CONCHO VALLEY COUNCIL OF GOVERNMENTS

October 1, 2021 through September 30, 2022

- State Salary Schedule FY 21-22
- Proposed FY 21-22 Employee Salary Schedule
- Proposed Fringe Benefits FY 21-22
- Proposed Administrative Budget FY 21-22
- Program Budgets for FY 21-22

STATE SALARY SCHEDULE

- State Salary Schedule due to Governor's Office August 16, 2021. Salary Schedule must contain:
    - Classification for each position and specify 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 Schedule Structure**
  - Rate Structure: Emphasis is no longer on tenure. Added reference to job band market and merits
  - Added Merit Salary Increase definition
  - Added Rate Adjustment definition, including job band market consideration
  - Salary Group, Exempt position (Executive Director)
    - Moved Federal Salary Cap from $197,300 to $199,300, per Federal regulations posted January 3, 2021
- **Page 2**
  - Starting with Page 2, we have moved all Director positions to start at the same minimum rate as the State. The CVCOG Levels remain at 5% increments, but the minimum pay now starts at $69,415. This has moved the % between State and CVCOG
    - From: 16% Min 36% Mid and 55% Max
    - To: 0% Min 18% Mid and 34% Max
- **Page 3**
  - Expanded position of Human Resources Generalist to include Supervisor role
  - Added Human Resource Coordinator/Payroll. This moves the Payroll function from the Finance Manager to Human Resources. The Finance Manager will take on the role of Internal Auditor
- **Page 4**
  - Added the role of Purchaser. This role is responsible for micro-purchases under $10,000.
  - Added the Procurement Specialist. This role is responsible for inventory of assets, as well as procurement duties.
- **Page 5**
  - Added role of Systems Analyst
  - Added the Maintenance Supervisor role. This role was added for future needs at Link Road.
- **Page 6**
  - With the pending retirement of Albert Rodriguez, removed the Director of Solid Waste position.
  - Added Solid Waste Coordinator/Loan Officer position
  - Added Assistant Executive Director position
- **Page 8**
  - Added Director of Transportation, removing General Manager. This follows the titles used by the other COG Directors.
  - Added Assistant Director of Transportation, removing Assistant General Manager. This follows the titles used by the other COG Assistant Directors.
- **Page 21, 22, and 23**
  - Head Start Salary Schedules have been permanently increased 1.22%, due to the recent HHS-ACF COLA award.

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE STRUCTURE

RATE STRUCTURE

Rate Structure is based on tenure in current position, comparable experience, job band market, and/or received merits. Rate is subject to available funding.

PLAN LEVELS

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

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

MERIT SALARY INCREASE

Merit salary increase consists of an increase in the employee's base salary within the range of the employee's salary group. Classified employees whose job performance and productivity in their current position is consistently above what is normally expected and required.

RATE ADJUSTMENT

Rate adjustments are made based on job performance, level of responsibility, directly related experience and internal equity. Consideration is given to the job band market. Job band is based on the position description, The position description is used to determine fair labor market rate for the position. Internal equity is the comparison of positions within the organization. Comparison is not based on title, but is based on tasks performed, experience and level of responsibility.

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 dispatchers

Salary Group HS Admin - Includes Head Start Administrative staff

Salary Group HS Centers - Includes Head Start service providers at 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 3, 2021, the salary cap is $199,300

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Executive	Executive Director			Exempt	1	$ 70,000.00		$ 199,300.00	$ 70,000.00		$ 345,250.00
Administrative Support											
	Director of Finance				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 92,390.00	$ 124,323.00	$ 156,256.00
	Assistant Director of Finance/Procurement				1						
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
	Finance Manager				1						
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
	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/Procurement Clerk				1						
		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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Human Resources Services											
	Director of Human Resources				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 92,390.00	$ 124,323.00	$ 156,256.00
	Human Resource Generalist Supervisor				1						
		Level I	B20	1583		$ 17.92	$ 21.96	$ 26.00	$ 21.71	$ 28.59	$ 35.48
		Level II	B21	1584		$ 18.81	$ 23.06	$ 27.30	$ 28.02	$ 30.58	$ 37.96
		Level III	B22	1586		$ 19.75	$ 24.21	$ 28.66	$ 24.81	$ 32.71	$ 40.61
		Level IV	B23	1588		$ 20.74	$ 25.42	$ 30.10	$ 26.53	$ 34.99	$ 43.46
	Human Resource Coordinator/Payroll				1						
		Level I	B15	1291		$ 14.04	$ 17.20	$ 20.37	$ 15.85	$ 20.44	$ 25.02
		Level II	B17	1292		$ 15.48	$ 18.97	$ 22.46	$ 17.78	$ 22.93	$ 28.08
		Level III	B19	1293		$ 17.06	$ 20.91	$ 24.76	$ 20.31	$ 26.73	$ 33.15
		Level IV	B21	1294		$ 18.81	$ 23.06	$ 27.30	$ 23.21	$ 30.58	$ 37.96
	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				1						
		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

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Procurement Services											
	Procurement/Contract/Open Records Manager				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		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
	Procurement Supervisor				1						
		Level I	B20	1583		$ 37,269.11	$ 45,672.03	$ 54,074.98	$ 45,158.00	$ 59,473.00	$ 73,788.00
		Level II	B21	1584		$ 39,132.56	$ 47,955.63	$ 56,778.73	$ 48,278.00	$ 63,616.00	$ 78,953.00
		Level III	B22	1586		$ 41,089.19	$ 50,353.41	$ 59,617.67	$ 51,614.00	$ 68,047.00	$ 84,479.00
		Level IV	B23	1588		$ 43,143.65	$ 52,871.08	$ 62,598.55	$ 55,184.00	$ 72,789.00	$ 90,393.00
	Purchaser				1						
		Level I	B16	1932		$ 14.74	$ 18.06	$ 21.39	$ 16.79	$ 21.65	$ 26.50
		Level II	B18	1933		$ 16.25	$ 19.92	$ 23.58	$ 19.00	$ 24.99	$ 30.99
		Level III	B19	1934		$ 17.06	$ 20.91	$ 24.76	$ 20.31	$ 26.73	$ 33.15
		Level IV	B20	1935		$ 17.92	$ 21.96	$ 26.00	$ 21.71	$ 28.59	$ 35.48
	Procurement 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
	Procurement Clerk				2						
		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	1931		$ 13.37	$ 16.39	$ 19.40	$ 14.97	$ 19.30	$ 23.62
		Level IV	B16	1932		$ 14.74	$ 18.06	$ 21.39	$ 16.79	$ 21.65	$ 26.50

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Network/Information Technology Services											
	Director of Information Technology-Infrastructure				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 92,390.00	$ 124,323.00	$ 156,256.00
	Computer Operating Specialist				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
	Systems Analyst				-						
		Level I	B16	0252		$ 14.74	$ 18.06	$ 21.39	$ 16.79	$ 21.65	$ 26.50
		Level II	B18	0253		$ 16.25	$ 19.92	$ 23.58	$ 19.00	$ 24.99	$ 30.99
		Level III	B20	0254		$ 17.92	$ 21.96	$ 26.00	$ 21.71	$ 28.59	$ 35.48
		Level IV	B22	0255		$ 19.75	$ 24.21	$ 28.66	$ 24.81	$ 32.71	$ 40.61
	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
Maintenance											
	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
	Maintenance Supervisor				-						
		Level I	A15	9053		$ 27,835.77	$ 34,111.79	$ 40,387.84	$ 32,976.00	$ 42,511.00	$ 52,045.00
		Level II	A16	9054		$ 29,227.56	$ 35,817.38	$ 42,407.23	$ 34,918.00	$ 45,024.00	$ 55,130.00
		Level III	A17	9055		$ 30,688.94	$ 37,608.25	$ 44,527.60	$ 36,976.00	$ 47,688.00	$ 58,399.00
		Level IV	A19	9056		$ 33,834.56	$ 41,463.10	$ 49,091.67	$ 42,244.00	$ 55,602.00	$ 68,960.00
	Custodian/Groundskeeper				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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
Regional Services/Economic Development District												
	Solid Waste Coordinator/Loan Officer				1							
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00	
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00	
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00	
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00	
	Assistant Executive Director				1							
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00	
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00	
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00	
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00	
	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				-							
		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/GIS Specialist				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

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position	Level	Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
911 Emergency Communications												
	Director of Public Safety				1							
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00	
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00	
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00	
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 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		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00	
		Level IV				$ 72,885.75	$ 89,319.01	$ 105,752.34				
	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				3							
		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
Criminal Justice/Homeland Security Program												
	Criminal Justice Instructor, Training Specialist				1							State Salary Group
		Level I	CJ01	1783		$ 36,976.00	$ 47,688.00	$ 58,399.00	$ 36,976.00	$ 47,688.00	$ 58,399.00	B17
		Level II	CJ02	1784		$ 42,244.00	$ 55,602.00	$ 68,960.00	$ 42,244.00	$ 55,602.00	$ 68,960.00	B19
		Level III	CJ03	1785		$ 48,278.00	$ 63,616.00	$ 78,953.00	$ 48,278.00	$ 63,616.00	$ 78,953.00	B21
		Level IV	CJ04	1786		$ 55,184.00	$ 72,789.00	$ 90,393.00	$ 55,184.00	$ 72,789.00	$ 90,393.00	B23
	Homeland Security/Criminal Justice Manager				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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
CV Transit District											
	Director of Transportation				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 92,390.00	$ 124,323.00	$ 156,256.00
	Assistant Director of Transportation				1						
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
	Finance Manager / Project Manager				1						
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
	Regional Coordinator/Grant Writer/Office Administrator				1						
		Level I	B17	1570		$ 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				1						
		Level I	B17	0602		$ 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				2						
		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
	Operation Safety Manager				2						
		Level I	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level II	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
		Level III	B26	1604		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level IV	B28	1605		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
	Safety & Compliance Specialist				1						
		Level I	B17	1570		$ 15.48	$ 18.97	$ 22.46	$ 17.78	$ 22.93	$ 28.08
		Level II	B18	1571		$ 16.25	$ 19.92	$ 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				2						
		Level I	A07	0055		$ 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 2021-2022

