

## **CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE STRUCTURE**

### **RATE STRUCTURE**

Rate between the minimum and midpoint are for employees who are still learning the job or whose performance does not meet expectations

Rate at midpoint are for fully-functioning employees whose performance meets performance objectives

Rate between midpoint and maximum are only available to employees whose performance is considered exceeding objectives

### **PLAN LEVELS (Levels are based on number of years in current position)**

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 - Level requires a high level of responsibility, training, experience and competence. Work is usually performed under minimal supervision.

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

### **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 driver supervisors

Salary Group HS - Includes Head Start service providers at Rural 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 HHS Salary Cap.

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017**

<u>Department</u>	<u>Position</u>	<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>
<b>Executive</b>	Executive Director	2	Exempt	\$ 80,500.00		\$ 129,765.00	\$ 80,500.00		\$ 129,765.00
<b>Administrative Support</b>									
	Director of Administration								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Director of Finance								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Human Resource Manager								
	Level I	B19	1735	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
	Level II	B21	1737	\$ 39,132.56	\$ 47,955.62	\$ 56,778.72	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
	Level III	B23	1739	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level IV			\$ 45,300.83	\$ 55,514.63	\$ 65,728.47			
	Procurement Officer								
	Level I	B18	1933	\$ 33,804.18	\$ 41,425.87	\$ 49,047.60	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00
	Level II	B20	1934	\$ 37,269.11	\$ 45,672.03	\$ 54,074.98	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00
	Level III	B22	1935	\$ 41,089.19	\$ 50,353.41	\$ 59,617.66	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
	Level IV	B25	1960	\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Accounts Payable Supervisor-CVCOG								
	Level I	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1018	\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1020	\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1022	\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46
	Payroll Coordinator/CVTD AP Manager								
	Level I	B14	1012	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
	Level II	B15	1014	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Level III	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level IV	B19	1018	\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017**

<u>Department</u>	<u>Position</u>	<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>		
<b>Administrative Support</b>	Date Entry Operator	Level I	A06	0203	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53	
		Level II	A08	0205	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98	
		Level III	A10	0207	\$ 10.20	\$ 12.50	\$ 14.80	\$ 11.98	\$ 14.78	\$ 17.58	
		Level IV			\$ 10.71	\$ 13.12	\$ 15.54				
	Administrative Assistant	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76	
		Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88	
		Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30	
		Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02	
	Receptionist	Level I	A06	0006	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53	
		Level II			\$ 8.81	\$ 10.80	\$ 12.78				
		Level III			\$ 9.25	\$ 11.34	\$ 13.42				
		Level IV			\$ 9.71	\$ 11.90	\$ 14.09				
	<b>Network</b>	Network Specialist/MIS/Web	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
			Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
			Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
			Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
Technical Support Specialist		Level I	B13	0228	\$ 12.73	\$ 15.60	\$ 18.47	\$ 14.15	\$ 18.23	\$ 22.30	
		Level II	B15	0229	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02	
		Level III	B17	0230	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
		Level IV	B19	0231	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	

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<b>Regional Services/Economic Development District</b>									
	Regional Services Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Regional Services Coordinator								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Loan Officer								
	Level I	B17	1260	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1261	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1262	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1263	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Program Specialist-GIS Tech								
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50

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<b>911 Emergency Communications</b>									
	Emergency Communications Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	GIS Lead Manager								
	Level I	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level II	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	Level III	B26	0274	\$ 24.04	\$ 29.46	\$ 34.88	\$ 33.37	\$ 44.91	\$ 56.44
	Level IV			\$ 25.24	\$ 30.93	\$ 36.62			
	Program Specialist-GIS Tech								
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	GIS Manager								
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50

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<b>Criminal Justice/Homeland Security Program</b>									
	Criminal Justice Instructor, Program Specialist								
	Level I	B17	1783	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1784	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1785	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1786	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Criminal Justice Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Criminal Justice Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Homeland Security Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Homeland Security Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48

