

RESOLUTION OF THE
BUDGET AND FINANCE COMMITTEE
OF THE NAVAJO NATION COUNCIL

24TH NAVAJO NATION COUNCIL - Fourth Year, 2022

AN ACT

RELATING TO THE LAW AND ORDER, HEALTH, EDUCATION, AND HUMAN
SERVICES, AND BUDGET AND FINANCE COMMITTEES; AMENDING THE
FY2023 BUDGET INSTRUCTIONS MANUAL TO IMPLEMENT SALARY SCHEDULE
"BS" FOR DEPARTMENT OF CRIMINAL INVESTIGATIONS CIVILIAN
EMPLOYEES AND SALARY SCHEDULE "BZ" FOR CLINICAL LICENSED
EMERGENCY MEDICAL SERVICES EMPLOYEE POSITIONS, AND TO PROVIDE
FOR THE FY2023 GENERAL WAGE ADJUSTMENT OF 5%

TO BE ENACTED:

SECTION ONE. AUTHORITY

- A. The Law and Order Committee is a standing committee of the Navajo Nation Council with oversight authority over the Division of Public Safety and its subordinate departments and programs, including the Department of Criminal Investigations and the Department of Emergency Medical Services. 2 N.N.C. § 601(C)(1).
- B. The Health, Education, and Human Services Committee is a standing committee of the Navajo Nation Council with oversight authority over employment matters generally, and over the Division of Human Resources and its subordinate departments and programs, including the Department of Personnel Management. 2 N.N.C. § 401(C)(6) and 2 N.N.C. § 601(C)(1).
- C. The Budget and Finance Committee is a standing committee of the Navajo Nation Council authorized to promulgate policies and regulations concerning wages and fringe benefits for Navajo Nation employees. 2 N.N.C. § 301(B)(8).
- D. The Budget and Finance Committee is also responsible for approving the Budget Instructions Manual ("BIM") for each Fiscal Year, including amendments thereto. 12 N.N.C. §

830(H). At Section VII(B)(3) of the FY2023 BIM, at page 10, the approved Salary Schedules are listed, and they are included as Appendix D on pp. 63-72 of the BIM.

SECTION TWO. FINDINGS

- A. The Navajo Department of Criminal Investigations ("DCI"), under the Navajo Division of Public Safety, has for some time been requesting a salary adjustment for its civilian employees, pursuant to its P.L. 93-638 Contract with the Bureau of Indian Affairs ("BIA"). Section 104 of DCI's Contract with BIA provides that "[s]alaries paid to civilian staff by the Contractor [DCI] shall be equal to or greater than salaries paid to civilian staff with similar responsibilities employed by the Bureau of Indian Affairs." A copy of DCI's Contract with BIA, titled: "Fiscal Year 2022 Annual Funding Agreement - Contract No. A21AV00140" and the Scope of Work for the Contract, which is effective from 01/01/2021 to 12/31/2025, is attached hereto as **EXHIBIT A**.
- B. The DCI Supervisor has provided an explanatory memorandum regarding the requested salary adjustments, dated October 4, 2021, which memo is attached as **EXHIBIT B**. The DCI Director has also provided a memorandum dated June 27, 2022, explaining the need for requested salary adjustments and including a detailed table of three tiers of salaries - DCI is proposing the implementation of "Step F" and "Step C" salary levels under Salary Schedule "BS" (at BIM Appendix D) for DCI's Law Enforcement Commissioned Officers. **EXHIBIT C**.
- C. The Navajo Department of Emergency Medical Services ("EMS"), under the Division of Public Safety, is requesting the implementation of new salaries for the Department's Clinical Licensed EMS employee positions. The EMS Department Manager has provided a memorandum, along with the proposed new Salary Schedule "BZ" (2pages: 72-a, 72-b) for said positions and a "Salary Comparability Study Summary." **EXHIBIT D**.
- D. The BIM does not currently have a Salary Schedule specifically identified for Clinical Licensed positions for Emergency Medical Services employees. Implementation of the appropriate salary schedule is therefore needed because EMS provides a defined baseline of clinical care and services to Navajo communities, and EMS employees work under treatment guidelines approved by licensed physicians who oversee

patient care and are knowledgeable about how EMS systems operate on a daily basis to save lives.

- E. The EMS proposed new Salary Schedule "BZ" has been reviewed by appropriate offices in the 164 Executive Review process, and has been deemed "sufficient" by the reviewers. **EXHIBIT E.**
- F. On September 24, 2022 Navajo Nation President Jonathan Nez signed into law Navajo Nation Council Resolution No. CS-42-22 which enacted the Navajo Nation's Comprehensive Budget for FY 2023. Pursuant to Section 2(G)(1) of CS-42-22 in the FY2023 Comprehensive Budget the Navajo Nation Council approved a General Wage Adjustment ("GWA") for all Navajo Nation employees, effective as of October 1, 2022. The Department of Personnel Management has provided an explanatory memorandum regarding the GWA, along with the revised Salary Schedules "BX" and "BY" that reflect the 5% employee wage increases. **EXHIBIT F.**
- G. The FY2023 BIM was approved by the Budget and Finance Committee several months prior to the approval of CS-42-22 that enacted the FY2023 GWA. Therefore, the BIM should be amended to include revised salary schedules that show 5% wage increases effective as of October 1, 2022.

SECTION THREE. AMENDING THE FY2023 BIM TO IMPLEMENT SALARY SCHEDULE "BS" FOR DEPARTMENT OF CRIMINAL INVESTIGATIONS CIVILIAN EMPLOYEES

- A. The Budget and Finance Committee hereby approves the implementation of the Salary Schedule "BS" for the civilian employees (Law Enforcement Commissioned Officers) of the Department of Criminal Investigations under the Division of Public Safety, at the levels of "Step F" and "Step C" as explained in the attached **EXHIBIT C.**
- B. The Department of Personnel Management ("DPM") shall review the Salary Schedule "BS" under the attached EXHIBIT C and shall make appropriate revisions, if necessary, to ensure that this Salary Schedule "BS" includes the FY2023 GWA OF 5% that was approved in Navajo Nation Council Resolution CS-42-22. If necessary, DPM shall produce a revised Salary Schedule "BS" dated October 1, 2022.
- C. DPM shall then promptly implement the new "Step F" and "Step C" salaries as explained in EXHIBIT C, and all such salaries shall be effective as of October 1, 2022.

SECTION FOUR. AMENDING THE FY2023 BIM TO IMPLEMENT SALARY SCHEDULE "BZ" FOR CLINICAL LICENSED EMERGENCY MEDICAL SERVICES EMPLOYEE POSITIONS

- A. The Budget and Finance Committee hereby approves the implementation of the new Salary Schedule "BZ" for Clinical Licensed EMS employee positions, as shown in the attached **EXHIBIT D** (2 pages: 72-a, 72-b).
- B. DPM shall review the Salary Schedule "BZ" under the attached **EXHIBIT D** and shall make appropriate revisions, if necessary, to ensure that this Salary Schedule "BZ" includes the FY2023 GWA of 5% that was approved in Navajo Nation Council Resolution CS-42-22. If necessary, DPM shall produce a revised Salary Schedule "BZ" dated October 1, 2022.
- C. DPM shall then promptly implement the new Salary Schedule "BZ" as shown in the attached **EXHIBIT D**, and all such salaries shall be effective as of October 1, 2022.
- D. Section VII.B.3. of the FY2023 BIM, at page 10, is hereby amended to add the new Salary Schedule "BZ" under the attached **EXHIBIT D**, to the list of Salary Schedules shown on page 10 of the BIM.
- E. The FY2023 BIM is hereby amended to insert the two pages 72-a and 72-b under the attached **EXHIBIT D** (as revised by DPM, if necessary) to the BIM immediately after page 72 of the BIM, as two new pages under "Appendix D."

SECTION FIVE. AMENDING THE FY2023 BIM TO PROVIDE FOR THE FY2023 GENERAL WAGE ADJUSTEMENT OF 5%

In accordance with Section 2(G)(1) of Navajo Nation Council Resolution No. CS-42-22, the Budget and Finance Committee hereby approves an amendment to the FY2023 BIM to insert the revised Salary Schedule "BX" and "BY" provided by DPM and included under the attached **EXHIBIT F**. Schedules "BX" and "BY" shall replace their corresponding outdated schedules and "BX" and "BY" shall be made a part of the amended BIM at Appendix D.

SECTION SIX. DIRECTIVES

- A. Once all Salary Schedules approved in this Act are properly prepared and verified as correct by DPM, all of them shall be listed in Section VII.B.3. of the FY2023 BIM, at page 10, and the BIM is hereby amended accordingly so that it serves as a current and updated reference manual.
- B. Once the BIM amendments approved herein are finalized, the Office of Management and Budget ("OMB") shall prepare and issue the newly Amended FY2023 BIM and shall post the Amended FY2023 BIM on the OMB website for public view.
- C. Once the Amended FY2023 BIM is posted on the OMB website, all Navajo Nation branches, divisions, departments, programs, offices, and the like, shall begin using the Amended FY2023 BIM in lieu of the original version of the BIM that was approved by the Budget and Finance Committee in Resolution No. BFJN-20-22 date June 21, 2022.

SECTION SEVEN. EFFECTIVE DATE

This Act shall become effective pursuant to 2 N.N.C. § 221(C).

SECTION EIGHT. SAVING CLAUSE

If any provision of this Act is determined invalid by the Navajo Nation Supreme Court, or by a Navajo Nation District Court without appeal to the Navajo Nation Supreme Court, those provisions of this legislation not determined invalid shall remain the law of the Navajo Nation.

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the Budget and Finance Committee of the Navajo Nation Council at a duly called meeting held by teleconference at which a quorum was present and that the same was passed by a vote of 5 in favor and 0 opposed, this 21st day of December 2022.



