

ACJY-112-86

Class "C" Resolution
No BIA Action Required.

RESOLUTION OF THE
ADVISORY COMMITTEE OF THE
NAVAJO TRIBAL COUNCIL

Establishing Preference in Employment for
Navajo Veterans

WHEREAS:

1. By Resolution CJA-1-81, the Advisory Committee of the Navajo Tribal Council has been delegated the authority to modify the Tribal Personnel Policies and Procedures; and
2. Navajo Veterans have contributed greatly to the goals of American Freedom and Democracy; and
3. The United States Government, as well as the respective States, have Veterans Preference in Employment Laws and Regulations; and
4. Navajo Veterans have not received full benefits for their service to their country; and
5. The Veterans Commission has recommended adoption of the proposed Veterans Preference in Employment Policy, indicated on Exhibit "A"; and
6. It is in the best interest of the Navajo Nation that qualified Navajo Veterans be given first consideration in filling vacant positions within the Navajo Nation.

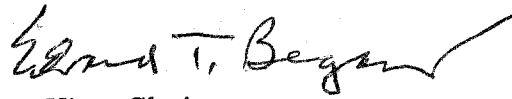
NOW THEREFORE BE IT RESOLVED THAT:

The Advisory Committee of the Navajo Tribal Council hereby adopts a policy to provide preference in employment for Navajo Veterans by amending Title 2, Section 3802, as indicated on Exhibit "A" attached hereto and incorporated herein.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Advisory Committee of the Navajo Tribal 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 8 in favor and 3 opposed, this
9th day of July, 1986.

A handwritten signature in black ink, appearing to read "Edward T. Begay". The signature is written in a cursive style with a long, sweeping underline that extends to the right.

Vice Chairman
Navajo Tribal Council

EXHIBIT "A"

§308. Navajo Preference in Hiring and Training

(a)(1) It is the policy of the Navajo Tribe that Navajo preference in hiring shall be observed in accordance with the Personnel Policies and Procedures, Memorandum No. 2, Section 4, contained in Appendix to this title.

(a)(2) It is the declared policy of the Navajo Nation that when a vacancy exists within the Navajo Nation and two equally qualified Navajo applicants apply, and one is a veteran and the other is not, that the veteran shall be selected.

(b) It shall be the first duty of Division Directors, Department Heads, and Supervisors to open doors of opportunity to employees under their supervision to the end that they gain necessary on-the-job or formal training better fitting them for the work they are doing, for advancement in position and for the gradual assumption of the responsibilities of administration.

(c) Each Division Director and Department Head shall begin the process of training not less than one competent Navajo employee to act as his assistant and understudy and shall delegate to him in writing from time to time such responsibilities and authorities as may be appropriate. Such positions of assistants to Division Directors and Department Heads, unless otherwise provided and staffed with Navajos, shall be proposed for consideration of the Budget and Finance Committee and the Navajo Tribal Council in the annual Tribal Budget.

(d) Performance ratings for Division Directors, Department Heads and Supervisors shall reflect conformance with the policy therein expressed.

EXHIBIT "A"

§308. Navajo Preference in Hiring and Training

(a)(1) It is the policy of the Navajo Tribe that Navajo preference in hiring shall be observed in accordance with the Personnel Policies and Procedures, Memorandum No. 2, Section 4, contained in Appendix to this title.

(a)(2) It is the declared policy of the Navajo Nation that when a vacancy exists within the Navajo Nation and two equally qualified Navajo applicants apply, and one is a veteran and the other is not, that the veteran shall be selected.

(b) It shall be the first duty of Division Directors, Department Heads, and Supervisors to open doors of opportunity to employees under their supervision to the end that they gain necessary on-the-job or formal training better fitting them for the work they are doing, for advancement in position and for the gradual assumption of the responsibilities of administration.

(c) Each Division Director and Department Head shall begin the process of training not less than one competent Navajo employee to act as his assistant and understudy and shall delegate to him in writing from time to time such responsibilities and authorities as may be appropriate. Such positions of assistants to Division Directors and Department Heads, unless otherwise provided and staffed with Navajos, shall be proposed for consideration of the Budget and Finance Committee and the Navajo Tribal Council in the annual Tribal Budget.

(d) Performance ratings for Division Directors, Department Heads and Supervisors shall reflect conformance with the policy therein expressed.