

Lea County Electric Cooperative, Inc.

Request for Proposals (RFP): Microwave Communication System for Distribution Reliability and Operational Visibility

RESPONSES DUE VIA EMAIL: June 05, 2026 by 5:00 p.m. (MST)

All communication regarding this solicitation must be directed solely to the designated contact.

Unauthorized contact with Cooperative personnel may result in disqualification.

DESIGNATED CONTACT: RFP@lcecnecnet.com

1. Introduction & Project Overview

Purpose:

Lea County Electric Cooperative, Inc. (“the Cooperative”) is soliciting proposals from qualified bidders for the design, engineering, and implementation of a microwave communication system to support distribution system reliability and operational visibility. This is a federally funded project, and all work performed under this solicitation must comply with applicable federal requirements.

The selected contractor will be responsible for delivering a complete communication solution that connects the Cooperative’s existing network infrastructure to twenty-five (25) recloser locations across its service territory within New Mexico and Texas.

Terminology:

For the purposes of this solicitation, entities submitting proposals shall be referred to as “Bidders.” Upon contract award, the selected Bidder will be referred to as the “Contractor.”

Confidentiality:

All information contained within this solicitation is proprietary and intended solely for the purpose of preparing a response. Bidders may be required to execute a Non-Disclosure Agreement (NDA) prior to receiving detailed system data, including KMZ mapping files and network architecture.

Scope and Objectives:

The objective of this project is to deploy a licensed microwave communication solution that enables reliable data connectivity between the Cooperative’s existing Layer 3 network and remote recloser devices.

Lea County Electric Cooperative, Inc.

The system design shall:

- Utilize microwave radio communications with Ethernet interfaces
- Support both point-to-point and point-to-multipoint configurations, as appropriate
- Integrate with the Cooperative's existing Layer 2 and Layer 3 network infrastructure
- Provide sufficient performance for low-bandwidth operational data traffic
- All backhaul communications will traverse the Cooperative's existing network environment.

Project locations will be provided via a KMZ file, which includes:

- Existing substation locations
- Network topology (Layer 2 and Layer 3 connectivity)
- Geographic locations of all twenty-five (25) reclosers

Bidders are required to:

- Develop and include proposed communication paths within the KMZ file
- Provide graphical link depictions from source sites to each recloser location

2. Design & Technical Requirements

Standard Specifications:

The proposed system shall meet the following minimum requirements:

- A. Provide a licensed microwave communication solution connecting the Cooperative's existing network infrastructure to twenty-five (25) recloser locations
- B. Utilize microwave radios with Ethernet interface capability for:
 - a. Master-side network switch connectivity
 - b. Subscriber-side recloser connectivity
- C. Support both:
 - a. Point-to-point communication links
 - b. Point-to-multipoint configurations, where appropriate
- D. Integrate seamlessly with the Cooperative's existing:
 - a. Layer 2 network
 - b. Layer 3 network
- E. Support reliable transmission of low-bandwidth operational data traffic
- F. Utilize the Cooperative's existing network for backhaul of all data traffic
- G. All communication links must be designed to meet FCC licensing requirements

Bidders are encouraged to propose alternative or enhanced solutions that improve system reliability, efficiency, or cost effectiveness while meeting or exceeding these minimum requirements.

Ownership:

All equipment, materials, and infrastructure installed or delivered under this project shall remain the sole property of Lea County Electric Cooperative, Inc.

This includes all:

- Microwave communication equipment
- Antennas and mounting structures

Lea County Electric Cooperative, Inc.

- Network interface components
- Supporting hardware and materials

Ownership shall transfer to the Cooperative upon delivery and/or installation, regardless of procurement method.

Material Requirements:

Procurement:

The selected contractor shall be responsible for the procurement, delivery, handling, and secure storage of all materials required for project completion unless otherwise directed by the Cooperative.

All materials shall be:

- New and unused
- Suitable for utility-grade communication systems
- Installed in accordance with manufacturer specifications and industry standards

Build America, Buy America (BABA) Requirements

All materials and equipment must comply with Build America, Buy America (BABA) requirements.