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				3							
		Level I	B20	1583		$ 37,269.11	$ 45,672.03	$ 54,074.98	$ 45,158.00	$ 59,473.00	$ 73,788.00	
		Level II	B21	1584		$ 39,132.56	$ 47,955.63	$ 56,778.73	$ 48,278.00	$ 63,616.00	$ 78,953.00	
		Level III	B22	1586		$ 41,089.19	$ 50,353.41	$ 59,617.67	$ 51,614.00	$ 68,047.00	$ 84,479.00	
		Level IV	B23	1588		$ 43,143.65	$ 52,871.08	$ 62,598.55	$ 55,184.00	$ 72,789.00	$ 90,393.00	
	Assistant Road Supervisor				1							
		Level I	B17	1580		$ 15.48	$ 18.97	$ 22.46	$ 17.78	$ 22.93	$ 28.08	
		Level II	B18	1581		$ 16.25	$ 19.92	$ 23.58	$ 19.00	$ 24.99	$ 30.99	
		Level III	B19	1582		$ 17.06	$ 20.91	$ 24.76	$ 20.31	$ 26.73	$ 33.15	
		Level IV	B20	1583		$ 17.92	$ 21.96	$ 26.00	$ 21.71	$ 28.59	$ 35.48	
	Bus Driver Lead				4							State Salary Group
		Level I	CVTD09	0132		$ 12.66	$ 15.51	$ 18.37	$ 12.66	$ 16.27	$ 19.88	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				63							State Salary Group
		Level I	CVTD01	0132		$ 12.50	$ 15.32	$ 18.14	$ 12.66	$ 16.27	$ 19.88	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				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	
	Dispatcher				3							State Salary Group
		Level I	CVTD 05	0130		$ 10.31	$ 12.63	$ 14.96	$ 11.43	$ 14.10	$ 16.76	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				1							
		Level I	A12	9417		$ 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				1							
		Level I	A09	9041		$ 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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Area Agency on Aging											
	Director of Area Agency on Aging				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 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				4						
		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				-						
		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				1						
		Level I	A09	0130		$ 9.99	$ 12.24	$ 14.49	$ 11.43	$ 14.10	$ 16.76
		Level II	A11	0132		$ 11.01	$ 13.49	$ 15.97	$ 12.66	$ 16.27	$ 19.88
		Level III	A13	0134		$ 12.14	$ 14.88	$ 17.61	$ 14.15	$ 18.23	$ 22.30
		Level IV	A15	0136		$ 13.38	$ 16.40	$ 19.42	$ 15.85	$ 20.44	$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
211 Information & Referral Services											
	2-1-1 I&R Service Specialist				3						
		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
	2-1-1 Program Coordinator				-						
		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
ADRC Services											
	ADRC Housing Navigator/Program 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
	ADRC Program Specialist				1						
		Level I	B17	1570		$ 15.48	$ 18.97	$ 22.46	$ 17.78	$ 22.93	$ 28.08
		Level II	B18	1571		$ 16.25	$ 19.92	$ 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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
Foster Grandparent/Senior Companion/Retired Senior Volunteer Program											
	Foster Grandparent/Senior Companion Director				1						
		Level I	B26	1620		$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 69,415.00	$ 93,406.00	$ 117,397.00
		Level II	B27	1621		$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 76,356.00	$ 102,747.00	$ 129,137.00
		Level III	B28	1622		$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 83,991.00	$ 113,022.00	$ 142,052.00
		Level IV	B29	1623		$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 92,390.00	$ 124,323.00	$ 156,256.00
	Foster Grandparent/Senior Companion Manager				1						
		Level I	B22	1600		$ 41,089.19	$ 50,353.41	$ 59,617.67	$ 51,614.00	$ 68,047.00	$ 84,479.00
		Level II	B23	1601		$ 43,143.65	$ 52,871.08	$ 62,598.55	$ 55,184.00	$ 72,789.00	$ 90,393.00
		Level III	B24	1602		$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 59,004.00	$ 77,862.00	$ 96,720.00
		Level IV	B25	1603		$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 63,104.00	$ 83,298.00	$ 103,491.00
	RSVP Specialist				2						
		Level I	B17	1570		$ 15.48	$ 18.97	$ 22.46	$ 17.78	$ 22.93	$ 28.08
		Level II	B18	1571		$ 16.25	$ 19.92	$ 23.58	$ 19.00	$ 24.99	$ 30.99
		Level III	B19	1572		$ 17.06	$ 20.91	$ 24.76	$ 20.31	$ 26.73	$ 33.15
		Level IV	B20	1573		$ 17.92	$ 21.96	$ 26.00	$ 21.71	$ 28.59	$ 35.48
	Administrative Assistant				-						
		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 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
Head Start Program												
	Director of Head Start/Nutrition Manager				1							State Salary
		Level I	HSD01	1620		$ 55,420.80	$ 67,916.31	$ 80,411.87	$ 69,415.00	$ 93,406.00	$ 117,397.00	B26
		Level II	HSD02	1621		$ 58,191.84	$ 71,312.12	$ 84,432.46	$ 76,356.00	$ 102,747.00	$ 129,137.00	B27
		Level III	HSD03	1622		$ 61,101.43	$ 74,877.73	$ 88,654.09	$ 83,991.00	$ 113,022.00	$ 142,052.00	B28
		Level IV	HSD04	1623		$ 64,156.50	$ 78,621.61	$ 93,086.79	$ 92,390.00	$ 124,323.00	$ 156,256.00	B29
	Assistant Director of Head Start				1							State Salary
		Level I	HSD05	1602		$ 41,590.48	$ 50,967.72	$ 60,345.00	$ 59,004.00	$ 77,862.00	$ 96,720.00	B24
		Level II	HSD06	1603		$ 43,670.00	$ 53,516.11	$ 63,362.25	$ 63,104.00	$ 83,298.00	$ 103,491.00	B25
		Level III	HSD07	1604		$ 45,853.51	$ 56,191.91	$ 66,530.36	$ 69,415.00	$ 93,406.00	$ 117,397.00	B26
		Level IV	HSD08	1605		$ 48,146.18	$ 59,001.51	$ 69,856.88	$ 83,991.00	$ 113,022.00	$ 142,052.00	B28
	HS Education Manager/Coach/Class/Disability				1							State Salary
		Level I	HSEM01	0821		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	HSEM02	0822		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	HSEM03	0823		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	HSEM04	0824		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	Mental Health/Health Manager and Pregnant Women				1							State Salary
		Level I	HSHM01	4411		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	HSHM02	4412		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	HSHM03	4413		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	HSHM04	4414		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	FAMCO/Policy Council Manager and Pregnant Women				1							State Salary
		Level I	HSFP01	1583		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	HSFP02	1584		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	HSFP03	1586		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	HSFP04	1588		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	ERSEA Specialist/Facilities Manager/Transition/Class				1							State Salary
		Level I	HSER01	1583		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	HSER02	1584		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	HSER03	1586		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	HSER04	1588		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	EHS Education Manager/Coach/Class/Iters				-							State Salary
		Level I	EHSEM01	1583		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	EHSEM02	1584		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	EHSEM03	1586		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	EHSEM04	1588		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	Compliance Specialist/Class/Iters/Nutrition Manager				1							State Salary
		Level I	HSCS01	1583		$ 18.91	$ 23.18	$ 27.44	$ 24.81	$ 32.71	$ 40.61	B22
		Level II	HSCS02	1584		$ 19.86	$ 24.34	$ 28.81	$ 26.53	$ 34.99	$ 43.46	B23
		Level III	HSCS03	1586		$ 20.85	$ 25.55	$ 30.25	$ 28.37	$ 37.43	$ 46.50	B24
		Level IV	HSCS04	1588		$ 21.89	$ 26.83	$ 31.77	$ 30.34	$ 40.05	$ 49.76	B25
	Center Director/Family Service Worker				5							State Salary
		Level I	HSCDFS01	1580		$ 13.66	$ 16.75	$ 19.83	$ 17.78	$ 22.93	$ 28.08	B17
		Level II	HSCDFS02	1581		$ 14.35	$ 17.58	$ 20.82	$ 19.00	$ 24.99	$ 30.99	B18
		Level III	HSCDFS03	1582		$ 15.07	$ 18.46	$ 21.86	$ 20.31	$ 26.73	$ 33.15	B19
		Level IV	HSCDFS04	1583		$ 15.82	$ 19.39	$ 22.95	$ 21.71	$ 28.59	$ 35.48	B20

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
	Center Director				3							State Salary
		Level I	HSCD01	1580		$ 13.66	$ 16.75	$ 19.83	$ 17.78	$ 22.93	$ 28.08	B17
		Level II	HSCD02	1581		$ 14.35	$ 17.58	$ 20.82	$ 19.00	$ 24.99	$ 30.99	B18
		Level III	HSCD03	1582		$ 15.07	$ 18.46	$ 21.86	$ 20.31	$ 26.73	$ 33.15	B19
		Level IV	HSCD04	1583		$ 15.82	$ 19.39	$ 22.95	$ 21.71	$ 28.59	$ 35.48	B20
	Family Service Worker				8							State Salary
		Level I	HSFS01	1570		$ 13.09	$ 16.04	$ 19.00	$ 17.78	$ 22.93	$ 28.08	B17
		Level II	HSFS02	1571		$ 13.75	$ 16.85	$ 19.95	$ 19.00	$ 24.99	$ 30.99	B18
		Level III	HSFS03	1572		$ 14.43	$ 17.69	$ 20.94	$ 20.31	$ 26.73	$ 33.15	B19
		Level IV	HSFS04	1573		$ 15.16	$ 18.57	$ 21.99	$ 21.71	$ 28.59	$ 35.48	B20
	Head Start Teacher				22							State Salary
		Level I	HST01	1781		$ 11.21	$ 13.74	$ 16.27	$ 14.15	$ 18.23	$ 22.30	B13
		Level II	HST02	1782		$ 11.77	$ 14.43	$ 17.08	$ 15.85	$ 20.44	$ 25.02	B15
		Level III	HST03	1783		$ 12.36	$ 15.15	$ 17.94	$ 17.78	$ 22.93	$ 28.08	B17
		Level IV	HST04	1784		$ 12.98	$ 15.91	$ 18.83	$ 20.31	$ 26.73	$ 33.15	B19
	Early Head Start Teacher				30							State Salary
		Level I	EHST01	1781		$ 11.21	$ 13.74	$ 16.27	$ 14.15	$ 18.23	$ 22.30	B13
		Level II	EHST02	1782		$ 11.77	$ 14.43	$ 17.08	$ 15.85	$ 20.44	$ 25.02	B15
		Level III	EHST03	1783		$ 12.36	$ 15.15	$ 17.94	$ 17.78	$ 22.93	$ 28.08	B17
		Level IV	EHST04	1784		$ 12.98	$ 15.91	$ 18.83	$ 20.31	$ 26.73	$ 33.15	B19
	Head Start Teacher Assistant				24							State Salary
		Level I	HSTA01	0812		$ 9.60	$ 11.76	$ 13.92	$ 11.43	$ 14.10	$ 16.76	A09
		Level II	HSTA02	0813		$ 10.08	$ 12.35	$ 14.62	$ 12.66	$ 16.27	$ 19.88	A11
		Level III	HSTA03	0814		$ 10.58	$ 12.97	$ 15.35	$ 14.15	$ 18.23	$ 22.30	A13
		Level IV	HSTA04			$ 11.11	$ 13.61	$ 16.12				
	Early Head Start Floaters				3							State Salary
		Level I	EHSF01	0812		$ 9.60	$ 11.76	$ 13.92	$ 11.43	$ 14.10	$ 16.76	A09
		Level II	EHSF02	0813		$ 10.08	$ 12.35	$ 14.62	$ 12.66	$ 16.27	$ 19.88	A11
		Level III	EHSF03	0814		$ 10.58	$ 12.97	$ 15.35	$ 14.15	$ 18.23	$ 22.30	A13
		Level IV	EHSF04			$ 11.11	$ 13.61	$ 16.12				
	Receptionist				3							State Salary
		Level I	HSR01	0006		$ 9.52	$ 11.67	$ 13.81	$ 11.43	$ 14.10	$ 16.76	A09
		Level II	HSR02	0132		$ 10.00	$ 12.25	$ 14.50	$ 12.66	$ 16.27	$ 19.88	A11
		Level III	HSR03	0134		$ 10.50	$ 12.86	$ 15.23	$ 14.15	$ 18.23	$ 22.30	A13
		Level IV	HSR04	0136		$ 11.02	$ 13.50	$ 15.99	$ 15.85	$ 20.44	$ 25.02	A15
	Head Start Cook/Custodian				4							State Salary
		Level I	HSCC01	8103		$ 8.91	$ 10.92	$ 12.93	$ 9.51	$ 11.69	$ 13.87	A05
		Level II	HSCC02	8104		$ 9.36	$ 11.46	$ 13.57	$ 10.42	$ 12.83	$ 15.23	A07
		Level III	HSCC03	8108		$ 9.82	$ 12.04	$ 14.25	$ 13.38	$ 17.22	$ 21.06	A12
		Level IV	HSCC04	8109		$ 10.31	$ 12.64	$ 14.97	$ 14.97	$ 19.30	$ 23.62	A14
	Head Start Custodian				5							State Salary
		Level I	HSCU01	8003		$ 8.13	$ 9.97	$ 11.80	$ 9.51	$ 11.69	$ 13.87	A05
		Level II	HSCU02	8005		$ 8.54	$ 10.47	$ 12.39	$ 9.95	$ 12.24	$ 14.53	A06
		Level III	HSCU03	8007		$ 8.97	$ 10.99	$ 13.01	$ 10.92	$ 13.45	$ 15.98	A08
		Level IV	HSCU04	8021		$ 9.42	$ 11.54	$ 13.66	$ 13.38	$ 17.22	$ 21.06	A12

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY
FY 2021-2022

Department	Position		Salary Group	Class Code	Number of Positions	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	State Salary
	Head Start Cook				6							
		Level I	HSC01	8116		$ 8.91	$ 10.92	$ 12.93	$ 9.95	$ 12.24	$ 14.53	A06
		Level II	HSC02	8117		$ 9.36	$ 11.46	$ 13.57	$ 10.42	$ 12.83	$ 15.23	A07
		Level III	HSC03	8118		$ 9.82	$ 12.04	$ 14.25	$ 11.43	$ 14.10	$ 16.76	A09
		Level IV	HSC04	8119		$ 10.31	$ 12.64	$ 14.97	$ 12.66	$ 16.27	$ 19.88	A11
	Head Start Universal Substitute											
		Level I	HSCU05	0812	22	$ 8.91			$ 11.43			A09
		Total Positions			285							