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CV Transit District	Transportation Maintenance/Admin Manager								
	Level I	B22	1600	\$ 41,089.19	\$ 50,353.41	\$ 59,617.66	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
	Level II	B23	1601	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level III	B24	1602	\$ 45,300.83	\$ 55,514.63	\$ 65,728.47	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level IV	B25	1603	\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Accounting Supervisor								
	Level I	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1018	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1020	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1022	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Mobility Manager								
	Level I	B20	1558	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level II	B22	1559	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level III	B24	1560	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	Level IV	B26	1561	\$ 24.04	\$ 29.46	\$ 34.88	\$ 33.37	\$ 44.91	\$ 56.44
	Transit Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Dispatcher								
	Level I	A09	0130	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02
	Building Maintenance Tech								
	Level I	A04	8003	\$ 7.61	\$ 9.33	\$ 11.04	\$ 9.08	\$ 11.16	\$ 13.23
	Level II	A06	8005	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53
Level III	A08	8007	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98	
Level IV			\$ 9.71	\$ 11.90	\$ 14.09				

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CV Transit District	Compliance Specialist	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48	
	Driver Supervisor	Level I	CVTD10	1580	\$ 14.42	\$ 17.67	\$ 20.93	\$ 17.78	\$ 22.93	\$ 28.08	State Salary Group B17
		Level II	CVTD11	1581	\$ 15.14	\$ 18.56	\$ 21.97	\$ 19.00	\$ 24.99	\$ 30.99	B18
		Level III	CVTD12	1582	\$ 15.90	\$ 19.49	\$ 23.07	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level IV	CVTD13	1583	\$ 16.70	\$ 20.46	\$ 24.23	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Driver (CDL Required)	Level I	CVTD01	9322	\$ 10.00	\$ 12.25	\$ 14.51	\$ 10.42	\$ 12.83	\$ 15.23	State Salary Group A07
		Level II	CVTD02	9323	\$ 10.50	\$ 12.87	\$ 15.23	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level III	CVTD03	9324	\$ 11.03	\$ 13.51	\$ 16.00	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level IV	CVTD04		\$ 11.58	\$ 14.19	\$ 16.80				
	Driver (Non-CDL)	Level I	CVTD01	9322	\$ 10.00	\$ 12.25	\$ 14.51	\$ 10.42	\$ 12.83	\$ 15.23	State Salary Group A07
		Level II	CVTD02	9323	\$ 10.50	\$ 12.87	\$ 15.23	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level III	CVTD03	9324	\$ 11.03	\$ 13.51	\$ 16.00	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level IV	CVTD04		\$ 11.58	\$ 14.19	\$ 16.80				
	Medicaid Coordinator	Level I	A11	1242	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88	
		Level II	A13	1244	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30	
		Level III	A15	1246	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02	
		Level IV	A17	1248	\$ 14.35	\$ 17.59	\$ 20.82	\$ 17.78	\$ 22.93	\$ 28.08	
	Date Entry Operator	Level I	A06	0203	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53	
		Level II	A08	0205	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98	
		Level III	A10	0207	\$ 10.20	\$ 12.50	\$ 14.80	\$ 11.98	\$ 14.78	\$ 17.58	
		Level IV			\$ 10.71	\$ 13.12	\$ 15.54				
	Administrative Assistant	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76	
		Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88	
		Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30	
		Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02	



**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017**

<u>Department</u> Area Agency on Aging	<u>Position</u>	<u>Salary</u> <u>Group</u>	<u>Class</u> <u>Code</u>	<u>CVCOG</u> <u>Min</u>	<u>CVCOG</u> <u>Mid</u>	<u>CVCOG</u> <u>Max</u>	<u>State</u> <u>Min</u>	<u>State</u> <u>Mid</u>	<u>State</u> <u>Max</u>
	Area Agency on Aging Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Program Manager								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Nutrition/Data Manager								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Care Coordinator I/Transportation								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Caregiver Program Manager								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Managing Local Ombudsman								
	Level I	B17	3660	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	3662	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	3663	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	3665	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Field Ombudsman								
	Level I	B14	5002	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
	Level II	B15	5003	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Level III	B16	5004	\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
	Level IV	B17	5005	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Benefits Counselor								
	Level I	B17	3660	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	3662	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	3663	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	3665	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Benefits Support								
	Level I	B15	3659	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Level II								
	Level III								
	Level IV								

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017**

<u>Department</u>	<u>Position</u>	<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>
Area Agency on Aging	Program Specialist	Level I	B17 1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18 1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19 1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20 1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant	Level I	A09 0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11 0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13 0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	A15 0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