- Bidders must provide manufacturer certification documentation confirming compliance
- Documentation must be submitted with the proposal and maintained for audit purposes
- Materials not meeting BABA requirements may be rejected

Specified vs. Consumable:

Specified Materials (Major Equipment) include:

- Microwave radios
- Antennas
- Mounting brackets and structural components
- Communication interface equipment

These items require prior review and approval by the Cooperative.

Consumable / Ancillary Materials include:

- Standard hardware (bolts, clamps, connectors, cabling, etc.)
- Installation-related materials

These may be selected by the contractor but must meet applicable standards

Substitutions:

Bidders may propose alternative materials or equipment that improve performance, availability, or cost.

- All substitutions must be clearly identified in the proposal
- Substitutions must meet or exceed all specified requirements
- Final approval of substitutions is at the discretion of the Cooperative

Labor Requirements:

Lea County Electric Cooperative, Inc.

This project is funded in whole or in part by federal funds. The selected contractor shall comply with all applicable federal requirements, including but not limited to the provisions outlined in section 6.

Contractors must update payroll information in LCP Tracker. Employees subject to prevailing wage must be paid weekly.

3. Required Scope of Services

Fielding & Verification:

The contractor shall perform site evaluations as necessary to:

- Verify existing site conditions
- Confirm line-of-sight and communication feasibility
- Validate locations provided in the Cooperative's KMZ file

Engineering & Drawings:

The contractor shall provide complete system design documentation, including:

- Updated KMZ file showing:
 - Communication paths
 - Site-to-site connectivity
- Path profile analysis for each communication link
- System design summaries including:
 - Equipment type
 - Antenna type
 - Frequency selection
 - Channel bandwidth
- Digital design documentation (GIS-based or equivalent)
- As-built documentation upon completion

Entitlements & Permitting:

The contractor shall be responsible for:

- Supporting FCC licensing requirements for all communication links
- Coordinating frequency licensing and compliance
- Identifying any additional permitting requirements necessary for installation

Third-Party Support:

The contractor shall coordinate and include, as necessary:

- Survey or site verification services
- Utility locating services
- Any required access coordination for installation

4. Proposal Submission Requirements

Proposals must meet all mandatory requirements below to be considered responsive.

A. Executive Summary:

Proposals must include:

Lea County Electric Cooperative, Inc.

- Company overview.
- Relevant project experience.
- Key personnel and qualifications.
- High-level project approach and cost summary.

B. Business Qualifications:

Bidders shall provide:

- Legal name and tax ID.
- Up to three (3) relevant project summaries. Each Summary must include: Brief description of the project and scope similarity, project location and client type (utility/cooperative preferred), contract value and completion timeline, key outcomes and performance results, client references (name, title, phone number/email)
- Relevant licenses or certifications.

C. Project Plan:

Provide a detailed project plan including:

- Timeline for design, engineering, and implementation.
- Key milestones and deliverables.

D. Total Project Cost:

- Provide a complete, all-inclusive project cost.
- We anticipate that the total cost of projects will be approximately \$250,000. However, we request that bidders submit their best pricing that will achieve the project scope.
- Cost proposal must explain how labor was calculated using Davis Bacon Prevailing Wage Determinations or estimates.

E. Unit Cost Detail:

Provide detailed cost breakdown consistent with Appendix I.

F. Insurance & Safety:

Please submit proof of coverage. The contractor shall maintain, at minimum:

- General Liability: \$1,000,000 per occurrence / \$2,000,000 aggregate.
- Umbrella Liability: \$10,000,000.
- Automobile Liability: As required by law.

E. Safety Plan:

The bidder must provide a documented safety plan demonstrating compliance with all applicable federal, state, and local regulations.

If a formal safety plan is not available, an authorized representative must provide written certification stating:

- The company will comply with all applicable safety requirements.
- The company accepts full responsibility for any violations.

G. Authorized Obligation Statement:

Lea County Electric Cooperative, Inc.

The proposal must include a signed Authorized Obligation Statement from an individual authorized to bind the bidder. A template statement is available in Appendix II. Bidders are not required to use the template, but the signed statement must be included confirming:

- The bidder has reviewed all requirements.
- The bidder agrees to comply with all applicable regulatory and safety provisions.

Submission

Proposals must be submitted electronically to the designated contact electronically [Email] no later than the Proposal Due Date listed in Section 5.

Late submissions may be considered non-responsive and may not be evaluated.