Jamie Henio, Chairperson
Budget and Finance Committee

Motion: Honorable Jimmy Yellowhair
Second: Honorable Elmer P. Begay

FISCAL YEAR 2022
ANNUAL FUNDING AGREEMENT

CONTRACT NO. A21AV00140
Law Enforcement – Criminal Investigation Program
(Mature Definite for 01/01/21 to 12/31/25)

BY AND BETWEEN

THE NAVAJO NATION

AND

THE UNITED STATES
DEPARTMENT OF THE INTERIOR
Bureau of Indian Affairs
Navajo Regional Office

FOR THE PERIOD

January 1, 2022 through December 31, 2022

Pursuant to 25 U.S.C. 5301et. seq.
(Pub. L. 93-638, as amended)

6. Federal Law Enforcement Training Center Courses.

- B. Prior to, or within one (1) year after appointment or promotion, all commissioned criminal investigator positions shall have an updated background investigation complete, successfully complete the Basic Criminal Investigator's School at the Federal Law Enforcement Training Center, and obtain a Special Law Enforcement Commission from the Bureau of Indian Affairs. Such commissions may be revoked for cause by either the Contractor or the Bureau upon thirty (30) days notice to the other in writing.
- C. Each criminal Investigator shall receive a minimum of forty (40) hours of in-service training annually to meet training needs determined by Contractor and to keep abreast with developments in the field of law enforcement and criminal investigations.
- D. The Contractor may establish and maintain a training academy for the training of its personnel and/or assign commissioned Criminal Investigation personnel to an existing curriculum used for training, in compliance with the Bureau's mandated requirements shall be submitted to the (AOTR) for approval and certification prior to the implementation of the training. The AOTR, within thirty (30) days of receipt of the curriculum, shall respond to the Contractor its approval or disapproval of the curriculum. If the AOTR fails to respond within thirty (30) days, it shall be deemed by the Contractor that the curriculum has been approved. Any disapproval of curriculum by the AOTR shall explain the reason for disapproval.
- E. The Contractor shall directly operate and provide radio communication and dispatch services and activities in furtherance of the Indian Law Enforcement Reform Act (25 U.S.C. §2801 *et seq.*) within Navajo Indian Country. The dispatch services will be responsible for operating criminal investigation radio communications and dispatch system and/or computer aided dispatch services. The dispatch services will be responsible for reporting emergencies to the respective and appropriate law enforcement personnel or agency. All dispatch personnel will perform dispatch services in accordance with the qualifications, training, code of conduct, inspection, and evaluation, and other standards applicable to Bureau law enforcement patrol telecommunications operators or the equivalent. The Contractor fully understands and agrees to utilize current funding level for said services.
- F. The Bureau shall provide additional necessary training, when requested in writing by the Contactor to enable the Contractor to carry out the terms and standards of the Contract. However, in the event that the Bureau cannot provide training needed by the Contractor to carry out the terms and conditions of this Contract, such failure will not adversely affect this Contract.
- G. Certificates of satisfactory completion of each of the above training requirements shall be maintained in each individual criminal investigator's personnel folder.

104. Civilian Qualifications. Training and Salaries. The Contractor shall assure that each administrative support staff is qualified, depending upon position classification in their respective fields within criminal investigation and possess knowledge of procedures, rules of evidence, preservation of evidence, report writing and other functional necessities required to support the criminal investigators and the department (25 CFR § 12.32, DM 446, 68 BIAM). Salaries paid to civilian staff by the Contractor shall be equal to or greater than salaries paid to civilian staff with similar responsibilities employed by the Bureau of Indian Affairs.

ISD00P12/7/20 09
A07R

SCOPE OF WORK

(Modified 06 08 2020)

SOW

REC'D BIA-NRO-ISD
2020 DEC 2 AM10:06

REC'D BIA-NRO-ISD
2021 FEB 4 PM2:58

6. Federal Law Enforcement Training Center Courses.

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- C. Each criminal Investigator shall receive a minimum of forty (40) hours of in-service training annually to meet training needs determined by Contractor and to keep abreast with developments in the field of law enforcement and criminal investigations.
- D. The Contractor may establish and maintain a training academy for the training of its personnel and/or assign commissioned Criminal Investigation personnel to an existing curriculum used for training, in compliance with the Bureau's mandated requirements shall be submitted to the (AOTR) for approval and certification prior to the implementation of the training. The AOTR, within thirty (30) days of receipt of the curriculum, shall respond to the Contractor its approval or disapproval of the curriculum. If the AOTR fails to respond within thirty (30) days, it shall be deemed by the Contractor that the curriculum has been approved. Any disapproval of curriculum by the AOTR shall explain the reason for disapproval.
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THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE PRESIDENT

EXHIBIT B



October 4, 2021

Honorable Elmer Begay, Council Delegate
24th Navajo Nation Council
PO Box 3390
Window Rock, Arizona 86515

Dear Honorable Delegate Begay

Pursuant to our meeting regarding the Salary Adjustments for our Civilian Staff with the Navajo Department of Criminal Investigations, previous delegated Directors for the Navajo Department of Criminal Investigations have been addressed on this issue with no results, concerns or prioritization.

The Department of Criminal Investigations renewed the PL 93-638 Contract, Law Enforcement-Criminal Investigation Services, with the Civilian Pay provision included in the Renewed Contract; the prolonged issue with the Civilian Pay needs to be address with priority.

On or about 2016, the Navajo Department of Criminal Investigations reviewed the PL 93-638 Contract for Commissioned Personnel Salary Adjustments, and began to work with the Navajo Nation Department of Personnel in doing a Salary Pay Study that was equal to or greater than the Bureau of Indian Affairs. After numerous meetings with the Department of Personnel, a Salary Pay Study was completed that ranged from Low, Medium to High Range Salaries. The proposed Salary Scale was presented to the Oversight Committees that drafted Legislation for the approval of Medium Range Salary Adjustments for the Commissioned Personnel. (Attached Legislation OLC No. 16-622-1), (BFO-30-16).

Nonetheless, the Navajo Department of Criminal Investigations addressed Salary Adjustments for the Commissioned Staff; those adjustments were made through Legislation. With the Renewed Contract and the Salary Adjustment provisions for civilian employees this endeavor can be accomplished through the utilization of Contract Funds.

The Civilian Pay has been overlooked for years, that some of the civilian employees are still being paid at entry level, even though they have many years of services and should be compensated at a higher rate than what they are currently making. The Dates of Original Hire with the Navajo Nation range from 1984 to 2019, and for Criminal Investigations Dates of Hire range from 1994 to 2020 with the civilian staff still being paid at minimum of entry-level pay.

The PL 93-638 Contract, Scope of Work, Section 104 addresses Civilian Qualifications, Training and Salaries. The provision in this section states: "Salaries paid to civilian staff by the Contractor shall be equal to or greater than salaries paid to civilian staff with similar responsibilities employed by the Bureau of Indian Affairs". Subsequently, the Navajo Department of Criminal Investigations conducted their tabulations of Salary Adjustments for the Civilian Personnel based on Years of Service and the Navajo Nation Law Enforcement Salary Schedule.

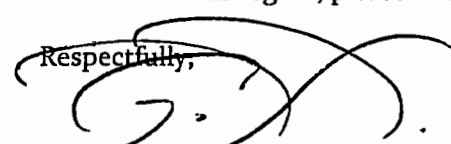
Letter: Honorable Elmer Begay, Council Delegate
Ref.: Civilian Salary Adjustments
Date: October 4, 2021
Page: 2

Therefore, the Civilian Pay Scale with the correct step of the Navajo Nation would cost \$685,086.88, and with the DPS Pay Scale with the correct step, would cost \$704,178.00. The Department of Criminal Investigations has the Contract Funds to make these Salary Adjustments in accordance with the DPS Pay Scale that these Salary Adjustments are long over due.

The Department of Personnel Management has policies pertaining to Step Increases; however, these salary adjustments are necessary to comply with the provisions of Section 104 of the PL 93-638 Contract; Law Enforcement-Criminal Investigation Services; Scope of Work.

Your assistance in this regard will greatly be appreciated. Should you have any questions and/or concerns in this regard, please do not hesitate to contact me at (928) 871-7519.

Respectfully,



Gordon Toadlena, Criminal Investigations Supervisor
Navajo Department of Criminal Investigations
PO Box 643
Window Rock, Arizona 86515
(928) 871-7519

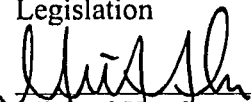
THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE PRESIDENT



MEMORANDUM

TO : Elmer Begay, Council Delegate
Legislation

FROM : 
Michael Henderson, Director CI
Department of Criminal Investigations-HQ

DATE : June 27, 2022

SUBJECT : SALARY ADJUSTMENT
Re: Civilian Staff

The Navajo Department of Criminal Investigations (NDCI) met with Department of Personnel Management (DPM) in November 2021 regarding the civilian pay for the department. At which time, DPM was provided information regarding the civilian pay was under the P.L. 93-638 Contract, and within the contract it stipulated civilian staff would be paid equal to or greater than the Bureau of Indian Affairs payscale. At which time, it was requested to DPM to place the civilian staff at the same salary schedule as the Commissioned Officer, with the Grade positions that are currently set, but for staff to be placed at Step F.

Requesting at Step F, is to compensate the staff who have been working since 1996 and as of date were not provided the same opportunity for step increases due to the department needing all evaluation appraisals to be submitted rather than categorizing the appraisals individually for an opportunity to afford individuals to progress in the step increases. This has placed most civilians who have been working with the department below the mid-range with no regard to the number of years of service each have provided. Some individuals have remained at Step A, B, C, and D for over ten (10) to twenty (20) years.

Though there have been numerous attempts to rectify the situation in updating all appraisals, it was DPM that continued to contest requests, due to appraisals lacking from previous years. However, it was contradicted by the Director of DPM indicating the department should have only been viewed on appraisals annually and not from previous years.

It was also indicated by DPM that a pay study was going to be conducted. However, through various follow-ups, there have been no attempts from DPM to provide any results with a pay study since meeting with them in November 2021.

As such, NDCI has replicated the same process in trying to work with DPM. With no response from DPM, its being requested to proceed the same process as the Commissioned Officers pay in continuing to take the next step in obtaining a legislation to meet what is indicated in the P.L. 93-638 Contract for the civilian pay.

With respects to the increase to be approved through the legislation, all NDCI civilians are included within funding from the P.L. 93-638 contract, funding will be made available at such time of the approval. Navajo Nation funds will not be requested with regards to the establishment of the increase.

Attach you will find the minimum, mid-range, and maximum for personnel to be placed at with the Salary Schedule BS Navajo Nation Salary Schedule-Law Enforcement Commissioned Officers.

It is proposed for the current Civilian staff be compensated at BS Step "F" (mid-range) and to also duplicate the agreement with DPM and the Commissioned Officers when hiring of civilian employees begin at Step "C" (min-range).



Your assistance in this matter is greatly appreciated.

