

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

23RD NAVAJO NATION COUNCIL - Second Year, 2016

AN ACTION

RELATING TO LAW AND ORDER, HEALTH, EDUCATION AND HUMAN SERVICES BUDGET AND
FINANCE COMMITTEE; AMENDING THE NAVAJO NATION FISCAL YEAR 2017 BUDGET
INSTRUCTIONS MANUAL AT SECTION VIII. B. (1) AND APPENDICES, APPENDIX D,
SALARY SCHEDULES, TO INCLUDE SALARY SCHEDULE "AF"

BE IT ENACTED:

Section 1. Authority

- A. Pursuant to 2 N.N.C. § 601 (C) (1), the Law and Order Committee serves as the oversight committee for the Division of Public Safety.
- B. Pursuant to 2 N.N.C. § 401 (C) (1), the Law and Order Committee serves as the oversight committee for the Division of Human Resources.
- C. Navajo Nation established the Budget and Finance Committee as a Navajo Nation Council standing committee. 2 N.N.C. § 300 (A).
- D. Navajo Nation empowered the Budget and Finance Committee "[t]o promulgate rules and regulations relative to contracting, investments and financial matters." 2 N.N.C. § 301 (B) (1).
- E. The Navajo Nation Council instructs the Budget and Finance Committee to approve the budget instructions for each fiscal year. 12 N.N.C. § 830 (H).

- F. The Budget and Finance Committee adopted the Navajo Nation Fiscal Year 2017 Budget Instructions Manual. BFJN-18-16, June 21, 2016.
- G. The Budget and Finance Committee ". . . directs and authorizes the Office of Management and Budget to . . . recommend any amendments that it deems necessary to the Navajo Nation Fiscal Year 2017 Budget Instructions Manual for consideration by the Budget and Finance Committee." BFJN-18-16, Paragraph O.
- H. Council Delegates may also introduce proposed legislation to the Budget and Finance Committee. 2 N.N.C. § 164 (A)(1).

Section Two. Findings

- A. There is a need for the Navajo Division of Public Safety to utilize a specific Salary Schedule.
- B. The Department of Personnel Management has formulated Salary Schedule "AF" attached hereto and incorporated as Exhibit "A", in response to this need.
- C. The Law and Order Committee provided a proposed salary increase summary attached hereto and incorporated as Exhibit "B", in response to this need.

Section Three. Amendment

- A. The Budget and Finance Committee hereby amends the 2017 Budget Instructions Manual to Section VIII. B. (1) as follows:
 - 1. **Salary Schedule.** The detailed salary schedule for FY2017, in Appendix D, provides the pay grade and steps for all position classifications. Schedule AB is for use by class titles not eligible for a premium rate and Schedule AC is for use by class titles that have been determined eligible for the premium rate and Schedule AD is for use by the Navajo Head Start only for class titles not eligible for a

premium rate and Schedule AE is for use by the Navajo Head Start for class titles that have been determined eligible for the premium rate. Schedule AF is for use by the Navajo Division of Public Safety for Commissioned Law Enforcement Officers only. The appropriate schedules are also available from the respective Personnel Office, if not shown in this manual.

- B. Appendix D is amended to include and insert Salary Schedule "AF" attached as Exhibit "A" after Salary Schedule "AE", page 63 of the 2017 Budget Instructions Manual.
- C. This amendment shall be effective October 1, 2016.

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 at Window Rock, Navajo Nation (New Mexico), at which a quorum was present and that the same was passed by a vote of 4 in favor, 0 opposed, this 13th day of October, 2016.



