

## **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 5, 2020, the salary cap is \$197,300

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

<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>	
<b>Executive</b>	Executive Director			Exempt	1	\$ 70,000.00		\$ 192,300.00	\$ 70,000.00	\$ 345,250.00	
<b>Administrative Support</b>	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
	Finance Manager				2						
		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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level III	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 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										
		Level I	A11	1000		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
		Level II	A13	1002		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
		Level III	B14	1012		\$ 13.37	\$ 16.39	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV	B15	1014		\$ 14.04	\$ 17.20	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Record Retention Officer				1						
		Level I	B14	7405		\$ 13.37	\$ 16.39	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level II	B16	7407		\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
		Level III	B18	7409		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level IV	B20	7411		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Receptionist				1						
		Level I	A09	0006		\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76
		Level II				\$ 10.49	\$ 12.85	\$ 15.21			
		Level III				\$ 11.01	\$ 13.49	\$ 15.97			
		Level IV				\$ 11.56	\$ 14.17	\$ 16.76			

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

<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>
<b>Human Resources Services</b>										
	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 Generalist									
		Level I B20	1735		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
		Level II B22	1737		\$ 19.75	\$ 24.21	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
		Level III B24	1739		\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
		Level IV B25	1603		\$ 22.87	\$ 28.02	\$ 33.18	\$ 30.34	\$ 40.05	\$ 49.76
	Human Resource Specialist			1						
		Level I B14	1729		\$ 13.37	\$ 16.39	\$ 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	\$ 19.92	\$ 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									
		Level I B12	1727		\$ 12.13	\$ 14.86	\$ 17.60	\$ 13.38	\$ 17.22	\$ 21.06
		Level II B14	1729		\$ 13.37	\$ 16.39	\$ 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	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Administrative Assistant			2						
		Level I A09	0150		\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76
		Level II A11	0152		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
		Level III A13	0154		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV A15	0156		\$ 13.38	\$ 16.40	\$ 19.42	\$ 15.85	\$ 20.44	\$ 25.02
<b>Procurement Services</b>										
	Procurement/Contract/Open Records Officer			1						
		Level I B21	1984		\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
		Level II B23	1986		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
		Level III B25	1960		\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
		Level IV B27	1962		\$ 63,000.00	\$ 77,204.36	\$ 91,408.78	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Procurement Supervisor			1						
		Level I B17	1580		\$ 32,194.46	\$ 39,453.21	\$ 46,712.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
		Level II B18	1581		\$ 33,804.18	\$ 41,425.87	\$ 49,047.60	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00
		Level III B19	1582		\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
		Level IV B20	1583		\$ 37,269.11	\$ 45,672.03	\$ 54,074.98	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00
	Procurement Clerk			3						
		Level I A11	1000		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
		Level II A13	1002		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
		Level III B14	1012		\$ 13.37	\$ 16.39	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV B15	1014		\$ 14.04	\$ 17.20	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

<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>
<b>Network/Information Technology Services</b>										
	Director of Information Technology-Infrastructure			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
	Computer Operating Specialist/Networking			1						
	Level I	B12	0260		\$ 12.13	\$ 14.86	\$ 17.60	\$ 13.38	\$ 17.22	\$ 21.06
	Level II	B14	0261		\$ 13.37	\$ 16.39	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
	Level III	B16	0262		\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
	Level IV	B18	0263		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Systems Support Specialist			1						
	Level I	B13	0228		\$ 12.73	\$ 15.60	\$ 18.48	\$ 14.15	\$ 18.23	\$ 22.30
	Level II	B15	0229		\$ 14.04	\$ 17.20	\$ 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	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
	Programmer/IT Auditor			1						
	Level I	B19	0241		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
	Level II	B21	0242		\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96
	Level III	B23	0243		\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46
	Level IV	B25	0245		\$ 22.87	\$ 28.02	\$ 33.18	\$ 30.34	\$ 40.05	\$ 49.76
<b>Maintenance</b>										
	Facilities Manager			1						
	Level I	B17	1990		\$ 32,194.46	\$ 39,453.21	\$ 46,712.00	\$ 36,976.00	\$ 47,688.00	\$ 58,399.00
	Level II	B19	1992		\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00
	Level III	B21	1994		\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00
	Level IV	B23	1995		\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Custodian			1						
	Level I	A05	8003		\$ 8.22	\$ 10.07	\$ 11.92	\$ 9.51	\$ 11.69	\$ 13.87
	Level II	A06	8005		\$ 8.63	\$ 10.57	\$ 12.52	\$ 9.95	\$ 12.24	\$ 14.53
	Level III	A08	8007		\$ 9.51	\$ 11.66	\$ 13.80	\$ 10.92	\$ 13.45	\$ 15.98
	Level IV	A12	8021		\$ 11.56	\$ 14.17	\$ 16.77	\$ 13.38	\$ 17.22	\$ 21.06

