



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

EXECUTIVE COMMITTEE MEETING

Wednesday, August 10, 2022 at 2:00 p.m.
Concho Valley Council of Governments
5430 Link Rd, San Angelo, Texas 76904 and via Teleconference

The meeting place is accessible to persons with disabilities. If assistance is needed to observe or comment, please call the CVCOG office at 325-944-9666 at least 24 hours prior to the meeting.

Join By Zoom Teleconference - <https://us06web.zoom.us/j/81039610821>
*Meeting ID: 810 3961 0821 *Passcode: 392596

833 548 0282 US Toll-free
888 788 0099 US Toll-free

877 853 5247 US Toll-free
833 548 0276 US Toll-free

Agenda

NOTICE: The Concho Valley Council of Governments may discuss, deliberate and take all appropriate action on any matter listed on this Agenda. Items on this Agenda may be taken out of the order listed. The Executive Committee reserves the right to deliberate in closed session pursuant to 551 of the Texas Government Code. Public comment is limited to three minutes per person on any agenda item.

BUSINESS

1. DETERMINATION OF QUORUM AND CALL TO ORDER
2. INVOCATION & PLEDGE OF ALLEGIANCE
3. PUBLIC COMMENT
4. CONSENT AGENDA
 - a. Consider minutes from the July 13, 2022 Meeting and take appropriate action.
 - b. Consider and take appropriate action concerning Staff Travel Report June 2022
5. REGULAR AGENDA
 - a. Consider and take appropriate action concerning Checks in excess of \$2,000 for June 2022
 - b. Consider and take appropriate action concerning the Budget Comparison Report for Head Start Grant 829 FY 21-22, YTD June 1, 2021 through June 30, 2022
 - c. Consider and take appropriate action concerning the Budget Comparison Report for Head Start Nutrition FY 21- 22 Grant H02, YTD October 1, 2021 through June 30, 2022.
 - d. Consider and take appropriate action concerning the Budget Comparison Report for Head Start Grant H03 FY 22-23, YTD June 1, 2021 through June 30, 2022.

- e. Consider and take appropriate action concerning the Head Start Credit Card/Open Account Summary for June 2022
- f. Consider and take appropriate action concerning the Regional Law Enforcement Training Academy Resolution - Grant #1480417
- g. Consider and take appropriate action concerning the Juvenile Justice Services Resolution - Grant #1484322
- h. Consider and take appropriate action concerning the Juvenile Justice Services Resolution - Grant #1484323
- i. Consider and take appropriate action concerning the CVCOG Regional Planning Resolution - Grant #2952907
- j. Consider and take appropriate action concerning the CVCOG Regional Planning Resolution - Grant #2952908
- k. Consider and take appropriate action concerning the VAWA Training Project Resolution -Grant #3973002
- l. Consider and take appropriate action concerning the VAWA Training Project Resolution - Grant #3973003
- m. Consider and take appropriate action concerning the Supplemental Training Resolution -Grant #4419601
- n. Consider and take appropriate action concerning the Concho Valley Regional Communications Upgrades Resolution - Grant #4467201
- o. Consider and take appropriate action concerning the Multi-Agency Coordination Center Communications Resolution - Grant #4512301
- p. Consider and take appropriate action concerning the Kimble County Tower Project Resolution - Grant #4556601
- q. Consider and take appropriate action concerning the Texas CVCOG RICP Final
- r. Consider and take appropriate action concerning to increase previous Board approval for MIP System from \$42,000 for 3 users to \$50,000 for an additional 13 users
- s. Consider and take appropriate action on the request to enter into another five-year agreement with ADP services for Payroll Processing and HR On-Boarding, with the addition of Time Solution. Time Solution will replace our current proprietary time system
- t. Consider and take appropriate action concerning 5-year copier lease agreement with Total Office Solutions with an estimated cost of \$66,080.83

- u. Consider and take appropriate action on the CVCOG FY 22-23 Proposed Annual Budgets
 - i. State Salary Comparability Schedule for FY 22-23
 - ii. Employee Salary Schedule and Fringe Benefits for FY 22-23
 - iii. Administrative Budgets for FY 22-23
 - iv. Executive Director’s Salary
- v. Consider and take appropriate action on the CVCOG Investment Policy, Strategies and Broker/Dealer List.

6. INFORMATION ITEMS & REPORTS

- a. Review of the CVCOG Monthly Financials for June 2022
- b. CVCOG Head Start Director’s Report
- c. Interim Executive Director’s Report

7. CLOSED SESSION

- a. Personnel Matters

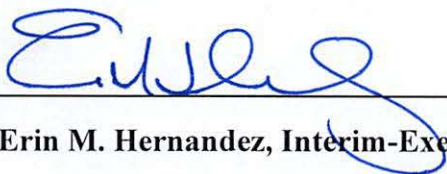
8. FOLLOW UP AND ADMINISTRATIVE ITEMS

- a. Update from the Executive Director Evaluation Committee and take appropriate action if necessary.
- b. Consider and take appropriate action on the term and the role of the Interim Executive Director.

9. ADJOURNMENT

Posted in accordance with the Texas Government Code, Title V, Chapter 551, Section .053 this, 5th day of August 2022.

The Concho Valley Council of Governments reserves the right to conduct an executive/closed session at any time during the course of this meeting to discuss any matter listed on the agenda posted for this meeting, as needed, pursuant to one or more authorized and applicable exceptions to an open meeting described in Chapter 551 of the Texas Government Code (the Texas Open Meeting Act), including but not limited to the following statutory exceptions: Texas Government Code Sections 551.071 and 551.129 (Consultation with Attorney), 551.072 (Deliberation Regarding Real Property), 551.073 (Deliberation Regarding Prospective Gift or Donation), 551.074 (Personnel Matters), 551.076 and 551.089 (Deliberation Regarding Security Devices or Security Audits), or 551.087 (Deliberation Regarding Economic Development Negotiations).



Erin M. Hernandez, Interim-Executive Director



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

EXECUTIVE COMMITTEE MEETING MINUTES
Wednesday, July 13, 2022

The Executive Committee of the Concho Valley Council of Governments met on Wednesday, July 13, 2022 at 5430 Link Rd., San Angelo, Texas 76904 and via Zoom Teleconference.

Members present were:

Hal Spain, Chairman, Coke County Judge
Jim O'Bryan, Vice-Chairman, Reagan County Judge
Brandon Corbin, Secretary, Menard County Judge
Jerry Bearden, Mason County Judge
Molly Criner, Irion County Judge
Fred Deaton, Crockett County Judge
Bill Dendle, San Angelo ISD Board Member
David Dillard, Concho County Judge
Deborah Horwood, Sterling City Judge
Souli Shanklin, Edwards County Judge
Delbert Roberts, Kimble County Judge
Charlie Bradley, Schleicher County Judge
Lucy Gonzales, COSA Council Member, District 4
Frank Trull, McCulloch County Judge

Members absent were:

Steve Floyd, Tom Green County Judge
Rachel Duran, Sutton County Judge

BUSINESS

Chairman Hal Spain announced the presence of a quorum and called the meeting to order at 2:00 p.m.

Judge Delbert Roberts gave the invocation and led the Pledge of Allegiance.

There was no public comment.

APPROVAL of the Consent Agenda

- a. Judge Jerry Bearden made a motion to approve the Meeting Minutes from June 8, 2022. Judge David Dillard seconded the motion. No questions or discussion. The motion passed unanimously.
- b. Judge Jerry Bearden made a motion to approve the Staff Travel report from May 2022. Judge David Dillard seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of Checks

The checks in excess of \$2,000 written for May 2022 were presented by Assistant Director of Finance, Michael Meek. Judge Delbert Roberts made a motion to approve the checks as presented. Judge Molly Criner seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the Budget Comparison Report for Head Start Grant 829

Carolina Raymond, Director of Head Start, presented the Budget Comparison Report for Head Start Grant 829 FY 21-22, YTD June 1 through May 31, 2022 for approval. Judge David Dillard made a motion to approve the Budget Comparison report as presented. Judge Fred Deaton seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the Budget Comparison for Head Start Nutrition Grant H02

Carolina Raymond, Director of Head Start, presented the Budget Comparison Report for Head Start Nutrition FY 21-22 Grant H02 FY 21-22, YTD October 1, 2021 through May 31, 2022 for approval. Judge David Dillard made a motion to approve Budget Comparison Report as presented. Judge Charlie Bradley seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the Head Start Credit Card/Open Account Summary Transactions

Carolina Raymond, Director of Head Start, presented the CVCOG Head Start Credit Card/Open Account Summary Transactions for the month of May 2022. Judge David Dillard made a motion to approve the summary of transactions as presented. Judge Jim O'Bryan seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the CVCOG Head Start Implementation Plans

Carolina Raymond, Director of Head Start, presented the 2022 CVCOG Head Start Implementation Plans for approval. Judge David Dillard made a motion to approve the plans as presented. Judge Jerry Bearden seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the CVCOG Head Start Emergency Response Plans for all sites

Carolina Raymond, Director of Head Start, presented the 2022 CVCOG Head Start Head Start Emergency Response Plans for all sites for approval. Judge Jerry Bearden made a motion to approve the plans as presented. Judge David Dillard seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the CVCOG Head Start Operations Policies and Procedures for 2022-2023 School Year

Carolina Raymond, Director of Head Start, presented the CVCOG Head Start Operations Policies and Procedures for 2022-2023 School Year for approval. Judge Souli Shanklin made a motion to approve the policies and procedures as presented. Judge Charlie Bradley seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the CVCOG Head Start Personnel Policies Addendum

Carolina Raymond, Director of Head Start, presented the CVCOG Head Start Personnel Policies Addendum for approval. Judge Souli Shanklin made a motion to approve the policies and procedures as presented. Judge David Dillard seconded the motion. No questions or discussion. The motion passed unanimously.

APPROVAL of the Resolution 22-07131 Delegation of Signature Authority for CVCOG

Felicitee Jones, Director of Human Resources, presented the Resolution 22-07131 Delegation of Signature Authority for CVCOG for approval. Judge Jerry Bearden made a motion to approve the resolution as presented. Judge David Dillard seconded the motion. No questions or discussion. The motion passed unanimously.

INFORMATION ITEMS & REPORTS

- a. Toni Roberts, Director of AaA – Update on 211 CV Virtual Site Review for Accreditation (took place on July 7, 2022) – Erin Hernandez, Assistant Executive Director, read an email received from AIRS Accreditation regarding the 211 CV Virtual Site Review. It stated that all stages of the

Accreditation had been successfully completed and is valid starting October 1, 2020 until October 1, 2025. A congratulations was offered to Ms. Roberts and her entire staff regarding this accomplishment. Ms. Roberts then spoke, reiterating the words of Ms. Hernandez and also thanked everyone for their hard work.

- b. Michael Meek, Assistant Director of Finance, gave the report of the CVCOG Monthly Financials for May 2022. He gave an overview of the balance sheet, schedule of revenue and cash flow.
- c. Carolina Raymond, Director of Head Start, gave a report on the operations, enrollment and disability numbers, and state of the Head Start and Early Head Start Centers.

CLOSED SESSION

Chairman Hal Spain requested a motion to go to the executive closed session regarding personnel matters. Judge Souli Shanklin made a motion to place the meeting in recess. Judge Charlie Bradley seconded the motion. There being no questions or discussion, Chairman Hal Spain called the meeting to recess at 2:20 p.m.

- a. Personnel Matters: After the executive session, the regular meeting was called back to order at 2:50 p.m.

FOLLOW UP AND ADMINISTRATIVE ITEMS

- a. APPROVAL of the appointment of an Interim Executive Direction
Judge Jerry Bearden make a motion to appoint Erin Hernandez as the Interim Executive Director in the absence of John Austin Stokes. Judge Charlie Bradley seconded the motion. No questions or discussion. The motion passed unanimously.
- b. Announcements and consideration of future agenda items
 - a) Judge Souli Shanklin – Declaration in Edwards County and asked that everyone pass it through the commissioner’s court.

ADJOURNMENT

There being no further items to discuss, Judge Jerry Bearden made a motion to adjourn the meeting. Judge Fred Deaton seconded the motion. Chairman Hal Spain adjourned the meeting at 3:04 p.m.

Duly adopted at a meeting of the Executive Committee of the Concho Valley Council of Governments on this 10th day of August 2022.

Judge Hal Spain - Chairman

Judge Jim O’Bryan, Vice-Chairman

CVCOG
 Check/Voucher Register
 From 6/1/2022 Through 6/30/2022

Document Number	Document Date	Name	Transaction Description	Document Amount
192238	6/1/2022	CARDMEMBER SERVICE	Admin: June 2022 Credit Card Payment	7,401.41
192240	6/1/2022	CITY OF SONORA	AaA: HDM Meal Sonora 03-22	7,237.88
192241	6/1/2022	CITY OF SONORA	AaA: HDM Sonora 04-22	6,641.44
192244	6/1/2022	CVCOG TRANSIT DISTRICT	AaA: Urban trips 04/22	2,175.00
192248	6/1/2022	FRONTIER COMMUNICATIONS	PUB: 911 Selective Routing 02/19/22 - 03/18/22	6,521.58
192249	6/1/2022	GEO-COMM, INC	PUB: 911 maintnr annul licen/suprt/mainte 05/01/22-04/30/22	7,830.00
192253	6/1/2022	J Thomas & Associates Inc	AaA: 1300482082 05-22 Rent	2,250.00
192259	6/1/2022	MASON COUNTY	AaA: Congregate Meals Mason 04-22	3,158.28
	6/1/2022	MASON COUNTY	AaA: HDM Meals Mason 04-22	6,759.63
192263	6/1/2022	SOUTHLAND PARK OF ANGELO L.P.	Facility: Jun 2022 Rent COG main office 06-1-22 to 06-30-22	26,000.00
192265	6/1/2022	SUDDENLINK B2B	ADMIN: acct 7043367011 05/15/22 - 06/14/22	3,128.15
192267	6/1/2022	Sysco West Texas	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	2,405.14
	6/1/2022	Sysco West Texas	HS: Blackshear Food for Children & Kitchen Supplies	2,442.71
192281	6/7/2022	CARDMEMBER SERVICE	Admin: June 2022 credit card payment	2,862.25
192282	6/7/2022	Citibank	June 2022 credit card payment	35,679.83
192309	6/7/2022	Sysco West Texas	HS/EHS: Day Food for Children	2,541.07
	6/7/2022	Sysco West Texas	HS/EHS: Day Food for Children & Kitchen Supplies	3,681.78
192311	6/7/2022	TEXAS COMMUNICATIONS	PUB: Antenna Removal and Relocation	2,666.93
192320	6/10/2022	CARDMEMBER SERVICE	Admin: June 2022 credit card payment	18,032.37
192322	6/15/2022	AFLAC	Acct J5711 May 2022 Premium	7,892.84
192323	6/15/2022	Amazon Capital Services, Inc.	HS/EHS: Rio Vista for Pampers and Pullups	4,069.94
192324	6/15/2022	AMERICAN UNITED LIFE INSURANCE COMPANY	G 00620509 Employees life premium: 06/01/2022 to 06/30/2022	8,332.73
192325	6/15/2022	AMERITAS LIFE INSURANCE CORP	Acct 010-028641 Dental Premiums 05/01/2022 to 05/31/2022	8,403.04
192327	6/15/2022	BANK & TRUST	Admin: Health Saving Acct for payroll 06/15/2022	4,527.74
192328	6/15/2022	BFD Interiors	Admin: 46 office chairs for link road	15,534.20
192329	6/15/2022	BLUE CROSS AND BLUE SHIELD OF TEXAS	029143 CVCOG Group Health Ins 2022 06/01/22 - 07/01/22	176,275.44
192332	6/15/2022	CITY OF BRADY	AaA: HDM Meals Brady 05-22	4,756.59
192335	6/15/2022	CITY OF SONORA	AaA: HDM Sonora 05-22	7,036.38
192336	6/15/2022	COKE COUNTY	AaA: HDM Meal Coke 05-22	2,162.94
192338	6/15/2022	CVCOG TRANSIT DISTRICT	AaA: Urban trips 05/22	2,572.50
192344	6/15/2022	KIMBLE COUNTY SCBA	AaA: Congregate Meals KMOU 05-22	2,274.00
	6/15/2022	KIMBLE COUNTY SCBA	AaA: HDM Meals KMOU 05-22	3,175.38
192349	6/15/2022	MENARD COUNTY	AaA: HDM Meals Menard 05-22	3,277.50
192354	6/15/2022	NATIONWIDE RETIREMENT SOLUTIONS	ADMIN: NACO & Roth 457B Payroll 06-15-2022	3,490.00
192362	6/15/2022	Sysco West Texas	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	2,405.14
	6/15/2022	Sysco West Texas	HS: Blackshear Food for Children & Kitchen Supplies	2,442.71
192367	6/15/2022	Sysco West Texas	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	2,301.29
	6/15/2022	Sysco West Texas	HS: Blackshear Food for Children & Kitchen Supplies	2,442.71
192370	6/23/2022	Apple Inc	HS: All centers for ipad's, kids grip cases & AppleCare	2,585.00

CVCOG
 Check/Voucher Register
 From 6/1/2022 Through 6/30/2022

Document Number	Document Date	Name	Transaction Description	Document Amount
	6/23/2022	Apple Inc	HS: All centers for ipad's, kids grip cases & AppleCare	16,110.00
192373	6/23/2022	CARDMEMBER SERVICE	Admin: June 2022 credit card payment	9,311.04
192379	6/23/2022	FRONTIER COMMUNICATIONS	PUB: 911 Selective Routing 05/19/22 - 06/18/22	6,521.58
192393	6/23/2022	MASON COUNTY	AaA: Congregate Meals Mason 05-22	3,113.64
	6/23/2022	MASON COUNTY	AaA: HDM Meals Mason 05-22	6,199.13
192402	6/23/2022	TXU ENERGY RETAIL COMPANY LLC	HS/Admin: Electricity	6,133.63
192408	6/29/2022	ABILA, INC	Admin: MIP Customer Service Hours 06/16/22 - 08/30/22	7,470.00
192413	6/29/2022	BANK & TRUST	Admin: Health Saving Acct for payroll 06/30/2022	4,547.74
192415	6/29/2022	CITY OF SAN ANGELO AGING PROGRAM	AaA: Congregate Meals COSA 04-22	9,941.60
	6/29/2022	CITY OF SAN ANGELO AGING PROGRAM	AaA: Congregate Meals COSA 05-22	10,313.12
192420	6/29/2022	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE, INC.	PUB: ESRI Mapping Licensing Renewal	18,300.00
192429	6/29/2022	NATIONWIDE RETIREMENT SOLUTIONS	ADMIN: NACO & Roth 457B Payroll 06-30-2022	3,455.00
192430	6/29/2022	ODP Business Solutions LLC	PUB: Binders and Ink Cartridge	3,741.99
192439	6/29/2022	Sysco West Texas	HS/EHS: Day Food for children & Kitchen Supplies	3,577.12
192443	6/29/2022	VERIZON BUSINESS-15043	PUB: 911 MPLS Network 05/01/22 - 05/31/22	58,457.01
192449	6/29/2022	WESTERN STATES COMMUNICATIONS, INC.	PUB: CVCOG HQ Host Equipment Movement	4,500.00
228	6/16/2022	CB Concho Valley Electric Cooperative, Inc.	Link and CVT: Elec srv for acct 1012826 02/20/22-03/20/22	3,074.03
238	6/16/2022	CB Modern Office	CVT: benches for depot lobby 3 charges 2-JL CB & 1-DE CB	4,917.00
239	6/16/2022	CB NameTagsExpress.com	SVP: name tags	2,241.90
8403	6/10/2022	FF Sam's Club	HS All Ctrs: batteries, folders, pens,liners,note pads, wps	2,242.04
Report Total				599,541.09

CVCOG
Summary Budget Comparison
Grant 829, Head Start FY 21-22
From 6/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970				
004	Revenue				
4170	HHS-ACF Head Start ARP 06HE001000 C6	676,023.00	151,079.12	(524,943.88)	22.34%
4171	HHS-ACF Head Start 06CH010970-03	6,525,867.00	6,512,865.83	(13,001.17)	99.80%
4172	HHS-ACF Head Start CRRSA 06HE001000 C5	170,048.00	170,048.00	0.00	100.00%
4411	IK Contributions	1,612,061.00	1,338,283.87	(273,777.13)	83.01%
4523	Local Revenue	8,105.34	7,273.50	(831.84)	89.73%
4711	Sale of Equipment	11,949.79	0.00	(11,949.79)	0.00%
Total 004	Revenue	9,004,054.13	8,179,550.32	(824,503.81)	90.84%
400	Head Start CAN NO 9-G064122				
5110	General Wages	2,320,722.77	2,320,722.77	0.00	100.00%
5118	General Overtime Hours	139.81	139.81	0.00	100.00%
5119	Holiday Work Time	84.60	84.60	0.00	100.00%
5150	Vacation Time Allocation	25,417.67	25,417.67	0.00	100.00%
5151	Medicare Tax	32,890.47	32,890.47	0.00	100.00%
5172	Worker's Comp Insurance	15,518.04	15,518.04	0.00	100.00%
5173	SUTA	2,930.93	2,930.93	0.00	100.00%
5174	Health Insurance Benefit	584,843.67	584,843.67	0.00	100.00%
5175	Dental Insurance Benefit	24,077.40	24,077.40	0.00	100.00%
5176	Life Insurance Benefit	16,998.47	16,998.47	0.00	100.00%
5177	HSA Insurance Benefit	21,900.00	21,900.00	0.00	100.00%
5181	Retirement	271,730.40	271,730.40	0.00	100.00%
5199	Indirect Allocation	212,021.59	212,021.59	0.00	100.00%
5206	HR Service Center	127,107.34	127,107.34	0.00	100.00%
5207	Procurement Service Center	82,169.46	82,169.46	0.00	100.00%
5208	Information Technology Service Center	78,868.33	78,868.33	0.00	100.00%
5291	Contract Services	51,736.83	51,736.83	0.00	100.00%
5293	HS Health & Disab Svc	480.96	480.96	0.00	100.00%
5294	HS Policy Council	212.04	212.04	0.00	100.00%
5296	HS Parent Service	536.65	536.65	0.00	100.00%
5309	Travel-In Region	4,944.93	4,944.93	0.00	100.00%
5413	HS Site Rent	120,185.50	116,962.76	3,222.74	97.31%
5433	HS Site Center Utilities	92,000.00	91,938.73	61.27	99.93%
5451	Facility Maintenance	46,563.35	46,563.35	0.00	100.00%
5453	HS Site Center Bldg Maint	97,617.11	94,975.78	2,641.33	97.29%
5510	Supplies	30,695.46	30,695.46	0.00	100.00%
5512	HS Class Room Supplies	45,734.82	45,734.82	0.00	100.00%
5514	HS Medical Supplies	2,294.72	2,294.72	0.00	100.00%

CVCOG
Summary Budget Comparison
Grant 829, Head Start FY 21-22
From 6/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970				
5518	HS Diapers and Wipes	6,588.05	6,588.05	0.00	100.00%
5622	Internal Computer/Software	10,198.00	10,198.00	0.00	100.00%
5632	Copier	23,952.66	23,952.66	0.00	100.00%
5711	Insurance	9,602.05	9,602.05	0.00	100.00%
5721	Printing	1,532.32	1,532.32	0.00	100.00%
5722	Ads & Promotions	2,119.25	2,119.25	0.00	100.00%
5751	Training	200.00	93.60	106.40	46.80%
5753	Dues and fees	5,721.03	5,092.83	628.20	89.01%
5760	HS Site Center Communications	17,138.58	17,062.58	76.00	99.55%
5762	Postage/freight	950.06	950.06	0.00	100.00%
5796	Safety	765.68	765.68	0.00	100.00%
Total 400	Head Start CAN NO 9-G064122	4,389,191.00	4,382,455.06	6,735.94	99.85%
401	Early Head Start CAN NO 9-G064122				
5110	General Wages	1,179,674.89	1,179,674.89	0.00	100.00%
5118	General Overtime Hours	107.79	107.79	0.00	100.00%
5150	Vacation Time Allocation	6,324.88	6,324.88	0.00	100.00%
5151	Medicare Tax	16,398.27	16,396.89	1.38	99.99%
5172	Worker's Comp Insurance	6,848.67	6,848.67	0.00	100.00%
5173	SUTA	1,235.43	1,235.43	0.00	100.00%
5174	Health Insurance Benefit	311,569.61	311,569.61	0.00	100.00%
5175	Dental Insurance Benefit	12,809.38	12,809.38	0.00	100.00%
5176	Life Insurance Benefit	8,640.45	8,640.45	0.00	100.00%
5177	HSA Insurance Benefit	12,443.59	12,443.59	0.00	100.00%
5181	Retirement	138,187.99	138,187.99	0.00	100.00%
5199	Indirect Allocation	107,737.76	107,737.76	0.00	100.00%
5206	HR Service Center	36,111.74	36,111.74	0.00	100.00%
5207	Procurement Service Center	23,467.57	23,467.57	0.00	100.00%
5208	Information Technology Service Center	22,321.38	22,321.38	0.00	100.00%
5291	Contract Services	604.72	604.72	0.00	100.00%
5293	HS Health & Disab Svc	24.94	24.94	0.00	100.00%
5294	HS Policy Council	61.89	61.89	0.00	100.00%
5296	HS Parent Service	2,254.29	2,254.29	0.00	100.00%
5309	Travel-In Region	1,094.01	1,094.01	0.00	100.00%
5413	HS Site Rent	35,387.24	35,387.24	0.00	100.00%
5433	HS Site Center Utilities	28,285.86	28,026.04	259.82	99.08%
5451	Facility Maintenance	11,758.53	11,758.53	0.00	100.00%
5453	HS Site Center Bldg Maint	29,371.04	27,587.58	1,783.46	93.92%

CVCOG
Summary Budget Comparison
Grant 829, Head Start FY 21-22
From 6/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970				
5510	Supplies	10,679.29	9,289.53	1,389.76	86.98%
5512	HS Class Room Supplies	21,447.43	20,021.73	1,425.70	93.35%
5514	HS Medical Supplies	991.33	645.93	345.40	65.15%
5518	HS Diapers and Wipes	9,375.69	9,375.69	0.00	100.00%
5622	Internal Computer/Software	1,689.50	1,689.50	0.00	100.00%
5632	Copier	6,744.93	6,744.93	0.00	100.00%
5711	Insurance	1,247.22	1,247.22	0.00	100.00%
5721	Printing	700.21	700.21	0.00	100.00%
5722	Ads & Promotions	330.89	330.89	0.00	100.00%
5753	Dues and fees	997.23	829.27	167.96	83.15%
5760	HS Site Center Communications	3,771.27	3,747.44	23.83	99.36%
5762	Postage/freight	30.84	30.84	0.00	100.00%
5796	Safety	<u>266.25</u>	<u>266.25</u>	<u>0.00</u>	<u>100.00%</u>
Total 401	Early Head Start CAN NO 9-G064122	2,050,994.00	2,045,596.69	5,397.31	99.74%
402	Head Start T&TA CAN NO 9-G064120				
5308	Head Start T & T A	<u>56,824.00</u>	<u>56,824.00</u>	<u>0.00</u>	<u>100.00%</u>
Total 402	Head Start T&TA CAN NO 9-G064120	56,824.00	56,824.00	0.00	100.00%
403	Early Head Start T&TA CAN NO 9-G064121				
5308	Head Start T & T A	<u>28,858.00</u>	<u>27,990.08</u>	<u>867.92</u>	<u>96.99%</u>
Total 403	Early Head Start T&TA CAN NO 9-G064121	28,858.00	27,990.08	867.92	96.99%
404	Head Start CRRSA CAN 9-G064122				
5174	Health Insurance Benefit	31,556.97	31,556.97	0.00	100.00%
5199	Indirect Allocation	1,953.36	1,953.36	0.00	100.00%
5512	HS Class Room Supplies	1,393.44	1,393.44	0.00	100.00%
5622	Internal Computer/Software	115,276.43	115,276.43	0.00	100.00%
5734	HS Capital Playground	<u>1,826.87</u>	<u>1,826.87</u>	<u>0.00</u>	<u>100.00%</u>
Total 404	Head Start CRRSA CAN 9-G064122	152,007.07	152,007.07	0.00	100.00%
405	Early Head Start CRRSA CAN 9-G064122				
5174	Health Insurance Benefit	16,989.30	16,989.30	0.00	100.00%
5199	Indirect Allocation	<u>1,051.63</u>	<u>1,051.63</u>	<u>0.00</u>	<u>100.00%</u>
Total 405	Early Head Start CRRSA CAN 9-G064122	18,040.93	18,040.93	0.00	100.00%
406	Early Head Start Conversion ARP CAN 9-G064122				

CVCOG
 Summary Budget Comparison
 Grant 829, Head Start FY 21-22
 From 6/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970				
5453	HS Site Center Bldg Maint	12,317.16	12,317.16	0.00	100.00%
5510	Supplies	1,758.88	1,758.88	0.00	100.00%
5512	HS Class Room Supplies	20,919.00	20,919.00	0.00	100.00%
5622	Internal Computer/Software	2,248.44	2,248.44	0.00	100.00%
5734	HS Capital Playground	<u>15,672.77</u>	<u>15,672.77</u>	<u>0.00</u>	<u>100.00%</u>
Total 406	Early Head Start Conversion ARP CAN 9-G064122	52,916.25	52,916.25	0.00	100.00%
409	Head Start InKind				
6791	InKind Other	<u>1,612,061.00</u>	<u>1,338,283.87</u>	<u>273,777.13</u>	<u>83.01%</u>
Total 409	Head Start InKind	1,612,061.00	1,338,283.87	273,777.13	83.02%
410	Head Start ARP CAN NO 9-G064122				
5174	Health Insurance Benefit	168,532.71	31,318.94	137,213.77	18.58%
5177	HSA Insurance Benefit	2,720.80	1,150.58	1,570.22	42.28%
5199	Indirect Allocation	14,024.26	2,011.44	12,012.82	14.34%
5200	Employee Health and Welfare	2,000.00	1,687.78	312.22	84.38%
5453	HS Site Center Bldg Maint	21,070.84	6,099.22	14,971.62	28.94%
5510	Supplies	80,133.52	763.20	79,370.32	0.95%
5512	HS Class Room Supplies	27,743.56	225.28	27,518.28	0.81%
5518	HS Diapers and Wipes	2,500.00	0.00	2,500.00	0.00%
5622	Internal Computer/Software	25,857.63	19,779.31	6,078.32	76.49%
5625	Capital-Replace Van	49,470.00	0.00	49,470.00	0.00%
5734	HS Capital Playground	<u>152,174.36</u>	<u>9,248.60</u>	<u>142,925.76</u>	<u>6.07%</u>
Total 410	Head Start ARP CAN NO 9-G064122	546,227.68	72,284.35	473,943.33	13.23%
411	Early Head Start ARP CAN NO 9-G064122				
5174	Health Insurance Benefit	27,058.96	18,001.10	9,057.86	66.52%
5177	HSA Insurance Benefit	2,851.74	1,061.13	1,790.61	37.20%
5199	Indirect Allocation	2,048.37	1,161.30	887.07	56.69%

CVCOG
 Summary Budget Comparison
 Grant 829, Head Start FY 21-22
 From 6/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970				
5200	Employee Health and Welfare	79.18	79.18	0.00	100.00%
5510	Supplies	28,232.82	350.81	27,882.01	1.24%
5512	HS Class Room Supplies	4,108.00	185.04	3,922.96	4.50%
5622	Internal Computer/Software	2,500.00	168.56	2,331.44	6.74%
5734	HS Capital Playground	<u>10,000.00</u>	<u>4,871.40</u>	<u>5,128.60</u>	<u>48.71%</u>
Total 411	Early Head Start ARP CAN NO 9-G064122	76,879.07	25,878.52	51,000.55	33.66%
997	Non Project				
5200	Employee Health and Welfare	148.16	148.16	0.00	100.00%
5512	HS Class Room Supplies	7,957.18	7,125.34	831.84	89.54%
5625	Capital-Replace Van	<u>11,949.79</u>	<u>0.00</u>	<u>11,949.79</u>	<u>0.00%</u>
Total 997	Non Project	<u>20,055.13</u>	<u>7,273.50</u>	<u>12,781.63</u>	<u>36.27%</u>
	Total Expenditures	<u>9,004,054.13</u>	<u>8,179,550.32</u>	<u>824,503.81</u>	<u>90.84%</u>
	Total Revenue over Expenditures	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>
	Head Start (Project 400, 402)	4,446,015.00	4,439,279.06	6,735.94	99.85%
	Early Head Start (Project 401, 403)	2,079,852.00	2,073,586.77	6,265.23	99.70%
	Head Start CRRSA (Project 404)	152,007.07	152,007.07	-	100.00%
	Early Head Start CRRSA (Project 405)	18,040.93	18,040.93	-	100.00%
	Head Start ARP (Project 410)	546,227.68	72,284.35	473,943.33	13.23%
	Early Head Start ARP (Project 406, 411)	<u>129,795.32</u>	<u>78,794.77</u>	<u>51,000.55</u>	<u>60.71%</u>
	Total Federal	<u>7,371,938.00</u>	<u>6,833,992.95</u>	<u>537,945.05</u>	<u>92.70%</u>
	Total Non-Federal, includes Local Funds	<u>1,632,116.13</u>	<u>1,345,557.37</u>	<u>286,558.76</u>	<u>82.44%</u>
	Grand Total HHS Head Start Expenditures	<u>9,004,054.13</u>	<u>8,179,550.32</u>	<u>824,503.81</u>	<u>90.84%</u>
	CVCOG Head Start Admin	608,729.29			
	CVCOG Administrative Indirect	325,937.08			
	Total Non-Federal Admin	<u>0.00</u>			
	Total Administrative	<u>934,666.37</u>			
	Head Start Budget, includes Non-Federal	9,004,054.13			
	Administrative Percentage of Approved Budget	10.38%			
	Note: Administrative Maximum Percentage is 15%				
	Non-Federal Percentage of Federal	20.00%	19.69%		

CVCOG
 Summary Budget Comparison
 Grant H02, Head Start Nutrition 21-22
 From 10/1/2021 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
H02	Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022				
004	Revenue				
4203	CACFP Prior Year CFDA 10.558	0.00	8,817.22	8,817.22	100.00%
4221	CACFP Nutrition CFDA 10.558	<u>745,918.29</u>	<u>395,347.58</u>	<u>(350,570.71)</u>	53.00%
Total 004	Revenue	745,918.29	404,164.80	(341,753.49)	54.18%
407	Head Start Nutrition				
5110	General Wages	20,770.00	10,092.40	10,677.60	48.59%
5151	Medicare Tax	301.00	142.25	158.75	47.25%
5172	Worker's Comp Insurance	518.00	235.67	282.33	45.49%
5173	SUTA	252.00	117.80	134.20	46.74%
5174	Health Insurance Benefit	10,728.00	4,235.68	6,492.32	39.48%
5175	Dental Insurance Benefit	371.00	179.84	191.16	48.47%
5176	Life Insurance Benefit	165.00	77.46	87.54	46.94%
5181	Retirement	2,462.00	1,189.31	1,272.69	48.30%
5199	Indirect Allocation	4,551.56	1,007.67	3,543.89	22.13%
5295	HS Nutrition Service	607,599.73	284,122.84	323,476.89	46.76%
5510	Supplies	28,000.00	54.74	27,945.26	0.19%
5513	HS Food Serv Sup	70,000.00	54,313.42	15,686.58	77.59%
5753	Dues and fees	<u>200.00</u>	<u>25.42</u>	<u>174.58</u>	12.71%
Total 407	Head Start Nutrition	<u>(745,918.29)</u>	<u>(355,794.50)</u>	<u>390,123.79</u>	47.70%
	Total Revenue over Expenditures	<u>0.00</u>	<u>48,370.30</u>	<u>48,370.30</u>	100.00%

Excess funds to be used through award period

CVCOG
 Summary Budget Comparison
 Grant H03, Head Start FY 22-23
 From 6/1/2022 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
H03	HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04				
004	Revenue				
4173	HHS-ACF Head Start 06CH010970-04	6,525,867.00	510,273.85	(6,015,593.15)	7.81%
4411	IK Contributions	1,609,715.00	0.00	(1,609,715.00)	0.00%
Total 004	Revenue	8,135,582.00	510,273.85	(7,625,308.15)	6.27%
400	Head Start CAN NO 9-G064122				
5110	General Wages	2,403,532.31	175,468.71	2,228,063.60	7.30%
5150	Vacation Time Allocation	19,506.69	1,878.53	17,628.16	9.63%
5151	Medicare Tax	34,634.00	2,446.79	32,187.21	7.06%
5172	Worker's Comp Insurance	14,500.00	1,160.13	13,339.87	8.00%
5173	SUTA	40,160.00	5.31	40,154.69	0.01%
5174	Health Insurance Benefit	468,277.20	54,023.68	414,253.52	11.53%
5175	Dental Insurance Benefit	52,987.00	1,928.06	51,058.94	3.63%
5176	Life Insurance Benefit	18,607.00	1,328.30	17,278.70	7.13%
5177	HSA Insurance Benefit	52,030.80	1,872.29	50,158.51	3.59%
5181	Retirement	285,913.00	21,003.61	264,909.39	7.34%
5199	Indirect Allocation	210,189.00	16,189.07	193,999.93	7.70%
5206	HR Service Center	111,173.00	12,479.71	98,693.29	11.22%
5207	Procurement Service Center	47,800.00	6,358.60	41,441.40	13.30%
5208	Information Technology Service Center	70,258.00	4,934.56	65,323.44	7.02%
5291	Contract Services	65,742.00	0.00	65,742.00	0.00%
5293	HS Health & Disab Svc	3,322.00	0.00	3,322.00	0.00%
5294	HS Policy Council	2,000.00	0.00	2,000.00	0.00%
5296	HS Parent Service	4,304.00	0.00	4,304.00	0.00%
5309	Travel-In Region	4,644.00	0.00	4,644.00	0.00%
5413	HS Site Rent	126,233.00	1,390.00	124,843.00	1.10%
5433	HS Site Center Utilities	99,273.00	2,969.41	96,303.59	2.99%
5451	Facility Maintenance	30,760.00	5,623.30	25,136.70	18.28%
5453	HS Site Center Bldg Maint	61,622.00	10,238.25	51,383.75	16.61%
5510	Supplies	18,093.00	2,250.33	15,842.67	12.43%
5512	HS Class Room Supplies	47,051.50	0.00	47,051.50	0.00%
5514	HS Medical Supplies	6,037.00	0.00	6,037.00	0.00%
5515	HS Disability Supplies	4,489.00	0.00	4,489.00	0.00%
5518	HS Diapers and Wipes	13,000.00	0.00	13,000.00	0.00%
5622	Internal Computer/Software	8,191.50	0.00	8,191.50	0.00%
5632	Copier	18,895.00	1,143.37	17,751.63	6.05%
5711	Insurance	9,268.00	0.00	9,268.00	0.00%
5721	Printing	10,062.00	0.00	10,062.00	0.00%
5722	Ads & Promotions	3,483.00	0.00	3,483.00	0.00%
5753	Dues and fees	3,760.00	54.43	3,705.57	1.44%
5760	HS Site Center Communications	16,269.00	2,087.74	14,181.26	12.83%
5762	Postage/freight	2,126.00	98.27	2,027.73	4.62%

CVCOG
Summary Budget Comparison
Grant H03, Head Start FY 22-23
From 6/1/2022 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
H03	HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04				
5796	Safety	998.00	0.00	998.00	0.00%
Total 400	Head Start CAN NO 9-G064122	4,389,191.00	326,932.45	4,062,258.55	7.45%
401	Early Head Start CAN NO 9-G064122				
5110	General Wages	1,255,691.69	100,282.99	1,155,408.70	7.98%
5150	Vacation Time Allocation	3,449.31	529.34	2,919.97	15.34%
5151	Medicare Tax	18,757.00	1,391.44	17,365.56	7.41%
5172	Worker's Comp Insurance	7,375.00	574.12	6,800.88	7.78%
5173	SUTA	21,402.00	7.18	21,394.82	0.03%
5174	Health Insurance Benefit	252,184.50	30,034.72	222,149.78	11.90%
5175	Dental Insurance Benefit	28,536.00	1,077.34	27,458.66	3.77%
5176	Life Insurance Benefit	10,159.00	732.95	9,426.05	7.21%
5177	HSA Insurance Benefit	28,020.50	1,272.50	26,748.00	4.54%
5181	Retirement	154,844.00	12,003.78	142,840.22	7.75%
5199	Indirect Allocation	110,386.00	9,170.20	101,215.80	8.30%
5206	HR Service Center	21,752.00	3,727.71	18,024.29	17.13%
5207	Procurement Service Center	13,956.00	1,899.32	12,056.68	13.60%
5208	Information Technology Service Center	13,568.00	1,473.96	12,094.04	10.86%
5291	Contract Services	678.00	0.00	678.00	0.00%
5293	HS Health & Disab Svc	678.00	0.00	678.00	0.00%
5294	HS Policy Council	274.00	0.00	274.00	0.00%
5296	HS Parent Service	1,000.00	230.32	769.68	23.03%
5309	Travel-In Region	1,356.00	86.83	1,269.17	6.40%
5413	HS Site Rent	26,117.00	160.00	25,957.00	0.61%
5433	HS Site Center Utilities	16,873.00	855.45	16,017.55	5.06%
5451	Facility Maintenance	8,981.00	1,405.83	7,575.17	15.65%
5453	HS Site Center Bldg Maint	7,390.00	2,710.20	4,679.80	36.67%
5510	Supplies	7,079.00	777.92	6,301.08	10.98%
5512	HS Class Room Supplies	7,532.17	64.59	7,467.58	0.85%
5514	HS Medical Supplies	1,763.00	0.00	1,763.00	0.00%
5515	HS Disability Supplies	1,311.00	0.00	1,311.00	0.00%
5518	HS Diapers and Wipes	10,000.00	0.00	10,000.00	0.00%
5622	Internal Computer/Software	2,391.83	0.00	2,391.83	0.00%
5632	Copier	6,334.00	333.21	6,000.79	5.26%

CVCOG
 Summary Budget Comparison
 Grant H03, Head Start FY 22-23
 From 6/1/2022 Through 6/30/2022

Account Code	Account Title	YTD Budget \$	YTD Actual	YTD Budget \$ Variance	Percent Total Budget Used
H03	HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04				
5711	Insurance	1,486.00	0.00	1,486.00	0.00%
5721	Printing	2,938.00	0.00	2,938.00	0.00%
5722	Ads & Promotions	1,017.00	0.00	1,017.00	0.00%
5753	Dues and fees	1,109.00	12.30	1,096.70	1.10%
5760	HS Site Center Communications	3,642.00	518.20	3,123.80	14.22%
5762	Postage/freight	621.00	0.00	621.00	0.00%
5796	Safety	<u>342.00</u>	<u>3.32</u>	<u>338.68</u>	<u>0.97%</u>
Total 401	Early Head Start CAN NO 9-G064122	2,050,994.00	171,335.72	1,879,658.28	8.35%
402	Head Start T&TA CAN NO 9-G064120				
5308	Head Start T & T A	<u>56,824.00</u>	<u>11,726.68</u>	<u>45,097.32</u>	<u>20.63%</u>
Total 402	Head Start T&TA CAN NO 9-G064120	56,824.00	11,726.68	45,097.32	20.64%
403	Early Head Start T&TA CAN NO 9-G064121				
5308	Head Start T & T A	<u>28,858.00</u>	<u>279.00</u>	<u>28,579.00</u>	<u>0.96%</u>
Total 403	Early Head Start T&TA CAN NO 9-G064121	28,858.00	279.00	28,579.00	0.97%
409	Head Start InKind				
6791	InKind Other	<u>1,609,715.00</u>	<u>0.00</u>	<u>1,609,715.00</u>	<u>0.00%</u>
Total 409	Head Start InKind	1,609,715.00	0.00	1,609,715.00	0.00%
	Total Expenditures	<u>8,135,582.00</u>	<u>510,273.85</u>	<u>7,625,308.15</u>	<u>6.27%</u>
	Total Revenue over Expenditures	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>
	Head Start (Project 400, 402)	4,446,015.00	338,659.13	4,107,355.87	7.62%
	Early Head Start (Project 401, 403)	2,079,852.00	171,614.72	1,908,237.28	8.25%
	Total Federal	<u>6,525,867.00</u>	<u>510,273.85</u>	<u>6,015,593.15</u>	<u>7.82%</u>
	Total Non-Federal, includes Local Funds	<u>1,609,715.00</u>	<u>-</u>	<u>1,609,715.00</u>	<u>0.00%</u>
	Grand Total HHS Head Start Expenditures	<u>8,135,582.00</u>	<u>510,273.85</u>	<u>7,625,308.15</u>	<u>6.27%</u>

CVCOG Head Start Admin	41,339.19
CVCOG Administrative Indirect	25,359.27
Total Non-Federal Admin	<u>0.00</u>
Total Administrative	<u>66,698.46</u>
Head Start Budget, includes Non-Federal	8,135,582.00
Administrative Percentage of Approved Budget	0.82%
Note: Administrative Maximum Percentage is 15%	

Non-Federal Percentage of Federal 20.00% 0.00%

Head Start Credit Card/Open Account Summary Transactions (Detail Attached)

June 2022

Head Start:

Amazon Capital: \$1,946.14

Ben E Keith Transactions: \$0.00

Citibank P-Card Transactions: \$11,979.14

Dean's Dairy Corporate Transactions: \$1,772.16

First Financial Credit Card Transactions: \$5,262.41

Gandy's Dairies Transactions: \$0.00

Lowes Pay and Save: \$39.34

Mayfield Paper Transactions: \$0.00

Sam's Card Transactions: \$0.00

Sysco Food Services: \$15,625.34

West Texas Fire Extinguisher Transactions: \$2,032.05

CVCOG
 Vendor Activity - Head Start Amazon Capital
 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970
 From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>	
5510	Supplies	6/23/2022	19MW-HQYC-PP4R	EHS: Menard for Lateral Black File Cabinet	678.44	
5512	HS Class Room Supplies	6/29/2022	1VMG-NVD9-RFLP	EHS: Rio Vista for (5) boxes of exam table paper	105.89	
					<u>784.33</u>	Transaction Total
				Total 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970	784.33	

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Vendor Activity - Head Start Amazon Capital
H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5513	HS Food Serv Sup	6/26/2022	1HJD-CTFW-VFYL	EHS: Day for dawn dish soap, cups and bottles.	47.95
				Total H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022	47.95

CVCOG
Vendor Activity - Head Start Amazon Capital
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5453	HS Site Center Bldg Maint	7/12/2022	19RG-NJKR-T4C6	HS/EHS: Rio Vista for Cork Bulletin Board	297.94
5510	Supplies	6/6/2022	1HM3-GGKC-3TX7	HS: Rio Vista for calculator & laminate	340.72
5510	Supplies	6/27/2022	1KPF-Q4NV-4FHT	EHS: Rio vista for Dreft & Tide Detergent	343.13
5510	Supplies	7/12/2022	19RG-NJKR-H4VQ	HS/EHS: Rio Vista for printing calculator	67.48
5512	HS Class Room Supplies	6/24/2022	1DPX-PDTL-CDJW	HS: Day for sleeveless sleep bag blankets	64.59
Total H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04					1,113.86
Report Opening/Current Balance					
Report Transaction Totals					1,946.14
Report Current Balances					

CVCOG
 Vendor Activity - Head Start Citibank P-Card
 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970
 From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses	
5433	HS Site Center Utilities	6/13/2022	180104 06-22	HS/EHS: Day for Water Service 05/10/22 - 06/09/22. JR CB	342.88	
5433	HS Site Center Utilities	6/23/2022	179684 05-22	HS/EHS: Rio Vista Water Services 05/03/22 - 06/02/22	341.31	
5433	HS Site Center Utilities	6/27/2022	180084 07-22	HS: Blackshear for Water Service 05/12/22 - 06/14/22. JR CB	121.84	
5433	HS Site Center Utilities	6/27/2022	180086 07-22	HS: Blackshear for Water Service 05/17/22 - 06/16/22. TS CB	34.63	
5433	HS Site Center Utilities	6/27/2022	180106 06-22	HS/EHS: Day for Water Service 05/10/22 - 06/09/22 JR CB	123.21	
5453	HS Site Center Bldg Maint	6/14/2022	N1985	HS: Ozona for single hollow metal door slab/down payment	660.90	
5518	HS Diapers and Wipes	5/27/2022	9858319142	HS/EHS: Rio Vista for Diapers and Wipes	1,681.26	
5518	HS Diapers and Wipes	5/31/2022	9859576484	HS/EHS: Rio Vista for Diapers	2,366.40	
5760	HS Site Center Communications	5/26/2022	07710150890010 06-22	HS/EHS: Day for Phone Service 05/25/22 - 06/24/22.	49.51	
5760	HS Site Center Communications	6/27/2022	07710150505015 05-22	HS/EHS: Day for Internet Service 05/15/22 - 06/14/22	128.39	
					5,850.33	Transaction Total
Total 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970					5,850.33	

CVCOG
 Vendor Activity - Head Start Citibank P-Card
 H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
 From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295	HS Nutrition Service	5/12/2022	HEB15669520867	EHS Day: Baby Formula	82.42
5295	HS Nutrition Service	6/13/2022	085887	EHS: Day for Gerber Cereal and Baby Foods. JL CB	155.30
5295	HS Nutrition Service	6/17/2022	008794	EHS: All EHS for Enfamil Formula & gallons of water. JL CB	64.44
5295	HS Nutrition Service	6/17/2022	031881	EHS: All EHS for Enfamil Nuero pro baby formula. JL CB	81.90
5295	HS Nutrition Service	6/17/2022	080668	EHS: All EHS for (2) Enfamil Formula. JL CB	44.44
				Total H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022	428.50

CVCOG
Vendor Activity - Head Start Citibank P-Card
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5433	HS Site Center Utilities	5/31/2022	0691-001125236	HS: Blackshear - Trash Services 06/01/22 - 06/30/22. TS CB	550.88
5433	HS Site Center Utilities	5/31/2022	0691-001125654	HS: Day Trash Services 06/01/22 - 06/30/22. TS CB	550.88
5433	HS Site Center Utilities	6/13/2022	180104 06-22	HS/EHS: Day for Water Service 05/10/22 - 06/09/22. JR CB	140.27
5433	HS Site Center Utilities	6/23/2022	179684 05-22	HS/EHS: Rio Vista Water Services 05/03/22 - 06/02/22	23.54
5433	HS Site Center Utilities	6/27/2022	180084 07-22	HS: Blackshear for Water Service 05/12/22 - 06/14/22. JR CB	85.28
5433	HS Site Center Utilities	6/27/2022	180086 07-22	HS: Blackshear for Water Service 05/17/22 - 06/16/22. TS CB	36.93
5433	HS Site Center Utilities	6/27/2022	180106 06-22	HS/EHS: Day for Water Service 05/10/22 - 06/09/22 JR CB	50.41
5453	HS Site Center Bldg Maint	6/20/2022	22222	HS: Day for exterior Power wash,primer & paint gazebo. JL CB	1,900.00
5510	Supplies	6/21/2022	25308937-1	HS: EDUDI for new wireless mouse for workstation	39.99
5760	HS Site Center Communications	5/26/2022	07710150890010 06-22	HS/EHS: Day for Phone Service 05/25/22 - 06/24/22.	169.75
5760	HS Site Center Communications	6/17/2022	07710102810016 06-22	HS: BS for Internet & Phone Services 06/01/22 - 06/30/22.	191.57
5760	HS Site Center Communications	6/17/2022	07710150887017 06-22	HS/EHS: Rio Vista for Internet Service 06/01/22 - 06/30/22.	156.86
5760	HS Site Center Communications	6/23/2022	0708195 06-22	HS/EHS: Rural Phone Services 06/08/22 - 07/07/22 TS CB	497.82
5760	HS Site Center Communications	6/27/2022	07710150505015 05-22	HS/EHS: Day for Internet Service 05/15/22 - 06/14/22	105.74
5760	HS Site Center Communications	6/27/2022	07710150505015 06-22	HS/EHS: Day for Internet Service 06/15/22 - 07/14/22	244.13
5760	HS Site Center Communications	6/29/2022	07710150503019 06-22	HS/EHS: RV for Internet Services 06/15/22 07/14/22. JR CB	187.75
5760	HS Site Center Communications	6/29/2022	07710150504017 06-22	HS: BS for Internet Service 06/15/22 - 07/14/22. JR CB	191.76

CVCOG
Vendor Activity - Head Start Citibank P-Card
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5760	HS Site Center Communications	7/8/2022	07710102810016 07-22	HS: BS for Internet & Phone Services 07/01/22 - 07/31/22.	196.47
5760	HS Site Center Communications	7/8/2022	07710150887017 07-22	HS/EHS: Rio Vista for Internet Service 07/01/22 - 07/31/22.	161.02
5760	HS Site Center Communications	7/8/2022	07710150890010 07-22	HS/EHS: Day for Phone Service 06/25/22 - 07/24/22.	219.26
Total H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04					5,700.31
Report Opening/Current Balance					
Report Transaction Totals					11,979.14
Report Current Balances					

CYCOG
 Vendor Activity - Head Start First Financial Credit Card
 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970
 From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>	
5200	Employee Health and Welfare	5/6/2022	216032	HS/EHS: All Centers Lunch Staff Appreciation Event OB FF	350.47	
5510	Supplies	5/31/2022	1002201-3056252	HS: Eden for Brother brand name toner. MH FF	145.00	
5510	Supplies	5/31/2022	113-1381685-559...	HS: Ozona for supplies & kitchen supplies. MH FF	45.20	
5510	Supplies	5/31/2022	113-2165799-351...	HS: Eden for Pandaflex File Folders	10.88	
5510	Supplies	5/31/2022	113-7152222-845...	HS: Eden for black toner cartridge. MH FF	123.86	
5510	Supplies	5/31/2022	7152222-8455442...	HS: Eden Credit for black toner cartridge. MH FF	(123.86)	
5753	Dues and fees	5/31/2022	113-1381685-559...	HS: Ozona for supplies & kitchen supplies. MH FF	3.31	
5753	Dues and fees	5/31/2022	113-2165799-351...	HS: Eden for Pandaflex File Folders	5.99	
					<u>560.85</u>	Transaction Total
				Total 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970	560.85	

CVCOG
Vendor Activity - Head Start First Financial Credit Card
H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5295	HS Nutrition Service	6/1/2022	2000100-08167461	EHS: Enfamil Infant Formula	36.48
5295	HS Nutrition Service	6/1/2022	2000100-21930926	EHS: Enfamil Infant Formula	36.48
5295	HS Nutrition Service	6/1/2022	4232232-272703	EHS: Enfamil Infant Formula	29.98
5295	HS Nutrition Service	6/2/2022	582153490046702	EHS Day: Baby formula	112.26
5295	HS Nutrition Service	6/3/2022	2000100-00556407	EHS: Enfamil Infant Formula	111.10
5295	HS Nutrition Service	6/17/2022	WM06172022	EHS: Day for formula. MH FF	9.72
5295	HS Nutrition Service	6/17/2022	WM061722	EHS: Day for formula. MH FF	64.80
5295	HS Nutrition Service	6/27/2022	302178557131784	EHS RV,Day: milk	19.64
5510	Supplies	5/31/2022	113-0861094-824...	HS: Eldorado for dish drying rack & a can opener. MH FF	54.74
5513	HS Food Serv Sup	5/31/2022	0113-2341904-53...	HS: Ozona for kitchen supplies	27.98
5513	HS Food Serv Sup	5/31/2022	113-1381685-559...	HS: Ozona for supplies & kitchen supplies. MH FF	122.98
5513	HS Food Serv Sup	5/31/2022	113-9582691-948...	HS: Ozona for (4) Dishwasher Rinse Agent. MH FF	91.96
5753	Dues and fees	5/31/2022	113-0861094-824...	HS: Eldorado for dish drying rack & a can opener. MH FF	5.99
5753	Dues and fees	5/31/2022	113-1381685-559...	HS: Ozona for supplies & kitchen supplies. MH FF	18.59
Total H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022					742.70

CVCOG
Vendor Activity - Head Start First Financial Credit Card
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5296	HS Parent Service	6/1/2022	7274124	EHS Day/ERSEA/lunches for staff during enrollment	114.93
5296	HS Parent Service	6/2/2022	79467381	EHS: ERSEA Day for Parent Luncheon. MH FF	115.39
5308	Head Start T & T A	6/23/2022	013283	HS: Blackshear for Continuing Education. DE FF	1,412.00
5308	Head Start T & T A	6/23/2022	114432	EHS: RV for Observer recertification for Michelle. SH FF	125.00
5308	Head Start T & T A	6/30/2022	310350	HS: All TG, CH, EL for divider rings & binders. SWFF	84.68
5309	Travel-In Region	6/22/2022	512232	EHS Menard: Fuel for rental car	34.83
5309	Travel-In Region	6/23/2022	ERAC 06232022	EHS: Menard for rental car	52.00
5453	HS Site Center Bldg Maint	6/2/2022	15590	HS: Blackshear for Painting Materials	481.22
5453	HS Site Center Bldg Maint	6/6/2022	13884	HS: Rio Vista for Painting Materials	485.72
5453	HS Site Center Bldg Maint	6/24/2022	15395	EHS Day: window A/C unit	539.00
5510	Supplies	6/23/2022	803284	HS/EHS: FAMCO for supplies. SW FF	139.04
5510	Supplies	6/30/2022	JMP.7043	HS: All Centers childrens book for parent engagement program	180.00
5753	Dues and fees	6/6/2022	573844304	HS: Blackshear TX HHSC Child Care Licensing Fee	12.53
5753	Dues and fees	6/6/2022	573844950	HS/EHS: Day TX HHSC Child Care Licensing Fee	18.66
5753	Dues and fees	6/6/2022	573845270	HS: Eldorado TX HHSC Child Care Licensing Fee	8.44
5753	Dues and fees	6/6/2022	573846452	HS/EHS: Rio Vista TX HHSC Child Care Licensing Fee	16.62
5753	Dues and fees	6/6/2022	573847554	HS: Eden TX HHSC Child Care Licensing Fee	10.48
5753	Dues and fees	6/23/2022	114434	EHS: Day, RV & Menard Observer recertification	125.00
5796	Safety	6/6/2022	405CW0002312413	EHS Day: Background Check for S.G.	<u>3.32</u>

CVCOG

Vendor Activity - Head Start First Financial Credit Card
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
				Total H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04	3,958.86
					<hr/>
	Report Opening/Current Balance				<hr/>
	Report Transaction Totals				5,262.41
					<hr/>
	Report Current Balances				<hr/> <hr/>

CVCOG
Vendor Activity - Head Start Sysco
H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5295	HS Nutrition Service	2/11/2022	17810607P	HS/EHS: Rio Vista Credit #278228722 Food for Children	(217.11)
5295	HS Nutrition Service	2/18/2022	278259195	HS/EHS: Day Credit #278197757 Food for Children	(23.04)
5295	HS Nutrition Service	5/25/2022	278330171	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	1,475.10
5295	HS Nutrition Service	5/25/2022	278330600	HS/EHS: Day Drop-Ship for Cracker Cheezits Orig	88.92
5295	HS Nutrition Service	5/26/2022	278330938	HS/EHS: Day Food for children & Kitchen Supplies	3,247.12
5295	HS Nutrition Service	5/30/2022	278333026	HS/EHS: Day Drop-ship for Keebler Cookie animal Crackers	21.92
5295	HS Nutrition Service	6/1/2022	278336077	HS/EHS: Rio Vista Drop-Ship for Keebler animal cookies	43.84
5295	HS Nutrition Service	6/1/2022	278336081	HS/EHS: Day Drop-Ship for Keebler animal cookies	21.92
5295	HS Nutrition Service	6/1/2022	278336111	HS/EHS: Rio Vista Food for children & Kitchen Supplies	337.96
5295	HS Nutrition Service	6/2/2022	278336768	HS/EHS: Day Food for Children and Kitchen Supplies	1,812.36
5295	HS Nutrition Service	6/6/2022	278338834	HS/EHS: Day Drop-Ship for Keebler Animal Cookies	21.92
5295	HS Nutrition Service	6/14/2022	278343845	HS/EHS: Rio Vista Food for Children & Kitchen supplies.	482.20
5295	HS Nutrition Service	6/16/2022	278345001	HS/EHS: Day Food for Children & Kitchen Supplies	1,663.40
5295	HS Nutrition Service	6/21/2022	278347982	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	616.06
5295	HS Nutrition Service	6/23/2022	278349190	HS/EHS: Day Food for Children & Kitchen Supplies	1,572.44
5295	HS Nutrition Service	6/24/2022	278349588	HS/EHS: Day Drop-Ship for (2) Pastry's	33.84
5295	HS Nutrition Service	6/27/2022	278351249	HS/EHS: Day Drop-Ship for (2) Pastry's.	33.84
5295	HS Nutrition Service	6/28/2022	278351946	HS/EHS: Rio Vista Food for Children	755.13
5295	HS Nutrition Service	6/30/2022	278353427	HS/EHS: Day Food for children	2,059.04

CVCOG
 Vendor Activity - Head Start Sysco
 H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
 From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5513	HS Food Serv Sup	5/25/2022	278330171	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	88.50
5513	HS Food Serv Sup	5/26/2022	278330938	HS/EHS: Day Food for children & Kitchen Supplies	330.00
5513	HS Food Serv Sup	6/1/2022	278336111	HS/EHS: Rio Vista Food for children & Kitchen Supplies	143.84
5513	HS Food Serv Sup	6/2/2022	278336768	HS/EHS: Day Food for Children and Kitchen Supplies	26.19
5513	HS Food Serv Sup	6/14/2022	278343845	HS/EHS: Rio Vista Food for Children & Kitchen supplies.	69.31
5513	HS Food Serv Sup	6/16/2022	278345001	HS/EHS: Day Food for Children & Kitchen Supplies	264.86
5513	HS Food Serv Sup	6/21/2022	278347982	HS/EHS: Rio Vista Food for Children & Kitchen Supplies	242.12
5513	HS Food Serv Sup	6/23/2022	278349190	HS/EHS: Day Food for Children & Kitchen Supplies	413.66
					<hr/> 15,625.34
					Transaction Total
					<hr/> 15,625.34
					Total H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
					<hr/>
Report Opening/Current Balance					<hr/>
Report Transaction Totals					15,625.34
					<hr/>
Report Current Balances					<hr/> <hr/>

CVCOG
 Vendor Activity - Head Start West Texas Fire Extinguisher
 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970
 From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>	
5510	Supplies	6/1/2022	257853	EHS Day: disinfectant, bathroom cleaner, wipes, bleach, Inrs	305.63	
5510	Supplies	6/14/2022	255981-01	HS: Eden for Absorbent lemon cans&Fiberglass Mop Handle	76.45	
5512	HS Class Room Supplies	5/31/2022	256782-01	HS Eldorado: 5oz plastic cups	84.73	
5512	HS Class Room Supplies	5/31/2022	257450-01	HS/EHS Day: vinyl gloves	117.70	
5512	HS Class Room Supplies	6/14/2022	255981-01	HS: Eden for Absorbent lemon cans&Fiberglass Mop Handle	76.44	
					660.95	Transaction Total
				Total 829 - HHS-ACF Grant 829, Head Start FY 21-22 06CH010970	660.95	

CVCOG

Vendor Activity - Head Start West Texas Fire Extinguisher
H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022
From 6/1/2022 Through 6/30/2022

<u>Line Item Code</u>	<u>Line Item Title</u>	<u>Document Date</u>	<u>Document Number</u>	<u>Document Description</u>	<u>Expenses</u>
5513	HS Food Serv Sup	5/31/2022	256216-01	HS Menard: 5oz plastic cups	67.78
5513	HS Food Serv Sup	5/31/2022	256782-01	HS Eldorado: 5oz plastic cups	84.72
5513	HS Food Serv Sup	6/14/2022	255981-01	HS: Eden for Absorbent lemon cans&Fiberglass Mop Handle	76.44
				Total H02 - Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022	228.94

CVCOG
Vendor Activity - Head Start West Texas Fire Extinguisher
H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04
From 6/1/2022 Through 6/30/2022

Line Item Code	Line Item Title	Document Date	Document Number	Document Description	Expenses
5453	HS Site Center Bldg Maint	6/7/2022	258297	HS/EHS RV: annual fire extinguisher inspections	368.00
5453	HS Site Center Bldg Maint	6/14/2022	258588	HS/EHS Day: Annual Fire Extinguisher Inspections	662.59
5453	HS Site Center Bldg Maint	6/14/2022	258592	HS Eldorado: Annual Fire Extinguisher Inspection	111.57
Total H03 - HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04					1,142.16
Report Opening/Current Balance					
Report Transaction Totals					2,032.05
Report Current Balances					



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Regional Law Enforcement Training Academy grant be operated for the 2021-23 Fiscal Years; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY22 State Criminal Justice Planning Funds - Regional Law Enforcement Training Academy Grant Program; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for Regional Law Enforcement Training Academy grant to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number:1480417



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Juvenile Justice Services be operated for the 2021-22; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY22 State Criminal Justice Planning Funds grant application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for the Juvenile Justice Services to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 1484322



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Juvenile Justice Services be operated for the 2022-23; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY23 State Criminal Justice Planning Funds grant application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for the Juvenile Justice Services to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 1484323



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the CVCOG Regional Planning be operated for the 2021-22; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY21 State Homeland Security Program (SHSP) application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for CVCOG Regional Planning to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 2952907



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the CVCOG Regional Planning be operated for the 2022-23; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY23 State Homeland Security Program (SHSP) application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for CVCOG Regional Planning to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 2952908



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the VAWA Training Project be operated for the 2021-22; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY22 Violence Against Women Formula Grants application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for the VAWA Training Project to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 3973002



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the VAWA Training Project be operated for the 2022-23; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the VC-Coronavirus State Fiscal Recovery Fund (Victims of Crime - SB 8) Grants application; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for the VAWA Training Project to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 3973003



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Supplemental Training grant be operated for the 2022-23 Fiscal Year; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY23 Edward Byrne Memorial Justice Assistance Grant Program; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for Supplemental Training grant to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number:4419601



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Concho Valley Regional Communications Upgrades grant be operated for the 2022-24 Fiscal Year; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY23 Statewide Emergency Radio Infrastructure (SERI) Program; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for Concho Valley Regional Communications Upgrades grant to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number:4467201



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the MACC Communications grant be operated for the 2022; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the SHSP Regular Solicitation - FY20 grant; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for MACC Communications grant to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

Passed and Approved this 10 of August, 2022

Grant Number: 4512301



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

5430 Link Road • San Angelo, TX 76904

Resolution

Whereas, The Concho Valley Council of Governments finds it in the best interest of the citizens of the Concho Valley region that the Kimble County Tower Project grant be operated for the 2022-24 Fiscal Year; and

Whereas, The Concho Valley Council of Governments agrees to provide applicable matching funds for the said project as required by the FY23 Statewide Emergency Radio Infrastructure (SERI) Program; and

Whereas, The Concho Valley Council of Governments agrees that in the event of loss or misuse of the Office of the Governor funds, the Concho Valley Council of Governments assures that the funds will be returned to the Office of the Governor in full; and

Whereas, the Concho Valley Council of Governments designates the Executive Director as the grantee's authorized official. The authorized official is given the power to apply for, accept, reject, alter or terminate the grant on behalf of the applicant agency.

Now Therefore, Be It Resolved that the Concho Valley Council of Governments approves submission of the grant application for Kimble County Tower Project grant to the Office of the Governor.

