



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

Sound & Communication Electricians - 9th District Agreement

Addendum 2E

Effective in the following Local Union jurisdictions: Local 180 - Solano/Napa Counties ; Local 302 - Contra Costa County ;
Local 551-S - Marin & Sonoma Counties

Period of December 1, 2025 through November 30, 2026

(Based on Installer Rate of \$53.08 per hour)

	Installer	Technician	Senior Technician	APPRENTICES (3-YEAR PROGRAM)					
	Straight Time	Straight Time	Straight Time	55%	60%	65%	70%	80%	90%
Wages ¹ and ²	53.08	61.04	66.35	29.19	31.85	34.50	37.16	42.46	47.77
Health Fund	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25
IBEW District 9 Retirement Plan ³	11.00	11.00	11.00	0.00	5.50	11.00	11.00	11.00	11.00
Local LMCC (Compliance Fund) (\$0.30 per hour worked) ⁴	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
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
National Pension NEBF (3% of Total Gross Payroll)	1.59	1.83	1.99	0.88	0.96	1.04	1.11	1.27	1.43
Apprenticeship Fund	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
NECA Service Charge (1% of Total Gross Payroll)	0.53	0.61	0.66	0.29	0.32	0.35	0.37	0.42	0.48
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.27	0.31	0.33	0.15	0.16	0.17	0.19	0.21	0.24
Subtotal	85.13	93.45	98.99	49.17	57.45	65.72	68.49	74.02	79.58
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.06	4.67	5.08	2.23	2.44	2.64	2.84	3.25	3.65
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.32	0.37	0.40	0.18	0.19	0.21	0.22	0.25	0.29
State Disability Insurance - 0.9% (applied to max. of \$110,902 earnings)	0.48	0.55	0.60	0.26	0.29	0.31	0.33	0.38	0.43
Employment Training Tax - 0.1% (applied to max. of \$7,000 earnings)	0.05	0.06	0.07	0.03	0.03	0.03	0.04	0.04	0.05
Worker's Compensation ⁵ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.81	3.24	3.52	1.55	1.69	1.83	1.97	2.25	2.53
Liability Insurance ⁶ (6%/\$100)	3.18	3.66	3.98	1.75	1.91	2.07	2.23	2.55	2.87
State Unemployment ⁷ - 5.4% (applied to max. of \$7,000 earnings)	2.87	3.30	3.58	1.58	1.72	1.86	2.01	2.29	2.58
DIRECT COST Per Hour	98.90	109.29	116.21	56.74	65.72	74.67	78.13	85.04	91.98
Subject to rate approval & experience modification	Revised October 10, 2025								

The December 1, 2025, the wage was increased by \$1.49, the Pension increased by \$1.00, the Health & Welfare increased by \$1.25, the HRA increased by \$0.35.

¹ Effective December 1, 2023, Wage increases are 90% of the actual Schedule A wage increase.

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

³ 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.

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

⁵ Due to open rating system please check with insurance carrier for rate.

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

⁷ Average