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<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>	
<b>Regional Services/Economic Development District</b>											
	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	
	Director of CVEDD			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 Grant Writer			1							
	Level I	B17	0516		\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B19	0517		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	
	Level III	B21	0518		\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96	
	Level IV	B23	0519		\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46	
	CVEDD Revolving Loan Specialist			1							
	Level I	B17	1260		\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B19	1261		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	
	Level III	B21	1262		\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96	
	Level IV	B23	1263		\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46	
	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 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State	
					Min	Mid	Max	Min	Mid	Max	
<b>911 Emergency Communications</b>											
	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	\$ 59,617.67	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00	
	Level II	B24	0273		\$ 45,300.83	\$ 55,514.63	\$ 65,728.48	\$ 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			4							
	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
<b>Criminal Justice/Homeland Security Program</b>											
	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			1							
	Level I	B22	1600		\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	
	Level IV	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Homeland Security/Criminal Justice Coordinator			1							
	Level I	B17	1570		\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B18	1571		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	
	Level III	B19	1572		\$ 17.06	\$ 20.91	\$ 24.76	\$ 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 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State	
					Min	Mid	Max	Min	Mid	Max	
CV Transit District	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
	Assistant General Manager	Level I	B22	1600	1	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level IV	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	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	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Regional Coordinator/Grant Writer/Office Administrator	Level I	B17	1570	1	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571		\$ 17.06	\$ 20.91	\$ 24.76	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572		\$ 17.92	\$ 21.96	\$ 26.00	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573		\$ 18.81	\$ 23.06	\$ 27.30	\$ 21.71	\$ 28.59	\$ 35.48
	Research Specialist	Level I	B17	0602	1	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B19	0604		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
		Level III	B21	0606		\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96
		Level IV	B23	0608		\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46
	Accounting Technician	Level I	A11	1000	2	\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
		Level II	A13	1002		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
		Level III	B14	1012		\$ 13.37	\$ 16.39	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level IV	B15	1014		\$ 14.04	\$ 17.20	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	Operation Safety Manager	Level I	B22	1600	2	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level IV	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 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	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Cashier	Level I	A07	0055	3	\$ 9.06	\$ 11.10	\$ 13.14	\$ 10.42	\$ 12.83	\$ 15.23
		Level II	A09	0057		\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76
Level III		A11	0059		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88	
Level IV		A13	0134		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State		
					Min	Mid	Max	Min	Mid	Max		
CV Transit District	Road Supervisor	Level I	CVTD17	1583	3	\$ 40,000.00	\$ 49,018.64	\$ 58,037.32	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	State Salary Group B20
		Level II	CVTD18	1584		\$ 42,000.00	\$ 51,469.57	\$ 60,939.19	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	B21
		Level III	CVTD19	1586		\$ 44,100.00	\$ 54,043.05	\$ 63,986.15	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level IV	CVTD20	1588		\$ 46,305.00	\$ 56,745.20	\$ 67,185.45	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
	Assistant Road Supervisor	Level I	CVTD 13	1580	1	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	State Salary Group B17
		Level II	CVTD 14	1581		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	B18
		Level III	CVTD 15	1582		\$ 17.07	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level IV	CVTD 16	1583		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Bus Driver Lead	Level I	CVTD09	0132	4	\$ 12.66	\$ 15.51	\$ 18.37	\$ 12.66	\$ 16.27	\$ 19.88	State Salary Group A11
		Level II	CVTD10	0134		\$ 14.15	\$ 17.34	\$ 20.53	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level III	CVTD11	0136		\$ 15.85	\$ 19.42	\$ 23.00	\$ 15.85	\$ 20.44	\$ 25.02	A15
		Level IV	CVTD12	0138		\$ 17.78	\$ 21.79	\$ 25.80	\$ 17.78	\$ 22.93	\$ 28.08	A17
	Bus Driver	Level I	CVTD01	0132	53	\$ 12.50	\$ 15.32	\$ 18.14	\$ 12.66	\$ 16.27	\$ 19.88	State Salary Group A11
		Level II	CVTD02	0134		\$ 13.00	\$ 15.93	\$ 18.86	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level III	CVTD03	0136		\$ 13.53	\$ 16.58	\$ 19.63	\$ 15.85	\$ 20.44	\$ 25.02	A15
		Level IV	CVTD04	0138		\$ 14.08	\$ 17.25	\$ 20.43	\$ 17.78	\$ 22.93	\$ 28.08	A17
	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	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1572		\$ 17.06	\$ 20.91	\$ 24.76	\$ 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 A09
		Level II	CVTD 06	0132		\$ 11.37	\$ 13.93	\$ 16.50	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level III	CVTD 07	0134		\$ 12.53	\$ 15.36	\$ 18.18	\$ 14.15	\$ 18.23	\$ 22.30	A13
		Level IV	CVTD 08	0136		\$ 13.81	\$ 16.92	\$ 20.04	\$ 15.85	\$ 20.44	\$ 25.02	A15
Maintenance Specialist Vehicle Technician	Level I	A12	9417	1	\$ 11.56	\$ 14.17	\$ 16.77	\$ 13.38	\$ 17.22	\$ 21.06		
	Level II	A14	9418		\$ 12.75	\$ 15.62	\$ 18.49	\$ 14.97	\$ 19.30	\$ 23.62		
	Level III	A16	9419		\$ 14.05	\$ 17.22	\$ 20.39	\$ 16.79	\$ 21.65	\$ 26.50		
	Level IV	A18	9420		\$ 15.49	\$ 18.98	\$ 22.48	\$ 19.00	\$ 24.99	\$ 30.99		
Maintenance Specialist	Level I	A09	9041	1	\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76		
	Level II	A11	9042		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88		
	Level III	A12	9043		\$ 11.56	\$ 14.17	\$ 16.77	\$ 13.38	\$ 17.22	\$ 21.06		
	Level IV	A14	9044		\$ 12.75	\$ 15.62	\$ 18.49	\$ 14.97	\$ 19.30	\$ 23.62		



