



The Navajo Nation **DR. BUU NYGREN** **PRESIDENT**
Yideeskáądi Nitsáhákees **RICHELLE MONTROYA** **VICE PRESIDENT**

August 4, 2023

Honorable Crystalyne Curley, Speaker
Navajo Nation Council
Post Office Box 3390
Window Rock, AZ 86515

RE: CJY-66-23 An Action Relating to The Health Education and Human Services Committee, Budget and Finance Committee, Naabik'iyáti' Committee, and Navajo Nation Council; Extending the CF-07-11 Designation of Savings from Personnel Accounts as Restricted Carryover Funds to be Used for Administering and Maintaining the Classification and Pay Plans; Extending the CF-07-11 Moratorium on Budget Revisions and/or Re-Allocations using Savings from the General Fund Personnel Accounts; Establishing the Personnel Savings Fund

Dear Speaker Curley,

I am pleased to sign into law this resolution CJY-66-23. This purpose of this resolution is to ensure that savings from personnel accounts continue to be utilized for the important purposes of step increases and bonuses for employees who earn them. It will also ensure funding for a general wage adjustment when Council determines one is necessary.

Please note that this resolution will allow for funding for the Human Resources Management subscription. The Navajo Nation Fiscal Recovery Funds Allocated to the FRF Office are available to pay for this subscription through December 31, 2026 provided that the funds are obligated in time. I encourage us to utilize our Fiscal Recovery Funds for the HRMS subscription during this period so that Navajo Nation funds can be used for employee step increases, bonuses, and potential general wage adjustments.

Sincerely,

Dr. Buu Nygren, President
THE NAVAJO NATION

RESOLUTION OF THE
NAVAJO NATION COUNCIL
25th NAVAJO NATION COUNCIL - FIRST YEAR, 2023

AN ACTION

RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, BUDGET AND FINANCE COMMITTEE, NAABIK'ÍYÁTI' COMMITTEE, AND NAVAJO NATION COUNCIL; EXTENDING THE CF-07-11 DESIGNATION OF SAVINGS FROM PERSONNEL ACCOUNTS AS RESTRICTED CARRYOVER FUNDS TO BE USED FOR ADMINISTERING AND MAINTAINING THE CLASSIFICATION AND PAY PLANS; EXTENDING THE CF-07-11 MORATORIUM ON BUDGET REVISIONS AND/OR RE-ALLOCATIONS USING SAVINGS FROM THE GENERAL FUND PERSONNEL ACCOUNTS; ESTABLISHING THE PERSONNEL LAPSE SAVINGS ACCOUNT

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Health Education and Human Services Committee is a standing committee of the Navajo Nation Council that is authorized to review and make recommendations relating to employment and labor. 2 N.N.C. §§ 400(A) and 401(B)(6)(a).
- B. The Budget & Finance Committee is a standing committee of the Navajo Nation Council that is authorized to review, and make recommendations concerning budgeting and management of all Navajo Nation funds. 2 N.N.C. §§ 300(A) and § 301(B)(2).
- C. The Naabik'íyáti' Committee is a standing committee of the Navajo Nation Council that is authorized to review all proposed legislations that require final action by the Navajo Nation Council. 2 N.N.C. § 164(A)(9).
- D. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102(A).

SECTION TWO. FINDINGS

- A. Pursuant to 2 N.N.C. § 1703(8)(1), the Department of Personnel Management ("DPM") is charged with the statutory responsibility to plan, organize, and administer the personnel management program of the Navajo Nation.
- B. In Fiscal Year 1999, DPM was awarded General Funds to conduct a Classification and Pay Plans Study, attached as **Exhibit 1-B**, to address employee positions and pay scales; DPM then implemented the results of the Study for the Executive, Legislative and Judicial Branches.

- C. It was determined that the yearly savings from unexpended General Funds personnel accounts would be sufficient to fund the continuation and implementation of the Classification and Pay Plans each Fiscal Year.
- D. To ensure that the Classification and Pay Plans Study was supported by sufficient on-going funding, the Navajo Nation Council adopted Resolution No. CAP-46-02, attached as **Exhibit 1-A**, designating the savings from the personnel accounts as restricted carryover funds to be used for administering and maintaining the Classification and Pay Plans implemented by DPM.
- E. CAP-46-02, **Exhibit 1-A**, also established a moratorium against budget re-allocations utilizing the savings from the General Fund personnel accounts.
- F. CAP-46-02 was amended by Resolution No. CF-07-11, attached as **Exhibit 1**, to expand the moratorium to include a prohibition against budget revisions utilizing the savings from the General Fund personnel accounts.
- G. CF-07-11 also instructed DPM and the Office of the Controller to establish a ceiling for the Personnel Savings account in the amount projected for the annual General Wage Adjustments, Step Increases and other salary adjustments pursuant to the Classification and Pay Plans with any excess or surplus funds to be deposited in the Unreserved Undesignated Fund Balance. **Exhibit 1**.
- H. The current moratorium on budget revisions and reallocations has not been updated in over a decade. The Navajo Nation Council has identified a need to clarify, update, and extend the moratorium established in CF-07-11 to reflect the current state of employee compensation for the Navajo Nation government.

SECTION THREE. EXTENDING THE MORATORIUM ON BUDGET REVISIONS AND REALLOCATIONS FROM THE PERSONNEL ACCOUNTS

- A. The moratorium on Budget Revisions and/or Reallocations from the Personnel Accounts established in CF-07-11, **Exhibit 1**, is hereby continued until rescinded by a vote of two-thirds (2/3) of the full membership of the Navajo Nation Council.
- B. The moratorium on Budget Revisions and/or Reallocations from the Personnel Accounts established in CF-07-11, **Exhibit 1**, is hereby extended as follows:

1. Funds appropriated to Personnel Accounts shall not be transferred or reallocated to non-Personnel Accounts at any time during the Fiscal Year; and
2. Funds shall not be transferred or reallocated between Personnel Accounts at any time during the fourth quarter of the Fiscal Year.

SECTION FOUR. ESTABLISHING RESTRICTIONS ON THE ALLOCATION OR APPROPRIATION OF SAVINGS FROM PERSONNEL ACCOUNTS

- A. All unexpended amounts in all Navajo Nation Program Personnel Accounts remaining at the end of each Fiscal Year shall automatically transfer to the Personnel Lapse Savings Account.
- B. The Personnel Lapse Savings Account was established as a restricted carryover account pursuant to CF-07-11, **Exhibit 1**. As a restricted carry-over account, the Personnel Lapse Savings Account is not subject to CD-72-22 and therefore does not and shall not lapse at the end of the Fiscal Year.
- C. The Personnel Lapse Savings Account shall first be allocated or appropriated for the following purposes in the following order:
 1. Annual subscription funding for the Human Resources Management System ("HRMS");
 2. Annual compensation increases for Navajo Nation employees, including step increases and bonuses;
 3. Annual General Wage Adjustment, if any; and
 4. A minimum account balance, as recommended by the Department of Personnel Management and the Office of the Controller, which balance shall be sufficient to fund the following fiscal year's projected HRMS subscription costs and projected annual compensation increases for Navajo Nation employees, including step increases and bonuses, but not including a following year General Wage Adjustment for the subsequent fiscal year.
- D. After the allocations or appropriations set forth above in subsection C have been satisfied, the Personnel Lapse Savings Account may be allocated or appropriated for other purposes.
- E. After the allocations or appropriations set forth above in subsections C and D have been satisfied, all remaining amounts in the Personnel Lapse Savings Account shall be deposited in the Unreserved Undesignated Fund Balance.

SECTION FIVE. EFFECTIVE DATE.

This Action by the Navajo Nation Council shall become effective in accordance with 2 N.N.C. § 221(B).