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<b>211 Information &amp; Referral Services</b>									
	2-1-1 Program Director								
		Level I	B26 1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II	B27 1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III	B28 1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV	B29 1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	2-1-1 I&R Specialist								
		Level I	A09 0130	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11 0132	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13 0134	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	A15 0136	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

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FY 2016-2017**

<u>Department</u>	<u>Position</u>	<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>
<b>Foster Grandparent Program</b>									
	Foster Grandparent Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Foster Grandparent Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant								
	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02
<b>Senior Companion Program</b>									
	Senior Companion Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Senior Companion Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant								
	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

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<u>Department</u>	<u>Position</u>	<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>	
Head Start Program	Head Start Director									
	Level I	HSD01	1620	\$ 50,900.00	\$ 62,376.22	\$ 73,852.49	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	HSD02	1621	\$ 53,445.00	\$ 65,495.03	\$ 77,545.11	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	HSD03	1622	\$ 56,117.25	\$ 68,769.78	\$ 81,422.37	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	HSD04	1623	\$ 58,923.11	\$ 72,208.27	\$ 85,493.49	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Administrative Assistant									
	Level I	HSA01	0150	\$ 9.89	\$ 12.13	\$ 14.36	\$ 11.43	\$ 14.10	\$ 16.76	
	Level II	HSA02	0152	\$ 10.39	\$ 12.73	\$ 15.07	\$ 12.66	\$ 16.27	\$ 19.88	
	Level III	HSA03	0154	\$ 10.91	\$ 13.37	\$ 15.83	\$ 14.15	\$ 18.23	\$ 22.30	
	Level IV	HSA04	0156	\$ 11.45	\$ 14.04	\$ 16.62	\$ 15.85	\$ 20.44	\$ 25.02	
	Education Manager									
	Level I	HSEM01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15	
	Level II	HSEM02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96	
	Level III	HSEM03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46	
	Level IV	HSEM04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76	
	Nutrition Manager									
	Level I	HSNM01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15	
	Level II	HSNM02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96	
	Level III	HSNM03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46	
	Level IV	HSNM04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76	
	Family Partnership Manager									
	Level I	HSFP01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15	
	Level II	HSFP02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96	
	Level III	HSFP03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46	
	Level IV	HSFP04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76	
	Compliance Specialist									
	Level I	HSCS01	0820	\$ 15.76	\$ 19.31	\$ 22.86	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	HSCS02	0821	\$ 16.55	\$ 20.28	\$ 24.01	\$ 20.31	\$ 26.73	\$ 33.15	
Level III	HSCS03	0822	\$ 17.37	\$ 21.29	\$ 25.21	\$ 23.21	\$ 30.58	\$ 37.96		
Level IV	HSCS04	0823	\$ 18.24	\$ 22.36	\$ 26.47	\$ 26.53	\$ 34.99	\$ 43.46		
Site Supervisor/Family Service Worker										
Level I	HSS01	1570	\$ 12.55	\$ 15.38	\$ 18.21	\$ 17.78	\$ 22.93	\$ 28.08	State Salary B17	
Level II	HSS02	1571	\$ 13.18	\$ 16.15	\$ 19.12	\$ 19.00	\$ 24.99	\$ 30.99	B18	
Level III	HSS03	1572	\$ 13.84	\$ 16.96	\$ 20.08	\$ 20.31	\$ 26.73	\$ 33.15	B19	
Level IV	HSS04	1573	\$ 14.53	\$ 17.81	\$ 21.08	\$ 21.71	\$ 28.59	\$ 35.48	B20	
Head Start Teacher										
Level I	HST01	1781	\$ 9.54	\$ 11.69	\$ 13.84	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13	
Level II	HST02	1782	\$ 10.02	\$ 12.27	\$ 14.53	\$ 15.85	\$ 20.44	\$ 25.02	B15	
Level III	HST03	1783	\$ 10.52	\$ 12.89	\$ 15.26	\$ 17.78	\$ 22.93	\$ 28.08	B17	
Level IV	HST04	1784	\$ 11.04	\$ 13.53	\$ 16.02	\$ 20.31	\$ 26.73	\$ 33.15	B19	
Head Start Teacher Assistant										
Level I	HSTA01	0812	\$ 8.16	\$ 10.01	\$ 11.85	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09	
Level II	HSTA02	0813	\$ 8.57	\$ 10.51	\$ 12.44	\$ 12.66	\$ 16.27	\$ 19.88	A11	
Level III	HSTA03	0814	\$ 9.00	\$ 11.03	\$ 13.06	\$ 14.15	\$ 18.23	\$ 22.30	A13	
Level IV	HSTA04		\$ 9.45	\$ 11.58	\$ 13.71					