**NAVAJO NATION
SALARY SCHEDULE**

Law Enforcement
COMMISSIONED OFFICERS

BS

Appendix D

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP																Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L						
51	7.42	7.61	7.86	8.08	8.33	8.56	8.82	9.11	9.36	9.64	9.92	10.26						
52	8.05	8.32	8.55	8.81	9.06	9.35	9.63	9.91	10.25	10.54	10.83	11.19						
53	8.80	9.05	9.32	9.61	9.88	10.21	10.52	10.80	11.15	11.46	11.81	12.18						
54	9.59	9.86	10.18	10.45	10.76	11.11	11.44	11.78	12.12	12.48	12.88	13.27						
55	10.42	10.74	11.07	11.40	11.74	12.09	12.45	12.84	13.21	13.63	14.04	14.46						
56	11.37	11.71	12.06	12.42	12.79	13.17	13.59	14.01	14.40	14.83	15.27	15.73						
57	12.40	12.77	13.15	13.55	13.96	14.37	14.79	15.24	15.69	16.20	16.67	17.18						
58	13.51	13.93	14.33	14.74	15.20	15.65	16.13	16.62	17.14	17.65	18.17	18.72						
59	14.72	15.18	15.63	16.08	16.58	17.11	17.61	18.15	18.50	18.87	19.46	20.02						
60	16.02	16.49	16.97	17.48	18.05	18.57	18.78	19.33	19.92	20.51	21.12	21.75						
61	17.45	18.00	18.53	18.91	19.30	19.86	20.48	21.07	21.69	22.35	23.03	23.74						
62	18.88	19.24	19.83	20.44	21.02	21.65	22.30	22.96	23.67	24.37	25.00	25.74						
63	20.37	20.95	21.58	22.25	22.90	23.61	24.31	24.95	25.65	26.43	27.21	28.04						
64	22.21	22.82	23.50	24.27	25.01	25.57	26.38	27.15	27.97	28.81	29.69	30.60						
65	24.21	24.94	25.52	26.31	27.09	27.90	28.75	29.61	30.48	31.42	32.34	33.30						
66	26.22	27.02	27.83	28.70	29.54	30.43	31.35	32.26	33.24	34.23	35.26	36.33						
67	28.60	29.43	30.31	31.25	32.17	33.17	34.17	35.20	36.23	37.29	38.43	39.58						
68	31.17	32.09	33.09	34.08	35.12	36.14	37.22	38.36	39.51	40.71	41.91	43.17						
69	33.97	35.00	36.06	37.14	38.26	39.38	40.55	41.79	43.05	44.33	45.66	47.03						
70	37.05	38.12	39.29	40.46	41.69	42.94	44.24	45.57	46.95	48.34	49.54	51.03						
71	40.38	41.58	42.84	44.11	45.42	46.80	48.20	49.66	50.90	52.43	54.00	55.62						
72	43.99	45.32	46.68	48.08	49.54	50.77	52.28	53.85	55.49	57.13	58.84	60.63						
73	47.98	49.41	50.63	52.17	53.74	55.33	57.00	58.71	60.47	62.26	64.17	66.07						
74	52.04	53.61	55.19	56.87	58.58	60.32	62.15	63.98	65.93	67.93	69.96	72.06						
75	56.71	58.41	60.16	61.99	63.85	65.77	67.71	69.75	71.85	74.02	76.23	78.50						
76	61.81	63.70	65.57	67.57	69.58	71.67	73.83	76.06	78.31	80.69	83.09	85.58						
77	67.39	69.42	71.49	73.65	75.84	78.13	80.47	82.88	85.39	87.93	90.58	93.29						

NAVAJO NATION SALARY SCHEDULE

BS

Appendix D

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum L
	A	B	C	D	E	F	G	H	I	J	K	
51	15,492.96	15,889.68	16,411.68	16,871.04	17,393.04	17,873.28	18,416.16	19,021.68	19,543.68	20,128.32	20,712.96	21,422.88
52	16,808.40	17,372.16	17,852.40	18,395.28	18,917.28	19,522.80	20,107.44	20,692.08	21,402.00	22,007.52	22,613.04	23,364.72
53	18,374.40	18,896.40	19,460.16	20,065.68	20,629.44	21,318.48	21,965.76	22,550.40	23,281.20	23,928.48	24,659.28	25,431.84
54	20,023.92	20,587.68	21,255.84	21,819.60	22,466.88	23,197.68	23,886.72	24,596.64	25,306.56	26,058.24	26,893.44	27,707.76
55	21,756.96	22,425.12	23,114.16	23,803.20	24,513.12	25,243.92	25,995.60	26,809.92	27,582.48	28,459.44	29,315.52	30,192.48
56	23,740.56	24,450.48	25,181.28	25,932.96	26,705.52	27,498.96	28,375.92	29,252.88	30,067.20	30,965.04	31,883.76	32,844.24
57	25,891.20	26,663.76	27,457.20	28,292.40	29,148.48	30,004.56	30,881.52	31,821.12	32,760.72	33,825.60	34,806.96	35,871.84
58	28,208.88	29,085.84	29,921.04	30,777.12	31,737.60	32,677.20	33,679.44	34,702.56	35,788.32	36,853.20	37,938.96	39,087.36
59	30,735.36	31,695.84	32,635.44	33,575.04	34,619.04	35,725.68	36,769.68	37,897.20	38,628.00	39,400.56	40,632.48	41,801.76
60	33,449.76	34,431.12	35,433.36	36,498.24	37,688.40	38,774.16	39,212.64	40,361.04	41,592.96	42,824.88	44,098.56	45,414.00
61	36,435.60	37,584.00	38,690.64	39,484.08	40,298.40	41,467.68	42,762.24	43,994.16	45,288.72	46,666.80	48,086.64	49,569.12
62	39,421.44	40,173.12	41,405.04	42,678.72	43,889.76	45,205.20	46,562.40	47,940.48	49,422.96	50,884.56	52,200.00	53,745.12
63	42,532.56	43,743.60	45,059.04	46,458.00	47,815.20	49,297.68	50,759.28	52,095.60	53,557.20	55,185.84	56,814.48	58,547.52
64	46,374.48	47,648.16	49,068.00	50,675.76	52,220.88	53,390.16	55,081.44	56,689.20	58,401.36	60,155.28	61,992.72	63,892.80
65	50,550.48	52,074.72	53,285.76	54,935.28	56,563.92	58,255.20	60,030.00	61,825.68	63,642.24	65,604.96	67,525.92	69,530.40
66	54,747.36	56,417.76	58,109.04	59,925.60	61,679.52	63,537.84	65,458.80	67,358.88	69,405.12	71,472.24	73,622.88	75,857.04
67	59,716.80	61,449.84	63,287.28	65,250.00	67,170.96	69,258.96	71,346.96	73,497.60	75,648.24	77,861.52	80,241.84	82,643.04
68	65,082.96	67,003.92	69,091.92	71,159.04	73,330.56	75,460.32	77,715.36	80,095.68	82,496.88	85,002.48	87,508.08	90,138.96
69	70,929.36	73,080.00	75,293.28	77,548.32	79,886.88	82,225.44	84,668.40	87,257.52	89,888.40	92,561.04	95,338.08	98,198.64
70	77,360.40	79,594.56	82,037.52	84,480.48	87,048.72	89,658.72	92,373.12	95,150.16	98,031.60	100,933.92	103,439.52	106,550.64
71	84,313.44	86,819.04	89,449.92	92,101.68	94,836.96	97,718.40	100,641.60	103,690.08	106,279.20	109,473.84	112,752.00	116,134.56
72	91,851.12	94,628.16	97,467.84	100,391.04	103,439.52	106,007.76	109,160.64	112,438.80	115,863.12	119,287.44	122,857.92	126,595.44
73	100,182.24	103,168.08	105,715.44	108,930.96	112,209.12	115,529.04	119,016.00	122,586.48	126,261.36	129,998.88	133,986.96	137,954.16
74	108,659.52	111,937.68	115,236.72	118,744.56	122,315.04	125,948.16	129,769.20	133,590.24	137,661.84	141,837.84	146,076.48	150,461.28
75	118,410.48	121,960.08	125,614.08	129,435.12	133,318.80	137,327.76	141,378.48	145,638.00	150,022.80	154,553.76	159,168.24	163,908.00
76	129,059.28	133,005.60	136,910.16	141,086.16	145,283.04	149,646.96	154,157.04	158,813.28	163,511.28	168,480.72	173,491.92	178,691.04
77	140,710.32	144,948.96	149,271.12	153,781.20	158,353.92	163,135.44	168,021.36	173,053.44	178,294.32	183,597.84	189,131.04	194,789.52

NAVAJO NATION

Navajo Department of Criminal Investigations Civilian Salary Schedule at BS

Position	Grade	Min-Range			Mid-Range			Max-Range		
		Step	Hrly Rate	Salary	Step	Hrly Rate	Salary	Step	Hrly Rate	Salary
Senior Office Specialist	60	C	16.97	35,433.36	F	18.57	38,774.16	I	19.92	41,592.96
Evidence Technician	61	C	18.53	38,690.64	F	19.86	41,467.68	I	21.69	45,288.72
Program and Project Specialist	63	C	21.58	45,059.04	F	23.61	49,297.68	I	25.65	53,557.20
Administrative Service Officer	64	C	23.50	49,068.00	F	25.57	53,390.16	I	27.97	58,401.36
Statistician and Research Analyst	65	C	25.52	53,285.76	F	27.90	58,255.20	I	30.48	63,642.24

THE NAVAJO NATION


JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE-PRESIDENT



MEMORANDUM

TO : Honorable Vince James, Delegate
24th Navajo Nation Council

Dana Bobroff, Chief Legislative Counsel
Office of Legislative Counsel

FROM : 
Chris Kescoli, Department Manager
NDPS/Department of Emergency Medical Service

DATE : November 17, 2022

SUBJECT : Proposed Legislation
Re: NDPS/Emergency Medical Service

The Department of EMS under the Division of Public Safety requests to propose legislation, amending the Navajo Nation Fiscal Year 2023 Budget Instructions Manual at Section VII. B. (3) and Appendices.

The proposed legislation has been reviewed by the Executive Branch, 164# 19477 (attached).

If you should have any questions, I can be reached at ckescoli@navajoems.org. Thank you.

