

# **CONCHO VALLEY COUNCIL OF GOVERNMENTS**

**October 1, 2020 through September 30, 2021**

- **State Salary Schedule FY 20-21**
- **Proposed Cost of Living Adjustment FY 20-21**
- **Proposed Fringe Benefits FY 20-21**
- **Proposed Administrative Budget FY 20-21**
- **Program Budgets for FY 20-21**

# STATE SALARY SCHEDULE

- Salary Schedule due to Governor's office August 17, 2020. Salary Schedule must contain:
  - Classification for each position and specifying the salaries for that position
  - Salary comparison showing the specified salaries do not exceed the State Salary Schedule

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

- Page 1, Salary Group, Exempt position (Executive Director)
  - Move Federal Salary Cap from \$192,300 to \$197,300, per Federal regulations posted January 5, 2020
- Page 2
  - Removed Director of Administration position and added Record Retention Officer position
  - Removed Assistant Director of Finance/Payroll and added two positions for Finance Manager
- Page 3
  - Added position of Human Resources Generalist this allows for promotion within the HR Department
  - Removed Assistant Director of Finance/Procurement and added Procurement/Contract/Open Records Officer, meet needs of department
  - Removed Procurement Manager and added Procurement Supervisor, they are similar, but under different Class Codes
  - Removed Procurement Specialist and added additional Procurement Clerk position, making total of 3, this was done to meet the needs of Programs
- Page 4
  - Added position of Computer Operating Specialist/Networking, this position is focused on IT Helpdesk requests
  - Changed previous position of Programmer to Programmer/IT Auditor as we look at moving this position into performing audits on the efficiency, accuracy and security of financials and non-financial programs.
  - Added the position of Facilities Manager due to the increase in properties
- Page 5
  - Removed the position of Regional Services Manager and added three positions: Director of CVEED, Regional Services Grant Writer, and CVEED Revolving Loan Specialist. This is due to the increase in programs under EDA.
- Page 7
  - Added the General Manager position to Transit, this is due to elimination of the GM Contract with RATP-dev
  - The previous Development/Grant Coordinator was revised to Regional Coordinator/Grant Writer/Office Administrator. This is due to realizing the Grant Writer position could take on more tasks.
  - Added Research Specialist. This position will be responsible for compiling and analyzing program data which will include County specific information.
  - The previous Senior Accounting Technician and the Mobility Coordinator/Accounting Technician have been revised to two positions listed as Accounting Technician. This allows both positions to cover each other.
  - Chief Safety Officer and the Operations Manager have been revised to two positions listed as Operation Safety Manager. This allows both positions to cover each other.

- Page 8
  - The previous Maintenance Supervisor has been revised to Maintenance Specialist Vehicle Technician. This position will focus on minor repairs of vehicles.
- Page 9
  - Added new position of PT Ombudsman. This position will assist the Managing Ombudsman.
- Page 10
  - The previous position of 211 Resource Specialist has been revised to 211 Coordinator. The Coordinator works between the 211 program and the ADRC program.
  - Added the two new ADRC Program positions
- Page 11
  - Added the two new RSVP Specialist positions
- Page 12
  - Added the Assistant Director of Head Start position to the schedule. This position was created in FY 19-20 to begin learning the Head Start Director responsibilities and provide back-up coverage.

No changes have been made to the Minimum, Midpoint and Maximum rates, with the exception of Head Start. In June 2020, Head Start received a 2% COLA award which required us to permanently move the Head Start pay scale by the COLA amount. That move is reflected in the rates listed.

## 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

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG			State		
					Min	Mid	Max	Min	Mid	Max
Executive	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

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
<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



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

Department	Position	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
<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 Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State 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 Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State 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 Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
<b>Area Agency on Aging</b>										
	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	\$ 59,617.67	\$ 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			3						
		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
	Managing Local Ombudsman			1						
		Level I	B17	3660	\$ 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			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	B15	3659	\$ 14.04	\$ 17.20	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
	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	\$ 24.76	\$ 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			2						
		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

<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
	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
<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
	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

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
<b>Foster Grandparent/Senior Companion Manager</b>										
	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
<b>RSVP Specialist</b>										
	Level I	B17	1570	2	\$ 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
<b>Administrative Assistant</b>										
	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	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			State			State Salary
					Min	Mid	Max	Min	Mid	Max	
Head Start Program	Director of Head Start/Nutrition Manager			1							
	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							
	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							
	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							
	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							
	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							
	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							
	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							
	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							
	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 Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	State Salary		
Center Director		Level I	HSCD01	1580	3	\$ 13.50	\$ 16.54	\$ 19.59	\$ 17.78	\$ 22.93	\$ 28.08	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	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	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	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	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	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	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	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	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>	<u>State Salary</u>
Head Start Cook	Level I	HSC01	8116	6	\$ 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
	Level I	HSCU05	0812		25	\$ 8.80			\$ 11.43		
Total Positions				<u>285</u>							

<b>Salary Group</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
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**

CVCOG GIS Specialist	Salary Group	Class Code	CVCOG			State			State Salary Group
			Min	Mid	Max	Min	Mid	Max	
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%*

# **COST OF LIVING ADJUSTMENT**

- Head Start Program received Grant mandated 2% COLA, June 1, 2020
  - Requesting Head Start Program receive 0.50% COLA, effective October 1, 2020
- Requesting all additional CVCOG staff receive 2.5% COLA, effective October 1, 2020
- Executive Director position to be reviewed separately and separate action taken to award COLA

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2020 - 2021

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

POSITION	HIRE DATE	Hire Date Tenure	Date in Current Position	Position Tenure	Approved Budget		Revised 2019-2020 Rate	Revised 2019-2020 Salary	COLA 2.50%	Rate 2020-2021 with COLA	Rate Adjustment	Approved Budget	
					2019-2020 Salary	2020-2021 Rate						Budget 2020-2021 Salary	Budget FY 19-20 vs FY 20-21
Executive Director	2/1/2014	6.7	2/1/2014	6.7	123,000.00	55,125.00	123,000.00	5.00%	\$5,381.25	\$ -	\$5,381.25	129,150.00	
Director of Finance	3/19/2007	13.5	6/1/2007	13.3	84,460.08	\$3,818.30	91,639.19	4.00%	\$3,971.03	\$ -	\$3,971.03	95,304.75	
Finance Manager					66,950.16	\$1,875.00	45,000.00	2.50%	\$1,921.88	\$ -	\$1,921.88	46,125.00	
Finance Manager	10/28/2019	0.9	10/28/2019	0.9	50,000.00	\$1,875.00	45,000.00	2.50%	\$1,921.88	\$ -	\$1,921.88	46,125.00	
Records Retention Officer/Accounting Tech	5/18/2011	9.4	10/1/2020	-	31,941.31	\$16.13	33,546.24	2.50%	\$16.53	\$ -	\$16.53	34,384.90	
Full-Time Receptionist/Administrative Assistant	10/28/2013	6.9	10/28/2013	6.9	26,458.64	\$12.72	26,458.64	2.50%	\$13.04	\$ -	\$13.04	27,120.11	
					382,810.19		364,544.07					378,209.76	-4,600.44
					FTE 6							6.00	
Director of Human Resources	5/1/2015	5.4	10/1/2018	2.0	70,297.50	\$3,178.03	76,272.72	2.50%	\$3,257.48	\$ -	\$3,257.48	78,179.54	
PT Admin Assistant (1521 hr)					37,620.75	\$0.00		2.50%	\$12.50	\$ -	\$12.50	19,012.50	
Human Resource Assistant II	9/16/2019	1.0	1/1/2020	0.8	26,780.00	\$16.38	34,070.40	2.50%	\$16.79	\$ -	\$16.79	34,922.16	
Administrative Assistant	6/1/2020	0.3	6/1/2020	0.3	26,000.00	\$12.50	26,000.00	2.50%	\$12.81	\$ -	\$12.81	26,650.00	
					160,998.25		136,343.12					158,764.20	-1,934.05
					FTE 4							3.73	
<b>Procurement Services</b>					192,544.24		164,884.31					169,006.42	-23,537.82
					FTE 5							5.00	
Custodian	10/2/2017	3.0	10/2/2017	3.0	24,273.39	\$11.67	24,273.39	2.50%	\$11.96	\$ -	\$11.96	24,880.23	
					24,273.39		24,273.39					24,880.23	606.83
					FTE 1							1.00	100.00%
Director of Information Technology	8/19/2019	1.1	8/19/2019	1.1	70,000.86	\$3,026.69	73,640.66	2.50%	\$3,102.36	\$ -	\$3,102.36	74,456.68	
Computer Operating Specialist/Networking	11/1/2019	0.9	4/1/2020	0.5	43,040.82	\$18.00	37,440.00	2.50%	\$18.45	\$ -	\$18.45	38,376.00	
System Support Tech					0.00	\$0.00		2.50%	\$14.00	\$ -	\$14.00	29,120.00	
Programmer/IT Auditor	6/1/2018	2.3	9/1/2019	1.1	50,000.00	\$23.00	47,840.00	2.50%	\$23.58	\$ -	\$23.58	49,036.00	
					163,041.68		157,920.66					190,988.68	27,947.00
					FTE 3							4.00	17.14%
Addressing Billing/GIS Specialist	8/20/2018	2.1	10/1/2019	1.0	47,132.80	\$22.20	46,376.72	2.50%	\$22.85	\$ -	\$22.85	47,536.14	
Director of CVEED	6/8/2018	2.3	5/1/2019	1.4	46,350.00	\$2,500.00	60,000.00	2.50%	\$2,562.50	\$ -	\$2,562.50	61,500.00	
Grant Writer					0.00	\$16.83	35,006.40	2.50%	\$17.25	\$ -	\$17.25	35,881.56	
Revolving Loan Lender					0.00	\$19.23	39,998.40	2.50%	\$19.71	\$ -	\$19.71	40,998.36	
Director of Solid Waste/Revolving Loan Officer	8/17/1998	22.1	4/1/2015	5.5	66,950.16	\$2,789.59	66,950.16	2.50%	\$2,859.33	\$ -	\$2,859.33	68,623.92	
					160,432.96		248,331.68					254,539.98	94,107.02
					FTE 3							5.00	58.66%
Director of Area Agency on Aging	10/25/2005	14.9	7/1/2012	8.3	82,400.16	\$3,725.17	89,404.17	2.50%	\$3,818.30	\$ -	\$3,818.30	91,639.28	
AAA Assistant	11/1/2019	0.9	11/1/2019	0.9	24,960.00	\$13.00	27,040.00	2.50%	\$13.33	\$ -	\$13.33	27,716.00	
PT Ombudsman (1521 hr)	3/9/2020	0.6	3/9/2020	0.6	0.00	\$13.37	20,335.77	2.50%	\$13.70	\$ -	\$13.70	20,844.16	
AAA Coordinator	11/1/2017	2.9	11/1/2017	2.9	35,156.78	\$16.90	35,156.78	2.50%	\$17.32	\$ -	\$17.32	36,035.70	
AAA Coordinator II	6/22/2020	0.3	6/22/2020	0.3	33,164.35	\$17.06	35,484.80	2.50%	\$17.49	\$ -	\$17.49	36,371.92	
Benefits Counselor	12/1/2018	1.8	12/1/2018	1.8	33,164.35	\$15.94	33,164.35	2.50%	\$16.34	\$ -	\$16.34	33,993.46	
AAA Manager	6/1/2015	5.3	10/1/2017	3.0	44,982.00	\$1,958.59	47,006.19	2.50%	\$2,007.56	\$ -	\$2,007.56	48,181.34	
AAA Coordinator	2/3/2014	6.7	4/1/2015	5.5	40,170.00	\$19.31	40,170.00	2.50%	\$19.80	\$ -	\$19.80	41,174.25	
Managing Local Ombudsman	1/20/2014	6.7	6/1/2015	5.3	43,460.00	\$1,810.83	43,460.00	2.50%	\$1,856.10	\$ -	\$1,856.10	44,546.50	
					337,457.65		371,222.07					380,502.62	43,044.97
					FTE 8							8.73	12.76%
ADRC Housing Navigator/Program Coordinator	3/1/2019	1.6	5/1/2020	0.4	33,164.35	\$17.00	35,360.00	2.50%	\$17.00	\$ -	\$17.00	35,360.00	
ADRC/211 Program Coordinator					25,708.80	\$15.48	32,198.40	2.50%	\$15.87	\$ -	\$15.87	33,003.36	
					58,873.15		67,558.40					68,363.36	0.00
					FTE 2							2.00	
Director of Senior Volunteer Services SCP(20%),FGP(40%),RSVP(40%)	10/24/2013	6.9	1/16/2015	5.7	66,950.16	\$3,026.71	72,640.92	2.50%	\$3,102.37	\$ -	\$3,102.37	74,456.95	
Program Manager SCP(45%),FGP(55%)	7/1/2015	5.3	7/1/2019	1.3	44,990.40	\$1,874.60	44,990.40	2.50%	\$1,921.47	\$ -	\$1,921.47	46,115.16	
Program Assistant SCP(20%),FGP(40%),RSVP(40%)					0.00	\$0.00		2.50%	\$13.00	\$ -	\$13.00	27,040.00	
RSVP Coordinator - Abilene (32 hours per week)	4/1/2020	0.5	4/1/2020	0.5	0.00	\$16.25	27,040.00	2.50%	\$16.66	\$ -	\$16.66	27,716.00	
RSVP Coordinator - San Angelo	4/1/2020	0.5	4/1/2020	0.5	0.00	\$19.50	40,560.00	2.50%	\$19.99	\$ -	\$19.99	41,574.00	
					111,940.56		185,231.32					216,902.11	104,961.54
					FTE 2							5.00	93.77%
211 I&R Specialist	2/16/2012	8.6	11/16/2019	0.9	28,943.82	\$14.34	29,827.20	2.50%	\$14.70	\$ -	\$14.70	30,572.88	
211 I&R Specialist	2/18/2020	0.6	6/1/2020	0.3	0.00	\$13.00	27,040.00	2.50%	\$13.33	\$ -	\$13.33	27,716.00	
211/ADRC Program Coordinator	10/1/2018	2.0	5/1/2020	0.4	26,780.00	\$15.48	32,198.40	2.50%	\$15.87	\$ -	\$15.87	33,003.36	
					55,723.82		89,065.60					91,292.24	35,568.42
					FTE 2							3.00	63.83%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2020 - 2021

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POSITION	HIRE DATE	Hire Date Tenure	Date in Current Position	Position Tenure	Approved	Revised	Revised	COLA	Rate	Rate	Budget	Budget	Approved Budget
					Budget 2019-2020 Salary	2019-2020 Rate	2019-2020 Salary	2.50%	2020-2021 with COLA	Adjustment	2020-2021 Rate	2020-2021 Salary	FY 19-20 vs Budget FY 20-21
Criminal Justice Instructor	2/2/2015	5.7	2/2/2015	5.7	\$2,605.11	\$2,605.11	62,522.57	2.50%	\$2,670.23	\$ -	\$2,670.23	64,085.63	6,943.44
Public Safety Manager	1/16/2006	14.7	10/1/2019	1.0	53,000.00	\$2,208.33	53,000.00	2.50%	\$2,263.54	\$ -	\$2,263.54	54,325.00	
Public Safety Coordinator	10/21/2019	0.9	10/21/2019	0.9	38,584.62	\$20.00	41,600.00	2.50%	\$20.50	\$ -	\$20.50	42,640.00	
Total Criminal Justice/Homeland Security					154,107.19		157,122.57					161,050.63	6,943.44
					FTE 3							3.00	4.51%
Director of Public Safety	1/1/1990	30.8	10/1/1994	26.0	82,400.16	\$3,433.34	82,400.16	2.50%	\$3,519.17	\$ -	\$3,519.17	84,460.17	
911 Program Manager	5/16/2017	3.4	10/1/2019	1.0	53,000.00	\$2,208.33	53,000.00	2.50%	\$2,263.54	\$ -	\$2,263.54	54,325.00	
911 GIS Specialist	10/28/2019	0.9	10/28/2019	0.9	46,376.72	\$22.30	46,384.00	2.50%	\$22.86	\$ -	\$22.86	47,543.60	
911 GIS Specialist	11/1/2019	0.9	11/1/2019	0.9	46,376.72	\$22.30	46,384.00	2.50%	\$22.86	\$ -	\$22.86	47,543.60	
911 GIS Specialist - County Tech (300 hrs annually)					7,051.17	\$23.50	7,051.17	2.50%	\$24.09	\$ -	\$24.09	7,227.45	
911 GIS Specialist - County Tech (300 hrs annually)	9/1/2009	11.1	9/1/2009	11.1	8,335.86	\$27.79	8,335.86	2.50%	\$28.48	\$ -	\$28.48	8,544.26	
911 Program Manager	12/8/2006	13.8	2/1/2018	2.7	58,401.21	\$2,433.38	58,401.21	2.50%	\$2,494.22	\$ -	\$2,494.22	59,861.24	
911 GIS Specialist - Lead	8/16/2013	7.1	10/1/2019	1.0	52,247.94	\$25.12	52,247.94	2.50%	\$25.75	\$ -	\$25.75	53,534.13	
Total 9-1-1 Communications					354,189.78		354,204.34					363,059.45	8,869.67
					FTE 6.50							6.50	2.50%
General Manager	7/1/2020	0.3	7/1/2020	0.3	68,958.42	\$3,333.33	80,000.00	2.50%	\$3,416.67	\$ -	\$3,416.67	82,000.00	
Assistant General Manager					0.00	\$0.00	50.00	2.50%	\$2,583.33	\$ -	\$2,583.33	62,000.00	
Finance Manager/Program	7/16/2007	13.2	3/1/2017	3.6	53,044.92	\$2,210.20	53,044.92	2.50%	\$2,265.46	\$ -	\$2,265.46	54,371.04	
Research Specialist					0.00	\$0.00	50.00	2.50%	\$1,700.00	\$ -	\$1,700.00	40,800.00	
Regional Coordinator/Grant Writer/Office Administrator	8/12/2019	1.1	8/12/2019	1.1	41,200.08	\$1,716.67	44,200.08	2.50%	\$1,759.59	\$ -	\$1,759.59	42,230.08	
Accounting Technician	10/21/2019	0.9	10/21/2019	0.9	28,943.82	\$13.00	27,040.00	2.50%	\$13.33	\$ -	\$13.33	27,716.00	
Accounting Technician	11/1/2019	0.9	11/1/2019	0.9	27,040.00	\$13.00	27,040.00	2.50%	\$13.33	\$ -	\$13.33	27,716.00	
Cashier - Grayhound Lead	5/1/2019	1.4	5/1/2019	1.4	21,424.00	\$10.30	21,424.00	2.50%	\$10.56	\$ -	\$10.56	21,959.60	
Cashier - Grayhound PT					14,887.99	\$9.50	14,449.50	2.50%	\$9.74	\$ -	\$9.74	14,810.74	
Cashier - Grayhound PT					0.00	\$0.00	50.00	2.50%	\$2,583.33	\$ -	\$2,583.33	62,000.00	
Operations Safety Manager	6/1/2018	2.3	11/16/2019	0.9	51,499.92	\$2,354.17	56,500.00	2.50%	\$2,413.02	\$ -	\$2,413.02	57,912.50	
Safety and Compliance Specialist	5/11/2020	0.4	5/11/2020	0.4	39,364.00	\$16.00	33,280.00	2.50%	\$16.40	\$ -	\$16.40	34,112.00	
Operations Safety Manager	1/4/2016	4.7	11/16/2019	0.9	53,044.92	\$2,416.67	58,000.00	2.50%	\$2,477.08	\$ -	\$2,477.08	59,450.00	
Road Supervisor (Fixed Route)	9/1/2016	4.1	10/1/2017	3.0	42,533.73	\$1,772.24	44,533.73	2.50%	\$1,816.54	\$ -	\$1,816.54	43,597.07	
Road Supervisor (Demand Response)	10/1/2017	3.0	11/1/2019	0.9	42,436.08	\$1,708.33	44,000.00	2.50%	\$1,751.04	\$ -	\$1,751.04	42,025.00	
Road Supervisor (Rural)	6/1/2018	2.3	6/1/2018	2.3	42,436.08	\$1,768.17	44,436.08	2.50%	\$1,812.37	\$ -	\$1,812.37	43,496.98	
Urban Assistant Road Supervisor	9/4/2018	2.1	12/16/2019	0.8	36,956.40	\$18.00	37,440.00	2.50%	\$18.45	\$ -	\$18.45	38,376.00	
Lead Dispatcher	10/21/2006	13.9	2/16/2019	1.6	36,774.40	\$17.68	36,774.40	2.50%	\$18.12	\$ -	\$18.12	37,693.76	
Dispatcher	pending				28,922.40	\$12.00	24,960.00	2.50%	\$12.30	\$ -	\$12.30	25,584.00	
Dispatcher	2/9/2018	2.6	2/9/2018	2.6	29,800.78	\$14.33	29,800.78	2.50%	\$14.69	\$ -	\$14.69	30,545.80	
Dispatcher	7/2/2018	2.2	3/1/2019	1.6	28,922.40	\$13.91	28,922.40	2.50%	\$14.25	\$ -	\$14.25	29,645.46	
Facilities Manager	pending				0.00	\$2,083.33	50,000.00	2.50%	\$2,135.42	\$ -	\$2,135.42	51,250.00	
Maintenance Specialist/Vehicle Technician					38,563.20	\$14.25	29,640.00	2.50%	\$17.00	\$ -	\$17.00	35,360.00	
Maintenance Specialist	1/22/2019	1.7	3/1/2019	1.6	26,780.00	\$12.88	26,780.00	2.50%	\$13.20	\$ -	\$13.20	27,449.50	

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2020	Date In Current Position	Position Tenure 10/1/2020	Approved Budget 2019-2020 Salary	Revised 2019-2020 Rate	Revised 2019-2020 Salary	COLA 2.50%	Rate 2020-2021 with COLA	Rate Adjustment	Budget 2020-2021 Rate	Budget 2020-2021 Salary	Approved Budget FY 19-20 vs Budget FY 20-21	
Route FR 1 Driver					28,349.91	\$ 15.13	\$ 31,470.40	2.50%	\$ 15.51	\$ -	\$ 15.51	\$ 32,257.16		
Route FR 2 Driver (Lead)					28,179.42	\$ 15.19	\$ 31,595.20	2.50%	\$ 15.57	\$ -	\$ 15.57	\$ 32,385.08		
Route FR 3 Driver					27,481.19	\$ 14.66	\$ 30,492.80	2.50%	\$ 15.03	\$ -	\$ 15.03	\$ 31,255.12		
Route FR 4 Driver					28,929.05	\$ 15.44	\$ 32,115.20	2.50%	\$ 15.83	\$ -	\$ 15.83	\$ 32,918.08		
Route FR 5 Driver					26,752.18	\$ 13.50	\$ 28,080.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 28,782.00		
Route FR 6 Driver					25,385.82	\$ 14.56	\$ 30,492.80	2.50%	\$ 15.03	\$ -	\$ 15.03	\$ 31,255.12		
Route FR 7 Driver					27,165.33	\$ 14.90	\$ 30,992.00	2.50%	\$ 15.27	\$ -	\$ 15.27	\$ 31,766.80		
Route FR 8 Driver					26,038.56	\$ 14.28	\$ 29,702.40	2.50%	\$ 14.64	\$ -	\$ 14.64	\$ 30,444.96		
Route FR 9 Driver					27,391.19	\$ 15.46	\$ 32,156.80	2.50%	\$ 15.85	\$ -	\$ 15.85	\$ 32,960.72		
Route FR 10 Driver					26,752.18	\$ 14.67	\$ 30,513.60	2.50%	\$ 15.04	\$ -	\$ 15.04	\$ 31,276.44		
Route FR 11 Driver					25,302.38	\$ 14.28	\$ 29,702.40	2.50%	\$ 14.64	\$ -	\$ 14.64	\$ 30,444.96		
Route FR 12 Driver						\$ 50.00	\$ -	2.50%	\$ -	\$ -	\$ -	\$ 13.50	\$ 28,080.00	
PT-Transportation Driver - FR - 1					16,649.98	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 2					5,051.11	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 3					14,749.12	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 4					13,636.51	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 5					14,749.12	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 6					14,405.02	\$ 14.67	\$ 15,491.52	2.50%	\$ 15.04	\$ -	\$ 15.04	\$ 15,878.81		
PT-Transportation Driver - FR - 7					4,819.50	\$ 13.50	\$ 14,256.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 14,612.40		
PT-Transportation Driver - FR - 8						\$ 50.00	\$ -	2.50%	\$ 13.50	\$ -	\$ 13.50	\$ 14,256.00		
PT-Transportation Driver - FR - 9						\$ 50.00	\$ -	2.50%	\$ 13.50	\$ -	\$ 13.50	\$ 14,256.00		
Route A1 Driver					27,313.18	\$ 12.50	\$ 23,906.25	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 24,503.91		
Route A2 Driver					24,623.44	\$ 12.50	\$ 23,906.25	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 24,503.91		
Route A3 Driver					27,313.18	\$ 14.28	\$ 27,313.18	2.50%	\$ 14.64	\$ -	\$ 14.64	\$ 27,996.01		
Route A4 Driver					28,081.43	\$ 14.68	\$ 28,081.43	2.50%	\$ 15.05	\$ -	\$ 15.05	\$ 28,783.46		
Route A5 Driver					25,332.59	\$ 13.25	\$ 25,332.59	2.50%	\$ 13.58	\$ -	\$ 13.58	\$ 25,965.91		
Route A6 Driver (Lead)					28,046.67	\$ 14.78	\$ 28,266.75	2.50%	\$ 15.15	\$ -	\$ 15.15	\$ 28,973.42		
Route A7 Driver					26,368.93	\$ 12.88	\$ 24,623.44	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 25,239.02		
Route A8 Driver					34,236.43	\$ 17.90	\$ 34,236.43	2.50%	\$ 18.35	\$ -	\$ 18.35	\$ 35,092.34		
Route A9 Driver					25,332.59	\$ 12.50	\$ 23,906.25	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 24,503.91		
Route A10 Driver					26,848.08	\$ 13.85	\$ 26,848.08	2.50%	\$ 14.20	\$ -	\$ 14.20	\$ 27,519.29		
Route A12 Driver					27,227.35	\$ 14.05	\$ 27,227.35	2.50%	\$ 14.40	\$ -	\$ 14.40	\$ 27,908.03		
Route TG-1 Driver					24,623.44	\$ 13.50	\$ 25,818.75	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 26,464.22		
Route TG-19 Driver					28,495.10	\$ 14.90	\$ 28,495.10	2.50%	\$ 15.27	\$ -	\$ 15.27	\$ 29,207.48		
PT-Transportation Driver - ADA - 1					11,819.25	\$ 12.50	\$ 7,500.00	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 7,687.50		
PT-Transportation Driver - ADA - 2					11,819.25	\$ 12.50	\$ 7,500.00	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 7,687.50		
PT-Transportation Driver - ADA - 3					12,159.64	\$ 13.50	\$ 8,100.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 8,302.50		
PT-Transportation Driver - ADA - 4					11,819.25	\$ 12.50	\$ 7,500.00	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 7,687.50		
PT-Transportation Driver - ADA - 5					11,819.25	\$ 12.50	\$ 7,500.00	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 7,687.50		
PT-Transportation Driver - ADA - 6					11,819.25	\$ 12.88	\$ 7,725.00	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 7,918.13		
PT-Transportation Driver-Coke County/Bronte					13,132.50	\$ 12.88	\$ 13,132.50	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 13,460.81		
PT-Transportation Driver-Kimble County					13,132.50	\$ 12.50	\$ 12,500.00	2.50%	\$ 12.81	\$ -	\$ 12.81	\$ 12,812.50		
Transportation Driver-Coke County/Robert Lee					28,240.13	\$ 13.84	\$ 28,240.13	2.50%	\$ 14.19	\$ -	\$ 14.19	\$ 28,946.13		
Transportation Driver-Concho County					28,240.13	\$ 13.84	\$ 28,240.13	2.50%	\$ 14.19	\$ -	\$ 14.19	\$ 28,946.13		
Transportation Driver-Crockett County					33,556.16	\$ 16.45	\$ 33,556.16	2.50%	\$ 16.86	\$ -	\$ 16.86	\$ 34,395.07		
Transportation Driver-Crockett County					27,021.43	\$ 13.25	\$ 27,021.43	2.50%	\$ 13.58	\$ -	\$ 13.58	\$ 27,696.97		
Transportation Driver-Kimble County					27,315.60	\$ 13.50	\$ 27,540.00	2.50%	\$ 13.84	\$ -	\$ 13.84	\$ 28,228.50		
Transportation Driver-McCulloch County (Lead)					31,508.41	\$ 15.45	\$ 31,508.41	2.50%	\$ 15.83	\$ -	\$ 15.83	\$ 32,296.12		
Transportation Driver-McCulloch County					30,089.18	\$ 12.88	\$ 26,265.00	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 26,921.63		
Transportation Driver-McCulloch County					28,240.13	\$ 12.88	\$ 26,265.00	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 26,921.63		
Transportation Driver-Menard County					30,394.78	\$ 14.90	\$ 30,394.78	2.50%	\$ 15.27	\$ -	\$ 15.27	\$ 31,154.65		
Transportation Driver-Realan County					43,200.67	\$ 21.68	\$ 44,220.67	2.50%	\$ 22.22	\$ -	\$ 22.22	\$ 45,376.19		
Transportation Driver-Realan County					26,265.00	\$ 12.88	\$ 26,265.00	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 26,921.63		
Transportation Driver-Schleicher					32,001.28	\$ 15.69	\$ 32,001.28	2.50%	\$ 16.08	\$ -	\$ 16.08	\$ 32,801.91		
Transportation Driver-Sutton County (Lead)					31,025.14	\$ 15.21	\$ 31,025.14	2.50%	\$ 15.59	\$ -	\$ 15.59	\$ 31,800.76		
Transportation Driver-Sutton County					26,265.00	\$ 12.88	\$ 26,265.00	2.50%	\$ 13.20	\$ -	\$ 13.20	\$ 26,921.63		
Part-Time Transp Sterline County Driver DR (1560 hrs)					15,197.39	\$ 14.90	\$ 15,197.39	2.50%	\$ 15.27	\$ -	\$ 15.27	\$ 15,577.32		
PT-Transportation Driver-Rural					3,514.26	\$ 13.78	\$ 3,514.26	2.50%	\$ 14.13	\$ -	\$ 14.13	\$ 3,602.11		
PT-Transportation Driver-Rural						\$ 50.00	\$ -	2.50%	\$ -	\$ -	\$ -	\$ 13.50	\$ 28,080.00	
Total Transportation					<b>2,055,170.16</b>		<b>2,097,546.13</b>				<b># FTE's</b>	<b>2,314,355.78</b>	<b>259,185.62</b>	
												<b>69</b>	<b>12.61%</b>	







# FRINGE BENEFITS

- Multi Year Fringe Benefit Comparison
- FY 20-21 Vacation Liability Accrual Rate of 7.42%
- Fringe Benefit Schedule Proposing
  - 8% increase in Health
  - 5% increase in Dental
  - State Unemployment Tax (SUTA) rate of 1.6%
  - TCDRS Pension rate of 11.5%
  - Worker's Compensation rates of:
    - Clerical 0.0020336
    - Teacher 0.005208
    - Cooks 0.0237584
    - Building Operations 0.0273792
    - Transit Authority 0.0478396

## Fringe Benefit Review

- FY 20-21 Vacation Liability accrual is set at 7.42% of total Salaries of eligible employees. This percentage will be sufficient to reserve vacation funds earned in FY 20-21.
- We are projecting an 8% increase in Health and 5% increase in Dental. We will not actually know the rates until sometime in August. In May 2020, our Medical and Pharmacy Loss Ratio was at 67.8%. We are no longer grandfathered so we are prepared to shop.
- In 2020, the State Unemployment Tax rate (SUTA) went from .01% to 1.6%. We are reflecting the 1.6%, but with the current COVID event, we are uncertain what Texas will experience in overall unemployment.
- TCDRS Pension rate was kept at 11.5%. The required rate is 10%. Due to COVID and the decline in the investment market, TCDRS has stated that we can expect an increase to the rates in future years. We are proposing to keep paying a higher than required rate to address the uncertainty and to contribute to our unfunded liability. As of December 2019, the unfunded liability was \$331,817, with a funded ratio of 97.1%.
- Texas Municipal League Insurance (TML) provided the following worker's compensation rates for FY 20-21. TML did increase their rates; however, in the FY 19-20 budget we reflected a higher increase in the rates than what transpired so when comparing FY 19-20 to FY 20-21, the rates are showing a slight decrease.

