


THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE-PRESIDENT



MEMORANDUM

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

FROM : 
Garrick Tsosie, HR Position Control Analyst
DHR | Department of Personnel Management

DATE : September 29, 2022

SUBJECT : **Fiscal Year 2023 Salary Schedules - General Wage Adjustment ("GWA") – 5.00%**

On September 24, 2022, the Navajo Nation President signed into law the Navajo Nation Council ("NNC") Resolution No. CS-42-22, approving the Navajo Nation's Comprehensive Budget for Fiscal Year 2023, Waiving N.N.C. Resolution No. CF-07-11 and 12 N.N.C. § 820 (F), § 820 (I), § 840 (B) and § 860.

Pursuant to NNC Resolution CS-42-22, the Navajo Nation appropriated funds for a [General Wage Adjustment \("GWA"\)](#) to increase salaries and wages by [5.00%](#) for all Navajo Nation employees effective on [October 1, 2022](#).

In accordance with the Navajo Nation Personnel Policies Manual ("NNPPM") § VII.D.(2), the Department of Personnel Management ("DPM") hereby issues the following Salary Schedules for implementation by all divisions/departments of the Navajo Nation Executive and Legislative Branches. Beginning on 10/1/2022, the new Salary Schedules will supersede all previous schedules and should be used for all personnel matters relating to recruitment, compensation, benefits and personnel budgets.

Salary Schedule "BX" – Navajo Nation – Regular Pay Rates			Effective: 10/01/2022
New Schedule ID:	"BX"	Previous Schedule ID:	"BQ"
Applicability:	Class titles not eligible for the premium rate		

Salary Schedule "BY" – Navajo Nation – Premium Pay Rates			Effective: 10/01/2022
New Schedule ID:	"BY"	Previous Schedule ID:	"BR"
Applicability:	Class titles that are eligible for the premium rate		

Salary Schedule "BZ" – Commissioned – Law Enforcement Officers			Effective: 10/01/2022
New Schedule ID:	"BZ"	Previous Schedule ID:	"BS"
Applicability:	Commissioned Law Enforcement Officers with the Division of Public Safety		

Eligibility

All positions and employees are eligible for the GWA, regardless of the funding source, except employees whose rates of pay are specifically set by legislation. Eligible employees include all Regular Full-Time, Regular Part-Time, Seasonal, Professional At-Will and Temporary employees.

Programs shall be responsible for taking the necessary steps to transition their employees to the new salary schedules. Depending on the fund type of a position, the implementation of the new salary schedules may vary.

General Funds

The pay rates for eligible employees who meet the following criteria will be automatically updated by the Department of Personnel Management during the first pay period of new fiscal year:

1. Employee's position is funded by General Funds
2. Employee's position is fully budgeted in the approved Comprehensive Budget

The additional costs to personnel and fringe, will be covered by lapsed funds from the Personnel Lapse Fund Account. After DPM finalizes the automation, a computer generated Personnel Action Form ("PAF") will be issued for each employee to document the personnel action. Notification will be sent to the authorized point of contacts within each department when the copies are available.

Non-General Funds & External Funds

The implementation of the new salary schedules for eligible employees occupying a position funded by either Non-General Funds or by an External Contract/Grant will be subject to the availability of funds verified by the Office of the Controller ("OOC") and the Office of Management & Budget ("OMB").

Additionally, Programs funded by Non-General Funds or that are awarded prior year carryover funds from their unexpended personnel savings are not eligible to utilize the Personnel Lapse Fund. Programs are responsible for identifying funds within their current budget to cover the additional costs.

Pursuant to the FY 2023 Budget Instructions Manual ("BIM") § VII.C.18, Budget Revision Request ("BRR") submitted to OMB for approval. After the funds are transferred/posted in FMIS, the Programs may begin implementing the new salary schedules by either requesting for an automation or through the PAF process.

Request for Automation

Non-General Fund and External Fund Programs may request for DPM to automate the GWA by submitting a Request for Automation, no later than close of business ("COB") on [December 30, 2022](#). Any requests received after the deadline will not be accepted.

The Request for Automation is available on the DPM website at www.dpm.navajo-nsn.gov. Compliance with the established procedures and deadlines are expected.