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

Used 5% between Levels

Salary Group	Min	Mid	Max	Min	Mid	Max
B10	$ 22,880.00	$ 28,038.66	$ 33,197.35	$ 11.00	$ 13.48	$ 15.96
B11	$ 24,024.00	$ 29,440.60	$ 34,857.21	$ 11.55	$ 14.15	$ 16.76
B12	$ 25,225.20	$ 30,912.62	$ 36,600.08	$ 12.13	$ 14.86	$ 17.60
B13	$ 26,486.46	$ 32,458.26	$ 38,430.08	$ 12.73	$ 15.60	$ 18.48
B14	$ 27,810.78	$ 34,081.17	$ 40,351.58	$ 13.37	$ 16.39	$ 19.40
B15	$ 29,201.32	$ 35,785.23	$ 42,369.16	$ 14.04	$ 17.20	$ 20.37
B16	$ 30,661.39	$ 37,574.49	$ 44,487.62	$ 14.74	$ 18.06	$ 21.39
B17	$ 32,194.46	$ 39,453.21	$ 46,712.00	$ 15.48	$ 18.97	$ 22.46
B18	$ 33,804.18	$ 41,425.87	$ 49,047.60	$ 16.25	$ 19.92	$ 23.58
B19	$ 35,494.39	$ 43,497.17	$ 51,499.98	$ 17.06	$ 20.91	$ 24.76
B20	$ 37,269.11	$ 45,672.03	$ 54,074.98	$ 17.92	$ 21.96	$ 26.00
B21	$ 39,132.56	$ 47,955.63	$ 56,778.73	$ 18.81	$ 23.06	$ 27.30
B22	$ 41,089.19	$ 50,353.41	$ 59,617.67	$ 19.75	$ 24.21	$ 28.66
B23	$ 43,143.65	$ 52,871.08	$ 62,598.55	$ 20.74	$ 25.42	$ 30.10
B24	$ 45,300.83	$ 55,514.63	$ 65,728.48	$ 21.78	$ 26.69	$ 31.60
B25	$ 47,565.88	$ 58,290.36	$ 69,014.90	$ 22.87	$ 28.02	$ 33.18
B26	$ 69,415.00	$ 85,065.72	$ 100,716.51	$ 33.37	$ 40.90	$ 48.42
B27	$ 72,885.75	$ 89,319.01	$ 105,752.34	$ 35.04	$ 42.94	$ 50.84
B28	$ 76,530.04	$ 93,784.96	$ 111,039.96	$ 36.79	$ 45.09	$ 53.38
B29	$ 80,356.54	$ 98,474.21	$ 116,591.95	$ 38.63	$ 47.34	$ 56.05
B30	$ 84,374.37	$ 103,397.92	$ 122,421.55	$ 40.56	$ 49.71	$ 58.86
B31	$ 88,593.08	$ 108,567.81	$ 128,542.63	$ 42.59	$ 52.20	$ 61.80
B32	$ 93,022.74	$ 113,996.20	$ 134,969.76	$ 44.72	$ 54.81	$ 64.89
B33	$ 97,673.88	$ 119,696.01	$ 141,718.25	$ 46.96	$ 57.55	$ 68.13
B34	$ 102,557.57	$ 125,680.81	$ 148,804.16	$ 49.31	$ 60.42	$ 71.54
B35	$ 107,685.45	$ 131,964.86	$ 156,244.37	$ 51.77	$ 63.44	$ 75.12

Used 5% between Levels

CVCOG Instructor Salary Schedule

Instructor, Training Specialist

	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	State Salary Group
Level I	CJ01	1783	$ 36,976.00	$ 47,688.00	$ 58,399.00	$ 36,976.00	$ 47,688.00	$ 58,399.00	B17
Level II	CJ02	1784	$ 42,244.00	$ 55,602.00	$ 68,960.00	$ 42,244.00	$ 55,602.00	$ 68,960.00	B19
Level III	CJ03	1785	$ 48,278.00	$ 63,616.00	$ 78,953.00	$ 48,278.00	$ 63,616.00	$ 78,953.00	B21
Level IV	CJ04	1786	$ 55,184.00	$ 72,789.00	$ 90,393.00	$ 55,184.00	$ 72,789.00	$ 90,393.00	B23

Note: Position is comparable to State

CVCOG Geographic Information Specialist Salary Schedule

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

CVTD Salary Schedule

	Salary Group		Minimum		Midpoint		Maximum
Bus Drivers Lead:							
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
Bus Drivers:							
Driver Level I (0-3 Years)	CVTD 01	$	12.50	$	15.32	$	18.14
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 02	$	13.00	$	15.93	$	18.86
Driver Level III (10-15 Years)	CVTD 03	$	13.53	$	16.58	$	19.63
Driver Level IV (15+ Years)	CVTD 04	$	14.08	$	17.25	$	20.43
Dispatchers:							
Driver Level I (0-3 Years)	CVTD 05	$	10.31	$	12.63	$	14.96
Driver Level II (3-10 Years or New Hire with experience)	CVTD 06	$	11.37	$	13.93	$	16.50
Driver Level III (10-15 Years)	CVTD 07	$	12.53	$	15.36	$	18.18
Driver Level IV (15+ Years)	CVTD 08	$	13.81	$	16.92	$	20.04

Head Start Administrative Salary Schedule	Salary				Rate FY 20-21		
	Group	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Director of Head Start/Nutrition Manager							
Level I	HSD01	$ 55,420.80	$ 67,916.31	$ 80,411.87	54,752.82	67,097.71	79,442.67
Level II	HSD02	$ 58,191.84	$ 71,312.12	$ 84,432.46	57,490.46	70,452.60	83,414.80
Level III	HSD03	$ 61,101.43	$ 74,877.73	$ 88,654.09	60,364.98	73,975.23	87,585.54
Level IV	HSD04	$ 64,156.50	$ 78,621.61	$ 93,086.79	63,383.23	77,673.99	91,964.82
Assistant Director of Head Start							
Level I	HSD05	$ 41,590.48	$ 50,967.72	$ 60,345.00	41,089.19	50,353.41	59,617.67
Level II	HSD06	$ 43,670.00	$ 53,516.11	$ 63,362.25	43,143.65	52,871.08	62,598.55
Level III	HSD07	$ 45,853.51	$ 56,191.91	$ 66,530.36	45,300.83	55,514.63	65,728.48
Level IV	HSD08	$ 48,146.18	$ 59,001.51	$ 69,856.88	47,565.88	58,290.36	69,014.90
HS Education Manager/Coach/Class/Disability							
Level I	HSEM01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	HSEM02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	HSEM03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	HSEM04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38
Mental Health/Health Manager and Pregnant Women							
Level I	HSHM01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	HSHM02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	HSHM03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	HSHM04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38
FAMCO/Policy Council Manager and Pregnant Women							
Level I	HSFP01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	HSFP02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	HSFP03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	HSFP04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38
ERSEA Specialist/Facilities Manager/Transition/Class							
Level I	HSER01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	HSER02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	HSER03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	HSER04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38
EHS Education Manager/Coach/Class/Iters							
Level I	EHSEM01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	EHSEM02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	EHSEM03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	EHSEM04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38
Compliance Specialist/Class/Iters/Nutrition Manager							
Level I	HSCS01	$ 18.91	$ 23.18	$ 27.44	18.68	22.90	27.11
Level II	HSCS02	$ 19.86	$ 24.34	$ 28.81	19.62	24.04	28.47
Level III	HSCS03	$ 20.85	$ 25.55	$ 30.25	20.60	25.24	29.89
Level IV	HSCS04	$ 21.89	$ 26.83	$ 31.77	21.63	26.51	31.38

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 21-22 of 1.22%

Head Start Service Provider Salary Schedule	Salary Group	Minimum	Midpoint	Maximum	Rate FY 20-21 Minimum	Midpoint	Maximum
Center Director/Teacher Assistant:							
Level I - CDA	HSCDTA01	$ 13.66	$ 16.75	$ 19.83	13.50	16.54	19.59
Level II - AA	HSCDTA02	$ 14.35	$ 17.58	$ 20.82	14.17	17.37	20.57
Level III - BA	HSCDTA03	$ 15.07	$ 18.46	$ 21.86	14.88	18.24	21.60
Level IV	HSCDTA04	$ 15.82	$ 19.39	$ 22.95	15.63	19.15	22.68
Center Director/Family Service Worker:							
Level I - CDA	HSCDFS01	$ 13.66	$ 16.75	$ 19.83	13.50	16.54	19.59
Level II - AA	HSCDFS02	$ 14.35	$ 17.58	$ 20.82	14.17	17.37	20.57
Level III - BA	HSCDFS03	$ 15.07	$ 18.46	$ 21.86	14.88	18.24	21.60
Level IV	HSCDFS04	$ 15.82	$ 19.39	$ 22.95	15.63	19.15	22.68
Center Director:							
Level I - CDA	HSCD01	$ 13.66	$ 16.75	$ 19.83	13.50	16.54	19.59
Level II - AA	HSCD02	$ 14.35	$ 17.58	$ 20.82	14.17	17.37	20.57
Level III - BA	HSCD03	$ 15.07	$ 18.46	$ 21.86	14.88	18.24	21.60
Level IV	HSCD04	$ 15.82	$ 19.39	$ 22.95	15.63	19.15	22.68
Family Service Worker:							
Level I - CDA	HSFS01	$ 13.09	$ 16.04	$ 19.00	12.93	15.85	18.77
Level II - AA	HSFS02	$ 13.75	$ 16.85	$ 19.95	13.58	16.64	19.70
Level III - BA	HSFS03	$ 14.43	$ 17.69	$ 20.94	14.26	17.48	20.69
Level IV	HSFS04	$ 15.16	$ 18.57	$ 21.99	14.97	18.35	21.72
Head Start Teacher:							
Level I - (CDA Waiver)	HST01	$ 11.21	$ 13.74	$ 16.27	11.08	13.57	16.07
Level II - AA, ECE	HST02	$ 11.77	$ 14.43	$ 17.08	11.63	14.25	16.88
Level III - BA, EHS Specialist	HST03	$ 12.36	$ 15.15	$ 17.94	12.21	14.97	17.72
Level IV	HST04	$ 12.98	$ 15.91	$ 18.83	12.82	15.71	18.61
Early Head Start Teacher:							
Level I - (CDA Waiver)	EHST01	$ 11.21	$ 13.74	$ 16.27	11.08	13.57	16.07
Level II - AA, ECE	EHST02	$ 11.77	$ 14.43	$ 17.08	11.63	14.25	16.88
Level III - BA, EHS Specialist	EHST03	$ 12.36	$ 15.15	$ 17.94	12.21	14.97	17.72
Level IV	EHST04	$ 12.98	$ 15.91	$ 18.83	12.82	15.71	18.61
Head Start Teacher Assistant:							
Level I - no experience	HSTA01	$ 9.60	$ 11.76	$ 13.92	9.48	11.62	13.76
Level II - with experience, CDA	HSTA02	$ 10.08	$ 12.35	$ 14.62	9.96	12.20	14.44
Level III - AA	HSTA03	$ 10.58	$ 12.97	$ 15.35	10.45	12.81	15.17
Level IV - BA	HSTA04	$ 11.11	$ 13.61	$ 16.12	10.98	13.45	15.93
Early Head Start Teacher Floater:							
Level I - no experience	EHSF01	$ 9.60	$ 11.76	$ 13.92	9.48	11.62	13.76
Level II - with experience, CDA	EHSF02	$ 10.08	$ 12.35	$ 14.62	9.96	12.20	14.44
Level III - AA	EHSF03	$ 10.58	$ 12.97	$ 15.35	10.45	12.81	15.17
Level IV - BA	EHSF04	$ 11.11	$ 13.61	$ 16.12	10.98	13.45	15.93

Head Start Service Provider Salary Schedule	Salary Group	Minimum	Midpoint	Maximum	Rate FY 20-21 Minimum	Midpoint	Maximum
Receptionist:							
Level I	HSR01	$ 9.52	$ 11.67	$ 13.81	$ 9.40	$ 11.53	$ 13.65
Level II	HSR02	$ 10.00	$ 12.25	$ 14.50	$ 9.88	$ 12.10	$ 14.33
Level III	HSR03	$ 10.50	$ 12.86	$ 15.23	$ 10.37	$ 12.71	$ 15.04
Level IV	HSR04	$ 11.02	$ 13.50	$ 15.99	$ 10.89	$ 13.34	$ 15.80
Head Start Cook/Custodian:							
Level I	HSCC01	$ 8.91	$ 10.92	$ 12.93	8.80	10.79	12.77
Level II	HSCC02	$ 9.36	$ 11.46	$ 13.57	9.24	11.33	13.41
Level III	HSCC03	$ 9.82	$ 12.04	$ 14.25	9.70	11.89	14.08
Level IV	HSCC04	$ 10.31	$ 12.64	$ 14.97	10.19	12.49	14.79
Head Start Cook:							
Level I	HSC01	$ 8.91	$ 10.92	$ 12.93	8.80	10.79	12.77
Level II	HSC02	$ 9.36	$ 11.46	$ 13.57	9.24	11.33	13.41
Level III	HSC03	$ 9.82	$ 12.04	$ 14.25	9.70	11.89	14.08
Level IV	HSC04	$ 10.31	$ 12.64	$ 14.97	10.19	12.49	14.79
Head Start Custodian:							
Level I	HSCU01	$ 8.13	$ 9.97	$ 11.80	8.04	9.85	11.66
Level II	HSCU02	$ 8.54	$ 10.47	$ 12.39	8.44	10.34	12.24
Level III	HSCU03	$ 8.97	$ 10.99	$ 13.01	8.86	10.86	12.85
Level IV	HSCU04	$ 9.42	$ 11.54	$ 13.66	9.30	11.40	13.50
Head Start Universal Substitute:							
Level I	HSCU05	$ 8.91			8.80		

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 21-22 of 1.22%

EMPLOYEE SALARY SCHEDULE

October 1, 2021 through September 30, 2022

- Requesting all CVCOG staff receive 2% COLA
  - Head Start Program received HHS-ACF 1.22% COLA award, effective June 1, 2021. Requesting to give an additional .78% adjustment, effective Oct 1, 2021
- Approval of all listed Rate Adjustments
  - Rate adjustments are given based on changes in position responsibilities, level of responsibility, job performance, and job market comparison
- Approval of all listed Merit increases
  - Employees whose job performance and productivity are consistently above what is normally expected or required

