



The Navajo Nation **DR. BUU NYGREN** *PRESIDENT*
Yideeskáadi Nitsáhákees **RICHELLE MONTOYA** *VICE PRESIDENT*

March 9, 2026

AD26-250

Avis Jimm, Contract Administrator
NAVAJO TRIBAL UTILITY AUTHORITY
Post Office Box 170
Fort Defiance, Arizona 86504

RE: 2026 FIBER OPTIC CONSTRUCTION

Dear Ms. Jimm:

The Office of Navajo Labor Relations (ONLR) received your request for prevailing wage rates for the above reference services. Please find attached the ONLR wage rates which are applicable to the 2026 Fiber Optic Construction.

Pursuant to the NPEA Section 607(B)(1) "...In all cases where construction is contemplated for which prevailing wage rates have not been set, the contract letting entity shall submit to ONLR a written request for a project prevailing wage scale. Such requests shall be submitted not less than 60 days prior to the scheduled date for bid solicitation and shall include detailed information on the anticipated construction classifications, nature' of the project and completion plans...."

The ONLR respectfully requests that Navajo Tribal Utility Authority review the requirements of the Navajo Preference in Employment Act (NPEA) before any work begins. If a Pre-Construction Conference is scheduled, the ONLR Office at (928) 871-6800 is to be notified and a representative will explain the applicable laws to the general contractor and subcontractors, where necessary.

Should you have any questions, contact our office at (928) 871-6800. Thank You.

Sincerely,

Michael Armijo, PM I
OFFICE OF NAVAJO LABOR RELATIONS

ATTACHMENTS



OFFICE OF NAVAJO LABOR RELATIONS PREVAILING WAGE

Wage Decision: ONLR26-0746HU

Issued: March 9, 2026

HIGHWAY / UTILITIES CONSTRUCTION

Highway / Utilities Construction includes the construction, alteration or repairs of roads, streets, highways, runways, parking areas and most other paving work and/or electrical transmission/water lines, substations and site preparations which are part of streets, highway, utility and light engineering projects.

2026 FIBER OPTIC CONSTRUCTION NAVAJO TRIBAL UTILITY AUTHORITY

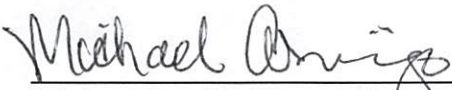
Effective January 1, 2026

Trade Classifications:	Hourly Rate:
Carpenter	\$ 26.28
Cement Mason	\$ 22.91
Concrete Finisher	\$ 24.11
Electrician	\$ 26.67
Flagger	\$ 17.05
Ironworker	\$ 27.84
Laborer	\$ 19.31
Mechanic	\$ 24.47
Painter	\$ 23.29
Plumber	\$ 26.48
Truck Drivers:	Hourly Rate:
Dump Truck	\$ 22.58
Tank Truck	\$ 22.01
Water Truck	\$ 22.73
Equipment Operators:	Hourly Rate:
Backhoe	\$ 24.02
Blade	\$ 24.47
Bloom	\$ 22.67
Bulldozer	\$ 24.47
Compactor (Rubber/Steel)	\$ 22.67
Crane	\$ 25.74
Driller	\$ 27.02

Forklift	\$ 21.90
Front End Loader	\$ 21.90
Laydown Machine	\$ 24.47
Motor Grader	\$ 24.47
Paver	\$ 23.00
Roller	\$ 22.67
Scraper	\$ 24.14
Track Hoe	\$ 24.14
Trencher	\$ 24.14

The rates listed above are the required minimum ONLR Prevailing Wage Rates. Contractors may pay rates above these rates. The ONLR Director will add wage rates for unlisted classifications needed for work only after review and approval. Overtime is one and one - half time the basic rate for hours worked over forty hours in one week. **Where Federal Funds are involved, the Davis-Bacon rates apply.** Other exceptions may apply in accordance with the *Navajo Preference in Employment Act (NPEA)*, Section 7(E). Apprentices must be enrolled in a recognized apprenticeship program as required by Section 7(A)(6) of the NPEA. The appropriate apprenticeship program as outlined by the NPEA Section 7(E)(7) will govern wage rates for such apprentices. These wages apply only to the **2026 FIBER OPTIC** construction project.

APPROVED:


Michael Armijo, Program Manager I

3/9/26
Date

REVISED 01/2026 marmijo