NECA
NORTHERN CALIFORNIA CHAPTER

HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

Sound & Communication Electricians - 9th District Agreement
Addendum 2B
(Effective in the following Local Union jurisdictions: Local 100 Fresno ; Local 551-N - Del Norte, Humboldt, Lake and Medocino Counties ; Local 595-E - Calaveras and San Joaquin Counties ; Local 684 - Mariposa, Merced, Stanislaus and Tuolumne Counties)

Period of December 1, 2026 through November 30, 2027
(Based on Installer Rate of $48.40 per hour)

	Installer			Technician			Senior Technician			APPRENTICES (3 YEAR PROGRAM)															
										55%			60%			65%			70%			80%			
	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
Wages[1 and 2]	**48.40**	72.60	96.80	**55.66**	83.49	111.32	**60.50**	90.75	121.00	**26.62**	39.93	53.24	**29.04**	43.56	58.08	**31.46**	47.19	62.92	**33.88**	50.82	67.76	**38.72**	58.08	77.44	**43.56**
Health Fund	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25
IBEW District 9 Retirement Plan[3]	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	0.00	0.00	0.00	6.00	6.00	6.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
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	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
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
National Pension NEBF (3% of Total Gross Payroll)	1.45	2.18	2.90	1.67	2.50	3.34	1.82	2.72	3.63	0.80	1.20	1.60	0.87	1.31	1.74	0.94	1.42	1.89	1.02	1.52	2.03	1.16	1.74	2.32	1.31
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
NECA Service Charge (1% of Total Gross Payroll)	0.48	0.73	0.97	0.56	0.83	1.11	0.61	0.91	1.21	0.27	0.40	0.53	0.29	0.44	0.58	0.31	0.47	0.63	0.34	0.51	0.68	0.39	0.58	0.77	0.44
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.24	0.36	0.48	0.28	0.42	0.56	0.30	0.45	0.61	0.13	0.20	0.27	0.15	0.22	0.29	0.16	0.24	0.31	0.17	0.25	0.34	0.19	0.29	0.39	0.22
Subtotal	***82.23***	***107.53***	***132.81***	***89.83***	***118.90***	***147.99***	***94.89***	***126.49***	***158.11***	***47.48***	***61.39***	***75.30***	***56.01***	***71.19***	***86.35***	***64.53***	***80.98***	***97.41***	***67.07***	***84.76***	***102.47***	***72.12***	***92.35***	***112.58***	***77.19***
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	3.70	5.55	7.41	4.26	6.39	8.52	4.63	6.94	9.26	2.04	3.05	4.07	2.22	3.33	4.44	2.41	3.61	4.81	2.59	3.89	5.18	2.96	4.44	5.92	3.33
Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings)	0.29	0.44	0.58	0.33	0.50	0.67	0.36	0.54	0.73	0.16	0.24	0.32	0.17	0.26	0.35	0.19	0.28	0.38	0.20	0.30	0.41	0.23	0.35	0.46	0.26
State Disability Insurance - 0.9% (applied to max. of $110,902 earnings)	0.44	0.65	0.87	0.50	0.75	1.00	0.54	0.82	1.09	0.24	0.36	0.48	0.26	0.39	0.52	0.28	0.42	0.57	0.30	0.46	0.61	0.35	0.52	0.70	0.39
Employment Training Tax - 0.1% (applied to max. of $7,000 earnings)	0.05	0.07	0.10	0.06	0.08	0.11	0.06	0.09	0.12	0.03	0.04	0.05	0.03	0.04	0.06	0.03	0.05	0.06	0.03	0.05	0.07	0.04	0.06	0.08	0.04
Worker's Compensation[5] - $5.30/$7.31 per $100 of Straight Time Payroll	2.57	2.57	2.57	2.95	2.95	2.95	3.21	3.21	3.21	1.41	1.41	1.41	1.54	1.54	1.54	1.67	1.67	1.67	1.80	1.80	1.80	2.05	2.05	2.05	2.31
Liability Insurance[6] (6%/$100)	2.90	2.90	2.90	3.34	3.34	3.34	3.63	3.63	3.63	1.60	1.60	1.60	1.74	1.74	1.74	1.89	1.89	1.89	2.03	2.03	2.03	2.32	2.32	2.32	2.61
State Unemployment[7] - 5.4% (applied to max. of $7,000 earnings)	2.61	3.92	5.23	3.01	4.51	6.01	3.27	4.90	6.53	1.44	2.16	2.87	1.57	2.35	3.14	1.70	2.55	3.40	1.83	2.74	3.66	2.09	3.14	4.18	2.35
DIRECT COST Per Hour	***94.79***	***123.64***	***152.46***	***104.27***	***137.42***	***170.59***	***110.59***	***146.62***	***182.67***	***54.39***	***70.25***	***86.11***	***63.55***	***80.85***	***98.14***	***72.69***	***91.45***	***110.18***	***75.86***	***96.03***	***116.23***	***82.17***	***105.23***	***128.30***	***88.49***
Subject to rate approval & experience modification																									

Revised October 19, 2026

The December 1, 2026, the wage was increased by $1.80, the Pension increased by $1.00, and the Health & Welfare increased by $1.00.

[1] Effective December 1, 2023, Wage increases are 80% of the Schedule A actual 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%) indendured 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.