

Salaries Data for Paycost Table

ACTUAL DOLLARS

| Functional Area | BUREAU OF INDIAN AFFAIRS                                    | REGION TOTAL SALARIES | TRIBE A  | TRIBE B  | TRIBE C  | TRIBE D  | TRIBE E  | OSG TRIBES TOTAL | OSG TRIBE A | OSG TRIBE B |
|-----------------|-------------------------------------------------------------|-----------------------|----------|----------|----------|----------|----------|------------------|-------------|-------------|
|                 | <b>OPERATION OF INDIAN PROGRAMS</b>                         |                       |          |          |          |          |          |                  |             |             |
|                 | <b>TRIBAL GOVERNMENT</b>                                    |                       |          |          |          |          |          |                  |             |             |
| A0T90           | Aid to Tribal Government (TPA)                              | 0                     |          |          |          |          |          |                  |             |             |
| A0T91           | Consolidated Tribal Gov't Program (TPA)                     | 0                     |          |          |          |          |          |                  |             |             |
| A0T92           | Self Governance Compacts (TPA)                              | 0                     |          |          |          |          |          | 0                |             |             |
| A0T95           | New Tribes (TPA)                                            | 0                     |          |          |          |          |          |                  |             |             |
| A0T97           | Small & Needy Tribes (TPA)                                  | 0                     |          |          |          |          |          |                  |             |             |
| A0T96           | Road Maintenance (TPA)                                      | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Tribal Government</b>                             | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>HUMAN SERVICES</b>                                       |                       |          |          |          |          |          |                  |             |             |
| A0H90           | Social Services (TPA)                                       | 0                     |          |          |          |          |          |                  |             |             |
| A0H92           | Indian Child Welfare Act (TPA)                              | 0                     |          |          |          |          |          |                  |             |             |
| A0H93           | Housing Program (TPA)                                       | 0                     |          |          |          |          |          |                  |             |             |
| A0H94           | Human Services Tribal Design (TPA)                          | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Human Services</b>                                | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>TRUST - NATURAL RESOURCES MANAGEMENT</b>                 |                       |          |          |          |          |          |                  |             |             |
| A0N9A           | Natural Resources (TPA)                                     | 0                     |          |          |          |          |          |                  |             |             |
| A0N30           | Irrigation Operations & Maintenance                         | 0                     |          |          |          |          |          |                  |             |             |
| A0N31           | Rights Protection Implementation                            | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
|                 | Western Washington                                          | 0                     |          |          |          |          |          |                  |             |             |
|                 | Columbia River Fisheries                                    | 0                     |          |          |          |          |          |                  |             |             |
|                 | Great Lakes Resources                                       | 0                     |          |          |          |          |          |                  |             |             |
|                 | Chippewa/Ottawa Fisheries                                   | 0                     |          |          |          |          |          |                  |             |             |
|                 | U.S./Canada Pacific Salmon                                  | 0                     |          |          |          |          |          |                  |             |             |
| A0N32           | Tribal Management/Development Program                       | 0                     |          |          |          |          |          |                  |             |             |
| A0N3A           | Endangered Species                                          | 0                     |          |          |          |          |          |                  |             |             |
| A0N33           | Tribal Climate Resilience                                   | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Agriculture &amp; Range</b>                              | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0N9B           | Agriculture Program (TPA)                                   | 0                     |          |          |          |          |          |                  |             |             |
| A0N3C           | Invasive Species                                            | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Forestry</b>                                             | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0N9C           | Forestry Program (TPA)                                      | 0                     |          |          |          |          |          |                  |             |             |
| A0N3E           | Forestry Projects                                           | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Water Resources</b>                                      | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0N9D           | Water Resources Program (TPA)                               | 0                     |          |          |          |          |          |                  |             |             |
| A0N34           | Water Mgmt., Planning & PreDevelopment                      | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Fish, Wildlife &amp; Parks</b>                           | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0N9E           | Wildlife & Parks Program (TPA)                              | 0                     |          |          |          |          |          |                  |             |             |
| A0N3F           | Fish, Wildlife & Parks Projects                             | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Trust-Natural Resources Management</b>            | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>TRUST - REAL ESTATE SERVICES</b>                         |                       |          |          |          |          |          |                  |             |             |
| A0R9A           | Trust Services (TPA)                                        | 0                     |          |          |          |          |          |                  |             |             |
| A0R30           | Navajo-Hopi Settlement Program                              | 0                     |          |          |          |          |          |                  |             |             |
| A0R9B           | Probate (TPA)                                               | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Real Estate Services</b>                                 | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0R9C           | RES Program (TPA)                                           | 0                     |          |          |          |          |          |                  |             |             |
| A0R3A           | RES Projects                                                | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Environmental Quality</b>                                | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0R9D           | EQ Program (TPA)                                            | 0                     |          |          |          |          |          |                  |             |             |
| A0R3B           | EQ Projects                                                 | 0                     |          |          |          |          |          |                  |             |             |
| A0R90           | Alaskan Native Programs (TPA)                               | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
|                 | ANILCA                                                      | 0                     |          |          |          |          |          |                  |             |             |
|                 | ANCSA                                                       | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Rights Protection</b>                                    | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0R91           | Rights Protection (TPA)                                     | 0                     |          |          |          |          |          |                  |             |             |
| A0R31           | Water Rights Negotiations/Litigation                        | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Trust-Real Estate Services</b>                    | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>PUBLIC SAFETY &amp; JUSTICE</b>                          |                       |          |          |          |          |          |                  |             |             |
|                 | <b>Law Enforcement</b>                                      | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0J30           | Criminal Investigations & Police Services                   | 0                     |          |          |          |          |          |                  |             |             |
| A0J31           | Detention/Corrections                                       | 0                     |          |          |          |          |          |                  |             |             |
| A0J33           | Law Enforcement Special Initiatives                         | 0                     |          |          |          |          |          |                  |             |             |
| A0J36           | Law Enforcement Program Management                          | 0                     |          |          |          |          |          |                  |             |             |
| A0J38           | Facilities Operations & Maintenance                         | 0                     |          |          |          |          |          |                  |             |             |
| A0J90           | Tribal Courts (TPA)                                         | 0                     |          |          |          |          |          |                  |             |             |
| A0J91           | Fire Protection (TPA)                                       | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Public Safety &amp; Justice</b>                   | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>COMMUNITY &amp; ECONOMIC DEVELOPMENT</b>                 |                       |          |          |          |          |          |                  |             |             |
| A0C90           | Job Placement & Training (TPA)                              | 0                     |          |          |          |          |          |                  |             |             |
| A0C91           | Economic Development (TPA)                                  | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Minerals &amp; Mining</b>                                | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
| A0C9F           | Minerals & Mining Program (TPA)                             | 0                     |          |          |          |          |          |                  |             |             |
| A0C3G           | Minerals & Mining Projects                                  | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Community &amp; Economic Development</b>          | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>EXECUTIVE DIRECTION &amp; ADMINISTRATIVE SERVICES</b>    |                       |          |          |          |          |          |                  |             |             |
| A0A91           | Administrative Services (TPA)                               | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>Total, Executive Direction &amp; Administrative Svcs</b> | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |
|                 | <b>TOTAL, BASE SALARIES</b>                                 | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |

<sup>1/</sup> All funding associated with the Operations of Indian Education and Education Construction beginning in FY 20 are reflected in a separate budget justification for the Bureau of Indian Education.

**Base Check: (TPA Salaries should not be higher than TPA Base Funding)**

|                                  |           |           |         |           |           |           |
|----------------------------------|-----------|-----------|---------|-----------|-----------|-----------|
| TPA SALARIES ONLY                | 0         | 0         | 0       | 0         | 0         | 0         |
| TPA Base Funding (PY Actual)     | 8,658,857 | 2,518,218 | 964,801 | 2,192,069 | 1,593,822 | 1,389,947 |
| <b>RED = SALARIES TOO HIGH!:</b> | 0         | 0         | 0       | 0         | 0         | 0         |

**Year of Data:** Is this salary information current (PY Actuals)? If last available data is used, then a year of data must be provided (limit of 5 years).

|                           |   |  |  |  |  |  |
|---------------------------|---|--|--|--|--|--|
| "x" IF CURRENT:           | 0 |  |  |  |  |  |
| "YYYY" IF LAST AVAILABLE: | 0 |  |  |  |  |  |

**Zero Salaries Explanation:** IF salary = \$0 please mark "X" in appropriate box below

|                                                        |   |  |  |  |  |  |
|--------------------------------------------------------|---|--|--|--|--|--|
| Non-Participating Tribes:                              | 0 |  |  |  |  |  |
| Split funding w/ Self Governance, see OSG Fund Center: | 0 |  |  |  |  |  |
| Other, Must provide separate written explanation:      | 0 |  |  |  |  |  |