	FY 19-20	vs	FY 20-21
Clerical	0.002268		0.002034
Teachers	0.005292		0.005208
Cooks	0.024142		0.023758
Transit	0.048585		0.047840
Building	0.027821		0.027379

All benefits, with the projected changes, result in a Fringe Benefit percentage of 48.64% total Salaries. In previous years we have been as high as 60.57%.

CONCHO VALLEY COUNCIL OF GOVERNMENTS  
 Fringe Benefit Comparison

	<u>FY 14-15 YTD</u>	<u>FY 15-16 YTD</u>	<u>FY 16-17 YTD</u>	<u>FY 17-18 YTD</u>	<u>FY 18-19 YTD</u>	<u>FY 19-20 YTD</u>	<u>FY 20-21 YTD</u>
	<u>Budget</u>	<u>Budget</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>	<u>Budget **</u>
Vacation Leave, with associated payroll costs (see Schedule E)			206,142	248,376	277,053	304,550	344,924
Less Excess General Fund Allocation			-	-	-	-	-
<b>Total Vacation Leave Expense</b>			<u>206,142</u>	<u>248,376</u>	<u>277,053</u>	<u>304,550</u>	<u>344,924</u>
<b>Direct Salaries/Wages eligible for Vacation</b>			<b>3,500,912</b>	<b>3,429,551</b>	<b>3,704,997</b>	<b>4,145,126</b>	<b>4,645,627</b>
<b>Vacation % of Direct Salaries/Wages eligible for Vacation</b>			<b>5.89%</b>	<b>7.24%</b>	<b>7.48%</b>	<b>7.35%</b>	<b>7.42%</b>

\*\*Note: Beginning in FY 16-17 all Leave time, with the exception of Vacation Leave, is billed directly to the grants associated with the employee so no longer flows through Fringe Pool.

When and if all Fringe Benefits flowed through Fringe Pool:							
<b>Total Direct Salaries/Wages</b>	3,774,751	3,958,942	4,366,363	3,928,259	4,371,244	7,281,909	7,818,013
<b>Total Fringe Benefits</b>	<u>2,286,496</u>	<u>2,366,185</u>	<u>2,350,196</u>	<u>1,902,786</u>	<u>2,178,137</u>	<u>3,419,561</u>	<u>3,802,972</u>
<b>Fringe Benefit % of Direct Salaries/Wages</b>	<b>60.57%</b>	<b>59.77%</b>	<b>53.83%</b>	<b>48.44%</b>	<b>49.83%</b>	<b>46.96%</b>	<b>48.64%</b>

**CONCHO VALLEY COUNCIL OF GOVERNMENTS  
VACATION LEAVE RATE FY 2020 - 2021**

**Basis for Vacation Leave calculation: Gross Salaries on employees eligible for Vacation x's Fringe Benefit Rate**  
 Gross Salaries on employees eligible for Vacation Leave Time 4,645,627

**Discretionary Personnel Costs:  
Vacation Leave Time**

Vacation 10-15 days, excluding Head Start Site Centers and staff working less than 30 hours per pay period  
**Total Vacation Leave Time** 244,507

**Associated Benefits on Vacation Leave Time**

Health Insurance 57,243  
 Dental Insurance 2,296  
 Life Ins, AD&D & Disability 2,599  
**Total Associated Benefits on Vacation Leave** 62,137

**Total Discretionary Costs** 306,644  
**Discretionary Percentage on Chargeable Time** 6.60%

**Non-Discretionary Personnel Costs on Vacation Leave Time:**

Worker's Compensation 4,308  
 State Unemployment Tax 979  
 Medicare Payroll Tax 3,694  
 Pension Plan (In Lieu of Social Security) 29,299  
**Total Non-Discretionary Costs** 38,280

**Non-Discretionary Percentage on Chargeable Time** 0.82%

**Total Vacation Leave Costs** 344,924  
**Rate used for Employees Eligible for Vacation Leave** 7.42%

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2020 - September 30, 2021

POSITION	Hire Date	High Deductible Plan			Increase per Insurance Agent		0.00%			Workers Comp	Jan-Sept 2021 TCDRS 0.1150 Pension Plan	Oct-Dec 2020 TCDRS 0.1150 Pension Plan
		TOTAL DIRECT	Leave Time	TOTAL Salary	New Rate		Life Program	First \$9,000 0.0160 SUTA	0.0145 Medicare			
					\$ 8.00%	\$ 5.00%						
Executive Director	2/1/2014	122,693	6,458	129,150	9,955	389	1,373	144	1,873	263	11,139	3,713
Director of Finance	3/19/2007	90,540	4,765	95,305	9,955	389	1,013	144	1,382	194	8,220	2,740
Finance Manager		43,819	2,306	46,125	9,955	389	490	144	669	94	3,978	1,326
Finance Manager	10/28/2019	43,819	2,306	46,125	9,955	389	490	144	669	94	3,978	1,326
Records Retention Officer/Accounting Tech	5/18/2011	32,666	1,719	34,385	9,955	389	366	144	499	70	2,966	989
Full-Time Receptionist/Administrative Assistant	10/28/2013	25,764	1,356	27,120	9,955	389	288	144	393	55	2,339	780
		359,299	18,910	378,210	59,731	2,335	4,020	864	5,484	769	32,621	10,874
Director of Human Resources	5/1/2015	74,271	3,909	78,180	9,955	389	831	144	1,134	159	6,743	2,248
PT Admin Assistant (1521 hr)	10/19/00	19,013	0	19,013	0	0	0	144	276	39	1,640	547
Human Resource Assistant II	9/16/2019	33,176	1,746	34,922	9,955	389	371	144	506	71	3,012	1,004
Administrative Assistant	6/1/2020	25,318	1,333	26,650	9,955	389	283	144	386	54	2,299	766
		151,777	6,988	158,764	29,866	1,167	1,486	576	2,302	323	13,693	4,564
Procurement Compliance/Contract/Open Records Officer	6/25/2018	48,812	2,569	51,381	9,955	389	546	144	745	104	4,432	1,477
Procurement Supervisor	9/1/2016	35,792	1,884	37,676	9,955	389	400	144	546	77	3,250	1,083
Procurement Clerk	10/28/2019	25,318	1,333	26,650	9,955	389	283	144	386	54	2,299	766
Procurement Clerk	10/28/2019	25,318	1,333	26,650	9,955	389	283	144	386	54	2,299	766
Procurement Clerk	10/8/2019	25,318	1,333	26,650	9,955	389	283	144	386	54	2,299	766
		160,556	8,450	169,006	49,776	1,945	1,797	720	2,451	344	14,577	4,859
Custodian	10/2/2017	23,636	1,244	24,880	9,955	389	264	144	361	681	2,146	715
		23,636	1,244	24,880	9,955	389	264	144	361	681	2,146	715
Director of Information Technology	8/19/2019	70,734	3,723	74,457	9,955	389	791	144	1,080	151	6,422	2,141
Computer Operating Specialist/Networking	11/1/2019	36,457	1,919	38,376	9,955	389	408	144	556	78	3,310	1,103
System Support Tech	1/01/00	27,664	1,456	29,120	9,955	389	310	144	423	59	2,512	837
Programmer/IT Auditor	6/1/2018	46,584	2,452	49,036	9,955	389	521	144	711	100	4,229	1,410
		181,439	9,549	190,989	39,821	1,556	2,030	576	2,769	388	16,473	5,491
Addressing Billing GIS Specialist	8/20/2018	45,159	2,377	47,536	9,955	389	505	144	689	97	4,100	1,367
Director of CVEDD	6/8/2018	58,425	3,075	61,500	9,955	389	654	144	892	125	5,304	1,768
Grant Writer	1/01/00	34,087	1,794	35,882	9,955	389	381	144	520	73	3,095	1,032
Revolving Loan Lender	1/01/00	38,948	2,050	40,998	9,955	389	436	144	594	83	3,536	1,179
Director of Solid Waste/Revolving Loan Officer	8/17/1998	65,193	3,431	68,624	9,955	389	729	144	995	140	5,919	1,973
		241,813	12,727	254,540	49,776	1,945	2,706	720	3,691	518	21,954	7,318
Director of Area Agency on Aging	10/25/2005	87,057	4,582	91,639	9,955	389	974	144	1,329	186	7,904	2,635
AAA Assistant	11/1/2019	26,330	1,386	27,716	9,955	389	295	144	402	56	2,391	797
PT Ombudsman (1521 hr)	3/9/2020	20,844	0	20,844	0	0	0	144	302	42	1,798	599
AAA Coordinator	11/1/2017	34,234	1,802	36,036	9,955	389	383	144	523	73	3,108	1,036
AAA Coordinator II	6/22/2020	34,553	1,819	36,372	9,955	389	387	144	527	74	3,137	1,046
Benefits Counselor	12/1/2018	32,294	1,700	33,993	9,955	389	361	144	493	69	2,932	977
AAA Manager	6/1/2015	45,772	2,409	48,181	9,955	389	512	144	699	98	4,156	1,385
AAA Coordinator	2/3/2014	39,116	2,059	41,174	9,955	389	438	144	597	84	3,551	1,184
Managing Local Ombudsman	1/20/2014	42,319	2,227	44,547	9,955	389	474	144	646	91	3,842	1,281
		362,520	17,983	380,503	79,642	3,113	3,823	1,296	5,517	774	32,818	10,939
ADRC Housing Navigator/Program Coordinator		33,592	1,768	35,360	9,955	389	376	144	513	72	3,050	1,017
ADRC/211 Program Coordinator	3/1/2019	31,353	1,650	33,003	9,955	389	351	144	479	67	2,847	949
		64,945	3,418	68,363	19,910	778	727	288	991	139	5,896	1,965
Director of Senior Volunteer Services SCP(20%), FGP(40%), RSVP(40%)	10/24/2013	70,734	3,723	74,457	9,955	389	791	144	1,080	151	6,422	2,141
Program Manager SCP(45%), FGP(55%)	7/1/2015	43,809	2,306	46,115	9,955	389	490	144	669	94	3,977	1,326
Program Assistant SCP(20%), FGP(40%), RSVP(40%)	1/01/00	25,688	1,352	27,040	9,955	389	287	144	392	55	2,332	777
RSVP Coordinator - Abilene (32 hours per week)	4/1/2020	26,330	1,386	27,716	9,955	389	295	144	402	56	2,391	797
RSVP Coordinator - San Angelo	4/1/2020	39,495	2,079	41,574	9,955	389	442	144	603	85	3,586	1,195
		206,057	10,845	216,902	19,910	1,556	2,306	720	3,145	441	18,708	6,236
211 I&R Specialist	2/16/2012	29,044	1,529	30,573	9,955	389	325	144	443	62	2,637	879
211 I&R Specialist	2/18/2020	26,330	1,386	27,716	9,955	389	295	144	402	56	2,391	797
211/ADRC Program Coordinator	10/1/2018	31,353	1,650	33,003	9,955	389	351	144	479	67	2,847	949
		86,728	4,565	91,292	29,866	1,167	970	432	1,324	186	7,874	2,625

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2020 - September 30, 2021

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductable Plan	\$ 9,217.80	\$ 370.56	0.00%			Jan-Sept 2021	Oct-Dec 2020	
					Increase per Insurance Agent	8.00%	5.00%	0.00%	First \$9,000	0.0145	Workers	Jan-Sept 2021	Oct-Dec 2020
					New Rate	Health Program	Dental Program	Life Program	SUTA	Medicare	Comp	TCDRS 0.1150 Pension Plan	TCDRS 0.1150 Pension Plan
Criminal Justice Instructor	2/2/2015	60,881	3,204	64,086	9,955	389	681	144	929	130	5,527	1,842	
Public Safety Manager	1/16/2006	51,609	2,716	54,325	9,955	389	577	144	788	110	4,686	1,562	
Public Safety Coordinator	10/21/2019	40,508	2,132	42,640	9,955	389	453	144	618	87	3,678	1,226	
		152,998	8,053	161,051	29,866	1,167	1,712	432	2,335	328	13,891	4,630	
Director of Public Safety	1/1/1990	80,237	4,223	84,460	9,955	389	898	144	1,225	172	7,285	2,428	
911 Program Manager	5/16/2017	51,609	2,716	54,325	9,955	389	577	144	788	110	4,686	1,562	
911 GIS Specialist	10/28/2019	45,166	2,377	47,544	9,955	389	505	144	689	97	4,101	1,367	
911 GIS Specialist	11/1/2019	45,166	2,377	47,544	9,955	389	505	144	689	97	4,101	1,367	
911 GIS Specialist - County Tech (300 hrs annually)		7,227	0	7,227	0	0	0	116	105	15	623	208	
911 GIS Specialist - County Tech (300 hrs annually)	9/1/2009	8,544	0	8,544	0	0	0	137	124	17	737	246	
911 Program Manager	12/8/2006	56,868	2,993	59,861	9,955	389	636	144	868	122	5,163	1,721	
911 GIS Specialist - Lead	8/16/2013	50,876	2,678	53,554	9,955	389	569	144	777	109	4,619	1,540	
		345,695	17,364	363,059	49,776	2,335	3,692	1,116	5,264	738	31,314	10,438	
General Manager	7/1/2020	77,900	4,100	82,000	9,955	389	872	144	1,189	167	7,073	2,358	
Assistant General Manager	1/0/1900	58,900	3,100	62,000	9,955	389	659	144	899	126	5,348	1,783	
Finance Manager/Program	7/16/2007	51,652	2,719	54,371	9,955	389	578	144	788	111	4,690	1,563	
Research Specialist	1/0/1900	38,760	2,040	40,800	9,955	389	434	144	592	83	3,519	1,173	
Regional Coordinator/Grant Writer/Office Administrator	8/12/2019	40,119	2,112	42,230	9,955	389	449	144	612	86	3,642	1,214	
Accounting Technician	10/21/2019	26,330	1,386	27,716	9,955	389	295	144	402	56	2,391	797	
Cashier - Greyhound Lead	11/1/2019	26,330	1,386	27,716	9,955	389	295	144	402	56	2,391	797	
Cashier - Greyhound PT	5/1/2019	20,862	1,098	21,960	9,955	389	233	144	318	45	1,894	631	
Cashier - Greyhound PT		14,811	0	14,811	0	0	0	144	215	30	1,277	426	
Operations Safety Manager	6/1/2018	55,017	2,896	57,913	9,955	389	616	144	840	118	4,995	1,665	
Safety and Compliance Specialist	5/11/2020	32,406	1,706	34,112	9,955	389	363	144	495	69	2,842	981	
Operations Safety Manager	1/4/2016	56,478	2,973	59,450	9,955	389	632	144	862	2,844	5,128	1,709	
Road Supervisor (Fixed Route)	9/1/2016	41,417	2,180	43,597	9,955	389	463	144	632	2,086	3,760	1,253	
Road Supervisor (Demand Response)	10/1/2017	39,924	2,101	42,025	9,955	389	447	144	609	2,010	3,625	1,208	
Road Supervisor (Rural)	6/1/2018	41,322	2,175	43,497	9,955	389	462	144	631	2,081	3,752	1,251	
Urban Assistant Road Supervisor	9/4/2018	36,457	1,919	38,376	9,955	389	408	144	556	1,836	3,310	1,103	
Lead Dispatcher	10/21/2006	35,809	1,885	37,694	9,955	389	401	144	547	77	3,251	1,084	
Dispatcher	pending	24,305	1,279	25,584	9,955	389	272	144	371	52	2,207	736	
Dispatcher	2/9/2018	29,019	1,527	30,546	9,955	389	325	144	443	62	2,635	878	
Dispatcher	7/2/2018	28,163	1,482	29,645	9,955	389	315	144	430	60	2,557	852	
Facilities Manager	pending	48,688	2,563	51,250	9,955	389	545	144	743	1,403	4,420	1,473	
Maintenance Specialist/Vehicle Technician		33,592	1,768	35,360	9,955	389	376	144	513	968	3,050	1,017	
Maintenance Specialist	1/22/2019	26,077	1,372	27,450	9,955	389	292	144	398	752	2,368	789	
Route FR 1 Driver		30,644	1,613	32,257	9,955	389	343	144	468	1,543	2,782	927	
Route FR 2 Driver (Lead)		30,766	1,619	32,385	9,955	389	344	144	470	1,549	2,793	931	
Route FR 3 Driver		29,692	1,563	31,255	9,955	389	332	144	453	1,495	2,696	899	
Route FR 4 Driver		31,272	1,646	32,918	9,955	389	350	144	477	1,575	2,839	946	
Route FR 5 Driver		27,343	1,439	28,782	9,955	389	306	144	417	1,377	2,482	827	

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS  
October 1, 2020 - September 30, 2021

POSITION	Hire Date	TOTAL		TOTAL Salary	High Deductable Plan				0.0160 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2021 TCDRS 0.1150 Pension Plan	Oct-Dec 2020 TCDRS 0.1150 Pension Plan	
		DIRECT	Leave/Time		Increase per Insured Agent New Rate		Life Program	Dental Program						Health Program
					\$ 8.00%	\$ 5.00%								
Route FR 6 Driver		29,692	1,563	31,255	9,955	389	332	144	453	1,495	2,696	899		
Route FR 7 Driver		30,178	1,588	31,767	9,955	389	338	144	461	1,520	2,740	913		
Route FR 8 Driver		28,923	1,522	30,445	9,955	389	324	144	441	1,456	2,626	875		
Route FR 9 Driver		31,313	1,648	32,961	9,955	389	350	144	478	1,577	2,843	948		
Route FR 10 Driver		29,713	1,564	31,276	9,955	389	332	144	454	1,496	2,698	899		
Route FR 11 Driver		28,923	1,522	30,445	9,955	389	324	144	441	1,456	2,626	875		
Route FR 12 Driver		26,676	1,404	28,080	9,955	389	298	144	407	1,370	2,422	807		
PT-Transportation Driver - FR - 1		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 2		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 3		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 4		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 5		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 6		15,879	0	15,879	0	0	0	144	230	760	1,370	457		
PT-Transportation Driver - FR - 7		14,612	0	14,612	0	0	0	144	212	699	1,260	420		
PT-Transportation Driver - FR - 8		14,256	0	14,256	0	0	0	144	207	682	1,230	410		
PT-Transportation Driver - FR - 9		14,256	0	14,256	0	0	0	144	207	682	1,230	410		
Route A1 Driver		23,279	1,225	24,504	9,955	389	260	144	355	1,172	2,113	704		
Route A2 Driver		23,279	1,225	24,504	9,955	389	260	144	355	1,172	2,113	704		
Route A3 Driver		26,596	1,400	27,996	9,955	389	298	144	406	1,339	2,415	805		
Route A4 Driver		27,344	1,439	28,783	9,955	389	306	144	417	1,377	2,483	828		
Route A5 Driver		24,668	1,298	25,966	9,955	389	276	144	377	1,242	2,240	747		
Route A6 Driver (Lead)		27,525	1,449	28,973	9,955	389	308	144	420	1,386	2,499	833		
Route A7 Driver		23,977	1,262	25,239	9,955	389	268	144	366	1,207	2,177	726		
Route A8 Driver		33,338	1,755	35,092	9,955	389	373	144	509	1,679	3,027	1,009		
Route A9 Driver		23,279	1,225	24,504	9,955	389	260	144	355	1,172	2,113	704		
Route A10 Driver		26,143	1,376	27,519	9,955	389	293	144	399	1,317	2,374	791		
Route A12 Driver		26,513	1,395	27,908	9,955	389	297	144	405	1,335	2,407	802		
Route TG-1 Driver		25,141	1,323	26,464	9,955	389	281	144	384	1,266	2,283	761		
Route TG-19 Driver		27,747	1,460	29,207	9,955	389	310	144	424	1,397	2,519	840		
PT-Transportation Driver - ADA - 1		7,688	0	7,688	0	0	0	144	111	368	663	221		
PT-Transportation Driver - ADA - 2		7,688	0	7,688	0	0	0	144	111	368	663	221		
PT-Transportation Driver - ADA - 3		8,303	0	8,303	0	0	0	144	120	397	716	239		
PT-Transportation Driver - ADA - 4		7,688	0	7,688	0	0	0	144	111	368	663	221		
PT-Transportation Driver - ADA - 5		7,688	0	7,688	0	0	0	144	111	368	663	221		
PT-Transportation Driver - ADA - 6		7,918	0	7,918	0	0	0	144	115	379	683	228		
PT-Transportation Driver-Coke County/Bronx		13,461	0	13,461	0	0	0	144	195	644	1,161	387		
PT-Transportation Driver-Kimble County		12,813	0	12,813	0	0	0	144	186	613	1,105	368		
Transportation Driver-Coke County/Robert Lee		27,499	1,447	28,946	9,955	389	308	144	420	1,385	2,497	832		
Transportation Driver-Cochos County		27,499	1,447	28,946	9,955	389	308	144	420	1,385	2,497	832		
Transportation Driver-Crockett County		32,675	1,720	34,395	9,955	389	366	144	499	1,645	2,967	989		
Transportation Driver-Crockett County		26,312	1,385	27,697	9,955	389	294	144	402	1,325	2,389	796		
Transportation Driver-Kimble County		26,817	1,411	28,229	9,955	389	300	144	409	1,350	2,435	812		
Transportation Driver-McCulloch County (Lead)		30,681	1,615	32,296	9,955	389	343	144	468	1,545	2,786	929		
Transportation Driver-McCulloch County		25,576	1,346	26,922	9,955	389	286	144	390	1,288	2,322	774		
Transportation Driver-McCulloch County		25,576	1,346	26,922	9,955	389	286	144	390	1,288	2,322	774		
Transportation Driver-Menard County		29,597	1,558	31,155	9,955	389	331	144	452	1,490	2,687	896		
Transportation Driver-Regan County		43,060	2,266	45,326	9,955	389	482	144	657	2,168	3,909	1,303		
Transportation Driver-Regan County		25,576	1,346	26,922	9,955	389	286	144	390	1,288	2,322	774		
Transportation Driver-Schleicher		31,161	1,640	32,801	9,955	389	349	144	476	1,569	2,829	943		
Transportation Driver-Sutton County (Lead)		30,211	1,590	31,801	9,955	389	338	144	461	1,521	2,743	914		
Transportation Driver-Sutton County		25,576	1,346	26,922	9,955	389	286	144	390	1,288	2,322	774		
Part-Time Transp Sterling County Driver DR (1560 hrs)		15,577	0	15,577	0	0	0	249	226	745	1,344	448		
PT-Transportation Driver-Rural		3,602	0	3,602	0	0	0	58	52	172	311	104		
Site Seasonal-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0		
Site Seasonal-Transportation Driver		0	0	0	0	0	0	0	0	0	0	0		
		2,210,603	103,753	2,314,356	607,269	23,734	22,058	11,827	33,558	80,756	199,613	66,538		
Head Start Director/Nutrition Manager		76,000	4,000	80,000	9,955	389	850	144	1,160	163	6,900	2,300		
Head Start Assistance Director	10/1/2019	0	0	0	0	0	0	0	0	0	0	0		
HS Education Manager/Coach/Class/Disability	7/27/2004	62,322	3,280	65,602	9,955	389	697	144	951	133	5,558	1,886		
Mental Health/Health Manager and Pregnant Women	7/31/2019	51,243	2,697	53,940	9,955	389	573	144	782	110	4,652	1,551		
FAMCO/Policy Council/Manager and Pregnant Women	7/8/2019	51,243	2,697	53,940	9,955	389	573	144	782	110	4,652	1,551		
ERSEA/Facilities Manager/Transition/Class	8/1/2005	53,552	2,819	56,370	9,955	389	599	144	817	115	4,862	1,621		
Compliance/Class/Insr/Nutrition Specialist	7/17/2006	46,888	2,468	49,356	9,955	389	525	144	716	100	4,257	1,419		
EHS Education Manager/Coach/Class/Insr	7/8/2019	51,243	2,697	53,940	9,955	389	573	144	782	110	4,652	1,551		
Center Director/FSW - Menard	8/9/2004	37,715	0	37,715	9,955	389	401	144	547	196	3,253	1,084		
Teacher - Menard	8/9/2004	33,003	0	33,003	9,955	389	351	144	479	172	2,847	949		
Teacher Assit - Menard	7/6/2018	20,361	0	20,361	9,955	389	216	144	295	106	1,756	585		
Cook/Custodian - Menard	8/23/2012	21,149	0	21,149	9,955	389	225	144	307	502	1,824	608		
Head Start Universal Substitutes - Menard		1,003	0	1,003	0	0	0	16	15	5	87	29		
Center Director/FSW - Christoval	8/20/2007	41,148	0	41,148	9,955	389	437	144	597	214	3,549	1,183		
Teacher Assit - Christoval	8/7/2017	23,303	0	23,303	9,955	389	248	144	338	121	2,010	670		
Head Start Universal Substitutes - Christoval		1,003	0	1,003	0	0	0	16	15	5	87	29		
Center Director/FSW - Eldorado	10/9/2018	35,221	0	35,221	9,955	389	374	144	511	183	3,038	1,013		
Teacher Assit - Eldorado	9/16/2019	22,663	0	22,663	9,955	389	241	144	329	118	1,955	652		
Cook/Custodian - Eldorado	8/7/2018	20,361	0	20,361	9,955	389	216	144	295	106	1,756	585		

CONCHO VALLEY COUNCIL OF GOVERNMENTS

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October 1, 2020 - September 30, 2021

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductible Plan		0.00%		First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2021 TCDRS		Oct-Dec 2020 TCDRS	
					8.00%	5.00%	0.00%	0.0160				0.1150	0.1150		
														Increase per Insurance Agent	New Rate
Head Start Universal Substitutes - Eldorado	9/16/2019	1,003	0	1,003	0	0	0	16	15	5	87	29			
Center Director/FSW - Junction		40,657	0	40,657	9,955	389	432	144	590	212	3,507	1,169			
Teacher Assist - Junction	10/4/2004	24,028	0	24,028	9,955	389	255	144	348	125	2,072	691			
Teacher Assist - Junction	7/31/2019	20,979	0	20,979	9,955	389	223	144	304	109	1,809	603			
PT Teacher Assist - Junction	12/2/2019	12,392	0	12,392	0	0	0	144	180	65	1,069	356			
Cook/Custodian - Junction	2/14/2019	19,764	0	19,764	9,955	389	210	144	287	470	1,705	568			
Head Start Universal Substitutes - Junction	10/7/2019	1,003	0	1,003	0	0	0	16	15	5	87	29			
Head Start Universal Substitutes - Junction	2/14/2019	1,003	0	1,003	0	0	0	16	15	5	87	29			
Center Director/FSW - Ozona	10/3/2005	36,905	0	36,905	9,955	389	392	144	535	192	3,183	1,061			
Teacher - Ozona	3/16/2007	25,627	0	25,627	9,955	389	272	144	372	133	2,210	737			
Teacher Assist - Ozona	12/16/2014	21,810	0	21,810	9,955	389	232	144	316	114	1,881	627			
Cook/Custodian - Ozona	8/10/2017	20,979	0	20,979	9,955	389	223	144	304	498	1,809	603			
Head Start Universal Substitutes - Ozona	pending	1,003	0	1,003	0	0	0	16	15	5	87	29			
Center Director/FSW - Eden	8/9/2004	36,905	0	36,905	9,955	389	392	144	535	192	3,183	1,061			
Teacher - Eden	7/24/2019	25,904	0	25,904	9,955	389	275	144	376	135	2,234	745			
Teacher Assist - Eden	8/16/2019	20,979	0	20,979	9,955	389	223	144	348	109	1,809	603			
Cook/Custodian - Eden	8/1/2019	20,816	0	20,816	9,955	389	219	144	299	490	1,778	593			
Head Start Universal Substitutes - Eden	10/10/2017	1,003	0	1,003	0	0	0	16	15	5	87	29			
Center Director - Blackshear	7/17/2006	39,826	0	39,826	9,955	389	423	144	577	207	3,435	1,145			
Head Start Teacher - Blackshear Room #1	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Blackshear Room #1	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Blackshear #2	7/31/2019	27,972	0	27,972	9,955	389	297	144	406	146	2,413	804			
Head Start Teacher Assistant - Blackshear Room #2	9/1/2018	23,729	0	23,729	9,955	389	252	144	344	124	2,047	682			
Head Start Teacher - Blackshear Room #3	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Blackshear Room #3	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Blackshear Room #5	pending	24,960	0	24,960	9,955	389	265	144	362	130	2,153	718			
Head Start Teacher Assistant - Blackshear Room #5	10/23/2006	25,840	0	25,840	9,955	389	275	144	375	135	2,229	743			
Head Start Teacher - Blackshear Room #6	10/28/2019	29,784	0	29,784	9,955	389	317	144	432	155	2,569	856			
Head Start Teacher Assistant - Blackshear Room #6	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Blackshear Room #7	pending	31,200	0	31,200	9,955	389	332	144	452	162	2,691	897			
Head Start Teacher Assistant - Blackshear Room #7	8/26/2019	23,729	0	23,729	9,955	389	252	144	344	124	2,047	682			
Head Start Teacher - Blackshear Room #4	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Blackshear Room #4	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Family Service Worker - Blackshear	7/18/2013	35,221	0	35,221	9,955	389	374	144	511	72	3,038	1,013			
Family Service Worker - Blackshear	7/31/2019	35,221	0	35,221	9,955	389	374	144	511	72	3,038	1,013			
Receptionist - Blackshear	pending	24,390	0	24,390	9,955	389	259	144	354	50	2,104	701			
Head Start Cook - Blackshear	7/31/2019	22,834	0	22,834	9,955	389	243	144	331	542	1,969	656			
Head Start Cook - Blackshear	7/31/2019	22,834	0	22,834	9,955	389	243	144	331	542	1,969	656			
Head Start Custodian - Blackshear	7/31/2019	20,830	0	20,830	9,955	389	221	144	302	570	1,797	599			
Center Director - Day	7/15/2019	36,756	0	36,756	9,955	389	391	144	533	191	3,170	1,057			
Head Start Teacher - Day Room #1	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Day Room #1	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Day Room #2	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Day Room #2	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Day Room #3	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Day Room #3	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			
Head Start Teacher - Day Room #4	7/30/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Day Room #4	8/30/2019	21,840	0	21,840	9,955	389	232	144	317	114	1,884	628			
Head Start Teacher - Day Room #10	7/31/2019	30,146	0	30,146	9,955	389	320	144	437	157	2,600	867			
Head Start Teacher Assistant - Day Room #10	7/31/2019	25,797	0	25,797	9,955	389	274	144	374	134	2,225	742			





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FRINGE BENEFITS  
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POSITION	Hire Date	TOTAL		TOTAL Salary	High Deductable Plan			First \$9,000	SUTA	Medicare	Workers Comp	Jan-Sept 2021 TCDRS	Oct-Dec 2020 TCDRS
		DIRECT	Leave Time		\$	\$	\$						
		8,177,312	244,507	8,421,819	9,217.80	370.56	8.00%	0.00%					
					9,955.22	389.09	5.00%						
					Health Program	Dental Program	Life Program						
					2,279,746	90,268	85,894	37,825	122,116	109,713	726,382	242,127	
					FY 19-20		FY 20-21						
					# of Positions	276	284						
					# FTE's	233	245						
													Tot

# ADMINISTRATIVE BUDGET

- Administrative Department Work Chart
- Multi Year Administrative Comparison
- Administrative Budget Summary
  - Administrative Budget Detail Page 4 through 18
- Administrative Non-Project Expenses

## Administrative Budget

The current Federal Cognizant Agency approved billing rate against programs is 16.15%. We are waiting on their approval for a FY 20-21 billing rate of 13.32%.

