

A dark, moody background image featuring a pencil resting on a document. The document contains a line graph with a dashed trend line and some handwritten notes. The overall tone is professional and analytical.

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.

2027 Data Call Statistics

489 Tribes/Consortia out of 575 Federally recognized Tribes provide salary data annually

- 23 Tribes were listed as “Non-Participating”
- 1 region came in with 100% reporting [2024: 1]
- 5 regions provided >80% reporting [2024: 2]
- 1/4 of all Tribes did not supply new data, of this:
 - 25 Tribes data was >4 years old [2024: 45]
 - 13 were Self-Governance Tribes

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 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 may 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.
- Providing updated data is essential to reflect current salaries.

- 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

- The Department requests FTE data annually for Federal and Tribal employees to aid in the calculated need for pay raise.
- Formula driven worksheet that generates 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 may not be eligible for pay increases. *(26 IAM 3, 1.8.d.ii)*

FAQ

Is Pay Raise the same as Paycost?

- No, there are several factors that are included in the Paycost calculation (e.g. Change in Paid Days, Pay Raise, Retirement/Benefits).

What's the benefit?

- This is an annual opportunity for your Tribe to potentially increase recurring base funds!

Why haven't we seen any increase for Paycost since FY 2023?

- Congress has not provided additional funding for paycost since FY 2023. Any pay raise would be absorbed from within the program/office.

In the FY 2027 Greenbook: "The President's Budget for 2027 includes one quarter of the 1.0% pay raise for 2026 and 0.0% pay raise for 2027. Pay raises are consistent with the published OMB Circular A-11."

–What does this mean?

- Pay raises go by Calendar Year (not Fiscal Year). The FY 2027 Request included a 1% pay raise in Calendar Year 2026 (Oct.-Dec. 2026) and no expected pay raise in Calendar Year 2027 (Jan.-Sept. 2027).

Are FY 2027 Paycosts for BIA and Tribal programs included in the budget proposal?

- Yes, the FY 2027 Paycost data for BIA and Tribal programs is a part of the fixed cost calculation in the budget proposal. Additional funding is not a guarantee as it requires congressional approval.