Signed by

Executive Committee Chair

Executive Committee Vice-Chair

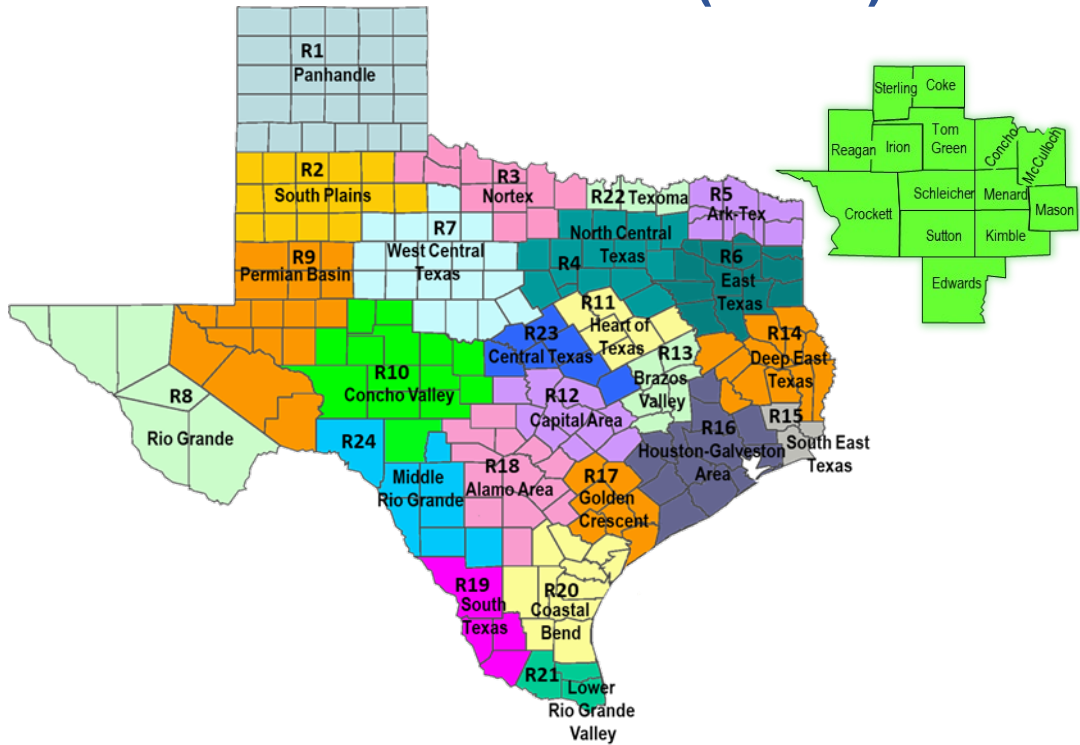
Passed and Approved this 10 of August, 2022

Grant Number:4556601

Concho Valley Council of Governments (CVCOG)

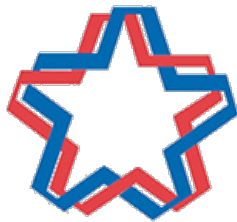
Region #10 Central Texas

Regional Interoperable Communications Plan (RICP)



Dated: 30 June 2022

Distribution is limited to those parties authorized by the CVCOG. The point of contact (POC) for this document is the CVCOG. Current contact information for the POC can be found in Section 1 of this document.



TEXAS ASSOCIATION OF
REGIONAL COUNCILS



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Regional Interoperable Communications Plan

Approval & Authorization Page

On July 13, 2022, the Membership of Region 10 Concho Valley Council of Governments, adopted the Regional Interoperable Communications Plan (RICP).

This plan was updated on 29 November 2021, and the RICP was presented to the Emergency Preparedness Advisory Committee on August 10, 2022. The RICP was approved by the CVCOG Executive Committee on August 10, 2022.

The CVCOG region includes the Counties of Coke, Concho, Crockett, Edwards, Irion, Kimble, Mason, McCulloch, Menard, Reagan, Schleicher, Sterling, Sutton, Tom Green, counties, and all jurisdictions and/or public safety agencies within these counties.

Signed:

Executive Director

Date

Texas Association of Regional Councils

01 Panhandle Regional Planning Commission (PRPC)

Counties Served: Armstrong, Briscoe, Carson, Castro, Childress, Collingsworth, Dallam, Deaf Smith, Donley, Gray, Hall, Hansford, Hartley, Hemphill, Hutchinson, Lipscomb, Moore, Ochiltree, Oldham, Parmer, Potter, Randall, Roberts, Sherman, Swisher, Wheeler

02 South Plains Association of Governments (SPAG)

Counties Served: Bailey, Cochran, Crosby, Dickens, Floyd, Garza, Hale, Hockley, King, Lamb, Lubbock, Lynn, Motley, Terry, Yoakum

03 Nortex Regional Planning Commission (NORTEX)

Counties Served: Archer, Baylor, Clay, Cottle, Foard, Hardeman, Jack, Montague, Wichita, Wilbarger, Young

04 North Central Texas Council of Governments (NCTCOG)

Counties Served: Collin, Dallas, Denton, Ellis, Erath, Hood, Hunt, Johnson, Kaufman, Navarro, Palo Pinto, Parker, Rockwall, Somervell, Tarrant, Wise

05 Ark-Tex Council of Governments (ARK-TEK)

Counties Served: Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River, Titus Counties in TX and Miller Co., AR

06 East Texas Council of Governments (ETCOG)

Counties Served: Anderson, Camp, Cherokee, Gregg, Harrison, Henderson, Marion, Panola, Rains, Rusk, Smith, Upshur, Van Zandt, Wood

07 West Central Texas Council of Governments (WCTCOG)

Counties Served: Brown, Callahan, Coleman, Comanche, Eastland, Fisher, Haskell, Jones, Kent, Knox, Mitchell, Nolan, Runnels, Scurry, Shackelford, Stephens, Stonewall, Taylor, Throckmorton

08 Rio Grande Council of Governments (RGCOG)

Counties Served: Brewster, Culberson, El Paso, Hudspeth, Jeff Davis, Presidio

09 Permian Basin Regional Planning Commission [PBRPC]

Counties Served: Andrews, Borden, Crane, Dawson, Ector, Gaines, Glasscock, Howard, Loving, Martin, Midland, Pecos, Reeves, Terrell, Upton, Ward, Winkler

10 Concho Valley Council of Governments (CVCOG)

Counties Served: Coke, Concho, Crockett, Irion, Kimble, Mason, McCulloch, Menard, Reagan, Schleicher, Sterling, Sutton, Tom Green, Edwards

11 Heart of Texas Council of Governments (HOTCOG)

Counties Served: Bosque, Falls, Freestone, Hill, Limestone, McLennan

12 Capital Area Council of Governments (CAPCOG)

Counties Served: Bastrop, Blanco, Burnet, Caldwell, Fayette, Hays, Lee, Llano, Travis, Williamson

13 Brazos Valley Council of Governments (BVCOG)

Counties Served: Brazos, Burleson, Grimes, Leon, Madison, Robertson, Washington

14 Deep East Texas Council of Governments (DETCOG)

Counties Served: Angelina, Houston, Jasper, Nacogdoches, Newton, Polk, Sabine, San Augustine, San Jacinto, Shelby, Trinity, Tyler

15 South East Texas Regional Planning Commission (SETRPC)

Counties Served: Hardin, Jefferson, Orange

16 Houston-Galveston Area Council (H-GAC)

Counties Served: Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, Walker, Waller, Wharton

17 Golden Crescent Regional Planning Commission (GCRPC)

Counties Served: Calhoun, DeWitt, Goliad, Gonzales, Jackson, Lavaca, Victoria

18 Alamo Area Council of Governments (AACOG)

Counties Served: Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, McMullen, Medina, Wilson

19 South Texas Development Council (STDC)

Counties Served: Jim Hogg, Starr, Webb, Zapata

20 Coastal Bend Council of Governments

Counties Served: Aransas, Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, Nueces, Refugio, San Patricio

21 Lower Rio Grande Valley Development Council (LRGVDC)

Counties Served: Cameron, Hidalgo, Willacy

22 Texoma Council of Governments (TEXOMA)

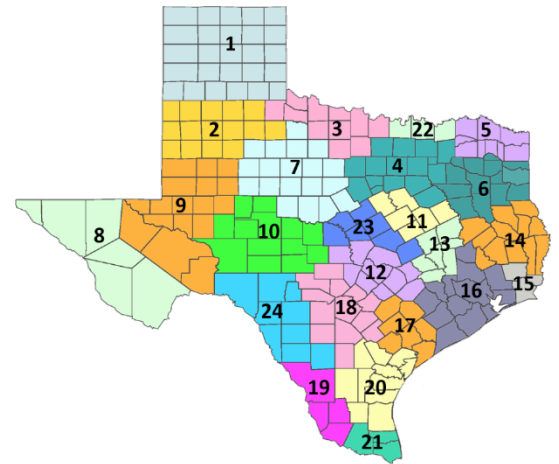
Counties Served: Cooke, Fannin, Grayson

23 Central Texas Council of Governments (CTCOG)

Counties Served: Bell, Coryell, Hamilton, Lampasas, Milam, Mills, San Saba

24 Middle Rio Grande Development Council (MRGDC)

Counties Served: Dimmit, Kinney, La Salle, Maverick, Real, Uvalde, Val Verde, Zavala



Record of Change

This Regional Interoperable Communications Plan (RICP) is subject to information and/or equipment updates and changes. The use of this Record of Change helps manage the RICP modifications throughout the life of this document.

Change #	Description	Change Date	Approved By
001	Held RICP Workshop	29NOV2021	
002	Finalized Draft for EPAC Approval	30JUN2022	

Executive Overview

This document establishes a Regional Interoperable Communications Plan (RICP) for the Concho Valley Council of Governments Region 10. The RICP is intended to document the distribution of funding build-out and migration of regional communication system(s) to a P25 Compliant Standards-Based Shared System and reference revisions to policies and procedures in addition to operational guidance.

“From terrorism to tornadoes, whatever happens, everyone is involved in truly a team effort,” Steve McCraw, Director.

Recognizing the need for an overarching emergency communications strategy to address communication deficiencies that exist at the regional level, this guide provides the governance and authority needed to decide on the grant funding disbursement for regional interoperable communications. This document includes, on a strategic level, equipment requirements, policies and procedures that explain the equipment’s operational use, training that must occur on the new equipment, the build-out plan of communications systems to achieve region-wide interoperability, and usage by all relative agencies on a daily basis.

This document establishes a RICP for Region 10: 35 municipalities within 14 counties in the Central area of Texas.

The RICP is intended to document the Regional Interoperable Migration Plan (RIMP) and outline the priorities for public safety communications related objectives.

It specifies public safety, public service, and non-governmental emergency responders’ daily operations and emergency response activities available within the designated area, who controls each resource, and what rules of use or operational procedures exist for activation and deactivation of each resource.

The RICP is aligned with the National Emergency Communications Plan (NECP) and the Statewide Communications Interoperable Plan (SCIP) goals and objectives for achieving P25 interoperability.

The 2014 NECP sets forth five strategic goals based on the SAFECOM Interoperability Continuum that provide continuity with the 2008 NECP. Collectively, the NECP goals aim to enhance emergency communications capabilities at all levels of government and across disciplines in coordination with the private sector, non-governmental organizations, and communities across the nation:

NECP (National Emergency Communications Plan)	
Goal 1	<i>Governance and Leadership: Enhance decision-making, coordination, and planning for emergency communications through strong governance structures and leadership.</i>
Goal 2	<i>Planning and Procedures: Update plans and procedures to improve emergency responder communications and readiness in a dynamic operating environment.</i>
Goal 3	<i>Training and Exercises: Improve responders' ability to coordinate and communicate through training and exercise programs that use all available technologies and target gaps in emergency communications.</i>
Goal 4	<i>Operational Coordination: Ensure operational effectiveness through the coordination of communications capabilities, resources, and personnel from across the whole community.</i>
Goal 5	<i>Research and Development: Coordinate research, development, testing, and evaluation activities to develop innovative emergency communications capabilities that support the needs of emergency responders.</i>

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1 Introduction

The Regional Interoperable Communications Plan (RICP) is a strategic plan that:

- Establishes a regional vision for the future state of local emergency communications.
- Sets regional goals and priorities for addressing deficiencies in the region's emergency communications structure.
- Provides recommendations and milestones for emergency response providers and relevant government officials to improve their communications capabilities.

The RICP includes the Regional Governance Structures (RGOV), and Regional Interoperable Migration Plans (RIMP).

Concho Valley Council of Governments and Texas Department of Public Safety - Communications Service and the Texas Department of Transportation partnered in the development of this Regional Interoperable Communications Plan.

Several referenced sources that aided in the production of this document, or which might help clarify parts of it, are contained in Appendix D. A Glossary of Terms is included as Appendix E.

The following is the multidisciplinary team for establishing and completing initiatives and milestones relative to the RICP scope or timeframe.

1.1 Regional Interoperable Communications Plan Points of Contact

Regional Plan Coordinator (Primary):

Agency Name: Concho Valley Council of Governments (CVCOG)
POC Name: Nicole Nixon
Title: Public Safety Manager
Address: 5430 Link Rd, San Angelo, TX 76904
Office Phone: 325-944-9666 Ext. 262
Cell Phone: 325-234-2439
E-Mail: nicole.nixon@cvcoq.org

Alternate Primary:

Agency Name: Concho Valley Council of Governments (CVCOG)
POC Name: Beth Holland-Mull
Title: Public Safety Program Coordinator
Address: 5430 Link Rd, San Angelo, TX 76904
Office Phone: 3325-944-9666 Ext. 269
E-Mail: beth.holland-mull@cvcoq.org

State of Texas POC:

Agency Name: Texas Department of Public Safety (TxDPS)
POC Name: Linda Moreno
Title: Communications Supervisor
Address: 11612 Scott Simpson Blvd, El Paso, TX 79936
Cell Phone: 915-217-8419
24/7 Phone: 915-217-8419
E-Mail: linda.moreno@dps.texas.gov

Agency Name: Texas Department of Public Safety (TxDPS)
POC Name: Marlee Smith
Title: Communication Supervisor
Address: 2405 S Loop 250 W, Midland, TX, 79703
Cell Phone: 432-254-0533
24/7 Phone: 432-254-0533
E-Mail: marlee.purvis-smith@dps.texas.gov

1.2 Regional Participating Agencies

The list of counties and cities represented in the RICP, along with POC emergency phone numbers, can be found in Appendix A. Appendix A also includes information on other regions and/or counties that are participating in this regional communications system.

1.3 Focus Group Sessions

The CVCOG annual Focus Group Session will take place no later than the last day of May of each fiscal year and, unless otherwise designated, will occur during the regularly scheduled meeting of the CVCOG Homeland Security Advisory Committee – Communications Sub-Committee. The group will identify and/or re-evaluate:

- Areas and agencies lacking operability/interoperability.
 - Identify and plan to overcome gaps in regional operable/interoperable communications, policies, and training.
- Accomplishments and status of projects.
 - Progress along the Interoperability Continuum in an appropriate category that best fits the specific agency and/or local area. Re-evaluate regional requirements as technology evolves and circumstances dictate. Review communications related SOPs created by the included agencies, to preclude conflicts or non-compliance with current standards or initiatives.
- Initiatives and priorities for funding.
 - Prioritize and recommend projects for funding based on Statewide Communications Interoperability Plan (SCIP) priorities and initiatives.

This information will be submitted annually to the Office of the Texas SWIC to be integrated into the revised SCIP Initiatives, and revised SCIP Funding Plan.

1.4 RICP Ratification Process

After customizing the RICP template with regional policy and procedure information, formally identifying the regional governance structure, and providing a high-level design to reach a regional public safety Shared System for voice communications, the following ratification procedure will be employed:

1. The Texas Interoperable Communications Coalition (TxICC) Technology Advisors and the Communications Area Managers of the Texas Department of Public Safety, Public Safety Communications Service will collaborate with the COGs in their regions on the final review and compliance of the RICP. RICPs must be compliant with the NECP, National Incident Management System (NIMS), National Response Framework (NRF), Core Capabilities, and the Texas SCIP (TxSCIP).
2. The COGs will develop a review and comment period for participating agencies, jurisdictions, and counties.
3. The RICP documents approved at the COG will be submitted to the Statewide Interoperability Coordinator (SWIC) at the Office of the SWIC, and to the State

- Coordinator for Communications (SCC) at the Governor's Division of Emergency Management.
4. The Office of the Governor, Homeland Security Grants Division, and the Office of the SWIC have final authority over statewide communications interoperability.

2 Governance

The RICP addresses the following objectives set forth in the 2014 NECP.

NECP Objectives:

- To facilitate the development of effective governance groups and designated emergency communications leadership roles.
- To integrate strategic and tactical emergency communications planning efforts across all levels of government.
- To develop coordinated grant requirements that promote Federal participation and coordination in communications planning processes, governance bodies, joint training and exercises, and infrastructure sharing.
- Emergency responders employ common planning and operational protocols to effectively use their resources and personnel.
- Emergency responders have shared approaches to training and exercises, improved technical expertise, and enhanced response capabilities.
- CVCOG has integrated preparedness, mitigation, response, and recovery capabilities to communicate during significant events.

2.1 Statewide Governing Body

Texas interoperable communications plans and governance is directed and approved by the Texas Governor. Figure 1, the Texas Governance Organization Chart, identifies support positions from the Governor's Office down to the regional level.

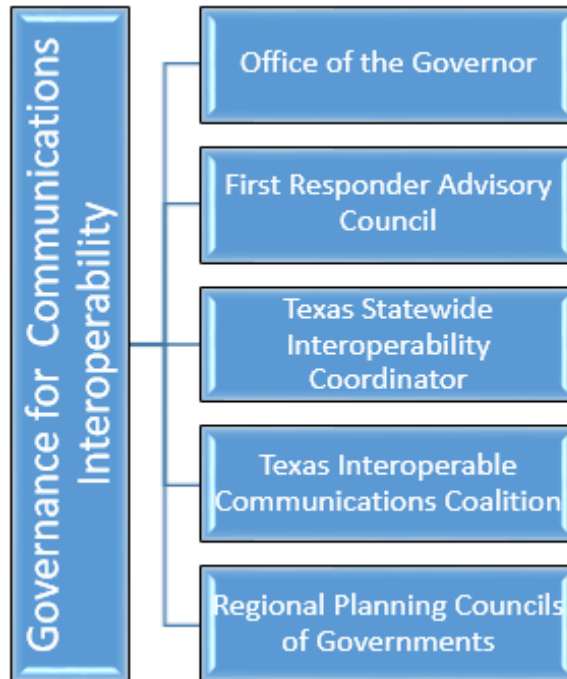


Figure 1: Texas Governance Organization Chart

2.2 Regional Governance Authority

In accordance with the:

- Texas Emergency Management Statutes [Code 421](#), and
- Texas Statewide Communications Interoperable Plan (SCIP),

Texas regions will develop governance structures which will provide oversight for the development and implementation of (1) the regional integrated public safety radio systems, and (2) the RIMPs.

Regions will adopt existing or create new governance agreements that provide supervision in the use of appropriated money, including money from relevant federal homeland security grants, for the purposes of designing, implementing, and maintaining a regional integrated public safety radio communications system that provides interoperability between local, state, and federal agency first responders.

Regions will develop, implement, and train on the common regional SOP, consistent with guidelines in the National Incident Management System (NIMS), the National Response Framework (NRF), and the National Emergency Communications Plan (NECP).

2.3 Regional Interoperable Communications Sub-Committee

The RICP was developed under the authority of the Region 10 Concho Valley Council of Governments. On July 13, 2022, the Region 10 Concho Valley Council of Governments appointed members to the Emergency Preparedness Advisory Committee (EPAC), designated as an advisory committee to the Region 10 Concho Valley Council of Governments.

Membership is open to all and includes representatives from the following public safety and public service disciplines:

- Critical Infrastructure Utilities
- Emergency Management
- Emergency Medical Services
- Federal
- Fire/Rescue/EMS
- Law Enforcement
- Nongovernmental Organizations (NGOs)
- Public Health
- Public Works
- Private Partners
- State

2.4 Regional Governing Body Responsibilities

The Concho Valley Council of Governments Emergency Preparedness Advisory Committee (EPAC) will:

- Ensure the RICP is maintained and updated at regular intervals, or as critical updated information is identified.
- Ensure the dissemination of updated plans to all participating agencies.
- Ensure training requirements are established in support of the RICP.
- Ensure the initiation of Memoranda of Understanding (MOUs) and Mutual Aid Agreements (MAAs) for interoperable communications.
- Ensure the promotion of regular interoperable equipment/solutions testing; assist agencies with test evaluations, and dissemination of the results.
- Ensure the promotion of interoperable communications capabilities through trained communications personnel.
- Schedule annual Focus Group Meetings.

2.5 Meeting Schedule

The Emergency Preparedness Advisory Committee meets regularly at Concho Valley Council of Governments, 2801 W 306 Loop A, San Angelo, TX 76904, on the second Wednesday of each month, as needed.

2.6 RICP Maintenance and Update

The CVCOG Stakeholders will regularly revisit the RICP and:

- Discuss initiative progress and status. Identify potential new initiatives.
- Determine if existing initiatives have become a higher/lower priority.

Updates to this document can be recommended by any of the participating agencies or by the Office of the SWIC. Requests for modifications or additions to this document should be submitted to the RICP POC for distribution to the CVCOG EPAC.

Where revisions are necessary, the CVCOG Stakeholders will revise the specific section(s), record the change(s) on the “Record of Change” page, submit the updated section(s) to the Regional Plan Coordinator, and provide a courtesy copy to the Office of the SWIC. Revisions to the RICP will require review from the Emergency Preparedness Advisory Committee (EPAC) and endorsement from the CVCOG General Membership.

Agencies participating in this plan will be formally notified within 30 days of any approved modifications or additions to this RICP. Revisions to the RICP adopted by reference and current subsequent versions can be requested from the Office of the SWIC when necessary.

3 Current State

The CVCOG regional systems are summarized below. A description of the methodology for gathering some information on regional communications assets is contained in Appendix C.

3.1 Regional System

Texas has adopted the “Project 25 Standard” as the technology solution and long-term interoperability goal for voice public safety agency communications. The TxSCIP directs the foundation for statewide interoperable communications to be based on the Department of Homeland Security (DHS)/Emergency Communications Division (ECD) “System-of-Systems Approach for Interoperable Communications”. The system-of-systems definition is: “A system-of-systems exists when a group of independently operating systems comprised of people, technology, and organizations are connected, enabling emergency responders to effectively support day-to-day operations, planned events, or major incidents.”¹

Utilizing the system-of-systems recommendations, and in compliance with the TxSCIP, each system in the region will develop high-level strategic plans to implement a regional interoperable communications system which will become part of the Texas system-of-systems.

With a system-of-systems approach, planners are able to consider how technology is evolving to maintain system connections and overcome interoperability challenges. This approach allows for greater consideration for backwards-compatibility, standard technical interfaces, and migrating to advanced technologies.

Core Capabilities

The National Planning Scenarios² and the establishment of the National Preparedness Guidelines³ steered the focus of homeland security towards a capabilities-based planning approach. Capabilities-based planning focuses on planning under uncertainty, as the next danger or disaster can never be forecast with complete accuracy. Therefore, capabilities-based planning takes an all-hazards approach to planning and preparation which builds capabilities that can be applied to a wide variety of incidents.

For the past several years, states and urban areas have used capabilities-based planning to perform baseline assessments of their homeland security efforts by comparing their current capabilities against the Core Capabilities identified in the National Preparedness Goal and the Emergency Support Function (ESF)⁴ annexes. This approach identified gaps in current capabilities and focused efforts on identifying and developing priority capabilities and tasks for the jurisdiction.

In September 2011, DHS released the first edition of the National Preparedness Goal⁵ in response to Presidential Policy Directive 8: National Preparedness (PPD-8). The National Preparedness Goal describes our nation’s security and resilience posture through Core Capabilities, which represent an evolution from the Target Capabilities List

¹ http://www.safecomprogram.gov/NR/rdonlyres/FD22B528-18B7-4CB1-AF49-F9626C608290/0/SOSApproachforInteroperableCommunications_02.pdf

² National Planning Scenarios: http://www.fema.gov/pdf/media/factsheets/2009/npd_natl_plan_scenario.pdf

³ National Preparedness Guidelines: http://www.fema.gov/pdf/emergency/nrf/National_Preparedness_Guidelines.pdf

⁴ ESF Annexes: <http://www.fema.gov/pdf/emergency/nrf/nrf-esf-all.pdf>

⁵ National Preparedness Goal: <http://www.fema.gov/pdf/prepared/npg.pdf>

(TCL). The Core Capabilities address five mission areas (Prevention, Protection, Mitigation, Response, and Recovery).

3.2 Mobile Communications Command Program

The Mobile Communications Command Program (MCCP) has been established by the DPS and will be used to provide and/or restore emergency communications due to natural disasters (such as hurricanes, floods, tornadoes, etc.) and man-made disasters caused by terrorist or criminal activities. DPS is the designated first responder state agency and will continue to implement and manage the MCCP equipment. The MCCP may include:

- Command/Communications Trailers
- Primary Towing Vehicles
- P25 Compliant Portable Radios with Trunking
- Cellular on Wheels (COWs)
- Trunking Site on Wheels (SOWs)
- Computers for each Command Trailer
- Suitcase Digital Repeaters
- IP Gateway Devices
- FRS Radios
- Portable Generators
- Cargo Trailers
- Portable Gateway Devices
- Video Downlink for Helicopters
- Satellite Telephones and Radios
- HF Radio Equipment

When called upon to support planned events, respond to hostile events or natural disasters, the MCCP assets can provide augmentation to expand the area of coverage of existing systems, assist with wireless communications during planned events if necessary, or provide critical communications capabilities to local systems damaged during a hostile event or natural disaster.

To request MCCP assets, follow the same procedure you would for any other request, by working with the local emergency management coordinator via a State of Texas assistance request (STAR).

4 Future System(s)

4.1 Approach and Methodology

Representatives from the CVCOG were gathered in a workshop with representatives from across the region. The workshop was used to develop the current RICP to determine where the counties currently stand with planning for public safety interoperable voice and data communication systems and associated funding. The need that every representative in the workshops discussed most often was the need for additional funding to complete interoperability projects.

4.2 Planning by County

The following sections list, by county, initiatives that have been completed, areas where deficiencies still exist, and plans for future systems to address those deficiencies.

4.2.1 Coke County

Coke County is a rural county in Texas that has the Sheriff's Office, Robert Lee Volunteer Fire Department, Robert Lee Volunteer EMS, Bronte Volunteer Fire Department, and Bronte Volunteer EMS. It is unknown how many portable radios have maintenance and repair issues within these agencies. Both ambulances have mobile units with dual head. 6 Sheriff's Units have mobile units. There is an unknown number of mobile units in fire trucks on both sides of the county.

Completed:

- Current have received \$100k in grant funding to upgrade existing infrastructure for the five radio systems.
- Some of the currently acquired radios have been upgraded to P25 capable.
- Recently completed a repeater project for Robert Lee.
- Just upgraded Sheriff's Office portable to new APX 4000.
- EMS and Fire on both sides of county are upgrading a portion of their portables as well.
- The Sheriff's Office has applied for an equipment grant to replace all mobile units in patrol cars.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Antiquated Radios:** Agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders. This project should start with the Fire/EMS radios that are end of life, especially portables which currently do not exist.
- **Coverage Concerns:** Portable radio coverage in the north (North of Robert Lee) and south ends of the county (South of Tennyson and the county line on SH 208) is intermittent at best. Need an additional tower at each location in order to

provide proper portable coverage. It may be possible to combine efforts with a neighboring county for these tower infrastructure builds.

- **Backup Power:** Currently, the tower site and the courthouse do not have backup power. When power failure occurs the dispatcher has to rely directly on a portable radio, which decreases the ability of dispatch to communicate with all responders.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Antiquated Radios:** Radio replacement cycle is necessary for the county as many responders do not have access to portable radios and many of the mobile radios are near end of life and in need of replacement. Funding is needed to upgrade the current radios or purchase new ones for some personnel and vehicles.
- **Backup Power:** The County is in need of either stationary or mobile backup power solutions. The current court house and tower location does not have sufficient backup power resources, and when power failure occurs they lose some capabilities to communicate with responders.

4.2.2 Concho County

Concho County communications infrastructure consists of a single centralized tower site on the highest point in the county that provides sufficient mobile coverage countywide. The Sheriff's Office acts as dispatch in the county. The County has a set of digital channels they operate off of, Eden Fire operates off of their own repeater, and all five fire departments in the county (Eden, Eola, Paint Rock, Lake Ivie, and Millersview) operate off of this Eden repeater. All the VFDs' vehicles have radios; however, they do not have portables. Currently a plan is in place to send pages directly to text messages to alleviate any issues from missing portables. The same system allows custom messages to be sent out as well. Currently a plan is being discussed to acquire an app that will allow first responders the ability to have two way radio communications over LTE. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Replaced many of the mobile and portable radios for the Sheriff's Office. The old radios were used to equip the VFDs.
- The county has obtained the mass texting capability to send notifications to first responder agencies.
- Have updated and maintained the communications trailer for the county, acts as a backup dispatch.

- Maintained the generator backups for dispatch and tower sites.
- Added a CAD system with limited capabilities for the county.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Backup Power:** Currently the generator supplying backup power to the dispatch and tower locations is of insufficient size to provide power for extended periods of time. The dispatch generator is only able to supply power for the dispatch center, when the rest of the Emergency Management building goes without power.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders. This project should start with providing portables to those Fire/EMS agencies which do not have them, then replacing mobile radios that are at end of life.
- **Coverage Concerns:** Portable radio coverage in the north end of the county is intermittent at best. Need an additional tower in order to provide proper portable coverage.
- **Mobile Communications Vehicle Upgrades:** The Gateway in the trailers is over 12 years old and is in need of an upgrade.
- **Dispatch Capabilities:** Need a new and modern console for dispatch that will allow full capabilities of the CAD system to be leveraged.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Cellular Two Way Communications:** The County is currently focused on acquiring technologies and apps that will allow them to have PTT function between responders' cell phones.
- **Backup Power:** Backup generators need to be upgraded to provide more power to sites and for longer periods of time. Currently, the backup power is insufficient to last beyond a day or two at the tower site and the dispatch generator does not provide power for all responders in the building.
- **Radio Replacement Cycle:** A radio replacement cycle is necessary for the County as many responders do not have access to portable radios and many of the mobile radios are near end of life and in need of replacement.

4.2.3 Crockett County

Crockett County communications ecosystem consists of the Sheriff Department, one PSAP, 21 mobile radios, 18 Handhelds, 95% APEX radio's, 1 County EOC, and Fire / EMS has 18 mobile radios/35 Handheld, mostly analog. Our county is 2,975 square miles. We utilize 6 different radio frequency sets to cover 90% of the county. The Sheriff talks digital encrypted, (ADP), with some talk of going AES encryption. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Networks have text-to-911 capability
- Sheriff's office and police department have P25 compliant radios.
- Purchased a Mobile Command platform with various communications capabilities.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **AES encryption:** The County currently uses ADP encryption which falls outside the specifications for P25 compliance. The county has been in discussions to transition to AES from ADP.
- **Coverage Concerns:** The southern and northwest portions of the county have coverage dead zones that are concerning for first responders when they have to respond to an incident in the area.
- **Multiband Radios:** The County is in need of additional multiband radios to help support responses where other counties or state agencies are responding and do not have the local programming or frequency band. The local school system just put in a UHF system that will be difficult to interoperate with local responders without additional radios or programming.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders. This project should start with the Fire/EMS radios that are end of life.
- **LTE:** LTE coverage in the county is intermittent and nonexistent in certain portions. Cellular connectivity is greatly relied upon as both a primary and secondary means of communications and it is necessary to have sufficient coverage.
- **Radio System Infrastructure:** The County needs to update all the repeaters for the system. They are reaching end of life and all of the supporting equipment is becoming costly to maintain.
- **Radio System Infrastructure:** There are several sites (was 8, now 6) within the COG that have no connectivity to the COR of GATRRS due to loss of funding while the project was in the middle of completion. The current costs for the County to connect and maintain these nodes of the system is very high and unmanageable. Without these costs, the primary system would be easier to maintain.
- **EOC Communications:** The EOC currently relies on a single carrier and service for broadband support. In order to operate under difficult circumstances with the

- proper redundancy, the EOC needs to update the current broadband service and consider a redundant carrier to provide service if the primary is compromised.
- **Satellite Capability:** The County currently does not have satellite capability. Past equipment and services have expired and left the county without these critical resources.
 - **Training:**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio Infrastructure Upgrades:** The radio system is in need of upgrading to ensure the dead zones in the county are covered. The County may decide to partner with other neighboring counties to combine efforts to cover dead zones in the extreme margins of their counties as well.
- **Radio Replacement Cycle:** The County is in need to get all agencies on a radio replacement cycle. The first set of radios that is in need to be upgraded are all of the Fire and EMS mobile and portable radios.

4.2.4 Edwards County

Edwards County is a rural county with a population of 1600 permanent residents but with a large absentee landowner, covering 2002 square miles with various types of terrain. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Ordered 4 P-25 compliant mobile radios to replace 4 out of date mobile radios.
- Middle Rio Grande Council of governments has upgraded all trunked radio towers.

Deficiencies:

- **Funding:** Funding streams are limited and County agency budgets are extremely tight due to extreme circumstances brought on by the pandemic and current border crisis.
- Replace outdated hand held radio for Sheriff's Office.
- Add an addition tower on southwest part of county to improve radio communications.
- Funding.
- Upgrade dispatch console.

Future Systems:

- Add 1 repeater site in areas lacking communications.
- License plate reader.
- License plate reader interface.

4.2.5 Irion County

Irion County has a VHF P25 phase one system with a recently replaced GTR8000 repeater for the Sheriff's Department. Fire, EMS and the County have a used Quantar VHF P25 capable phase one repeater operating in Analog Mode only. Dispatching comes from a 2 position MIP 5000 console system. Control stations access the LE and Fire repeaters with on-site control stations and a single point to point link that extends the console control to a base station at the repeater site. This station controls the Sterling County Sheriff's P25 repeater and dispatches all Sterling LE and FD Traffic and pages. Irion Fire and EMS Departments are dispatched by voice and pagers. Tower site communications is generator and UPS backed.

Completed:

- NA

Deficiencies:

- **Funding:** Funding streams are limited and County agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Antiquated Radios:** The Fire and EMS agencies in the county are in need of updated radios to help support the current mission. The Fire group is a volunteer agency and has been without new radios, both portable and mobile, for a great deal of time.
- **Dispatch Upgrade:** The current dispatch console is outdated and in need of upgrading and replacement. The manufacturer no longer supports this equipment with parts.
- **Coverage Concerns:** Due to the movement of a leased radio tower site, some coverage has improved; however, to the west and near Barnhart, coverage is much weaker.
- **AES Encryption:** The County needs to upgrade to AES level encryption to allow for secure communications for Law Enforcement and other agency activities, as needed.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Dispatch Console and CAD Upgrade:** The County is in need of a new console for dispatch. The current console is end of life and no longer supported by the manufacturer with parts for maintenance.
- **Radio Replacement Cycle:** As highlighted above, the County is in need of new portable and mobile radios, some multiband radios included. The first priority for this cycle would be to replace the mobile radios in the vehicles, then portables

that responders carry on them. VFDs and other agencies with small budgets are included in this project.

- **Radio System Infrastructure:** The current radio system infrastructure does not allow for coverage in the extreme west and near Barnhart in parts of the county. New tower sites are needed in order to provide this necessary coverage. Consideration of partnerships with neighboring counties to combine costs and efforts are being made.

4.2.6 Kimble County

Kimble County is a rural county that relies on a single radio tower to provide coverage for the Police, Sheriff, EMS, and three Fire agencies. The county currently has a PSAP and an EOC that can be activated if necessary. The current radio system is not operating as it has in the past due to the collapse of a 350' tower and the replacement donated tower only being 150' and not providing the same level of coverage.

Completed:

- County has Text to 9-1-1 capability.
- The county is currently transitioning radios to P25 compliant.
- Have identified a funding source for replacement of the Sheriff's Department's mobile and portable radios.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Coverage Concerns:** Due to the loss of the 350' tower, the coverage supplied by the replacement 150' tower is not the same or sufficient for operations within the county. Currently there are many coverage concerns due to the loss of this tower and the county is very large so the outlying areas are no longer in coverage.
- **Radio System Infrastructure:** The County is needs to replace the 350' tower that collapsed. The coverage provided by the replacement is insufficient in all locations that were previously covered. Adding additional sites to the current system would probably be the most cost effective and provide the best coverage.
- **Multiband Radios:** The County needs additional multiband radios to help support responses where other counties or state agencies are responding and do not have the local programming or frequency band. The local school system just put in a UHF system that will be difficult to interoperate with local responders without additional radios or programming.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders. This project should start with the Fire/EMS radios that are end of life
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio System Infrastructure:** The current radio system infrastructure does not allow for coverage in the extreme fringes of the county. New tower sites are

- needed in order to provide this necessary coverage. Consideration of partnerships with neighboring counties to combine costs and efforts are being made.
- **Dispatch Consoles and CAD Upgrade:** The County is in need of a modern CAD system to allow dispatch personnel and responders to have a greater level of situational awareness and record keeping for all incidents that take place in the county. Additionally, they are in need of additional dispatch stations in the PSAP and a console at the EOC.
 - **Radio Replacement Cycle:** As highlighted above, the County is in need of new portable and mobile radios, some multiband radios included. The first priority for this cycle would be to replace the mobile radios in the vehicles, then portables that responders carry on them. VFDs and other agencies with small budgets are included in this project.

4.2.7 Mason County

Mason County is a county that holds a single conventional radio system with three channels that support Sheriff, Fire, and EMS operations. Currently there are 12 mobile units and 35 portable radios in use in the county. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Migration to a fully compliant-P25 based radio system is taking place.
- New radios that have been purchased are P25 compliant. LE have been completely outfitted with new radios, Fire and EMS are still in need of new radios.
- The County has fully replaced all radio system components (servers, cabling, antennas, etc.) and is currently in the process of replacing the generator.
- The County recently added a CAD system to their dispatch and compatible MDTs for responder vehicles.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Antiquated Radios:** The Fire and EMS agencies in the county are in need of updated radios to help support the current mission. The Fire group is a volunteer agency and has been without new radios, both portable and mobile, for a great deal of time. Additionally, the Road and Bridge department needs new radios to help support public safety agencies. Will need at least 8 portable and 3 mobile units that are P25.
- **Dispatch Upgrade:** The current dispatch console is outdated and in need of upgrading and replacement.
- **Coverage Concerns:** The northern portion of the county has areas lacking sufficient coverage, especially in the Fredonia area.
- **Training:**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Dispatch Communications:** The County has a planned upgrade of the dispatch console but is short of the \$100K in funding needed.
- **Radio Replacement Cycle:** As highlighted above, the County is in need of new portable and mobile radios, some multiband radios included. The first priority for this cycle would be to replace the mobile radios in the vehicles, then portables that responders carry on them. VFDs and other agencies with small budgets are included in this project.

- **Public Safety Communications Training:** As new and more modern radios and systems are purchased, responders will need to have update training on the limitations and capabilities of the new and different equipment.

4.2.8 McCulloch County

McCulloch County is the second largest county in the COG at 1100 square miles and has an outdated set of conventional radio systems. There are 149 total subscriber units across all Sheriff, Police, Fire, EMS and Volunteer Fire/EMS agencies. There is two dispatch centers in the county and a hospital that are all in use of the radio systems.

Completed:

- County has Text to 9-1-1 Capability
- The County is currently transitioning radios to P25 compliant, law enforcement and paid fire and EMS agencies have transitioned to P25.
- Added a gateway to the public safety communications capability.
- Purchased APX 4000 portable and mobile radios for the Sheriff's Department.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Coverage Concerns:** There are coverage concerns in the west, northern, and southeastern portions of the county.
- **Radio System Infrastructure:** The County needs to upgrade the system with additional sites to provide coverage to known dead zones. The current radio system can be considered unsafe for responders due to lack of coverage in areas where major fires have occurred. Cell phones had to be relied upon for dispatch and the coverage for cell was spotty at best.
- **Satellite Capability:** Currently the County has no satellite connectivity which would serve as a critical backup for responders if LMR and cellular networks are compromised in some way or for areas where coverage is lacking.
- **Deployable Backup Power:** Recent events have shown that reliability of the electrical grid is not always what it is believed to be. The County needs to have additional deployable backup power to allow for sufficient power supplies in the event that primary and possibly even secondary power supplies fail.
- **Multiband Radios:** The County is in need of additional multiband radios to help support responses where other counties or state agencies are responding and do not have the local programming or frequency band. The local school system just put in a UHF system that will be difficult to interoperate with local responders without additional radios or programming.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders.
- **Mobile Command and Communications Capability:** McCulloch County relies heavily on partner and neighboring agencies to provide assistance during emergencies. A part of the assistance provided includes the use of the mobile command platforms. Often times the county has no resources that can be relied upon.
- **Additional Amateur Radio Resources:** The County is limited in the Amateur Radio resources it has available to it and relies upon the volunteer operators to provide the equipment. It would be ideal if the EM had its own equipment upgraded to better serve responders as an efficient backup for communications.

- **County Internet Service:** The County is currently plagued by slow internet service which severely delays responder’s ability to use critical networks for operations. For example, officers have exorbitant download times when transitioning in-car and body camera footage over.
- **Training:**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio System Infrastructure:** The current radio system infrastructure does not allow for coverage in the extreme west, north and southeastern parts of the county. New tower sites are needed in order to provide this necessary coverage. Consideration of partnerships with neighboring counties to combine costs and efforts are being made.
- **Mobile Command Trailer:** The County is in need of a mobile command platform to allow for remote operations in the parts of the county that have no infrastructure. There are often types of incidents that require a mobile command platform and currently the County has to borrow one, if available.
- **Radio Replacement Cycle:** County is in need to engage in a radio replacement cycle to replace radios that are old and end of life.
- **Satellite Communications:** The County is in need of a backup communications method that will allow for communications to take place in parts of the county where LMR and cellular systems are insufficient.

4.2.9 Menard County

The County of Menard has one communications tower with two repeaters on it that are P25 capable. The communications tower is backup powered with a generator. The Menard County Sheriff's Office operates on a digital channel with the three volunteer fire departments in the county operating on one analog channel, but the repeater is digitally capable. The three fire departments are identified as the Menard Vol. Fire Department, Hext Vol. Fire Department, and the Ft. McKavett Vol. Fire Department. The Menard County Sheriff's Office dispatch center has one Zetron console and two PSAPS. The console only has the Menard County Sheriff's Office channel card in it. The Sheriff's Office operates with 13 mobile radios in patrol units, all of which are digital capable and programmed to Texas Interoperable Communication Standards. The Sheriff's Office also has 7 portable radios which are digital capable. The Sheriff's Office serves as the EOC for the County of Menard. EMS service is contracted out to Eden EMS which operates and is dispatched on the Menard County Sheriff's Office Channel. Eden EMS has two ambulances in Menard County, both of which have a mobile digital radio. Eden EMS has four portable digital capable radios. Hext Vol. Fire Department has one digital mobile radio and one portable which is digital capable. Ft. McKavett has three mobile radios which are digital capable. Menard Vol. Fire Department has five mobile digital capable radios and four mobile analog only radios. Menard Vol. Fire Department has 10 digital capable portables and 7 analog portables. Menard County Emergency Management has 4 digital portable radios. Menard OEM has a type three incident command trailer with a Gateway with two VHF, one UHF, and one 800 MHz radio. It also has GMRS and Family Band capabilities.

Completed:

- Networks have text-to-911 capability.
- Migration of P25 compliant standards-based systems within the COG is currently taking place.
- Public Safety Communications added a mobile gateway system.
- Purchased mobile command trailer.
- Most agency radios are P25 compliant.
- Some new handheld radios were updated to P25 .

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county and surrounding areas, multiband radios would be ideal to address the interoperability problems faced by responders.
- **CAD Upgrade:** The County does not currently have a CAD system that allows for dispatch personnel to properly track incidents and responders and allow for back end record keeping of all incidents.
- **Coverage Concerns:** The southeast portion of the county has limited LMR coverage and there are known dead zones in a critical area, the tri-county road area.
- **Satellite Capability:** Currently the County has no satellite connectivity which would serve as a critical backup for responders if LMR and cellular networks are compromised in some way.

- **Additional Amateur Radio Resources:** The County is limited in the Amateur Radio resources it has available to it and relies upon the volunteer operators to provide the equipment. It would be ideal if the EM had its own equipment upgraded to better serve responders as an efficient back up for communications.
- **Deployable Backup Power:** Recent events have shown that reliability of the electrical grid is not always what it is believed to be. The County needs to have additional deployable backup power to allow for sufficient power supplies in the event that primary and possibly even secondary power supplies fail.
- **Dispatch Communications:** The current dispatch console is at end of life and the manufacturers no longer provide replacement parts for maintenance purposes. The current process to replace parts involves third party auction sites. A new console will not only be an upgrade for M&E but also would allow for greater levels of recording and interoperability with modern CAD systems.
- **Training:**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Dispatch Console and CAD Upgrade:** The County is in need of a modern CAD system to allow dispatch personnel and responders to have a greater level of situational awareness and record keeping for all incidents that take place in the county.
- **Radio Replacement Cycle:** As highlighted above, the County is in need of new portable and mobile radios, some multiband radios included. The first priority for this cycle would be to replace the mobile radios in the vehicles, then portables that responders carry on them. VFDs and other agencies with small budgets are included in this project.
- **Satellite Capability:** The County is in need of satellite capabilities to allow for redundant communications and possibly to provide communications support in areas where coverage is lacking.
- **Radio System Infrastructure:** The current radio system infrastructure does not allow for coverage in the extreme north and south parts of the county. New tower sites are needed in order to provide this necessary coverage. Consideration of partnerships with neighboring counties to combine costs and efforts are being made.

4.2.10 Reagan County

Reagan County is a rural county with two conventional radio systems, each with two repeaters. One system is used by the County Sheriff and the other the Fire/EMS services. There are approximately 35 mobile and 55 portable radios on the VHF radio system. There are two PSAPs used by the Sheriff and an EOC that can be activated if necessary.

Completed:

- County has text to 9-1-1 Capability.
- Routinely replaced repeaters as needed.
- Added the Fire/EMS radio system with two sites to help alleviate radio traffic.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Backup Power:** Currently the County is in need of additional backup power sources. The current ones are in need of replacement and there are locations that are lacking any backup source at all. Two of the radio tower sites are in need of generators backup due to the age of the current generators that are obsolete and failed during the 2021 Ice Storm.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Backup Power:** The two radio system tower locations are in need of backup power sources. When primary power is lost the radio system experiences intermittent loss to functionality. Manufacturers have ended the maintenance support and no longer make parts for these models.

4.2.11 Schleicher County

The Schleicher County Sheriff's Office utilizes eight Motorola XTS 2500 mobile radios and ten Motorola XTS 2500 portable radios. The Sheriff's Office dispatch is equipped with two 911 terminals. The Sheriff's Office provides dispatch service for the Schleicher County EMS and VFD. Schleicher County EMS is equipped with two Motorola XTS 2500 mobile radios and two Motorola XTS 1500 portables. Schleicher VFD is equipped with a combination of twelve Motorola Astro and Spectra Plus mobiles and three Motorola XTS 1500 portables.

Completed:

- County has text to 9-1-1 capability.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Antiquated Radios:** The Law, Fire, and EMS agencies in the county are in need of updated radios to help support the current mission. The Fire group is a volunteer agency and has been without new radios, both portable and mobile, for a great deal of time.
- **Dispatch Upgrade:** The current dispatch console is outdated and in need of upgrading and replacement. The manufacturer no longer supports this equipment with parts.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio Replacement Cycle:** As highlighted above, the County is in need of new portable and mobile radios, some multiband radios included. The first priority for this cycle would be to replace the mobile radios in the vehicles, then portables that responders carry on them. VFDs and other agencies with small budgets are included in this project.
- **Dispatch Console and CAD Upgrade:** The County is in need of a new console for dispatch. The current console is end of life and no longer supported by the manufacturer with parts for maintenance.

4.2.12 Sterling County

Sterling County is a VHF P25 phase one system with a shared repeater for Sheriff, Fire, and EMS. Fire also has a VHF P25 phase one repeater online with minimal use so far, and a standalone (unconnected) VHF 3 channel trunked site also available. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Upgraded Sheriff, Fire, and EMS mobile and portable radios to P25 complaint.
- Have updated to allow text to 9-1-1.
- Upgraded the generator for the tower site.
- Updated the antenna positioning on the tower to be more efficient.
- Upgraded the feed lines and antennas on the tower.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Coverage Concerns:** There are various dead zones in the south part of the county, especially along FM2139 and TX163. An engineering assessment needs to be completed to identify the coverage problems, to include the analog coverage that EMS is struggling with.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders.
- **Radio System Infrastructure:** There are several sites (was 8, now 6) within the COG that have no connectivity to the COR of GATRRS due to loss of funding while the project was in the middle of completion. Motorola quoted approximately \$125,000 to update to GATRRS specs but that is without establishing the connectivity to the system, which would be a separate expense.
- **AES Encryption:** The County needs to upgrade to AES level encryption to allow for secure communications for Law Enforcement and other agency activities, as needed.
- **Dispatch Capability:** EMS units are still dispatched on analog and there are some issues with the transmissions being heard properly. Only approximately 50% of the time transmissions are clearly broadcast.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio Replacement Cycle:** The County needs to get all agencies on a radio replacement cycle. The first set of radios that is in need to be upgraded are all of the Sheriff, Fire, and EMS mobile radios.
- **Radio Infrastructure Upgrades:** A minimum of \$125,000 is needed to update the radio infrastructure to be compliant with the specifications of the GATRRS system. The region as a whole has 6 sites that were ready for connection to the system when funding ran out. An assessment for the region is necessary to allow for the most efficient buildout of new sites, if necessary, and the upgrade of existing sites. Costs for connecting into the system and fees are not included in this estimate.
- **Communication Specific Training:** Communications specific training has been made a lower priority overall for the county due to budgetary concerns. There is a need for basic and advanced levels of training for responders who specialize in communications positions.

4.2.13 Sutton County

Sutton County is a county that has a single radio site radio system with a single conventional frequency that is shared among that public safety agencies in the county. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- Upgraded mobile and portable radios to APX all band radios in 2019; this is a continuing process.
- Upgraded to two dispatch consoles in 2021.
- Upgraded the County CAD System in 2021.
- Replaced a repeater approximately 4 years ago.
- PSAPs have acquired text to 9-1-1 capability.

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Coverage Concerns:** Sutton County has several dead zones that include areas on IH-10 from the 285 mile post area to the west towards the Crockett County line and from the 420 mile post area to the east towards the Kimble County line. From Ranch Road 1312 onto SCR 110 (Glasscock Road) merging to SCR410. Then starting from IH-10 from the 392 mile post (Caverns Road) stretching from RR1989 to where it changes to SCR 410 down to RR189 (Old Juno Road) that runs towards Hwy 277S. In our eastern county area, we have the mile post area 429 (Harrell Road) that goes north to SCR 307 (River Road) and to the south there is SCR313 that turns into SCR314.
- **Antiquated Radios:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing makeup of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders.
- **Satellite Capability:** Currently the County has no satellite connectivity which would serve as a critical backup for responders if LMR and cellular networks are compromised in some way. LMR and Cellular coverage is already a concern in portions of the county.
- **Radio System Infrastructure:** The coverage concerns above are the primary reason for the need of additional radio infrastructure in order to cover portions of the county that currently have little to no LMR coverage.
- **Mobile Command and Communications Capability:** Sutton County relies heavily on partner and neighboring agencies to provide assistance during emergencies. A part of the assistance provided includes the use of the mobile command platforms. Unfortunately, it is possible that the same incident could impact Sutton's neighbors, requiring the County to acquire the same capability from a farther out source. During recently flooding events that cut off the county from neighboring partners, the need for this type of platform was brought to a greater level of attention among responders in the county.
- **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM

- COMU EX
- COMU Training
- Dispatch
- FirstNet
- Regional System Training (Basic Radio)
- UPS Main Site

Future Systems:

- **Radio System Infrastructure:** The County is in need of additional radio system infrastructure to allow for more portions of the county to have sufficient coverage for public safety operations. The county is willing to work with neighboring counties experiencing the same type of coverage issues to pool efforts in acquiring additional tower sites to provide coverage or a location for antennas for multiple counties.
- **Radio Replacement Cycle:** Over the next 10 years the county agencies are going to need to replace all mobile and portable radios for all agencies.
- **Satellite Systems:** Currently the County has no satellite communications capability and is in need of acquiring a couple of units to provide supplemental communications during times when the primary communications are compromised.

4.2.14 Tom Green County

San Angelo Public Safety Communications (SAPSC) is the 911 answering point for all of Tom Green County. We dispatch Police, Fire, EMS, and Volunteer FDs. Our Center has 7 CAD stations with Harris radio monitors. Each CAD also has a backup mobile radio. There is one radio devoted to our VFDs and surrounding counties. For the Police radios, we have approximately 200 portable Harris radios and 100 mobile Harris radios. These radios use either DES, or a combination of DES/AES encryption. Our radio system is a Harris P25 Phase II trunked 800 MHz system. We currently have DPS, TPWD, and TABC on our system that uses Motorola radios. The Fire side uses Harris radios. The Hospital also has a radio in each of its ERs. Our VFDs are a 150 radio system that is patched into our Center's 800 MHz system. We have one EOC, secondary, dispatch center that has 4 radio/CAD positions. The plan is summarized in the following sections and represents a target solution for a fully interoperable area-wide system.

Completed:

- New P25 Phase 2 radio system installed approximately 6 years ago.
- Recently upgraded the Hexagon RMS system.
- Most responders are P25 compliant.
- Have updated to allow text to 9-1-1.
- ASU alert system was updated to allow for ASU community updates.
- County Weather alert system was updated to allow for automated alerts to be sent out via phone, text, and email.
- Reverse 911 system was integrated into the county wide alert structure.
- Upgraded the city fire alerting system in fire stations.
- County agreed to pay for additional licenses for VFDs to get station alerting.
- Upgraded all of the mobile cellular devices in the fire/EMS vehicles (33 vehicles) to Netmotion. Police also conducted the same project on their vehicles (100+ vehicles).
- Operations Department has a new mobile command post that contains several communications capabilities with others being looked into for the future.
- The City is currently replacing the VOIP phone system with a hosted PBX system.
- Received a Defense Support grant (DEEAG) that has allowed for a new Mobile Command Vehicle.
- In the last five years the City has replaced all of their approximately 120 smart phones with FirstNet capable devices.
- SO has issued phones to first line deputies and command staff.
- Handheld radios are currently being upgraded over the next three years.
- ASU has received a grant to upgrade 5 of 16 radios to dual band (VHF and 800 MHz).

Deficiencies:

- **Funding:** Funding streams are limited and county agency budgets are extremely tight due to extreme circumstances brought on by the pandemic.
- **Coverage Concerns:** Coverage in the eastern portion of the county has been difficult for the VFDs. One additional site will likely provide the necessary coverage; however, if the VFDs would transition to P25 they would be able to

- reconfigure the current system to allow for coverage in the areas that are lacking currently.
- **VFD Equipment:** VFDs currently have older generation radios that were hand me down radios from other agencies within the county. Some VFDs are ready to go to P25 but would be less than 25%. Most are in need of new equipment to allow for the transition to digital.
 - **Antiquated Radio:** Various agencies within the county are having both portable and mobile radios reach end of life. Additionally, due to the changing make up of frequency bands in the county, multiband radios would be ideal to address the interoperability problems faced by responders.
 - **LTE:** LTE Coverage in the county is intermittent and nonexistent in certain portions. Cellular connectivity is greatly relied upon as both a primary and secondary means of communications and it is necessary to have sufficient coverage.
 - **Training**
 - AUXCOM
 - Basic Trunked Radio System Training
 - CASM
 - COMU EX
 - COMU Training
 - Dispatch
 - FirstNet
 - Regional System Training (Basic Radio)
 - UPS Main Site

Future Systems:

- **Radio Replacement Cycle:** Over the next 10 years the county agencies are going to need to replace all mobile and portable radios for all agencies.
- **Adding a VHF Repeater into COSA:** The addition of a VHF repeater into the COSA system would allow for the PSAP to have access to both the VHF and 800 MHz systems, which would allow patching between the two groups when needed, and would allow for fewer purchases of multiband radios.
- **Additional Radio Site for VHF:** In order to cover the eastern portions of the county, it is believed that a single site would be capable to provide this coverage. Concho County to the east is also looking to install a new site to help provide additional coverage for their county outlying areas. It is possible to have an agreement in place to allow a single site to provide coverage for both counties; however, an engineering and needs assessment must take place first.
- **LTE Coverage:** County agencies need to work with private vendors to identify insufficient coverage or support that the companies are providing. Plans and agreements can be created or updated to ensure the vendors are properly supporting public safety operations through communications.

4.3 Planning Summary

The timeline, milestones, and projected costs for the plans delineated above are summarized in Appendix B.

5 Priorities

This section summarizes the CVCOG goals, including a description of timelines associated with short-, medium-, and long-term goals. The goals of this RICP are aligned with the major lanes of the SAFECOM Interoperability Continuum as well as the NECP.

Goal timelines are defined as the following:

- **Short-term:** includes priorities projected for completion within 3 years from ratification of the RICP
- **Medium-term:** includes priorities projected for completion between 3 and 5 years from ratification of the RICP
- **Long-term:** includes priorities projected for completion between 6 and 10 years from ratification of the RICP

5.1 Coke County

5.1.1 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: Medium

Lead Agency: Coke County Sheriff's Office

- Coke County Sheriff's Office

Point of Contact:

Agency Name: Coke County Sheriff's Office

POC Name: Billy Williams / Misti Heyse

Title: Chief Deputy Sheriff / Administrative Assistant

Address: 13 E 7th Street / PO Box 9

Office Phone: 325-453-2717

Cell Phone: 325-650-2958 / 325-763-8161

24/7 Phone: 325-453-2717

E-Mail: billy.williams@co.coke.tx.us misti.hayes@co.coke.tx.us

Action plan:

1. Currently we have upgraded all Sheriff's Office Portable Radios.
2. Robert Lee EMS, Robert Lee Volunteer Fire. Bronte EMS and Bronte Volunteer Fire has been awarded funding through the County to upgrade a limited number of portable radios.
3. Grant application has been submitted to upgrade Sheriff's Office mobile radios for 6 patrol vehicles.

Funding:

- Identified funding streams - Currently no specific line item budgeted for upgrades.
- Additional funding needs - Currently working on Grant for assistance to update Sheriff's Office mobile units.

5.1.2 Priority/Goal Description: *Backup Power*

Priority Level: Medium

Lead Agency: Coke County Sheriff's Office

- Coke County Sheriff's Office

Point of Contact:

Agency Name: Coke County Sheriff's Office

POC Name: Billy Williams / Misti Heyse

Title: Chief Deputy Sheriff / Administrative Assistant

Address: 13 E 7th Street / PO Box 9

Office Phone: 325-453-2717

Cell Phone: 325-650-2958 / 325-763-8161

24/7 Phone: 325-453-2717

E-Mail: billy.williams@co.coke.tx.us misti.hayes@co.coke.tx.us

Action plan:

1. At this time there is no action plan for generator backup power.

Funding:

- Identified funding streams – Currently no specific line item budgeted for upgrades.
- Additional funding needs – Would need Grant assistance.

5.2 Concho County

5.2.1 Priority/Goal Description: *Acquiring Cellular PTT Functions*

Priority Level: High

Lead Agency: *Concho County Sheriff's Office*

– Brent Frazier

Point of Contact:

Agency Name: Concho County Sheriff's Office

POC Name: Brent Frazier

Title: Chief Deputy

Address: 152 North Roberts Paint Rock TX 76866

Office Phone: 325-869-4941

Cell Phone: 325-456-6447

24/7 Phone: 325-869-2222

E-Mail: brent.frazier@conchosherriff.com

Action plan: *Discussion with the County Judge to make this a budget item in 2023; free trial version will be in place by the summer with a continuation in the new budget year. Conversation on use and training for the product will be done throughout the next 6 months. This system will allow unlimited users to be added in the event of a major incident within the county for up to 30 days.*

Funding:

This new PTT app will be a budget item within the county starting in October 2022. Additional funding will be from the individual departments as users may be added to the system.

5.2.2 Priority/Goal Description: *Backup Power Upgrades*

Priority Level: High

Lead Agency: *Concho County Sheriff's Office*

– Brent Frazier

Point of Contact:

Agency Name: Concho County Sheriff's Office

POC Name: Brent Frazier

Title: Chief Deputy

Address: 152 North Roberts Paint Rock Tx 76866

Office Phone: 325-869-4941

Cell Phone: 325-456-6447

24/7 Phone: 325-869-2222

E-Mail: brent.frazier@conchosherriff.com

Action plan: *Seeking potential grant sources, as well as possibly making this a budget item in the future, based upon further discussion with the County Judge and Commissioner's Court.*

Funding:

County budgeted item in the future. Possible grant funding.

5.2.3 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: High

Lead Agency: *Concho County Sheriff's Office*

- Brent Frazier

Point of Contact:

Agency Name: Concho County Sheriff's Office

POC Name: Brent Frazier

Title: Chief Deputy

Address: 152 North Roberts Paint Rock Tx 76866

Office Phone: 325-869-4941

Cell Phone: 325-456-6447

24/7 Phone: 325-869-2222

E-Mail: brent.frazier@conchosherriff.com

Action plan: *Continued discussion to make this another future budget, as well as seek optional grant funding.*

Funding:

County Budgeted item in the future

- Possible grant funding

5.3 Crockett County

5.3.1 Priority/Goal Description: *Radio Infrastructure Upgrades*

Priority Level: High

Lead Agency: *Crockett County EMS*

- Eddie Martin

Point of Contact:

Agency Name: Crockett County EMS

POC Name: Eddie Martin

Title:

Address:

Office Phone:

Cell Phone: 325-226-4808

24/7 Phone: 325-226-4808

E-Mail: ems.director@co.crockett.tx.us

Action plan: *Continue working towards solid dependable radio communications, open up the lines of communications with FirstNet to try and improve coverage and reliability.*

Funding:

We need a sustainable funding source. The County can only put in so much from the tax base we have.

5.3.2 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: High

Lead Agency: *Crockett County EMS*

- Eddie Martin

Point of Contact:

Agency Name: Crockett County EMS

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone: 325-226-4808

E-Mail: ems.director@co.crockett.tx.us

Action plan: *To upgrade current mobile handheld and repeater systems to ensure P-25 compliance.*

Funding:

No Funding source has been identified.

5.4 Edwards County

5.4.1 Priority/Goal Description: *Radio Replacement*

Priority Level: Low/Medium/High

Lead Agency: *Edwards County Sheriff's Office*

- Will Allison

Point of Contact:

Agency Name: Edwards County Sheriff's Office

POC Name: Will Allison

Title: Chief Deputy

Address: 404 W. Austin Str. P.O. Box 156 Rocksprings, TX 78880

Office Phone: 830-683-4104

Cell Phone: 325-716-3788

24/7 Phone: 830-683-4104

E-Mail: w.allisonecso@swtexas.net

Action plan: *Research funding opportunities. Apply for funding opportunities when available.*

Funding:

- County budget
- Operation Lone Star
- Operation Stone Garden

5.5 Irion County

5.5.1 Priority/Goal Description: *Dispatch Upgrades*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.5.2 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.5.3 Priority/Goal Description: **Radio System Infrastructure**

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.6 Kimble County

5.6.1 Priority/Goal Description: **Radio System Infrastructure**

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.6.2 Priority/Goal Description: *Dispatch Upgrades*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.6.3 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.7 Mason County

5.7.1 Priority/Goal Description: *Dispatch Console Replacement*

Priority Level: High

Lead Agency: *Mason County Sheriff's Office*

- Joseph Lancaster

Point of Contact:

Mason County Sheriff's Office

POC Name: Joseph Lancaster

Title:

Address:

Office Phone:

Cell Phone:

325 347-5252

E-Mail: joe.lancaster@co.mason.tx.us

Action plan:

- *Seek Grant Funding.*
- *Identify Equipment.*
- *Seek Vendor.*
- *Complete Purchase.*
- *Install Equipment and meet milestones.*
- *Training.*

Funding:

- \$100k in Funding is still needed

5.7.2 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: Medium

Lead Agency: *Mason County Sheriff's Office*

- Joseph Lancaster

Point of Contact:

Mason County Sheriff's Office

POC Name: Joseph Lancaster

Title:

Address:

Office Phone:

Cell Phone:

325 347-5252

E-Mail: joe.lancaster@co.mason.tx.us

Action plan:

- *Seek Grant Funding.*

- Identify Equipment.
- Seek Vendor.
- Complete Purchase.
- Install Equipment and meet milestones.
- Training.

Funding:

- 22- P25 Handheld units \$61k is still needed
- 11- Mobile Units \$65k is still needed

5.8 McCulloch County

5.8.1 Priority/Goal Description: *Radio System Infrastructure*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.8.2 Priority/Goal Description: *Mobile Command Trailer*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:
24/7 Phone:
E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.8.3 Priority/Goal Description: Radio Replacement Cycle

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:
POC Name:
Title:
Address:
Office Phone:
Cell Phone:
24/7 Phone:
E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.8.4 Priority/Goal Description: Satellite Communications

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:
POC Name:
Title:
Address:
Office Phone:
Cell Phone:
24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.9 Menard County

5.9.1 Priority/Goal Description: *Dispatch Console and CAD Upgrade*

Priority Level: High

Lead Agency: *Menard County Sheriff's Office*

- Buck Miller

Point of Contact

Agency Name: Menard County Sheriff's Office

POC Name: Buck Miller

Title: Sheriff

Address: 208 Tipton Street

Office Phone: 325-396-4705

Cell Phone: 325-456-7674

24/7 Phone: 325-396-4705

E-Mail: bbm6413@yahoo.com

Action plan: *Secure Funding.*

Funding:

- Private Foundations.
- CVCOG Grants.

5.9.2 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: High

Lead Agency: Menard Office of Emergency Management

- Jeff Whitson

Point of Contact:

Menard OEM

POC Name: Jeff Whitson

Title: EMC

Address: 206 East San Saba Street, Menard, Texas 76859

Office Phone: 325-396-4682

Cell Phone: 325-456-1251

24/7 Phone: 325-396-4705

E-Mail: menardemc@co.menard.tx.us

Action plan: *Secure Funding.*

Funding:

- Private Foundations.
- CVCOG Grants.

5.9.3 Priority/Goal Description: *Satellite Capability*

Priority Level: Medium

Lead Agency: Menard Office of Emergency Management

- Jeff Whitson

Point of Contact:

Menard OEM

POC Name: Jeff Whitson

Title: EMC

Address: 206 East San Saba Street, Menard, Texas 76859

Office Phone: 325-396-4682

Cell Phone: 325-456-1251

24/7 Phone: 325-396-4705

E-Mail: menardemc@co.menard.tx.us

Action plan: *Secure Funding.*

Funding:

- Private Foundations.
- CVCOG Grants.

5.9.4 Priority/Goal Description: *Radio System Infrastructure*

Priority Level: LOW

Lead Agency: Menard Office of Emergency Management

- Jeff Whitson

Point of Contact:

Menard OEM

POC Name: Jeff Whitson

Title: EMC

Address: 206 East San Saba Street, Menard, Texas 76859

Office Phone: 325-396-4682

Cell Phone: 325-456-1251

24/7 Phone: 325-396-4705

E-Mail: menardemc@co.menard.tx.us

Action plan: *Secure Funding.*

Funding:

- Private Foundations.

- CVCOG Grants.

5.10 Reagan County

5.10.1 Priority/Goal Description: *Backup Power*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.11 Schleicher County

5.11.1 Priority/Goal Description: *Radio Replacement Cycle*

Priority Level: High

Lead Agency: *Schleicher County Sheriff's Office*

- Jason Chatham

Point of Contact:

Agency Name: Schleicher County Sheriff's Office

POC Name: Jason Chatham

Title: Sheriff

Address: 4 S. Divide, Eldorado, TX 76936

Office Phone: 325-853-2737

Cell Phone: 325-450-1970

24/7 Phone: 325-853-2737

E-Mail: j.chatham@co.schleicher.tx.us

Action plan: We are acquiring quotes and seeking funds to replace the County's antiquated radio systems.