**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State	
					Min	Mid	Max	Min	Mid	Max	
Area Agency on Aging	Director of Area Agency on Aging	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
	Area Agency on Aging Manager	Level I	B22	1600	1	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
		Level IV	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Area Agency on Aging Program Coordinator	Level I	B17	1570	3	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572		\$ 17.06	\$ 20.91	\$ 24.76	\$ 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	1	\$ 32,194.46	\$ 39,453.21	\$ 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	\$ 47,955.63	\$ 56,778.73	\$ 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
	PT Ombudsman	Level I	A09	0130	1	\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11	0132		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13	0134		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	B15	3659		\$ 14.04	\$ 17.20	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
Benefits Counselor	Level I	B17	3660	1	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B19	3662		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	
	Level III	B21	3663		\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96	
	Level IV	B23	3665		\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46	
AAA Assistant	Level I	A09	0130	2	\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76	
	Level II	A11	0132		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88	
	Level III	A13	0134		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30	
	Level IV	A15	0136		\$ 13.38	\$ 16.40	\$ 19.42	\$ 15.85	\$ 20.44	\$ 25.02	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

<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>
<b>211 Information &amp; Referral Services</b>										
	2-1-1 I&R Specialist			2						
		Level I	A09	0130	\$	9.99	\$	12.24	\$	14.49
		Level II	A11	0132	\$	11.01	\$	13.49	\$	15.97
		Level III	A13	0134	\$	12.14	\$	14.88	\$	17.61
		Level IV	A15	0136	\$	13.38	\$	16.40	\$	19.42
					\$	15.85	\$	20.44	\$	25.02
	2-1-1 Coordinator			1						
		Level I	B17	1570	\$	15.48	\$	18.97	\$	22.46
		Level II	B18	1571	\$	16.25	\$	19.92	\$	23.58
		Level III	B19	1572	\$	17.06	\$	20.91	\$	24.76
		Level IV	B20	1573	\$	17.92	\$	21.96	\$	26.00
					\$	21.71	\$	28.59	\$	35.48
<b>ADRC Services</b>										
	ADRC Housing Navigator/Program Coordinator			1						
		Level I	B17	1570	\$	15.48	\$	18.97	\$	22.46
		Level II	B18	1571	\$	16.25	\$	19.92	\$	23.58
		Level III	B19	1572	\$	17.06	\$	20.91	\$	24.76
		Level IV	B20	1573	\$	17.92	\$	21.96	\$	26.00
					\$	21.71	\$	28.59	\$	35.48
	ADRC Coordinator			1						
		Level I	B17	1570	\$	15.48	\$	18.97	\$	22.46
		Level II	B18	1571	\$	16.25	\$	19.92	\$	23.58
		Level III	B19	1572	\$	17.06	\$	20.91	\$	24.76
		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 2020-2021**

<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>
<b>Foster Grandparent/Senior Companion/Retired Senior Volunteer Program</b>										
	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	\$ 59,617.67	\$ 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	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level IV	B25	1603		\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	RSVP Specialist			2						
	Level I	B17	1570		\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571		\$ 16.25	\$ 19.92	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572		\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573		\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant			1						
	Level I	A09	0130		\$ 9.99	\$ 12.24	\$ 14.49	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132		\$ 11.01	\$ 13.49	\$ 15.97	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134		\$ 12.14	\$ 14.88	\$ 17.61	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136		\$ 13.38	\$ 16.40	\$ 19.42	\$ 15.85	\$ 20.44	\$ 25.02