Proposals shall remain valid for a period of ninety (90) days from the submission deadline.

5. RFP Timeline & Selection

The anticipated schedule for this solicitation is as follows:

- RFP Release Date: Tuesday, May 12, 2026
- Questions Due: Thursday, May 21, 2026
- Responses to Questions Issued: Wednesday, May 27, 2026
- Proposal Due Date: Friday, June 5, 2026
- Selection Notification: Monday, June 15, 2026

The Cooperative reserves the right to modify this schedule at its discretion.

Questions Regarding the Solicitation:

All questions regarding this solicitation must be submitted in writing to the designated contact listed on this RFP. The Cooperative will issue all responses to questions and any clarifications in the form of a “Questions and Answers” document.

Addendum:

If substantial modifications are made to this solicitation beyond clarification in the “Questions and Answers” document, an addendum will be issued. An Addendum Acknowledgement Form will be included with each addendum.

In the case of an addendum, Bidders are required to:

- Review all addenda issued.
- Sign the Addendum Acknowledgement Form that will be provided with the addendum.
- Include the signed acknowledgement with their proposal submission.

Addenda issued become part of the solicitation and shall be incorporated into the bidder’s proposal. Failure to acknowledge receipt of all addenda may result in the proposal being deemed non-responsive.

The Cooperative reserves the right to issue written addenda to this solicitation at any time. All addenda will be distributed to all known prospective bidders.

Lea County Electric Cooperative, Inc.

Selection Rights:

Lea County Electric Cooperative, Inc. reserves the right to:

- Reject any or all proposals.
- Waive informalities or irregularities in proposals received.
- Request clarification or additional information from any bidder.
- Negotiate with one or more bidders.
- Award the contract to the bidder deemed most responsive and responsible, and in the best interest of the Cooperative.
- Contact references based on the information provided by bidders.

6. Federal Contract Provisions & Davis-Bacon Requirements

This project is funded in whole or in part by federal funds. The selected contractor shall comply with all applicable federal requirements, including but not limited to the provisions outlined below. These descriptions are for informational purposes only and do not constitute full contract terms.

Davis-Bacon Wage Determination & Conformance Requirements:

The applicable Davis-Bacon wage determination(s) for the project locations are included with this solicitation and shall be used as the basis for all labor pricing.

Special Notice Regarding Wage Determinations for this Project:

The Cooperative has identified that certain labor classifications required for this project are not currently included in the applicable wage determination(s). A conformance request has been submitted to the U.S. Department of Labor (DOL) for those classifications.

Bidders shall acknowledge and agree to the following:

- The included wage determination(s) must be used in preparing all proposals
- A conformance request is currently pending for additional classifications not listed
- Upon issuance, the final wage and fringe benefit rates approved by the U.S. Department of Labor shall apply to this project
- The contractor agrees to comply with all final, approved classifications and wage rates, including any required adjustments

Failure to comply with Davis-Bacon requirements may result in withholding payments, contract termination, or other remedies as required under federal regulations.

Equal Employment Opportunity:

The contractor shall comply with all applicable federal non-discrimination requirements and shall not discriminate against any employee or applicant based on race, color, religion, sex, sexual orientation, gender identity, or national origin.

Contract Work Hours and Safety Standards Act:

Where applicable, the contractor shall comply with federal requirements related to:

Lea County Electric Cooperative, Inc.

- Overtime compensation
- Safe and healthy working conditions

Clean Air Act and Federal Water Pollution Control Act:

The contractor shall comply with all applicable environmental regulations, including requirements related to air quality and water pollution control. Any violations shall be reported to the appropriate authorities and the Cooperative.

Debarment and Suspension:

The contractor certifies that it is not listed on the federal System for Award Management (SAM) exclusion list and is not debarred, suspended, or otherwise excluded from participation in federally funded projects.

Byrd Anti-Lobbying Amendment:

The contractor shall comply with federal restrictions on lobbying and shall disclose any lobbying activities associated with this project as required by law.

Procurement of Recovered Materials

Where applicable, the contractor shall comply with federal requirements related to the use of recycled or recovered materials.

Build America, Buy America (BABA):

All materials used in the project must comply with Build America, Buy America (BABA) requirements.

