

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE STRUCTURE
CVCOG Board Approved July 17, 2019

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 7, 2019, the salary cap is \$192,300.

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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		\$ 192,300.00	\$ 70,000.00		\$ 299,813.00
Administrative Support	Director of Administration			1						
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Director of Finance			1						
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Assistant Director of Finance/Payroll			1						
	Level I	B23	1601		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level II	B24	1602		\$ 45,300.83	\$ 55,514.63	\$ 65,728.47	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level III	B25	1603		\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Level IV	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Accounting Technician			1						
	Level I	A11	1000		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
	Level II	A13	1002		\$ 12.53	\$ 15.36	\$ 18.18	\$ 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
	Receptionist			1						
	Level I	A07	0006		\$ 9.35	\$ 11.46	\$ 13.57	\$ 10.42	\$ 12.83	\$ 15.23
	Level II				\$ 9.82	\$ 12.03	\$ 14.24			
	Level III				\$ 10.31	\$ 12.63	\$ 14.96			
	Level IV				\$ 10.82	\$ 13.26	\$ 15.23			

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State
					Min	Mid	Max	Min	Mid	Max
Human Resources Services										
	Director of Human Resources			1						
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Human Resource Specialist			1						
	Level I	B14	1729		\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
	Level II	B16	1731		\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
	Level III	B18	1733		\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level IV	B20	1735		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Human Resource Assistant			1						
	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
	Administrative Assistant			1						
	Level I	A09	0150		\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0152		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0154		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0156		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02
Procurement Services										
	Assistant Director of Finance/Procurement			1						
	Level I	B23	1601		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level II	B24	1602		\$ 45,300.83	\$ 55,514.63	\$ 65,728.47	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level III	B25	1603		\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Level IV	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Procurement Manager			1						
	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
	Procurement Specialist			1						
	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
	Procurement Clerk			2						
	Level I	A11	1000		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
	Level II	A13	1002		\$ 12.53	\$ 15.36	\$ 18.18	\$ 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

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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			1						
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	System Support Specialist			1						
	Level I	B18	0253		\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0254		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0255		\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0256		\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	Programmer			1						
	Level I	B21	0242		\$ 39,132.56	\$ 47,955.62	\$ 56,778.72	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
	Level II	B23	0243		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level III	B25	0244		\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Level IV	B27	0245		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
Maintenance										
	Custodian			1						
	Level I	A04	8003		\$ 8.08	\$ 9.90	\$ 11.72	\$ 9.08	\$ 11.16	\$ 13.23
	Level II	A06	8005		\$ 8.90	\$ 10.91	\$ 12.91	\$ 9.95	\$ 12.24	\$ 14.53
	Level III	A08	8007		\$ 9.82	\$ 12.03	\$ 14.25	\$ 10.92	\$ 13.45	\$ 15.98
	Level IV	A12	8021		\$ 11.93	\$ 14.62	\$ 17.31	\$ 13.38	\$ 17.22	\$ 21.06

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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											
	Director of Solid Waste/Loan Officer			1							
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Regional Services Manager			1							
	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	
	Addressing Billing/GIS Specialist			1							
	Level I	GIS01	0270		\$ 18.00	\$ 22.06	\$ 26.12	\$ 19.00	\$ 24.99	\$ 30.99	State Salary Group B18
	Level II	GIS02	0271		\$ 20.50	\$ 25.12	\$ 29.74	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Level III	GIS03	0272		\$ 23.50	\$ 28.80	\$ 34.10	\$ 24.81	\$ 32.71	\$ 40.61	B22
	Level IV	GIS04	0273		\$ 26.75	\$ 32.78	\$ 38.81	\$ 28.37	\$ 37.43	\$ 46.50	B24

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>	
911 Emergency Communications											
	Director of Public Safety			1							
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	911 Program Manager			2							
	Level I	B22	0272		\$ 41,089.19	\$ 50,353.41	\$ 59,617.66	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00	
	Level II	B24	0273		\$ 45,300.83	\$ 55,514.63	\$ 65,728.47	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	
	Level III	B26	0274		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level IV				\$ 63,000.00	\$ 77,204.36	\$ 91,408.78				
	911 GIS Specialist - Lead			1							State Salary Group
	Level I	GIS01	0270		\$ 18.00	\$ 22.06	\$ 26.12	\$ 19.00	\$ 24.99	\$ 30.99	B18
	Level II	GIS02	0271		\$ 20.50	\$ 25.12	\$ 29.74	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Level III	GIS03	0272		\$ 23.50	\$ 28.80	\$ 34.10	\$ 24.81	\$ 32.71	\$ 40.61	B22
	Level IV	GIS04	0273		\$ 26.75	\$ 32.78	\$ 38.81	\$ 28.37	\$ 37.43	\$ 46.50	B24
	911 GIS Specialist			5							State Salary Group
	Level I	GIS01	0270		\$ 18.00	\$ 22.06	\$ 26.12	\$ 19.00	\$ 24.99	\$ 30.99	B18
	Level II	GIS02	0271		\$ 20.50	\$ 25.12	\$ 29.74	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Level III	GIS03	0272		\$ 23.50	\$ 28.80	\$ 34.10	\$ 24.81	\$ 32.71	\$ 40.61	B22
	Level IV	GIS04	0273		\$ 26.75	\$ 32.78	\$ 38.81	\$ 28.37	\$ 37.43	\$ 46.50	B24