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG	CVCOG	CVCOG	State	State	State	
					Min	Mid	Max	Min	Mid	Max	
Head Start Program	Director of Head Start/Nutrition Manager			1							State Salary
		Level I	HSD01	1620	\$ 54,752.82	\$ 67,097.71	\$ 79,442.67	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	B26
		Level II	HSD02	1621	\$ 57,490.46	\$ 70,452.60	\$ 83,414.80	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	B27
		Level III	HSD03	1622	\$ 60,364.98	\$ 73,975.23	\$ 87,585.54	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	B28
		Level IV	HSD04	1623	\$ 63,383.23	\$ 77,673.99	\$ 91,964.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	B29
	Assistant Director of Head Start			1							State Salary
		Level I	HSD05	1600	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00	B22
		Level II	HSD06	1601	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	B23
		Level III	HSD07	1602	\$ 45,300.83	\$ 55,514.63	\$ 65,728.48	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00	B24
		Level IV	HSD08	1603	\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	B25
	HS Education Manager/Coach/Class/Disability			1							State Salary
		Level I	HSEM01	0821	\$ 18.68	\$ 22.90	\$ 27.11	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level II	HSEM02	0822	\$ 19.62	\$ 24.04	\$ 28.47	\$ 23.21	\$ 30.58	\$ 37.96	B21
		Level III	HSEM03	0823	\$ 20.60	\$ 25.24	\$ 29.89	\$ 26.53	\$ 34.99	\$ 43.46	B23
		Level IV	HSEM04	0824	\$ 21.63	\$ 26.51	\$ 31.38	\$ 30.34	\$ 40.05	\$ 49.76	B25
	Mental Health/Health Manager and Pregnant Women			1							State Salary
	Level I	HSHM01	4411	\$ 18.68	\$ 22.90	\$ 27.11	\$ 20.31	\$ 26.73	\$ 33.15	B19	
	Level II	HSHM02	4412	\$ 19.62	\$ 24.04	\$ 28.47	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	HSHM03	4413	\$ 20.60	\$ 25.24	\$ 29.89	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	HSHM04	4414	\$ 21.63	\$ 26.51	\$ 31.38	\$ 30.34	\$ 40.05	\$ 49.76	B25	
FAMCO/Policy Council Manager and Pregnant Women			1							State Salary	
	Level I	HSFP01	1583	\$ 18.68	\$ 22.90	\$ 27.11	\$ 21.71	\$ 28.59	\$ 35.48	B20	
	Level II	HSFP02	1584	\$ 19.62	\$ 24.04	\$ 28.47	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	HSFP03	1586	\$ 20.60	\$ 25.24	\$ 29.89	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	HSFP04	1588	\$ 21.63	\$ 26.51	\$ 31.38	\$ 30.34	\$ 40.05	\$ 49.76	B25	
ERSEA Specialist/Facilities Manager/Transition/Class			1							State Salary	
	Level I	HSER01	1583	\$ 18.68	\$ 22.90	\$ 27.11	\$ 21.71	\$ 28.59	\$ 35.48	B20	
	Level II	HSER02	1584	\$ 19.62	\$ 24.04	\$ 28.47	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	HSER03	1586	\$ 20.60	\$ 25.24	\$ 29.89	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	HSER04	1588	\$ 21.63	\$ 26.51	\$ 31.38	\$ 30.34	\$ 40.05	\$ 49.76	B25	
EHS Education Manager/Coach/Class/Iters			1							State Salary	
	Level I	EHSEM01	1583	\$ 18.68	\$ 22.90	\$ 27.11	\$ 21.71	\$ 28.59	\$ 35.48	B20	
	Level II	EHSEM02	1584	\$ 19.62	\$ 24.04	\$ 28.47	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	EHSEM03	1586	\$ 20.60	\$ 25.24	\$ 29.89	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	EHSEM04	1588	\$ 21.63	\$ 26.51	\$ 31.38	\$ 30.34	\$ 40.05	\$ 49.76	B25	
Compliance Specialist/Class/Iters/Nutrition Specialist			1							State Salary	
	Level I	HSCS01	1573	\$ 16.95	\$ 20.78	\$ 24.60	\$ 21.71	\$ 28.59	\$ 35.48	B20	
	Level II	HSCS02	1574	\$ 17.80	\$ 21.81	\$ 25.83	\$ 23.21	\$ 30.58	\$ 37.96	B21	
	Level III	HSCS03	1575	\$ 18.69	\$ 22.90	\$ 27.12	\$ 26.53	\$ 34.99	\$ 43.46	B23	
	Level IV	HSCS04	1576	\$ 19.63	\$ 24.05	\$ 28.47	\$ 30.34	\$ 40.05	\$ 49.76	B25	
Center Director/Family Service Worker			6							State Salary	
	Level I	HSCDFS01	1580	\$ 13.50	\$ 16.54	\$ 19.59	\$ 17.78	\$ 22.93	\$ 28.08	B17	
	Level II	HSCDFS02	1581	\$ 14.17	\$ 17.37	\$ 20.57	\$ 19.00	\$ 24.99	\$ 30.99	B18	
	Level III	HSCDFS03	1582	\$ 14.88	\$ 18.24	\$ 21.60	\$ 20.31	\$ 26.73	\$ 33.15	B19	
	Level IV	HSCDFS04	1583	\$ 15.63	\$ 19.15	\$ 22.68	\$ 21.71	\$ 28.59	\$ 35.48	B20	

**CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2020-2021**

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG			State			
					Min	Mid	Max	Min	Mid	Max	
Center Director	Level I	HSCD01	1580	3	\$ 13.50	\$ 16.54	\$ 19.59	\$ 17.78	\$ 22.93	\$ 28.08	State Salary B17
	Level II	HSCD02	1581		\$ 14.17	\$ 17.37	\$ 20.57	\$ 19.00	\$ 24.99	\$ 30.99	B18
	Level III	HSCD03	1582		\$ 14.88	\$ 18.24	\$ 21.60	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Level IV	HSCD04	1583		\$ 15.63	\$ 19.15	\$ 22.68	\$ 21.71	\$ 28.59	\$ 35.48	B20
Family Service Worker	Level I	HSFS01	1570	8	\$ 12.93	\$ 15.85	\$ 18.77	\$ 17.78	\$ 22.93	\$ 28.08	State Salary B17
	Level II	HSFS02	1571		\$ 13.58	\$ 16.64	\$ 19.70	\$ 19.00	\$ 24.99	\$ 30.99	B18
	Level III	HSFS03	1572		\$ 14.26	\$ 17.48	\$ 20.69	\$ 20.31	\$ 26.73	\$ 33.15	B19
	Level IV	HSFS04	1573		\$ 14.97	\$ 18.35	\$ 21.72	\$ 21.71	\$ 28.59	\$ 35.48	B20
Head Start Teacher	Level I	HST01	1781	22	\$ 11.08	\$ 13.57	\$ 16.07	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13
	Level II	HST02	1782		\$ 11.63	\$ 14.25	\$ 16.88	\$ 15.85	\$ 20.44	\$ 25.02	B15
	Level III	HST03	1783		\$ 12.21	\$ 14.97	\$ 17.72	\$ 17.78	\$ 22.93	\$ 28.08	B17
	Level IV	HST04	1784		\$ 12.82	\$ 15.71	\$ 18.61	\$ 20.31	\$ 26.73	\$ 33.15	B19
Early Head Start Teacher	Level I	EHST01	1781	28	\$ 11.08	\$ 13.57	\$ 16.07	\$ 14.15	\$ 18.23	\$ 22.30	State Salary B13
	Level II	EHST02	1782		\$ 11.63	\$ 14.25	\$ 16.88	\$ 15.85	\$ 20.44	\$ 25.02	B15
	Level III	EHST03	1783		\$ 12.21	\$ 14.97	\$ 17.72	\$ 17.78	\$ 22.93	\$ 28.08	B17
	Level IV	EHST04	1784		\$ 12.82	\$ 15.71	\$ 18.61	\$ 20.31	\$ 26.73	\$ 33.15	B19
Head Start Teacher Assistant	Level I	HSTA01	0812	27	\$ 9.48	\$ 11.62	\$ 13.76	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09
	Level II	HSTA02	0813		\$ 9.96	\$ 12.20	\$ 14.44	\$ 12.66	\$ 16.27	\$ 19.88	A11
	Level III	HSTA03	0814		\$ 10.45	\$ 12.81	\$ 15.17	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Level IV	HSTA04			\$ 10.98	\$ 13.45	\$ 15.93				
Early Head Start Floaters	Level I	EHSF01	0812	2	\$ 9.48	\$ 11.62	\$ 13.76	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09
	Level II	EHSF02	0813		\$ 9.96	\$ 12.20	\$ 14.44	\$ 12.66	\$ 16.27	\$ 19.88	A11
	Level III	EHSF03	0814		\$ 10.45	\$ 12.81	\$ 15.17	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Level IV	EHSF04			\$ 10.98	\$ 13.45	\$ 15.93				
Receptionist	Level I	HSR01	0006	3	\$ 9.40	\$ 11.53	\$ 13.65	\$ 11.43	\$ 14.10	\$ 16.76	State Salary A09
	Level II	HSR02	0132		\$ 9.88	\$ 12.10	\$ 14.33	\$ 12.66	\$ 16.27	\$ 19.88	A11
	Level III	HSR03	0134		\$ 10.37	\$ 12.71	\$ 15.04	\$ 14.15	\$ 18.23	\$ 22.30	A13
	Level IV	HSR04	0136		\$ 10.89	\$ 13.34	\$ 15.80	\$ 15.85	\$ 20.44	\$ 25.02	A15
Head Start Cook/Custodian	Level I	HSCC01	8103	5	\$ 8.80	\$ 10.79	\$ 12.77	\$ 9.51	\$ 11.69	\$ 13.87	State Salary A05
	Level II	HSCC02	8104		\$ 9.24	\$ 11.33	\$ 13.41	\$ 10.42	\$ 12.83	\$ 15.23	A07
	Level III	HSCC03	8108		\$ 9.70	\$ 11.89	\$ 14.08	\$ 13.38	\$ 17.22	\$ 21.06	A12
	Level IV	HSCC04	8109		\$ 10.19	\$ 12.49	\$ 14.79	\$ 14.97	\$ 19.30	\$ 23.62	A14
Head Start Custodian	Level I	HSCU01	8003	5	\$ 8.04	\$ 9.85	\$ 11.66	\$ 9.51	\$ 11.69	\$ 13.87	State Salary A05
	Level II	HSCU02	8005		\$ 8.44	\$ 10.34	\$ 12.24	\$ 9.95	\$ 12.24	\$ 14.53	A06
	Level III	HSCU03	8007		\$ 8.86	\$ 10.86	\$ 12.85	\$ 10.92	\$ 13.45	\$ 15.98	A08
	Level IV	HSCU04	8021		\$ 9.30	\$ 11.40	\$ 13.50	\$ 13.38	\$ 17.22	\$ 21.06	A12