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Head Start Program	Head Start Cook/Custodian	Level I	HDCC01	8103	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	State Salary A04
		Level II	HDCC02	8104	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HDCC03		\$ 8.24	\$ 10.10	\$ 11.95				
		Level IV	HDCC04		\$ 8.65	\$ 10.60	\$ 12.55				
	Head Start Cook	Level I	HSC01	8116	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	A04
		Level II	HSC02	8117	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.51	\$ 11.69	\$ 13.87	A05
		Level III	HSC03	8118	\$ 8.24	\$ 10.10	\$ 11.95	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level IV	HSC04	8119	\$ 8.65	\$ 10.60	\$ 12.55	\$ 11.43	\$ 14.10	\$ 16.76	A09
	Head Start Custodian	Level I	HSCU01	8003	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	A04
		Level II	HSCU02	8005	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HSCU03	8007	\$ 8.24	\$ 10.10	\$ 11.95	\$ 10.92	\$ 13.45	\$ 15.98	A08
		Level IV	HSCU04		\$ 8.65	\$ 10.60	\$ 12.55				

Salary Group	Min	Mid	Max	Min	Mid	Max
A03	\$ 15,080.00	\$ 18,480.03	\$ 21,880.07	\$ 7.25	\$ 8.88	\$ 10.52
A04	\$ 15,834.00	\$ 19,404.03	\$ 22,974.07	\$ 7.61	\$ 9.33	\$ 11.05
A05	\$ 16,625.70	\$ 20,374.23	\$ 24,122.78	\$ 7.99	\$ 9.80	\$ 11.60
A06	\$ 17,456.99	\$ 21,392.94	\$ 25,328.92	\$ 8.39	\$ 10.29	\$ 12.18
A07	\$ 18,329.83	\$ 22,462.59	\$ 26,595.36	\$ 8.81	\$ 10.80	\$ 12.79
A08	\$ 19,246.33	\$ 23,585.72	\$ 27,925.13	\$ 9.25	\$ 11.34	\$ 13.43
A09	\$ 20,208.64	\$ 24,765.00	\$ 29,321.39	\$ 9.72	\$ 11.91	\$ 14.10
A10	\$ 21,219.07	\$ 26,003.25	\$ 30,787.46	\$ 10.20	\$ 12.50	\$ 14.80
A11	\$ 22,280.03	\$ 27,303.42	\$ 32,326.83	\$ 10.71	\$ 13.13	\$ 15.54
A12	\$ 23,394.03	\$ 28,668.59	\$ 33,943.17	\$ 11.25	\$ 13.78	\$ 16.32
A13	\$ 24,563.73	\$ 30,102.02	\$ 35,640.33	\$ 11.81	\$ 14.47	\$ 17.13
A14	\$ 25,791.92	\$ 31,607.12	\$ 37,422.34	\$ 12.40	\$ 15.20	\$ 17.99
A15	\$ 27,081.51	\$ 33,187.47	\$ 39,293.46	\$ 13.02	\$ 15.96	\$ 18.89
A16	\$ 28,435.59	\$ 34,846.85	\$ 41,258.13	\$ 13.67	\$ 16.75	\$ 19.84
A17	\$ 29,857.37	\$ 36,589.19	\$ 43,321.04	\$ 14.35	\$ 17.59	\$ 20.83
A18	\$ 31,350.24	\$ 38,418.65	\$ 45,487.09	\$ 15.07	\$ 18.47	\$ 21.87
A19	\$ 32,917.75	\$ 40,339.58	\$ 47,761.45	\$ 15.83	\$ 19.39	\$ 22.96
A20	\$ 34,563.64	\$ 42,356.56	\$ 50,149.52	\$ 16.62	\$ 20.36	\$ 24.11
A21	\$ 36,291.82	\$ 44,474.39	\$ 52,657.00	\$ 17.45	\$ 21.38	\$ 25.32
A22	\$ 38,106.41	\$ 46,698.11	\$ 55,289.85	\$ 18.32	\$ 22.45	\$ 26.58
A23	\$ 40,011.73	\$ 49,033.01	\$ 58,054.34	\$ 19.24	\$ 23.57	\$ 27.91
A24	\$ 42,012.32	\$ 51,484.66	\$ 60,957.06	\$ 20.20	\$ 24.75	\$ 29.31
A25	\$ 44,112.93	\$ 54,058.90	\$ 64,004.91	\$ 21.21	\$ 25.99	\$ 30.77
A26	\$ 46,318.58	\$ 56,761.84	\$ 67,205.15	\$ 22.27	\$ 27.29	\$ 32.31
A27	\$ 48,634.51	\$ 59,599.93	\$ 70,565.41	\$ 23.38	\$ 28.65	\$ 33.93
A28	\$ 51,066.23	\$ 62,579.93	\$ 74,093.68	\$ 24.55	\$ 30.09	\$ 35.62