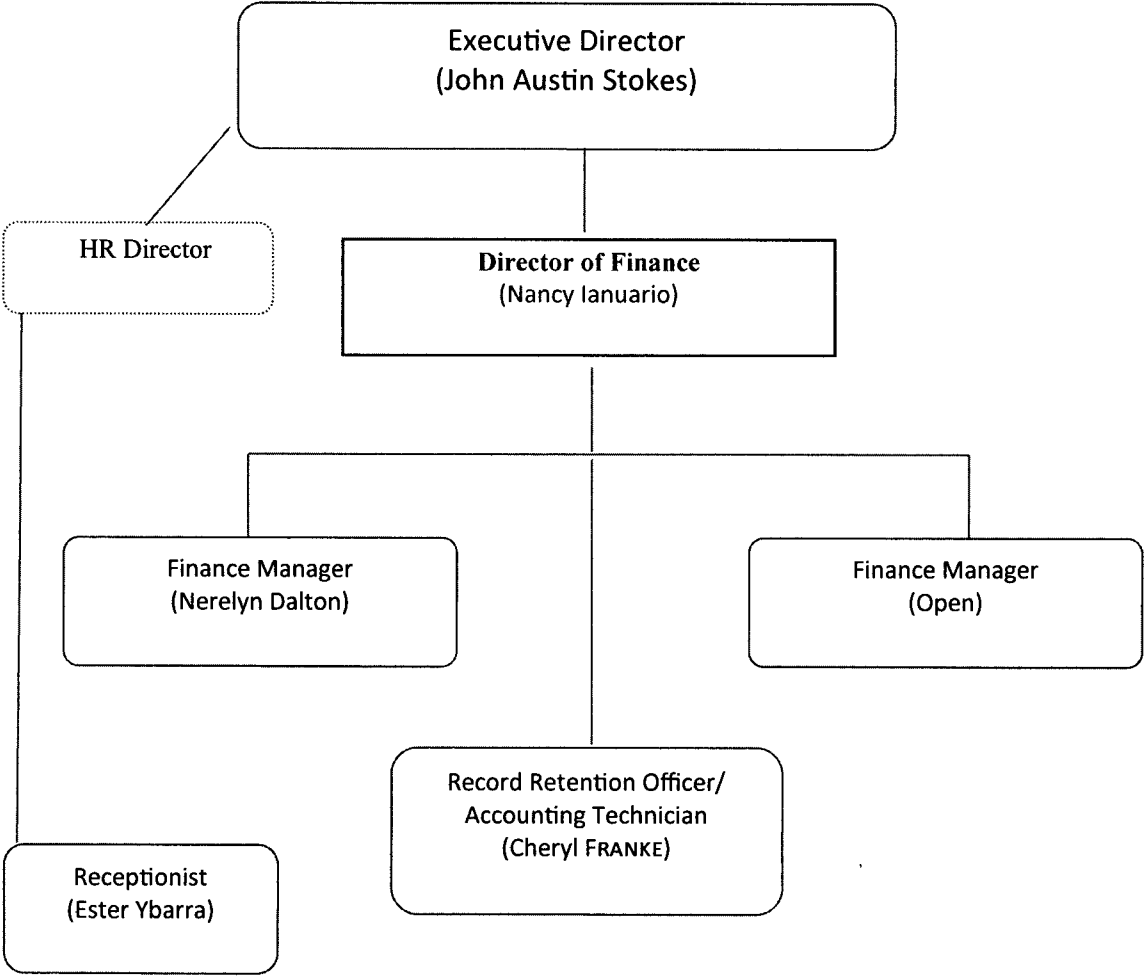
However, we have written an Administrative budget requiring only 6.17% be billed to programs, putting more funds into services.

Page 3 provides a multi-year, by line item, of the Administrative budget.

- Salaries are reflecting a small decrease due to the elimination of the Director of Administration position and the addition of the lower paid Finance Manager position.
- Fringe benefits are reflecting a small increase which is due to the increase in Health, Dental, and SUTA costs.
- Audit and Legal is reflecting a 10% increase in the cost of the annual audit and an increase in Legal assistance due to building construction and potential new grant awards
- Contract Services is reflecting \$10,000 to contract assistance in writing the annual report due to the Governor's Office
- Human Resources allocation has a small decrease due to the decrease in their annual budget.
- Procurement Department allocation has a small decrease due to the decrease in their annual budget.
- Travel is reflecting an increase. This is due to reviewing how programs were paying for the Governing Board travel. It was decided that all Governing Board mileage reimbursement should be paid by the Admin budget and then allocated fairly to the programs through the billing rate allocation.
- Facility Department allocation is reflecting an increase due to the increase in their annual budget.
- Supplies are reflecting a large increase. The increase is due to
  - Moving supplies purchased for the move to Link Road
  - Upgrade on Scanner used by Record Retention Officer. The new scanner will have the capacity to handle large sizes and quantities
  - We are purchasing an Asset/Inventory system this year so the annual cost of the system is reflected here.
- Network Department allocation has decreased due to cleaning up the number of active email accounts under the Admin Department so our allocation percentage is smaller.
- The change in the Copier costs is based on our current usage rate, hopefully the usage will remain the same in the next fiscal year
- Training is reflecting a decrease, but we do plan to continue training staff and assisting them in certifications. Due to COVID, most of these will be through Webinar.
- The increase in Dues in Fees is based on our current expenses, annualized. This is mainly associated with the 3<sup>rd</sup> party payroll services fees.
- Finally, the Postage and Freight is reflecting a small increase which is based on our current expenses, annualized.

Last page is the Non-Project budget reflecting the County Membership Dues

**CONCHO VALLEY COUNCIL OF GOVERNMENTS  
ADMINISTRATION DEPARTMENT WORK CHART**



**INDIRECT RATE COMPARISON, BY FISCAL YEAR BUDGET**

	<u>2014-2015 Budget</u>	<u>2015-2016 Budget</u>	<u>2016-2017 Budget</u>	<u>2017-2018 Budget</u>	<u>2018-2019 Budget</u>	<u>2019-2020 Budget</u>	<u>2020-2021 Budget</u>
<b>Total Program Personnel Expense</b>	5,455,291	5,650,188	6,020,519	5,831,045	6,549,380	10,459,309	11,481,361
<b>Administrative Indirect Expense</b>	878,302	909,680	969,906	942,880	858,537	684,959	708,666
<b>Indirect % Rate</b>	16.10%	16.10%	16.11%	16.17%	13.11%	6.55%	6.17%

	<u>2014-2015 Actual</u>	<u>2015-2016 Actual</u>	<u>2016-2017 Actual</u>	<u>2017-2018 Actual</u>	<u>2018-2019 Actual</u>
<b>Total Program Personnel Expense</b>	4,995,428	5,309,009	5,248,691	5,729,286	6,809,593
<b>Administrative Indirect Expense</b>	768,378	858,648	857,414	925,247	907,027
<b>Indirect % Rate</b>	15.38%	16.17%	16.34%	16.15%	13.32%

Account Code	Account Title	14-15 Actual	15-16 Actual	16-17 Actual	17-18 Actual	18-19 Actual	19-20 Budget	20-21 Budget	Variance
									19-20 Budget vs 20-21 Budget
099	<b>ADMINISTRATIVE INDIRECT COSTS</b>								
5110	Salaries	393,202	435,985	491,911	517,961	492,909	369,845	361,326	(8,518)
5150	Fringe Benefits	177,204	207,631	177,358	194,553	191,857	135,071	136,857	1,786
5231	Audit & Legal	26,000	19,500	36,651	35,000	33,388	38,000	43,500	5,500
5291	Contract Services	0	0	0	0	2,631	0	10,000	10,000
	Human Resources Cost Allocation	0	0	0	0	0	7,535	7,356	(179)
	Procurement Cost Allocation	0	0	0	0	0	5,540	3,889	(1,650)
5309	Travel-In Region	8,754	6,205	5,706	7,758	4,225	10,776	12,357	1,581
5310	Travel-Out of Region	4,887	8,809	7,243	12,865	10,195	10,365	10,626	261
5411	Rent	53,936	65,476	59,874	58,635	52,520	0	0	0
5431	Utilities	11,458	12,708	9,825	0	0	0	0	0
5451	Facility Cost Allocation	7,931	10,395	9,532	19,082	20,929	39,415	40,860	1,445
5510	Supplies	4,742	4,154	4,503	6,000	4,433	8,600	29,045	20,445
5622	Network Cost Allocation	25,435	34,028	15,360	24,733	26,146	21,445	14,632	(6,813)
5632	Copier	(9,037)	(6,671)	(7,729)	(5,272)	(12,858)	(8,588)	(16,800)	(8,212)
5711	Insurance	7,906	8,808	8,384	9,250	8,956	0	0	0
5713	Cell Phones	1,432	1,087	1,611	1,355	(56)	0	0	0
5721	Printing	1,946	4,580	2,187	2,050	1,121	2,316	2,260	(56)
5722	Ads & Promotions	875	152	359	2,750	333	0	0	0
5723	Publications	1,377	1,301	984	1,225	741	2,186	2,186	0
5751	Training	2,509	2,850	3,319	5,625	1,950	13,100	12,600	(500)
5753	Dues and fees	24,026	33,261	28,715	32,394	24,100	15,256	23,600	8,344
5761	Communications	22,555	7,634	3,831	4,109	0	0	0	0
5762	Postage/freight	8,815	7,459	8,834	12,807	9,134	14,098	14,372	275
5791	Other	0	0	0	0	0	0	0	0
	<b>Sub-Total</b>	<b>775,954</b>	<b>865,352</b>	<b>868,457</b>	<b>942,880</b>	<b>872,654</b>	<b>684,959</b>	<b>708,666</b>	<b>23,708</b>
	<b>CVCOG Membership Dues</b>	<b>(7,575)</b>	<b>(6,704)</b>	<b>(11,044)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Under recovery</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34,373</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Report Difference</b>	<b>768,378</b>	<b>858,648</b>	<b>857,414</b>	<b>942,880</b>	<b>907,027</b>	<b>684,959</b>	<b>708,666</b>	
	<b>Administrative Indirect % Rate</b>	<b>15.38%</b>	<b>16.17%</b>	<b>16.34%</b>	<b>16.17%</b>	<b>13.32%</b>	<b>6.55%</b>	<b>6.17%</b>	

CONCHO VALLEY COUNCIL OF GOVERNMENTS  
 SALARY BREAKDOWN  
 October 1, 2020 - September 30, 2021

POSITION	Budget FY 20-21		Budget FY 19-20		Budget FY 18-19		Budget FY 17-18		Budget FY 16-17		Budget FY 15-16		Budget FY 14-15	
	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS
Executive Director	122,693	35,306	116,850	33,292	107,253	32,104	104,120	30,955	91,341	33,507	86,565	34,582	75,680	37,803
Director of Administration			63,603	22,508	61,100	23,537	59,280	21,450	54,000	23,227	50,284	23,224	48,731	24,341
Director of Finance	90,540	28,802	80,237	25,877	77,080	26,978	68,142	23,328	62,072	25,325	58,827	25,898	57,010	28,477
Asst. Director of Finance/Payroll			47,500	19,247	51,371	20,785								
Director of Human Resources & Benefits					61,750	22,887			47,500	18,953	42,728	20,039	35,496	18,595
Director IT - Moved to Network Budget							48,925	10,723	45,000	12,773	42,188	13,520	40,886	20,423
Technical Support - Moved to Network Budget							30,529	6,481	28,080	7,845	24,475	14,841	24,271	12,124
Procurement Officer - removed FY 18-19							41,800	17,744	38,446	18,869	36,436	18,889		
Financial Manager - removed FY 17-18									36,017	18,205	33,244	17,890	32,218	16,093
Accountant I - Removed FY 13-14														
Accountant/Payroll	43,819	19,352												
Accountant/Payroll	43,819	19,352			39,140	18,308	31,506	15,562	27,534	15,886	23,571	14,861	22,842	11,410
Records Retention Officer/Accounting Tech	32,666	17,096	30,344	15,772	29,100	16,647	25,407	14,269	23,369	14,748	20,710	13,966	20,070	10,025
HR Specialist														
Administrative Assistant (shared with HR)	2,025	1,249	6,175	3,657			13,338	7,269						
Full-Time Receptionist/Administrative Assistant	25,764	15,700	25,136	14,718	24,413	15,325	23,712	13,910	21,528	14,245	17,886	13,082	17,737	8,860
<b>Total Administrative</b>	<b>361,326</b>	<b>136,857</b>	<b>369,845</b>	<b>135,071</b>	<b>451,207</b>	<b>176,571</b>	<b>517,960</b>	<b>194,554</b>	<b>493,523</b>	<b>219,427</b>	<b>451,332</b>	<b>223,607</b>	<b>408,244</b>	<b>203,921</b>
% increase-decrease over prior year		-20%		-29%		-9%		15%		21%		11%		

- Services provided under Administrative:
- Executive Director
  - Executive Committee and Program Agendas
  - Accounts Payable
  - Grant Billing/Receivable
  - Cash Management
  - Financial Reporting and Budgeting
  - Payroll
  - Travel
  - Receptionist
  - Record Management
  - Annual Audit
  - Program Monitoring



Account 5231  
Audit and Legal

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b><u>Audit and Legal</u></b>								
Annual Financial Audit	26,000.00	19,500.00	31,503.98	31,800.30	33,387.70	35,000.00	33,144.86	38,500.00
TML Audit				1,093.46		-		-
Legal Services	-		5,147.05	340.76	-	3,000.00	1,430.00	5,000.00
<b>Total</b>	<b>\$ 26,000.00</b>	<b>\$ 19,500.00</b>	<b>\$ 36,651.03</b>	<b>\$ 33,234.52</b>	<b>\$ 33,387.70</b>	<b>\$ 38,000.00</b>	<b>\$ 34,574.86</b>	<b>\$ 43,500.00</b>

FY 16-17 Annual Audit with new firm, contract includes billing of out-of-pocket expenses incurred

Account 5291  
 Contract Services

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Contract Services</b>								
Contract Administrative Services	-	-	-	-	1,435.56	-	114.27	-
Cal-Tech Technical Assistance- \$750 Qtrly	-	-	-	-	-	-	782.53	-
Contract Annual Report								\$ 10,000.00
<b>Total</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,435.56</u>	<u>\$ -</u>	<u>\$ 896.80</u>	<u>\$ 10,000.00</u>

Account 5206  
Human Resources Services

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b><u>Human Resources Services</u></b>								
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,535.36	\$ 7,505.96	\$ 7,356.09

FY 19-20 Human Resources moved to a cost Center. Expenses is related to the number of employees in Administration.

Account 5207  
Procurement Services

	Incurring 14-15 FY	Incurring 15-16 FY	Incurring 16-17 FY	Incurring 17-18 FY	Incurring 18-19 FY	Budget 19-20 FY	4/30/2020 Incurring 19-20 FY	Budget 20-21 FY
<b><u>Procurement Services</u></b>								
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,539.75	\$ 13,713.35	\$ 3,889.39

FY 19-20 Procurement Services moved to a cost Center. Expense is related to \$ amount of purchases made for Administration.

Accounts 5309 & 5310  
Travel

		Incurred 14-15 FY	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Budget 19-20 FY	4/30/2020 Incurred 19-20 FY	Budget 20-21 FY
<b>Total Travel</b>		<b>13,640.77</b>	<b>15,014.31</b>	<b>12,948.69</b>	<b>12,681.78</b>	<b>13,177.89</b>	<b>21,140.80</b>	<b>5,101.46</b>	<b>22,982.93</b>
<b>Travel Detail</b>									
<b>In Region Account 5309</b>									
Proj 912	Executive Committee (12 meetings)	8,123.13	5,710.13	5,404.62	5,463.10	3,997.86	10,776.00	2,245.17	12,022.53
Proj 911	Admin Staff (Postage, Bank, Supplies, Transit Depot)	646.88	494.91	301.56	89.66	131.82	-	322.68	334.40
<b>Total In Region</b>		<b>8,770.01</b>	<b>6,205.04</b>	<b>5,706.18</b>	<b>5,552.76</b>	<b>4,129.68</b>	<b>10,776.00</b>	<b>2,567.85</b>	<b>12,356.93</b>
<b>Out-of-Region Account 5310</b>									
TARC Executive Director Meeting (June)									
360 Mileage @ .51, Hotel 2 nights @ \$135 per night, Meals @ \$59 per day, Parking @ \$20 per night									
Proj 912	Executive Committee	764.85	1,178.84	446.95	-	820.99	670.60	-	670.60
Proj 911	Executive Director	-	637.61	670.23	703.15	480.50	670.60	-	670.60
		<b>764.85</b>	<b>1,816.45</b>	<b>1,117.18</b>	<b>703.15</b>	<b>1,301.49</b>	<b>1,341.20</b>	<b>-</b>	<b>1,341.20</b>
Austin TARC Bi-Annual Meetings: (Feb and Sept)									
Mileage 360 x .51, Hotel @ \$135 per night, Meals @ \$59 per day, Parking @ \$20 per night									
Proj 912	Executive Committee	-	312.50	1,226.60	1,443.34	464.25	1,341.20	471.96	1,341.20
Proj 911	Executive Director	582.92	2,628.31	1,597.14	2,758.51	1,787.55	1,341.20	1,640.40	1,341.20
Proj 911	Finance Director - attend 2 meeting	467.30	467.16	-	-	642.25	670.60	-	1,342.00
Proj 911	Administration Director - attend 1 meeting	612.20	-	-	-	-	670.60	-	-
Proj 905	Human Resource - attend 1 meeting	-	-	-	-	-	-	-	-
		<b>1,662.42</b>	<b>3,407.97</b>	<b>2,823.74</b>	<b>4,201.85</b>	<b>2,894.05</b>	<b>4,023.60</b>	<b>2,112.36</b>	<b>4,024.40</b>
Misc. Meetings									
Proj 905	Human Resource Training	-	1,169.98	535.88	622.87	87.72	-	-	-
Proj 911	TCDRS and State Training	2,158.33	2,011.67	1,328.76	1,601.15	4,049.30	2,500.00	-	2,760.40
Proj 911	Trips to Austin 2 @ \$500	193.57	-	683.73	-	345.33	1,000.00	76.25	1,000.00
Proj 911	NADO	-	-	753.22	-	-	-	345.00	-
Proj 911	Called Meetings	91.59	403.20	-	-	370.32	1,500.00	-	1,500.00
		<b>2,443.49</b>	<b>3,584.85</b>	<b>3,301.59</b>	<b>2,224.02</b>	<b>4,852.67</b>	<b>5,000.00</b>	<b>421.25</b>	<b>5,260.40</b>
<b>Total Out-of-Region</b>		<b>4,870.76</b>	<b>8,809.27</b>	<b>7,242.51</b>	<b>7,129.02</b>	<b>9,048.21</b>	<b>10,364.80</b>	<b>2,533.61</b>	<b>10,626.00</b>

Note: FY 19-20 Travel for HR was moved to Human Resource Department

Account 5451  
 Facility Cost Allocation

	FY 14-15 Actual	FY 15-16 Actual	FY 16-17 Actual	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Budget	4/30/2020 Incurred FY 19-20	FY 20-21 Budget
<b>Facility Cost Allocation</b>								
Property Mgmt Allocation	7,931.43	10,394.61	9,531.69	16,317.00	20,958.52	39,415.23	31,594.01	40,860.03
	7,931.43	10,394.61	9,531.69	16,317.00	20,958.52	39,415.23	31,594.01	40,860.03

Building Maintenance expenses are processed through the Property Management Budget and allocated at a percentage of square footage occupied

Property Management allocation is for the lease space at 2801 W. Loop 306 location only

Beginning in FY 17-18, Property Maintenance will include the utilities used at the 2801 W. Loop location

Beginning in FY 19-20, monthly rental will be included in Facility Cost Allocation

Account 5510  
Supplies

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Supplies</b>								
Administrative office supplies	1,311.16	481.08	1,219.29	2,481.07	1,836.02	3,100.00	2,818.62	4,850.00
Human Resource office supplies	175.31	491.91	723.39	423.52	600.00			
Printer Supplies (Toner)	2,828.43	764.00	2,533.06	2,527.38	2,000.00	2,000.00	575.62	2,000.00
Employee Security (Cards & Door Readers)	227.00	441.85	26.87	898.40	1,000.00			
Boxes and supplies for moving	-	-	-	-	-	-	-	5,000.00
Computer with dual monitors	-	-	-	-	4,800.00	3,500.00	1,870.77	3,700.00
Printer	-	-	-	-	-	-	-	2,500.00
Scanner	-	-	-	-	-	-	-	3,500.00
Asset tracking system with hardware	-	-	-	-	-	-	-	6,495.00
Standing Desk addition	-	1,975.00	-	-	-	-	-	-
Chair for new Admin employees	200.00	-	-	285.35	1,000.00	-	-	1,000.00
<b>Total</b>	<b>\$ 4,741.90</b>	<b>\$ 4,153.84</b>	<b>\$ 4,502.61</b>	<b>\$ 6,615.72</b>	<b>\$ 11,236.02</b>	<b>\$ 8,600.00</b>	<b>\$ 5,265.01</b>	<b>\$ 29,045.00</b>

Note: Human Resource expenses are no longer part of Administration costs

Account 5208  
 Information Technology Center

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Computer Support and Supplies</b>								
Network Budget Allocation	25,435.38	34,028.27	15,360.20	22,996.26	18,958.95	21,444.64	14,813.38	14,631.68
<b>Total</b>	<b>\$ 25,435.38</b>	<b>\$ 34,028.27</b>	<b>\$ 15,360.20</b>	<b>\$ 22,996.26</b>	<b>\$ 18,958.95</b>	<b>\$ 21,444.64</b>	<b>\$ 14,813.38</b>	<b>\$ 14,631.68</b>

Network Budget Allocation is based on the number of email accounts for Administration



Account 5632

Copier

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b><u>Copier</u></b>								
Xerox Lease, with usage fees	11,305.92	13,804.99	13,190.42	3,726.00	2,972.62	5,613.31	3,817.71	6,600.00
Supplies	555.50	1,769.98	1,800.00	1,500.00	1,575.00	1,080.00	918.50	1,600.00
Maintenance on Small Copier	207.50	228.07	268.09		273.36	-		-
Direct bill Programs	(21,105.96)	(22,473.73)	(22,987.46)	(9,054.22)	(5,611.36)	(15,281.57)	(18,037.12)	(25,000.00)
<b>Total</b>	<b>\$ (9,037.04)</b>	<b>\$ (6,670.69)</b>	<b>\$ (7,728.95)</b>	<b>\$ (3,828.22)</b>	<b>\$ (790.38)</b>	<b>\$ (8,588.26)</b>	<b>\$ (13,300.91)</b>	<b>\$ (16,800.00)</b>

Admin Xerox Lease is for 60 months beginning 8/14/2017

Lease includes 100,001 BW copies @ .0051, color copies billed at .0456

FY 19-20 budget is based on FY 18-19 run rate

Account 5721  
 Printing

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Printing</b>								
Printing envelopes/Letterhead	836.57	965.61	348.12	-	615.06	1,051.90	267.56	460.00
Check Supplies	959.04	1,379.83	645.17	784.14	505.76	1,213.82	587.17	1,500.00
Annual 1099 Forms	-	-	-	-	-	-	137.20	250.00
Employee Handbooks	-	2,234.76	1,193.36	-	-	-	-	-
Business Cards	150.00	-	-	-	-	50.00	-	50.00
	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 1,945.61</b>	<b>\$ 4,580.20</b>	<b>\$ 2,186.65</b>	<b>\$ 784.14</b>	<b>\$ 1,120.82</b>	<b>\$ 2,315.72</b>	<b>\$ 991.93</b>	<b>\$ 2,260.00</b>

FY 20-21 budget is based on FY 19-20 run rate

Account 5723  
Publications

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Publications</b>								
Phone listings Publications	880.00	341.00	368.50	-	-	286.00	-	286.00
Payroll Publications	-	-	-	-	-	1,000.00	-	1,000.00
ED Publications	325.00	705.00	360.00	512.45	360.00	500.00	100.00	500.00
Newspaper Subscriptions	172.08	255.48	255.48	255.60	381.15	400.00	-	400.00
							-	-
<b>Total</b>	<b>\$ 1,377.08</b>	<b>\$ 1,301.48</b>	<b>\$ 983.98</b>	<b>\$ 768.05</b>	<b>\$ 741.15</b>	<b>\$ 2,186.00</b>	<b>\$ 100.00</b>	<b>\$ 2,186.00</b>

Newspaper subscriptions are for City and County newspapers

Account 5751  
Training

	Incurred 14-15 FY	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Budget 19-20 FY	4/30/2020	
							Incurred 19-20 FY	Budget 20-21 FY
<b>Training</b>								
Program Training for Admin Staff	169.00	468.00	-	390.87	500.00	1,000.00	361.00	5,000.00
Leadership (Professional Development)	-	-	-	445.00	1,000.00			
Director Training	-	-	178.00	-	-	-	-	-
TCDRS Training	470.00	855.00	-	490.00	1,100.00	1,100.00	-	1,100.00
Public Funds Training-every 2 years	-	-	-	720.00	3,000.00	1,000.00	-	1,500.00
State Training-Certificate in Public Finance	-	-	1,050.00	(645.00)	-	10,000.00	-	5,000.00
IT Training	996.00	299.00	318.74	-	-	-		
HR Training	874.25	1,228.00	1,772.00	501.00	2,700.00	-	-	-
	\$ 2,509.25	\$ 2,850.00	\$ 3,318.74	\$ 1,901.87	\$ 8,300.00	\$ 13,100.00	\$ 361.00	\$ 12,600.00

Account 5753  
Dues and Fees

	Incurred 14-15 FY	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Budget 19-20 FY	4/30/2020 Incurred 19-20 FY	Budget 20-21 FY
<b><u>Dues &amp; Fees</u></b>								
TX Midwest Community Network	500.00	40.00	-	-	-	-	-	-
Texas Comptroller Annual Fee	-	100.00	-	100.00	100.00	100.00	100.00	-
HR Dept - associated fees	365.00	389.00	199.00	484.00	200.00	-	-	-
Employee Background Checks (DPS)	-	-	76.94	77.20	100.00	-	-	-
Misc Fees	-	453.84	365.00	2,142.96	-	-	-	-
Credit Card Fees	-	-	75.00	-	99.00	100.00	99.00	100.00
Zoom Fee	-	-	-	-	-	-	210.90	250.00
Bank Fees	8,994.30	12,650.05	11,302.19	6,952.90	11,075.76	-	-	-
Payroll Services	6,881.81	11,446.79	9,416.87	7,142.21	16,870.00	5,306.11	7,463.50	13,000.00
Sam's Card Annual Dues	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Admin Notary Fee	-	-	-	-	-	-	165.00	-
TARC semi-annual fees 2 attendees	-	625.00	-	312.50	400.00	400.00	-	400.00
TARC Executive Director meeting	416.68	535.72	416.68	-	300.00	300.00	-	300.00
NADO	-	-	-	1,000.00	2,000.00	2,000.00	2,500.00	2,500.00
San Angelo Chamber of Commerce	-	-	-	197.00	197.00	-	-	-
TARC Finance/Personnel Annual Dues	150.00	150.00	150.00	150.00	150.00	150.00	150.00	150.00
TARC Assoc Service Fees	6,618.70	6,620.15	6,613.40	6,613.40	6,800.00	6,800.00	6,590.49	6,800.00
Ports to Plains Southern Trade	-	150.00	-	-	-	-	-	-
<b>Total</b>	<b>\$ 24,026.49</b>	<b>\$ 33,260.55</b>	<b>\$ 28,715.08</b>	<b>\$ 25,272.17</b>	<b>\$ 38,391.76</b>	<b>\$ 15,256.11</b>	<b>\$ 17,378.89</b>	<b>\$ 23,600.00</b>

Account 5762  
Postage/Freight

	Incurring	Incurring	Incurring	Incurring	Incurring	Budget	4/30/2020 Incurring	Budget
	14-15 FY	15-16 FY	16-17 FY	17-18 FY	18-19 FY	19-20 FY	19-20 FY	20-21 FY
<b>Postage</b>								
Pitney Bowes	2,898.00	3,864.00	4,837.50	2,898.00	3,864.00	4,700.00	5,232.09	4,700.00
Purchase Power	10,000.00	7,994.38	6,000.00	4,000.00	8,000.00	10,000.00	5,826.00	10,000.00
Postage Permit/Box	530.00	523.00	314.00	753.00	450.00	450.00	240.00	546.00
Business Reply	5,500.00	2,000.00	2,000.00	2,288.02	4,000.00	4,000.00	96.49	4,000.00
Supplies	525.97	688.23	1,061.39	284.35	500.00	500.00	465.12	976.00
UPS/Fedex	88.44	114.41	99.79	132.75	150.00	150.00	-	150.00
Direct Bill Programs	(10,727.04)	(7,724.80)	(5,478.30)	(4,313.50)	(5,131.12)	(5,702.50)	(5,015.79)	(6,000.00)
<b>Total</b>	<b>\$ 8,815.37</b>	<b>\$ 7,459.22</b>	<b>\$ 8,834.38</b>	<b>\$ 6,042.62</b>	<b>\$ 11,832.88</b>	<b>\$ 14,097.50</b>	<b>\$ 6,843.91</b>	<b>\$ 14,372.00</b>

Note:

Pitney Bowes vendor lease renewed FY 14-15 at Qtrly Lease @ \$966, plus property tax, increased to \$970.17 per qtr, plus repairs  
Purchase Power Qtrly postage usage running @ approx. \$2,000 Qtr

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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Local Funds	142.94	283.40	1,092.46	601.13	7,683.79	-	-
Membership Dues	7,205.00	7,205.00	4,306.90	8,987.62	14,796.45	14,270.00	14,270.00
<b>Total Program Revenue</b>	<b>7,347.94</b>	<b>7,488.40</b>	<b>5,399.36</b>	<b>9,588.75</b>	<b>22,480.24</b>	<b>14,270.00</b>	<b>14,270.00</b>
Salaries/Wages	-	-	96.75	-	2,390.11	-	-
Fringe Benefits	-	-	28.05	-	515.48	-	-
<b>Total Personnel</b>	<b>-</b>	<b>-</b>	<b>124.80</b>	<b>-</b>	<b>2,905.59</b>	<b>-</b>	<b>-</b>
Administrative Costs	-	-	19.08	-	387.05	-	-
Network Services	-	-	-	-	87.75	-	-
Procurement Services	-	-	-	-	-	-	88.97
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
<b>Total Cost Allocations</b>	<b>-</b>	<b>-</b>	<b>19.08</b>	<b>-</b>	<b>474.80</b>	<b>-</b>	<b>88.97</b>
Recognition - Employee	1,645.51	1,350.98	1,314.15	1,668.23	2,612.15	2,000.00	4,270.00
Contract Services	-	-	-	-	1,000.00	-	-
Travel-Out of Region	-	-	-	179.90	644.60	1,000.00	-
Supplies	-	87.68	-	9.48	537.05	200.00	1,500.00
Copier	-	-	-	-	113.84	-	-
Dues and fees	682.91	769.78	861.72	3,413.42	820.26	1,500.00	1,911.03
Postage/freight	-	-	-	-	13.50	200.00	500.00
Other	-	248.06	11.87	245.00	-	4,370.00	-
Coffee Expense	781.02	512.91	736.72	851.56	664.78	1,500.00	1,500.00
Executive Director Allowance	-	309.85	355.49	518.97	34.50	500.00	500.00
General Assembly	2,584.42	2,603.74	1,975.53	2,702.19	2,035.95	3,000.00	4,000.00
<b>Sub-Total Program Expenditures</b>	<b>5,693.86</b>	<b>5,883.00</b>	<b>5,255.48</b>	<b>9,588.75</b>	<b>8,476.63</b>	<b>14,270.00</b>	<b>14,181.03</b>
<b>Grand Total Program Expenditures</b>	<b>5,693.86</b>	<b>5,883.00</b>	<b>5,399.36</b>	<b>9,588.75</b>	<b>11,857.02</b>	<b>14,270.00</b>	<b>14,270.00</b>
<b>Revenue over Expenditures</b>	<b>1,654.08</b>	<b>1,605.40</b>	<b>-</b>	<b>-</b>	<b>10,623.22</b>	<b>-</b>	<b>-</b>

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

FY 19-20 Other was reserved for programs to pursue new grant options.