Personnel Action Forms

Programs also have the option to submit manual PAFs for their employees. However, a manual PAF is required for an employee in the following situations:

1. Employee's position is cost shared between multiple business units numbers
2. Temporary or Part-Time Employees
3. Employee is on any type of approved leave status, i.e. LWOP, Administrative, Military, Educational, Family and Medical or Furlough or Acting Status

For reference when preparing the PAF, a sample is attached and is also available on the DPM website. PAFs may be electronically submitted to: submitPAFs@dpm.navajo-nsn.gov. To avoid delays in processing, please ensure that a copy of the approved BRR is attached to the PAF.

Please feel free to contact the DPM, should you have any questions and/or need additional assistance.

Concurrence:



Tomicita Woodie, Human Resources Director
Department of Personnel Management

XC: Distribution

NAVAJO NATION
SALARY SCHEDULE
 FY 2023

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											
	Minimum	A	B	C	D	E	F	G	H	I	J	K
51	7.58	7.80	8.04	8.27	8.54	8.77	9.03	9.31	9.61	9.87	10.16	10.51
52	8.25	8.53	8.76	9.02	9.28	9.60	9.86	10.15	10.49	10.79	11.10	11.46
53	9.01	9.27	9.57	9.83	10.12	10.45	10.77	11.07	11.42	11.76	12.11	12.50
54	9.81	10.10	10.42	10.71	11.04	11.39	11.74	12.05	12.42	12.79	13.20	13.59
55	10.69	11.01	11.36	11.68	12.02	12.39	12.75	13.15	13.55	13.97	14.37	14.81
56	11.64	11.99	12.36	12.72	13.09	13.49	13.93	14.34	14.75	15.20	15.66	16.12
57	12.69	13.07	13.47	13.87	14.31	14.72	15.16	15.62	16.08	16.59	17.06	17.59
58	13.84	14.27	14.69	15.11	15.57	16.02	16.52	17.03	17.56	18.08	18.62	19.17
59	15.09	15.55	16.00	16.47	16.99	17.52	18.04	18.60	19.15	19.52	19.93	20.51
60	16.41	16.91	17.40	17.92	18.49	19.02	19.41	19.80	20.41	21.00	21.63	22.28
61	17.88	18.44	18.98	19.56	19.77	20.34	20.96	21.59	22.23	22.90	23.60	24.34
62	19.53	19.72	20.31	20.93	21.55	22.19	22.85	23.52	24.24	24.96	25.60	26.36
63	20.86	21.46	22.11	22.79	23.46	24.17	24.90	25.55	26.27	27.07	27.87	28.73
64	22.74	23.37	24.09	24.85	25.61	26.22	27.03	27.81	28.64	29.53	30.42	31.33
65	24.80	25.54	26.16	26.95	27.76	28.57	29.45	30.32	31.23	32.18	33.12	34.11
66	26.87	27.69	28.52	29.40	30.24	31.16	32.11	33.04	34.05	35.06	36.12	37.21
67	29.31	30.16	31.06	32.01	32.96	33.98	35.00	36.05	37.12	38.20	39.35	40.54
68	31.93	32.89	33.89	34.90	35.98	37.02	38.15	39.29	40.48	41.69	42.95	44.24
69	34.81	35.85	36.92	38.04	39.21	40.34	41.53	42.82	44.10	45.40	46.79	48.20
70	37.95	39.06	40.25	41.45	42.72	43.97	45.32	46.69	48.10	49.50	50.75	52.27
71	41.37	42.59	43.87	45.19	46.55	47.93	49.38	50.86	52.15	53.71	55.30	56.96
72	45.08	46.42	47.82	49.26	50.75	52.02	53.57	55.17	56.84	58.52	60.27	62.10
73	49.12	50.62	51.86	53.45	55.06	56.70	58.39	60.14	61.95	63.79	65.74	67.68
74	53.31	54.92	56.54	58.26	60.01	61.78	63.66	65.55	67.55	69.56	71.66	73.83
75	58.10	59.83	61.62	63.49	65.39	67.37	69.37	71.45	73.61	75.81	78.08	80.42
76	63.33	65.26	67.17	69.22	71.26	73.42	75.63	77.91	80.23	82.67	85.11	87.66
77	69.03	71.13	73.24	75.44	77.70	80.04	82.44	84.91	87.48	90.08	92.79	95.55