Funding:

- Due to budget constraints, we are exploring grant opportunities through the Office of the Governor and Criminal Justice and Homeland Security Grant.
- In addition to outdated radios, the County has an aging radio repeater system and radio tower.

5.11.2 Priority/Goal Description: *Dispatch Upgrades*

Priority Level: High

Lead Agency: *Schleicher County Sheriff's Office*

- Jason Chatham

Point of Contact:

Agency Name: *Schleicher County Sheriff's Office*

POC Name: Jason Chatham

Title: Sheriff

Address: 4 S. Divide, Eldorado, TX 76936

Office Phone: 325-853-2737

Cell Phone: 325-450-1970

24/7 Phone: 325-853-2737

E-Mail: j.chatham@co.schleicher.tx.us

Action plan We will acquire quotes and seek funding to replace the dispatch radio console.

Funding:

- We will seek grants through the Office of the Governor and Criminal Justice and Homeland Security Grant.
- In addition to outdated radios, the County has is utilizing an old radio repeater system and a very old radio tower.

5.12 Sterling County

5.12.1 Priority/Goal Description: *Radio Replacement*

Priority Level: Medium/High

Lead Agency: *Sterling County*

- Deborah Horwood / Dow Ferguson

Point of Contact:

Agency Name: Sterling County

POC Name: Deborah Horwood / Dow Ferguson

Title: County Judge / Fire Chief

Address: PO Box 819, Sterling City, TX 76951

Office Phone: 325-650-4775

Cell Phone: 325-650-4775

24/7 Phone: 325-650-4775, 325-242-5775

E-Mail: d.horwood@co.sterling.tx.us d.ferguson@co.sterling.tx.us

Action plan: *Start funding for replacement – 13 Mobiles, 10 portables needed*

Funding:

- County needs to Budget FI 2022/23 along with outside funding. Need Grant Funding.
- Additional funding needs. Need assistance in funding from either State, Federal Grants or Local Foundations Grants.

5.12.2 Priority/Goal Description: *Radio Infrastructure Upgrades*

Priority Level: Medium/High

Lead Agency: *Sterling County*

- Deborah Horwood / Dow Ferguson

Point of Contact:

Agency Name: Sterling County
POC Name: Deborah Horwood / Dow Ferguson
Title: County Judge & Fire Chief
Address: PO Box 819, Sterling City, TX 76951
Office Phone: 325-650-4775
Cell Phone: 325-650-4775
24/7 Phone: 325-650-4775, 325-242-575
E-Mail: d.horwood@co.sterling.tx.us d.ferguson@co.sterling.tx.us

Action plan: *Continue looking for funding sources for upgrade and connectivity to core.*

Funding:

- Identified funding streams- Outside Funding Needed.
- Additional funding needs.

5.12.3 Priority/Goal Description: *Communication Specific Training*

Priority Level: Low/Medium

Lead Agency: *Sterling County*

- Deborah Horwood / Dow Ferguson

Point of Contact:

Agency Name: Sterling County
POC Name: Deborah Horwood / Dow Ferguson
Title: County Judge & Fire Chief
Address: PO Box 819, Sterling City, TX 76951
Office Phone: 325-650-4775
Cell Phone: 325-650-4775
24/7 Phone: 325-650-4775, 325-2425775
E-Mail: d.horwood@co.sterling.tx.us d.ferguson@co.sterling.tx.us

Action plan: *Some training on Communication Operation through Dow Ferguson/Fire Chief – EMC Assistant – We contract out to Mertzon (Irion County for Primary Dispatch). We have very little input on their training.*

Funding:

- Identified funding streams – Local.
- Additional funding needs.

5.13 Sutton County

5.13.1 Priority/Goal Description: **Radio System Infrastructure**

Priority Level: High

Lead Agency: *Sutton County Sheriff's Office*

- DuWayne Castro

Point of Contact:

Agency Name: Sutton County Sheriff's Office
POC Name: DuWayne Castro
Title: Chief Deputy
Address: 401 E. Oak Street, Sonora, TX
Office Phone: 325-387-2288
Cell Phone: 325-226-3629
24/7 Phone: 325-387-2288
E-Mail: duwayne.castro@co.sutton.tx.us

Action plan: *Our Agency will continue to look for funding to help cover the projects (Additional Repeaters for Better Coverage). Procurement procedures will be followed for ordering and installation.*

Funding:

- Identified funding streams - Grant Money.
- Additional funding needs.

5.13.2 Priority/Goal Description: **Radio System Replacement Cycle**

Priority Level: Medium

Lead Agency: *Sutton County Sheriff's Office*

- DuWayne Castro

Point of Contact:

Agency Name: Sutton County Sheriff's Office
POC Name: DuWayne Castro
Title: Chief Deputy
Address: 401 E. Oak Street, Sonora, TX
Office Phone: 325-387-2288

Cell Phone: 325-226-3629
24/7 Phone: 325-387-2288
E-Mail: duwayne.castro@co.sutton.tx.us

Action plan: *Our Agency will continue to look for funding to help cover the projects (End of Life Cycle for our Radio Systems). Procurement procedures will be followed for ordering and installation.*

Funding:

- Identified funding streams - Grant Money.
- Additional funding needs.

5.13.3 Priority/Goal Description: Satellite Communications Capability

Priority Level: Medium

Lead Agency: *Sutton County Sheriff's Office*

- DuWayne Castro

Point of Contact:

Agency Name: Sutton County Sheriff's Office
POC Name: DuWayne Castro
Title: Chief Deputy
Address: 401 E. Oak Street, Sonora, TX
Office Phone: 325-387-2288
Cell Phone: 325-226-3629
24/7 Phone: 325-387-2288
E-Mail: duwayne.castro@co.sutton.tx.us

Action plan: *Our Agency will continue to look for funding to help cover the projects (Implementation of Satellite Communications for Emergency/Tactical Operations). Procurement procedures will be followed for ordering and installation.*

Funding:

- Identified funding streams - Grant Money.
- Additional funding needs.

5.14 Tom Green County

5.14.1 Priority/Goal Description: Radio Replacement

Priority Level: High

Lead Agency: *Tom Green County Sheriff's Office*

- Lt. Burleigh Locklar

Point of Contact:

Tom Green County Sheriff's Office

POC Name: Lt. Burleigh Locklar
Title: Operations Lieutenant
Address: 222 W. Harris, San Angelo 76903
Office Phone: 325-655-8111
Cell Phone: 325-450-1427
E-Mail: burleigh.locklar@co.tom-green.tx.us

Action plan: *Replace current radios with dual band. This would alleviate the need for a VHF repeater. Continue to seek funding sources.*

Funding: None at this time

- Additional funding needs.

5.14.2 Priority/Goal Description: *Additional P25 VHF Repeater on COSA with talkgroups and more capability for responders and dispatch.*

Priority Level: High *(if unable to acquire dual band mobile radios. If dual band radios are acquired then this would not be a priority or goal.)*

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:
POC Name:
Title:
Address:
Office Phone:
Cell Phone:
24/7 Phone:
E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

5.14.3 Priority/Goal Description: *LTE coverage is an issue and although there are boosters available, there will still be a need for additional and supplemental coverage at times.*

Priority Level: Low/Medium/High

Lead Agency: *[Insert Text Here]*

- Name

Point of Contact:

Agency Name:

POC Name:

Title:

Address:

Office Phone:

Cell Phone:

24/7 Phone:

E-Mail:

Action plan: *[Insert known text here such as migration plan, known milestones, order of operations, etc.]*

Funding:

- Identified funding streams
- Additional funding needs

6 CVCOG Regional Priorities

This section summarizes the CVCOG goals, including a description of timelines associated with short-, medium-, and long-term goals. The goals of this RICP are aligned with the major lanes of the SAFECOM Interoperability Continuum as well as the NECP.

Goal timelines are defined as the following:

- **Short-term:** includes priorities projected for completion within 3 years from ratification of the RICP
- **Medium-term:** includes priorities projected for completion between 3 and 5 years from ratification of the RICP
- **Long-term:** includes priorities projected for completion between 6 and 10 years from ratification of the RICP

6.1 COG Priority Radio Replacement

Priority/Goal Description: *CVCOG counties have almost all identified antiquated and single band radios that are in need of replacement for nearly all their agencies, especially the Volunteer Fire and EMS agencies. Due to the frequency differences in the region, many of the counties need to transition from single band radios to multiband radios, to allow for mutual aid to take place when they need to support one another.*

Priority Level: High **Priority Time:** Short

Lead Agency: CVCOG

Point of Contact:

Agency Name: Concho Valley Council of Governments (CVCOG)
POC Name: Nicole Nixon
Title: Public Safety Manager
Address: 5430 Link Rd, San Angelo, TX 76904
Office Phone: 325-944-966 Ext. 262
Cell Phone: 325-234-2439
E-Mail: nicole.nixon@cvcog.org

Action plan:

1. *Identify the needs of each county for portable and mobile radios.*
2. *Identify a funding source for annual radio purchasing.*
3. *Identify a prioritized list of each county's needs.*

Funding:

- Identified funding streams
 - *No identified funds.*

6.2 COG Priority Radio System Infrastructure

Priority/Goal Description: *CVCOG counties are nearly all in the same situation as far as radio system infrastructure is concerned. Most of the system infrastructure in the region is aging and in need of high level maintenance or replacement. Additionally, many of the counties have dead zones in their coverage in the fringe portions of their counties. Many of the counties are interested in forming partnerships to share large purchases on infrastructure (e.g., a tower on county lines that could be used by multiple counties in need of coverage in that area).*

Priority Level: High **Priority Time:** Medium

Lead Agency: CVCOG

Point of Contact:

Agency Name: Concho Valley Council of Governments (CVCOG)
POC Name: Nicole Nixon
Title: Public Safety Manager
Address: 5430 Link Rd, San Angelo, TX 76904
Office Phone: 325-944-966 Ext. 262
Cell Phone: 325-234-2439
E-Mail: nicole.nixon@cvcog.org

Action plan:

1. *Acquire the ability to conduct a third party engineering assessment for the COG to identify the best path forward in upgrading county and regional communications infrastructure to allow for counties to potentially pool resources for infrastructure that may be placed in county border regions.*

Funding:

- Identified funding streams
 - *ICTAP Technical Assistance provides ENG assessment.*

6.3 COG Priority Dispatch Center Technologies

Priority/Goal Description: *Several of the counties within the CVCOG have identified aging dispatch equipment that is either near or at the end of life for maintenance support from the manufacturers. Dispatch consoles provide a valuable resource for incident tracking and logging, as well as many capabilities dispatchers currently may not have. The CVCOG will need to assess the priority of counties that have the oldest and most outdated equipment to be the highest priority for replacement.*

Priority Level: Low **Priority Time:** Medium

Lead Agency: CVCOG

Point of Contact:

Agency Name: Concho Valley Council of Governments (CVCOG)
POC Name: Nicole Nixon
Title: Public Safety Manager
Address: 5430 Link Rd, San Angelo, TX 76904

Office Phone: 325-944-966 Ext. 262
Cell Phone: 325-234-2439
E-Mail: nicole.nixon@cvcog.org

Action plan:

- Identify which counties have the highest priority for dispatch equipment replacement.
- Identify a funding source to replace high priority agencies equipment.

Funding:

- Identified funding streams
 - *No identified funding sources at this time.*
- Unconfirmed funding streams
 - *APCO Grants.*
 - *NENA Grants.*

6.4 Planning Summary

The timeline, milestones, and projected costs for the plans delineated above are summarized in Appendix B.

State Agencies Contact Information

Table 3: CVCOG State Agencies POC Information

State Agency	POC Name	Emergency Contact Information
Statewide Interoperability Coordinator	Karla Jurrens	(281) 517-1240

Federal Agencies Contacts

Table 4: CVCOG Federal Agencies POC Information

Federal Agency	POC Name	Emergency Contact Information
Federal Bureau of Investigation	Michael Davis	(214) 797-1256; michael.davis@ic.fbi.gov
Alcohol, Tobacco, and Firearms	James Whatley	(281) 372-3262; james.whatley@atf.gov
United States Forest Service	Bruce Silvey	(936) 366-1033
US Army Corps of Engineers	Sam Gramlich	(409) 384-5716; samuel.j.gramlich@usace.army.mil
Representative Drew Darby	Cheryl DeCordova	(325) 658-7313; cheryl.decordova@house.texas.gov
State Senator Charles Perry	Laura Lewis	(325) 481-0028; laura.lewis@senate.texas.gov
US Representative August Pfluger	Karin Kuykendall	(325) 659-4010; karin.kuykendall@mail.house.gov
Federal Emergency Management Agency	Gary Jones	(940) 898-5399

Nongovernmental Agencies and Contact Information

Table 5: Nongovernmental Agencies POC Information

Organization	POC Name	Emergency Contact Information
Salvation Army	Louis Melindez	(936) 634-5132; louis_melindez@uss.salvationarmy.org
Texas Baptist Men	Jim Pinkston	(214) 334-9482; jim.pinkston@texasbaptistmen.org
Red Cross	Glenna Harkness	(936) 634-6013; redcross@suddenlinkmail.com

Amateur Radio Teams

Table 6: Amateur Radio Teams POC Information

Name/Location	Email	Phone	Organization	Call-sign

APPENDIX B TIMELINE/MILESTONE/COST ESTIMATE, BASIC REQUIREMENTS

[Add CVCOG Timeline/Milestones/Cost Estimate from Excel sheet]

APPENDIX C REGIONAL COMMUNICATIONS ASSESSMENT

CASM Overview

The Communication Assets Survey and Mapping (CASM) tool provides the ability for representatives of public safety agencies to collect, store, and visualize communication assets, and analyze interoperability gaps.

The communications asset information contained in CASM was used in assessing communications capabilities in the CVCOG to aid in preparing the RICP.

Authorization to view data for a particular area or State is controlled by the Administrative Manager (AM); each user must have a username and password in order to login.

The Regional CASM Administrative Manager/POC is listed in the following table:

Table 7: Regional CASM AM POC Information

POC Name	Phone#	Email	Area of Responsibility
Karla Jurrens	512-424-2104	karla.jurrens@dps.texas.gov	State of Texas

APPENDIX D REFERENCES

National

- A Guide for Statewide Communications Interoperability Plan (SCIP) Implementation, (DHS/CISA): <https://www.dhs.gov/publication/ictapscip-resources>
- American Radio Relay League (ARRL): www.arrl.org
- APCO International: www.apcointl.org
- Auxiliary Communications Field Operations Guide (AUXFOG) is a reference for auxiliary communicators who directly support backup emergency communications for State/local public safety entities or for an amateur radio organization supporting public safety. <https://www.dhs.gov/safecom/resources>.
- Cybersecurity and Infrastructure Security Agency (CISA): <https://www.dhs.gov/safecom/resources>.
- Communications Unit Leader Training: <http://www.dhs.gov/video/communications-unit-leader-training>
- DHS CISA FY2019 TA/SCIP Guide Highlights & Offerings: https://www.dhs.gov/sites/default/files/publications/FY2019%20TA_SCIIP_Guide_5.0_10_31_18_FINAL_508.pdf
- Department of Homeland Security Target Capabilities List (TCL): <https://www.fema.gov/pdf/government/training/tcl.pdf>
- Department of Homeland Security Universal Task List (UTL): <http://www.ncrhomelandsecurity.org/ncr/downloads/Universal%20Task%20List.pdf>
- EMAC: www.emacweb.org
- FCC ULS: <http://wireless.fcc.gov/uls/index.htm?job=home>
- Federal Communications Commission (FCC):
 - FCC Enforcement Bureau: www.fcc.gov/eb
 - FCC Public Safety & Homeland Security Bureau: www.fcc.gov/pshs
 - FCC Special Temporary Authority (STA): <https://www.fcc.gov/media/radio/special-temporary-authority>
- Federal Emergency Management Agency (FEMA): www.fema.gov
- First National Strategy for Homeland Security: <https://www.dhs.gov/publication/first-national-strategy-homeland-security>
- Government Emergency Telecommunications Service (GETS): <http://www.dhs.gov/gets>
- Homeland Security Information Network (HSIN): <https://www.dhs.gov/homeland-security-information-network-hsin>

- Lessons Learned Information Sharing: <https://www.fema.gov/media-library/assets/documents/104192>
- National Emergency Communications Plan: <https://www.dhs.gov/national-emergency-communications-plan>
- National Incident Management System (NIMS) Information: <https://www.fema.gov/national-incident-management-system>
- National Interoperability Field Operations Guide (NIFOG): <https://www.dhs.gov/publication/fog-documents>
- National Interagency Fire Center (NIFC): www.nifc.gov
- National Interagency Incident Communications: www.fs.fed.us/fire/niicd
- National Preparedness Guidelines: <https://www.dhs.gov/national-preparedness-guidelines>
- National Public Safety Telecommunications Council (NPSTC): www.npstc.org
- National Regional Planning Council (NRPC): www.nrpc.us
- National Response Framework: https://www.fema.gov/media-library-data/1466014682982-9bcf8245ba4c60c120aa915abe74e15d/National_Response_Framework3rd.pdf
- National Response Plan: https://www.dhs.gov/xlibrary/assets/NRP_Brochure.pdf
- National Telecommunications & Information Admin (NTIA): <https://www.ntia.doc.gov/home>
- National Wildfire Coordinating Group (NWCG): www.nwcg.gov
- FCC public safety radio pool eligibility for statewide use of interoperability channels within Texas: <http://publicsafety.fcc.gov/pshs/releases/index.htm>
- Radio Reference: www.radioreference.com
- SAFECOM: <https://www.dhs.gov/safecom>
- SAFECOM Training and Exercise: <https://www.dhs.gov/safecom/training-and-exercises>
- Statewide Communications Interoperability Plan (SCIP): <http://www.txdps.state.tx.us/LawEnforcementSupport/communications/interop/documents/texasSCIP.pdf>
- The Communication Assets Survey and Mapping (CASM) tool is a web-based application that provides the ability for representatives of public safety agencies within an urban area or state to collect, store, and visualize data about agencies, communication assets, and how agencies use those assets. <https://www.dhs.gov/safecom/resources>.
- The National Interoperability Field Operations Guide (NIFOG) is a collection of technical, operational, and regulatory reference material for radio technicians responsible for radios that can be used in disaster response applications, and for emergency communications planners.

https://www.cisa.gov/sites/default/files/video/NIFOG%202.01_508%20FINAL%20VERSION%205%2011%2022.pdf

- Wildland Fire Communications: <https://www.nifc.gov/NIICD/>
- Wireless Priority Service (WPS): <http://www.dhs.gov/wps>

Texas

- Texas Government Charter 421: <http://www.dps.texas.gov/dem/GrantsResources/txEmerMgtStatutes.pdf>
- Texas Statewide Interoperability Channel Plan or (TSICP) and MOU: <http://www.txdps.state.tx.us/LawEnforcementSupport/communications/interop/documents/tsicpMOU.pdf>
- Texas Communication Field Operations Guide: <https://casmnextgen.com/pslib/index.php/webview?docid=186>
- Training and Exercises Templates:
 - <https://pslib.casmnextgen.com/pslib/index.php/webview> (Search for ‘Texas’)
- RGCOG RSOP: <https://www.preparingtexas.org/index.aspx>
- Alabama–Coushatta Tribe of Texas is a federally recognized tribe of Alabama and Koasati in Polk County, Texas. <http://www.alabama-coushatta.com/>

COGs

- 01 Panhandle Regional Planning Commission (PRPC): www.theprpc.org
<https://www.txregionalcouncil.org/display.php?page=PRPC.php>
- 02 South Plains Association of Governments (SPAG): www.spag.org
<https://www.txregionalcouncil.org/display.php?page=SPAG.php>
- 03 Nortex Regional Planning Commission (NORTEX): www.nortexrpc.org
<https://www.txregionalcouncil.org/display.php?page=NORTEX.php>
- 04 North Central Texas Council of Governments (NCTCOG): www.nctcog.org
<https://www.txregionalcouncil.org/display.php?page=NCTCOG.php>
- 05 Ark-Tex Council of Governments (ARK-TEK): www.atcog.org
<https://www.txregionalcouncil.org/display.php?page=ARKTEX.php>
- 06 East Texas Council of Governments (ETCOG): www.etcog.org
<https://www.txregionalcouncil.org/display.php?page=ETCOG.php>
- 07 West Central Texas Council of Governments (WCTCOG): www.wctcog.org
<https://www.txregionalcouncil.org/display.php?page=WCTCOG.php>
- 08 Rio Grande Council of Governments (RGCOG): www.riocog.org
<https://www.txregionalcouncil.org/display.php?page=RGCOG.php>
- 09 Permian Basin Regional Planning Commission (PBRPC): www.pbrpc.org
<https://www.txregionalcouncil.org/display.php?page=PBRPC.php>
- 10 Concho Valley Council of Governments (CVCOG): www.cvcog.org
<https://www.txregionalcouncil.org/display.php?page=CVCOG.php>

- 11 Heart of Texas Council of Governments (HOTCOG): www.hotcog.org
<https://www.txregionalcouncil.org/display.php?page=HOTCOG.php>
- 12 Capital Area Council of Governments (CAPCOG): www.capcog.org
<https://www.txregionalcouncil.org/display.php?page=CAPCOG.php>
- 13 Brazos Valley Council of Governments (BVCOG): www.bvcog.org
<https://www.txregionalcouncil.org/display.php?page=BVCOG.php>
- 14 Deep East Texas Council of Governments (DETCOG): www.detcog.org
<https://www.txregionalcouncil.org/display.php?page=DETCOG.php>
- 15 South East Texas Regional Planning Commission (SETRPC): www.setrpc.org
<https://www.txregionalcouncil.org/display.php?page=SETRPC.php>
- 16 Houston-Galveston Area Council (H-GAC): www.h-gac.com
<https://www.txregionalcouncil.org/display.php?page=H-GAC.php>
- 17 Golden Crescent Regional Planning Commission (GCRPC): www.gcrpc.org
<https://www.txregionalcouncil.org/display.php?page=GCRPC.php>
- 18 Alamo Area Council of Governments (AACOG): www.aacog.com
<https://www.txregionalcouncil.org/display.php?page=AACOG.php>
- 19 South Texas Development Council (STDC): www.stdc.cog.tx.us
<https://www.txregionalcouncil.org/display.php?page=STDC.php>
- 20 Coastal Bend Council of Governments (CBCOG): www.CBCOG98.org
<https://www.txregionalcouncil.org/display.php?page=CBTCOG.php>
- 21 Lower Rio Grande Valley Development Council (LRGVDC): www.lrgvdc.org
<https://www.txregionalcouncil.org/display.php?page=LRGVDC.php>
- 22 Texoma Council of Governments (TEXOMA): www.texoma.cog.tx.us
<https://www.txregionalcouncil.org/display.php?page=TCOG.php>
- 23 Central Texas Council of Governments (CTCOG): www.ctcog.org
<https://www.txregionalcouncil.org/display.php?page=CTCOG.php>
- 24 Middle Rio Grande Development Council (MRGDC): www.mrgdc.org
<https://www.txregionalcouncil.org/display.php?page=MRGDC.php>

RSOP Links to Referenced Documents

Texas Statewide Communications Interoperability Plan (SCIP):

<http://www.txdps.state.tx.us/LawEnforcementSupport/communications/interop/documents/texasSCIP.pdf>

Texas Statewide Interoperability Channel Plan (TSICP):

<http://www.txdps.state.tx.us/LawEnforcementSupport/communications/interop/documents/tsicpMOU.pdf>

Texas Communication Field Operations Guide:

<https://www.dps.texas.gov/LawEnforcementSupport/communications/interop/documents/txCommFldOpsGuide.pdf>

Texas Training and Exercises Templates:

<https://www.dps.texas.gov/dem/Preparedness/exerciseUnit/TrainExerPlan.htm>

APPENDIX E GLOSSARY

Item/Acronym	Definition
ADP	Advanced Digital Privacy
AES	Advanced Encryption Standard
AM	Administrative Manager
APCO	Association of Public-Safety Communications Officials
ARRL	American Radio Relay League
AUXCOM	Auxiliary Communications
CAD	Computer Aided Dispatch
CASM	Communication Assets Survey and Mapping
CVCOG	Concho Valley Council of Governments
COG	Council Of Governments
COMU	Communications Unit
COMU EX	Communications Unit Exercise
COW	Cellular on Wheels
CV	Concho Valley
DHS	Department of Homeland Security
EMAC	Emergency Management Assistance Compact
EMC	Emergency Management Coordinator
EMS	Emergency Medical Services
EOC	Emergency Operations Center
ESF	Emergency Support Function
FCC	Federal Communication Commission
FEMA	Federal Emergency Management Agency
GATRRS	Greater Austin/Travis County Regional Radio System
GETS	Government Emergency Telecommunications Service
GPS	Global Positioning System
HSIN	Homeland Security Information Network
Interoperable	Ability of a system to use the parts or equipment of another system
LE	Law Enforcement
LMR	Land Mobile Radio
LTE	Long Term Evolution
MAA	Mutual Aid Agreement
MCCP	Mobile Communications Command Program
MDT	Mobile Data Terminal

Item/Acronym	Definition
MHz	Abbreviation for megahertz. 5 MHz = 5,000,000 Hz or 5,000 kHz.
MOU	Memorandum of Understanding
Mutual Aid	Personnel, equipment, or services provided to another jurisdiction
NECP	National Emergency Communications Plan
NGO	Nongovernmental Organizations
NIFC	National Interagency Fire Center
NIFOG	National Interoperability Field Operations Guide
NIMS	National Incident Management System
NPSTC	National Public Safety Telecommunications Council
NRF	National Response Framework
NRPC	National Regional Planning Council
NTIA	National Telecommunications and Information Administration
NWCG	National Wildfire Coordinating Group
OEM	Office of Emergency Management
P25	Project 25
POC	Point of Contact
PSAP	Public Safety Answering Point
RGOV	Regional Governance Structures
RICP	Regional Interoperable Communications Plan
RIMP	Regional Interoperable Migration Plans
RSOP	Regional Standard Operating Procedures
Rx	Receive
SCC	State Coordinator for Communications
SCIP	Statewide Communication Interoperability Plan
SOP	Standard Operating Procedure
SOW	Site on Wheels
STAR	State of Texas Assistance Request
TCL	Target Capability List
TSICP	Texas Statewide Interoperability Channel Plan
Tx	Transmit
TxDPS	Texas Department of Public Safety
TxICC	Texas Interoperable Communications Coalition
TxSCIP	Texas Statewide Communications Interoperability Plan
UPS	Uninterruptable Power Supply
UTL	Universal Task List

Item/Acronym	Definition
VHF	Very High Frequency – For public safety LMR, usually refers to VHF High Band with a range of 136 to 164 MHz VHF Low Band has a frequency range below 100 MHz
WPS	Wireless Priority Service

Revised cost for upgrade to MIP Accounting System

Description	Original Request	Revised Request	Variance
Line Item Segment Length, add 3 digits	\$ 7,470.00	\$ 7,470.00	\$ -
License for Security Software	\$ 1,972.86	\$ 1,972.86	\$ -
Staff Training	\$ 5,940.00	\$ 5,940.00	\$ -
License for Requisition and Purchase Order Software	\$ 4,993.75	\$ 4,993.75	\$ -
MIP Cloud Conversion	\$ 21,364.82	\$ 29,613.95	\$ 8,249.13
Total	\$ 41,741.43	\$ 49,990.56	\$ 8,249.13
Requisition Request	\$ 42,000.00	\$ 50,000.00	\$ 8,000.00

Reason for increase is due to number of User Access Accounts 3 16

Note: MIP offered large discount on the user setup fee to cap it at \$2,000. This was beneficial since the Original Request included a limited time offer on Cloud Conversion

Services Order Form

Customer: Concho Valley Council of Governments	Date: 4/8/2022	Account number: 21373
Address: 2801 Loop 306 Ste A San Angelo, TX 76904-6567	Payment Terms: Due Upon Receipt	Method of Payment:
Customer contact: Dallas Gray	Product: MIP Fund Accounting	Abila contact: Patrick Callahan
Phone: 325) 944-9666	Phone: 512 861-3176	Fax: 866.304.7307
Fax:		
Email: dallas.gray@cvcog.org	Email: Patrick.callahan@communitybrands.com	

Order Form Statement of Work:
Change Line Item segment length
Pad with zeros
3 databases

Estimated start date of service: First available

COST SUMMARY

Service Description	Service Type	Fees:
Total	Fixed Fee	\$7470.00

Estimated and Authorized. Costs exceeding the estimates authorized in the above Cost Summary will be submitted by Abila for approval by Customer prior to being incurred by Abila.

Option to pay 50% of Total amount in Cost Summary if over \$3,000. 50% due net 30, remainder due upon completion or net 30 Days, whichever occurs first, from the date of this Order Form.

This Client Services Order Form ("Order Form") is entered into 4/8/2022 ("Effective Date") by and between Community Brands, at 10800 Pecan Park Blvd, Suite 400, Austin, TX 78750 ("Licensor", "Community Brands", or "we") and Concho Valley Council of Governments a with offices located at [see above] ("Licensee" or "you"). This Order Form is subject to Licensor's terms and conditions (the "Terms and Conditions"), a copy of which is available on Licensor's website at communitybrands.com/cb-msa-mip and supersedes all prior, conflicting agreements or representations, written or oral between the parties for the Services listed below. Capitalized terms in this Order Form will have the meanings given in the Terms and Conditions.

THIS ORDER FORM GOVERNS ALL SERVICES DISTRIBUTED BY OR ON BEHALF OF COMMUNITY BRANDS TO YOU. BY DOWNLOADING, INSTALLING, OR USING THE SERVICES, YOU AGREE TO BE BOUND BY THE TERMS OF THIS ORDER FORM. IF YOU DO NOT AGREE TO THE TERMS OF THIS ORDER FORM, YOU MUST NOT DOWNLOAD, INSTALL, OR USE THE SERVICES, AND YOU MUST DELETE OR RETURN THE UNUSED SERVICES.

IN WITNESS WHEREOF, the parties hereto, each by a duly authorized officer, have entered into this Order Form as of the Effective Date.

Customer / Licensee

Signature: _____

Name: _____

Title: _____

Date: _____

Community Brands / Licensor

Signature: _____

Name: _____

Title: _____

Date: _____



MIP FA by Community Brands

QUOTE DETAILS	PREPARED BY
Quote Number: Q-68486	MIP FA by Community Brands 9620 Executive Center Drive N. #200 St. Petersburg, Florida 33702
Quote Date: 04/08/2022 Quote Expires on: 07/07/2022	Representative: Patrick Callahan
Commencement Date: 04/08/2022 Contract Term: 12 Payment Terms:	

BILLING INFORMATION	PRIMARY CONTACT
Concho Valley Council of Governments 2801 Loop 306 Ste A San Angelo, TX 76904-6567	Dallas Gray 7133826042 dallas.gray@cvcog.org

ORDER SUMMARY

LICENSED SOFTWARE and SAAS		
The following table provides a description of the licensed software/SaaS products to the licensee, in addition to the corresponding fees.		
Product Name	Qty	List Price
Advanced Security Perpetual	1	\$1,795.00
Year-1 Maintenance & Support:		\$177.86
Software Subtotal:		\$1,795.00

TOTALS	
Total	\$1,972.86

Services Order Form

Customer: Concho Valley Council of Governments	Date: 2/10/2022	Account number: 21373
Address: 2801 Loop 306 Ste A San Angelo, TX 76904-6567	Payment Terms: Due Upon Receipt	Method of Payment:
Customer contact: Hayden Salandy	Product: MIP Fund Accounting	Abila contact: Patrick Callahan
Phone: 325.944.9666	Phone: 512 861-3176	Fax: 866.304.7307
Fax:	Fax:	
Email: hayden.salandy@cvcog.org	Email: Patrick.callahan@communitybrands.com	

Order Form Statement of Work:
Microix Requisitions implementation and training
 Up to 24 hours

Estimated start date of service: First available

COST SUMMARY

Service Description	Service Type	Fees:
Total	Fixed Fee	<u>\$5940.00</u>

Estimated and Authorized. Costs exceeding the estimates authorized in the above Cost Summary will be submitted by Abila for approval by Customer prior to being incurred by Abila.

Option to pay 50% of Total amount in Cost Summary if over \$3,000. 50% due net 30, remainder due upon completion or net 30 Days, whichever occurs first, from the date of this Order Form.

This Client Services Order Form ("Order Form") is entered into 2/10/2022("Effective Date") by and between Community Brands, at 10800 Pecan Park Blvd, Suite 400, Austin, TX 78750 ("Licensor", "Community Brands", or "we") and Concho Valley Council of Governments a with offices located at [see above] ("Licensee" or "you"). This Order Form is subject to Licensor's terms and conditions (the "Terms and Conditions"), a copy of which is available on Licensor's website at communitybrands.com/cb-msa-mip and supersedes all prior, conflicting agreements or representations, written or oral between the parties for the Services listed below. Capitalized terms in this Order Form will have the meanings given in the Terms and Conditions.

THIS ORDER FORM GOVERNS ALL SERVICES DISTRIBUTED BY OR ON BEHALF OF COMMUNITY BRANDS TO YOU. BY DOWNLOADING, INSTALLING, OR USING THE SERVICES, YOU AGREE TO BE BOUND BY THE TERMS OF THIS ORDER FORM. IF YOU DO NOT AGREE TO THE TERMS OF THIS ORDER FORM, YOU MUST NOT DOWNLOAD, INSTALL, OR USE THE SERVICES, AND YOU MUST DELETE OR RETURN THE UNUSED SERVICES.

IN WITNESS WHEREOF, the parties hereto, each by a duly authorized officer, have entered into this Order Form as of the Effective Date.

Customer / Licencee

Signature: _____
 Name: _____
 Title: _____
 Date: _____

Community Brands / Licensor

Signature: _____
 Name: _____
 Title: _____
 Date: _____



MIP FA by Community Brands

QUOTE DETAILS

Quote Number: Q-64603
Quote Date: 06/14/2022
Quote Expires on: 09/12/2022
Commencement Date: 02/10/2022
Contract Term: 12
Payment Terms:

PREPARED BY

MIP FA by Community Brands
9620 Executive Center Drive N.
#200
St. Petersburg, Florida 33702
Representative: Patrick Callahan

BILLING INFORMATION

Concho Valley Council of Governments
2801 Loop 306 Ste A
San Angelo, TX 76904-6567

PRIMARY CONTACT

Hayden Salandy
325.944.9666
hayden.salandy@cvcog.org

ORDER SUMMARY

LICENSED SOFTWARE and SAAS

The following table provides a description of the licensed software/SaaS products to the licensee, in addition to the corresponding fees.

Product Name	Qty	List Price
Microix Requisitions - Perpetual License	1	\$2,695.00
Microix Web Companion - Premise	1	\$1,000.00
Microix Requisition Users - Perpetual License	2	\$500.00
Advanced Security Perpetual	1	\$0.00
Year-1 Maintenance & Support:		\$798.75
Software Subtotal:		\$4,195.00

TOTALS	
Total	\$4,993.75



MIP Cloud by Community Brands

QUOTE DETAILS **PREPARED BY**

Quote Number: Q-64611
Quote Date: 07/29/2022
Quote Expires on: 10/27/2022
Commencement Date: 09/30/2022
Contract Term: 15
Payment Terms: Net 30

MIP Cloud by Community Brands
9620 Executive Center Drive N.
#200
St. Petersburg, Florida 33702
Representative: Patrick Callahan

BILLING INFORMATION **PRIMARY CONTACT**

Concho Valley Council of Governments
2801 Loop 306 Ste A
San Angelo, TX 76904-6567

Hayden Salandy
325.944.9666
hayden.salandy@cvcog.org

ORDER SUMMARY

LICENSED SOFTWARE and SAAS
The following table provides a description of the licensed software/SaaS products to the licensee, in addition to the corresponding fees.

Product Name	Qty	List Price
MIP Cloud Conversion	1	\$9,443.77
Executive View Users Cloud	30	\$7,200.00
MIP Cloud Conversion - User - Subscription	16	\$9,600.00
Software Subtotal:		\$26,243.77

ADDITIONAL PRODUCTS
The following table provides a description of the additional products, in addition to the corresponding fees.

Product Name	Qty	List Price
Microix Hosting	1	\$300.00
Additional Products Subtotal:		\$300.00

PROFESSIONAL SERVICES

Professional Services: During the term of certain applicable Licensed Software/SaaS, Licensor may also perform certain implementation, consulting and or training service (the "Professional Services") as specified in a written statement of work ("SOW"), which shall be subject to the terms and conditions of the this Order Form, Any Licensee request resulting in modifications, changes and or additions to the Professional Services described in a relevant SOW may incur additional fees and will require a mutually agreed written change order signed by both parties.

SERVICES

The following table provides a description of the services products, in addition to the corresponding fees.

Product Name	List Price
Microix Cloud Provisioning	\$275.00
MIP Cloud Database Setup on Hosting	\$300.00
MIP Cloud Organization Setup on Hosting	\$495.00
MIP Cloud User Setup on Hosting	\$4,655.00
Services Discount:	\$2,654.82
Services Subtotal:	\$3,070.18

TOTALS

Total	\$29,613.95
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Automatic Data Processing (ADP)

	<u>One-Time Cost</u>	<u>Annualized Cost</u>	<u>5-Year Cost</u>
Payroll Processing	-	21,600.00	108,000.00
HR On-Boarding	-	19,200.00	96,000.00
Time Solution	-	15,120.00	75,600.00
One-Time Implementation for New Services	6,500.00	-	-
	<u>6,500.00</u>	<u>55,920.00</u>	<u>279,600.00</u>

Renewing Services:

Payroll Processing utilizing CVCOG proprietary time reporting system

Tax and compliance reporting, Affordable Care Act, 1099 and W-2

Payroll Payment Options: Direct Deposit or check signing and stuffing

Garnishment Payment Service

Electronic Payroll reports for Record Retention and importing into accounting system

Provide Wage, Tax and Health Coverage statements, available as paperless option

Ability to track new hire applications

Employee Benefits

Filing all Federal and State tax reports and payments

New Services:

Time Collection

Grant-Project-Line Item-Activity-Misc.-Jurisdiction code allocation

Calculate Vacation Accrual

Calculate Indirect Allocation

ADP Workforce Now Essential Time

ADP Workforce Now Essential Time is an automated employee time and labor management solution that can help you tighten control over your labor costs by proactively reducing overtime through real-time labor tracking and scheduling forecasts, in addition to improved wage and hour compliance and payroll accuracy. Enable supervisors to complete routine tasks and simplify employee scheduling in a fraction of the time so your managers can spend more time analyzing labor data and addressing issues that impact productivity and profits.

Focus on your business — Leave the time and labor management to ADP

With continued pressure to reduce costs, employers need to take a more proactive approach to managing employee time and maximizing productivity. Automating time and labor management can be one of the fastest ways for you to improve your bottom line.

ADP's Workforce Now Essential Time Module is an ideal time and labor management solution. It provides a complete set of tools to schedule, track, and measure workforce performance. Through seamless integration of time and attendance, scheduling, and absence management, you'll have access to accurate, up-to-the-minute information, eliminating the need for duplicate data entry and enabling you to make informed workforce management decisions.

Compatible and flexible solution — No installation or maintenance of hardware or software

With Workforce Now Essential Time, your time and labor management solution is hosted at our secure data center — eliminating the need for you to install or maintain any software or hardware. You enjoy complete peace of mind knowing that ADP takes care of everything — data backups, software updates, and network security measures that include 24/7 monitoring of unauthorized access attempts, plus industry leading 128-bit encryption Secure Socket Layer (SSL) and firewall protection.

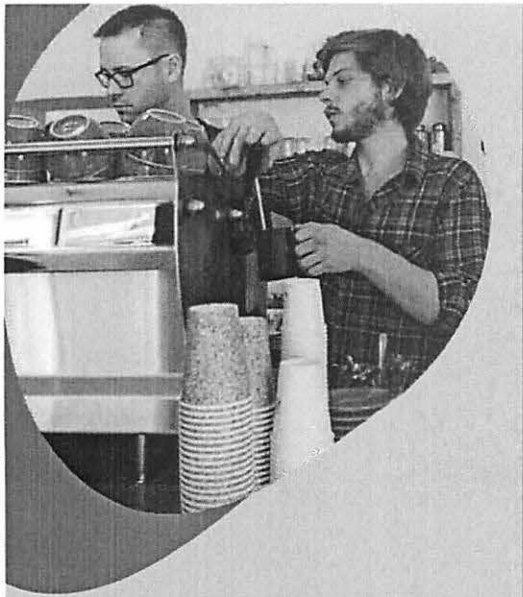
Collection and calculation

ADP Workforce Now Essential Time automates the error-prone process of collecting and tracking employee time manually. Its parameter-driven, rules-based engine accommodates complex pay policies, such as multiple pay codes, rounding rules, overtime calculations, and multiple wage rates. Accurate time calculation with Workforce Now Essential Time begins with flexible, intelligent data collection via PC, biometric, telephone, wireless, and ID badge card devices. You enjoy accurate data collection wherever your workforce is located.

Your employees will welcome access to data, such as hours worked, accrual balances, schedules, and ability to request time off. Your managers will have all the real-time data they need to make better decisions and keep a tight control over labor costs. Also reduced is the time employees spend on payroll-related matters, and administrative time that managers spend grappling with time and labor management questions and issues.

Integrating time and attendance with payroll — this leads to a cost efficiency of 14% over a manual approach or an approach that is not integrated.

— PriceWaterhouseCoopers LLP



TECHNOLOGY IN ACTION

Automate the scheduling process

ADP Workforce Now Essential Time helps companies to streamline their scheduling process and schedule adequate staffing coverage. By automating the scheduling process you:

- Prevent unauthorized work
- Highlight attendance issues before they impact morale and profitability
- Manage groups that work rotating or variable shifts more easily
- Identify potential over and understaffing issues

Make better decisions with better information

ADP Workforce Now Essential Time does more than supply you with accurate, real-time data. It makes data available in a variety of ways, providing you with actionable insights to make better decisions concerning your most important — and most expensive — resource ... your people.

ADP's automated time and labor management solution:

- Uses one centralized collection, calculation, and tracking tool, so the information you need to access is always up-to-date
- Provides you with daily visibility to costs and budget impacts
- Enables you to share information with your managers, empowering them to help you lower your organization's labor costs
- Provides information to help you comply with government labor reporting requirements

Improve productivity with self service

Self service enables you to provide better service to your employees, while freeing your managers and administrators to focus on core business matters. Employees and supervisors can get the answers themselves. Authorized users will be able to view hours worked, schedules and paid time off balances online 24 hours a day prior to initiating time off requests. Supervisors and managers can readily access their own information, as well as that of employees who report to them so critical requests such as time off can be acted upon in a timely manner. In addition, with online help at your fingertips, you and your employees can get answers to questions in minutes and quickly take advantage of new features as they become available.

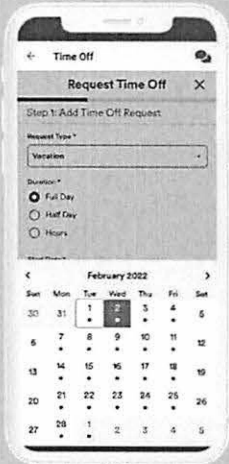
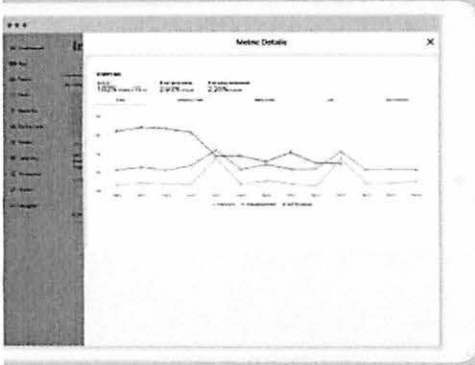
Employees:

- Can access hours, schedules, and accrual balances without manager or HR interface
- Use tools such as built-in templates to request time off or shift coverage

Managers:

- Gain easy access to scheduling, accrual balances, and total hours worked to make better and faster decisions in response to employee requests
- Can spend more time focusing on core responsibilities

Self-service can also significantly enhance communication and productivity within your organization by reducing the cost of HR transactions, improving employee satisfaction, and contributing to reduced employee turnover



ADP Workforce Now Essential Time is the workforce management solution for your company

When you select ADP Workforce Now Essential Time, you benefit from the stability and resources of a recognized industry leader. From implementing your system to delivering ongoing support, ADP is constantly there for you. You'll benefit from a totally unified system with these added advantages:

- Start using ADP Workforce Now Essential Time without a major capital investment
- Because there is no long term contract, ADP has a powerful incentive to continually provide upgrades and service excellence
- Unlike other time and attendance vendors, ADP doesn't require you to purchase equipment. Simply add hardware as your needs change
- Data can be electronically transferred to and from your payroll service without having to re-key it — whether you have an ADP payroll product or not
- With ADP payroll, employees can view their in-and-out punches directly on their ADP pay stubs
- Upgrades and changes are always compatible with ADP payroll services

By automating your time and attendance, ADP Workforce Now Essential Time gives your company a tremendous efficiency boost. You can save money through improved accuracy and reduced labor expenses, while accelerating your payroll process in the bargain.

ADP Workforce Now Essential Time summarizes year-to-date attendance information such as total hours worked, vacation and sick time, plus exception information. This makes it a tremendous help for performance evaluations. It also compiles easy-to-retrieve records of employees' actual in-and-out punches. This helps you comply with government regulations, including the provisions of the FLSA, while eliminating the need to store most paper files.

Reporting — Manage labor more effectively

Workforce Now Essential Time provides valuable management reports so you can easily analyze labor costs and make better decisions. Standard reports can be scheduled in advance and include:

Timecard reports	Review in and out times, as well as daily totals for each employee (supervisors and payroll administrators)
Payroll reports	Verify payroll totals by reviewing each employee's hours for the pay period
Strategic reports	Analyze absences and late punches for evaluations and performance reviews
Data analytics	Helps ensure that you have appropriate coverage for each shift





Company Information

Concho Valley Council of Governments
 2801 Loop 306
 Ste A
 San Angelo, TX 76904-6567
 United States

Executive Contact

Nancy Ianuario
 Director of Finance
nancy.ianuario@cvcoq.org
 (325) 944-9666
 x{259}

Recurring Fees and Considerations

Number of Employees: 200 on Concho Valley Council of Governments , Company Code R3U



Monthly Processing	Count	Min	Base	Rate	Monthly	Annual
Workforce Now Time and Attendance	200	\$265.00	-	\$5.30	\$1,060.00	\$12,720.00
• Essential Time						
Custom client integration between ADP modules	200	-	-	\$1.00	\$200.00	\$2,400.00



Total Annual Investment	Total Annual
Workforce Now Services	<u>\$15,120.00</u>



Other Considerations	Setup
Implementation	
• Implementation for Workforce Now Time and Attendance	\$1,000.00
• Implementation for Custom client integration between ADP modules	\$5,500.00



Total Other Considerations	Total Setup
Implementation and Setup	\$9,400.00
Implementation Discount Value	(\$2,900.00)
Estimated Total Net Implementation	<u>\$6,500.00</u>



Important Project and Billing Information

Billing for Essential Time will begin on the date Essential Time is available for use by the CLIENT in a production environment. The billing count is based on all non-terminated employees in the Time Module. This count includes practitioners and supervisors.

Other

ADP Fees for service frequency and method will follow that of the parent company code.

Summary			
Estimated Annual Net Investment:	<u>\$15,120.00</u>	Total Net Implementation:	<u>\$6,500.00</u>

The ADP Services Listed on this Sales Order are provided at the prices set forth herein and in accordance with the ADP Master Services Agreement (or other similar agreement governing ADP's services), which shall include any appendix, exhibit, addendum, schedule or other similar document attached thereto or accompanying this Sales Order. By signing below you are acknowledging and agreeing to such terms and conditions and to the listed prices.

ADP, Inc.

Client: Concho Valley Council of Governments

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



Workforce Now Included Services

Essential Time

- Time Collection
- PTO Management & Reporting
- Request & Approval Workflows
- ADP Portal with Customized Content
- Rule Based Calculations
- Scheduling
- Mobile Access
- Paid Time Off Accruals

Thank you for your consideration



ADP, Inc.: (referred to herein as "ADP")

One ADP Boulevard
Roseland, New Jersey 07068
United States

Client: (referred to herein as "Client")

Concho Valley Council of Governments
2801 Loop 306
Ste A
San Angelo, TX 76904-6567, United States

(Effective Date)

Attention
Nancy Ianuario

This Amendment modifies, amends, and supplements the terms and conditions of the ADP Workforce Now® Master Services Agreement, Global Master Services Agreement, or such equivalent terms and conditions or agreement between ADP and Client (the "Agreement"). ADP and Client agree that ADP shall provide Client with the following additional services in accordance with the terms set forth herein and in the Agreement. It is understood that to the extent this Amendment modifies an Agreement that does not include any reference to annexes as set forth herein, references to such annexes are for illustration purposes only and do not define, limit, or otherwise affect the meaning of any provisions hereof or as set forth in the Agreement. The terms set forth in each annex listed below and attached hereto is incorporated into the Agreement in full by this reference as if set forth in full therein.

ANNEX C: TIME AND ATTENDANCE SERVICES

BY SIGNING BELOW, CLIENT ACKNOWLEDGES THAT THEY HAVE REVIEWED THE ENTIRE AGREEMENT INCLUDING THE TERMS AND CONDITIONS IN EACH ANNEX CORRESPONDING TO SERVICES PURCHASED PURSUANT TO THE SALES ORDER.

If there is a conflict between this Amendment and the Agreement (or any amendment or addendum to the Agreement) or if the Agreement contained terms for services that were not purchased at the time the Agreement was executed, this Amendment shall govern with respect to the services listed above. The terms set forth herein replace in their entirety any duplicative terms set forth in the Agreement.

ADP, Inc.

CLIENT

(Signature of Authorized Representative)

(Signature of Authorized Representative)

(Name - Please Print)

(Name - Please Print)

(Title)

(Title)

(Date)

(Date)



- 1 **ADP Time & Attendance Services.** ADP will provide Client with those time & attendance services delivered via ADP Workforce Now (“ADP Time & Attendance Services”). ADP Time and Attendance Services are available for use in a limited number of countries outside the United States, although certain restrictions and requirements may apply.
- 2 **Time & Attendance Hardware.** If ADP agrees to provide Client with the data collection devices (e.g. Timeclock, HandPunch, etc.) (the “Time & Attendance Hardware”) as described in the Sales Order, the following terms will apply:
 - 2.1 If Client procures Time & Attendance Hardware, Client shall provide and maintain an installation environment (including all power, wiring and cabling required for installation) as specified in the manufacturer’s product documentation and other written instructions provided to Client by ADP.
 - 2.2 Regarding Time & Attendance Hardware provided on a subscription basis only, Client shall not make any alterations or attach any devices thereto that are not provided by ADP, nor shall Client remove same from the place of original installation without ADP’s prior consent. All right and title in the Time & Attendance Hardware procured on a subscription basis is, and at all times shall remain, that of ADP and a separate item of personal property of ADP, notwithstanding its attachment to other items or real property, and promptly upon termination of the ADP Time & Attendance Services, for any reason whatsoever, Client shall, at its expense, return such Time & Attendance Hardware in good condition, in accordance with ADP’s instructions, normal wear and tear excepted. If such Time & Attendance Hardware is not promptly returned, Client agrees to purchase same at fair market value. Repairs and replacements required as a result of any of the following shall not be included in any maintenance services and shall be charged at ADP’s then current rates: (i) damage, defects, or malfunctions resulting from misuse, accident, neglect, tampering, unusual physical, or electrical stress, or causes other than normal or intended use; (ii) failure of Client to provide and maintain a suitable installation environment; (iii) any alterations made to or any devices not provided by ADP attached to the Time & Attendance Hardware; and (iv) malfunctions resulting from use of badges or supplies not approved by ADP.
 - 2.3 **Maintenance Fees.** Maintenance services for the Time & Attendance Hardware apply automatically to Time & Attendance Hardware obtained under the subscription option (and any charges therefore are already included in the monthly time and attendance subscription fees). The costs for maintenance services for Time & Attendance Hardware under the purchase option are not included in the purchase price for such equipment; a separate annual maintenance fee applies. Client, under the purchase option, may terminate its receipt of maintenance services by providing written notice to ADP no less than thirty (30) days prior to the end of the then current annual coverage period. ADP is not required to rebate to Client any maintenance fees relating to a current or prior coverage period. (NOTE: If Client selects the purchase option but opts not to receive (or terminates) maintenance services hereunder by executing a waiver of maintenance services, any such services provided by ADP at Client’s request will be subject to ADP’s then current charges for such services.) No Time & Attendance Hardware maintenance is done at the Client site. Client shall bear all delivery/shipping costs and all risk of loss during shipment/delivery of Time & Attendance Hardware relating to maintenance services.
 - 2.4 **Maintenance Services.** ADP will maintain the Timeclock Equipment to be free from defects in material and workmanship as follows: Any parts found to be defective (except as specifically excluded below) shall be replaced or repaired, at ADP’s or its designee’s option, without charge for parts or labor, provided that the Time & Attendance Hardware has been properly installed and maintained by Client and provided that such equipment has been used in accordance with this Agreement or other accompanying documentation including, but not limited to, Client’s Sales Order provided by ADP or its designee and has not been subject to abuse or tampering.
 - 2.5 **Biometrics.**
 - 2.5.1 **Definitions.**
 - 2.5.1.1 **“Biometric Data”** includes the information collected by timeclocks and software that use finger and/or hand scan technology, which potentially may include Biometric Identifiers and Biometric Information.
 - 2.5.1.2 **“Biometric Identifier”** means a retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry.
 - 2.5.1.3 **“Biometric Information”** means any information, regardless of how it is captured, converted, stored, or shared, based on an individual’s biometric identifier used to identify an individual.
 - 2.5.1.4 **“Biometric Services”** means services provided by ADP to Client via the use of timeclocks and software in connection with ADP’s provision of Time & Attendance Services, to the extent such timeclocks or software collect, store or use Biometric Data.
 - 2.5.1.5 **“Biometric User”** means Client’s employees or independent contractors who are requested or required by Client to use Biometric Services to record their attendance, hours worked or other work-related data.
 - 2.5.2 **Additional Terms.** Biometric Services are optional. In certain jurisdictions, there are laws and regulations that govern the collection, use, and retention of biometric information, which potentially may apply to Client’s use of Biometric Services. To the extent Client elects to use Biometric Services, Client agrees to comply with all such laws and regulations in accordance with this Agreement and Section 3.2 of the Annex A. In the event Client is unwilling to comply with laws and regulations relating to Biometric Services, Client will be able to continue to use Time & Attendance Services without Biometric Services. The following terms and conditions apply to Biometric Services to the extent Biometric Services are part of the scope of Services.
 - 2.5.2.1 **Requirements for Receipt of Biometric Services.** Before any Client or Biometric User is permitted to use any Biometric Services in a jurisdiction where laws and regulations potentially govern such use, Client will comply with the following requirements, in addition to any other requirements imposed by potentially applicable law (to the extent there is a conflict between the requirements below and the requirements of potentially applicable law, Client will comply with potentially applicable law):
 - 2.5.2.2 **Client Biometric Information Policy.** Client will implement, distribute and make available to the public, a written policy establishing Client’s policy with respect to the use of Biometric Data. Such policy will include:



CONCHO VALLEY
 COUNCIL OF GOVERNMENTS
 5430 Link Road • San Angelo, TX 76904

July 14, 2022

The CVCOG contracts for the Xerox C8070H units in the Admin and 911 areas will expire on 10/02/2022. These units are leased from Xerox.

The Xerox C8070H unit in the Head Start area is on a short term lease from Total Office Solutions until the ordered C8170H until is available from Xerox.

We have received proposals to replace all three units with C8170H machines from both Xerox and Total Office Solutions. The terms of the contracts are similar, but Xerox is slightly less expensive.

Total Cost of Ownership comparison

	Lease pmt	Maint pmt	Total base pmt	B&W incl	B&W rate (overage)	Color rate	Probable Monthly
TOS	\$516.70	\$177.00	\$ 693.70	30,000	\$ 0.0059	\$ 0.0449	\$ 407.65
Xerox	\$668.70	\$ -	\$ 668.70	25K ea	\$ 0.0051	\$ 0.0456	\$ 414.00

Historical usage		Total monthly	Life of 5 yr contract	
Color	9,079	\$ 1,101.35	\$ 66,080.83	Total Office Solutions
B&W	17,162	\$ 1,082.70	\$ 64,962.14	Xerox

The current situation allows for a direct comparison of service quality.

On June 9th, we called Xerox to report an issue with wrinkled output on the Admin area machine. Xerox first attempted to have a COG employee walk through troubleshooting, then scheduled a technician to come out a few days later. The technician arrived with the wrong model part, and the correct part had to be ordered. The part was shipped directly to COG, and an employee installed it on June 12th. If it had required a technician to install, it would likely have taken a few more days.

On June 16, we called Total Office Solutions to report the Head Start area machine was giving an error of “toner waste cartridge full” and would not operate. TOS sent a salesman over with the correct part and the unit was operational within a few hours.

Due to the negligible difference in price, the substantial difference in response times and the ability to support a locally owned business, the Procurement Department would like to recommend the Total Office Solution contract to replace all three Xerox machines.

Amy Briley
 Purchaser I

STATE SALARY SCHEDULE

- State Salary Schedule due to Governor's Office August 17, 2021. Salary Schedule must contain:
 - Classification for each position and specify the salaries for that position
 - All levels reflected must show Min, Mid, and Max, on each position
 - Salary comparison must not exceed the State Salary Schedule

Changes to State Salary Schedule as compared to previous approved schedule:

- **Page 1, Salary Schedule Structure**
 - Salary Group, Exempt position (Executive Director)
 - Moved Federal Salary Cap from \$199,300 to \$205,700, per Federal regulations posted January 2, 2022
- **Page 2**
 - Starting with Page 2 State Salary Comparability schedule:
 - The State changed Class Code 1605 to B27, moving from B28, lowering the amount paid for that Class Code
- **Page 3**
 - Error on previous schedule for the State Min on Class Code 1584 corrected. No effect on CVCOG salary schedule
 - On the Human Resource Generalist Specialist position:
 - The State changed the Salary Group associated with Class Code 1586, from B22 to B23, increasing the pay for this Class Code
 - The State changed the Salary Group associated with Class Code 1588, from B23 to B25, increasing the pay for this Class Code
- **Page 4**
 - On the Purchaser position:
 - The State eliminated the B19 Salary Group associated with a Purchaser-Class Code 1934. The Salary Group is now B20
 - Due to the State change above, Level IV was moved to B22 Salary Group for Class Code 1935
- **Page 5**
 - Class Code associated with Programmer/IT Auditor was corrected to reflect 0244. CVCOG currently not reflecting staff in this position
- **Page 6**
 - The State changed Class Code 1605 to B27, moving from B28, lowering the amount paid for that Class Code
 - Assistant Executive Director being moved to Program Director level. Previously under Assistant Program Director level.
 - Addressing/GIS Specialist under CVCOG had a separate Salary Group schedule. In FY 22-23, position moved to follow CVCOG Salary Group A or B schedule.
- **Page 7**
 - Changed Manager title from Homeland Security/Criminal Justice to Public Safety
 - Changed Coordinator title from Homeland Security/Criminal Justice to Public Safety
 - New position added, Public Safety Program Specialist, for Radio Infrastructure Project
- **Page 8**
 - The State changed Class Code 1605 to B27, moving from B28, lowering the amount paid for that Class Code
- **Page 9**
 - Drivers changed from CDL/Non-CDL to Demand Response or Fixed Route
- **Page 13 and 14**
 - Head Start Center Directors changed to reflect correct title of Site Supervisor

- **Page 16, CVCOG Salary Group A**
 - Due to employee raises and market hiring rates putting CVCOG staff over the CVCOG Salary Group A schedule, Salary Group A04 Min was changed to match the State rate.
 - The percentage between each Salary Group was changed from 5% to 4%. With the change made to the beginning Salary Group we did not want to employee raises to be higher than Programs could afford.
- **Page 17, CVCOG Salary Group B**
 - Due to employee raises and market hiring rates putting CVCOG staff over the CVCOG Salary Group B schedule, Salary Group B10 Min was changed to match the State rate.
 - The percentage between each Salary Group remained at 5%, as there was no impact to the current staff pay budgeted by the Programs.
- **Page 20, Head Start Administrative Salary Schedule**
 - The Head Start program received a 2.28% COLA which permanently moved the salary schedule, as required by the awarding agency.
- **Page 21, Head Start Service Provider Salary Schedule**
 - The Head Start program received a 2.28% COLA which permanently moved the salary schedule, as required by the awarding agency.
- **Skill-Base Pay Certifications schedule Page 1 thru 5**
 - Skill-Base Pay Certifications schedule in a new schedule this year. Training and Pay are subject to budget availability.
 - The Certification schedule identifies each program, the certifications available, and if offered, the associated payout for the certification.
 - This schedule will assist Program Directors, Employees, and the Human Resource Department in identifying certifications and the standard payout associated with the certifications.

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE STRUCTURE

RATE STRUCTURE

Rate Structure is based on tenure in current position, comparable experience, job band market, and/or received merits. Rate is subject to available funding.

PLAN LEVELS

Level I is for 0-3 Years - Level requires little or no previous training or experience. Work is usually performed under close supervision.

Level II is for 3-10 Years or New Hire with required Certifications - Level requires previous training or experience and specific skill. Work is usually performed under moderate supervision.

Level III is for 10-15 Years and/or Level requires a high level of responsibility, training, experience and competence. Work is usually performed under minimal supervision.

Level IV is for 15+ Years and/or Level requires a high level of responsibility, training, experience and competence. Work is usually performed under minimal supervision.

MERIT SALARY INCREASE

Merit salary increase consists of an increase in the employee's base salary within the range of the employee's salary group. Classified employees whose job performance and productivity in their current position is consistently above what is normally expected and required.

RATE ADJUSTMENT

Rate adjustments are made based on job performance, level of responsibility, directly related experience and internal equity. Consideration is given to the job band market. Job band is based on the position description. The position description is used to determine fair labor market rate for the position. Internal equity is the comparison of positions within the organization. Comparison is not based on title, but is based on tasks performed, experience and level of responsibility.