## Program Summary

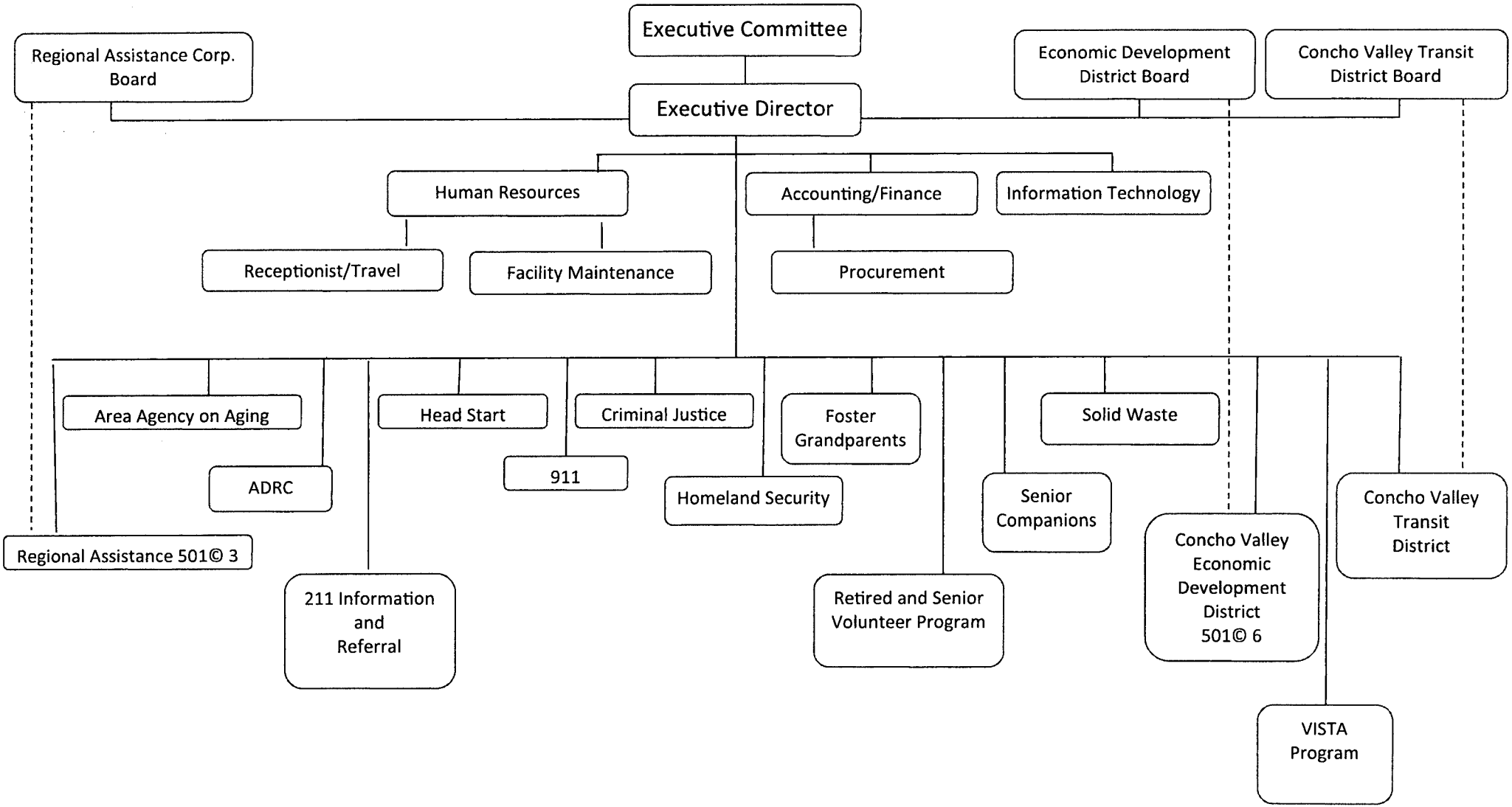
- We are reflecting \$6,684,651 in one-time COVID-19 funding
- We are reflecting approximately \$893,000 increase in direct Federal funds
  - \$400,000 from Head Start, small amounts from FGP and SCP and the addition of RSVP program. Remaining increase is related to Transit
- The variances in State Federal funds and State funds is basically a wash. One is up the other down.
- Local funds are down approximately \$562,000. This is mainly caused by Transit which is due to COVID-19. Transit will be leaving \$661,000 unspent Federal funds due to lack of match. These funds will carry forward to next fiscal year, no loss.
- Overall, we are reflecting a 37% increase in total revenue over last year. 2% increase if COVID funding is removed.
  
- All programs show they can cover the:
  - The proposed Salary Schedule
  - 48.62% Fringe Benefit cost
  - 6.17% Administrative Budget
  - Facility Budget of \$490,111, page 35
  - Network Budget of \$390,178, page 37
  - Procurement Budget of \$320,440, page 39
  - Human Resource Budget of \$343,284, page 41



# CVCOG PROGRAMS

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

# Concho Valley Council of Governments Organizational Chart



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

	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	Revise
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	FY 20-21
							BUDGET
Federal	8,258,155.77	8,040,744.30	7,797,820.84	8,195,810.46	8,726,253.20	8,557,416.00	9,450,689.00
COVID-19 Funding	-	-	-	-	-	-	6,684,651.00
State Administrated Federal	2,421,931.81	2,827,662.10	3,044,980.15	2,799,623.39	2,566,928.13	3,272,941.30	3,118,224.24
State	2,912,968.05	3,348,747.33	3,712,377.77	4,120,664.77	5,019,941.20	3,431,785.55	3,565,835.00
Program Income	217,912.50	215,671.62	239,997.44	236,769.99	221,850.63	208,741.42	226,000.00
Local Funds	1,407,265.80	1,541,269.13	1,628,926.95	1,528,247.15	1,589,663.14	1,590,421.92	1,027,911.88
Interest	12,300.65	11,071.56	10,048.76	7,651.08	17,615.36	8,081.72	10,000.00
InKind	2,340,447.35	2,899,568.26	2,482,198.52	2,114,688.89	2,368,995.82	1,933,995.00	2,057,231.00
Membership Dues	35,538.00	35,538.00	95,139.90	99,820.63	108,130.05	105,103.00	99,498.00
<b>Total Program Revenue</b>	<b>17,606,519.93</b>	<b>18,920,272.30</b>	<b>19,011,490.33</b>	<b>19,103,276.36</b>	<b>20,619,377.53</b>	<b>19,108,485.91</b>	<b>26,240,040.12</b>
Salaries/Wages	3,186,082.28	3,388,009.46	3,653,523.96	3,912,898.98	4,612,739.91	6,614,951.07	7,215,815.30
Overtime	-	-	-	-	-	-	110,423.48
Incentive	-	-	-	-	-	-	109,500.00
Fringe Benefits	1,752,374.12	1,925,001.25	1,588,513.24	1,740,973.05	1,995,030.02	3,123,596.53	3,518,956.83
<b>Total Personnel</b>	<b>4,938,456.40</b>	<b>5,313,010.71</b>	<b>5,242,037.20</b>	<b>5,653,872.03</b>	<b>6,607,769.93</b>	<b>9,738,547.60</b>	<b>10,954,695.61</b>
AdministrativeCosts	795,639.56	857,043.63	842,877.26	912,067.51	880,120.46	637,785.16	676,156.68
Network Services	-	-	-	-	202,484.25	260,408.74	348,721.37
Procurement Services	-	-	-	-	-	259,733.13	236,412.87
Human ResourcesServices	-	-	-	-	-	342,858.79	323,667.49
Facility Cost Allocation	38,990.73	39,687.98	40,401.27	75,075.50	92,660.89	362,303.06	384,850.43
<b>Total Cost Allocations</b>	<b>834,630.29</b>	<b>896,731.61</b>	<b>883,278.53</b>	<b>987,143.01</b>	<b>1,175,265.60</b>	<b>1,863,088.88</b>	<b>1,969,808.84</b>
Delegate Salaries	3,537,780.00	3,688,397.78	3,560,947.92	3,609,744.67	3,197,264.19	-	-
Stipend - FGP/SCP Volunteers	244,351.64	344,071.39	315,375.80	317,713.33	309,147.47	301,603.00	335,988.00
Uniforms	-	2,614.99	10,888.61	20,368.94	3,808.72	21,919.04	35,000.00
Recognition	6,193.03	30,675.38	58,875.02	34,057.22	57,959.06	35,577.42	58,470.00
Audit & Legal	23,111.05	21,750.00	18,110.95	41,935.54	17,604.33	17,852.89	21,000.00
Contract Services	192,500.24	301,342.58	428,090.19	513,428.85	592,578.52	618,927.73	945,114.08
Head Start Services	15,735.48	7,335.34	27,138.49	32,759.12	4,353.23	29,863.50	16,000.00
AAA Meals	448,966.58	426,004.54	418,837.65	406,488.37	403,604.79	486,997.82	573,694.71
Pass-Thru Funds	-	-	41,138.06	133,472.21	-	107,366.00	265,000.00
Head Start T & T A	30,364.84	40,699.45	23,829.18	37,356.86	21,018.86	85,682.00	85,682.00
Travel-In Region	20,105.73	23,927.11	18,838.77	23,716.14	31,898.09	31,352.00	45,630.74
Travel-Out of Region	43,807.87	46,951.59	63,027.02	66,455.32	84,308.50	94,556.17	92,404.20
Travel Advisory	-	77.67	1,592.09	1,874.02	4,193.24	1,500.00	4,600.00
Meals	157,431.31	162,586.45	138,273.44	149,007.83	198,108.98	377,297.95	417,005.18
Travel-Volunteer	37,077.36	50,887.87	55,378.93	56,427.52	58,202.53	66,503.73	71,500.00
Fuel & Lubricant	382,098.09	309,558.74	352,906.06	439,895.25	434,508.16	401,848.12	386,500.00
Vehicle Maintenance	2,354.13	1,418.93	1,613.13	4,542.25	2,141.22	2,000.00	2,000.00
Tnsp Preventative Maintenance	262,011.63	106,454.21	242,004.00	304,190.40	359,814.21	278,156.69	473,300.00
Rent	263,792.68	249,904.00	252,426.20	232,471.00	233,518.00	-	-
County Facility Rent	148,459.49	148,515.55	149,290.25	149,777.90	281,884.47	279,149.50	170,440.00
Utilities	90,015.99	77,070.94	71,608.77	54,814.32	71,815.37	131,447.70	148,500.00
County Contracts	1,211.96	-	-	-	-	-	-
Bldg Maintenance	108,852.29	78,854.50	82,656.85	132,881.44	160,826.27	117,277.78	297,261.64
Capital Facility Improvements	231,474.76	22,529.24	157,984.56	-	-	-	-
Supplies	140,030.87	127,175.17	145,461.39	175,903.08	165,299.73	136,909.34	332,388.10
Head Start Supplies	89,302.12	59,320.94	64,022.08	61,531.35	77,655.36	55,396.48	129,722.55
Project Equipment	216,787.95	25,374.69	112,171.78	17,575.47	161,484.52	55,904.00	102,635.00
Computer/Software	10,843.63	6,623.30	55,655.02	189,231.72	23,649.00	-	112,072.76
Capital Equipment	804,199.25	1,784,296.90	1,028,483.55	579,309.80	11,185.76	181,438.24	3,164,232.77
Copier	17,170.62	24,821.84	26,614.86	16,686.21	27,799.48	23,710.99	55,993.42
Insurance	115,080.80	141,048.08	94,655.71	98,706.65	116,407.80	122,081.07	119,120.44
Cell Phones	9,366.99	12,910.52	26,731.15	17,774.50	8,996.20	12,580.00	12,240.00
Internet	22,369.21	21,846.41	21,816.31	22,380.26	15,081.52	17,882.58	49,980.00
Printing	22,721.08	11,954.98	15,028.25	20,358.09	29,048.13	16,224.64	40,145.84
Ads & Promotions	35,201.90	18,710.40	9,723.71	5,597.42	2,833.71	19,277.70	11,538.21
Publications	-	1,311.50	1,362.75	1,378.28	411.92	140.00	2,200.00
Training	4,140.64	3,359.03	64,976.24	54,783.82	21,107.38	17,800.00	14,310.00
Dues and fees	14,161.52	17,025.32	22,504.68	24,383.02	24,742.55	20,083.00	64,460.19
Communications	110,615.48	130,255.48	109,406.01	113,681.55	147,868.86	60,440.76	204,266.40
Postage/freight	10,674.94	8,785.59	8,978.50	8,494.34	9,910.10	14,056.78	19,480.43
911 Services	1,276,845.53	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,327,028.31	1,176,355.54
Other	2,354.36	2,009.42	4,739.25	8,487.15	61,118.92	14,961.00	504,692.47
Coffee Expense	1,741.89	1,164.34	1,621.08	2,025.78	1,899.03	12,040.00	2,050.00
Physicals/Safety	16,693.91	18,549.53	18,711.57	16,659.67	24,485.20	16,130.00	22,350.00
InKind Other	2,340,447.32	2,899,568.26	2,482,198.52	2,114,688.89	2,368,995.82	1,933,995.00	2,057,231.00
Executive Director Allowance	-	309.85	355.49	518.97	34.50	500.00	500.00
General Assembly	2,584.42	2,603.74	1,975.53	2,702.19	2,035.95	3,000.00	4,000.00
<b>Sub-Total Program Expenditures</b>	<b>11,511,030.58</b>	<b>12,410,371.64</b>	<b>12,619,165.22</b>	<b>12,443,812.05</b>	<b>12,873,313.09</b>	<b>7,548,458.93</b>	<b>12,647,055.67</b>
<b>Grand Total Program Expenditures</b>	<b>17,284,117.27</b>	<b>18,620,113.96</b>	<b>18,744,480.95</b>	<b>19,084,827.09</b>	<b>20,656,348.62</b>	<b>19,150,095.41</b>	<b>25,571,560.11</b>
<b>Revenue over Expenditures</b>	<b>322,403</b>	<b>300,158</b>	<b>267,009</b>	<b>18,449</b>	<b>(36,971)</b>	<b>(41,610)</b>	<b>668,480</b>



Executive Board

Executive Director  
Concho Valley Council of Governments

Policy Council

Head Start Director  
(Vacant)

Head Start Assistant Director—Carolina Raymond

Compliance and  
Nutrition  
Specialist  
(Mary Husted)

HS Education  
Manager  
(Cheryl Mayberry)

Health and Mental Health  
Manager  
(Melissa Miranda)

Family and  
Community Manager  
(Stacy Walker)

ERSEA and  
Facilities Manager  
(Ofelia Barron)

EHS Education  
Manager  
(Stephanie Hernandez)

Head Start Sites

Christoval  
Site Supervisor/Family  
Service Worker  
Teachers  
Teacher Assistants  
Custodian

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

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

Head Start Sites

Junction  
Site Supervisor/Family  
Service Worker  
Teachers  
Teacher Assistants  
Cook/Custodian

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

Head Start Sites

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

San Angelo-Blackshear  
Site Supervisor  
Teachers  
Teacher Assistants  
Family Service Workers  
Cook  
Custodian  
Receptionist

Head Start Sites

San Angelo-Day  
Site Supervisor  
Teachers  
Teacher Assistants  
Family Service Workers  
Cook  
Custodian  
Receptionist

San Angelo-Rio Vista  
Site Supervisor  
Teachers  
Teacher Assistants  
Family Service Workers  
Cook  
Custodian  
Receptionist

Early Head Start Sites

San Angelo-Day  
Site Supervisor  
Teachers  
Teacher Assistants  
Family Service Workers  
Cook  
Custodian  
Receptionist

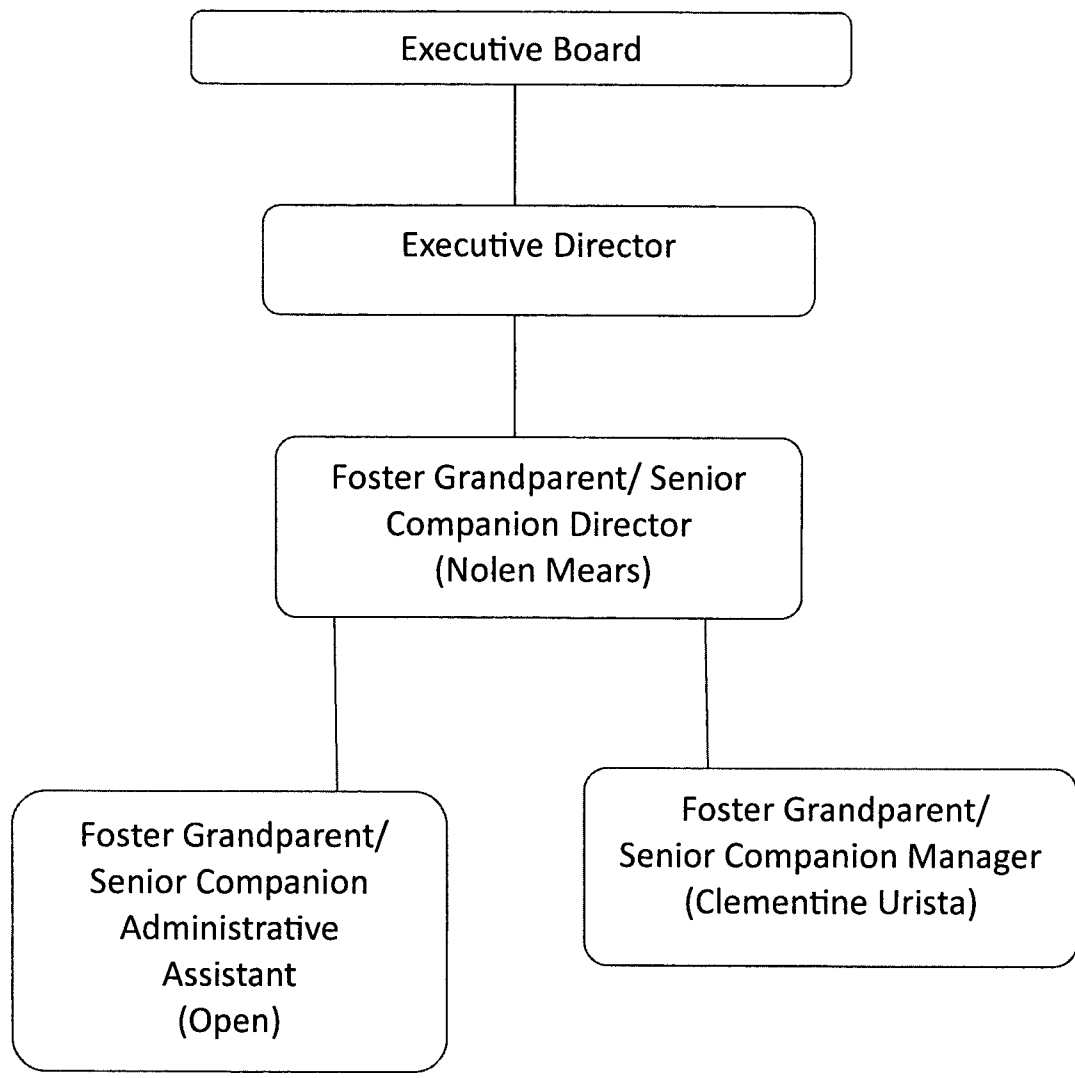
San Angelo-Rio Vista  
Site Supervisor  
Teachers  
Teacher Assistants  
Family Service Workers  
Cook  
Custodian  
Receptionist

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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Federal	5,747,641.72	5,939,572.02	5,717,477.35	5,923,507.69	6,340,260.82	6,164,380.00	6,448,244.00
COVID-19 Funding	-	-	-	-	-	-	488,120.00
State Administrated Federal	168,104.51	189,928.74	175,874.93	181,650.70	219,209.59	696,954.08	473,058.00
Program Income	-	-	1,154.50	1,527.90	2,417.43	-	-
Local Funds	50.00	-	5,981.27	549.52	1,800.00	-	-
InKind	1,607,204.88	2,149,138.99	1,977,510.00	1,613,993.48	1,906,058.97	1,519,675.00	1,541,095.00
Membership Dues	-	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>7,523,001.11</b>	<b>8,278,639.75</b>	<b>7,877,998.05</b>	<b>7,721,229.29</b>	<b>8,469,746.81</b>	<b>8,381,009.08</b>	<b>8,950,517.00</b>
Salaries/Wages	975,606.86	1,031,742.88	1,105,216.36	1,147,419.44	1,562,138.00	3,476,202.47	3,538,515.03
Fringe Benefits	566,013.00	627,980.95	497,235.23	546,062.58	614,457.41	1,663,381.79	1,779,110.59
<b>Total Personnel</b>	<b>1,541,619.86</b>	<b>1,659,723.83</b>	<b>1,602,451.59</b>	<b>1,693,482.02</b>	<b>2,176,595.41</b>	<b>5,139,584.26</b>	<b>5,317,625.62</b>
AdministrativeCosts	248,200.81	267,242.59	258,103.24	273,108.79	289,900.61	336,580.81	328,219.81
Network Services	-	-	-	-	68,612.80	46,188.46	195,088.89
Procurement Services	-	-	-	-	-	56,158.05	25,993.87
Human ResourceServices	-	-	-	-	-	203,454.87	181,449.96
Facility Cost Allocation	3,706.56	3,972.03	3,655.80	7,587.40	10,828.67	44,200.98	45,825.50
<b>Total Cost Allocations</b>	<b>251,907.37</b>	<b>271,214.62</b>	<b>261,759.04</b>	<b>280,696.19</b>	<b>369,342.08</b>	<b>686,582.97</b>	<b>776,577.83</b>
Delegate Costs	3,537,780.00	3,688,397.78	3,560,947.92	3,609,744.67	3,197,264.19	-	-
Contract Services	26,142.16	28,446.24	27,157.20	63,784.50	72,080.30	89,000.00	96,775.00
Head Start Services	15,735.48	7,335.34	27,138.49	32,759.12	4,353.23	29,863.50	16,000.00
Head Start T & T A	30,364.84	40,699.45	23,829.18	37,356.86	21,018.86	85,682.00	85,682.00
Travel-In Region	3,840.43	3,620.11	4,113.46	9,403.75	14,383.32	3,842.00	8,000.00
Travel-Out of Region	-	1,179.93	-	65.00	172.45	-	-
Meals	151,519.97	153,910.94	128,767.07	139,725.97	189,511.23	360,885.50	396,005.18
Rent	27,495.00	24,824.80	22,848.80	23,316.80	27,180.40	-	-
County Facility Rent	27,821.60	27,326.10	27,712.00	28,243.25	160,400.00	157,149.50	158,000.00
Utilities	31,284.58	27,814.43	27,564.31	29,341.26	44,416.79	109,700.00	125,000.00
Site Ctr Maintenance	93,161.27	64,860.12	66,198.57	49,738.92	134,386.92	80,753.41	124,293.64
Supplies	56,843.44	44,468.02	27,794.10	23,647.27	32,823.30	18,571.34	62,891.00
Head Start Supplies	89,302.12	58,792.32	63,208.73	61,431.70	77,431.10	54,696.48	129,022.55
Copier	9,227.52	7,449.68	6,077.88	5,612.70	7,942.23	5,500.00	31,000.00
Insurance	2,691.34	2,235.33	2,943.00	2,514.64	3,541.75	10,550.00	19,000.00
Printing	-	639.36	1,722.88	153.37	1,390.21	585.00	13,000.00
Ads & Promotions	1,583.57	2,479.75	4,154.70	1,419.37	1,946.24	2,010.00	4,500.00
Dues and fees	2,098.27	1,627.24	2,154.95	4,022.81	10,477.76	1,980.00	16,922.79
Communications	13,389.78	10,386.68	10,003.30	10,164.15	15,960.67	23,445.47	25,876.40
Postage/freight	-	2,068.69	1,941.08	1,085.58	1,141.16	952.65	3,250.00
Other	2,187.63	-	-	-	-	-	-
InKind Other	1,607,204.88	2,149,138.99	1,977,510.00	1,613,993.48	1,906,058.97	1,519,675.00	1,541,095.00
<b>Sub-Total Program Expenditures</b>	<b>5,729,473.88</b>	<b>6,347,701.30</b>	<b>6,013,787.42</b>	<b>5,747,525.17</b>	<b>5,923,881.08</b>	<b>2,554,841.85</b>	<b>2,856,313.56</b>
<b>Grand Total Expenditures</b>	<b>7,523,001.11</b>	<b>8,278,639.75</b>	<b>7,877,998.05</b>	<b>7,721,703.38</b>	<b>8,469,818.57</b>	<b>8,381,009.08</b>	<b>8,950,517.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(474.09)</b>	<b>(71.76)</b>	<b>(0.00)</b>	<b>(0.00)</b>

NOTE: The Head Start Grant Year is June 1 through May 31. Nutrition Award period is October 1 through September 30.  
 FY 13-14 had a 5% Sequestration. Rural Head Start was forced to close Sonora Center, SAISD cut number of days and services provided.  
 FY 14-15 Budget reflects reinstatement of Sequestration funds and 1.3% COLA award. Sequestration Funds were provided to SAISD to meet the needs of San Angelo.  
 FY 16-17 Budget reflects a 1.8% COLA award.  
 FY 17-18 Budget reflects mandated 1% COLA award.  
 FY 18-19 Budget reflects 2.6% COLA award.  
 FY 19-20 Budget reflects 1.77% COLA award. Increase in State Federal funds is due to CACFP (Nutrition) award increase now that we do not have Delegate.  
 Rent, Utility and Building Maint. increase is due to SAISD centers and Meals is related to CACFP award.  
 FY 20-21 Budget is reflects 2% COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is \$283,864  
 Administration Cap is 15% of award. FY 20-21 is reflecting Administrative Percentage of 10.53%

# Foster Grandparent / Senior Companion Programs Work Chart



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

	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
<b>Federal</b>	337,081.92	248,852.22	365,572.91	374,225.47	363,668.31	387,416.40	390,457.00	413,573.00
Local Funds (covered grant writing)	0.01	-	20.00	10.00	-	-	-	-
InKind	55,854.53	22,684.68	54,138.18	49,890.90	45,561.60	48,283.00	42,040.00	42,273.00
<b>Total Program Revenue</b>	<b>392,936.46</b>	<b>271,536.90</b>	<b>419,731.09</b>	<b>424,126.37</b>	<b>409,229.91</b>	<b>435,699.40</b>	<b>432,497.00</b>	<b>455,846.00</b>
<b>Salaries/Wages</b>	<b>38,500.84</b>	<b>25,455.88</b>	<b>40,109.51</b>	<b>50,971.66</b>	<b>52,624.20</b>	<b>59,739.78</b>	<b>66,464.71</b>	<b>62,664.01</b>
<b>Fringe Benefits</b>	<b>23,064.42</b>	<b>11,409.06</b>	<b>13,728.32</b>	<b>11,867.37</b>	<b>12,110.08</b>	<b>13,150.58</b>	<b>13,703.33</b>	<b>17,221.64</b>
<b>Total Personnel</b>	<b>61,565.26</b>	<b>36,864.94</b>	<b>53,837.83</b>	<b>62,839.03</b>	<b>64,734.28</b>	<b>72,890.36</b>	<b>80,168.04</b>	<b>79,885.65</b>
<b>Administrative Costs</b>	<b>9,909.82</b>	<b>5,935.28</b>	<b>8,667.89</b>	<b>10,123.34</b>	<b>10,441.23</b>	<b>9,709.08</b>	<b>5,250.04</b>	<b>4,930.78</b>
Network Services	-	-	-	-	-	2,201.34	8,247.94	4,877.22
Procurement Services	-	-	-	-	-	-	1,519.22	852.27
Human Resource Services	-	-	-	-	-	-	1,255.89	2,452.03
Facility Cost Allocation	1,252.75	772.20	1,102.97	1,213.88	2,681.90	3,166.53	12,244.82	8,734.36
<b>Total Cost Allocations</b>	<b>11,162.57</b>	<b>6,707.48</b>	<b>9,770.86</b>	<b>11,337.22</b>	<b>13,123.13</b>	<b>15,076.95</b>	<b>28,517.91</b>	<b>21,846.66</b>
Stipend - FGP/SCP Volunteers	193,156.59	142,242.65	207,801.31	205,412.79	195,991.12	197,925.22	185,389.00	206,340.00
Uniforms	1,987.20	-	2,614.99	2,790.40	-	1,365.98	7,913.90	6,000.00
Recognition	3,623.96	2,330.65	24,997.68	31,636.20	32,388.99	35,903.71	22,363.15	25,000.00
Travel-In Region	572.32	212.05	666.62	223.53	765.97	367.45	1,400.00	1,500.00
Travel-Out of Region	1,397.31	-	1,876.03	590.53	1,544.99	1,530.68	3,000.00	3,000.00
Travel Advisory Council	-	-	38.84	-	-	-	-	-
Meals	2,994.69	2,804.78	4,730.58	6,183.00	5,883.38	5,711.24	10,000.00	12,000.00
Travel-Volunteer	36,003.62	28,959.31	37,995.21	38,790.03	35,055.71	36,337.03	40,220.00	45,600.00
Rent	8,235.93	5,167.07	6,893.33	7,586.80	8,242.00	7,948.20	-	-
Utilities	1,184.95	786.16	805.97	737.27	-	-	-	-
Supplies	4,606.20	1,587.58	4,112.88	2,342.94	2,731.00	4,933.23	6,000.00	4,888.05
Meal Supplies	-	-	465.63	514.88	64.13	134.56	500.00	500.00
Computer/Software	-	-	1,150.04	-	-	-	-	-
Copier	1,638.22	553.14	326.58	328.80	164.72	232.98	300.00	600.00
Insurance	632.81	509.15	563.00	586.94	586.94	581.61	600.00	750.00
Printing	4,380.04	51.00	285.44	24.38	-	41.40	200.00	1,200.00
Ads & Promotions	-	17,576.65	4,440.00	-	-	-	-	-
Dues and fees	426.67	100.00	100.00	100.00	175.00	195.00	200.00	762.64
Communications	977.00	333.32	377.87	226.35	180.00	-	-	-
Postage/freight	1,163.13	981.72	825.25	175.68	157.03	255.52	285.00	300.00
Physicals/Safety	1,373.46	1,084.57	1,664.75	1,808.70	1,879.92	5,985.28	3,400.00	3,400.00
InKind Other	55,854.53	22,684.68	54,138.18	49,890.90	45,561.60	48,283.00	42,040.00	42,273.00
<b>Sub-Total Program Expenditures</b>	<b>320,208.63</b>	<b>227,964.48</b>	<b>356,870.18</b>	<b>349,950.12</b>	<b>331,372.50</b>	<b>347,732.09</b>	<b>323,811.05</b>	<b>354,113.69</b>
<b>Grand Total Program Expenditures</b>	<b>392,936.46</b>	<b>271,536.90</b>	<b>420,478.87</b>	<b>424,126.37</b>	<b>409,229.91</b>	<b>435,699.40</b>	<b>432,497.00</b>	<b>455,846.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(747.78)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(0.00)</b>	<b>(0.00)</b>

grant writing unbillable

NOTE: Grants are awarded in 3 year increments.