**NAVAJO NATION
SALARY SCHEDULE
FY 2023**Commissioned
EMS Clinical Licensed**BZ****Appendix D**

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L	
51	7.79	7.99	8.25	8.48	8.75	8.99	9.26	9.57	9.83	10.12	10.42	10.77	
52	8.45	8.74	8.98	9.25	9.51	9.82	10.11	10.41	10.76	11.07	11.37	11.75	
53	9.24	9.50	9.79	10.09	10.37	10.72	11.05	11.34	11.71	12.03	12.40	12.79	
54	10.07	10.35	10.69	10.97	11.30	11.67	12.01	12.37	12.73	13.10	13.52	13.93	
55	10.94	11.28	11.62	11.97	12.33	12.69	13.07	13.48	13.87	14.31	14.74	15.18	
56	11.94	12.30	12.66	13.04	13.43	13.83	14.27	14.71	15.12	15.57	16.03	16.52	
57	13.02	13.41	13.81	14.23	14.66	15.09	15.53	16.00	16.47	17.01	17.50	18.04	
58	14.19	14.63	15.05	15.48	15.96	16.43	16.94	17.45	18.00	18.53	19.08	19.66	
59	15.46	15.94	16.41	16.88	17.41	17.97	18.49	19.06	19.43	19.81	20.43	21.02	
60	16.82	17.31	17.82	18.35	18.95	19.50	19.72	20.30	20.92	21.54	22.18	22.84	
61	18.32	18.90	19.46	19.86	20.27	20.85	21.50	22.12	22.77	23.47	24.18	24.93	
62	19.82	20.20	20.82	21.46	22.07	22.73	23.42	24.11	24.85	25.59	26.25	27.03	
63	21.39	22.00	22.66	23.36	24.05	24.79	25.53	26.20	26.93	27.75	28.57	29.44	
64	23.32	23.96	24.68	25.48	26.26	26.85	27.70	28.51	29.37	30.25	31.17	32.13	
65	25.42	26.19	26.80	27.63	28.44	29.30	30.19	31.09	32.00	32.99	33.96	34.97	
66	27.53	28.37	29.22	30.14	31.02	31.95	32.92	33.87	34.90	35.94	37.02	38.15	
67	30.03	30.90	31.83	32.81	33.78	34.83	35.88	36.96	38.04	39.15	40.35	41.56	
68	32.73	33.69	34.74	35.78	36.88	37.95	39.08	40.28	41.49	42.75	44.01	45.33	
69	35.67	36.75	37.86	39.00	40.17	41.35	42.58	43.88	45.20	46.55	47.94	49.38	
70	38.90	40.03	41.25	42.48	43.77	45.09	46.45	47.85	49.30	50.76	52.02	53.58	
71	42.40	43.66	44.98	46.32	47.69	49.14	50.61	52.14	53.45	55.05	56.70	58.40	
72	46.19	47.59	49.01	50.48	52.02	53.31	54.89	56.54	58.26	59.99	61.78	63.66	
73	50.38	51.88	53.16	54.78	56.43	58.10	59.85	61.65	63.49	65.37	67.38	69.37	
74	54.64	56.29	57.95	59.71	61.51	63.34	65.26	67.18	69.23	71.33	73.46	75.66	
75	59.55	61.33	63.17	65.09	67.04	69.06	71.10	73.24	75.44	77.72	80.04	82.43	
76	64.90	66.89	68.85	70.95	73.06	75.25	77.52	79.86	82.23	84.72	87.24	89.86	
77	70.76	72.89	75.06	77.33	79.63	82.04	84.49	87.02	89.66	92.33	95.11	97.95	

**NAVAJO NATION
SALARY SCHEDULE
FY 2023**Commissioned
EMS Clinical Licensed**BZ****Appendix D**

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum
	A	B	C	D	E	F	G	H	I	J	K	L
51	16,265.52	16,683.12	17,226.00	17,706.24	18,270.00	18,771.12	19,334.88	19,982.16	20,525.04	21,130.56	21,756.96	22,487.76
52	17,643.60	18,249.12	18,750.24	19,314.00	19,856.88	20,504.16	21,109.68	21,736.08	22,466.88	23,114.16	23,740.56	24,534.00
53	19,293.12	19,836.00	20,441.52	21,067.92	21,652.56	22,383.36	23,072.40	23,677.92	24,450.48	25,118.64	25,891.20	26,705.52
54	21,026.16	21,610.80	22,320.72	22,905.36	23,594.40	24,366.96	25,076.88	25,828.56	26,580.24	27,352.80	28,229.76	29,085.84
55	22,842.72	23,552.64	24,262.56	24,993.36	25,745.04	26,496.72	27,290.16	28,146.24	28,960.56	29,879.28	30,777.12	31,695.84
56	24,930.72	25,682.40	26,434.08	27,227.52	28,041.84	28,877.04	29,795.76	30,714.48	31,570.56	32,510.16	33,470.64	34,493.76
57	27,185.76	28,000.08	28,835.28	29,712.24	30,610.08	31,507.92	32,426.64	33,408.00	34,389.36	35,516.88	36,540.00	37,667.52
58	29,628.72	30,547.44	31,424.40	32,322.24	33,324.48	34,305.84	35,370.72	36,435.60	37,584.00	38,690.64	39,839.04	41,050.08
59	32,280.48	33,282.72	34,264.08	35,245.44	36,352.08	37,521.36	38,607.12	39,797.28	40,569.84	41,363.28	42,657.84	43,889.76
60	35,120.16	36,143.28	37,208.16	38,314.80	39,567.60	40,716.00	41,175.36	42,386.40	43,680.96	44,975.52	46,311.84	47,689.92
61	38,252.16	39,463.20	40,632.48	41,467.68	42,323.76	43,534.80	44,892.00	46,186.56	47,543.76	49,005.36	50,487.84	52,053.84
62	41,384.16	42,177.60	43,472.16	44,808.48	46,082.16	47,460.24	48,900.96	50,341.68	51,886.80	53,431.92	54,810.00	56,438.64
63	44,662.32	45,936.00	47,314.08	48,775.68	50,216.40	51,761.52	53,306.64	54,705.60	56,229.84	57,942.00	59,654.16	61,470.72
64	48,692.16	50,028.48	51,531.84	53,202.24	54,830.88	56,062.80	57,837.60	59,528.88	61,324.56	63,162.00	65,082.96	67,087.44
65	53,076.96	54,684.72	55,958.40	57,691.44	59,382.72	61,178.40	63,036.72	64,915.92	66,816.00	68,883.12	70,908.48	73,017.36
66	57,482.64	59,236.56	61,011.36	62,932.32	64,769.76	66,711.60	68,736.96	70,720.56	72,871.20	75,042.72	77,297.76	79,657.20
67	62,702.64	64,519.20	66,461.04	68,507.28	70,532.64	72,725.04	74,917.44	77,172.48	79,427.52	81,745.20	84,250.80	86,777.28
68	68,340.24	70,344.72	72,537.12	74,708.64	77,005.44	79,239.60	81,599.04	84,104.64	86,631.12	89,262.00	91,892.88	94,649.04
69	74,478.96	76,734.00	79,051.68	81,432.00	83,874.96	86,338.80	88,907.04	91,621.44	94,377.60	97,196.40	100,098.72	103,105.44
70	81,223.20	83,582.64	86,130.00	88,698.24	91,391.76	94,147.92	96,987.60	99,910.80	102,938.40	105,986.88	108,617.76	111,875.04
71	88,531.20	91,162.08	93,918.24	96,716.16	99,576.72	102,604.32	105,673.68	108,868.32	111,603.60	114,944.40	118,389.60	121,939.20
72	96,444.72	99,367.92	102,332.88	105,402.24	108,617.76	111,311.28	114,610.32	118,055.52	121,646.88	125,259.12	128,996.64	132,922.08
73	105,193.44	108,325.44	110,998.08	114,380.64	117,825.84	121,312.80	124,966.80	128,725.20	132,567.12	136,492.56	140,689.44	144,844.56
74	114,088.32	117,533.52	120,999.60	124,674.48	128,432.88	132,253.92	136,262.88	140,271.84	144,552.24	148,937.04	153,384.48	157,978.08
75	124,340.40	128,057.04	131,898.96	135,907.92	139,979.52	144,197.28	148,456.80	152,925.12	157,518.72	162,279.36	167,123.52	172,113.84
76	135,511.20	139,666.32	143,758.80	148,143.60	152,549.28	157,122.00	161,861.76	166,747.68	171,696.24	176,895.36	182,157.12	187,627.68
77	147,746.88	152,194.32	156,725.28	161,465.04	166,267.44	171,299.52	176,415.12	181,697.76	187,210.08	192,785.04	198,589.68	204,519.60

EMS SALARY COMPARABILITY STUDY SUMMARY

Clinical Licensed

CURRENT Salary Schedule "BX"				
Position Title	Grade	MIN	MID	MAX
EMT Recruit	57	\$26,496.72	\$30,735.36	\$36,727.92
Emergency Medical Responder	59	\$31,507.92	\$36,581.76	\$42,824.88
EMT – Basic	60	\$34,264.08	\$39,713.76	\$46,520.64
EMT – Intermediate	61	\$37,333.44	\$42,469.92	\$50,821.92
EMT – Instructor/Coordinator	62	\$40,778.64	\$46,332.72	\$55,039.68
Paramedic	63	\$43,555.68	\$50,466.96	\$59,988.24
EMT – Supervisor	64	\$47,481.12	\$54,747.36	\$65,417.04
Field Operations Manager	67	61,199.28	\$70,950.24	\$84,647.52

PROPOSED Salary Schedule "BZ"				
Position Title	Grade	MIN	MID	MAX
EMT Recruit	60	\$35,120.16	\$40,716.00	\$47,689.92
Emergency Medical Responder	61	\$38,252.16	\$43,534.80	\$52,053.84
EMT – Basic	63	\$44,662.32	\$51,761.52	\$61,470.72
EMT – Intermediate	64	\$48,692.16	\$56,062.80	\$67,087.44
EMT – Instructor/Coordinator	65	\$53,076.96	\$61,178.40	\$73,017.36
Paramedic	65	\$53,076.96	\$61,178.40	\$73,017.36
EMT – Supervisor	66	\$57,482.64	\$66,711.60	\$79,657.20
Field Operations Manager	68	\$68,340.24	\$79,239.60	\$94,649.04

EXHIBIT E

Document No. 019477

Date Issued: 10/03/2022

SECTION 164 REVIEW FORM

Title of Document: Amend Salary Schedule Contact Name: KESCOLI, CHRIS CHANNING

Program/Division: DIVISION OF PUBLIC SAFETY

Email: ckescoli@navajoems.org Phone Number: 928-871-6410

Division Director Approval for 164A: [Signature]

Check document category: only submit to category reviewers. Each reviewer has a maximum 7 working days, except Business Regulatory Department which has 2 days, to review and determine whether the document(s) are sufficient or insufficient. If deemed insufficient, a memorandum explaining the insufficiency of the document(s) is required.