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>	
Criminal Justice/Homeland Security Program											
	Criminal Justice Instructor, Training Specialist			1							State Salary Group
	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
	Homeland Security/Criminal Justice Manager										
	Level I	B22	1600	1	\$ 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	
	Homeland Security/Criminal Justice Coordinator										
	Level I	B17	1570	1	\$ 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	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>		
CV Transit District	Assistant General Manager	Level I	B26	1620	1	\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
		Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
		Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
		Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Finance Manager / Program	Level I	B19	1018	1	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	
		Level II	B21	1020		\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	
		Level III	B23	1022		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	
		Level IV	B25	1024		\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Development/Grant Coordinator	Level I	B17	3660	1	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B19	3662		\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B21	3663		\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B23	3665		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48	
	Senior Accounting Technician	Level I	A13	1002	1	\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30	
		Level II	B14	1012		\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62	
		Level III	B15	1014		\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02	
		Level IV	B17	1016		\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Mobility Coordinator/Accounting Technician	Level I	A11	1000	1	\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88	
		Level II	A13	1002		\$ 12.53	\$ 15.36	\$ 18.18	\$ 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	
	Chief Safety Officer	Level I	B22	1600	1	\$ 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	
	Safety & Compliance Specialist	Level I	B17	1570	1	\$ 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	
Trainer	Level I	CJ01	1783	1	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00	State Salary Group 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	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>		
CV Transit District	Cashier	Level I	A05	0053	4	\$ 8.48	\$ 10.39	\$ 12.30	\$ 9.51	\$ 11.69	\$ 13.87	
		Level II	A07	0055		\$ 9.35	\$ 11.46	\$ 13.57	\$ 10.42	\$ 12.83	\$ 15.23	
		Level III	A09	0057		\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76	
		Level IV	A11	0059		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88	
	Operations Manager	Level I	B22	1600	1	\$ 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	
	Road Supervisor	Level I	CVTD10	1583	3	\$ 40,000.00	\$ 49,018.64	\$ 58,037.32	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary Group
		Level II	CVTD11	1584		\$ 42,000.00	\$ 51,469.57	\$ 60,939.19	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B20
		Level III	CVTD12	1586		\$ 44,100.00	\$ 54,043.05	\$ 63,986.15	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B21
		Level IV	CVTD13	1588		\$ 46,305.00	\$ 56,745.20	\$ 67,185.45	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B23
	Assistant Road Supervisor	Level I	CVTD 14	1580	3	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	State Salary Group
		Level II	CVTD 15	1581		\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	B25
		Level III	CVTD 16	1582		\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	B17
		Level IV	CVTD 17	1583		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48	B18
	Transit Bus Driver	Level I	CVTD01	0132	60	\$ 12.50	\$ 15.32	\$ 18.14	\$ 12.66	\$ 16.27	\$ 19.88	State Salary Group
		Level II	CVTD02	0134		\$ 13.00	\$ 15.93	\$ 18.86	\$ 14.15	\$ 18.23	\$ 22.30	A11
		Level III	CVTD03	0136		\$ 13.53	\$ 16.58	\$ 19.63	\$ 15.85	\$ 20.44	\$ 25.02	A13
		Level IV	CVTD04	0138		\$ 14.08	\$ 17.25	\$ 20.43	\$ 17.78	\$ 22.93	\$ 28.08	A15
	Dispatcher Lead	Level I	B17	1570	1	\$ 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	CVTD 05	0130	3	\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76	State Salary Group
		Level II	CVTD 06	0132		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88	A09
		Level III	CVTD 07	0134		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30	A11
		Level IV	CVTD 08	0136		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02	A13

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>	
CV Transit District	Maintenance Supervisor	Level I	A14	9052	1	\$ 13.16	\$ 16.13	\$ 19.09	\$ 14.97	\$ 19.30	\$ 23.62
		Level II	A15	9053		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02
		Level III	A16	9054		\$ 14.50	\$ 17.77	\$ 21.04	\$ 16.79	\$ 21.65	\$ 26.50
		Level IV	A17	9055		\$ 15.23	\$ 18.66	\$ 22.10	\$ 17.78	\$ 22.93	\$ 28.08
	Maintenance Specialist	Level I	A08	9041	1	\$ 9.82	\$ 12.03	\$ 14.25	\$ 10.92	\$ 13.45	\$ 15.98
		Level II	A10	9042		\$ 10.82	\$ 13.26	\$ 15.70	\$ 11.98	\$ 14.78	\$ 17.58
		Level III	A11	9043		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
		Level IV	A13	9044		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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>
Area Agency on Aging										
	Director of Area Agency on Aging			1						
		Level I B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Area Agency on Aging Manager			1						
		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
	Area Agency on Aging Program Coordinator			4						
		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			1						
		Level I B17	3660		\$ 32,194.46	\$ 39,453.22	\$ 46,712.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
		Level II B19	3662		\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
		Level III B21	3663		\$ 39,132.56	\$ 47,955.62	\$ 56,778.72	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
		Level IV B23	3665		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Benefits Counselor			1						
		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
	AAA Assistant			1						
		Level I A09	0130		\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76
		Level II A11	0132		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
		Level III A13	0134		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV A15	0136		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
 FY 2019-2020

