

RESOLUTION OF THE
HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
OF THE 25TH NAVAJO NATION COUNCIL - FOURTH YEAR, 2026

AN ACTION

RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE;
AMENDING THE PLAN OF OPERATION FOR THE NAVAJO NATION BAND
PROGRAM

BE IT ENACTED:

SECTION ONE. AUTHORITY

A. The Health, Education and Human Services Committee is a standing committee of the Navajo Nation Council and serves as the oversight for the Division of Human Resources with the authority to review, recommend or propose the adoption, amendment, or rescission of its Plan of Operation. 2 N.N.C. §§ 400(A) and 401(C)(1).

SECTION TWO. FINDINGS

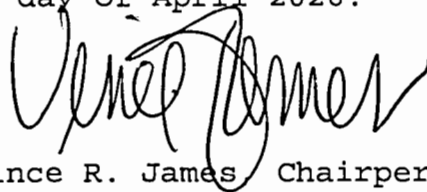
- A. The Navajo Nation Band Program ("NNBP") operates under the Division of Human Resources to promote the Navajo Nation through participation in organized musical and performing arts activities.
- B. The NNBP was established under Resolution ACMY-196-71 with the most recent amendment to its Plan of Operation under Resolution HEHSCD-043-13.
- C. The NNBP submitted proposed amendments to its Plan of Operation, attached as **Exhibit A**. The amendments will update the NNBP's Plan of Operation, as approved in Resolution HEHSCD-043-13, which is attached as **Exhibit B**.
- D. The Division of Human Resources and the Department of Justice have reviewed the proposed amended Plan of Operation as part of an Executive Official Review, attached as **Exhibit C**, and determined the amendments sufficient.

SECTION THREE. AMENDING THE PLAN OF OPERATION FOR THE NAVAJO NATION BAND PROGRAM

The Navajo Nation hereby approves the amendments to the Navajo Nation Band Program's Plan of Operation as provided in Exhibit A.

CERTIFICATION

I, hereby, certify that the following resolution was duly considered by the Health, Education and Human Services Committee of the 25th Navajo Nation Council at a duly called meeting at Window Rock, (Navajo Nation), Arizona at which quorum was present and that same was passed by a vote of 04 in favor, 00 opposed, on this 27th day of April 2026.



Vince R. James Chairperson
Health, Education and Human Services Committee
Of the 25th Navajo Nation Council

5/19/2026

Date

Motion: Honorable George H. Tolth
Second: Honorable Helena Nez Begay

Chairperson Vince R. James not voting

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PLAN OF OPERATION
FOR THE
NAVAJO NATION BAND PROGRAM

I. ESTABLISHMENT

The Navajo Nation Band Program ~~was established by the Advisory Committee of the Navajo Tribal Council by the Resolution ACMY 196-71. Currently the Navajo Nation Band is a program within the Navajo Division of Human Resources Services through amended Resolution of the Government Services Committee of the Navajo Nation Council by GSCO-63-91. -Health, Education and Human Services Committee, by Resolution HEHSCD-043-13.~~

II. PURPOSE

The Navajo Nation Band Program will promote the Navajo Nation through the planning and presentation of promotional performances by the Navajo Nation Band. The Navajo Division of Human Resources Services will be responsible for the planning and presentation of the annual budget preparations and the day-to-day administration of the program.

III. STAFFING AND ORGANIZATION

- A. The ~~director~~ Band Conductor of the Navajo Nation Band Program shall be appointed by the Division Director of Human Resources Services;
- B. The Navajo Nation Band Program shall be empowered to recruit members as deemed necessary to accomplish the stated goals of the program. Recruitment may include the following:
1. New Band Members
 2. Band ~~Administrative Coordinator~~ Liaison
 3. Volunteer Chaperones
 4. Section Leaders
 5. Temporary or Part-time Drivers

6. Other Personnel deemed necessary and justifiable to meet the stated goals of the program.

C. Regular meetings and/or rehearsals shall be held once, monthly in Window Rock, Az. The meetings and/or rehearsals shall be conducted to transact business of the program; including, but not limited to, dissemination of information, pre-filing of claim forms, confirmation of schedules, large group rehearsals, hearing audition, uniform inspections and adjustments, and compulsory marching and music maneuvers.

D. Procedures for compensation, meals, and accommodations as well as the payment schedule will be subject to the availability of funds.

1. All performers within the program and its various performance venues will be compensated at a maximum rate per performance as determined by the annual budget, to include: Musicians, Twirlers, Banner Carriers, Flag Carriers, and Water Carriers.

2. Performers who meet specific performance criteria may be eligible for the following increments:

a. \$50 increment for ~~Administrative Coordinator~~ Band Liaison Per each Performance.

b. \$10 increment for squad leaders, per performance.

c. \$15 increment for section leaders, performance.

3. The primary plan for compensation of Navajo Nation Band Program members includes a performance payment (per diem) in addition to a mileage reimbursement based upon the general round trip distance traveled and at a rate established by the Navajo Nation Travel Policy and Procedures, not exceeding 500 miles round trip, and subject to availability of funds.

4. Occasionally, the Navajo Nation Band Program may find it necessary to negotiate remuneration for services rendered to requesting organizations. In that instance, each performing band member will be paid a pre-determined amount as negotiated. The method of payment will also be determined through negotiation with the requesting party and the Navajo Division of Human Resources Services.