Section 164(A) Final approval rests with Legislative Standing Committee(s) or Council

<input type="checkbox"/>	Statement of Policy or Positive Law:		Sufficient	Insufficient
	1. OAG:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	IGA, Budget Resolutions, Budget Reallocations or amendments: (OMB and Controller sign ONLY if document expends or receives funds)			
	1. OMB: <u>[Signature]</u>	Date: <u>10/14/22</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	2. OOC: <u>[Signature]</u>	Date: <u>11/2/22</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	3. OAG: <u>[Signature]</u>	Date: <u>11/16/22</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Section 164(B) Final approval rests with the President of the Navajo Nation

<input type="checkbox"/>	Grant/Funding Agreement or amendment:			
	1. Division:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	2. OMB:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	3. OOC:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	4. OAG:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Subcontract/Contract expending or receiving funds or amendment:			
	1. Division:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	2. BRD:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	3. OMB:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	4. OOC:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	5. OAG:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Letter of Assurance/M.O.A./M.O.U./Other agreement not expending funds or amendment:			
	1. Division:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	2. OAG:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	M.O.A. or Letter of Assurance expending or receiving funds or amendment:			
	1. Division:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	2. OMB:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	3. OOC:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>
	4. OAG:	Date: _____	<input type="checkbox"/>	<input type="checkbox"/>

Office of Management and Budget
The Navajo Nation, Window Rock, AZ

Pursuant to 2 N.N.C. § 164 and Executive Order Number 07-2013



☐ RESUBMITTAL

NAVAJO NATION DEPARTMENT OF JUSTICE

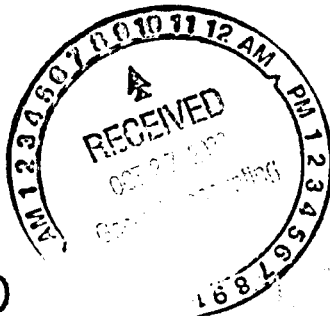
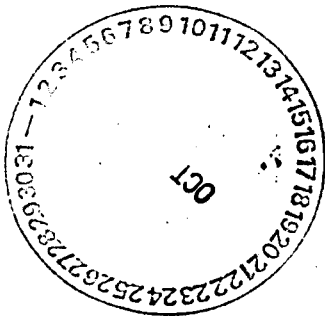
DOCUMENT REVIEW REQUEST FORM



DOJ
11-3-22 @ 4pm
DATE / TIME
7 Day Deadline
DOC #: 19477
SAS #:
UNIT: H59m

*** FOR NNDJ USE ONLY - DO NOT CHANGE OR REVISE FORM. VARIATIONS OF THIS FORM WILL NOT BE ACCEPTED. ***

CLIENT TO COMPLETE			
DATE OF REQUEST: 11/3/22	ENTITY/DIVISION: NDPS/EMS		
CONTACT NAME: Chris Kescoli	DEPARTMENT: EMS		
PHONE NUMBER: X6410	E-MAIL: ckescoli@navajodems.org		
TITLE OF DOCUMENT: Amend Salary Schedule			
DOJ SECRETARY TO COMPLETE			
DATE/TIME IN UNIT: 11/4/2022 @ 11:35am		REVIEWING ATTORNEY/ADVOCATE: LBJ/CP	
DATE/TIME OUT OF UNIT: 11/9/2022 @ 2:09pm 11/16/22 dmarin			
DOJ ATTORNEY / ADVOCATE COMMENTS			
In discussion with Paul, transfer to LU			
Sufficient.			
REVIEWED BY: (PRINT)	DATE / TIME	SURNAMED BY: (PRINT)	DATE / TIME
Paul Spawthorn	11/10/22 2:54	Paul Spawthorn	11/10/22 2:54
DOJ Secretary Called: Chris Kescoli		for Document Pick Up on 11/16/22 at	By: dm
PICKED UP BY: (PRINT)		DATE / TIME:	

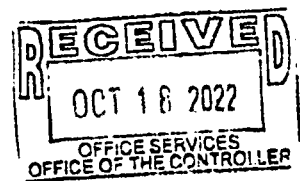


RECEIVED

OCT 10 2022

Office of Management and Budget
The Navajo Nation, Window Rock, AZ

555 67 700



Navajo Nation - Division of Finance
Office of the Controller
164 or Signature Authorization Sheet (SAS) Sign-Off Sheet for OOC

(Attach sign off sheet to SAS document to ensure each section within OOC signs off on SAS)

PLEASE NOTE OOC (ALL SECTIONS IN TOTAL) HAS 7 DAYS TO REVIEW

19477

OOC - Section		Date
1	Accounts Receivable:	
2	General Accounting:	<u>LRW</u> 10/27/22
3	Contract Accounting:	<u>ok Valerie M. Stults and</u> 10/26/22
4	Contract Administration:	

Comments:

General Accounting - New salary schedule request. Expense from summer stock should be

able to see the impact on the program. Once implemented program would need to cover the cost

of salary based on this schedule for two testing type. LRW

Contracts and Grants Section / OMB
Document Review Check on Agreement for 2 NNC § 222(A) Action

(Fill in Spaces Highlighted Green that Apply)

Document Review No.: **019477** Date of Review **10/14/2022**

Sponsor - Title of Program / Division **Emergency Medical Services (EMS) / NDPS**

Agreement / Service Contract - Sec. 164(B) Review

A. K # / Object Code **No expense - Agreement only** **NN Fund B/U**

B. Begin & End Date of Agreement: **N/A**

C. Begin & End date of Grant Award, on K # at A. above. **N/A**

D. **Explanation on purpose of Agreement:**

Requesting sponsorship of proposed legislation to amend EMS Salary Schedule to "BZ" inclusive of a draft legislation with supporting documents.

E. Proposed Amt of Expense: **No expenses**

F. Date of FMIS JSI / Budget Balance **N/A**

G. Proposed purchase allowed by SOW? **N/A**

H. Proposed purchase budgeted in grant award? **N/A**

I. **Comment on issues, concerns, etc. on document:**

After thorough review, the document has been deemed sufficient. Draft legislation is attached along with supporting attachments. No additional comments or findings at this time from CGS.

J. Document is Sufficient or Insufficient: **Sufficient**

K. Review By / Date: **Jan E. James, PCA / 10.14.22**

Surname By / Date: **CSM 10/14/22**

Explain in memorandum significant points and issues/concerns noted in Section I above.

J. Memo attached. 10/14/22

** Comparison in salary between BX & BZ included as attachment is so noted. Further comparison on position occupied to proposed salary to see impact on funding EMS should have been done as well, CSM*

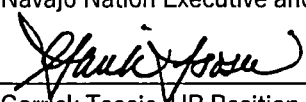
THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE-PRESIDENT



MEMORANDUM

TO : Executive/Division Directors
Department/Program Managers
Navajo Nation Executive and Legislative Branches

FROM : 
Garrick Tsosie, HR Position Control Analyst
DHR | Department of Personnel Management

DATE : September 29, 2022

SUBJECT : Fiscal Year 2023 Salary Schedules - General Wage Adjustment ("GWA") – 5.00%

On September 24, 2022, the Navajo Nation President signed into law the Navajo Nation Council ("NNC") Resolution No. CS-42-22, approving the Navajo Nation's Comprehensive Budget for Fiscal Year 2023, Waiving N.N.C. Resolution No. CF-07-11 and 12 N.N.C. § 820 (F), § 820 (I), § 840 (B) and § 860.

Pursuant to NNC Resolution CS-42-22, the Navajo Nation appropriated funds for a General Wage Adjustment ("GWA") to increase salaries and wages by 5.00% for all Navajo Nation employees effective on October 1, 2022.

In accordance with the Navajo Nation Personnel Policies Manual ("NNPPM") § VII.D.(2), the Department of Personnel Management ("DPM") hereby issues the following Salary Schedules for implementation by all divisions/departments of the Navajo Nation Executive and Legislative Branches. Beginning on 10/1/2022, the new Salary Schedules will supersede all previous schedules and should be used for all personnel matters relating to recruitment, compensation, benefits and personnel budgets.

Salary Schedule "BX" – Navajo Nation – Regular Pay Rates			Effective: 10/01/2022
New Schedule ID:	"BX"	Previous Schedule ID:	"BQ"
Applicability:	Class titles not eligible for the premium rate		

Salary Schedule "BY" – Navajo Nation – Premium Pay Rates			Effective: 10/01/2022
New Schedule ID:	"BY"	Previous Schedule ID:	"BR"
Applicability:	Class titles that are eligible for the premium rate		

Salary Schedule "BZ" – Commissioned – Law Enforcement Officers			Effective: 10/01/2022
New Schedule ID:	"BZ"	Previous Schedule ID:	"BS"
Applicability:	Commissioned Law Enforcement Officers with the Division of Public Safety		

Eligibility

All positions and employees are eligible for the GWA, regardless of the funding source, except employees whose rates of pay are specifically set by legislation. Eligible employees include all Regular Full-Time, Regular Part-Time, Seasonal, Professional At-Will and Temporary employees.

Programs shall be responsible for taking the necessary steps to transition their employees to the new salary schedules. Depending on the fund type of a position, the implementation of the new salary schedules may vary.

General Funds

The pay rates for eligible employees who meet the following criteria will be automatically updated by the Department of Personnel Management during the first pay period of new fiscal year:

1. Employee's position is funded by General Funds
2. Employee's position is fully budgeted in the approved Comprehensive Budget

The additional costs to personnel and fringe, will be covered by lapsed funds from the Personnel Lapse Fund Account. After DPM finalizes the automation, a computer generated Personnel Action Form ("PAF") will be issued for each employee to document the personnel action. Notification will be sent to the authorized point of contacts within each department when the copies are available.

Non-General Funds & External Funds

The implementation of the new salary schedules for eligible employees occupying a position funded by either Non-General Funds or by an External Contract/Grant will be subject to the availability of funds verified by the Office of the Controller ("OOC") and the Office of Management & Budget ("OMB").

Additionally, Programs funded by Non-General Funds or that are awarded prior year carryover funds from their unexpended personnel savings are not eligible to utilize the Personnel Lapse Fund. Programs are responsible for identifying funds within their current budget to cover the additional costs:

Pursuant to the FY 2023 Budget Instructions Manual ("BIM") § VII.C.18, Budget Revision Request ("BRR") submitted to OMB for approval. After the funds are transferred/posted in FMIS, the Programs may begin implementing the new salary schedules by either requesting for an automation or through the PAF process.

