



# HOURLY COST DATA SHEET

Prepared By  
Northern California Chapter, NECA

## Sound & Communication Electricians - 9th District Agreement

Addendum 2A

(Effective in the following Local Union Jurisdictions: Local 234 - Monterey Bay ; Local 332 - Santa Clara ; Local 595-W - Alameda ; Local 617 - San Mateo)

Period of December 1, 2024 through November 30, 2025  
(Based on Installer Rate of \$56.68 per hour)

	Installer			Technician			Senior Technician			55%			60%			65%			70%			80%			90%			
	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	
Wages <sup>1 and 2</sup>	56.68	85.02	113.36	65.18	97.77	130.36	70.85	106.28	141.70	31.17	46.76	62.34	34.01	51.02	68.02	36.84	55.26	73.68	39.68	59.52	79.36	45.34	68.01	90.68	51.01	76.52	102.02	
Health Fund	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65
IBEW District 9 Retirement Plan <sup>3</sup>	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	0.00	0.00	0.00	5.00	5.00	5.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Local LMCC (Compliance Fund) (\$0.30 per hour worked) <sup>4</sup>	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
9th District LMCC (\$0.10 per hour worked)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
National LMCC (\$0.01 per hour worked)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	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)	1.70	2.55	3.40	1.96	2.93	3.91	2.13	3.19	4.25	0.94	1.40	1.87	1.02	1.53	2.04	1.11	1.66	2.21	1.19	1.79	2.38	1.36	2.04	2.72	1.53	2.30	3.06	
Apprenticeship Fund	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
NECA Service Charge (6% of Total Gross Payroll)	0.57	0.85	1.13	0.65	0.98	1.30	0.71	1.06	1.42	0.31	0.47	0.62	0.34	0.51	0.68	0.37	0.55	0.74	0.40	0.60	0.79	0.45	0.68	0.91	0.51	0.77	1.02	
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.28	0.43	0.57	0.33	0.49	0.65	0.35	0.53	0.71	0.16	0.23	0.31	0.17	0.26	0.34	0.18	0.28	0.37	0.20	0.30	0.40	0.23	0.34	0.45	0.26	0.38	0.51	
<b>Subtotal</b>	<b>86.29</b>	<b>115.91</b>	<b>145.52</b>	<b>95.18</b>	<b>129.23</b>	<b>163.28</b>	<b>101.10</b>	<b>138.12</b>	<b>175.14</b>	<b>49.64</b>	<b>65.92</b>	<b>82.20</b>	<b>57.60</b>	<b>75.38</b>	<b>93.14</b>	<b>65.56</b>	<b>84.81</b>	<b>104.06</b>	<b>68.53</b>	<b>89.27</b>	<b>109.99</b>	<b>74.44</b>	<b>98.13</b>	<b>121.82</b>	<b>80.37</b>	<b>107.03</b>	<b>133.67</b>	
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.34	6.50	8.67	4.99	7.48	9.97	5.42	8.13	10.84	2.38	3.58	4.77	2.60	3.90	5.20	2.82	4.23	5.64	3.04	4.55	6.07	3.47	5.20	6.94	3.90	5.85	7.80	
Federal Unemployment Tax - 0.6% (applied to max. of \$7,000 earnings)	0.34	0.51	0.68	0.39	0.59	0.78	0.43	0.64	0.85	0.19	0.28	0.37	0.20	0.31	0.41	0.22	0.33	0.44	0.24	0.36	0.48	0.27	0.41	0.54	0.31	0.46	0.61	
State Disability Insurance - 0.9% (applied to max. of \$10,902 earnings)	0.51	0.77	1.02	0.59	0.88	1.17	0.64	0.96	1.28	0.28	0.42	0.56	0.31	0.46	0.61	0.33	0.50	0.66	0.36	0.54	0.71	0.41	0.61	0.82	0.46	0.69	0.92	
Employment Training Tax - 0.1% (applied to max. of \$7,000 earnings)	0.06	0.09	0.11	0.07	0.10	0.13	0.07	0.11	0.14	0.03	0.05	0.06	0.03	0.05	0.07	0.04	0.06	0.07	0.04	0.06	0.08	0.05	0.07	0.09	0.05	0.08	0.10	
Worker's Compensation <sup>5</sup> - \$5.30/\$7.31 per \$100 of Straight Time Payroll	3.00	3.00	3.00	3.45	3.45	3.45	3.76	3.76	3.76	1.65	1.65	1.65	1.80	1.80	1.80	1.95	1.95	1.95	2.10	2.10	2.10	2.40	2.40	2.40	2.70	2.70	2.70	
Liability Insurance <sup>6</sup> (6%/\$100)	3.40	3.40	3.40	3.91	3.91	3.91	4.25	4.25	4.25	1.87	1.87	1.87	2.04	2.04	2.04	2.21	2.21	2.21	2.38	2.38	2.38	2.72	2.72	2.72	3.06	3.06	3.06	
State Unemployment <sup>7</sup> - 5.4% (applied to max. of \$7,000 earnings)	3.06	4.59	6.12	3.52	5.28	7.04	3.83	5.74	7.65	1.68	2.53	3.37	1.84	2.76	3.67	1.99	2.98	3.98	2.14	3.21	4.29	2.45	3.67	4.90	2.75	4.13	5.51	
<b>DIRECT COST Per Hour</b>	<b>101.00</b>	<b>134.77</b>	<b>168.53</b>	<b>112.09</b>	<b>150.92</b>	<b>189.74</b>	<b>119.49</b>	<b>161.70</b>	<b>203.91</b>	<b>57.73</b>	<b>76.29</b>	<b>94.86</b>	<b>66.43</b>	<b>86.70</b>	<b>106.95</b>	<b>75.12</b>	<b>97.07</b>	<b>119.02</b>	<b>78.83</b>	<b>102.47</b>	<b>126.10</b>	<b>86.21</b>	<b>113.22</b>	<b>140.23</b>	<b>93.61</b>	<b>124.00</b>	<b>154.38</b>	
Subject to rate approval & experience modification																									Revised October 19, 2024			

The December 1, 2024 Increase of \$4.00 was allocated as follows: \$3.50 to the Wage and \$0.50 to the Health and Welfare.

<sup>1</sup> Wage Increases - December 1, 2025 - \$4.25 ; December 1, 2026 - \$4.25

<sup>2</sup> Effective December 1, 2022, the membership voted to fund their Vacation Account with a flat 6% withholding from the wage rate.

<sup>3</sup> First Bracket Apprentices (55%) indentured after December 1, 2023 will not receive a Pension Contribution.

Second Bracket Apprentices (60%) indentured after December 1, 2023 will receive 50% of the Installer Pension Contribution.

All Remaining Brackets will receive 100% of the Installer Pension Contribution.

<sup>4</sup> Effective December 1, 2017, the contribution was increased to \$0.30 per hour. \$0.15 employer contribution; \$0.15 employee allocation.

<sup>5</sup> Due to open rating system please check with insurance carrier for rate.

<sup>6</sup> General liability rate(s) are for "Operations" and "Completed Operations." Serious consideration should be given to other coverages, especially "Contractual" liability.

<sup>7</sup> Average