

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

### **RATE STRUCTURE**

Rate Structure is based on tenure in current position or comparable experience and is subject to available funding.

### **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 Admin - Includes Head Start Grant Administrative staff

Salary Group HS Rural - 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 Federal Salary Cap. As of January 8, 2017, the salary cap is \$187,000.

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2017-2018**

<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	B20	1735	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
	Level II	B22	1737	\$ 39,132.56	\$ 47,955.62	\$ 56,778.72	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
	Level III	B24	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			
	Human Resource Assistant								
	Level I	B12	1727	\$ 12.13	\$ 14.86	\$ 17.60	\$ 13.38	\$ 17.22	\$ 21.06
	Level II	B14	1729	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
	Level III	B16	1731	\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
	Level IV	B18	1733	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	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/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 2017-2018**

<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>	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
	Procurement Clerk	Level I	A11	1000	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level II	A13	1002	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level III	B14	1012	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV	B15	1014	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Accounting Tech	Level I	A11	1000	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level II	A13	1002	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level III	B14	1012	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV	B15	1014	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	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>									
	<b>Criminal Justice Instructor, Program Specialist</b>								
	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
	<b>Criminal Justice Planner</b>								
	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
	<b>Criminal Justice Coordinator</b>								
	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
	<b>Homeland Security Planner</b>								
	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
	<b>Homeland Security Coordinator</b>								
	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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<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>	
CV Transit District	Operations 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
	Finance Manager	Level I	B17	1016	\$ 32,194.46	\$ 39,453.21	\$ 46,712.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
		Level II	B19	1018	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
		Level III	B21	1020	\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
		Level IV	B23	1022	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	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 Regional 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
	Program Specialist-Special Projects	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
	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 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	
Road 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		Level I	CVTD01	0132	\$ 12.00	\$ 14.71	\$ 17.41	\$ 12.66	\$ 16.27	\$ 19.88	State Salary Group A11
		Level II	CVTD02	0134	\$ 12.50	\$ 15.32	\$ 18.14	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level III	CVTD03	0136	\$ 13.03	\$ 15.97	\$ 18.91	\$ 15.85	\$ 20.44	\$ 25.02	A15
		Level IV	CVTD04	0138	\$ 13.58	\$ 16.64	\$ 19.70	\$ 17.78	\$ 22.93	\$ 28.08	A17
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	
Accounting Tech		Level I	A11	1000	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88	
		Level II	A13	1002	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30	
		Level III	B14	1012	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62	
		Level IV	B15	1014	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02	
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				
Office Manager		Level I	B17	0160	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B19	0162	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	
		Level III	B21	0164	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96	
		Level IV			\$ 19.75	\$ 24.20	\$ 28.66				
Dispatch Supervisor		Level I	A17	0138	\$ 14.42	\$ 17.67	\$ 20.93	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II			\$ 15.14	\$ 18.56	\$ 21.97				
		Level III			\$ 15.90	\$ 19.49	\$ 23.07				
		Level IV			\$ 16.70	\$ 20.46	\$ 24.23				



**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2017-2018**

<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	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
	Assistant Manager/Nutrition/Data Manager	Level I	B17	1580	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1581	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1582	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1583	\$ 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

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2017-2018**

<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
	Seasonal 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 2017-2018**

<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>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

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2017-2018**

<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 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
	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 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
	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 2017-2018**