Request for Automation

Non-General Fund and External Fund Programs may request for DPM to automate the GWA by submitting a Request for Automation, no later than close of business ("COB") on December 30, 2022. Any requests received after the deadline will not be accepted.

The Request for Automation is available on the DPM website at www.dpm.navajo-nsn.gov. Compliance with the established procedures and deadlines are expected.

Personnel Action Forms

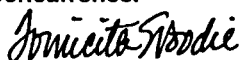
Programs also have the option to submit manual PAFs for their employees. However, a manual PAF is required for an employee in the following situations:

1. Employee's position is cost shared between multiple business units numbers
2. Temporary or Part-Time Employees
3. Employee is on any type of approved leave status, i.e. LWOP, Administrative, Military, Educational, Family and Medical or Furlough or Acting Status

For reference when preparing the PAF, a sample is attached and is also available on the DPM website. PAFs may be electronically submitted to: submitPAFs@dpm.navajo-nsn.gov. To avoid delays in processing, please ensure that a copy of the approved BRR is attached to the PAF.

Please feel free to contact the DPM, should you have any questions and/or need additional assistance.

Concurrence:



Tomicita Woodie, Human Resources Director
Department of Personnel Management

XC: Distribution

**NAVAJO NATION
SALARY SCHEDULE
FY 2023**

Navajo Nation
REGULAR

BX

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L	
51	7.58	7.80	8.04	8.27	8.54	8.77	9.03	9.31	9.61	9.87	10.16	10.51	
52	8.25	8.53	8.76	9.02	9.28	9.60	9.86	10.15	10.49	10.79	11.10	11.46	
53	9.01	9.27	9.57	9.83	10.12	10.45	10.77	11.07	11.42	11.76	12.11	12.50	
54	9.81	10.10	10.42	10.71	11.04	11.39	11.74	12.05	12.42	12.79	13.20	13.59	
55	10.69	11.01	11.36	11.68	12.02	12.39	12.75	13.15	13.55	13.97	14.37	14.81	
56	11.64	11.99	12.36	12.72	13.09	13.49	13.93	14.34	14.75	15.20	15.66	16.12	
57	12.69	13.07	13.47	13.87	14.31	14.72	15.16	15.62	16.08	16.59	17.06	17.59	
58	13.84	14.27	14.69	15.11	15.57	16.02	16.52	17.03	17.56	18.08	18.62	19.17	
59	15.09	15.55	16.00	16.47	16.99	17.52	18.04	18.60	19.15	19.52	19.93	20.51	
60	16.41	16.91	17.40	17.92	18.49	19.02	19.41	19.80	20.41	21.00	21.63	22.28	
61	17.88	18.44	18.98	19.56	19.77	20.34	20.96	21.59	22.23	22.90	23.60	24.34	
62	19.53	19.72	20.31	20.93	21.55	22.19	22.85	23.52	24.24	24.96	25.60	26.36	
63	20.86	21.46	22.11	22.79	23.46	24.17	24.90	25.55	26.27	27.07	27.87	28.73	
64	22.74	23.37	24.09	24.85	25.61	26.22	27.03	27.81	28.64	29.53	30.42	31.33	
65	24.80	25.54	26.16	26.95	27.76	28.57	29.45	30.32	31.23	32.18	33.12	34.11	
66	26.87	27.69	28.52	29.40	30.24	31.16	32.11	33.04	34.05	35.06	36.12	37.21	
67	29.31	30.16	31.06	32.01	32.96	33.98	35.00	36.05	37.12	38.20	39.35	40.54	
68	31.93	32.89	33.89	34.90	35.98	37.02	38.15	39.29	40.48	41.69	42.95	44.24	
69	34.81	35.85	36.92	38.04	39.21	40.34	41.53	42.82	44.10	45.40	46.79	48.20	
70	37.95	39.06	40.25	41.45	42.72	43.97	45.32	46.69	48.10	49.50	50.75	52.27	
71	41.37	42.59	43.87	45.19	46.55	47.93	49.38	50.86	52.15	53.71	55.30	56.96	
72	45.08	46.42	47.82	49.26	50.75	52.02	53.57	55.17	56.84	58.52	60.27	62.10	
73	49.12	50.62	51.86	53.45	55.06	56.70	58.39	60.14	61.95	63.79	65.74	67.68	
74	53.31	54.92	56.54	58.26	60.01	61.78	63.66	65.55	67.55	69.56	71.66	73.83	
75	58.10	59.83	61.62	63.49	65.39	67.37	69.37	71.45	73.61	75.81	78.08	80.42	
76	63.33	65.26	67.17	69.22	71.26	73.42	75.63	77.91	80.23	82.67	85.11	87.66	
77	69.03	71.13	73.24	75.44	77.70	80.04	82.44	84.91	87.48	90.08	92.79	95.55	

**NAVAJO NATION
SALARY SCHEDULE
FY 2023**

Navajo Nation
REGULAR

BX

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum
	A	B	C	D	E	F	G	H	I	J	K	L
51	15,827.04	16,286.40	16,787.52	17,267.76	17,831.52	18,311.76	18,854.64	19,439.28	20,065.68	20,608.56	21,214.08	21,944.88
52	17,226.00	17,810.64	18,290.88	18,833.76	19,376.64	20,044.80	20,587.68	21,193.20	21,903.12	22,529.52	23,176.80	23,928.48
53	18,812.88	19,355.76	19,982.16	20,525.04	21,130.56	21,819.60	22,487.76	23,114.16	23,844.96	24,554.88	25,285.68	26,100.00
54	20,483.28	21,088.80	21,756.96	22,362.48	23,051.52	23,782.32	24,513.12	25,160.40	25,932.96	26,705.52	27,561.60	28,375.92
55	22,320.72	22,988.88	23,719.68	24,387.84	25,097.76	25,870.32	26,622.00	27,457.20	28,292.40	29,169.36	30,004.56	30,923.28
56	24,304.32	25,035.12	25,807.68	26,559.36	27,331.92	28,167.12	29,085.84	29,941.92	30,798.00	31,737.60	32,698.08	33,658.56
57	26,496.72	27,290.16	28,125.36	28,960.56	29,879.28	30,735.36	31,654.08	32,614.56	33,575.04	34,639.92	35,621.28	36,727.92
58	28,897.92	29,795.76	30,672.72	31,549.68	32,510.16	33,449.76	34,493.76	35,558.64	36,665.28	37,751.04	38,878.56	40,026.96
59	31,507.92	32,468.40	33,408.00	34,389.36	35,475.12	36,581.76	37,667.52	38,836.80	39,985.20	40,757.76	41,613.84	42,824.88
60	34,264.08	35,308.08	36,331.20	37,416.96	38,607.12	39,713.76	40,528.08	41,342.40	42,616.08	43,848.00	45,163.44	46,520.64
61	37,333.44	38,502.72	39,630.24	40,841.28	41,279.76	42,469.92	43,764.48	45,079.92	46,416.24	47,815.20	49,276.80	50,821.92
62	40,778.64	41,175.36	42,407.28	43,701.84	44,996.40	46,332.72	47,710.80	49,109.76	50,613.12	52,116.48	53,452.80	55,039.68
63	43,555.68	44,808.48	46,165.68	47,585.52	48,984.48	50,466.96	51,991.20	53,348.40	54,851.76	56,522.16	58,192.56	59,988.24
64	47,481.12	48,796.56	50,299.92	51,886.80	53,473.68	54,747.36	56,438.64	58,067.28	59,800.32	61,658.64	63,516.96	65,417.04
65	51,782.40	53,327.52	54,622.08	56,271.60	57,962.88	59,654.16	61,491.60	63,308.16	65,208.24	67,191.84	69,154.56	71,221.68
66	56,104.56	57,816.72	59,549.76	61,387.20	63,141.12	65,062.08	67,045.68	68,987.52	71,096.40	73,205.28	75,418.56	77,694.48
67	61,199.28	62,974.08	64,853.28	66,836.88	68,820.48	70,950.24	73,080.00	75,272.40	77,506.56	79,761.60	82,162.80	84,647.52
68	66,669.84	68,674.32	70,762.32	72,871.20	75,126.24	77,297.76	79,657.20	82,037.52	84,522.24	87,048.72	89,679.60	92,373.12
69	72,683.28	74,854.80	77,088.96	79,427.52	81,870.48	84,229.92	86,714.64	89,408.16	92,080.80	94,795.20	97,697.52	100,641.60
70	79,239.60	81,557.28	84,042.00	86,547.60	89,199.36	91,809.36	94,628.16	97,488.72	100,432.80	103,356.00	105,966.00	109,139.76
71	86,380.56	88,927.92	91,600.56	94,356.72	97,196.40	100,077.84	103,105.44	106,195.68	108,889.20	112,146.48	115,466.40	118,932.48
72	94,127.04	96,924.96	99,848.16	102,854.88	105,966.00	108,617.76	111,854.16	115,194.96	118,681.92	122,189.76	125,843.76	129,664.80
73	102,562.56	105,694.56	108,283.68	111,603.60	114,965.28	118,389.60	121,918.32	125,572.32	129,351.60	133,193.52	137,265.12	141,315.84
74	111,311.28	114,672.96	118,055.52	121,646.88	125,300.88	128,996.64	132,922.08	136,868.40	141,044.40	145,241.28	149,626.08	154,157.04
75	121,312.80	124,925.04	128,662.56	132,567.12	136,534.32	140,668.56	144,844.56	149,187.60	153,697.68	158,291.28	163,031.04	167,916.96
76	132,233.04	136,262.88	140,250.96	144,531.36	148,790.88	153,300.96	157,915.44	162,676.08	167,520.24	172,614.96	177,709.68	183,034.08
77	144,134.64	148,519.44	152,925.12	157,518.72	162,237.60	167,123.52	172,134.72	177,292.08	182,658.24	188,087.04	193,745.52	199,508.40