**NAVAJO NATION
 SALARY SCHEDULE
 FY 2023**

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum
	Minimum	A	B	C	D	E	F	G	H	I	J	
51	15,827.04	16,286.40	16,787.52	17,267.76	17,831.52	18,311.76	18,854.64	19,439.28	20,065.68	20,608.56	21,214.08	21,944.88
52	17,226.00	17,810.64	18,290.88	18,833.76	19,376.64	20,044.80	20,587.68	21,193.20	21,903.12	22,529.52	23,176.80	23,928.48
53	18,812.88	19,355.76	19,982.16	20,525.04	21,130.56	21,819.60	22,487.76	23,114.16	23,844.96	24,554.88	25,285.68	26,100.00
54	20,483.28	21,088.80	21,756.96	22,362.48	23,051.52	23,782.32	24,513.12	25,160.40	25,932.96	26,705.52	27,561.60	28,375.92
55	22,320.72	22,988.88	23,719.68	24,387.84	25,097.76	25,870.32	26,622.00	27,457.20	28,292.40	29,169.36	30,004.56	30,923.28
56	24,304.32	25,035.12	25,807.68	26,559.36	27,331.92	28,167.12	29,085.84	29,941.92	30,798.00	31,737.60	32,698.08	33,658.56
57	26,496.72	27,290.16	28,125.36	28,960.56	29,879.28	30,735.36	31,654.08	32,614.56	33,575.04	34,639.92	35,621.28	36,727.92
58	28,897.92	29,795.76	30,672.72	31,549.68	32,510.16	33,449.76	34,493.76	35,558.64	36,665.28	37,751.04	38,878.56	40,026.96
59	31,507.92	32,468.40	33,408.00	34,389.36	35,475.12	36,581.76	37,667.52	38,836.80	39,985.20	40,757.76	41,613.84	42,824.88
60	34,264.08	35,308.08	36,331.20	37,416.96	38,607.12	39,713.76	40,528.08	41,342.40	42,616.08	43,848.00	45,163.44	46,520.64
61	37,333.44	38,502.72	39,630.24	40,841.28	41,279.76	42,469.92	43,764.48	45,079.92	46,416.24	47,815.20	49,276.80	50,821.92
62	40,778.64	41,175.36	42,407.28	43,701.84	44,996.40	46,332.72	47,710.80	49,109.76	50,613.12	52,116.48	53,452.80	55,039.68
63	43,555.68	44,808.48	46,165.68	47,585.52	48,984.48	50,466.96	51,991.20	53,348.40	54,851.76	56,522.16	58,192.56	59,988.24
64	47,481.12	48,796.56	50,299.92	51,886.80	53,473.68	54,747.36	56,438.64	58,067.28	59,800.32	61,658.64	63,516.96	65,417.04
65	51,782.40	53,327.52	54,622.08	56,271.60	57,962.88	59,654.16	61,491.60	63,308.16	65,208.24	67,191.84	69,154.56	71,221.68
66	56,104.56	57,816.72	59,549.76	61,387.20	63,141.12	65,062.08	67,045.68	68,987.52	71,096.40	73,205.28	75,418.56	77,694.48
67	61,199.28	62,974.08	64,853.28	66,836.88	68,820.48	70,950.24	73,080.00	75,272.40	77,506.56	79,761.60	82,162.80	84,647.52
68	66,669.84	68,674.32	70,762.32	72,871.20	75,126.24	77,297.76	79,657.20	82,037.52	84,522.24	87,048.72	89,679.60	92,373.12
69	72,683.28	74,854.80	77,088.96	79,427.52	81,870.48	84,229.92	86,714.64	89,408.16	92,080.80	94,795.20	97,697.52	100,641.60
70	79,239.60	81,557.28	84,042.00	86,547.60	89,199.36	91,809.36	94,628.16	97,488.72	100,432.80	103,356.00	105,966.00	109,139.76
71	86,380.56	88,927.92	91,600.56	94,356.72	97,196.40	100,077.84	103,105.44	106,195.68	108,889.20	112,146.48	115,466.40	118,932.48
72	94,127.04	96,924.96	99,848.16	102,854.88	105,966.00	108,617.76	111,854.16	115,194.96	118,681.92	122,189.76	125,843.76	129,664.80
73	102,562.56	105,694.56	108,283.68	111,603.60	114,965.28	118,389.60	121,918.32	125,572.32	129,351.60	133,193.52	137,265.12	141,315.84
74	111,311.28	114,672.96	118,055.52	121,646.88	125,300.88	128,996.64	132,922.08	136,868.40	141,044.40	145,241.28	149,626.08	154,157.04
75	121,312.80	124,925.04	128,662.56	132,567.12	136,534.32	140,668.56	144,844.56	149,187.60	153,697.68	158,291.28	163,031.04	167,916.96
76	132,233.04	136,262.88	140,250.96	144,531.36	148,790.88	153,300.96	157,915.44	162,676.08	167,520.24	172,614.96	177,709.68	183,034.08
77	144,134.64	148,519.44	152,925.12	157,518.72	162,237.60	167,123.52	172,134.72	177,292.08	182,658.24	188,087.04	193,745.52	199,508.40

