



## MEMORANDUM

TO : **Division/Executive Directors and Department/Program Managers**  
Navajo Nation Executive and Legislative Branches

FROM : *Charlotte Bighthumb*  
**Charlotte Bighthumb, Human Resources Director**  
Department of Personnel Management

DATE : March 23, 2026

SUBJECT : **Implementation of New Compensation Study**

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This memorandum serves to formally announce the implementation of a new compensation structure, which is the result of a comprehensive compensation study conducted in partnership with REDW Financial Advisers and CPAs to ensure Navajo Nation pay structure remains fair, competitive, and consistent with current market trends. This initiative reflects our commitment to recognizing our employees' valuable contributions and ensuring our compensation aligns with our organizational goals. The updated structure is effective **October 1, 2025**.

### **Purpose of the Compensation Study**

The purpose of the compensation study is to review our existing pay structures and ensure that salaries are competitive and equitable across all departments. Our goal is to remain the leading employer for our Navajo People, and a critical part of that is ensuring our compensation reflects current industry benchmarks within our local and regional area. This study was undertaken to ensure that pay for all positions aligns with the market rate for similar job titles; and helps attract and retain top talent by offering fair and competitive pay.

### **What to Expect**

The adjustments resulting from this study will be implemented for employees based on the changes to the compensation structure will affect employees in the following ways:

- **Individual Salary Adjustments:** Some employees will receive a salary adjustment to better align their pay with the new market-based salary ranges. Individual notifications about specific pay changes will be sent separately to each division by the Department of Personnel Management ("DPM").
- **New Pay Grades & Steps:** The study has established new pay grades for all job roles, and the pay grade and steps may change.
- **Updated salary ranges:** New salary ranges have been established to align with our benchmarked market data. All roles are placed within a revised structure to ensure market competitiveness.
- **Annual Review:** The new salary will serve as the new baseline for future performance-based step and merit increases.

### **New Salary Schedules**

Pursuant to the Navajo Nation Personnel Policies Manual ("NNPPM") §VII.D.(2), DPM hereby issues new Salary Schedules for immediate implementation by all divisions/departments of the Navajo Nation Executive and Legislative Branches. The following schedules supersede all previous schedules and shall be utilized for all personnel matters relating to recruitment, payroll, benefits, retirement and budgeting.

## Navajo Nation – General Funds:

<i>New Schedule ID:</i>	<b>GFA</b>	Applicability:	<b>Non-Exempt &amp; Exempt Positions</b>
<i>New Schedule ID:</i>	<b>EXA</b>	Applicability:	<b>Executive Positions</b>

Non-General Funds shall consist of all other fund types i.e., Fiduciary Fund, Permanent Fund, Proprietary Fund – Enterprise, Proprietary Fund – Internal Service and Special Revenue – Internal.

The following programs will continue utilizing their current schedules:

- Navajo Head Start – Salary Schedules CO/CP
- Division for Children and Family Services – Salary Schedules CFA/CFB

### Eligibility

All positions and employees are eligible to utilize the new salary schedules; except employees whose rates of pay are specifically set by legislation. Eligible employees include all Regular Full-Time, Regular Part-Time, Seasonal, and Temporary employees. All programs shall be responsible for taking the necessary steps to transition their employees to the new salary schedules. The implementation of the new salary schedules shall align with the Navajo Nation’s fiscal year and will be subject to the availability of funds verified by the Office of the Controller (“OOC”) and the Office of Management & Budget (“OMB”).

Programs funded by External and Non-General funds shall be responsible for identifying funds within their current budget and shall submit a Budget Revision Request (“BRR”) to OMB for approval. Once approved, programs may begin implementing the new salary schedules by either requesting for automation or by submitting a Personnel Action Form (PAF) for assigned employees. A copy of the approved BRR must be submitted along with the Request for Automation or with the PAFs.

### Request for Automation

Programs may request for DPM to automate the rate adjustments by submitting a Request for Automation no later than close of business (“COB”) on [June 26, 2026](#). Any requests received after the deadline will not be accepted. At which point, individual Personnel Action Forms (“PAF”) will be required. The Request for Automation is available on the DPM website at [www.dpm.navajo-nsn.gov](http://www.dpm.navajo-nsn.gov). Compliance with the established procedures and deadlines is expected.

### Personnel Action Forms

Programs also have the option to submit individual PAFs for their employees. However, a PAF will be required in the following situations:

- Temporary
- Employees on any type of approved leave status (i.e., LWOP, Suspension, Administrative, Military, Educational, Family and Medical Leave or Furlough)
- Employees serving an Acting Status Assignment
- Employees who were hired or who had a change in assignment (i.e., Transfer, Demotion, Promotion, Reclassification) on or after October 1, 2025.
- Employees who separated from employment on or after October 1, 2025
- Employees occupying a cost shared position

For reference when preparing the PAFs, please utilize the attached sample to minimize errors. The PAF Sample for the Rate Adjustment, as well as other common types of actions can be downloaded from DPM’s website. All PAFs must be electronically submitted to: [submitPAFs@dpm.navajo-nsn.gov](mailto:submitPAFs@dpm.navajo-nsn.gov).

### Back Pay Request Forms (“BPRF”)

Directors and managers shall ensure their employees are compensated utilizing the new salary schedules. Additionally, eligible employees shall be owed backpay for the difference in pay resulting from the rate adjustments

for all hours worked beginning October 1, 2025. After the employee's rates have been updated in JD Edwards by DPM, BPRFs may be submitted to OOC for payment processing.

For information relating to backpays please contact the NN Payroll Office at (928) 871-6398.

**Next Steps and Questions**

We understand you may have questions about what these changes mean for your program. DPM will hold information sessions to provide a detailed overview of the new compensation structure and answer your questions. Session details will be announced as they become available. For any questions, please contact DPM for assistance.

Information related to the External Fund salary schedules will be released after all programs have successfully implemented the compensation study.

Thank you for your continued dedication to the Navajo Nation. We are confident this new compensation structure will help us continue to grow and succeed together.

**Concurrence:**



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**Reycita Toddy, Division Director**  
Division of Human Resources

XC:      Office of the President & Vice President  
            Office of Management & Budget  
            Office of the Controller  
            File



**PROCEDURES  
EXECUTIVE AND LEGISLATIVE BRANCHES  
DEPARTMENT OF PERSONNEL MANAGEMENT**

<b>Section:</b>	<b>Salary and Wage Administration</b>	<b>No: 26-VII-01</b>
<b>Subject:</b>	<b>Navajo Nation Compensation Study Implementation Procedures</b>	<b>Release Date: 03/23/2026</b>
<b>Cross Reference:</b>	<b>NNPPM § VII. Salary and Wage Administration</b>	<b>Revision Date: 06/03/2020</b>
<b>Review:</b>	<b>Department of Justice</b>	<b>Review Date: 03/23/2026</b>

**I. PURPOSE**

To provide standard procedures and guidance for the implementation of the new pay structure resulting from a Compensation Study conducted in partnership with REDW Financial Advisors and CPAs ("REDW").

The purpose of the Compensation Study is to review our existing pay structures and ensure that salaries are competitive and equitable across all departments. Our goal is to remain the leading employer for our Navajo People, and a critical part of that is ensuring our compensation reflects current industry benchmarks within our local and regional area. This study was undertaken to ensure that pay for all positions aligns with the market rate for similar job titles; and helps attract and retain top talent by offering fair and competitive pay.

**II. APPLICABILITY**

These procedures apply to Regular Full-time, Regular Part-time, Seasonal and Temporary employees within the Navajo Nation Executive and Legislative Branches.

**EXEMPTIONS:**

These procedures do not apply to Judicial Branch employees, Youth Participants, Political At-Will, Division of Children and Family Services (external fund), Navajo Head Start, Elected Officials and other employees whose rates of pay are specifically set by legislation, i.e. Navajo Nation President, Vice President, Speaker, etc.

**III. POLICY**

It is the policy of the Navajo Nation to pay wages and salaries that are commensurate with the type of work, the level of responsibility and the qualifications required for each job and that are comparable subject to budgetary constraints, to rates being paid for similar work within the Navajo Nation and in other comparable organizations, and to provide for salary adjustments for Navajo Nation employees that are equitable and competitive.