The contractor shall:

- Ensure all applicable materials are domestically sourced
- Provide manufacturer certifications to LCEC upon request
- Maintain documentation sufficient to support compliance

Termination for Cause and Convenience:

The Cooperative reserves the right to terminate the contract:

- For cause, due to contractor non-performance or non-compliance
- For convenience, when it is in the best interest of the Cooperative

Remedies:

In the event of contractor breach, the Cooperative may impose remedies including, but not limited to:

- Withholding of payments
- Suspension of work
- Termination of contract

Access to Records:

The contractor shall provide access to all records related to this project to the Cooperative and any authorized federal representatives. Records shall be maintained in accordance with federal retention requirements.

Uniform Guidance Compliance:

Lea County Electric Cooperative, Inc.

The contractor agrees to comply with all applicable provisions of 2 CFR Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards).

7. Evaluation Criteria

Proposals will be evaluated based on the following criteria. The Cooperative reserves the right to award the contract to the bidder whose proposal is determined to be most advantageous, considering both cost and non-cost factors. Proposals must meet all mandatory requirements below to be considered responsive. Failure to meet any requirement may result in the proposal being deemed non-responsive and not evaluated further.

Criteria	Description	Weight
Technical Approach & System Design	Alignment with project requirements. Quality, reliability and scalability of proposed solution.	25%
Relevant Experience & Qualifications	Experience with similar projects. Qualifications of key personnel.	15%
Project Plan & Schedule	Feasibility of timeline. Clarity of milestones and deliverables.	15%
Cost & Value	Total project cost. Cost reasonableness and completeness. Value relative to proposed solution.	25%
Compliance & Responsiveness	Completeness of proposal. Adherence to RFP requirements. Compliance with federal requirements- (BABA, Davis-Bacon, etc.)	15%
Other Considerations	Risk factors. Innovation or value-added approaches. Any additional considerations will be limited to factors such as value-added approaches and will be applied consistently across all proposal.	5%
	TOTAL	100%

8. Bidder Submission Checklist

Bidders are encouraged to use the checklist below to ensure all required components are included in their proposal submission.

Proposals must meet all mandatory requirements below to be considered responsive. Failure to meet any requirement may result in the proposal being deemed non-responsive and not evaluated further.

A. Executive Summary

- Company overview included

Lea County Electric Cooperative, Inc.

- Relevant project experience summarized
- Key personnel identified (roles + qualifications)
- High-level project approach described
- High-level cost summary included

B. Business Qualifications

- Legal company name provided
- Tax ID (EIN) included
- Up to three (3) relevant project summaries included with references
- Cooperative project experience highlighted (if applicable)
- Relevant licenses provided
- Relevant certifications included

C. Project Plan

- Detailed project plan provided
- Timeline for design phase included
- Timeline for engineering phase included
- Timeline for implementation phase included
- Key milestones clearly identified
- Deliverables clearly defined

D. Total Project Cost

- Complete, all-inclusive project cost provided
- Pricing aligns with project scope
- Cost justification provided (if needed)
- Labor calculation methodology explained
- Davis-Bacon Prevailing Wage Determinations referenced or applied

E. Unit Cost Detail

- Detailed cost breakdown provided
- Format aligns with Appendix I
- All major cost categories itemized (labor, materials, equipment, etc.)
- Totals reconcile with Total Project Cost section

F. Insurance & Safety (Coverage)

- Proof of insurance coverage included
- General Liability meets \$1M per occurrence / \$2M aggregate
- Umbrella Liability meets \$10M requirement
- Automobile Liability meets legal requirements
- Certificates are current and valid

G. Safety Plan / Certification

- Formal safety plan included **OR**
- Written certification provided if no formal plan exists
- Certification confirms compliance with all applicable safety requirements
- Certification accepts full responsibility for violations
- Documentation aligns with federal, state, and local regulations

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H. Authorized Obligation Statement

- Statement is included in proposal
- Signed by authorized individual
- Confirms bidder has reviewed all requirements
- Confirms agreement to comply with regulatory provisions
- Confirms agreement to comply with safety provisions
- Signature includes printed name, title, and date

Important Note:

This checklist is provided for convenience only and does not replace the full requirements of the solicitation. Bidders are responsible for reviewing and complying with all requirements outlined in the RFP.