NAVAJO NATION
SALARY SCHEDULE
FY 2023

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											Maximum
	Minimum	A	B	C	D	E	F	G	H	I	J	
51	8.70	8.98	9.25	9.51	9.81	10.09	10.41	10.70	11.03	11.38	11.73	12.04
52	9.48	9.80	10.08	10.40	10.69	11.01	11.37	11.71	12.03	12.39	12.75	13.17
53	10.37	10.68	10.98	11.33	11.64	11.99	12.37	12.73	13.10	13.50	13.93	14.35
54	11.28	11.61	11.97	12.33	12.71	13.08	13.47	13.89	14.33	14.74	15.17	15.63
55	12.31	12.67	13.04	13.44	13.85	14.28	14.70	15.12	15.58	16.03	16.52	17.03
56	13.42	13.81	14.22	14.65	15.09	15.55	16.00	16.45	16.97	17.49	18.00	18.55
57	14.62	15.05	15.50	15.94	16.42	16.92	17.43	17.97	18.51	19.05	19.45	19.83
58	15.91	16.37	16.85	17.38	17.91	18.47	18.99	19.57	19.79	20.39	21.00	21.61
59	17.36	17.86	18.43	18.97	19.55	19.76	20.34	20.96	21.59	22.23	22.90	23.58
60	18.90	19.44	19.81	20.22	20.84	21.44	22.10	22.77	23.44	24.13	24.89	25.52
61	20.17	20.80	21.40	22.05	22.73	23.36	24.08	24.83	25.60	26.21	27.02	27.80
62	22.02	22.67	23.33	24.03	24.78	25.50	26.12	26.93	27.75	28.55	29.43	30.30
63	23.99	24.68	25.43	26.07	26.85	27.68	28.51	29.36	30.22	31.14	32.10	33.02
64	26.02	26.80	27.63	28.43	29.31	30.16	31.06	31.98	32.95	33.95	34.95	36.04
65	28.35	29.20	30.08	30.99	31.92	32.87	33.86	34.88	35.91	36.99	38.12	39.25
66	30.92	31.82	32.80	33.78	34.80	35.82	36.90	38.01	39.17	40.32	41.51	42.78
67	33.66	34.68	35.71	36.80	37.93	39.04	40.23	41.43	42.67	43.94	45.28	46.63
68	36.73	37.82	38.99	40.13	41.36	42.59	43.86	45.18	46.54	47.92	49.37	50.86
69	40.04	41.24	42.48	43.75	45.07	46.40	47.80	49.23	50.73	51.99	53.52	55.16
70	43.65	44.95	46.28	47.67	49.11	50.60	51.84	53.40	55.04	56.68	58.36	60.11
71	47.58	48.99	50.47	51.72	53.28	54.88	56.48	58.21	59.98	61.74	63.61	65.49
72	51.58	53.13	54.71	56.35	58.08	59.79	61.59	63.46	65.36	67.31	69.31	71.39
73	56.24	57.92	59.67	61.49	63.29	65.23	67.14	69.18	71.23	73.35	75.56	77.86
74	61.32	63.14	65.01	66.98	68.99	71.07	73.22	75.42	77.67	80.03	82.43	84.88
75	66.81	68.80	70.89	73.04	75.20	77.45	79.78	82.17	84.63	87.17	89.78	92.45
76	72.82	75.02	77.28	79.59	81.96	84.44	86.95	89.61	92.28	95.05	97.91	100.83
77	79.40	81.80	84.23	86.77	89.37	92.05	94.79	97.64	100.57	103.59	106.69	109.87