SECTION SIX. AMENDMENTS

Amendment or waiver of any provision herein shall require two thirds (2/3) vote of the full membership of the Navajo Nation Council.

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the 25th 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 22 in Favor, and 00 Opposed, on this 20th day of July 2023.



Honorable Crystalyne Curley, Speaker
25th Navajo Nation Council

7/27/23

DATE

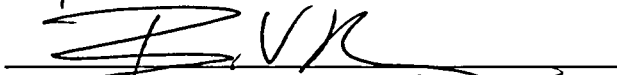
Motion: Honorable Shaandiin Parrish

Second: Honorable Brenda Jesus

Speaker Crystalyne Curley not voting

ACTION BY THE NAVAJO NATION PRESIDENT:

1. I, hereby, sign into law the foregoing legislation, pursuant to 2 N.N.C. § 1005 (C)(10), on this 4 day of April, 2023.



Buu Nygren, President
Navajo Nation

2. I, hereby, veto the foregoing legislation, pursuant to 2 N.N.C. § 1005 (C)(11), on this _____ day of _____, 2023 for the reason(s) expressed in the attached letter to the Speaker.

Buu Nygren, President
Navajo Nation

RESOLUTION OF THE
NAVAJO NATION COUNCIL22ND NAVAJO NATION COUNCIL - FIRST YEAR 2011

RELATING TO THE NÁBIK'YÁTI' COMMITTEE-BUDGET AND FINANCE;
AMENDING THE 19TH COUNCIL RESOLUTION CAP-46-02 TO READ AS
ESTABLISHING AND DESIGNATING THE PERSONNEL ACCOUNTS SAVINGS AS
RESTRICTED CARRYOVER FUNDS TO BE USED FOR ADMINISTERING AND
MAINTAINING THE CLASSIFICATION AND PAY PLANS BY THE DEPARTMENT
OF PERSONNEL MANAGEMENT AND FURTHER, IMPLEMENTING A MORATORIUM
ON ANY FUTURE PROPOSED BUDGET REVISIONS AND/OR RE-ALLOCATIONS
FROM THE GENERAL FUND PERSONNEL ACCOUNTS SAVING

BE IT ENACTED:

The Navajo Nation Council hereby amends Resolution CAP-46-02, as
attached as Exhibit "A", as follows:

1. Pursuant to 2 N.N.C. § 102(A), the Navajo Nation Council is the governing body of the Navajo Nation; and
2. Pursuant to 2 N.N.C. §1703(B)(1), the Department of Personnel Management (DPM) is a department within the Division of Human Resources and pursuant to its plan of operation is to plan, organize, and administer the personnel management program of the Navajo Nation; and
3. The Department of Personnel Management was funded in FY"99 to conduct a Classification and Pay Plan Study to address positions and pay; and
4. The Department of Personnel Management implemented the results of the Classification and Pay Plan Study for the Executive, Legislative and Judicial Branches as proposed in Exhibit "A", attached hereto and incorporated herein; and
5. Each fiscal year there are ~~position vacancies not filled, resulting in General Fund Personnel Accounts savings in the 1000 line items~~ unexpended personnel funds. These savings would be sufficient to preserve and perpetuate the Plans each year.

The Department of Personnel Management, therefore, proposes to utilize General fund Personnel Accounts savings for the purpose of implementing, administering and maintaining the classification and Pay Plans, pursuant to Exhibit "B" attached hereto and incorporated herein: and

6. To ensure that the General Funds Personnel Accounts savings are available to accomplish the above, a moratorium on any future budget revisions and/or reallocations beginning immediately and continuing indefinitely must be implemented; and

7. The Personnel Accounts savings must be designated as carryover funds restricted to the continued administration and maintenance of the plans; and

~~8. The Controller has reviewed the Personnel Accounts savings for Fiscal Year 2002 and has projected \$2,600,000 which can be utilized for the Department of Personnel Management study; and~~

~~9. The Office of Management and Budget reports that the annual average Personnel Lapse Fund Account from 1998 through 2000 was \$3.8 Million. For FY 01 and FY 02 a Personnel Lapse Fund was not established; and~~

8. It is in the best interest of the Navajo Nation to implement the results for the Classification and Pay Study conducted on all three branches of the Navajo Nation Government.

NOW THEREFORE BE IT RESOLVED THAT:

~~1. Notwithstanding the authorities of the Budget and Finance Committee of the Navajo Nation Council, the Navajo Nation Council hereby approves a budget re-appropriation in the amount of \$2,600,000 from all Branches Fiscal Year 2002 General Funds Personnel Accounts Savings (1000 line item) for the purpose of funding the implementation for the Classification and Pay Plans.~~

1. The Navajo Nation Council approves a moratorium on any future proposed Budget Revision and/or Reallocations from the General Funds Personnel Accounts Savings, effective immediately and until such time as the ceiling for the Personnel Lapse account in the amount projected for the annual General Wage Adjustment,

Step Increase and other salary adjustments pursuant to the Pay Plan is reached.

2. The Navajo Nation Council further authorizes all Branches General Funds Personnel Accounts savings to be established and designated as carryover funds restricted solely for use of administering and maintaining the Classification and Pay Plans by the Department of Personnel Management.

3. The Controller, with the concurrence of the Department of Personnel Management and Office of Management Budget, shall establish a ceiling for the Personnel Lapse account in the amount projected for the annual General Wage Adjustment, Step Increase and other salary adjustments pursuant to the Pay Plan. Any excess or surplus funds shall then be deposited to the Unreserved, Undesignated Fund Balance.

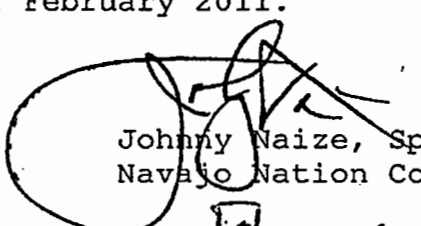
4. The Navajo Nation Council directs the Controller to do all things necessary to establish and maintain the General Funds Personnel Accounts savings in accordance with the foregoing.

5. This amended resolution may only be further amended by a vote of 2/3 of the Navajo Nation Council.

~~6. The effective date of the resolution shall be October 1, 2002.~~

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the 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 18 in favor and 1 opposed, this 15th day of February 2011.


Johnny Naize, Speaker
Navajo Nation Council

Feb 15, '11

Date

Motion: Kenneth Maryboy
Second: Roscoe Smith

ACTION BY THE NAVAJO NATION PRESIDENT:

1. I hereby sign into law the foregoing legislation, pursuant to 2 N.N.C. §1005 (C) (10), on this 15th day of February 2011.

Ben Shelly

Ben Shelly, President
Navajo Nation

2. I hereby veto the foregoing legislation, pursuant to 2 N.N.C. §1005 (C) (11), this _____ day of _____ 2011 for the reason(s) expressed in the attached letter to the Speaker.