SALARY GROUP

Salary Group A - Includes paraprofessional, administrative support, maintenance, service, and technician positions

Salary Group B - Includes mainly professional and managerial positions

Salary Group CVTD - Includes transit and intercity bus drivers and dispatchers

Salary Group HS Admin - Includes Head Start Administrative staff

Salary Group HS Centers - Includes Head Start service providers at Head Start Centers

Exempt - This is for the Executive Director salary which is set by the CVCOG Governing Board. Careful consideration should be given to the Federal Salary Cap. As of January 2, 2022, the salary cap is \$205,700

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023**

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG</u>			<u>State</u>		
					<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Executive	Executive Director		Exempt	1	\$ 70,000.00		\$ 205,700.00	\$ 70,000.00		\$ 345,250.00
Administrative Support	Director of Finance			1						
		Level I B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Assistant Director of Finance/Procurement			1						
		Level I B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level II B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
		Level III B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level IV B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Finance Manager			1						
		Level I B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level II B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
		Level III B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level IV B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Finance Specialist									
		Level I B14	1012		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level II B15	1014		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02
		Level III B17	1016		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
		Level IV B19	1018		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Accounting Technician/Receptionist									
		Level I A11	1000		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
		Level II A13	1002		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
		Level III B14	1012		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV B15	1014		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02
	Record Retention Officer			1						
		Level I B14	7405		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level II B16	7407		\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
		Level III B18	7409		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
		Level IV B20	7411		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant									
		Level I A09	0150		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
		Level II A11	0152		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
		Level III A13	0154		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV A15	0156		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02
	Receptionist/Procurement Clerk			1						
		Level I A11	1000		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
		Level II A13	1002		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
		Level III B14	1012		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV B15	1014		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Human Resources Services										
	Director of Human Resources			1						
		Level I B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Human Resource Generalist Supervisor			1						
		Level I B20	1583		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
		Level II B21	1584		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
		Level III B23	1586		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46
		Level IV B25	1588		\$ 24.90	\$ 30.51	\$ 36.12	\$ 30.34	\$ 39.57	\$ 49.76
	Human Resource Coordinator/Payroll			1						
		Level I B15	1291		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02
		Level II B17	1292		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
		Level III B19	1293		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV B21	1294		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
	Human Resource Assistant									
		Level I B12	1727		\$ 13.20	\$ 16.18	\$ 19.16	\$ 13.38	\$ 17.22	\$ 21.06
		Level II B14	1729		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level III B16	1731		\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
		Level IV B18	1733		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Administrative Assistant			1						
		Level I A09	0150		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
		Level II A11	0152		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
		Level III A13	0154		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV A15	0156		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
 FY 2022-2023

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>	
Procurement Services	Contract/Purchaser/Open Records Manager	Level I	B21	1984	1	\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
		Level II	B23	1986		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46
		Level III	B25	1960		\$ 24.90	\$ 30.51	\$ 36.12	\$ 30.34	\$ 40.05	\$ 49.76
		Level IV	B27	1962		\$ 35.04	\$ 42.94	\$ 50.84	\$ 36.71	\$ 49.40	\$ 62.09
	Procurement Manager/Trainer	Level I	B20	1558	1	\$ 40,575.77	\$ 49,724.22	\$ 58,872.72	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00
		Level II	B22	1559		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
		Level III	B24	1560		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level IV	B26	1561		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Purchaser	Level I	B16	1932	2	\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
		Level II	B18	1933		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B20	1934		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
		Level IV	B22	1935		\$ 21.51	\$ 26.36	\$ 31.21	\$ 24.81	\$ 32.71	\$ 40.61
	Program Coordinator	Level I	B12	1930	2	\$ 13.20	\$ 16.18	\$ 19.16	\$ 13.38	\$ 17.22	\$ 21.06
		Level II	B14	1931		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
		Level III	B16	1932		\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
		Level IV	B18	1933		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Network/Information Technology Services										
	Director of Information Technology-Infrastructure			1						
	Level I	B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Computer Operating Specialist									
	Level I	B12	0260		\$ 13.20	\$ 16.18	\$ 19.16	\$ 13.38	\$ 17.22	\$ 21.06
	Level II	B14	0261		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62
	Level III	B16	0262		\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
	Level IV	B18	0263		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Systems Support Specialist			2						
	Level I	B13	0228		\$ 13.86	\$ 16.99	\$ 20.12	\$ 14.15	\$ 18.23	\$ 22.30
	Level II	B15	0229		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02
	Level III	B17	0230		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level IV	B19	0231		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Systems Analyst									
	Level I	B16	0252		\$ 16.05	\$ 19.67	\$ 23.29	\$ 16.79	\$ 21.65	\$ 26.50
	Level II	B18	0253		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B20	0254		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Level IV	B22	0255		\$ 21.51	\$ 26.36	\$ 31.21	\$ 24.81	\$ 32.71	\$ 40.61
	Programmer/IT Auditor									
	Level I	B19	0241		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level II	B21	0242		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
	Level III	B23	0243		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46
	Level IV	B25	0244		\$ 24.90	\$ 30.51	\$ 36.12	\$ 30.34	\$ 40.05	\$ 49.76

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Regional Services/Economic Development District										
	Solid Waste Coordinator/Loan Officer/Finance Mgr			1						
	Level I	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level II	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Level III	B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level IV	B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Assistant Executive Director			1						
	Level I	B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Regional Services Grant Writer (VISTA)			1						
	Level I	B17	0516		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46
	CVEDD Revolving Loan Specialist									
	Level I	B17	1260		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1261		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1262		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1263		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46
	Addressing/GIS Specialist			1						
	Level I	B18	0270		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272		\$ 21.51	\$ 26.36	\$ 31.21	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273		\$ 23.71	\$ 29.06	\$ 34.40	\$ 28.37	\$ 37.43	\$ 46.50

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
911 Emergency Communications										
	Director of Public Safety			1						
		Level I B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	911 Program Manager			2						
		Level I B22	0272		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
		Level II B24	0273		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level III B26	0274		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level IV B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	911 GIS Specialist - Lead			1						
		Level I B20	0271		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
		Level II B22	0272		\$ 21.51	\$ 26.36	\$ 31.21	\$ 24.81	\$ 32.71	\$ 40.61
		Level III B24	0273		\$ 23.71	\$ 29.06	\$ 34.40	\$ 28.37	\$ 37.43	\$ 46.50
		Level IV B26	0274		\$ 33.37	\$ 40.90	\$ 48.42	\$ 33.37	\$ 44.91	\$ 56.44
	911 GIS Specialist			3						
		Level I B18	0270		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
		Level II B20	0271		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
		Level III B22	0272		\$ 21.51	\$ 26.36	\$ 31.21	\$ 24.81	\$ 32.71	\$ 40.61
		Level IV B24	0273		\$ 23.71	\$ 29.06	\$ 34.40	\$ 28.37	\$ 37.43	\$ 46.50
Criminal Justice/Homeland Security Program										
	Criminal Justice Instructor, Training Specialist			1						
		Level I CJ01	1783		\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
		Level II CJ02	1784		\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
		Level III CJ03	1785		\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
		Level IV CJ04	1786		\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Public Safety Manager			1						
		Level I B22	1600		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
		Level II B23	1601		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
		Level III B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level IV B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Public Safety Coordinator			1						
		Level I B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
		Level II B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
		Level III B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Public Safety Program Specialist			1						
		Level I B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
		Level II B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
		Level III B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48

State Salary Group
B17
B19
B21
B23

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State	
					Min	Mid	Max	Min	Mid	Max	
CV Transit District	Director of Transportation				1						
	Level I	B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Assistant Director of Transportation				1						
	Level I	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	
	Level II	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Level III	B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level IV	B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Finance Manager / Project Manager				1						
	Level I	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	
	Level II	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Level III	B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level IV	B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Regional Coordinator/Grant Writer/Office Administrator				1						
	Level I	B17	1570		\$ 35,050.87	\$ 42,953.65	\$ 50,856.47	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	
	Level II	B18	1571		\$ 36,803.42	\$ 45,101.33	\$ 53,399.29	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00	
	Level III	B19	1572		\$ 38,643.59	\$ 47,356.40	\$ 56,069.25	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	
	Level IV	B20	1573		\$ 40,575.77	\$ 49,724.22	\$ 58,872.72	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	
	Research Specialist				1						
	Level I	B17	0602		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B19	0604		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15	
	Level III	B21	0606		\$ 20.48	\$ 25.10	\$ 29.72	\$ 23.21	\$ 30.58	\$ 37.96	
	Level IV	B23	0608		\$ 22.58	\$ 27.67	\$ 32.77	\$ 26.53	\$ 34.99	\$ 43.46	
	Finance Specialist				1						
	Level I	B14	1012		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62	
	Level II	B15	1014		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02	
	Level III	B17	1016		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08	
	Level IV	B19	1018		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15	
	Data Entry/Collections				1						
	Level I	A11	1000		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88	
	Level II	A13	1002		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30	
	Level III	B14	1012		\$ 14.56	\$ 17.84	\$ 21.12	\$ 14.97	\$ 19.30	\$ 23.62	
	Level IV	B15	1014		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02	
	Operation Safety Manager				2						
	Level I	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	
	Level II	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Level III	B26	1604		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level IV	B27	1605		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
Safety & Compliance Specialist				1							
Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08		
Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99		
Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15		
Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48		
Cashier				2							
Level I	A07	0055		\$ 10.22	\$ 12.52	\$ 14.82	\$ 10.42	\$ 12.83	\$ 15.23		
Level II	A09	0057		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76		
Level III	A11	0059		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88		
Level IV	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30		

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max		
CV Transit District	Road Supervisor	Level I	B20	1583	3	\$ 40,575.77	\$ 49,724.22	\$ 58,872.72	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	
		Level II	B21	1584		\$ 42,604.55	\$ 52,210.43	\$ 61,816.35	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	
		Level III	B22	1586		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00	
		Level IV	B23	1588		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	
	Assistant Road Supervisor	Level I	B17	1580	-	\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B18	1581		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1582		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B20	1583		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48	
	Demand Response Bus Driver	Level I	CVTD01	0134	38	\$ 14.00	\$ 17.16	\$ 20.31	\$ 14.15	\$ 18.23	\$ 22.30	State Salary Group A13
		Level II	A15	0136		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02	
		Level III	A17	0138		\$ 15.12	\$ 18.53	\$ 21.94	\$ 17.78	\$ 22.93	\$ 28.08	
		Level IV	B18	1550		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99	
	Fixed Route Bus Driver	Level I	CVTD02	1550	18	\$ 16.00	\$ 19.61	\$ 23.21	\$ 17.78	\$ 22.93	\$ 28.08	State Salary Group B17
		Level II	B18	1551		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1552		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B20	1553		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48	
	Dispatcher Lead	Level I	B17	1570	1	\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48	
Dispatcher	Level I	A11	0132	2	\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88		
	Level II	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30		
	Level III	A15	0136		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02		
	Level IV	A17	0138		\$ 15.12	\$ 18.53	\$ 21.94	\$ 17.78	\$ 22.93	\$ 28.08		
Maintenance	Facilities Manager	Level I	B17	1990	1	\$ 35,050.87	\$ 42,953.65	\$ 50,856.47	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	
		Level II	B19	1992		\$ 38,643.59	\$ 47,356.40	\$ 56,069.25	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	
		Level III	B21	1994		\$ 42,604.55	\$ 52,210.43	\$ 61,816.35	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	
		Level IV	B23	1995		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	
	Maintenance Supervisor	Level I	A15	9053	-	\$ 29,084.91	\$ 35,642.56	\$ 42,200.25	\$ 32,976.00	\$ 42,511.00	\$ 52,045.00	
		Level II	A16	9054		\$ 30,248.30	\$ 37,068.27	\$ 43,888.26	\$ 34,918.00	\$ 45,024.00	\$ 55,130.00	
		Level III	A17	9055		\$ 31,458.23	\$ 38,551.00	\$ 45,643.79	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	
		Level IV	A19	9056		\$ 34,025.23	\$ 41,696.76	\$ 49,368.32	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	
	Custodian/Groundskeeper	Level I	A05	8003	1	\$ 9.45	\$ 11.58	\$ 13.71	\$ 9.51	\$ 11.69	\$ 13.87	
		Level II	A06	8005		\$ 9.82	\$ 12.04	\$ 14.25	\$ 9.95	\$ 12.24	\$ 14.53	
		Level III	A08	8007		\$ 10.63	\$ 13.02	\$ 15.42	\$ 10.92	\$ 13.45	\$ 15.98	
		Level IV	A12	8021		\$ 12.43	\$ 15.23	\$ 18.04	\$ 13.38	\$ 17.22	\$ 21.06	
	Maintenance Specialist	Level I	A09	9041	1	\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76	
		Level II	A11	9042		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88	
		Level III	A12	9043		\$ 12.43	\$ 15.23	\$ 18.04	\$ 13.38	\$ 17.22	\$ 21.06	
		Level IV	A14	9044		\$ 13.45	\$ 16.48	\$ 19.51	\$ 14.97	\$ 19.30	\$ 23.62	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023**

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
	Maintenance Specialist Vehicle Technician			1						
	Level I	A12	9417		\$ 12.43	\$ 15.23	\$ 18.04	\$ 13.38	\$ 17.22	\$ 21.06
	Level II	A14	9418		\$ 13.45	\$ 16.48	\$ 19.51	\$ 14.97	\$ 19.30	\$ 23.62
	Level III	A16	9419		\$ 14.54	\$ 17.82	\$ 21.10	\$ 16.79	\$ 21.65	\$ 26.50
	Level IV	A18	9420		\$ 15.73	\$ 19.28	\$ 22.82	\$ 19.00	\$ 24.99	\$ 30.99
Area Agency on Aging										
	Director of Access and Assistance			1						
	Level I	B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Access and Assistance Operation Manager			1						
	Level I	B22	1600		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
	Level II	B23	1601		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level III	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level IV	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Access and Assistance Program Specialist			5						
	Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Managing Local Ombudsman			1						
	Level I	B17	3660		\$ 35,050.87	\$ 42,953.65	\$ 50,856.47	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
	Level II	B19	3662		\$ 38,643.59	\$ 47,356.40	\$ 56,069.25	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
	Level III	B21	3663		\$ 42,604.55	\$ 52,210.43	\$ 61,816.35	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
	Level IV	B23	3665		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Field Ombudsman			1						
	Level I	A09	0130		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	B15	3659		\$ 15.28	\$ 18.73	\$ 22.18	\$ 15.85	\$ 20.44	\$ 25.02
	Access and Assistant Assistant			-						
	Level I	A09	0130		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023**

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
211 Information & Referral Services	2-1-1 I&R Service Specialist			3						
	Level I	A09	0130		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02
	2-1-1 I&R Service Specialist - Lead			1						
	Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
ADRC Services	ADRC Program Specialist - Lead			1						
	Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	ADRC Program Specialist			1						
	Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48

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<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Foster Grandparent/Senior Companion/Retired Senior Volunteer Program										
	Foster Grandparent/Senior Companion Director			1						
	Level I	B26	1620		\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Foster Grandparent/Senior Companion Manager			1						
	Level I	B22	1600		\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
	Level II	B23	1601		\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level III	B24	1602		\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level IV	B25	1603		\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	RSVP Specialist			2						
	Level I	B17	1570		\$ 16.85	\$ 20.65	\$ 24.45	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 17.69	\$ 21.68	\$ 25.67	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 18.58	\$ 22.77	\$ 26.96	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 19.51	\$ 23.91	\$ 28.30	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant			-						
	Level I	A09	0130		\$ 11.05	\$ 13.54	\$ 16.03	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.95	\$ 14.65	\$ 17.34	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.93	\$ 15.84	\$ 18.76	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136		\$ 13.98	\$ 17.14	\$ 20.29	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max		
Head Start Program	Director of Head Start	Level I	HSD01	1620	1	\$ 56,684.39	\$ 69,464.80	\$ 82,245.26	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	State Salary B26
		Level II	HSD02	1621		\$ 59,518.61	\$ 72,938.04	\$ 86,357.52	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	B27
		Level III	HSD03	1622		\$ 62,494.55	\$ 76,584.94	\$ 90,675.40	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	B28
		Level IV	HSD04	1623		\$ 65,619.27	\$ 80,414.19	\$ 95,209.17	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	B29
Assistant Director of Head Start		Level I	HSD05	1602	1	\$ 42,538.74	\$ 52,129.78	\$ 61,720.87	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	State Salary B24
		Level II	HSD06	1603		\$ 44,665.68	\$ 54,736.27	\$ 64,806.91	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
		Level III	HSD07	1604		\$ 46,898.97	\$ 57,473.09	\$ 68,047.26	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	B26
		Level IV	HSD08	1605		\$ 49,243.91	\$ 60,346.74	\$ 71,449.62	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	B27
HS Education Manager/Coach/Class/Disability		Level I	HSEM01	0821	1	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	State Salary B19
		Level II	HSEM02	0822		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	HSEM03	0823		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	HSEM04	0824		\$ 46,577.57	\$ 57,079.22	\$ 67,592.43	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
Mental Health/Health Manager and Pregnant Women		Level I	HSHM01	4411	1	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	State Salary B19
		Level II	HSHM02	4412		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	HSHM03	4413		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	HSHM04	4414		\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
FAMCO/Policy Council Manager and Pregnant Women		Level I	HSFP01	1583	1	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary B20
		Level II	HSFP02	1584		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	HSFP03	1586		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	HSFP04	1588		\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
ERSEA Specialist/Facilities Manager/Transition/Class		Level I	HSER01	1583	1	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary B20
		Level II	HSER02	1584		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	HSER03	1586		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	HSER04	1588		\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
EHS Education Manager/Coach/Class/Iters		Level I	EHSEM01	1583		\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary B20
		Level II	EHSEM02	1584		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	EHSEM03	1586		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	EHSEM04	1588		\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
Compliance Specialist/Class/Iters/Nutrition Manager		Level I	HSCS01	1583	1	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary B20
		Level II	HSCS02	1584		\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	HSCS03	1586		\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	HSCS04	1588		\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
Site Supervisor/Family Service Worker		Level I	HSCDF01	1580	5	\$ 29,070.52	\$ 35,624.93	\$ 42,179.38	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	State Salary B17
		Level II	HSCDF02	1581		\$ 30,524.05	\$ 37,406.18	\$ 44,288.34	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00	B18
		Level III	HSCDF03	1582		\$ 32,050.25	\$ 39,276.49	\$ 46,502.76	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	B19
		Level IV	HSCDF04	1583		\$ 33,652.76	\$ 41,240.31	\$ 48,827.90	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	B20

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
	Site Supervisor			3							State Salary
		Level I	HSCD01	1580	\$ 29,070.52	\$ 35,624.93	\$ 42,179.38	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	B17
		Level II	HSCD02	1581	\$ 30,524.05	\$ 37,406.18	\$ 44,288.34	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00	B18
		Level III	HSCD03	1582	\$ 32,050.25	\$ 39,276.49	\$ 46,502.76	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	B19
		Level IV	HSCD04	1583	\$ 33,652.76	\$ 41,240.31	\$ 48,827.90	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	B20
	Family Service Worker			8							State Salary
		Level I	HSFS01	1570	\$ 13.39	\$ 16.41	\$ 19.43	\$ 17.78	\$ 22.93	\$ 28.08	B17
		Level II	HSFS02	1571	\$ 14.06	\$ 17.23	\$ 20.40	\$ 19.00	\$ 24.99	\$ 30.99	B18
		Level III	HSFS03	1572	\$ 14.76	\$ 18.09	\$ 21.42	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level IV	HSFS04	1573	\$ 15.50	\$ 19.00	\$ 22.49	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Head Start Teacher			22							State Salary
		Level I	HST01	1781	\$ 11.47	\$ 14.05	\$ 16.64	\$ 14.15	\$ 18.23	\$ 22.30	B13
		Level II	HST02	1782	\$ 12.04	\$ 14.76	\$ 17.47	\$ 15.85	\$ 20.44	\$ 25.02	B15
		Level III	HST03	1783	\$ 12.64	\$ 15.49	\$ 18.34	\$ 17.78	\$ 22.93	\$ 28.08	B17
		Level IV	HST04	1784	\$ 13.28	\$ 16.27	\$ 19.26	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Early Head Start Teacher			30							State Salary
		Level I	EHST01	1781	\$ 11.47	\$ 14.05	\$ 16.64	\$ 14.15	\$ 18.23	\$ 22.30	B13
		Level II	EHST02	1782	\$ 12.04	\$ 14.76	\$ 17.47	\$ 15.85	\$ 20.44	\$ 25.02	B15
		Level III	EHST03	1783	\$ 12.64	\$ 15.49	\$ 18.34	\$ 17.78	\$ 22.93	\$ 28.08	B17
		Level IV	EHST04	1784	\$ 13.28	\$ 16.27	\$ 19.26	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Head Start Teacher Assistant			24							State Salary
		Level I	HSTA01	0812	\$ 9.82	\$ 12.03	\$ 14.24	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level II	HSTA02	0813	\$ 10.31	\$ 12.63	\$ 14.95	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	HSTA03	0814	\$ 10.82	\$ 13.26	\$ 15.70	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	HSTA04	0814	\$ 11.36	\$ 13.93	\$ 16.49	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Early Head Start Floaters			3							State Salary
		Level I	EHSF01	0812	\$ 9.82	\$ 12.03	\$ 14.24	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level II	EHSF02	0813	\$ 10.31	\$ 12.63	\$ 14.95	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	EHSF03	0814	\$ 10.82	\$ 13.26	\$ 15.70	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	EHSF04	0814	\$ 11.36	\$ 13.93	\$ 16.49	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Receptionist			3							State Salary
		Level I	HSR01	0006	\$ 9.74	\$ 11.93	\$ 14.13	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level II	HSR02	0132	\$ 10.22	\$ 12.53	\$ 14.83	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	HSR03	0134	\$ 10.73	\$ 13.15	\$ 15.58	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	HSR04	0136	\$ 11.27	\$ 13.81	\$ 16.35	\$ 15.85	\$ 20.44	\$ 25.02	A15
	Head Start Cook/Custodian			4							State Salary
		Level I	HSCC01	8103	\$ 9.11	\$ 11.17	\$ 13.22	\$ 9.51	\$ 11.69	\$ 13.87	A05
		Level II	HSCC02	8104	\$ 9.57	\$ 11.73	\$ 13.88	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level III	HSCC03	8108	\$ 10.05	\$ 12.31	\$ 14.58	\$ 13.38	\$ 17.22	\$ 21.06	A12
		Level IV	HSCC04	8109	\$ 10.55	\$ 12.93	\$ 15.31	\$ 14.97	\$ 19.30	\$ 23.62	A14
	Head Start Custodian			6							State Salary
		Level I	HSCU01	8003	\$ 8.32	\$ 10.19	\$ 12.07	\$ 9.51	\$ 11.69	\$ 13.87	A05
		Level II	HSCU02	8005	\$ 8.73	\$ 10.70	\$ 12.67	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HSCU03	8007	\$ 9.17	\$ 11.24	\$ 13.31	\$ 10.92	\$ 13.45	\$ 15.98	A08
		Level IV	HSCU04	8021	\$ 9.63	\$ 11.80	\$ 13.97	\$ 13.38	\$ 17.22	\$ 21.06	A12

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2022-2023**

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>		
	Head Start Cook			6							State Salary	
		Level I	HSC01	8116	\$ 9.11	\$ 11.17	\$ 13.22	\$ 9.95	\$ 12.24	\$ 14.53	A06	
		Level II	HSC02	8117	\$ 9.57	\$ 11.73	\$ 13.88	\$ 10.42	\$ 12.83	\$ 15.23	A07	
		Level III	HSC03	8118	\$ 10.05	\$ 12.31	\$ 14.58	\$ 11.43	\$ 14.10	\$ 16.76	A09	
		Level IV	HSC04	8119	\$ 10.55	\$ 12.93	\$ 15.31	\$ 12.66	\$ 16.27	\$ 19.88	A11	
	Head Start Universal Substitute										State Salary	
		Level I	HSCU05	0812	24	\$ 9.11	\$ 11.17	\$ 13.22	\$ 11.43	\$ 14.10	\$ 16.76	A09
	Total Positions			<u>275</u>								

Salary Group	Min	Mid	Max	Min	Mid	Max
A04	\$ 18,893.00	\$ 23,152.73	\$ 27,412.48	\$ 9.08	\$ 11.13	\$ 13.18
A05	\$ 19,648.72	\$ 24,078.84	\$ 28,508.98	\$ 9.45	\$ 11.58	\$ 13.71
A06	\$ 20,434.67	\$ 25,041.99	\$ 29,649.34	\$ 9.82	\$ 12.04	\$ 14.25
A07	\$ 21,252.06	\$ 26,043.67	\$ 30,835.31	\$ 10.22	\$ 12.52	\$ 14.82
A08	\$ 22,102.14	\$ 27,085.42	\$ 32,068.72	\$ 10.63	\$ 13.02	\$ 15.42
A09	\$ 22,986.22	\$ 28,168.84	\$ 33,351.47	\$ 11.05	\$ 13.54	\$ 16.03
A10	\$ 23,905.67	\$ 29,295.59	\$ 34,685.53	\$ 11.49	\$ 14.08	\$ 16.68
A11	\$ 24,861.90	\$ 30,467.41	\$ 36,072.95	\$ 11.95	\$ 14.65	\$ 17.34
A12	\$ 25,856.38	\$ 31,686.11	\$ 37,515.87	\$ 12.43	\$ 15.23	\$ 18.04
A13	\$ 26,890.63	\$ 32,953.55	\$ 39,016.50	\$ 12.93	\$ 15.84	\$ 18.76
A14	\$ 27,966.26	\$ 34,271.69	\$ 40,577.16	\$ 13.45	\$ 16.48	\$ 19.51
A15	\$ 29,084.91	\$ 35,642.56	\$ 42,200.25	\$ 13.98	\$ 17.14	\$ 20.29
A16	\$ 30,248.30	\$ 37,068.27	\$ 43,888.26	\$ 14.54	\$ 17.82	\$ 21.10
A17	\$ 31,458.23	\$ 38,551.00	\$ 45,643.79	\$ 15.12	\$ 18.53	\$ 21.94
A18	\$ 32,716.56	\$ 40,093.04	\$ 47,469.54	\$ 15.73	\$ 19.28	\$ 22.82
A19	\$ 34,025.23	\$ 41,696.76	\$ 49,368.32	\$ 16.36	\$ 20.05	\$ 23.73
A20	\$ 35,386.23	\$ 43,364.63	\$ 51,343.06	\$ 17.01	\$ 20.85	\$ 24.68
A21	\$ 36,801.68	\$ 45,099.21	\$ 53,396.78	\$ 17.69	\$ 21.68	\$ 25.67
A22	\$ 38,273.75	\$ 46,903.18	\$ 55,532.65	\$ 18.40	\$ 22.55	\$ 26.70
A23	\$ 39,804.70	\$ 48,779.31	\$ 57,753.95	\$ 19.14	\$ 23.45	\$ 27.77
A24	\$ 41,396.89	\$ 50,730.48	\$ 60,064.11	\$ 19.90	\$ 24.39	\$ 28.88
A25	\$ 43,052.77	\$ 52,759.70	\$ 62,466.68	\$ 20.70	\$ 25.37	\$ 30.03
A26	\$ 44,774.88	\$ 54,870.09	\$ 64,965.34	\$ 21.53	\$ 26.38	\$ 31.23
A27	\$ 46,565.87	\$ 57,064.89	\$ 67,563.96	\$ 22.39	\$ 27.44	\$ 32.48
A28	\$ 48,428.51	\$ 59,347.49	\$ 70,266.52	\$ 23.28	\$ 28.53	\$ 33.78

Used 4% between Levels

Salary Group	Min	Mid	Max	Min	Mid	Max
B10	\$ 24,910.00	\$ 30,526.36	\$ 36,142.74	\$ 11.98	\$ 14.68	\$ 17.38
B11	\$ 26,155.50	\$ 32,052.68	\$ 37,949.88	\$ 12.57	\$ 15.41	\$ 18.25
B12	\$ 27,463.28	\$ 33,655.31	\$ 39,847.37	\$ 13.20	\$ 16.18	\$ 19.16
B13	\$ 28,836.44	\$ 35,338.08	\$ 41,839.74	\$ 13.86	\$ 16.99	\$ 20.12
B14	\$ 30,278.26	\$ 37,104.98	\$ 43,931.73	\$ 14.56	\$ 17.84	\$ 21.12
B15	\$ 31,792.17	\$ 38,960.23	\$ 46,128.31	\$ 15.28	\$ 18.73	\$ 22.18
B16	\$ 33,381.78	\$ 40,908.24	\$ 48,434.73	\$ 16.05	\$ 19.67	\$ 23.29
B17	\$ 35,050.87	\$ 42,953.65	\$ 50,856.47	\$ 16.85	\$ 20.65	\$ 24.45
B18	\$ 36,803.42	\$ 45,101.33	\$ 53,399.29	\$ 17.69	\$ 21.68	\$ 25.67
B19	\$ 38,643.59	\$ 47,356.40	\$ 56,069.25	\$ 18.58	\$ 22.77	\$ 26.96
B20	\$ 40,575.77	\$ 49,724.22	\$ 58,872.72	\$ 19.51	\$ 23.91	\$ 28.30
B21	\$ 42,604.55	\$ 52,210.43	\$ 61,816.35	\$ 20.48	\$ 25.10	\$ 29.72
B22	\$ 44,734.78	\$ 54,820.95	\$ 64,907.17	\$ 21.51	\$ 26.36	\$ 31.21
B23	\$ 46,971.52	\$ 57,562.00	\$ 68,152.53	\$ 22.58	\$ 27.67	\$ 32.77
B24	\$ 49,320.10	\$ 60,440.10	\$ 71,560.16	\$ 23.71	\$ 29.06	\$ 34.40
B25	\$ 51,786.10	\$ 63,462.11	\$ 75,138.16	\$ 24.90	\$ 30.51	\$ 36.12
B26	\$ 69,415.00	\$ 85,065.72	\$ 100,716.51	\$ 33.37	\$ 40.90	\$ 48.42
B27	\$ 72,885.75	\$ 89,319.01	\$ 105,752.34	\$ 35.04	\$ 42.94	\$ 50.84
B28	\$ 76,530.04	\$ 93,784.96	\$ 111,039.96	\$ 36.79	\$ 45.09	\$ 53.38
B29	\$ 80,356.54	\$ 98,474.21	\$ 116,591.95	\$ 38.63	\$ 47.34	\$ 56.05
B30	\$ 84,374.37	\$ 103,397.92	\$ 122,421.55	\$ 40.56	\$ 49.71	\$ 58.86
B31	\$ 88,593.08	\$ 108,567.81	\$ 128,542.63	\$ 42.59	\$ 52.20	\$ 61.80
B32	\$ 93,022.74	\$ 113,996.20	\$ 134,969.76	\$ 44.72	\$ 54.81	\$ 64.89
B33	\$ 97,673.88	\$ 119,696.01	\$ 141,718.25	\$ 46.96	\$ 57.55	\$ 68.13
B34	\$ 102,557.57	\$ 125,680.81	\$ 148,804.16	\$ 49.31	\$ 60.42	\$ 71.54
B35	\$ 107,685.45	\$ 131,964.86	\$ 156,244.37	\$ 51.77	\$ 63.44	\$ 75.12

Used 5% between Levels

CVCOG Instructor Salary Schedule

Instructor, Training Specialist

	<u>Salary Group</u>	<u>Class Code</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>	<u>State Salary Group</u>
Level I	CJ01	1783	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	B17
Level II	CJ02	1784	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	B19
Level III	CJ03	1785	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
Level IV	CJ04	1786	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23

Note: Position is comparable to State

CVTD Salary Schedule

	<u>Salary</u>				
	<u>Group</u>	<u>Minimum</u>		<u>Midpoint</u>	<u>Maximum</u>
Demand Response Bus Drivers:					
Driver Starting Pay	CVTD 01	\$ 14.00	\$	17.16	\$ 20.31
Fixed Route Bus Drivers:					
Driver Starting Pay	CVTD 02	\$ 16.00	\$	19.61	\$ 23.21

Head Start Administrative Salary Schedule	Salary Group	Rate FY 21-22					
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Director of Head Start/Nutrition Manager							
Level I	HSD01	\$ 56,684.39	\$ 69,464.80	\$ 82,245.26	55,420.80	67,916.31	80,411.87
Level II	HSD02	\$ 59,518.61	\$ 72,938.04	\$ 86,357.52	58,191.84	71,312.12	84,432.46
Level III	HSD03	\$ 62,494.55	\$ 76,584.94	\$ 90,675.40	61,101.43	74,877.73	88,654.09
Level IV	HSD04	\$ 65,619.27	\$ 80,414.19	\$ 95,209.17	64,156.50	78,621.61	93,086.79
Assistant Director of Head Start							
Level I	HSD05	\$ 42,538.74	\$ 52,129.78	\$ 61,720.87	41,590.48	50,967.72	60,345.00
Level II	HSD06	\$ 44,665.68	\$ 54,736.27	\$ 64,806.91	43,670.00	53,516.11	63,362.25
Level III	HSD07	\$ 46,898.97	\$ 57,473.09	\$ 68,047.26	45,853.51	56,191.91	66,530.36
Level IV	HSD08	\$ 49,243.91	\$ 60,346.74	\$ 71,449.62	48,146.18	59,001.51	69,856.88
HS Education Manager/Coach/Class/Disability							
Level I	HSEM01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	HSEM02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	HSEM03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	HSEM04	\$ 46,577.57	\$ 57,079.22	\$ 67,592.43	45,539.27	55,806.83	66,085.68
Mental Health/Health Manager and Pregnant Women							
Level I	HSHM01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	HSHM02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	HSHM03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	HSHM04	\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	45,539.27	55,806.83	66,074.43
FAMCO/Policy Council Manager and Pregnant Women							
Level I	HSFP01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	HSFP02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	HSFP03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	HSFP04	\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	45,539.27	55,806.83	66,074.43
ERSEA Specialist/Facilities Manager/Transition/Class							
Level I	HSER01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	HSER02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	HSER03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	HSER04	\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	45,539.27	55,806.83	66,074.43
EHS Education Manager/Coach/Class/Iters							
Level I	EHSEM01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	EHSEM02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	EHSEM03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	EHSEM04	\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	45,539.27	55,806.83	66,074.43
Compliance Specialist/Class/Iters/Nutrition Manager							
Level I	HSCS01	\$ 40,235.45	\$ 49,307.18	\$ 58,378.95	39,338.53	48,208.04	57,077.58
Level II	HSCS02	\$ 42,247.22	\$ 51,772.54	\$ 61,297.89	41,305.46	50,618.44	59,931.46
Level III	HSCS03	\$ 44,359.59	\$ 54,361.16	\$ 64,362.79	43,370.73	53,149.36	62,928.03
Level IV	HSCS04	\$ 46,577.57	\$ 57,079.22	\$ 67,580.93	45,539.27	55,806.83	66,074.43

When receiving a COLA award from HHS-ACF, it is required that the rate scale be permanently moved by the COLA percentage.

The rate scale above reflects the COLA awarded FY 22-23 of 2.28%

Head Start Service Provider Salary Schedule	Salary Group	Rate FY 21-22					
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Site Supervisor/Teacher Assistant:							
Level I - CDA	HSCDTA01	\$ 29,070.52	\$ 35,624.93	\$ 42,179.38	28,422.49	34,830.79	41,239.12
Level II - AA	HSCDTA02	\$ 30,524.05	\$ 37,406.18	\$ 44,288.34	29,843.61	36,572.33	43,301.08
Level III - BA	HSCDTA03	\$ 32,050.25	\$ 39,276.49	\$ 46,502.76	31,335.79	38,400.95	45,466.13
Level IV	HSCDTA04	\$ 33,652.76	\$ 41,240.31	\$ 48,827.90	32,902.58	40,320.99	47,739.44
Site Supervisor/Family Service Worker:							
Level I - CDA	HSCDFS01	\$ 29,070.52	\$ 35,624.93	\$ 42,179.38	28,422.49	34,830.79	41,239.12
Level II - AA	HSCDFS02	\$ 30,524.05	\$ 37,406.18	\$ 44,288.34	29,843.61	36,572.33	43,301.08
Level III - BA	HSCDFS03	\$ 32,050.25	\$ 39,276.49	\$ 46,502.76	31,335.79	38,400.95	45,466.13
Level IV	HSCDFS04	\$ 33,652.76	\$ 41,240.31	\$ 48,827.90	32,902.58	40,320.99	47,739.44
Site Supervisor:							
Level I - CDA	HSCD01	\$ 29,070.52	\$ 35,624.93	\$ 42,179.38	28,422.49	34,830.79	41,239.12
Level II - AA	HSCD02	\$ 30,524.05	\$ 37,406.18	\$ 44,288.34	29,843.61	36,572.33	43,301.08
Level III - BA	HSCD03	\$ 32,050.25	\$ 39,276.49	\$ 46,502.76	31,335.79	38,400.95	45,466.13
Level IV	HSCD04	\$ 33,652.76	\$ 41,240.31	\$ 48,827.90	32,902.58	40,320.99	47,739.44
Family Service Worker:							
Level I - CDA	HSFS01	\$ 13.39	\$ 16.41	\$ 19.43	13.09	16.04	19.00
Level II - AA	HSFS02	\$ 14.06	\$ 17.23	\$ 20.40	13.75	16.85	19.95
Level III - BA	HSFS03	\$ 14.76	\$ 18.09	\$ 21.42	14.43	17.69	20.94
Level IV	HSFS04	\$ 15.50	\$ 19.00	\$ 22.49	15.16	18.57	21.99
Head Start Teacher:							
Level I - (CDA Waiver)	HST01	\$ 11.47	\$ 14.05	\$ 16.64	11.21	13.74	16.27
Level II - AA, ECE	HST02	\$ 12.04	\$ 14.76	\$ 17.47	11.77	14.43	17.08
Level III - BA, EHS Specialist	HST03	\$ 12.64	\$ 15.49	\$ 18.34	12.36	15.15	17.94
Level IV	HST04	\$ 13.28	\$ 16.27	\$ 19.26	12.98	15.91	18.83
Early Head Start Teacher:							
Level I - (CDA Waiver)	EHST01	\$ 11.47	\$ 14.05	\$ 16.64	11.21	13.74	16.27
Level II - AA, ECE	EHST02	\$ 12.04	\$ 14.76	\$ 17.47	11.77	14.43	17.08
Level III - BA, EHS Specialist	EHST03	\$ 12.64	\$ 15.49	\$ 18.34	12.36	15.15	17.94
Level IV	EHST04	\$ 13.28	\$ 16.27	\$ 19.26	12.98	15.91	18.83
Head Start Teacher Assistant:							
Level I - no experience	HSTA01	\$ 9.82	\$ 12.03	\$ 14.24	9.60	11.76	13.92
Level II - with experience, CDA	HSTA02	\$ 10.31	\$ 12.63	\$ 14.95	10.08	12.35	14.62
Level III - AA	HSTA03	\$ 10.82	\$ 13.26	\$ 15.70	10.58	12.97	15.35
Level IV - BA	HSTA04	\$ 11.36	\$ 13.93	\$ 16.49	11.11	13.61	16.12
Early Head Start Teacher Floater:							
Level I - no experience	EHSF01	\$ 9.82	\$ 12.03	\$ 14.24	9.60	11.76	13.92
Level II - with experience, CDA	EHSF02	\$ 10.31	\$ 12.63	\$ 14.95	10.08	12.35	14.62
Level III - AA	EHSF03	\$ 10.82	\$ 13.26	\$ 15.70	10.58	12.97	15.35
Level IV - BA	EHSF04	\$ 11.36	\$ 13.93	\$ 16.49	11.11	13.61	16.12

Head Start Service Provider Salary Schedule

	Salary Group	Salary			Rate FY 21-22		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Receptionist:							
Level I	HSR01	\$ 9.74	\$ 11.93	\$ 14.13	\$ 9.52	\$ 11.67	\$ 13.81
Level II	HSR02	\$ 10.22	\$ 12.53	\$ 14.83	\$ 10.00	\$ 12.25	\$ 14.50
Level III	HSR03	\$ 10.73	\$ 13.15	\$ 15.58	\$ 10.50	\$ 12.86	\$ 15.23
Level IV	HSR04	\$ 11.27	\$ 13.81	\$ 16.35	\$ 11.02	\$ 13.50	\$ 15.99
Head Start Cook/Custodian:							
Level I	HSCC01	\$ 9.11	\$ 11.17	\$ 13.22	8.91	10.92	12.93
Level II	HSCC02	\$ 9.57	\$ 11.73	\$ 13.88	9.36	11.46	13.57
Level III	HSCC03	\$ 10.05	\$ 12.31	\$ 14.58	9.82	12.04	14.25
Level IV	HSCC04	\$ 10.55	\$ 12.93	\$ 15.31	10.31	12.64	14.97
Head Start Cook:							
Level I	HSC01	\$ 9.11	\$ 11.17	\$ 13.22	8.91	10.92	12.93
Level II	HSC02	\$ 9.57	\$ 11.73	\$ 13.88	9.36	11.46	13.57
Level III	HSC03	\$ 10.05	\$ 12.31	\$ 14.58	9.82	12.04	14.25
Level IV	HSC04	\$ 10.55	\$ 12.93	\$ 15.31	10.31	12.64	14.97
Head Start Custodian:							
Level I	HSCU01	\$ 8.32	\$ 10.19	\$ 12.07	8.13	9.97	11.80
Level II	HSCU02	\$ 8.73	\$ 10.70	\$ 12.67	8.54	10.47	12.39
Level III	HSCU03	\$ 9.17	\$ 11.24	\$ 13.31	8.97	10.99	13.01
Level IV	HSCU04	\$ 9.63	\$ 11.80	\$ 13.97	9.42	11.54	13.66
Head Start Universal Substitute:							
Level I	HSCU05	\$ 9.11			8.91		

When receiving a COLA award from HHS-ACF, it is required that the rate scale be permanently moved by the COLA percentage.

The rate scale above reflects the COLA awarded FY 22-23 of 2.28%

SKILL-BASE PAY CERTIFICATIONS

Training and Pay are subject to budget availability

SKILL-BASE PAY CERTIFICATIONS (Training and Pay are subject to budget availability)

Certifications are Program Specific, based on the needs of the program

Certification Rewards should be for skills that will help employees gain greater perspective of the program and the ability for self-management skills

Certified employees must understand the overall process and be able to apply their skills when necessary

Type of Payout for Certification:

Pay Raise : can be \$ rate or % increase

Bonus System (Can be used for retention of skilled workers.)

Program Directors must:

Identify potential jobs

Identify the specific skills needed for the job at time of hire and what will be needed to participate in Skill-based Pay

Before identifying a skill, consideration must be given as to if the skill will become obsolete over time

Evaluate the potential costs and benefits:

Do the benefits outweigh the costs to the organization? (i.e. Training development, delivery, and time for training)

Will the higher skill result in a lower labor cost due to leaner staffing needs?

Director must develop the appropriate techniques that will be used to assess the new skill, knowledge and competencies

Director should determine the dollar amount for the acquired skill and the type of payout

The following are identified skills and the associated payout:

HEAD START PROGRAM

Rates cannot be stacked, if education continued. Only the difference between the certifications will be paid.

	<u>Pay Rate Increase</u>
Child Development Associate (CDA)	\$0.25
Associate Degree Early Childhood Development (AAS)	\$0.60
Bachelor Degree Early Childhood Development (BS)	\$1.00

PROCUREMENT

This certification is only required for Procurement staff that are Purchasers. Program will pay for travel, materials, course, and one certification attempt.

Any retesting or course attendance will be the responsibility of the employee.

	<u>Pay Rate Increase</u>
Certified Texas Contract Developer	3.00%

HUMAN RESOURCES

Pay increase is only for the initial certification. Staff will be required to maintain their certification, but no additional pay increase will be offered.

	<u>Pay Rate Increase</u>
SHRM Certified Professional	2.50%
SHRM Senior Certified Professional	5.00%

SKILL-BASE PAY CERTIFICATIONS (Training and Pay are subject to budget availability)

FINANCE

The Executive Director and Director of Finance are required to receive their Investment certificates, every two years. There is no pay increase with this certification. Ten hours of training are required.

New Executive Director or new Director of Finance must receive their first Investment certificate within 12 months of taking position

Finance staff are encouraged to attend trainings that will assist them with their growth and in staying abreast of all Federal and State regulations, related to grants and COGs. There will be no pay increases associated with these trainings. Webinars are highly encouraged.

Texas Association of Regional Councils. Director of Finance can attend twice a year. (February and September)

Executive Director attends three times a year. (February, June, and September)

The following are training recommendations:

Federal Grant Procurement: How to Prepare Request for Proposals

Federal Grant Procurement Under Duress

Cost Allowability for Program Staff: Can We Charge This to Our Federal Grant

Indirect Cost Recovery for Local Governments

Federal Grant Policy

Federal Grant Human Resources Policies

Federal Grant Audit

How to effectively treat Audit Findings

Charging Facility Costs to Federal Grants

Fundamentals of OMB's Uniform Grant Guidance (2 CFR 200)

Grantees and Personal Identifiable Information (PII)

Non-federal Share, How to determine match and what can be used for match

Closing Out Federal Grant Awards

Texas State Comptroller Purchasing/Contract Development

Training for State and Local Records Managers (TSLAC)

TCDRS annual training, only one time attendance is necessary as the trainings are repetitive

Any trainings offered by the Program Awarding Agencies, are encouraged

SKILL-BASE PAY CERTIFICATIONS (Training and Pay are subject to budget availability)

INFORMATION TECHNOLOGY DEPARTMENT

One Certification, per year, is budgeted for each staff member. Prior approval of the Program Director is required. Program will pay for self-study material, to include books and one (1) online prep material, not to exceed \$200.00. Program will pay for 1st attempt at certification test. Any re-test will be the employee's responsibility

Certifications approved for System Support Specialist

One Certification, per year is budgeted from either Category 1 or 2

<u>Category</u>	<u>Certification</u>	<u>Pay Rate Increase</u>
1	CompTia A+	2.00%
	Google IT Support Professional Certificate	2.00%
	Microsoft 365 Fundamentals	2.00%
	Microsoft Azure Fundamentals	2.00%
2	ITIL Foundation	3.00%
	CompTia Network +	3.00%
	CompTia Security +	3.00%

Certifications approved for the Program Director, as it applies to job functions

One Certification, per year is budgeted from either Category 1 or 2

<u>Category</u>	<u>Certification</u>	<u>Pay Rate Increase</u>
1	Microsoft Certified: Azure Administrator Associate	2.00%
	Microsoft Certified: Identity and Access Administrator	2.00%
2	PMI Certified Associate in Project Management (CAPM)	3.00%
	Certified Scrum Master (CSM)	3.00%
	System Security Certified Practitioner (SSCP)	3.00%

SKILL-BASE PAY CERTIFICATIONS (Training and Pay are subject to budget availability)

The following are recommended courses that Network staff are encouraged to complete as it will enhance their understanding of technologies. These will not necessitate a raise.

- SQL - Ultimate MySQL Bootcamp: Udemy
- HTML & CSS - Certification Course for Beginners: Udemy
- Responsive Web Design Certification: FreeCodeCamp
- Customer Service Basics: Improve your Service Now: Udemy
- Quality Assurance Certification

ACCESS AND ASSISTANCE

AIRS Community Resource Specialist (Comprehensive I&R) Required for all full-time 211 IRA Staff This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 3.00%
AIRS Community Resource Specialist A/D (specific to Aging and Disability target populations) Required for full-time ADRC IRA Staff This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 3.00%
AIRS Community Resource Specialists - Database Curator Requirement for 211 Program, must have at least one	<u>Pay Rate Increase</u> 5.00%
Certified Ombudsman (STLCO) requirement for full-time Ombudsman roles	<u>Pay Rate Increase</u> 5.00%
Ombudsman II certification (STLCO) after 2-years as Certified Ombudsman, staff can seek this certification This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 3.00%
Certified Benefits Counselor (TLSC) requirement for full-time Benefits Counseling staff This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 5.00%
Certified Benefits Counselor II (TLSC) This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 3.00%
Certified Benefits with Advance Directives (TLSC) This is added value for additional staff in support roles	<u>Pay Rate Increase</u> 3.00%
Evidence Based Intervention Certifications Added value to allow direct service to programs	<u>Pay Rate Increase</u> 5.00%

SKILL-BASE PAY CERTIFICATIONS (Training and Pay are subject to budget availability)

PUBLIC SAFETY

The following certification can be attained by staff, but is not required for their job duties. No additional pay increases with the certifications.

GISP	Certified Geographic Information Systems (GIS) Professional
ENP	Emergency Number Professional Certification

CVCOG PROGRAMS

- **CVCOG Summary**
- **Administrative**
- **Non-Project**
- **Procurement Department**
- **Human Resources Department**
- **Information Technology Department**
- **Link Road Facility Management Department**
- **Concho Valley Transit District**
- **Head Start**
- **Senior Volunteer Programs**
 - **Foster Grandparent**
 - **Senior Companion**
 - **Retired Senior Volunteer Program (RSVP)**
- **Access and Assistance Programs**
 - **Area Agency on Aging**
 - **Aging Disability Resource Center (ADRC)**
 - **211 Information and Referral**
- **Public Safety Programs**
 - **911 Emergency Communications**
 - **Homeland Security**
 - **Criminal Justice**
- **Regional Services Programs**
 - **Concho Valley Economic Development District**
 - **Solid Waste**
 - **Community & Economic Development Assistance**
 - **Volunteers in Service to America (VISTA)**

Program Budget Summary

The Investment/Budget Committee is responsible for reviewing and recommending to the Executive Board, the budgets for:

1. The Administrative budget and the proposed Indirect Rate for FY 22-23 and;
2. The FY 22-23 budgets for the Central Service Centers consisting of:
 - Human Resources Department
 - Procurement Department
 - Information Technology Department
 - Link Road Facility Management Department

The budgets for the CVCOG Programs are approved by the awarding agencies so do not require approval from the Executive Board, at this time. The Executive Board does approve the request to apply and accept the Program awards, but these requests are brought individually to the Board, by the Programs.

However, the Programs are responsible for funding Administrative and the Central Service Centers. Therefore, the Program budgets are presented to show the Committee that the presented Administrative and Central Service Centers' budgets can be funded by the Programs.

All budgets presented reflect the funding of the proposed CVCOG Salary Schedule and Fringe Benefits.

Administrative Budget Page 4

- The Administrative Department consists of 90% of the Executive Director, 22% of the Assistant Executive Director/Regional Services Director, 89% of the Finance Manager/CVEDD Revolving Loan Specialist, 10% of the HR Administrative Assistant used for Board meetings, 5-Finance staff members, and the Receptionist
- Total budget increase over FY 21-22 is 0.88%. Requesting an Indirect Rate for FY 22-23 of 6.16%. The current rate for FY 21-22 is 6.20%.
- The budget is allocated to the Programs and Central Service Centers based on total Personnel Costs x the Indirect Rate.
- Salaries and Fringe are up 23% due to the addition of the Assistant Director in February of this year. This position is training to take over the Director of Finance position. We are also reflecting the addition of a Finance Specialist to be hired in April 2023.
- Audit & Legal decreased 15%. The new contract with the firm started this past year and the amount was less than originally budgeted.
- Costs are up for all Central Service Centers and the Administrative budget is reflecting their share of the costs.
- Contract Services decreased 90%. The previous budget was related to the move to Link Road.
- Supplies decreased 68%. The previous budget was related to the move to Link Road.
- Copier expenses increased 284%. With the move to Link Road, Administrative took over the responsibility of the 3-Business Centers. This cost includes 3 copiers and the associated copier supplies.
- Dues and Fees decreased 56%. The majority of this decrease is related to HR taking over the responsibility of Payroll preparation with ADP.

- Postage decreased 33%. With the permanent move to Link Road, CVCOG closed their PO Box. In addition, there has been a decline in the number of items being mailed.

Non-Project Budget Page 5

- The Non-Project budget reflects the utilization of CVCOG County Membership Dues

Procurement Budget Page 7

- The Procurement Department consists of 6 staff members.
- The Procurement budget is allocated to the Programs, Administrative and the other Central Service Centers based on the \$ amount of Purchase orders.
- The budget is reflecting a 3.34% increase over FY 21-22
- The majority of the increase is associated with 2-employees receiving Certification pay. The budget also includes the travel costs and fees associated with the training.

Human Resources Budget Page 9

- The Human Resources Department consists of 4 staff members. The HR Administrative Assistant will bill 10% of her time to Administrative for the time spent at the Executive Committee Meetings.
- The Human Resources budget is allocated to the Programs, Administrative and the other Central Service Centers based on the number of employees in each program.
- The budget is reflecting a 27.56% increase over FY 21-22
- The majority of this increase is associated with HR taking over the payroll preparation with ADP.
- The budget is also reflecting pay adjustments for certifications to be received during the year.

Information Technology Budget Page 11

- The Information Technology Department consists of 3 staff members.
- The Information Technology budget is allocated to the Programs, Administrative and the other Central Service Centers based on the number of email accounts in each program.
- The budget is reflecting a 1.43% increase over FY 21-22
- The department is reflecting pay adjustments for certifications to be received during the year.

Link Road Facility Management Budget Page 13

- The Link Road Facility Management Department consist of a Facility Manager that is split between Link Road and Transit and one full-time Maintenance Tech
- The Facility budget is allocated to the Programs, Administrative and the other Central Service Centers based on square footage of office space occupied.
- The budget is reflecting an overall increase of 23.11% over FY 21-22.
- Part of the increase is due to the actual cost for Janitorial Services. The cost for the service is over twice what we originally budgeted.
- The budget also reflects CVTD beginning to recoup the amount of local funds they provided for the construction at Link Road. So as not to cause financial burden on the Programs, the repayment of construction costs will be spread out over 20-years. This is the same number of years EDA will hold a lien on the Link Road facility.

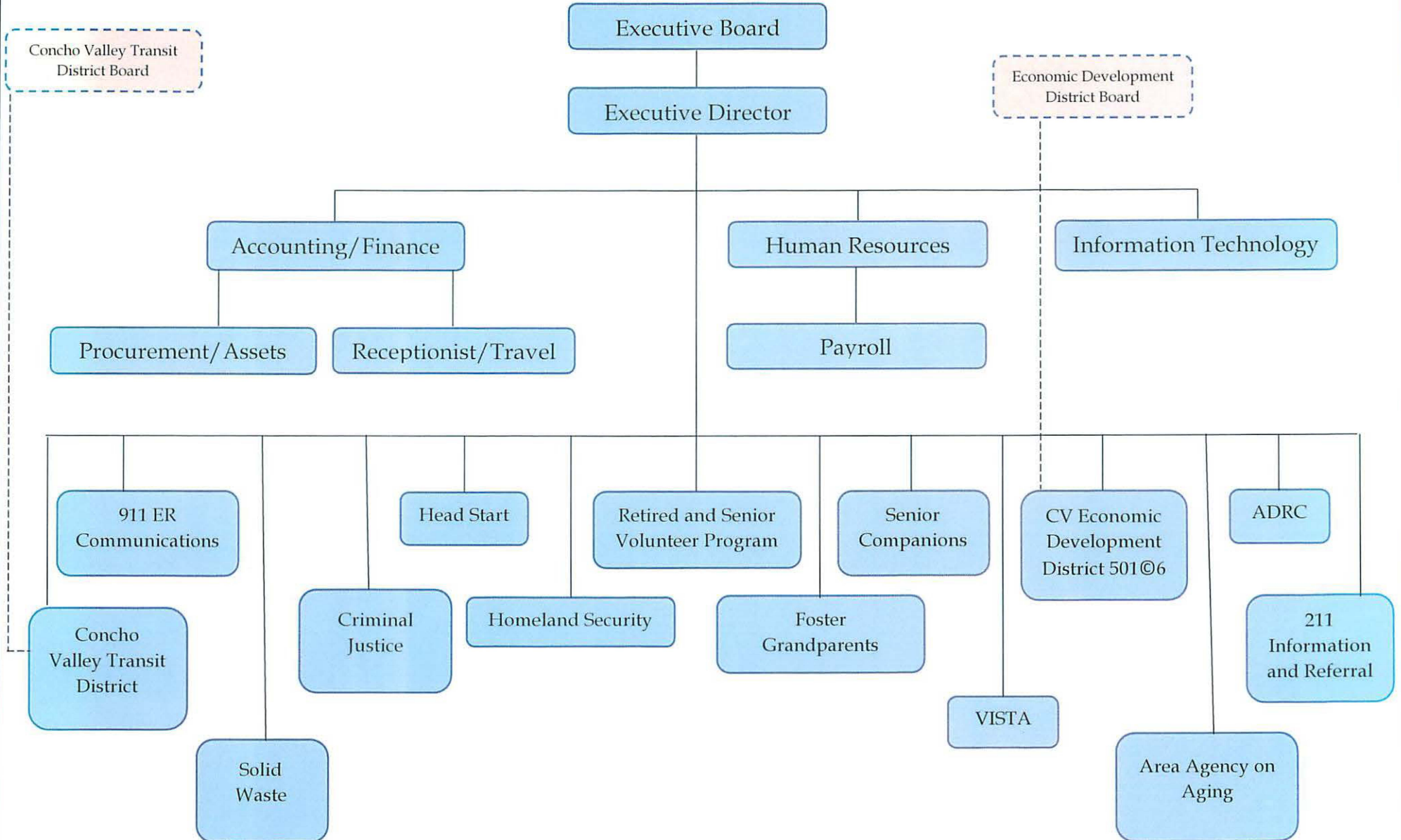
Program Revenue Changes for FY 22-23 Page 2

- Federal is reflecting a 10% increase. This increase is due to the Head Start COLA and to Transit carrying forward unspent federal funds from FY 21-22 due to COVID/ARP funding and lack of local match necessary to request the funds.

- We are reflecting the final spend of COVID/ARP funding. The amount being spent in FY 22-23 is a 91% decrease over FY 21-22.
- State Federal is reflecting a 4% increase. This is due to Transit and Area Agency on Aging carrying forward prior year funds due to COVID/ARP funding and lack of local match necessary to request the funds.
- State funding is reflecting a decrease of 27%. Part of this decrease is due to 911 not knowing the amount of FY 22-23 equipment funding to be received so no amount was recorded. They expect to know by October 2022.
- Overall, we are reflecting a 17% decrease in funding when compared to FY 21-22. The majority of this is related to COVID and ARP one-time funds.



Concho Valley Council of Governments Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
PROGRAM SUMMARY

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	7,797,820.84	8,195,810.46	8,726,253.20	9,814,471.95	9,250,256.28	9,383,954.00	10,295,804.00
COVID-19 and ARP Funding	-	-	-	1,740,909.48	3,023,301.76	4,874,248.00	432,824.00
State Administrated Federal	3,044,980.15	2,799,623.39	2,566,928.13	2,886,795.63	2,452,070.06	3,544,997.52	3,687,813.55
State	3,712,377.77	4,120,664.77	5,019,941.20	3,580,206.27	4,287,687.35	5,743,497.78	4,190,742.17
Program Income	239,997.44	236,769.99	221,850.63	160,907.92	161,376.38	121,842.69	213,022.00
Local Funds	1,628,926.95	1,528,247.15	1,589,663.14	1,654,601.26	1,657,235.58	1,545,615.66	1,629,135.59
Interest	10,048.76	7,651.08	17,615.36	10,058.96	15,785.24	17,467.00	9,067.00
InKind	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	1,319,685.38	2,042,715.00	2,202,141.00
Membership Dues	95,139.90	99,820.63	108,130.05	101,528.33	103,360.53	107,050.00	100,461.00
Total Program Revenue	19,011,490.33	19,103,276.36	20,619,377.53	21,805,482.38	22,270,758.56	27,381,387.65	22,761,010.31

Salaries/Wages	3,653,523.96	3,912,898.98	4,612,739.91	6,714,752.62	7,042,346.07	7,280,781.58	7,683,010.96
Overtime	-	-	-	47,992.69	-	57,828.81	-
Incentives and Certifications	-	-	-	-	-	111,625.00	-
Fringe Benefits	1,588,513.24	1,740,973.05	1,995,030.02	2,911,806.65	3,108,270.93	3,720,874.50	3,562,599.08
Total Personnel	5,242,037.20	5,653,872.03	6,607,769.93	9,674,552.16	10,150,617.00	11,171,109.89	11,245,610.03

Administrative Costs	842,877.26	912,067.51	880,120.46	725,840.99	687,895.22	691,528.70	692,832.48
Network Services	6,778.37	6,757.52	202,484.25	266,469.49	302,694.90	406,413.88	404,318.56
Procurement Services	-	-	-	144,242.05	340,437.71	402,269.72	389,733.91
Human Resource Services	-	-	-	260,887.18	286,072.43	302,080.31	383,668.77
Facility Cost Allocation	317,698.60	307,544.42	326,178.89	331,263.83	379,317.43	278,530.65	330,885.90
Total Cost Allocations	1,167,354.23	1,226,369.45	1,408,783.60	1,728,703.54	1,996,417.69	2,080,825.46	2,201,419.62

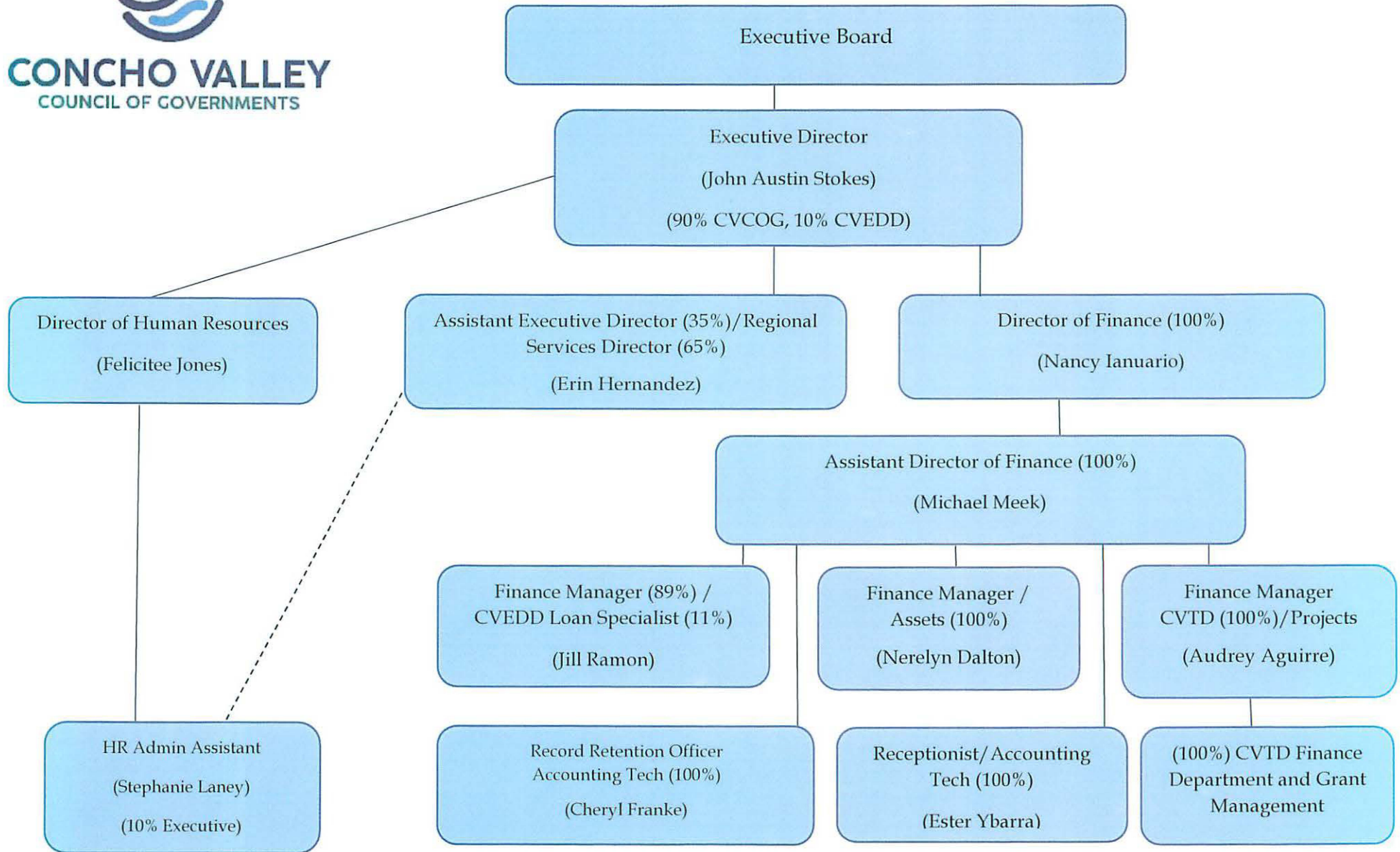
Delegate Salaries	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-	-
Stipend - FGP/SCP Volunteers	315,375.80	317,713.33	309,147.47	355,491.52	375,541.50	351,388.00	358,501.00
Uniforms	10,888.61	20,368.94	3,808.72	18,171.69	51,934.60	7,400.00	5,825.00
Recognition	58,875.02	34,057.22	57,959.06	48,753.44	54,802.98	103,016.96	75,003.05
Audit & Legal	18,110.95	41,935.54	17,604.33	44,546.56	20,088.73	21,030.00	18,562.00
Contract Services	428,090.19	513,428.85	592,578.52	610,389.60	665,013.72	526,018.89	717,510.45
Head Start Services	27,138.49	32,759.12	4,353.23	39,783.63	3,110.25	45,798.40	11,027.05
AAA Meals	418,837.65	406,488.37	403,604.79	537,720.53	599,008.16	513,413.06	494,199.90
Pass-Thru Funds	41,138.06	133,472.21	-	47,781.72	14,081.40	87,000.00	50,000.00
Head Start T & T A	23,829.18	37,356.86	21,018.86	72,759.77	103,604.14	85,502.00	75,682.00
Travel-In Region	18,838.77	23,716.14	31,898.09	13,187.58	12,222.26	39,434.63	40,139.02
Travel-Out of Region	63,027.02	66,455.32	84,308.50	21,538.04	4,769.26	78,773.62	104,707.72
Travel Advisory	1,592.09	1,874.02	4,193.24	1,596.30	-	4,000.00	4,000.00
Meals	139,086.79	149,107.48	198,333.24	257,886.63	406,571.21	412,769.00	414,525.00
Travel-Volunteer	55,378.93	56,427.52	58,202.53	28,078.25	20,975.17	68,200.00	66,918.00
Fuel & Lubricant	352,906.06	439,895.25	434,508.16	339,981.39	359,029.94	328,810.19	458,179.23
Vehicle Maintenance	1,613.13	4,542.25	2,141.22	6,769.87	629.47	9,064.00	8,034.60
Tasp Preventative Maintenance	242,004.00	304,190.40	359,814.21	455,195.33	337,753.20	494,545.60	320,179.36
County Facility Rent	149,290.25	149,777.90	281,884.47	286,196.72	281,843.51	284,269.50	282,720.00
Utilities	46,737.64	54,816.40	71,815.37	147,972.46	161,498.12	139,426.01	138,490.72
Building/Land Purchase	-	-	-	2,240,000.00	-	-	-
Bldg Maintenance	82,656.85	132,881.44	160,826.27	305,269.06	306,207.60	188,749.17	159,573.35
Capital Facility Improvements	157,984.56	-	-	8,515.00	897,759.49	-	110,997.00
Supplies	145,461.39	175,903.08	165,299.73	198,281.97	282,483.56	235,205.40	153,943.99
Head Start Supplies	63,208.73	61,431.70	77,431.10	132,028.62	118,769.94	117,556.87	117,099.97
Project Equipment	112,171.78	17,575.47	161,484.52	3,035.28	370,967.53	184,000.00	70,311.19
Computer/Software	55,655.02	189,231.72	23,649.00	85,282.53	134,915.62	61,900.00	20,808.05
Capital Equipment	1,028,483.55	579,309.80	11,185.76	843,997.59	118,190.13	4,581,094.55	62,520.00
Copier	28,614.88	16,686.21	27,799.48	49,721.13	38,949.42	51,133.30	47,069.61
Insurance	94,655.71	98,706.65	116,407.80	122,584.14	137,940.59	119,946.15	133,259.36
Cell Phones	26,731.15	17,774.50	8,996.20	10,133.37	13,919.06	8,500.00	18,959.60
Internet	21,816.31	22,380.26	15,081.52	18,363.75	21,629.83	42,403.76	18,075.08
Printing	15,028.25	20,358.09	29,048.13	12,813.62	18,197.91	47,389.90	32,028.00
Ads & Promotions	9,723.71	5,597.42	2,833.71	4,929.50	7,375.18	8,820.00	13,435.00
Publications	1,382.75	1,378.28	411.92	270.84	1,502.07	500.00	1,828.23
Training	64,976.24	54,783.82	21,107.38	6,327.54	5,488.70	11,665.55	10,000.00
Dues and fees	22,504.68	24,383.02	24,742.55	90,637.36	45,118.54	49,895.20	43,557.19
Communications	102,627.64	106,924.03	147,868.86	174,018.61	174,149.33	164,879.04	189,553.55
Postage/freight	8,978.50	8,494.34	9,910.10	9,378.35	8,404.30	21,684.80	16,256.00
911 Services	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,789,179.79	2,016,000.00	1,605,836.10
Other	4,739.25	8,487.15	61,118.92	13,718.50	317,859.03	158,500.00	11,342.57
Coffee Expense	1,621.08	2,025.78	1,899.03	781.97	531.92	2,200.00	2,150.00
Physicals/Safety	18,711.57	16,659.67	24,485.20	15,822.14	13,675.15	18,645.08	18,435.00
InKind	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	1,319,685.38	2,042,715.00	2,202,141.00
Executive Director Allowance	355.49	518.97	34.50	487.52	-	500.00	500.00
General Assembly	1,975.53	2,702.19	2,035.95	1,793.12	3,227.91	4,000.00	4,000.00
Sub-Total Program Expenditures	12,335,089.52	12,204,585.61	12,639,795.09	10,750,128.22	9,618,605.60	13,737,743.63	8,707,673.94

Grand Total Program Expenditures	18,744,480.95	19,084,827.09	20,656,348.62	22,153,383.92	21,765,640.29	26,989,678.98	22,154,703.59
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Revenue over Expenditures	267,009	18,449	(36,971)	(347,902)	505,118	391,709	606,307
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Executive/Finance Organization Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 ADMINISTRATIVE

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	491,911	517,961	492,909	360,758	340,122	413,930	490,847
Incentives and Certifications	-	-	-	-	-	3,000.00	-
Fringe Benefits	177,358	194,553	191,857	122,940	122,090	149,254	168,526
Total Personnel	669,269	712,514	684,766	483,698	462,212	566,184	659,373
Administrative Costs	0	0	0	0	0	0	0
Network Services	15,360	24,733	26,146	10,971	15,196	20,949	26,658
Procurement Services	0	0	0	15,638	7,045	8,247	9,292
Human Resource Services	0	0	0	6,303	7,201	6,865	10,594
Facility Cost Allocation	9,532	19,082	20,929	46,242	42,732	37,208	38,302
Total Cost Allocations	24,892	43,815	47,075	79,154	72,174	73,269	84,847
Audit & Legal	36,651	35,000	33,388	34,575	33,414	51,000	42,542
Contract Services	0	0	2,631	897	2,153	25,000	2,500
Travel-In Region	5,706	7,758	4,225	5,061	6,260	11,859	13,418
Travel-Out of Region	7,243	12,865	10,195	2,659	1,358	11,437	9,840
Rent	59,874	58,635	52,520	0	0	0	0
Utilities	9,825	0	0	0	0	0	0
Supplies	4,503	6,000	4,433	25,065	8,887	62,369	19,750
Copier	(7,729)	(5,272)	(12,858)	(21,438)	(7,180)	1,194	4,590
Insurance	8,384	9,250	8,956	0	1,486	0	2,111
Cell Phones	1,611	1,355	(56)	0	0	0	0
Printing	2,187	2,050	1,121	992	584	4,015	3,850
Ads & Promotions	359	2,750	333	90	1,129	500	0
Publications	984	1,225	741	790	1,162	1,250	1,279
Training	3,319	5,625	1,950	361	4,772	3,600	3,740
Dues and fees	28,715	32,394	24,100	23,275	28,413	31,759	14,009
Communications	3,831	4,109	0	0	0	0	0
Postage/freight	8,834	12,807	9,134	12,363	4,113	10,507	7,085
Sub-Total Program Expenditures	174,297	186,551	140,813	84,690	86,551	214,490	124,714
					PY Excess Returned	(112,795)	(121,289)
Grand Total Program Expenditures	868,457	942,880	872,654	647,542	620,937	741,148	747,644

Program Allocation	Salaries plus Fringe	Percentage to be allocated	\$ Amount Allocated
Human Resources	272,500.11	0.02 %	\$ 16,788.50
Procurement	318,502.69	0.03 %	\$ 19,622.68
Network	217,880.59	0.02 %	\$ 13,423.44
Facility	80,785.47	0.01 %	\$ 4,977.12
VISTA	67,017.46	0.01 %	\$ 4,128.89
Solid Waste	28,544.07	0.00 %	\$ 1,758.58
CEDAF	6,825.83	0.00 %	\$ 420.53
Economic Development District	75,872.22	0.01 %	\$ 4,674.42
911 ER Communications	533,609.34	0.04 %	\$ 32,875.22
Criminal Justice Academy	87,521.05	0.01 %	\$ 5,392.10
Criminal Justice Planning	36,638.00	0.00 %	\$ 2,257.24
Criminal Justice Purchase of Services	6,339.31	0.00 %	\$ 390.56
Criminal Justice VAWA	20,824.06	0.00 %	\$ 1,282.95
Homeland Security	135,117.79	0.01 %	\$ 8,324.49
Transit	3,562,186.91	0.29 %	\$ 219,463.31
Area Agency on Aging	562,344.01	0.05 %	\$ 34,645.54
ADRC	79,099.55	0.01 %	\$ 4,873.26
211 Information & Referral	113,288.58	0.01 %	\$ 6,979.61
Foster Grandparent	70,636.79	0.01 %	\$ 4,351.87
Senior Companion	44,902.60	0.00 %	\$ 2,766.41
RSVP	134,226.40	0.01 %	\$ 8,269.57
Head Start	5,680,616.06	0.47 %	\$ 349,977.93
	12,135,278.89	1.00 %	\$ 747,644.22