NAVAJO NATION
SALARY SCHEDULE
FY 2023

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum
	Minimum	A	B	C	D	E	F	G	H	I	J	
51	18,165.60	18,750.24	19,314.00	19,856.88	20,483.28	21,067.92	21,736.08	22,341.60	23,030.64	23,761.44	24,492.24	25,139.52
52	19,794.24	20,462.40	21,047.04	21,715.20	22,320.72	22,988.88	23,740.56	24,450.48	25,118.64	25,870.32	26,622.00	27,498.96
53	21,652.56	22,299.84	22,926.24	23,657.04	24,304.32	25,035.12	25,828.56	26,580.24	27,352.80	28,188.00	29,085.84	29,962.80
54	23,552.64	24,241.68	24,993.36	25,745.04	26,538.48	27,311.04	28,125.36	29,002.32	29,921.04	30,777.12	31,674.96	32,635.44
55	25,703.28	26,454.96	27,227.52	28,062.72	28,918.80	29,816.64	30,693.60	31,570.56	32,531.04	33,470.64	34,493.76	35,558.64
56	28,020.96	28,835.28	29,691.36	30,589.20	31,507.92	32,468.40	33,408.00	34,347.60	35,433.36	36,519.12	37,584.00	38,732.40
57	30,526.56	31,424.40	32,364.00	33,282.72	34,284.96	35,328.96	36,393.84	37,521.36	38,648.88	39,776.40	40,611.60	41,405.04
58	33,220.08	34,180.56	35,182.80	36,289.44	37,396.08	38,565.36	39,651.12	40,862.16	41,321.52	42,574.32	43,848.00	45,121.68
59	36,247.68	37,291.68	38,481.84	39,609.36	40,820.40	41,258.88	42,469.92	43,764.48	45,079.92	46,416.24	47,815.20	49,235.04
60	39,463.20	40,590.72	41,363.28	42,219.36	43,513.92	44,766.72	46,144.80	47,543.76	48,942.72	50,383.44	51,970.32	53,285.76
61	42,114.96	43,430.40	44,683.20	46,040.40	47,460.24	48,775.68	50,279.04	51,845.04	53,452.80	54,726.48	56,417.76	58,046.40
62	45,977.76	47,334.96	48,713.04	50,174.64	51,740.64	53,244.00	54,538.56	56,229.84	57,942.00	59,612.40	61,449.84	63,266.40
63	50,091.12	51,531.84	53,097.84	54,434.16	56,062.80	57,795.84	59,528.88	61,303.68	63,099.36	65,020.32	67,024.80	68,945.76
64	54,329.76	55,958.40	57,691.44	59,361.84	61,199.28	62,974.08	64,853.28	66,774.24	68,799.60	70,887.60	72,975.60	75,251.52
65	59,194.80	60,969.60	62,807.04	64,707.12	66,648.96	68,632.56	70,699.68	72,829.44	74,980.08	77,235.12	79,594.56	81,954.00
66	64,560.96	66,440.16	68,486.40	70,532.64	72,662.40	74,792.16	77,047.20	79,364.88	81,786.96	84,188.16	86,672.88	89,324.64
67	70,282.08	72,411.84	74,562.48	76,838.40	79,197.84	81,515.52	84,000.24	86,505.84	89,094.96	91,746.72	94,544.64	97,363.44
68	76,692.24	78,968.16	81,411.12	83,791.44	86,359.68	88,927.92	91,579.68	94,335.84	97,175.52	100,056.96	103,084.56	106,195.68
69	83,603.52	86,109.12	88,698.24	91,350.00	94,106.16	96,883.20	99,806.40	102,792.24	105,924.24	108,555.12	111,749.76	115,174.08
70	91,141.20	93,855.60	96,632.64	99,534.96	102,541.68	105,652.80	108,241.92	111,499.20	114,923.52	118,347.84	121,855.68	125,509.68
71	99,347.04	102,291.12	105,381.36	107,991.36	111,248.64	114,589.44	117,930.24	121,542.48	125,238.24	128,913.12	132,817.68	136,743.12
72	107,699.04	110,935.44	114,234.48	117,658.80	121,271.04	124,841.52	128,599.92	132,504.48	136,471.68	140,543.28	144,719.28	149,062.32
73	117,429.12	120,936.96	124,590.96	128,391.12	132,149.52	136,200.24	140,188.32	144,447.84	148,728.24	153,154.80	157,769.28	162,571.68
74	128,036.16	131,836.32	135,740.88	139,854.24	144,051.12	148,394.16	152,883.36	157,476.96	162,174.96	167,102.64	172,113.84	177,229.44
75	139,499.28	143,654.40	148,018.32	152,507.52	157,017.60	161,715.60	166,580.64	171,570.96	176,707.44	182,010.96	187,460.64	193,035.60
76	152,048.16	156,641.76	161,360.64	166,183.92	171,132.48	176,310.72	181,551.60	187,105.68	192,680.64	198,464.40	204,436.08	210,533.04
77	165,787.20	170,798.40	175,872.24	181,175.76	186,604.56	192,200.40	197,921.52	203,872.32	209,990.16	216,295.92	222,768.72	229,408.56

