

# IBEW Local 405 — pay scale rate sheet

Electricians · Cedar Rapids N, IA · Effective January 4, 2026

IBEW Local 405 pays journeyman inside wireman members \$44.73/hr in straight-time wages, and \$65.26/hr once benefit and fringe contributions are added, effective January 4, 2026 per the [unionpayscales.com](https://unionpayscales.com) wage sheet. Rates change with each contract cycle — confirm the current step with the Cedar Rapids N, IA hall before quoting an offer.

## Wage detail

**Base hourly wage** **\$44.73/hr**

Straight-time journeyman inside wireman rate on the current wage sheet, before fringes.

**Total package** **\$65.26/hr**

Wage plus all employer-paid benefit and fringe contributions per hour worked.

**Approximate annual wage** **\$89,460/yr**

Derived: base hourly × 2,000 hours. Actual earnings depend on hours dispatched, overtime and travel.

**Effective date** **January 4, 2026**

Date this rate took effect under the agreement, as printed on the [unionpayscales.com](https://unionpayscales.com) wage sheet.

**Classification** **Journeyman Inside Wireman**

Rate applies to this classification only. Apprentice steps, foremen and shift work are paid on separate lines of the wage sheet.

## Benefits & fringe contributions

Roughly 31% of the IBEW Local 405 package is employer-paid benefits and fringes rather than wages, which is why the package figure and a take-home hourly rate are not the same number.

**Benefit & fringe contributions** **\$20.53/hr**

Derived: total package minus base wage. This is the employer's combined hourly contribution to the funds, not take-home pay.

**What the contributions fund** **Health & welfare, pension, annuity, training and industry funds**

Standard fund categories in mechanical and electrical agreements. The exact split between funds is set in the local's agreement — the hall or fund office publishes the schedule.

**Paid on** **Every hour worked**

Fringe contributions are made per hour worked, so they scale with dispatched hours and are paid to the funds rather than to the member.

## Source & currency

Source: [unionpayscales.com](https://unionpayscales.com) — <https://unionpayscales.com/trades/ibew-electricians/#local-405>

High confidence. Pulled from the local's current published CBA wage sheet on [unionpayscales.com](https://unionpayscales.com) and cross-checked at build time. High confidence for offer benchmarking.

Last cross-checked against the source on Sep 1, 2026.

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Gulfstream Strategic Placements · 4160 Temescal Canyon Road Suite 401, Corona, CA 92883 · (951) 208-7780 · [hello@gulfstreamsp.com](mailto:hello@gulfstreamsp.com)

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