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Appendix I: Unit Cost Detail Template

Category	Item Description	Unit (EA, FT, SQFT)	Unit Cost (\$)	Notes/Assumptions
Pre-Construction	Site Survey / Fielding	Per Site	\$	Includes KMZ validation and path verification
Engineering	Maps, design, and analysis	Per deliverable/ service	\$	Includes maps, path profile analysis, system design, etc.
Permitting	FCC Licensing / Coordination	Per Link	\$	Includes application and coordination
Labor	Technical / Installation Labor	Per Hour	\$	Must be qualified personnel
Materials	Specified Materials (Major Equipment)	Per Unit	\$	Radios, antennas, mounts (BABA compliant)
Materials	Consumable Materials (Ancillary)	Per Unit/Bulk	\$	Cabling, connectors, hardware
Support	Third-Party Services	Per Occurrence	\$	Surveying, locating, etc.
Testing	System Testing & Validation	Per Site	\$	Includes link performance verification

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Appendix II: Authorized Obligation Statement Template

[Organization Name]

[Organization Address]

[City, State, ZIP]

Date: [Insert Date]

Re: Authorized Obligation Statement for Proposal Submission

To Whom It May Concern:

I, the undersigned, hereby certify that I am an authorized representative of [Organization Name], and I possess the authority to legally bind the organization in contractual matters.

On behalf of [Organization Name], I affirm the following:

1. **Review of Requirements**

The organization has thoroughly reviewed all requirements, specifications, terms, and conditions associated with this proposal, including any appendices, addenda, and referenced documents.

2. **Agreement to Comply**

The organization agrees to comply with all applicable federal, state, and local laws, regulations, codes, and safety provisions relevant to the performance of the proposed work or services.

3. **Commitment to Obligations**

The organization acknowledges and accepts all obligations, responsibilities, and conditions set forth in the solicitation and confirms its intent to fulfill them in good faith if awarded.

This statement is made as part of the proposal submission and is true and correct to the best of my knowledge.

Authorized Representative Signature: _____

Printed Name: _____

Title: _____

Organization Name: _____

Date: _____

Lea County Electric Cooperative, Inc.

Appendix III: Applicable Wage Determinations

The applicable Davis-Bacon wage determination(s) for the project locations are included with this solicitation and shall be used as the basis for all labor pricing.

If bidders determine there are additional roles necessary to complete the scope of work that are not included below, we request that they contact the email contact for this solicitation at their earliest convenience.

Special Notice Regarding Wage Determinations for this Project:

The Cooperative has identified that certain labor classifications required for this project are not currently included in the applicable wage determination(s). A conformance request has been submitted to the U.S. Department of Labor (DOL) for those classifications.

Bidders shall acknowledge and agree to the following:

- The included wage determination(s) must be used in preparing all proposals
- A conformance request is currently pending for additional classifications not listed
- Upon issuance, the final wage and fringe benefit rates approved by the U.S. Department of Labor shall apply to this project
- The contractor agrees to comply with all final, approved classifications and wage rates, including any required adjustments

Failure to comply with Davis-Bacon requirements may result in withholding payments, contract termination, or other remedies as required under federal regulations.

Applicable New Mexico Determinations:

Bidders should leverage the Heavy Construction Electrician wage determinations in Eddy and Lea Counties to provide cost estimates for relevant roles. **Davis-Bacon Act WD #:** [NM20260012](#) (copy enclosed). The wage determination for Chaves County is pending the conformance process and does not have a similar equivalent.

Applicable Texas Determinations:

Bidders should use the wage schedule from IBEW Local 520 for Construction Electrician to provide cost estimates for relevant roles (copy enclosed).

"General Decision Number: NM20260012 01/02/2026

Superseded General Decision Number: NM20250012

State: New Mexico

Construction Type: Heavy

Counties: De Baca, Eddy, Grant, Hidalgo, Lea, Lincoln, Luna, Roosevelt, Sierra and Socorro Counties in New Mexico.