Executive Director position to be reviewed separately and separate action taken to award

- 2% COLA, same as all other CVCOG staff
- 5% Merit requested from Performance Review Committee

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE FY 2021 - 2022

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2021	Date in Current Position	Position Tenure 10/1/2021	Approved Budget 2020-2021 Salary	Revised 2020-2021 Rate	Revised 2020-2021 Salary	COLA 2.00%	Rate 2021-2022 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2021-2022 Rate	Budget 2021-2022 Salary	Approved Budget FY 20-21 vs Budget FY 21-22
Executive Director	2/1/2014	7.7	2/1/2014	7.7	129,150.00	$5,381.25	129,150.00	2.00%	$5,488.88	$ -	5.00%	$5,757.94	138,190.50	
Director of Finance	3/19/2007	14.5	6/1/2007	14.3	95,304.75	$3,971.03	95,304.72	2.00%	$4,050.45	$ -	3.00%	$4,169.58	100,069.96	
Finance Manager/Internal Audit	8/3/2020	1.2	8/3/2020	1.2	46,125.00	$1,842.53	44,220.80	2.00%	$1,879.38	$ 148.75	3.00%	$2,083.41	50,001.84	
Finance Manager-Procurement/Assets	10/28/2019	1.9	10/28/2019	1.9	46,125.00	$2,489.17	59,740.08	2.00%	$2,538.95	$ -	0.00%	$2,538.95	60,934.88	
Records Retention Officer/Accounting Tech	5/18/2011	10.4	10/1/2019	2.0	34,384.90	$16.53	34,382.40	2.00%	$16.86	$ -	0.00%	$16.86	35,070.05	
Full-Time Receptionist/Procurement Clerk	10/28/2013	7.9	10/28/2013	7.9	27,120.11	$14.06	29,244.80	2.00%	$14.34	$ -	0.00%	$14.34	29,829.70	
	Total Administrative				378,209.76		392,042.80						414,096.92	35,887.16
					FTE 6							# FTE's	6.00	
Director of Human Resources	5/1/2015	6.4	10/1/2018	3.0	78,179.54	$3,257.48	78,179.52	2.00%	$3,322.63	$ 79.81	3.00%	$3,500.16	84,003.94	
PT Assistant moved to HR Generalist Supervisor	11/16/2020	0.9	11/16/2020	0.9	19,012.50	$19.10	39,726.96	2.00%	$19.48	$ 0.20	3.00%	$20.25	42,129.31	
HR Coordinator/Payroll	7/16/2021	0.2	7/16/2021	0.2	34,922.16	$15.86	32,988.80	2.00%	$16.18	$ -	0.00%	$16.18	33,648.58	
Administrative Assistant	9/21/2020	1.0	9/21/2020	1.0	26,650.00	$14.86	30,908.80	2.00%	$15.16	$ -	0.00%	$15.16	31,526.98	
	Total Human Resources				158,764.20		181,804.08						191,308.80	32,544.60
					FTE 4							# FTE's	4.00	
Procurement Contracts/Open Records Manager	12/16/2020	0.8	12/16/2020	0.8	51,380.78	$2,424.80	58,195.20	2.00%	$2,473.30	$ -	0.00%	$2,473.30	59,359.10	
Procurement Micro Purchaser	10/28/2019	1.9	10/1/2020	1.0	37,675.64	$15.94	33,164.35	2.00%	$16.26	$ -	0.00%	$16.26	33,827.64	
Procurement Supervisor	9/1/2016	5.1	10/1/2019	2.0	26,650.00	$1,616.33	38,791.92	2.00%	$1,648.66	$ -	0.00%	$1,648.66	39,567.76	
Procurement Clerk	9/1/2020	1.1	9/1/2020	1.1	26,650.00	$12.81	26,644.80	2.00%	$13.07	$ -	0.00%	$13.07	27,177.70	
Procurement Clerk	9/14/2020	1.0	9/14/2020	1.0	0.00	$12.81	26,644.80	2.00%	$13.07	$ -	0.00%	$13.07	27,177.70	
Procurement Clerk moved to Procurement/Asset Specialist	10/8/2019	2.0	7/1/2021	0.3	26,650.00	$15.48	32,198.40	2.00%	$15.79	$ -	0.00%	$15.79	32,842.37	
	Total Procurement Services				169,006.42		215,639.47						219,952.26	50,945.84
					FTE 5							# FTE's	6.00	
Custodian/Building Maintenance	7/23/2021	0.2	7/23/2021	0.2	24,880.23	$11.50	23,920.00	2.00%	$11.73	$ -	0.00%	$11.73	24,398.40	
	Total CVCOG Property Maintenance				24,880.23		23,920.00						24,398.40	-481.83
					FTE 1							# FTE's	1.00	100.00%
Director of Information Technology	8/19/2019	2.1	8/19/2019	2.1	74,456.68	$3,102.37	74,456.88	2.00%	$3,164.42	$ 76.01	3.00%	$3,333.50	80,003.96	
Computer Operating Specialist move to System Support Specialist II	11/1/2019	1.9	2/1/2021	0.7	38,376.00	$18.00	37,440.00	2.00%	$18.36	$ -	0.00%	$18.36	38,188.80	
System Support Tech	9/14/2020	1.0	9/14/2020	1.0	29,120.00	$13.84	28,787.20	2.00%	$14.12	$ -	0.00%	$14.12	29,362.94	
Programmer/IT Auditor	6/1/2018	3.3	9/1/2019	2.1	49,036.00	$1,921.47	46,115.28	2.00%	$22.61	$ -	0.00%	$22.61	47,037.59	
	Total Network Administration				190,988.68		186,799.36						194,593.29	3,604.61
					FTE 3							# FTE's	4.00	1.89%
Addressing Billing/GIS Specialist	11/1/2019	1.9	4/1/2021	0.5	47,536.14	$22.86	47,548.80	2.00%	$23.32	$ -	0.00%	$23.32	48,499.78	
Assistant Executive Director/Regional Services	6/8/2018	3.3	5/16/2020	1.4	61,500.00	$2,562.50	61,500.00	2.00%	$2,613.75	$ 226.06	3.00%	$2,916.69	70,000.44	
Grant Writer/Plannier/Administrative Assistant	9/16/2019	2.0	9/16/2020	1.0	35,881.56	$16.79	34,923.20	2.00%	$17.13	$ -	0.00%	$17.13	35,621.66	
Revolving Loan Lender	9/14/2020	1.0	9/14/2020	1.0	40,998.36	$19.71	40,996.80	2.00%	$20.10	$ -	0.00%	$20.10	41,816.74	
Director Solid Waste Coordinator/Revolving Loan Officer	8/17/1998	23.1	4/1/2015	6.5	68,623.92	$2,859.33	68,623.92	2.00%	$2,916.52	$ -	0.00%	$2,916.52	69,996.40	
	Total Regional Services				254,539.98		253,592.72						265,935.01	11,395.03
					FTE 5							# FTE's	5.00	4.48%
Director of Area Agency on Aging	10/25/2005	15.9	7/1/2012	9.3	91,639.28	$3,818.30	91,639.20	2.00%	$3,894.67	$ -	3.00%	$4,009.22	96,221.16	
AAA Assistant (FT)					27,716.00	$12.00	24,960.00	2.00%	$12.24	$ -	0.00%	$12.24	25,459.20	
PT Ombudsman (1521 hr)					20,844.16	$13.70	20,837.70	2.00%	$13.97	$ -	0.00%	$13.97	21,254.45	
AAA Coordinator	11/1/2017	3.9	11/1/2017	3.9	36,035.70	$17.32	36,025.60	2.00%	$17.67	$ -	0.00%	$17.67	36,746.11	
AAA Coordinator II	-			-	36,371.92	$17.00	35,360.00	2.00%	$17.34	$ -	0.00%	$17.34	36,067.20	
AAA Coordinator					33,993.46	$15.48	32,198.40	2.00%	$15.79	$ -	0.00%	$15.79	32,842.37	
AAA Manager (moved from Supervisor to Manager)					48,181.34	$22.23	46,238.40	2.00%	$22.67	$ -	0.00%	$22.67	47,163.17	
AAA Coordinator	3/9/2020	1.6	6/1/2021	0.3	41,174.25	$16.25	33,800.00	2.00%	$16.58	$ -	0.00%	$16.58	34,476.00	
Managing Local Ombudsman	1/20/2014	7.7	6/1/2015	6.3	44,546.50	$1,856.10	44,546.40	2.00%	$1,893.22	$ -	0.00%	$1,893.22	45,437.33	
	Total Area Agency on Aging				380,502.61		365,605.70						375,666.99	-4,835.62
					FTE 8.73							# FTE's	8.73	-1.27%
ADRC Housing Navigator/Program Coordinator	3/1/2019	2.6	5/1/2020	1.4	35,360.00	$15.87	33,009.60	2.00%	$16.19	$ -	0.00%	$16.19	33,669.79	
ADRC/211 Program Specialist	10/1/2018	3.0	5/1/2020	1.4	33,003.36	$15.87	33,009.60	2.00%	$16.19	$ -	0.00%	$16.19	33,669.79	
	Total ADRC				68,363.36		66,019.20						67,339.58	0.00
					FTE 2							# FTE's	2.00	
Director of Senior Volunteer Services SCP(20%),FGP(45%),RSVP(35%)	10/24/2013	7.9	1/16/2015	6.7	74,456.95	$3,102.37	74,456.88	2.00%	$3,164.42	$ 76.01	3.00%	$3,333.50	80,003.96	
Program Manager SCP(45%), FGP(55%)	7/1/2015	6.3	7/1/2019	2.3	46,115.16	$1,921.47	46,115.28	2.00%	$1,959.90	$ -	0.00%	$1,959.90	47,037.59	
Program Assistant SCP(20%),FGP(40%),RSVP(40%)					27,040.00	$0.00	-	2.00%	$0.00	$ -		$0.00	0.00	
RSVP Coordinator - Abilene (32 hours per week)	4/1/2020	1.5	4/1/2020	1.5	27,716.00	$16.66	27,722.24	2.00%	$16.99	$ -	0.00%	$16.99	28,276.68	
RSVP Coordinator - San Angelo	4/1/2020	1.5	4/1/2020	1.5	41,574.00	$19.99	41,579.20	2.00%	$20.39	$ -	0.00%	$20.39	42,410.78	
	Total Senior Volunteer Programs				216,902.11		189,873.60						197,729.02	-19,173.09
					FTE 5							# FTE's	4.00	-8.84%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE FY 2021 - 2022