State Award is September thru August

Effective FY 14-15 the Federal award moved from Sept 30th thru Sept 29th to July 1st thru June 30th. This resulted in a loss of 1 Qtr funding in FY 14-15.

FY 13-14 had a 4% Sequestration.

FY 19-20 begins the next 3-year award period

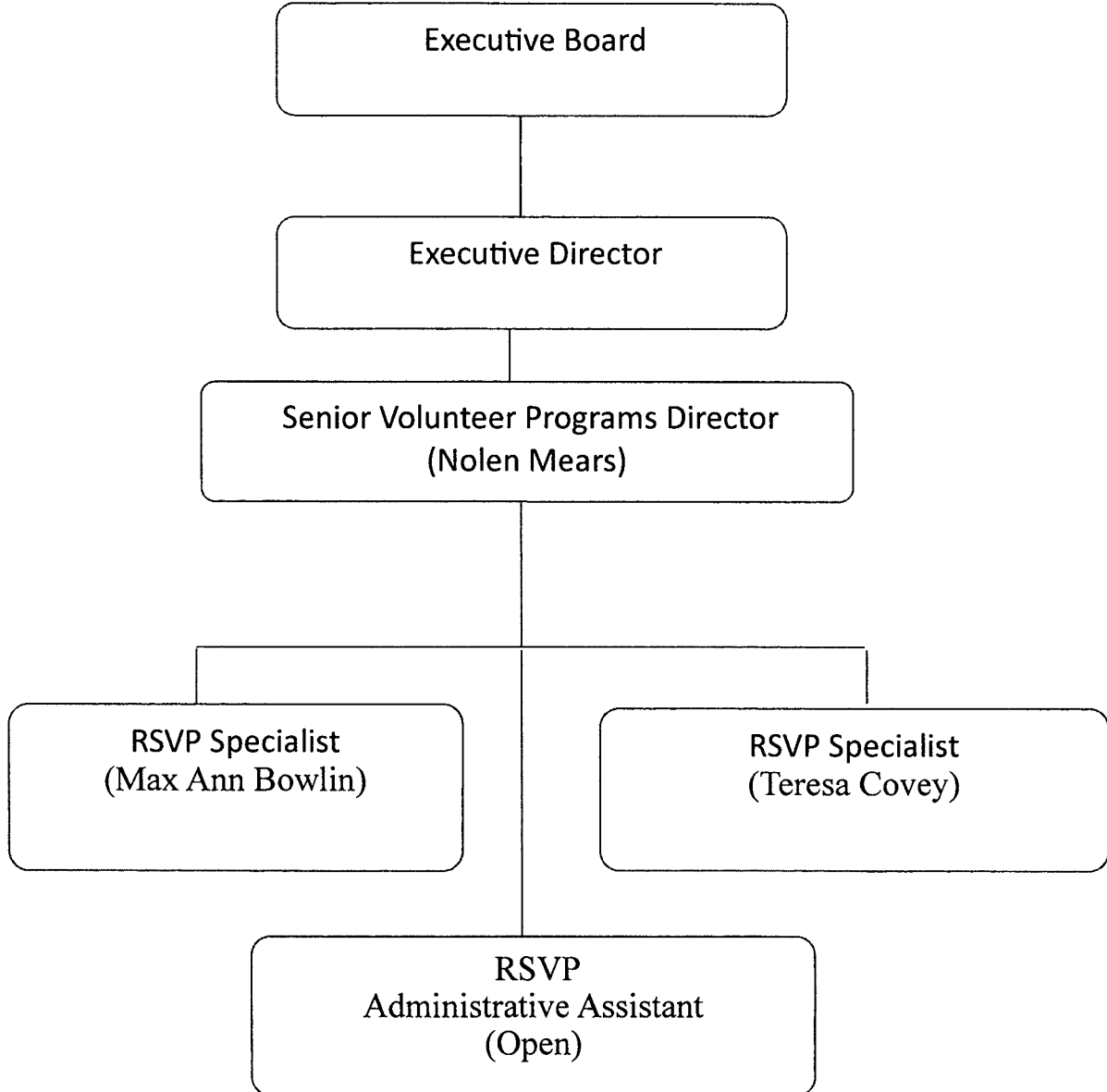
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 SENIOR COMPANION

	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Federal	222,580.47	154,786.20	219,546.21	218,493.02	229,962.46	225,113.98	237,892.00	250,398.00
Local Funds	-	-	20.00	10.00	20.00	-	-	-
InKind	25,519.87	29,381.81	23,345.80	8,391.23	18,268.55	18,118.00	22,280.00	23,988.00
<b>Total Program Revenue</b>	<b>248,100.34</b>	<b>184,168.01</b>	<b>242,912.01</b>	<b>226,894.25</b>	<b>248,251.01</b>	<b>243,231.98</b>	<b>260,172.00</b>	<b>274,386.00</b>
Salaries/Wages	31,452.53	21,000.09	35,748.84	37,654.16	37,535.95	37,639.12	39,878.83	38,998.65
Fringe Benefits	18,839.67	7,640.92	12,233.63	8,718.28	8,643.03	8,266.81	8,222.00	10,254.90
<b>Total Personnel</b>	<b>50,292.20</b>	<b>28,641.01</b>	<b>47,982.47</b>	<b>46,372.44</b>	<b>46,178.98</b>	<b>45,905.93</b>	<b>48,100.83</b>	<b>49,253.55</b>
AdministrativeCosts	8,094.86	4,611.18	7,725.17	7,470.58	7,447.10	6,114.67	3,150.02	3,040.08
Network Services	-	-	-	-	-	1,386.37	8,247.94	2,438.61
Procurement Services	-	-	-	-	-	-	716.69	479.31
Human ResourceServices	-	-	-	-	-	-	1,255.89	1,226.01
Facility Cost Allocation	594.98	365.04	523.63	722.19	1,786.84	2,106.90	7,346.89	5,025.25
<b>Total Cost Allocations</b>	<b>8,689.84</b>	<b>4,976.22</b>	<b>8,248.80</b>	<b>8,192.77</b>	<b>9,233.94</b>	<b>9,607.94</b>	<b>20,717.44</b>	<b>12,209.26</b>
Stipend - FGP/SCP Volunteers	138,106.46	102,108.99	136,270.08	109,963.01	121,722.21	111,222.25	116,214.00	129,648.00
Uniforms	903.50	-	-	2,364.90	18,852.75	371.32	2,000.00	4,000.00
Recognition	-	1,990.02	3,989.12	25,874.67	-	19,393.20	11,214.27	13,100.00
Travel-In Region	762.04	502.38	412.43	171.46	702.87	493.06	900.00	1,000.00
Travel-Out of Region	1,009.01	296.12	1,876.01	590.52	1,029.97	945.42	2,222.28	1,500.00
Travel Advisory Council	-	-	38.83	-	-	-	-	-
Meals	2,170.31	2,071.27	2,400.06	2,866.47	3,248.74	2,462.40	5,912.45	8,000.00
Travel-Volunteer	13,467.02	8,118.05	12,892.66	14,525.04	19,818.75	21,865.50	24,283.73	25,900.00
Rent	3,911.79	2,442.61	3,272.67	4,513.60	5,491.20	5,288.40	-	-
Utilities	562.82	371.58	436.86	427.27	-	-	-	-
Supplies	1,632.56	1,233.01	648.83	1,040.08	1,578.43	2,766.44	2,500.00	1,000.00
Meal Supplies	-	-	62.99	298.47	35.52	89.70	200.00	200.00
Computer/Software	-	-	1,150.04	-	-	-	-	-
Copier	702.34	156.86	130.98	188.28	101.96	129.12	252.00	575.19
Insurance	492.87	466.56	457.00	469.07	469.07	465.19	475.00	500.00
Printing	166.81	51.00	161.92	24.37	-	27.60	250.00	712.00
Dues and fees	200.00	100.00	100.00	100.00	150.00	130.00	200.00	750.00
Communications	637.21	383.02	319.98	212.22	118.77	-	-	-
Postage/freight	932.00	392.70	35.27	58.38	121.72	104.84	260.00	300.00
Other	-	-	-	638.65	-	-	-	-
Physicals/Safety	570.66	484.80	906.72	250.00	1,127.58	3,845.67	2,190.00	1,750.00
InKind Other	25,519.87	29,381.81	23,345.80	8,391.23	18,268.55	18,118.00	22,280.00	23,988.00
<b>Sub-Total Program Expenditures</b>	<b>191,747.27</b>	<b>150,550.78</b>	<b>188,908.25</b>	<b>172,967.69</b>	<b>192,838.09</b>	<b>187,718.11</b>	<b>191,353.73</b>	<b>212,923.19</b>
<b>Grand Total Program Expenditures</b>	<b>250,729.31</b>	<b>184,168.01</b>	<b>245,139.52</b>	<b>227,532.90</b>	<b>248,251.01</b>	<b>243,231.98</b>	<b>260,172.00</b>	<b>274,386.00</b>
<b>Revenue over Expenditures</b>	<b>(2,628.97)</b>	<b>-</b>	<b>(2,227.51)</b>	<b>(638.65)</b>	<b>-</b>	<b>-</b>	<b>(0.00)</b>	<b>0.00</b>

NOTE: Grants are awarded in 3 year increments.  
 State Award is September thru August  
 Effective FY 14-15 the Federal award moved from Sept 30th thru Sept 29th to July 1st thru June 30th. This resulted in a loss of 1 Qtr funding in FY 14-15.  
 FY 13-14 had a 4% Sequestration.  
 FY 19-20 begins the next 3-year award period



# RSVP Work Chart

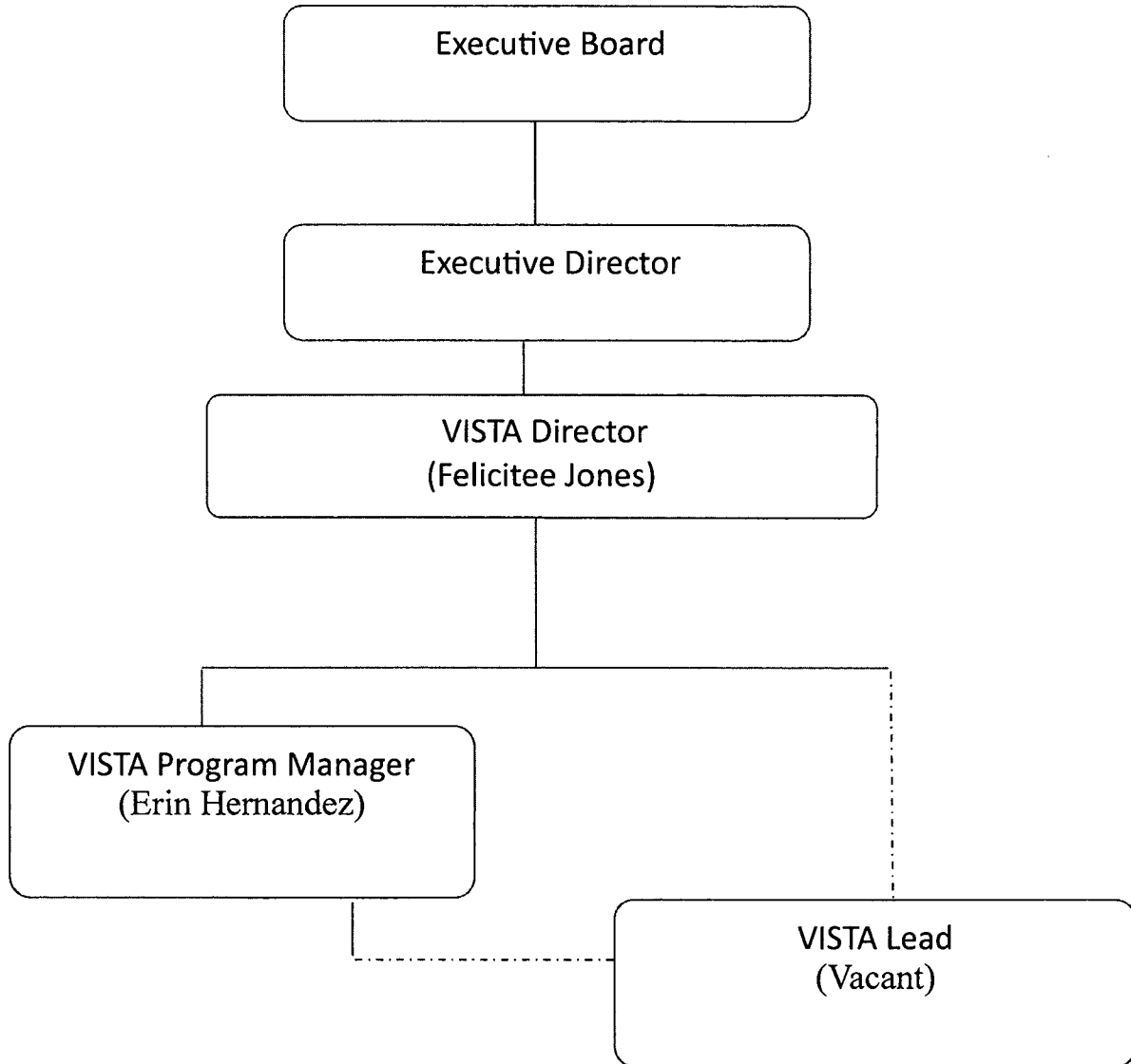


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 RETIRED SENIOR VOLUNTEER PROGRAM (RSVP)

	FY 19-20 BUDGET	FY 20-21 BUDGET	
Federal	-	150,606.00	
State	-	48,226.00	
<b>Total Program Revenue</b>	-	<b>198,832.00</b>	
Salaries/Wages	-	104,394.34	
Fringe Benefits	-	36,390.95	
<b>Total Personnel</b>	-	<b>140,785.29</b>	
Administrative Costs	-	8,689.69	
Network Services	-	4,877.22	
Procurement Services	-	509.50	
Human Resource Services	-	2,452.03	
Facility Cost Allocation	-	2,004.12	
<b>Total Cost Allocations</b>	-	<b>18,532.56</b>	
Recognition	-	13,100.00	
Travel-In Region	-	1,700.00	
Travel-Out of Region	-	2,000.00	
County Facility Rent	-	10,500.00	San Angelo Lease and Abilene Lease
Supplies	-	2,500.00	
Computer/Software	-	1,200.00	
Copier	-	800.00	
Insurance	-	1,200.00	
Internet	-	1,780.00	State 618 and webhosting
Printing	-	1,000.00	
Dues and fees	-	1,534.15	
Postage/freight	-	2,000.00	
Physicals/Safety	-	200.00	
<b>Sub-Total Program Expenditures</b>	-	<b>39,514.15</b>	
<b>Grand Total Program Expenditures</b>	-	<b>198,832.00</b>	
<b>Revenue over Expenditures</b>	-	<b>(0.00)</b>	

Grant Award is April through March  
 This is our first year with this program

# VISTA Work Chart



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

	FY 19-20 BUDGET	FY 20-21 BUDGET
Local Funds	-	106,260.00
<b>Total Program Revenue</b>	-	<b>106,260.00</b>

San Angelo Health Foundation

Salaries/Wages	-	31,648.65
Fringe Benefits	-	11,855.73
<b>Total Personnel</b>	-	<b>43,504.38</b>

Administrative Costs	-	2,685.22
Network Services	-	2,438.61
Procurement Services	-	130.70
Human Resource Services	-	1,226.01
Facility Cost Allocation	-	4,666.30
<b>Total Cost Allocations</b>	-	<b>11,146.84</b>

Recognition	-	2,000.00
Contract Services	-	31,226.00
Travel-In Region	-	2,000.00
Travel-Out of Region	-	3,195.76
Supplies	-	1,500.00
Computer/Software	-	2,907.00
Copier	-	1,000.00
Postage/freight	-	300.00
<b>Sub-Total Program Expenditures</b>	-	<b>44,128.76</b>

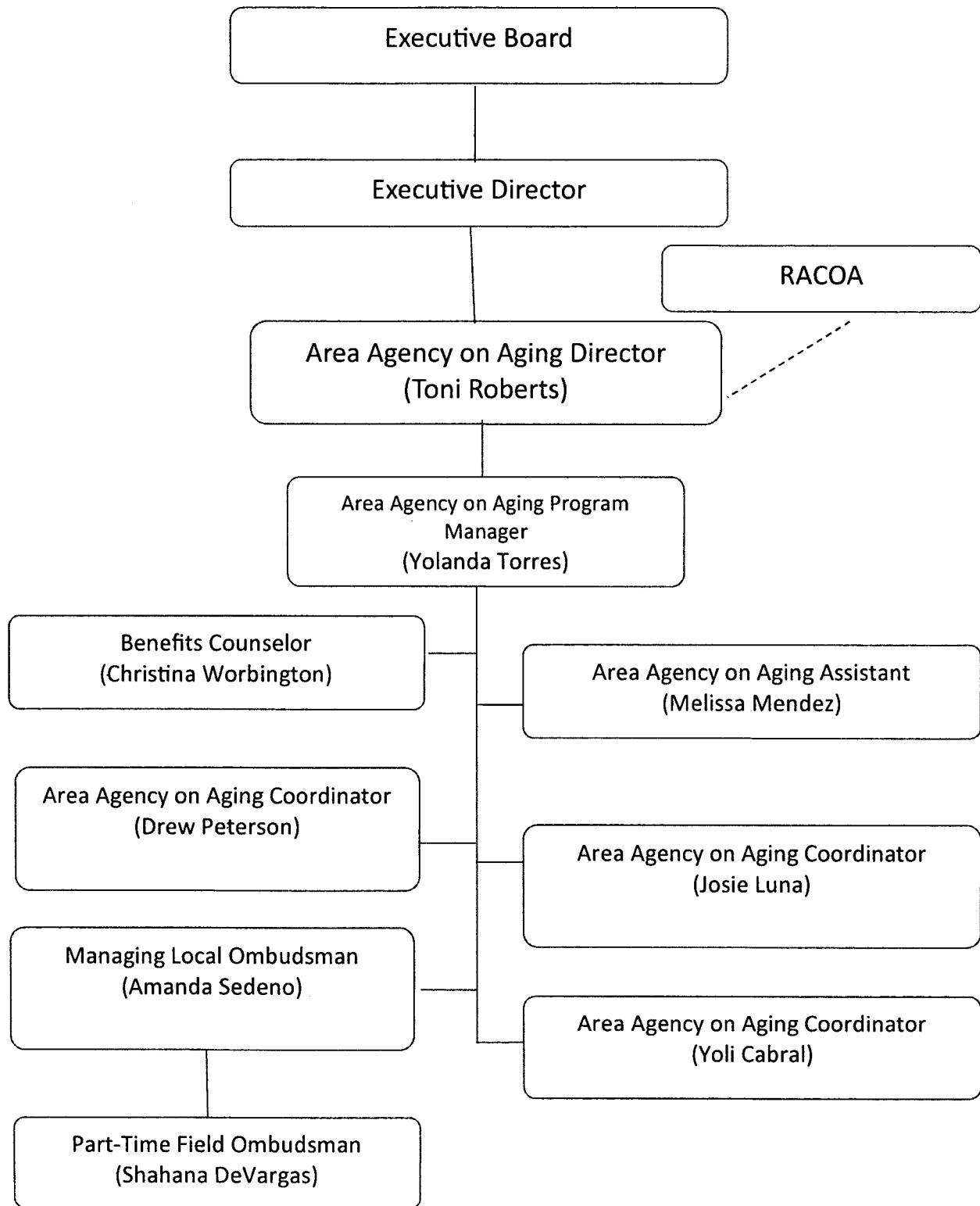
**Grand Total Program Expenditures** - **98,779.98**

**Revenue over Expenditures** - **7,480.02**

Carry to next fiscal year

This is our first year with this program

# Area Agency on Aging Work Chart

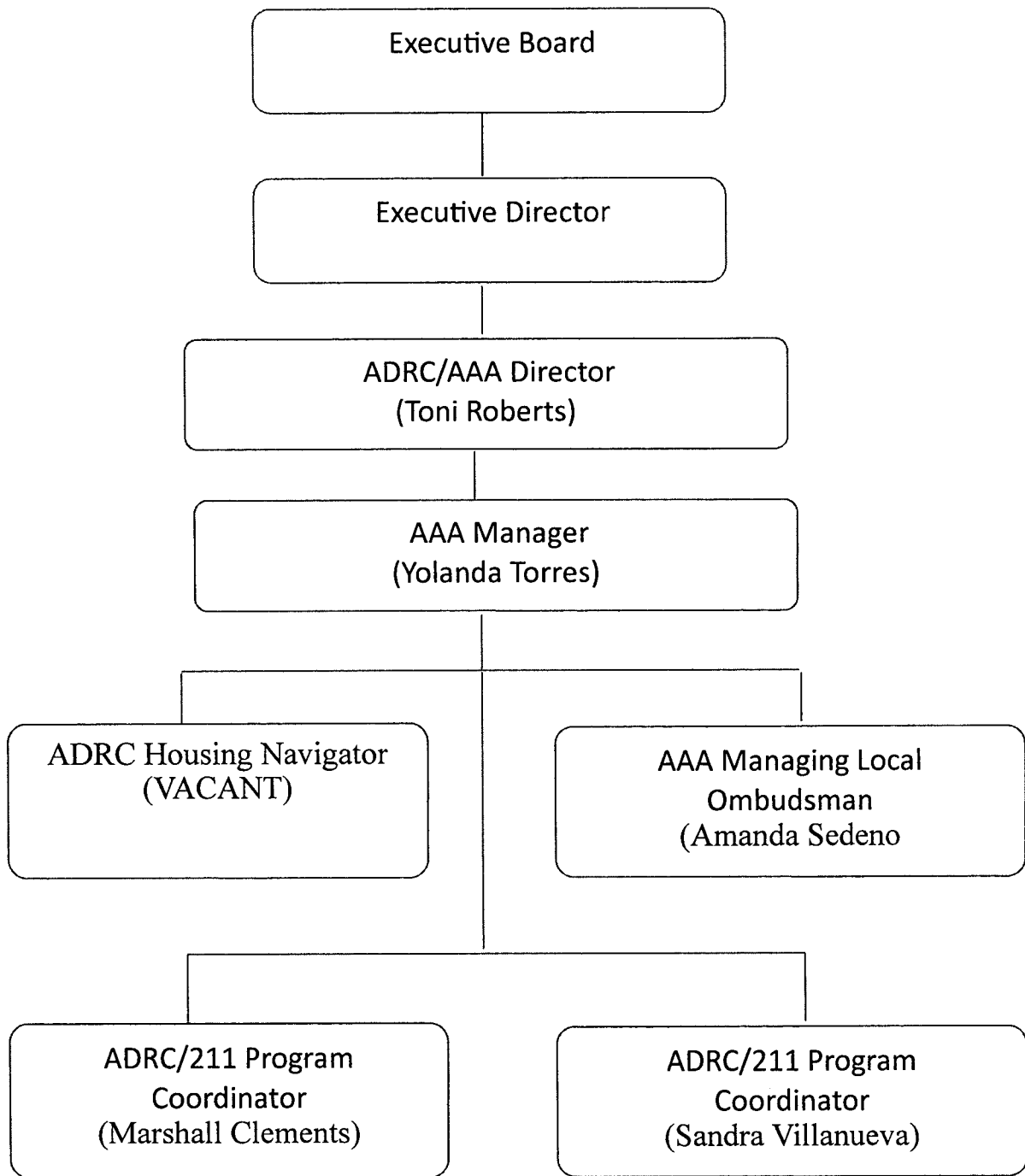


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 AREA AGENCY ON AGING

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
COVID-19 Funding	-	-	-	-	-	-	478,619.00
State Administrated Federal	951,400.00	961,784.00	1,099,119.00	916,854.00	966,107.00	1,152,153.00	1,225,972.00
State	89,052.00	92,275.00	92,727.00	89,761.00	89,145.00	88,402.00	100,188.00
Program Income	70.00	556.10	145.10	59.50	3,360.00	-	-
Local Funds	382.00	950.00	4,465.00	25.00	52.50	-	-
Interest	-	-	-	-	-	-	-
InKind	440,486.85	502,073.00	355,580.39	301,445.26	327,811.85	350,000.00	417,000.00
Membership Dues	28,333.00	28,333.00	28,333.00	28,333.01	28,333.60	28,333.00	28,333.00
<b>Total Program Revenue</b>	<b>1,509,723.85</b>	<b>1,585,971.10</b>	<b>1,580,369.49</b>	<b>1,336,477.77</b>	<b>1,414,809.95</b>	<b>1,618,888.00</b>	<b>2,250,112.00</b>
Salaries/Wages	234,748.87	284,326.73	310,995.32	272,073.31	268,608.54	273,569.01	348,156.37
Fringe Benefits	104,712.05	130,364.06	119,956.29	112,623.44	122,394.97	125,296.22	152,790.32
<b>Total Personnel</b>	<b>339,460.92</b>	<b>414,690.79</b>	<b>430,951.61</b>	<b>384,696.75</b>	<b>391,003.51</b>	<b>398,865.23</b>	<b>500,946.69</b>
AdministrativeCosts	55,462.52	66,926.00	69,426.81	62,048.90	52,082.00	26,120.86	30,919.93
Network Services	-	-	-	-	11,805.44	29,692.58	24,386.11
Procurement Services	-	-	-	-	-	33,280.12	16,757.01
Human ResourceServices	-	-	-	-	-	11,303.04	12,260.13
Facility Cost Allocation	7,015.32	7,538.18	7,540.12	13,862.46	14,799.05	54,909.09	63,772.82
<b>Total Cost Allocations</b>	<b>62,477.84</b>	<b>74,464.18</b>	<b>76,966.93</b>	<b>75,911.36</b>	<b>78,886.49</b>	<b>155,305.69</b>	<b>148,096.00</b>
Recognition	226.85	337.60	50.00	-	50.00	-	1,000.00
Contract Services	109,502.10	75,742.70	208,445.15	83,482.67	107,647.17	161,302.41	545,488.59
AAA Meals	448,966.58	426,004.54	418,837.65	406,488.37	403,604.79	486,997.82	573,694.71
Travel-In Region	6,605.71	8,936.79	6,645.16	4,330.41	6,674.36	9,211.00	9,000.00
Travel-Out of Region	10,951.26	12,417.71	13,475.84	11,512.79	20,244.58	14,491.00	20,000.00
Travel Advisory	-	-	303.09	1,874.02	1,661.56	1,500.00	2,000.00
Meals	59.86	424.89	299.91	-	-	-	500.00
Fuel & Lubricant	37.83	-	-	-	-	-	-
Rent	46,768.80	47,112.00	47,125.00	42,601.00	37,146.20	-	-
Utilities	7,201.57	5,760.25	4,638.96	-	-	-	-
Supplies	14,326.05	7,034.14	2,913.63	8,619.80	5,739.87	20,415.00	8,377.00
Project Equipment	4,154.43	-	-	-	-	-	-
Computer/Software	-	-	-	-	9,140.55	-	-
Copier	1,145.20	3,490.08	3,654.58	4,042.78	11,362.82	6,150.00	6,000.00
Insurance	913.95	712.99	(66.25)	-	-	250.00	-
Cell Phones	1,644.00	1,674.22	1,478.66	1,470.00	1,695.00	1,620.00	1,490.00
Printing	3,284.12	1,282.01	327.75	1,544.63	2,659.15	3,500.00	3,500.00
Ads & Promotions	1,143.30	831.25	2,119.63	-	-	491.00	1,668.21
Dues and fees	4,139.58	1,707.85	3,567.18	4,774.62	5,840.69	4,051.00	6,000.00
Communications	4,600.02	3,313.84	2,589.65	2,324.24	682.14	-	-
Postage/freight	2,035.98	-	2,005.51	1,358.65	3,099.75	4,737.85	5,350.80
Other	6.73	6.08	8.75	-	-	-	-
InKind Other	440,486.85	502,073.00	355,580.39	301,445.26	327,811.85	350,000.00	417,000.00
<b>Sub-Total Program Expenditures</b>	<b>1,108,200.77</b>	<b>1,098,861.94</b>	<b>1,074,000.24</b>	<b>875,869.24</b>	<b>945,060.48</b>	<b>1,064,717.08</b>	<b>1,601,069.31</b>
<b>Grand Total Program Expenditures</b>	<b>1,510,139.53</b>	<b>1,588,016.91</b>	<b>1,581,918.78</b>	<b>1,336,477.35</b>	<b>1,414,750.48</b>	<b>1,618,888.00</b>	<b>2,250,112.00</b>
<b>Revenue over Expenditures</b>	<b>(415.68)</b>	<b>(2,045.81)</b>	<b>(1,549.29)</b>	<b>0.42</b>	<b>59.47</b>	<b>(0.00)</b>	<b>(0.00)</b>