HEAVY CONSTRUCTION PROJECTS

Modification Number 0 Publication Date 01/02/2026

ELEC0583-006 01/01/2025

HIDALGO AND LUNA COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 38.00	5%+7.92

ELEC0611-002 01/01/2025

DE BACA, GRANT, LINCOLN, ROOSEVELT, SIERRA & SOCORRO COUNTIES

	Rates	Fringes
ELECTRICIAN		
ZONE 1.....	\$ 40.30	13.41

ZONE 1: Mileage calculated from the main post office in the following towns: Albuquerque-40 miles, Artesia-12 miles, Belen-12 miles, Carlsbad-12 miles, Carrizozo-12 miles, Clovis-12 miles, Espanola-14 miles, Farmington-6 miles, Gallup-10 miles, Hobbs-12 miles, Las Vegas-8 miles, Los Lunas-12 miles, Lovington-12 miles, Portales-12 miles, Raton-6 miles, Roswell-12 miles, Ruidoso-12 miles, Santa Fe-10 miles, Tucumcari-6 miles.

ZONE 2: Extending up to 20 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 9% above Zone 1 rate.

ZONE 3: Extending up to 30 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 15% above Zone 1 rate.

ZONE 4: Extending more than 30 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 26% above Zone 1 rate.

ELEC0611-006 01/01/2025

EDDY & LEA COUNTIES

	Rates	Fringes
ELECTRICIAN		
Zone 1.....	\$ 40.30	13.41

ZONE 1: Mileage calculated from the main post office in the following towns: Albuquerque-40 miles, Artesia-12 miles,

Belen-12 miles, Carlsbad-12 miles, Carrizozo-12 miles, Clovis-12 miles, Espanola-14 miles, Farmington-6 miles, Gallup-10 miles, Hobbs-12 miles, Las Vegas-8 miles, Los Lunas-12 miles, Lovington-12 miles, Portales-12 miles, Raton-6 miles, Roswell-12 miles, Ruidoso-12 miles, Santa Fe-10 miles, Tucumcari-6 miles.

ZONE 2: Extending up to 20 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 9% above Zone 1 rate.

ZONE 3: Extending up to 30 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 15% above Zone 1 rate.

ZONE 4: Extending more than 30 miles beyond Zone 1, EXCEPT ALBURQUERQUE, shall receive 26% above Zone 1 rate.

IRON0495-004 01/01/2023

	Rates	Fringes
IRONWORKER		
Structural.....	\$ 28.05	18.11

SUNM2009-006 09/14/2010

	Rates	Fringes
CARPENTER.....	\$ 22.26	6.20
IRONWORKER, REINFORCING.....	\$ 22.75	9.60
LABORER: Common or General.....	\$ 12.37	0.00
LABORER: Flagger.....	\$ 10.90	0.00
OPERATOR: Backhoe.....	\$ 14.03	0.00
OPERATOR: Grader/Blade.....	\$ 18.79	2.35
OPERATOR: Loader (Front End)....	\$ 22.07	5.05
OPERATOR: Scraper.....	\$ 14.03	0.00
PIPEFITTER.....	\$ 25.64	11.31
PLUMBER.....	\$ 26.27	7.69
TRUCK DRIVER: Dump Truck.....	\$ 11.90	0.00
TRUCK DRIVER: Water Truck.....	\$ 13.72	5.25

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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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>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, 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 the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

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)).

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 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

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IBEW 520

IBEW advantage

Discover the life-changing benefits of IBEW Local 520 membership.

[Become an apprentice](#)

[Hire a contractor](#)

IBEW LOCAL 520 IS YOUR KEY TO UNPARALLELED ADVANTAGES

As a member of IBEW Local 520, you gain access to a world of exclusive benefits designed to enhance your career, secure your future, and provide for your family. Our comprehensive advantage package sets us apart from non-union electrical contractors, **offering you the support and resources you need to thrive in the electrical industry.**

From competitive wages and full health insurance to retirement benefits and job security, IBEW Local 520 is committed to ensuring that **our members receive the best possible compensation and support** throughout their careers.

Discover the life-changing benefits that come with being a part of our union family and take your career to new heights with IBEW Local 520.

[Join as a licensed electrician](#)

[Apply here](#)

TRAINING

A SKILLED WORKFORCE ABOVE ALL OTHERS**IBEW LOCAL 520 PROVIDES QUALITY TRAINING THROUGH AN ELECTRICAL APPRENTICESHIP**

The International Brotherhood of Electrical Workers was founded for a number of reasons, including the right to train a workforce of highly skilled electricians. IBEW Local 520, through the Joint Apprenticeship Training Committee, proudly trains the region's top licensed electricians.