<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 Specialist	Level I	A09	0130	2	\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11	0132		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13	0134		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	A15	0136		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02
	2-1-1 Resource Specialist	Level I	B17	1570	1	\$ 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

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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 Program										
	Foster Grandparent/Senior Companion Director			1						
	Level I	B26	1620		\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622		\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623		\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Foster Grandparent/Senior Companion Manager			1						
	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
	Program Specialist			0						
	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	0130		\$ 10.31	\$ 12.63	\$ 14.96	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02
	Foster Grandparents									
	Level I	Stipend	0130		\$ 2.65					
	Tom Green County			51						State Salary A09
	Coke County			1						
	Irion County			3						
	Concho County			1						
	Menard County			2						
	Reagan County			1						
	Schleicher County			2						
	Sutton County			1						
	Senior Companion									
	Level I	Stipend	0130		\$ 2.65					
	Tom Green County			38						State Salary A09
	Mason County			1						
	Concho County			1						
	Sutton County			1						

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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 Program	Head Start Director/Nutrition Manager				1							State Salary
		Level I	HSD01	1620		\$ 53,679.23	\$ 65,782.07	\$ 77,884.97	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	826
		Level II	HSD02	1621		\$ 56,363.19	\$ 69,071.18	\$ 81,779.22	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	827
		Level III	HSD03	1622		\$ 59,181.35	\$ 72,524.74	\$ 85,868.18	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	828
		Level IV	HSD04	1623		\$ 62,140.42	\$ 76,150.97	\$ 90,161.59	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	829
	HS Education Manager/Coach/Class/Disability				1							State Salary
		Level I	HSEM01	0821		\$ 18.32	\$ 22.45	\$ 26.58	\$ 20.31	\$ 26.73	\$ 33.15	819
		Level II	HSEM02	0822		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821
		Level III	HSEM03	0823		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823
	Level IV	HSEM04	0824		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
Mental Health/Health Manager and Pregnant Women				1							State Salary	
	Level I	HSHM01	4411		\$ 18.32	\$ 22.45	\$ 26.58	\$ 20.31	\$ 26.73	\$ 33.15	819	
	Level II	HSHM02	4412		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821	
	Level III	HSHM03	4413		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823	
	Level IV	HSHM04	4414		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
FAMCO/Policy Council Manager and Pregnant Women				1							State Salary	
	Level I	HSFP01	1583		\$ 18.32	\$ 22.45	\$ 26.58	\$ 21.71	\$ 28.59	\$ 35.48	820	
	Level II	HSFP02	1584		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821	
	Level III	HSFP03	1586		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823	
	Level IV	HSFP04	1588		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
ERSEA Specialist/Facilities Manager/Transition/Class				1							State Salary	
	Level I	HSER01	1583		\$ 18.32	\$ 22.45	\$ 26.58	\$ 21.71	\$ 28.59	\$ 35.48	820	
	Level II	HSER02	1584		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821	
	Level III	HSER03	1586		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823	
	Level IV	HSER04	1588		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
EHS Education Manager/Coach/Class/Iters				1							State Salary	
	Level I	EHSEM01	1583		\$ 18.32	\$ 22.45	\$ 26.58	\$ 21.71	\$ 28.59	\$ 35.48	820	
	Level II	EHSEM02	1584		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821	
	Level III	EHSEM03	1586		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823	
	Level IV	EHSEM04	1588		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
Compliance Specialist/Class/Iters/Nutrition Specialist				1							State Salary	
	Level I	HSCS01	1573		\$ 18.32	\$ 22.45	\$ 26.58	\$ 21.71	\$ 28.59	\$ 35.48	820	
	Level II	HSCS02	1574		\$ 19.23	\$ 23.57	\$ 27.91	\$ 23.21	\$ 30.58	\$ 37.96	821	
	Level III	HSCS03	1575		\$ 20.20	\$ 24.75	\$ 29.30	\$ 26.53	\$ 34.99	\$ 43.46	823	
	Level IV	HSCS04	1576		\$ 21.21	\$ 25.99	\$ 30.77	\$ 30.34	\$ 40.05	\$ 49.76	825	
Center Director/Family Service Worker				7							State Salary	
	Level I	HSCDFS01	1580		\$ 13.24	\$ 16.22	\$ 19.20	\$ 17.78	\$ 22.93	\$ 28.08	817	
	Level II	HSCDFS02	1581		\$ 13.90	\$ 17.03	\$ 20.16	\$ 19.00	\$ 24.99	\$ 30.99	818	
	Level III	HSCDFS03	1582		\$ 14.59	\$ 17.88	\$ 21.17	\$ 20.31	\$ 26.73	\$ 33.15	819	
	Level IV	HSCDFS04	1583		\$ 15.32	\$ 18.78	\$ 22.23	\$ 21.71	\$ 28.59	\$ 35.48	820	
Center Director				3							State Salary	
	Level I	HSCD01	1580		\$ 13.24	\$ 16.22	\$ 19.20	\$ 17.78	\$ 22.93	\$ 28.08	817	
	Level II	HSCD02	1581		\$ 13.90	\$ 17.03	\$ 20.16	\$ 19.00	\$ 24.99	\$ 30.99	818	
	Level III	HSCD03	1582		\$ 14.59	\$ 17.88	\$ 21.17	\$ 20.31	\$ 26.73	\$ 33.15	819	
	Level IV	HSCD04	1583		\$ 15.32	\$ 18.78	\$ 22.23	\$ 21.71	\$ 28.59	\$ 35.48	820	
Family Service Worker				8							State Salary	
	Level I	HSFS01	1570		\$ 12.68	\$ 15.54	\$ 18.40	\$ 17.78	\$ 22.93	\$ 28.08	817	
	Level II	HSFS02	1571		\$ 13.31	\$ 16.32	\$ 19.32	\$ 19.00	\$ 24.99	\$ 30.99	818	
	Level III	HSFS03	1572		\$ 13.98	\$ 17.13	\$ 20.28	\$ 20.31	\$ 26.73	\$ 33.15	819	
	Level IV	HSFS04	1573		\$ 14.68	\$ 17.99	\$ 21.30	\$ 21.71	\$ 28.59	\$ 35.48	820	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2019-2020**

