"General Decision Number: NM20250024 09/19/2025

Superseded General Decision Number: NM20240024

State: New Mexico

Construction Type: Building

County: McKinley County in New Mexico.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	. Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least $17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	. Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at http://www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/03/2025
1	01/24/2025
2	02/07/2025
3	03/07/2025
4	09/19/2025

* CARP1319-007 01/01/2025

	Rates	Fringes
CARPENTER		
Drywall Hanging Only	$ 29.09	16.20

ENGI0953-013 01/01/2024

	Rates	Fringes
Power Equipment Operator		
(2) Roller(Dirt and Grade Compaction)	$ 26.75	4.65
(4) Bobcat/Skid Loader	$ 27.24	4.65

IRON0495-010 01/01/2023

	Rates	Fringes
IRONWORKER, STRUCTURAL AND ORNAMENTAL	$ 28.05	18.11

LABO0016-005 06/01/2024

	Rates	Fringes
Laborer, Mason Tender Brick		
(3)	$ 23.69	7.89

PAIN0823-010 01/01/2023

	Rates	Fringes
PAINTER		
Brush & Roller	$ 18.25	8.80
Drywall Finishiner/Taper	$ 25.82	8.80

PLUM0412-007 01/02/2025

	Rates	Fringes
PIPEFITTER (Including HVAC Pipe Installation)	$ 43.07	16.60
PLUMBER (Excluding HVAC Pipe Installation)	$ 43.07	16.60

SHEE0049-012 01/01/2024

	Rates	Fringes
Sheet Metal Worker (HVAC Duct and System Installation Only)	$ 37.50	18.51

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* SUNM2010-012 11/09/2010

	Rates	Fringes
ACOUSTICAL CEILING MECHANIC	$ 12.00 **	0.00
BOILERMAKER	$ 21.77	3.98
BRICKLAYER	$ 20.80	5.10
CARPENTER (Batt Insulation Only)	$ 26.07	5.96
CARPENTER (Form Work Only)	$ 18.80	5.61
CARPENTER, Excludes Acoustical Ceiling Installation, Batt Insulation, Drywall Hanging, and Form Work	$ 17.28 **	3.26
CEMENT MASON/CONCRETE FINISHER	$ 15.30 **	3.43
ELECTRICIAN	$ 25.20	8.81

FLOOR LAYER: Carpet.....$ 18.05 4.49

GLAZIER.....$ 20.15 3.63

IRONWORKER, REINFORCING.....$ 19.75 8.71

LABORER: Asphalt Raker.....$ 10.25 ** 0.00

LABORER: Common or General.....$ 11.96 ** 0.35

LABORER: Landscape &
Irrigation.....$ 12.42 ** 1.47

LABORER: Mason Tender -
Cement/Concrete.....$ 11.51 ** 0.85

LABORER: Pipelayer.....$ 13.78 ** 2.20

OPERATOR: Backhoe.....$ 13.77 ** 0.26

OPERATOR: Crane.....$ 24.38 4.60

OPERATOR: Forklift.....$ 20.86 4.60

OPERATOR: Grader/Blade.....$ 20.33 4.94

OPERATOR: Loader (Front End)....$ 19.76 4.84

PAINTER: Spray (Excludes
Drywall Finishing/Taping).....$ 15.47 ** 2.09

PLASTERER.....$ 17.65 ** 5.88

ROOFER.....$ 18.84 0.00

SHEET METAL WORKER, Excludes
HVAC Duct and Unit
Installation.....$ 22.01 9.65

SPRINKLER FITTER (Fire
Sprinklers).....$ 20.00 4.16

TILE FINISHER.....$ 14.02 ** 0.00

TILE SETTER.....$ 14.30 ** 1.02

TRUCK DRIVER: Dump Truck.....$ 11.00 ** 0.00

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TRUCK DRIVER:  Pickup Truck......$ 15.91 **          3.13

TRUCK DRIVER:  Water Truck.......$ 15.16 **          4.69
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WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

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** Workers in this classification may be entitled to a higher
minimum wage under Executive Order 14026 ($17.75) or 13658
($13.30).  Please see the Note at the top of the wage
determination for more information. Please also note that the
minimum wage requirements of Executive Order 14026 are not
currently being enforced as to any contract or subcontract to
which the states of Texas, Louisiana, or Mississippi, including
their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave
for Federal Contractors applies to all contracts subject to the
Davis-Bacon Act for which the contract is awarded (and any
solicitation was issued) on or after January 1, 2017.  If this
contract is covered by the EO, the contractor must provide
employees with 1 hour of paid sick leave for every 30 hours
they work, up to 56 hours of paid sick leave each year.
Employees must be permitted to use paid sick leave for their
own illness, injury or other health-related needs, including
preventive care; to assist a family member (or person who is
like family to the employee) who is ill, injured, or has other
health-related needs, including preventive care; or for reasons
resulting from, or to assist a family member (or person who is
like family to the employee) who is a victim of, domestic
violence, sexual assault, or stalking.  Additional information
on contractor requirements and worker protections under the EO
is available at
https://www.dol.gov/agencies/whd/government-contracts.

Unlisted classifications needed for work not included within
the scope of the classifications listed may be added after
award only as provided in the labor standards contract clauses
(29CFR 5.5 (a) (1) (iii)).


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The body of each wage determination lists the classifications
and wage rates that have been found to be prevailing for the
type(s) of construction and geographic area covered by the wage
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determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted

average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

a) a survey underlying a wage determination
b) an existing published wage determination
c) an initial WHD letter setting forth a position on a wage determination matter
d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"