<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	\$ 51,409.00	\$ 62,999.98	\$ 74,591.01	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	State Salary B26
		Level II	HSD02	1621	\$ 53,979.45	\$ 66,149.98	\$ 78,320.57	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	B27
		Level III	HSD03	1622	\$ 56,678.42	\$ 69,457.48	\$ 82,236.59	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	B28
		Level IV	HSD04	1623	\$ 59,512.34	\$ 72,930.35	\$ 86,348.42	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	B29
	Administrative Assistant	Level I	HSA01	0150	\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level II	HSA02	0152	\$ 10.49	\$ 12.85	\$ 15.22	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	HSA03	0154	\$ 11.01	\$ 13.50	\$ 15.98	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	HSA04	0156	\$ 11.56	\$ 14.17	\$ 16.78	\$ 15.85	\$ 20.44	\$ 25.02	A15
	Education Manager	Level I	HSEM01	0821	\$ 17.54	\$ 21.50	\$ 25.45	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level II	HSEM02	0822	\$ 18.42	\$ 22.57	\$ 26.73	\$ 23.21	\$ 30.58	\$ 37.96	B21
		Level III	HSEM03	0823	\$ 19.34	\$ 23.70	\$ 28.06	\$ 26.53	\$ 34.99	\$ 43.46	B23
		Level IV	HSEM04	0824	\$ 20.31	\$ 24.89	\$ 29.47	\$ 30.34	\$ 40.05	\$ 49.76	B25
	Nutrition Manager	Level I	HSNM01	0821	\$ 17.54	\$ 21.50	\$ 25.45	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level II	HSNM02	0822	\$ 18.42	\$ 22.57	\$ 26.73	\$ 23.21	\$ 30.58	\$ 37.96	B21
		Level III	HSNM03	0823	\$ 19.34	\$ 23.70	\$ 28.06	\$ 26.53	\$ 34.99	\$ 43.46	B23
		Level IV	HSNM04	0824	\$ 20.31	\$ 24.89	\$ 29.47	\$ 30.34	\$ 40.05	\$ 49.76	B25
Family Partnership Manager	Level I	HSFP01	0821	\$ 17.54	\$ 21.50	\$ 25.45	\$ 20.31	\$ 26.73	\$ 33.15	B19	
	Level II	HSFP02	0822	\$ 18.42	\$ 22.57	\$ 26.73	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	HSFP03	0823	\$ 19.34	\$ 23.70	\$ 28.06	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	HSFP04	0824	\$ 20.31	\$ 24.89	\$ 29.47	\$ 30.34	\$ 40.05	\$ 49.76	B25	
Compliance Specialist	Level I	HSCS01	0820	\$ 15.92	\$ 19.51	\$ 23.10	\$ 17.78	\$ 22.93	\$ 28.08	B17	
	Level II	HSCS02	0821	\$ 16.71	\$ 20.48	\$ 24.25	\$ 20.31	\$ 26.73	\$ 33.15	B19	
	Level III	HSCS03	0822	\$ 17.55	\$ 21.51	\$ 25.46	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level IV	HSCS04	0823	\$ 18.43	\$ 22.58	\$ 26.74	\$ 26.53	\$ 34.99	\$ 43.46	B23	
Site Supervisor/Family Service Worker	Level I	HSS01	1570	\$ 12.68	\$ 15.53	\$ 18.39	\$ 17.78	\$ 22.93	\$ 28.08	B17	
	Level II	HSS02	1571	\$ 13.31	\$ 16.31	\$ 19.31	\$ 19.00	\$ 24.99	\$ 30.99	B18	
	Level III	HSS03	1572	\$ 13.97	\$ 17.13	\$ 20.28	\$ 20.31	\$ 26.73	\$ 33.15	B19	
	Level IV	HSS04	1573	\$ 14.67	\$ 17.98	\$ 21.29	\$ 21.71	\$ 28.59	\$ 35.48	B20	
Head Start Teacher	Level I	HST01	1781	\$ 9.64	\$ 11.81	\$ 13.98	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13	
	Level II	HST02	1782	\$ 10.12	\$ 12.40	\$ 14.68	\$ 15.85	\$ 20.44	\$ 25.02	B15	
	Level III	HST03	1783	\$ 10.62	\$ 13.02	\$ 15.41	\$ 17.78	\$ 22.93	\$ 28.08	B17	
	Level IV	HST04	1784	\$ 11.15	\$ 13.67	\$ 16.18	\$ 20.31	\$ 26.73	\$ 33.15	B19	
Head Start Teacher Assistant	Level I	HSTA01	0812	\$ 8.24	\$ 10.10	\$ 11.96	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09	
	Level II	HSTA02	0813	\$ 8.65	\$ 10.60	\$ 12.56	\$ 12.66	\$ 16.27	\$ 19.88	A11	
	Level III	HSTA03	0814	\$ 9.09	\$ 11.14	\$ 13.18	\$ 14.15	\$ 18.23	\$ 22.30	A13	
	Level IV	HSTA04		\$ 9.54	\$ 11.69	\$ 13.84					