**NAVAJO NATION
SALARY SCHEDULE
FY 2023**

BY

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L	
51	8.70	8.98	9.25	9.51	9.81	10.09	10.41	10.70	11.03	11.38	11.73	12.04	
52	9.48	9.80	10.08	10.40	10.69	11.01	11.37	11.71	12.03	12.39	12.75	13.17	
53	10.37	10.68	10.98	11.33	11.64	11.99	12.37	12.73	13.10	13.50	13.93	14.35	
54	11.28	11.61	11.97	12.33	12.71	13.08	13.47	13.89	14.33	14.74	15.17	15.63	
55	12.31	12.67	13.04	13.44	13.85	14.28	14.70	15.12	15.58	16.03	16.52	17.03	
56	13.42	13.81	14.22	14.65	15.09	15.55	16.00	16.45	16.97	17.49	18.00	18.55	
57	14.62	15.05	15.50	15.94	16.42	16.92	17.43	17.97	18.51	19.05	19.45	19.83	
58	15.91	16.37	16.85	17.38	17.91	18.47	18.99	19.57	19.79	20.39	21.00	21.61	
59	17.36	17.86	18.43	18.97	19.55	19.76	20.34	20.96	21.59	22.23	22.90	23.58	
60	18.90	19.44	19.81	20.22	20.84	21.44	22.10	22.77	23.44	24.13	24.89	25.52	
61	20.17	20.80	21.40	22.05	22.73	23.36	24.08	24.83	25.60	26.21	27.02	27.80	
62	22.02	22.67	23.33	24.03	24.78	25.50	26.12	26.93	27.75	28.55	29.43	30.30	
63	23.99	24.68	25.43	26.07	26.85	27.68	28.51	29.36	30.22	31.14	32.10	33.02	
64	26.02	26.80	27.63	28.43	29.31	30.16	31.06	31.98	32.95	33.95	34.95	36.04	
65	28.35	29.20	30.08	30.99	31.92	32.87	33.86	34.88	35.91	36.99	38.12	39.25	
66	30.92	31.82	32.80	33.78	34.80	35.82	36.90	38.01	39.17	40.32	41.51	42.78	
67	33.66	34.68	35.71	36.80	37.93	39.04	40.23	41.43	42.67	43.94	45.28	46.63	
68	36.73	37.82	38.99	40.13	41.36	42.59	43.86	45.18	46.54	47.92	49.37	50.86	
69	40.04	41.24	42.48	43.75	45.07	46.40	47.80	49.23	50.73	51.99	53.52	55.16	
70	43.65	44.95	46.28	47.67	49.11	50.60	51.84	53.40	55.04	56.68	58.36	60.11	
71	47.58	48.99	50.47	51.72	53.28	54.88	56.48	58.21	59.98	61.74	63.61	65.49	
72	51.58	53.13	54.71	56.35	58.08	59.79	61.59	63.46	65.36	67.31	69.31	71.39	
73	56.24	57.92	59.67	61.49	63.29	65.23	67.14	69.18	71.23	73.35	75.56	77.86	
74	61.32	63.14	65.01	66.98	68.99	71.07	73.22	75.42	77.67	80.03	82.43	84.88	
75	66.81	68.80	70.89	73.04	75.20	77.45	79.78	82.17	84.63	87.17	89.78	92.45	
76	72.82	75.02	77.28	79.59	81.96	84.44	86.95	89.61	92.28	95.05	97.91	100.83	
77	79.40	81.80	84.23	86.77	89.37	92.05	94.79	97.64	100.57	103.59	106.69	109.87	

NAVAJO NATION
SALARY SCHEDULE
FY 2023

BY

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP													Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L			
51	18,165.60	18,750.24	19,314.00	19,856.88	20,483.28	21,067.92	21,736.08	22,341.60	23,030.64	23,761.44	24,492.24	25,139.52			
52	19,794.24	20,462.40	21,047.04	21,715.20	22,320.72	22,988.88	23,740.56	24,450.48	25,118.64	25,870.32	26,622.00	27,498.96			
53	21,652.56	22,299.84	22,926.24	23,657.04	24,304.32	25,035.12	25,828.56	26,580.24	27,352.80	28,188.00	29,085.84	29,962.80			
54	23,552.64	24,241.68	24,993.36	25,745.04	26,538.48	27,311.04	28,125.36	29,002.32	29,921.04	30,777.12	31,674.96	32,635.44			
55	25,703.28	26,454.96	27,227.52	28,062.72	28,918.80	29,816.64	30,693.60	31,570.56	32,531.04	33,470.64	34,493.76	35,558.64			
56	28,020.96	28,835.28	29,691.36	30,589.20	31,507.92	32,468.40	33,408.00	34,347.60	35,433.36	36,519.12	37,584.00	38,732.40			
57	30,526.56	31,424.40	32,364.00	33,282.72	34,284.96	35,328.96	36,393.84	37,521.36	38,648.88	39,776.40	40,611.60	41,405.04			
58	33,220.08	34,180.56	35,182.80	36,289.44	37,396.08	38,565.36	39,651.12	40,862.16	41,321.52	42,574.32	43,848.00	45,121.68			
59	36,247.68	37,291.68	38,481.84	39,609.36	40,820.40	41,258.88	42,469.92	43,764.48	45,079.92	46,416.24	47,815.20	49,235.04			
60	39,463.20	40,590.72	41,363.28	42,219.36	43,513.92	44,766.72	46,144.80	47,543.76	48,942.72	50,383.44	51,970.32	53,285.76			
61	42,114.96	43,430.40	44,683.20	46,040.40	47,460.24	48,775.68	50,279.04	51,845.04	53,452.80	54,726.48	56,417.76	58,046.40			
62	45,977.76	47,334.96	48,713.04	50,174.64	51,740.64	53,244.00	54,538.56	56,229.84	57,942.00	59,612.40	61,449.84	63,266.40			
63	50,091.12	51,531.84	53,097.84	54,434.16	56,062.80	57,795.84	59,528.88	61,303.68	63,099.36	65,020.32	67,024.80	68,945.76			
64	54,329.76	55,958.40	57,691.44	59,361.84	61,199.28	62,974.08	64,853.28	66,774.24	68,799.60	70,887.60	72,975.60	75,251.52			
65	59,194.80	60,969.60	62,807.04	64,707.12	66,648.96	68,632.56	70,699.68	72,829.44	74,980.08	77,235.12	79,594.56	81,954.00			
66	64,560.96	66,440.16	68,486.40	70,532.64	72,662.40	74,792.16	77,047.20	79,364.88	81,786.96	84,188.16	86,672.88	89,324.64			
67	70,282.08	72,411.84	74,562.48	76,838.40	79,197.84	81,515.52	84,000.24	86,505.84	89,094.96	91,746.72	94,544.64	97,363.44			
68	76,692.24	78,968.16	81,411.12	83,791.44	86,359.68	88,927.92	91,579.68	94,335.84	97,175.52	100,056.96	103,084.56	106,195.68			
69	83,603.52	86,109.12	88,698.24	91,350.00	94,106.16	96,883.20	99,806.40	102,792.24	105,924.24	108,555.12	111,749.76	115,174.08			
70	91,141.20	93,855.60	96,632.64	99,534.96	102,541.68	105,652.80	108,241.92	111,499.20	114,923.52	118,347.84	121,855.68	125,509.68			
71	99,347.04	102,291.12	105,381.36	107,991.36	111,248.64	114,589.44	117,930.24	121,542.48	125,238.24	128,913.12	132,817.68	136,743.12			
72	107,699.04	110,935.44	114,234.48	117,658.80	121,271.04	124,841.52	128,599.92	132,504.48	136,471.68	140,543.28	144,719.28	149,062.32			
73	117,429.12	120,936.96	124,590.96	128,391.12	132,149.52	136,200.24	140,188.32	144,447.84	148,728.24	153,154.80	157,769.28	162,571.68			
74	128,036.16	131,836.32	135,740.88	139,854.24	144,051.12	148,394.16	152,883.36	157,476.96	162,174.96	167,102.64	172,113.84	177,229.44			
75	139,499.28	143,654.40	148,018.32	152,507.52	157,017.60	161,715.60	166,580.64	171,570.96	176,707.44	182,010.96	187,460.64	193,035.60			
76	152,048.16	156,641.76	161,360.64	166,183.92	171,132.48	176,310.72	181,551.60	187,105.68	192,680.64	198,464.40	204,436.08	210,533.04			
77	165,787.20	170,798.40	175,872.24	181,175.76	186,604.56	192,200.40	197,921.52	203,872.32	209,990.16	216,295.92	222,768.72	229,408.56			

NAVAJO NATION
SALARY SCHEDULE
FY 2023Commissioned
Law Enforcement Officers

PAY GRADE	Minimum		HOURLY RATES BY PAY GRADE AND STEP										Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L		
51	7.79	7.99	8.25	8.48	8.75	8.99	9.26	9.57	9.83	10.12	10.42	10.77		
52	8.45	8.74	8.98	9.25	9.51	9.82	10.11	10.41	10.76	11.07	11.37	11.75		
53	9.24	9.50	9.79	10.09	10.37	10.72	11.05	11.34	11.71	12.03	12.40	12.79		
54	10.07	10.35	10.69	10.97	11.30	11.67	12.01	12.37	12.73	13.10	13.52	13.93		
55	10.94	11.28	11.62	11.97	12.33	12.69	13.07	13.48	13.87	14.31	14.74	15.18		
56	11.94	12.30	12.66	13.04	13.43	13.83	14.27	14.71	15.12	15.57	16.03	16.52		
57	13.02	13.41	13.81	14.23	14.66	15.09	15.53	16.00	16.47	17.01	17.50	18.04		
58	14.19	14.63	15.05	15.48	15.96	16.43	16.94	17.45	18.00	18.53	19.08	19.66		
59	15.46	15.94	16.41	16.88	17.41	17.97	18.49	19.06	19.43	19.81	20.43	21.02		
60	16.82	17.31	17.82	18.35	18.95	19.50	19.72	20.30	20.92	21.54	22.18	22.84		
61	18.32	18.90	19.46	19.86	20.27	20.85	21.50	22.12	22.77	23.47	24.18	24.93		
62	19.82	20.20	20.82	21.46	22.07	22.73	23.42	24.11	24.85	25.59	26.25	27.03		
63	21.39	22.00	22.66	23.36	24.05	24.79	25.53	26.20	26.93	27.75	28.57	29.44		
64	23.32	23.96	24.68	25.48	26.26	26.85	27.70	28.51	29.37	30.25	31.17	32.13		
65	25.42	26.19	26.80	27.63	28.44	29.30	30.19	31.09	32.00	32.99	33.96	34.97		
66	27.53	28.37	29.22	30.14	31.02	31.95	32.92	33.87	34.90	35.94	37.02	38.15		
67	30.03	30.90	31.83	32.81	33.78	34.83	35.88	36.96	38.04	39.15	40.35	41.56		
68	32.73	33.69	34.74	35.78	36.88	37.95	39.08	40.28	41.49	42.75	44.01	45.33		
69	35.67	36.75	37.86	39.00	40.17	41.35	42.58	43.88	45.20	46.55	47.94	49.38		
70	38.90	40.03	41.25	42.48	43.77	45.09	46.45	47.85	49.30	50.76	52.02	53.58		
71	42.40	43.66	44.98	46.32	47.69	49.14	50.61	52.14	53.45	55.05	56.70	58.40		
72	46.19	47.59	49.01	50.48	52.02	53.31	54.89	56.54	58.26	59.99	61.78	63.66		
73	50.38	51.88	53.16	54.78	56.43	58.10	59.85	61.65	63.49	65.37	67.38	69.37		
74	54.64	56.29	57.95	59.71	61.51	63.34	65.26	67.18	69.23	71.33	73.46	75.66		
75	59.55	61.33	63.17	65.09	67.04	69.06	71.10	73.24	75.44	77.72	80.04	82.43		
76	64.90	66.89	68.85	70.95	73.06	75.25	77.52	79.86	82.23	84.72	87.24	89.86		
77	70.76	72.89	75.06	77.33	79.63	82.04	84.49	87.02	89.66	92.33	95.11	97.95		