Used 5% between Levels

<b>Salary</b>						
<b>Group</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B10	\$ 22,880.00	\$ 28,038.66	\$ 33,197.35	\$ 11.00	\$ 13.48	\$ 15.96
B11	\$ 24,024.00	\$ 29,440.60	\$ 34,857.21	\$ 11.55	\$ 14.15	\$ 16.76
B12	\$ 25,225.20	\$ 30,912.62	\$ 36,600.08	\$ 12.13	\$ 14.86	\$ 17.60
B13	\$ 26,486.46	\$ 32,458.26	\$ 38,430.08	\$ 12.73	\$ 15.60	\$ 18.48
B14	\$ 27,810.78	\$ 34,081.17	\$ 40,351.58	\$ 13.37	\$ 16.39	\$ 19.40
B15	\$ 29,201.32	\$ 35,785.23	\$ 42,369.16	\$ 14.04	\$ 17.20	\$ 20.37
B16	\$ 30,661.39	\$ 37,574.49	\$ 44,487.62	\$ 14.74	\$ 18.06	\$ 21.39
B17	\$ 32,194.46	\$ 39,453.21	\$ 46,712.00	\$ 15.48	\$ 18.97	\$ 22.46
B18	\$ 33,804.18	\$ 41,425.87	\$ 49,047.60	\$ 16.25	\$ 19.92	\$ 23.58
B19	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 17.06	\$ 20.91	\$ 24.76
B20	\$ 37,269.11	\$ 45,672.03	\$ 54,074.98	\$ 17.92	\$ 21.96	\$ 26.00
B21	\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 18.81	\$ 23.06	\$ 27.30
B22	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 19.75	\$ 24.21	\$ 28.66
B23	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 20.74	\$ 25.42	\$ 30.10
B24	\$ 45,300.83	\$ 55,514.63	\$ 65,728.48	\$ 21.78	\$ 26.69	\$ 31.60
B25	\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 22.87	\$ 28.02	\$ 33.18
B26	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 24.04	\$ 29.46	\$ 34.88
B27	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 25.24	\$ 30.93	\$ 36.62
B28	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 26.50	\$ 32.48	\$ 38.45
B29	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 27.83	\$ 34.10	\$ 40.38
B30	\$ 60,775.31	\$ 74,478.08	\$ 88,180.91	\$ 29.22	\$ 35.81	\$ 42.39
B31	\$ 63,814.08	\$ 78,201.98	\$ 92,589.95	\$ 30.68	\$ 37.60	\$ 44.51
B32	\$ 67,004.78	\$ 82,112.08	\$ 97,219.45	\$ 32.21	\$ 39.48	\$ 46.74
B33	\$ 70,355.02	\$ 86,217.69	\$ 102,080.42	\$ 33.82	\$ 41.45	\$ 49.08
B34	\$ 73,872.77	\$ 90,528.57	\$ 107,184.44	\$ 35.52	\$ 43.52	\$ 51.53
B35	\$ 77,566.41	\$ 95,055.00	\$ 112,543.67	\$ 37.29	\$ 45.70	\$ 54.11