Honorable Seth Damon, Chairperson
Budget and Finance Committee

Motion: Honorable Dwight Witherspoon
Second: Honorable Tom T. Chee

THE NAVAJO NATION - DIVISION OF PUBLIC SAFETY

Salary Schedule "AF"

STEP >	A	B	C	D	E	F	G	H	I	J	K	L
GRADE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
51	6.52	6.69	6.91	7.10	7.33	7.53	7.76	8.00	8.24	8.48	8.73	9.02
52	7.08	7.32	7.52	7.75	7.97	8.23	8.47	8.72	9.01	9.27	9.52	9.83
53	7.74	7.96	8.20	8.45	8.69	8.98	9.25	9.50	9.80	10.09	10.39	10.72
54	8.43	8.67	8.95	9.19	9.47	9.78	10.07	10.36	10.67	10.99	11.33	11.66
55	9.17	9.45	9.75	10.03	10.33	10.64	10.96	11.30	11.63	11.98	12.34	12.71
56	10.00	10.30	10.61	10.93	11.25	11.59	11.95	12.31	12.66	13.05	13.44	13.84
57	10.91	11.23	11.57	11.92	12.28	12.63	13.01	13.41	13.80	14.24	14.65	15.10
58	11.89	12.25	12.60	12.97	13.38	13.77	14.19	14.62	15.07	15.52	15.98	16.46
59	12.95	13.36	13.75	14.15	14.59	15.04	15.48	15.96	16.44	16.93	17.45	17.96
60	14.09	14.51	14.94	15.39	15.87	16.33	16.84	17.34	17.87	18.39	18.94	19.51
61	15.36	15.83	16.30	16.80	17.31	17.81	18.36	18.90	19.46	20.05	20.66	21.30
62	16.77	17.26	17.78	18.33	18.86	19.42	20.01	20.60	21.23	21.86	22.42	23.08
63	18.27	18.79	19.36	19.96	20.54	21.17	21.80	22.37	23.00	23.70	24.41	25.15
64	19.92	20.47	21.09	21.76	22.43	22.95	23.66	24.35	25.09	25.85	26.63	27.44
65	21.71	22.36	22.90	23.60	24.30	25.02	25.79	26.56	27.34	28.18	29.01	29.87
66	23.53	24.24	24.97	25.74	26.49	27.29	28.12	28.94	29.82	30.70	31.63	32.58
67	25.66	26.40	27.19	28.03	28.86	29.75	30.64	31.57	32.50	33.45	34.47	35.51
68	27.95	28.79	29.68	30.57	31.51	32.42	33.39	34.41	35.44	36.51	37.60	38.72
69	30.47	31.39	32.34	33.31	34.33	35.32	36.37	37.49	38.61	39.76	40.97	42.19
70	33.23	34.20	35.24	36.30	37.40	38.52	39.68	40.88	42.11	43.36	44.43	45.77
71	36.22	37.29	38.42	39.57	40.75	41.98	43.24	44.54	45.66	47.02	48.43	49.89
72	39.47	40.65	41.87	43.12	44.43	45.54	46.90	48.30	49.76	51.24	52.79	54.38
73	43.02	44.33	45.42	46.80	48.21	49.64	51.13	52.66	54.24	55.85	57.56	59.27
74	46.68	48.09	49.51	51.00	52.54	54.11	55.74	57.40	59.14	60.93	62.75	64.64
75	50.88	52.39	53.97	55.60	57.27	58.99	60.75	62.57	64.45	66.39	68.37	70.41
76	55.45	57.13	58.82	60.61	62.40	64.29	66.23	68.22	70.25	72.38	74.53	76.77
77	60.44	62.28	64.13	66.06	68.03	70.08	72.18	74.35	76.59	78.87	81.25	83.68

EXHIBIT

A

THE NAVAJO NATION - DIVISION OF PUBLIC SAFETY

Salary Schedule "AF"