NOTE: The Area Agency on Aging Grant Year is October through September.  
 FY 13-14 reflected a 5% Level Funding cut. However, due to sequestration in FY 12-13 unspent funds were authorized for carry forward without performance measures.  
 FY 16-17 reflects TXDOT 5310 Elderly & Disabled funds spent on contract services, award moved to CVEDD in FY 17-18

# ADRC Work Chart



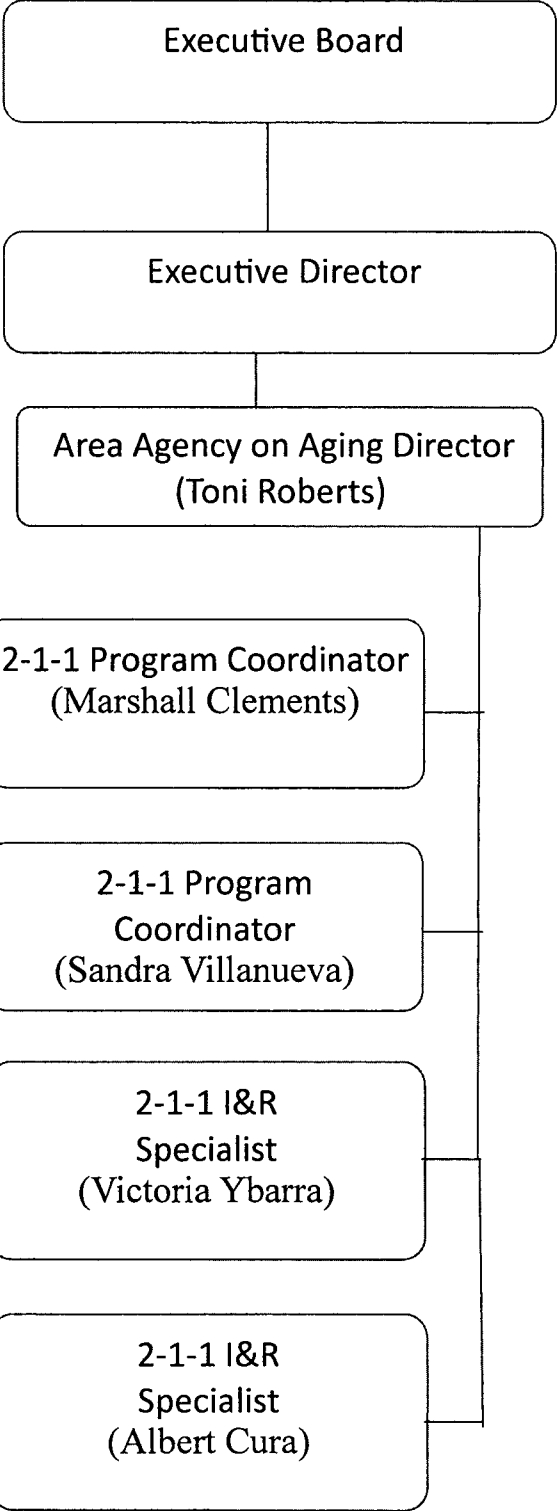
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 thru  
AGING AND DISABILITY RESOURCE CENTER (ADRC)

	FY 19-20 BUDGET	FY 20-21 BUDGET
State Administrated Federal	67,235.00	68,695.00
State	100,967.00	100,924.00
<b>Total Program Revenue</b>	<b>168,202.00</b>	<b>169,619.00</b>
Salaries/Wages	68,423.60	67,754.47
Fringe Benefits	33,400.20	33,318.35
<b>Total Personnel</b>	<b>101,823.80</b>	<b>101,072.82</b>
Administrative Costs	6,668.23	6,238.52
Network Services	3,299.18	4,877.22
Procurement Services	527.38	251.40
Human Resource Services	1,255.89	2,452.03
Facility Cost Allocation	15,473.03	22,553.80
<b>Total Cost Allocations</b>	<b>27,223.71</b>	<b>36,372.97</b>
Contract Services	20,620.50	17,138.26
Travel-In Region	3,399.00	1,508.00
Travel-Out of Region	2,478.00	2,500.00
Supplies	4,726.00	5,976.95
Copier	1,634.99	1,500.00
Cell Phones	433.00	450.00
Printing	1,600.00	2,000.00
Ads & Promotions	2,799.00	-
Dues and fees	864.00	500.00
Postage/freight	600.00	600.00
<b>Sub-Total Program Expenditures</b>	<b>39,154.49</b>	<b>32,173.21</b>
<b>Grand Total Program Expenditures</b>	<b>168,202.00</b>	<b>169,619.00</b>
<b>Revenue over Expenditures</b>	<b>0.00</b>	<b>0.00</b>

Program award period is September 1 thru August 31.  
FY 19-20 is our first year with this program



# 211 Information and Referral Work Chart

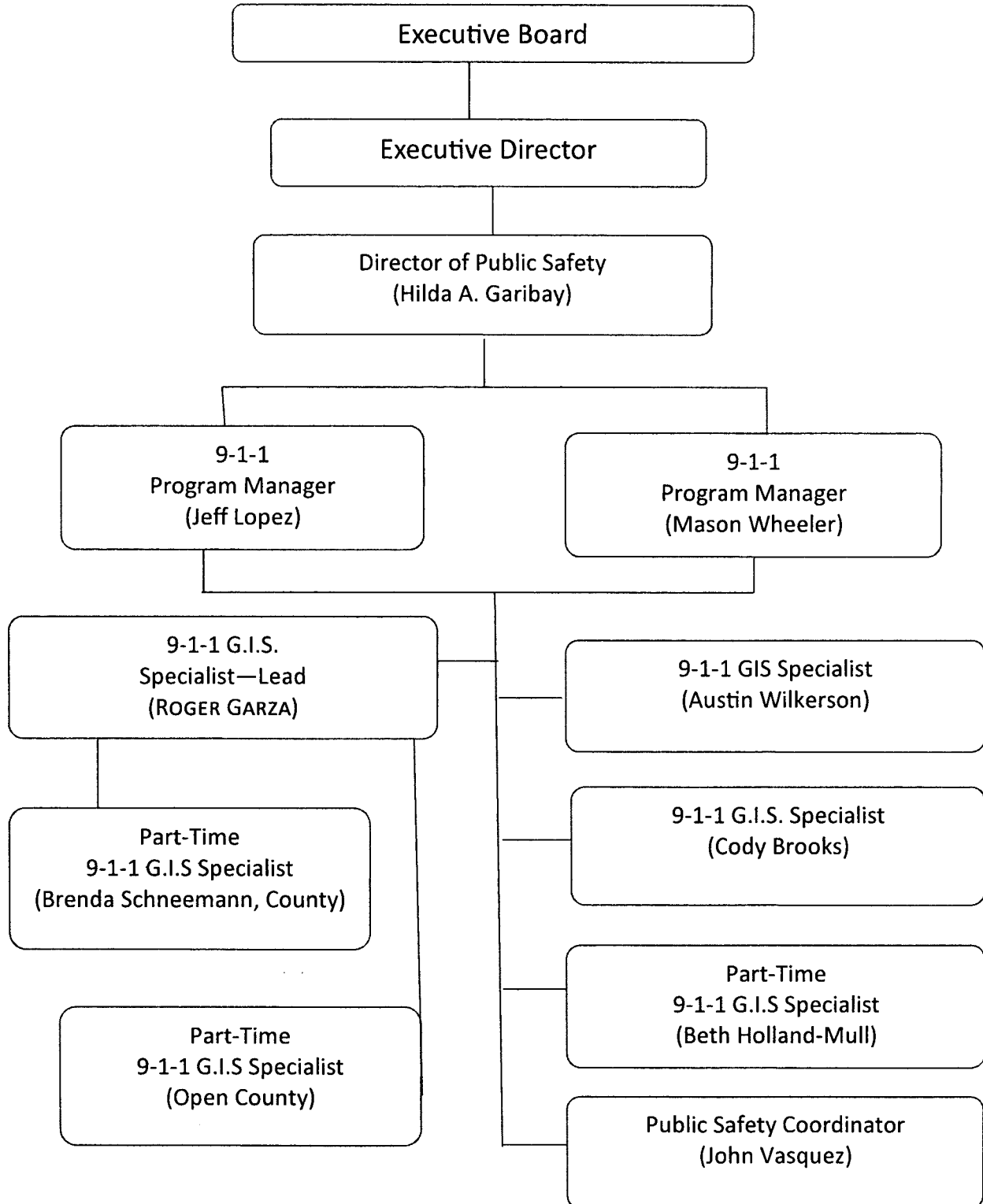


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 2-1-1 INFORMATION & REFERRAL

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
State Administrated Federal	186,057.95	173,356.84	198,199.00	95,176.91	102,228.81	194,630.00	194,630.00
State	4,884.90	14,311.64	4,614.74	86,394.00	93,134.92	4,821.55	4,822.00
Local Funds	8,824.30	-	-	8.23	-	-	-
Interest	-	-	-	-	301.92	-	-
<b>Total Program Revenue</b>	<b>199,767.15</b>	<b>187,668.48</b>	<b>202,813.74</b>	<b>181,579.14</b>	<b>195,665.65</b>	<b>199,451.55</b>	<b>199,452.00</b>
Salaries/Wages	76,971.15	74,432.24	96,728.77	73,816.80	91,809.61	87,459.29	98,281.68
Fringe Benefits	43,507.19	43,620.92	42,839.88	34,675.74	45,293.44	43,801.74	52,918.35
<b>Total Personnel</b>	<b>120,478.34</b>	<b>118,053.16</b>	<b>139,568.65</b>	<b>108,492.54</b>	<b>137,103.05</b>	<b>131,261.03</b>	<b>151,200.03</b>
AdministrativeCosts	19,397.02	19,006.57	22,484.51	17,488.03	18,262.10	8,596.01	9,332.52
Network Services	-	-	-	-	4,140.42	6,598.35	7,315.83
Procurement Services	-	-	-	-	-	2,344.78	79.33
Human ResourceServices	-	-	-	-	-	3,767.68	3,678.04
Facility Cost Allocation	2,190.24	2,354.54	2,356.20	3,496.71	4,673.70	17,350.80	9,990.68
<b>Total Cost Allocations</b>	<b>21,587.26</b>	<b>21,361.11</b>	<b>24,840.71</b>	<b>20,984.74</b>	<b>27,076.22</b>	<b>38,657.62</b>	<b>30,396.40</b>
Contract Services	7,303.20	12,053.28	9,188.78	35,428.00	6,000.00	6,000.00	6,000.00
Travel-In Region	266.64	416.86	338.57	536.01	700.14	300.00	500.00
Travel-Out of Region	4,821.00	2,116.54	2,563.37	2,452.36	2,302.57	2,500.00	2,500.00
Conference Fees	-	-	1,289.00	-	-	-	-
Fuel & Lubricant	72.08	-	-	-	-	-	-
Rent	14,601.60	14,716.00	14,726.40	10,745.80	11,731.20	-	-
Utilities	2,237.51	1,799.37	1,449.62	-	-	-	-
Supplies	1,980.51	3,590.30	6,396.18	1,125.89	1,861.93	3,044.00	2,174.99
Project Equipment	3,010.44	-	-	-	-	-	-
Computer/Software	-	-	-	-	4,891.59	-	-
Copier	-	-	-	-	-	-	500.00
Cell Phones	390.00	360.00	250.00	-	75.00	180.00	1,000.00
Printing	2,608.27	1,454.70	283.26	41.92	2,432.15	1,500.00	500.00
Ads & Promotions	11,781.25	7,365.80	120.00	-	-	10,508.90	-
Dues and fees	2,243.36	2,023.84	779.00	2,765.50	667.32	4,000.00	4,092.58
Communications	1,337.39	2,208.30	1,636.63	1,162.82	-	-	-
Postage/freight	298.30	149.22	96.89	1,108.48	522.56	1,500.00	588.00
<b>Sub-Total Program Expenditures</b>	<b>52,951.55</b>	<b>48,254.21</b>	<b>39,117.70</b>	<b>55,366.78</b>	<b>31,184.46</b>	<b>29,532.90</b>	<b>17,855.57</b>
<b>Grand Total Program Expenditures</b>	<b>195,017.15</b>	<b>187,668.48</b>	<b>203,527.06</b>	<b>184,844.06</b>	<b>195,363.73</b>	<b>199,451.55</b>	<b>199,452.00</b>
<b>Revenue over Expenditures</b>	<b>4,750.00</b>	<b>-</b>	<b>(713.32)</b>	<b>(3,264.92)</b>	<b>301.92</b>	<b>(0.00)</b>	<b>0.00</b>

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

# 911 Work Chart



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

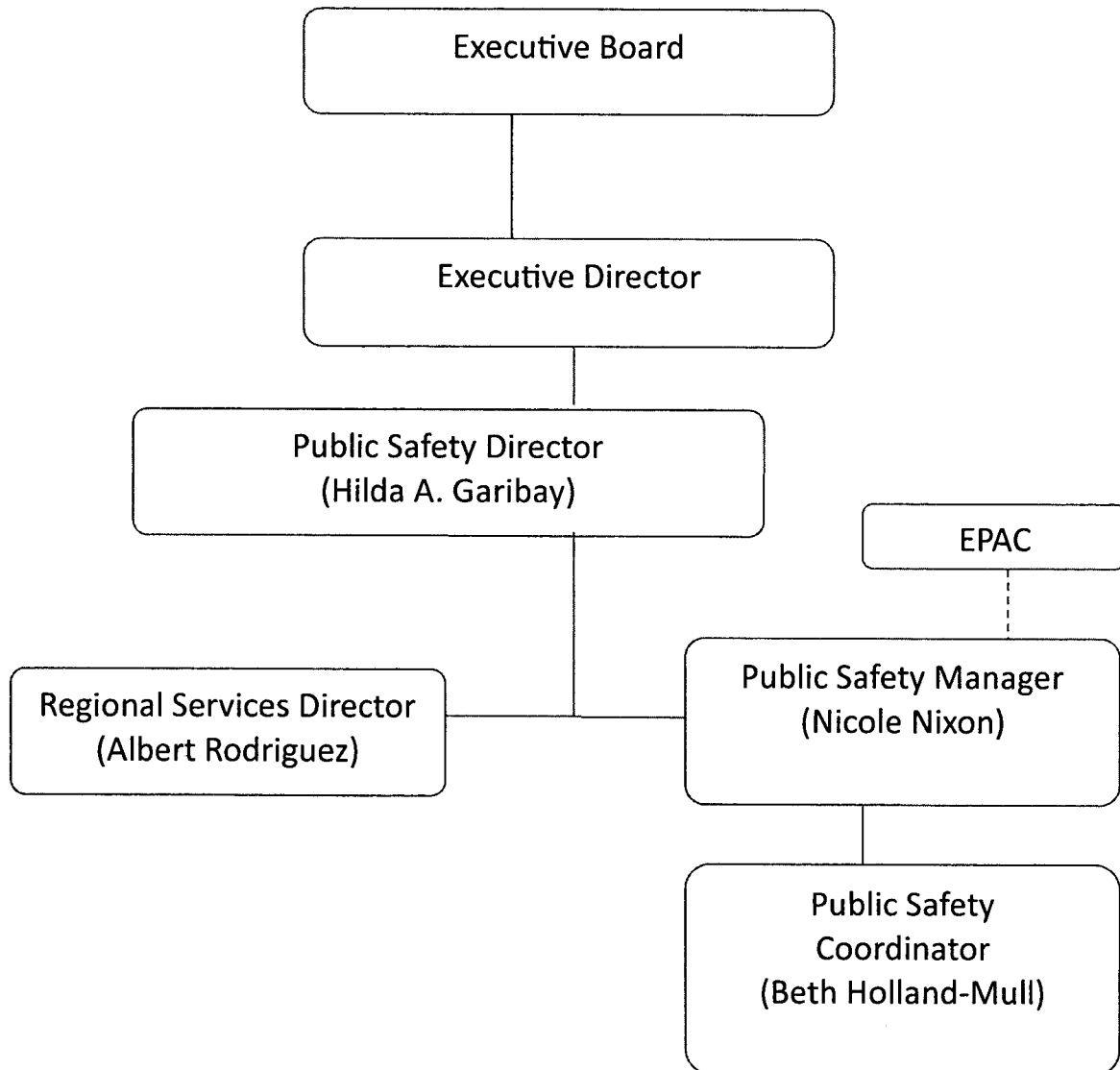
	Biennial		Biennial		Biennial		1st Biennium FY 19-20 BUDGET	2nd Biennium FY 20-21 BUDGET
	FY 13-14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19		
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL		
State	1,510,303.52	1,868,339.13	2,407,912.86	2,719,548.22	2,717,647.77	3,711,554.06	2,167,361.00	2,223,280.00
Local Funds	-	-	-	-	-	2,504.58	-	-
Interest	-	-	-	-	-	7,822.46	-	-
<b>Total Program Revenue</b>	<b>1,510,303.52</b>	<b>1,868,339.13</b>	<b>2,407,912.86</b>	<b>2,719,548.22</b>	<b>2,717,647.77</b>	<b>3,721,881.10</b>	<b>2,167,361.00</b>	<b>2,223,280.00</b>
Salaries/Wages	215,383.19	206,785.44	235,025.75	267,282.20	251,841.77	316,960.00	361,628.07	370,571.64
Fringe Benefits	126,842.61	96,909.62	113,007.84	98,386.57	89,297.35	117,651.82	126,917.76	133,860.29
<b>Total Personnel</b>	<b>342,225.80</b>	<b>303,695.06</b>	<b>348,033.59</b>	<b>365,668.77</b>	<b>341,139.12</b>	<b>434,611.82</b>	<b>488,545.83</b>	<b>504,431.93</b>
Administrative Costs	54,716.34	48,894.93	56,033.41	58,750.79	55,038.15	57,881.83	31,993.86	31,135.05
Network Services	22.49	-	-	-	-	13,130.94	39,590.11	36,579.17
Procurement Services	-	-	-	-	-	-	73,143.16	42,466.84
Human Resource Services	-	-	-	-	-	-	10,047.14	9,808.11
Facility Cost Allocation	10,477.07	10,286.64	11,054.83	10,847.64	22,239.82	31,364.22	116,434.69	120,695.75
<b>Total Cost Allocations</b>	<b>65,215.90</b>	<b>59,181.57</b>	<b>67,088.24</b>	<b>69,598.43</b>	<b>77,277.97</b>	<b>102,376.99</b>	<b>271,208.96</b>	<b>240,684.92</b>
Contract Services	-	-	-	-	500.00	1,855.98	5,500.00	7,000.00
Travel-In Region	3,341.20	3,689.99	1,832.46	2,308.34	3,039.17	4,498.73	6,500.00	5,500.00
Travel-Out of Region	15,663.96	13,619.80	11,839.20	21,176.89	26,641.02	25,077.94	25,000.00	25,000.00
Rent	69,457.60	69,457.60	70,852.40	67,797.60	70,106.20	79,660.40	-	-
County Facility Rent	774.32	837.89	933.45	1,072.25	1,028.65	1,228.47	1,500.00	1,440.00
Utilities	10,240.42	10,508.82	8,447.73	6,673.87	-	-	-	-
Supplies	8,698.05	27,273.99	13,732.30	50,256.90	39,874.05	10,032.05	13,800.00	16,704.77
Project Equipment	-	85,377.45	-	-	-	-	-	-
Capital Equipment	-	-	917,615.15	301,364.32	-	-	-	220,000.00
Printing	2,176.41	4,197.83	3,106.50	5,194.66	4,310.00	3,359.35	4,260.00	3,733.84
Ads & Promotions	147.92	1,033.00	400.00	330.00	-	148.91	300.00	500.00
Training	495.00	1,750.00	2,000.00	4,446.50	8,966.00	7,324.50	11,700.00	9,310.00
Dues and fees	1,036.33	1,144.76	1,099.55	435.25	643.58	284.00	558.00	585.00
Communications	10,111.17	9,329.67	10,257.70	11,848.29	16,341.94	7,740.31	11,316.00	11,890.00
Postage/freight	471.80	396.17	866.83	236.30	204.73	185.58	143.90	144.00
911 Services	980,247.64	1,276,845.53	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,327,028.31	1,178,355.54
Other-Give Aways	-	-	-	-	-	400.00	-	-
<b>Sub-Total Program Expenditures</b>	<b>1,102,861.82</b>	<b>1,505,462.50</b>	<b>1,992,701.37</b>	<b>2,284,281.02</b>	<b>2,299,230.68</b>	<b>3,184,499.66</b>	<b>1,407,606.21</b>	<b>1,478,163.15</b>
<b>Grand Total Program Expenditures</b>	<b>1,510,303.52</b>	<b>1,868,339.13</b>	<b>2,407,823.20</b>	<b>2,719,548.22</b>	<b>2,717,647.77</b>	<b>3,721,488.47</b>	<b>2,167,361.00</b>	<b>2,223,280.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>89.66</b>	<b>-</b>	<b>-</b>	<b>392.63</b>	<b>(0.00)</b>	<b>(0.00)</b>

Excess Interest  
 earned on several  
 awards, recognize as  
 revenue

Excess Interest  
 earned on several  
 awards, recognize as  
 revenue

NOTE: The 9-1-1 Emergency Communication Services Grant Year is September through August.

# Homeland Security Work Chart

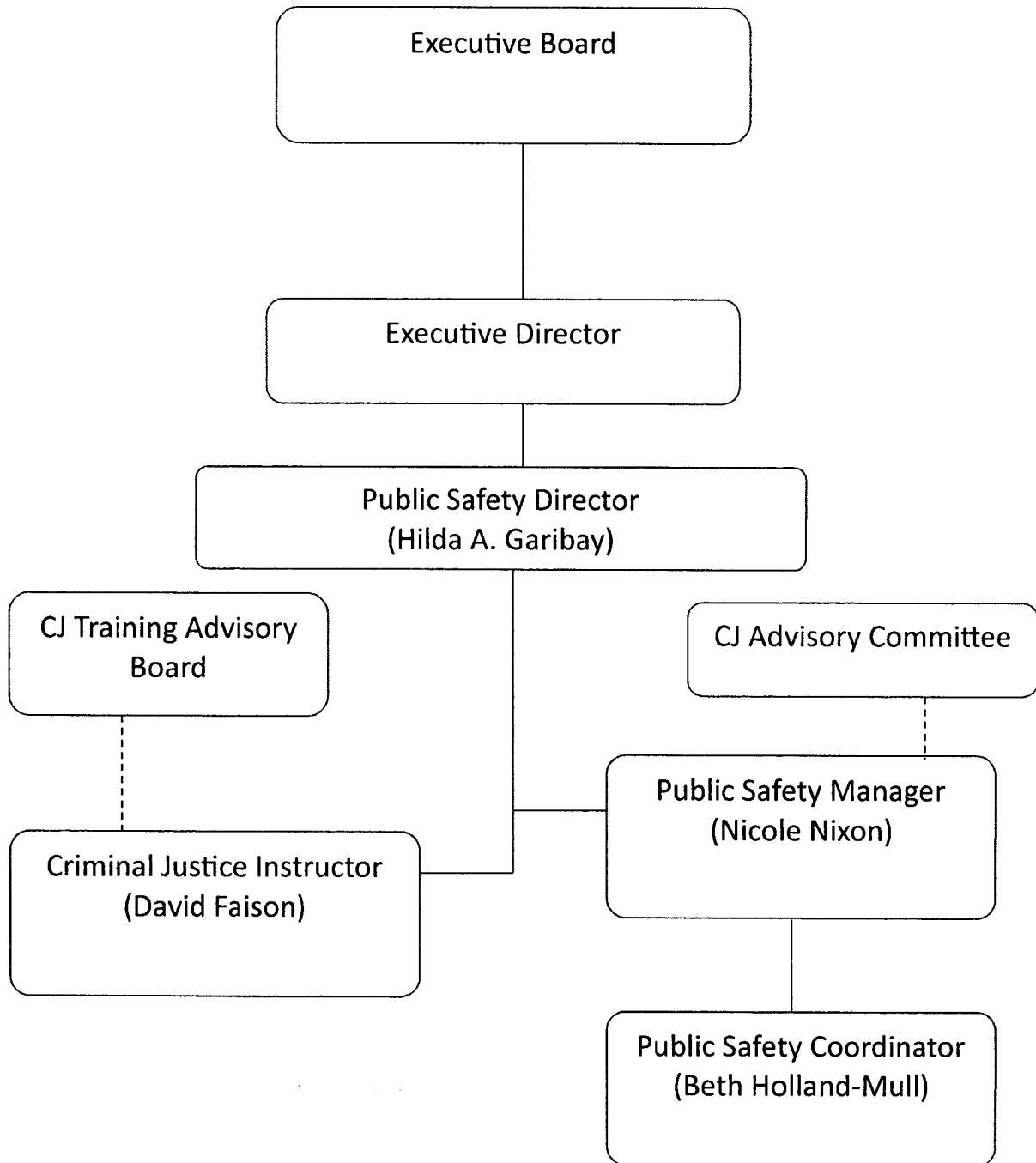


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 HOMELAND SECURITY

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
State Administrated Federal	160,366.58	165,194.91	130,606.08	109,737.20	125,718.09	130,000.00	130,000.00
State	-	17,719.69	18,005.21	17,033.10	-	18,462.00	18,461.00
Local Funds	-	-	500.00	500.00	-	-	-
<b>Total Program Revenue</b>	<b>160,366.58</b>	<b>182,914.60</b>	<b>149,111.29</b>	<b>127,270.30</b>	<b>125,718.09</b>	<b>148,462.00</b>	<b>148,461.00</b>
Salaries/Wages	44,862.39	49,746.57	56,954.84	54,464.22	48,031.58	62,774.39	65,074.76
Fringe Benefits	22,399.60	24,932.01	23,889.71	23,527.18	20,469.89	26,006.15	27,333.04
<b>Total Personnel</b>	<b>67,261.99</b>	<b>74,678.58</b>	<b>80,844.55</b>	<b>77,991.40</b>	<b>68,501.47</b>	<b>88,780.54</b>	<b>92,407.80</b>
Administrative Costs	10,829.12	12,023.23	13,024.71	12,576.13	8,973.62	5,814.06	5,703.69
Network Services	-	-	-	-	2,228.43	6,598.35	2,438.61
Procurement Services	-	-	-	-	-	462.56	168.66
Human Resource Services	-	-	-	-	-	2,511.79	1,226.01
Facility Cost Allocation	7,225.92	7,767.23	3,680.40	5,318.22	6,628.29	24,604.18	26,532.13
<b>Total Cost Allocations</b>	<b>18,055.04</b>	<b>19,790.46</b>	<b>16,705.11</b>	<b>17,894.35</b>	<b>17,830.34</b>	<b>39,990.94</b>	<b>36,069.10</b>
Travel-In Region	768.79	1,565.90	236.03	211.70	-	200.00	1,500.00
Travel-Out of Region	3,567.25	4,944.77	4,092.41	4,182.23	3,903.30	8,082.00	7,000.00
Travel Advisory Counsel	-	-	-	-	2,531.68	-	2,600.00
Travel-Volunteer	-	-	2,063.86	1,553.06	-	2,000.00	-
Vehicle Maintenance	685.74	-	632.67	-	-	-	-
Rent	48,252.80	48,544.60	23,002.20	16,343.60	16,637.40	-	-
Utilities	7,417.60	5,935.55	2,629.40	-	-	-	-
Supplies	6,188.36	15,001.99	6,271.13	189.17	345.13	2,012.59	537.15
Project Equipment	1,305.64	-	-	5,530.00	7,569.60	-	-
Computer/Software	2,569.68	-	225.00	-	7,657.86	-	-
Copier	162.96	2,411.80	1,776.78	441.84	174.68	2,300.00	1,594.95
Insurance	29.25	40.00	304.00	310.00	466.00	368.23	350.00
Cell Phones	975.96	920.35	1,234.72	978.98	1,040.81	1,647.00	1,800.00
Dues and fees	129.17	445.55	356.25	885.41	25.00	830.00	1,102.00
Communications	2,963.46	1,321.29	1,932.08	1,660.66	681.74	2,000.00	3,000.00
Postage/freight	62.25	3.26	182.56	2.35	6.00	250.70	500.00
<b>Sub-Total Program Expenditures</b>	<b>75,078.91</b>	<b>81,135.06</b>	<b>44,939.09</b>	<b>32,289.00</b>	<b>41,039.20</b>	<b>19,690.52</b>	<b>19,984.10</b>
<b>Grand Total Program Expenditures</b>	<b>160,395.94</b>	<b>175,604.10</b>	<b>142,488.75</b>	<b>128,174.75</b>	<b>127,371.01</b>	<b>148,462.00</b>	<b>148,461.00</b>
<b>Revenue over Expenditures</b>	<b>(29.36)</b>	<b>7,310.50</b>	<b>6,622.54</b>	<b>(904.45)</b>	<b>(1,652.92)</b>	<b>0.00</b>	<b>0.00</b>

Note: Homeland Security consists of the State Homeland Security Program (SHSP), Law Enforcement Terrorism Prevention Activity (LETPA) and HSGD Planning. Closed Citizens Corps Program (CCP) in FY 18-19