NAVAJO NATION
SALARY SCHEDULE
FY 2023

PAY GRADE	HOURLY RATES BY PAY GRADE AND STEP											Maximum
	Minimum	A	B	C	D	E	F	G	H	I	J	
51	7.79	7.99	8.25	8.48	8.75	8.99	9.26	9.57	9.83	10.12	10.42	10.77
52	8.45	8.74	8.98	9.25	9.51	9.82	10.11	10.41	10.76	11.07	11.37	11.75
53	9.24	9.50	9.79	10.09	10.37	10.72	11.05	11.34	11.71	12.03	12.40	12.79
54	10.07	10.35	10.69	10.97	11.30	11.67	12.01	12.37	12.73	13.10	13.52	13.93
55	10.94	11.28	11.62	11.97	12.33	12.69	13.07	13.48	13.87	14.31	14.74	15.18
56	11.94	12.30	12.66	13.04	13.43	13.83	14.27	14.71	15.12	15.57	16.03	16.52
57	13.02	13.41	13.81	14.23	14.66	15.09	15.53	16.00	16.47	17.01	17.50	18.04
58	14.19	14.63	15.05	15.48	15.96	16.43	16.94	17.45	18.00	18.53	19.08	19.66
59	15.46	15.94	16.41	16.88	17.41	17.97	18.49	19.06	19.43	19.81	20.43	21.02
60	16.82	17.31	17.82	18.35	18.95	19.50	19.72	20.30	20.92	21.54	22.18	22.84
61	18.32	18.90	19.46	19.86	20.27	20.85	21.50	22.12	22.77	23.47	24.18	24.93
62	19.82	20.20	20.82	21.46	22.07	22.73	23.42	24.11	24.85	25.59	26.25	27.03
63	21.39	22.00	22.66	23.36	24.05	24.79	25.53	26.20	26.93	27.75	28.57	29.44
64	23.32	23.96	24.68	25.48	26.26	26.85	27.70	28.51	29.37	30.25	31.17	32.13
65	25.42	26.19	26.80	27.63	28.44	29.30	30.19	31.09	32.00	32.99	33.96	34.97
66	27.53	28.37	29.22	30.14	31.02	31.95	32.92	33.87	34.90	35.94	37.02	38.15
67	30.03	30.90	31.83	32.81	33.78	34.83	35.88	36.96	38.04	39.15	40.35	41.56
68	32.73	33.69	34.74	35.78	36.88	37.95	39.08	40.28	41.49	42.75	44.01	45.33
69	35.67	36.75	37.86	39.00	40.17	41.35	42.58	43.88	45.20	46.55	47.94	49.38
70	38.90	40.03	41.25	42.48	43.77	45.09	46.45	47.85	49.30	50.76	52.02	53.58
71	42.40	43.66	44.98	46.32	47.69	49.14	50.61	52.14	53.45	55.05	56.70	58.40
72	46.19	47.59	49.01	50.48	52.02	53.31	54.89	56.54	58.26	59.99	61.78	63.66
73	50.38	51.88	53.16	54.78	56.43	58.10	59.85	61.65	63.49	65.37	67.38	69.37
74	54.64	56.29	57.95	59.71	61.51	63.34	65.26	67.18	69.23	71.33	73.46	75.66
75	59.55	61.33	63.17	65.09	67.04	69.06	71.10	73.24	75.44	77.72	80.04	82.43
76	64.90	66.89	68.85	70.95	73.06	75.25	77.52	79.86	82.23	84.72	87.24	89.86
77	70.76	72.89	75.06	77.33	79.63	82.04	84.49	87.02	89.66	92.33	95.11	97.95

