

RESOLUTION OF THE
NAABIK'ÍYÁTI' STANDING COMMITTEE OF THE
24th NAVAJO NATION COUNCIL -- First Year, 2019

AN ACTION
RELATING TO NAABIK'ÍYÁTI' COMMITTEE; APPROVING THE OFFICE OF
LEGISLATIVE SERVICES' NAVAJO NATION EMPLOYEE WELLNESS POLICY

SECTION ONE. AUTHORITY

- A. The Naabik'íyáti' Committee is a standing committee of the Navajo Nation Council with oversight authority over the Office of Legislative Services. 2 NNC §§ 700(A) and 701(A)(5).
- B. The Office of Legislative Services has the authority to provide a complete and full range of professional, technical and administrative support services to the Navajo Nation Council, Standing Committees of the Navajo Nation Council, unstaffed Commissions, Task Forces or Boards of the Navajo Nation Council, and Council Delegates. 2 N.N.C. § 952.
- C. The Office of Legislative Services further has the authority to provide general services including personnel administration and management. 2 N.N.C. § 954(A).

SECTION TWO. FINDINGS

- A. The health and wellbeing of all Navajo Nation staff is paramount to Navajo Nation.
- B. According to the Association for Applied Sport Psychology, there are many psychological benefits gained through exercise including: improved mood, reduced stress and increased ability to cope with stress, improved self-esteem, body image, and confidence, increased energy, decreased symptoms of depression, and better sleep patterns.
- C. In order to encourage employee health and wellness, the Office of Legislative Services has created an Employee Wellness Policy attached as **Exhibit A**.

- D. The Office of Legislative Services will provide staff with one of two wellness options: 1) two paid hours per week to participate in wellness activities; or 2) reimbursement up to \$25.00/month for a gym membership. See **Exhibit A**.
- E. It is in the best interest of Navajo Nation to adopt the Office of Legislative Services Employee Wellness Policy to ensure the wellbeing of all staff.

SECTION THREE. ACCEPTANCE AND APPROVAL

- A. The Naabik'iyáti' Committee hereby approves the Office of Legislative Services - Employee Wellness Policy attached as **Exhibit A**.

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the Naabik'iyáti' Committee of the 24th Navajo Nation Council at a duly called meeting in Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 13 in Favor, and 00 Opposed, on this 11th day of July 2019.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Honorable Seth Damon, Chairman
Naabik'iyáti' Committee

Motion: Honorable Vince James
Second: Honorable Eugenia Charles-Newton

Chairman Seth Damon not voting



**LEGISLATIVE BRANCH
OFFICE OF LEGISLATIVE SERVICES
ADMINISTRATIVE PROCEDURES**

SUBJECT	EMPLOYEE WELLNESS POLICY	RELEASE DATE July 11, 2019
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POLICY

Preface

The Office of Legislative Services is committed to wellness in their workplace. Office of Legislative Services will provide two wellness options for staff:

1. Option One
Two paid hours per week to participate in wellness activities
2. Option Two
Reimbursement, up to \$25.00 per month, for gym membership

Psychological Benefits of Wellness

According to the Association for Applied Sport Psychology, the following are common psychological benefits gained through exercise:

- Improved mood
- Reduced stress as well as an improved ability to cope with stress
- Improved self-esteem
- Increased satisfaction with oneself
- Improved body image
- Increased feelings of energy
- Improved in confidence in your physical abilities
- Decreased symptoms associated with depression
- Better sleep patterns

Recommendations Before Beginning Wellness Program

- Complete a Navajo Special Diabetes Program (NSDP) application including a fitness assessment and enroll in a wellness plan. Meet with a fitness specialist, nutritionist and/or

a recreation specialist for a wellness follow-up for a quarterly assessment. It is recommended for staff to take advantage of this service. Service is available free of charge.

- Consult with your medical provider to ensure it is safe to begin any physical exercise program

Authorized Wellness Benefits

It is important to know that employees are limited to only ONE (1) of the two options below:

(1) Paid Time for Wellness Activities

Employees may be granted two hours paid leave per week. Paid leave time shall require a signed leave slip approved by the employee's supervisor. Leave documentation must follow the Office of Legislative Time Procedures.

Time off for wellness activities is at the discretion of the supervisor. If staff are needed for meetings or time sensitive assignments, supervisor may disapprove paid wellness leave for staff.

Two hours per week cannot be accumulated for future use. Any unused leave within the week is forfeited at the end of that week.

(2) Reimbursement for Gym Membership

Staff may join any gym and be reimbursed, up to \$25.00 per month. In order to be eligible for reimbursement, staff must provide a proof of paid gym membership.

Savings Clause

The Office of Legislative Services reserves the right to cancel benefits based on funds availability or other unforeseen circumstances.

RECOMMENDED FOR IMPLEMENTATION


Tom Platero, Executive Director
Office of Legislative Services

LEGAL SUFFICIENCY CONCURRENCE


Edward McCool, Acting Chief Legislative Counsel
Office of Legislative Counsel

NAVAJO NATION

Naa'bik'iyati Committee

7/11/2019

09:43:20 PM

Amd# to Amd#	Legislation 0175-19: Approving	PASSED
MOT James, V	the Office of Legislative	
SEC Charles-Newton	Services' Navajo Nation Employee	
	Wellness Policy.	

Yea : 13

Nay : 0

Excused : 6

Not Voting : 4

Yea : 13

Begay, E	Halona, P	Smith	Tso, O
Begay, K	Henio, J	Tso, D	Walker, T
Charles-Newton	James, V	Tso, E	Yellowhair
Daniels			

Nay : 0

Excused : 6

Begay, P	Brown	Tso, C	Wauneka, E
BeGaye, N	Freeland, M		

Not Voting : 4

Yazzie	Stewart, W	Nez, R	Crotty
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Presiding Chair: Damon