A large number of IBEW Local 520 electricians start their careers as apprentices.

As apprentices, they receive on-the-job training in order to learn the trade from experienced journeymen. In addition to completing a certain number of on-the-job hours, apprentices must also complete a set number of classroom hours. Apprentices must attend these classes, which are taught by accredited professionals, who have experience in teaching and working as an electrician.



Once electricians complete the four-year apprenticeship program, they become journeymen and receive a pay raise.

Journeymen electricians are encouraged to continue their training. Upgrade courses are available so journeymen can obtain the latest and most advanced electrical industry certifications. This allows them to stay up-to-date on the latest industry technology, trends and tools.

Also, both apprentices and journeymen receive industry leading OSHA training to help keep them safe on jobsites.

IBEW Local 520 is proud to partner with the [Central Texas Chapter of the National Electrical Contractors Association \(NECA\)](#) to fund the [Austin Electrical Training Alliance \(AustinETA\)](#), which is a state-of-the-art facility, located in Austin, where the area's top electricians are trained.

WAGES

IBEW LOCAL 520 WAGE SCALE

The International Brotherhood of Electrical Workers Local 520 has a set wage scale, which is the same for all its contractors.

Apprentices start out earning a livable wage. As they progress through the apprenticeship program, they begin to earn scheduled raises. When they complete their fifth-year of apprenticeship, they "top out" and receive their final scheduled pay raise.

Journeyman electricians earn an hourly base rate. Raises are stated in writing and negotiated between Local 520 and its contractors.

Local 520 also ensures electricians, who work more than 40-hours per week, will be paid one and a half times their normal hourly rate for every hour beyond 40 hours. Similarly, working on Sundays and holidays nets Local 520 electricians double their

normal hourly rate.

With IBEW Local 520, men and women of all races are paid an equal, fair wage.

Please note that these wages provided below do not include benefits.

Wages effective January 6th 2025

APPRENTICES

55% 1st year	\$21.18,with benefits \$26.46
55% 2nd Year	\$21.18, with benefits \$26.89
60% 3rd year	\$23.10, with benefits \$28.91
65% 4th Year	\$25.03, with benefits \$31.46
70% 5th Year	\$26.95, with benefits \$33.54
75% 6th Year	\$28.88, with benefits \$36.49

JOURNEYMEN

Base Scale:	\$38.50, with benefits \$49.31
Foreman:	\$42.35, with benefits \$53.61
Area Foreman:	\$46.20, with benefits \$57.93
General Foreman:	\$50.05, with benefits \$62. 25

CONSTRUCTION ELECTRICIAN

Level 10	85% of base scale	\$32.73, with benefits 39.78
Level 9	78% of base scale	\$30.03, with benefits \$36.86
Level 8	73% of base scale	\$28.11, with benefits \$34.79
Level 7	68% of base scale	\$26.18, with benefits \$32.71
Level 6	64% of base scale	\$24.64, with benefits \$30.55
Level 5	59% of base scale	\$22.72, with benefits \$28.51
Level 4	54% of base scale	\$20.79, with benefits \$26.46

Level 3	49% of base scale	\$18.87, with benefits \$23.28
Level 2	44% of base scale	\$16.94, with benefits \$21.30
Level 1	44% of base scale	\$16.94, with benefits \$20.25

TAKE CHARGE OF YOUR CAREER



BENEFITS

COMPREHENSIVE MEMBER BENEFITS

FIND OUT THE LIFE-CHANGING BENEFITS YOU CAN RECEIVE BY JOINING IBEW

A career as an electrician through the International Brotherhood of Electrical Workers Local 520 can yield many benefits for you and your family.

WAGES

One of the main benefits is the ability to provide for yourself and your family by bringing home a livable wage. From first-year apprentice to seasoned journeyman, all Local 520 electricians earn an hourly wage that allows them to live comfortably. This wage does not vary based on gender or race, but is based on experience in the trade. Progression in the trade can be made in multiple ways. A tradesmen or tradeswomen can work their way through the apprenticeship, you can progress as a CW or CE or you can work your way up within a company – becoming a foreman, area foreman, general foreman and beyond.

