



US Department of the Interior

Indian Affairs

Office of Budget & Performance Management

Presentation to

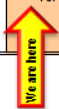
Tribal/Interior Budget Council

May 23, 2014



Budget Timeline

FISCAL YEAR	CALENDAR YEAR 2013												CALENDAR YEAR 2014												CALENDAR YEAR 2015												CALENDAR YEAR 2016												CALENDAR YEAR 2017											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2013	Budget Execution										Audit & Review																																																	
2014	Congressional Appropriation Action												Budget Execution												Audit & Review																																			
2015	Budget Execution												Audit & Review												Budget Execution												Audit & Review																							
2016	Budget Execution												Audit & Review												Budget Execution												Audit & Review																							
2017	Budget Execution												Audit & Review												Budget Execution												Audit & Review																							
	Orange: Budget Planning (TBIC) Evaluate prior year's process, recommend improvements for next cycle (June, July or Aug) Develop Indian Affairs (IA) priorities & budget recommendations by individual Region TIBC (Oct-Dec) and submit to IA Central Office (Jan) Convene National Budget Worksession to consolidate all 12 Regions submissions into 1 budget set Budget workgroup prepare & present budget recommendations at DOI consultation meeting (April) and if possible to OMB (May)												Green: Budget Formulation (embargoed) Prepare Preliminary budget request (May) Submit Preliminary budget request to DOI (June) Present to Secretary DOI (July) Prepare OMB Justification (Aug) & submit to OMB (Sept); meet & brief OMB (Oct); passback (end of Nov) Prepare President's Budget (aka, CJ) (Dec-Jan)												Blue: Congressional Approp Action Transmit President's Budget Request (aka, CJ) to Congress (1st Monday of Feb) Hearings are held by Congressional Appropriations Committees for Agencies and Outside Witnesses (Feb-Apr) Budget Committees determine allocations for Appropriations Committees (Apr) Appropriations Committees mark up the appropriations bills (May-June) Appropriations Committees conference to work out the differences between bills, and enact the bills (Sept 30)												Yellow: Budget Execution Continuing Resolution/Appropriation												Pink: Audit & Review											



We are here



Feedback on Budget Planning

- ***We are committed to continually improving the budget planning process and are looking for your comments and suggestions on the 2016 process just completed.***
 - ***What did you like/dislike?***
 - ***How can we improve it?***
- ***Please send your suggestions via e-mail to:***
george.bearpaw@bia.gov
- ***We look forward to your input.***



US Department of the Interior

Indian Affairs

Calculation of Pay-Related Adjustments

***Office of Budget and Performance Management
May 23, 2014***



HOW PAY RAISE AMOUNT IS DETERMINED

- **Under the terms of the Federal Employees' Pay Comparability Act of 1990 (P.L. 101-509), pay for civilian federal employees is adjusted each year to keep the salaries of federal workers competitive with comparable occupations in the private sector.**
- **Annual increases in federal employee pay are based on changes in the cash compensation paid to workers in the private sector, as measured by the Employment Cost Index (ECI). The ECI is calculated by the U.S. Department of Labor, Bureau of Labor Statistics.**
- **The President may limit the annual increase in federal pay by executive order.**
- **The Indian Self Determination and Education Assistance Act, P.L. 93-638, as amended, entitles tribes to the same rate of pay increase as federal employees.**



DEPARTMENT ISSUES FIXED COSTS PLACEHOLDER

- **May 2014 → Working FY16 DOI Budget Submission – initial placeholder**
- **August 2014 → Working FY16 OMB Budget Submission – placeholder updated**
 - **Department issues fixed costs placeholders based on previous FY submission, with adjustments for other factors identified at the time such as:**
 - **Change in number of paid work days (+ or -)**
 - **Change in Federal pay raise %**
 - **Changes to centrally billed items such Unemployment Comp and Workers Comp payments to the Department of Labor**



DEPARTMENT REQUESTS SALARY INFORMATION

- **December 2014 → Working FY16 President's Budget Request**
 - **Feds → FY14 actual salaries from payroll system**
 - **Tribes → Annual salary info request - November 2014 (FY14 actual salaries)**



Data Calculation – Aggregate Level

- **Salary data goes into a worksheet provided by the Department that generates Bureau totals (including Tribes) for the following:**
 - **¼ year pay adjustment (Oct. – Dec.)**
 - **¾ year pay adjustment (Jan. – Sept.)**
 - **Change in number of days paid in year**
- **Spreadsheet calculates each based on our salary amounts provided**



Calculation for Pay Raise Components

- **1/4 year pay adjustment (Oct. – Dec.):**

(salaries x .25)

x 1/4 year pay increase %

1/4 year increase amount

- **3/4 year pay adjustment (Jan. – Sept.):**

((salaries x .25)+(1/4 year increase amount)) x3)

x 3/4 year pay increase %

3/4 year increase amount



Calculation for One Less Paid Work Day

- **FY20XX** had 261 paid days in the year
- **FY20YY** has 260 paid days

- Factor for 1 less paid day:
 $260 \div 261 = .996169$

- | |
|---------------------------------------|
| Salaries |
| + _____ pay adjustment |
| Total salary cost for 261 days |

- | |
|--|
| .996169 |
| x _____ Total salary costs for 261 days |
| Total salary costs for 260 days |

- | |
|--|
| Total salary costs for 261 days |
| - _____ Total salary costs for 260 days |
| Reduction for 1 less day |



Calculation for Two Additional Paid Work Days

- **FY20XX** had 260 paid days in the year
- **FY20YY** has 262 paid days

- **Factor for 2 additional paid days:**
 $262 \div 260 = 1.007692$

- | | |
|----------|---------------------------------------|
| | Salaries |
| + | pay adjustment |
| <hr/> | |
| | Total salary cost for 260 days |

- | | |
|----------|--|
| | 1.007692 |
| x | Total salary costs for 260 days |
| <hr/> | |
| | Total salary costs for 262 days |

- | | |
|----------|--|
| | Total salary costs for 262 days |
| - | Total salary costs for 260 days |
| <hr/> | |
| | Increase for 2 additional days |



Final Steps

- **September 2014 for FY16 budget**
 - Request goes to **OMB** at the percentage/amount provided by the **Department**
- **November 2014 for FY16 budget**
 - Department passes back adjustments from **OMB** regarding the pay raise and other fixed cost items
- **Budget Office** makes any adjustments reflected in the **OMB** passback to be included in the **President's Budget**
- **Distribution to Bureau and Tribal locations based on FTE for Feds and salaries for the Tribes upon receipt of Appropriation**



QUESTIONS?



***To provide updates to the TIBC
Directory please contact:***

victor.hodge@bia.gov