- 64 5. Meals and/or overnight accommodations are afforded only during
65 extended or multi-day road trips; or unless specifically negotiated with
66 organizers or other sanctioning bodies, that may request performances by
67 Navajo Nation Band. Additionally, Navajo Nation Band Program
68 subcommittees ~~or other ad hoc committees~~ may organize and offer such
69 amenities at their expense. All negotiations shall be between the
70 requesting party and the Navajo Division of Human Resources Services.
- 71 6. The Navajo Nation Band Program's ~~establishes a~~ Fund Management Plan,
72 ~~attached as Exhibit "A" to the Plan of Operationn~~ is established by
73 Resolution BFD-47-13, to offset the annual general funds appropriation to
74 generate revenue from entities, organizations and Navajo Nation
75 Departments that seek entertainment at their planned activities or events.
- 76 E. Membership and/or participation in the various activities of the Navajo Nation
77 Band Program are available to all who meet entrance requirements (where
78 applicable). Only performing members are eligible for compensation, however,
79 all other participants will be eligible for meals or other benefits and services when
80 available. New members shall be at the age of eighteen or over.
- 81 F. Performance venues and/or participation groups in Navajo Nation Band Program
82 include the following:
- 83 1. A Concert Band of 25 to 40 performers
- 84 2. A Twirling Section of 8 to 12 performers, including Drum Major
- 85 3. Stage Crew of not more than 10 members
- 86 4. A Marching Band Unit of 55 performers at a minimum
- 87 5. A Drill and Flag Corps of 12 to 15 performances
- 88 5. Two (2) Banner Carriers per marching performances
- 89 G. Navajo Nation Band Program may appoint sub-committees to address and guide
90 the participation of performers and non-performers alike in providing support and
91 maintenance services. Such committees may include:
- 92 1. A Chaperone Pool
- 93 2. An Awards Banquet Committee

94 3. A Hospitality Committee

95 4. A Band Parents Organization

96 **IV. RESPONSIBILITY AND AUTHORITY**

97 The Navajo Nation Band Program will have the powers and authority necessary
98 and appropriate, as delegated through the established policies of the Navajo
99 Nation government, to accomplish the goals, objectives and duties stated herein.

100 A. The ~~director~~ Band Conductor of the Navajo Nation Band Program shall be
101 responsible in all areas of public performance and requisite preparations,
102 including the selection of appropriate programming for specific events and
103 the negotiation for compensation or in-kind services; and in consultation
104 with the Navajo Division of Human Resources Services.

105 B. The ~~Director~~ Band Conductor of the Navajo Nation Band program shall
106 plan, coordinate and supervise the activities of the program; in regards to,
107 the scheduling of meetings, rehearsal, performances and appearance; and
108 in consultation with the Navajo Division of Human Resources Services.

109 C. The ~~Director~~ Band Conductor of the Navajo Nation Band Program shall be
110 responsible for the development and presentation of written and/or oral
111 reports and advise during the fiscal year budget preparations, subject to
112 review and prior approval of the Division Director of Human ~~Resources~~
113 Services.

114 D. The Navajo Nation Band Program will cooperate with Navajo Nation
115 Departments, Programs, and other agencies in presenting special events;
116 especially those events that will reflect positively on the Navajo Nation.

117 **V. LEGISLATIVE OVERSIGHT**

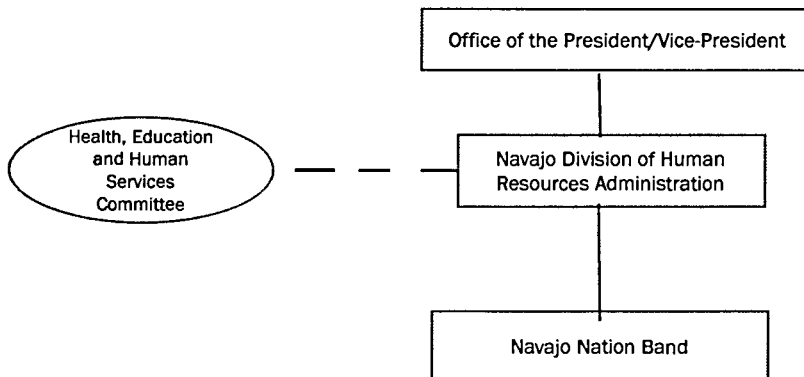
118 The Health, Education and Human Services Committee of the Navajo Nation Council shall
119 serve as the oversight committee of the Navajo Nation Band Program and the Navajo
120 Division of Human Services, pursuant to §401 (C) (1).

121 **VI. AMENDMENTS**

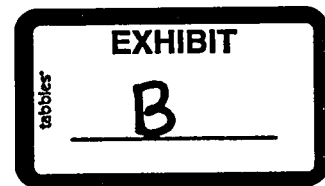
122 This Plan of Operation may be amended from time to time by the Health, Education and
123 Human Services Committee of the Navajo Nation Council.

NAVAJO NATION BAND PROGRAM

Organizational Chart



As of 9-11-25



HEHSCD-043-13

RESOLUTION OF THE
HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
OF THE NAVAJO NATION COUNCIL

22ND NAVAJO NATION COUNCIL - Third Year, 2013

AN ACTION

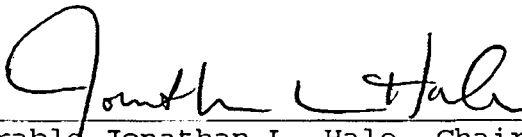
RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES; AMENDING THE
PLAN OF OPERATION FOR THE NAVAJO NATION BAND

BE IT ENACTED:

1. The Navajo Nation hereby amends the Plan of Operation for the Navajo Nation Band, as set forth in Exhibit A.
2. The Plan of Operation for the Navajo Nation Band, as amended by this Resolution, shall take immediate effect and shall supersede any and all prior plans of operation for the Navajo Nation Band, including Government Services Committee Resolution GSCO-63-91 and the Advisory Committee Resolution ACMY-196-71.