NAVAJO NATION
SALARY SCHEDULE
FY 2023

PAY GRADE	ANNUAL BASE SALARIES BY PAY GRADE AND STEP											Maximum
	Minimum	A	B	C	D	E	F	G	H	I	J	
51	16,265.52	16,683.12	17,226.00	17,706.24	18,270.00	18,771.12	19,334.88	19,982.16	20,525.04	21,130.56	21,756.96	22,487.76
52	17,643.60	18,249.12	18,750.24	19,314.00	19,856.88	20,504.16	21,109.68	21,736.08	22,466.88	23,114.16	23,740.56	24,534.00
53	19,293.12	19,836.00	20,441.52	21,067.92	21,652.56	22,383.36	23,072.40	23,677.92	24,450.48	25,118.64	25,891.20	26,705.52
54	21,026.16	21,610.80	22,320.72	22,905.36	23,594.40	24,366.96	25,076.88	25,828.56	26,580.24	27,352.80	28,229.76	29,085.84
55	22,842.72	23,552.64	24,262.56	24,993.36	25,745.04	26,496.72	27,290.16	28,146.24	28,960.56	29,879.28	30,777.12	31,695.84
56	24,930.72	25,682.40	26,434.08	27,227.52	28,041.84	28,877.04	29,795.76	30,714.48	31,570.56	32,510.16	33,470.64	34,493.76
57	27,185.76	28,000.08	28,835.28	29,712.24	30,610.08	31,507.92	32,426.64	33,408.00	34,389.36	35,516.88	36,540.00	37,667.52
58	29,628.72	30,547.44	31,424.40	32,322.24	33,324.48	34,305.84	35,370.72	36,435.60	37,584.00	38,690.64	39,839.04	41,050.08
59	32,280.48	33,282.72	34,264.08	35,245.44	36,352.08	37,521.36	38,607.12	39,797.28	40,569.84	41,363.28	42,657.84	43,889.76
60	35,120.16	36,143.28	37,208.16	38,314.80	39,567.60	40,716.00	41,175.36	42,386.40	43,680.96	44,975.52	46,311.84	47,689.92
61	38,252.16	39,463.20	40,632.48	41,467.68	42,323.76	43,534.80	44,892.00	46,186.56	47,543.76	49,005.36	50,487.84	52,053.84
62	41,384.16	42,177.60	43,472.16	44,808.48	46,082.16	47,460.24	48,900.96	50,341.68	51,886.80	53,431.92	54,810.00	56,438.64
63	44,662.32	45,936.00	47,314.08	48,775.68	50,216.40	51,761.52	53,306.64	54,705.60	56,229.84	57,942.00	59,654.16	61,470.72
64	48,692.16	50,028.48	51,531.84	53,202.24	54,830.88	56,062.80	57,837.60	59,528.88	61,324.56	63,162.00	65,082.96	67,087.44
65	53,076.96	54,684.72	55,958.40	57,691.44	59,382.72	61,178.40	63,036.72	64,915.92	66,816.00	68,883.12	70,908.48	73,017.36
66	57,482.64	59,236.56	61,011.36	62,932.32	64,769.76	66,711.60	68,736.96	70,720.56	72,871.20	75,042.72	77,297.76	79,657.20
67	62,702.64	64,519.20	66,461.04	68,507.28	70,532.64	72,725.04	74,917.44	77,172.48	79,427.52	81,745.20	84,250.80	86,777.28
68	68,340.24	70,344.72	72,537.12	74,708.64	77,005.44	79,239.60	81,599.04	84,104.64	86,631.12	89,262.00	91,892.88	94,649.04
69	74,478.96	76,734.00	79,051.68	81,432.00	83,874.96	86,338.80	88,907.04	91,621.44	94,377.60	97,196.40	100,098.72	103,105.44
70	81,223.20	83,582.64	86,130.00	88,698.24	91,391.76	94,147.92	96,987.60	99,910.80	102,938.40	105,986.88	108,617.76	111,875.04
71	88,531.20	91,162.08	93,918.24	96,716.16	99,576.72	102,604.32	105,673.68	108,868.32	111,603.60	114,944.40	118,389.60	121,939.20
72	96,444.72	99,367.92	102,332.88	105,402.24	108,617.76	111,311.28	114,610.32	118,055.52	121,646.88	125,259.12	128,996.64	132,922.08
73	105,193.44	108,325.44	110,998.08	114,380.64	117,825.84	121,312.80	124,966.80	128,725.20	132,567.12	136,492.56	140,689.44	144,844.56
74	114,088.32	117,533.52	120,999.60	124,674.48	128,432.88	132,253.92	136,262.88	140,271.84	144,552.24	148,937.04	153,384.48	157,978.08
75	124,340.40	128,057.04	131,898.96	135,907.92	139,979.52	144,197.28	148,456.80	152,925.12	157,518.72	162,279.36	167,123.52	172,113.84
76	135,511.20	139,666.32	143,758.80	148,143.60	152,549.28	157,122.00	161,861.76	166,747.68	171,696.24	176,895.36	182,157.12	187,627.68
77	147,746.88	152,194.32	156,725.28	161,465.04	166,267.44	171,299.52	176,415.12	181,697.76	187,210.08	192,785.04	198,589.68	204,519.60