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2021	Date in Current Position	Position Tenure 10/1/2021	Approved Budget 2020-2021 Salary	Revised 2020-2021 Rate	Revised 2020-2021 Salary	COLA 2.00%	Rate 2021-2022 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2021-2022 Rate	Budget 2021-2022 Salary	Approved Budget FY 20-21 vs Budget FY 21-22
211 I&R Specialist	2/16/2012	9.6	11/16/2019	1.9	30,572.88	$14.70	30,576.00	2.00%	$14.99	$ -	0.00%	$14.99	31,187.52	
211 I&R Specialist	2/18/2020	1.6	6/1/2020	1.3	27,716.00	$13.33	27,726.40	2.00%	$13.60	$ -	0.00%	$13.60	28,280.93	
212 I&R Specialist	11/1/2019	1.9	9/16/2020	1.0	33,003.36	$13.33	27,726.40	2.00%	$13.60	$ -	0.00%	$13.60	28,280.93	
	1-1 Information & Referral				91,292.24		86,028.80						87,749.38	-3,542.86
					FTE 3							# FTE's	3.00	-3.88%
Criminal Justice Instructor	2/2/2015	6.7	2/2/2015	6.7	64,085.63	$2,670.23	64,085.52	2.00%	$2,723.63	$ -	0.00%	$2,723.63	65,367.23	
Public Safety Manager	1/16/2006	15.7	10/1/2019	2.0	54,325.00	$2,263.54	54,324.96	2.00%	$2,308.81	$ -	8.45%	$2,500.08	60,001.92	
Public Safety Coordinator	10/21/2019	1.9	10/21/2019	1.9	42,640.00	$20.50	42,640.00	2.00%	$20.91	$ -	0.00%	$20.91	43,492.80	
	Total Criminal Justice/Homeland Security				161,050.63		161,050.48						168,861.95	7,811.32
					FTE 3							# FTE's	3.00	4.85%
Director of Public Safety	1/1/1990	31.8	10/1/1994	27.0	84,460.17	$3,519.17	84,460.08	2.00%	$3,589.55	$ -	0.00%	$3,589.55	86,149.28	
911 Program Manager	5/16/2017	4.4	10/1/2019	2.0	54,325.00	$2,263.54	54,324.96	2.00%	$2,308.81	$ -	0.00%	$2,308.81	55,411.46	
911 GIS Specialist	10/28/2019	1.9	10/28/2019	1.9	47,543.60	$22.86	47,548.80	2.00%	$23.32	$ -	0.00%	$23.32	48,499.78	
911 GIS Specialist	8/3/2020	1.2	5/16/2021	0.4	47,543.60	$22.00	45,760.00	2.00%	$22.44	$ -	0.00%	$22.44	46,675.20	
911 GIS Specialist - County Tech (300 hrs annually)					7,227.45	$0.00	-	2.00%	$0.00	$ -	0.00%	$0.00	0.00	
911 GIS Specialist - County Tech (300 hrs annually)	9/1/2009	12.1	9/1/2009	12.1	8,544.26	$28.48	8,544.00	2.00%	$29.05	$ -	0.00%	$29.05	8,714.88	
911 Program Manager	12/8/2006	14.8	2/1/2018	3.7	59,861.24	$2,494.22	59,861.28	2.00%	$2,544.10	$ -	0.00%	$2,544.10	61,058.51	
911 GIS Specialist - Lead	8/16/2013	8.1	10/1/2019	2.0	53,554.13	$25.75	53,560.00	2.00%	$26.27	$ -	0.00%	$26.27	54,631.20	
	Total 9-1-1 Communications				363,059.45		354,059.12						361,140.30	-1,919.15
					FTE 6.50							# FTE's	6.25	-0.53%
Director of Transportation	7/2/2020	1.2	7/2/2020	1.2	82,000.00	$3,416.67	$82,000.08	2.00%	$3,485.00	$ 83.54	3.00%	$3,671.04	88,105.04	
Assistant Director of Transportation	1/4/2016	5.7	9/1/2020	1.1	62,000.00	$2,776.04	$66,624.96	2.00%	$2,831.56	$ -	0.00%	$2,831.56	67,957.46	
Finance Manager/Program	7/16/2007	14.2	9/1/2020	1.1	54,371.04	$2,378.73	$57,089.52	2.00%	$2,426.30	$ -	0.00%	$2,426.30	58,231.31	
Research Specialist	10/16/2020	1.0	10/16/2020	1.0	40,800.00	$16.00	$33,280.00	2.00%	$16.32	$ -	0.00%	$16.32	33,945.60	
Regional Coordinator/Grant Writer/Office Administrator	8/12/2019	2.1	8/12/2019	2.1	42,230.08	$1,759.59	$42,230.16	2.00%	$1,794.78	$ -	0.00%	$1,794.78	43,074.76	
Accounting Technician	11/23/2020	0.9	11/23/2020	0.9	27,716.00	$13.50	$28,080.00	2.00%	$13.77	$ -	0.00%	$13.77	28,641.60	
Accounting Technician	11/1/2019	1.9	11/1/2019	1.9	27,716.00	$14.35	$29,848.00	2.00%	$14.64	$ -	0.00%	$14.64	30,444.96	
Cashier - Greyhound Lead	5/1/2019	2.4	5/1/2019	2.4	21,959.60	$11.07	$23,025.60	2.00%	$11.29	$ -	0.00%	$11.29	23,486.11	
Cashier - Greyhound PT	8/24/2020	1.1	8/24/2020	1.1	14,810.74	$10.25	$15,590.25	2.00%	$10.46	$ -	0.00%	$10.46	15,902.06	
Operations Safety Manager	6/1/2018	3.3	11/16/2019	1.9	57,912.50	$2,413.01	$57,912.24	2.00%	$2,461.27	$ -	0.00%	$2,461.27	59,070.48	
Safety and Compliance Specialist	5/11/2020	1.4	5/11/2020	1.4	34,112.00	$16.40	$34,112.00	2.00%	$16.73	$ -	0.00%	$16.73	34,794.24	
Operations Safety Manager	12/1/2020	0.8	12/1/2020	0.8	59,450.00	$2,395.83	$57,499.92	2.00%	$2,443.75	$ -	0.00%	$2,443.75	58,649.92	
Road Supervisor (Fixed Route)	9/1/2016	5.1	10/1/2017	4.0	43,597.07	$1,816.54	$43,596.96	2.00%	$1,852.87	$ -	0.00%	$1,852.87	44,468.90	
Road Supervisor (Demand Response)	10/1/2017	4.0	11/1/2019	1.9	42,025.00	$1,751.04	$42,024.96	2.00%	$1,786.06	$ -	0.00%	$1,786.06	42,865.46	
Road Supervisor (Rural)	6/1/2018	3.3	10/1/2019	2.0	43,496.98	$1,812.37	$43,496.88	2.00%	$1,848.62	$ -	0.00%	$1,848.62	44,366.82	
Road Supervisor (Feeder Route System)					0.00	$0.00	$0.00	2.00%	$0.00	$ -	0.00%	$0.00	0.00	
Urban Assistant Road Supervisor	9/4/2018	3.1	12/16/2019	1.8	38,376.00	$18.45	$38,376.00	2.00%	$18.82	$ -	0.00%	$18.82	39,143.52	
Lead Dispatcher	10/21/2006	14.9	2/16/2019	2.6	37,693.76	$18.12	$37,689.60	2.00%	$18.48	$ -	0.00%	$18.48	38,443.39	
Dispatcher	6/1/2021	0.3	6/1/2021	0.3	25,584.00	$13.00	$27,040.00	2.00%	$13.26	$ -	0.00%	$13.26	27,580.80	
Dispatcher	2/9/2018	3.6	2/9/2018	3.6	30,545.80	$14.69	$30,555.20	2.00%	$14.98	$ -	0.00%	$14.98	31,166.30	
Dispatcher	7/2/2018	3.2	3/1/2019	2.6	29,645.46	$14.25	$29,640.00	2.00%	$14.54	$ -	0.00%	$14.54	30,232.80	
Dispatcher (Feeder Route System)					0.00	$0.00	$0.00	2.00%	$0.00	$ -	0.00%	$0.00	0.00	
Facilities Manager					51,250.00	$2,135.42	51,250.08	2.00%	$2,178.13	$ -	0.00%	$2,178.13	52,275.08	
Fleet Technician/Maintenance Specialist	10/16/2020	1.0	10/16/2020	0.9583333	35,360.00	$18.45	$38,376.00	2.00%	$18.82	$ -	0.00%	$18.82	39,143.52	
Maintenance Specialist	8/17/2020	1.1	8/17/2020	1.12	27,449.50	$13.33	$27,726.40	2.00%	$13.60	$ -	0.00%	$13.60	28,280.93	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE FY 2021 - 2022

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2021	Date in Current Position	Position Tenure 10/1/2021	Approved Budget 2020-2021 Salary	Revised 2020-2021 Rate	Revised 2020-2021 Salary	COLA 2.00%	Rate 2021-2022 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2021-2022 Rate	Budget 2021-2022 Salary	Approved Budget FY 20-21 vs Budget FY 21-22
Route FR 1 Driver	[redacted]	[redacted]	[redacted]	[redacted]	32,257.16	$15.51	$ 32,260.80	2.00%	$ 15.82	$ -	0.00%	$ 15.82	$ 32,906.02	
Route FR 2 Driver (Lead)	[redacted]	[redacted]	[redacted]	[redacted]	32,385.08	$15.57	$ 32,385.60	2.00%	$ 15.88	$ -	0.00%	$ 15.88	$ 33,033.31	
Route FR 3 Driver	[redacted]	[redacted]	[redacted]	[redacted]	31,255.12	$15.03	$ 31,262.40	2.00%	$ 15.33	$ -	0.00%	$ 15.33	$ 31,887.65	
Route FR 4 Driver	[redacted]	[redacted]	[redacted]	[redacted]	32,918.08	$15.84	$ 32,947.20	2.00%	$ 16.16	$ -	0.00%	$ 16.16	$ 33,606.14	
Route FR 5 Driver	[redacted]	[redacted]	[redacted]	[redacted]	28,782.00	$14.64	$ 30,451.20	2.00%	$ 14.93	$ -	0.00%	$ 14.93	$ 31,060.22	
Route FR 6 Driver	[redacted]	[redacted]	[redacted]	[redacted]	31,255.12	$15.03	$ 31,262.40	2.00%	$ 15.33	$ -	0.00%	$ 15.33	$ 31,887.65	
Route FR 7 Driver	[redacted]	[redacted]	[redacted]	[redacted]	31,766.80	$13.50	$ 28,080.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 28,641.60	
Route FR 8 Driver	[redacted]	[redacted]	[redacted]	[redacted]	30,444.96	$14.64	$ 30,451.20	2.00%	$ 14.93	$ -	0.00%	$ 14.93	$ 31,060.22	
Route FR 9 Driver	[redacted]	[redacted]	[redacted]	[redacted]	32,960.72	$15.85	$ 32,968.00	2.00%	$ 16.17	$ -	0.00%	$ 16.17	$ 33,627.36	
Route FR 10 Driver	[redacted]	[redacted]	[redacted]	[redacted]	31,276.44	$15.04	$ 31,283.20	2.00%	$ 15.34	$ -	0.00%	$ 15.34	$ 31,908.86	
Route FR 11 Driver	[redacted]	[redacted]	[redacted]	[redacted]	30,444.96	$14.64	$ 30,451.20	2.00%	$ 14.93	$ -	0.00%	$ 14.93	$ 31,060.22	
Route FR 12 Driver	[redacted]	[redacted]	[redacted]	[redacted]	28,080.00	$13.50	$ 28,080.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 28,641.60	
Route FR 13 Driver	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 13.50	$ 28,080.00	
PT-Transportation Driver - FR - 1	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 2	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 3	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 4	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 5	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 6	[redacted]	[redacted]	[redacted]	[redacted]	15,878.81	$15.04	$ 5,594.88	2.00%	$ 15.34	$ -	0.00%	$ 15.34	$ 5,706.78	
PT-Transportation Driver - FR - 7	[redacted]	[redacted]	[redacted]	[redacted]	14,612.40	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 8	[redacted]	[redacted]	[redacted]	[redacted]	14,256.00	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
PT-Transportation Driver - FR - 9	[redacted]	[redacted]	[redacted]	[redacted]	14,256.00	$13.50	$ 5,022.00	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 5,122.44	
Route A1 Driver	[redacted]	[redacted]	[redacted]	[redacted]	24,503.91	$12.81	$ 24,499.13	2.00%	$ 13.07	$ -	0.00%	$ 13.07	$ 24,989.11	
Route A2 Driver	[redacted]	[redacted]	[redacted]	[redacted]	24,503.91	$13.50	$ 25,818.75	2.00%	$ 13.77	$ -	0.00%	$ 13.77	$ 26,335.13	
Route A3 Driver	[redacted]	[redacted]	[redacted]	[redacted]	27,996.01	$12.50	$ 23,906.25	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 24,384.38	
Route A4 Driver	[redacted]	[redacted]	[redacted]	[redacted]	28,783.46	$15.05	$ 28,783.13	2.00%	$ 15.35	$ -	0.00%	$ 15.35	$ 29,358.79	
Route A5 Driver	[redacted]	[redacted]	[redacted]	[redacted]	25,965.91	$13.58	$ 25,971.75	2.00%	$ 13.85	$ -	0.00%	$ 13.85	$ 26,491.19	
Route A6 Driver (Lead)	[redacted]	[redacted]	[redacted]	[redacted]	28,973.42	$15.15	$ 28,974.38	2.00%	$ 15.45	$ -	0.00%	$ 15.45	$ 29,553.86	
Route A7 Driver	[redacted]	[redacted]	[redacted]	[redacted]	25,239.02	$13.20	$ 25,245.00	2.00%	$ 13.46	$ -	0.00%	$ 13.46	$ 25,749.90	
Route A8 Driver	[redacted]	[redacted]	[redacted]	[redacted]	35,092.34	$18.35	$ 35,094.38	2.00%	$ 18.72	$ -	0.00%	$ 18.72	$ 35,796.26	
Route A9 Driver	[redacted]	[redacted]	[redacted]	[redacted]	24,503.91	$12.81	$ 24,499.13	2.00%	$ 13.07	$ -	0.00%	$ 13.07	$ 24,989.11	
Route A10 Driver	[redacted]	[redacted]	[redacted]	[redacted]	27,519.29	$14.20	$ 27,519.60	2.00%	$ 14.48	$ -	0.00%	$ 14.48	$ 28,069.99	
Route A12 Driver	[redacted]	[redacted]	[redacted]	[redacted]	27,908.03	$14.40	$ 27,907.20	2.00%	$ 14.69	$ -	0.00%	$ 14.69	$ 28,465.34	
Route A13 Driver	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 12.50	$ 24,225.00	
Route TG-1 Driver	[redacted]	[redacted]	[redacted]	[redacted]	26,464.22	$13.84	$ 26,469.00	2.00%	$ 14.12	$ -	0.00%	$ 14.12	$ 26,998.38	
Route TG-19 Driver	[redacted]	[redacted]	[redacted]	[redacted]	29,207.48	$15.27	$ 29,203.88	2.00%	$ 15.58	$ -	0.00%	$ 15.58	$ 29,787.95	
PT-Transportation Driver - ADA - 1	[redacted]	[redacted]	[redacted]	[redacted]	7,687.50	$12.50	$ 7,500.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 7,650.00	
PT-Transportation Driver - ADA - 2	[redacted]	[redacted]	[redacted]	[redacted]	7,687.50	$12.81	$ 7,686.00	2.00%	$ 13.07	$ -	0.00%	$ 13.07	$ 7,839.72	
PT-Transportation Driver - ADA - 3	[redacted]	[redacted]	[redacted]	[redacted]	8,302.50	$12.50	$ 7,500.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 7,650.00	
PT-Transportation Driver - ADA - 4	[redacted]	[redacted]	[redacted]	[redacted]	7,687.50	$12.50	$ 7,500.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 7,650.00	
PT-Transportation Driver - ADA - 5	[redacted]	[redacted]	[redacted]	[redacted]	7,687.50	$12.81	$ 7,686.00	2.00%	$ 13.07	$ -	0.00%	$ 13.07	$ 7,839.72	
PT-Transportation Driver - ADA - 6	[redacted]	[redacted]	[redacted]	[redacted]	7,918.13	$12.50	$ 7,500.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 7,650.00	
PT-Transportation Driver - ADA - 7	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 12.50	$ 7,500.00	
PT-Transportation Driver - ADA - 8	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 12.50	$ 7,500.00	
PT-Transportation Driver-Coke County/Bronte	[redacted]	[redacted]	[redacted]	[redacted]	13,460.81	$12.50	$ 12,750.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 13,005.00	
PT-Transportation Driver-Kimble County	[redacted]	[redacted]	[redacted]	[redacted]	12,812.50	$13.84	$ 13,840.00	2.00%	$ 14.12	$ -	0.00%	$ 14.12	$ 14,116.80	
Transportation Driver-Coke County/Robert Lee	[redacted]	[redacted]	[redacted]	[redacted]	28,946.13	$14.19	$ 28,947.60	2.00%	$ 14.47	$ -	0.00%	$ 14.47	$ 29,526.55	
Transportation Driver-Concho County	[redacted]	[redacted]	[redacted]	[redacted]	28,946.13	$13.33	$ 27,193.20	2.00%	$ 13.60	$ -	0.00%	$ 13.60	$ 27,737.06	
Transportation Driver-Crockett County	[redacted]	[redacted]	[redacted]	[redacted]	34,395.07	$16.86	$ 34,394.40	2.00%	$ 17.20	$ -	0.00%	$ 17.20	$ 35,082.29	
Transportation Driver-Crockett County	[redacted]	[redacted]	[redacted]	[redacted]	27,696.97	$13.58	$ 27,703.20	2.00%	$ 13.85	$ -	0.00%	$ 13.85	$ 28,257.26	
Transportation Driver-Kimble County	[redacted]	[redacted]	[redacted]	[redacted]	28,228.50	$13.84	$ 28,233.60	2.00%	$ 14.12	$ -	0.00%	$ 14.12	$ 28,798.27	
Transportation Driver-McCulloch County (Lead)	[redacted]	[redacted]	[redacted]	[redacted]	32,296.12	$15.83	$ 32,293.20	2.00%	$ 16.15	$ -	0.00%	$ 16.15	$ 32,939.06	
Transportation Driver-McCulloch County	[redacted]	[redacted]	[redacted]	[redacted]	26,921.63	$13.20	$ 26,928.00	2.00%	$ 13.46	$ -	0.00%	$ 13.46	$ 27,466.56	
Transportation Driver-McCulloch County	[redacted]	[redacted]	[redacted]	[redacted]	26,921.63	$13.20	$ 26,928.00	2.00%	$ 13.46	$ -	0.00%	$ 13.46	$ 27,466.56	
Transportation Driver-Menard County	[redacted]	[redacted]	[redacted]	[redacted]	31,154.65	$12.50	$ 25,500.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 26,010.00	
Transportation Driver-Reagan County	[redacted]	[redacted]	[redacted]	[redacted]	45,326.19	$22.22	$ 45,328.80	2.00%	$ 22.66	$ -	0.00%	$ 22.66	$ 46,235.38	
Transportation Driver-Reagan County	[redacted]	[redacted]	[redacted]	[redacted]	26,921.63	$13.20	$ 26,928.00	2.00%	$ 13.46	$ -	0.00%	$ 13.46	$ 27,466.56	
Transportation Driver-Schleicher	[redacted]	[redacted]	[redacted]	[redacted]	32,801.31	$16.08	$ 32,803.20	2.00%	$ 16.40	$ -	0.00%	$ 16.40	$ 33,459.26	
Transportation Driver-Sutton County (Lead)	[redacted]	[redacted]	[redacted]	[redacted]	31,800.76	$15.59	$ 31,803.60	2.00%	$ 15.90	$ -	0.00%	$ 15.90	$ 32,439.67	
Transportation Driver-Sutton County	[redacted]	[redacted]	[redacted]	[redacted]	26,921.63	$13.20	$ 26,928.00	2.00%	$ 13.46	$ -	0.00%	$ 13.46	$ 27,466.56	
Part-Time Transp Sterling County Driver DR (1560 hrs)	[redacted]	[redacted]	[redacted]	[redacted]	15,577.32	$12.50	$ 12,750.00	2.00%	$ 12.75	$ -	0.00%	$ 12.75	$ 13,005.00	
PT-Transportation Driver-Rural	[redacted]	[redacted]	[redacted]	[redacted]	3,602.11	$14.13	$ 3,603.15	2.00%	$ 14.41	$ -	0.00%	$ 14.41	$ 3,675.21	
Saferide-Transportation Driver	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 13.50	$ 18,589.50	
Saferide-Transportation Driver	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 13.50	$ 18,589.50	
Feeder Route Transportation Driver. If feasible hire $13.50	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 13.50	$ -	
Feeder Route Transportation Driver. If feasible hire $13.50	[redacted]	[redacted]	[redacted]	[redacted]	-	$0.00	$ -	2.00%	$ -	$ -	0.00%	$ 13.50	$ -	
	Total Transportation				2,314,355.81		2,218,838.39						2,372,164.12	57,808.31
												# FTE's	69	2.50%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE FY 2021 - 2022

