

The Cost of Wages & Fringe Benefits For A Railroad Carman



The figures shown below illustrate the per-employee per-month cost to a railroad employer for the wages and benefits provided to each Railroad Carman effective January 1, 2019. The computations are based on the National Passenger Carman Rate of \$31.95 per hour, and a work-year of 2,375 average composite straight-time equivalent hours. Hours include straight-time, overtime (at 1.5 ST hours for each OT hour) and all hours paid for time not worked such as vacation, personal leave, jury duty, bereavement, etc.

| Cost Item | Monthly Cost | | | | | | | | | |
|--|-------------------|--|-------------|--|--------------------|--|--------------------|--|---------------------|--|
| Wage per hour effective January 1, 2019 -----> | \$31.95 | | | | | | | | | |
| Hours Per Month (2375) -----> | 197.92 | | | | | | | | | |
| Monthly Wage | | \$6,323.54 | | | | | | | | |
| National Health & Welfare Plan | | | | | | | | | | |
| GA-23000 FO Health Insurance (non-hospital assoc. road) Life insurance and accidental death and dismemberment benefits for employees, hospital, surgical and medical benefits for employees and dependents, and life insurance for retired employees | | \$1,592.95 | | | | | | | | |
| GA-23000 AO (on-duty injury) Coverage | | \$13.10 | | | | | | | | |
| Service Fees | | \$1.50 | | | | | | | | |
| National Dental Plan | | \$63.67 | | | | | | | | |
| National Vision Plan | | \$8.44 | | | | | | | | |
| GA-46000 National Early Retirement Major Medical Benefit Plan (ERMA) | | \$129.38 | | | | | | | | |
| Aetna Supplemental Sickness | | \$67.87 | | | | | | | | |
| Total Insurance Cost | | \$1,876.91 | | | | | | | | |
| Railroad Retirement | | | | | | | | | | |
| Tier I | 6.20% | \$392.06 | | | | | | | | |
| Tier II | 13.10% | \$828.38 | | | | | | | | |
| Medicare | 1.45% | \$91.69 | | | | | | | | |
| RUIA (on first \$1605 per month) Average for Class I Carriers | 4.03% | \$64.68 | | | | | | | | |
| Total Payroll Taxes | | \$1,376.81 | | | | | | | | |
| Total Monthly Fringe Benefit Costs | \$3,253.72 | <table border="1"> <thead> <tr> <th colspan="2" style="text-align: center;">Annual Cost</th> </tr> </thead> <tbody> <tr> <td style="text-align: right;">\$39,044.64</td> <td></td> </tr> <tr> <td style="text-align: right;">\$75,882.48</td> <td></td> </tr> <tr> <td style="text-align: right;">\$114,927.12</td> <td></td> </tr> </tbody> </table> | Annual Cost | | \$39,044.64 | | \$75,882.48 | | \$114,927.12 | |
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| \$75,882.48 | | | | | | | | | | |
| \$114,927.12 | | | | | | | | | | |
| Monthly Wage Costs | \$6,323.54 | | | | | | | | | |
| Total Monthly Cost to Employer | \$9,577.26 | | | | | | | | | |

*Average Composite straight-time equivalent hours for Carmen is based upon the most recent year in which the information is available nationwide.

Amounts per individual will vary depending on actual overtime hours worked.