Ben Shelly, President
Navajo Nation



RESOLUTION OF THE
NAVAJO NATION COUNCIL

Approving a Budget Re-appropriation in the Amount of \$2,600,000.00 from All Branches Fiscal Year 2002 General Funds Personnel Accounts Savings (1000 Line Item) for the Purpose of Funding the Implementation of the Classification and Pay Plans, Establishing and Designating the Personnel Accounts Savings as Restricted Carryover Funds to be Used Solely for Administering and Maintaining the Classification and Pay Plans by the Department of Personnel Management and Further, Implementing a Moratorium on Any Future Proposed Budget Re-allocations from General Fund Personnel Accounts Savings

WHEREAS:

1. Pursuant to 2 N.N.C. §102 (A), the Navajo Nation Council is the governing body of the Navajo Nation; and

2. Pursuant to 2 N.N.C. §1703 (B)(1), the Department of Personnel Management (DPM) is a department within the Division of Human Resources and pursuant to its plan of operation is to plan, organize, and administer the personnel management program of the Navajo Nation; and

3. The Department of Personnel Management was funded in FY'99 to conduct a Classification and Pay Plan Study to address positions and pay; and

4. The Department of Personnel Management is prepared to implement the results of the Classification and Pay Plan Study for the Executive, Legislative and Judicial Branches as proposed in Exhibit "A", attached hereto and incorporated herein; and

5. Each fiscal year there are position vacancies not filled, resulting in General Fund Personnel Accounts savings in the 1000 line items. These savings would be sufficient to preserve and perpetuate the Plans each year. The Department of Personnel Management, therefore, proposes to utilize General Fund Personnel Accounts savings for the purpose of implementing, administering and maintaining the Classification and Pay Plans, pursuant to Exhibit "B" attached hereto and incorporated herein; and

6. To ensure that the General Funds Personnel Accounts savings are available to accomplish the above, a moratorium on any future budget re-allocations beginning immediately and continuing indefinitely must be implemented; and

7. The Personnel Accounts savings must be designated as carryover funds restricted solely to the continued administration and maintenance of the plans; and

8. The Controller has reviewed the Personnel Accounts savings for Fiscal Year 2002 and has projected \$2,600,000.00 which can be utilized for the Department of Personnel Management study; and

9. The Office of Management and Budget reports that the annual average Personnel Lapse Fund Account from 1998 through 2000 was \$3.8 Million. For FY 01 and FY 02 a Personnel Lapse Fund was not established; and

10. It is in the best interest of the Navajo Nation to implement the results of the Classification and Pay Study conducted on all three branches of the Navajo Nation Government.

NOW THEREFORE BE IT RESOLVED THAT:

1. Notwithstanding the authorities of the Budget and Finance Committee of the Navajo Nation Council, the Navajo Nation Council hereby approves a budget re-appropriation in the amount of \$2,600,000.00 from all Branches Fiscal Year 2002 General Funds Personnel Accounts Savings (1000 line item) for the purpose of funding the implementation of the Classification and Pay Plans.

2. The Navajo Nation Council approves a moratorium on any future proposed Budget Reallocations from General Funds Personnel Accounts Savings, effective immediately.

3. The Navajo Nation Council further authorizes all Branches General Funds Personnel Accounts savings to be established and designated as carryover funds restricted solely for use of administering and maintaining the Classification and Pay Plans by the Department of Personnel Management.

4. The Navajo Nation Council directs the Controller to do all things necessary to establish and maintain the General Funds Personnel Accounts savings in accordance with the foregoing.

5. The effective date of the resolution shall be October 1, 2002.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the 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 62 in favor, 5 opposed and 1 abstained, this 30th day of April 2002.

Edward T. Begay

Edward T. Begay, Speaker
Navajo Nation Council

May 3, 2002

Date

Motion: Sampson Begay
Second: Robert Ortiz

ACTION BY THE NAVAJO NATION PRESIDENT:

1. I hereby give notice that I will not veto the foregoing legislation, pursuant to 2 N.N.C. Section 1005 (C) (10), on this 13th day of May 2002.

Kelsey A. Begaye
Kelsey A. Begaye, President
Navajo Nation

2. I hereby veto the foregoing legislation, pursuant to 2 N.N.C. Section 1005(C)(10) this _____ day of _____ 2002 for the reason(s) expressed in the attached letter to the Speaker.

Kelsey A. Begaye
Kelsey A. Begaye, President
Navajo Nation

“Exhibit B”

CLASSIFICATION & PAY PLAN COST PROJECTIONS

Implementation Date: 10/01/02

NAVAJO NATION

LISTING OF CLASSIFICATION TITLES AND ASSIGNED GRADES

CLASS CODE	CLASSIFICATION TITLE	GRADE
2005	Vital Statistics Technician	58
3692	Vocational Rehabilitation Counselor	63
3690	Vocational Rehabilitation Supervisor	66
3826	Volunteer Services Coordinator	60
4078	Voter Machine Technician	58
4001	Warehouse Supervisor	61
4003	Warehouse Worker	56
3021	Water Development Technician	60
3020	Water Resource Engineer	67
3007	Weights and Measures Inspector	60
4181	Welder	60
3180	Wildlife Biologist	65
3181	Wildlife Conservation Officer	58
3187	Wildlife Law Enforcement Manager	65
3188	Wildlife Manager	68
3182	Wildlife Technician	57
0589	Youth Counselor	00
0502	Youth Employee	MW
3280	Zoo Curator	64
3282	Zoo Maintenance Worker	56
3249	Zoologist	65

**SUMMARY PROJECTIONS TO IMPLEMENT
NEW SALARY SCHEDULE BY FUND**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
Chapter Claim Fund	6	25,812.80	5,254.00	31,066.80
Contract/Grant Fund	3,932	3,395,745.60	691,260.00	4,087,005.60
General Fund	1,848	2,149,398.68	437,514.00	2,586,912.68
No Year Appropriation	2	4,784.00	974.00	5,758.00
Proprietary Fund	166	308,422.40	62,779.00	371,201.40
Trust Funds	27	31,470.40	6,406.00	37,876.40
GRAND TOTAL:	5,981	5,915,633.88	1,204,187.00	7,119,820.88

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE
FOR GENERAL FUND POSITIONS BY DIVISIONS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	292	525,740.80	107,046.00	632,786.80
DIVISION OF DINE EDUCATION	70	113,443.20	23,099.00	136,542.20
DIVISION OF ECONOMIC DEVELOPMENT	58	104,915.20	21,357.00	126,272.20
DIVISION OF GENERAL SERVICES	107	90,147.20	18,345.00	108,492.20
DIVISION OF HEALTH	310	201,406.40	40,953.00	242,359.40
DIVISION OF HUMAN RESOURCES	74	59,737.60	12,161.00	71,898.60
DIVISION OF NATURAL RESOURCES	279	316,451.20	64,413.00	380,864.20
DIVISION OF PUBLIC SAFETY	49	44,137.60	8,988.00	53,125.60
DIVISION OF SOCIAL SERVICES	68	75,732.80	15,416.00	91,148.80
JUDICIAL BRANCH	143	120,952.00	24,611.00	145,563.00
LEGISLATIVE BRANCH	84	93,392.00	19,009.00	112,401.00
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	19	24,294.40	4,948.00	29,242.40
NAVAJO TAX COMMISSION	21	17,315.48	3,527.00	20,842.48
OFFICE OF MANAGEMENT & BUDGET	28	69,992.00	14,252.00	84,244.00
OFFICE OF THE ATTORNEY GENERAL	72	64,417.60	13,107.00	77,524.60
OFFICE OF THE CONTROLLER	129	177,070.40	36,056.00	213,126.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	45	50,252.80	10,226.00	60,478.80
GRAND TOTAL:	1,848	2,149,398.68	437,514.00	2,586,912.68