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2021	Date in Current Position	Position Tenure 10/1/2021	Approved Budget 2020-2021 Salary	Revised 2020-2021 Rate	Revised 2020-2021 Salary	COLA 2.00%	Rate 2021-2022 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2021-2022 Rate	Budget 2021-2022 Salary	Approved Budget FY 20-21 vs Budget FY 21-22
								June 1st 1.22%			Oct 1st 0.78%			
Head Start Director	10/1/2019	2.0	9/1/2020	1.1	-	$3,350.00	80,400.00	1.22%	$3,390.87	$ 82.08	3.78%	$3,599.58	86,389.92	
HS Education Manager/Coach/Class/Disability	7/27/2004	17.2	7/27/2004	17.2	63,997.61	$31.39	65,291.20	1.22%	$31.77	$ -	0.78%	$31.77	66,085.76	
Mental Health/Health Manager and Pregnant Women	7/31/2019	2.2	7/31/2019	2.2	52,629.20	$25.94	53,955.20	1.22%	$26.26	$ -	0.78%	$26.46	55,034.30	
FAMCO/Policy CouncilManager and Pregnant Women	7/8/2019	2.2	7/8/2019	2.2	52,629.20	$25.94	53,955.20	1.22%	$26.26	$ -	0.78%	$26.46	55,034.30	
ERSEA/Facilities Manager/Transition/Class	8/1/2005	16.2	6/1/2020	1.3	54,986.99	$27.10	56,368.00	1.22%	$27.43	$ -	0.78%	$27.64	57,495.36	
Compliance/Class/Iters/Nutrition Manager	7/17/2006	15.2	8/1/2020	1.2	48,145.19	$24.44	50,835.20	1.22%	$24.74	$ -	0.78%	$24.93	51,851.90	
Assistant Head Start Director/EHS Education Manager	7/8/2019	2.2	9/1/2020	1.1	52,629.20	$2,596.25	62,310.00	1.22%	$2,627.92	$ -	0.78%	$2,648.18	63,556.20	
Center Director/FSW - Menard	8/9/2004	17.1	8/9/2004	17.1	36,785.50	$18.13	37,710.40	1.22%	$18.35	$ 0.50	0.78%	$18.99	39,504.61	
Head Start Teacher - Menard	8/9/2004	17.1	8/9/2004	17.1	32,200.65	$15.87	33,009.60	1.22%	$16.06	$ -	0.78%	$16.19	33,669.79	
Head Start Teacher Assist - Menard	pending 7/19/21				19,860.37	$9.79	20,363.20	1.22%	$9.79	$ -	0.78%	$9.99	20,770.46	
Early Head Start Teacher - Menard	Est Start Aug 2021				0.00	$14.00	29,120.00	1.22%	$14.17	$ -	0.78%	$14.28	29,702.40	
Early Head Start Teacher - Menard	Est Start Aug 2021				0.00	$14.00	29,120.00	1.22%	$14.17	$ -	0.78%	$14.28	29,702.40	
Early Head Start Floater - Menard	Est Start Aug 2021				0.00	$13.00	27,040.00	1.22%	$13.16	$ -	0.78%	$13.26	27,580.80	
Cook/Custodian - Menard	8/23/2012	9.1	8/23/2012	9.1	20,631.70	$10.17	21,153.60	1.22%	$10.29	$ 0.50	0.78%	$10.87	22,616.67	
Head Start Universal Subsitutes - Menard					979.42	$8.80	985.60	1.22%	$8.91	$ -	0.78%	$8.98	1,005.31	
Center Director/FSW - Christoval	7/31/2019	2.2	3/16/2021	0.5	40,149.13	$17.67	36,753.60	1.22%	$17.89	$ -	0.78%	$18.02	37,488.67	
Teacher Assist - Christoval	8/7/2017	4.2	8/7/2017	4.2	22,731.18	$11.20	23,296.00	1.22%	$11.34	$ -	0.78%	$11.42	23,761.92	
Head Start Universal Subsitutes - Christoval					979.42	$8.80	985.60	1.22%	$8.91	$ -	0.78%	$8.98	1,005.31	
PT Custodian - Christoval (621 hours)					0.00	$8.80	5,464.80	1.22%	$8.91	$ -	0.78%	$8.98	5,574.10	
Center Director/FSW - Eldorado	10/9/2018	3.0	9/1/2019	2.1	38,135.33	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Teacher Assist - Eldorado	9/16/2019	2.0	9/16/2019	2.0	20,353.19	$10.90	22,672.00	1.22%	$11.03	$ -	0.78%	$11.12	23,125.44	
Cook/Custodian - Eldorado	8/7/2018	3.2	8/7/2018	3.2	19,860.37	$9.79	20,363.20	1.22%	$9.91	$ -	0.78%	$9.99	20,770.46	
Head Start Universal Subsitutes - Eldorado	9/16/2019	2.0	9/16/2019	2.0	979.42	$8.96	1,003.52	1.22%	$9.07	$ -	0.78%	$9.14	1,023.59	
Center Director/FSW - Junction					39,656.31	$17.55	36,504.00	1.22%	$17.76	$ -	0.78%	$0.00	0.00	
Teacher Assist - Junction					20,462.23	$11.55	24,024.00	1.22%	$11.89	$ -	0.78%	$0.00	0.00	
Teacher Assist - Junction					20,462.23	$10.00	20,800.00	1.22%	$10.12	$ -	0.78%	$0.00	0.00	
Cook/Custodian - Junction					19,281.87	$9.50	19,760.00	1.22%	$9.62	$ -	0.78%	$0.00	0.00	
Head Start Universal Subsitutes - Junction					978.26	$8.96	1,003.52	1.22%	$9.07	$ -	0.78%	$0.00	0.00	
Head Start Universal Subsitutes - Junction					979.42	$8.80	985.60	1.22%	$8.91	$ -	0.78%	$0.00	0.00	
Center Director/FSW - Ozona	10/3/2005	16.0	10/3/2005	16.0	35,998.37	$17.74	36,899.20	1.22%	$17.96	$ -	0.78%	$18.09	37,637.18	
Teacher - Ozona	3/16/2007	14.5	3/16/2007	14.5	25,009.40	$12.32	25,625.60	1.22%	$12.47	$ -	0.78%	$12.57	26,138.11	
Teacher Assist - Ozona	12/16/2014	6.8	12/16/2014	6.8	21,283.25	$10.49	21,819.20	1.22%	$10.62	$ -	0.78%	$10.70	22,255.58	
Cook/Custodian - Ozona	8/10/2017	4.1	8/10/2017	4.1	20,462.23	$10.09	20,987.20	1.22%	$10.21	$ -	0.78%	$10.29	21,406.94	
Head Start Universal Subsitutes - Ozona	11/19/2020	0.9	11/19/2020	0.9	979.39	$8.80	985.60	1.22%	$8.91	$ -	0.78%	$8.98	1,005.31	
Center Director/FSW - Eden	8/9/2004	17.1	8/9/2004	17.1	36,014.16	$17.74	36,899.20	1.22%	$17.96	$ -	0.78%	$18.09	37,637.18	
Teacher - Eden	7/24/2019	2.2	7/24/2019	2.2	25,262.02	$12.45	25,896.00	1.22%	$12.60	$ -	0.78%	$12.70	26,413.92	
Teacher Assist - Eden	8/16/2019	2.1	8/16/2019	2.1	20,462.23	$10.09	20,987.20	1.22%	$10.21	$ -	0.78%	$10.29	21,406.94	
Cook/Custodain- Eden	8/1/2019	2.2	8/1/2019	2.2	20,104.35	$9.91	20,612.80	1.22%	$10.03	$ -	0.78%	$10.11	21,025.06	
Head Start Universal Subsitutes - Eden					979.42	$8.80	985.60	1.22%	$8.91	$ -	0.78%	$8.98	1,005.31	
Center Director - Blackshear	7/17/2006	15.2	8/1/2019	2.2	38,861.40	$19.15	39,832.00	1.22%	$19.38	$ -	0.78%	$19.53	40,628.64	
Head Start Teacher - Blackshear Room #1	9/11/2018	3.1	9/16/2020	1.0	29,409.20	$12.56	26,124.80	1.22%	$12.71	$ -	0.78%	$12.81	26,647.30	
Head Start Teacher Assistant - Blackshear Room #1	10/23/2006	14.9	6/1/2020	1.3	0.00	$12.42	25,833.60	1.22%	$12.57	$ -	0.78%	$12.67	26,350.27	
Head Start Teacher - Blackshear #2	7/31/2019	2.2	9/1/2019	2.1	29,409.20	$13.45	27,976.00	1.22%	$13.61	$ -	0.78%	$13.72	28,535.52	
Head Start Teacher Assistant- Blackshear Room #2	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Blackshear Room #3	7/16/2020	1.2	7/16/2020	1.2	29,409.20	$15.08	31,366.40	1.22%	$15.26	$ -	0.78%	$15.38	31,993.73	
Head Start Teacher Assistant - Blackshear Room #3	2/22/2021	0.6	2/22/2021	0.6	25,177.81	$10.50	21,840.00	1.22%	$10.63	$ -	0.78%	$10.71	22,276.80	
Head Start Teacher - Blackshear Room #5	4/15/2021	0.5	4/15/2021	0.5	0.00	$12.50	26,000.00	1.22%	$12.65	$ -	0.78%	$12.75	26,520.00	
Head Start Teacher Assistant - Blackshear Room #5					0.00	$13.00	27,040.00	1.22%	$13.16	$ -	0.78%	$13.26	27,580.80	
Head Start Teacher - Blackshear Room #6	7/19/2021	0.2	7/19/2021	0.2	29,409.20	$14.10	29,328.00	1.22%	$14.27	$ -	0.78%	$14.38	29,914.56	
Head Start Teacher Assistant - Blackshear Room #6	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Blackshear Room #7	7/29/2020	1.2	7/29/2020	1.2	29,409.20	$13.45	27,976.00	1.22%	$13.61	$ -	0.78%	$13.72	28,535.52	
Head Start Teacher Assistant - Blackshear Room #7	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Blackshear Room #4	10/6/2020	1.0	4/1/2021	0.5	29,409.20	$13.45	27,976.00	1.22%	$13.61	$ -	0.78%	$13.72	28,535.52	
Head Start Teacher Assistant - Blackshear Room #4	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Family Service Worker - Blackshear	7/18/2013	8.2	8/1/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Family Service Worker - Blackshear	7/31/2019	2.2	7/31/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Receptionist - Blackshear	1/4/2021	0.7	1/4/2021	0.7	23,788.40	$11.30	23,504.00	1.22%	$11.44	$ -	0.78%	$11.53	23,974.08	
Head Start Cook - Blackshear	7/31/2019	2.2	7/31/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ -	0.78%	$11.20	23,295.17	
Head Start Cook - Blackshear	7/31/2019	2.2	7/31/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ -	0.78%	$11.20	23,295.17	
Head Start Custodian - Blackshear	7/31/2019	2.2	7/31/2019	2.2	20,314.87	$10.02	20,841.60	1.22%	$10.14	$ 0.50	0.78%	$10.72	22,298.43	
Center Director - Day	7/15/2019	2.2	7/15/2019	2.2	35,851.01	$17.67	36,753.60	1.22%	$17.89	$ 1.50	0.78%	$19.52	40,608.67	
Head Start Teacher - Day Room #1	7/31/2019	2.2	10/1/2020	1.0	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #1	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Day Room #2	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #2	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Day Room #3					29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #3	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Day Room #4	7/30/2019	2.2	7/30/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #4	8/30/2019	2.1	7/16/2020	1.2	25,177.81	$10.55	21,944.00	1.22%	$10.68	$ -	0.78%	$10.76	22,382.88	
Head Start Teacher - Day Room #10	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #10	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Day Room #11	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Day Room #11	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Early Head Start Teacher - Day Room #15	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #15	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE FY 2021 - 2022