HEALTH INSURANCE

IBEW Local 520 members and their family receive full health insurance. The healthcare plan covers the member, their spouse and any dependents. This cost is entirely covered by Local 520 contractors, including premiums. Since our contractors cover healthcare costs, members see more money on their paycheck compared to a non-union electrical worker. For example, if a non-union contractor is charging a worker \$640 per month for family health insurance, that equates to \$4 per hour during a 40 hour week that could be on a worker's paycheck.

Local 520 members also receive a form of life insurance. If a member passes away, every member contributes to a fund that provides the member's surviving family with a level of financial support. This support goes beyond paying for the cost of services, as it helps to cover any financial hardships encountered by the loss of their loved one. The membership contributions not only help support the family, but help them know they are part of the Local 520 family.

MEMBER RETIREMENT

IBEW Local 520 also provides two different retirement benefits for its member electricians. Our members are invested in annuity plans, which are like 401k plans, but the employer is required to make contributions equal to a percentage of the employee's wages. Under this plan, employee contributions are optional, but can help enhance the amount received during retirement. Additionally, after completing their career and retiring, IBEW 520 members receive a healthy pension.

MEMBERS ONLY PAY FOR HAND TOOLS

Thanks to our Collective Bargaining Agreement and relationship with Local 520 signatory contractors, Local 520 members are only required to provide a short list of hand tools. The employer supplies all power tools, batteries, ladders, hole saws and other large tools and equipment.

Items can go missing on job sites, as it is not uncommon for contractors to mix up equipment. If this happens, Local 520 members should not panic. Equipment replacements are paid for by the contractor, not out of the member's pocket.

Also, the signatory contractor provides all necessary personal protective equipment. Members are not required to pay for their own safety glasses, hardhats, harnesses or other safety equipment.

MULTI-JURISDICTIONAL MEMBERSHIP

IBEW membership is valid nationwide. Electricity works the same everywhere, so IBEW electricians can go anywhere in the country where there is available work. Local 520 members also know that if they have to move, they can find good employment opportunities just about anywhere they desire to live.

If you are someone who wants to go after large projects with lots of hours and available overtime, Local 520 is the organization for you. Many of our members prefer to work on these types of jobs, and our established network of tradesmen and tradeswomen can help you identify which projects offer plenty of hours and overtime, while identifying economical places to stay throughout the job.

WORKING UNDER A CONTRACT

The most important benefit Local 520 members enjoy is the security of working under a Collective Bargaining Agreement (CBA). With a contract, items such as raises are strictly spelled out in writing. Members can refer to their CBA to find out the exact date and amount of their next raise. Working conditions are also written out in the contract and cannot be changed by the contractor or the Local without mutual agreement. Retirement and healthcare benefits are also clearly stated in the CBA and they transfer between employers, so no matter who you work for, your benefits stay current and the employer can never take them away.

Combined, these benefits make a career as a member of IBEW Local 520 beneficial to you and your family.

JOB PLACEMENT

STEADY EMPLOYMENT OPPORTUNITIES

ONE OF THE ADVANTAGES OF BEING A MEMBER OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 520 IS JOB PLACEMENT OPPORTUNITIES.

As a member of Local 520, electricians can choose from a list of contractors with available jobs posted on our website. This means they do not have to search for work because the Local does it for them.

Check job calls



All Local 520 members have the ability to sign the “Out of Work” book when they are not working due to a lay-off, volunteer quit or termination for cause.

After signing the book, when work becomes available in the area, you will be put to work for a different contractor, who is lacking the manpower to meet the demands of their workload. If work is slow in the Local 520 jurisdiction, but there is a need for manpower in another area, Local 520 members can travel to other IBEW Locals and “sign the book” to be put to work in that area.

As an apprentice, IBEW Local 520 members will be placed with a Local 520 contractor, so they can earn while they learn. This means apprentices work on-the-job alongside experienced journeyman electricians, learning how to perform the work, while also taking mandatory class instruction as well.

Join now as an experienced electrician



IBEW LOCAL 520



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Who We Are

Officers and Staff

Jurisdiction Map

In Memoriam

Join Us

Apprenticeship

Licensed

Electricians

Contractors

IBEW Advantage

Open Positions

Support Us

Hire a Union

Contractor

Business Partners

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Legal

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