## Criminal Justice Work Chart



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

	1st Biennium FY 13-14 ACTUAL	2nd Biennium FY 14-15 ACTUAL	1ST Biennium FY 15-16 ACTUAL	2nd Biennium FY 16-17 ACTUAL	1st Biennium FY 17-18 ACTUAL	2nd Biennium FY 18-19 ACTUAL	1ST Biennium FY 19-20 BUDGET	2ND Biennium FY 20-21 BUDGET
State	53,047.52	67,212.34	57,037.53	50,487.07	62,941.59	62,214.26	59,985.00	59,985.00
Program Income	43,569.00	45,281.00	39,696.58	60,702.67	32,353.96	37,587.98	32,000.00	32,000.00
Local Funds	103,353.61	99,909.00	96,275.49	37,380.00	40,887.00	37,525.00	37,500.00	37,000.00
Membership Dues	-	-	-	62,500.00	62,500.00	65,000.00	62,500.00	56,895.00
<b>Total Program Revenue</b>	<b>199,970.13</b>	<b>212,402.34</b>	<b>193,009.60</b>	<b>211,069.74</b>	<b>198,682.55</b>	<b>202,327.24</b>	<b>191,985.00</b>	<b>185,880.00</b>
Salaries/Wages	39,227.99	55,502.84	72,876.11	60,746.83	56,814.49	63,579.95	62,477.95	61,054.56
Fringe Benefits	23,120.00	22,708.08	33,920.34	21,222.90	21,179.25	23,833.57	22,484.19	22,539.62
<b>Total Personnel</b>	<b>62,347.99</b>	<b>78,210.92</b>	<b>106,796.45</b>	<b>81,969.73</b>	<b>77,993.74</b>	<b>87,413.52</b>	<b>84,962.14</b>	<b>83,594.18</b>
Administrative Costs	9,971.52	12,591.94	17,194.33	13,205.42	12,584.77	11,669.73	5,564.00	5,159.68
Network Services	-	-	-	-	-	2,614.41	3,299.18	2,438.61
Procurement Services	-	-	-	-	-	-	2,307.60	819.61
Human Resource Services	-	-	-	-	-	-	1,255.89	1,226.01
Facility Cost Allocation	3,881.83	2,893.41	2,609.17	6,108.18	9,656.70	12,423.81	46,086.82	47,769.79
<b>Total Cost Allocations</b>	<b>13,853.35</b>	<b>15,485.35</b>	<b>19,803.50</b>	<b>19,313.60</b>	<b>22,241.47</b>	<b>26,707.95</b>	<b>58,513.48</b>	<b>57,413.70</b>
Indirect costs not billed to State Grant								
Audit & Legal	-	-	-	-	25,460.67	-	-	-
Contract Services	12,501.00	10,846.00	14,059.00	16,601.85	-	12,468.05	26,174.46	19,722.00
Travel-In Region	356.59	699.72	209.61	-	168.61	426.36	500.00	4,000.00
Travel-Out of Region	1,983.35	4,613.78	1,289.53	4,014.64	5,829.21	6,333.69	6,000.00	4,735.40
Meals	112.99	-	213.51	156.99	149.74	424.11	500.00	500.00
Fuel & Lubricant	562.31	307.51	190.34	595.87	760.75	885.77	1,500.00	1,500.00
Vehicle Maintenance	2,230.21	1,668.39	1,418.93	980.46	4,542.25	2,141.22	2,000.00	2,000.00
Rent	25,737.60	19,595.40	16,307.20	38,175.80	29,676.40	31,184.40	-	-
Other Facility Rent	-	-	256.00	506.00	506.00	256.00	500.00	500.00
Utilities	4,662.70	2,925.99	1,993.70	3,456.74	-	-	-	-
Supplies	1,831.06	5,321.27	7,997.63	17,980.56	7,429.33	9,676.18	507.00	414.72
Project Equipment	-	-	5,146.37	-	-	-	404.00	1,000.00
Copier	4,114.10	5,924.94	10,535.18	12,524.56	2,086.52	3,073.08	3,000.00	4,000.00
Insurance	1,189.00	1,147.75	1,148.00	1,371.00	1,178.00	1,707.25	2,500.00	2,500.00
Cell Phones	839.71	776.04	236.20	-	-	-	-	-
Printing	321.34	-	-	-	-	-	-	-
Network/MIS/Web	10.00	-	-	-	-	-	-	-
Training	1,631.88	285.14	-	-	-	-	-	-
Dues and fees	957.45	952.00	1,136.57	3,716.32	1,156.84	1,668.76	2,000.00	3,000.00
Communications	1,234.24	2,470.05	3,787.07	3,704.68	3,011.07	-	2,518.00	500.00
Postage/freight	90.22	506.16	484.81	320.90	231.32	236.89	405.92	500.00
Other	-	23.17	-	-	-	-	-	-
<b>Sub-Total Program Expenditures</b>	<b>60,365.75</b>	<b>58,063.31</b>	<b>66,409.65</b>	<b>104,106.37</b>	<b>82,186.71</b>	<b>70,481.76</b>	<b>48,509.38</b>	<b>44,872.12</b>
<b>Grand Total Program Expenditures</b>	<b>136,567.09</b>	<b>151,759.58</b>	<b>193,009.60</b>	<b>205,389.70</b>	<b>182,421.92</b>	<b>184,603.23</b>	<b>191,985.00</b>	<b>185,880.00</b>
<b>Revenue over Expenditures</b>	<b>63,403.04</b>	<b>60,642.76</b>	<b>-</b>	<b>5,680.04</b>	<b>16,260.63</b>	<b>17,724.01</b>	<b>(0.00)</b>	<b>(0.00)</b>

NOTE: The Criminal Justice Law Enforcement Academy Fiscal Year is September through August.  
 Beginning September 1, 2013 award was granted on a biennium basis.  
 Local funds are from County Membership dues and an Agreement with Howard College



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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
State (Contract)	35,838.00	40,085.78	46,805.51	42,194.74	43,073.56	47,224.00	47,224.00
<b>Total Program Revenue</b>	<b>35,838.00</b>	<b>40,085.78</b>	<b>46,805.51</b>	<b>42,194.74</b>	<b>43,073.56</b>	<b>47,224.00</b>	<b>47,224.00</b>
Salaries/Wages	10,325.12	10,259.94	14,001.95	18,889.74	22,401.80	24,168.00	24,256.11
Fringe Benefits	5,790.12	5,456.31	5,850.72	7,813.20	9,529.15	9,515.56	9,835.97
<b>Total Personnel</b>	<b>16,115.24</b>	<b>15,716.25</b>	<b>19,852.67</b>	<b>26,702.94</b>	<b>31,930.95</b>	<b>33,683.56</b>	<b>34,092.08</b>
Administrative Costs	2,594.54	2,530.31	3,198.32	4,307.47	4,349.98	2,205.87	2,104.27
Network Services	-	-	-	-	861.82	-	2,438.61
Procurement Services	-	-	-	-	-	133.13	-
Human Resource Services	-	-	-	-	-	-	1,226.01
Facility Cost Allocation	-	-	739.62	1,390.87	1,594.17	5,928.42	5,114.99
<b>Total Cost Allocations</b>	<b>2,594.54</b>	<b>2,530.31</b>	<b>3,937.94</b>	<b>5,698.34</b>	<b>6,805.97</b>	<b>8,267.42</b>	<b>10,883.88</b>
Travel-In Region	-	81.80	-	-	-	-	-
Travel-Out of Region	399.68	631.04	763.72	-	676.75	1,582.89	1,473.04
Meals	168.25	-	-	-	-	-	-
Rent	-	-	4,622.80	4,274.40	4,001.40	-	-
Utilities	-	-	391.40	-	-	-	-
Supplies	75.20	68.64	397.49	-	-	2,166.13	-
Computer/Software	-	-	1,850.25	-	-	-	-
Copier	-	271.80	954.52	225.80	322.42	774.00	775.00
Dues and fees	134.16	396.05	30.00	134.17	30.00	250.00	-
Communications	-	-	-	-	-	500.00	-
Postage/freight	36.47	-	79.54	-	-	-	-
<b>Sub-Total Program Expenditures</b>	<b>813.76</b>	<b>1,449.33</b>	<b>9,089.72</b>	<b>4,634.37</b>	<b>5,030.57</b>	<b>5,273.02</b>	<b>2,248.04</b>
<b>Grand Total Program Expenditures</b>	<b>19,523.54</b>	<b>19,695.89</b>	<b>32,880.33</b>	<b>37,035.65</b>	<b>43,767.49</b>	<b>47,224.00</b>	<b>47,224.00</b>
<b>Revenue over Expenditures</b>	<b>16,314.46</b>	<b>20,389.89</b>	<b>13,925.18</b>	<b>5,159.09</b>	<b>(693.93)</b>	<b>-</b>	<b>0.00</b>

NOTE: The Concho Valley 421 Planning Program Fiscal Year is September through August.

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

	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET
State Administrated Federal	37,172.17	24,883.78	27,409.22	27,293.22	24,984.64	49,987.22	41,069.24
<b>Total Program Revenue</b>	<b>37,172.17</b>	<b>24,883.78</b>	<b>27,409.22</b>	<b>27,293.22</b>	<b>24,984.64</b>	<b>49,987.22</b>	<b>41,069.24</b>
Salaries/Wages	2,112.37	2,123.06	3,243.17	4,284.87	3,329.01	5,498.31	6,076.20
Fringe Benefits	1,122.60	1,170.90	1,415.54	2,034.29	1,553.45	2,557.59	2,802.33
<b>Total Personnel</b>	<b>3,234.97</b>	<b>3,293.96</b>	<b>4,658.71</b>	<b>6,319.16</b>	<b>4,882.46</b>	<b>8,055.90</b>	<b>8,878.53</b>
Administrative Costs	520.82	530.33	750.51	1,019.16	670.88	527.57	548.01
Network Services	-	-	-	-	125.72	-	-
Procurement Services	-	-	-	-	-	2,054.39	-
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
<b>Total Cost Allocations</b>	<b>520.82</b>	<b>530.33</b>	<b>750.51</b>	<b>1,019.16</b>	<b>796.60</b>	<b>2,581.96</b>	<b>548.01</b>
Contract Services	33,416.38	21,059.49	22,000.00	19,954.90	20,141.18	39,349.36	31,642.70
Other	-	-	-	-	-	-	-
<b>Sub-Total Program Expenditures</b>	<b>33,416.38</b>	<b>21,059.49</b>	<b>22,000.00</b>	<b>19,954.90</b>	<b>20,141.18</b>	<b>39,349.36</b>	<b>31,642.70</b>
<b>Grand Total Program Expenditures</b>	<b>37,172.17</b>	<b>24,883.78</b>	<b>27,409.22</b>	<b>27,293.22</b>	<b>25,820.24</b>	<b>49,987.22</b>	<b>41,069.24</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(835.60)</b>	<b>-</b>	<b>0.00</b>

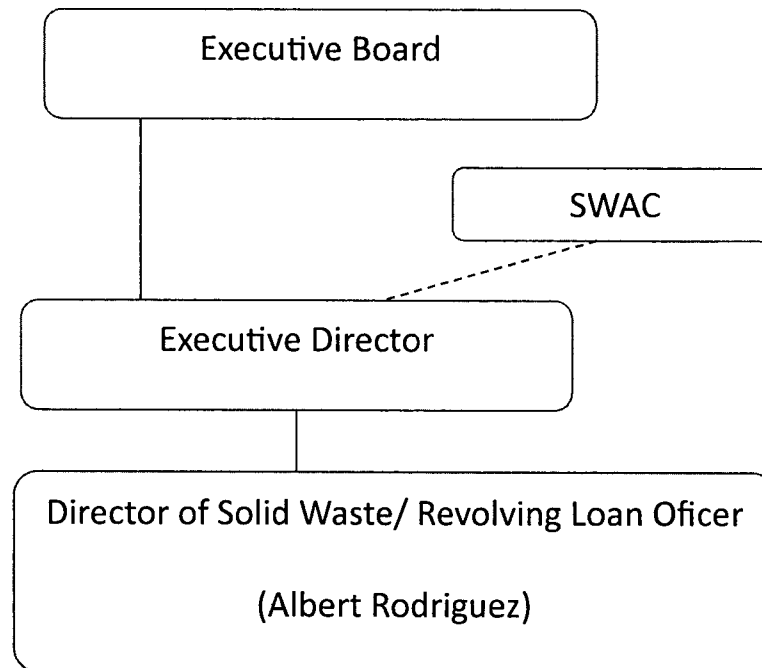
NOTE: The Criminal Justice Purchase of Services Fiscal Year is September through August.

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

	FY 19-20 BUDGET	FY 20-21 BUDGET
State	-	18,683.00
<b>Total Program Revenue</b>	<b>-</b>	<b>18,683.00</b>
Salaries/Wages	-	5,624.50
Fringe Benefits	-	2,186.54
<b>Total Personnel</b>	<b>-</b>	<b>7,811.04</b>
Administrative Costs	-	482.12
Network Services	-	-
Procurement Services	-	69.31
Human Resource Services	-	-
Facility Cost Allocation	-	-
<b>Total Cost Allocations</b>	<b>-</b>	<b>551.43</b>
Contract Services	-	7,161.53
Travel-In Region	-	1,000.00
Supplies	-	2,000.00
Copier	-	159.00
<b>Sub-Total Program Expenditures</b>	<b>-</b>	<b>10,320.53</b>
<b>Grand Total Program Expenditures</b>	<b>-</b>	<b>18,683.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>(0.00)</b>

This is our first year with this program

## Regional Services-Solid Waste Work Chart



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

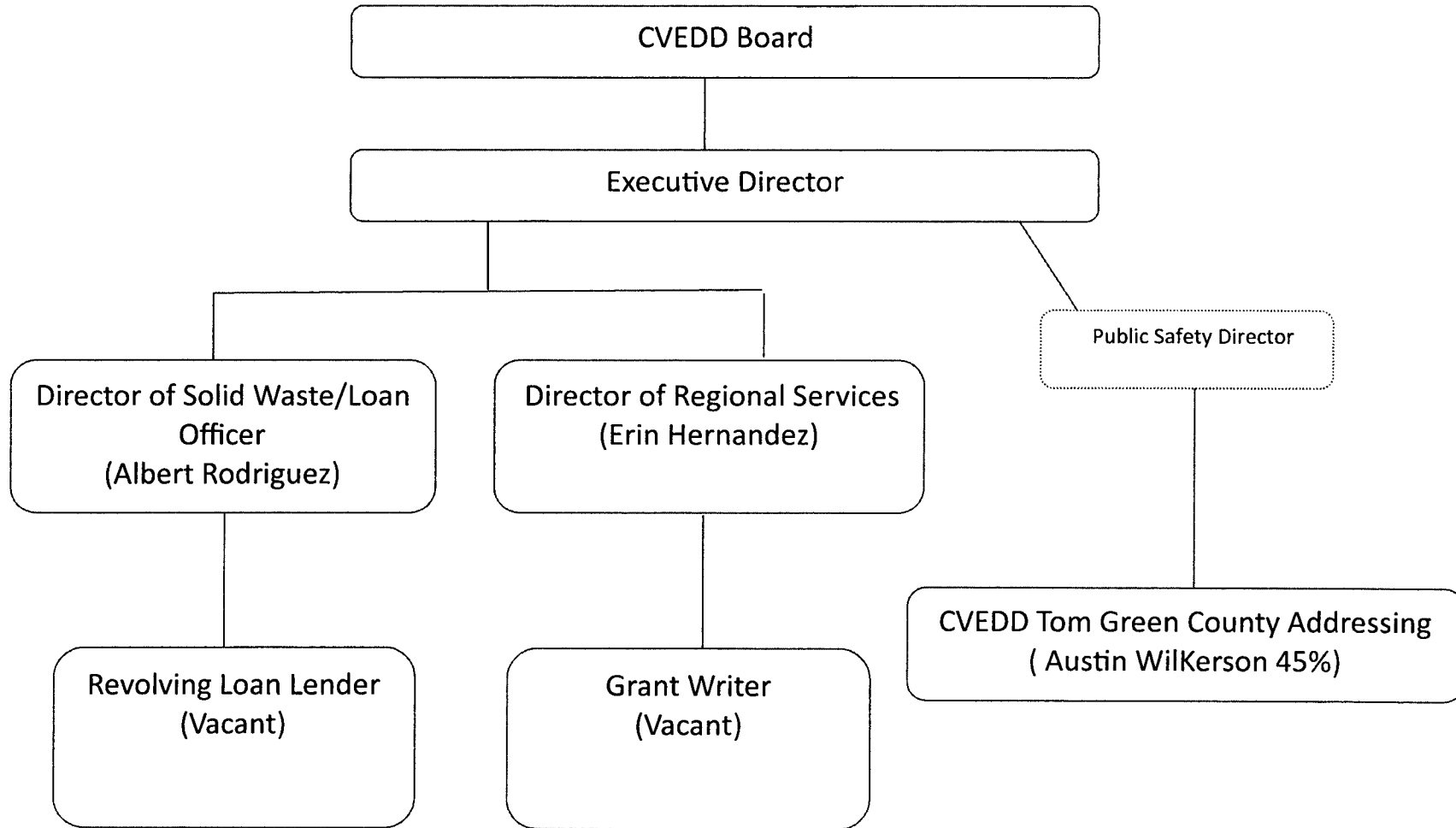
	1ST Biennium FY 13-14 ACTUAL	2ND Biennium FY 14-15 ACTUAL	1ST Biennium FY 15-16 ACTUAL	2ND Biennium FY 16-17 ACTUAL	1ST Biennium FY 17-18 ACTUAL	2ND Biennium FY 18-19 ACTUAL	1ST Biennium FY 19-20 BUDGET	2ND Biennium FY 20-21 BUDGET
State								
<b>Total Program Revenue</b>	<b>67,899.30</b>	<b>162,100.70</b>	<b>69,611.83</b>	<b>161,293.02</b>	<b>61,290.19</b>	<b>169,727.78</b>	<b>115,000.00</b>	<b>115,000.00</b>
Salaries/Wages	23,364.20	25,367.10	25,473.41	27,298.61	31,898.08	22,192.53	29,893.25	29,336.73
Fringe Benefits	13,798.04	11,750.00	11,235.22	10,072.35	14,093.52	10,031.28	10,578.79	10,653.90
<b>Total Personnel</b>	<b>37,162.24</b>	<b>37,117.10</b>	<b>36,708.63</b>	<b>37,370.96</b>	<b>45,991.60</b>	<b>32,223.81</b>	<b>40,472.04</b>	<b>39,990.63</b>
Administrative Costs	5,948.21	5,975.86	5,910.15	6,022.79	7,415.16	4,216.20	2,650.43	2,468.34
Network Services	2.50	-	-	-	-	1,027.35	3,299.18	2,438.61
Procurement Services	-	-	-	-	-	-	2,948.53	1,717.56
Human Resource Services	-	-	-	-	-	-	1,255.89	1,226.01
Facility Cost Allocation	494.82	486.72	523.74	394.32	853.22	1,050.33	4,530.31	4,696.22
<b>Total Cost Allocations</b>	<b>6,445.53</b>	<b>6,462.58</b>	<b>6,433.89</b>	<b>6,417.11</b>	<b>8,268.38</b>	<b>6,293.88</b>	<b>14,684.34</b>	<b>12,546.74</b>
Travel-In Region	-	386.24	85.40	287.43	-	-	700.00	1,300.00
Travel-Out of Region	586.65	276.00	734.83	762.57	238.38	1,803.86	1,700.00	2,500.00
Rent	3,244.80	3,244.80	3,273.40	2,464.80	2,615.60	2,636.40	-	-
Utilities	484.46	497.18	400.32	242.62	(2.08)	-	-	-
Supplies	39.10	1,171.57	-	176.36	-	231.43	374.82	815.00
Project Equipment	18,000.00	111,959.99	20,228.32	112,171.78	1,790.19	127,079.44	55,500.00	55,500.00
Copier	-	-	-	-	-	-	-	500.00
Printing	740.44	55.16	448.80	216.80	94.32	51.65	500.00	-
Ads & Promotions	-	-	-	-	-	-	300.00	1,000.00
Dues and fees	483.33	441.66	516.07	181.25	296.52	25.00	600.00	600.00
Communications	594.36	523.81	652.49	975.35	1,905.37	-	-	-
Postage/freight	118.39	65.60	129.68	25.99	91.91	10.20	168.80	247.63
<b>Sub-Total Program Expenditures</b>	<b>24,291.53</b>	<b>118,622.01</b>	<b>26,469.31</b>	<b>117,504.95</b>	<b>7,030.21</b>	<b>131,837.98</b>	<b>69,843.62</b>	<b>62,462.63</b>
<b>Grand Total Program Expenditures</b>	<b>67,899.30</b>	<b>162,201.69</b>	<b>69,611.83</b>	<b>161,293.02</b>	<b>61,290.19</b>	<b>170,355.67</b>	<b>115,000.00</b>	<b>115,000.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>(100.99)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(627.89)</b>	<b>0.00</b>	<b>(0.00)</b>

NOTE: The State funding budget has been cut 32% for 2012-2013 biennial. 2014-2015 funding is the same as 2012-2013, at total of \$230,000 per biennium.

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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
State							
<b>Total Program Revenue</b>	<b>7,606.00</b>	<b>7,356.00</b>	<b>7,498.00</b>	<b>8,135.38</b>	<b>7,171.62</b>	<b>8,114.00</b>	<b>8,114.00</b>
Salaries/Wages	1,415.94	2,695.46	3,782.15	3,489.34	3,015.55	2,478.91	4,563.49
Fringe Benefits	625.03	1,295.33	1,403.16	1,352.27	1,160.54	892.68	1,657.27
<b>Total Personnel</b>	<b>2,040.97</b>	<b>3,990.79</b>	<b>5,185.31</b>	<b>4,841.61</b>	<b>4,176.09</b>	<b>3,371.59</b>	<b>6,220.76</b>
Administrative Costs	328.61	642.56	835.93	780.65	619.74	248.49	383.96
Network Services	-	-	-	-	105.02	3,073.03	-
Procurement Services	-	-	-	-	-	-	-
Human Resource Services	-	-	-	-	-	1,255.89	-
Facility Cost Allocation	9.36	39.96	129.84	284.30	322.12	-	-
<b>Total Cost Allocations</b>	<b>337.97</b>	<b>682.52</b>	<b>965.77</b>	<b>1,064.95</b>	<b>1,046.88</b>	<b>4,577.41</b>	<b>383.96</b>
Travel-In Region	-	39.83	-	-	-	-	-
Travel-Out of Region	-	140.25	-	-	-	-	-
Rent	83.20	249.60	811.20	873.60	808.60	-	-
Utilities	18.11	30.29	79.92	-	-	-	-
Copier	-	-	-	129.02	-	-	589.28
Ads & Promotions	-	88.00	-	149.24	-	165.00	170.00
Dues and fees	-	-	-	-	-	-	650.00
Postage/freight	-	-	-	-	-	-	100.00
<b>Sub-Total Program Expenditures</b>	<b>101.31</b>	<b>547.97</b>	<b>891.12</b>	<b>1,151.86</b>	<b>808.60</b>	<b>165.00</b>	<b>1,509.28</b>
<b>Grand Total Program Expenditures</b>	<b>2,480.25</b>	<b>5,221.28</b>	<b>7,042.20</b>	<b>7,058.42</b>	<b>6,031.57</b>	<b>8,114.00</b>	<b>8,114.00</b>
<b>Revenue over Expenditures</b>	<b>5,125.75</b>	<b>2,134.72</b>	<b>455.80</b>	<b>1,076.96</b>	<b>1,140.05</b>	<b>-</b>	<b>(0.00)</b>

# Concho Valley Economic Development District Work Chart



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

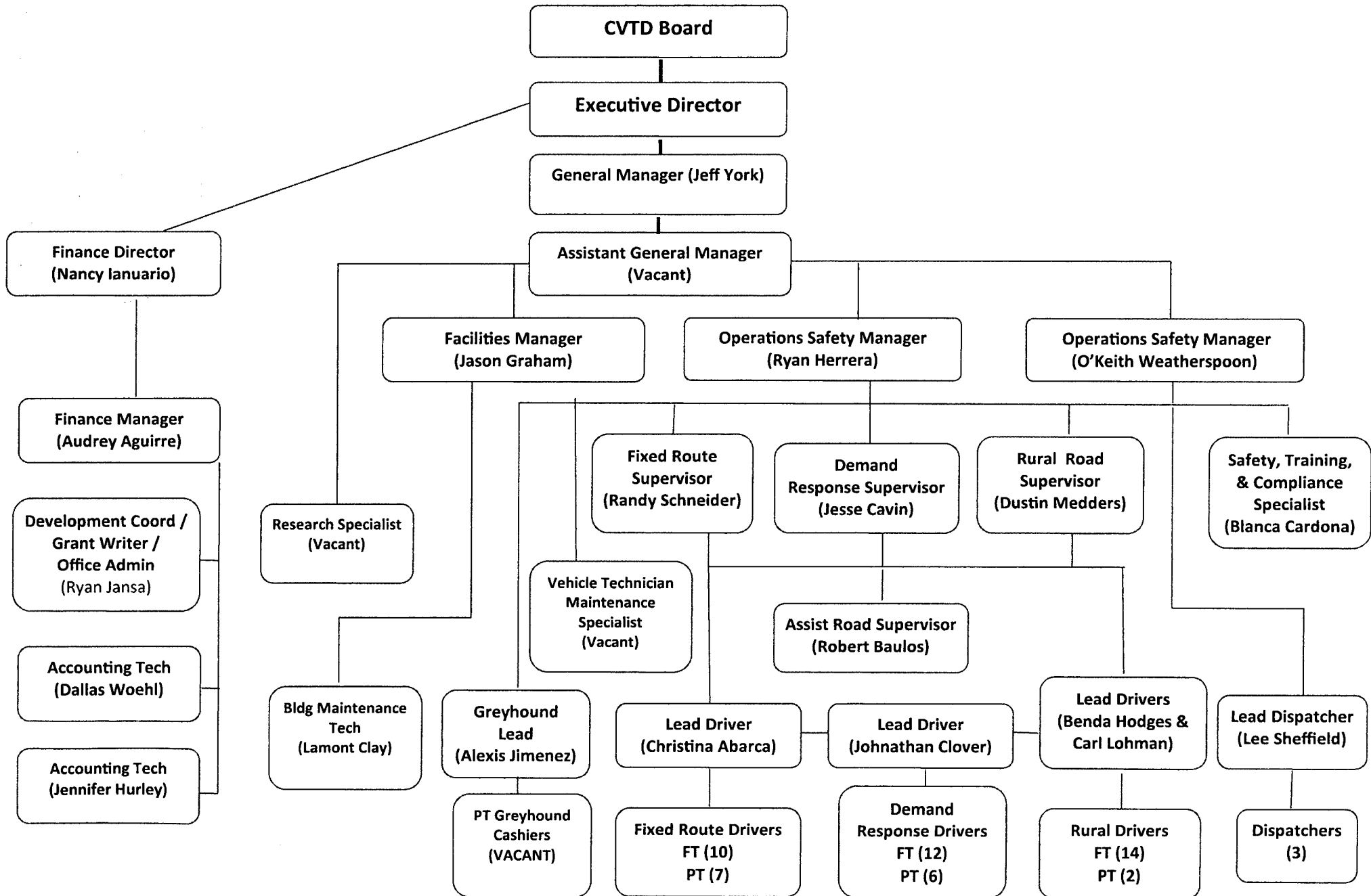
	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET
Federal	67,473.63	58,284.16	60,000.00	77,500.00	70,000.00	75,000.00	70,000.00
COVID-19 Funding	-	-	-	-	-	-	950,000.00
State Administrated Federal	-	-	-	123,998.00	209,170.00	128,181.00	161,960.00
Local Funds	45,596.45	34,640.27	42,331.25	38,803.81	34,130.03	41,968.00	41,968.00
Interest	12,300.65	11,071.56	10,048.76	7,651.08	9,490.98	8,081.72	10,000.00
InKind	-	-	-	24,799.00	41,835.00	-	-
<b>Total Program Revenue</b>	<b>125,370.73</b>	<b>103,995.99</b>	<b>112,380.01</b>	<b>272,751.89</b>	<b>364,626.01</b>	<b>253,230.72</b>	<b>1,233,928.00</b>
Salaries/Wages	41,689.03	51,247.97	59,010.69	67,626.21	69,383.15	89,622.83	148,241.15
Fringe Benefits	21,042.95	24,985.38	20,397.61	24,411.74	25,385.71	35,960.71	65,121.69
<b>Total Personnel</b>	<b>62,731.98</b>	<b>76,233.35</b>	<b>79,408.30</b>	<b>92,037.95</b>	<b>94,768.86</b>	<b>125,583.54</b>	<b>213,362.84</b>
Administrative Costs	10,099.83	12,273.52	12,807.20	14,835.90	12,638.30	8,224.21	13,169.39
Network Services	-	-	-	-	2,865.92	6,598.35	7,315.83
Procurement Services	-	-	-	-	-	6,862.89	8,798.38
Human Resource Services	-	-	-	-	-	2,511.79	3,678.04
Facility Cost Allocation	950.04	1,022.53	863.64	2,115.06	2,635.14	9,626.48	13,759.61
<b>Total Cost Allocations</b>	<b>11,049.87</b>	<b>13,296.05</b>	<b>13,670.84</b>	<b>16,950.96</b>	<b>18,139.36</b>	<b>33,823.71</b>	<b>46,721.25</b>
Audit & Legal	4,950.00	5,050.00	1,375.00	-	-	-	-
Contract Services	-	-	-	123,999.00	209,169.00	128,181.00	161,960.00
One Time Funds	-	-	-	-	-	-	185,000.00
Travel-In Region	935.22	1,654.20	1,231.48	1,150.19	1,125.00	1,900.00	5,209.18
Travel-Out of Region	561.24	911.89	3,613.21	3,005.18	2,471.23	1,500.00	3,000.00
Rent	6,333.60	6,390.80	5,397.60	6,500.00	6,614.40	-	-
Utilities	1,040.10	781.49	531.31	-	-	-	-
Supplies	3,282.76	8,652.34	437.03	617.96	1,266.29	1,975.00	3,540.00
Project Equipment	5,189.00	-	-	-	-	-	46,135.00
Computer/Software	7,683.33	-	1,350.00	879.00	879.00	-	6,999.73
Copier	-	-	26.32	341.82	836.90	150.00	1,200.00
Internet	-	-	-	-	-	-	31,200.00
Printing	358.22	416.88	845.00	-	-	445.00	10,300.00
Training	806.50	302.50	-	-	-	-	5,000.00
Dues and fees	1,125.96	1,257.45	793.56	1,351.38	1,322.29	850.00	13,500.00
Communications	650.95	416.66	578.62	155.68	-	-	-
Postage/freight	330.04	229.15	270.34	140.21	89.85	431.96	800.00
Other (includes Foreclosed Assets)	135.00	1,243.00	(104.00)	227.93	-	-	500,000.00
InKind Other	-	-	-	24,799.00	41,835.00	-	-
<b>Sub-Total Program Expenditures</b>	<b>33,381.92</b>	<b>27,306.36</b>	<b>16,345.47</b>	<b>163,167.35</b>	<b>265,608.96</b>	<b>135,432.96</b>	<b>973,843.91</b>
<b>Grand Total Program Expenditures</b>	<b>107,163.77</b>	<b>116,835.76</b>	<b>109,424.61</b>	<b>272,156.26</b>	<b>378,517.18</b>	<b>294,840.21</b>	<b>1,233,928.00</b>
<b>Revenue over Expenditures</b>	<b>18,206.96</b>	<b>(12,839.77)</b>	<b>2,955.40</b>	<b>595.63</b>	<b>(13,891.17)</b>	<b>(41,609.49)</b>	<b>(0.00)</b>