Each position shall be reviewed by the Department of Personnel Management (DPM), classified, and assigned a grade within the pay structure that reflects an equitable value relative to other classifications. The DPM will annually establish an appropriate pay structure consistent with other pay structures necessary to ensure internal and external equity based on the current market average.

#### **IV. PROCEDURES**

The rate adjustments resulting from the Compensation Study may be implemented for eligible employees by one of the following:

##### **A. Automation for General Fund Employees.**

Funds approved by the Navajo Nation Council will be used to implement the pay structure for all general funded positions and employees. If the position is partially funded using general funds, then funding shall be in proportion to the funding approved from the general funds.

The DPM shall automate the rate adjustments for all eligible General Fund employees, effective October 1, 2025, and a computer generated PAF sent to the department and the employee.

##### **B. Request for Automation**

A Request for Automation form must be submitted by June 26, 2026. The following procedures shall be utilized by programs when requesting for automation:

1. The department will complete the Request for Automation form by identifying the appropriate Business Unit Number(s) on the form.
2. Once form is complete, the department will submit the automation request form to the appropriate office for authorization and approval.
3. Programs funded by external funds will submit the form to the Office of Management & Budget (OMB) for review and approval.
4. Once OMB completes their review and approval, the department will then submit the form with a copy of the approved budget/BRR to the Office of Controller – Contract Accounting.
5. Once the form is completed and signed off by OMB and OOC, the form will be submitted to DPM with a copy of the approved budget or BRR.
6. Failure to adhere to these procedures may result in the disapproval of the automation request. If the automation request is returned with no action for either lacking the required approval signatures or for failing to comply with the established deadline of July 31, 2026, the requesting program shall be required to submit manual PAFs for their employees.
7. After the successful completion of the automation, DPM will issue a computer generated PAF for each employee to document the approved personnel action.

##### **C. Personnel Action Form (“PAF”)**

Programs may elect to prepare and submit manual Personnel Action Forms (PAF) for their employees.

1. For externally funded programs, the PAFs require verification from Contract Accounting. Once verification is complete, the PAFs will be submitted to DPM with a copy of the approved budget or budget revision request (BRR).
2. Programs required to submit manual PAFs shall adhere to the PAF Submission Schedule to avoid delays.
3. For Non-General Funds (i.e., Fiduciary Fund, Permanent Fund, Proprietary Fund – Enterprise, Proprietary Fund) – the PAF(s) do not require funds verification from Office of the Controller but are required to submit a copy of an approved budget/BRR with the PAFs directly to DPM.
4. A manual PAF is required for an employee in the following situations:

- The business unit for their position is changing, or
- a. The employee is serving an acting status assignment or special assignment.
  - b. The employee is on any type of leave without pay status, i.e. family medical leave, educational Leave, military leave, suspension, etc.
  - c. The current employee assignment end date (date pay stop) is before the end of the fiscal year or budget end date whichever is applicable.
  - d. The employee is a temporary employee.
  - e. The employee is assigned to a position that is cost allocated among more than one funding source.

**V. BACKPAY REQUEST FORMS (“BPRF”)**

Programs are responsible for submitting a Back Pay Request for their respective employees. All Back Pay Request forms must be submitted directly to the Payroll Office in accordance with the procedures established by the Payroll Office.

**VI. REQUIRED FORMS**

Request for Automation of Rate Adjustment  
Personnel Action Form  
Back Pay Request Form  
Approved Budget/Budget Revision Request

**VII. ATTACHMENTS**

Request for Automation of Rate Adjustment  
PAF Sample – Rate Adjustment  
Salary Schedule “GFA” – Exempt/Non-Exempt  
Salary Schedule “EXA” - Executive

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
2258	911 Dispatcher	GFA	10	Non-Exempt
2260	911 Operator	GFA	12	Non-Exempt
1519	Accountant	GFA	13	Exempt
1360	Accounting Clerk	GFA	6	Non-Exempt
1510	Accounting Manager	GFA	17	Exempt
1522	Accounting Supervisor	GFA	16	Exempt
1525	Accounting Technician	GFA	7	Non-Exempt
1523	Accounting Technician (Cashier)	GFA	6	Non-Exempt
1524	Accounts Maintenance Specialist	GFA	8	Non-Exempt
1534	Accounts Maintenance Specialist (AP/PCard)	GFA	9	Non-Exempt
1533	Accounts Payable Specialist	GFA	9	Non-Exempt
3745	Adaptive Education Teacher	GFA	14	Exempt
1260	Administrative Assistant	GFA	11	Exempt
1292	Administrative Legal Secretary	GFA	12	Exempt
1211	Administrative Services Officer	GFA	13	Exempt
3314	Air Quality Engineer	GFA	16	Exempt
1212	Air Transportation Director	GFA	18	Exempt
4092	Aircraft Mechanic	GFA	14	Non-Exempt
4090	Aircraft Pilot	GFA	17	Non-Exempt
4094	Airport Maintenance Coordinator	GFA	13	Non-Exempt
3185	Animal Control Officer	GFA	11	Non-Exempt
3602	Anthropologist	GFA	15	Exempt
1854	Application Systems Programmer	GFA	14	Non-Exempt
3411	Appraiser	GFA	11	Non-Exempt
3619	Archaeological Aide	GFA	7	Non-Exempt
3618	Archaeological Technician	GFA	7	Non-Exempt
3616	Archaeologist	GFA	13	Exempt
3610	Archaeologist (Program Manager)	GFA	17	Exempt
0401	Assistant Attorney General	EXA	21	Exempt
1195	Assistant Controller	GFA	19	Exempt
1233	Assistant Department Manager	GFA	16	Exempt
3678	Assistant Superintendent	EXA	19	Exempt
1531	Associate Accountant	GFA	12	Exempt
2149	Associate Attorney	EXA	19	Exempt
1655	Associate Auditor	GFA	13	Exempt
3312	Associate Civil Engineer	GFA	15	Exempt
2019	Associate Contract Analyst	GFA	11	Exempt
3318	Associate Environmental Engineer	GFA	14	Exempt
3043	Associate Environmental Specialist	GFA	13	Exempt
3814	Associate Family Therapist	GFA	14	Exempt
3342	Associate Geologist	GFA	14	Exempt
1418	Associate Human Resources Analyst	GFA	12	Exempt
3363	Associate Hydrologist	GFA	14	Exempt
2164	Associate Juvenile Presenting Officer	GFA	12	Exempt
1983	Associate Management Analyst	GFA	12	Exempt
1660	Associate Minerals Auditor	GFA	13	Exempt
3345	Associate Mining Engineer	GFA	14	Exempt
3846	Associate Nutrition Worker	GFA	5	Non-Exempt
3851	Associate Nutritionist	GFA	12	Exempt
3348	Associate Petroleum Engineer	GFA	14	Exempt
2042	Associate Public Information Officer	GFA	12	Non-Exempt
3038	Associate Reclamation Specialist	GFA	13	Exempt
2007	Associate Statistical Research Analyst	GFA	12	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
2146	Attorney	EXA	18	Exempt
2142	Attorney Candidate	EXA	17	Exempt
303	Attorney General	EXA	23	Exempt
2055	Audio-Visual Technician	GFA	10	Non-Exempt
1654	Auditor	GFA	14	Exempt
304	Auditor General	EXA	20	Exempt
4049	Auto Body Repairer	GFA	10	Non-Exempt
4048	Auto Body Shop Supervisor	GFA	13	Non-Exempt
4042	Auto Parts Supervisor	GFA	12	Non-Exempt
4044	Auto Parts Technician	GFA	8	Non-Exempt
4053	Automotive Service Writer	GFA	11	Non-Exempt
4046	Automotive Technician	GFA	10	Non-Exempt
2245	Background Adjudicator (DPS)	GFA	14	Exempt
1435	Background Investigations Manager	GFA	17	Exempt
2246	Background Investigator (DPS)	GFA	11	Non-Exempt
3756	Behavioral Health Director	EXA	19	Exempt
1422	Benefits Clerk	GFA	6	Non-Exempt
3735	Benefits Coordinator	GFA	15	Exempt
3245	Biologist	GFA	13	Exempt
3246	Botanist	GFA	13	Exempt
2068	Broadcast Engineering Technician	GFA	13	Exempt
2072	Broadcast Technician	GFA	12	Exempt
1683	Budget Analyst	GFA	13	Exempt
1680	Budget Officer	EXA	18	Exempt
4080	Building Maintenance Supervisor	GFA	13	Non-Exempt
4082	Building Maintenance Worker	GFA	8	Non-Exempt
3405	Business Analyst	GFA	15	Exempt
4004	Buyer	GFA	11	Non-Exempt
3711	Caregiver Resource Specialist	GFA	13	Exempt
4173	Carpenter	GFA	10	Non-Exempt
3764	Case Assistant	GFA	7	Non-Exempt
3761	Case Management Specialist	GFA	13	Exempt
3763	Case Worker	GFA	8	Non-Exempt
3760	Caseworker Supervisor	GFA	12	Non-Exempt
1529	Cashier Services Supervisor	GFA	14	Exempt
1530	Chapter Accounting Technician	GFA	10	Non-Exempt
3247	Chemist	GFA	13	Exempt
1515	Chief Financial Officer	GFA	18	Exempt
3350	Chief Geologist (Minerals)	EXA	20	Exempt
2150	Chief Hearing Officer	EXA	18	Exempt
211	Chief Legislative Counsel	EXA	23	Exempt
2361	Chief Medical Investigator	EXA	20	Exempt
2176	Chief of Police	EXA	20	Exempt
0201	Chief of Staff	EXA	20	Exempt
0206	Chief Operating Officer	EXA	22	Exempt
2155	Chief Prosecutor	EXA	21	Exempt
3632	Child Development Aide	GFA	5	Non-Exempt
3631	Child Development Worker	GFA	9	Non-Exempt
2172	Child Support Case Management Specialist	GFA	13	Exempt
2170	Child Support Enforcement Officer	GFA	11	Non-Exempt
2171	Child Support Regional Manager	GFA	14	Exempt
3311	Civil Engineer	GFA	16	Exempt
3754	Clinical Director	EXA	19	Exempt