Salaries Data for Paycost Table

ACTUAL DOLLARS

| Functional Area | BUREAU OF INDIAN EDUCATION                    | REGION TOTAL SALARIES | TRIBE A  | TRIBE B  | TRIBE C  | TRIBE D  | TRIBE E  | OSG TRIBES TOTAL | OSG TRIBE A | OSG TRIBE B |
|-----------------|-----------------------------------------------|-----------------------|----------|----------|----------|----------|----------|------------------|-------------|-------------|
|                 | <b>OPERATION OF INDIAN EDUCATION PROGRAMS</b> |                       |          |          |          |          |          | <b>0</b>         |             |             |
|                 | Elementary & Secondary (forward funded)       | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
| A0E31           | ISEP Program Adjustments                      | 0                     |          |          |          |          |          |                  |             |             |
| A0E43           | Education Program Enhancements                | 0                     |          |          |          |          |          |                  |             |             |
| A0E47           | Tribal Education Departments                  | 0                     |          |          |          |          |          |                  |             |             |
| A0E32           | Student Transportation                        | 0                     |          |          |          |          |          |                  |             |             |
| A0E33           | Early Child & Family Development              | 0                     |          |          |          |          |          |                  |             |             |
| A0E34           | Tribal Grant Support Costs                    | 0                     |          |          |          |          |          |                  |             |             |
|                 | Elementary/Secondary Programs                 | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
| A0E35           | Facilities Operations                         | 0                     |          |          |          |          |          |                  |             |             |
| A0E45           | Facilities Maintenance                        | 0                     |          |          |          |          |          |                  |             |             |
| A0E37           | Juvenile Detention Center Education           | 0                     |          |          |          |          |          |                  |             |             |
| A0E90           | Johnson-O'Malley Assistance Grants (TPA)      | 0                     |          |          |          |          |          |                  |             |             |
|                 | Post Secondary Programs (forward funded)      | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
| A0E48           | Tribal Technical Colleges (forward funded)    | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
|                 | United Tribes Technical College               | 0                     |          |          |          |          |          |                  |             |             |
|                 | Navajo Technical College                      | 0                     |          |          |          |          |          |                  |             |             |
|                 | Post Secondary Programs                       | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
| A0E93           | Scholarships & Adult Education (TPA)          | 0                     | 0        | 0        | 0        | 0        | 0        | 0                | 0           | 0           |
|                 | Scholarships                                  | 0                     |          |          |          |          |          |                  |             |             |
|                 | Adult Education                               | 0                     |          |          |          |          |          |                  |             |             |
|                 | Other Education, Tribal Design                | 0                     |          |          |          |          |          |                  |             |             |
|                 | <b>TOTAL, BASE SALARIES</b>                   | <b>0</b>              | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>         | <b>0</b>    | <b>0</b>    |

<sup>1/</sup> All funding associated with the Operations of Indian Education and Education Construction beginning in FY 20 are reflected in a separate budget justification for the Bureau of Indian Education.

**Base Check: (TPA Salaries should not be higher than TPA Base Funding)**

|                                  |           |         |         |        |         |         |
|----------------------------------|-----------|---------|---------|--------|---------|---------|
| TPA SALARIES ONLY                | 0         | 0       | 0       | 0      | 0       | 0       |
| TPA Base Funding (PY Actual)     | 2,928,809 | 759,478 | 577,947 | 71,126 | 555,873 | 964,385 |
| <b>RED = SALARIES TOO HIGH!:</b> | 0         | 0       | 0       | 0      | 0       | 0       |

**Year of Data:** Is this salary information current (PY Actuals)? If last available data is used, then a year of data must be provided (limit of 5 years).

|                           |   |  |  |  |  |  |  |  |
|---------------------------|---|--|--|--|--|--|--|--|
| "x" IF CURRENT:           | 0 |  |  |  |  |  |  |  |
| "YYYY" IF LAST AVAILABLE: | 0 |  |  |  |  |  |  |  |

**Zero Salaries Explanation:** IF salary = \$0 please mark "X" in appropriate box below

|                                                        |   |  |  |  |  |  |  |  |
|--------------------------------------------------------|---|--|--|--|--|--|--|--|
| Non-Participating Tribes:                              | 0 |  |  |  |  |  |  |  |
| Split funding w/ Self Governance, see OSG Fund Center: | 0 |  |  |  |  |  |  |  |
| Other, Must provide separate written explanation:      | 0 |  |  |  |  |  |  |  |