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2020-2021

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Number of Positions</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>	
	Head Start Cook			6							State Salary
		Level I	HSC01	8116	\$ 8.80	\$ 10.79	\$ 12.77	\$ 9.95	\$ 12.24	\$ 14.53	A06
		Level II	HSC02	8117	\$ 9.24	\$ 11.33	\$ 13.41	\$ 10.42	\$ 12.83	\$ 15.23	A07
		Level III	HSC03	8118	\$ 9.70	\$ 11.89	\$ 14.08	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level IV	HSC04	8119	\$ 10.19	\$ 12.49	\$ 14.79	\$ 12.66	\$ 16.27	\$ 19.88	A11
	Head Start Universal Substitute										
		Level I	HSCU05	0812	25	\$ 8.80		\$ 11.43			A09
	Total Positions			<u>285</u>							

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	<b>Salary Group</b>	<b>Class Code</b>	<b>CVCOG Min</b>	<b>CVCOG Mid</b>	<b>CVCOG Max</b>	<b>State Min</b>	<b>State Mid</b>	<b>State Max</b>	<b>State Salary Group</b>
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**

	<b>Salary Group</b>	<b>Class Code</b>	<b>CVCOG Min</b>	<b>CVCOG Mid</b>	<b>CVCOG Max</b>	<b>State Min</b>	<b>State Mid</b>	<b>State Max</b>	<b>State Salary Group</b>	
CVCOG GIS Specialist	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