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR GENERAL FUNDED
POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	292	525,740.80	107,046.00	632,786.80
CAPITAL IMPROVEMENT / CDBG PROGRAM	13	27,060.80	5,508.00	32,568.80
DEPARTMENT OF TRANSPORTATION	12	22,900.80	4,662.00	27,562.80
DESIGN & ENGINEERING DEPARTMENT	17	27,705.60	5,640.00	33,345.60
DIVISION OF COMMUNITY DEVELOPMENT	11	22,339.20	4,546.00	26,885.20
LGSC - CHINLE AGENCY	34	53,872.00	10,970.00	64,842.00
LGSC - CROWNPOINT AGENCY	59	100,297.60	20,423.00	120,720.60
LGSC - FT. DEFANCE AGENCY	62	111,363.20	22,678.00	134,041.20
LGSC - SHIPROCK AGENCY	41	74,609.60	15,192.00	89,801.60
LGSC - TUBA CITY AGENCY	37	76,918.40	15,661.00	92,579.40
NAVAJO NATION SOLID WASTE MANAGEMENT PROGRAM	6	8,673.60	1,766.00	10,439.60
DIVISION OF DINE EDUCATION	70	113,443.20	23,099.00	136,542.20
DEPT OF HEAD START - WINDOW ROCK	7	5,636.80	1,150.00	6,786.80
DIVISION OF DINE EDUCATION	62	105,248.00	21,428.00	126,676.00
YOUTH SERVICES	1	2,558.40	521.00	3,079.40
DIVISION OF ECONOMIC DEVELOPMENT	58	104,915.20	21,357.00	126,272.20
DIVISION OF ECONOMIC DEVELOPMENT	58	104,915.20	21,357.00	126,272.20
DIVISION OF GENERAL SERVICES	107	90,147.20	18,345.00	108,492.20
COMMUNICATIONS AND UTILITIES DEPARTMENT	6	8,361.60	1,703.00	10,064.60
DEPARTMENT OF INFORMATION TECHNOLOGY	18	12,084.80	2,461.00	14,545.80
DIVISION OF GENERAL SERVICES	2	9,526.40	1,940.00	11,466.40
FACILITIES MAINTENANCE DEPARTMENT	63	45,656.00	9,289.00	54,945.00
INSURANCE SERVICES DEPARTMENT	2	5,824.00	1,185.00	7,009.00
NAVAJO AIR TRANSPORTATION DEPARTMENT	3	270.40	54.00	324.40
NAVAJO TRANSIT SYSTEM	6	6,593.60	1,341.00	7,934.60
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	1	166.40	34.00	200.40
RECORDS MANAGEMENT DEPARTMENT	5	1,560.00	317.00	1,877.00

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR GENERAL FUNDED
POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
RISK MANAGEMENT DEPARTMENT	1	104.00	21.00	125.00
DIVISION OF HEALTH	310	201,406.40	40,953.00	242,359.40
DIVISION OF HEALTH	4	11,856.00	2,414.00	14,270.00
NAAA - CROWNPOINT AGENCY	80	49,649.60	10,097.00	59,746.60
NAAA - FORT DEFIANCE AGENCY	69	45,780.80	9,306.00	55,086.80
NAAA - SENIOR CITIZEN CENTER PROGRAM	44	30,388.80	6,180.00	36,568.80
NAAA - SHIPROCK AGENCY	54	33,758.40	6,862.00	40,620.40
NAAA - TUBA CITY AGENCY	44	25,688.00	5,223.00	30,911.00
NAVAJO AREA AGENCY ON AGING	8	1,768.00	359.00	2,127.00
OFFICE OF ENVIRONMENTAL HEALTH/CODE ENFORCEMENT	1	228.80	47.00	275.80
OFFICE OF NAVAJO URANIUM MINE WORKERS	6	2,288.00	465.00	2,753.00
DIVISION OF HUMAN RESOURCES	74	59,737.60	12,161.00	71,898.60
DEPARTMENT OF NAVAJO VETERANS AFFAIRS	17	10,670.40	2,172.00	12,842.40
DEPARTMENT OF PERSONNEL MANAGEMENT	20	10,587.20	2,155.00	12,742.20
DIVISION OF HUMAN RESOURCES	1	104.00	21.00	125.00
NAVAJO DEPARTMENT OF WORKFORCE DEVELOPMENT	1	8,756.80	1,783.00	10,539.80
NAVAJO OCCUPATIONAL SAFETY & HEALTH PROGRAM	3	1,019.20	207.00	1,226.20
OFFICE OF BROADCASTING SERVICES	7	5,387.20	1,097.00	6,484.20
OFFICE OF NAVAJO LABOR RELATIONS	14	9,276.80	1,889.00	11,165.80
OFFICE OF NAVAJO WOMEN & FAMILIES	3	2,808.00	571.00	3,379.00
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	2	7,342.40	1,495.00	8,837.40
STAFF DEVELOPMENT & TRAINING PROGRAM	6	3,785.60	771.00	4,556.60
DIVISION OF NATURAL RESOURCES	279	316,451.20	64,413.00	380,864.20
AGRICULTURE DEPARTMENT	28	30,908.80	6,292.00	37,200.80
ARCHAEOLOGY DEPARTMENT	3	14,206.40	2,892.00	17,098.40
DIVISION OF NATURAL RESOURCES	4	12,792.00	2,605.00	15,397.00
FISH & WILDLIFE DEPARTMENT	23	14,830.40	3,023.00	17,853.40

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR GENERAL FUNDED
POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
FORESTRY DEPARTMENT	7	4,284.80	871.00	5,155.80
HISTORIC PRESERVATION DEPARTMENT	22	48,568.00	9,889.00	58,457.00
MINERALS DEPARTMENT	8	12,001.60	2,442.00	14,443.60
NAVAJO LAND ADMINISTRATION	45	35,256.00	7,178.00	42,434.00
PARKS & RECREATION	14	12,646.40	2,575.00	15,221.40
RESOURCE ENFORCEMENT	27	21,632.00	4,400.00	26,032.00
WATER RESOURCE MANAGEMENT	2	1,851.20	377.00	2,228.20
WATER RESOURCES DEPARTMENT	96	107,473.60	21,869.00	129,342.60
DIVISION OF PUBLIC SAFETY	49	44,137.60	8,988.00	53,125.60
DEPARTMENT OF HIGHWAY SAFETY	3	4,014.40	818.00	4,832.40
DEPARTMENT OF LAW ENFORCEMENT	17	14,248.00	2,900.00	17,148.00
DIVISION OF PUBLIC SAFETY	2	561.60	114.00	675.60
EMERGENCY MANAGEMENT	4	1,352.00	276.00	1,628.00
FIRE AND RESCUE SERVICES DEPARTMENT	12	15,870.40	3,232.00	19,102.40
NDPS - KAYENTA DISTRICT	2	624.00	127.00	751.00
NDPS - SHIPROCK DISTRICT	3	2,308.80	471.00	2,779.80
NDPS - TUBA CITY DISTRICT	3	3,099.20	631.00	3,730.20
NDPS - WINDOW ROCK DISTRICT	2	436.80	89.00	525.80
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	1	1,622.40	330.00	1,952.40
DIVISION OF SOCIAL SERVICES	68	75,732.80	15,416.00	91,148.80
DIVISION OF SOCIAL SERVICES	12	12,958.40	2,637.00	15,595.40
DSS - CHINLE AGENCY	21	11,814.40	2,404.00	14,218.40
DSS - CROWNPOINT AGENCY	4	9,172.80	1,867.00	11,039.80
DSS - FORT DEFIANCE AGENCY	10	15,600.00	3,176.00	18,776.00
DSS - SHIPROCK AGENCY	10	8,569.60	1,745.00	10,314.60
DSS - SOUTHWEST REGIONAL OFFICE	6	5,116.80	1,042.00	6,158.80
DSS - TUBA CITY AGENCY	4	12,334.40	2,511.00	14,845.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	1	166.40	34.00	200.40