STEP >	A	B	C	D	E	F	G	H	I	J	K	L
GRADE	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT	SALARY AMOUNT
51	13,561.60	13,915.20	14,372.80	14,768.00	15,246.40	15,662.40	16,140.80	16,640.00	17,139.20	17,638.40	18,158.40	18,761.60
52	14,726.40	15,225.60	15,641.60	16,120.00	16,577.60	17,118.40	17,617.60	18,137.60	18,740.80	19,281.60	19,801.60	20,446.40
53	16,099.20	16,556.80	17,056.00	17,576.00	18,075.20	18,678.40	19,240.00	19,760.00	20,384.00	20,987.20	21,611.20	22,297.60
54	17,534.40	18,033.60	18,616.00	19,115.20	19,697.60	20,342.40	20,945.60	21,548.80	22,193.60	22,859.20	23,566.40	24,252.80
55	19,073.60	19,656.00	20,280.00	20,862.40	21,486.40	22,131.20	22,796.80	23,504.00	24,190.40	24,918.40	25,667.20	26,436.80
56	20,800.00	21,424.00	22,068.80	22,734.40	23,400.00	24,107.20	24,856.00	25,604.80	26,332.80	27,144.00	27,955.20	28,787.20
57	22,692.80	23,358.40	24,065.60	24,793.60	25,542.40	26,270.40	27,060.80	27,892.80	28,704.00	29,619.20	30,472.00	31,408.00
58	24,731.20	25,480.00	26,208.00	26,977.60	27,830.40	28,641.60	29,515.20	30,409.60	31,345.60	32,281.60	33,238.40	34,236.80
59	26,936.00	27,788.80	28,600.00	29,432.00	30,347.20	31,283.20	32,198.40	33,196.80	34,195.20	35,214.40	36,296.00	37,356.80
60	29,307.20	30,180.80	31,075.20	32,011.20	33,009.60	33,966.40	35,027.20	36,067.20	37,169.60	38,251.20	39,395.20	40,580.80
61	31,948.80	32,926.40	33,904.00	34,944.00	36,004.80	37,044.80	38,188.80	39,312.00	40,476.80	41,704.00	42,972.80	44,304.00
62	34,881.60	35,900.80	36,982.40	38,126.40	39,228.80	40,393.60	41,620.80	42,848.00	44,158.40	45,468.80	46,633.60	48,006.40
63	38,001.60	39,083.20	40,268.80	41,516.80	42,723.20	44,033.60	45,344.00	46,529.60	47,840.00	49,296.00	50,772.80	52,312.00
64	41,433.60	42,577.60	43,867.20	45,260.80	46,654.40	47,736.00	49,212.80	50,648.00	52,187.20	53,768.00	55,390.40	57,075.20
65	45,156.80	46,508.80	47,632.00	49,088.00	50,544.00	52,041.60	53,643.20	55,244.80	56,867.20	58,614.40	60,340.80	62,129.60
66	48,942.40	50,419.20	51,937.60	53,539.20	55,099.20	56,763.20	58,489.60	60,195.20	62,025.60	63,856.00	65,790.40	67,766.40
67	53,372.80	54,912.00	56,555.20	58,302.40	60,028.80	61,880.00	63,731.20	65,665.60	67,600.00	69,576.00	71,697.60	73,860.80
68	58,136.00	59,883.20	61,734.40	63,585.60	65,540.80	67,433.60	69,451.20	71,572.80	73,715.20	75,940.80	78,208.00	80,537.60
69	63,377.60	65,291.20	67,267.20	69,284.80	71,406.40	73,465.60	75,649.60	77,979.20	80,308.80	82,700.80	85,217.60	87,755.20
70	69,118.40	71,136.00	73,299.20	75,504.00	77,792.00	80,121.60	82,534.40	85,030.40	87,588.80	90,188.80	92,414.40	95,201.60
71	75,337.60	77,563.20	79,913.60	82,305.60	84,760.00	87,318.40	89,939.20	92,643.20	94,972.80	97,801.60	100,734.40	103,771.20
72	82,097.60	84,552.00	87,089.60	89,689.60	92,414.40	94,723.20	97,552.00	100,464.00	103,500.80	106,579.20	109,803.20	113,110.40
73	89,481.60	92,206.40	94,473.60	97,344.00	100,276.80	103,251.20	106,350.40	109,532.80	112,819.20	116,168.00	119,724.80	123,281.60
74	97,094.40	100,027.20	102,980.80	106,080.00	109,283.20	112,548.80	115,939.20	119,392.00	123,011.20	126,734.40	130,520.00	134,451.20
75	105,830.40	108,971.20	112,257.60	115,648.00	119,121.60	122,699.20	126,360.00	130,145.60	134,056.00	138,091.20	142,209.60	146,452.80
76	115,336.00	118,830.40	122,345.60	126,068.80	129,792.00	133,723.20	137,758.40	141,897.60	146,120.00	150,550.40	155,022.40	159,681.60
77	125,715.20	129,542.40	133,390.40	137,404.80	141,502.40	145,766.40	150,134.40	154,648.00	159,307.20	164,049.60	169,000.00	174,054.40