<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 Program	Head Start Teacher	Level I	HST01	1781	22	\$ 10.86	\$ 13.31	\$ 15.76	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13
		Level II	HST02	1782		\$ 11.40	\$ 13.97	\$ 16.54	\$ 15.85	\$ 20.44	\$ 25.02	B15
		Level III	HST03	1783		\$ 11.97	\$ 14.67	\$ 17.37	\$ 17.78	\$ 22.93	\$ 28.08	B17
		Level IV	HST04	1784		\$ 12.57	\$ 15.41	\$ 18.24	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Early Head Start Teacher	Level I	EHST01	1781	28	\$ 10.86	\$ 13.31	\$ 15.76	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13
		Level II	EHST02	1782		\$ 11.40	\$ 13.97	\$ 16.54	\$ 15.85	\$ 20.44	\$ 25.02	B15
		Level III	EHST03	1783		\$ 11.97	\$ 14.67	\$ 17.37	\$ 17.78	\$ 22.93	\$ 28.08	B17
		Level IV	EHST04	1784		\$ 12.57	\$ 15.41	\$ 18.24	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Head Start Teacher Assistant	Level I	HSTA01	0812	27	\$ 9.30	\$ 11.39	\$ 13.49	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09
		Level II	HSTA02	0813		\$ 9.76	\$ 11.96	\$ 14.16	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	HSTA03	0814		\$ 10.25	\$ 12.56	\$ 14.87	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	HSTA04			\$ 10.76	\$ 13.19	\$ 15.61				
	Early Head Start Floater	Level I	EHSF01	0812	2	\$ 9.30	\$ 11.39	\$ 13.49	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09
		Level II	EHSF01	0813		\$ 9.76	\$ 11.96	\$ 14.16	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	EHSF01	0814		\$ 10.25	\$ 12.56	\$ 14.87	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	EHSF01			\$ 10.76	\$ 13.19	\$ 15.61				
	Receptionist	Level I	HSR01	0006	3	\$ 9.22	\$ 11.30	\$ 13.38	\$ 10.42	\$ 12.83	\$ 15.23	State Salary A07
		Level II	HSR02	0130		\$ 9.68	\$ 11.86	\$ 14.05	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level III	HSR03	0132		\$ 10.17	\$ 12.46	\$ 14.75	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level IV	HSR04	0134		\$ 10.67	\$ 13.08	\$ 15.49	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Head Start Cook/Custodian	Level I	HSCC01	8103	6	\$ 8.63	\$ 10.58	\$ 12.52	\$ 9.51	\$ 11.69	\$ 13.87	State Salary A05
		Level II	HSCC02	8104		\$ 9.06	\$ 11.10	\$ 13.15	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level III	HSCC03	8108		\$ 9.51	\$ 11.66	\$ 13.81	\$ 13.38	\$ 17.22	\$ 21.06	A12
		Level IV	HSCC04	8109		\$ 9.99	\$ 12.24	\$ 14.50	\$ 14.97	\$ 19.30	\$ 23.62	A14
	Head Start Custodian	Level I	HSCU01	8003	5	\$ 7.88	\$ 9.65	\$ 11.43	\$ 9.08	\$ 11.16	\$ 13.23	State Salary A04
		Level II	HSCU02	8005		\$ 8.27	\$ 10.14	\$ 12.00	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level III	HSCU03	8007		\$ 8.69	\$ 10.64	\$ 12.60	\$ 10.92	\$ 13.45	\$ 15.98	A08
		Level IV	HSCU04	8021		\$ 9.12	\$ 11.18	\$ 13.23	\$ 13.38	\$ 17.22	\$ 21.06	A12
	Head Start Cook	Level I	HSC01	8116	6	\$ 8.63	\$ 10.58	\$ 12.52	\$ 9.95	\$ 12.24	\$ 14.53	State Salary A06
		Level II	HSC02	8117		\$ 9.06	\$ 11.10	\$ 13.15	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level III	HSC03	8118		\$ 9.51	\$ 11.66	\$ 13.81	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level IV	HSC04	8119		\$ 9.99	\$ 12.24	\$ 14.50	\$ 12.66	\$ 16.27	\$ 19.88	A11
Head Start Universal Substitute	Level I	HSCU05	0812	29	\$ 8.63			\$ 9.51			A05	
	Total Positions				389							
Less Stipend Positions				(103)								
Total Positions, less Stipend Positions				286								