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR GENERAL FUNDED
POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
JUDICIAL BRANCH	143	120,952.00	24,611.00	145,563.00
JUDICIAL BRANCH	143	120,952.00	24,611.00	145,563.00
LEGISLATIVE BRANCH	84	93,392.00	19,009.00	112,401.00
LEGISLATIVE BRANCH	42	52,852.80	10,758.00	63,610.80
LGSC - CHINLE AGENCY	3	4,929.60	1,003.00	5,932.60
LGSC - FT. DEFIANCE AGENCY	4	1,456.00	297.00	1,753.00
LGSC - SHIPROCK AGENCY	4	2,308.80	470.00	2,778.80
LGSC - TUBA CITY AGENCY	4	1,040.00	212.00	1,252.00
NAVAJO ELECTION ADMINISTRATION	11	20,196.80	4,110.00	24,306.80
OFFICE OF NAVAJO GOVERNMENT DEVELOPMENT	6	3,182.40	647.00	3,829.40
OFFICE OF THE AUDITOR GENERAL	10	7,425.60	1,512.00	8,937.60
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	19	24,294.40	4,948.00	29,242.40
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	18	22,734.40	4,630.00	27,364.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	1	1,560.00	318.00	1,878.00
NAVAJO TAX COMMISSION	21	17,315.48	3,527.00	20,842.48
OFFICE OF TAX COMMISSION	19	15,932.80	3,245.00	19,177.80
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	2	1,382.68	282.00	1,664.68
OFFICE OF MANAGEMENT & BUDGET	28	69,992.00	14,252.00	84,244.00
OFFICE OF CONTRACTS AND GRANTS	12	25,168.00	5,124.00	30,292.00
OFFICE OF MANAGEMENT & BUDGET	16	44,824.00	9,128.00	53,952.00
OFFICE OF THE ATTORNEY GENERAL	72	64,417.60	13,107.00	77,524.60
OFFICE OF THE ATTORNEY GENERAL	24	24,148.80	4,915.00	29,063.80
OFFICE OF THE PROSECUTOR	48	40,268.80	8,192.00	48,460.80
OFFICE OF THE CONTROLLER	129	177,070.40	36,056.00	213,126.40
DIVISION OF FINANCE	10	19,718.40	4,016.00	23,734.40
FINANCIAL SERVICES DEPARTMENT	92	132,454.40	26,971.00	159,425.40

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR GENERAL FUNDED
POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
PROPERTY MANAGEMENT DEPARTMENT	23	17,472.00	3,557.00	21,029.00
PURCHASING SERVICES DEPARTMENT	4	7,425.60	1,512.00	8,937.60
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	45	50,252.80	10,226.00	60,478.80
NAVAJO & HOPI DEVELOPMENT	10	12,084.00	2,456.00	14,520.00
NAVAJO NATION WASHINGTON OFFICE	6	3,764.80	767.00	4,531.80
OFFICE OF NAVAJO PUBLIC DEFENDER	12	15,662.40	3,185.00	18,847.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	17	18,761.60	3,818.00	22,579.60
GRAND TOTAL:	1,848	2,149,398.68	437,514.00	2,586,912.68

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE
FOR CONTRACT / GRANT FUNDED POSITIONS BY DIVISIONS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	61	52,332.80	10,655.00	62,987.80
DIVISION OF DINE EDUCATION	1,058	427,939.20	87,145.00	515,084.20
DIVISION OF GENERAL SERVICES	22	33,841.60	6,887.00	40,728.60
DIVISION OF HEALTH	790	936,374.40	190,613.00	1,126,987.40
DIVISION OF HUMAN RESOURCES	266	214,968.00	43,766.00	258,734.00
DIVISION OF NATURAL RESOURCES	240	384,841.60	78,337.00	463,178.60
DIVISION OF PUBLIC SAFETY	785	680,139.20	138,432.00	818,571.20
DIVISION OF SOCIAL SERVICES	613	565,177.60	115,043.00	680,220.60
JUDICIAL BRANCH	33	17,409.60	3,539.00	20,948.60
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	54	66,331.20	13,507.00	79,838.20
OFFICE OF THE ATTORNEY GENERAL	8	12,230.40	2,489.00	14,719.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	2	4,160.00	847.00	5,007.00
GRAND TOTAL:	3,932	3,395,745.60	691,260.00	4,087,005.60

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	61	52,332.80	10,655.00	62,987.80
CAPITAL IMPROVEMENT / CDBG PROGRAM	6	1,123.20	228.00	1,351.20
CHINLE HOUSING SERVICES OFFICE	4	2,932.80	597.00	3,529.80
DEPARTMENT OF TRANSPORTATION	20	23,795.20	4,846.00	28,641.20
DESIGN & ENGINEERING DEPARTMENT	4	1,788.80	364.00	2,152.80
EASTERN NAVAJO HOUSING SERVICES OFFICE	4	2,932.80	597.00	3,529.80
FORT DEFIANCE HOUSING SERVICES OFFICE	4	2,620.80	533.00	3,153.80
HOUSING SERVICES DEPARTMENT	11	12,001.60	2,444.00	14,445.60
SHIPROCK HOUSING SERVICES OFFICE	4	2,932.80	597.00	3,529.80
WESTERN NAVAJO HOUSING SERVICES OFFICE	4	2,204.80	449.00	2,653.80
DIVISION OF DINE EDUCATION	1,058	427,939.20	87,145.00	515,084.20
DEPARTMENT OF HIGHER EDUCATION	27	13,665.60	2,779.00	16,444.60
DEPT OF HEAD START - CHINLE AGENCY OFFICE	23	12,958.40	2,639.00	15,597.40
DEPT OF HEAD START - CROWNPOINT	28	10,712.00	2,182.00	12,894.00
DEPT OF HEAD START - FT. DEFIANCE AGENCY OFFICE	34	18,179.20	3,704.00	21,883.20
DEPT OF HEAD START - SHIPROCK AGENCY OFFICE	17	7,092.80	1,443.00	8,535.80
DEPT OF HEAD START - TUBA CITY AGENCY OFFICE	32	15,184.00	3,093.00	18,277.00
DEPT OF HEAD START - WINDOW ROCK	29	25,001.60	5,093.00	30,094.60
DIVISION OF DINE EDUCATION	78	88,545.60	18,024.00	106,569.60
FORD TEACHER EDUCATION PROGRAM	14	15,059.20	3,067.00	18,126.20
HEAD START - ADAAHZOHNI	4	1,164.80	237.00	1,401.80
HEAD START - ANETH	4	748.80	152.00	900.80
HEAD START - BACA I	5	2,433.60	496.00	2,929.60
HEAD START - BACA II	5	1,872.00	362.00	2,254.00
HEAD START - BECENTI	4	707.20	144.00	851.20
HEAD START - BECLABITO	4	2,516.80	513.00	3,029.80
HEAD START - BIRDSPRINGS	1	83.20	17.00	100.20
HEAD START - BITTERSPRINGS HOMEBASE	1	83.20	17.00	100.20

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
HEAD START - BLACK MESA	4	1,268.80	258.00	1,526.80
HEAD START - BLACK MESA & OJATO HOMEBASE	2	166.40	34.00	200.40
HEAD START - BLUE GAP I	8	2,392.00	487.00	2,879.00
HEAD START - BREADSPRINGS	4	3,931.20	801.00	4,732.20
HEAD START - CAMERON	5	977.60	199.00	1,176.60
HEAD START - CANONCITO I	4	977.60	199.00	1,176.60
HEAD START - CANONCITO II & III	6	1,955.20	398.00	2,353.20
HEAD START - CARSON	4	1,684.80	343.00	2,027.80
HEAD START - CASAMERO LAKE	3	270.40	55.00	325.40
HEAD START - CHICHILTAH	4	707.20	144.00	851.20
HEAD START - CHILCHINBETO	4	1,019.20	207.00	1,226.20
HEAD START - CHINLE	33	7,779.20	1,583.00	9,362.20
HEAD START - CHURCH ROCK I HOMEBASE	4	1,913.60	389.00	2,302.60
HEAD START - CHURCH ROCK II	5	3,910.40	797.00	4,707.40
HEAD START - COPPERMINE HOMEBASE	1	624.00	127.00	751.00
HEAD START - CORNFIELDS	4	520.00	106.00	626.00
HEAD START - COTTONWOOD	5	1,352.00	275.00	1,627.00
HEAD START - COUNSELOR HOMEBASE	7	2,849.60	580.00	3,429.60
HEAD START - COVE	4	707.20	144.00	851.20
HEAD START - COWSPRINGS HOMEBASE	4	707.20	144.00	851.20
HEAD START - COYOTE CANYON	4	3,328.00	679.00	4,007.00
HEAD START - CROWNPOINT I	4	1,164.80	237.00	1,401.80
HEAD START - CROWNPOINT II & III	8	1,268.80	259.00	1,527.80
HEAD START - CRYSTAL	4	707.20	144.00	851.20
HEAD START - CUDEI	4	748.80	152.00	900.80
HEAD START - DALTON PASS	4	2,371.20	482.00	2,853.20
HEAD START - DEL MUERTO I	8	1,268.80	259.00	1,527.80
HEAD START - DENNEHOTSO I	8	5,220.80	1,064.00	6,284.80
HEAD START - DILCON I	8	1,019.20	208.00	1,227.20

