

THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW PUBLICATION



LEGISLATION NO: _0041-25_

SPONSOR: Shaandiin Parrish

TITLE: An Act Relating to the Budget and Finance Committee; Approving the Fiscal Year 2026 Fringe Rates for the Navajo Nation's Retirement Plan

Date posted: April 02, 2025 at 6:08PM

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LEGISLATIVE SUMMARY SHEET

Tracking No. 0041-25

DATE: March 31, 2025

TITLE OF RESOLUTION: AN ACT RELATING TO THE BUDGET AND FINANCE COMMITTEE; APPROVING THE FISCAL YEAR 2026 FRINGE RATES FOR THE NAVAJO NATION'S RETIREMENT PLAN

PURPOSE: The purpose of this proposed resolution is to approve the fringe rate for Fiscal Year 2026.

Final Authority: Budget and Finance Committee

Vote Required: Simple Majority

This written summary does not address recommended amendments as may be provided by the standing committees. The Office of Legislative Counsel requests each Council Delegate to review each proposed resolution in detail.

1 PROPOSED STANDING COMMITTEE RESOLUTION
2 25th NAVAJO NATION COUNCIL - Third Year, 2025

3 Introduced by:

4 
5 _____
6 (Sponsor)

7
8 Tracking No. 0041-25

9
10 AN ACT
11 RELATING TO THE BUDGET AND FINANCE COMMITTEE;
12 APPROVING THE FISCAL YEAR 2026 FRINGE RATES
13 FOR THE NAVAJO NATION'S RETIREMENT PLAN

14
15 SECTION ONE. AUTHORITY

- 16 A. The Budget and Finance Committee is empowered to promulgate policies and
17 regulations concerning wages, expenditure reimbursement, and fringe benefits for
18 Navajo Nation officials and employees. 2 N.N.C. § §300(A) and §301(B)(8).
19 B. The Budget and Finance Committee, under the authority delegated in Resolution CF-
20 21-73, established the Retirement Plan for Employees of the Navajo Tribe and Certain
21 Tribal Affiliates (the "Retirement Plan") effective July 1, 1973. Resolution BFMY-41-
22 73.

23
24 SECTION TWO. FINDINGS

- 25 A. The Retirement Plan Administration Committee ("RPAC") has the authority to
26 administer the Retirement Plan, to construe and apply all of the Retirement Plan
27 provisions, and to arrange for such legal, administrative, consulting, actuarial,
28 investment, accounting, and other professional services related to the Retirement Plan,
29 as the Administration Committee deems proper. Article 11.02 of the Retirement Plan.
30 B. Resolution RPAC-01-25 is attached as **Exhibit A**. In its resolution, RPAC approved and

1 recommended the use of a 20-year amortization period, a 6.40% discount rate, and
2 retirement fringe rates for Fiscal Year 2026, as follows: 14.20% for regular employees
3 and Navajo Nation Council Delegates; 14.50% for commissioned law enforcement
4 officers; and 32.50% for judges for the Navajo Nation's retirement plan.

5 C. RPAC's actuarial consultant, Willis Towers Watson, presented a report, which is
6 attached to **Exhibit A** as **Exhibit 1**, outlining the proposed Fiscal Year 2026 Retirement
7 Fringe Rates for Regular Employees and Council Delegates, Commissioned Law
8 Enforcement Officers, and Judges.

9 D. In selecting the 20-year amortization period, RPAC balanced budgetary considerations,
10 recent investment market volatility, and the need to maintain the funded status of the
11 Navajo Nation's Retirement Plan.

12
13 **SECTION THREE. APPROVAL**

14 The Budget and Finance Committee approves the use of a 20-year amortization period,
15 a 6.40% discount rate, and retirement fringe rates for Fiscal Year 2026, as follows:
16 14.20% for regular employees and Navajo Nation Council Delegates; 14.50% for
17 commissioned law enforcement officers; and 32.50% for judges for the Navajo Nation's
18 retirement plan.