**Navajo Nation**  
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Class Code	Position Classification Title	Sch ID	Grade	OT Status
3804	Clinical Family Therapist	GFA	17	Exempt
3753	Clinical Psychologist	EXA	19	Exempt
3702	Clinical Social Worker	GFA	16	Exempt
3750	Clinical Specialist	GFA	16	Exempt
3755	Clinical Specialist - Intern	GFA	15	Exempt
3433	Collection Clerk	GFA	6	Non-Exempt
3432	Collection Officer	GFA	12	Non-Exempt
3820	Community Center Supervisor	GFA	11	Non-Exempt
3798	Community Health Environmental Research Tech	GFA	12	Non-Exempt
3792	Community Health Nurse	GFA	16	Exempt
3790	Community Health Nurse Director	EXA	19	Exempt
3791	Community Health Nurse Supervisor	GFA	17	Exempt
3795	Community Health Worker	GFA	12	Non-Exempt
3799	Community Health Worker Intern	GFA	10	Non-Exempt
3793	Community Health Worker Supervisor	GFA	13	Exempt
3821	Community Involvement Specialist	GFA	13	Non-Exempt
3737	Community Library Manager	GFA	16	Exempt
3830	Community Resource Coordinator	GFA	10	Non-Exempt
3831	Community Services Coordinator	GFA	11	Exempt
1843	Computer Operations Manager	GFA	16	Exempt
1892	Computer Operator	GFA	7	Non-Exempt
2022	Construction Employment Analyst	GFA	11	Non-Exempt
3515	Construction Inspector	GFA	13	Non-Exempt
3501	Construction Supervisor	GFA	12	Non-Exempt
2018	Contract Analyst	GFA	13	Exempt
2020	Contract Compliance Officer	GFA	13	Exempt
2015	Contracting Officer	EXA	18	Exempt
0402	Controller	EXA	21	Exempt
3849	Cook	GFA	7	Non-Exempt
3850	Cook's Aide	GFA	5	Non-Exempt
2264	Corrections Captain	GFA	17	Exempt
2265	Corrections Lieutenant	GFA	16	Non-Exempt
2267	Corrections Officer	GFA	12	Non-Exempt
2268	Corrections Officer Trainee	GFA	10	Non-Exempt
2266	Corrections Sergeant	GFA	14	Non-Exempt
3802	Counselor	GFA	12	Non-Exempt
3430	Credit Manager	GFA	17	Exempt
2351	Criminal Information System Specialist	GFA	13	Non-Exempt
2207	Criminal Investigations Supervisor	GFA	17	Exempt
2209	Criminal Investigator	GFA	15	Non-Exempt
4083	Custodial Supervisor	GFA	10	Non-Exempt
4085	Custodian	GFA	6	Non-Exempt
1230	Department Manager I	GFA	16	Exempt
1231	Department Manager II	GFA	17	Exempt
1232	Department Manager III	GFA	18	Exempt
400	Deputy Attorney General	EXA	22	Exempt
2179	Deputy Chief of Police	EXA	19	Exempt
2156	Deputy Chief Prosecutor	EXA	20	Exempt
2023	Deputy Contracting Officer	EXA	17	Exempt
1191	Deputy Division Director	EXA	19	Exempt
1192	Deputy Executive Director	EXA	19	Exempt
2316	Deputy Fire Chief	EXA	19	Exempt
4142	Derrick Operator	GFA	10	Non-Exempt

