

# 2019 tribal government compensation survey

In 2018, **120** Tribes in **27** states participated in the Survey.

## YOUR KEY TO HIRING AND RETAINING TOP TALENT

To ensure the long-term success and sustainability of your tribal organization, it's important to attract—and retain—the best employees. Given today's competitive labor market and budget constraints, that means basing your employee compensation and benefits programs on **relevant and reliable data**. And so for the 9<sup>th</sup> consecutive year, in partnership with the National Native American Human Resources Association (NNAHRA), REDW is compiling a comprehensive survey of the Tribal Government compensation data you need to make smart, strategic decisions for strengthening your workforce.



## WHAT DATA DOES THE SURVEY PROVIDE?

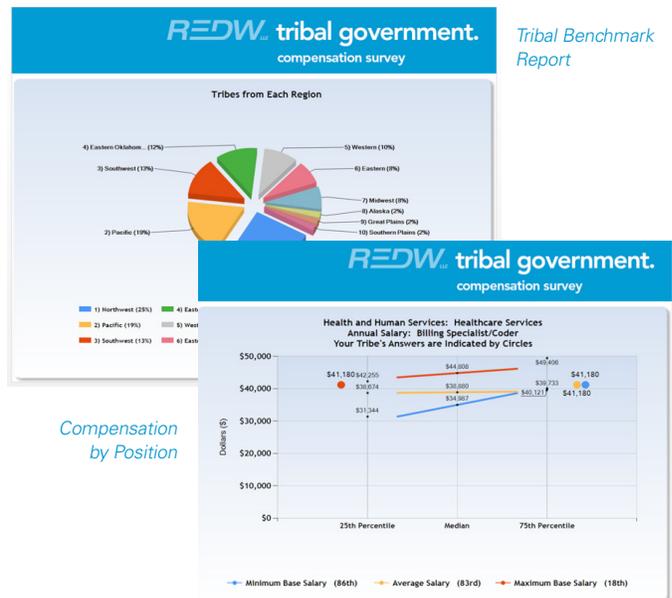
The Survey gathers compensation data from participating tribes across the nation and uses powerful filtering and comparing tools to generate a wide range of useful reports that contrast your compensation data, by specific position, against that of other, similar tribes. These include:

- Metric-by-metric comparisons, filtered according to:
  - » Number of employees
  - » Annual revenue
  - » BIA region and/or Rural vs. Urban
- Tribal Benchmark Report of Participating Tribes, by:
  - » BIA region
  - » Number of Tribal employees
  - » Annual revenue
  - » Tribes using Tribal Preference
  - » Benefits offered
- Trend Reports, showing compensation trends per position, year-over-year
- Comprehensive, dynamic Annual Report

These reports can all be downloaded in PDF or PowerPoint formats for use in meetings and presentations, or for planning purposes.

## WHY PARTICIPATE IN THE SURVEY?

To gain an accurate and meaningful picture of where your Tribe stands in the grand scheme of Tribal Government employee compensation, you'll need to begin by contributing your own Tribe's data. The more Tribes that participate, the better the data, and the greater the benefit to everyone.



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**Be sure to  
renew your  
Annual Subscription  
for 2019!**

## ANNUAL SUBSCRIPTION

There is no cost to register for the Survey or to enter your Tribe's compensation data into our secure, cloud-based platform at [tribalgovcompsurvey.redw.com](http://tribalgovcompsurvey.redw.com).

To take full advantage of the Survey's powerful Comparing, Filtering & Reporting features over time, we offer an annual subscription at a reduced rate. In addition to saving up to 50%, subscribing to the Survey enables you to make meaningful, year-over-year comparisons of the data and identify important trends. Included with your subscription:

- Complimentary Data Input Services
- Annual Summary Report
- 30 minutes of consulting time with REDW's team of HR Consulting professionals

**QUESTIONS?** Please contact us at [benefits@redw.com](mailto:benefits@redw.com).

## TOO BUSY TO ENTER YOUR DATA?

REDW offers Data Input Services to Survey participants at no additional cost. Simply fill in or export your Tribe's position information from your own system into a simple Excel template we provide, and we will do the data entry for you. (Returning users can simply copy last year's data and update the information.)

## GUARANTEED CONFIDENTIALITY

All data entered into the Survey's cloud-based platform is secure and accessible only by your Tribal representative. Data specific to any individual Tribe is never displayed in the Survey results, and controls are in place so that a minimum data threshold must be met in order for reporting to occur. This prevents users from being able to deduce which Tribes are reporting.

2019 SURVEY PRICING	Data Contributor	Non-Contributor
<b>Registration and Data Entry</b>	No Charge	N/A
<b>Comparing, Filtering &amp; Reporting Features</b> <i>Includes charts on individual positions, KPIs, presentation slides, and dynamic reports you can print on demand.</i>	\$1,200 - NNAHRA Members \$1,500 - Non-Members \$750 - Annual Subscribers	N/A
<b>Data Input Services</b> <i>REDW will input your Tribe's compensation data into the Survey platform, provided you supply the information via our handy Excel template by one of the deadlines noted above.</i>	Included	N/A
<b>Annual Summary Report</b> <i>This dynamic report contains comprehensive data on all positions from dozens of Tribes nationwide, and shows where your Tribe fits into the bigger picture, if you participated as a Data Contributor. Hard copies are available upon request.</i>	Included	\$2,500 - Tribal Organizations \$5,000 - Others (e.g., Consultants)
<b>Consulting Services</b> <i>Get 30 minutes of consulting time with REDW's compensation professionals to discuss what the data means for your Tribal organization, how to use the compensation data from the report, and specific areas you may want to adjust for your Tribe.</i>	Included	N/A