1.16	0.65	0.97	1.29
<b>Subtotal</b>	<b>94.86</b>	<b>128.77</b>	<b>162.67</b>	<b>103.80</b>	<b>141.95</b>	<b>180.11</b>	<b>112.74</b>	<b>155.13</b>	<b>197.52</b>
Soc. Sec. 7.65% (FICA) <sup>2</sup>	4.94	7.41	9.88	5.56	8.34	11.11	6.17	9.26	12.35
Federal Unemployment Tax 0.8% (applied to max. of \$7,000 earnings)	0.52	0.77	1.03	0.58	0.87	1.16	0.65	0.97	1.29
Worker's Compensation <sup>3</sup>	3.42	3.42	3.42	3.85	3.85	3.85	4.28	4.28	4.28
Liability Insurance <sup>4</sup> - \$6 per \$100 of Straight Time Payroll)	3.87	3.87	3.87	4.36	4.36	4.36	4.84	4.84	4.84
State Unemployment - 5.4% <sup>5</sup> (applied to max. of \$7,000 earnings)	3.49	5.23	6.97	3.92	5.88	7.85	4.36	6.54	8.72
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.06	0.10	0.13	0.07	0.11	0.15	0.08	0.12	0.16
<b>DIRECT COST Per Hour</b>	<b>111.16</b>	<b>149.57</b>	<b>187.97</b>	<b>122.14</b>	<b>165.36</b>	<b>208.59</b>	<b>133.12</b>	<b>181.14</b>	<b>229.16</b>

The June 1, 2026 Increase of \$3.71 was allocated as follows: \$2.51 to the Wage, \$0.50 to the Money Purchase Pension, and \$0.70 to the Health & Welfare.

<sup>1</sup>Future Increases will be determined after negotiations conclude in 2027

<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