**Navajo Nation**  
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Class Code	Position Classification Title	Sch ID	Grade	OT Status
3697	Developmental Specialist	GFA	13	Exempt
2241	Digital Evidence Technician	GFA	13	Exempt
2178	Director of Corrections	GFA	19	Exempt
2177	Director of Criminal Investigations	GFA	18	Exempt
411	Director of Ethics and Rules	GFA	18	Exempt
1840	Director of Information Technology	GFA	19	Exempt
301	Division Director	EXA	20	Exempt
4140	Driller	GFA	11	Non-Exempt
4141	Driller Helper	GFA	8	Non-Exempt
4144	Driver	GFA	8	Non-Exempt
3403	Economic Development Specialist	GFA	13	Exempt
3408	Economist	GFA	17	Exempt
3676	Education Administrator	GFA	18	Exempt
1859	Education Data Network Specialist	GFA	14	Exempt
3688	Education Data Specialist	GFA	12	Exempt
3677	Education Program Manager	GFA	16	Exempt
3672	Education Specialist	GFA	13	Exempt
3516	Electrical Inspector	GFA	14	Non-Exempt
4175	Electrician	GFA	12	Non-Exempt
2065	Electronic Technician	GFA	12	Non-Exempt
3741	Eligibility Technician	GFA	8	Non-Exempt
2288	Emergency Management Director	GFA	18	Exempt
2287	Emergency Medical Responder	GFA	11	Non-Exempt
2284	Emergency Medical Technician - Basic	GFA	12	Non-Exempt
2283	Emergency Medical Technician - Intermediate	GFA	13	Non-Exempt
2285	Emergency Medical Technician - Intern	GFA	7	Non-Exempt
2286	Emergency Medical Technician - Recruit	GFA	9	Non-Exempt
2281	Emergency Medical Technician Instructor/Coordinator	GFA	14	Non-Exempt
2280	Emergency Medical Technician Supervisor	GFA	15	Non-Exempt
2290	Emergency Services Coordinator	GFA	14	Exempt
2291	Emergency Services Liaison	GFA	9	Non-Exempt
1213	Employee Housing Manager	GFA	15	Exempt
1423	Employee Insurance Representative	GFA	9	Non-Exempt
3673	Employment Assistance Officer	GFA	9	Non-Exempt
3696	Employment Development Specialist	GFA	13	Exempt
2293	EMS Training Manager	GFA	17	Exempt
1669	Energy Financial Analyst	GFA	14	Exempt
3326	Engineering Aide	GFA	7	Non-Exempt
3325	Engineering Technician	GFA	12	Non-Exempt
3030	Environmental Department Manager	GFA	18	Exempt
3317	Environmental Engineer	GFA	15	Exempt
2188	Environmental Law Enforcement Officer	GFA	13	Non-Exempt
2189	Environmental Law Enforcement Recruit	GFA	10	Non-Exempt
2186	Environmental Law Enforcement Sergeant	GFA	15	Non-Exempt
3040	Environmental Program Manager	GFA	16	Exempt
3031	Environmental Program Supervisor	GFA	15	Exempt
3033	Environmental Specialist	GFA	14	Exempt
3035	Environmental Technician	GFA	7	Non-Exempt
3911	Epidemiologist	GFA	17	Exempt
4052	Equipment Mechanic	GFA	12	Non-Exempt
4050	Equipment Mechanic Supervisor	GFA	13	Non-Exempt
4148	Equipment Operator	GFA	11	Non-Exempt
2159	Ethics Investigator	GFA	13	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
2160	Ethics Presenting Officer	GFA	15	Exempt
2250	Evidence Technician	GFA	11	Non-Exempt
0302	Executive Director	EXA	20	Exempt
0421	Executive Protection Agent	GFA	14	Non-Exempt
0420	Executive Protection Agent Supervisor	GFA	15	Non-Exempt
0203	Executive Staff Assistant	GFA	15	Exempt
3072	Extension Agent	GFA	12	Non-Exempt
4073	Facilities Maintenance Technician	GFA	11	Non-Exempt
1249	Facility Manager	GFA	16	Exempt
3803	Family Therapist	GFA	16	Exempt
3812	Family Therapist - Intern	GFA	15	Exempt
3261	Fee Collector	GFA	7	Non-Exempt
3260	Fee Collector Supervisor	GFA	10	Non-Exempt
2289	Field Operations Manager	GFA	16	Exempt
3502	Field Supervisor	GFA	10	Non-Exempt
2071	Film Liaison	GFA	12	Exempt
2073	Film Production Assistant	GFA	9	Non-Exempt
3686	Financial Aid Counselor	GFA	12	Exempt
1513	Financial Analyst	GFA	16	Exempt
2330	Fire Captain	GFA	15	Exempt
2315	Fire Chief	EXA	18	Exempt
2332	Firefighter	GFA	11	Non-Exempt
2333	Firefighter Recruit	GFA	10	Non-Exempt
1512	Fiscal Manager (NPD)	GFA	17	Exempt
3251	Fish Biologist	GFA	13	Exempt
3183	Fish Culturist	GFA	8	Non-Exempt
3724	Fitness Specialist	GFA	11	Exempt
4041	Fleet Coordinator	GFA	10	Non-Exempt
4040	Fleet Service Manager	GFA	14	Exempt
1855	FMIS Application Specialist	GFA	15	Non-Exempt
1845	FMIS Project Manager	GFA	16	Exempt
4151	Food Distribution Truck Driver	GFA	9	Non-Exempt
3848	Food Service Coordinator	GFA	8	Non-Exempt
3058	Forest Maintenance Worker	GFA	7	Non-Exempt
3052	Forest Service Officer	GFA	9	Non-Exempt
3057	Forest Technician	GFA	7	Non-Exempt
3054	Forester	GFA	12	Exempt
3059	Forestry Aide	GFA	5	Non-Exempt
3050	Forestry Department Manager	GFA	18	Exempt
3458	Gaming Agent	GFA	13	Non-Exempt
3452	Gaming Audit Manager	GFA	16	Exempt
3457	Gaming Auditor	GFA	14	Exempt
3451	Gaming Enforcement Manager	GFA	16	Exempt
3464	Gaming License Adjudicator	GFA	15	Exempt
3454	Gaming License Technician	GFA	10	Non-Exempt
3453	Gaming Regulatory Investigator	GFA	12	Non-Exempt
3450	Gaming Regulatory Investigator & Licensing Manager	GFA	16	Exempt
3459	Gaming Surveillance Manager	GFA	16	Exempt
3460	Gaming Surveillance Observer	GFA	11	Non-Exempt
3461	Gaming Surveillance Technician	GFA	12	Non-Exempt
1861	Geographic Information Systems Analyst	GFA	15	Non-Exempt
1860	Geographic Information Systems Supervisor	GFA	16	Exempt
1862	Geographic Information Systems Technician	GFA	12	Non-Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
3341	Geologist	GFA	16	Exempt
1021	Government & Legislative Affairs Associate	GFA	17	Exempt
1022	Government & Legislative Communications Officer	GFA	17	Exempt
2059	Graphic Designer	GFA	8	Non-Exempt
4086	Grounds Keeper	GFA	5	Non-Exempt
3725	Health & Wellness Coordinator	GFA	13	Exempt
3722	Health Education Technician	GFA	9	Non-Exempt
3721	Health Educator	GFA	13	Exempt
3248	Health Physicist	GFA	13	Exempt
1194	Health Services Administrator	EXA	20	Exempt
3860	Health Services Administrator (ALTC)	EXA	19	Exempt
3757	Health Services Administrator (Behavioral & Mental Health)	EXA	19	Exempt
3736	Healthy School Coordinator	GFA	13	Exempt
2151	Hearing Officer	GFA	16	Exempt
4150	Heavy Equipment Operator	GFA	11	Non-Exempt
3626	Historic Preservation Program Manager	GFA	15	Exempt
3771	Home Care Worker	GFA	6	Non-Exempt
3416	Homesite Agent	GFA	10	Non-Exempt
3192	Horticulturist	GFA	12	Non-Exempt
3421	Housing Specialist	GFA	12	Non-Exempt
1426	HR Background Check Technician	GFA	10	Non-Exempt
1407	HR IT Manager	GFA	16	Exempt
1413	HR Operation & Development Manager	GFA	17	Exempt
1421	HR Operations & Dev Spec	GFA	15	Exempt
1411	HR Position Control Analyst	GFA	14	Exempt
1431	HR Records Supervisor	GFA	12	Exempt
1408	HR Recruitment Manager	GFA	15	Exempt
1432	HR Support Services Specialist	GFA	15	Exempt
1433	HR Technical Specialist	GFA	14	Exempt
1430	HR/IT Support Technician	GFA	11	Non-Exempt
1427	Human Resource Adjudicator	GFA	14	Exempt
1417	Human Resources Analyst	GFA	13	Exempt
1405	Human Resources Classification and Pay Manager	GFA	16	Exempt
1401	Human Resources Director	GFA	18	Exempt
1410	Human Resources Employee Relations Specialist	GFA	14	Exempt
1414	Human Resources Generalist	GFA	15	Exempt
1412	Human Resources Information Systems Supervisor	GFA	15	Exempt
1424	Human Resources Records Clerk	GFA	8	Non-Exempt
1428	Human Resources Specialist (Behavioral Health)	GFA	13	Exempt
1403	Human Resources Systems Manager	GFA	17	Exempt
1419	Human Resources Technician	GFA	10	Non-Exempt
2166	Human Rights Investigator	GFA	13	Exempt
3364	Hydrologic Technician	GFA	8	Non-Exempt
3362	Hydrologist	GFA	15	Exempt
3404	Industrial Development Specialist	GFA	15	Exempt
1877	Information Security Officer	GFA	16	Exempt
1872	Information Systems Technician	GFA	10	Non-Exempt