C E R T I F I C A T I O N

I hereby certify that the foregoing resolution was duly considered by the Health, Education and Human Services Committee of the Navajo Nation Council at a duly called meeting at Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 3 in favor and 0 opposed, this 23rd day of December 2013.



Honorable Jonathan L. Hale, Chairperson
Health, Education and Human Services Committee

Motioned: Honorable Walter Phelps
Seconded: Honorable Charles Damon II



PLAN OF OPERATION
FOR THE
NAVAJO NATION BAND

I. ESTABLISHMENT

The Navajo Nation Band was established by the Advisory Committee of the Navajo Tribal Council by the Resolution ACMY-196-71. Currently the Navajo Nation Band is a program within the Division of Human Resources through Resolution of the Government Services Committee of the Navajo Nation Council by GSCO-63-91.

II. PURPOSE

The Navajo Nation Band program will promote the Navajo Nation through the planning and presentation of promotional performances by the Navajo Nation Band. ~~Additionally, the Navajo Nation Band office~~ The Division of Human Resources will be responsible for the planning and presentation of the annual budget preparations and the day to day administration of the program.

III. STAFFING AND ORGANIZATION

A. The director of the Navajo Nation Band shall be ~~directly responsible to~~ appointed by the Executive Division Director of the Human Resources; ~~or his Deputy Director.~~ ~~The director of the Navajo Nation Band shall abide by the Navajo Nation's Personnel Policies and Procedures.~~

B. The Navajo Nation Band Program shall be empowered to recruit and employ ~~temporary, part-time or volunteer personnel~~ members as deemed necessary to accomplish the stated goals of the program. ~~Temporary, Part-time and volunteer personnel Recruitment~~ may include the following:

1. New Band Members
2. Band Administrative Coordinator ~~Summer Band Students~~
3. Volunteer Chaperones
4. ~~Intern Band Directors~~
5. Part-time Section Leaders

~~6. 5.~~ Temporary or Part-time Drivers

~~7. 6.~~ Temporary, Part-time or Volunteer Laborers

~~8. 7.~~ Temporary, Part-time or Volunteer Consultants

6. 8. Other Personnel deemed necessary and justifiable to meet the stated goals of the program.

~~C. The basic tour of duty for full-time permanent employees of the Navajo Nation Band program shall not exceed 40 compensated hours per week and will include regular office hours. Flexible hours may be arranged to accommodate the rigors of scheduled performances, in accordance with Section III. A. 1. of the Personnel Policies and Procedures Manual of the Navajo Nation.~~

~~D. The Director of Navajo Nation Band program and all other permanent employees of the band program shall be hired in accordance with the Navajo Nation's Personnel Policies and Procedures, subject to availability of funds.~~

~~E. C.~~ Regular meetings and/or rehearsals shall be held once, monthly in Window Rock, Az. The meetings and/or rehearsals shall be conducted to transact business of the program; including, but not limited to, dissemination of information, per-filing of claim forms, confirmation of schedules, large group rehearsals, hearing audition, uniform inspections and adjustments, and compulsory marching and music maneuvers.

~~F. D.~~ Procedures for compensation, meals, and accommodations as well as the payment schedule will be subject to the availability of funds.

1. All performers within the program and its various performance venues will be compensated at a maximum rate of \$50/per performance as determined by the annual budget; to include: Musicians, Twirlers, Banner Carriers, Flag Carriers, and Water Carriers.

2. Performers who meet specific performance criteria may be eligible for the following increments:

a. ~~\$20 increment for Drum Majors~~ \$50 increment for Administrative Coordinator per performance.

b. \$10 increment for squad leaders, per performance

c. \$15 increment for section leaders, per performance

3. The primary plan for compensation of Navajo Nation Band members includes a ~~\$10-performance fee-payment~~ (per diem) in addition to a mileage stipend reimbursement based upon the general round trip distance traveled and at a rate established by the Navajo Nation Travel Policy and Procedures, not exceeding 500 miles round trip, and subject to availability of funds.

~~a. \$10-performance fee + \$10-mileage stipend for those who commute less than 50 miles round trip to a performance site.~~

~~b. \$10-performance fee + 20-mileage stipend for those who commute over 50 miles and less than 100 miles round trip to a performance site.~~

~~c. \$10-performance fee + \$30-mileage stipend for those who commute more than 100 miles round trip to a performance site.~~

4. Occasionally, the Navajo Nation Band may find it necessary to negotiate remuneration for services rendered to requesting organizations. In that instance, each performing band member will be paid a pre-determined amount as negotiated. The method of payment will also be determined through negotiation with the requesting party and the Division of Human Resources.

5. Meals and/or overnight accommodations are ~~not inclusive, except~~ afforded only during extended or multi-day road trips; or unless specifically negotiated with organizers or other sanctioning bodies that may request performances by Navajo Nation Band. Additionally, Navajo Nation Band subcommittees or other ad hoc committees may organize and offer such amenities at their expense. All negotiations shall be between the requesting party and the Division of Human Resources.

6. The Navajo Nation Band establishes a Fund Management Plan, attached as Exhibit "A" to the Plan of Operation to offset the annual general funds appropriation to generate revenue from entities, organizations and Navajo Nation Departments that seek entertainment at their planned activities.

~~G. E.~~ Membership and/or participation in the various activities of the Navajo Nation Band are available to all who meet entrance requirements (where applicable). Only performing members are eligible for compensation, however, all other participants will be eligible for meals or other benefits and services when available.