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2021	Date in Current Position	Position Tenure 10/1/2021	Approved Budget 2020-2021 Salary	Revised 2020-2021 Rate	Revised 2020-2021 Salary	COLA 2.00%	Rate 2021-2022 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2021-2022 Rate	Budget 2021-2022 Salary	Approved Budget FY 20-21 vs Budget FY 21-22
Early Head Start Teacher - Day Room #16	2/22/2021	0.6	2/22/2021	0.6	29,409.20	$11.00	22,880.00	1.22%	$11.13	$ 0.50	0.78%	$11.72	24,377.60	
Early Head Start Teacher - Day Room #16	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #17	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #17	11/19/2020	0.9	11/19/2020	0.9	29,409.20	$11.28	23,462.40	1.22%	$11.42	$ 0.50	0.78%	$12.01	24,971.65	
Early Head Start Teacher - Day Room #18	11/12/2019	1.9	11/12/2019	1.9	29,409.20	$11.28	23,462.40	1.22%	$11.42	$ 0.50	0.78%	$12.01	24,971.65	
Early Head Start Teacher - Day Room #18	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #19	3/2/2021	0.6	3/2/2021	0.6	29,409.20	$11.00	22,880.00	1.22%	$11.13	$ 0.50	0.78%	$11.72	24,377.60	
Early Head Start Teacher - Day Room #19	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #20	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #20	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #21	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #21	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #22	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #22	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Day Room #23	1/14/2021	0.7	1/14/2021	0.7	29,409.20	$12.00	24,960.00	1.22%	$12.15	$ 0.50	0.78%	$12.74	26,499.20	
Early Head Start Teacher - Day Room #23	1/27/2020	1.7	1/27/2020	1.7	29,409.20	$13.07	27,185.60	1.22%	$13.23	$ 0.50	0.78%	$13.83	28,769.31	
Early Head Start Floater - Day	7/15/2019	2.2	7/15/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ 0.50	0.78%	$13.15	27,347.84	
Family Service Worker - Day	7/31/2019	2.2	7/31/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Family Service Worker - Day	7/31/2019	2.2	7/31/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Family Service Worker - Day - Early HS	7/15/2019	2.2	7/15/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ 0.50	0.78%	$17.77	36,958.69	
Receptionist - Day	7/15/2019	2.2	7/15/2019	2.2	23,788.40	$11.73	24,398.40	1.22%	$11.87	$ 0.50	0.78%	$12.46	25,926.37	
Head Start Cook - Day	7/15/2019	2.2	7/15/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ 0.50	0.78%	$11.70	24,335.17	
Head Start Cook - Day	7/15/2019	2.2	7/15/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ 0.50	0.78%	$11.70	24,335.17	
Head Start Custodian - Day	7/31/2019	2.2	7/31/2019	2.2	20,314.87	$10.02	20,841.60	1.22%	$10.14	$ 0.50	0.78%	$10.72	22,298.43	
Head Start Custodian - Day - Early HS	7/8/2021	0.2	7/8/2021	0.2	20,314.87	$10.64	22,131.20	1.22%	$10.77	$ 0.50	0.78%	$11.35	23,613.82	
Center Director - Rio Vista	7/15/2019	2.2	7/15/2019	2.2	35,851.01	$17.67	36,753.60	1.22%	$17.89	$ 1.50	0.78%	$19.52	40,608.67	
Head Start Teacher - Rio Vista Room #15	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Rio Vista Room #15	10/2/2019	2.0	11/1/2019	1.9	25,177.81	$10.76	22,380.80	1.22%	$10.89	$ -	0.78%	$10.98	22,828.42	
Head Start Teacher - Rio Vista Room #16	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Rio Vista Room #16	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Rio Vista Room #17	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$15.08	31,366.40	1.22%	$15.26	$ -	0.78%	$15.38	31,993.73	
Head Start Teacher Assistant - Rio Vista Room #17	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Rio Vista Room #18	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Rio Vista Room #18	8/17/2020	1.1	11/16/2020	0.9	25,177.81	$10.55	21,944.00	1.22%	$10.68	$ -	0.78%	$10.76	22,382.88	
Head Start Teacher - Rio Vista Room #19	7/31/2019	2.2	2/16/2021	0.6	29,409.20	$14.00	29,120.00	1.22%	$14.17	$ -	0.78%	$14.28	29,702.40	
Head Start Teacher Assistant - Rio Vista Room #19	7/31/2019	2.2	7/31/2019	2.2	25,177.81	$12.40	25,792.00	1.22%	$12.55	$ -	0.78%	$12.65	26,307.84	
Head Start Teacher - Rio Vista Room #20	7/31/2019	2.2	7/31/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ -	0.78%	$14.78	30,741.98	
Head Start Teacher Assistant - Rio Vista Room #20	2/22/2021	0.6	2/22/2021	0.6	25,177.81	$10.50	21,840.00	1.22%	$10.63	$ -	0.78%	$10.71	22,276.80	
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #3	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #3	7/15/2019	2.2	7/15/2021	0.2	29,409.20	$12.50	26,000.00	1.22%	$12.65	$ 0.50	0.78%	$13.25	27,560.00	
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	2.2	7/15/2019	2.2	29,409.20	$14.49	30,139.20	1.22%	$14.67	$ 0.50	0.78%	$15.28	31,781.98	
Early Head Start Floater - Rio Vista	2/23/2021	0.6	7/16/2021	0.2	25,177.81	$10.00	20,800.00	1.22%	$10.12	$ 0.50	0.78%	$10.70	22,256.00	
Family Service Worker - Rio Vista	7/31/2019	2.2	7/31/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Family Service Worker - Rio Vista	7/31/2019	2.2	7/31/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ -	0.78%	$17.27	35,918.69	
Family Service Worker - Rio Vista - Early HS	7/15/2019	2.2	7/15/2019	2.2	34,356.34	$16.93	35,214.40	1.22%	$17.14	$ 0.50	0.78%	$17.77	36,958.69	
Receptionist - Rio Vista	7/15/2019	2.2	7/15/2019	2.2	23,788.40	$11.73	24,398.40	1.22%	$11.87	$ 0.50	0.78%	$12.46	25,926.37	
Head Start Cook - Rio Vista	7/15/2019	2.2	7/15/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ 0.50	0.78%	$11.70	24,335.17	
Head Start Cook - Rio Vista	7/15/2019	2.2	7/15/2019	2.2	22,272.68	$10.98	22,838.40	1.22%	$11.11	$ 0.50	0.78%	$11.70	24,335.17	
Head Start Custodian - Rio Vista	8/2/2019	2.2	8/2/2019	2.2	20,314.87	$10.02	20,841.60	1.22%	$10.14	$ 0.50	0.78%	$10.72	22,298.43	
Head Start Custodian - Rio Vista - Early HS	pending 7/19/21				20,314.87	$10.02	20,841.60	1.22%	$10.64	$ 0.50	0.78%	$10.72	22,298.43	
Head Start Universal Substitute - San Angelo					1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	7/15/2019	2.2	7/15/2019	2.2	1,467.38	$8.96	1,505.28	1.22%	$9.07	$ -	0.78%	$9.14	1,535.39	
Head Start Universal Substitute - San Angelo					1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo					1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	7/31/2019	2.2	2/1/2021	0.7	1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	11/4/2019	1.9	11/4/2019	1.9	1,467.38	$8.96	1,505.28	1.22%	$9.07	$ -	0.78%	$9.14	1,535.39	
Head Start Universal Substitute - San Angelo	Pending				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	7/15/2019	2.2	7/15/2019	2.2	1,467.38	$8.96	1,505.28	1.22%	$9.07	$ -	0.78%	$9.14	1,535.39	
Head Start Universal Substitute - San Angelo					1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	Pending				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	10/2/2019	2.0	10/2/2019	2.0	1,467.38	$8.96	1,505.28	1.22%	$9.07	$ -	0.78%	$9.14	1,535.39	
Head Start Universal Substitute - San Angelo	Pending 3/4/21				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	9/16/2019	2.0	9/16/2019	2.0	1,467.38	$8.96	1,505.28	1.22%	$9.07	$ -	0.78%	$9.14	1,535.39	
Head Start Universal Substitute - San Angelo	Pending				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	1/14/2021	0.7	1/14/2021	0.7	1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	Pending				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	Pending				1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
Head Start Universal Substitute - San Angelo	2/22/2021	0.6	2/22/2021	0.6	1,467.38	$8.80	1,478.40	1.22%	$8.91	$ -	0.78%	$8.98	1,507.97	
	Total Head Start				3,436,642.29		3,700,071.44						3,725,844.86	
												# FTE's	122	
	Grand Total				8,208,557.77		8,395,345.16					Grand Total	8,666,780.89	170,044.32
	# of Positions				276							# of Positions	285	2.07%
	# FTE's				233							# FTE's	244	

FRINGE BENEFITS SCHEDULE

October 1, 2021 through September 30, 2022

- Reflecting 15% increase in Health Insurance, current claim run rate is over 200%
- No changes to Dental or Life Insurance rates
- Received TWC Rate adjustments, rate has increased from 1.6% to 2.8% of the first $9,000 earned
- Worker's Compensation increased 4.9%. TML notice stated increase was due to COVID-19, the unprecedented winter storm and other factors that impacted Pool members.
- TCDRS Pension rate has increased from 11.5% to 11.97%
    - Due to long-term outlook on rate of return being projected to remain below historical norms. Return assumption has been reduced from 8% to 7.5%.
    - Inflation assumption decreased to 2.5%
    - Valuation Results have gone from
        - Unfunded liability of $331,817 at 12/31/2019 to $998,300 at 12/31/2020
        - Funded Ratio was 97% and is now at 93%

Note to TCDRS Pension: Total Pension Liability is based on the results of an actuarial experience study for the period January 1, 2013 – December 31, 2016.