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
HEAD START - DILCON II	12	2,412.80	492.00	2,904.80
HEAD START - FOREST LAKE	4	707.20	144.00	851.20
HEAD START - FORT DEFIANCE I	7	3,307.20	675.00	3,982.20
HEAD START - FORT DEFIANCE II	4	1,144.00	233.00	1,377.00
HEAD START - FORT WINGATE	4	561.60	115.00	676.60
HEAD START - GANADO I	5	603.20	123.00	726.20
HEAD START - GAP	5	790.40	162.00	952.40
HEAD START - GREASEWOOD	5	1,892.80	385.00	2,277.80
HEAD START - HARDROCK	8	3,660.80	745.00	4,405.80
HEAD START - HAYSTACK	4	707.20	144.00	851.20
HEAD START - HOGBACK	7	1,123.20	229.00	1,352.20
HEAD START - HOUCK	5	977.60	199.00	1,176.60
HEAD START - INDIAN VILLAGE	4	707.20	144.00	851.20
HEAD START - INDIAN WELLS	4	582.40	118.00	700.40
HEAD START - INSCRIPTION HOUSE I & II	7	3,785.60	771.00	4,556.60
HEAD START - IYANBITO	4	2,433.60	496.00	2,929.60
HEAD START - JEDDITO	8	2,142.40	436.00	2,578.40
HEAD START - JONES RANCH	4	790.40	161.00	951.40
HEAD START - KAIBETO I & II	9	1,892.80	386.00	2,278.80
HEAD START - KAYENTA I	7	790.40	161.00	951.40
HEAD START - KAYENTA II	6	2,017.60	413.00	2,430.60
HEAD START - KAYENTA IV	7	1,726.40	353.00	2,079.40
HEAD START - KINLICHEE	5	1,019.20	207.00	1,226.20
HEAD START - KLAGETOH I	10	1,643.20	335.00	1,978.20
HEAD START - LAKE VALLEY	4	2,891.20	588.00	3,479.20
HEAD START - LECHEE I	6	1,060.80	216.00	1,276.80
HEAD START - LECHEE II	4	1,393.60	283.00	1,676.60
HEAD START - LECHEE III	3	561.60	114.00	675.60
HEAD START - LEUPP I	7	1,227.20	249.00	1,476.20

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
HEAD START - LEUPP II	1	145.60	30.00	175.60
HEAD START - LEUPP III	4	624.00	127.00	751.00
HEAD START - LITTLEWATER	4	977.60	199.00	1,176.60
HEAD START - LOW MOUNTAIN I	6	1,934.40	393.00	2,327.40
HEAD START - LOW MOUNTAIN II	3	998.40	203.00	1,201.40
HEAD START - LUKACHUKAI	6	1,560.00	318.00	1,878.00
HEAD START - LUPTON	5	852.80	174.00	1,026.80
HEAD START - MANUELITO	4	707.20	144.00	851.20
HEAD START - MANY FARMS	10	4,638.40	945.00	5,583.40
HEAD START - MARIANO LAKE	4	707.20	144.00	851.20
HEAD START - MEXICAN SPRINGS	4	1,643.20	335.00	1,978.20
HEAD START - MEXICAN WATER	4	2,620.80	534.00	3,154.80
HEAD START - NAGEEZI I	7	3,681.60	750.00	4,431.60
HEAD START - NAGEEZI II	5	1,372.80	280.00	1,652.80
HEAD START - NASCHITTI	4	936.00	190.00	1,126.00
HEAD START - NASCHITTI HOMEBASE	1	644.80	131.00	775.80
HEAD START - NAVAJO MOUNTAIN	3	1,060.80	215.00	1,275.80
HEAD START - NAZLINI	5	1,996.80	406.00	2,402.80
HEAD START - NENAHNEZAD I	6	1,497.60	304.00	1,801.60
HEAD START - NENAHNEZAD II	3	665.60	136.00	801.60
HEAD START - NEWCOMB	5	852.80	174.00	1,026.80
HEAD START - NEWLANDS HOMEBASE / EAST MILL CENTER	12	2,932.80	597.00	3,529.80
HEAD START - OAK SPRINGS	4	707.20	144.00	851.20
HEAD START - OJO AMARILLO HOMEBASE	1	644.80	131.00	775.80
HEAD START - OJO ENCINO	4	2,246.40	458.00	2,704.40
HEAD START - OLJATO	4	1,206.40	245.00	1,451.40
HEAD START - PEREA	4	1,747.20	355.00	2,102.20
HEAD START - PINEDALE I	4	894.40	182.00	1,076.40
HEAD START - PINEDALE II	5	790.40	161.00	951.40

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
HEAD START - PINON I	12	5,137.60	1,045.00	6,182.60
HEAD START - PUEBLO PINTADO	5	852.80	174.00	1,026.80
HEAD START - RED LAKE	5	790.40	161.00	951.40
HEAD START - RED MESA	4	707.20	144.00	851.20
HEAD START - RED ROCK I	5	915.20	187.00	1,102.20
HEAD START - RED ROCK II & III	8	1,414.40	288.00	1,702.40
HEAD START - RED VALLEY	4	707.20	144.00	851.20
HEAD START - REHOBOTH	4	707.20	144.00	851.20
HEAD START - ROCK POINT	5	790.40	161.00	951.40
HEAD START - ROCK SPRINGS	7	1,123.20	229.00	1,352.20
HEAD START - ROUGH ROCK	5	644.80	132.00	776.80
HEAD START - ROUND ROCK	9	3,827.20	780.00	4,607.20
HEAD START - SANOSTEE	3	1,310.40	267.00	1,577.40
HEAD START - SAWMILL	4	707.20	144.00	851.20
HEAD START - SHEEP SPRINGS	4	769.60	157.00	926.60
HEAD START - SHIPROCK HOMEBASE	1	145.60	30.00	175.60
HEAD START - SHIPROCK I	7	1,310.40	267.00	1,577.40
HEAD START - SHIPROCK II	7	1,206.40	246.00	1,452.40
HEAD START - SHIPROCK TRANSITION	1	145.60	30.00	175.60
HEAD START - SHONTO I	6	2,080.00	425.00	2,505.00
HEAD START - SHONTO II	5	2,870.40	585.00	3,455.40
HEAD START - SMITH LAKE	4	686.40	139.00	825.40
HEAD START - ST. MICHAELS I	5	790.40	161.00	951.40
HEAD START - ST. MICHAELS II	3	416.00	85.00	501.00
HEAD START - STANDING ROCK	4	936.00	190.00	1,126.00
HEAD START - STEAMBOAT	7	1,872.00	382.00	2,254.00
HEAD START - SWEETWATER	4	1,352.00	275.00	1,627.00
HEAD START - TALL MOUNTAIN HOMEBASE	2	124.80	25.00	149.80
HEAD START - TEECNOSPOS	5	2,329.60	474.00	2,803.60