~~H. E.~~ Performance venues and/or participation groups in Navajo Nation Band include the following:

1. A Concert Band of 205 to 40 performers
2. A Twirling Section of 8 to 12 performers, including Drum Major
3. A Stage Crew of not more than 10 members
4. ~~a rodeo band of not more than 15 performers~~ 4. A Marching Band of 55 performers at a minimum
5. ~~a~~ A Drill and Flag Corps of 12 to 15 performers
6. Two (2) Banner Carriers per marching performances

~~4.~~ G. Navajo Nation Band may appoint sub-committees to address and guide the participation of performers and non-performers alike in providing support and maintenance services. Such committees may include:

1. A Chaperone Pool
2. ~~a Uniform~~ An Awards Banquet Committee
3. A Hospitality Committee
4. A Band Parents Organization

~~J. Place of Office~~

~~The Navajo Nation Band programs shall have its principle office in Window Rock, Navajo Nation (Arizona). The Director of the Navajo Nation Band Program may, in consultation, with the Executive Director of the Division of Human Resources, establish such other office(s) as may be deemed appropriate and which is/are funded and/or otherwise authorized.~~

IV. RESPONSIBILITY AND AUTHORITY

The Navajo Nation Band will have the powers and authority necessary and appropriate, as delegated through the established policies of the Navajo Nation government, to accomplish the goals, objectives and duties stated herein.

- A. The director of the Navajo Nation Band program shall be responsible in all areas of public performance and requisite preparations, including the selection of appropriate programming for specific events and the negotiation for compensation or in-kind services; and in consultation with the Division of Human Resources.

B. The Director of the Navajo Nation Band program shall plan, coordinate and supervise the activities of the program in regards to the scheduling of meetings, rehearsal, performances and appearance; and in consultation with the Division of Human Resources.

C. The Director of the Navajo Nation Band program shall be responsible for the development and presentation of written and/or oral reports and advise during the fiscal year budget preparations, subject to review and prior approval of the ~~Executive~~ Division Director of Human Resources.

D. The Navajo Nation Band Program will cooperate with ~~Tribal~~ Navajo Nation Departments, Programs, and other agencies in presenting special events; especially those events that will reflect positively on the Navajo Nation.

~~E. The Navajo Nation Band program director shall be responsible for a periodic evaluation of the program. Additionally, the required standards of performance shall be defined to all concerned. The director will all provide continuous supervision of methods of appraisal as well as the implementation of suggested improvements.~~

~~F. Employees and subordinates within the Navajo Nation Band program shall be afforded the opportunity to make suggestions for improving program efficiency and working conditions.~~

V. LEGISLATIVE OVERSIGHT

The Health, Education and Human Services Committee of the Navajo Nation Council shall serve as the oversight committee of the Navajo Nation Band Program.

VI. AMENDMENTS

This Plan of Operation may be amended from time to time by the ~~Government Services Committee of the Navajo Nation Council at the recommendation of the~~ Health, Education and Human Services Committee of the Navajo Nation Council.

EXHIBIT "A"

NAVAJO NATION BAND Fund Management Plan

I. PURPOSE:

The Navajo Nation Band currently exists as a department within the Division of Human Resources. Outside entities / organizations request the performance of the Navajo Nation Band at established events in which the entities / organizations provide a payment for services rendered. The Expenditure of Revenue for authorization to collect revenue will also include Navajo Nation Departments / Chapters requiring services of entertainment at Christmas Banquets, Awards Banquets, Rodeo Performances, etc. Revenue generation will replenish the line items provided for Performance Payment [Per Diem] and Mileage Reimbursement.

II. CRITERIA:

1. The Navajo Nation Band's current Plan of Operation GSCO-63-91. The Navajo Nation Band Business Unit is 114002.
2. This Fund Management Plan is attached as Exhibit "A" to the amended Plan of Operation for the Navajo Nation Band. Upon approval both documents shall be placed on file / record with the Office of the Controller.
3.
 - a. Revenue Sources are received from other Native Tribes, Gallup Ceremonial, Rodeo Committees, etc. received through Private Organization / Entity Check; and
Revenue Sources are received from Navajo Nation Departments/ Divisions/Chapters through an Interdepartmental Charge Requisition [ICR]; and
Revenue Sources are received from individuals as donation through Personal Check and/or Money Order.
 - b. The Revenue Fund Generated will fund Performance Payment [per diem] and Mileage Reimbursement. The annual budget will determine the Performance Payment [per diem] Amount; while the Mileage Reimbursement Rate per mile will be determined by Official Memorandum issued by the Office of the Controller.
 - c. The generated revenue will replenish line items for Performance Payment [per diem] as well as Mileage Reimbursement.
 - d. The generated revenue will not be utilized for replenishment of operational purchases.
 - e. The generated revenue will be expended and utilized according to the Navajo Nation Laws as well as the Navajo Business Opportunity Act.
 - f. The generated revenue received by the end of each Fiscal Year, the Navajo Nation Band understands that all revenue in Business Unit 114002 will be reverted and shall not be carried over into a new fiscal year.

Class "C" Resolution
No BIA Action Required.