1470	Insurance Claims Analyst	GFA	13	Exempt
1471	Insurance Claims Examiner	GFA	10	Non-Exempt
504	Intern	GFA	7	Non-Exempt
2206	Internal Affairs Investigator	GFA	14	Non-Exempt
2205	Internal Affairs Supervisor	GFA	16	Exempt
1668	Internal Auditor	GFA	16	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
2236	Investigator	GFA	13	Non-Exempt
1511	Investment Manager	GFA	18	Exempt
4070	Irrigation Supervisor	GFA	12	Non-Exempt
2163	Juvenile Presenting Officer	GFA	13	Exempt
3189	Kennel Officer	GFA	8	Non-Exempt
2021	Labor Compliance Officer	GFA	11	Exempt
4143	Laborer	GFA	5	Non-Exempt
3412	Land Agent	GFA	11	Non-Exempt
3414	Land Support Agent	GFA	9	Non-Exempt
2154	Law Clerk - Intern	GFA	13	Exempt
2251	Lead Police Records Clerk	GFA	8	Non-Exempt
3747	Lead Reimbursement Specialist	GFA	12	Exempt
3413	Leasing Agent	GFA	11	Exempt
202	Legal Counsel	EXA	20	Exempt
1291	Legal Secretary	GFA	8	Non-Exempt
1017	Legislative Accounts Maint Spec	GFA	9	Non-Exempt
1014	Legislative Advisor I	GFA	14	Exempt
1013	Legislative Advisor II	GFA	15	Exempt
1010	Legislative Analyst	GFA	15	Exempt
1015	Legislative Assistant	GFA	10	Non-Exempt
1011	Legislative Associate	GFA	14	Exempt
210	Legislative Chief of Staff	EXA	19	Exempt
1297	Legislative Clerk Supervisor	GFA	12	Exempt
1016	Legislative District Assistant	GFA	13	Exempt
1002	Legislative Financial Advisor	GFA	16	Exempt
1012	Legislative Liaison	GFA	9	Non-Exempt
1004	Legislative Manager	GFA	17	Exempt
1295	Legislative Reporter	GFA	8	Non-Exempt
1296	Legislative Reporter Supervisor	GFA	13	Exempt
1298	Legislative Secretary I	GFA	8	Non-Exempt
1299	Legislative Secretary II	GFA	9	Non-Exempt
1300	Legislative Secretary III	GFA	10	Non-Exempt
1003	Legislative Staff Assistant	GFA	16	Exempt
1307	Legislative Transcriptionist	GFA	10	Non-Exempt
1355	Library Assistant	GFA	7	Non-Exempt
3738	Library Services Coordinator	GFA	12	Exempt
3431	Loan Officer	GFA	13	Exempt
3434	Loan Processor	GFA	7	Non-Exempt
2350	Local Agency Security Officer	GFA	12	Non-Exempt
4176	Locksmith	GFA	10	Non-Exempt
1362	Mail Clerk	GFA	6	Non-Exempt
4076	Maintenance Mechanic	GFA	12	Non-Exempt
4077	Maintenance Technician	GFA	10	Non-Exempt
1982	Management Analyst	GFA	13	Exempt
3407	Marketing Specialist	GFA	14	Exempt
2057	Media Production Specialist	GFA	13	Exempt
2070	Media Production Technician	GFA	12	Exempt
2056	Media Representative	GFA	13	Non-Exempt
2360	Medical Examiner	EXA	22	Exempt
2362	Medical Investigator	GFA	14	Exempt
4028	Mine Safety Officer	GFA	15	Exempt
3002	Mineral Assessment Specialist	GFA	13	Exempt
3355	Minerals & Royalty Management Director	EXA	20	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
1664	Minerals Audit Manager	GFA	17	Exempt
1661	Minerals Auditor	GFA	14	Exempt
1659	Minerals Royalty and Audit Manager	GFA	19	Exempt
3344	Mining Engineer	GFA	16	Exempt
3003	Mining Financial Analyst	GFA	15	Exempt
0501	Miss Navajo Nation	GFA	10	Non-Exempt
4147	Motor Coach Driver	GFA	9	Non-Exempt
3291	Museum Curator	GFA	14	Exempt
3290	Museum Director	GFA	17	Exempt
3295	Museum Exhibit Technician	GFA	8	Non-Exempt
3297	Museum Facilities Representative	GFA	8	Non-Exempt
3168	Natural Resource Enf Lieutenant	GFA	16	Exempt
3169	Natural Resource Enf Mgr	GFA	17	Exempt
3166	Natural Resource Enf Officer	GFA	13	Non-Exempt
3165	Natural Resource Enf Recruit	GFA	11	Non-Exempt
3167	Natural Resource Enf Sergeant	GFA	15	Non-Exempt
3823	Navajo Cultural Specialist	GFA	11	Non-Exempt
1228	Navajo Nation Fair Manager	GFA	14	Exempt
1844	Network Manager	GFA	16	Exempt
1848	Network Specialist	GFA	14	Exempt
3847	Nutrition Education Technician	GFA	9	Non-Exempt
3845	Nutrition Worker	GFA	7	Non-Exempt
3842	Nutritionist	GFA	13	Exempt
3806	Occupational Therapist	GFA	17	Exempt
1367	Office Aide	GFA	5	Non-Exempt
1364	Office Assistant	GFA	7	Non-Exempt
1366	Office Specialist	GFA	8	Non-Exempt
3701	Ombudsman	GFA	13	Exempt
4178	Painter	GFA	10	Non-Exempt
2282	Paramedic	GFA	14	Non-Exempt
3698	Parent Educator	GFA	9	Non-Exempt
3695	Parent Training Coordinator	GFA	9	Non-Exempt
1218	Park Manager	GFA	13	Exempt
3271	Parks Maintenance Worker	GFA	7	Non-Exempt
1526	Payroll Supervisor	GFA	15	Exempt
1528	Payroll Technician	GFA	10	Non-Exempt
3852	Peer Counselor (Breastfeeding)	GFA	7	Non-Exempt
3347	Petroleum Engineer	GFA	16	Exempt
3009	Petroleum Technician	GFA	13	Non-Exempt
3010	Petroleum Technician - Trainee	GFA	11	Non-Exempt
3808	Physical Therapist	GFA	17	Exempt
3723	Physical Wellness Coordinator	GFA	9	Non-Exempt
1963	Planner	GFA	12	Non-Exempt
1962	Planner (Health)	GFA	15	Exempt
3327	Planner/Estimator	GFA	14	Exempt
1964	Planning Aide	GFA	6	Non-Exempt
4180	Plumber	GFA	12	Non-Exempt
2180	Police Captain	GFA	18	Exempt
2190	Police Commander	GFA	18	Exempt
2253	Police Dispatcher	GFA	6	Non-Exempt
2255	Police Identification Technician	GFA	7	Non-Exempt
2181	Police Lieutenant	GFA	17	Exempt
2184	Police Officer	GFA	14	Non-Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
2240	Police Property Clerk	GFA	6	Non-Exempt
2249	Police Records Analyst	GFA	10	Non-Exempt
2248	Police Records Analyst Supervisor	GFA	12	Non-Exempt
2252	Police Records Clerk	GFA	7	Non-Exempt
2185	Police Recruit	GFA	13	Non-Exempt
2182	Police Sergeant	GFA	16	Non-Exempt
1980	Policy Analyst	GFA	14	Exempt
3186	Predator Control Agent	GFA	10	Non-Exempt
3740	Prevention Specialist	GFA	12	Exempt
1517	Principal Accountant	GFA	16	Exempt
3614	Principal Archaeologist	GFA	16	Exempt
3612	Principal Archaeologist (Contract Specialist)	GFA	15	Exempt
2144	Principal Attorney	EXA	20	Exempt
1652	Principal Auditor	GFA	17	Exempt
1681	Principal Budget Analyst	GFA	16	Exempt
3765	Principal Case Worker	GFA	13	Exempt
3309	Principal Civil Engineer	GFA	19	Exempt
2016	Principal Contract Analyst	GFA	16	Exempt
3401	Principal Economic Development Specialist	GFA	16	Exempt
3670	Principal Education Specialist	GFA	16	Exempt
3323	Principal Engineering Technician	GFA	14	Non-Exempt
3070	Principal Extension Agent	GFA	14	Exempt
3055	Principal Forest Technician	GFA	11	Non-Exempt
3339	Principal Geologist	GFA	19	Exempt
3360	Principal Hydrologist	GFA	17	Exempt
1870	Principal Information Systems Technician	GFA	13	Non-Exempt
1663	Principal Minerals Auditor	GFA	16	Exempt
3351	Principal Mining Engineer	GFA	19	Exempt
3843	Principal Nutrition Worker	GFA	10	Non-Exempt
3840	Principal Nutritionist	GFA	15	Exempt
3349	Principal Petroleum Engineer	GFA	19	Exempt
1960	Principal Planner	GFA	15	Exempt
1990	Principal Program Analyst	GFA	15	Exempt
1851	Principal Programmer Analyst	GFA	16	Non-Exempt
3315	Principal Remediation Engineer	GFA	19	Exempt
3706	Principal Social Service Representative	GFA	11	Non-Exempt
3703	Principal Social Worker	GFA	15	Exempt
4005	Principal Stores Clerk	GFA	8	Non-Exempt
3730	Principal Substance Abuse Counselor	GFA	14	Exempt
3338	Principal Superfund Geologist	GFA	19	Exempt
1665	Principal Tax Auditor	GFA	16	Exempt
2165	Principal Tribal Court Advocate	GFA	18	Exempt
3712	Principal Victim Witness Advocate	GFA	14	Exempt
2069	Production Coordinator	GFA	12	Exempt
1992	Program Analyst	GFA	13	Exempt
1993	Program Evaluation Manager	GFA	16	Exempt
1235	Program Manager I	GFA	15	Exempt
1236	Program Manager II	GFA	16	Exempt
1237	Program Manager III	GFA	17	Exempt
1246	Program Supervisor I	GFA	13	Exempt
1247	Program Supervisor II	GFA	14	Exempt
1248	Program Supervisor III	GFA	15	Exempt
1853	Programmer Analyst	GFA	14	Non-Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
