

THE NAVAJO NATION  
LEGISLATIVE BRANCH  
INTERNET PUBLIC REVIEW PUBLICATION



LEGISLATION NO: 0092-26

SPONSOR: Shaandiin Parrish

**TITLE: An Action Relating to Health Education and Human Services and Budget and Finance Committees; Amending the Fiscal Year 2026 Budget Instruction Manual to Address Issues with Personnel Pools for Vacancies and Step Increase**

***Date posted:*** April 30, 2026 at 5:48 PM

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**LEGISLATIVE SUMMARY SHEET**  
**Tracking No. 0092-26**

**DATE:** April 30, 2026

**TITLE OF RESOLUTION: AN ACTION RELATING TO HEALTH EDUCATION AND HUMAN SERVICES AND BUDGET AND FINANCE COMMITTEES; AMENDING THE FISCAL YEAR 2026 BUDGET INSTRUCTION MANUAL TO ADDRESS ISSUES WITH PERSONNEL POOLS FOR VACANCIES AND STEP INCREASES**

**PURPOSE:** This legislation, if approved, would amend the Fiscal Year 2026 Budget Instruction Manual.

**FINAL AUTHORITY:** Budget and Finance Committee

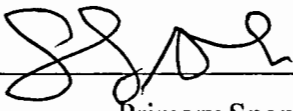
**VOTE REQUIRED:** Simple Majority

**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.**

5-DAY BILL HOLD PERIOD:                       
Website Posting Time/Date:                       
Posting End Date: 05-05-26  
Eligible for Action: 05-06-26

1                                    PROPOSED STANDING COMMITTEE RESOLUTION  
2                                    25<sup>th</sup> NAVAJO NATION COUNCIL—Fourth Year, 2026

3                                    Introduced by:

4                                      
5                                    \_\_\_\_\_  
6                                    Primary Sponsor

7  
8                                    Tracking No. 0092-26

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10                                   AN ACTION  
11                                   RELATING TO HEALTH EDUCATION AND HUMAN SERVICES AND  
12                                   BUDGET AND FINANCE COMMITTEES; AMENDING THE FISCAL  
13                                   YEAR 2026 BUDGET INSTRUCTION MANUAL TO ADDRESS ISSUES  
14                                   WITH PERSONNEL POOLS FOR VACANCIES AND STEP INCREASES  
15

16 BE IT ENACTED:

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18 **SECTION ONE. AUTHORITY**

- 19 A. The Health Education and Human Services Committee is a standing committee of the  
20 Navajo Nation Council with the purpose of promulgating regulations, promoting  
21 accountability to policies, and providing legislative oversight on matters involving  
22 health, social service, education, and general governmental services and human  
23 services. 2 N.N.C. §§ 400(A), (C)(1), 401(B)(2), (B)(6)(A), (C)(1).  
24 B. The Budget and Finance Committee is a standing committee of the Navajo Nation  
25 Council with authority to review and recommend the budgeting, appropriation,  
26 investment, and management of all funds, and to promulgate policies and regulations  
27 concerning wages, expenditure reimbursement, and fringe benefits for Navajo Nation  
28 officials and employees. 2 N.N.C. § 301(B)(2), (8). The Appropriations Act further  
29 authorizes the Budget and Finance Committee, upon recommendation from the Office  
30

1 of Management and Budget, to approve the budget instructions for each fiscal year.  
2 12 N.N.C. § 830(H).

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4 **SECTION TWO. FINDINGS**

5 A. The Fiscal Year 2026 Budget Instructions Manual provides the procedures,  
6 requirements, and guidance for the preparation and implementation of the Navajo  
7 Nation's FY2026 Comprehensive Budget.

8 B. Sections 8 and 12 of the FY2026 Budget Instructions Manual address personnel-  
9 related budget matters, including the treatment of vacancies, personnel pools, and step  
10 increases.

11 C. During the implementation of the FY2026 budget, issues have been identified  
12 concerning the use and administration of personnel pools for vacant positions and  
13 step increases. The Department of Personnel Management, the Division of Human  
14 Resources, and the Office of Management and Budget sent a joint memo dated  
15 December 17, 2025, to the Budget and Finance Committee outlining the issues  
16 attached as **Exhibit A**.

17 D. These issues may affect the ability of Navajo Nation Branches, Divisions,  
18 Departments, Programs, Offices, and entities to properly manage funded positions,  
19 fill vacancies, process eligible step increases, and maintain accurate personnel  
20 budgets.

21 E. Vacant positions and step increases are recurring personnel matters that require clear  
22 budget instructions so that programs can plan and implement personnel actions  
23 without unnecessary delay, confusion, or inconsistent treatment.

24 F. The proposed amendments to Sections 8 and 12 of the FY2026 Budget Instructions  
25 Manual are intended to clarify the budget treatment of personnel pools for vacancies  
26 and step increases and to ensure that budgeted personnel funds are administered  
27 consistently with the approved FY2026 Comprehensive Budget.

28 G. The proposed changes to Sections 8 and 12 of the FY2026 Budget Instructions  
29 Manual are attached as **Exhibit B**.

1 H. Amending Sections 8 and 12 of the FY2026 Budget Instructions Manual is necessary  
2 to address identified implementation issues, provide clear direction to Navajo Nation  
3 programs, and support the timely and proper administration of personnel budgets  
4 during FY2026.

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6 **SECTION THREE. APPROVING AMENDMENTS TO THE FISCAL YEAR 2026**  
7 **BUDGET INSTRUCTION MANUAL**

8 The Budget and Finance Committee hereby approves amendments to the Fiscal Year  
9 2026 Budget Instruction Manual included in **Exhibit B**.

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