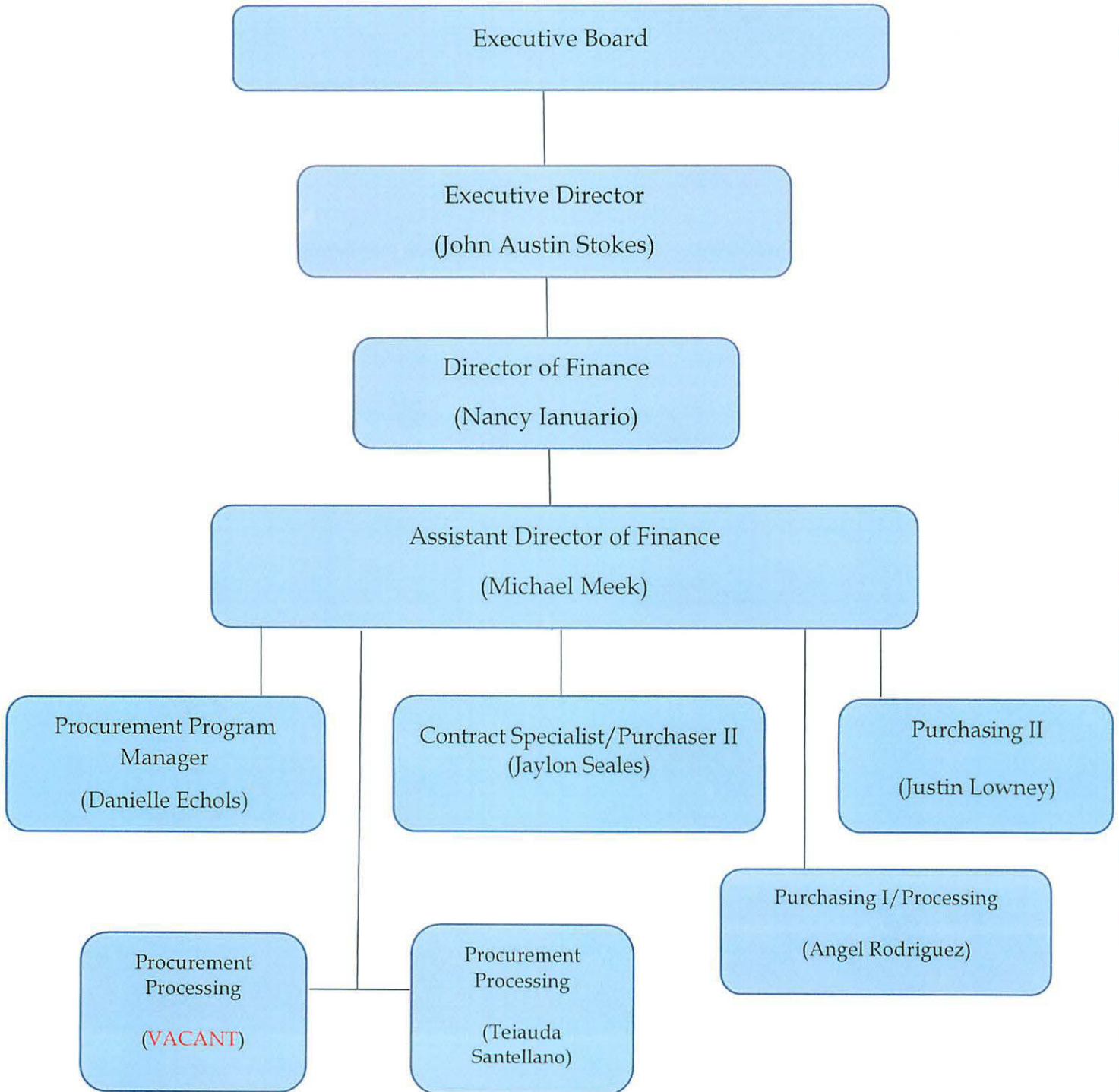
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CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 NON-PROJECT

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Local Funds	1,092.46	601.13	7,683.79	1,522.45	741.45	-	-
Membership Dues	4,306.90	8,987.62	14,796.45	8,194.73	14,645.10	14,270.00	14,270.00
Total Program Revenue	5,399.36	9,588.75	22,480.24	9,717.18	15,386.55	14,270.00	14,270.00
Salaries/Wages	96.75	-	2,390.11	197.50	-	-	-
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	28.05	-	515.48	42.29	-	-	-
Total Personnel	124.80	-	2,905.59	239.79	-	-	-
Administrative Costs	19.08	-	387.05	17.69	-	-	-
Network Services	-	-	87.75	-	-	-	-
Procurement Services	-	-	-	-	-	130.94	285.26
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	19.08	-	474.80	17.69	-	130.94	285.26
Recognition - Employee	1,314.15	1,668.23	2,612.15	94.20	3,537.70	4,270.00	4,270.00
Contract Services	-	-	1,000.00	-	-	-	-
Travel-In Region	-	-	-	234.89	-	-	-
Travel-Out of Region	-	179.90	644.60	-	-	-	-
Supplies	-	9.48	537.05	3,392.87	-	1,500.00	1,500.00
Copier	-	-	113.84	26.38	8.62	-	-
Ads & Promotions	-	-	-	1,050.00	5,837.98	-	-
Dues and fees	861.72	3,413.42	820.26	1,618.75	677.09	1,869.06	1,714.74
Postage/freight	-	-	13.50	-	-	500.00	500.00
Other	11.87	245.00	-	-	-	-	-
Coffee Expense	736.72	851.56	664.78	781.97	203.88	1,500.00	1,500.00
Executive Director Allowance	355.49	518.97	34.50	467.52	-	500.00	500.00
General Assembly	1,975.53	2,702.19	2,035.95	1,793.12	3,227.91	4,000.00	4,000.00
Sub-Total Program Expenditures	5,255.48	9,588.75	8,476.63	9,459.70	13,493.18	14,139.06	13,984.74
Grand Total Program Expenditures	5,399.36	9,588.75	11,857.02	9,717.18	13,493.18	14,270.00	14,270.00
Revenue over Expenditures	-	-	10,623.22	-	1,893.37	-	(0.00)

Note: Salaries/Wages in prior years are for time spent fund raising and researching new grants

Procurement Organization Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 PROCUREMENT SERVICES COST CENTER

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	-	-	-	112,797	214,134	208,955	211,043
Incentives and Certifications	-	-	-	-	-	3,000.00	9,275.05
Fringe Benefits	-	-	-	55,965	95,916	110,572	107,459
Total Personnel	-	-	-	168,762	310,049	322,527	327,778
Administrative Costs	-	-	-	12,415	21,008	19,964	20,194
Network Services	-	-	-	10,174	20,298	33,519	35,544
Procurement Services	-	-	-	-	-	-	-
Human Resource Services	-	-	-	5,251	7,532	6,865	9,081
Facility Cost Allocation	-	-	-	17,991	40,101	34,091	34,077
Total Cost Allocations	-	-	-	45,831	88,938	94,439	98,896
Travel-In Region	-	-	-	20	725	2,000	500
Travel-Out of Region	-	-	-	1,059	-	-	3,000
Fuel & Lubricant	-	-	-	-	-	-	3,000
Vehicle Maintenance	-	-	-	-	-	-	2,000
Supplies	-	-	-	1,276	1,948	3,000	3,000
Computer/Software	-	-	-	5,578	5,296	-	-
Copier	-	-	-	161	15	500	500
Cell Phones	-	-	-	30	-	-	-
Ads & Promotions	-	-	-	297	-	-	-
Training	-	-	-	40	2,823	3,000	1,000
Dues and fees	-	-	-	221	-	-	-
Postage/freight	-	-	-	23	-	-	-
Sub-Total Program Expenditures	-	-	-	8,705	10,807	8,500	13,000
Grand Total Program Expenditures	-	-	-	223,298	409,795	425,466	439,674

Note: Expenses allocated to Programs based on \$ amount of Program Procurements
 Department consists of 6 employees to perform procurement for programs

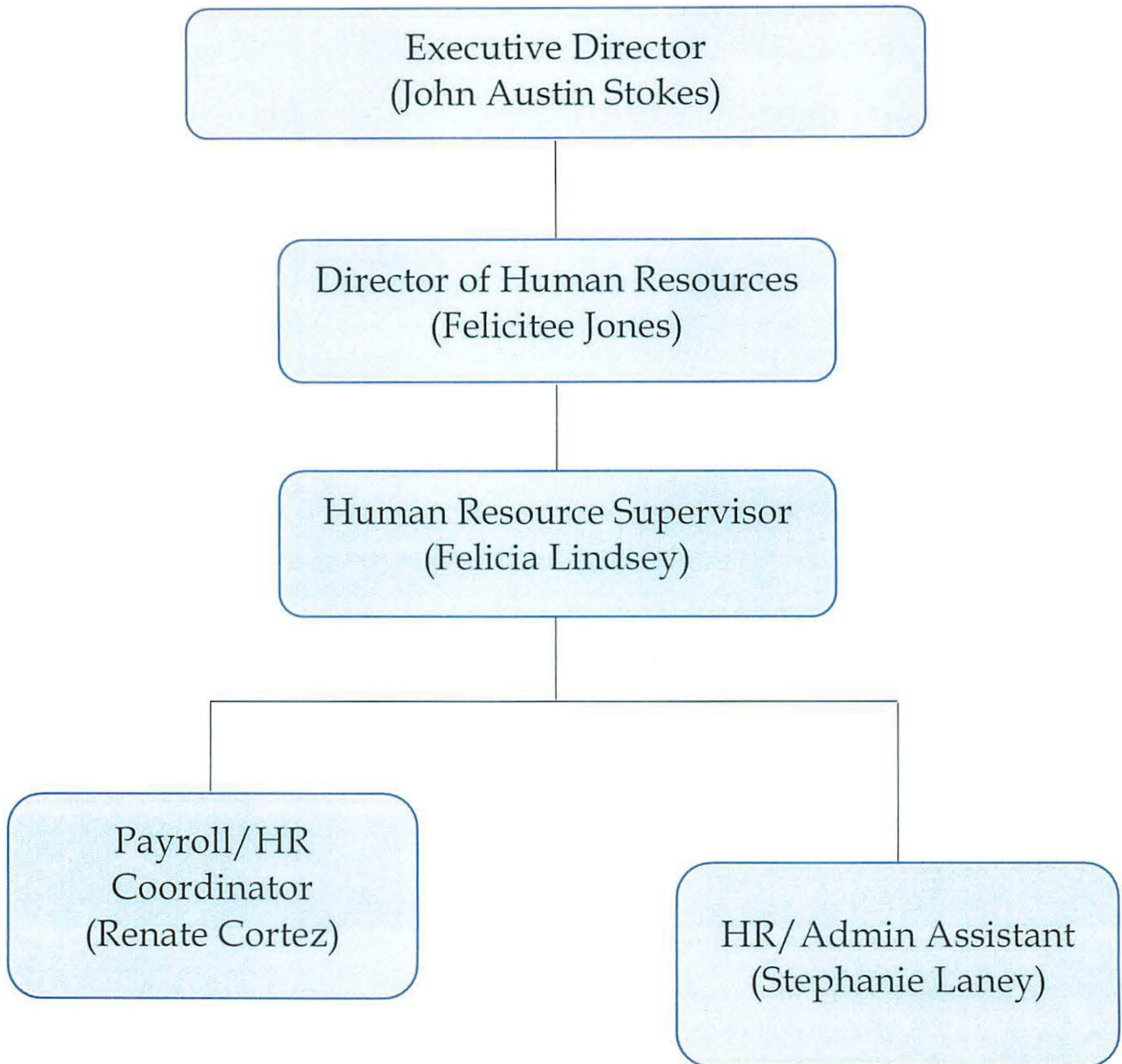
Program Allocation	Total \$ Purchase Orders	Percentage to be allocated	\$ Amount Allocated
Administration	97,716.00	0.02	\$ 9,291.53
Non-Project	3,000.00	0.00	\$ 285.26
Network	191,516.00	0.04	\$ 18,210.70
Human Resources	43,468.00	0.01	\$ 4,133.25
Link Road	192,502.00	0.04	\$ 18,304.46
Solid Waste	66,400.00	0.01	\$ 6,313.78
Economic Development District	3,849.00	0.00	\$ 365.99
EDD Addressing	-	-	\$ -
Vista	1,000.00	0.00	\$ 95.09
911 ER Communications	1,641,661.68	0.36	\$ 156,100.85
Criminal Justice Academy	37,136.00	0.01	\$ 3,531.15
CJ Planning	-	-	\$ -
CJ Juvenile Justice Services	17,506.30	0.00	\$ 1,664.62
CJ VAWA	6,737.95	0.00	\$ 640.69
Homeland Security	9,766.00	0.00	\$ 928.62
Transit	1,278,016.99	0.28	\$ 121,522.93
Area Agency on Aging	192,500.00	0.04	\$ 18,304.27
ADRC	22,776.09	0.00	\$ 2,165.71
211 Information & Referral	2,700.00	0.00	\$ 256.74
Foster Grandparent	25,362.00	0.01	\$ 2,411.60
Senior Companion	15,985.00	0.00	\$ 1,519.97
RSVP	17,125.00	0.00	\$ 1,628.37
Head Start	757,182.20	0.16	\$ 71,998.26
	4,623,906.21	1.00	\$ 439,673.85



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Human Resources Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
HUMAN RESOURCES SERVICES COST CENTER

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	-	-	-	124,129	147,911	160,384	192,037
Incentives and Certifications	-	-	-	-	-	2,000	9,500
Fringe Benefits	-	-	-	47,137	53,032	71,350	80,463
Total Personnel	-	-	-	171,266	200,943	233,734	282,000
Administrative Costs	-	-	-	12,593	13,620	14,468	17,374
Network Services	-	-	-	10,672	12,192	16,759	17,772
Procurement Services	-	-	-	41,755	33,592	960	4,133
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	20,784	19,280	23,061	35,857
Total Cost Allocations	-	-	-	85,804	78,683	55,248	75,137
Travel-In Region	-	-	-	271	107	1,500	1,500
Travel-Out of Region	-	-	-	-	-	1,000	1,000
Conference Fees	-	-	-	-	-	1,000	1,000
Supplies	-	-	-	2,967	1,391	2,000	2,000
Computer/Software	-	-	-	3,433	2,604	1,000	1,000
Copier	-	-	-	3,604	1,771	2,000	2,000
Training	-	-	-	300	1,093	3,500	3,500
Dues and fees	-	-	-	11,959	19,769	20,000	40,468
Postage/freight	-	-	-	113	350	550	550
Sub-Total Program Expenditures	-	-	-	22,647	27,086	32,550	53,018
Grand Total Program Expenditures	-	-	-	279,717	306,713	321,532	410,155

Note: Expenses allocated to Programs based on number of employees in Program
Department consists of 4 employees to cover all staffing needs for CVCOG

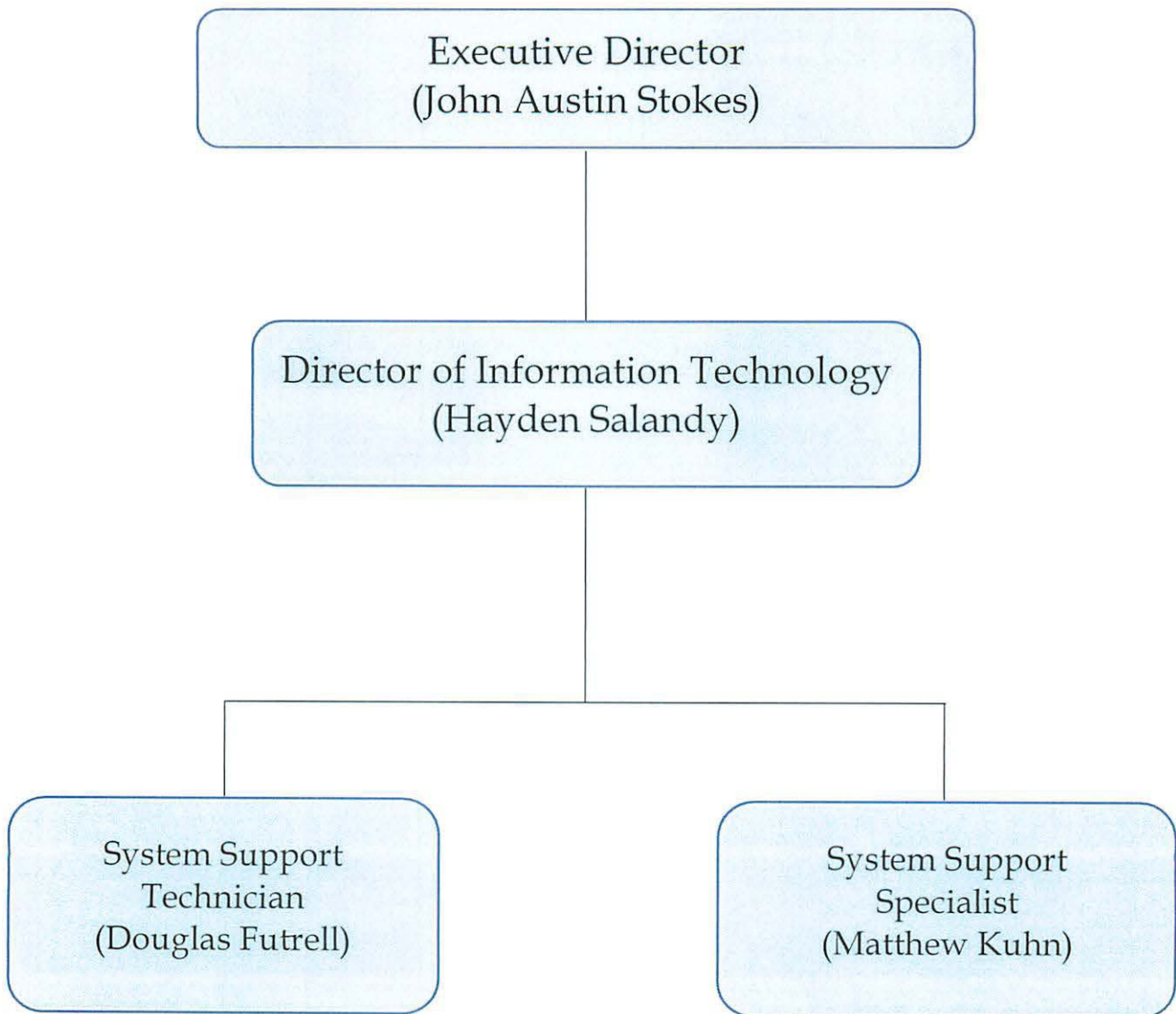
Program Allocation	# Employees	Percentage to be allocated	\$ Amount Allocated
Administration	7	0.03	\$ 10,594.40
Procurement	6	0.02	\$ 9,080.92
Network	3	0.01	\$ 4,540.46
Facility	1.5	0.01	\$ 2,270.23
Solid Waste	0.4	0.00	\$ 605.39
CDBG	0.1	0.00	\$ 151.35
Vista	1	0.00	\$ 1,513.49
Economic Development District	0.5	0.00	\$ 756.74
EDD Addressing	1	0.00	\$ 1,513.49
911 ER Communications	8	0.03	\$ 12,107.89
Criminal Justice Academy	1	0.00	\$ 1,513.49
CJ Planning	0.44	0.00	\$ 665.93
Homeland Security	1.56	0.01	\$ 2,361.04
Transit	77.5	0.29	\$ 117,295.19
Area Agency on Aging	8	0.03	\$ 12,107.89
ADRC	2	0.01	\$ 3,026.97
211 Information & Referral	3	0.01	\$ 4,540.46
Foster Grandparent	1	0.00	\$ 1,513.49
Senior Companion	1	0.00	\$ 1,513.49
RSVP	2	0.01	\$ 3,026.97
Head Start	145	0.54	\$ 219,455.51
	271.00	1.00	410,154.78
Human Resources	4		
Total Positions	275.00		



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Information Technology Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 INFORMATION TECHNOLOGY COST CENTER

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	77,328	81,275	114,702	145,989	179,631	184,864	154,628
Incentives and Certifications	-	-	-	-	-	2,000	9,500
Fringe Benefits	17,976	20,764	34,626	57,239	87,122	82,935	63,253
Total Personnel	95,304	102,039	149,328	203,229	266,752	269,799	227,381
Administrative Costs	15,353	16,500	19,890	14,951	17,268	16,701	14,009
Network Services	-	-	-	1,494	3,682	6,941	18,211
Procurement Services	-	-	-	3,228	4,799	4,577	4,540
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	7,556	8,251	9,130	19,351	20,974	21,302	34,680
Total Cost Allocations	22,910	24,751	29,020	39,024	46,723	49,521	71,440
Contract Services	-	-	1,165	-	-	-	5,000
Travel-In Region	-	-	-	300	1,006	1,800	1,800

Supplies:							
Cables	-	6,165	2,415	4,616	1,900	7,000	7,000
Toner for IT Staff	-	-	-	-	27	500	500
Power Supplies	-	2,047	368	-	180	500	500
Switches	-	1,234	-	30	135	1,500	1,500
Hard drives for backup space	-	-	-	-	-	-	-
Computer Supplies (keyboards, mouse)	-	-	66	412	-	1,500	1,500
Office Supplies	-	433	951	2,896	849	1,000	1,000
Security Camera System	-	-	831	1,279	710	2,000	2,000
Imaging Drum	-	47	-	-	-	-	-

Project Equipment:							
Laptop for IT Staff	-	6,676	-	4,878	1,977	55,000	3,000
Desktop for IT Staff	-	2,554	-	4,218	1,977	-	-
Printer for IT Staff	-	960	-	-	-	3,000	3,000
Static IP and VPN	-	1,467	-	-	-	-	-
ID Card Printer & Supplies	-	-	-	660	-	-	-
Migration to Link Road (Snider IT)	-	1,695	-	-	-	-	-
Networking Hardware	-	-	-	-	-	45,000	-
	-	-	-	-	-	7,000	-

Computer/Software:							
MailRoute SPAM filtering @ \$2 mo. per email acct	12,317	9,689	12,172	14,979	17,032	44,093	128,680
Domain Name (TRS) (CVCOG)	-	-	1,940	2,665	3,037	3,570	3,570
Exchange Service Certificate	-	988	480	-	42	70	70
SQL Server License	-	-	-	-	400	440	-
Hosted Exchange Migration	-	-	-	-	-	145	145
Hosted Exchange (191 mailboxes @ \$12.50 mo)	-	-	-	-	-	80	-
Server Maintenance	-	564	-	-	-	10,000	10,000
Firewall/Web Filtering	1,350	-	-	3,500	-	9,168	28,650
Software (additions and upgrades)	-	-	1,350	-	1,656	1,985	1,985
Bluelhost - Web hosting	-	-	-	288	151	300	300
Anti-virus Renewal 3 years	3,109	-	-	-	-	1,415	1,415
MIP Accounting System Maint. Support	7,768	8,107	8,360	8,446	8,995	9,500	9,500
TRS Time Migration	-	-	-	-	-	-	64,625
Exchange User Licenses	-	-	-	-	-	2,250	2,690
Asset Tracking System	-	-	-	-	2,750	2,750	2,750

Cell Phones	360	360	300	-	120	-	-
Training	319	-	95	724	798	1,600	1,600
Dues and fees	-	-	-	81	-	100	100
Communications	-	-	31,340	30,728	28,759	52,922	47,736
Sub-Total Program Expenditures	12,996	22,890	47,488	56,305	51,592	162,515	189,916

Grand Total Program Expenditures	131,209	149,679	225,836	298,558	365,068	481,835	488,737
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Note: Expenses allocated to Programs based on number of email accounts
 FY 19-20 increase related to additional staff member added. FY 20-21 added one more member to meet program demands.

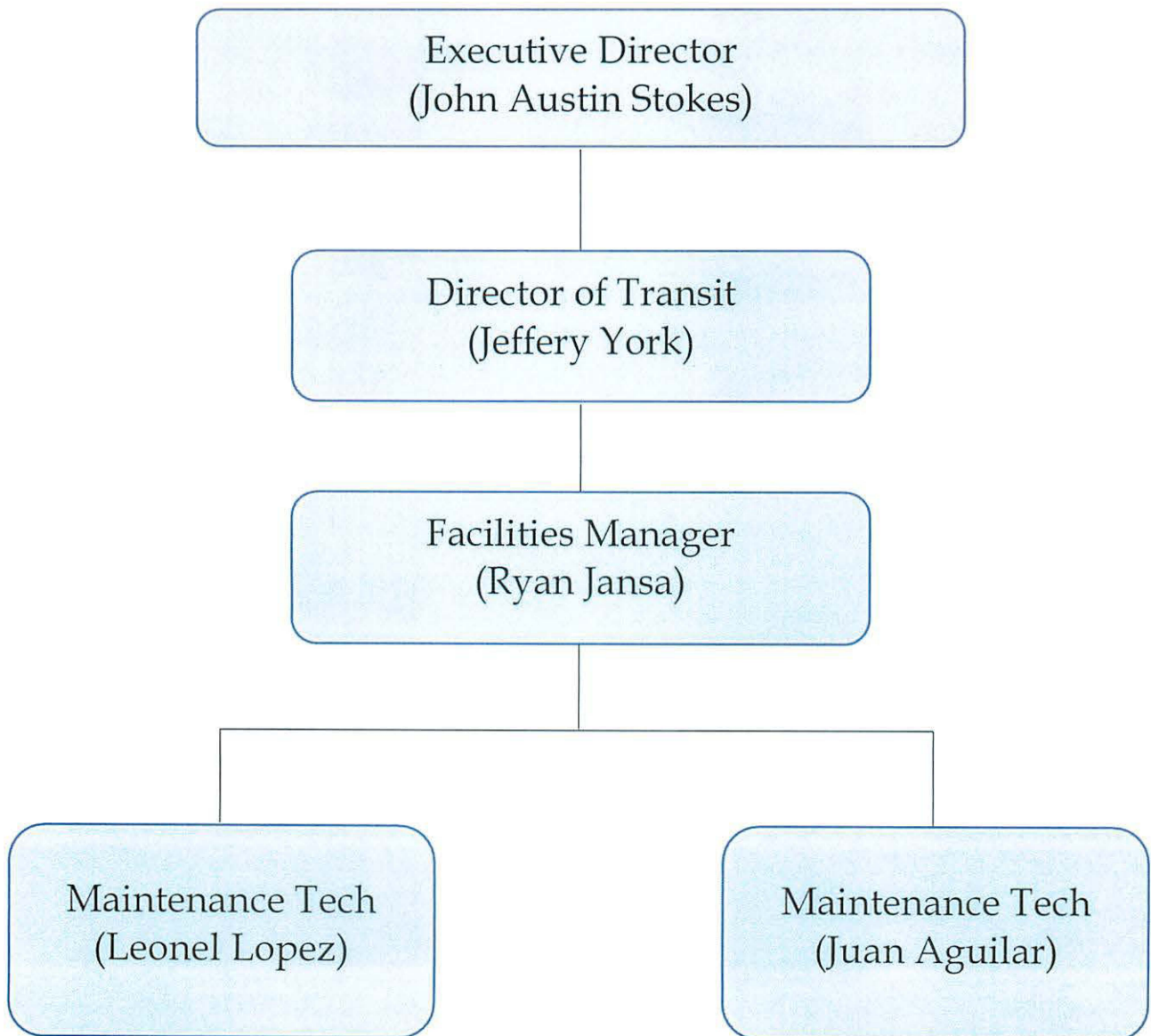
Program Allocation	# Email Accounts	Percentage Allocation to Programs	\$ Amount Allocated
Administration	6	0.0545	\$ 26,658.37
Procurement	8	0.0727	\$ 35,544.49
Facility	1	0.0091	\$ 4,443.06
Human Resources	4	0.0364	\$ 17,772.24
Solid Waste	1	0.0091	\$ 4,443.06
Economic Development District	2	0.0182	\$ 8,886.12
EDD Addressing	1	0.0091	\$ 4,443.06
Vista	1	0.0091	\$ 4,443.06
911 EK Communications	12	0.1091	\$ 53,316.78
Criminal Justice Academy	2	0.0182	\$ 8,886.12
CJ Planning	0	-	\$ -
Homeland Security	2	0.0182	\$ 8,886.12
Transit	28	0.2545	\$ 124,405.71
Area Agency on Aging	8	0.0727	\$ 35,544.49
ADRC	2	0.0182	\$ 8,886.12
211 Information & Referral	4	0.0364	\$ 17,772.24
Foster Grandparent	1	0.0091	\$ 4,443.06
Senior Companion	0.65	0.0058	\$ 2,887.99
RSVP	2.35	0.0214	\$ 10,442.19
Head Start	24	0.2182	\$ 106,633.47
sub-total Program Email Accts	110.00	1.00	\$ 488,736.72
Network	10.00		
Total Email Accounts, as of 7/6/2022	120.00		



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Facility Management Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 FACILITY MAINTENANCE COST CENTER- Link Road

	Loop 306 FY 16-17 ACTUAL	Loop 306 FY 17-18 ACTUAL	Loop 306 FY 18-19 ACTUAL	Loop 306 FY 19-20 ACTUAL	Loop 306 FY 20-21 ACTUAL	Both Facilities FY 21-22 BUDGET	Link Road FY 22-23 BUDGET
Salaries/Wages	-	22,396	22,561	23,620	22,603	23,179	54,418
Incentives and Certifications	-	-	-	-	-	500	-
Fringe Benefits	-	13,280	15,108	14,685	13,379	16,711	26,367
Total Personnel	-	35,676	37,669	38,305	35,982	40,390	80,785
Administrative Costs	-	5,754	5,017	2,817	2,436	2,500	4,977
Network Services	-	-	1,138	2,629	2,667	4,190	4,443
Procurement Services	-	-	-	8,613	25,038	7,049	18,304
Human Resource Services	-	-	-	1,063	1,109	1,144	2,270
Facility Cost Allocation	-	20,588	20,369	-	-	-	-
Total Cost Allocations	-	26,342	26,524	15,122	31,250	14,883	29,995
Uniforms	-	-	-	-	-	-	500
Contract Services	19,800	2,123	-	-	518	67,241	140,000
Travel-In Region	-	-	-	-	114	1,300	500
Facility Improvement	-	-	-	312,000	312,000	153,333	30,000
Southland Park Lease	-	-	-	312,000	312,000	130,000	-
Capital Construction-Local	-	-	-	-	-	23,333	30,000
Total Utilities	-	44,338	37,861	30,991	43,713	44,157	54,738
Gas Utilities	-	780	729	857	1,037	1,792	8,360
Water Utilities	-	2,825	2,946	3,106	3,075	3,392	3,812
Trash Services	-	3,646	3,149	3,875	3,401	3,776	4,266
Electric Utilities	-	36,559	30,358	23,153	33,861	34,914	38,300
Southland Storm Water Fee	-	528	679	-	2,339	283	-
Total Building Maintenance	15,910	17,390	19,235	24,567	23,602	35,118	68,195
Floor	-	-	-	-	-	-	-
Generator Maintenance	1,932	414	2,524	1,807	-	4,157	8,200
Air Filter Maintenance	3,718	5,377	7,134	9,149	10,980	6,186	3,000
AC Maintenance	-	-	-	-	-	2,917	38,000
Pest Control	2,340	1,408	405	495	495	769	565
Non-Vehicle Maintenance	-	-	-	-	-	5,133	2,382
Angelo Water RO Service	2,118	1,757	2,192	1,877	1,997	2,463	546
Misc Electrical Maintenance	266	168	270	1,528	923	667	-
Misc Building Maintenance	1,766	5,504	3,901	7,079	4,726	6,584	24,000
Misc Plumbing Maintenance	753	562	1,444	909	2,518	4,741	8,000
CINTAS (mats, mops and terry cloths)	3,017	2,200	1,365	1,723	1,963	1,501	3,502
Supplies	4,508	6,073	5,709	6,058	28,468	6,817	15,860
Cleaning Supplies	4,010	5,112	3,196	4,252	5,015	3,798	4,600
General Supplies	498	961	2,513	1,806	23,453	3,019	11,260
Insurance	-	-	-	8,206	6,856	17,761	24,251
Physicals/Safety	619	895	704	555	570	3,847	9,458
Fire Alarm Service	-	570	524	203	-	3,364	3,841
Access Control	-	-	-	-	-	-	5,000
AED (Defibrillator)	-	-	-	262	-	200	350
Fire Extinguisher Service	619	325	180	90	570	283	267
Sub-Total Program Expenditures	40,837	70,819	63,509	382,377	415,842	329,574	363,002
Grand Total Program Expenditures	40,837	132,837	127,702	435,804	483,074	384,847	473,782

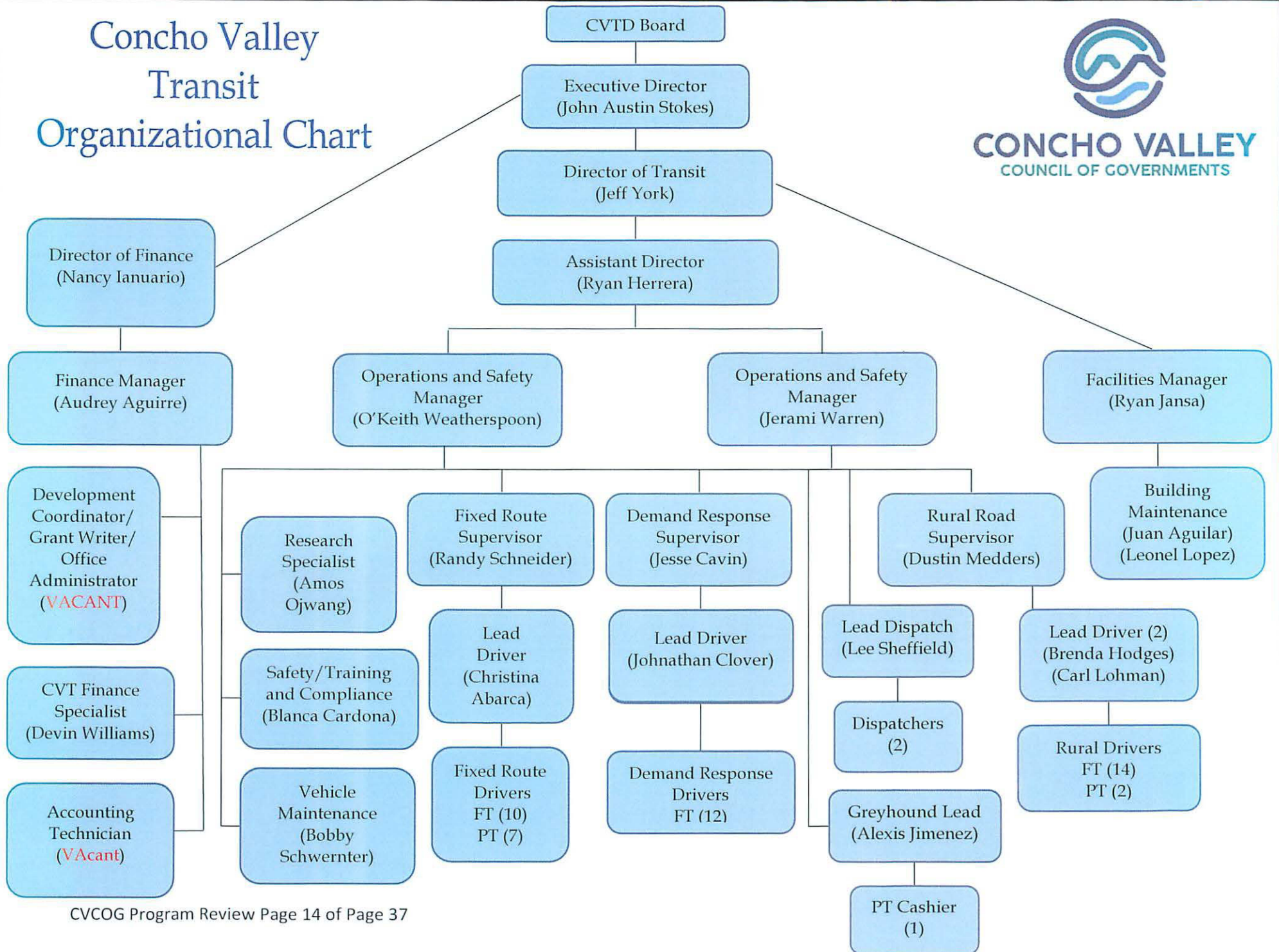
Note: Expenses allocated to Programs based on square footage occupied at Link Road

Department	Sq. Footage Occupied							
AAA Admin	318.00	2.03%	9,598.19					
AAA Care Coordination	382.50	2.44%	11,544.99					
AAA Caregiver Support	76.50	0.49%	2,309.00					
AAA IRA	387.00	2.47%	11,680.82					
AAA Ombudsman	170.00	1.08%	5,131.11					
AAA Data Management	223.00	1.42%	6,730.81					
211 space	860.00	5.48%	25,957.37					
ADRC SGR	451.00	2.87%	13,612.53					
ADRC Housing Navigator	-	0.00%	-					
ADRC Promoting Independence	-	0.00%	-					
FGP	350.80	2.23%	10,588.19	Room #	EGP	SCP	RSVP	
SCP	223.95	1.43%	6,759.48	S108	45%	20%	35%	
RSVP	131.25	0.84%	3,961.52	S106	45%	20%	35%	
911 space	2,906.00	18.51%	87,711.76	S105	55%	45%		
VISTA	80.00	0.51%	2,414.64	S104	55%	45%		
Transportation	614.00	3.91%	18,532.35					
Head Start (Administrative)	1,615.00	10.29%	48,745.52					
Network	1,149.00	7.32%	34,680.25	gave up 5138				
HR Services	1,188.00	7.57%	35,857.39					
Administration	1,269.00	8.08%	38,302.21	added 5138				
Procurement Services	1,129.00	7.19%	34,076.59					
Criminal Justice	1,158.00	7.38%	34,951.90					
Homeland Security	471.00	3.00%	14,216.19					
CVLDD	391.00	2.49%	11,801.55					
Solid Waste	153.00	0.97%	4,618.00					
	15,697.00	100.00%	must equal 100%					
Common Space (Training/Kitchen/Record Room)	24,512							
Facility offices	207							
Total office space	40,416							

Concho Valley Transit Organizational Chart



CONCHO VALLEY
COUNCIL OF GOVERNMENTS



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 Concho Valley Transit District

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	1,427,625.00	1,601,172.00	1,703,462.00	2,666,548.00	1,950,067.20	1,948,510.00	2,674,842.00
COVID-19 Funding	-	-	-	1,142,975.44	1,902,646.19	3,698,225.00	-
State Administrated Federal	1,413,771.92	1,344,913.36	919,510.00	1,196,351.00	695,576.00	1,240,191.00	1,273,544.76
State	611,399.00	1,035,267.00	843,920.00	823,556.00	809,300.00	820,928.00	840,928.00
Program Income	177,995.17	202,828.63	178,485.22	118,910.02	105,258.12	81,826.69	172,022.00
Local Funds	1,537,156.97	1,446,852.46	1,505,967.24	1,532,447.85	1,532,273.18	1,297,822.38	1,455,423.46
InKind - Toll Credits	90,826.00	110,621.00	26,889.00	120,903.00	39,940.00	20,400.00	42,599.00
Total Program Revenue	5,258,774.06	5,741,654.45	5,178,233.46	7,621,691.31	7,035,060.69	9,107,903.07	6,459,359.22
Salaries/Wages	1,559,540.50	1,840,120.56	2,041,521.18	1,873,933.61	2,186,324.56	2,263,788.35	2,371,599.03
Overtime	-	-	-	47,992.69	-	57,828.81	-
Incentives and Certifications	-	-	-	-	-	34,500.00	-
Fringe Benefits	725,229.58	843,149.38	981,335.92	862,513.20	1,019,905.15	1,249,068.40	1,190,587.88
Total Personnel	2,284,770.08	2,683,269.94	3,022,857.10	2,784,439.50	3,206,229.71	3,605,215.56	3,562,186.91
Administrative Costs	366,654.03	432,976.07	402,644.67	219,378.08	217,372.86	223,162.84	219,463.31
Network Services	-	-	91,290.52	47,132.68	80,221.15	134,075.35	124,405.71
Procurement Services	-	-	-	55,585.40	116,229.87	187,089.29	121,522.93
Human Resource Services	-	-	-	72,747.11	88,528.86	99,549.20	117,295.19
Facility Cost Allocation	16,817.44	15,486.40	3,748.56	3,079.54	22,859.18	11,387.23	18,532.35
Total Cost Allocations	383,471.47	448,462.47	497,683.75	397,922.81	525,211.92	655,263.91	601,219.49
Uniforms	5,733.31	1,516.19	2,071.42	14,171.41	43,350.42	5,000.00	700.00
Audit & Legal	16,735.95	16,474.87	17,604.33	23,944.56	20,088.73	21,030.00	18,552.00
Contract Services	144,697.21	186,279.78	162,216.84	162,021.95	77,055.41	7,000.00	6,000.00
Pass-Thru Funds	41,138.06	133,472.21	-	47,761.72	14,081.40	-	50,000.00
Travel-In Region	3,283.31	3,407.46	3,229.67	1,920.92	16.00	1,500.00	500.00
Travel-Out of Region	11,383.32	9,774.29	18,201.43	1,043.89	-	10,000.00	7,000.00
Fuel & Lubricant & Tires	352,310.19	439,134.50	433,622.39	339,039.87	357,977.73	321,810.19	451,179.23
Tnsp Vehicle Maintenance	242,004.00	304,190.40	359,814.21	455,195.33	337,753.20	494,545.60	320,179.36
County Facility Rent	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00
Utilities	21,471.68	25,475.14	27,398.58	40,978.11	48,947.53	24,065.70	25,490.72
Building/Land Purchase	-	-	-	2,240,000.00	-	-	-
Bldg Maintenance	16,458.28	83,142.52	26,439.35	112,218.32	155,047.37	45,000.00	64,568.12
Capital Facility Improvements	157,984.56	-	-	8,515.00	897,759.49	-	110,997.00
Supplies	29,454.99	90,080.70	95,086.83	95,943.22	153,799.96	128,812.21	60,598.32
Project Equipment	-	10,255.28	26,835.48	3,035.28	100,831.96	-	-
Computer/Software	52,229.77	188,352.72	1,080.00	84,232.53	9,537.76	5,000.00	16,779.05
Capital Equipment	727,119.23	579,309.80	11,185.76	519,042.00	118,190.13	3,014,637.00	62,520.00
Copier	1,083.14	3,539.05	3,611.41	2,696.13	1,017.46	2,600.00	1,000.00
Insurance	89,047.95	93,648.00	109,646.00	107,741.24	121,373.00	103,546.88	115,537.36
Cell Phones	23,767.77	15,325.52	6,185.39	6,698.79	6,840.38	3,700.00	2,109.60
Internet	21,816.31	22,380.26	15,081.52	15,338.58	15,146.26	15,403.76	16,075.08
Printing	6,389.35	14,213.85	19,086.62	4,315.08	11,778.56	5,189.90	4,000.00
Ads & Promotions	2,999.38	4,028.81	738.56	159.57	341.00	200.00	200.00
Publications	1,362.75	1,378.28	411.92	270.84	1,502.07	500.00	1,828.23
Training	60,529.74	45,617.82	13,782.88	1,213.54	-	-	-
Dues and fees	9,429.20	4,613.77	3,256.47	66,732.79	17,485.52	15,539.20	14,279.45
Communications	75,698.84	76,656.85	122,804.00	147,520.92	148,537.98	133,879.04	156,553.55
Postage/freight	3,585.33	3,992.36	4,244.25	3,483.25	2,777.60	3,443.32	1,050.00
Other	4,183.98	8,014.22	60,718.92	3,989.48	16,821.47	8,500.00	8,500.00
Coffee Expense	884.36	1,174.22	1,234.25	-	328.04	700.00	650.00
Physicals/Safety	16,652.87	13,652.17	14,654.25	14,588.79	12,424.13	13,665.08	10,200.00
InKind Other	90,826.00	110,621.00	26,889.00	120,903.00	39,940.00	20,400.00	42,599.00
Sub-Total Program Expenditures	2,350,260.83	2,609,922.04	1,707,131.73	4,764,716.11	2,850,750.56	4,525,667.88	1,689,646.07
Grand Total Program Expenditures	5,018,502.38	5,741,654.45	5,227,672.58	7,947,078.42	6,582,192.19	8,786,147.35	5,853,052.47
Revenue over Expenditures	240,271.68	-	(49,439.12)	(325,387.11)	452,868.50	321,755.72	606,306.75

Excess FTA funds carried to next fiscal year

NOTE: The Transit District Fiscal Year is September through August.

FY 18-19 used prior year funds to purchase vehicles

FY 19-20 used prior year funds to purchase land at Christoval Road

FY 19-20, FY 20-21, and FY 21-22 reflecting COVID and ARP funding

FY 22-23 Federal and State Federal award increases are due to the requirement to spend COVID and ARP funding first. Federal and State Federal apportionment funds were carried forward.

Carry Forward excess funds are due to lack of local funds required to match Federal award in order to request the Federal funding

Appropriations are based on legislative formulas that look at population, population density, revenue vehicle miles, and low-income individuals in rural areas.

Head Start/ Early Head Start Organizational Chart



Executive Board

Executive Director
(John Austin Stokes)

Director of Head Start
(Carolina Raymond)

Assistant Director
(Stephanie Hernandez)

Policy Council

Compliance and
Nutrition Specialist
(Mary Husted)

HS Education
Manager
(Cheryl Mayberry)

Health and Mental
Health Manager
(Melissa Miranda)

Family and
Community
Manager
(Stacy Walker)

ERSEA and
Facilities Manager
(Ofelia Baron)

EHS Education
Manager
(Stephanie Hernandez)

Christoval HS
- Site Supervisor/
Family Service Worker
-Teachers
-Teacher Assistants
-Custodian

Eldorado HS
Site Supervisor/ Family
Service Worker
Teachers
Teacher Assistants
Cook/Custodian

Ozona HS
Site Supervisor/ Family
Service Worker
Teachers
Teacher Assistants
Custodian
Cook

Day HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Day EHS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Eden HS
Site Supervisor/ Family
Service Worker
Teachers
Teacher Assistants
Cook
Custodian

Menard HS & EHS
Site Supervisor/ Family
Service Worker
Teachers
Teacher Assistants
Cook/Custodian

Blackshear HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Rio Vista HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Rio Vista EHS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 HEAD START

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	5,717,477.35	5,923,507.69	6,340,260.82	6,385,064.07	6,528,913.72	6,525,867.00	6,704,272.00
COVID-19 Funding	-	-	-	358,390.04	247,338.77	676,023.00	432,824.00
State Administrated Federal	175,874.93	181,650.70	219,209.59	343,504.43	437,987.57	473,060.00	473,060.00
Program Income	1,154.50	1,527.90	2,417.43	228.41	-	-	-
Local Funds	5,981.27	549.52	1,800.00	3,390.00	19,335.13	11,000.00	11,000.00
InKind	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,077,978.34	1,541,095.00	1,681,734.00
Total Program Revenue	7,877,998.05	7,721,229.29	8,469,746.81	8,409,713.82	8,311,553.53	9,227,045.00	9,302,890.00
Salaries/Wages	1,105,216.36	1,147,419.44	1,562,138.00	3,591,321.36	3,511,527.20	3,611,470.66	3,876,019.12
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	61,000.00	-
Fringe Benefits	497,235.23	546,062.58	614,457.41	1,589,416.56	1,581,286.06	1,886,212.35	1,804,596.95
Total Personnel	1,602,451.59	1,693,482.02	2,176,595.41	5,180,737.92	5,092,813.26	5,558,683.01	5,680,616.06
AdministrativeCosts	258,103.24	273,108.79	289,900.61	380,724.88	345,011.60	344,082.48	349,977.93
Network Services	1,138.17	1,066.32	68,612.80	141,531.46	123,145.16	125,695.64	106,633.47
Procurement Services	-	-	-	27,918.63	68,781.36	35,253.45	71,998.26
Human ResourceServices	-	-	-	153,841.84	159,331.41	164,771.09	219,455.51
Facility Cost Allocation	28,802.95	30,904.20	38,009.07	40,241.59	43,598.13	37,446.83	48,745.52
Total Cost Allocations	288,044.36	305,079.31	396,522.48	744,258.40	739,867.66	707,249.49	796,810.69
Delegate Costs	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-	-
Contract Services	27,157.20	63,784.50	72,080.30	74,241.41	88,566.25	63,000.00	70,420.00
Head Start Services	27,138.49	32,759.12	4,353.23	39,783.63	3,110.25	45,798.40	11,027.05
Head Start T & T A	23,829.18	37,356.86	21,018.86	72,759.77	103,604.14	85,502.00	75,682.00
Travel-In Region	4,113.46	9,403.75	14,383.32	4,043.43	5,604.98	-	3,000.00
Travel-Out of Region	-	65.00	172.45	-	-	-	-
Meals	128,767.07	139,725.97	189,511.23	253,605.19	402,016.42	396,005.18	396,005.00
Fuel & Lubricant	-	-	-	-	-	5,000.00	5,000.00
Vehicle Maintenance	-	-	-	-	-	1,000.00	-
County Facility Rent	27,712.00	28,243.25	160,400.00	158,850.00	150,800.00	152,349.50	150,800.00
Utilities	25,265.96	29,341.26	44,416.79	106,994.35	112,550.59	115,360.31	113,000.00
Site Ctr Maintenance	66,198.57	49,738.92	134,386.92	193,050.74	151,160.23	143,749.17	95,005.23
Capital Facility Improvements	-	-	-	-	-	-	-
Supplies	27,794.10	23,647.27	32,823.30	58,322.70	73,719.23	32,589.06	25,169.00
Head Start Supplies	63,208.73	61,431.70	77,431.10	132,028.62	118,769.94	117,556.87	117,099.97
Computer/Software	-	-	-	-	119,732.86	30,000.00	-
Capital Equipment	-	-	-	-	-	142,108.55	-
Copier	6,077.88	5,612.70	7,942.23	25,982.52	27,711.17	26,527.99	25,229.00
Insurance	2,943.00	2,514.64	3,541.75	9,502.00	10,615.80	10,753.92	10,754.00
Printing	1,722.68	153.37	1,390.21	2,425.27	2,053.07	13,000.00	13,000.00
Ads & Promotions	4,154.70	1,419.37	1,946.24	761.83	1,073.94	4,500.00	4,500.00
Training	-	-	-	-	955.93	-	-
Dues and fees	2,154.95	4,022.81	10,477.76	11,452.77	7,176.14	12,000.00	6,038.00
Communications	8,865.13	9,097.83	15,960.67	20,611.77	20,469.77	20,000.00	20,000.00
Postage/freight	1,941.08	1,085.58	1,141.16	1,217.09	876.59	3,216.73	1,000.00
Physicals/Safety	-	-	-	-	326.97	-	1,000.00
InKind Other	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,077,978.34	1,541,095.00	1,681,734.00
Sub-Total Program Expenditures	5,987,502.10	5,723,142.05	5,896,700.68	2,484,769.96	2,478,872.61	2,961,112.68	2,825,463.25
Grand Total Expenditures	7,877,998.05	7,721,703.38	8,469,818.57	8,409,766.28	8,311,553.53	9,227,045.18	9,302,890.00
Revenue over Expenditures	-	(474.09)	(71.76)	(52.46)	-	(0.18)	(0.00)

NOTE: The Head Start Grant Year is June 1 through May 31. CACFP Nutrition Award period is October 1 through September 30.
 FY 16-17 Budget reflects a 1.8% mandated COLA award.
 FY 17-18 Budget reflects mandated 1% COLA award.
 FY 18-19 Budget reflects 2.6% mandated COLA award.
 FY 19-20, FY 20-21, FY 21-22 and FY 22-23 reflects COVID-19 Supplemental funding
 FY 19-20 Budget reflects 1.77% mandated COLA award. Increase in State Federal funds is due to CACFP (Nutrition). Federal award increase is due to removal of Delegate.
 Rent, Utility and Building Maint. increase is due to SAISD centers and Meals is related to CACFP award and removal of Delegate.
 FY 20-21 Budget reflects 2% mandated COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is \$283,864
 FY 21-22 Budget reflects 1.22% mandated COLA
 FY 22-23 Budget reflects 2.88% mandated COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is \$178,405
 Per the Award, Administration Cap is 15% of award. FY 22-23 is projecting an Administrative Percentage of 11.91%

Senior Volunteer Programs Organizational Chart



Executive Board

Executive Director
(John Austin Stokes)

Director of Senior Volunteer Programs
(Nolen Mears)

RSVP

SCP

FGP

RSVP Specialist
(Max Ann Bowlin)

RSVP Specialist
(Teresa Covey)

Foster Grandparent/
Senior Companion Manager
(Clementine Urista)

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 FOSTER GRANDPARENT PROGRAM

	1st Year						
	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	374,225.47	363,668.31	387,416.40	365,784.69	358,919.43	413,573.00	424,092.00
State	-	-	-	5,000.00	10,632.96	5,000.00	5,316.00
Local Funds (covered grant writing)	10.00	-	-	-	-	-	-
Interest	-	-	-	-	0.32	-	-
InKind	49,890.90	45,561.60	48,283.00	21,046.00	4,681.00	42,120.00	41,808.00
Total Program Revenue	424,126.37	409,229.91	435,699.40	391,830.69	374,233.71	460,693.00	471,216.00
Salaries/Wages	50,971.66	52,624.20	59,739.78	57,823.18	50,135.68	54,978.64	58,277.36
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	500.00	-
Fringe Benefits	11,867.37	12,110.08	13,150.58	12,791.80	11,118.41	11,601.23	12,359.43
Total Personnel	62,839.03	64,734.28	72,890.36	70,614.98	61,254.09	67,079.87	70,636.79
Administrative Costs	10,123.34	10,441.23	9,709.08	5,192.10	4,150.65	4,152.24	4,351.87
Network Services	226.35	180.00	2,201.34	4,344.33	2,609.79	4,189.85	4,443.06
Procurement Services	-	-	-	306.39	1,192.89	986.39	2,411.60
Human Resource Services	-	-	-	2,251.68	1,167.10	1,144.24	1,513.49
Facility Cost Allocation	9,537.95	10,923.90	11,114.73	9,886.02	7,660.82	7,325.46	10,588.19
Total Cost Allocations	19,887.64	21,545.13	23,025.15	21,980.52	16,781.25	17,798.18	23,308.21
Stipend - FGP/SCP Volunteers	205,412.79	195,991.12	197,925.22	219,016.18	239,095.50	219,844.00	220,363.00
Uniforms	2,790.40	-	1,365.98	2,000.14	4,944.35	1,200.00	3,400.00
Recognition	31,636.20	32,388.99	35,903.71	30,918.61	28,497.08	38,237.75	35,787.00
Contract Services	-	-	-	-	-	1,000.00	-
Travel-In Region	223.53	765.97	367.45	317.56	17.92	1,700.00	750.00
Travel-Out of Region	590.53	1,544.99	1,530.68	1,304.08	-	3,000.00	5,345.00
Meals	6,697.88	5,947.51	5,845.80	2,190.26	2,909.16	10,248.82	11,000.00
Travel-Volunteer	38,790.03	35,055.71	36,337.03	18,120.30	7,166.95	45,600.00	45,600.00
Supplies	2,342.94	2,731.00	4,933.23	1,978.25	6,685.69	4,800.00	3,750.00
Copier	328.80	164.72	232.98	262.88	166.55	600.00	750.00
Insurance	586.94	586.94	581.61	443.80	739.05	750.00	712.00
Printing	24.38	-	41.40	55.63	23.40	2,200.00	2,500.00
Dues and fees	100.00	175.00	195.00	500.00	240.00	514.38	525.00
Postage/freight	175.68	157.03	255.52	361.50	146.72	600.00	981.00
Physicals/Safety	1,808.70	1,879.92	5,985.28	720.00	885.00	3,400.00	4,000.00
InKind Other	49,890.90	45,561.60	48,283.00	21,046.00	4,681.00	42,120.00	41,808.00
Sub-Total Program Expenditures	341,399.70	322,950.50	339,783.89	299,235.19	296,198.37	375,814.95	377,271.00
Grand Total Program Expenditures	424,126.37	409,229.91	435,699.40	391,830.69	374,233.71	460,693.00	471,216.00
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 SENIOR COMPANION

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	218,493.02	229,962.46	225,113.98	227,393.52	227,970.15	250,398.00	256,992.00
State	-	-	-	6,475.00	11,831.21	6,475.00	6,791.00
Local Funds	10.00	20.00	-	-	-	-	-
Interest	-	-	-	-	0.40	-	-
InKind	8,391.23	18,268.55	18,118.00	10,762.00	4,732.00	22,100.00	19,000.00
CVCOG Membership Dues	-	-	-	-	-	-	-
Total Program Revenue	226,894.25	248,251.01	243,231.98	244,630.52	244,533.76	278,973.00	282,783.00
Salaries/Wages	37,654.16	37,535.95	37,639.12	39,010.20	37,851.16	35,309.32	37,427.88
Overtime	-	-	-	-	-	500.00	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	8,718.28	8,643.03	8,266.81	8,624.70	8,373.62	7,498.90	7,474.72
Total Personnel	46,372.44	46,178.98	45,905.93	47,634.90	46,224.78	43,308.22	44,902.60
Administrative Costs	7,470.58	7,447.10	6,114.67	3,503.36	3,134.43	2,680.78	2,766.41
Network Services	212.22	118.77	1,386.37	3,058.10	1,733.06	4,189.85	2,887.99
Procurement Services	-	-	-	249.26	897.93	549.20	1,519.97
Human Resource Services	-	-	-	1,156.56	779.91	743.76	1,513.49
Facility Cost Allocation	5,663.06	7,278.04	7,395.30	6,116.36	5,549.36	4,389.51	6,759.48
Total Cost Allocations	13,345.86	14,843.91	14,896.34	14,083.64	12,094.69	12,563.10	15,447.33
Stipend - FGP/SCP Volunteers	109,963.01	121,722.21	111,222.25	136,475.34	136,446.00	131,544.00	138,138.00
Uniforms	2,364.90	18,852.75	371.32	2,000.14	3,639.83	1,200.00	1,525.00
Recognition	25,874.67	-	19,393.20	17,712.63	17,848.46	29,210.20	22,499.07
Contract Services	-	-	-	-	-	1,000.00	-
Travel-In Region	171.46	702.87	493.06	480.02	275.18	1,000.00	1,052.00
Travel-Out of Region	590.52	1,029.97	945.42	782.47	-	1,800.00	3,041.00
Meals	3,164.94	3,284.26	2,552.10	1,664.94	1,266.16	6,000.00	7,000.00
Travel-Volunteer	14,525.04	19,818.75	21,865.50	9,957.95	13,808.22	22,600.00	21,318.00
Supplies	1,040.08	1,578.43	2,766.44	1,228.37	2,385.77	1,927.13	3,000.00
Computer/Software	-	-	-	-	4,745.00	-	-
Copier	188.28	101.96	129.12	117.40	79.92	575.00	400.00
Insurance	469.07	469.07	465.19	390.97	556.59	575.35	560.00
Printing	24.37	-	27.60	165.75	15.60	1,500.00	900.00
Dues and fees	100.00	150.00	130.00	350.00	167.50	200.00	200.00
Postage/freight	58.38	121.72	104.84	310.65	208.93	500.00	800.00
Other	638.65	-	-	-	-	-	-
Physicals/Safety	250.00	1,127.58	3,845.67	513.35	39.05	1,380.00	3,000.00
InKind Other	8,391.23	18,268.55	18,118.00	10,762.00	4,732.00	22,100.00	19,000.00
Sub-Total Program Expenditures	167,814.60	187,228.12	182,429.71	182,911.98	186,214.21	223,111.68	222,433.07
Grand Total Program Expenditures	227,532.90	248,251.01	243,231.98	244,630.52	244,533.68	278,973.00	282,783.00
Revenue over Expenditures	(638.65)	-	-	-	0.08	-	(0.00)

unbillable time worked late interest earned
 to write new award

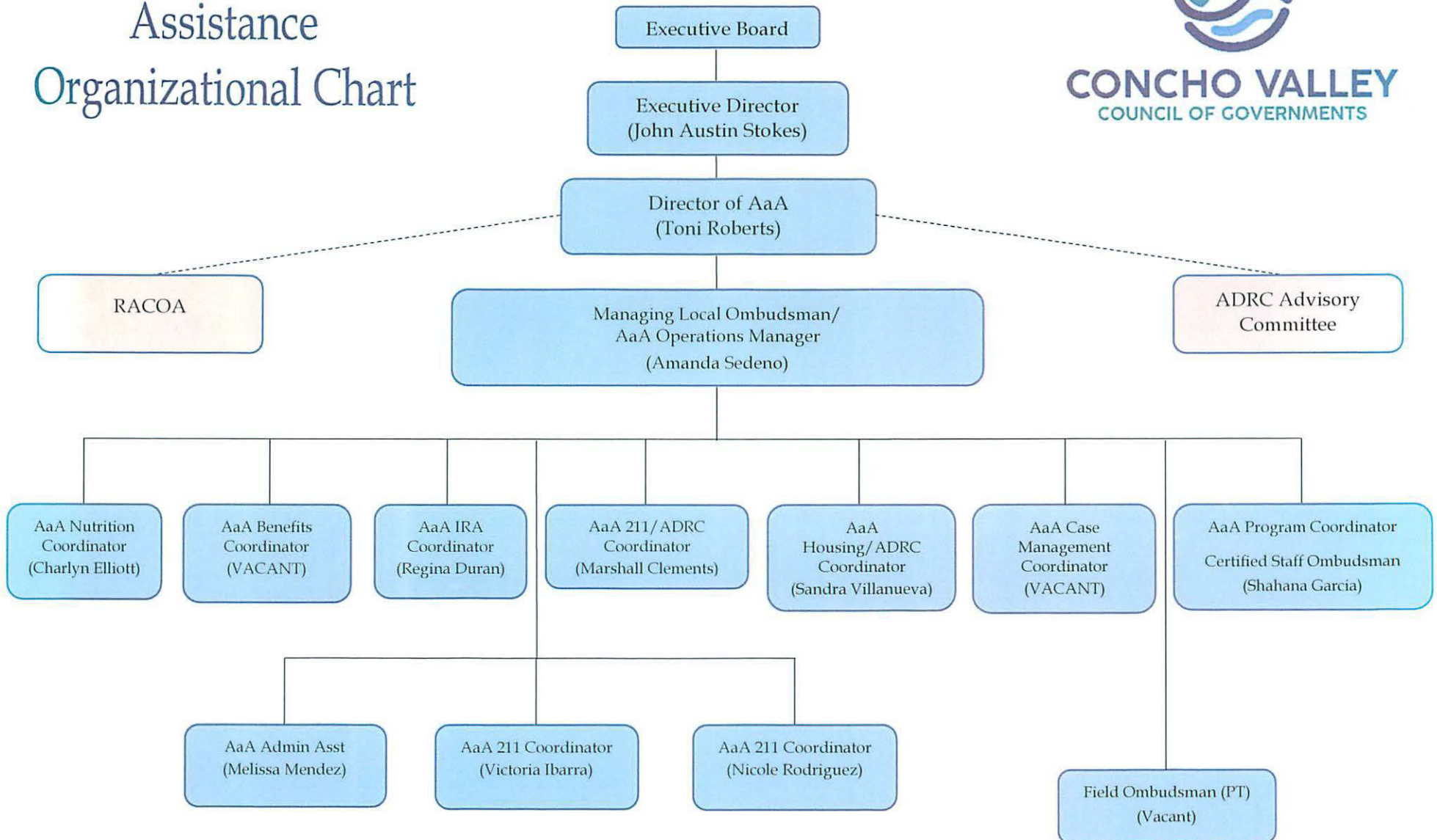
NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 RETIRED SENIOR VOLUNTEER PROGRAM (RSVP)

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	-	-	-	79,681.67	114,385.79	175,606.00	150,606.00
State	-	-	-	-	62,354.18	48,226.00	48,452.00
Local Funds	-	-	-	-	240.00	-	-
Interest	-	-	-	-	7.24	-	-
Total Program Revenue	-	-	-	79,681.67	176,987.21	223,832.00	199,058.00
Salaries/Wages	-	-	-	45,269.13	92,498.40	97,554.60	103,407.87
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	-	-	-	13,246.29	30,089.17	31,885.21	30,818.53
Total Personnel	-	-	-	58,515.42	122,587.57	130,439.81	134,226.40
Administrative Costs	-	-	-	4,306.22	8,307.08	8,074.22	8,269.57
Network Services	-	-	-	2,771.40	6,322.07	8,379.71	10,441.19
Procurement Services	-	-	-	378.39	1,537.07	892.38	1,628.37
Human Resource Services	-	-	-	843.27	2,852.38	2,688.97	3,026.97
Facility Cost Allocation	-	-	-	866.80	1,787.44	3,337.90	3,961.52
Total Cost Allocations	-	-	-	9,166.08	20,806.04	23,373.18	27,327.62
Recognition	-	-	-	28.00	4,919.74	29,299.01	11,448.98
Contract Services	-	-	-	-	-	500.00	-
Travel-In Region	-	-	-	643.44	1,576.05	5,400.00	2,700.00
Travel-Out of Region	-	-	-	-	-	7,145.00	2,000.00
County Facility Rent	-	-	-	5,160.00	10,320.00	10,320.00	10,320.00
Supplies	-	-	-	31.93	9,502.94	2,700.00	2,400.00
Computer/Software	-	-	-	1,050.00	900.00	900.00	1,492.00
Copier	-	-	-	581.00	639.10	1,000.00	600.00
Insurance	-	-	-	1,038.13	1,153.15	980.00	1,132.00
Internet	-	-	-	3,025.17	2,030.22	2,000.00	2,000.00
Printing	-	-	-	-	1,164.06	4,325.00	678.00
Dues and fees	-	-	-	300.00	252.50	1,550.00	500.00
Postage/freight	-	-	-	142.50	1,135.84	3,700.00	2,000.00
Physicals/Safety	-	-	-	-	-	200.00	235.00
Sub-Total Program Expenditures	-	-	-	12,000.17	33,593.60	70,019.01	37,503.98
Grand Total Program Expenditures	-	-	-	79,681.67	176,987.21	223,832.00	199,058.00
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August
 FY 22-23 funds are less due to moving program from April thru March to a July to June program. Move was made to follow FGP and SCP programs.