NOTE: The Fiscal Year is July through June. The EDA award is on a calendar year.  
 FY 17-18 started TXDOT - 5310 award for transportation of Elderly & Disability, contract with CVTD

FY 19-20 CVEDD is using excess Housing Finance funds of \$93,876.41 to cover expenses related to Housing Finance expenses.  
 In addition, at the end of FY 18-19, CVEDD was estimated to have excess General Funds totaling \$95,864.71



# Concho Valley Transit District Work Chart



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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Federal	2,039,402.00	1,457,769.00	1,427,625.00	1,601,172.00	1,703,462.00	1,689,687.00	2,117,868.00
COVID-19 Funding	-	-	-	-	-	-	4,767,912.00
State Administrated Federal	918,830.60	1,312,513.83	1,413,771.92	1,344,913.36	919,510.00	853,801.00	822,840.00
State	677,934.98	642,437.00	611,399.00	1,035,267.00	843,920.00	821,449.00	820,928.00
Program Income	172,561.50	175,418.94	177,995.17	202,828.63	178,485.22	176,741.42	194,000.00
Local Funds	1,252,361.11	1,409,079.97	1,537,156.97	1,446,852.46	1,505,967.24	1,510,953.92	842,683.88
InKind - Toll Credits	240,689.13	170,872.29	90,826.00	110,621.00	26,889.00	-	32,875.00
<b>Total Program Revenue</b>	<b>5,301,779.32</b>	<b>5,168,091.03</b>	<b>5,258,774.06</b>	<b>5,741,654.45</b>	<b>5,178,233.46</b>	<b>5,052,632.34</b>	<b>9,599,106.88</b>
Salaries/Wages	1,464,239.20	1,472,200.99	1,559,540.50	1,840,120.56	2,041,521.18	1,964,411.45	2,210,602.96
Overtime	-	-	-	-	-	-	110,423.48
Incentive	-	-	-	-	-	-	109,500.00
Fringe Benefits	836,743.90	881,070.04	725,229.58	843,149.38	981,335.92	1,000,877.82	1,149,105.35
<b>Total Personnel</b>	<b>2,300,983.10</b>	<b>2,353,271.03</b>	<b>2,284,770.08</b>	<b>2,683,269.94</b>	<b>3,022,857.10</b>	<b>2,965,289.27</b>	<b>3,579,631.79</b>
Administrative Costs	370,197.10	380,337.57	366,654.03	432,976.07	402,644.67	194,190.70	220,945.61
Network Services	-	-	-	-	91,290.52	95,676.10	48,772.22
Procurement Services	-	-	-	-	-	77,274.65	137,230.35
Human Resource Services	-	-	-	-	-	101,727.33	98,081.06
Facility Cost Allocation	3,089.28	1,179.17	2,149.44	3,802.00	1,067.96	3,566.54	3,709.11
<b>Total Cost Allocations</b>	<b>373,286.38</b>	<b>381,516.74</b>	<b>368,803.47</b>	<b>436,778.07</b>	<b>495,003.15</b>	<b>472,435.31</b>	<b>508,738.35</b>
Uniforms	-	-	5,733.31	1,516.19	2,071.42	12,005.14	25,000.00
Audit & Legal	18,161.05	16,700.00	16,735.95	16,474.87	17,604.33	17,852.89	21,000.00
Contract Services	5,290.40	149,981.87	144,697.21	186,279.78	162,216.84	142,800.00	21,000.00
Pass-Thru Funds	-	-	41,138.06	133,472.21	-	107,366.00	80,000.00
Travel-In Region	2,198.56	4,405.10	3,283.31	3,407.46	3,229.67	2,500.00	1,913.56
Travel-Out of Region	4,701.74	6,993.86	11,383.32	9,774.29	18,201.43	25,000.00	14,000.00
Meals	807.18	906.47	-	-	-	-	-
Fuel & Lubricant	381,680.67	309,368.40	352,310.19	439,134.50	433,622.39	400,348.12	385,000.00
Tnsp Vehicle Maintenance	262,011.63	106,454.21	242,004.00	304,190.40	359,814.21	278,156.69	473,300.00
Rent	20,350.20	7,467.20	13,353.60	11,684.40	2,680.60	-	-
County Facility Rent	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	-
Utilities	25,726.79	22,864.98	22,786.08	25,475.14	27,398.58	21,747.70	23,500.00
County Contracts	1,211.96	-	-	-	-	-	-
Bldg Maintenance	15,691.02	13,994.38	16,458.28	83,142.52	26,439.35	36,524.37	172,968.00
Capital Facility Improvements	231,474.76	22,529.24	157,984.56	-	-	-	-
Supplies	20,747.13	21,780.42	29,454.99	90,080.70	95,086.83	60,617.46	217,568.47
Project Equipment	5,791.00	-	-	10,255.28	26,835.48	-	-
Computer/Software	590.62	4,323.22	52,229.77	188,352.72	1,080.00	-	100,966.03
Capital Equipment	804,199.25	866,681.75	727,119.23	579,309.80	11,185.76	181,438.24	2,944,232.77
Copier	-	205.74	1,083.14	3,539.05	3,611.41	3,650.00	5,200.00
Insurance	109,322.80	135,891.76	89,047.95	93,648.00	109,646.00	107,337.84	94,820.44
Cell Phones	5,580.99	9,719.75	23,767.77	15,325.52	6,185.39	8,700.00	7,500.00
Internet	22,369.21	21,846.41	21,816.31	22,380.26	15,081.52	17,882.58	17,000.00
Printing	12,115.48	4,159.37	6,389.35	14,213.85	19,086.62	3,384.64	4,200.00
Ads & Promotions	2,084.13	3,105.60	2,999.38	4,028.81	738.56	2,703.80	3,700.00
Publications	-	1,311.50	1,362.75	1,378.28	411.92	140.00	2,200.00
Training	1,299.00	1,056.53	60,529.74	45,817.82	13,782.88	6,100.00	-
Dues and fees	869.69	5,845.37	9,429.20	4,613.77	3,256.47	2,200.00	12,550.00
Communications	74,634.01	97,213.60	75,698.84	76,656.85	122,804.00	20,661.29	163,000.00
Postage/freight	5,569.55	3,993.43	3,585.33	3,992.36	4,244.25	4,120.00	4,000.00
Other	1.83	512.28	4,183.98	8,014.22	60,718.92	10,591.00	4,692.47
Coffee Expense	960.87	651.43	884.36	1,174.22	1,234.25	10,540.00	550.00
Physicals/Safety	15,124.54	15,978.06	16,652.87	13,652.17	14,654.25	10,540.00	17,000.00
InKind Other	240,689.10	170,872.29	90,826.00	110,621.00	26,889.00	-	32,875.00
<b>Sub-Total Program Expenditures</b>	<b>2,411,255.16</b>	<b>2,146,814.22</b>	<b>2,364,928.83</b>	<b>2,621,606.44</b>	<b>1,709,812.33</b>	<b>1,614,907.76</b>	<b>4,849,736.74</b>
<b>Grand Total Program Expenditures</b>	<b>5,085,524.64</b>	<b>4,881,601.99</b>	<b>5,018,502.38</b>	<b>5,741,654.45</b>	<b>5,227,672.58</b>	<b>5,052,632.34</b>	<b>8,938,106.88</b>
<b>Revenue over Expenditures</b>	<b>216,254.68</b>	<b>286,489.04</b>	<b>240,271.68</b>	<b>-</b>	<b>(49,439.12)</b>	<b>(0.00)</b>	<b>661,000.00</b>

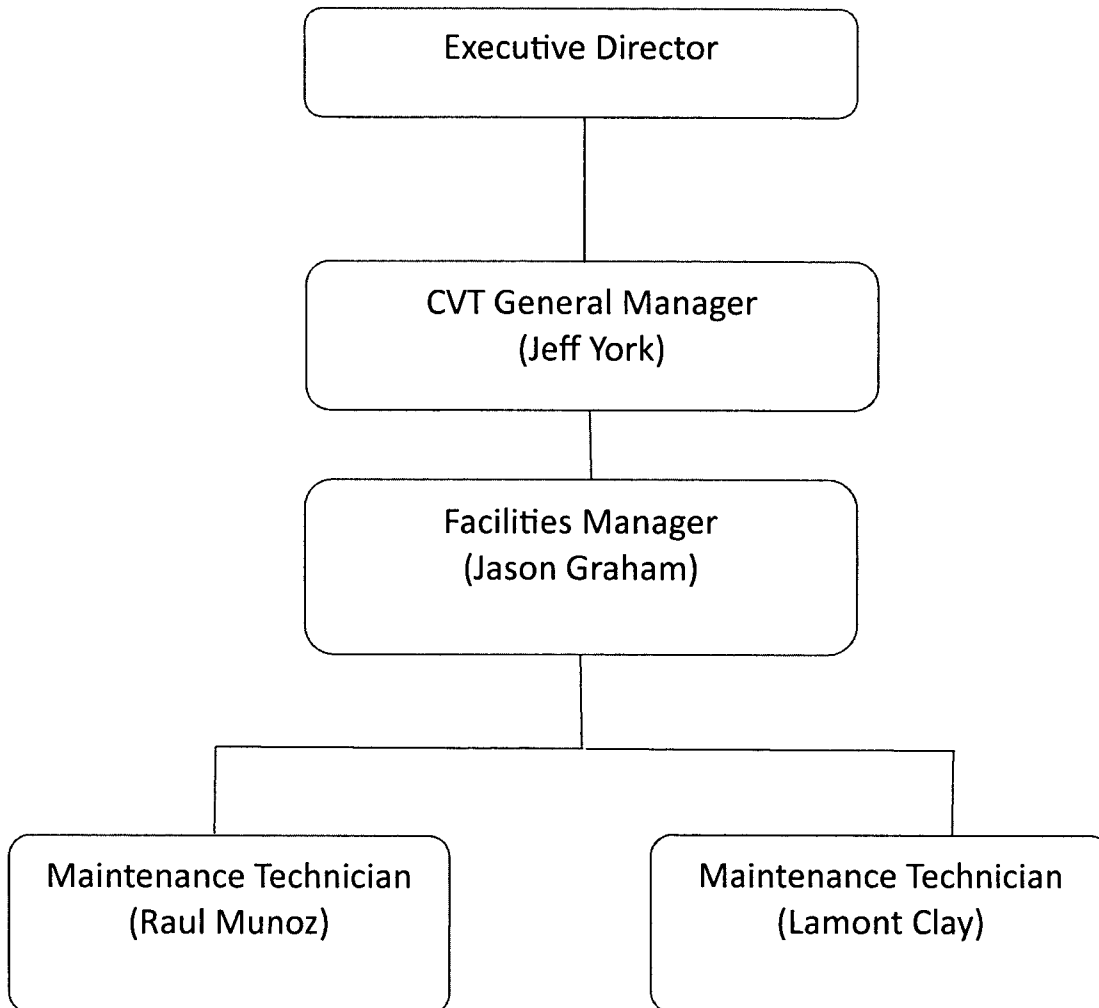
Excess FTA funds carri

NOTE: The Fiscal Year is September through August.

FY 19-20 reflecting decrease in Federal awards due to closing of a number of FTA awards that had been carried forward for several years

Decrease in State Federal awards is due to a decrease in the number of Capital awards.

# Facility Management Work Chart



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

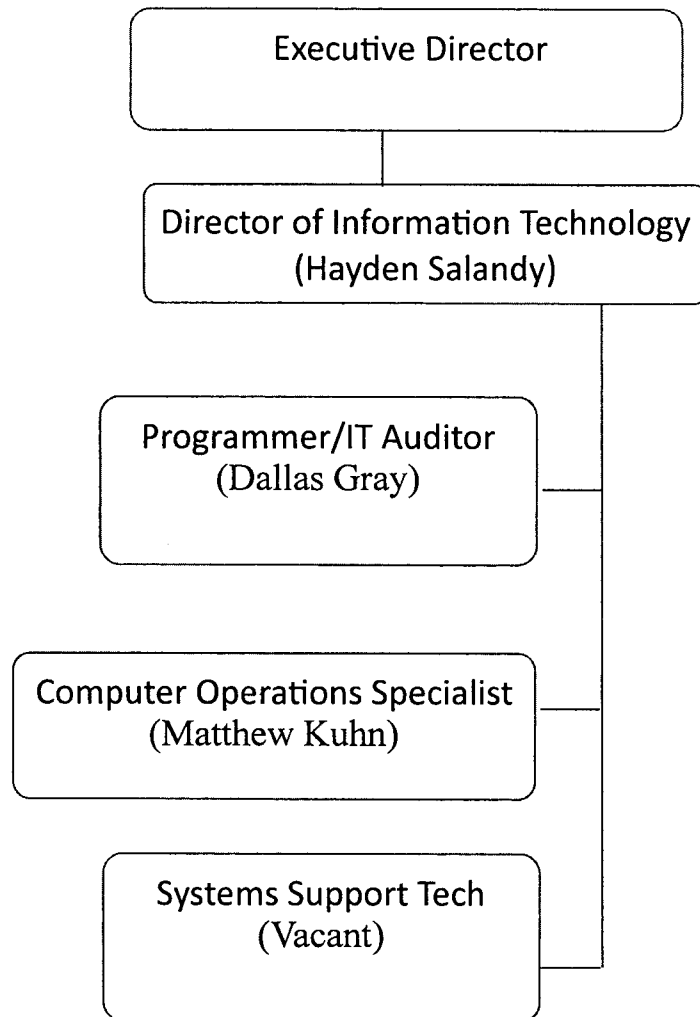
	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Salaries/Wages	-	-	-	22,396	22,561	23,060	23,636
Fringe Benefits	-	-	-	13,280	15,108	14,828	15,900
<b>Total Personnel</b>	-	-	-	<b>35,676</b>	<b>37,668</b>	<b>37,888</b>	<b>39,536</b>
Administrative Costs	-	-	-	5,754	5,017	2,481	2,440
Network Services	-	-	-	-	1,138	3,299	2,439
Procurement Services	-	-	-	-	-	21,229	11,475
Human Resource Services	-	-	-	-	-	1,256	1,226
Facility Cost Allocation	-	-	-	-	-	-	-
<b>Total Cost Allocations</b>	-	-	-	<b>5,754</b>	<b>6,155</b>	<b>28,265</b>	<b>17,580</b>
Contract Services	19,800	19,800	19,800	2,123	-	10,000	35,053
Travel-In Region	-	-	-	-	-	-	2,000
<b>Rent</b>	-	-	-	<b>20,589</b>	<b>20,368</b>	<b>312,000</b>	<b>312,000</b>
Southland Park						312,000	312,000
Maintenance Tech Office				2,352	2,538	-	-
Healthy Families				18,236	17,831	-	-
<b>Total Utilities</b>	-	-	-	<b>44,338</b>	<b>37,862</b>	<b>47,331</b>	<b>40,901</b>
Atmos Energy - Gas Utilities	-	-	-	780	729	860	802
San Angelo Water Utilities	-	-	-	2,825	2,946	2,903	3,241
Republic Services	-	-	-	3,646	3,149	3,468	3,464
Green Mountain Electric Utilities	-	-	-	36,559	30,358	40,100	33,394
Southland Storm Water Fee	-	-	-	528	679	-	-
<b>Total Building Maintenance</b>	<b>21,779</b>	<b>19,202</b>	<b>15,909</b>	<b>17,391</b>	<b>19,234</b>	<b>21,657</b>	<b>26,961</b>
Floor	435	-	-	-	-	-	-
Generator Maintenance	1,048	4,450	1,932	414	2,524	1,600	2,776
Air Filter Maintenance	2,577	5,319	3,718	5,377	7,134	5,500	7,847
CINTAS (Floor Mats)	2,824	3,167	3,017	1,566	-	-	-
Pest Control	2,340	2,340	2,340	1,408	405	621	446
Angelo Water RO Service	1,979	1,997	2,118	1,757	2,192	2,043	2,412
Misc Electrical Maintenance	85	504	266	168	270	500	1,600
Misc Building Maintenance	9,923	1,266	1,766	5,504	3,901	9,000	8,800
Misc Plumbing Maintenance	568	158	753	562	1,444	700	1,579
UNIFIRST				634	1,365	1,693	1,502
<b>Supplies</b>	<b>3,744</b>	<b>4,005</b>	<b>4,508</b>	<b>6,072</b>	<b>5,709</b>	<b>5,051</b>	<b>6,280</b>
Cleaning Supplies	3,523	3,607	4,010	5,112	3,196	4,000	3,516
General Supplies	221	398	498	961	2,513	1,051	2,764
Insurance	-	-	-	-	-	10,183	9,027
Communications	20,000	-	-	-	-	-	-
<b>Physicals/Safety</b>	<b>272</b>	<b>170</b>	<b>619</b>	<b>895</b>	<b>704</b>	<b>390</b>	<b>774</b>
Fire Inspection	170	-	-	570	524	220	576
W Tx Fire Extinguisher	102	170	619	325	180	170	198
<b>Sub-Total Program Expenditures</b>	<b>65,594</b>	<b>43,177</b>	<b>40,836</b>	<b>91,409</b>	<b>83,877</b>	<b>406,612</b>	<b>432,996</b>
<b>Grand Total Program Expenditures</b>	<b>65,594</b>	<b>43,177</b>	<b>40,836</b>	<b>132,839</b>	<b>127,701</b>	<b>472,765</b>	<b>490,111</b>

Note: Expenses allocated to Programs based on square footage occupied at 2801 W Loop 306-A

FY 19-20 increase related to full annual lease being recorded on Facility Maintenance, as well as General Liability Insurance

3.67%

# Information Technology Department Work Chart



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

	FY 14-15 ACTUAL	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 BUDGET	FY 20-21 BUDGET
Salaries/Wages	68,118	67,369	77,328	81,275	114,702	154,890	181,439
Fringe Benefits	21,834	23,074	17,976	20,764	34,626	51,002	78,654
<b>Total Personnel</b>	<b>89,952</b>	<b>90,443</b>	<b>95,304</b>	<b>102,039</b>	<b>149,328</b>	<b>205,892</b>	<b>260,094</b>
Administrative Costs	14,482	14,561	15,353	16,500	19,890	13,483	16,054
Network Services							
Procurement Services						3,592	2,395
Human Resource Services						3,768	4,904
Facility Cost Allocation	7,556	7,556	7,556	8,251	9,130	14,586	22,045
<b>Total Cost Allocations</b>	<b>22,039</b>	<b>22,118</b>	<b>22,910</b>	<b>24,751</b>	<b>29,020</b>	<b>35,429</b>	<b>45,398</b>

Contract Services	-	-	-	-	1,165	-	-
Travel-In Region	-	32	-	-	-	-	1,500

Supplies:							
Cables	-	-	-	6,165	2,415	7,250	7,000
Toner for IT Staff	-	-	-	-	-	300	-
Power Supplies	-	-	-	2,047	368	250	500
Switches	-	-	-	1,234	-	3,000	-
Hard drives for backup space	-	-	-	-	66	2,500	4,000
Computer Supplies (keyboards, mouse)	-	-	-	433	951	-	-
Office Supplies	-	-	-	-	831	200	500
Security Camera System	-	-	-	580	199	1,000	2,000
Imaging Drum	-	-	-	47	-	-	-

Project Equipment:							
Laptop for IT Staff	4,955	1,325	-	6,676	-	7,800	6,500
Desktop for IT Staff	-	-	-	2,554	-	-	4,000
Printer for IT Staff	-	-	-	980	-	2,300	-
2-Routers for wireless-to track internet usage	-	1,325	-	1,467	-	500	-
Server Equipment	4,955	-	-	-	-	4,500	-
ID Card Printer & Supplies	-	-	-	1,695	-	500	-
Networking Hardware	-	-	-	-	-	-	1,000
Network Storage	-	-	-	-	-	-	3,500

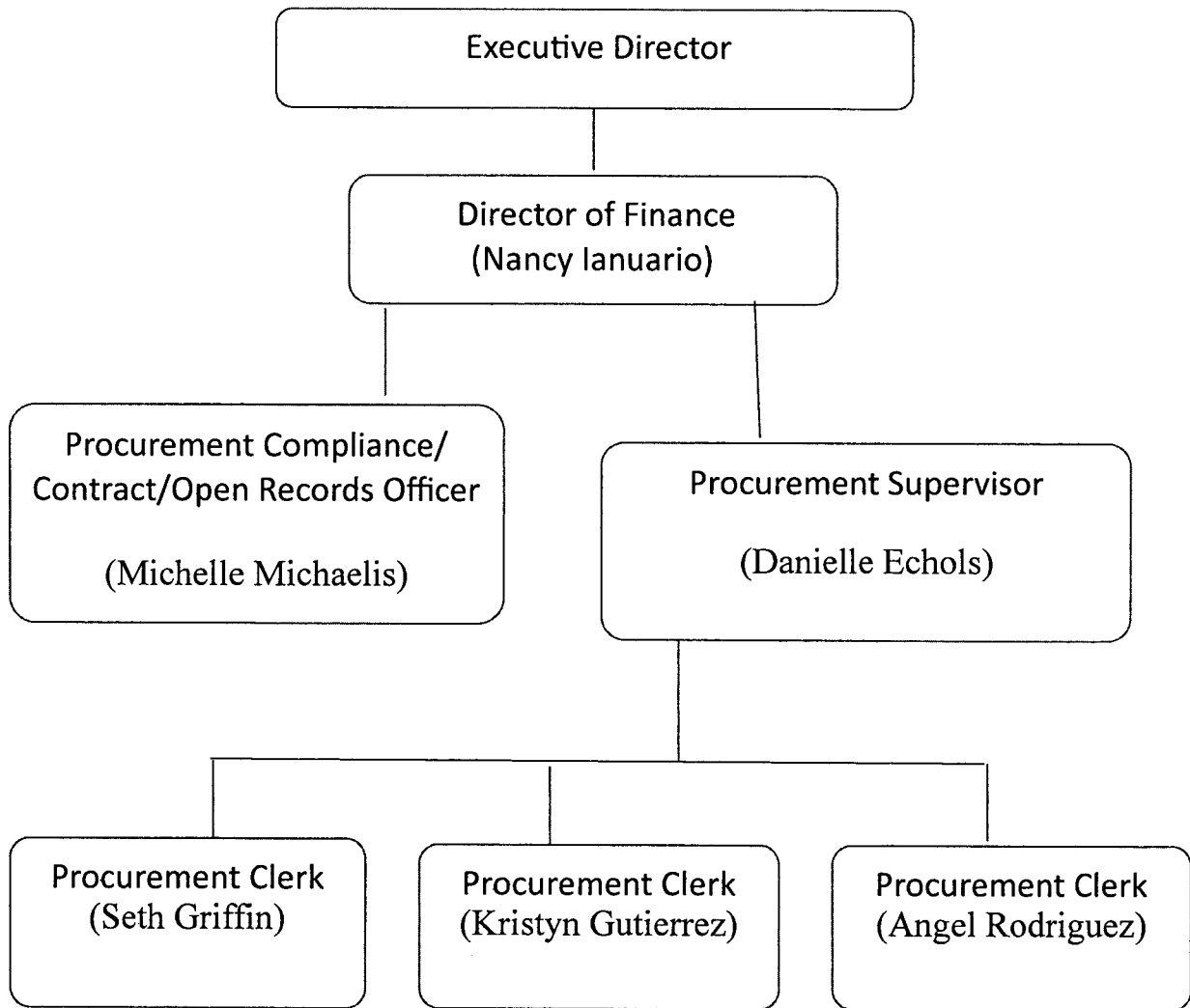
Computer/Software:							
MallRoute SPAM filtering @ \$2 mo. per email acct	13,649	16,799	12,317	9,689	12,172	19,355	30,303
Domain Name (TRS) (CVCOG)	2,268	1,829	-	-	1,940	2,600	3,570
Exchange Service Certificate	70	106	-	-	42	70	70
TRC Certificate	-	5,614	-	988	480	440	440
SQL Server License	-	-	-	-	-	145	145
Virtual Server (Microsoft server 2008 Enterprise)	-	545	-	-	-	1,000	-
Server Maintenance	2,417	-	-	584	-	-	530
Firewall/Web Filtering	-	-	-	-	-	1,500	1,000
Software (additions and upgrades)	1,350	1,350	1,350	-	1,350	1,700	1,980
Bluehost - Web hosting	427	-	-	-	-	300	300
Anti-virus Renewal 3 years	30	264	-	-	-	-	3,200
MIP Accounting System Maint. Support	-	-	3,199	-	-	-	-
Exchange User Licenses	7,067	7,090	7,768	8,107	8,360	9,350	9,818
Asset Tracking System	-	-	-	-	-	2,250	2,250
	-	-	-	-	-	-	5,500

Cell Phones	360	360	360	360	300	720	720
Training	996	299	319	-	95	1,000	1,600
Dues and fees	-	-	-	-	-	-	100
Communications	-	-	-	-	31,340	32,677	34,963
<b>Sub-Total Program Expenditures</b>	<b>19,960</b>	<b>18,815</b>	<b>12,996</b>	<b>22,890</b>	<b>47,488</b>	<b>68,802</b>	<b>84,686</b>

<b>Grand Total Program Expenditures</b>	<b>131,950</b>	<b>131,376</b>	<b>131,209</b>	<b>149,679</b>	<b>225,836</b>	<b>310,123</b>	<b>390,178</b>
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Note: Expenses allocated to Programs based on number of email accounts  
 FY 19-20 increase related to additional staff member added. FY 20-21 will add one more member to meet program demands.

# Procurement Work Chart



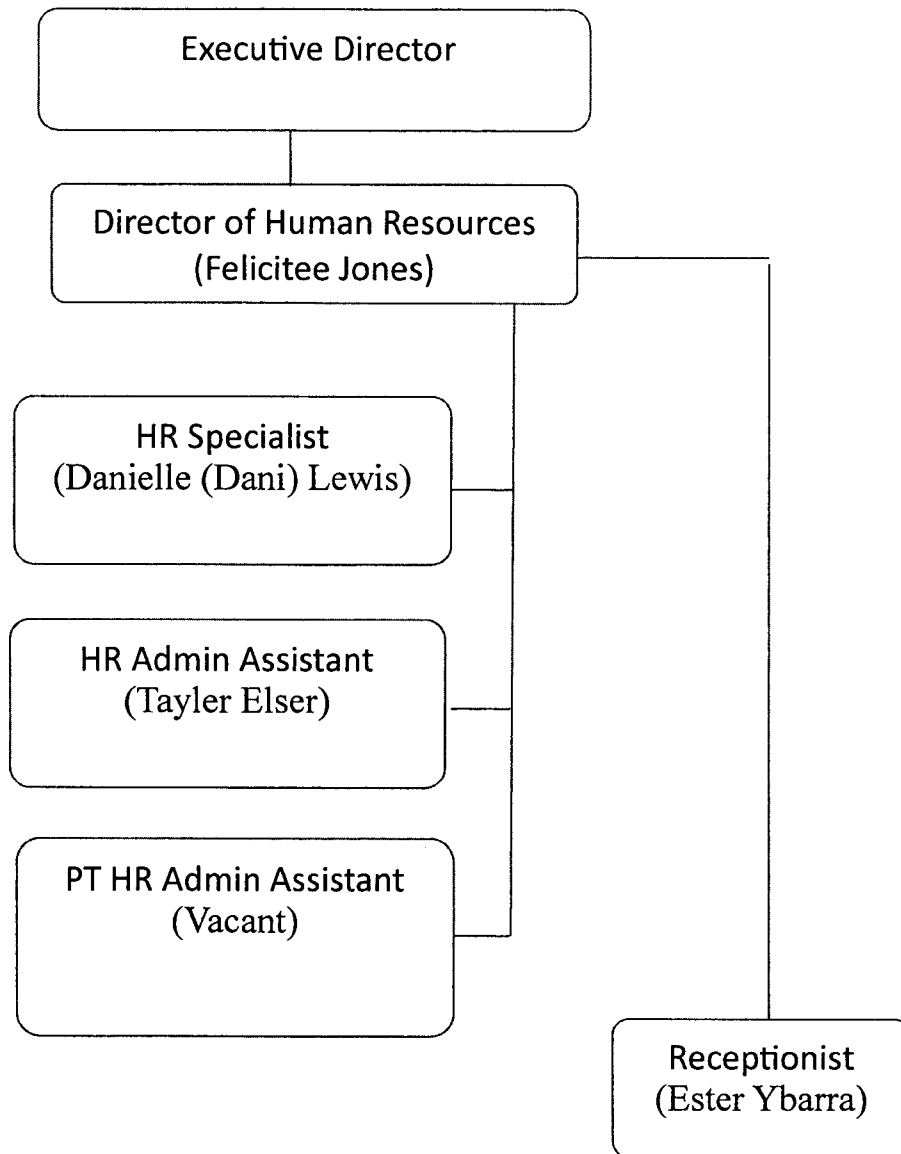
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 PROCUREMENT SERVICES COST CENTER

	FY 19-20 BUDGET	FY 20-21 BUDGET
Salaries/Wages	176,742	160,556
Fringe Benefits	81,523	84,918
<b>Total Personnel</b>	<b>258,265</b>	<b>245,475</b>
Administrative Costs	16,913	15,151
Network Services	16,496	14,632
Procurement Services		
Human Resource Services	6,279	6,130
Facility Cost Allocation	31,242	26,442
<b>Total Cost Allocations</b>	<b>70,930</b>	<b>62,356</b>
Travel-In Region	300	1,800
Travel-Out of Region	1,500	2,500
Conference Fees	2,000	-
Supplies	13,500	4,500
Copier	500	900
Ads & Promotions	1,500	900
Training	2,100	1,100
Dues and fees	740	-
Postage/freight	750	910
<b>Sub-Total Program Expenditures</b>	<b>22,890</b>	<b>12,610</b>
<b>Grand Total Program Expenditures</b>	<b>352,085</b>	<b>320,440</b>

**Note: Expenses allocated to Programs based on \$ amount of Program Procurements**  
 Department consists of 5 employees to perform procurement for programs



# Human Resource Department Work Chart



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

	FY 19-20 BUDGET	FY 20-21 BUDGET
Salaries/Wages	152,663	143,810
Fringe Benefits	69,426	57,675
<b>Total Personnel</b>	<b>222,089</b>	<b>201,485</b>
Administrative Costs	14,544	12,436
Network Services	11,547	9,754
Procurement Services	61,991	66,268
Human Resource Services		
Facility Cost Allocation	25,219	15,913
<b>Total Cost Allocations</b>	<b>113,302</b>	<b>104,372</b>
Travel-In Region	250	1,500
Travel-Out of Region	1,500	3,500
Conference Fees	2,000	3,500
Supplies	2,500	3,000
Copier	1,500	3,377
Training	2,500	6,500
Dues and fees	14,600	16,000
Postage/freight	200	50
<b>Sub-Total Program Expenditures</b>	<b>25,050</b>	<b>37,427</b>
<b>Grand Total Program Expenditures</b>	<b>360,441</b>	<b>343,284</b>

**Note: Expenses allocated to Programs based on number of employees in Program  
Department will consist of 4 employees (1 PT) to cover all staffing needs for CVCOG**