1850	Programmer Analyst Supervisor	GFA	17	Exempt
1252	Programs and Projects Specialist	GFA	12	Exempt
3503	Project Manager	GFA	13	Exempt
4017	Property Clerk	GFA	6	Non-Exempt
4015	Property Supervisor	GFA	12	Exempt
1965	Proposal Writer	GFA	14	Exempt
2158	Prosecutor	GFA	16	Exempt
0305	Public Defender Director	EXA	21	Exempt
2041	Public Information Officer	GFA	13	Non-Exempt
2259	Public Safety Answering Point Supervisor	GFA	13	Exempt
2257	Public Safety Telecommunications Operator	GFA	9	Non-Exempt
4030	Radio Technician	GFA	10	Non-Exempt
1219	Ranch General Manager	GFA	17	Exempt
3179	Ranch Hand	GFA	10	Non-Exempt
3174	Range Conservationist	GFA	12	Non-Exempt
3172	Ranger	GFA	13	Non-Exempt
3175	Ranger Dispatcher	GFA	6	Non-Exempt
3170	Ranger Lieutenant	GFA	16	Exempt
3173	Ranger Recruit	GFA	11	Non-Exempt
3171	Ranger Sergeant	GFA	15	Non-Exempt
3037	Reclamation Specialist	GFA	15	Exempt
1306	Records Clerk	GFA	6	Non-Exempt
3682	Recreation Aide	GFA	6	Non-Exempt
3681	Recreation Coordinator	GFA	10	Non-Exempt
3680	Recreation Specialist	GFA	12	Non-Exempt
3510	Registered Architect	GFA	17	Exempt
3328	Registered Land Surveyor	GFA	15	Exempt
3780	Registered Nurse	GFA	17	Exempt
3321	Registered Surveyor	GFA	15	Exempt
3744	Rehabilitation Services Technician	GFA	10	Non-Exempt
3734	Reimbursement Specialist	GFA	11	Non-Exempt
3041	Remedial Project Manager	GFA	14	Exempt
2006	Research Assistant	GFA	7	Non-Exempt
3766	Resident Caseworker	GFA	10	Non-Exempt
3774	Residential Guidance Technician	GFA	7	Non-Exempt
3775	Residential Supervisor	GFA	10	Non-Exempt
1415	Retirement Officer	GFA	10	Non-Exempt
1404	Retirement Plan Administrator	GFA	18	Exempt
1672	Revenue Data Specialist	GFA	11	Non-Exempt
3418	Right-Of-Way Agent	GFA	10	Non-Exempt
1863	Rural Addressing/GIS Coordinator	GFA	13	Exempt
1864	Rural Addressing/GIS Technician	GFA	12	Non-Exempt
4025	Safety Officer	GFA	15	Exempt
4027	Safety Technician	GFA	9	Non-Exempt
1368	Sales Clerk	GFA	6	Non-Exempt
3039	Sanitarian	GFA	14	Exempt
2340	Security Guard	GFA	8	Non-Exempt
3767	Self Reliance Field Site Mgr	GFA	15	Exempt
1518	Senior Accountant	GFA	14	Exempt
3184	Senior Animal Control Officer	GFA	12	Non-Exempt
3603	Senior Anthropologist	GFA	17	Exempt
3410	Senior Appraiser	GFA	13	Exempt
3617	Senior Archaeological Technician	GFA	8	Non-Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
3615	Senior Archaeologist	GFA	15	Exempt
3613	Senior Archaeologist (Contract Representative)	GFA	14	Exempt
2145	Senior Attorney	EXA	19	Exempt
1653	Senior Auditor	GFA	15	Exempt
4043	Senior Auto Parts Technician	GFA	9	Non-Exempt
4045	Senior Automotive Technician	GFA	11	Non-Exempt
1682	Senior Budget Analyst	GFA	14	Exempt
4081	Senior Building Maintenance Worker	GFA	10	Non-Exempt
4172	Senior Carpenter	GFA	12	Non-Exempt
3762	Senior Caseworker	GFA	10	Non-Exempt
3824	Senior Center Supervisor	GFA	10	Non-Exempt
3630	Senior Child Development Worker	GFA	10	Non-Exempt
3310	Senior Civil Engineer	GFA	18	Exempt
3794	Senior Community Health Worker	GFA	13	Non-Exempt
1891	Senior Computer Operator	GFA	11	Non-Exempt
3500	Senior Construction Supervisor	GFA	15	Non-Exempt
2017	Senior Contract Analyst	GFA	14	Exempt
3801	Senior Counselor	GFA	14	Exempt
2208	Senior Criminal Investigator	GFA	16	Non-Exempt
4084	Senior Custodian	GFA	8	Non-Exempt
3402	Senior Economic Development Specialist	GFA	15	Exempt
3671	Senior Education Specialist	GFA	14	Exempt
4174	Senior Electrician	GFA	13	Non-Exempt
3324	Senior Engineering Technician	GFA	13	Non-Exempt
3316	Senior Environmental Engineer	GFA	18	Exempt
2187	Senior Environmental Law Enforcement Officer	GFA	14	Non-Exempt
3032	Senior Environmental Specialist	GFA	15	Exempt
3034	Senior Environmental Technician	GFA	8	Non-Exempt
3910	Senior Epidemiologist	GFA	18	Exempt
4051	Senior Equipment Mechanic	GFA	13	Non-Exempt
3071	Senior Extension Agent	GFA	13	Non-Exempt
4072	Senior Facilities Maintenance Technician	GFA	12	Non-Exempt
3685	Senior Financial Aid Counselor	GFA	14	Exempt
2331	Senior Firefighter	GFA	13	Non-Exempt
3056	Senior Forest Technician	GFA	8	Non-Exempt
3053	Senior Forester	GFA	14	Exempt
3462	Senior Gaming Surveillance Observer	GFA	13	Non-Exempt
3340	Senior Geologist	GFA	17	Exempt
3720	Senior Health Educator	GFA	14	Exempt
4149	Senior Heavy Equipment Operator	GFA	13	Non-Exempt
3415	Senior Homesite Agent	GFA	12	Non-Exempt
3420	Senior Housing Specialist	GFA	14	Exempt
1416	Senior Human Resources Analyst	GFA	14	Exempt
1429	Senior Human Resources Technician	GFA	11	Non-Exempt
3361	Senior Hydrologist	GFA	16	Exempt
1871	Senior Information Systems Technician	GFA	12	Non-Exempt
2235	Senior Investigator	GFA	15	Non-Exempt
1290	Senior Legal Secretary	GFA	10	Non-Exempt
4075	Senior Maintenance Mechanic	GFA	13	Non-Exempt
1981	Senior Management Analyst	GFA	15	Exempt
3001	Senior Mineral Assessment Specialist	GFA	14	Exempt
1662	Senior Minerals Auditor	GFA	15	Exempt
3343	Senior Mining Engineer	GFA	18	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
1847	Senior Network Specialist	GFA	15	Exempt
3844	Senior Nutrition Worker	GFA	8	Non-Exempt
3841	Senior Nutritionist	GFA	14	Exempt
1365	Senior Office Specialist	GFA	10	Non-Exempt
4177	Senior Painter	GFA	12	Non-Exempt
3270	Senior Parks Maintenance Worker	GFA	8	Non-Exempt
1527	Senior Payroll Technician	GFA	11	Non-Exempt
3346	Senior Petroleum Engineer	GFA	18	Exempt
3008	Senior Petroleum Technician	GFA	14	Non-Exempt
1961	Senior Planner	GFA	14	Exempt
4179	Senior Plumber	GFA	13	Non-Exempt
1991	Senior Program Analyst	GFA	14	Exempt
1852	Senior Programmer Analyst	GFA	15	Non-Exempt
1251	Senior Programs and Projects Specialist	GFA	15	Exempt
4016	Senior Property Clerk	GFA	8	Non-Exempt
2157	Senior Prosecutor	GFA	17	Exempt
2040	Senior Public Information Officer	GFA	14	Non-Exempt
3036	Senior Reclamation Specialist	GFA	16	Exempt
3042	Senior Remedial Project Manager	GFA	16	Exempt
3419	Senior Right-Of-Way Agent	GFA	12	Non-Exempt
4026	Senior Safety Technician	GFA	11	Non-Exempt
3707	Senior Social Service Representative	GFA	9	Non-Exempt
3704	Senior Social Worker	GFA	14	Exempt
2001	Senior Statistical Research Analyst	GFA	14	Exempt
4006	Senior Stores Clerk	GFA	7	Non-Exempt
3731	Senior Substance Abuse Counselor	GFA	11	Non-Exempt
3365	Senior Superfund Hydrogeologist	GFA	17	Exempt
2147	Senior Tax Attorney	EXA	19	Exempt
1656	Senior Tax Auditor	GFA	15	Exempt
1670	Senior Tax Compliance Officer	GFA	14	Exempt
2161	Senior Tribal Court Advocate	GFA	17	Exempt
3709	Senior Victim and Witness Advocate	GFA	13	Exempt
3691	Senior Vocational Rehabilitation Counselor	GFA	13	Exempt
4002	Senior Warehouse Worker	GFA	8	Non-Exempt
3285	Senior Zookeeper	GFA	10	Non-Exempt
3456	Slot Compliance Assistant	GFA	12	Non-Exempt
3455	Slot Compliance Manager	GFA	16	Exempt
3796	Social Hygiene Technician	GFA	9	Non-Exempt
3708	Social Service Representative	GFA	7	Non-Exempt
3705	Social Worker	GFA	13	Exempt
2242	SORNA Registrant	GFA	11	Non-Exempt
2295	Special Operations Coordinator	GFA	15	0
3807	Speech Language Pathologist	EXA	18	Exempt
205	Staff Assistant	GFA	12	Exempt
1442	Staff Training Coordinator	GFA	12	Non-Exempt
2002	Statistical Research Analyst	GFA	13	Exempt
2003	Statistical Technician	GFA	7	Non-Exempt
2004	Statistician/Demographer	GFA	16	Exempt
4007	Stores Clerk	GFA	6	Non-Exempt
3732	Substance Abuse Counselor	GFA	10	Non-Exempt
3733	Substance Abuse Health Educator	GFA	13	Exempt
403	Superintendent of Schools	EXA	20	Exempt
3611	Supervisory Archaeologist	GFA	16	Exempt

