



The Navajo Nation
Yideeskáądi Nitsáhákees

DR. BUU NYGREN **PRESIDENT**
RICHELLE MONTOYA **VICE PRESIDENT**

December 12, 2025

AD26-114

Corey Holyan-Higdon, W/WW Project Manager
NAVAJO TRIBAL UTILITY AUTHORITY
Post Office Box 170
Fort Defiance, Arizona 86504

RE: TSAILE WELL NO. 3 PUMPHOUSE

Dear Ms. Holyan-Higdon:

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 Tsaile Well No. 3 Pumphouse.

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,

A handwritten signature in black ink that reads "Michael Armijo".

Michael Armijo, PM I

OFFICE OF NAVAJO LABOR RELATIONS

ATTACHMENTS



OFFICE OF NAVAJO LABOR RELATIONS PREVAILING WAGE

Wage Decision: ONLR25-0736P

Date Issued: December 12, 2025

PIPELINE CONSTRUCTION

Pipeline Construction includes the construction, demolition, rehabilitation or repairs of gas, oil and water pipelines, gas and oil pumping stations and compressor station work.

TSAILE WELL NO. 3 PUMPHOUSE NAVAJO TRIBAL UTILITY AUTHORITY

Effective January 1, 2025

Trade Classifications:	Hourly Rate:
Carpenter	\$ 29.54
Cement Mason	\$ 25.62
Concrete Finisher	\$ 25.68
Derrick / Floor Hand	\$ 27.15
Electrician	\$ 26.52
Grouting Technician	\$ 27.10
Insulator	\$ 25.98
Ironworker	\$ 27.72
Laborer	\$ 22.19
Mechanic	\$ 24.58
Painter	\$ 22.86
Pipefitter / Pipe Layer	\$ 28.78
Pumper	\$ 29.11
Roustabout	\$ 27.15
Sheet Metal	\$ 28.12
Welder	\$ 43.25
Rig time will be determined between Employer and Employee(s) at time of need.	
Welder's Helper	\$ 28.46
Truck Drivers:	Hourly Rate:
Truck / Trailer	\$ 24.22
Water Truck	\$ 23.88
Equipment Operators:	Hourly Rate:
Backhoe	\$ 25.55
Boom	\$ 34.93
Bulldozer	\$ 26.36

Compactor (Rubber/Steel)	\$ 23.88
Crane	\$ 28.57
Driller	\$ 31.37
Forklift	\$ 25.33
Front End Loader	\$ 25.77
Motor Grader	\$ 26.91
Rig	\$ 28.28
Scraper	\$ 27.18
Track Hoe	\$ 28.27
Trencher	\$ 26.91

The rates listed above are 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. Foremen will receive an additional \$7.78 per hour. **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 **TSAILE WELL NO. 3 PUMPHOUSE** construction project.

APPROVED:


 Michael Armijo, Program Manager I

12/12/25
 Date

REVISED 01/01/2025 marmijo