Salary Group	Min	Mid	Max	Min	Mid	Max
A03	\$ 15,500.00	\$ 18,994.72	\$ 22,489.46	\$ 7.45	\$ 9.13	\$ 10.81
A04	\$ 16,275.00	\$ 19,944.46	\$ 23,613.93	\$ 7.82	\$ 9.59	\$ 11.35
A05	\$ 17,088.75	\$ 20,941.68	\$ 24,794.63	\$ 8.22	\$ 10.07	\$ 11.92
A06	\$ 17,943.19	\$ 21,988.77	\$ 26,034.36	\$ 8.63	\$ 10.57	\$ 12.52
A07	\$ 18,840.35	\$ 23,088.20	\$ 27,336.08	\$ 9.06	\$ 11.10	\$ 13.14
A08	\$ 19,782.36	\$ 24,242.61	\$ 28,702.89	\$ 9.51	\$ 11.66	\$ 13.80
A09	\$ 20,771.48	\$ 25,454.75	\$ 30,138.03	\$ 9.99	\$ 12.24	\$ 14.49
A10	\$ 21,810.06	\$ 26,727.48	\$ 31,644.93	\$ 10.49	\$ 12.85	\$ 15.21
A11	\$ 22,900.56	\$ 28,063.86	\$ 33,227.18	\$ 11.01	\$ 13.49	\$ 15.97
A12	\$ 24,045.59	\$ 29,467.05	\$ 34,888.54	\$ 11.56	\$ 14.17	\$ 16.77
A13	\$ 25,247.87	\$ 30,940.40	\$ 36,632.96	\$ 12.14	\$ 14.88	\$ 17.61
A14	\$ 26,510.26	\$ 32,487.42	\$ 38,464.61	\$ 12.75	\$ 15.62	\$ 18.49
A15	\$ 27,835.77	\$ 34,111.79	\$ 40,387.84	\$ 13.38	\$ 16.40	\$ 19.42
A16	\$ 29,227.56	\$ 35,817.38	\$ 42,407.23	\$ 14.05	\$ 17.22	\$ 20.39
A17	\$ 30,688.94	\$ 37,608.25	\$ 44,527.60	\$ 14.75	\$ 18.08	\$ 21.41
A18	\$ 32,223.39	\$ 39,488.66	\$ 46,753.98	\$ 15.49	\$ 18.98	\$ 22.48
A19	\$ 33,834.56	\$ 41,463.10	\$ 49,091.67	\$ 16.27	\$ 19.93	\$ 23.60
A20	\$ 35,526.28	\$ 43,536.25	\$ 51,546.26	\$ 17.08	\$ 20.93	\$ 24.78
A21	\$ 37,302.60	\$ 45,713.07	\$ 54,123.57	\$ 17.93	\$ 21.98	\$ 26.02
A22	\$ 39,167.73	\$ 47,998.72	\$ 56,829.75	\$ 18.83	\$ 23.08	\$ 27.32
A23	\$ 41,126.11	\$ 50,398.65	\$ 59,671.24	\$ 19.77	\$ 24.23	\$ 28.69
A24	\$ 43,182.42	\$ 52,918.59	\$ 62,654.80	\$ 20.76	\$ 25.44	\$ 30.12
A25	\$ 45,341.54	\$ 55,564.52	\$ 65,787.54	\$ 21.80	\$ 26.71	\$ 31.63
A26	\$ 47,608.62	\$ 58,342.74	\$ 69,076.92	\$ 22.89	\$ 28.05	\$ 33.21
A27	\$ 49,989.05	\$ 61,259.88	\$ 72,530.76	\$ 24.03	\$ 29.45	\$ 34.87
A28	\$ 52,488.50	\$ 64,322.87	\$ 76,157.30	\$ 25.23	\$ 30.92	\$ 36.61