Access and Assistance Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 AREA AGENCY ON AGING

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
COVID-19 Funding	-	-	-	87,488.00	407,226.00	-	-
State Administrated Federal	1,099,119.00	916,854.00	966,107.00	1,053,324.00	849,404.00	1,244,933.00	1,336,813.00
State	92,727.00	89,761.00	89,145.00	103,148.00	102,974.00	100,188.00	89,145.00
Program Income	145.10	59.50	3,360.00	133.00	82.00	-	-
Local Funds	4,465.00	25.00	52.50	3,100.00	3,000.00	-	-
InKind	355,580.39	301,445.26	327,811.85	343,742.71	159,831.04	417,000.00	417,000.00
Membership Dues	28,333.00	28,333.01	28,333.60	28,333.60	28,333.00	28,333.00	28,333.00
Total Program Revenue	1,580,369.49	1,336,477.77	1,414,809.95	1,619,269.31	1,550,850.04	1,790,454.00	1,871,291.00
Salaries/Wages	310,995.32	272,073.31	268,608.54	270,095.29	254,600.69	348,805.35	381,644.59
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	4,500.00	-
Fringe Benefits	119,956.29	112,623.44	122,394.97	114,150.95	104,195.66	159,215.35	180,699.42
Total Personnel	430,951.61	384,696.75	391,003.51	384,246.24	358,796.35	512,520.70	562,344.01
AdministrativeCosts	69,426.61	62,048.90	52,082.00	28,260.26	24,306.71	31,725.03	34,645.54
Network Services	2,589.65	2,324.24	11,805.44	23,241.24	22,575.37	25,139.13	35,544.49
Procurement Services	-	-	-	18,484.77	39,025.39	8,533.12	18,304.27
Human ResourceServices	-	-	-	11,013.66	9,810.32	10,298.19	12,107.89
Facility Cost Allocation	59,304.08	56,463.46	51,945.25	50,432.97	55,266.02	41,524.77	46,994.91
Total Cost Allocations	131,320.54	120,836.60	115,832.69	131,432.90	150,983.81	117,220.24	147,597.09
Recognition	50.00	-	50.00	-	-	1,000.00	1,000.00
Contract Services	208,445.15	83,482.67	107,647.17	174,896.08	247,826.23	175,000.00	175,000.00
AAA Meals	418,837.65	406,488.37	403,604.79	537,720.53	599,008.16	513,413.06	494,199.90
Travel-In Region	6,645.16	4,330.41	6,674.36	2,935.27	1,623.43	8,000.00	8,000.00
Travel-Out of Region	13,475.84	11,512.79	20,244.58	3,625.83	-	10,000.00	25,000.00
Travel Advisory	303.09	1,874.02	1,661.56	492.50	-	2,000.00	2,000.00
Meals	299.91	-	-	248.57	140.65	300.00	300.00
Supplies	2,913.63	8,619.80	5,739.87	9,183.81	12,342.63	9,000.00	9,000.00
Computer/Software	-	-	9,140.55	-	-	-	-
Copier	3,654.58	4,042.78	11,362.82	18,055.44	7,565.16	6,000.00	6,000.00
Insurance	(66.25)	-	-	-	-	-	500.00
Cell Phones	1,478.66	1,470.00	1,695.00	1,230.00	2,118.50	2,000.00	8,350.00
Printing	327.75	1,544.63	2,659.15	417.36	-	3,000.00	3,000.00
Ads & Promotions	2,119.63	-	-	2,575.00	-	2,500.00	-
Dues and fees	3,567.18	4,774.62	5,840.69	4,589.06	7,970.01	6,000.00	5,500.00
Communications	-	-	682.14	623.63	587.29	-	1,000.00
Postage/freight	2,005.51	1,358.65	3,099.75	3,096.91	2,068.51	5,500.00	5,500.00
Other	8.75	-	-	-	-	-	-
InKind Other	355,580.39	301,445.26	327,811.85	343,742.71	159,831.04	417,000.00	417,000.00
Sub-Total Program Expenditures	1,019,646.63	830,944.00	907,914.28	1,103,532.70	1,041,081.61	1,160,713.06	1,161,349.90
Grand Total Program Expenditures	1,581,918.78	1,336,477.35	1,414,750.48	1,619,211.84	1,550,881.77	1,790,454.00	1,871,291.00
Revenue over Expenditures	(1,549.29)	0.42	59.47	57.47	(11.73)	-	(0.00)

NOTE: The Area Agency on Aging Grant Year is October through September.

FY 16-17 reflects TXDOT 5310 Elderly & Disabled funds spent on contract services, award moved to CVEDD in FY 17-18

FY 19-20 COVID-19 Supplemental funds were received, FY 20-21 is reflecting the continued spend of those funds

FY 21-22 and FY 22-23 we will continue to spend the remaining COVID-19 and ARP funds, however they are not reflected as the amounts were unknown

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
AGING AND DISABILITY RESOURCE CENTER (ADRC)

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
COVID-19 Funding	-	-	-	-	3,037.56	-	-
State Administrated Federal State	-	-	-	44,141.42	34,494.12	68,695.00	70,280.00
	-	-	-	118,309.97	113,889.45	100,924.00	101,274.00
Total Program Revenue	-	-	-	162,461.39	151,421.13	169,619.00	171,554.00
Salaries/Wages	-	-	-	80,824.51	65,933.66	68,543.11	55,398.15
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	-	-	-	32,942.84	29,376.42	37,191.21	23,701.40
Total Personnel	-	-	-	113,767.35	95,310.08	106,734.32	79,099.55
Administrative Costs	-	-	-	8,360.77	6,459.85	6,606.85	4,873.26
Network Services	-	-	-	3,391.29	5,924.14	8,379.71	8,886.12
Procurement Services	-	-	-	406.98	1,643.06	196.41	2,165.71
Human Resource Services	-	-	-	1,062.88	2,154.09	2,288.49	3,026.97
Facility Cost Allocation	-	-	-	17,447.06	21,770.60	16,271.30	13,612.53
Total Cost Allocations	-	-	-	30,668.98	37,951.74	33,742.76	32,564.59
Contract Services	-	-	-	14,874.07	10,258.83	19,000.00	12,057.20
Travel-In Region	-	-	-	229.19	-	1,041.92	4,306.00
Travel-Out of Region	-	-	-	945.87	-	2,000.00	12,308.00
Supplies	-	-	-	1,088.86	2,135.34	2,000.00	18,651.09
Copier	-	-	-	826.32	123.20	1,000.00	1,000.00
Cell Phones	-	-	-	30.00	1,035.00	1,000.00	4,000.00
Printing	-	-	-	-	-	2,000.00	2,000.00
Dues and fees	-	-	-	-	1,519.32	500.00	2,125.00
Postage/freight	-	-	-	34.75	50.06	600.00	600.00
Other	-	-	-	-	3,037.56	-	2,842.57
Sub-Total Program Expenditures	-	-	-	18,029.06	18,159.31	29,141.92	59,889.86
Grand Total Program Expenditures	-	-	-	162,465.39	151,421.13	169,619.00	171,554.00
Revenue over Expenditures	-	-	-	(14.00)	-	-	(0.00)

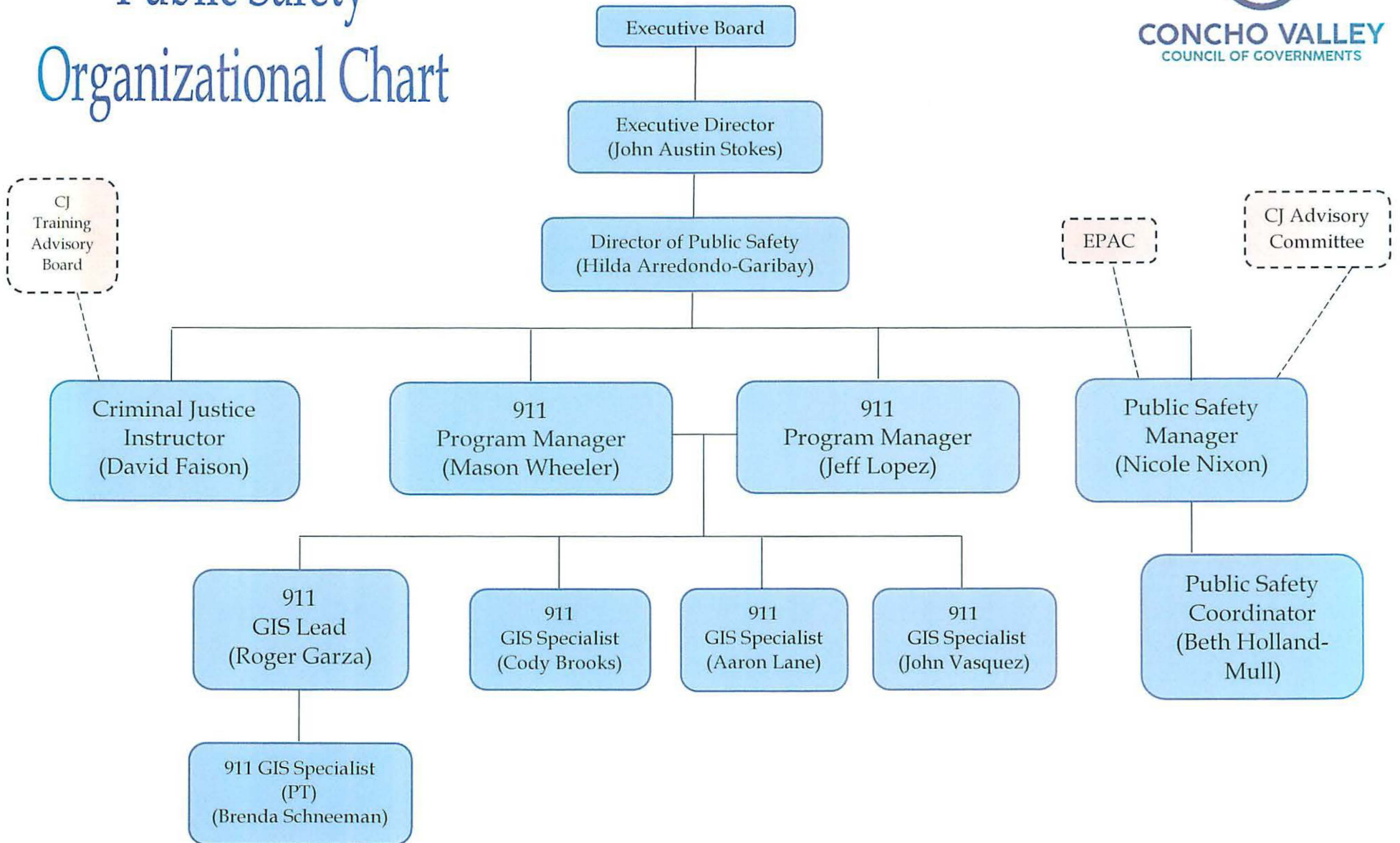
Program award period is September 1 thru August 31.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 2-1-1 INFORMATION & REFERRAL

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State Administrated Federal	198,199.00	95,176.91	102,228.81	105,999.47	92,514.16	194,630.00	194,630.00
State	4,614.74	86,394.00	93,134.92	96,955.80	103,211.42	4,822.00	2,537.00
Local Funds	-	8.23	-	-	-	-	-
Interest	-	-	301.92	69.99	42.23	-	-
Total Program Revenue	202,813.74	181,579.14	195,665.65	203,025.26	195,767.81	199,452.00	197,167.00
Salaries/Wages	96,728.77	73,816.80	91,809.61	109,862.19	97,312.47	87,932.41	73,088.48
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,500.00	-
Fringe Benefits	42,839.88	34,675.74	45,293.44	46,654.13	43,527.62	52,482.58	40,200.10
Total Personnel	139,568.65	108,492.54	137,103.05	156,516.32	140,840.09	141,914.99	113,288.58
Administrative Costs	22,484.51	17,488.03	18,262.10	11,517.12	9,563.72	8,784.54	6,979.61
Network Services	1,636.63	1,162.82	4,140.42	6,584.31	10,920.23	16,759.42	17,772.24
Procurement Services	-	-	-	214.36	696.92	117.85	256.74
Human Resource Services	-	-	-	3,330.68	4,177.42	3,432.73	4,540.46
Facility Cost Allocation	18,532.22	14,242.51	16,404.90	14,721.27	14,627.57	14,485.92	25,957.37
Total Cost Allocations	42,653.36	32,893.36	38,807.42	36,367.74	39,985.86	43,580.46	55,506.42
Contract Services	9,188.78	35,428.00	6,000.00	5,500.00	6,000.00	6,000.00	6,000.00
Travel-In Region	338.57	536.01	700.14	204.98	-	552.46	1,000.00
Travel-Out of Region	2,563.37	2,452.36	2,302.57	-	-	1,904.09	5,000.00
Conference Fees	1,289.00	-	-	-	-	-	-
Supplies	6,396.18	1,125.89	1,861.93	2,205.94	377.83	2,200.00	2,200.00
Computer/Software	-	-	4,891.59	-	-	-	2,537.00
Copier	-	-	-	41.52	228.14	500.00	500.00
Cell Phones	250.00	-	75.00	240.00	1,411.50	500.00	1,200.00
Printing	283.26	41.92	2,432.15	732.48	12.16	500.00	500.00
Ads & Promotions	120.00	-	-	-	-	-	7,435.00
Dues and fees	779.00	2,765.50	667.32	1,177.59	6,870.00	1,200.00	1,500.00
Postage/freight	96.89	1,108.48	522.56	-	-	600.00	500.00
Sub-Total Program Expenditures	21,305.05	43,458.16	19,453.26	10,102.51	14,899.63	13,956.55	28,372.00
Grand Total Program Expenditures	203,527.06	184,844.06	195,363.73	202,986.57	195,725.58	199,452.00	197,167.00
Revenue over Expenditures	(713.32)	(3,264.92)	301.92	38.69	42.23	-	(0.00)

NOTE: Receiving level funding. No funding change since FY 12-13
 Program Period is September through August.

Public Safety Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 9-1-1 EMERGENCY COMMUNICATIONS

	Biennial		Biennial		Biennial		Biennial	
	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State	2,407,912.86	2,719,546.22	2,717,647.77	3,711,554.06	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
Local Funds	-	-	-	2,504.58	-	-	-	-
Interest	-	-	-	7,822.46	-	-	-	-
Total Program Revenue	2,407,912.86	2,719,546.22	2,717,647.77	3,721,881.10	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
Salaries/Wages	235,025.75	267,282.20	251,841.77	316,960.00	343,368.66	356,040.40	368,899.89	393,964.25
Overtime	-	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	3,125.00	-
Fringe Benefits	113,007.84	98,386.57	89,297.35	117,651.82	118,797.83	128,449.73	139,264.89	139,845.09
Total Personnel	348,033.59	365,668.77	341,139.12	434,611.82	462,166.49	484,490.13	511,289.78	533,609.34
Administrative Costs	56,033.41	58,750.79	55,038.15	57,881.83	33,994.49	32,846.53	31,648.84	32,875.22
Network Services	-	-	-	13,130.94	22,245.67	27,230.56	41,898.55	53,316.73
Procurement Services	-	-	-	-	35,552.42	93,444.44	152,432.95	156,100.85
Human Resource Services	-	-	-	-	8,182.62	8,490.06	8,009.71	12,107.89
Facility Cost Allocation	90,354.96	85,319.11	92,346.02	111,024.62	105,995.91	114,829.25	83,715.81	87,711.76
Total Cost Allocations	146,388.37	144,069.90	147,384.17	182,037.39	205,971.11	276,840.84	317,705.66	342,112.46
Contract Services	-	-	500.00	1,855.98	3.09	-	12,000.00	12,000.00
Travel-In Region	1,832.46	2,308.34	3,039.17	4,498.73	1,823.53	2,741.51	10,000.00	6,500.00
Travel-Out of Region	11,839.20	21,176.89	26,841.02	25,077.94	8,343.02	4,315.97	25,000.00	22,955.52
County Facility Rent	933.45	1,072.25	1,028.65	1,228.47	2,188.72	698.51	1,500.00	1,500.00
Supplies	13,732.30	50,256.90	39,874.05	10,032.05	11,888.85	18,654.53	30,000.00	13,825.58
Project Equipment	-	-	-	-	-	155,238.33	-	-
Capital Equipment	917,615.15	301,364.32	-	-	324,955.59	-	1,424,349.00	-
Printing	3,106.50	5,194.66	4,310.00	3,359.35	4,327.85	3,151.06	5,000.00	5,000.00
Ads & Promotions	400.00	330.00	-	148.91	-	-	1,000.00	1,000.00
Training	2,000.00	4,446.50	8,966.00	7,324.50	5,114.00	4,077.77	10,000.00	10,000.00
Dues and fees	1,099.55	435.25	643.58	284.00	286.00	288.00	5,452.56	5,500.00
Communications	10,257.70	11,848.29	16,341.94	7,740.31	4,708.22	3,977.63	10,000.00	10,000.00
Postage/freight	866.83	236.30	204.73	185.58	210.93	1,049.80	1,000.00	1,000.00
911 Services	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,789,179.79	2,016,000.00	1,605,836.10
Other-Give Aways	-	-	-	400.00	9,729.02	-	-	-
Sub-Total Program Expenditures	1,913,401.24	2,209,609.55	2,229,124.48	3,104,839.26	1,595,749.92	1,983,372.70	3,551,301.56	1,695,117.20
Grand Total Program Expenditures	2,407,823.20	2,719,548.22	2,717,647.77	3,721,488.47	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
Revenue over Expenditures	89.66	-	-	392.63	-	-	-	0.00
	Excess Interest earned on several awards, recognize as revenue		Excess Interest earned on several awards, recognize as revenue					

NOTE: The 9-1-1 Emergency Communication Services Program Period is September through August.
 FY 22-23 Equipment will be funded, but the funds are unknown. Should know funding amount sometime in October.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 HOMELAND SECURITY

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State Administrated Federal	130,606.08	109,737.20	125,718.09	110,756.64	118,351.51	130,000.00	132,293.00
State	18,005.21	17,033.10	-	19,245.81	17,106.47	17,500.00	279,547.00
Local Funds	500.00	500.00	-	-	-	-	-
Interest	-	-	-	-	0.51	-	-
Total Program Revenue	149,111.29	127,270.30	125,718.09	130,002.45	135,458.49	147,500.00	411,840.00
Salaries/Wages	56,954.84	54,464.22	48,031.58	63,443.54	60,628.83	76,350.24	93,174.99
Overtime	-	-	-	-	-	1,000.00	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	23,889.71	23,527.18	20,469.89	23,929.29	24,679.03	32,327.13	41,942.80
Total Personnel	80,844.55	77,991.40	68,501.47	87,372.83	85,307.86	109,677.37	135,117.79
Administrative Costs	13,024.71	12,576.13	8,973.62	6,426.54	5,783.19	6,789.03	8,324.49
Network Services	-	-	2,228.43	1,695.64	2,592.52	4,189.85	8,886.12
Procurement Services	-	-	-	53.10	409.97	113.05	928.62
Human Resource Services	-	-	-	2,125.75	2,399.69	1,144.24	2,361.04
Facility Cost Allocation	29,312.00	21,661.82	23,265.69	23,707.54	30,108.88	14,035.98	14,216.19
Total Cost Allocations	42,336.71	34,237.95	34,467.74	34,008.57	41,294.25	26,272.15	34,716.46
Contract Services	-	-	-	-	-	1,000.00	212,000.00
Travel-In Region	236.03	211.70	-	-	-	500.00	4,800.15
Travel-Out of Region	4,092.41	4,182.23	3,903.30	532.26	-	2,488.02	8,000.00
Travel Advisory Counsel	-	-	2,531.68	1,103.80	-	2,000.00	2,000.00
Travel-Volunteer	2,063.86	1,553.06	-	-	-	-	-
Vehicle Maintenance	632.67	-	-	-	304.99	1,064.00	1,164.60
Supplies	6,271.13	189.17	345.13	1,547.74	930.55	1,250.00	4,202.00
Project Equipment	-	5,530.00	7,589.60	-	-	-	-
Computer/Software	225.00	-	7,657.86	-	-	-	-
Copier	1,776.78	441.84	174.68	15.20	-	1,588.46	2,550.00
Insurance	304.00	310.00	466.00	931.00	931.00	340.00	1,064.00
Cell Phones	1,234.72	978.98	1,040.81	1,276.59	1,576.81	500.00	2,500.00
Dues and fees	356.25	885.41	25.00	166.50	288.89	170.00	1,125.00
Communications	1,932.08	1,660.66	681.74	554.07	576.66	500.00	2,000.00
Postage/freight	182.56	2.35	6.00	6.65	13.94	150.00	600.00
Sub-Total Program Expenditures	19,307.49	15,945.40	24,401.80	6,133.81	4,622.84	11,550.48	242,005.75
Grand Total Program Expenditures	142,488.75	128,174.75	127,371.01	127,515.21	131,224.95	147,500.00	411,840.00
Revenue over Expenditures	6,622.54	(904.45)	(1,652.92)	2,487.24	4,233.54	-	(0.00)

Note: Homeland Security consists of the State Homeland Security Program (SHSP), Law Enforcement Terrorism Prevention Activity (LETPA) and HSGD Planning. Closed Citizens Corps Program (CCP) in FY 18-19. The Program Period is October thru September
 FY 22-23 is reflecting award for Radio Infrastructure which includes a Project Specialist to oversee a 1.5 million equipment purchase and installation which includes: a repeater for Menard, two repeaters in McCulloch, a radio console for Mason and four tower upgrades in Kimble
 Radio Infrastructure award is pending approval from Governor's Office.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 CRIMINAL JUSTICE LAW ENFORCEMENT ACADEMY

	1ST Biennium FY 15-16 ACTUAL	2nd Biennium FY 16-17 ACTUAL	1st Biennium FY 17-18 ACTUAL	2nd Biennium FY 18-19 ACTUAL	1ST Biennium FY 19-20 ACTUAL	2nd Biennium FY 20-21 ACTUAL	1ST Biennium FY 21-22 BUDGET	2nd Biennium FY 22-23 BUDGET
State	57,037.53	50,487.07	62,941.59	62,214.28	58,109.67	61,599.53	79,985.00	59,985.00
Program Income	39,696.58	60,702.67	32,353.96	37,587.98	41,636.49	56,036.26	40,016.00	41,000.00
Local Funds	96,275.49	37,380.00	40,887.00	37,525.00	37,000.00	18,086.30	17,800.00	40,900.00
Membership Dues	-	62,500.00	62,500.00	65,000.00	65,000.00	60,382.43	64,447.00	57,858.00
Total Program Revenue	193,009.60	211,069.74	198,882.55	202,327.24	201,746.16	196,104.52	202,248.00	199,743.00
Salaries/Wages	72,876.11	60,746.83	56,814.49	63,579.95	65,928.89	59,235.45	64,549.26	64,249.87
Overtime	-	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	500.00	-
Fringe Benefits	33,920.34	21,222.90	21,179.25	23,833.57	23,354.06	21,685.89	24,712.73	23,271.18
Total Personnel	106,796.45	81,969.73	77,993.74	87,413.52	89,282.95	80,921.34	89,761.99	87,521.05
Administrative Costs	17,194.33	13,205.42	12,584.77	11,669.73	6,569.15	5,486.60	5,556.27	5,392.10
Network Services	-	-	-	2,614.41	5,086.92	7,777.54	4,189.85	8,886.12
Procurement Services	-	-	-	-	1,149.36	3,677.40	1,692.61	3,531.15
Human Resource Services	-	-	-	-	1,062.88	1,199.85	1,144.24	1,513.49
Facility Cost Allocation	20,910.07	47,740.72	39,333.10	43,608.21	41,954.36	45,447.94	24,667.79	34,951.90
Total Cost Allocations	38,104.40	60,946.14	51,917.87	57,892.35	55,822.67	63,589.33	37,250.76	54,274.76
Audit & Legal	-	-	25,460.67	-	20,602.00	-	-	-
Contract Services	14,059.00	16,601.85	-	12,468.05	-	23,148.00	20,000.00	20,000.00
Travel-In Region	209.81	-	168.61	426.36	-	-	1,456.25	1,500.00
Travel-Out of Region	1,289.53	4,014.64	5,829.21	6,333.69	2,594.25	515.79	5,700.00	5,700.00
Meals	213.51	156.99	149.74	424.11	177.67	238.82	215.00	220.00
Fuel & Lubricant	190.34	595.87	760.75	885.77	941.52	1,052.21	2,000.00	2,000.00
Vehicle Maintenance	1,418.93	980.46	4,542.25	2,141.22	6,769.87	324.48	7,000.00	6,870.00
Other Facility Rent	256.00	506.00	506.00	256.00	-	25.00	100.00	100.00
Supplies	7,997.63	17,960.56	7,429.33	9,676.18	10,229.16	703.13	5,964.00	4,946.00
Project Equipment	5,146.37	-	-	-	-	-	20,000.00	5,311.19
Copier	10,535.18	12,524.56	2,086.52	3,073.08	74.70	691.70	6,000.00	5,000.00
Insurance	1,148.00	1,371.00	1,178.00	1,707.25	2,537.00	2,572.00	3,000.00	3,000.00
Cell Phones	236.20	-	-	-	657.99	936.87	800.00	800.00
Dues and fees	1,136.57	3,716.32	1,156.84	1,668.76	1,782.60	390.50	2,000.00	2,000.00
Communications	3,787.07	3,704.88	3,011.07	-	-	-	500.00	-
Postage/freight	484.81	320.90	231.32	236.89	134.70	25.30	500.00	500.00
Sub-Total Program Expenditures	48,168.75	62,473.83	52,510.31	39,297.36	46,501.46	30,623.80	75,235.25	57,947.19
Grand Total Program Expenditures	193,009.60	205,389.70	182,421.92	184,603.23	191,607.08	175,134.47	202,248.00	199,743.00
Revenue over Expenditures	-	5,880.04	16,260.63	17,724.01	10,139.08	20,970.05	-	0.00

NOTE: The Criminal Justice Law Enforcement Academy Program Period is September through August.
 Local funds are from County Membership dues and an Agreement with Howard College.
 FY 21-22 was reflecting a \$20,000 CJ JAG Grant for Equipment

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 CRIMINAL JUSTICE PLANNING FUND 421

	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET	BUDGET
State (Contract)	46,805.51	42,194.74	43,073.56	46,479.64	44,068.18	42,501.78	42,501.78
Interest	-	-	-	-	0.40	-	-
Total Program Revenue	46,805.51	42,194.74	43,073.56	46,479.64	44,068.58	42,501.78	42,501.78
Salaries/Wages	14,001.95	18,889.74	22,401.80	21,572.72	23,638.99	19,950.64	26,585.65
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	5,850.72	7,813.20	9,529.15	8,410.94	9,355.30	8,027.51	10,052.35
Total Personnel	19,852.67	26,702.94	31,930.95	29,983.66	32,994.29	27,978.15	36,638.00
Administrative Costs	3,198.32	4,307.47	4,349.98	2,205.59	2,237.22	1,731.85	2,257.24
Network Services	-	-	861.82	-	-	8,379.71	-
Procurement Services	-	-	-	-	-	24.01	-
Human Resource Services	-	-	-	-	-	1,144.24	665.93
Facility Cost Allocation	5,753.82	5,665.27	5,595.57	4,088.64	-	-	-
Total Cost Allocations	8,952.14	9,972.74	10,807.37	6,294.23	2,237.22	11,279.81	2,923.17
Travel-Out of Region	763.72	-	676.75	-	-	1,309.00	1,600.00
Supplies	397.49	-	-	363.65	439.97	550.00	-
Computer/Software	1,850.25	-	-	-	-	-	-
Copier	954.52	225.80	322.42	-	-	935.07	890.61
Dues and fees	30.00	134.17	30.00	615.00	168.89	250.00	250.00
Postage/freight	79.54	-	-	-	-	199.75	200.00
Sub-Total Program Expenditures	4,075.52	359.97	1,029.17	978.65	608.86	3,243.82	2,940.61
Grand Total Program Expenditures	32,880.33	37,035.65	43,767.49	37,256.54	35,840.37	42,501.78	42,501.78
Revenue over Expenditures	13,925.18	5,159.09	(693.93)	9,223.10	8,228.21	-	(0.00)

NOTE: The Concho Valley 421 Planning Program Award Period is September through August.
 This is a contract award.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 CRIMINAL JUSTICE JUVENILE JUSTICE SERVICES

	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET
State Administrated Federal	27,409.22	27,293.22	24,984.64	32,718.67	40,373.70	31,528.52	25,900.79
Total Program Revenue	27,409.22	27,293.22	24,984.64	32,718.67	40,373.70	31,528.52	25,900.79
Salaries/Wages	3,243.17	4,284.87	3,329.01	7,527.92	6,055.07	5,784.54	4,379.72
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	1,415.54	2,034.29	1,553.45	3,131.41	2,708.85	2,764.75	1,959.59
Total Personnel	4,658.71	6,319.16	4,882.46	10,659.33	8,763.92	8,549.29	6,339.31
Administrative Costs	750.51	1,019.16	670.88	784.34	593.78	529.20	390.56
Network Services	-	-	125.72	-	-	-	-
Procurement Services	-	-	-	-	-	-	1,664.62
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	750.51	1,019.16	796.60	784.34	593.78	529.20	2,055.18
Contract Services	22,000.00	19,954.90	20,141.18	21,275.00	31,016.00	22,450.03	17,506.30
Dues and fees	-	-	-	-	-	-	-
Sub-Total Program Expenditures	22,000.00	19,954.90	20,141.18	21,275.00	31,016.00	22,450.03	17,506.30
Grand Total Program Expenditures	27,409.22	27,293.22	25,820.24	32,718.67	40,373.70	31,528.52	25,900.79
Revenue over Expenditures	-	-	(835.60)	-	-	-	(0.00)

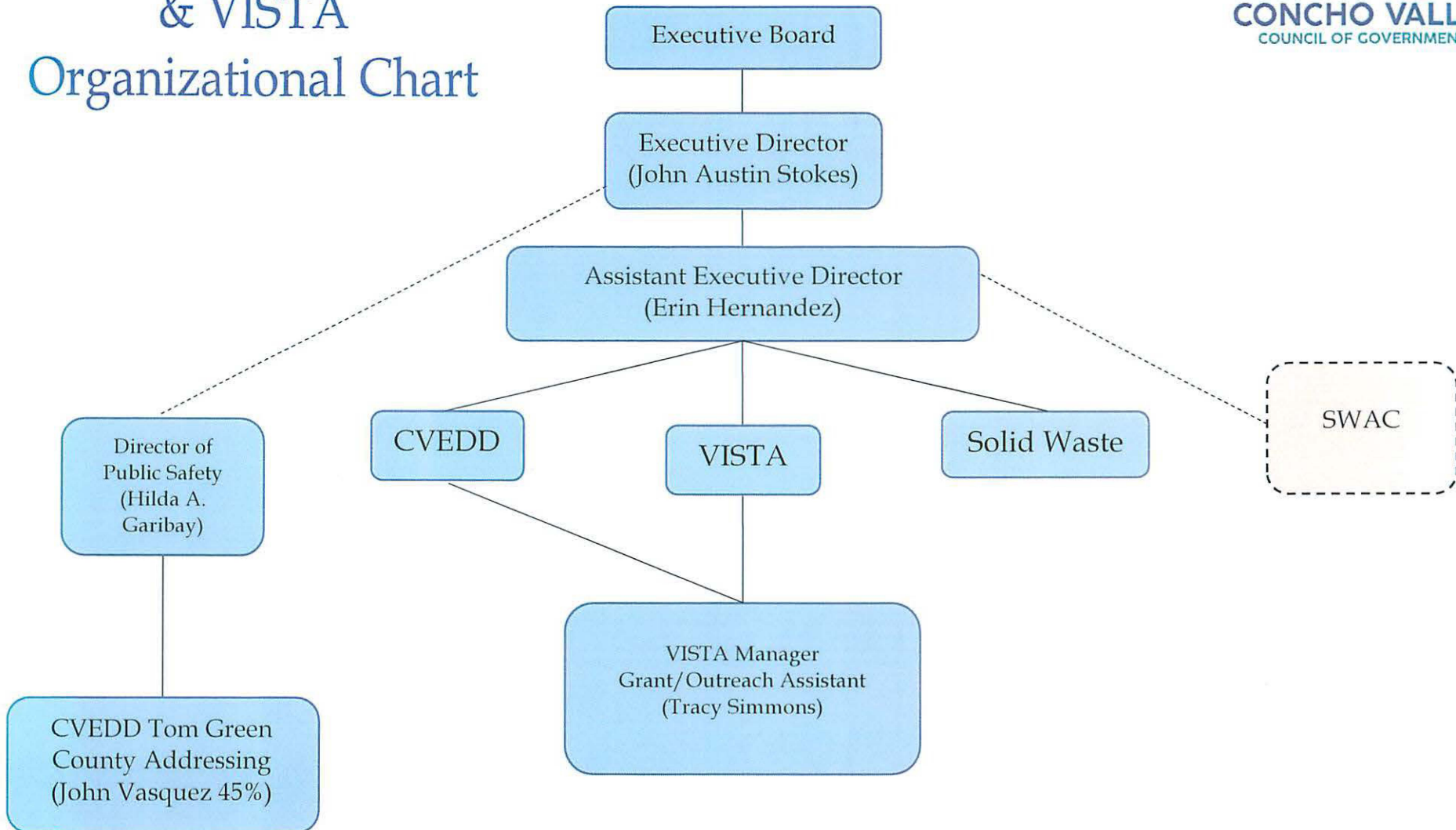
NOTE: The Criminal Justice Juvenile Justice Services Award Period is October through September

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 CRIMINAL JUSTICE Violence Against Women Act (VAWA)

	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET
State	-	-	-	-	12,325.25	13,537.00	20,312.39
Local Funds	-	-	-	-	5,617.57	-	9,891.00
Total Program Revenue	-	-	-	-	17,942.82	13,537.00	30,203.39
Salaries/Wages	-	-	-	-	9,636.97	3,053.97	15,203.64
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	-	3,610.50	1,188.22	5,620.42
Total Personnel	-	-	-	-	13,247.47	4,242.19	20,824.06
Administrative Costs	-	-	-	-	898.48	262.59	1,282.95
Network Services	-	-	-	-	-	-	-
Procurement Services	-	-	-	-	-	65.60	640.69
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	-	-	-	-	898.48	328.19	1,923.64
Contract Services	-	-	-	-	3,196.00	6,300.00	5,234.95
Travel-In Region	-	-	-	-	-	1,000.00	717.74
Supplies	-	-	-	-	600.87	1,503.00	1,503.00
Copier	-	-	-	-	-	163.62	-
Sub-Total Program Expenditures	-	-	-	-	3,796.87	8,966.62	7,455.69
Grand Total Program Expenditures	-	-	-	-	17,942.82	13,537.00	30,203.39
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

NOTE: The Criminal Justice VAWA Award Period is September through August.
 This program does have a matching requirement. Academy Membership dues are used as match on this program

Regional Services & VISTA Organizational Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 Concho Valley Economic Development District

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	60,000.00	77,500.00	70,000.00	70,000.00	69,999.99	70,000.00	70,000.00
COVID-19 Funding	-	-	-	152,056.00	463,053.24	500,000.00	-
State Administrated Federal	-	123,998.00	209,170.00	-	183,369.00	161,960.00	181,292.00
Local Funds	42,331.25	38,803.81	34,130.03	67,986.24	43,578.03	41,968.00	41,968.00
Interest	10,048.76	7,651.08	9,490.98	9,988.97	15,734.14	17,467.00	9,067.00
InKind	-	24,799.00	41,835.00	30,412.00	32,523.00	-	-
Total Program Revenue	112,380.01	272,751.89	364,626.01	330,443.21	808,257.40	791,395.00	302,327.00
Salaries/Wages	59,010.69	67,626.21	69,383.15	111,193.61	160,858.36	105,534.30	55,390.86
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	2,000.00	-
Fringe Benefits	20,397.61	24,411.74	25,385.71	42,024.48	64,878.30	48,341.04	20,481.36
Total Personnel	79,408.30	92,037.95	94,768.86	153,218.09	225,736.66	155,875.34	75,872.22
Administrative Costs	12,807.20	14,835.90	12,638.30	11,276.22	15,294.97	9,648.68	4,674.42
Network Services	-	-	2,865.92	3,391.28	8,603.59	12,569.56	13,329.18
Procurement Services	-	-	-	3,164.14	10,037.97	11,191.70	365.99
Human Resource Services	-	-	-	2,205.37	3,981.49	3,432.73	2,270.23
Facility Cost Allocation	6,792.55	8,615.06	9,249.54	8,601.57	11,344.29	14,048.44	11,801.55
Total Cost Allocations	19,599.75	23,450.96	24,753.76	28,638.58	49,262.31	50,891.11	32,441.37
Audit & Legal	1,375.00	-	-	-	-	-	-
Contract Services	-	123,999.00	209,169.00	157,478.00	177,947.00	163,460.00	181,292.00
One Time Funds	-	-	-	-	-	87,000.00	-
Travel-In Region	1,231.48	1,150.19	1,125.00	354.35	367.19	4,893.00	2,172.41
Travel-Out of Region	3,613.21	3,005.18	2,471.23	1,769.95	-	5,000.00	3,500.00
Supplies	437.03	617.96	1,266.29	876.62	205.12	7,610.00	1,899.00
Project Equipment	-	-	-	-	5,275.00	99,000.00	-
Computer/Software	1,350.00	879.00	879.00	-	-	26,000.00	-
Copier	26.32	341.82	836.90	1,041.64	670.00	2,400.00	2,400.00
Internet	-	-	-	-	4,453.35	25,000.00	-
Printing	845.00	-	-	-	-	10,300.00	450.00
Training	-	-	-	-	455.00	1,665.55	-
Dues and fees	793.56	1,351.38	1,322.29	835.76	1,422.79	1,500.00	1,500.00
Communications	578.62	155.68	-	-	-	-	-
Postage/freight	270.34	140.21	89.85	211.77	51.21	800.00	800.00
Other (includes Foreclosed Assets)	(104.00)	227.93	-	-	298,000.00	150,000.00	-
InKind Other	-	24,799.00	41,835.00	30,412.00	32,523.00	-	-
Sub-Total Program Expenditures	10,416.56	156,667.35	258,994.56	192,980.09	521,369.66	584,628.55	194,013.41
Grand Total Program Expenditures	109,424.61	272,156.26	378,517.18	374,836.76	796,368.63	791,395.00	302,327.00
Revenue over Expenditures	2,955.40	595.63	(13,891.17)	(44,393.55)	11,888.77	-	(0.00)

NOTE: The CVEDD Fiscal Year is July through June. The EDA award is on a calendar year and is to provide Regional Planning.
 FY 17-18 started TXDOT - 5310 award for transportation of Elderly & Disability, contract with CVTD. Funds assist CVTD with Federal match.

Excess expenses in FY 18-19 and FY 19-20 CVEDD used Prior Year excess funds to cover expenses related to growing program
 FY 20-21 and FY 21-22 reflect CARES funding received for Revolving Loan Expansion and COVID Recovery

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 REGIONAL SERVICES - SOLID WASTE

	1ST Biennium FY 15-16 ACTUAL	2ND Biennium FY 16-17 ACTUAL	1ST Biennium FY 17-18 ACTUAL	2ND Biennium FY 18-19 ACTUAL	1ST Biennium FY 19-20 ACTUAL	2ND Biennium FY 20-21 ACTUAL	1ST Biennium FY 21-22 BUDGET	2ND Biennium FY 22-23 BUDGET
State	69,611.83	161,293.02	61,290.19	169,727.78	45,633.31	180,609.58	115,000.00	115,000.00
Total Program Revenue	69,611.83	161,293.02	61,290.19	169,727.78	45,633.31	180,609.58	115,000.00	115,000.00
Salaries/Wages	25,473.41	27,298.61	31,898.08	22,192.53	24,804.50	40,796.97	17,418.26	21,301.40
Overtime								
Incentives and Certifications	-	-	-	-	-	-	500.00	-
Fringe Benefits	11,235.22	10,072.35	14,093.52	10,031.28	8,807.37	14,600.49	10,347.88	7,242.67
Total Personnel	36,708.63	37,370.96	45,991.60	32,223.81	33,611.87	55,397.46	28,266.14	28,544.07
Administrative Costs	5,910.15	6,022.79	7,415.16	4,216.20	2,473.33	3,757.77	1,749.67	1,758.58
Network Services	652.49	975.35	1,905.37	1,027.35	1,995.17	3,039.72	4,189.85	4,443.06
Procurement Services	-	-	-	-	778.85	2,863.44	2,987.68	6,313.78
Human Resource Services	-	-	-	-	1,062.88	1,199.85	1,144.24	605.39
Facility Cost Allocation	4,197.46	3,101.74	3,466.74	3,686.73	4,124.20	4,467.95	3,584.91	4,618.00
Total Cost Allocations	10,760.10	10,099.88	12,787.27	8,930.28	10,434.43	15,328.73	13,666.35	17,738.81
Travel-In Region	85.40	287.43	-	-	-	-	1,250.00	683.92
Travel-Out of Region	734.83	762.57	238.38	1,803.86	596.42	(62.50)	2,427.51	1,158.20
Supplies	-	176.36	-	231.43	-	-	2,500.00	300.00
Project Equipment	20,228.32	112,171.78	1,790.19	127,079.44	-	109,622.24	65,000.00	65,000.00
Copier	-	-	-	-	-	-	400.00	400.00
Printing	448.80	216.80	94.32	51.65	374.20	-	375.00	-
Ads & Promotions	-	-	-	-	218.20	122.26	450.00	300.00
Dues and fees	516.07	181.25	296.52	25.00	230.54	201.39	500.00	800.00
Postage/freight	129.68	25.99	91.91	10.20	167.65	-	175.00	75.00
Sub-Total Program Expenditures	22,143.10	113,822.18	2,511.32	129,201.58	1,687.01	109,883.39	73,077.61	68,717.12
Grand Total Program Expenditures	69,611.83	161,293.02	61,290.19	170,355.67	45,633.31	180,609.58	115,000.00	115,000.00
Revenue over Expenditures	-	-	-	(627.89)	-	-	-	(0.00)

NOTE: The State funding for this Biennial award is \$230,000 .
 The award period is September through August

Program is for solid waste management and recycling.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 COMMUNITY & ECONOMIC DEVELOPMENT ASSISTANCE

	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET
State	7,498.00	8,135.38	7,171.62	3,405.55	13,081.45	8,114.00	8,114.00
Total Program Revenue	7,498.00	8,135.38	7,171.62	3,405.55	13,081.45	8,114.00	8,114.00
Salaries/Wages	3,782.15	3,489.34	3,015.55	2,219.95	5,558.41	4,563.49	4,879.97
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	1,403.16	1,352.27	1,160.54	798.25	2,005.23	1,605.48	1,945.86
Total Personnel	5,185.31	4,841.61	4,176.09	3,018.20	7,563.64	6,168.97	6,825.83
Administrative Costs	835.93	780.65	619.74	222.45	512.56	418.87	420.53
Network Services	-	-	105.02	-	-	-	-
Procurement Services	-	-	-	-	-	-	-
Human Resource Services	-	-	-	-	-	-	151.35
Facility Cost Allocation	1,020.96	1,157.90	1,130.72	-	-	-	-
Total Cost Allocations	1,856.89	1,938.55	1,855.48	222.45	512.56	418.87	571.88
Travel-In Region	-	-	-	-	-	-	566.29
Copier	-	129.02	-	-	-	606.16	100.00
Ads & Promotions	-	149.24	-	164.90	-	170.00	-
Dues and fees	-	-	-	-	-	650.00	-
Postage/freight	-	-	-	-	-	100.00	50.00
Sub-Total Program Expenditures	-	278.26	-	164.90	-	1,526.16	716.29
Grand Total Program Expenditures	7,042.20	7,058.42	6,031.57	3,405.55	8,076.20	8,114.00	8,114.00
Revenue over Expenditures	455.80	1,076.96	1,140.05	-	5,005.25	-	(0.00)

U.S. Department of Housing and Urban Development provides annual grants on a formula basis to entitled cities and counties to develop viable communities. These funds are to provide technical assistance, but not on a specific TxCDBG project. Contract agreement is for the September to August period.

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 VOLUNTEERS IN SERVICE TO AMERICA (VISTA)

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	-	-	-	-	-	-	15,000.00
Local Funds	-	-	-	9,154.72	34,363.92	177,025.28	69,953.13
Total Program Revenue	-	-	-	9,154.72	34,363.92	177,025.28	84,953.13
Salaries/Wages	-	-	-	6,356.06	23,712.80	46,284.55	47,018.13
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	2,170.26	8,425.50	17,119.64	19,999.33
Total Personnel	-	-	-	8,526.32	32,138.30	63,404.19	67,017.46
Administrative Costs	-	-	-	628.40	2,177.22	3,924.72	4,128.89
Network Services	-	-	-	-	-	4,189.85	4,443.06
Procurement Services	-	-	-	-	-	13.09	95.09
Human Resource Services	-	-	-	-	-	1,144.24	1,513.49
Facility Cost Allocation	-	-	-	-	-	2,309.20	2,414.64
Total Cost Allocations	-	-	-	628.40	2,177.22	11,581.10	12,595.16
Recognition	-	-	-	-	-	1,000.00	-
Contract Services	-	-	-	-	-	28,308.86	-
Travel-In Region	-	-	-	-	-	1,141.00	1,890.51
Travel-Out of Region	-	-	-	-	-	1,000.00	2,100.00
Supplies	-	-	-	-	-	300.00	1,000.00
Computer/Software	-	-	-	-	-	-	-
Copier	-	-	-	-	48.40	237.00	250.00
Printing	-	-	-	-	-	-	-
Postage/freight	-	-	-	-	-	100.00	100.00
Sub-Total Program Expenditures	-	-	-	-	48.40	32,086.86	5,340.51
Grand Total Program Expenditures	-	-	-	9,154.72	34,363.92	107,072.15	84,953.13
Revenue over Expenditures	-	-	-	-	-	69,953.13	(0.00)

carry forward

Current funding is provided by the San Angelo Health Foundation

EMPLOYEE SALARY SCHEDULE

October 1, 2022 through September 30, 2023

- Head Start Program received HHS-ACF 2.28% COLA award, effective June 1, 2022. Due to Program budget constraints, unable to request any additional raises.
- The following Programs are requesting 6% COLA adjustments
 - Finance, Human Resources, Procurement, Information Technology, Regional Services, Access and Assistance, Senior Volunteer Services, and Public Safety
 - Transit is requesting 6% for employees that did not receive pay adjustments within the past 5-months:
 - Drivers pay was adjusted April 1, 2022 and;
 - Four Administrative positions had their pay adjusted in June 2022, employees are noted on the Salary Schedule
 - Requesting to move the Assistant Executive Director pay from the Program Assistant Director level to the Program Director Level I, mid-point between Min and Mid-range. This move will result in a 14.40% increase in pay. This position is currently the Interim Executive Director and Program Director for Regional Services.

Executive Director position to be reviewed separately and separate action taken to award

- Performance Review Committee, meeting July 13, 2022

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

Annual Full Time Hours = 2080 (260 work days x 8 hours)
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-21
Executive Director	2/1/2014	8.7	2/1/2014	8.7	138,190.50	\$5,757.94	138,190.50	0.00%	\$5,757.94	\$ -	0.00%	\$5,757.94	138,190.50	
Director of Finance	3/19/2007	15.5	6/1/2007	15.3	100,069.96	\$4,169.58	100,069.96	6.00%	\$4,419.76	\$ -	0.00%	\$4,419.76	106,074.16	
Assistant Director of Finance/Procurement	2/16/2022	0.6	2/16/2022	0.6	60,000.00	\$2,789.58	66,949.92	6.00%	\$2,956.95	\$ -	0.00%	\$2,956.95	70,966.92	
Finance Manager/Revolving Loan Specialist	9/14/2022	0.0	2/1/2022	0.7	44,969.60	\$1,953.08	46,873.96	6.00%	\$2,070.27	\$ -	0.00%	\$2,070.27	49,686.40	
Finance Manager/Assets	10/28/2019	2.9	10/1/2021	1.0	60,934.88	\$2,538.95	60,934.88	6.00%	\$2,691.29	\$ -	0.00%	\$2,691.29	64,590.97	
Finance Specialist	New				0.00				\$0.00	\$ -	0.00%	\$16.20	16,848.00	
Records Retention Officer/Receptionist	5/18/2011	11.4	10/1/2019	3.0	35,070.05	\$16.86	35,070.05	6.00%	\$17.87	\$ -	0.00%	\$17.87	37,174.25	
Full-Time Receptionist/Accounting Tech	10/28/2013	8.9	10/28/2013	8.9	29,829.70	\$14.34	29,829.70	6.00%	\$15.20	\$ -	0.00%	\$15.20	31,619.48	
Total Administrative					469,064.69		477,918.97						515,150.68	46,085.99
					FTE 7								7.00	
Director of Human Resources	5/1/2015	7.4	10/1/2018	4.0	84,003.94	\$3,500.16	84,003.94	6.00%	\$3,710.17	\$ -	0.00%	\$3,710.17	89,044.18	
PT Assistant moved to HR Generalist Supervisor Level II	11/16/2020	1.9	11/16/2020	1.9	42,129.31	\$22.07	45,905.60	6.00%	\$23.39	\$ -	0.00%	\$23.39	48,659.94	
HR Coordinator/Payroll	7/16/2021	1.2	7/16/2021	1.2	33,648.58	\$16.18	33,648.58	6.00%	\$17.15	\$ -	0.00%	\$17.15	35,667.49	
HR Administrative Assistant	12/13/2021	0.8	12/13/2021	0.8	30,160.00	\$14.50	30,160.00	6.00%	\$15.37	\$ -	0.00%	\$15.37	31,969.60	
Total Human Resources					189,941.83		193,718.12						205,341.21	15,399.38
					FTE 4								4.00	
Contract Specialist/Purchaser II	9/1/2021	1.1			33,827.64	\$1,875.00	45,000.00	6.00%	\$1,987.50	\$ -	0.00%	\$1,987.50	47,700.00	
Procurement Manager/Trainer	9/1/2016	6.1	5/1/2022	0.4	39,567.76	\$1,648.66	39,567.76	6.00%	\$1,747.58	\$ -	0.00%	\$1,747.58	41,941.83	
Purchaser II	10/16/2020	2.0	1/1/2022	0.8	33,800.00	\$17.74	36,908.35	6.00%	\$18.81	\$ -	0.00%	\$18.81	39,122.85	
Procurement Coordinator I	9/1/2020	2.1	9/1/2021	1.1	27,177.70	\$13.07	27,177.70	6.00%	\$13.85	\$ -	0.00%	\$13.85	28,808.36	
Procurement Coordinator I	Open				27,177.70	\$13.50	28,080.00	6.00%	\$14.31	\$ -	0.00%	\$14.31	29,764.80	
Procurement/Purchaser I	10/8/2019	3.0	7/1/2021	1.3	32,842.37	\$15.79	32,842.37	6.00%	\$16.74	\$ -	0.00%	\$16.74	34,812.91	
Total Procurement Services					194,393.17		209,576.18						222,150.75	27,757.58
					FTE 7								6.00	
Director of Information Technology	8/19/2019	3.1	8/19/2019	3.1	80,003.96	\$3,333.50	80,003.96	6.00%	\$3,533.51	\$ -	0.00%	\$3,533.51	84,804.20	
System Support Specialist II	11/1/2019	2.9	2/1/2021	1.7	38,188.80	\$18.36	38,188.80	6.00%	\$19.46	\$ -	0.00%	\$19.46	40,480.13	
System Support Tech	4/1/2022	0.5	7/1/2022	0.3	29,362.94	\$17.00	35,360.00	6.00%	\$18.02	\$ -	0.00%	\$18.02	37,481.60	
Programmer/IT Auditor	Eliminate				47,037.59	\$0.00		6.00%	\$0.00	\$ -	0.00%	\$0.00	0.00	
Total Network Administration					194,593.29		153,552.76						162,765.93	-31,827.36
					FTE 4								3.00	-16.36%
Addressing Billing/GIS Specialist	11/1/2019	2.9	4/1/2021	1.5	48,499.78	\$23.32	48,499.78	6.00%	\$24.72	\$ -	0.00%	\$24.72	51,409.77	
Assistant Executive Director/Regional Services Director	6/8/2018	4.3	10/1/2021	1.0	70,000.44	\$2,916.69	70,000.44	6.00%	\$3,091.69	\$ 245.00	0.00%	\$3,336.69	80,080.47	
VISTA Coordinator	7/11/2022	0.2	7/11/2022	0.2	35,621.66	\$20.67	42,993.60	6.00%	\$21.91	\$ -	0.00%	\$21.91	45,573.22	
Total Regional Services					154,121.88		161,493.82						177,063.45	22,941.57
					FTE 3								3.00	14.89%
Director of Access and Assistance	10/25/2005	16.9	7/1/2012	10.3	96,221.16	\$4,009.22	96,221.16	6.00%	\$4,249.77	\$ -	0.00%	\$4,249.77	101,994.43	
Field Ombudsman	Open				21,254.45	\$14.00	29,120.00	6.00%	\$14.84	\$ -	0.00%	\$14.84	30,867.20	
Managing Local Ombudsman	Open				37,806.91	\$16.50	34,320.00	6.00%	\$17.49	\$ -	0.00%	\$17.49	36,379.20	
AAA Coordinator	3/7/2022	0.6	3/7/2022	0.6	32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	Open				32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	8/23/2021	1.1	11/1/2021	0.9	32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	3/9/2020	2.6	10/1/2021	1.0	35,536.80	\$17.09	35,536.80	6.00%	\$18.11	\$ -	0.00%	\$18.11	37,669.01	
Access and Assistance Operations Manager	1/20/2014	8.7	11/1/2021	0.9	49,999.92	\$2,083.33	49,999.92	6.00%	\$2,208.33	\$ -	0.00%	\$2,208.33	52,999.92	
Total Area Agency on Aging					337,414.44		341,793.08						362,300.66	24,886.22
					FTE 7.73								8.00	7.38%
ADRC Housing Navigator/Program Coordinator	3/1/2019	3.6	9/1/2020	2.1	34,730.59	\$16.70	34,730.59	6.00%	\$17.70	\$ -	0.00%	\$17.70	36,814.43	
ADRC/211 Program Specialist	10/1/2018	4.0	5/1/2020	2.4	34,730.59	\$16.70	34,730.59	6.00%	\$17.70	\$ -	0.00%	\$17.70	36,814.43	
Total ADRC					69,461.18		69,461.18						73,628.85	0.00
					FTE 2								2.00	
211 I&R Specialist	2/16/2012	10.6	5/1/2020	2.4	31,187.52	\$14.99	31,187.52	6.00%	\$15.89	\$ -	0.00%	\$15.89	33,058.77	
211 I&R Specialist	3/21/2022	0.5	3/21/2022	0.5	23,108.80	\$11.11	23,108.80	6.00%	\$11.78	\$ -	0.00%	\$11.78	24,495.33	
212 I&R Specialist/Administrative Assistant	11/1/2019	2.9	11/1/2021	0.9	29,702.40	\$14.28	29,702.40	6.00%	\$15.14	\$ -	0.00%	\$15.14	31,484.54	
1-1 Information & Referral					83,998.72		83,998.72						89,038.64	5,039.92
					FTE 3								3.00	6.00%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Director of Senior Volunteer Services SCP(20%),FGP(45%),RSVP(35%)	10/24/2013	8.9	1/16/2015	7.7	80,003.96	\$3,333.50	80,003.96	6.00%	\$3,533.51	\$ -	0.00%	\$3,533.51	84,804.20	
Program Manager SCP(45%), FGP(55%)	7/1/2015	7.3	7/1/2019	3.3	47,037.59	\$1,959.90	47,037.59	6.00%	\$2,077.49	\$ -	0.00%	\$2,077.49	49,859.85	
RSVP Coordinator - Abilene (32 hours per week)	4/1/2020	2.5	4/1/2020	2.5	28,276.68	\$16.99	28,276.68	6.00%	\$18.01	\$ -	0.00%	\$18.01	29,973.28	
RSVP Coordinator - San Angelo	4/1/2020	2.5	4/1/2020	2.5	42,410.78	\$20.39	42,410.78	6.00%	\$21.61	\$ -	0.00%	\$21.61	44,955.43	
Total Senior Volunteer Programs					197,729.01		197,729.01						209,592.75	11,863.74
					FTE 4								4.00	6.00%
Criminal Justice Instructor	2/2/2015	7.7	2/2/2015	7.7	65,367.23	\$2,723.63	65,367.23	6.00%	\$2,887.05	\$ -	0.00%	\$2,887.05	69,289.26	
Public Safety Manager	1/16/2006	16.7	10/1/2019	3.0	60,001.92	\$2,500.08	60,001.92	6.00%	\$2,650.08	\$ -	0.00%	\$2,650.08	63,602.04	
Public Safety Coordinator	10/21/2019	2.9	10/21/2019	2.9	43,492.80	\$20.91	43,492.80	6.00%	\$22.16	\$ -	0.00%	\$22.16	46,102.37	
Public Safety Program Specialist (Radio Infrastructure)	New				0.00	\$0.00	-	6.00%	\$17.00	\$ -	0.00%	\$17.00	35,360.00	
Total Criminal Justice/Homeland Security					168,861.95		168,861.95						214,353.67	45,491.72
					FTE 3								4.00	26.94%
Director of Public Safety	1/1/1990	32.8	10/1/1994	28.0	86,149.28	\$3,589.55	86,149.28	6.00%	\$3,804.93	\$ -	0.00%	\$3,804.93	91,318.24	
911 Program Manager	5/16/2017	5.4	10/1/2019	3.0	55,411.46	\$2,308.81	55,411.46	6.00%	\$2,447.34	\$ -	0.00%	\$2,447.34	58,736.15	
911 GIS Specialist	10/28/2019	2.9	10/28/2019	2.9	48,499.78	\$23.32	48,499.78	6.00%	\$24.72	\$ -	0.00%	\$24.72	51,409.77	
911 GIS Specialist	8/3/2020	2.2	5/16/2021	1.4	46,675.20	\$22.44	46,675.20	6.00%	\$23.79	\$ -	0.00%	\$23.79	49,475.71	
911 GIS Specialist - County Tech (300 hrs annually)	9/3/2009	13.1	9/1/2009	13.1	8,714.88	\$29.05	8,714.88	6.00%	\$30.79	\$ -	0.00%	\$30.79	9,237.77	
911 Program Manager	12/8/2006	15.8	2/1/2018	4.7	61,058.51	\$2,544.10	61,058.51	6.00%	\$2,696.75	\$ -	0.00%	\$2,696.75	64,722.02	
911 GIS Specialist - Lead	8/16/2013	9.1	10/1/2019	3.0	54,631.20	\$26.27	54,631.20	6.00%	\$27.84	\$ -	0.00%	\$27.84	57,909.07	
Total 9-1-1 Communications					361,140.31		361,140.31						382,808.73	21,668.42
					FTE 6.50								6.25	6.00%
Director of Transportation	7/2/2020	2.2	7/2/2020	2.2	88,105.04	\$3,671.04	88,105.04	6.00%	\$3,891.30	\$ -	0.00%	\$3,891.30	93,391.26	
Assistant Director of Transportation	1/4/2016	6.7	9/1/2020	2.1	67,957.46	\$2,831.56	67,957.46	6.00%	\$3,001.45	\$ -	0.00%	\$3,001.45	72,034.89	
Finance Manager/Program	7/16/2007	15.2	9/1/2020	2.1	58,231.31	\$2,426.30	58,231.31	6.00%	\$2,571.88	\$ -	0.00%	\$2,571.88	61,725.07	
Research Specialist	12/13/2021	0.8	12/13/2021	0.8	34,320.00	\$16.50	34,320.00	6.00%	\$17.49	\$ -	0.00%	\$17.49	36,379.20	
Regional Coordinator/Grant Writer/Office Administrator	Open				42,840.00	\$1,785.00	42,840.00	6.00%	\$1,892.10	\$ -	0.00%	\$1,892.10	45,410.40	
Data Entry/Collections	Open				28,080.00	\$114.00	29,120.00	6.00%	\$124.84	\$ -	0.00%	\$124.84	30,867.20	
Accounting Technician move to CVT Finance Specialist	4/1/2022	0.5	pending 8/1/22		33,280.00	\$16.00	33,280.00	6.00%	\$16.96	\$ -	0.00%	\$16.96	35,276.80	
Cashier - Greyhound Lead	Open				23,486.11	\$11.29	23,486.11	6.00%	\$11.97	\$ -	0.00%	\$11.97	24,892.19	
Cashier - Greyhound PT	8/24/2020	2.1	8/24/2020	2.1	15,902.06	\$10.46	15,902.06	6.00%	\$11.09	\$ -	0.00%	\$11.09	16,864.24	
Operations Safety Manager	6/1/2018	4.3	11/16/2019	2.9	59,070.48	\$2,461.27	59,070.48	6.00%	\$2,608.95	\$ -	0.00%	\$2,608.95	62,614.71	
Safety and Compliance Specialist	5/11/2020	2.4	5/11/2020	2.4	34,794.24	\$19.73	34,794.24	6.00%	\$20.93	\$ -	0.00%	\$20.93	41,038.40	
Operations Safety Manager	12/1/2020	1.8	12/1/2020	1.8	58,649.92	\$2,443.75	58,649.92	6.00%	\$2,590.38	\$ -	0.00%	\$2,590.38	62,169.00	
Road Supervisor (Fixed Route)	9/1/2016	6.1	10/1/2017	5.0	44,468.90	\$2,166.67	44,468.90	6.00%	\$2,286.67	\$ -	0.00%	\$2,286.67	47,000.00	
Road Supervisor (Demand Response)	10/1/2017	5.0	11/1/2019	2.9	42,865.46	\$2,099.86	42,865.46	6.00%	\$2,209.86	\$ -	0.00%	\$2,209.86	23,396.64	
Road Supervisor (Rural)	6/1/2018	4.3	10/1/2019	3.0	44,366.82	\$2,162.43	44,366.82	6.00%	\$2,282.43	\$ -	0.00%	\$2,282.43	51,898.32	
Urban Assistant Road Supervisor	Eliminate				39,143.52	\$17.00	39,143.52	6.00%	\$18.02	\$ -	0.00%	\$18.02	0.00	
Lead Dispatcher	10/21/2006	15.9	2/16/2019	3.6	38,443.39	\$18.48	38,443.39	6.00%	\$19.59	\$ -	0.00%	\$19.59	40,744.70	
Dispatcher	6/1/2021	1.3	6/1/2021	1.3	27,580.80	\$13.26	27,580.80	6.00%	\$14.06	\$ -	0.00%	\$14.06	29,235.65	
Dispatcher	2/9/2018	4.6	2/9/2018	4.6	31,166.30	\$14.98	31,166.30	6.00%	\$15.88	\$ -	0.00%	\$15.88	33,027.90	
Dispatcher	Eliminate				30,232.80	\$14.54	30,232.80	6.00%	\$15.41	\$ -	0.00%	\$15.41	0.00	
Facilities Manager	8/12/2019	3.1	8/1/2021	1.2	50,999.92	\$2,250.00	50,999.92	6.00%	\$2,385.00	\$ -	0.00%	\$2,385.00	57,240.00	
Fleet Technician/Maintenance Specialist	10/16/2020	2.0	10/16/2020	2.0	39,143.52	\$18.82	39,143.52	6.00%	\$19.95	\$ -	0.00%	\$19.95	41,494.34	
Building and Grounds Maintenance Technician	11/30/2021	0.8	11/30/2021	0.8	27,040.00	\$13.00	27,040.00	6.00%	\$13.78	\$ -	0.00%	\$13.78	28,662.40	
Maintenance Specialist	8/17/2020	2.1	8/17/2020	2.12	29,432.00	\$14.15	29,432.00	6.00%	\$15.00	\$ -	0.00%	\$15.00	31,197.92	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Route FR 1 Driver					32,906.02	\$18.32	\$34,336.26	0.00%	\$18.32	\$-	0.00%	\$18.32	\$34,336.26	
Route FR 2 Driver (Lead)					33,033.31	\$18.38	\$33,511.34	0.00%	\$18.38	\$-	0.00%	\$18.38	\$33,511.34	
Route FR 3 Driver					31,887.65	\$17.83	\$33,417.88	0.00%	\$17.83	\$-	0.00%	\$17.83	\$33,417.88	
Route FR 4 Driver					33,606.14	\$18.66	\$34,973.51	0.00%	\$18.66	\$-	0.00%	\$18.66	\$34,973.51	
Route FR 5 Driver					31,060.22	\$17.43	\$31,779.25	0.00%	\$17.43	\$-	0.00%	\$17.43	\$31,779.25	
Route FR 6 Driver					31,887.65	\$17.83	\$31,599.22	0.00%	\$17.83	\$-	0.00%	\$17.83	\$31,599.22	
Route FR 7 Driver					28,641.60	\$16.27	\$29,664.28	0.00%	\$16.27	\$-	0.00%	\$16.27	\$29,664.28	
Route FR 8 Driver					31,060.22	\$17.43	\$31,779.25	0.00%	\$17.43	\$-	0.00%	\$17.43	\$31,779.25	
Route FR 9 Driver					33,627.36	\$18.67	\$33,087.91	0.00%	\$18.67	\$-	0.00%	\$18.67	\$33,087.91	
Route FR 10 Driver					31,908.86	\$17.84	\$32,526.78	0.00%	\$17.84	\$-	0.00%	\$17.84	\$32,526.78	
Route FR 11 Driver					31,060.22	\$17.43	\$32,668.18	0.00%	\$17.43	\$-	0.00%	\$17.43	\$32,668.18	
Route FR 12 Driver					28,641.60	\$16.00	\$29,988.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$29,988.00	
Route FR 13 Driver					28,080.00	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
PT-Transportation Driver - FR - 1					5,022.00	\$16.00	\$22,848.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$22,848.00	
PT-Transportation Driver - FR - 2					5,022.00	\$16.00	\$19,788.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$19,788.00	
PT-Transportation Driver - FR - 3					5,022.00	\$16.00	\$19,788.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$19,788.00	
PT-Transportation Driver - FR - 4					5,022.00	\$16.00	\$24,480.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$24,480.00	
PT-Transportation Driver - FR - 5					5,022.00	\$16.00	\$22,032.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$22,032.00	
Fixed Route Floater					29,362.94	\$16.62	\$34,569.60	0.00%	\$16.62	\$-	0.00%	\$16.62	\$34,569.60	
Route A1 Driver					24,989.11	\$14.57	\$27,865.13	0.00%	\$14.57	\$-	0.00%	\$14.57	\$27,865.13	
Route A2 Driver					24,384.38	\$14.25	\$27,253.13	0.00%	\$14.25	\$-	0.00%	\$14.25	\$27,253.13	
Route A3 Driver					24,384.38	\$14.25	\$27,253.13	0.00%	\$14.25	\$-	0.00%	\$14.25	\$27,253.13	
Route A4 Driver					29,358.79	\$16.85	\$32,225.63	0.00%	\$16.85	\$-	0.00%	\$16.85	\$32,225.63	
Route A5 Driver					26,491.19	\$15.35	\$29,356.88	0.00%	\$15.35	\$-	0.00%	\$15.35	\$29,356.88	
Route A6 Driver (Lead)					29,553.86	\$16.95	\$32,416.88	0.00%	\$16.95	\$-	0.00%	\$16.95	\$32,416.88	
Route A7 Driver					25,749.90	\$14.00	\$26,775.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$26,775.00	
Route A8 Driver					35,796.26	\$20.22	\$38,670.75	0.00%	\$20.22	\$-	0.00%	\$20.22	\$38,670.75	
Route A9 Driver					24,989.11	\$14.57	\$27,865.13	0.00%	\$14.57	\$-	0.00%	\$14.57	\$27,865.13	
Route A10 Driver					28,069.99	\$15.98	\$30,969.24	0.00%	\$15.98	\$-	0.00%	\$15.98	\$30,969.24	
Route A12 Driver					28,465.34	\$16.19	\$31,376.22	0.00%	\$16.19	\$-	0.00%	\$16.19	\$31,376.22	
Route A13 Driver					24,225.00	\$14.00	\$-	0.00%	\$14.00	\$-	0.00%	\$14.00	\$-	
Route TG-1 Driver					26,998.38	\$15.62	\$29,873.25	0.00%	\$15.62	\$-	0.00%	\$15.62	\$29,873.25	
Route TG-19 Driver					29,787.95	\$17.08	\$32,665.50	0.00%	\$17.08	\$-	0.00%	\$17.08	\$32,665.50	
PT-Transportation Driver - ADA - 1					7,650.00	\$14.25	\$13,081.50	0.00%	\$14.25	\$-	0.00%	\$14.25	\$13,081.50	
PT-Transportation Driver - ADA - 2					7,839.72	\$14.57	\$13,375.26	0.00%	\$14.57	\$-	0.00%	\$14.57	\$13,375.26	
PT-Transportation Driver - ADA - 3					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 4					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 5					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 6					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 7					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 8					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver-Coke County/Bronte					12,750.00	\$14.00	\$14,280.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$14,280.00	
PT-Transportation Driver-Kimble County					12,500.00	\$14.00	\$14,280.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$14,280.00	
Transportation Driver-Coke County/Robert Lee					29,526.55	\$15.97	\$32,578.80	0.00%	\$15.97	\$-	0.00%	\$15.97	\$32,578.80	
Transportation Driver-Concho County					27,737.06	\$15.10	\$30,804.00	0.00%	\$15.10	\$-	0.00%	\$15.10	\$30,804.00	
Transportation Driver-Crockett County					35,082.29	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-Crockett County					28,257.26	\$15.35	\$31,314.00	0.00%	\$15.35	\$-	0.00%	\$15.35	\$31,314.00	
Transportation Driver-Kimble County					25,500.00	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-McCulloch County (Lead)					32,939.06	\$17.65	\$36,006.00	0.00%	\$17.65	\$-	0.00%	\$17.65	\$36,006.00	
Transportation Driver-McCulloch County					35,500.00	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-McCulloch County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Transportation Driver-Menard County					31,773.82	\$17.08	\$34,843.20	0.00%	\$17.08	\$-	0.00%	\$17.08	\$34,843.20	
Transportation Driver-Regan County					46,235.38	\$24.16	\$49,286.40	0.00%	\$24.16	\$-	0.00%	\$24.16	\$49,286.40	
Transportation Driver-Regan County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Transportation Driver-Schleicher					33,459.26	\$17.90	\$36,516.00	0.00%	\$17.90	\$-	0.00%	\$17.90	\$36,516.00	
Transportation Driver-Sutton County (Lead)					32,439.67	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-Sutton County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Part-Time Transp Sterling County Driver DR (1560 hrs)					13,005.00	\$14.25	\$18,168.75	0.00%	\$14.25	\$-	0.00%	\$14.25	\$18,168.75	
PT-Transportation Driver-Extended Medical					3,675.21	\$15.91	\$5,477.02	0.00%	\$15.91	\$-	0.00%	\$15.91	\$5,477.02	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Total Transportation					2,452,345.44	\$	2,559,020.18	0.00%	\$	\$	0.00%	\$	2,538,882.70	86,537.26
FTE 70												# FTE's	67	3.53%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