RESOLUTION OF THE
GOVERNMENT SERVICES COMMITTEE
OF THE NAVAJO NATION COUNCIL

Approving and Adopting the Plan of Operation for the Navajo Nation
Band Program Within the Division of Human Resources and Rescinding
All Prior Inconsistent Plans of Operation For the Said Program

WHEREAS:

1. Pursuant to 2 N.T.C., Section 341 (a) and (b), the Government Services Committee is established and continued as a standing committee for the purpose of monitoring and coordinating the activities of all Divisions and Departments of the Executive Branch of the Navajo Nation; and

2. Pursuant to 2 N.T.C., Section 343 (b) (2), the Government Services Committee creates any division of department of the Executive Branch of the Navajo Nation Government by adoption of its plan of operation and to amend or rescind that plan of operation or the existing plan of operation for any division or department; and

3. The Navajo Tribal Band Program was established by the Advisory Committee of the Navajo Tribal Council by Resolution ACMY-196-71 and its plan of operation has never been amended although it was incorporated into several "in-house" plans of operation within the Division of Natural Resources, Division of Economic Development, Office of Navajo Women and Office of the Chairman and Vice Chairman; and

4. By Resolution CS-57-89, the Navajo Tribal Council separated the Navajo Tribal Band Program from the Office of Navajo Women and placed it under the Division of Human Resources; and

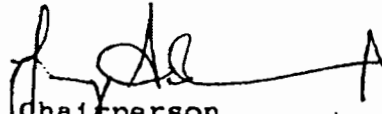
5. Pursuant to 5 N.T.C., Section 604 (b) (5), the Human Services Committee of the Navajo Nation Council serves as the oversight committee of the Division of Human Resources and said Committee by Resolution HSCAP-56-91 supported and recommended the approval of Navajo Nation Band Program Plan of Operation, attached hereto as Exhibit "A".

NOW THEREFORE BE IT RESOLVED THAT:

The Government Services Committee of the Navajo Nation Council hereby approves and adopts the Plan of Operation, attached hereto and incorporated herein as Exhibit "A", for the Navajo Nation Band Program within the Division of Human Resources and rescinds all prior inconsistent plans of operation for the program.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Government Services Committee of the Navajo Nation Council at a duly called meeting at Window Rock, Navajo Nation (Arizona), at which a quorum was present and that same was passed by a vote of 6 in favor, 0 opposed and 0 abstained, this 18th day of October, 1991.



Chairperson
Government Services Committee

PLAN OF OPERATION FOR THE NAVAJO NATION BAND

I. ESTABLISHMENTS

The Navajo Nation Band was established by the Advisory Committee of the Navajo Tribal Council by the Resolution ACMY-196-71

- II. The Navajo Nation Band program will promote the Navajo Nation through the planning and presentation of promotional performances by the Navajo Nation Band. Additionally, the Navajo Nation Band office will be responsible for the planning and presentation of the annual budget preparations and the day to day administration of the program.

II. PERSONNEL STAFFING AND ORGANIZATION

- A. The director of the Navajo Nation Band shall be directly responsible to the Executive Director of the Division of Human Resources; or his Deputy Director. The director of the Navajo Nation Band shall abide by the Navajo Nation's Personnel Policies and Procedures.
- B. The Navajo Nation Band program shall be empowered to recruit and employ temporary, part-time or volunteer personnel as deemed necessary to accomplish the stated goals of the program. Temporary, Part-time and volunteer personnel may include the following:
1. New Band Members
 2. Summer Band Students
 3. Volunteer Chaperones
 4. Intern Band Directors
 5. Part-time section leaders
 6. Temporary or Part-time Drivers
 7. Temporary, Part-time or Volunteer Laborers
 8. Temporary, Part-time or Volunteer Consultants
 9. Other personnel deemed necessary and justifiable to meet the stated goals of the program
- C. The basic tour of duty for full-time permanent employees of the Navajo Nation Band program shall not exceed 40 compensated hours per week, and will include regular office hours. Flexible hours may be arranged to accommodate the rigors of scheduled performances, in accordance with Section III. A. 1. of the Personnel Policies and Procedures Manual of the Navajo Nation.
- D. The Director of Navajo Nation Band program and all other permanent employees of the band program shall be hired in accordance with the Navajo Nation's Personnel Policies and Procedures, subject to availability of funds.
- E. Regular meetings and/or rehearsals shall be held once, monthly, in Window Rock, AZ. The meetings and/or rehearsals shall be conducted to

transact business of the program; including, but not limited to, dissemination of information, per-filing of claim forms, confirmation of schedules, large group rehearsals, hearing audition, uniform inspection and adjustments and compulsory marching and music maneuvers.

F. Procedures for compensation, meals and accommodations as well as the payment schedule will be subject to the availability for funds.

1. All performers within the program and its various performance venues will be compensated at a maximum rate of \$50/ performance.
2. Performers who meet specific performance criteria may be eligible for the following increments:
 - a. \$20 increment for Drum Majors, per performance
 - b. \$10 increment for squad leaders, per performance
 - c. \$15 increment for section leaders, per performance
3. The primary plan for compensation of Navajo Nation Band members includes a \$10 performance fee (per diem)in addition to a mileage stipend based upon the general round trip distance traveled.
 - a. \$10 performance fee + \$10 mileage stipend for those who commute less than 50 miles round-trip to a performance site.
 - b. \$10 performance fee + \$20 mileage stipend for those who commute over 50 miles and less than 100 miles round-trip to a performance site.
 - c. \$10 performance fee + \$30 mileage stipend for those who commute more than 100 miles round-trip to a performance site.
4. Occasionally, the Navajo Nation Band may find it necessary to negotiate remuneration for services rendered to requesting organizations. In that instance, each performing band member will be paid a pre-determined amount as negotiated. The method of payment will also be determined through negotiation with the requesting party.
5. Meals and/or overnight accommodation are not inclusive, except during extended or multi-day road trips; or unless specifically negotiated with organizers or others sanctioning bodies that may request performances by Navajo Nation Band. Additionally, Navajo Nation Band sub-committees or other ad hoc committees may organize and offer such amenities at their expense.

G. Memberships and/or participation in the various activities of the Navajo Nation Band are available to all who meet entrance requirements, (where applicable). Only performing members are eligible for compensation; however, all other participants will be eligible for meals or other benefits and services when available.