**Navajo Nation**  
**Listing of Classification Titles and Assigned Pay Grades**

Class Code	Position Classification Title	Sch ID	Grade	OT Status
3320	Supervisory Land Surveyor	GFA	14	Exempt
1841	Systems and Programming Manager	GFA	17	Exempt
2148	Tax Attorney	EXA	18	Exempt
1657	Tax Auditor	GFA	14	Exempt
1671	Tax Compliance Officer	GFA	12	Exempt
3178	Telecommunications Supervisor	GFA	12	Non-Exempt
4170	Trades Helper	GFA	7	Non-Exempt
3811	Traditional Counselor	GFA	13	Non-Exempt
3810	Traditional Practitioner	GFA	14	Non-Exempt
1444	Training & Development Supervisor	GFA	14	Exempt
1443	Training Instructor	GFA	12	Non-Exempt
1441	Training Manager	GFA	15	Exempt
4032	Transit Dispatcher	GFA	9	Non-Exempt
1250	Transit Manager	GFA	17	Exempt
1966	Transit Planner	GFA	13	Exempt
3743	Treatment Coordinator	GFA	13	Exempt
2162	Tribal Court Advocate	GFA	16	Exempt
3797	Tuberculosis Control Technician	GFA	9	Non-Exempt
1842	User Services Manager	GFA	17	Exempt
4047	Vehicle Service Worker	GFA	7	Non-Exempt
3829	Veterans Claims Examiner	GFA	13	Exempt
3825	Veterans Service Officer	GFA	11	Exempt
3073	Veterinarian	GFA	17	Exempt
3075	Veterinary Aide	GFA	6	Non-Exempt
3078	Veterinary Medical Officer	EXA	20	Exempt
3079	Veterinary Mixed Practice	EXA	20	Exempt
3710	Victim and Witness Advocate	GFA	12	Non-Exempt
1229	Vital Statistics Manager	GFA	13	Exempt
2005	Vital Statistics Technician	GFA	8	Non-Exempt
3692	Vocational Rehabilitation Counselor	GFA	12	Exempt
3826	Volunteer Services Coordinator	GFA	9	Non-Exempt
4078	Voter Machine Technician	GFA	8	Non-Exempt
3835	Voter Registration Specialist	GFA	11	Non-Exempt
4001	Warehouse Supervisor	GFA	11	Exempt
4003	Warehouse Worker	GFA	7	Non-Exempt
3025	Water Code Compliance Officer	GFA	13	Exempt
3021	Water Development Technician	GFA	11	Non-Exempt
1849	Web Developer	GFA	15	Exempt
3007	Weights and Measures Inspector	GFA	10	Non-Exempt
4181	Welder	GFA	10	Non-Exempt
3180	Wildlife Biologist	GFA	13	Exempt
3181	Wildlife Conservation Officer	GFA	13	Non-Exempt
3187	Wildlife Law Enforcement Manager	GFA	15	Exempt
3188	Wildlife Manager	GFA	16	Exempt
3182	Wildlife Technician	GFA	8	Non-Exempt
3280	Zoo Curator	GFA	12	Exempt
3284	Zookeeper	GFA	9	Non-Exempt
3249	Zoologist	GFA	13	Exempt

# NAVAJO NATION SALARY SCHEDULE

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP										
	Minimum A	B	C	D	E	F	G	H	I	J	Maximum K
5	14.70	15.29	15.90	16.54	17.20	17.89	18.61	19.35	20.12	20.92	21.76
6	14.85	15.44	16.06	16.70	17.37	18.06	18.78	19.53	20.31	21.12	21.96
7	16.02	16.66	17.33	18.02	18.74	19.49	20.27	21.08	21.92	22.80	23.71
8	17.32	18.01	18.73	19.48	20.26	21.07	21.91	22.79	23.70	24.65	25.64
9	18.79	19.54	20.32	21.13	21.98	22.86	23.77	24.72	25.71	26.74	27.81
10	20.44	21.26	22.11	22.99	23.91	24.87	25.86	26.89	27.97	29.09	30.25
11	22.30	23.20	24.13	25.10	26.10	27.14	28.23	29.36	30.53	31.75	33.02
12	24.41	25.39	26.41	27.47	28.57	29.71	30.90	32.14	33.43	34.77	36.16
13	26.81	27.88	29.00	30.16	31.37	32.62	33.92	35.28	36.69	38.16	39.69
14	29.58	30.76	31.99	33.27	34.60	35.98	37.42	38.92	40.48	42.10	43.78
15	32.84	34.15	35.52	36.94	38.42	39.96	41.56	43.22	44.95	46.75	48.62
16	36.64	38.10	39.62	41.20	42.85	44.56	46.34	48.19	50.12	52.12	54.20
17	41.12	42.77	44.48	46.26	48.11	50.03	52.03	54.11	56.27	58.52	60.86
18	47.35	49.24	51.21	53.26	55.39	57.61	59.91	62.31	64.80	67.39	70.09
19	55.91	58.15	60.48	62.90	65.42	68.04	70.76	73.59	76.53	79.59	82.77
20	67.63	70.34	73.15	76.08	79.12	82.28	85.57	88.99	92.55	96.25	100.10
21	81.41	84.67	88.06	91.58	95.24	99.05	103.01	107.13	111.42	115.88	120.52
22	97.71	101.62	105.68	109.91	114.31	118.88	123.64	128.59	133.73	139.08	144.64
23	117.25	121.94	126.82	131.89	137.17	142.66	148.37	154.30	160.47	166.89	173.57
24	140.68	146.31	152.16	158.25	164.58	171.16	178.01	185.13	192.54	200.24	208.25