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	\$ 60,000.00	\$ 73,527.96	\$ 87,055.98	\$ 28.85	\$ 35.35	\$ 41.85
B27	\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 30.29	\$ 37.12	\$ 43.95
B28	\$ 66,150.00	\$ 81,064.58	\$ 95,979.22	\$ 31.80	\$ 38.97	\$ 46.14
B29	\$ 69,457.50	\$ 85,117.80	\$ 100,778.18	\$ 33.39	\$ 40.92	\$ 48.45
B30	\$ 72,930.38	\$ 89,373.69	\$ 105,817.09	\$ 35.06	\$ 42.97	\$ 50.87
B31	\$ 76,576.89	\$ 93,842.38	\$ 111,107.94	\$ 36.82	\$ 45.12	\$ 53.42
B32	\$ 80,405.74	\$ 98,534.50	\$ 116,663.34	\$ 38.66	\$ 47.37	\$ 56.09
B33	\$ 84,426.03	\$ 103,461.22	\$ 122,496.51	\$ 40.59	\$ 49.74	\$ 58.89
B34	\$ 88,647.33	\$ 108,634.28	\$ 128,621.33	\$ 42.62	\$ 52.23	\$ 61.84
B35	\$ 93,079.69	\$ 114,066.00	\$ 135,052.40	\$ 44.75	\$ 54.84	\$ 64.93

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>	State Salary Group
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

CVCOG Geographic Information Specialist Salary Schedule

CVCOG GIS Specialist	<u>Salary</u>	<u>Class</u>	<u>CVCOG</u>	<u>CVCOG</u>	<u>CVCOG</u>	<u>State</u>	<u>State</u>	<u>State</u>	State Salary Group	<u>State</u>	<u>State</u>	<u>State</u>
	<u>Group</u>	<u>Code</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>		<u>% between</u>	<u>% between</u>	<u>% between</u>
			<u>CVCOG</u>	<u>CVCOG</u>	<u>CVCOG</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>		<u>CVCOG</u>	<u>CVCOG</u>	<u>CVCOG</u>
Level I	GIS01	0270	\$ 18.00	\$ 22.06	\$ 26.12	\$ 19.00	\$ 24.99	\$ 30.99	B18	6%	13%	19%
Level II	GIS02	0271	\$ 20.50	\$ 25.12	\$ 29.74	\$ 21.71	\$ 28.59	\$ 35.48	B20	6%	14%	19%
Level III	GIS03	0272	\$ 23.50	\$ 28.80	\$ 34.10	\$ 24.81	\$ 32.71	\$ 40.61	B22	6%	14%	19%
Level IV	GIS04	0273	\$ 26.75	\$ 32.78	\$ 38.81	\$ 28.37	\$ 37.43	\$ 46.50	B24	6%	14%	20%

CVTD Salary Schedule

	Salary			
	Group	Minimum	Midpoint	Maximum
Road Supervisors:				
Driver Level I (0-3 Years)	CVTD 10	\$ 40,000.00	\$ 49,018.64	\$ 58,037.32
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD 11	\$ 42,000.00	\$ 51,469.57	\$ 60,939.19
Driver Level III (10-15 Years)	CVTD 12	\$ 44,100.00	\$ 54,043.05	\$ 63,986.15
Driver Level IV (15+ Years)	CVTD 13	\$ 46,305.00	\$ 56,745.20	\$ 67,185.45
Assistant Road Supervisors:				
Driver Level I (0-3 Years)	CVTD 14	\$ 15.48	\$ 18.97	\$ 22.46
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD 15	\$ 16.25	\$ 19.92	\$ 23.58
Driver Level III (10-15 Years)	CVTD 16	\$ 17.07	\$ 20.91	\$ 24.76
Driver Level IV (15+ Years)	CVTD 17	\$ 17.92	\$ 21.96	\$ 26.00
Bus Drivers:				
Driver Level I (0-3 Years)	CVTD 01	\$ 12.50	\$ 15.32	\$ 18.14
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 02	\$ 13.00	\$ 15.93	\$ 18.86
Driver Level III (10-15 Years)	CVTD 03	\$ 13.53	\$ 16.58	\$ 19.63
Driver Level IV (15+ Years)	CVTD 04	\$ 14.08	\$ 17.25	\$ 20.43
Dispatchers:				
Driver Level I (0-3 Years)	CVTD 05	\$ 10.31	\$ 12.63	\$ 14.96
Driver Level II (3-10 Years or New Hire with experience)	CVTD 06	\$ 11.37	\$ 13.93	\$ 16.50
Driver Level III (10-15 Years)	CVTD 07	\$ 12.53	\$ 15.36	\$ 18.18
Driver Level IV (15+ Years)	CVTD 08	\$ 13.81	\$ 16.92	\$ 20.04