LAW ENFORCEMENT SALARY COMPARABILITY STUDY SUMMARY

POSITION TITLE	NAVAJO NATION					SURVEY AVG	PROPOSED				
	GRADE	MIN	MID	MAX	SCHEDULE		GRADE	MIN	MID	MAX	INCREASE DIFF
Chief of Police	AB70	67,433.60	78,166.40	92,872.00	85,148.00	AF	73	89,481.60	103,251.20	123,281.60	22,048.00
Police Captain	AB69	61,838.40	71,676.80	85,612.80	65,975.00	AF	70	69,118.40	80,121.60	95,201.60	7,280.00
Police Lieutenant	AB67	52,062.40	60,361.60	72,051.20	55,583.50	AF	68	58,136.00	67,433.60	80,537.60	6,073.60
Police Sergeant	AB66	47,756.80	55,369.60	66,123.20	48,816.67	AF	67	53,372.80	61,880.00	73,860.80	5,616.00
Senior Police Officer	AB65B	45,364.80	50,772.80	60,611.20	46,152.40	AF	66	48,942.40	56,763.20	67,766.40	3,577.60
Police Officer	AB63C	39,291.20	42,952.00	51,043.20	41,482.67	AF	64	41,433.60	47,736.00	57,075.20	2,142.40
Police Recruit	AB61D	34,091.20	36,150.40	43,222.40	37,301.40	AF	63	38,001.60	44,033.60	52,312.00	3,910.40
Internal Affairs Supervisor	AB67	52,062.40	60,361.60	72,051.20	53,527.00	AF	68	58,136.00	67,433.60	80,537.60	6,073.60
Internal Affairs Investigator	AB64	40,414.40	46,571.20	55,681.60	38,824.00	AF	65	45,156.80	52,041.60	62,129.60	4,742.40
Director of Criminal Investigations	AB70	67,433.60	78,166.40	92,872.00	68,809.00	AF	71	75,337.60	87,318.40	103,771.20	7,904.00
Criminal Investigations Supervisor	AB68	56,721.60	65,790.40	78,582.40	57,408.00	AF	70	69,118.40	80,121.60	95,201.60	12,396.80
Senior Criminal Investigator	AB67	52,062.40	60,361.60	72,051.20	45,823.00	AF	68	58,136.00	67,433.60	80,537.60	
Criminal Investigator	AB65	44,054.40	50,772.80	60,611.20	44,830.00	AF	67	53,372.80	61,880.00	73,860.80	9,318.40

