

**AGENDA**

**HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE  
25<sup>th</sup> NAVAJO NATION COUNCIL**

**SPECIAL MEETING  
March 27, 2024  
8:00 am – 2:00 pm AZ Time  
9:00 am – 3:00 pm NN Time**

**PRESIDING** : Honorable Vince R. James, Chairperson  
Honorable Germaine Simonson, Vice Chairperson

**PLACE** : Twin Arrows Diné Conference Center / (In-Person)  
Via Telecommunications:  
**Call-In Number: 1-669-900-6833 MTG ID: 979-985-0956**  
**Passcode: 86515**  
Twin Arrows, NN (AZ)

---

<input type="checkbox"/> Helena Nez Begay	<input type="checkbox"/> Germaine Simonson
<input type="checkbox"/> Vince R. James	<input type="checkbox"/> George Tolth
<input type="checkbox"/> Dr. Andy Nez	<input type="checkbox"/> Curtis Yanito

---

**I. CALL MEETING TO ORDER; ROLL CALL; INVOCATION; ANNOUNCEMENTS**

**II. RECOGNIZE GUESTS AND VISITING OFFICIALS**

**III. REVIEW AND ADOPT AGENDA**

m:                      s:                      v:                      Not Voting:

**IV. REVIEW AND ADOPT THE JOURNAL(S):** *None*

**V. RECEIVING REPORT:**

❖ **Division of Human Resources (DHR) & Department of Personnel Management (DPM)**

**A. Report:**

- **Fiscal Year 2024**
- **1<sup>st</sup> Quarter Ending Responses to Legislative Concerns**

**Presenter(s):** Lorraine Tabaha, Administrative Services Officer; Navajo Division of Human Resources Administration  
Debbie Nez-Manuel, Executive Director; Division of Human Resources  
Nathaniel Brown, Deputy Director; Division of Human Resources

m:                    s:                    v:                    Not Voting:

**B. Reports:**

1. Draft Personnel Policy Manual for review (Identify critical topics like types of leave, etc.) – We will have a work-session
2. OBI – Favorable Determination (Deemed inaccurate due to court backlog)
3. New Government Management Software – Enterprise Resources Planning (ERP) Software System Update
4. Comprehensive Compensation Wage Study – REDW
5. Quarterly Report to the current number of staff (general funds, external, other)
6. Quarterly Reports (i.e. departures, terminations, hires, types of funds)
7. FY24 Budget Updates
8. FY25 budget - Needs
9. Any pending office site issues (include a map, room layout)
10. Qualification criteria – are there people deemed overqualified?
11. Discussion on 8-page PCQ, how we are reducing the length?
12. COVID Leave – What is the current status?
13. Donation of Sick leave
14. Where to get funding for NN Employees – GWA, Promotions, Incentives, Sign-on Bonus, Overtime and Comp Time – Where do we get the funding to Retain (Retention) of Navajo Nation Employees – Personal Lapse Funding, UUFB, Siihasin or Permanent Trust Fund?

**Presenters:** Debbie Nez-Manuel, Executive Director; Division of Human Resources  
Nathaniel Brown, Deputy Director; Division of Human Resources  
Charlotte Bigthumb, Director – Human Resources; Department of Personnel Management  
Reycita Toddy, HR Classification and Pay Manager  
Faryn Garcia, HR Recruitment Manager  
Serenity Negale, HR Generalist  
Ramondo Clah, HR Operations & Development Specialist

m:                    s:                    v:                    Not Voting:

**C. Reports – Update:**

1. Community Partnerships: Building Bridges Collaboration, Chapters Capacity Building 110 & Emergency Management.
2. Status: Plans for Telecommuting & Remote Worksite
3. Status: Navajo Head Start
4. Marketing/Public Engagement: DPM Website, Social Media, and Newspaper
5. Career Fairs Partnership: Working with Different Divisions and Other programs.
6. Training: Onboarding, DPM Policies and Processes
7. Other

**Presenters:** Debbie Nez-Manuel, Executive Director; Division of Human Resources  
 Nathaniel Brown, Deputy Director; Division of Human Resources  
 Charlotte Bighthumb, Director – Human Resources; Department of Personnel Management  
 Reycita Toddy, HR Classification and Pay Manager  
 Faryn Garcia, HR Recruitment Manager  
 Serenity Negale, HR Generalist  
 Ramondo Clah, HR Operations & Development Specialist

m:                    s:                    v:                    Not Voting:

**VI. OLD BUSINESS:** *None*

**VII. NEW BUSINESS:** *None*

**VIII. CLOSE OF MEETING; ANNOUNCEMENTS; ADJOURNMENT  
 NEXT MEETING(S) / TRAVEL:**

- March 28-29, 2024                    Chandler, AZ                    DBOSBA Spring Conference  
 (Travel Dates: March 27 – 30, 2024)
- Thursday, April 4, 2024                    1:00 pm                    HEHSC Work Session  
 Budget and Finance Conference Room
- Rescheduled: ~~Monday, April 8, 2024~~ to  
 April 11, 2024                    2:00 pm or after Nabi Cmte. Mtg.                    HEHSC Regular Meeting  
 Budget and Finance Conference Room
- Rescheduled: ~~Monday April 15, 2024~~. Due to NN Council Spring Session April 15 – 19, 2024  
 To April 29, 2024                    10:00 am                    HEHSC Regular Meeting  
 Budget and Finance Conference Room
- Monday, April 22, 2024                    10:00 am                    HEHSC Regular Meeting  
 Budget and Finance Conference Room
- Monday April 29, 2024                    10:00 am                    HEHSC Special Meeting  
 In lieu of April 15, 2024                    Budget and Finance Conference Room

m:                    s:                    v:                    Not Voting:

***THIS AGENDA SUBJECT TO CHANGE:** The public is advised that the Navajo Nation Council Agenda and the Agendas of the Standing Committees are not final until adopted by a majority vote of the Navajo Nation Council or the Standing Committees at a Navajo Nation Council or a Standing Committee meeting pursuant to 2 N.N.C. §§163 and 183, Navajo Nation Council Rule of Order No. 7, and Standing Rule of Order No. 8.*