Annual Full Time Hours = 2080 (260 work days x 8 hours)
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COIA 6.00%	Rate 2022-2023 with COIA	Rate Adjustment	Merit and HS add'l COIA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
								June-1st 2.28%			Oct-1st 0.00%			
Head Start Director	10/1/2019	3.0	9/1/2020	2.1	86,389.92	\$3,599.58	86,389.92	2.28%	\$3,681.65	\$	0.00%	\$3,681.65	88,359.61	
NS Education Manager/Coach/Class/Disability	7/27/2004	18.2	7/27/2004	18.2	66,085.68	\$2,753.57	66,085.68	2.28%	\$2,816.35	\$	0.00%	\$2,816.35	67,592.43	
Mental Health/Health Manager and Pregnant Women	7/31/2019	3.2	7/31/2019	3.2	55,034.40	\$2,293.10	55,034.40	2.28%	\$2,345.38	\$	0.00%	\$2,345.38	56,289.18	
FAMCO/Policy Council/Manager and Pregnant Women	7/8/2019	3.2	7/8/2019	3.2	55,034.40	\$2,293.10	55,034.40	2.28%	\$2,345.38	\$	0.00%	\$2,345.38	56,289.18	
ERSEA/Facilities Manager/Transition/Class	8/1/2005	17.2	6/1/2020	2.3	57,495.36	\$2,395.64	57,495.36	2.28%	\$2,450.26	\$	0.00%	\$2,450.26	58,806.25	
Compliance/Class/Items/Nutrition Manager	7/17/2006	16.2	8/1/2020	2.2	51,852.00	\$2,160.50	51,852.00	2.28%	\$2,209.76	\$	0.00%	\$2,209.76	53,034.23	
Assistant Head Start Director/EHS Education Manager	7/8/2019	3.2	9/1/2020	2.1	63,556.20	\$2,648.18	63,556.20	2.28%	\$2,708.55	\$	0.00%	\$2,708.55	65,005.28	
Site Supervisor/FSW - Menard	8/9/2004	18.1	8/9/2004	18.1	40,024.56	\$1,667.69	40,024.56	2.28%	\$1,705.71	\$	0.00%	\$1,705.71	40,937.12	
Head Start Teacher - Menard	8/9/2004	18.1	8/9/2004	18.1	33,669.79	\$1,619	33,669.79	2.28%	\$1,656.56	\$	0.00%	\$1,656.56	34,437.46	
Head Start Teacher Assist - Menard	7/15/2021	1.2	7/15/2021	1.2	20,515.87	\$9,86	20,515.87	2.28%	\$10.09	\$	0.00%	\$10.09	20,983.63	
Early Head Start Teacher - Menard	10/14/2021	1.0	10/14/2021	1.0	23,920.00	\$11.50	23,920.00	2.28%	\$11.76	\$	0.00%	\$11.76	24,465.38	
Early Head Start Teacher - Menard	8/24/2021	1.1	10/16/2021	1.0	23,920.00	\$11.50	23,920.00	2.28%	\$11.76	\$	0.00%	\$11.76	24,465.38	
Early Head Start Floater - Menard	Est Start Oct 2021				27,580.80	\$13.26	27,580.80	2.28%	\$13.56	\$	0.00%	\$13.56	28,209.64	
Cook/Custodian - Menard	8/23/2012	10.1	8/23/2012	10.1	22,616.67	\$10.87	22,616.67	2.28%	\$11.12	\$	0.00%	\$11.12	23,132.33	
Head Start Universal Substitutes - Menard	11/4/2021	0.9	11/4/2021	0.9	997.92	\$8.91	997.92	2.28%	\$9.11	\$	0.00%	\$9.11	18,955.35	
Head Start Universal Substitutes - Menard	Open				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$	0.00%	\$9.11	18,955.35	
Site Supervisor/FSW - Christoval	7/31/2019	3.2	3/16/2021	1.5	37,488.72	\$1,562.03	37,488.72	2.28%	\$1,597.64	\$	0.00%	\$1,597.64	38,343.46	
Teacher Assist - Christoval	8/24/2021	1.1	pending 8/1/22		21,406.94	\$10.55	21,406.94	2.28%	\$10.79	\$	0.00%	\$10.79	22,444.32	
Head Start Universal Substitutes - Christoval	pending 7/18/22				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$	0.00%	\$9.11	1,020.67	
PT Custodian - Christoval (621 hours)	Open				5,574.10	\$8.91	5,533.11	2.28%	\$9.11	\$	0.00%	\$9.11	5,659.26	
Site Supervisor/FSW - Eldorado	2/14/2022	0.6	2/14/2022	0.6	35,568.00	\$1,482.00	35,568.00	2.28%	\$1,515.79	\$	0.00%	\$1,515.79	36,378.95	
Teacher Assist - Eldorado	8/7/2018	4.2	8/16/2021	1.1	23,125.44	\$11.12	23,125.44	2.28%	\$11.37	\$	0.00%	\$11.37	23,652.70	
Cook/Custodian - Eldorado	8/25/2021	1.1	8/25/2021	1.1	20,770.46	\$9.99	20,770.46	2.28%	\$10.21	\$	0.00%	\$10.21	21,244.03	
Head Start Universal Substitutes - Eldorado	Open				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$	0.00%	\$9.11	1,020.67	
Site Supervisor/FSW - Ozona	10/3/2005	17.0	10/3/2005	17.0	37,637.28	\$1,568.22	37,637.28	2.28%	\$1,603.98	\$	0.00%	\$1,603.98	38,495.41	
Teacher - Ozona	3/16/2007	15.5	3/16/2007	15.5	26,138.11	\$1,257	26,138.11	2.28%	\$1,285.85	\$	0.00%	\$1,285.85	26,734.06	
Teacher Assist - Ozona	12/16/2014	7.8	12/16/2014	7.8	22,255.58	\$10.70	22,255.58	2.28%	\$10.94	\$	0.00%	\$10.94	22,763.01	
Cook/Custodian - Ozona	8/10/2017	5.1	8/10/2017	5.1	21,406.94	\$10.29	21,406.94	2.28%	\$10.53	\$	0.00%	\$10.53	21,895.02	
Head Start Universal Substitutes - Ozona	11/19/2020	1.9	11/19/2020	1.9	1,005.31	\$8.98	1,005.31	2.28%	\$9.18	\$	0.00%	\$9.18	1,028.23	
Site Supervisor/FSW - Eden	8/9/2004	18.1	8/9/2004	18.1	37,637.28	\$1,568.22	37,637.28	2.28%	\$1,603.98	\$	0.00%	\$1,603.98	38,495.41	
Teacher - Eden	8/1/2019	3.2	12/1/2021	0.8	22,193.60	\$10.67	22,193.60	2.28%	\$10.91	\$	0.00%	\$10.91	22,699.61	
Teacher Assist - Eden	3/21/2022	0.5	3/21/2022	0.5	20,508.80	\$11.29	20,508.80	2.28%	\$11.55	\$	0.00%	\$11.55	24,018.62	
Cook/Custodian - Eden	11/19/2021	0.8	11/19/2021	0.8	21,028.80	\$10.11	21,028.80	2.28%	\$10.34	\$	0.00%	\$10.34	21,508.26	
Head Start Universal Substitutes - Eden	11/12/2021	0.9	11/12/2021	0.9	997.92	\$8.91	997.92	2.28%	\$9.11	\$	0.00%	\$9.11	18,955.35	
Site Supervisor - Blackshear	7/17/2006	16.2	8/1/2019	3.2	40,628.64	\$1,692.86	40,628.64	2.28%	\$1,731.46	\$	0.00%	\$1,731.46	41,554.97	
Head Start Teacher - Blackshear Room #1	2/22/2021	1.6	2/1/2022	0.7	28,537.60	\$13.72	28,537.60	2.28%	\$14.03	\$	0.00%	\$14.03	29,188.26	
Head Start Teacher Assistant - Blackshear Room #1	pending 7/18/22				22,276.80	\$10.85	22,568.00	2.28%	\$11.10	\$	0.00%	\$11.10	23,082.55	
Head Start Teacher - Blackshear #2	7/31/2019	3.2	9/1/2019	3.1	29,055.52	\$13.97	29,055.52	2.28%	\$14.29	\$	0.00%	\$14.29	29,717.99	
Head Start Teacher Assistant - Blackshear Room #2	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.90	26,832.00	2.28%	\$13.19	\$	0.00%	\$13.19	27,443.77	
Head Start Teacher - Blackshear Room #3	7/16/2020	2.2	7/16/2020	2.2	31,993.73	\$15.38	31,993.73	2.28%	\$15.73	\$	0.00%	\$15.73	32,723.19	
Head Start Teacher Assistant - Blackshear Room #3	pending 7/1/22				22,276.80	\$11.25	23,400.00	2.28%	\$11.51	\$	0.00%	\$11.51	23,933.52	
Head Start Teacher - Blackshear Room #6	3/21/2022	0.5	pending 8/1/22		29,914.56	\$15.00	31,200.00	2.28%	\$15.34	\$	0.00%	\$15.34	31,911.36	
Head Start Teacher Assistant - Blackshear Room #6	10/23/2006	15.9	6/1/2020	2.3	26,353.60	\$13.67	28,433.60	2.28%	\$13.98	\$	0.00%	\$13.98	29,081.89	
Head Start Teacher - Blackshear Room #7	7/29/2020	2.2	7/29/2020	2.2	28,535.52	\$13.72	28,535.52	2.28%	\$14.03	\$	0.00%	\$14.03	29,186.13	
Head Start Teacher Assistant - Blackshear Room #7	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$	0.00%	\$12.94	26,907.66	
Head Start Teacher - Blackshear Room #4	10/6/2020	2.0	4/1/2021	1.5	28,535.52	\$13.72	28,535.52	2.28%	\$14.03	\$	0.00%	\$14.03	29,186.13	
Head Start Teacher Assistant - Blackshear Room #4	pending 7/18/22				22,276.80	\$12.00	24,960.00	2.28%	\$12.27	\$	0.00%	\$12.27	25,529.09	
Family Service Worker - Blackshear	7/18/2013	9.2	8/1/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	0.00%	\$17.66	36,737.64	
Family Service Worker - Blackshear	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	0.00%	\$17.66	36,737.64	
Receptionist - Blackshear	1/4/2021	1.7	1/4/2021	1.7	23,974.08	\$11.53	23,974.08	2.28%	\$11.79	\$	0.00%	\$11.79	24,520.69	
Head Start Cook - Blackshear	7/15/2019	3.2	pending 7/19/22		23,613.41	\$11.20	23,296.00	2.28%	\$11.46	\$	0.00%	\$11.46	23,827.15	
Head Start Cook - Blackshear (1560 hours with benefits)	Open				17,128.80	\$10.98	17,128.80	2.28%	\$11.23	\$	0.00%	\$11.23	17,359.12	
Head Start Custodian - Blackshear	pending 7/18/22				22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$	0.00%	\$10.96	22,806.83	
Site Supervisor - Day	7/15/2019	3.2	7/15/2019	3.2	40,608.72	\$1,692.03	40,608.72	2.28%	\$1,730.61	\$	0.00%	\$1,730.61	41,534.60	
Head Start Teacher - Day Room #1	7/31/2019	3.2	3/1/2022	0.6	30,741.98	\$12.75	26,520.00	2.28%	\$13.04	\$	0.00%	\$13.04	27,124.66	
Head Start Teacher Assistant - Day Room #1	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$	0.00%	\$12.94	26,907.66	
Head Start Teacher - Day Room #2	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$12.75	30,741.98	2.28%	\$13.12	\$	0.00%	\$13.12	31,442.90	
Head Start Teacher Assistant - Day Room #2	7/31/2019	3.2	7/31/2019	3.2	26,827.84	\$12.90	26,827.84	2.28%	\$13.19	\$	0.00%	\$13.19	27,439.51	
Head Start Teacher - Day Room #3	pending 8/1/22				28,535.52	\$14.00	29,120.00	2.28%	\$14.32	\$	0.00%	\$14.32	29,783.94	
Head Start Teacher Assistant - Day Room #3	Open				26,307.84	\$10.71	22,276.80	2.28%	\$10.95	\$	0.00%	\$10.95	22,784.71	
Head Start Teacher - Day Room #4	7/30/2019	3.2	7/30/2019	3.2	30,741.98	\$12.75	30,741.98	2.28%	\$13.12	\$	0.00%	\$13.12	31,442.90	
Head Start Teacher Assistant - Day Room #4	pending 7/13/22				22,382.88	\$11.00	22,880.00	2.28%	\$11.25	\$	0.00%	\$11.25	23,401.66	
Head Start Teacher - Day Room #10	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$12.75	30,741.98	2.28%	\$13.12	\$	0.00%	\$13.12	31,442.90	
Head Start Teacher Assistant - Day Room #10	7/31/2019	3.2	7/31/2019	3.2	26,832.00	\$12.90	26,832.00	2.28%	\$13.19	\$	0.00%	\$13.19	27,443.77	
Head Start Teacher - Day Room #11	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$12.75	30,741.98	2.28%	\$13.12	\$	0.00%	\$13.12	31,442.90	
Head Start Teacher Assistant - Day Room #11	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$	0.00%	\$12.94	26,907.66	
Early Head Start Teacher - Day Room #15	11/19/2020	1.9	11/19/2020	1.9	24,980.80	\$12.01	24,980.80	2.28%	\$12.28	\$	0.00%	\$12.28	25,550.36	
Early Head Start Teacher - Day Room #15	3/3/2022	0.6	3/3/2022	0.6	31,990									

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

Annual Full Time Hours = 2080 (260 work days x 8 hours)
Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Early Head Start Teacher - Day Room #18	11/12/2019	2.9	11/12/2019	2.9	24,971.65	\$12.01	24,971.65	2.28%	\$12.28	\$	-	\$12.28	25,541.00	
Early Head Start Teacher - Day Room #18	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Day Room #19	7/15/2019	3.2	7/15/2019	3.2	31,782.40	\$15.28	31,782.40	2.28%	\$15.63	\$	-	\$15.63	32,507.04	
Early Head Start Teacher - Day Room #19	Open				31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Day Room #20	pending 8/1/22				24,377.60	\$11.50	23,920.00	2.28%	\$11.76	\$	-	\$11.76	24,465.38	
Early Head Start Teacher - Day Room #20	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Day Room #21	pending 7/1/22				31,781.98	\$15.28	29,920.00	2.28%	\$11.76	\$	-	\$11.76	24,465.38	
Early Head Start Teacher - Day Room #21	6/21/2022	0.3	6/21/2022	0.3	31,781.98	\$11.63	24,190.40	2.28%	\$11.90	\$	-	\$11.90	24,741.94	
Early Head Start Teacher - Day Room #22	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Day Room #22	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Day Room #23	1/14/2021	1.7	1/14/2021	1.7	26,499.20	\$12.99	27,019.20	2.28%	\$13.29	\$	-	\$13.29	27,635.24	
Early Head Start Teacher - Day Room #23	1/27/2020	2.7	1/27/2020	2.7	28,769.31	\$14.08	29,286.40	2.28%	\$14.40	\$	-	\$14.40	29,954.13	
Early Head Start Floater - Day	pending 7/18/22				27,347.84	\$10.70	22,256.00	2.28%	\$10.94	\$	-	\$10.94	22,763.44	
Family Service Worker - Day	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	\$17.66	36,737.64	
Family Service Worker - Day	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	\$17.66	36,737.64	
Family Service Worker - Day - Early HS	7/15/2019	3.2	7/15/2019	3.2	36,958.69	\$17.77	36,958.69	2.28%	\$18.17	\$	-	\$18.17	37,801.35	
Receptionist - Day	7/15/2019	3.2	7/15/2019	3.2	25,926.37	\$12.46	25,926.37	2.28%	\$12.75	\$	-	\$12.75	26,517.49	
Head Start Cook - Day	7/31/2019	3.2	8/1/2021	1.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	\$11.97	24,890.01	
Head Start Cook - Day	7/15/2019	3.2	7/15/2019	3.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	\$11.97	24,890.01	
Head Start Custodian - Day	7/31/2019	3.2	7/31/2019	3.2	22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$	-	\$10.96	22,806.83	
Head Start Custodian - Day - Early HS	7/8/2021	1.2	7/8/2021	1.2	22,303.82	\$10.72	22,303.82	2.28%	\$10.64	\$	-	\$10.97	22,812.35	
Site Supervisor - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	40,608.72	\$1,692.03	40,608.72	2.28%	\$1,730.61	\$	-	\$1,730.61	41,534.60	
Head Start Teacher - Rio Vista Room #15	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	\$15.12	31,442.90	
Head Start Teacher Assistant - Rio Vista Room #15	7/31/2019	3.2	7/31/2019	3.2	26,312.00	\$12.65	26,312.00	2.28%	\$12.94	\$	-	\$12.94	26,911.91	
Head Start Teacher - Rio Vista Room #16	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	\$15.12	31,442.90	
Head Start Teacher Assistant - Rio Vista Room #16	pending 7/19/22				26,827.84	\$10.85	22,668.00	2.28%	\$11.10	\$	-	\$11.10	23,082.55	
Head Start Teacher - Rio Vista Room #17	7/31/2019	3.2	7/31/2019	3.2	31,993.73	\$15.38	31,993.73	2.28%	\$15.73	\$	-	\$15.73	32,723.19	
Head Start Teacher Assistant - Rio Vista Room #17	pending 6/30/22				26,307.84	\$11.25	23,400.00	2.28%	\$11.51	\$	-	\$11.51	23,933.52	
Head Start Teacher - Rio Vista Room #18	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	\$15.12	31,442.90	
Head Start Teacher Assistant - Rio Vista Room #18	pending 7/18/22				22,382.88	\$11.25	23,400.00	2.28%	\$11.51	\$	-	\$11.51	23,933.52	
Head Start Teacher - Rio Vista Room #19	2/22/2021	1.6	pending 8/1/22		30,742.40	\$13.00	27,040.00	2.28%	\$13.30	\$	-	\$13.30	27,656.51	
Head Start Teacher Assistant - Rio Vista Room #19	10/2/2019	3.0	11/1/2019	2.9	22,838.40	\$10.98	22,838.40	2.28%	\$11.23	\$	-	\$11.23	23,359.12	
Head Start Teacher - Rio Vista Room #20	7/31/2019	3.2	2/16/2021	1.6	29,702.40	\$14.28	29,702.40	2.28%	\$14.61	\$	-	\$14.61	30,379.61	
Head Start Teacher Assistant - Rio Vista Room #20	pending 7/22/22				22,276.80	\$11.35	23,608.00	2.28%	\$11.61	\$	-	\$11.61	24,146.26	
Head Start Teacher - move Blackshear Room #5 to Rio #13	8/17/2020	2.1	pending 8/1/22		26,520.00	\$13.50	28,080.00	2.28%	\$13.81	\$	-	\$13.81	28,720.22	
Head Start Teacher Assistant - move Blackshear Room #5 to Rio #13	7/31/2019	3.2	6/1/2022	0.3	26,312.00	\$12.90	26,312.00	2.28%	\$13.19	\$	-	\$13.19	27,443.77	
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	3.2	7/15/2019	3.2	27,560.00	\$13.25	27,560.00	2.28%	\$13.55	\$	-	\$13.55	28,188.37	
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #3	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #3	7/31/2019	3.2	pending 8/1/22		31,782.40	\$14.00	29,120.00	2.28%	\$14.32	\$	-	\$14.32	29,783.94	
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	\$15.63	32,506.61	
Early Head Start Floater - Rio Vista	2/23/2021	1.6	7/16/2021	1.2	22,256.00	\$10.70	22,256.00	2.28%	\$10.94	\$	-	\$10.94	22,763.44	
Family Service Worker - Rio Vista	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	\$17.66	36,737.64	
Family Service Worker - Rio Vista	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	\$17.66	36,737.64	
Family Service Worker - Rio Vista - Early HS	7/15/2019	3.2	7/15/2019	3.2	36,958.69	\$17.77	36,958.69	2.28%	\$18.17	\$	-	\$18.17	37,801.35	
Receptionist - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	25,926.37	\$12.46	25,926.37	2.28%	\$12.75	\$	-	\$12.75	26,517.49	
Head Start Cook - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	\$11.97	24,890.01	
Head Start Cook - Rio Vista	1/0/1900	-	1/0/1900	-	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	\$11.97	24,890.01	
Head Start Custodian - Rio Vista	8/2/2019	3.2	8/2/2019	3.2	22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$	-	\$10.96	22,806.83	
Head Start Custodian - Rio Vista - Early HS	pending 7/7/22				22,303.82	\$10.22	21,257.60	2.28%	\$10.45	\$	-	\$10.45	21,742.27	
Head Start Universal Substitute - San Angelo	7/31/2019	3.2	6/15/2022	0.3	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,535.39	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	3/3/2022	0.6	3/3/2022	0.6	1,508.64	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	2/22/2021	1.6	2/16/2022	0.6	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	9/20/2021	1.0	9/20/2021	1.0	1,507.97	\$8.98	1,507.97	2.28%	\$9.18	\$	-	\$9.18	19,095.78	
Head Start Universal Substitute - San Angelo	11/29/2021	0.8	11/29/2021	0.8	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	pending 4/28/22				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	pending 4/28/22				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	4/1/2022	0.5	4/1/2022	0.5	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,535.39	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	1/14/2021	1.7	1/14/2021	1.7	1,507.97	\$8.98	1,507.97	2.28%	\$9.18	\$	-	\$9.18	19,095.78	
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Head Start Universal Substitute - San Angelo	Open				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	\$9.11	18,955.35	
Total Head Start					3,693,026.37		3,666,734.70						4,123,876.34	
FTE 122												# FTE's	122	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

Annual Full Time Hours = 2080 (260 work days x 8 hours)
 Part Time (without benefits) = 1521 max

POSITION	HIRES DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
		Grand Total			<u>8,566,092.26</u>		<u>8,644,998.98</u>					Grand Total	<u>9,276,954.37</u>	<u>275,844.44</u>
		# of Positions			285							# of Positions	275	3.22%
		# FTE's			244							# FTE's	239	

FRINGE BENEFITS SCHEDULE

October 1, 2022 through September 30, 2023

- FY 22-23 Vacation Leave Accrual Rate for the 1000 series and 4000 series employee IDs, will be 7.38%, down from 7.49% in FY 21-22
- Reflecting 0.61% increase in Health Insurance
 - Current Health Plan is:
\$30 Off Copay/\$60 Spc Copay/\$500/\$1500 (Ind/Fam Ded), \$3000/\$9000 (OPX Ind/Fam), 80%/60% Plan Coin, PDP \$0/\$10/\$50/\$100/\$150/\$250
 - FY 22-23 BCBS Health Plan 153 chosen for Basic Plan:
\$30 Off Copay/\$60 Spc Copay/\$2500/\$7500 (Ind/Fam Ded), \$5500/\$14700 (OPX Ind/Fam), 80%/60% Plan Coin, PDP \$0/\$10/\$50/\$100/\$150/\$250
- No changes to Dental or Life Insurance rates
- TWC Rate adjustments, in 2022 rate decreased from 2.8% to 0.10% of the first \$9,000 earned
- Worker's Compensation is reflecting 10% increase
- The required TCDRS Pension rate for 2023 is 10.84%, down from 11.97% in 2022
 - Previously CVCOG would contribute a higher amount to pay down the unfunded liability.
 - In FY 21-22, CVCOG had a Net Pension Asset of \$269,557
 - No changes to Basic Plan Options:
 - Employee Deposit Rate 7%
 - Employer Matching 250%
 - Prior Year Service Credit 100%
 - Retirement Eligibility:
 - Age 60 with 10 years of service
 - Rule of 80 = 80-years total age + service
 - At any age with 30 years of service

Overall Fringe Benefit % of Direct Wages is 46.31% for FY 22-23, down from 50.87% in FY 21-22

CONCHO VALLEY COUNCIL OF GOVERNMENTS
Fringe Benefit Comparison

	<u>FY 16-17 YTD</u>	<u>FY 17-18 YTD</u>	<u>FY 18-19 YTD</u>	<u>FY 19-20 YTD</u>	<u>FY 20-21 YTD</u>	<u>FY 21-22 YTD</u>	<u>FY 22-23 YTD</u>
	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>
Vacation Leave, with associated payroll costs (see Schedule E)	206,142	248,376	277,053	304,550	344,924	365,858	369,934
Less Excess General Fund Allocation	-	-	-	-	-	-	-
Total Vacation Accrual Expense	206,142	248,376	277,053	304,550	344,924	365,858	369,934
Direct Salaries/Wages eligible for Vacation	3,500,912	3,429,551	3,704,997	4,145,126	4,645,627	4,884,487	5,012,936
Vacation % of Direct Salaries/Wages eligible for Vacation	5.89%	7.24%	7.48%	7.35%	7.42%	7.49%	7.38%

****Note: Fringe Costs billed directly to the grants associated with the employee. Vacation is accrued to the associated grant where earned and retained in Vacation Pool.**

Total Direct Salaries/Wages	4,366,363	3,928,259	4,371,244	7,281,909	7,818,013	8,016,311	8,522,179
Total Fringe Benefits	2,350,196	1,902,786	2,178,137	3,419,561	3,802,972	4,077,536	3,946,710
Fringe Benefit % of Direct Salaries/Wages	53.83%	48.44%	49.83%	46.96%	48.64%	50.87%	46.31%

**CONCHO VALLEY COUNCIL OF GOVERNMENTS
 VACATION LEAVE RATE FY 2022 - 2023**

Basis for Vacation Leave calculation: Gross Salaries on employees eligible for Vacation x's Fringe Benefit Rate
 Gross Salaries on employees eligible for Vacation Leave Time 5,012,936
 (Employee IDs that are 1000 series or 4000 series)

Discretionary Personnel Costs:

Vacation Leave Time

Vacation 10-15 days, excluding Head Start Site Centers and staff working less than 30 hours per pay period
Total Vacation Leave Time 265,382

Associated Benefits on Vacation Leave Time

Health Insurance 60,458
 Dental Insurance 2,177
 Life Ins, AD&D & Disability 2,019
Total Associated Benefits on Vacation Leave 64,654

Total Discretionary Costs 330,037

Discretionary Percentage on Chargeable Time 6.58%

Non-Discretionary Personnel Costs on Vacation Leave Time:

Worker's Compensation 4,957
 State Unemployment Tax 62
 Medicare Payroll Tax 4,023
 Pension Plan (In Lieu of Social Security) 30,855
Total Non-Discretionary Costs 39,897

Non-Discretionary Percentage on Chargeable Time 0.80%

Total Vacation Leave Costs 369,934

Rate used for Employees Eligible for Vacation Leave 7.38%

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL BIBFCT	Leave Time	TOTAL Salary	High Deductable Plan	10-588 80	470 56	First \$9,000 SUTA	0.0145 Medicare	10.00% Workers Comp	Jan-Sep 2023 TCDBS 0.1084 Pension Plan	Oct-Dec 2022 TCDBS 0.1197 Pension Plan
					Increase deductible to keep cost close to current New Rate	0.014*	0.007*					
					\$	\$	\$					
Executive Director	2-1-2014	131,281	6,910	138,191	10,653	371	594	9	2,604	289	11,235	4,135
Director of Finance	3-19-2007	100,770	5,304	106,074	10,653	371	594	9	1,538	222	8,624	3,174
Assistant Director of Finance/Procurement	2-16-2022	67,419	3,528	70,947	10,653	371	562	9	1,029	149	5,770	2,124
Finance Manager Revolving Loan Specialist	9-14-2022	47,202	2,484	49,686	10,653	371	494	9	720	104	4,040	1,487
Finance Manager Assets	10-28-2019	64,461	3,230	64,591	10,653	371	512	9	937	135	5,251	1,931
Finance Specialist	New	16,096	842	16,848	5,327	185	143	9	244	35	1,826	0
Records Retention Officer/Receptionist	5-18-2011	35,416	1,859	37,174	10,653	371	294	9	539	78	3,022	1,112
Full-Time Receptionist/Accounting Tech	10-28-2013	30,039	1,581	31,619	10,653	371	250	9	458	66	2,571	946
		489,493	25,758	515,151	69,247	2,779	3,433	72	7,470	1,078	42,138	14,912
Director of Human Resources	5-1-2015	84,592	4,452	89,044	10,653	371	594	9	1,291	186	7,239	2,665
PT Assistant moved to HR Generalist Supervisor I level II	11-16-2020	46,227	2,433	48,660	10,653	371	485	9	706	102	3,956	1,456
HR Coordinator Payroll	7-16-2021	33,884	1,783	35,667	10,653	371	282	9	517	75	2,900	1,067
HR Administrative Assistant	12-13-2021	30,371	1,598	31,970	10,653	371	253	9	464	67	2,599	957
		193,074	10,267	203,341	42,614	1,482	1,515	36	2,977	430	16,694	6,145
Contract Specialist Purchaser II	9-1-2021	45,315	2,385	47,700	10,653	371	378	9	692	100	3,878	1,427
Procurement Manager -Tractor	9-1-2016	89,845	2,097	41,942	10,653	371	332	9	608	88	3,410	1,255
Purchaser II	10-16-2020	37,167	1,956	39,123	10,653	371	310	9	567	82	3,181	1,171
Procurement Coordinator I	9-1-2020	27,468	1,440	28,808	10,653	371	228	9	418	60	2,342	862
Procurement Coordinator I	Open	28,277	1,488	29,765	10,653	371	230	9	432	62	2,420	891
Procurement Purchaser I	10-8-2019	33,022	1,741	34,813	10,653	371	270	9	505	73	2,830	1,042
		211,043	11,108	222,151	63,920	2,223	1,759	54	3,221	465	18,061	6,648
Director of Information Technology	8-19-2019	80,564	4,240	84,804	10,653	371	594	9	1,230	177	6,895	2,538
System Support Specialist II	11-1-2019	38,456	2,024	40,480	10,653	371	421	9	587	85	3,291	1,211
System Support Tech	4-1-2022	35,668	1,874	37,482	10,653	371	297	9	543	78	3,047	1,122
Programmer II - Auditor	Financial	39,315	2,024	41,339	10,653	371	421	9	587	85	3,291	1,211
		154,628	8,138	162,766	31,960	1,112	1,211	27	2,369	341	13,233	4,871
Addressing Billing GIS Specialist	11-1-2019	48,839	2,570	51,410	10,653	371	407	9	745	108	4,180	1,538
Assistant Executive Director Regional Services Director	6-8-2018	76,076	4,094	80,080	10,653	371	594	9	1,161	168	6,511	2,396
VISTA Coordinator	7-11-2022	43,295	2,279	45,573	10,653	371	461	9	661	95	3,705	1,364
		168,210	8,853	177,063	31,960	1,112	1,462	27	2,567	371	14,495	5,299
Director of Access and Assistance	10-25-2005	96,895	5,100	101,994	10,653	371	594	9	1,479	214	8,292	3,052
Field Ombudsman	Open	29,324	1,543	30,867	10,653	371	244	9	448	65	2,510	924
Managing Local Ombudsman	Open	44,560	1,819	46,379	10,653	371	288	9	527	76	2,958	1,089
AAA Coordinator	3-7-2022	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	Open	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	8-23-2021	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	3-9-2020	35,786	1,883	37,669	10,653	371	298	9	546	79	3,062	1,127
Access and Assistance Operations Manager	1-20-2014	50,350	2,650	53,000	10,653	371	420	9	768	111	4,409	1,586
		344,186	18,115	362,301	85,227	2,964	2,656	72	5,253	758	29,455	10,842
ADRC Housing Navigator Program Coordinator	3-1-2019	34,974	1,841	36,814	10,653	371	292	9	544	77	2,994	1,102
ADRC 211 Program Specialist	10-1-2018	34,974	1,841	36,814	10,653	371	292	9	544	77	2,994	1,102
		69,947	3,681	73,629	21,307	741	583	18	1,088	154	5,986	2,203
211 I&R Specialist	2-16-2012	31,406	1,653	33,059	10,653	371	262	9	479	69	2,688	989
211 I&R Specialist	3-21-2022	23,271	1,225	24,495	10,653	371	194	9	355	51	1,991	733
212 I&R Specialist Administrative Assistant	11-1-2019	29,910	1,574	31,485	10,653	371	249	9	457	66	2,560	942
		84,587	4,452	89,039	31,960	1,112	705	27	1,291	186	7,239	2,664
Director of Senior Volunteer Services SCI(20%)(EGP(45%)(RSVP(35%))	10-24-2014	80,564	4,240	84,804	10,653	371	594	9	1,230	177	6,895	2,538
Program Manager SCI(45%)(EGP(45%)(RSVP(35%))	7-1-2015	47,367	2,493	49,860	10,653	371	495	9	723	104	4,054	1,492
RSVP Coordinator - Abilene (32 hours per week)	4-1-2020	28,475	1,499	29,973	10,653	371	247	9	435	63	2,437	897
RSVP Coordinator - San Angelo	4-1-2020	42,708	2,248	44,955	10,653	371	356	9	652	94	3,655	1,345
		199,113	10,480	209,593	10,653	1,112	1,582	36	3,039	439	17,040	6,272
Criminal Justice Instructor	2-2-2015	65,825	3,464	69,289	10,653	371	549	9	1,005	145	5,633	2,073
Public Safety Manager	1-16-2006	60,422	3,180	63,602	10,653	371	504	9	922	133	5,171	1,903
Public Safety Coordinator	10-21-2019	43,797	2,305	46,102	10,653	371	365	9	668	96	3,748	1,380
Public Safety Program Specialist (Radio Infrastructure)	New	33,592	1,768	35,360	10,653	371	280	9	513	74	2,875	1,058
		203,636	10,718	214,354	42,614	1,482	1,698	36	3,108	449	17,427	6,415
Director of Public Safety	1-1-1990	86,752	4,560	91,318	10,653	371	594	9	1,324	191	7,424	2,733
911 Program Manager	5-16-2017	55,799	2,937	58,736	10,653	371	465	9	852	124	4,775	1,758
911 GIS Specialist	10-28-2019	48,839	2,570	51,410	10,653	371	407	9	745	108	4,180	1,538
911 GIS Specialist	8-3-2020	27,062	2,474	49,476	10,653	371	492	9	717	104	4,022	1,481
911 GIS Specialist - County Tech (300 hrs annually)	9-1-2009	9,238	0	9,238	0	0	0	9	144	19	751	276
911 Program Manager	12-3-2006	64,486	3,236	64,722	10,653	371	511	9	938	135	5,262	1,937
911 GIS Specialist - Lead	8-16-2013	55,014	2,895	57,909	10,653	371	439	9	840	121	4,708	1,734
		364,130	18,679	382,809	53,267	2,223	2,829	63	5,551	801	31,122	11,456

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductable Plan	Low Deductable Plan	Life Program	Dental Program	Medicare	Workers Comp	Jan-Sept 2023 TCDRS	Oct-Dec 2022 TCDRS
					\$ 10,588.80	\$ 470.56						
					0.01%*	0.00%*						
Director of Transportation	7/2/2020	88,722	4,670	93,391	10,653	471	594	9	1,354	195	7,593	2,795
Assistant Director of Transportation	1/4/2016	68,433	6,602	72,035	10,653	471	571	9	1,045	151	5,856	2,156
Finance Manager Program	7/16/2007	58,639	3,086	61,725	10,653	471	489	9	895	129	5,018	1,847
Research Specialist	12/13/2021	34,560	1,919	36,379	10,653	471	288	9	527	76	2,958	1,089
Regional Coordinator Grant Writer Office Administrator	Open	43,140	2,271	45,411	10,653	471	600	9	658	95	3,692	1,359
Data Entry Collections	Open	29,324	1,543	30,867	10,653	471	244	9	448	65	2,510	924
Accounting Technician move to CVI Finance Specialist	4/1/2022	33,513	1,764	35,277	10,653	471	279	9	512	74	2,868	1,056
Cashier - Greyhound Lead	Open	23,648	1,245	24,893	10,653	471	197	9	361	52	2,024	745
Cashier - Greyhound PT	8/24/2020	16,864	0	16,864	0	0	0	9	245	35	1,371	505
Operations Safety Manager	6/1/2018	39,484	3,131	42,615	10,653	471	496	9	908	131	5,091	1,874
Safety and Compliance Specialist	5/11/2020	38,986	2,052	41,038	10,653	471	325	9	595	86	3,336	1,228
Operations Safety Manager	12/1/2020	59,061	3,108	62,169	10,653	471	492	9	901	3,061	5,054	1,860
Road Supervisor (Fixed Route)	9/1/2016	49,400	2,600	52,000	10,653	471	412	9	754	2,560	4,228	1,556
Road Supervisor (Demand/Response)	10/1/2017	47,877	2,520	50,397	10,653	471	999	9	731	2,481	4,097	1,508
Road Supervisor (Rural)	6/1/2018	49,403	2,395	51,798	10,653	471	411	9	753	2,555	4,219	1,553
Urban/Artesian Road Supervisor	Eliminate	0	0	0	0	0	0	0	0	0	0	0
Lead Dispatcher	10/21/2006	38,707	2,037	40,745	10,653	471	423	9	591	85	3,313	1,219
Dispatcher	6/1/2021	27,774	1,462	29,236	10,653	471	242	9	424	61	2,377	875
Dispatcher	2/9/2018	31,377	1,651	33,028	10,653	471	262	9	479	69	2,685	988
Dispatcher	Eliminate	0	0	0	0	0	0	0	0	0	0	0
Facilities Manager	8/12/2019	54,378	2,862	57,240	10,653	471	453	9	830	1,613	4,654	1,713
Fleet Technician Maintenance Specialist	10/16/2020	39,420	2,075	41,494	10,653	471	329	9	602	2,862	3,373	1,242
Building and Grounds Maintenance Technician	11/30/2021	27,229	1,433	28,662	10,653	471	227	9	416	808	2,330	858
Maintenance Specialist	8/17/2020	29,638	1,560	31,198	10,653	471	247	9	452	879	2,536	944
Route FR 1 Driver	32,619	1,717	34,336	10,653	471	272	9	498	1,690	2,792	1,028	
Route FR 2 Driver (Lead)	31,836	1,676	33,511	10,653	471	265	9	486	1,650	2,724	1,003	
Route FR 3 Driver	31,747	1,671	33,418	10,653	471	265	9	483	1,645	2,717	1,000	
Route FR 4 Driver	33,225	1,749	34,974	10,653	471	277	9	507	1,722	2,843	1,047	
Route FR 5 Driver	30,190	1,589	31,779	10,653	471	252	9	461	1,564	2,584	951	
Route FR 6 Driver	30,019	1,580	31,599	10,653	471	250	9	458	1,556	2,569	946	
Route FR 7 Driver	28,181	1,483	29,664	10,653	471	245	9	430	1,460	2,412	888	
Route FR 8 Driver	30,190	1,589	31,779	10,653	471	252	9	461	1,564	2,584	951	
Route FR 9 Driver	31,434	1,654	33,088	10,653	471	262	9	480	1,629	2,690	990	
Route FR 10 Driver	30,960	1,626	32,527	10,653	471	258	9	472	1,601	2,644	973	
Route FR 11 Driver	31,055	1,633	32,688	10,653	471	259	9	474	1,608	2,656	978	
Route FR 12 Driver	28,489	1,499	29,988	10,653	471	248	9	435	1,476	2,438	897	
Route FR 13 Driver	0	0	0	0	0	0	0	0	0	0	0	
PT-Transportation Driver - FR - 1	22,848	0	22,848	0	0	0	0	9	331	1,125	1,858	684
PT-Transportation Driver - FR - 2	19,788	0	19,788	0	0	0	0	9	287	974	1,609	592
PT-Transportation Driver - FR - 3	19,788	0	19,788	0	0	0	0	9	287	974	1,609	592
PT-Transportation Driver - FR - 4	24,480	0	24,480	0	0	0	0	9	355	1,205	1,990	733
PT-Transportation Driver - FR - 5	22,032	0	22,032	0	0	0	0	9	319	1,085	1,791	659
Fixed Route Floater	32,841	1,728	34,570	10,653	471	274	9	501	1,702	2,811	1,044	
Route A1 Driver	26,472	1,393	27,865	10,653	471	231	9	404	1,372	2,265	834	
Route A2 Driver	23,890	1,363	25,253	10,653	471	216	9	393	1,342	2,216	816	
Route A3 Driver	23,890	1,363	25,253	10,653	471	216	9	393	1,342	2,216	816	
Route A4 Driver	30,614	1,611	32,226	10,653	471	255	9	467	1,586	2,620	964	
Route A5 Driver	27,889	1,408	29,297	10,653	471	243	9	426	1,445	2,387	879	
Route A6 Driver (Lead)	30,796	1,621	32,417	10,653	471	257	9	470	1,596	2,635	970	
Route A7 Driver	25,446	1,339	26,785	10,653	471	212	9	388	1,318	2,177	801	
Route A8 Driver	36,737	1,934	38,671	10,653	471	306	9	561	1,904	3,144	1,157	
Route A9 Driver	26,472	1,393	27,865	10,653	471	231	9	404	1,372	2,265	834	
Route A10 Driver	29,421	1,548	30,969	10,653	471	245	9	449	1,525	2,518	927	
Route A12 Driver	29,807	1,569	31,376	10,653	471	248	9	455	1,545	2,551	939	
Route A13 Driver	0	0	0	0	0	0	0	0	0	0	0	

CONCHO VALLEY COUNCIL OF GOVERNMENTS
FRINGE BENEFITS
October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductible Plan	0.014*	0.008*	Life Program	First \$9,000 SUTA	0.0145 Medicare	10.000*	Jan-Sept 2023 TCDBS	Oct-Dec 2022 TCDBS
					\$ 10,588.80	\$ 470.56	0.0010				0.1084	0.1197	
					Increase deductible to keep cost close to current New Rate	\$ 10,654.99	\$ 470.56				0.0010	0.1084	0.1197
Route 1G-I Driver		28,800	1,494	29,873	10.653	371	237	9	433	1,471	2,429	894	
Route 1G-19 Driver		41,032	1,633	42,666	10.653	371	259	9	474	1,608	2,656	978	
PT-Transportation Driver - ADA - 1		13,082	0	13,082	0	0	0	9	190	644	1,064	391	
PT-Transportation Driver - ADA - 2		13,375	0	13,375	0	0	0	9	194	658	1,087	400	
PT-Transportation Driver - ADA - 3		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver - ADA - 4		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver - ADA - 5		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver - ADA - 6		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver - ADA - 7		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver - ADA - 8		12,852	0	12,852	0	0	0	9	186	633	1,045	385	
PT-Transportation Driver-Coke County Bounte		14,280	0	14,280	0	0	0	9	207	703	1,161	427	
PT-Transportation Driver-Kimble County		14,280	0	14,280	0	0	0	9	207	703	1,161	427	
Transportation Driver-Coke County Robert Lee		30,950	1,629	32,579	10.653	371	258	9	472	1,604	2,649	975	
Transportation Driver-Cochran County		29,264	1,540	30,804	10.653	371	244	9	447	1,516	2,504	922	
Transportation Driver-Crockett County		27,132	1,428	28,560	10.653	371	226	9	414	1,400	2,322	855	
Transportation Driver-Crockett County		29,748	1,566	31,314	10.653	371	248	9	454	1,542	2,540	937	
Transportation Driver-Kimble County		27,132	1,428	28,560	10.653	371	226	9	414	1,400	2,322	855	
Transportation Driver-McCulloch County (Lead)		44,206	1,800	46,006	10.653	371	285	9	522	1,773	2,927	1,077	
Transportation Driver-McCulloch County		27,132	1,428	28,560	10.653	371	226	9	414	1,400	2,322	855	
Transportation Driver-McCulloch County		28,992	1,526	30,518	10.653	371	242	9	443	1,502	2,481	913	
Transportation Driver-Menard County		33,101	1,742	34,843	10.653	371	276	9	505	1,715	2,833	1,043	
Transportation Driver-Regan County		46,822	2,464	49,286	10.653	371	300	9	715	2,426	4,007	1,475	
Transportation Driver-Regan County		28,992	1,526	30,518	10.653	371	242	9	443	1,502	2,481	913	
Transportation Driver-Schlesier		44,690	1,826	46,516	10.653	371	289	9	529	1,798	2,969	1,093	
Transportation Driver-Sutton County (Lead)		27,132	1,428	28,560	10.653	371	226	9	414	1,400	2,322	855	
Transportation Driver-Sutton County		28,992	1,526	30,518	10.653	371	242	9	443	1,502	2,481	913	
Part-Time Transp Sterling County Driver DR (1560 hrs)		18,169	0	18,169	0	0	0	9	263	894	1,477	544	
PT-Transportation Driver-Extended Medical		5,477	0	5,477	0	0	0	5	79	270	445	164	
Fluor-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0	
Fluor-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0	
Fluor-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0	
Fluor-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0	
Fluor-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0	
		2,426,017	112,865	2,538,883	649,857	22,604	17,742	743	36,814	91,952	266,411	75,976	
Head Start Director	10/1/2019	88,942	4,418	88,360	10.653	371	594	9	1,281	185	7,184	2,644	
HS Education Manager Coach Class Disability	7/27/2004	64,214	3,180	67,592	10.653	371	535	9	980	141	5,495	2,023	
Mental Health Health Manager and Pregnant Women	7/31/2019	53,475	2,814	56,289	10.653	371	446	9	816	118	4,576	1,684	
FAMCO Policy Council Manager and Pregnant Women	7/8/2019	53,475	2,814	56,289	10.653	371	446	9	816	118	4,576	1,684	
HRSA Facilities Manager Transition Class	8/1/2005	55,866	2,940	58,806	10.653	371	466	9	853	123	4,781	1,760	
Compliance Class Inrs Nutrition Manager	7/17/2006	50,383	2,652	53,034	10.653	371	420	9	769	111	4,312	1,587	
Assistant Head Start Director FHS Education Manager	7/8/2019	61,755	1,250	65,005	10.653	371	515	9	943	136	5,285	1,945	
Site Supervisor FSW - Menard	8/9/2004	40,917	0	40,917	10.653	371	324	9	594	219	3,328	1,225	
Head Start Teacher - Menard	8/9/2004	44,437	0	44,437	10.653	371	274	9	499	185	2,800	1,031	
Head Start Teacher Assist - Menard	7/15/2021	20,984	0	20,984	10.653	371	160	9	304	112	1,706	628	
Early Head Start Teacher - Menard	10/14/2021	24,465	0	24,465	10.653	371	194	9	355	131	1,989	732	
Early Head Start Teacher - Menard	8/24/2021	24,465	0	24,465	10.653	371	194	9	355	131	1,989	732	
Early Head Start Florist - Menard	8/24/2021	28,210	0	28,210	10.653	371	224	9	409	151	2,293	844	
Cook, Custodian - Menard	8/25/2012	23,132	0	23,132	10.653	371	183	9	345	123	1,881	692	
Head Start Universal Substitutes - Menard	11/4/2021	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Head Start Universal Substitutes - Menard	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Site Supervisor FSW - Christoval	7/31/2019	38,343	0	38,343	10.653	371	303	9	556	205	3,117	1,147	
Teacher Assist - Christoval	8/24/2021	22,444	0	22,444	10.653	371	178	9	325	120	1,825	672	
Head Start Universal Substitutes - Christoval	pending 7/18/22	1,021	0	1,021	0	0	0	1	15	5	83	31	
PT Custodian - Christoval (021 hours)	Open	5,659	0	5,659	0	0	0	6	82	159	460	169	
Site Supervisor FSW - Eldorado	2/14/2022	36,379	0	36,379	10.653	371	288	9	527	195	2,958	1,089	
Teacher Assist - Eldorado	8/7/2018	23,653	0	23,653	10.653	371	187	9	343	127	1,923	708	
Cook, Custodian - Eldorado	8/25/2021	21,244	0	21,244	10.653	371	168	9	308	119	1,727	636	
Head Start Universal Substitutes - Eldorado	Open	1,021	0	1,021	0	0	0	1	15	5	83	31	
Site Supervisor FSW - Ozona	10/3/2005	38,495	0	38,495	10.653	371	305	9	558	206	3,130	1,152	
Teacher - Ozona	3/16/2007	26,734	0	26,734	10.653	371	212	9	388	143	2,173	800	
Teacher Assist - Ozona	12/16/2014	22,763	0	22,763	10.653	371	180	9	340	122	1,851	681	
Cook, Custodian - Ozona	8/10/2017	21,895	0	21,895	10.653	371	174	9	317	115	1,780	655	
Head Start Universal Substitutes - Ozona	11/19/2020	1,028	0	1,028	0	0	0	1	15	6	84	31	
Site Supervisor FSW - Eden	8/9/2004	38,495	0	38,495	10.653	371	305	9	558	206	3,130	1,152	
Teacher - Eden	8/1/2019	22,700	0	22,700	10.653	371	180	9	329	122	1,845	679	
Teacher Assist - Eden	3/21/2022	24,019	0	24,019	10.653	371	190	9	348	129	1,953	719	
Cook, Custodian - Eden	11/29/2021	21,508	0	21,508	10.653	371	170	9	312	115	1,749	644	
Head Start Universal Substitutes - Eden	11/12/2021	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Site Supervisor - Blackshear	7/17/2006	41,555	0	41,555	10.653	371	329	9	603	224	3,378	1,244	
Head Start Teacher - Blackshear Room #1	2/22/2021	29,188	0	29,188	10.653	371	231	9	423	156	2,373	873	
Head Start Teacher - Blackshear #2	pending 7/18/22	23,083	0	23,083	10.653	371	183	9	335	123	1,877	691	
Head Start Teacher - Blackshear Room #1	7/1/2019	29,718	0	29,718	10.653	371	233	9	431	159	2,416	880	
Head Start Teacher Assistant - Blackshear Room #2	7/1/2019	27,444	0	27,444	10.653	371	217	9	398	147	2,231	821	
Head Start Teacher - Blackshear Room #3	7/16/2020	42,723	0	42,723	10.653	371	259	9	474	175	2,660	979	
Head Start Teacher Assistant - Blackshear Room #3	pending 7/1/22	23,934	0	23,934	10.653	371	190	9	347	128	1,946	716	
Head Start Teacher - Blackshear Room #6	3/21/2022	41,911	0	41,911	10.653	371	253	9	463	171	2,594	955	
Head Start Teacher Assistant - Blackshear Room #6	10/23/2006	29,082	0	29,082	10.653	371	230	9	422	156	2,364	870	
Head Start Teacher - Blackshear Room #7	7/29/2020	29,186	0	29,186	10.653	371	231	9	423	156	2,373	873	
Head Start Teacher Assistant - Blackshear Room #7	7/31/2019	26,908	0	26,908	10.653	371	213	9	390	144	2,188	805	
Head Start Teacher - Blackshear Room #4	10/6/2020	29,186	0	29,186	10.653	371	231	9	423	156	2,373	873	
Head Start Teacher Assistant - Blackshear Room #4	pending 7/18/22	25,529	0	25,529	10.653	371	202	9	370	137	2,076	764	
Family Service Worker - Blackshear	7/18/2013	46,738	0	46,738	10.653	371	291	9	533	77	2,987	1,099	
Family Service Worker - Blackshear	7/31/2019	46,738	0	46,738	10.653	371	291	9	533	77	2,987	1,099	

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
 01/01/2022 - September 30, 2023

High Deductable Plan \$ 10,588.80 \$ 470.56

Increase deductible to keep cost close to current
 New Rate \$ 0.01% \$ 0.00%
 \$ 10,653.39 \$ 470.56

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	Health Program	Dental Program	Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2023 TCDRS 0.1084 Pension Plan	Oct-Dec 2022 TCDRS 0.1197 Pension Plan
Receptionist - Blackshear	1/4/2021	24,521	0	24,521	10.653	371	194	9	356	51	1,994	734
Head Start Cook - Blackshear	7/15/2019	23,827	0	23,827	10.653	371	189	9	445	58	1,937	713
Head Start Cook - Blackshear (1560 hours with benefits)	Open	23,850	0	23,850	10.653	371	189	9	445	58	1,899	699
Head Start Custodian - Blackshear	pending 7/18/22	22,807	0	22,807	10.653	371	181	9	331	643	1,854	682
Site Supervisor - Day	7/15/2019	41,535	0	41,535	10.653	371	429	9	602	223	4,377	1,243
Head Start Teacher - Day Room #1	7/31/2019	27,125	0	27,125	10.653	371	215	9	493	145	2,205	812
Head Start Teacher Assistant - Day Room #1	7/31/2019	26,908	0	26,908	10.653	371	213	9	490	144	2,188	805
Head Start Teacher - Day Room #2	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Day Room #2	7/31/2019	27,440	0	27,440	10.653	371	217	9	498	147	2,231	821
Head Start Teacher - Day Room #3	pending 8/1/22	29,784	0	29,784	10.653	371	236	9	432	160	2,421	891
Head Start Teacher Assistant - Day Room #3	Open	22,785	0	22,785	10.653	371	180	9	330	122	1,852	682
Head Start Teacher - Day Room #4	7/30/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Day Room #4	pending 7/13/22	23,402	0	23,402	10.653	371	185	9	339	125	1,903	700
Head Start Teacher - Day Room #10	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Day Room #10	7/31/2019	27,444	0	27,444	10.653	371	217	9	498	147	2,231	821
Head Start Teacher - Day Room #11	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Day Room #11	7/31/2019	26,908	0	26,908	10.653	371	213	9	490	144	2,188	805
Early Head Start Teacher - Day Room #15	11/19/2020	25,550	0	25,550	10.653	371	202	9	370	137	2,077	765
Early Head Start Teacher - Day Room #15	3/4/2022	32,720	0	32,720	10.653	371	259	9	474	175	2,660	979
Early Head Start Teacher - Day Room #16	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #16	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #17	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #17	2/22/2021	24,933	0	24,933	10.653	371	197	9	362	134	2,027	746
Early Head Start Teacher - Day Room #18	11/12/2019	25,541	0	25,541	10.653	371	202	9	370	137	2,076	764
Early Head Start Teacher - Day Room #18	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #19	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #19	Open	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #20	pending 8/1/22	24,465	0	24,465	10.653	371	194	9	355	131	1,980	732
Early Head Start Teacher - Day Room #20	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #21	pending 7/1/22	24,465	0	24,465	10.653	371	194	9	355	131	1,989	732
Early Head Start Teacher - Day Room #21	6/21/2022	24,742	0	24,742	10.653	371	196	9	359	133	2,012	740
Early Head Start Teacher - Day Room #22	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #22	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Day Room #23	1/14/2021	27,635	0	27,635	10.653	371	219	9	401	148	2,247	827
Early Head Start Teacher - Day Room #23	1/27/2020	29,954	0	29,954	10.653	371	237	9	434	161	2,435	896
Early Head Start Floater - Day	pending 7/18/22	22,763	0	22,763	10.653	371	180	9	330	122	1,851	681
Family Service Worker - Day	7/31/2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099
Family Service Worker - Day	7/31/2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099
Family Service Worker - Day - Early HS	7/15/2019	37,801	0	37,801	10.653	371	299	9	548	79	3,073	1,131
Receptionist - Day	7/15/2019	26,517	0	26,517	10.653	371	210	9	385	55	2,156	794
Head Start Cook - Day	7/31/2019	24,890	0	24,890	10.653	371	197	9	361	699	2,024	745
Head Start Cook - Day	7/15/2019	24,890	0	24,890	10.653	371	197	9	361	699	2,024	745
Head Start Custodian - Day	7/31/2019	22,807	0	22,807	10.653	371	181	9	331	643	1,854	682
Head Start Custodian - Day - Early HS	7/8/2021	22,812	0	22,812	10.653	371	181	9	331	643	1,855	680
Site Supervisor - Rio Vista	7/15/2019	41,535	0	41,535	10.653	371	429	9	602	223	4,377	1,243
Head Start Teacher - Rio Vista Room #15	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Rio Vista Room #15	7/31/2019	26,912	0	26,912	10.653	371	213	9	490	144	2,188	805
Head Start Teacher - Rio Vista Room #16	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Rio Vista Room #16	pending 7/19/22	23,083	0	23,083	10.653	371	183	9	335	124	1,877	691
Head Start Teacher - Rio Vista Room #17	7/31/2019	32,723	0	32,723	10.653	371	259	9	474	175	2,660	979
Head Start Teacher Assistant - Rio Vista Room #17	pending 6/30/22	23,934	0	23,934	10.653	371	190	9	347	128	1,940	716
Head Start Teacher - Rio Vista Room #18	7/31/2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941
Head Start Teacher Assistant - Rio Vista Room #18	pending 7/18/22	23,934	0	23,934	10.653	371	190	9	347	128	1,940	716
Head Start Teacher - Rio Vista Room #19	2/22/2021	27,657	0	27,657	10.653	371	219	9	401	148	2,248	828
Head Start Teacher Assistant - Rio Vista Room #19	10/2/2019	23,359	0	23,359	10.653	371	185	9	339	125	1,899	699
Head Start Teacher - Rio Vista Room #20	7/31/2019	30,380	0	30,380	10.653	371	241	9	441	163	2,470	909
Head Start Teacher Assistant - Rio Vista Room #20	pending 7/22/22	24,146	0	24,146	10.653	371	191	9	350	129	1,963	723
Head Start Teacher - move Blackshear Room #5 to Rio #13	8/17/2020	28,720	0	28,720	10.653	371	227	9	416	154	2,335	859
Head Start Teacher Assistant - move Blackshear Room #5 to Rio #13	7/31/2019	27,444	0	27,444	10.653	371	217	9	498	147	2,231	821
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	28,188	0	28,188	10.653	371	223	9	409	151	2,292	844
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #3	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #3	7/31/2019	29,784	0	29,784	10.653	371	236	9	432	160	2,421	891
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973
Early Head Start Floater - Rio Vista	2/23/2021	22,763	0	22,763	10.653	371	180	9	330	122	1,851	681
Family Service Worker - Rio Vista	7/31/2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099
Family Service Worker - Rio Vista	7/31/2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099
Family Service Worker - Rio Vista - Early HS	7/15/2019	37,801	0	37,801	10.653	371	299	9	548	79	3,073	1,131
Receptionist - Rio Vista	7/15/2019	26,517	0	26,517	10.653	371	210	9	385	55	2,156	794
Head Start Cook - Rio Vista	7/15/2019	24,890	0	24,890	10.653	371	197	9	361	699	2,024	745
Head Start Cook - Rio Vista	1/0/1900	24,890	0	24,890	10.653	371	197	9	361	699	2,024	745
Head Start Custodian - Rio Vista	8/2/2019	22,807	0	22,807	10.653	371	181	9	331	643	1,854	682
Head Start Custodian - Rio Vista - Early HS	pending 7/7/22	21,742	0	21,742	10.653	371	172	9	315	613	1,768	651
Head Start Universal Substitute - San Angelo	7/31/2019	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	3/4/2022	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	2/22/2021	18,955	0	18,955	0	0	0	9	275	102	1,541	567

CONCHO VALLEY COUNCIL OF GOVERNMENTS
 FRINGE BENEFITS
 October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductable Plan	\$	10,588.80	\$	370.56	Life Program	First \$9,000	0.0010	SA T A	0.0145	Medicare	Workers Comp	10.00%	Jan-Sept 2023	0.1084	Oct-Dec 2022	0.1197
					Increase deductible to keep cost close to current	0.01%	10,653.39	0.00%	370.56		TCDRS		TCDRS								
					New Rate	Health Program	Dental Program	SA T A	Medicare		Pension Plan		Pension Plan								
Head Start Universal Substitute - San Angelo	9/20/2021	19,096	0	19,096	0	0	0	0	0	9	277	102	1,552	571							
Head Start Universal Substitute - San Angelo	11/29/2021	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	pending 4/28/22	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	pending 4/28/22	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	4/1/2022	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	1/14/2021	19,096	0	19,096	0	0	0	0	0	9	277	102	1,552	571							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	0	0	9	275	102	1,541	567							
		4,101,608	22,269	4,123,876	1,267,754	44,097	29,140	1,278	59,796	26,609	335,271	123,407									
		9,011,572	265,382	9,276,954	2,402,340	85,044	66,113	2,489	134,516	126,031	754,673	277,109									
			LY 21,22	LY 22,23																	
		# of Positions	285	275									Tot								
		= FTE%	244	239																	

CONCHO VALLEY COUNCIL OF GOVERNMENTS INVESTMENT POLICY

I. POLICY

It is the policy of the Concho Valley Council of Governments (CVCOG) that after allowing for the anticipated cash flow requirements of the CVCOG and giving due consideration to the safety and risk of investment, all available funds shall be invested in conformance with these legal and administrative guidelines, seeking to optimize interest earnings to the maximum extent possible.

Effective cash management is recognized as essential to good fiscal management. Investment interest is a source of revenue to the CVCOG funds. The CVCOG investment portfolio shall be designed and managed in a manner designed to maximize this revenue source, to be responsive to public trust, and to be in compliance with legal requirements and limitations.

Investments shall be made with the primary objectives of:

- **Safety** and preservation of principal
- Maintenance of sufficient **liquidity** to meet operating needs
- **Public trust** from prudent investment activities
- Optimization of **interest earnings** on the portfolio

II. PURPOSE

The purpose of this investment policy is to comply with applicable statutes, rules, regulations and Chapter 2256 of the Government Code (“Public Funds Investment Act”), which requires the CVCOG to adopt a written investment policy regarding the investment of its funds and funds under its control. The Investment Policy addresses the methods, procedures and practices that must be exercised to ensure effective and judicious fiscal management of the CVCOG’s funds.

III. SCOPE

This Investment Policy shall govern the investment of all financial assets of the CVCOG. These funds are accounted for in the CVCOG Annual Financial Report and include:

- General Fund
- Special Revenue Funds
- Internal Service Funds
- Enterprise Funds

Concho Valley Council of Governments, Investment Policy

- Any new fund created by the CVCOG, unless specifically exempted from this policy by the Executive Board or by law.

This Investment Policy shall apply to all transactions involving the financial assets and related activity for all the foregoing funds. However, this policy does not apply to the assets administered for the benefit of the CVCOG by outside agencies under deferred compensation programs.

The CVCOG may consolidate cash balances from all funds to maximize investment earnings. Investment income will be allocated to the various funds based on their respective participation and in accordance with generally accepted accounting principles.

In accordance with applicable statutes, rules, regulations, and with the Public Funds Investment Act, the Board shall adopt a separate written investment strategy for each of the funds under the CVCOG's control. Attachment A includes investment strategies for all funds. The investment strategy must describe the investment objectives for the particular funds using the following priorities of importance:

- Understanding of the suitability of the investment to the financial requirements of the CVCOG;
- Preservation of safety of principal;
- Liquidity;
- Marketability of the investment if the need arises to liquidate the investment before maturity;
- Diversification of the investment portfolio;
- Yield; and
- Maturity restrictions.

In accordance with the Public Funds Investment Act, investment strategies will be reviewed at least annually. *[PFLA 2256.05(d-e)]*

IV. INVESTMENT OBJECTIVES

The safety of the principal invested always remains the primary objective. All investments shall be designed and managed in a manner responsive to the public trust and consistent with state and local law.

The CVCOG shall maintain a comprehensive cash management program, which includes the collection of accounts receivable, processing of accounts payable in accordance with invoice terms, and prudent investment of available cash. The scope of cash management is concerned with the

process of managing monies in order to ensure the maximum cash availability and maximum yield on short-term investment of idle cash.

The CVCOG shall manage and invest its cash with four primary objectives, listed in order of priority:

1. Safety [PFIA 2256.005(b)(2)]

Safety of principal is the foremost objective of the investment program. Investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. The objective will be to mitigate credit and interest rate risk.

- Credit Risk and Concentration of Credit Risk – the CVCOG will minimize credit risk, the risk of loss due to the failure of the issuer or backer of the investment, and concentration of credit risk, the risk or loss attributed to the magnitude of investment in a single issuer, by:
 - Limiting investments to the safest types of investments;
 - Pre-qualifying the financial institutions and broker/dealers with which the CVCOG will do business; and
 - Diversifying the investment portfolio so that potential losses on individual issuers will be minimized.
- Interest Rate Risk – the CVCOG will manage the risk that the interest earnings and the market value of investments in the portfolio will fall due to changes in general interest rates by limiting the maximum weighted average maturity of the investment portfolio to 2 years. The CVCOG will, in addition:
 - Structure the investment portfolio so that investments mature to meet cash requirements for ongoing operations, thereby avoiding the need to liquidate investments prior to maturity;
 - Invest operating funds appropriately in certificates of deposit, shorter-term securities, money market mutual funds, or local government investment pools functioning as money market mutual funds; and
 - Diversify maturities and staggering purchase dates to minimize the impact of market movements over time.

2. Liquidity [PFIA 2256.005(b)(2)]

The investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. This is accomplished by structuring the portfolio so that investments mature concurrent with cash needs to meet anticipated demands. Because all possible cash demands cannot be anticipated, a portion of the portfolio will be invested in shares of money market mutual funds or local government investment pools that offer same-day liquidity. In addition, a portion of the portfolio may consist of securities with active secondary or resale markets.

3. Public Trust

All participants in the CVCOG's investment process shall seek to act responsibly as custodians of the public trust. Investment officers shall avoid any transaction that might impair public confidence in the CVCOG's ability to govern effectively.

4. Yield [PFIA 2256.005(b)(3)]

The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of secondary importance compared to the safety and liquidity objectives described above.

V. RESPONSIBILITY AND CONTROL

Delegation of Authority [PFIA 2256.005(f)]

In accordance with applicable statutes, rules, regulations and the Public Funds Investment Act, the Board designates the Executive Director as the CVCOG's Investment Officer. An Investment Officer or designee is authorized to execute investment transactions on behalf of the CVCOG. No person may engage in an investment transaction or the management of the CVCOG funds except as provided under terms of this Investment Policy as approved by the Board. The investment authority granted to the investing officers is effective until rescinded by the Board.

Quality and Capability of Investment Management [PFIA 2256.005(b)(3)]

The CVCOG shall provide periodic training in investments for the designated investment officers and other investment personnel through courses and seminars offered by professional organizations, associations, and other independent sources in order to insure the quality and capability of investment management in compliance with the Public Funds Investment Act.