EXHIBIT

B

bbl:by

PROJECTED COST TO IMPLEMENT PROPOSED GRADE CHANGES INCLUDING A 2.5% INCREASE FOR
DIVISION OF PUBLIC SAFETY

BUS UNIT NO.	DEPARTMENT	CURRENT SALARY		PROP SALARY	INCREASE AMT	FRINGE AMT	TOTAL AMT
		AMT					
116001	NAV DEPT OF LAW ENFORCEMENT	119,267.20		120,473.60	4,222.40	1,925.42	6,147.82
116002	NDLE - CHINLE DISTRICT	68,556.80		69,264.00	2,433.60	1,109.73	3,543.33
116003	NDLE - CROWNPOINT DISTRICT	21,528.00		21,736.00	748.80	341.45	1,090.25
116005	NDLE - KAYENTA DISTRICT	45,926.40		46,384.00	1,622.40	739.82	2,362.22
116006	NDLE - SHIPROCK DISTRICT	44,428.80		44,886.40	1,580.80	720.85	2,301.65
116007	NDLE - TUBA CITY DISTRICT	87,526.40		88,420.80	3,120.00	1,422.73	4,542.73
116008	NDLE - WR DISTRICT	24,128.00		24,377.60	852.80	388.88	1,241.68
116010	NDLE - SUPPORT SVCS PROG	118,331.20		119,516.80	4,201.60	1,915.94	6,117.54
116012	NAV DEPT OF FIRE/RES SVCS	760,552.00		768,310.40	27,019.20	11,547.67	38,566.87
116013	NAV OFC OF INTERNAL AFFAIRS	24,128.00		24,377.60	852.80	388.88	1,241.68
116018	NAV DEPT OF PUBLIC SAFETY-ADMIN	30,326.40		30,638.40	1,081.60	493.21	1,574.81
116019	NAV DEPT OF EMERG MANAGEMENT	159,348.80		160,950.40	5,636.80	2,570.39	8,207.19
507010	DPS-SPECIAL REV GAMING	62,358.40		62,982.40	2,204.80	1,005.38	3,210.18
140728	FY'14 WR JUVENILE DETENTION	260,083.20		262,704.00	9,172.80	4,182.80	13,355.60
K140763	FY'14 CP ADULT DETENTION	218,254.40		220,438.40	7,716.80	3,518.83	11,235.63
K140764	FY'14 TC ADULT DETENTION	498,867.20		503,859.20	17,638.40	8,043.04	25,681.44
K150713	CRIMINAL INVESTIGATION	2,418,436.80		2,700,505.60	349,544.00	149,355.10	498,899.10
K160532	FY'16 EMS - BASE	5,328,523.20		5,382,374.40	188,864.00	86,122.13	274,986.13
K160713	LE PATROL-ADMIN	700,377.60		754,748.80	73,195.20	31,372.11	104,567.31
K160714	CHINLE DISTRICT	2,048,550.40		2,245,984.00	253,614.40	108,327.99	361,942.39
K160715	CROWNPOINT DISTRICT	2,248,126.40		2,466,713.60	280,363.20	119,690.54	400,053.74
K160716	KAYENTA DISTRICT	1,684,259.20		1,844,460.80	206,356.80	88,171.30	294,528.10
K160717	SHIPROCK DISTRICT	2,119,894.40		2,339,230.40	277,825.60	118,636.35	396,461.95
K160718	TUBA CITY DISTRICT	2,059,699.20		2,251,454.40	248,081.60	105,971.64	354,053.24
K160719	WINDOW ROCK DISTRICT	2,216,843.20		2,428,878.40	272,792.00	116,506.38	389,298.38
K160720	DILKON DISTRICT	1,186,348.80		1,310,545.60	156,956.80	67,038.35	223,995.15
K160721	TRAINING ACADEMY, LE PATROL	203,798.40		221,686.40	23,420.80	10,007.84	33,428.64
K160722	INFORMATION MGMT, LE PATROL	300,955.20		303,992.00	10,628.80	4,846.74	15,475.54
K160725	FY'16 CH JUVENILE DETENTION	1,069,265.80		1,079,998.40	37,772.80	17,224.30	54,997.10
K160726	FY'16 CP JUVENILE DETENTION	496,433.60		501,425.60	17,555.20	8,005.12	25,560.32
K160727	FY'16 TC JUVENILE DETENTION	1,020,905.60		1,031,180.80	36,088.00	16,456.04	52,544.04

K160728	FY'16 ADULT DETENTION SVC	5,433,022.40	5,487,539.20	192,067.20	87,582.07	279,649.27
K160731	LE CRIMINAL INVESTIGATION SE	455,748.80	496,745.60	53,393.60	22,804.36	76,197.96
K160738	FY'16 WR JUVENILE DETENTION	20300.8	20,508.80	728.00	331.97	1059.97
N01307	FIRE & RESCUE-TWIN ARROWS	26270.4	26,540.80	936.00	398.74	1334.74
	GRAND TOTAL	33,581,371.40	35,463,833.60	2,770,289.60	1,199,164.09	3,969,453.69