H. Performance venues and/or participation groups in Navajo Nation Band include the following:

1. a Concert Band of 20 to 40 performers
 2. a Twirling Section of 8 to 12 performers
 3. a Stage Crew of not more than 10 members
 4. a Rodeo Band of not more than 15 performers
 5. a Marching Band of 56 performers at a minimum
 6. a Drill and Flag Corps of 12 to 15 performers
- I. Navajo Nation Band may appoint sub-committees to address and guide the participation of performers and non-performers alike in providing support and maintenance services. Such committees may include:
1. a Chaperone Pool
 2. a Uniform Committee
 3. a Hospitality Committee
 4. a Band Parents Organization

J. Place of Office

The Navajo Nation Band program shall have its principle office in Window Rock, Navajo Nation (Arizona). The Director of the Navajo Nation Band Program may, in consultation with the Executive Director of the Division of Human Resources, establish such other office(s) as may be deemed appropriate and which is/are funded and/or otherwise authorized.

IV. RESPONSIBILITY AND AUTHORITY

The Navajo Nation Band will have the powers and authority necessary and appropriate, as delegated through the established policies of the Navajo Nation government, to accomplish the goals, objectives and duties stated herein.

- A. The director of the Navajo Nation Band program shall be responsible in all areas of public performance and requisite preparations, including the selection of appropriate programming for specific events and the negotiation for compensation or in-kind services.
- B. The Director of the Navajo Nation Band program shall plan, coordinate and supervise the activities of the program in regards to the scheduling of meetings, rehearsal, performances and appearance.
- C. The Director of the Navajo Nation Band program shall be responsible for the development and presentation of written and/or oral reports and the fiscal year budget preparations, subject to review and prior approval of the Executive Director of the Division of Human Resources.
- D. The Navajo Nation Band program will cooperate with Tribal Departments, and other agencies in presenting special events; especially those events that will reflect positively on the Navajo Nation.

- E. The Navajo Nation Band program director shall be responsible for a periodic evaluation of the program. Additionally, the required standards of performance shall be defined to all concerned. The director will all provide continuous supervision of methods of appraisal as well as the implementation of suggested improvements.
- F. Employees and subordinates within the Navajo Nation Band program shall be afforded the opportunity to make suggestions for improving program efficiency and working conditions.

V. LEGISLATIVE OVERSIGHT

The Human Services Committee of the Navajo Nation Council shall serve as the oversight committee of the Navajo Nation Band program.

VI. AMENDMENTS

This Plan of Operation may be amended ~~periodically by the appropriate parties and individuals~~ from time to time by the Government Services Committee of the Navajo Nation Council at the recommendation of the Human Services Committee of the Navajo Nation Council.

22nd NAVAJO NATION COUNCIL - THIRD YEAR 2013

COMMITTEE REPORT

THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE OF THE NAVAJO NATION COUNCIL to whom has been assigned;

LEGISLATION NO. 0347-13

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES; AMENDING THE PLAN OF OPERATION FOR THE NAVAJO NATION BAND

Has had under consideration and report the same with the recommendation that it TABLED with no amendments and one directive;

Directive One: Because page 3 of Legislation 0347-13 states "6. The Navajo Nation Band establishes a Fund Management Plan, attached as Exhibit "A" to the Plan of Operation to offset the annual general funds appropriation to generate revenue from entities, organizations and Navajo Nation Departments that seek entertainment at their planned activities."

Motion to table until Legislation 0353-13 An Action Relating to Health, Education and Human Services and Budget and Finance; Approving a Fund Management Plan For The Navajo Nation Band, is approved by Budget and Finance Committee.

And therefore referred the same to the HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE OF THE NAVAJO NATION COUNCIL



Honorable Charles Damon II, Chairperson Pro Tem
Health, Education and Human Services Committee

Dated: November 25th, 2013

Motion: by: Honorable Dwight Witherspoon

Seconded by: Honorable Walter Phelps

Vote: 3 in favor: 0 Opposed and 0 Abstain

Document No. 025637Date Issued: 10/27/2025**EXECUTIVE OFFICIAL REVIEW**Title of Document: Plan of Operation Amend-NN Band ProgramContact Name: TABAHA, LORRAINE AProgram/Division: DIVISION OF HUMAN RESOURCESEmail: ltabaha@navajo-nsn.govPhone Number: (928) 871-6375☐ **Business Site Lease**

Sufficient Insufficient

1. Division: _____ Date: _____ ☐ ☐
2. Office of the Controller: _____ Date: _____ ☐ ☐
- (only if Procurement Clearance is not issued within 30 days of the initiation of the E.O. review)
3. Office of the Attorney General: _____ Date: _____ ☐ ☐

☐ **Business and Industrial Development Financing, Veteran Loans, (i.e. Loan, Loan Guarantee and Investment) or Delegation of Approving and/or Management Authority of Leasing transactions**

1. Division: _____ Date: _____ ☐ ☐
2. Office of the Attorney General: _____ Date: _____ ☐ ☐

☐ **Fund Management Plan, Expenditure Plans, Carry Over Requests, Budget Modifications**

1. Office of Management and Budget: _____ Date: _____ ☐ ☐
2. Office of the Controller: _____ Date: _____ ☐ ☐
3. Office of the Attorney General: _____ Date: _____ ☐ ☐

☐ **Navajo Housing Authority Request for Release of Funds**

1. NNEPA: _____ Date: _____ ☐ ☐
2. Office of the Attorney General: _____ Date: _____ ☐ ☐

☐ **Lease Purchase Agreements**

1. Office of the Controller: _____ Date: _____ ☐ ☐
- (recommendation only)
2. Office of the Attorney General: _____ Date: _____ ☐ ☐

☐ **Grant Applications**

1. Office of Management and Budget: _____ Date: _____ ☐ ☐
2. Office of the Controller: _____ Date: _____ ☐ ☐
3. Office of the Attorney General: _____ Date: _____ ☐ ☐

