

# The Cost of Wages & Fringe Benefits For A Railroad Clerk



The figures shown below illustrate the per-employee per-month cost to a railroad employer for the wages and benefits provided to each Railroad Clerk effective July 1, 2025. The computations are based on the average national rate of \$43.16 per hour, and a work-year of 2,395 *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 July 1, 2025 ----->                                                                                                                                                  | \$43.16            |                   |
| Hours Per Month (2,395)----->                                                                                                                                                                | 199.58             |                   |
| <b>Monthly Wage</b>                                                                                                                                                                          |                    | <b>\$8,613.87</b> |
| <b>National Health &amp; Welfare Plan</b>                                                                                                                                                    |                    |                   |
| GA-23000 FO Health Insurance (non-hospital assoc. road)                                                                                                                                      |                    | \$1,791.08        |
| 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 |                    |                   |
| GA-23000 AO (on-duty injury) Coverage                                                                                                                                                        |                    | \$10.35           |
| Service Fees                                                                                                                                                                                 |                    | \$4.00            |
| National Dental Plan                                                                                                                                                                         |                    | \$55.38           |
| National Vision Plan                                                                                                                                                                         |                    | \$10.06           |
| GA-46000 National Early Retirement Major Medical Benefit Plan (ERMA)                                                                                                                         |                    | \$33.15           |
| <b>Total Insurance Cost</b>                                                                                                                                                                  |                    | <b>\$1,904.02</b> |
| <b>Railroad Retirement</b>                                                                                                                                                                   |                    |                   |
| Tier I                                                                                                                                                                                       | 6.20%              | \$534.06          |
| Tier II                                                                                                                                                                                      | 13.10%             | \$1,128.42        |
| Medicare                                                                                                                                                                                     | 1.45%              | \$124.90          |
| RUJA (on first \$1985 per month) Average for Class I Carriers                                                                                                                                | 1.14%              | \$22.63           |
| <b>Total Payroll Taxes</b>                                                                                                                                                                   |                    | <b>\$1,810.01</b> |
| <b>Total Monthly Fringe Benefit Costs</b>                                                                                                                                                    | <b>\$3,714.03</b>  |                   |
| <b>Monthly Wage Costs</b>                                                                                                                                                                    | <b>\$8,613.87</b>  |                   |
| <b>Total Monthly Cost to Employer</b>                                                                                                                                                        | <b>\$12,327.90</b> |                   |

| Annual Cost |                     |
|-------------|---------------------|
|             | <b>\$44,568.36</b>  |
|             | <b>\$103,366.44</b> |
|             | <b>\$147,934.80</b> |

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

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