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
HEAD START - TEESTO	4	707.20	144.00	851.20
HEAD START - THOREAU	6	1,310.40	267.00	1,577.40
HEAD START - TOCITO HOMEBASE	1	374.40	76.00	450.40
HEAD START - TOHATCHI CENTER	8	3,598.40	733.00	4,331.40
HEAD START - TOLANI LAKE	4	1,040.00	211.00	1,251.00
HEAD START - TONALEA I	3	416.00	85.00	501.00
HEAD START - TONALEA II	6	1,476.80	301.00	1,777.80
HEAD START - TORREON I	3	416.00	85.00	501.00
HEAD START - TORREON II	4	665.60	135.00	800.60
HEAD START - TORREON III	3	416.00	85.00	501.00
HEAD START - TSAILE I	4	1,331.20	270.00	1,601.20
HEAD START - TSAILE III	4	707.20	144.00	851.20
HEAD START - TSAYATOH	4	707.20	144.00	851.20
HEAD START - TSELANI	4	707.20	144.00	851.20
HEAD START - TUBA CITY I	7	769.60	156.00	925.60
HEAD START - TUBA CITY III	8	2,995.20	612.00	3,607.20
HEAD START - TUBA CITY IV	3	1,019.20	208.00	1,227.20
HEAD START - TUBA CITY V	6	1,206.40	246.00	1,452.40
HEAD START - TUBA CITY VI & VII	6	1,872.00	381.00	2,253.00
HEAD START - TWIN BUTTES	5	1,435.20	292.00	1,727.20
HEAD START - TWIN LAKES HOMEBASE	11	4,326.40	882.00	5,208.40
HEAD START - TWO GREY HILLS	4	2,017.60	410.00	2,427.60
HEAD START - UPPER FRUITLAND	7	1,123.20	229.00	1,352.20
HEAD START - UPPER FRUITLAND HOMEBASE	1	83.20	17.00	100.20
HEAD START - WHIPPOORWILL	6	1,144.00	233.00	1,377.00
HEAD START - WHITECONE	3	686.40	139.00	825.40
HEAD START - WHITEHORSE LAKE / RINCON MARQUIS	5	1,019.20	208.00	1,227.20
HEAD START - WIDE RUINS	4	2,683.20	547.00	3,230.20
NDWD - CROWNPOINT AGENCY	1	353.60	72.00	425.60

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF GENERAL SERVICES	22	33,841.60	6,887.00	40,728.60
NAVAJO TRANSIT SYSTEM	22	33,841.60	6,887.00	40,728.60
DIVISION OF HEALTH	790	936,374.40	190,613.00	1,126,987.40
CHR & OUTREACH PROGRAM	152	138,278.40	28,146.00	166,424.40
DEPARTMENT OF BEHAVIORAL HEALTH SERVICES	269	332,550.40	67,697.00	400,247.40
DIVISION OF HEALTH	106	122,990.40	25,036.00	148,026.40
KAYENTA PUBLIC HEALTH NURSING PROGRAM	5	12,376.00	2,520.00	14,896.00
NAAA - CROWNPOINT AGENCY	12	8,736.00	1,777.00	10,513.00
NAAA - FORT DEFIANCE AGENCY	9	7,987.20	1,624.00	9,611.20
NAAA - SENIOR CITIZEN CENTER PROGRAM	3	4,160.00	847.00	5,007.00
NAAA - SHIPROCK AGENCY	12	7,342.40	1,492.00	8,834.40
NAAA - TUBA CITY AGENCY	2	2,308.80	470.00	2,778.80
NAVAJO AREA AGENCY ON AGING	15	36,753.60	7,482.00	44,235.60
NAVAJO HEALTH EDUCATION	31	17,804.80	3,628.00	21,432.80
NAVAJO NATION AIDS OFFICE	4	5,865.60	1,195.00	7,060.60
NAVAJO NATION FOOD DISTRIBUTION PROGRAM	84	106,308.80	21,636.00	127,944.80
NAVAJO NATION W.I.C. PROGRAM	75	122,678.40	24,980.00	147,658.40
NEW DAWN PROGRAM	6	1,580.80	321.00	1,901.80
OFFICE OF ENVIRONMENTAL HEALTH/CODE ENFORCEMENT	4	8,153.60	1,660.00	9,813.60
OFFICE OF NAVAJO URANIUM MINE WORKERS	1	499.20	102.00	601.20
DIVISION OF HUMAN RESOURCES	266	214,968.00	43,766.00	258,734.00
DEPARTMENT OF CHILD SUPPORT ENFORCEMENT	24	7,571.20	1,538.00	9,109.20
DEPARTMENT OF NAVAJO VETERANS AFFAIRS	11	7,654.40	1,559.00	9,213.40
NAVAJO DEPARTMENT OF WORKFORCE DEVELOPMENT	38	66,726.40	13,586.00	80,312.40
NAVAJO OFFICE OF VITAL RECORDS	25	18,408.00	3,748.00	22,156.00
NDWD - CHINLE AGENCY	27	18,595.20	3,786.00	22,381.20
NDWD - CROWNPOINT AGENCY	30	18,948.80	3,858.00	22,806.80

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
NDWD - FORT DEFIANCE AGENCY	38	33,425.60	6,806.00	40,231.60
NDWD - JOBS PROGRAM	1	374.40	76.00	450.40
NDWD - PHOENIX SUB OFFICE	1	374.40	76.00	450.40
NDWD - SHIPROCK AGENCY	28	16,993.60	3,462.00	20,455.60
NDWD - TUBA CITY AGENCY	43	25,896.00	5,271.00	31,167.00
DIVISION OF NATURAL RESOURCES	240	384,841.60	78,337.00	463,178.60
AML RECLAMATION	32	47,070.40	9,578.00	56,648.40
ARCHAEOLOGY DEPARTMENT	70	184,392.00	37,532.00	221,924.00
DIVISION OF NATURAL RESOURCES	2	478.40	98.00	576.40
FISH & WILDLIFE DEPARTMENT	9	7,550.40	1,535.00	9,085.40
FORESTRY DEPARTMENT	19	16,619.20	3,384.00	20,003.20
HISTORIC PRESERVATION DEPARTMENT	34	54,329.60	11,060.00	65,389.60
MINERALS DEPARTMENT	16	30,784.00	6,267.00	37,051.00
NAVAJO LAND ADMINISTRATION	5	3,016.00	614.00	3,630.00
RESOURCE ENFORCEMENT	1	499.20	102.00	601.20
WATER RESOURCE MANAGEMENT	5	2,620.80	534.00	3,154.80
WATER RESOURCES DEPARTMENT	47	37,481.60	7,633.00	45,114.60
DIVISION OF PUBLIC SAFETY	785	680,139.20	138,432.00	818,571.20
DEPARTMENT OF CRIMINAL INVESTIGATIONS	74	63,710.40	12,973.00	76,683.40
DEPARTMENT OF HIGHWAY SAFETY	5	2,683.20	545.00	3,228.20
DEPARTMENT OF LAW ENFORCEMENT	47	66,996.80	13,640.00	80,636.80
DIVISION OF PUBLIC SAFETY	36	18,532.80	3,763.00	22,295.80
DPS - DILCON POLICE DISTRICT	33	23,483.20	4,778.00	28,261.20
EMERGENCY MANAGEMENT	6	2,371.20	481.00	2,852.20
EMERGENCY MEDICAL SERVICES	138	132,475.20	26,975.00	159,450.20
NAVAJO DEPARTMENT OF CORRECTIONS	121	76,294.40	15,523.00	91,817.40
NDPS - CHINLE DISTRICT	51	49,836.80	10,142.00	59,978.80
NDPS - CROWNPOINT DISTRICT	59	46,030.40	9,367.00	55,397.40