☒ **Five Management Plan of the Local Governance Act, Delegation of an Approving Authority from a Standing Committee, Local Ordinances (Local Government Units), or Plans of Operation/Division Policies Requiring Committee Approval**

1. Division: *Loraine Tabaha* Date: 10/27/2025 ☒ ☐
2. Office of the Attorney General: *WJ* Date: 11/14/25 ☒ ☐

☐ **Relinquishment of Navajo Membership**

1. Land Department: _____ Date: _____ ☐ ☐
2. Elections: _____ Date: _____ ☐ ☐
3. Office of the Attorney General: _____ Date: _____ ☐ ☐

NAVAJO NATION DEPARTMENT OF JUSTICE



DOCUMENT REVIEW REQUEST COVER SHEET

DOJ USE ONLY

November 12, 2025
DATE / TIME

NNDOJ #: See HighQ

DOC #: 25637

UNIT: Human Services/ Government

RESUBMITTAL: {...}

*** FOR NNDOJ USE ONLY - DO NOT CHANGE OR REVISE FORM. VARIATIONS OF THIS FORM WILL NOT BE ACCEPTED. ***

CLIENT TO COMPLETE

DATE OF REQUEST: November 12, 2025 DIVISION: Division of Human Resources

CONTACT NAME: Lorraine Tabaha Reycita Toddy

PHONE NUMBER: 9288716375 E-MAIL: ltabaha@navajo-nsn.gov

TITLE OF DOCUMENT: Plan of Operation Amendment Navajo Nation Band Program

UNIT REVIEW

DATE/TIME IN UNIT: November 12, 2025 REVIEWING ATTORNEY/ADVOCATE: Christopher Schneider

DATE/TIME ATTORNEY REVIEW COMPLETE: {...}

DATE/TIME OUT OF UNIT: See email transmitting completed document

DOJ ATTORNEY / ADVOCATE COMMENTS

25-6731/25637 - DHR - Navajo Nation Band Plan of Operation - Signed off by the Division Director on 27 Oct 2025. - Insignificant changes to the POO. Changed DHR to 'Division of Human Services' "Navajo Nation Band" was changed to "Navajo Nation Band Program" and "Director" was changed to "Band Conductor." Sufficient.

LEGAL STATUS: Sufficient

SURNAMED BY: {...}

See Document Review signature sheet for date/time

PLAN OF OPERATION
FOR THE
NAVAJO NATION BAND PROGRAM

I. ESTABLISHMENT

The Navajo Nation Band Program ~~was established by the Advisory Committee of the Navajo Tribal Council by the Resolution ACMY-196-71. Currently the Navajo Nation Band~~ is a program within the Navajo Division of Human Resources Services through amended Resolution of the ~~Government Services Committee of the Navajo Nation Council by GSCO-63-91. -Health, Education and Human Services Committee, by Resolution HEHSCD-043-13.~~

II. PURPOSE

The Navajo Nation Band Program will promote the Navajo Nation through the planning and presentation of promotional performances by the Navajo Nation Band. The Navajo Division of Human Resources Services will be responsible for the planning and presentation of the annual budget preparations and the day-to-day administration of the program.

III. STAFFING AND ORGANIZATION

A. The director [Band Conductor] of the Navajo Nation Band Program shall be appointed by the Division Director of Human Resources Services;

B. The Navajo Nation Band Program shall be empowered to recruit members as deemed necessary to accomplish the stated goals of the program. Recruitment may include the following:

1. New Band Members
2. Band ~~Administrative Coordinator~~ Liaison
3. Volunteer Chaperones
4. Section Leaders
5. Temporary or Part-time Drivers

32 6. Other Personnel deemed necessary and justifiable to meet the stated goals of
33 the program.

34 C. Regular meetings and/or rehearsals shall be held once, monthly in Window Rock,
35 Az. The meetings and/or rehearsals shall be conducted to transact business of the
36 program; including, but not limited to, dissemination of information, pre-filing of
37 claim forms, confirmation of schedules, large group rehearsals, hearing audition,
38 uniform inspections and adjustments, and compulsory marching and music
39 maneuvers.

40 D. Procedures for compensation, meals, and accommodations as well as the
41 payment schedule will be subject to the availability of funds.

42 1. All performers within the program and its various performance venues will
43 be compensated at a maximum rate per performance as determined by
44 the annual budget, to include: Musicians, Twirlers, Banner Carriers, Flag
45 Carriers, and Water Carriers.

46 2. Performers who meet specific performance criteria may be eligible for the
47 following increments:

48 a. \$50 increment for ~~Administrative Coordinator~~ Band Liaison Per
49 each Performance.

50 b. \$10 increment for squad leaders, per performance.

51 c. \$15 increment for section leaders, performance.

52 3. The primary plan for compensation of Navajo Nation Band Program
53 members includes a performance payment (per diem) in addition to a
54 mileage reimbursement based upon the general round trip distance
55 traveled and at a rate established by the Navajo Nation Travel Policy and
56 Procedures, not exceeding 500 miles round trip, and subject to availability
57 of funds.

58 4. Occasionally, the Navajo Nation Band Program may find it necessary to
59 negotiate remuneration for services rendered to requesting organizations.
60 In that instance, each performing band member will be paid a pre-
61 determined amount as negotiated. The method of payment will also be
62 determined through negotiation with the requesting party and the Navajo
63 Division of Human Resources Services.