**CVTD Salary Schedule**

	<b>Salary</b>			
	<b>Group</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Road Supervisors:</b>				
Driver Level I (0-3 Years)	CVTD 17	\$ 40,000.00	\$ 49,018.64	\$ 58,037.32
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD 18	\$ 42,000.00	\$ 51,469.57	\$ 60,939.19
Driver Level III (10-15 Years)	CVTD 19	\$ 44,100.00	\$ 54,043.05	\$ 63,986.15
Driver Level IV (15+ Years)	CVTD 20	\$ 46,305.00	\$ 56,745.20	\$ 67,185.45
<b>Assistant Road Supervisors:</b>				
Driver Level I (0-3 Years)	CVTD 13	\$ 15.48	\$ 18.97	\$ 22.46
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD 14	\$ 16.25	\$ 19.92	\$ 23.58
Driver Level III (10-15 Years)	CVTD 15	\$ 17.07	\$ 20.91	\$ 24.76
Driver Level IV (15+ Years)	CVTD 16	\$ 17.92	\$ 21.96	\$ 26.00
<b>Bus Drivers Lead:</b>				
Driver Level I (0-3 Years)	CVTD 09	\$ 12.66	\$ 15.51	\$ 18.37
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 10	\$ 14.15	\$ 17.34	\$ 20.53
Driver Level III (10-15 Years)	CVTD 11	\$ 15.85	\$ 19.42	\$ 23.00
Driver Level IV (15+ Years)	CVTD 12	\$ 17.78	\$ 21.79	\$ 25.80
<b>Bus Drivers:</b>				
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
<b>Dispatchers:</b>				
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	Rate FY 19-20					
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Director of Head Start/Nutrition Manager</b>							
Level I	HSD01	\$ 54,752.82	\$ 67,097.71	\$ 79,442.67	53,679.23	65,782.07	77,884.97
Level II	HSD02	\$ 57,490.46	\$ 70,452.60	\$ 83,414.80	56,363.19	69,071.18	81,779.22
Level III	HSD03	\$ 60,364.98	\$ 73,975.23	\$ 87,585.54	59,181.35	72,524.74	85,868.18
Level IV	HSD04	\$ 63,383.23	\$ 77,673.99	\$ 91,964.82	62,140.42	76,150.97	90,161.59
<b>Assistant Director of Head Start</b>							
Level I	HSD05	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	40,267.41	49,346.34	58,425.31
Level II	HSD06	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	42,280.78	51,813.66	61,346.58
Level III	HSD07	\$ 45,300.83	\$ 55,514.63	\$ 65,728.48	44,394.82	54,404.34	64,413.91
Level IV	HSD08	\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	46,614.56	57,124.56	67,634.60
<b>HS Education Manager/Coach/Class/Disability</b>							
Level I	HSEM01	\$ 18.68	\$ 22.90	\$ 27.11	18.32	22.45	26.58
Level II	HSEM02	\$ 19.62	\$ 24.04	\$ 28.47	19.23	23.57	27.91
Level III	HSEM03	\$ 20.60	\$ 25.24	\$ 29.89	20.20	24.75	29.30
Level IV	HSEM04	\$ 21.63	\$ 26.51	\$ 31.38	21.21	25.99	30.77
<b>Mental Health/Health Manager and Pregnant Women</b>							
Level I	HSHM01	\$ 18.68	\$ 22.90	\$ 27.11	18.32	22.45	26.58
Level II	HSHM02	\$ 19.62	\$ 24.04	\$ 28.47	19.23	23.57	27.91
Level III	HSHM03	\$ 20.60	\$ 25.24	\$ 29.89	20.20	24.75	29.30
Level IV	HSHM04	\$ 21.63	\$ 26.51	\$ 31.38	21.21	25.99	30.77
<b>FAMCO/Policy Council Manager and Pregnant Women</b>							
Level I	HSFP01	\$ 18.68	\$ 22.90	\$ 27.11	18.32	22.45	26.58
Level II	HSFP02	\$ 19.62	\$ 24.04	\$ 28.47	19.23	23.57	27.91
Level III	HSFP03	\$ 20.60	\$ 25.24	\$ 29.89	20.20	24.75	29.30
Level IV	HSFP04	\$ 21.63	\$ 26.51	\$ 31.38	21.21	25.99	30.77
<b>ERSEA Specialist/Facilities Manager/Transition/Class</b>							
Level I	HSER01	\$ 18.68	\$ 22.90	\$ 27.11	18.32	22.45	26.58
Level II	HSER02	\$ 19.62	\$ 24.04	\$ 28.47	19.23	23.57	27.91
Level III	HSER03	\$ 20.60	\$ 25.24	\$ 29.89	20.20	24.75	29.30
Level IV	HSER04	\$ 21.63	\$ 26.51	\$ 31.38	21.21	25.99	30.77
<b>EHS Education Manager/Coach/Class/Iters</b>							
Level I	EHSEM01	\$ 18.68	\$ 22.90	\$ 27.11	18.32	22.45	26.58
Level II	EHSEM02	\$ 19.62	\$ 24.04	\$ 28.47	19.23	23.57	27.91
Level III	EHSEM03	\$ 20.60	\$ 25.24	\$ 29.89	20.20	24.75	29.30
Level IV	EHSEM04	\$ 21.63	\$ 26.51	\$ 31.38	21.21	25.99	30.77
<b>Compliance Specialist/Class/Iters/Nutrition Specialist</b>							
Level I	HSCS01	\$ 16.95	\$ 20.78	\$ 24.60	16.62	20.37	24.12
Level II	HSCS02	\$ 17.80	\$ 21.81	\$ 25.83	17.45	21.39	25.32
Level III	HSCS03	\$ 18.69	\$ 22.90	\$ 27.12	18.32	22.46	26.59
Level IV	HSCS04	\$ 19.63	\$ 24.05	\$ 28.47	19.24	23.58	27.92