Training [PFIA 2256.008 – Local Governments]

In accordance with applicable statutes, rules, regulations and the Public Funds Investment Act, the investment officers will complete ten hours of training within 12 months of assuming their duties and thereafter, shall complete ten hours of additional training every two years. The training shall be provided by an independent source and must be approved by the Board. The training must include education in investment controls, security risks, strategy risks, market risks, diversification of investment portfolios, and compliance with the Public Funds Investment Act (PFIA).

The independent sources will be as follows:

- The Government Treasures' Organization of Texas (GTOT)

Concho Valley Council of Governments, Investment Policy

- The University of North Texas (UNT)
- The Government Finance Officers' Association (GFOA)
- Texas Association of Counties (TAC)

A list will be maintained of the number of hours and conferences attended for each investment official and a report of such information will be provided to the Investment Committee.

Internal Control (Best Practices)

The Director of Finance is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the CVCOG are protected from loss, theft, or misuse. The internal control structure shall be designed to provide reasonable assurance that these objectives are met. The concept of reasonable assurance recognizes that (1) the cost of a control should not exceed the benefits likely to be derived; and (2) the valuation of costs and benefits requires estimates and judgments by management.

Accordingly, the Director of Finance shall establish a process for annual independent review by an external auditor to assure compliance with policies and procedures. The internal controls shall address the following points:

- Control of collusion
- Separation of transactions authority from accounting and record keeping
- Custodial safekeeping
- Avoidance of physical delivery securities
- Clear delegation of authority to subordinate staff members
- Written confirmation for all transactions for investments and wire transfers
- Development of a wire transfer agreement with the depository bank or third-party custodian

Prudence [PFIA 2256.006]

In accordance with applicable statutes, rules, regulations and the Public Funds Investment Act, investments shall be made with the same judgment and care, under prevailing circumstances, that a person of prudence, discretion, and intelligence would exercise in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of capital and the probable income to be derived.

In determining whether an investment official has exercised prudence with respect to an investment decision, the determination shall be made taking into consideration:

- The investment of all funds, or funds under the CVCOG's control, over which the officer had responsibility rather than a consideration as to the prudence of a single investment.

- Whether the investment decision was consistent with the written approved investment policy of the CVCOG.

Indemnification (Best Practices)

The Investment Officer, acting in accordance with written procedures and exercising due diligence, shall not be held personally responsible for a specific investment's credit risk or market price changes, provided that these deviations are reported immediately and the appropriate action is taken to control adverse developments.

Ethics and Conflicts of Interest [PFIA 2256.005(i)]

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the investment program, or that could impair their ability to make impartial decisions. Employees and Investment Officers shall disclose any material interests in financial institutions with which they conduct business. They shall further disclose any personal financial/investment positions that could be related to the performance of the investment portfolio. Employees and officers shall refrain from undertaking personal investment transactions with the same individual with whom business is conducted on behalf of the CVCOG.

An Investment Officer of the CVCOG who has a personal business relationship with an organization seeking to sell an investment to the CVCOG shall file a statement disclosing that personal business interest. An Investment Officer who is related within the second degree by affinity or consanguinity to an individual seeking to sell an investment to the CVCOG shall file a statement disclosing that relationship. A statement required under this subsection must be filed with the Texas Ethics Commission and the Board.

VI. SUITABLE AND AUTHORIZED INVESTMENTS

Authorized Investments [PFIA 2256.005(b)(4)(A)]

The CVCOG funds governed by this policy may be invested in the instruments described below, all of which are authorized by Chapter 2256 of the Government Code (Public Funds Investment Act). Investment of the CVCOG funds in any instrument or security not authorized for investment under the Act is prohibited. The CVCOG will not be required to liquidate an investment that becomes unauthorized subsequent to its purchase.

- Obligations of the United States of America, its agencies and instrumentalities;

Concho Valley Council of Governments, Investment Policy

- Direct obligations of the State of Texas or its agencies and instrumentalities;
- Certificates of Deposit issued by a depository institution that has its main office or a branch office in Texas. The certificate of deposit must be guaranteed or insured by the Federal Deposit Insurance Corporation or its successor or the National Credit Union Share Insurance Fund or its successor and secured by obligations in a manner and amount as provided by law. In addition, certificates of deposit obtained through a depository institution that has its main office or a branch office in Texas and that contractually agrees to place the funds in federally insured depository institutions in accordance with the conditions prescribed in Section 2256.010(b) of the Public Funds Investment Act are authorized investments;
- Fully collateralized direct repurchase agreements with a defined termination date secured by obligations of the United States or its agencies and instrumentalities. These shall be pledged to the CVCOG, held in the CVCOG's name, and deposited at the time the investment is made with the CVCOG or with a third party selected and approved by the CVCOG. Repurchase agreements must be purchased through a primary government securities dealer, as defined by the Federal Reserve, or a financial institution doing business in Texas. A Master Repurchase Agreement must be signed by the bank/dealer prior to investment in a repurchase agreement. All repurchase agreement transactions will be on a delivery vs. payment basis. Securities received for repurchase agreements must have a market value greater than or equal to 102 percent at the time funds are disbursed. (Sweep Accounts and/or Bond Proceeds);
- Money Market Mutual funds that: 1) are registered and regulated by the Securities and Exchange Commission, 2) have a dollar weighted average stated maturity of 90 days or less, 3) seek to maintain a net asset value of \$1.00 per share, and 4) are rated AAA by at least one nationally recognized rating service; and
- Local government investment pools, which 1) meet the requirements of Chapter 2256.016 of the Public Funds Investment Act, 2) are rated no lower than AAA or an equivalent rating by at least one nationally recognized rating service, and 3) are authorized by resolution or ordinance by the Board. In addition, a local government investment pool created to function as a money market mutual fund must mark its portfolio to the market daily and, to the extent reasonably possible, stabilize at \$1.00 net asset value.

All prudent measures will be taken to liquidate an investment that is downgraded to less than the required minimum rating. *[PFLA 2256.021]*

Prohibited Investments *[PFLA 2256.009(b)(1-4)*

The following are not authorized investments under this policy:

- Obligations whose payment represents the coupon payments on the outstanding principal balance of the underlying mortgage-backed security collateral and pays no principal;
- Obligations whose payment represents the principal stream of cash flow from the underlying mortgage-backed security collateral and bears no interest;
- Collateralized mortgage obligations that have a stated final maturity date of greater than 10 years; and
- Collateralized mortgage obligations the interest rate of which is determined by an index that adjusts opposite to the changes in a market index.
- Commercial Paper, except that the CVCOG can invest in local government investment pools and money market mutual funds that have commercial paper as authorized investments. A local government investment pool or money market mutual fund that invests in commercial paper must meet the requirements of, VI. SUITABLE AND AUTHORIZED INVESTMENTS above.

VII. INVESTMENT PARAMETERS

Maximum Maturities [PFIA 2256.005(b)(4)(B)]

The longer the maturity of investments, the greater their price volatility. Therefore, it is the CVCOG's policy to concentrate its investment portfolio in shorter-term securities in order to limit principal risk caused by changes in interest rates.

The CVCOG attempts to match its investments with anticipated cash flow requirements. The CVCOG will not directly invest in securities maturing more than two (2) years from the date of purchase; however, the above described obligations, certificates, or agreements may be collateralized using longer dated investments.

Because no secondary market exists for repurchase agreements, the maximum maturity shall be 120 days except in the case of a flexible repurchase agreement for bond proceeds. The maximum maturity for such an investment shall be determined in accordance with project cash flow projections and the requirements of the governing bond ordinance.

The composite portfolio will have a weighted average maturity of 365 days or less. This dollar-weighted average maturity will be calculated using the stated final maturity dates of each security. [PFLA 2256.005(b)(4)(C)]

Diversification [PFIA 2256.005(b)(3)]

The CVCOG recognizes that investment risks can result from issuer defaults, market price changes or various technical complications leading to temporary illiquidity. Risk is managed through portfolio diversification that shall be achieved by the following general guidelines:

- Limiting investments to avoid over concentration in investments from a specific issuer or business sector (excluding U.S. Treasury securities and certificates of deposit that are fully insured and collateralized in accordance with state and federal law),
- Limiting investment in investments that have higher credit risks (example: commercial paper),
- Investing in investments with varying maturities, and
- Continuously investing a portion of the portfolio in readily available funds such as local government investment pools (LGIPs), money market funds or overnight repurchase agreements to ensure that appropriate liquidity is maintained in order to meet ongoing obligations.

The following maximum limits, by instrument, are established for the CVCOG’s portfolio:

1. U.S. Treasury Securities100%
2. Agencies and Instrumentalities 85%
3. Certificates of Deposit100%
4. Repurchase Agreements (1)..... 20%
5. Money Market Mutual Funds (2)..... 50%
6. Authorized Pools100%

(1) Excluding flexible repurchase agreements for bond proceeds investments

(2) No single investment in any one money market mutual fund which exceeds 10% of the total assets of the money market mutual fund

The Investment Committee shall review diversification strategies and establish or confirm guidelines on at least an annual basis regarding the percentages of the total portfolio that may be invested in securities other than U.S. Government Obligations while remaining within the limitations established by this policy. The Investment Committee shall review quarterly investment reports and evaluate the probability of market and default risk in various investment sectors as part of its consideration.

VIII. SELECTION OF BANKS AND DEALERS

Depository [Chapter 105.017, Local Government Code]

At least every 5 years a Depository shall be selected through the CVCOG banking services procurement process, which shall include a formal request for proposal (RFP). The selection of a depository will be determined by competitive proposal and evaluation of proposals will be based on the following criteria:

- The ability to qualify as depository for public funds in accordance with state law.
- The ability to provide requested information or financial statements for the periods specified.
- The ability to meet all requirements in the banking RFP.
- Complete response to all required items on the RFP form.
- Lowest net banking service cost, consistent with the ability to provide an appropriate level of service.
- The credit worthiness and financial stability of the bank.

Authorized Brokers/Dealers [PFLA 2256.025]

The CVCOG shall, at least annually, review, revise, and adopt a list of qualified broker/dealers and financial institutions authorized to engage in securities transactions with the CVCOG. Those firms that request to become qualified bidders for securities transactions will be required to provide a completed broker/dealer questionnaire that provides information regarding creditworthiness, experience and reputation and a certification stating the firm has received, read and understood the CVCOG's investment policy and agree to comply with the policy. Authorized firms may include primary dealers or regional dealers that qualify under Securities & Exchange Commission Rule 15C3-1 (Uniform Net Capital Rule), and qualified depositories. All investment providers, including financial institutions, banks, money market mutual funds, and local government investment pools, must sign a certification acknowledging that the organization has received and reviewed the CVCOG's investment policy and that reasonable procedures and controls have been implemented to preclude investment transactions that are not authorized by the CVCOG's policy. [PFLA 2256.005(k-l)]

The approved broker/dealer list will be reviewed and approved along with this investment policy at least annually by the Investment Committee.

Competitive Bids (Best Practice)

It is the policy of the CVCOG to require competitive bidding for all individual security purchases and sales except for:

- Transactions with money market mutual funds and local government investment pools,
- Treasury and agency securities purchased at issue through an approved broker/dealer or financial institution.

The Director of Finance shall develop and maintain procedures for ensuring competition in the investment of CVCOG's funds, subject to the oversight and approval of the Board.

Delivery vs. Payment [PFIA 2256.005(b)(4)(E)]

Securities shall be purchased using the **delivery vs. payment** method with the exception of investment pools and mutual funds. Funds will be released after notification that the purchased security has been received.

IX. CUSTODIAL CREDIT RISK MANAGEMENT

Safekeeping and Custodial Agreements

The CVCOG shall contract with a bank or banks for the safekeeping of securities either owned by the CVCOG as part of its investment portfolio or held as collateral to secure demand or time deposits. Securities owned by the CVCOG shall be held in the CVCOG's name as evidenced by safekeeping receipts of the institution holding the securities.

Collateral for deposits will be held by a third party custodian designated by the CVCOG and pledged to the CVCOG as evidenced by safekeeping receipts of the institution with which the collateral is deposited. Original safekeeping receipts shall be obtained. Collateral may be held by the depository bank's trust department, a Federal Reserve bank or branch of a Federal Reserve bank, a Federal Home Loan bank, or a third party bank approved by the CVCOG.

Collateral Policy [PFCA 2257.023]

Consistent with the requirements of the Public Funds Collateral Act, it is the policy of the CVCOG to require full collateralization of all the CVCOG funds on deposit with a depository bank, other than investments. In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be 105% of market value of principal and accrued interest on the deposits or investments less an amount insured by the FDIC. At its discretion, the CVCOG may require a higher level of collateralization for certain investment securities. Securities pledged as collateral shall be held by an independent third party which the CVCOG has a current custodial agreement. The Executive Director is responsible for entering into collateralization agreements with

third party custodians in compliance with this Policy. The agreements are to specify the acceptable investment securities for collateral, including provisions relating to possession of the collateral, the substitution or release of investment securities, ownership of securities, and the method of valuation of securities. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the CVCOG and retained. Collateral shall be reviewed at least monthly to assure that the market value of the pledged securities is adequate.

Collateral Defined

The CVCOG shall accept only the following types of collateral:

- Obligations of the United States or its agencies and instrumentalities
- Direct obligations of the State of Texas or its agencies and instrumentalities
- Collateralized mortgage obligations directly issued by a federal agency or instrumentality of the United States, the underlying security for which is guaranteed by an agency or instrumentality of the United States
- Obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized rating firm not less than A or its equivalent with a remaining maturity of ten (10) years or less

Subject to Audit

All collateral shall be subject to inspection and audit by the CVCOG or the CVCOG's independent auditors.

X. PERFORMANCE

Performance Standards

The CVCOG's investment portfolio will be managed in accordance with the parameters specified within this policy. The portfolio shall be designed with the objective of obtaining a rate of return through budgetary and economic cycles, commensurate with the investment risk constraints and the cash flow requirements of the CVCOG.

Performance Benchmark

It is the policy of the CVCOG to purchase investments with maturity dates coinciding with cash flow needs. Through this strategy, the CVCOG shall seek to optimize interest earning utilizing allowable investments available on the market at that time. Market value will be calculated on a quarterly basis on all securities owned and compared to current book value. The CVCOG's

portfolio shall be designed with the objective of regularly meeting or exceeding the average rate of return on U.S. Treasury Bills at a maturity level comparable to the CVCOG's weighted average maturity in days.

XI. REPORTING [PFLA 2256.023]

Methods

The Investment Officer shall prepare an investment report on a quarterly basis that summarizes investment strategies employed in the most recent quarter and describes the portfolio in terms of investment securities, maturities, and shall explain the total investment return for the quarter.

The quarterly investment report shall include a summary statement of investment activity prepared in compliance with generally accepted accounting principles. This summary will be prepared in a manner that will allow the CVCOG to ascertain whether investment activities during the reporting period have conformed to the Investment Policy. The report will be provided to the Executive Committee. The report will include the following:

- A listing of individual securities held at the end of the reporting period.
- Unrealized gains or losses resulting from appreciation or depreciation by listing the beginning and ending book and market value of securities for the period.
- Additions and changes to the market value during the period.
- Average weighted yield to maturity of portfolio as compared to applicable benchmark.
- Listing of investments by maturity date.
- Fully accrued interest for the reporting period
- The percentage of the total portfolio that each type of investment represents.
- Statement of compliance of the CVCOG's investment portfolio with state law and the investment strategy and policy approved by the Executive Committee.

An independent auditor will perform a formal annual review of the quarterly reports with the results reported to the governing body. [PFLA 2256.023(d)]

Monitoring Market Value [PFLA 2256.005(b)(4)(D)]

Market value of all securities in the portfolio will be determined on a quarterly basis. These values will be obtained from a reputable and independent source and disclosed to the governing body quarterly in a written report.

XII. INVESTMENT COMMITTEE

1. Members

An Investment Committee, consisting of the Executive Director, Director of Finance, and 3 Executive Committee Board Members appointed annually by majority vote of members of a quorum present and voting during the regularly called meeting and seated in the month of January, shall review the CVCOG's investment strategies and monitor the results of the investment program at least quarterly. This review can be done by reviewing the quarterly written reports and by holding committee meetings as necessary. The committee will be authorized to invite other advisors to attend meetings as needed.

2. Scope

The Investment Committee shall include in its deliberations such topics as economic outlook, investment strategies, portfolio diversification, maturity structure, potential risk to the CVCOG's funds, evaluation and authorization of broker/dealers, rate of return on the investment portfolio, review and approval of training providers and compliance with the investment policy. The Investment Committee will also advise the Board of any future amendments to the investment policy that are deemed necessary or recommended.

3. Procedures

The investment Committee shall provide minutes of investment information discussed at any meetings held to the executive committee. The committee should meet at least annually to discuss the investment program and policies.

XII. INVESTMENT POLICY ADOPTION [PFIA 2256.05(E)]

The CVCOG's investment policy shall be adopted by resolution of the Board. It is the CVCOG's intent to comply with state laws and regulations. The CVCOG's investment policy shall be subject to revisions consistent with changing laws, regulations, and needs of the CVCOG. The Board shall adopt a resolution stating that it has reviewed the policy and investment strategies annually, approving any changes or modifications.

**CONCHO VALLEY COUNCIL OF GOVERNMENTS
INVESTMENT STRATEGY**

(ATTACHMENT A of CVCOG INVESTMENT POLICY)

The Concho Valley Council of Governments (CVCOG) maintains portfolios which utilize specific investment strategy considerations designed to address the unique characteristics of the fund groups represented in the portfolios. The following investment strategies are the guidelines to investment of the funds of the CVCOG. All investments, when aggregated together, must be within the diversification parameters listed with the authorized investments. From time to time, on temporary basis, the actual investments within one fund or another may vary slightly from its underlying strategy. However, these deviations should only be temporary and easily corrected.

- **Operating funds** include the general fund, internal service funds, and enterprise funds. These funds are necessary for the day to day operations of the CVCOG programs. Due to their short-term nature, these funds need to be available when needed. These funds will be invested in instruments authorized by this policy with a maturity not exceeding 1 year.
- **Advance funds** include any designated local, state, or federal advance funding within special revenue funds. These funds are necessary for the implementation of the CVCOG's programs and tend to be short-term to mid-term in nature. These funds will be invested in instruments authorized by this policy with a maturity matched with programmatic needs not exceeding 365 days.
- **Designated funds** include programmed local funding within special revenue funds. These funds tend to be longer term in nature and not needed for immediate use. These funds will be invested in instruments authorized by this policy with a maturity matched with programmatic needs not to exceed two (2) years.

The Investment Strategy policy must be reviewed and approved annually with the Investment Policy.

CONCHO VALLEY COUNCIL OF GOVERNMENTS
QUALIFIED BROKER/DEALER LIST

The following are the qualified broker/dealers with whom Concho Valley Council of Governments (CVCOG) may engage in investment transactions:

- a) First Financial Bank of San Angelo
- b) The First National Bank of Mertzon
- c) Texas State Bank
- d) Wells Fargo Bank, N.A.

Current list is FDIC banks with branch locations in San Angelo, Texas that have provided CVCOG with acknowledgement of CVOG Investment Policy.

The Broker/Dealer list must be reviewed and approved annually with the Investment Policy.

CVCOG
Balance Sheet - CVCOG Balance Sheet
As of 6/30/2022

	<u>Current Period Balance</u>	
Assets		
First Financial General Bank Acct	450,537.91	1112
CNCS Petty Cash	300.00	1197
CitiBank Credit Card	35,884.86	1198
First Financial Credit Card	513.83	1199
Grant Receivable HSGP MACC Communications	2,666.93	1202
Grant Receivable, CJ VAWA	2,997.84	1203
State Contract, HSGD	1,458.33	1204
Grant Receivable, 2-1-1	30,286.80	1205
Grant Receivable, 9-1-1	207,594.52	1211
Grant Receivable, AAA	352,762.00	1212
State Contract, CJ Planning	3,541.81	1214
Grant Receivable, CJ Training	12,313.30	1215
Grant Receivable, RSVP	20,126.97	1216
Grant Receivable, Juvenile Justice Services	9,572.81	1217
Grant Receivable, Foster Grandparent	39,658.43	1219
Grant Receivable, Senior Companion	26,806.95	1220
Grant Receivable, ADRC	20,039.16	1221
Grant 804 EDA CARES ACT	43,837.78	1229
Grant Receivable, Homeland Security SHSP	22,763.79	1232
Grant Receivable, CACFP Head Start	9,051.85	1243
Grant Receivable, Head Start HHS	323,813.03	1249
Economic Development District	9,026.17	1290
CV Transit District AR	432,045.47	1329
Accounts Receivable-General	574.95	1391
Prpd Health Insurance	2,454.52	1592
Prepaid COBRA-Health Services	736.53	1594
Prepaid Life Insurance	372.21	1595
Prepaid Dental Insurance	14.28	1597
Prepaid AFLAC	105.81	1598
Prepaid MASA Insurance	8.99	1599
First Financial 911 Investment	166,345.36	1614
CVCOG Investment Account	256,242.72	1618
Leasehold Improvements	75,000.00	1730
Other Assets - Project Equipment	<u>1,169,123.23</u>	1811
Total Assets	<u>3,728,579.14</u>	
Liabilities		
AP	202,361.05	2111
AP Clearing	49,430.65	2112
AP First Financial Credit Card	15,786.47	2114
AP CitiBank Credit Card	73,030.01	2117
Payroll Payable - Administration	268,174.77	2151
Federal Withholding Tax	22,107.68	2311
Medicare Payable	9,526.52	2321
SUTA Payable	18.74	2323
Employee Benefits Payable	42,142.55	2412
Health Savings Account	4,425.67	2413
Vision Insurance Payable	134.74	2419

CVCOG
Balance Sheet - CVCOG Balance Sheet
As of 6/30/2022

Current Period Balance

Liabilities cont...

Employer Pension Plan Payable	125,294.63	2422
Employee Contr to Pension Plan	73,271.57	2423
Deferred Income Plan Withheld	3,305.00	2431
Worker's Comp Ins Payable	3,399.39	2432
State Comptroller Unclaimed	0.46	2434
United Way Payable	1,554.69	2441
Child Support Payable	1,774.43	2442
Accrued Annual Leave	182,270.15	2521
Unearned Revenue- 911 Program	62,444.31	2917
Unearned Revenue-VISTA	146,415.46	2918
Unearned Revenue-Head Start	12,781.63	2919
Unearned Revenue-Solid Waste	<u>82,615.68</u>	2938

Total Liabilities 1,382,266.25

Fund Balance

General Unrestricted Fund Balance	488,890.25	3000
Long Term Debt - Annual Leave	(182,270.15)	3105
Investment - Capital Assets	1,244,123.23	3110
Restricted - USDA Note Available	23,850.00	3202
Restrict - Faith in Action 501c3	35,286.51	3204
Restricted - CV Medical Reserve Corp	3,765.02	3205
Assigned - Area Agency on Aging	3,694.56	3401
Assigned - SCP Visiting Program	9,867.64	3402
Assigned - Caregiver	2,213.65	3403
Assigned - Housing Finance	93,807.76	3404
Assigned - Homeland Security	18,047.25	3405
Assigned - CJ Planning	104,750.36	3406
Assigned - CJ Law Enf Academy	187,194.33	3407
Assigned - 211 Information Referral	42,282.25	3408
Assigned - CEDAF	<u>30,774.41</u>	3409

Total Fund Balance 2,106,277.07

Excess Revenue over Expenditures FY 21-22 240,035.82

Total Liabilities and Fund Balance 3,728,579.14

CVCOG
Statement of Revenues and Expenditures - CVCOG Statement of Revenue and Expenditures
From 10/1/2021 Through 6/30/2022

Revenue	<u>Current Period Actual</u>	
CNCS Senior Companion CFDA 94.016	142,044.84	4164
CNCS Foster Grandparent CFDA 94.011	230,632.43	4165
CNCS RSVP CFDA 94.002	113,240.97	4167
Grant 804, EDA CARES ACT	173,674.60	4169
HHS-ACF Head Start ARP 06HE001000 C6	41,876.31	4170
HHS-ACF Head Start 06CH010970-03	4,311,353.36	4171
HHS-ACF Head Start CRRSA 06HE001000 C5	170,048.00	4172
HHS-ACF Head Start 06CH010970-04	510,273.85	4173
AAA - Title IIIB CFDA 93.044	23,945.00	4201
CACFP Prior Year CFDA 10.558	8,833.17	4203
AAA - Title IIIC1 CFDA 93.045	22,937.00	4205
Off Gov-CJ Juvenile Justice Service CFDA 16.523	26,769.60	4206
AAA - Title IIIC-2 CFDA 93.045	13,258.00	4207
CARES ACT III C-2, CFDA 93.045	27,727.00	4211
AAA - Title IIIE CFDA 93.052	18,342.00	4215
AAA - Title VII EAP CFDA 93.041	1,944.00	4216
AAA - Title VI OM CFDA 93.042	14,019.00	4218
CACFP Nutrition CFDA 10.558	395,347.58	4221
Off Gov-Violence Against Women Act CFDA 16.588	6,244.78	4222
PY - Title IIIB CFDA 93.044	92,931.00	4227
Off Gov-HSGP MACC Communications	2,666.93	4230
211 TANF OPS FED CFDA 93.558	946.74	4231
PY - Title IIIC1 CFDA 93.045	98,609.00	4232
211 Food Stamps CFDA 10.561	33,841.96	4233
PY - Title IIIC2 CFDA 93.045	36,414.00	4235
Title III C-2 Consolidated	72,732.00	4236
PY - Title IIIE CFDA 93.052	10,896.00	4239
PY - NSIP CFDA 93.053	38,607.00	4244
211 Child Health Ins CFDA 93.767	5,334.77	4245
AAA-CDC Vaccination IIIB CFDA 93.044	21,647.00	4248
211 Child Care CFDA 93.575	2,481.64	4258
AAA Title D Disaster Flex CFDA 93.043	16,931.00	4260
211 CHIPS OPS Fed CFDA 93.778	35,254.55	4265
CF - HICAP Basic CFDA 93.324	24,634.00	4267
211 COVID TANF OPS CFDA 93.558	22.79	4269
211 COVID Food Stamps CFDA 10.561	814.55	4271
ADRC Housing Navigator CFDA 93.791	26,883.76	4274
ADRC Local Contact Agency CFDA 93.791	1,915.43	4275
ARP Title III-B	79,794.00	4276
ARP Title III C1	104,223.00	4277
ARP Title III C2	67,624.00	4278
ADRC MIPPA CFDA 93.071	9,307.59	4279
CACFP COVID-19	21,779.94	4287
211 COVID Child Health Ins CFDA 93.767	128.39	4289
ARP Title III E	19,660.00	4290
ARP Title VI OM CFDA 93.042	4,470.00	4291
211 COVID CHIPS CFDA 93.778	848.53	4292
Off Gov-Homeland Security SHSP CFDA 97.067	93,553.35	4294
AAA - MIPPA CFDA 93.071	4,550.00	4297
AAA State General	80,125.00	4301
TCEQ Solid Waste State	30,784.16	4302
2-1-1 COVID SGR	1,802.71	4305

CVCOG
Statement of Revenues and Expenditures - CVCOG Statement of Revenue and Expenditures
From 10/1/2021 Through 6/30/2022

	<u>Current Period Actual</u>	
Off Gov - CJ Academy State	55,059.95	4307
AAA - State OMB ALF	4,694.00	4308
TxHHS-RSVP State	34,730.78	4309
Off Gov - CJ Equipment State	20,652.20	4310
Off Gov - HSGD Contract State	13,668.97	4311
TxHHS - 211 State Funds	74,897.10	4312
Off Gov, CJ Planning Services	32,898.82	4315
CSEC 911 ER Communications State	1,837,252.23	4316
ADRC State General Revenue	66,606.44	4325
ADRC State Promoting Independence	9,900.99	4331
TXHHS-SCP State	1,751.75	4336
AAA - State General ARP	5,189.00	4341
IK Contributions	1,079,994.22	4411
Senior Center Program Income-Tracking Only	32,568.79	4416
Senior Center Local Revenue-Tracking Only	8,177.00	4417
CVCOG Membership Dues	15,201.27	4511
Area Agency on Aging Membership Dues	22,154.86	4512
CJ Membership Dues	65,153.00	4513
Program Income	32,939.74	4522
Local Revenue	73,995.61	4523
ARP Program Income-Tracking ONLY	29,902.54	4524
Sale of Equipment	(11,949.79)	4711
Interest Income General	531.99	4731
Credit Card Cash Rewards Redemption	3,025.00	4737
Economic Development District Pass-Thru	224,779.62	4760
Concho Valley Transit District Pass-Thru	3,077,849.13	4761
Prior Year Cost Pool Contribution	199,836.10	4762
Vacation Accrual Allocation	271,675.89	4911
Indirect Cost Allocations	522,575.95	4912
Information Technology Services	329,338.03	4913
Human Resources Allocation	247,335.19	4914
Procurement Dept Allocation	347,364.49	4915
Property Management Allocation	302,712.19	4916
Total Revenue	<u>16,327,189.33</u>	

Expenditures

General Wages	5,114,894.03	5110
General Overtime Hours	5,367.62	5118
Holiday Work Time	664.31	5119
Vacation Time Allocation	271,675.89	5150
Medicare Tax	87,311.23	5151
Worker's Comp Insurance	82,393.01	5172
SUTA	6,256.99	5173
Health Insurance Benefit	1,492,773.95	5174
Dental Insurance Benefit	55,074.48	5175
Life Insurance Benefit	43,696.46	5176
HSA Insurance Benefit	54,812.53	5177
Retirement	735,682.48	5181
Indirect Allocation	522,260.62	5199
Employee Health and Welfare	1,915.12	5200
Stipend - FGP Volunteers	102,596.25	5201
Stipend - SCP Volunteers	60,570.00	5202
Emergency Pay Allowance Pay 1	4,327.50	5204

CVCOG
Statement of Revenues and Expenditures - CVCOG Statement of Revenue and Expenditures
From 10/1/2021 Through 6/30/2022

	<u>Current Period Actual</u>	
Recognition	48,316.01	5205
HR Service Center	247,335.19	5206
Procurement Service Center	347,364.49	5207
Information Technology Service Center	329,338.03	5208
Driver Wages	944,312.56	5210
Emergency Pay Allowance Pay 2	3,916.50	5211
Dispatch/Customer Service Wages	89,287.98	5217
Driver Overtime Hours	59,571.08	5218
Dispatch/Customer Service Overtime Wages	3,860.51	5219
Driver Double Time	1,020.57	5222
Audit & Legal	34,129.44	5231
Counseling Services	19,175.00	5251
Contract Services	325,411.98	5291
HS Health & Disab Svc	505.90	5293
HS Policy Council	273.93	5294
HS Nutrition Service	287,571.01	5295
HS Parent Service	2,736.85	5296
AAA Congregate Meals	221,014.24	5301
AAA Home Delivered Meals	236,024.11	5302
Head Start T & T A	43,688.55	5308
Travel-In Region	19,814.82	5309
Travel-Out of Region	23,819.53	5310
Meals	5,982.46	5312
Travel-Volunteer	40,550.67	5313
Fuel	1,715.68	5351
Vehicle Maintenance	13,270.96	5361
Bus Stop Maintenance	137.65	5365
Non-Vehicle Maintenance	264.76	5366
Rent Southland Properties	234,000.00	5411
Other Facility Rent	8,517.38	5412
HS Site Rent	13,950.00	5413
Utilities	47,119.17	5431
HS Site Center Utilities	86,664.85	5433
Facility Maintenance	508,284.39	5451
HS Site Center Bldg Maint	92,743.25	5453
Supplies	177,459.61	5510
HS Class Room Supplies	86,062.42	5512
HS Food Serv Sup	56,639.42	5513
HS Medical Supplies	2,015.22	5514
Supplies - Bus/Service Vehicles	1,765.37	5516
HS Diapers and Wipes	14,292.99	5518
Parts Supply	3,483.49	5520
Internal Project Equipment	143,632.75	5621
Internal Computer/Software	67,010.60	5622
Internal Capital Equipment	3,046.70	5623
County Project Equipment	5,159.50	5627
Tools	3,845.26	5629
Copier	21,542.16	5632
Copier Lease	4,406.83	5633
Copier Paper	1,245.00	5634
Copier Supplies	43.49	5635
Insurance	20,805.41	5711
Communications - Bus	200.00	5712

CVCOG
Statement of Revenues and Expenditures - CVCOG Statement of Revenue and Expenditures
From 10/1/2021 Through 6/30/2022

	<u>Current Period Actual</u>	
Cell Phones	3,244.28	5713
Internet	5,461.21	5714
Printing	6,856.19	5721
Ads & Promotions	19,223.44	5722
Publications	2,320.45	5723
HS Capital Playground	31,619.64	5734
Training	7,177.72	5751
Dues and fees	63,618.54	5753
Vehicle Registration	382.69	5754
HS Site Center Communications	16,647.37	5760
Communications	32,885.06	5761
Postage/freight	11,376.39	5762
911 PSAP Services	1,454.82	5766
911 Equipment Maintenance	140,602.92	5767
911 PSAP Room Prep	115,807.00	5773
911 Network Reliability	4,494.45	5774
911 Network	93,350.93	5775
911 PSAP Network	548,486.86	5777
911 Geographic Information Systems	32,119.69	5780
911 Core Functions	230,567.85	5781
911 Mason ISD Project	4,338.80	5782
Other	6,085.25	5791
Coffee Expense	582.28	5792
Physicals	135.00	5793
General Assembly Costs	266.18	5794
Safety	6,430.40	5796
Multi-Modal Supplies	1,603.10	5810
Multi-Modal Internet	10,912.65	5814
Multi-Modal Utilities	6,200.71	5831
Multi-Modal Communications	4,607.68	5861
Shop Christoval Rd Supplies	577.30	5870
Shop Christoval Rd Utilities	614.15	5876
Shop Christoval Rd Maintenance	490.10	5880
InKind Travel	39,991.00	6310
InKind Other	<u>1,040,003.22</u>	6791
Total Expenditures	<u><u>16,087,153.51</u></u>	
Excess Revenue over Expenditures	<u><u>240,035.82</u></u>	

CVCOG
Expenditure Journal - All Grant Exp Recap YTD
From 10/1/2021 Through 6/30/2022

Grant Code	Grant Title	General Ledger Expenditures	Account Payable Expenditures	Total
010	CVTD Pass-thru ICB Program	23,457.88	0.00	23,457.88
013	CVTD Pass Thru TML Ins	0.00	4,917.00	4,917.00
018	Pass-Thru CVTD Medicaid	28,123.42	0.00	28,123.42
019	CVTD Pass-Thru Program 019, Link Road Operations	0.00	2,058.02	2,058.02
023	Pass Thru CVTD Link Road	14,159.66	7,446.74	21,606.40
025	Grant 025, VISTA CNCS Contract FY 20-22	16,004.90	0.00	16,004.90
040	Pass-Thru CV Economic Development Dist	70,942.74	2,844.65	73,787.39
044	Pass Thru CVEDD Grant 044, EDA Revolving Loan	10,856.23	0.00	10,856.23
092	Procurement	334,191.72	13,172.75	347,364.47
093	Human Resources	242,206.87	5,128.33	247,335.20
094	Information Technology	244,443.40	84,894.63	329,338.03
095	Engagement Committee Funds	53.15	3,204.00	3,257.15
096	Property Management	21,059.45	281,652.73	302,712.18
097	Non-Project Expenses	4,845.66	30,378.83	35,224.49
098	Vacation Accrual Allocation	209,257.67	0.00	209,257.67
099	INDIRECT COSTS	483,302.88	168,396.38	651,699.26
582	USDHUD Community and Economic Development Assistance Fund	4,070.87	0.00	4,070.87
781	TCEQ Grant 781, Solid Waste FY 19-21	0.00	5,159.50	5,159.50
804	USDA Grant 804, EDA CARES ACT 2-Y 20-22 ED20AUS3070076	76,737.87	96,936.73	173,674.60
805	Grant 805, 911 CSEC State FY21 Funding 2nd Biennium	(115,113.71)	708,226.11	593,112.40
813	Pass Thru Grant 813, CVTD Urban FY 20-21	189.77	75.45	265.22
814	Pass Thru Grant 814, CVTD Rural FY 20-21	(7.79)	(14.98)	(22.77)
817	Pass-Thru Grant 817, CVTD RCTP FY 20-21	16,221.70	428.50	16,650.20
820	Grant 820, CACFP Head Start Nutrition FY 20-21 Q2021	(350.80)	366.75	15.95
825	Pass Thru CVTD Rural CARES	0.00	5,127.14	5,127.14
827	Grant 827, CNCS RSVP FY 21-22 20SRWTX024	87,942.55	25,948.42	113,890.97
829	HHS-ACF Grant 829, Head Start FY 21-22 06CH010970	5,044,138.51	507,064.27	5,551,202.78
A01	HHSC-OAAA Grant A01, Area Agency on Aging FY 21-22	522,838.72	478,306.55	1,001,145.27
C01	OOG State Grant C01, CJ Academy FY 21-23 1480417	120,455.38	39,193.16	159,648.54
C02	OOG Contract C02, CJD Planning FY 21-22 22-00076	27,312.77	1,440.49	28,753.26
C03	OOG State Grant C03, CJ Equipment FY 21-22 4300101	0.00	20,652.20	20,652.20
D01	Grant D01, HHSC ADRC FY 21-22 HHS000270200007	103,506.53	11,107.68	114,614.21
F01	Grant F01, CNCS Foster Grandparent 21-22 Y3 19SFWTX002	228,716.04	14,874.39	243,590.43
G01	Grant G01, RSVP HHSC State HHS000871100009 Year2	34,732.43	0.00	34,732.43
H01	Grant H01, Head Start CACFP COVID-19 EOC2021	(22.77)	5,780.99	5,758.22
H02	Grant H02, CACFP Head Start Nutrition FY 21-22 Q2022	18,811.94	336,982.56	355,794.50
H03	HHS-ACF Grant H03, Head Start FY 22-23 06CH010970-04	472,585.34	37,688.51	510,273.85
I01	Pass Thru Grant I01, CVEDD TXDOT	0.00	140,136.00	140,136.00
J01	OOG Grant J01, Juvenile Justice Service FY 21-22 1484322	6,294.60	20,475.00	26,769.60
L01	CVTD Pass-Thru Link Road Facility	49,431.78	22,154.65	71,586.43
M01	Pass-thru Grant M01, Mobility Urban 5310-2021-0027	60,687.02	0.00	60,687.02
M02	Pass-Thru Grant M02, Mobility Rural 5310-2021-0027	33,551.50	0.00	33,551.50
P01	CVTD Pass-Thru, RPTCP 2022-CVTD-00021	5,448.76	73.52	5,522.28
R01	Pass-thru Grant R01, CVTD Rural FY 21-22	930,910.85	14,223.52	945,134.37
R02	Pass-thru Grant R02, CVTD Rural ARP FY 21-22	33,159.36	4,458.72	37,618.08
S01	Grant S01, CNCS Senior Companion 21-22 Y3 19SCWTX001	141,417.60	11,270.24	152,687.84
S02	Grant S02, SCP HHSC State HHS000871100039 Year2	1,751.75	0.00	1,751.75
T01	Grant T01, TIRN 211 Information & Referral FY 21-22	140,735.95	15,637.78	156,373.73
U01	Pass-thru Grant U01, CVTD Urban FY 21-22	1,372,099.72	25,318.73	1,397,418.45
U02	Grant U02, CVTD Pass-Thru	418,181.91	5,963.40	424,145.31
V01	OOG Grant V01, Violence Against Women Act 3973002	11,828.97	1,710.81	13,539.78
W01	Grant W01, TCEQ State Solid Waste FY 21-23	24,581.79	1,042.87	25,624.66
X01	OOG Grant X01, Homeland Security (HSGP) FY 21-22 29529007	91,010.15	2,543.20	93,553.35
X02	OOG State Contract X02, HSGD FY 21-22 22-00076	8,848.38	288.76	9,137.14
X03	OOG Grant X03, HSGP MACC Communications	0.00	2,666.93	2,666.93
Z01	Grant Z01, 911 CSEC State FY 22 Funding, 1st Biennium	630,993.22	613,146.61	1,244,139.83
	Report Total	<u>12,306,604.29</u>	<u>3,780,549.22</u>	<u>16,087,153.51</u>

Concho Valley Council of Governments Cash Flow

FY 21-22	First Financial CVCOG General Fund (000's)			First Financial 9-1-1 Trust Account (000's)				First Financial General Investment Savings				CVCOG Balance	First Financial CVTD (000's)			First Financial CVTD-ICB (000's)			First Financial CVEDD (000's)			CVTD - CD (000's)			Total Balance
	Inflows	Outflows	Balance	Inflows	Interest	Outflows	Balance	Inflows	Interest	Outflows	Balance		Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	
Beginning Balance:	\$ 1,125,860			\$ 254				\$ 217,955					\$ 627,043			\$ 9,391			\$ 255,421			\$ -			
October	1,831,397	(2,351,835)	605,422	497,988	11	(65,252)	433,001	34,731	7	-	252,692	1,291,116	295,515	(129,602)	792,956	4,507	(3,752)	10,146	40,434	(92,963)	202,893	-	-	-	2,297,110
November	1,223,321	(1,441,853)	386,890	-	12	(124,881)	308,132	-	9	-	252,701	947,723	341,246	(619,654)	514,549	3,888	(3,587)	10,447	60,561	(40,302)	223,152	-	-	-	1,695,871
December	1,400,883	(1,580,398)	207,375	-	9	(80,228)	227,914	-	9	-	252,710	687,999	844,674	(488,407)	870,816	5,646	(4,603)	11,491	84,060	(65,000)	242,212	-	-	-	1,812,518
January	2,094,100	(1,477,340)	824,135	-	7	(213,753)	14,167	-	12	-	252,722	1,091,024	930,683	(768,227)	1,033,273	5,043	(4,510)	12,024	17,567	(80,318)	179,461	-	-	-	2,315,782
February	1,369,212	(1,558,245)	635,102	265,904	12	(21,042)	259,042	-	24	-	252,746	1,146,890	279,483	(602,194)	710,562	4,784	(4,847)	11,961	3,959	(12,095)	171,325	-	-	-	2,040,737
March	1,426,261	(1,464,307)	597,056	-	57	(90,417)	168,682	3,025	63	-	255,834	1,021,572	578,397	(502,085)	786,873	6,629	(5,231)	13,359	199,768	(41,566)	329,528	-	-	-	2,151,331
April	1,722,799	(1,712,298)	607,556	313,881	97	-	482,660	-	85	-	255,919	1,346,135	278,721	(437,195)	628,399	7,273	(7,110)	13,522	156,069	(107,117)	378,480	-	-	-	2,366,537
May	1,779,201	(1,636,003)	750,754	-	236	(144,620)	338,276	-	146	-	256,065	1,345,095	786,189	(472,045)	942,544	7,448	(6,310)	14,660	112,528	(22,677)	468,330	-	-	-	2,770,629
June	1,200,924	(1,316,649)	635,029	-	173	(172,103)	166,345	-	178	-	256,243	1,057,617	253,386	(431,870)	764,060	7,240	(6,221)	15,679	7,802	(11,644)	464,489	-	-	-	2,301,845
July	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
August	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
September	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Interest Rate at 0.034500% as of 10/01/21
Interest Rate at 0.043400% as of 11/01/21
Interest Rate at 0.041200% as of 12/01/21
Interest Rate at 0.055300% as of 1/03/22
Interest Rate at 0.122800% as of 2/01/22
Interest Rate at 0.2911% as of 3/01/22
Interest Rate at 0.3925% as of 4/01/22
Interest Rate at 0.6917% as of 5/02/22
Interest Rate at 0.8468% as of 6/01/2022

Interest Rate at 0.034500% as of 10/01/21
Interest Rate at 0.043400% as of 11/01/21
Interest Rate at 0.041200% as of 12/01/21
Interest Rate at 0.055300% as of 1/03/22
Interest Rate at 0.122800% as of 2/01/22
Interest Rate at 0.2911% as of 3/01/22
Interest Rate at 0.3925% as of 4/01/22
Interest Rate at 0.6917% as of 5/02/22
Interest Rate at 0.8468% as of 6/01/2022

Account opened to segregate Greyhound Funds
\$13,929.33 belongs to CVTD deposited to maintain account

CD closed March 2021

FY 20-21	First Financial CVCOG General Fund (000's)			First Financial 9-1-1 Trust Account (000's)				First Financial General Investment Savings				CVCOG Balance	First Financial CVTD (000's)			First Financial CVTD-ICB (000's)			First Financial CVEDD (000's)			CVTD - CD (000's)			Total Balance
	Inflows	Outflows	Balance	Inflows	Interest	Outflows	Balance	Inflows	Interest	Outflows	Balance		Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	
Beginning Balance:	\$ 852,791			\$ 78,321				\$ 57,863					\$ 442,847			\$ 7,936			\$ 154,893			\$ 550,000			
October	1,550,872	(1,885,639)	518,024	378,789	23	(21,625)	435,509	59,701	7	-	117,571	1,071,104	412,720	(246,639)	608,928	-	-	7,936	22,452	(50,021)	127,324	-	-	550,000	2,365,292
November	1,659,369	(1,228,094)	949,299	-	27	(111,134)	324,401	-	8	-	117,579	1,391,280	355,744	(579,201)	385,470	-	-	7,936	36,132	(65,612)	97,845	-	-	550,000	2,432,531
December	1,194,051	(1,452,857)	690,493	-	12	(202,777)	121,637	-	6	(37,349)	80,237	892,367	596,392	(647,429)	334,433	-	-	7,936	2,864	(48,894)	51,815	-	-	550,000	1,836,552
January	1,643,830	(1,484,818)	849,505	210,830	11	-	332,477	-	5	-	80,242	1,262,224	1,385,224	(628,973)	1,090,684	-	-	7,936	220,188	(163,086)	108,918	-	-	550,000	3,019,762
February	1,148,521	(959,963)	1,038,063	-	18	(104,431)	228,063	4,850	5	-	85,097	1,351,223	109,922	(506,821)	693,786	-	-	7,936	107,496	(29,764)	186,649	-	-	550,000	2,789,594
March	1,333,497	(1,519,529)	852,031	-	5	(94,991)	133,078	-	3	-	85,100	1,070,208	820,390	(506,461)	1,007,714	-	-	7,936	113,869	(130,000)	170,518	-	550,000	-	2,256,376
April	1,437,841	(1,577,915)	711,957	-	3	-	133,081	-	2	-	85,102	930,139	546,601	(411,645)	1,142,670	-	-	7,936	74,332	(100,282)	144,568	-	-	-	2,225,314
May	1,573,197	(1,190,608)	1,094,546	-	2	-	133,083	-	1	-	85,103	1,312,732	482,059	(685,677)	939,053	-	-	7,936	34,310	(41,137)	137,741	-	-	-	2,397,462
June	1,266,906	(1,569,129)	792,323	-	1	-	133,084	-	1	-	85,104	1,010,511	597,653	(238,484)	1,298,221	3,408	(2,228)	9,116	101,576	(39,645)	199,673	-	-	-	2,517,521
July	1,968,484	(1,885,819)	874,988	-	3	-	133,087	-	2	-	85,106	1,093,180	436,381	(591,857)	1,142,746	4,022	(4,463)	8,675	58,901	(34,567)	224,006	-	-	-	2,468,608
August	1,085,360	(1,221,427)	738,921	-	5	-	133,092	-	3	-	85,109	957,121	382,412	(473,866)	1,051,292	4,301	(2,547)	10,429	157,213	(25,980)	355,240	-	-	-	2,374,082
September	1,851,412	(1,464,472)	1,125,860	-	3	(132,841)	254	132,841	6	-	217,955	1,344,070	337,817	(762,066)	627,043	3,805	(4,843)	9,391	5,788	(105,606)	255,421	-	-	-	2,235,925

Interest Rate at 0.088000% as of 09/30/20
Interest Rate at 0.092700% as of 10/01/20
Interest Rate at 0.085900% as of 11/02/20
Interest Rate at 0.079500% as of 12/01/20
Interest Rate at 0.073100% as of 01/04/21
Interest Rate at 0.072000% as of 02/01/21
Interest Rate at 0.036600% as of 03/01/21
Interest Rate at 0.028100% as of 04/01/21
Interest Rate at 0.017900% as of 05/03/21
Interest Rate at 0.012800% as of 06/01/21
Interest Rate at 0.024700% as of 07/01/21
Interest Rate at 0.043400% as of 08/02/21
Interest Rate at 0.048700% as of 09/01/21

Interest Rate at 0.088000% as of 09/30/20
Interest Rate at 0.092700% as of 10/01/20
Interest Rate at 0.085900% as of 11/02/20
Interest Rate at 0.079500% as of 12/01/20
Interest Rate at 0.073100% as of 01/04/21
Interest Rate at 0.072000% as of 02/01/21
Interest Rate at 0.036600% as of 03/01/21
Interest Rate at 0.028100% as of 04/01/21
Interest Rate at 0.017900% as of 05/03/21
Interest Rate at 0.012800% as of 06/01/21
Interest Rate at 0.024700% as of 07/01/21
Interest Rate at 0.043400% as of 08/02/21
Interest Rate at 0.048700% as of 09/01/21

Account opened to segregate Greyhound Funds
\$7,935.77 belongs to CVTD deposited to maintain account

CD setup March 6, 2020
Interest Rate is 1%, term is 1 Year
Maturity date March 5, 2021
CD funds applied to Note Payable
Account Closed

In compliance with PFIA 2256.023 and CVCOG Investment Policy section XI

signature on hardcopy
CVCOG Interim Executive Director

signature on hardcopy
CVCOG Director of Finance

hardcopy signed 7/6/2022
Date

First Financial CVCOG General Fund (000's)				First Financial 9-1-1 Trust Account (000's)				First Financial General Investment Savings				First Financial CVCOG				First Financial CVTD (000's)				First Financial CVTD-ICB (000's)				First Financial CVEDD (000's)				CVTD - CD (000's)				Total
Beginning Balance: \$ 512,440				Beginning Balance: \$ 52,098				Beginning Balance: \$ 54,172				Beginning Balance: \$ 866,843				Beginning Balance: \$ 10,080				Beginning Balance: \$ 159,908				Beginning Balance: \$ -				Beginning Balance: \$ -				
FY 19-20	Inflows	Outflows	Balance	Inflows	Interest	Outflows	Balance	Inflows	Interest	Outflows	Balance	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Balance	
October	2,034,109	(2,092,445)	454,104	490,901	687	(94,545)	449,140	-	77	-	54,249	957,493	266,167	(480,776)	652,233	7,028	(6,252)	10,856	153,239	(44,332)	268,815	-	-	-	-	-	-	-	-	-	1,889,397	
November	1,825,827	(1,578,866)	701,066	-	463	(125,834)	323,769	-	67	-	54,316	1,079,151	248,049	(424,344)	475,939	4,746	(5,655)	9,947	8,192	(44,269)	232,738	-	-	-	-	-	-	-	-	-	1,797,774	
December	1,160,586	(1,377,824)	483,828	-	279	(132,828)	191,221	-	59	-	54,376	729,424	752,241	(381,046)	847,134	8,299	(6,397)	11,849	39,835	(13,852)	258,721	-	-	-	-	-	-	-	-	-	1,847,128	
January	1,622,248	(1,330,300)	775,776	-	115	(126,621)	64,715	3,250	69	-	57,695	898,185	1,157,462	(437,528)	1,567,068	5,664	(8,183)	9,330	12,823	(65,500)	206,044	-	-	-	-	-	-	-	-	-	2,680,628	
February	1,484,162	(1,656,997)	602,941	344,808	324	(114,591)	295,255	-	58	-	57,753	955,949	399,105	(527,493)	1,438,680	7,575	(8,032)	8,873	51,024	(112,061)	145,008	-	-	-	-	-	-	-	-	-	2,548,510	
March	1,212,074	(1,232,261)	582,754	-	201	(139,967)	155,489	-	63	-	57,816	796,060	364,412	(1,148,213)	654,879	4,586	(5,164)	8,295	36,760	(30,270)	151,498	550,000	-	-	550,000	-	-	-	-	-	2,160,732	
April	2,029,840	(2,211,983)	400,611	719,031	179	-	874,700	-	19	-	57,835	1,333,145	365,247	(420,910)	599,216	-	(360)	7,936	64,302	(10,524)	205,275	-	-	550,000	-	-	-	-	-	-	2,695,572	
May	1,547,259	(1,202,357)	745,513	-	87	(127,314)	747,473	-	6	-	57,841	1,550,827	292,843	(412,858)	479,201	-	-	7,936	1,760	(21,146)	185,889	-	-	550,000	-	-	-	-	-	-	2,773,853	
June	997,548	(1,162,320)	580,741	-	60	(134,801)	612,732	-	5	-	57,846	1,251,320	700,808	(387,286)	792,723	-	-	7,936	4,023	(21,774)	168,138	-	-	550,000	-	-	-	-	-	-	2,770,116	
July	1,552,898	(1,464,054)	669,585	-	65	(155,137)	457,660	-	7	-	57,853	1,185,099	454,161	(779,524)	467,360	-	-	7,936	36,926	(32,658)	172,406	-	-	550,000	-	-	-	-	-	-	2,382,801	
August	1,362,160	(1,299,161)	732,584	-	33	(168,059)	289,634	-	5	-	57,859	1,080,077	409,455	(381,205)	495,609	-	-	7,936	29,720	(15,102)	187,024	-	-	550,000	-	-	-	-	-	-	2,320,646	
September	2,781,918	(2,661,712)	852,791	-	15	(211,328)	78,321	-	4	-	57,863	988,975	447,076	(499,838)	442,847	-	-	7,936	67,868	(100,000)	154,893	-	-	550,000	-	-	-	-	-	-	2,144,650	

Interest Rate at 1.671700% as of 10/01/19
Interest Rate at 1.459600% as of 11/01/19
Interest Rate at 1.341300% as of 12/30/19
Interest Rate at 1.339200% as of 01/02/2020
Interest Rate at 1.324000% as of 02/03/2020
Interest Rate at 1.339000% as of 03/02/2020
Interest Rate at 0.396100% as of 04/01/2020
Interest Rate at 0.106900% as of 06/01/2020
Interest Rate at 0.140000% as of 07/01/2020
Interest Rate at 0.115400% as of 08/03/2020
Interest Rate at 0.088000% as of 09/01/2020

Account opened to segregate Greyhound Funds
\$7,935.77 belongs to CVTD deposited to maintain account

CD setup March 6, 2020
Interest Rate is 1%, term is 1 Year

First Financial CVCOG General Fund (000's)				First Financial 9-1-1 Trust Account (000's)				First Financial General Investment Savings				First Financial CVCOG				First Financial CVTD (000's)				First Financial CVTD-ICB (000's)				First Financial CVEDD (000's)				Total				
Beginning Balance: \$ 422,124				Beginning Balance: \$ 755,459				Beginning Balance: \$ 49,764				Beginning Balance: \$ 768,881				Beginning Balance: \$ 9,625				Beginning Balance: \$ 208,540				Beginning Balance: \$ -								
FY 18-19	Inflows	Outflows	Balance	Inflows	Interest	Outflows	Balance	Inflows	Interest	Outflows	Balance	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Inflows	Outflows	Balance	Balance	
October	1,314,423	(1,224,296)	512,251	-	1,045	(150,533)	605,971	-	80	-	49,844	1,168,066	736,983	(485,436)	1,020,428	9,411	(8,075)	10,961	13,771	(47,697)	174,614	-	-	-	-	-	-	-	-	-	2,374,069	
November	1,324,336	(976,119)	860,468	-	787	(247,928)	358,831	-	85	-	49,929	1,269,227	433,399	(405,306)	1,048,521	8,705	(5,159)	14,506	40,324	(42,607)	172,331	-	-	-	-	-	-	-	-	-	-	2,504,585
December	1,649,406	(1,181,028)	1,328,846	-	392	(133,156)	226,066	-	80	-	50,009	1,604,922	568,264	(413,848)	1,202,937	9,800	(9,390)	14,915	135,465	(187,902)	119,894	-	-	-	-	-	-	-	-	-	-	2,942,667
January	1,257,912	(1,919,331)	667,427	398,617	964	(101,828)	523,820	-	88	-	50,097	1,241,343	757,544	(560,756)	1,399,725	10,754	(14,094)	11,575	80,199	(62,930)	137,163	-	-	-	-	-	-	-	-	-	-	2,789,805
February	1,126,901	(1,277,584)	516,743	-	670	(155,716)	368,774	-	80	-	50,177	935,694	373,197	(256,333)	1,516,588	9,441	(7,140)	13,876	30,683	(11,937)	155,909	-	-	-	-	-	-	-	-	-	-	2,622,067
March	1,262,540	(862,946)	916,337	-	421	(207,267)	161,928	3,375	94	-	53,646	1,131,911	297,289	(422,349)	1,391,528	5,944	(8,209)	11,610	40,764	(39,585)	157,088	-	-	-	-	-	-	-	-	-	-	2,692,138
April	1,812,400	(1,612,815)	1,115,923	455,481	907	(123,176)	495,140	-	92	-	53,738	1,664,801	349,516	(412,629)	1,328,416	10,078	(10,893)	10,795	2,432	(9,932)	149,588	-	-	-	-	-	-	-	-	-	-	3,153,600
May	1,910,500	(2,650,856)	375,566	-	756	(144,374)	351,522	-	101	-	53,839	780,926	310,696	(596,263)	1,042,849	8,434	(7,441)	11,789	156,786	(109,186)	197,188	-	-	-	-	-	-	-	-	-	-	2,032,752
June	1,327,216	(1,113,389)	589,393	-	354	(200,347)	151,529	-	84	-	53,923	794,845	428,013	(393,709)	1,077,152	6,546	(7,333)	11,002	2,050	(16,599)	182,639	-	-	-	-	-	-	-	-	-	-	2,065,638
July	1,934,176	(1,914,616)	608,953	413,839	592	-	565,961	-	88	-	54,010	1,228,924	446,427	(464,973)	1,058,606	8,239	(8,125)	11,115	15,597	(30,215)	168,021	-	-	-	-	-	-	-	-	-	-	2,466,666
August	1,578,031	(1,260,391)	926,593	-	565	(514,495)	52,030	-	90	-	54,101	1,032,723	444,379	(439,246)	1,063,739	8,666	(9,079)	10,703	31,360	(9,908)	189,473	-	-	-	-	-	-	-	-	-	-	2,296,638
September	959,826	(1,373,979)	512,440	-	68	-	52,098	-	71	-	54,172	618,710	219,522	(416,419)	866,843	7,096	(7,719)	10,080	2,499	(32,064)	159,908	-	-	-	-	-	-	-	-	-	-	1,655,540

Interest Rate at 1.884500% as of 10/01/18
Interest Rate at 1.944400% as of 11/01/18
Interest Rate at 2.025200% as of 12/03/18
Interest Rate at 2.065900% as of 01/02/19
Interest Rate at 2.088800% as of 02/01/19
Interest Rate at 2.076100% as of 03/01/19
Interest Rate at 2.094200% as of 04/01/19
Interest Rate at 2.072300% as of 05/01/19
Interest Rate at 2.039600% as of 06/03/19
Interest Rate at 1.910600% as of 07/01/19
Interest Rate at 1.848500% as of 08/01/19
Interest Rate at 1.714500% as of 09/03/19

Account opened to segregate Greyhound Funds
Approximately \$9,089 belongs to CVTD Local Cash

August 2022



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

HEAD START

Director's Report



"Children are like wet cement. Whatever falls on them makes an impression." -Cheryl Mayberry



The Head Start office requires our program to report enrollment statistics to determine if programs have achieved and maintained enrollment levels. Enrollment data will be collected every month. This information will be combined enrollment for Head Start and Early Head Start and the Pregnant Mom's Program. – *Ofelia Barron*

Month: June 2022	Current	Actual Enrollment (COVID-19 we are allowed to use actual enrollment instead of funded enrollment)
COG Head Start # of Children With IEP	N/A	N/A
Percentage this month	N/A	
COG Early Head Start # of Children with IFSP	10	119 (children only)
Percentage this month	8.4%	
Total # of children with IEP/IFSP	10	
Program -wide percentage this month	8.4%	

Enrollment – June 2022

Head Start Funded

Enrollment: N/A Reported Enrollment: N/A Percent Enrolled: N/A

Early Head Start Funded

Enrollment: 120 Reported Enrollment: 120 Percent Enrolled: 100%

Pregnant Moms Funded

Enrollment: 8 Reported Enrollment: 8 Percent Enrolled: 100%

HEAD START STAFF

Administrative Office
5430 Link Road
Phone (325)944-9666

Carolina Raymond
Director

Stephanie Hernandez
Assistant Director / Early Head Start
Education Manager

Cheryl Mayberry
Education & Disability Manager

Ofelia Barron
ERSEA & Facility Manager

Mary Husted
Compliance & Nutrition Specialist

Stacy Walker
Family & Community, Parent
Engagement Manager

Melissa Miranda
Health & Mental Health Manager



HEAD START & EARLY HEAD START

To complete an online application please visit the following website:

<https://www.childplus.net/apply/en-us/773DE148C226FC9E2E99E797A2126082/E0E98AA9744FB24ED4FA53FDF580DOCG>

HEAD START (HS) promotes school readiness of children under 5 from low-income families through education, health, social and other services.

Early Head Start (EHS) provides intensive comprehensive child development and family support services to low-income infants and toddlers under the age of 3 and their families, and to pregnant women and their families.

Blackshear Head Start Antionette Day

Monday-Friday 9:00AM-4:00PM
(325) 658-7442

Christoval Head Start Ammie Banks

Monday-Friday 9:00AM-3:00PM
(325) 896-7281

Day Head Start/ Early Head Start Comoshontai Hollis

Monday-Friday 9:00AM-4:00PM
(325) 481-3395

Eden Head Start Mary Torres

Monday-Friday 9:00AM-3:00PM
(325) 869-8703

Eldorado Head Start Abigail Ussery

Monday-Friday 9:00AM-3:00PM
(325) 853-3366

Menard Head Start/ Early Head Start Bertha DeAnda

Monday-Friday 9:00AM-3:00PM
(325) 396-2885

Ozona Head Start Tracy Ybarra

Monday-Friday 9:00AM-3:00PM
(325) 392-3429

Rio Vista Head Start/ Early Head Start Michelle Aguirre

Monday-Friday 9:00AM-4:00PM
(325) 659-3670

Rockin' the New Year Head Start/Early Head - 2022-2023





Job Postings 2022

Head Start Teacher Positions for San Angelo Blackshear, Day, and Rio Vista

SUMMARY OF POSITION – Full Time

The position of Head Start Teacher serves as the lead worker in a classroom of Head Start children. The Head Start Teacher is responsible for overall management of a classroom, ensuring that the objectives delineated in the annual Head Start plan are implemented. This position may work with children with disabilities. This position may serve as the second in charge when the Site Supervisor is out of the center. This teacher will be responsible for following Texas Minimum Standards for Licensing and Head Start Performance Standards. Responsible for providing a supportive, safe, and stimulating learning environment.

ACCEPTABLE EXPERIENCE AND TRAINING

Applicant must have a BA in Early Childhood Education or related degree, Associate Degree in Early Childhood Education, or a CDA and/or willing to enroll in an AA program. Experience working with preschool age children is preferred but is not required.

Head Start Teacher Assistant Positions for San Angelo Rio Vista, Blackshear, Day, and Rural Center Christoval

SUMMARY OF POSITION – Full Time

The position of Head Start Teacher Assistant is responsible for working as a team with the Head Start Teacher in developing activities for children to provide them with varied experiences and an appropriate learning environment. This position may work with children with disabilities. Teacher Assistant is also responsible for supervision of children and will share in the development and implementation of lesson plans. Teacher Assistant will also act as a teacher in the absence of the Teacher by learning all aspects and functions of a Head Start Classroom, such as completing all assigned paperwork and reports. The Teacher Assistant may be assigned additional duties based upon program needs and areas of developing expertise. This position works along with the Teacher to attain the goals of the Head Start Program.

ACCEPTABLE EXPERIENCE AND TRAINING

Applicants will need one of the following: Child Development Associate (CDA) or be willing to obtain one, and experience working with preschool children preferred but not required

Head Start Custodian Blackshear and Rio Vista

SUMMARY OF POSITION – Full Time

The position of Custodian is responsible for ensuring a clean, safe, and functional facility by performing daily cleaning of the Head Start Kitchen, classrooms, and all other spaces used by the Head Start Program. This position runs throughout the school year including time preparing and closing out the facility before and after every school year.

ACCEPTABLE EXPERIENCE AND TRAINING

Applicants will need a High School Diploma or GED and Experience is preferred but not required.

San Angelo Early Head Start Teacher Rio Vista

SUMMARY OF POSITION - Full Time

The position of Day Early Head Start Teacher serves as the lead worker in a classroom of Head Start children. The Head Start Teacher is responsible for overall management of a classroom, ensuring that the objectives delineated in the annual Head Start plan are implemented. This position may work with children with disabilities. This position may serve as the second in charge when the Site Supervisor is out of the center. This teacher will be responsible for following Texas Minimum Standards for Licensing and Head Start Performance Standards. Responsible for providing a supportive, safe, and stimulating learning environment.

The position of Head Start Universal Substitute is responsible for assisting the Teacher, Teacher Assistant, Cook or Custodian in all activities assigned by the Site Supervisor or next in charge. Maintain agency's "Confidentiality Policy and Procedures" and "Code of Conduct and Professional Ethics".

ACCEPTABLE EXPERIENCE AND TRAINING

Must have a BA in Early Childhood Education or related degree, Associate Degree in Early Childhood Education, or a CDA and/or willing to enroll in an AA program. Experience working with preschool age children is preferred but is not required.

Head Start Custodian Rural Christoval

SUMMARY OF POSITION – Part-Time

The position of Custodian is responsible for ensuring a clean, safe, and functional facility by performing daily cleaning of the Head Start Kitchen, classrooms, and all other spaces used by the Head Start Program. This position runs throughout the school year including time preparing and closing out the facility before and after every school year. This position would be Mon- Fri- 2 hours a day. Employee can pick any two hours between 2pm and 6pm

ACCEPTABLE EXPERIENCE AND TRAINING

Applicants will need a High School Diploma or GED and Experience is preferred but not required.

Head Start Cook San Angelo Blackshear and Rio Vista

SUMMARY OF POSITION – Full Time

The position of Early Head Start/Head Start Full-Time Cook is providing healthy meals to children. A strong food service program is important in supporting the goals of the program. This position is responsible for assisting with ordering, preparing, serving and documentation of meals and snacks. This position may involve reassignment to various kitchen, center duties as deemed necessary for program operations. This Full Time Position with Benefits will NOT extend 30 work hours weekly. Maintain agency's "Confidentiality Policy and Procedures" and "Code of Conduct and Professional Ethics"

ACCEPTABLE EXPERIENCE AND TRAINING

Food preparation experience is preferred, must be willing to obtain and maintain Basic First Aid, experience in food preparation and inventory control preferred, knowledge of food preparation and storage techniques are helpful, Knowledge of USDA/CACFP program requirements and Head Start Performance Standards and Day Care Licensing related to food and nutrition is needed, knowledge of the local, state and federal regulations pertaining to sanitation and food service, knowledge of regulations associated with prevention of occupational disease and injury, including the exercise of universal precautions and the prevention of contamination.

Head Start/Early Head Start Universal Substitute San Angelo and Rural Menard and Eldorado

SUMMARY OF POSITION – Part Time

The position of Universal Substitute is responsible for continuing duties in the absence of the Teacher Assistant. If both the Teacher and Teacher Assistant are not present, the Universal Substitute would continue duties for both positions. This position may work with children with disabilities. Universal Substitutes would be responsible for supervision of children and learning all aspects and functions of a Head Start Classroom, such as completing all assigned paperwork and reports. The Universal Substitute may also cover duties in the absence of a cook or custodian. This position works along with all Head Start and Early Head Start Staff to attain the goals of the Head Start Program.

ACCEPTABLE EXPERIENCE AND TRAINING

High School Diploma or equivalent, child Development Associate (CDA) or be willing to obtain a CDA, experience working with preschool children preferred (not required).

For more employment opportunities access www.cvcog.org or call 325-944-9666 and ask for our Human Resource Department