NAVAJO NATION
SALARY SCHEDULE
FY 2023Commissioned
Law Enforcement Officers

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP													Maximum	
	A	B	C	D	E	F	G	H	I	J	K	L			
51	16,265.52	16,683.12	17,226.00	17,706.24	18,270.00	18,771.12	19,334.88	19,982.16	20,525.04	21,130.56	21,756.96	22,487.76			
52	17,643.60	18,249.12	18,750.24	19,314.00	19,856.88	20,504.16	21,109.68	21,736.08	22,466.88	23,114.16	23,740.56	24,534.00			
53	19,293.12	19,836.00	20,441.52	21,067.92	21,652.56	22,383.36	23,072.40	23,677.92	24,450.48	25,118.64	25,891.20	26,705.52			
54	21,026.16	21,610.80	22,320.72	22,905.36	23,594.40	24,366.96	25,076.88	25,828.56	26,580.24	27,352.80	28,229.76	29,085.84			
55	22,842.72	23,552.64	24,262.56	24,993.36	25,745.04	26,496.72	27,290.16	28,146.24	28,960.56	29,879.28	30,777.12	31,695.84			
56	24,930.72	25,682.40	26,434.08	27,227.52	28,041.84	28,877.04	29,795.76	30,714.48	31,570.56	32,510.16	33,470.64	34,493.76			
57	27,185.76	28,000.08	28,835.28	29,712.24	30,610.08	31,507.92	32,426.64	33,408.00	34,389.36	35,516.88	36,540.00	37,667.52			
58	29,628.72	30,547.44	31,424.40	32,322.24	33,324.48	34,305.84	35,370.72	36,435.60	37,584.00	38,690.64	39,839.04	41,050.08			
59	32,280.48	33,282.72	34,264.08	35,245.44	36,352.08	37,521.36	38,607.12	39,797.28	40,569.84	41,363.28	42,657.84	43,889.76			
60	35,120.16	36,143.28	37,208.16	38,314.80	39,567.60	40,716.00	41,175.36	42,386.40	43,680.96	44,975.52	46,311.84	47,689.92			
61	38,252.16	39,463.20	40,632.48	41,467.68	42,323.76	43,534.80	44,892.00	46,186.56	47,543.76	49,005.36	50,487.84	52,053.84			
62	41,384.16	42,177.60	43,472.16	44,808.48	46,082.16	47,460.24	48,900.96	50,341.68	51,886.80	53,431.92	54,810.00	56,438.64			
63	44,662.32	45,936.00	47,314.08	48,775.68	50,216.40	51,761.52	53,306.64	54,705.60	56,229.84	57,942.00	59,654.16	61,470.72			
64	48,692.16	50,028.48	51,531.84	53,202.24	54,830.88	56,062.80	57,837.60	59,528.88	61,324.56	63,162.00	65,082.96	67,087.44			
65	53,076.96	54,684.72	55,958.40	57,691.44	59,382.72	61,178.40	63,036.72	64,915.92	66,816.00	68,883.12	70,908.48	73,017.36			
66	57,482.64	59,236.56	61,011.36	62,932.32	64,769.76	66,711.60	68,736.96	70,720.56	72,871.20	75,042.72	77,297.76	79,657.20			
67	62,702.64	64,519.20	66,461.04	68,507.28	70,532.64	72,725.04	74,917.44	77,172.48	79,427.52	81,745.20	84,250.80	86,777.28			
68	68,340.24	70,344.72	72,537.12	74,708.64	77,005.44	79,239.60	81,599.04	84,104.64	86,631.12	89,262.00	91,892.88	94,649.04			
69	74,478.96	76,734.00	79,051.68	81,432.00	83,874.96	86,338.80	88,907.04	91,621.44	94,377.60	97,196.40	100,098.72	103,105.44			
70	81,223.20	83,582.64	86,130.00	88,698.24	91,391.76	94,147.92	96,987.60	99,910.80	102,938.40	105,986.88	108,617.76	111,875.04			
71	88,531.20	91,162.08	93,918.24	96,716.16	99,576.72	102,604.32	105,673.68	108,868.32	111,603.60	114,944.40	118,389.60	121,939.20			
72	96,444.72	99,367.92	102,332.88	105,402.24	108,617.76	111,311.28	114,610.32	118,055.52	121,646.88	125,259.12	128,996.64	132,922.08			
73	105,193.44	108,325.44	110,998.08	114,380.64	117,825.84	121,312.80	124,966.80	128,725.20	132,567.12	136,492.56	140,689.44	144,844.56			
74	114,088.32	117,533.52	120,999.60	124,674.48	128,432.88	132,253.92	136,262.88	140,271.84	144,552.24	148,937.04	153,384.48	157,978.08			
75	124,340.40	128,057.04	131,898.96	135,907.92	139,979.52	144,197.28	148,456.80	152,925.12	157,518.72	162,279.36	167,123.52	172,113.84			
76	135,511.20	139,666.32	143,758.80	148,143.60	152,549.28	157,122.00	161,861.76	166,747.68	171,696.24	176,895.36	182,157.12	187,627.68			
77	147,746.88	152,194.32	156,725.28	161,465.04	166,267.44	171,299.52	176,415.12	181,697.76	187,210.08	192,785.04	198,589.68	204,519.60			

SAMPLE

THE NAVAJO NATION
PERSONNEL ACTION FORM

Employee Position I.D. No.

DPM USE ONLY

<input type="checkbox"/> Employment Notice		<input checked="" type="checkbox"/> Change Notice		<input type="checkbox"/> Termination Notice		Effective Date October 1, 2022	
Employee Name (Last, First Middle) Doe, John Yazzie			Mailing Address (City, State, Zip Code)			Social Security Number 000-00-0000	
Census Number	Marital Status	Gender	Date of Birth	Ethnic Code	Worksite		
Division /Department DHR / Department of Personnel Management				Department Number 022	Business Unit Number 000000.0000		
Position Title Administrative Assistant				Class Code 1260	Grade Step BX62A	Hourly Rate \$ 19.53	Per Annum \$ 40,778.64
Remarks : General Wage Adjustment (GWA); Change in Schedule ID, Hourly Rate and Per Annum.							
Employee Signature UNAVAILABLE FOR SIGNATURE				Type of Termination: <input type="checkbox"/> Resignation <input type="checkbox"/> Discharge <input type="checkbox"/> Layoff			
Department Acceptance REQUIRED				This section must be completed to ensure that all Tribal monies/property during employment have accounted for by the Financial Services Department and the following NN Departments or Offices			
Department Release				Cashiers Ofc _____ EE Benefits _____ Accts Rec _____ EE Housing _____ P-Card Sec _____ Fleet Mgmt _____ Travel Adv _____ Property _____ Credit Svcs _____ Retirement _____ Veterans _____			
Department of Personnel Management				Clearance by initial from each section/departments.			

Type of Action: **General Wage Adjustment (GWA)**Notice Type: **Change**

Pursuant to the NNC Resolution No. , the Navajo Nation Fiscal Year 2023 Comprehensive Budget. was approved. Included in the approved budget a General Wage Adjustment (GWA) to increase salary and wages by 5.00%, effective on 10/01/2022.

Accordingly, the following Salary Schedules are to be utilized by all programs, departments and divisions of the Navajo Nation Executive and Legislative Branches for all personnel related matters, such as: employment, benefits, compensation/payroll and budgets:

- "BX" - Navajo Nation Regular
- "BY" - Navajo Nation Regular
- "BZ" - Public Safety - Commissioned Law Enforcement

In accordance with the FY 2023 Budget Instructions Manual ("BIM"), budget amounts shall be calculated by multiplying the employee's hourly rate by 2,088 hours.

ATTACHMENTS & SUPPORTING DOCUMENTS

- ☐ Approved Budget and/or Approved Budget Revision Request (BRR) - Copy

PAF REQUIREMENTS

- ☐ Employee's Signature is preferred but not required. If the employee is unavailable, the PAF must state "Unavailable for Signature"

- ☐ Department Acceptance Signature & Date

- ☐ Annual Salary is calculated at **2,088** hours pursuant to the Navajo Nation FY'23 Budget Instructions Manual (BIM).

Note: The Per Annum for Seasonal or Regular Part-Time employees shall be calculated by multiplying the estimated total number of work hours by the employee's hourly rate

OTHER REQUIREMENTS

- ☐ If the position is funded by an external contract and/or grant, verification from Contract Accounting/OOC is required prior to submitting the PAF to the DPM.

BUDGET AND FINANCE COMMITTEE

21 December 2022

Special Meeting

VOTE TALLY SHEET:

Legislation No. 0226-22: An Act Relating to the Law and Order, Health, Education and Human Services, and Budget and Finance Committees; Amending the FY23 Budget Instructions Manual to Implement Salary Schedule "BS" for Department of Criminal Investigations Civilian Employees and Salary Schedule "BZ" for Clinical Licensed Emergency Medical Services Employee Positions, and to Provide for the FY2023 General Wage Adjustment of 5% *Sponsored by Vince James, Council Delegate*


Motion: Jimmy Yellowhair

Second: Elmer P. Begay

Vote: 5-0, Chairman not voting

Final Vote Tally:

Jamie Henio		
Raymond Smith Jr.	yea	
Elmer P. Begay	yea	
Nathaniel Brown	yea	
Amber K. Crotty	yea	
Jimmy Yellowhair	yea	



Jamie Henio, Chairman
Budget & Finance Committee



Peggy Nakai, Legislative Advisor
Budget & Finance Committee