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 20-21 of 2.00%

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Rate FY 19-20</b>						
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>Center Director/Teacher Assistant:</b>								
Level I - CDA	HSCDTA01	\$ 13.50	\$ 16.54	\$ 19.59	13.24	16.22	19.20	
Level II - AA	HSCDTA02	\$ 14.17	\$ 17.37	\$ 20.57	13.90	17.03	20.16	
Level III - BA	HSCDTA03	\$ 14.88	\$ 18.24	\$ 21.60	14.59	17.88	21.17	
Level IV	HSCDTA04	\$ 15.63	\$ 19.15	\$ 22.68	15.32	18.78	22.23	
<b>Center Director/Family Service Worker:</b>								
Level I - CDA	HSCDFS01	\$ 13.50	\$ 16.54	\$ 19.59	13.24	16.22	19.20	
Level II - AA	HSCDFS02	\$ 14.17	\$ 17.37	\$ 20.57	13.90	17.03	20.16	
Level III - BA	HSCDFS03	\$ 14.88	\$ 18.24	\$ 21.60	14.59	17.88	21.17	
Level IV	HSCDFS04	\$ 15.63	\$ 19.15	\$ 22.68	15.32	18.78	22.23	
<b>Center Director:</b>								
Level I - CDA	HSCD01	\$ 13.50	\$ 16.54	\$ 19.59	13.24	16.22	19.20	
Level II - AA	HSCD02	\$ 14.17	\$ 17.37	\$ 20.57	13.90	17.03	20.16	
Level III - BA	HSCD03	\$ 14.88	\$ 18.24	\$ 21.60	14.59	17.88	21.17	
Level IV	HSCD04	\$ 15.63	\$ 19.15	\$ 22.68	15.32	18.78	22.23	
<b>Family Service Worker:</b>								
Level I - CDA	HSFS01	\$ 12.93	\$ 15.85	\$ 18.77	12.68	15.54	18.40	
Level II - AA	HSFS02	\$ 13.58	\$ 16.64	\$ 19.70	13.31	16.32	19.32	
Level III - BA	HSFS03	\$ 14.26	\$ 17.48	\$ 20.69	13.98	17.13	20.28	
Level IV	HSFS04	\$ 14.97	\$ 18.35	\$ 21.72	14.68	17.99	21.30	
<b>Head Start Teacher:</b>								
Level I - (CDA Waiver)	HST01	\$ 11.08	\$ 13.57	\$ 16.07	10.86	13.31	15.76	
Level II - AA, ECE	HST02	\$ 11.63	\$ 14.25	\$ 16.88	11.40	13.97	16.54	
Level III - BA, EHS Specialist	HST03	\$ 12.21	\$ 14.97	\$ 17.72	11.97	14.67	17.37	
Level IV	HST04	\$ 12.82	\$ 15.71	\$ 18.61	12.57	15.41	18.24	
<b>Early Head Start Teacher:</b>								
Level I - (CDA Waiver)	EHST01	\$ 11.08	\$ 13.57	\$ 16.07	10.86	13.31	15.76	
Level II - AA, ECE	EHST02	\$ 11.63	\$ 14.25	\$ 16.88	11.40	13.97	16.54	
Level III - BA, EHS Specialist	EHST03	\$ 12.21	\$ 14.97	\$ 17.72	11.97	14.67	17.37	
Level IV	EHST04	\$ 12.82	\$ 15.71	\$ 18.61	12.57	15.41	18.24	
<b>Head Start Teacher Assistant:</b>								
Level I - no experience	HSTA01	\$ 9.48	\$ 11.62	\$ 13.76	9.30	11.39	13.49	
Level II - with experience, CDA	HSTA02	\$ 9.96	\$ 12.20	\$ 14.44	9.76	11.96	14.16	
Level III - AA	HSTA03	\$ 10.45	\$ 12.81	\$ 15.17	10.25	12.56	14.87	
Level IV - BA	HSTA04	\$ 10.98	\$ 13.45	\$ 15.93	10.76	13.19	15.61	
<b>Early Head Start Teacher Floater:</b>								
Level I - no experience	EHSF01	\$ 9.48	\$ 11.62	\$ 13.76	9.30	11.39	13.49	
Level II - with experience, CDA	EHSF02	\$ 9.96	\$ 12.20	\$ 14.44	9.76	11.96	14.16	
Level III - AA	EHSF03	\$ 10.45	\$ 12.81	\$ 15.17	10.25	12.56	14.87	
Level IV - BA	EHSF04	\$ 10.98	\$ 13.45	\$ 15.93	10.76	13.19	15.61	

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Rate FY 19-20</b>						
		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>Receptionist:</b>								
Level I	HSR01	\$ 9.40	\$ 11.53	\$ 13.65	\$ 9.22	\$ 11.30	\$ 13.38	
Level II	HSR02	\$ 9.88	\$ 12.10	\$ 14.33	\$ 9.68	\$ 11.86	\$ 14.05	
Level III	HSR03	\$ 10.37	\$ 12.71	\$ 15.04	\$ 10.17	\$ 12.46	\$ 14.75	
Level IV	HSR04	\$ 10.89	\$ 13.34	\$ 15.80	\$ 10.67	\$ 13.08	\$ 15.49	
<b>Head Start Cook/Custodian:</b>								
Level I	HSCC01	\$ 8.80	\$ 10.79	\$ 12.77	8.63	10.58	12.52	
Level II	HSCC02	\$ 9.24	\$ 11.33	\$ 13.41	9.06	11.10	13.15	
Level III	HSCC03	\$ 9.70	\$ 11.89	\$ 14.08	9.51	11.66	13.81	
Level IV	HSCC04	\$ 10.19	\$ 12.49	\$ 14.79	9.99	12.24	14.50	
<b>Head Start Cook:</b>								
Level I	HSC01	\$ 8.80	\$ 10.79	\$ 12.77	8.63	10.58	12.52	
Level II	HSC02	\$ 9.24	\$ 11.33	\$ 13.41	9.06	11.10	13.15	
Level III	HSC03	\$ 9.70	\$ 11.89	\$ 14.08	9.51	11.66	13.81	
Level IV	HSC04	\$ 10.19	\$ 12.49	\$ 14.79	9.99	12.24	14.50	
<b>Head Start Custodian:</b>								
Level I	HSCU01	\$ 8.04	\$ 9.85	\$ 11.66	7.88	9.65	11.43	
Level II	HSCU02	\$ 8.44	\$ 10.34	\$ 12.24	8.27	10.14	12.00	
Level III	HSCU03	\$ 8.86	\$ 10.86	\$ 12.85	8.69	10.64	12.60	
Level IV	HSCU04	\$ 9.30	\$ 11.40	\$ 13.50	9.12	11.18	13.23	
<b>Head Start Universal Substitute:</b>								
Level I	HSCU05	\$ 8.80			8.63			

*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 20-21 of 2.00%*