Head Start Administrative Salary Schedule

	Salary Group	Salary			Rate Prior to FY 19-20 COLA		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Head Start Director/Nutrition Manager							
Level I	HSD01	\$ 53,679.23	\$ 65,782.07	\$ 77,884.97	52,745.63	64,637.98	76,530.38
Level II	HSD02	\$ 56,363.19	\$ 69,071.18	\$ 81,779.22	55,382.92	67,869.88	80,356.90
Level III	HSD03	\$ 59,181.35	\$ 72,524.74	\$ 85,868.18	58,152.06	71,263.37	84,374.75
Level IV	HSD04	\$ 62,140.42	\$ 76,150.97	\$ 90,161.59	61,059.66	74,826.54	88,593.48
HS Education Manager/Coach/Class/Disability							
Level I	HSEM01	\$ 18.32	\$ 22.45	\$ 26.58	18.00	22.06	26.12
Level II	HSEM02	\$ 19.23	\$ 23.57	\$ 27.91	18.90	23.16	27.42
Level III	HSEM03	\$ 20.20	\$ 24.75	\$ 29.30	19.84	24.32	28.79
Level IV	HSEM04	\$ 21.21	\$ 25.99	\$ 30.77	20.84	25.54	30.23
Mental Health/Health Manager and Pregnant Women							
Level I	HSHM01	\$ 18.32	\$ 22.45	\$ 26.58	18.00	22.06	26.12
Level II	HSHM02	\$ 19.23	\$ 23.57	\$ 27.91	18.90	23.16	27.42
Level III	HSHM03	\$ 20.20	\$ 24.75	\$ 29.30	19.84	24.32	28.79
Level IV	HSHM04	\$ 21.21	\$ 25.99	\$ 30.77	20.84	25.54	30.23
FAMCO/Policy Council Manager and Pregnant Women							
Level I	HSFP01	\$ 18.32	\$ 22.45	\$ 26.58	18.00	22.06	26.12
Level II	HSFP02	\$ 19.23	\$ 23.57	\$ 27.91	18.90	23.16	27.42
Level III	HSFP03	\$ 20.20	\$ 24.75	\$ 29.30	19.84	24.32	28.79
Level IV	HSFP04	\$ 21.21	\$ 25.99	\$ 30.77	20.84	25.54	30.23
ERSEA Specialist/Facilities Manager/Transition/Class							
Level I	HSER01	\$ 18.32	\$ 22.45	\$ 26.58	18.00	22.06	26.12
Level II	HSER02	\$ 19.23	\$ 23.57	\$ 27.91	18.90	23.16	27.42
Level III	HSER03	\$ 20.20	\$ 24.75	\$ 29.30	19.84	24.32	28.79
Level IV	HSER04	\$ 21.21	\$ 25.99	\$ 30.77	20.84	25.54	30.23
EHS Education Manager/Coach/Class/Iters							
Level I	EHSEM01	\$ 18.32	\$ 22.45	\$ 26.58	18.00	22.06	26.12
Level II	EHSEM02	\$ 19.23	\$ 23.57	\$ 27.91	18.90	23.16	27.42
Level III	EHSEM03	\$ 20.20	\$ 24.75	\$ 29.30	19.84	24.32	28.79
Level IV	EHSEM04	\$ 21.21	\$ 25.99	\$ 30.77	20.84	25.54	30.23
Compliance Specialist/Class/Iters/Nutrition Specialist							
Level I	HSCS01	\$ 16.62	\$ 20.37	\$ 24.12	16.33	20.01	23.70
Level II	HSCS02	\$ 17.45	\$ 21.39	\$ 25.32	17.15	21.01	24.88
Level III	HSCS03	\$ 18.32	\$ 22.46	\$ 26.59	18.01	22.07	26.12
Level IV	HSCS04	\$ 19.24	\$ 23.58	\$ 27.92	18.91	23.17	27.43