SAMPLE

THE NAVAJO NATION
PERSONNEL ACTION FORM

Employee Position I.D. No.
DPM USE ONLY

Form with fields for Employment Notice, Change Notice, Termination Notice, Effective Date, Employee Name, Mailing Address, Social Security Number, Census Number, Marital Status, Gender, Date of Birth, Ethnic Code, Worksite, Division/Department, Department Number, Business Unit Number, Position Title, Class Code, Grade Step, Hourly Rate, Per Annum, Remarks, Employee Signature, Date, Type of Termination, Department Acceptance, Date, Department Release, Date, Department of Personnel Management, Date, Cashiers Ofc, Accts Rec, P-Card Sec, Travel Adv, Credit Svcs, EE Benefits, EE Housing, Fleet Mgmt, Property, Retirement, Veterans.

Type of Action: General Wage Adjustment (GWA) Notice Type: Change

Pursuant to the NNC Resolution No. , the Navajo Nation Fiscal Year 2023 Comprehensive Budget. was approved. Included in the approved budget a General Wage Adjustment (GWA) to increase salary and wages by 5.00%, effective on 10/01/2022. Accordingly, the following Salary Schedules are to be utilized by all programs, departments and divisions of the Navajo Nation Executive and Legislative Branches for all personnel related matters, such as: employment, benefits, compensation/payroll and budgets:
- "BX" - Navajo Nation Regular
- "BY" - Navajo Nation Regular
- "BZ" - Public Safety - Commissioned Law Enforcement
In accordance with the FY 2023 Budget Instructions Manual ("BIM"), budget amounts shall be calculated by multiplying the employee's hourly rate by 2,088 hours.

ATTACHMENTS & SUPPORTING DOCUMENTS

Approved Budget and/or Approved Budget Revision Request (BRR) - Copy

PAF REQUIREMENTS

- Employee's Signature is preferred but not required. If the employee is unavailable, the PAF must state "Unavailable for Signature"
Department Acceptance Signature & Date
Annual Salary is calculated at 2,088 hours pursuant to the Navajo Nation FY'23 Budget Instructions Manual (BIM).
Note: The Per Annum for Seasonal or Regular Part-Time employees shall be calculated by multiplying the estimated total number of work hours by the employee's hourly rate

OTHER REQUIREMENTS

If the position is funded by an external contract and/or grant, verification from Contract Accounting/OOC is required prior to submitting the PAF to the DPM.