## NAVAJO NATION SALARY SCHEDULE

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP										Maximum
	Minimum	A	B	C	D	E	F	G	H	I	
5	30,693.60	31,925.52	33,199.20	34,535.52	35,913.60	37,354.32	38,857.68	40,402.80	42,010.56	43,680.96	45,434.88
6	31,006.80	32,238.72	33,533.28	34,869.60	36,268.56	37,709.28	39,212.64	40,778.64	42,407.28	44,098.56	45,852.48
7	33,449.76	34,786.08	36,185.04	37,625.76	39,129.12	40,695.12	42,323.76	44,015.04	45,768.96	47,606.40	49,506.48
8	36,164.16	37,604.88	39,108.24	40,674.24	42,302.88	43,994.16	45,748.08	47,585.52	49,485.60	51,469.20	53,536.32
9	39,233.52	40,799.52	42,428.16	44,119.44	45,894.24	47,731.68	49,631.76	51,615.36	53,682.48	55,833.12	58,067.28
10	42,678.72	44,390.88	46,165.68	48,003.12	49,924.08	51,928.56	53,995.68	56,146.32	58,401.36	60,739.92	63,162.00
11	46,562.40	48,441.60	50,383.44	52,408.80	54,496.80	56,668.32	58,944.24	61,303.68	63,746.64	66,294.00	68,945.76
12	50,968.08	53,014.32	55,144.08	57,357.36	59,654.16	62,034.48	64,519.20	67,108.32	69,801.84	72,599.76	75,502.08
13	55,979.28	58,213.44	60,552.00	62,974.08	65,500.56	68,110.56	70,824.96	73,664.64	76,608.72	79,678.08	82,872.72
14	61,763.04	64,226.88	66,795.12	69,467.76	72,244.80	75,126.24	78,132.96	81,264.96	84,522.24	87,904.80	91,412.64
15	68,569.92	71,305.20	74,165.76	77,130.72	80,220.96	83,436.48	86,777.28	90,243.36	93,855.60	97,614.00	101,518.56
16	76,504.32	79,552.80	82,726.56	86,025.60	89,470.80	93,041.28	96,757.92	100,620.72	104,650.56	108,826.56	113,169.60
17	85,858.56	89,303.76	92,874.24	96,590.88	100,453.68	104,462.64	108,638.64	112,981.68	117,491.76	122,189.76	127,075.68
18	98,866.80	102,813.12	106,926.48	111,206.88	115,654.32	120,289.68	125,092.08	130,103.28	135,302.40	140,710.32	146,347.92
19	116,740.08	121,417.20	126,282.24	131,335.20	136,596.96	142,067.52	147,746.88	153,655.92	159,794.64	166,183.92	172,823.76
20	141,211.44	146,869.92	152,737.20	158,855.04	165,202.56	171,800.64	178,670.16	185,811.12	193,244.40	200,970.00	209,008.80
21	169,984.08	176,790.96	183,869.28	191,219.04	198,861.12	206,816.40	215,084.88	223,687.44	232,644.96	241,957.44	251,645.76
22	204,018.48	212,182.56	220,659.84	229,492.08	238,679.28	248,221.44	258,160.32	268,495.92	279,228.24	290,399.04	302,008.32
23	244,818.00	254,610.72	264,800.16	275,386.32	286,410.96	297,874.08	309,796.56	322,178.40	335,061.36	348,466.32	362,414.16
24	293,739.84	305,495.28	317,710.08	330,426.00	343,643.04	357,382.08	371,684.88	386,551.44	402,023.52	418,101.12	434,826.00

# NAVAJO NATION SALARY SCHEDULE

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP										
	Minimum A	B	C	D	E	F	G	H	I	J	Maximum K
13	25.13	26.45	27.84	29.30	30.84	32.46	34.16	35.95	37.83	39.81	41.90
14	27.73	29.18	30.71	32.32	34.01	35.79	37.67	39.64	41.72	43.91	46.21
15	30.78	32.39	34.09	35.88	37.76	39.74	41.82	44.01	46.32	48.75	51.30
16	34.35	36.15	38.04	40.03	42.13	44.34	46.66	49.10	51.67	54.38	57.23
17	38.55	40.57	42.70	44.94	47.29	49.77	52.38	55.12	58.01	61.05	64.25
18	44.39	46.72	49.17	51.75	54.46	57.31	60.31	63.47	66.80	70.30	73.98
19	52.41	55.16	58.05	61.09	64.29	67.66	71.21	74.94	78.87	83.00	87.35
20	63.41	66.73	70.23	73.91	77.78	81.86	86.15	90.66	95.41	100.41	105.67
21	76.32	80.32	84.53	88.96	93.62	98.53	103.69	109.12	114.84	120.86	127.19
22	91.60	96.40	101.45	106.77	112.36	118.25	124.45	130.97	137.83	145.05	152.65
23	109.92	115.68	121.74	128.12	134.83	141.90	149.34	157.17	165.41	174.08	183.20
24	131.89	138.80	146.07	153.72	161.77	170.25	179.17	188.56	198.44	208.84	219.78

**NAVAJO NATION  
SALARY SCHEDULE**

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP										Maximum
	Minimum A	B	C	D	E	F	G	H	I	J	
13	52,471.44	55,227.60	58,129.92	61,178.40	64,393.92	67,776.48	71,326.08	75,063.60	78,989.04	83,123.28	87,487.20
14	57,900.24	60,927.84	64,122.48	67,484.16	71,012.88	74,729.52	78,654.96	82,768.32	87,111.36	91,684.08	96,486.48
15	64,268.64	67,630.32	71,179.92	74,917.44	78,842.88	82,977.12	87,320.16	91,892.88	96,716.16	101,790.00	107,114.40
16	71,722.80	75,481.20	79,427.52	83,582.64	87,967.44	92,581.92	97,426.08	102,520.80	107,886.96	113,545.44	119,496.24
17	80,492.40	84,710.16	89,157.60	93,834.72	98,741.52	103,919.76	109,369.44	115,090.56	121,124.88	127,472.40	134,154.00
18	92,686.32	97,551.36	102,666.96	108,054.00	113,712.48	119,663.28	125,927.28	132,525.36	139,478.40	146,786.40	154,470.24
19	109,432.08	115,174.08	121,208.40	127,555.92	134,237.52	141,274.08	148,686.48	156,474.72	164,680.56	173,304.00	182,386.80
20	132,400.08	139,332.24	146,640.24	154,324.08	162,404.64	170,923.68	179,881.20	189,298.08	199,216.08	209,656.08	220,638.96
21	159,356.16	167,708.16	176,498.64	185,748.48	195,478.56	205,730.64	216,504.72	227,842.56	239,785.92	252,355.68	265,572.72
22	191,260.80	201,283.20	211,827.60	222,935.76	234,607.68	246,906.00	259,851.60	273,465.36	287,789.04	302,864.40	318,733.20
23	229,512.96	241,539.84	254,193.12	267,514.56	281,525.04	296,287.20	311,821.92	328,170.96	345,376.08	363,479.04	382,521.60
24	275,386.32	289,814.40	304,994.16	320,967.36	337,775.76	355,482.00	374,106.96	393,713.28	414,342.72	436,057.92	458,900.64



**MEMORANDUM**

TO : Charlotte Bighthumb, Human Resources Director  
 DHR/Department of Personnel Management

FROM : \_\_\_\_\_

DATE :

SUBJECT: **Request for Automation of the the FY 2026 Compensation Study**

This memorandum is to request for the Department of Personnel Management ("DPM") to automate the implementation of the new Salary Schedules for all eligible employees occupying positions funded by the following Business Unit Number(s):

To Be Completed by Program/Department	To Be Completed by OMB/Contracts/Grants Section	
Current Business Unit No	New Business Unit No	Budget End Date

We certify that budgets for these Business Unit(s) are sufficient to cover personnel expenditures resulting from the rate adjustments and that a copy of the approved budget(s), including budget form 3, are attached to this request. We authorize the Department of Personnel Management to automate the rate adjustments based on the information provided above for those employees who meet the requirements for automation.

\_\_\_\_\_  
 Division Director

\_\_\_\_\_  
 Date

**OFFICE OF MANAGEMENT & BUDGET - BUDGET VERIFICATION**

\_\_\_\_\_  
 Contracting Officer

\_\_\_\_\_  
 Date

**OFFICE OF THE CONTROLLER - AUTHORIZATION FOR EXPENDITURE OF FUNDS**

\_\_\_\_\_  
 Controller

\_\_\_\_\_  
 Date

**DEPARTMENT OF PERSONNEL MANAGEMENT**

\_\_\_\_\_  
 HR Director

\_\_\_\_\_  
 Date