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR CONTRACT AND
GRANT FUNDED POSITIONS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
NDPS - KAYENTA DISTRICT	44	40,060.80	8,156.00	48,216.80
NDPS - SHIPROCK DISTRICT	55	46,841.60	9,534.00	56,375.60
NDPS - TUBA CITY DISTRICT	54	43,492.80	8,850.00	52,342.80
NDPS - WINDOW ROCK DISTRICT	61	66,456.00	13,527.00	79,983.00
NDWD - TUBA CITY AGENCY	1	873.60	178.00	1,051.60
DIVISION OF SOCIAL SERVICES	613	565,177.60	115,043.00	680,220.60
DIVISION OF SOCIAL SERVICES	199	227,760.00	46,359.00	274,119.00
DSS - CHINLE AGENCY	75	79,206.40	16,123.00	95,329.40
DSS - CROWNPOINT AGENCY	92	76,065.60	15,482.00	91,547.60
DSS - FORT DEFIANCE AGENCY	77	50,294.40	10,237.00	60,531.40
DSS - SHIPROCK AGENCY	61	52,083.20	10,603.00	62,686.20
DSS - SOUTHWEST REGIONAL OFFICE	30	17,347.20	3,532.00	20,879.20
DSS - TUBA CITY AGENCY	79	62,420.80	12,707.00	75,127.80
JUDICIAL BRANCH	33	17,409.60	3,539.00	20,948.60
JUDICIAL BRANCH	33	17,409.60	3,539.00	20,948.60
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	54	66,331.20	13,507.00	79,838.20
NAVAJO NATION ENVIRONMENTAL PROTECTION AGENCY	54	66,331.20	13,507.00	79,838.20
OFFICE OF THE ATTORNEY GENERAL	8	12,230.40	2,489.00	14,719.40
OFFICE OF THE ATTORNEY GENERAL	1	520.00	106.00	626.00
OFFICE OF THE PROSECUTOR	7	11,710.40	2,383.00	14,093.40
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	2	4,160.00	847.00	5,007.00
OFFICE OF HEARINGS AND APPEALS	1	416.00	85.00	501.00
OFFICE OF THE PRESIDENT / VICE-PRESIDENT	1	3,744.00	762.00	4,506.00
GRAND TOTAL:	3,932	3,395,745.60	691,260.00	4,087,005.60

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE
FOR POSITIONS FUNDED BY OTHER THAN GENERAL OR CONTRACT FUNDS BY DIVISIONS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	6	25,812.80	5,254.00	31,066.80
DIVISION OF ECONOMIC DEVELOPMENT	10	10,504.00	2,139.00	12,643.00
DIVISION OF GENERAL SERVICES	91	141,960.00	28,891.00	170,851.00
DIVISION OF NATURAL RESOURCES	49	146,556.80	29,836.00	176,392.80
DIVISION OF SOCIAL SERVICES	3	2,225.60	453.00	2,678.60
OFFICE OF THE CONTROLLER	13	7,176.00	1,460.00	8,636.00
GRAND TOTAL:	172	334,235.20	68,033.00	402,268.20

**PROJECTED ESTIMATES TO IMPLEMENT NEW SALARY SCHEDULE FOR POSITIONS FUNDED BY OTHER
THAN GENERAL OR CONTRACT FUNDS BY DIVISIONS AND DEPARTMENTS**

DIVISION / DEPARTMENT	NO OF POSITIONS	SALARY AMOUNT	FRINGE AMOUNT	TOTAL AMOUNT
DIVISION OF COMMUNITY DEVELOPMENT	6	25,812.80	5,254.00	31,066.80
DIVISION OF COMMUNITY DEVELOPMENT	1	7,092.80	1,444.00	8,536.80
LGSC - CHINLE AGENCY	1	3,744.00	762.00	4,506.00
LGSC - CROWNPOINT AGENCY	1	3,744.00	762.00	4,506.00
LGSC - FT. DEFIANCE AGENCY	1	3,744.00	762.00	4,506.00
LGSC - SHIPROCK AGENCY	1	3,744.00	762.00	4,506.00
LGSC - TUBA CITY AGENCY	1	3,744.00	762.00	4,506.00
DIVISION OF ECONOMIC DEVELOPMENT	10	10,504.00	2,139.00	12,643.00
DIVISION OF ECONOMIC DEVELOPMENT	9	9,297.60	1,893.00	11,190.60
NAVAJO TIMES	1	1,206.40	246.00	1,452.40
DIVISION OF GENERAL SERVICES	91	141,960.00	28,891.00	170,851.00
EMPLOYEE HOUSING PROGRAM	11	11,419.20	2,323.00	13,742.20
FLEET MANAGEMENT DEPARTMENT	64	119,891.20	24,402.00	144,293.20
INSURANCE SERVICES DEPARTMENT	4	3,744.00	762.00	4,506.00
RECORDS MANAGEMENT DEPARTMENT	4	4,014.40	817.00	4,831.40
RISK MANAGEMENT DEPARTMENT	8	2,891.20	587.00	3,478.20
DIVISION OF NATURAL RESOURCES	49	146,556.80	29,836.00	176,392.80
ARCHAEOLOGY DEPARTMENT	21	60,340.80	12,281.00	72,621.80
PARKS & RECREATION	28	86,216.00	17,555.00	103,771.00
DIVISION OF SOCIAL SERVICES	3	2,225.60	453.00	2,678.60
DSS - CHINLE AGENCY	2	395.20	80.00	475.20
DSS - SHIPROCK AGENCY	1	1,830.40	373.00	2,203.40
OFFICE OF THE CONTROLLER	13	7,176.00	1,460.00	8,636.00
CREDIT SERVICES DEPARTMENT	9	3,411.20	694.00	4,105.20
PROPERTY MANAGEMENT DEPARTMENT	4	3,764.80	766.00	4,530.80
GRAND TOTAL:	172	334,235.20	68,033.00	402,268.20

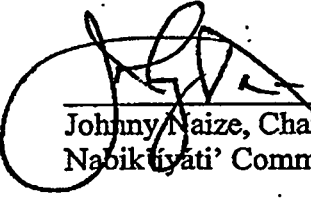
22nd NAVAJO NATION COUNCIL – FIRST YEAR 2011

The **NABIK'ÍYÁTI' COMMITTEE OF THE NAVAJO NATION COUNCIL** to whom has been assigned:

LEGISLATION NO. 0097-11

Has had it under consideration and report the same with the recommendation that it **DO PASS** with **1** amendment to the 22nd Navajo Nation Council:

1. Page 2, Line 7: Insert “are” before “unexpended...”



Johnny Naize, Chairperson
Nabik'iyati' Committee

Dated: February 14, 2011

Motioned by: Honorable Dwight Witherspoon

Seconded by: Honorable Jonathan Hale

Vote: 13 in Favor, 1 Opposed and 0 Abstain

NAVAJO NATION

198

7/20/2023

Navajo Nation Council Summer Session

01:38:03 PM

Amd# to Amd#

Legislation 0134-23: Extending

PASSED

MOT Parrish, S

the CF-07-11 Designation of

SEC Jesus, B

Savings from Personnal Accounts
as Restricted Carryover Funds...

Yeas : 22

Nays : 0

Excused : 0

Not Voting : 1

Yea : 22

Arviso, S

Crotty, A

Nez, A

Simpson, D

Aseret, L

Damon, S

Nez, R

Slater, C

Begay, H

Daniels, H

Notah, N

Tolth, G

Begay, N

James, V

Parrish, S

Tso, O

Charles-Newton, E

Jesus, B

Simonson, G

Yazzie, C

Claw, S

Johnson, C

Nay : 0

Excused : 0

Not Voting : 1

Yanito, C

Presiding Speaker: Curley, C