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 19-20 of 1.77%

Head Start Service Provider Salary Schedule

	<u>Salary Group</u>				<u>Rate Prior to FY 19-20 COLA</u>		
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Center Director/Family Service Worker:							
Level I - CDA	HSCDFS01	\$ 13.24	\$ 16.22	\$ 19.20	13.01	15.94	18.87
Level II - AA	HSCDFS02	\$ 13.90	\$ 17.03	\$ 20.16	13.66	16.73	19.81
Level III - BA	HSCDFS03	\$ 14.59	\$ 17.88	\$ 21.17	14.34	17.57	20.80
Level IV	HSCDFS04	\$ 15.32	\$ 18.78	\$ 22.23	15.05	18.45	21.84
Center Director:							
Level I - CDA	HSCD01	\$ 13.24	\$ 16.22	\$ 19.20	13.01	15.94	18.87
Level II - AA	HSCD02	\$ 13.90	\$ 17.03	\$ 20.16	13.66	16.73	19.81
Level III - BA	HSCD03	\$ 14.59	\$ 17.88	\$ 21.17	14.34	17.57	20.80
Level IV	HSCD04	\$ 15.32	\$ 18.78	\$ 22.23	15.05	18.45	21.84
Family Service Worker:							
Level I - CDA	HSFS01	\$ 12.68	\$ 15.54	\$ 18.40	12.46	15.58	18.69
Level II - AA	HSFS02	\$ 13.31	\$ 16.32	\$ 19.32	13.08	16.03	18.98
Level III - BA	HSFS03	\$ 13.98	\$ 17.13	\$ 20.28	13.74	16.83	19.93
Level IV	HSFS04	\$ 14.68	\$ 17.99	\$ 21.30	14.42	17.68	20.93
Head Start Teacher:							
Level I - (CDA Waiver)	HST01	\$ 10.86	\$ 13.31	\$ 15.76	9.89	12.11	14.34
Level II - AA, ECE	HST02	\$ 11.40	\$ 13.97	\$ 16.54	10.38	12.72	15.06
Level III - BA, EHS Specialist	HST03	\$ 11.97	\$ 14.67	\$ 17.37	10.90	13.36	15.81
Level IV	HST04	\$ 12.57	\$ 15.41	\$ 18.24	11.44	14.02	16.60
Early Head Start Teacher:							
Level I - (CDA Waiver)	EHST01	\$ 10.86	\$ 13.31	\$ 15.76	9.89	12.11	14.34
Level II - AA, ECE	EHST02	\$ 11.40	\$ 13.97	\$ 16.54	10.38	12.72	15.06
Level III - BA, EHS Specialist	EHST03	\$ 11.97	\$ 14.67	\$ 17.37	10.90	13.36	15.81
Level IV	EHST04	\$ 12.57	\$ 15.41	\$ 18.24	11.44	14.02	16.60
Head Start Teacher Assistant:							
Level I - no experience	HSTA01	\$ 9.30	\$ 11.39	\$ 13.49	8.46	10.36	12.27
Level II - with experience, CDA	HSTA02	\$ 9.76	\$ 11.96	\$ 14.16	8.88	10.88	12.88
Level III - AA	HSTA03	\$ 10.25	\$ 12.56	\$ 14.87	9.32	11.42	13.53
Level IV - BA	HSTA04	\$ 10.76	\$ 13.19	\$ 15.61	9.79	12.00	14.20
Early Head Start Teacher Floater:							
Level I - no experience	EHSF01	\$ 9.30	\$ 11.39	\$ 13.49	8.46	10.36	12.27
Level II - with experience, CDA	EHSF01	\$ 9.76	\$ 11.96	\$ 14.16	8.88	10.88	12.88
Level III - AA	EHSF01	\$ 10.25	\$ 12.56	\$ 14.87	9.32	11.42	13.53
Level IV - BA	EHSF01	\$ 10.76	\$ 13.19	\$ 15.61	9.79	12.00	14.20

Head Start Service Provider Salary Schedule

	<u>Salary Group</u>				<u>Rate Prior to FY 19-20 COLA</u>		
		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Receptionist:							
Level I	HSR01	\$ 9.22	\$ 11.30	\$ 13.38	\$ 9.06	\$ 11.10	\$ 13.15
Level II	HSR02	\$ 9.68	\$ 11.86	\$ 14.05	\$ 9.51	\$ 11.66	\$ 13.80
Level III	HSR03	\$ 10.17	\$ 12.46	\$ 14.75	\$ 9.99	\$ 12.24	\$ 14.49
Level IV	HSR04	\$ 10.67	\$ 13.08	\$ 15.49	\$ 10.49	\$ 12.85	\$ 15.22
Head Start Cook/Custodian:							
Level I	HSCC01	\$ 8.63	\$ 10.58	\$ 12.52	7.74	9.49	11.23
Level II	HSCC02	\$ 9.06	\$ 11.10	\$ 13.15	8.13	9.96	11.79
Level III	HSCC03	\$ 9.51	\$ 11.66	\$ 13.81	8.53	10.46	12.38
Level IV	HSCC04	\$ 9.99	\$ 12.24	\$ 14.50	8.96	10.98	13.00
Head Start Cook:							
Level I	HSC01	\$ 8.63	\$ 10.58	\$ 12.52	7.74	9.49	11.23
Level II	HSC02	\$ 9.06	\$ 11.10	\$ 13.15	8.13	9.96	11.79
Level III	HSC03	\$ 9.51	\$ 11.66	\$ 13.81	8.53	10.46	12.38
Level IV	HSC04	\$ 9.99	\$ 12.24	\$ 14.50	8.96	10.98	13.00
Head Start Custodian:							
Level I	HSCU01	\$ 7.88	\$ 9.65	\$ 11.43	7.74	9.49	11.23
Level II	HSCU02	\$ 8.27	\$ 10.14	\$ 12.00	8.13	9.96	11.79
Level III	HSCU03	\$ 8.69	\$ 10.64	\$ 12.60	8.53	10.46	12.38
Level IV	HSCU04	\$ 9.12	\$ 11.18	\$ 13.23	8.96	10.98	13.00
Head Start Universal Substitute:							
Level I	HSCU05	\$ 8.63			8.45		

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 19-20 of 1.77%