Used 5% between Levels



**Driver Salary Schedule**

	<b>Salary</b>					
	<b><u>Group</u></b>		<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>	
<b>Bus Drivers:</b>						
Driver Level I (0-3 Years)	CVTD 01	\$	10.00	\$	12.25 \$	14.51
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 02	\$	10.50	\$	12.87 \$	15.23
Driver Level III (10-15 Years)	CVTD 03	\$	11.03	\$	13.51 \$	16.00
Driver Level IV (15+ Years)	CVTD 04	\$	11.58	\$	14.19 \$	16.80
<b>Driver Supervisors:</b>						
Driver Level I (0-3 Years)	CVTD10	\$	14.42	\$	17.67 \$	20.93
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD11	\$	15.14	\$	18.56 \$	21.97
Driver Level III (10-15 Years)	CVTD12	\$	15.90	\$	19.49 \$	23.07
Driver Level IV (15+ Years)	CVTD13	\$	16.70	\$	20.46 \$	24.23

Reflects 1.8% COLA awarded FY 16-17

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Head Start Director</b>				
Level I	HSD01	\$ 50,900.00	\$ 62,376.22	\$ 73,852.49
Level II	HSD02	\$ 53,445.00	\$ 65,495.03	\$ 77,545.11
Level III	HSD03	\$ 56,117.25	\$ 68,769.78	\$ 81,422.37
Level IV	HSD04	\$ 58,923.11	\$ 72,208.27	\$ 85,493.49
<b>Administrative Assistant</b>				
Level I	HSAA01	\$ 9.89	\$ 12.13	\$ 14.36
Level II	HSAA02	\$ 10.39	\$ 12.73	\$ 15.07
Level III	HSAA03	\$ 10.91	\$ 13.37	\$ 15.83
Level IV	HSAA04	\$ 11.45	\$ 14.04	\$ 16.62
<b>Education Manager</b>				
Level I	HSEM01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSEM02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSEM03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSEM04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Nutrition Manager</b>				
Level I	HSNM01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSNM02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSNM03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSNM04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Family Partnership Manager</b>				
Level I	HSFP01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSFP02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSFP03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSFP04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Compliance Specialist</b>				
Level I	HSCS01	\$ 15.76	\$ 19.31	\$ 22.86
Level II	HSCS02	\$ 16.55	\$ 20.28	\$ 24.01
Level III	HSCS03	\$ 17.37	\$ 21.29	\$ 25.21
Level IV	HSCS04	\$ 18.24	\$ 22.36	\$ 26.47

Reflects 1.8% COLA awarded FY 16-17

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Head Start Site Supervisor:</b>				
Level I - CDA	HSS01	\$ 12.55	\$ 15.38	\$ 18.21
Level II - AA	HSS02	\$ 13.18	\$ 16.15	\$ 19.12
Level III - BA	HSS03	\$ 13.84	\$ 16.96	\$ 20.08
Level IV	HSS04	\$ 14.53	\$ 17.81	\$ 21.08
<b>Head Start Teacher:</b>				
Level I - (CDA Waiver)	HST01	\$ 9.54	\$ 11.69	\$ 13.84
Level II - AA, ECE	HST02	\$ 10.02	\$ 12.27	\$ 14.53
Level III - BA, EHS Specialist	HST03	\$ 10.52	\$ 12.89	\$ 15.26
Level IV	HST04	\$ 11.04	\$ 13.53	\$ 16.02
<b>Head Start Teacher Assistant:</b>				
Level I - no experience	HSTA01	\$ 8.16	\$ 10.01	\$ 11.85
Level II - with experience, CDA	HSTA02	\$ 8.57	\$ 10.51	\$ 12.44
Level III - AA	HSTA03	\$ 9.00	\$ 11.03	\$ 13.06
Level IV - BA	HSTA04	\$ 9.45	\$ 11.58	\$ 13.71
<b>Head Start Cook/Custodian:</b>				
Level I	HSCC01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSCC02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSCC03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSCC04	\$ 8.65	\$ 10.60	\$ 12.55
<b>Head Start Cook:</b>				
Level I	HSC01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSC02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSC03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSC04	\$ 8.65	\$ 10.60	\$ 12.55
<b>Head Start Custodian:</b>				
Level I	HSCU01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSCU02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSCU03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSCU04	\$ 8.65	\$ 10.60	\$ 12.55