

# PayCost Data

---

SALARY DATA FOR PAYCOST

# Why is this important?

Tribes are entitled to the same rate of pay increase as federal employees. (*P.L. 93-638*)

OBPM sends out a data call at the start of the new Fiscal Year requesting Prior Year salary and FTE information.

Generates fixed cost increases for pay and benefits included in the President's Budget Request.

# 2024 Data Call Statistics

---

488 Tribes/Consortia out of 574 Federally recognized Tribes provide salary data annually

- 23 Tribes were listed as “Non-Participating”
- 1 region came in with 100% reporting [2023: 2]
- 2 regions provided >80% reporting
- 2 regions supplied 0 new data [2023: 0]
- 1/3 of all Tribes did not supply new data, of this:
  - 45 Tribes data was >4 years old

# Paycost - Data

---

- Tribal base salaries (no benefits) that are paid out of each budgeted program line.
- This exercise is for recurring annual salaries, any salaries incurred as a result of one-time funding should NOT be counted.
- Prior Year Actual salaries (2023) should be used.
  - This is the same basis used for calculating Federal paycost.
- Regions are responsible for collecting paycost data for all Self Governance (SG) Tribes.
  - SG Tribes may choose to break out their salaries to the individual programs but in the total column these will be rolled into the single Self-Governance line.
  - SG Tribes are not held to the TPA Base Check where as other 638 Tribes cannot exceed their total TPA base this is because compacts include other non-TPA funds.

# Paycost - Data

---

- Year of Data

- Indicate whether information is current OR the year of salary data if last available.
- If no salary info is submitted, last available information will be used.
- 4-year limit of no response, after which the Tribe will not be eligible for pay increases.
- To resume/continue pay increases the Tribe must submit updated salary info during the open data call timeframe established for the BY.

- Zero Salaries Explanation

- If zero salaries reported for any Tribe, written confirmation from the Region for each of those instances with an explanation is required.

# FTE - Data

---

- NEW Formula driven worksheet will generate FTE calculation based on total hours entered.
  - Total hours entered should coincide with annual salaries reported in Salaries worksheets.
- FTE Q&A worksheet included in each file to help answer commonly asked questions with examples.

# Reminders

---

- ❖ Regions are responsible for collecting paycost data for all Tribes including Self Governance (SG) Tribes.
  - ❖ Direct communication is from Regional Budget Officers and Awarding Officials with a CC to OSG Finance Office.
- ❖ Year of Data
  - ❖ Four-year limit of no response for Tribal pay cost data, after which point the Tribe will not be eligible for pay increases. *(26 IAM 3, 1.8.d.ii)*
- ❖ Annual opportunity for your Tribe to permanently increase base funds!