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2017-2018**

<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>Head Start Program</b>	Head Start Cook/Custodian	Level I	HDCC01	8103	\$ 7.54	\$ 9.25	\$ 10.95	\$ 9.08	\$ 11.16	\$ 13.23	State Salary A04
		Level II	HDCC02	8104	\$ 7.92	\$ 9.71	\$ 11.49	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HDCC03		\$ 8.32	\$ 10.19	\$ 12.07				
		Level IV	HDCC04		\$ 8.73	\$ 10.70	\$ 12.67				
	Head Start Cook	Level I	HSC01	8116	\$ 7.54	\$ 9.25	\$ 10.95	\$ 9.08	\$ 11.16	\$ 13.23	A04
		Level II	HSC02	8117	\$ 7.92	\$ 9.71	\$ 11.49	\$ 9.51	\$ 11.69	\$ 13.87	A05
		Level III	HSC03	8118	\$ 8.32	\$ 10.19	\$ 12.07	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level IV	HSC04	8119	\$ 8.73	\$ 10.70	\$ 12.67	\$ 11.43	\$ 14.10	\$ 16.76	A09
	Head Start Custodian	Level I	HSCU01	8003	\$ 7.54	\$ 9.25	\$ 10.95	\$ 9.08	\$ 11.16	\$ 13.23	A04
		Level II	HSCU02	8005	\$ 7.92	\$ 9.71	\$ 11.49	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HSCU03	8007	\$ 8.32	\$ 10.19	\$ 12.07	\$ 10.92	\$ 13.45	\$ 15.98	A08
		Level IV	HSCU04		\$ 8.73	\$ 10.70	\$ 12.67				

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

Salary Group	Min	Mid	Max	Min	Mid	Max
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



**CVTD Salary Schedule**

	<u>Salary</u>		<u>Minimum</u>		<u>Midpoint</u>		<u>Maximum</u>
	<u>Group</u>						
<b>Bus Drivers:</b>							
Driver Level I (0-3 Years)	CVTD 01	\$	12.00	\$	14.71	\$	17.41
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 02	\$	12.50	\$	15.32	\$	18.14
Driver Level III (10-15 Years)	CVTD 03	\$	13.03	\$	15.97	\$	18.91
Driver Level IV (15+ Years)	CVTD 04	\$	13.58	\$	16.64	\$	19.70
<b>Road 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

**Head Start Administrative Salary Schedule**

	Salary Group	Salary			Rate Prior to FY 17-18 COLA		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Head Start Director</b>							
Level I	HSD01	\$ 51,409.00	\$ 62,999.98	\$ 74,591.01	50,900.00	62,376.22	73,852.49
Level II	HSD02	\$ 53,979.45	\$ 66,149.98	\$ 78,320.57	53,445.00	65,495.03	77,545.11
Level III	HSD03	\$ 56,678.42	\$ 69,457.48	\$ 82,236.59	56,117.25	68,769.78	81,422.37
Level IV	HSD04	\$ 59,512.34	\$ 72,930.35	\$ 86,348.42	58,923.11	72,208.27	85,493.49
<b>Administrative Assistant</b>							
Level I	HSAA01	\$ 9.99	\$ 12.24	\$ 14.49	9.89	12.13	14.36
Level II	HSAA02	\$ 10.49	\$ 12.85	\$ 15.22	10.39	12.73	15.07
Level III	HSAA03	\$ 11.01	\$ 13.50	\$ 15.98	10.91	13.37	15.83
Level IV	HSAA04	\$ 11.56	\$ 14.17	\$ 16.78	11.45	14.04	16.62
<b>Education Manager</b>							
Level I	HSEM01	\$ 17.54	\$ 21.50	\$ 25.45	17.37	21.28	25.20
Level II	HSEM02	\$ 18.42	\$ 22.57	\$ 26.73	18.24	22.35	26.46
Level III	HSEM03	\$ 19.34	\$ 23.70	\$ 28.06	19.15	23.46	27.78
Level IV	HSEM04	\$ 20.31	\$ 24.89	\$ 29.47	20.10	24.64	29.17
<b>Nutrition Manager</b>							
Level I	HSNM01	\$ 17.54	\$ 21.50	\$ 25.45	17.37	21.28	25.20
Level II	HSNM02	\$ 18.42	\$ 22.57	\$ 26.73	18.24	22.35	26.46
Level III	HSNM03	\$ 19.34	\$ 23.70	\$ 28.06	19.15	23.46	27.78
Level IV	HSNM04	\$ 20.31	\$ 24.89	\$ 29.47	20.10	24.64	29.17
<b>Family Partnership Manager</b>							
Level I	HSFP01	\$ 17.54	\$ 21.50	\$ 25.45	17.37	21.28	25.20
Level II	HSFP02	\$ 18.42	\$ 22.57	\$ 26.73	18.24	22.35	26.46
Level III	HSFP03	\$ 19.34	\$ 23.70	\$ 28.06	19.15	23.46	27.78
Level IV	HSFP04	\$ 20.31	\$ 24.89	\$ 29.47	20.10	24.64	29.17
<b>Compliance Specialist</b>							
Level I	HSCS01	\$ 15.92	\$ 19.51	\$ 23.10	15.76	19.31	22.86
Level II	HSCS02	\$ 16.71	\$ 20.48	\$ 24.25	16.55	20.28	24.01
Level III	HSCS03	\$ 17.55	\$ 21.51	\$ 25.46	17.37	21.29	25.21
Level IV	HSCS04	\$ 18.43	\$ 22.58	\$ 26.74	18.24	22.36	26.47