5. Meals and/or overnight accommodations are afforded only during extended or multi-day road trips; or unless specifically negotiated with organizers or other sanctioning bodies, that may request performances by Navajo Nation Band. Additionally, Navajo Nation Band Program subcommittees ~~or other ad-hoc committees~~ may organize and offer such amenities at their expense. All negotiations shall be between the requesting party and the Navajo Division of Human Resources Services.
6. The Navajo Nation Band Program's ~~establishes a~~ Fund Management Plan, ~~attached as Exhibit "A" to the Plan of Operations~~ is established by Resolution BFD-47-13, to offset the annual general funds appropriation to generate revenue from entities, organizations and Navajo Nation Departments that seek entertainment at their planned activities or events.
- E. Membership and/or participation in the various activities of the Navajo Nation Band Program are available to all who meet entrance requirements (where applicable). Only performing members are eligible for compensation, however, all other participants will be eligible for meals or other benefits and services when available. New members shall be at the age of eighteen or over.
- F. Performance venues and/or participation groups in Navajo Nation Band Program include the following:
1. A Concert Band of 25 to 40 performers
 2. A Twirling Section of 8 to 12 performers, including Drum Major
 3. Stage Crew of not more than 10 members
 4. A Marching Band Unit of 55 performers at a minimum
 5. A Drill and Flag Corps of 12 to 15 performances
 5. Two (2) Banner Carriers per marching performances
- G. Navajo Nation Band Program may appoint sub-committees to address and guide the participation of performers and non-performers alike in providing support and maintenance services. Such committees may include:
1. A Chaperone Pool
 2. An Awards Banquet Committee

94 3. A Hospitality Committee

95 4. A Band Parents Organization

96 **IV. RESPONSIBILITY AND AUTHORITY**

97 The Navajo Nation Band Program will have the powers and authority necessary
98 and appropriate, as delegated through the established policies of the Navajo
99 Nation government, to accomplish the goals, objectives and duties stated herein.

100 A. The ~~director~~ Band Conductor of the Navajo Nation Band Program shall be
101 responsible in all areas of public performance and requisite preparations,
102 including the selection of appropriate programming for specific events and
103 the negotiation for compensation or in-kind services; and in consultation
104 with the Navajo Division of Human Resources Services.

105 B. The ~~Director~~ Band Conductor of the Navajo Nation Band program shall
106 plan, coordinate and supervise the activities of the program; in regards to,
107 the scheduling of meetings, rehearsal, performances and appearance; and
108 in consultation with the Navajo Division of Human Resources Services.

109 C. The ~~Director~~ Band Conductor of the Navajo Nation Band Program shall be
110 responsible for the development and presentation of written and/or oral
111 reports and advise during the fiscal year budget preparations, subject to
112 review and prior approval of the Division Director of Human Resources
113 Services.

114 D. The Navajo Nation Band Program will cooperate with Navajo Nation
115 Departments, Programs, and other agencies in presenting special events;
116 especially those events that will reflect positively on the Navajo Nation.

117 **V. LEGISLATIVE OVERSIGHT**

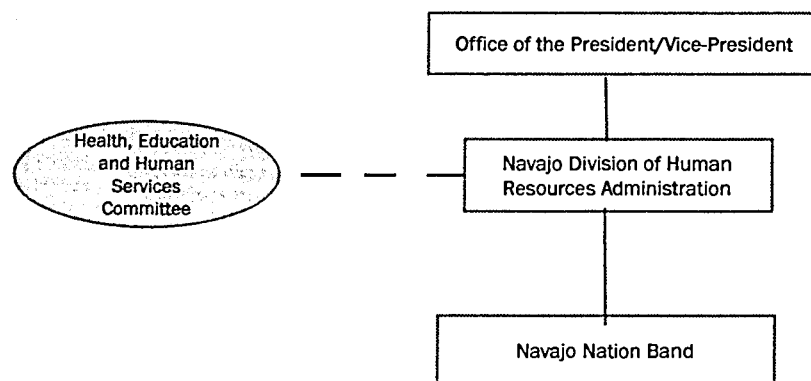
118 The Health, Education and Human Services Committee of the Navajo Nation Council shall
119 serve as the oversight committee of the Navajo Nation Band Program and the Navajo
120 Division of Human Services, pursuant to §401 (C) (1).

121 **VI. AMENDMENTS**

122 This Plan of Operation may be amended from time to time by the Health, Education and
123 Human Services Committee of the Navajo Nation Council.

NAVAJO NATION BAND PROGRAM

Organizational Chart



As of 9-11-25

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
Regular Meeting
April 27, 2026

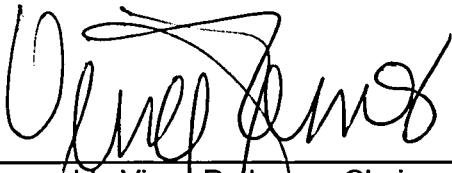
Legislation No. 0076-26: An Action Relating to the Health, Education and Human Services Committee; Amending the Plan of Operation for the Navajo Nation Band Program

Sponsor: Delegate Vince R. James

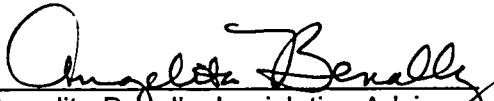
VOTE TALLY: (Consent Agenda)

Main Motion:

Motion: Honorable George H. Tolth
Second: Honorable Helena Nez Begay
Yea: Honorable Helena Nez Begay; Honorable Germaine Simonson; Honorable George Tolth, Honorable Curtis Yanito
Nay:
Not Voting: Honorable Vince R. James (Presiding)
Excused: Honorable Andy Nez
Absent:
Vote: 4-0-2



Honorable Vince R. James, Chairperson
Health, Education and Human Services Committee
25th Navajo Nation Council



Angelita Benally, Legislative Advisor
Health, Education and Human Services Committee
Office of Legislative Services