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 17-18 of 1%

**Head Start Service Provider Salary Schedule**

	Salary Group	Salary			Rate Prior to FY 17-18 COLA		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Head Start Site Supervisor:</b>							
Level I - CDA	HSS01	\$ 12.68	\$ 15.53	\$ 18.39	12.55	15.38	18.21
Level II - AA	HSS02	\$ 13.31	\$ 16.31	\$ 19.31	13.18	16.15	19.12
Level III - BA	HSS03	\$ 13.97	\$ 17.13	\$ 20.28	13.84	16.96	20.08
Level IV	HSS04	\$ 14.67	\$ 17.98	\$ 21.29	14.53	17.81	21.08
<b>Head Start Teacher:</b>							
Level I - (CDA Waiver)	HST01	\$ 9.64	\$ 11.81	\$ 13.98	9.54	11.69	13.84
Level II - AA, ECE	HST02	\$ 10.12	\$ 12.40	\$ 14.68	10.02	12.27	14.53
Level III - BA, EHS Specialist	HST03	\$ 10.62	\$ 13.02	\$ 15.41	10.52	12.89	15.26
Level IV	HST04	\$ 11.15	\$ 13.67	\$ 16.18	11.04	13.53	16.02
<b>Head Start Teacher Assistant:</b>							
Level I - no experience	HSTA01	\$ 8.24	\$ 10.10	\$ 11.96	8.16	10.01	11.85
Level II - with experience, CDA	HSTA02	\$ 8.65	\$ 10.60	\$ 12.56	8.57	10.51	12.44
Level III - AA	HSTA03	\$ 9.09	\$ 11.14	\$ 13.18	9.00	11.03	13.06
Level IV - BA	HSTA04	\$ 9.54	\$ 11.69	\$ 13.84	9.45	11.58	13.71
<b>Head Start Cook/Custodian:</b>							
Level I	HSCC01	\$ 7.54	\$ 9.25	\$ 10.95	7.47	9.16	10.84
Level II	HSCC02	\$ 7.92	\$ 9.71	\$ 11.49	7.85	9.61	11.38
Level III	HSCC03	\$ 8.32	\$ 10.19	\$ 12.07	8.24	10.10	11.95
Level IV	HSCC04	\$ 8.73	\$ 10.70	\$ 12.67	8.65	10.60	12.55
<b>Head Start Cook:</b>							
Level I	HSC01	\$ 7.54	\$ 9.25	\$ 10.95	7.47	9.16	10.84
Level II	HSC02	\$ 7.92	\$ 9.71	\$ 11.49	7.85	9.61	11.38
Level III	HSC03	\$ 8.32	\$ 10.19	\$ 12.07	8.24	10.10	11.95
Level IV	HSC04	\$ 8.73	\$ 10.70	\$ 12.67	8.65	10.60	12.55
<b>Head Start Custodian:</b>							
Level I	HSCU01	\$ 7.54	\$ 9.25	\$ 10.95	7.47	9.16	10.84
Level II	HSCU02	\$ 7.92	\$ 9.71	\$ 11.49	7.85	9.61	11.38
Level III	HSCU03	\$ 8.32	\$ 10.19	\$ 12.07	8.24	10.10	11.95
Level IV	HSCU04	\$ 8.73	\$ 10.70	\$ 12.67	8.65	10.60	12.55

*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 17-18 of 1%*