The long-term expected rate of return is determined by adding expected inflation to expected long-term real returns, and reflecting expected volatility and the correlation.

The valuation assumption for long-term expected return is re-assessed at a minimum of every four years. The most recent analysis was performed in 2017.

- On all Programs, Departments and the Administrative Budget, we are reflecting staff incentive compensation. Incentive compensation can be related to cost reduction, efficient performances, suggestion awards, safety, etc., as per 2CFR Part 200.430 (f)
    - The Board approved the addition of Incentive Pay to the Employee Handbook at the September 16, 2020 Executive Committee meeting.

CONCHO VALLEY COUNCIL OF GOVERNMENTS
Fringe Benefit Comparison

	FY 15-16 YTD Budget	FY 16-17 YTD Budget **	FY 17-18 YTD Budget **	FY 18-19 YTD Budget **	FY 19-20 YTD Budget **	FY 20-21 YTD Budget **	FY 21-22 YTD Budget **
Vacation Leave, with associated payroll costs (see Schedule E)		206,142	248,376	277,053	304,550	344,924	365,858
Less Excess General Fund Allocation		-	-	-	-	-	-
Total Vacation Leave Expense		206,142	248,376	277,053	304,550	344,924	365,858
Direct Salaries/Wages eligible for Vacation		3,500,912	3,429,551	3,704,997	4,145,126	4,645,627	4,884,487
Vacation % of Direct Salaries/Wages eligible for Vacation		5.89%	7.24%	7.48%	7.35%	7.42%	7.49%

**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:

Total Direct Salaries/Wages	3,958,942	4,366,363	3,928,259	4,371,244	7,281,909	7,818,013	8,016,311
Total Fringe Benefits	2,366,185	2,350,196	1,902,786	2,178,137	3,419,561	3,802,972	4,077,536
Fringe Benefit % of Direct Salaries/Wages	59.77%	53.83%	48.44%	49.83%	46.96%	48.64%	50.87%

CONCHO VALLEY COUNCIL OF GOVERNMENTS
VACATION LEAVE RATE FY 2021 - 2022

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		**4,884,487**
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		**257,078**
Associated Benefits on Vacation Leave Time		
Health Insurance	62,760	
Dental Insurance	2,242	
Life Ins, AD&D & Disability	1,971	
Total Associated Benefits on Vacation Leave		**66,972**
Total Discretionary Costs		**324,051**
Discretionary Percentage on Chargeable Time		**6.63%**
Non-Discretionary Personnel Costs on Vacation Leave Time:		
Worker's Compensation	4,662	
State Unemployment Tax	1,802	
Medicare Payroll Tax	3,853	
Pension Plan (In Lieu of Social Security)	31,491	
Total Non-Discretionary Costs		**41,807**
Non-Discretionary Percentage on Chargeable Time		**0.86%**
Total Vacation Leave Costs		**365,858**
Rate used for Employees Eligible for Vacation Leave		**7.49%**

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2021 - September 30, 2022

POSITION	TOTAL DIRECT	Leave Time	TOTAL Salary	Health Program	Dental Program	Life Program	SUTA	Medicare	Workers Comp	Pension Plan	Pension Plan
			High Deductable Plan	$ 9,328.80	$ 370.56						
			Increase projected	15.00%	0.00%				4.90%	Jan-Sept 2022	Oct-Dec 2021
			New Rate	$ 10,728.12	$ 370.56		First $9,000			TCDRS	TCDRS
							0.0280	0.0145		0.1197	0.1150
Executive Director	131,281	6,910	138,191	10,728	371	594	252	2,004	295	12,406	3,973
Director of Finance	95,066	5,003	100,070	10,728	371	594	252	1,451	213	8,984	2,877
Finance Manager/Internal Audit	47,502	2,500	50,002	10,728	371	396	252	725	107	4,489	1,438
Finance Manager-Procurement/Assets	57,888	3,047	60,935	0	371	483	252	884	130	5,470	1,752
Records Retention Officer/Accounting Tech	33,317	1,754	35,070	10,728	371	278	252	509	75	3,148	1,008
Full-Time Receptionist/Procurement Clerk	28,338	1,491	29,830	10,728	371	236	252	433	64	2,678	858
Sub-Total Admin (Indirect)	393,392	20,705	414,097	53,641	2,223	2,581	1,512	6,004	883	37,176	11,905
Director of Human Resources	79,804	4,200	84,004	10,728	371	594	252	1,218	179	7,541	2,415
PT Assistant moved to HR Generalist Supervisor	40,023	2,106	42,129	10,728	371	334	252	611	90	3,782	1,211
HR Coordinator/Payroll	31,966	1,682	33,649	10,728	371	266	252	488	72	3,021	967
Administrative Assistant	29,951	1,576	31,527	10,728	371	250	252	457	67	2,830	906
Sub-Total Human Resource Services	181,743	9,565	191,309	42,912	1,482	1,444	1,008	2,774	408	17,175	5,500
Procurement Contracts/Open Records Manager	56,391	2,968	59,359	10,728	371	470	252	861	127	5,329	1,707
Procurement Micro Purchaser	32,136	1,691	33,828	10,728	371	268	252	491	72	3,037	973
Procurement Supervisor	37,589	1,978	39,568	10,728	371	313	252	574	84	3,552	1,138
Procurement Clerk	25,819	1,359	27,178	10,728	371	215	252	394	58	2,440	781
Procurement Clerk	25,819	1,359	27,178	10,728	371	215	252	394	58	2,440	781
Procurement Clerk moved to Procurement/Asset Specialist	31,200	1,642	32,842	10,728	371	260	252	476	70	2,948	944
Sub-Total Procurement Services	208,955	10,998	219,952	64,369	2,223	1,742	1,512	3,189	469	19,746	6,324
Custodian/Building Maintenance	23,178	1,220	24,398	10,728	371	193	252	354	701	2,190	701
Sub-Total Property Maintenance	23,178	1,220	24,398	10,728	371	193	252	354	701	2,190	701
Director of Information Technology	76,004	4,000	80,004	10,728	371	594	252	1,160	171	7,182	2,300
Computer Operating Specialist move to System Support Specialist II	36,279	1,909	38,189	10,728	371	302	252	554	81	3,428	1,098
System Support Tech	27,895	1,468	29,363	10,728	371	233	252	426	63	2,636	844
Programmer/IT Auditor	44,686	2,352	47,038	10,728	371	373	252	682	100	4,223	1,352
Sub-Total Network	184,864	9,730	194,593	42,912	1,482	1,502	1,008	2,822	415	17,470	5,595
Addressing Billing/GIS Specialist	46,075	2,425	48,500	10,728	371	384	252	703	103	4,354	1,394
Assistant Executive Director Regional Services	66,500	3,500	70,000	10,728	371	554	252	1,015	149	6,284	2,013
Grant Writer/Planner/ Administrative Assistant	33,841	1,781	35,622	10,728	371	282	252	517	76	3,198	1,024
Revolving Loan Lender	39,726	2,091	41,817	10,728	371	331	252	606	89	3,754	1,202
Director Solid Waste Coordinator/Revolving Loan Officer	66,497	3,500	69,996	10,728	371	554	252	1,015	149	6,284	2,012
Sub-Total Regional Services	252,638	13,297	265,935	53,641	1,853	2,106	1,260	3,856	567	23,874	7,646
Director of Area Agency on Aging	91,410	4,811	96,221	10,728	371	594	252	1,395	205	8,638	2,766
AAA Assistant (FT)	24,186	1,273	25,459	10,728	371	202	252	369	54	2,286	732
PT Ombudsman (1521 hr)	21,254	0	21,254	0	0	0	252	308	45	1,908	611
AAA Coordinator	34,909	1,837	36,746	10,728	371	291	252	533	78	3,299	1,056
AAA Coordinator II	34,264	1,803	36,067	10,728	371	286	252	523	77	3,238	1,037
AAA Coordinator	31,200	1,642	32,842	10,728	371	260	252	476	70	2,948	944
AAA Manager (moved from Supervisor to Manager)	44,805	2,358	47,163	10,728	371	374	252	684	101	4,234	1,356
AAA Coordinator	32,752	1,724	34,476	10,728	371	273	252	500	74	3,095	991
Managing Local Ombudsman	43,165	2,272	45,437	10,728	371	360	252	659	97	4,079	1,306
Sub-Total Area Agency on Aging	357,946	17,721	375,667	85,825	2,964	2,639	2,268	5,447	801	33,726	10,800
ADRC Housing Navigator Program Coordinator	31,986	1,683	33,670	10,728	371	267	252	488	72	3,023	968
ADRC/211 Program Specialist	31,986	1,683	33,670	10,728	371	267	252	488	72	3,023	968
Sub-Total ADRC	63,973	3,367	67,340	21,456	741	533	504	976	144	6,045	1,936
Director of Senior Volunteer Services SCP(20%),FGP(45%),RSVP(35%)	76,004	4,000	80,004	0	0	594	252	1,160	171	7,182	2,300
Program Manager SCP(45%), FGP(55%)	44,686	2,352	47,038	0	371	373	252	682	100	4,223	1,352
Program Assistant SCP(20%),FGP(40%),RSVP(40%)	0	0	0	0	0	0	0	0	0	0	0
RSVP Coordinator - Abilene (32 hours per week)	26,863	1,414	28,277	10,728	371	224	252	410	60	2,539	813
RSVP Coordinator - San Angelo	40,290	2,121	42,411	0	371	336	252	615	90	3,807	1,219
Sub-Total Senior Volunteer Program	187,843	9,886	197,729	10,728	1,112	1,526	1,008	2,867	422	17,751	5,685
211 I&R Specialist	29,628	1,559	31,188	10,728	371	247	252	452	67	2,800	897
211 I&R Specialist	26,867	1,414	28,281	10,728	371	224	252	410	60	2,539	813
212 I&R Specialist	26,867	1,414	28,281	10,728	371	224	252	410	60	2,539	813
Sub-Total 2-1-1 Information Services	83,362	4,387	87,749	32,184	1,112	695	756	1,272	187	7,878	2,523

CONCHO VALLEY COUNCIL OF GOVERNMENTS
FRINGE BENEFITS
October 1, 2021 - September 30, 2022

POSITION	TOTAL DIRECT	Leave Time	TOTAL Salary	Health Program	Dental Program	Life Program	SUTA	Medicare	Workers Comp	Pension Plan	Pension Plan
			High Deductible Plan	$ 9,328.80	$ 370.56						
			Increase projected	15.00%	0.00%				4.90%	Jan-Sept 2022	Oct-Dec 2021
			New Rate	$ 10,728.12	$ 370.56		First $9,000			TCDRS	TCDRS
							0.0280	0.0145		0.1197	0.1150
Criminal Justice Instructor	62,099	3,268	65,367	10,728	371	518	252	948	139	5,868	1,879
Public Safety Manager	57,002	3,000	60,002	10,728	371	475	252	870	128	5,387	1,725
Public Safety Coordinator	41,318	2,175	43,493	10,728	371	344	252	631	93	3,905	1,250
Sub-Total Criminal Justice/Homeland Security	160,419	8,443	168,862	32,184	1,112	1,337	756	2,448	360	15,160	4,855
Director of Public Safety	81,842	4,307	86,149	0	371	594	252	1,249	184	7,734	2,477
911 Program Manager	52,641	2,771	55,411	10,728	371	439	252	803	118	4,975	1,593
911 GIS Specialist	46,075	2,425	48,500	10,728	371	384	252	703	103	4,354	1,394
911 GIS Specialist	44,341	2,334	46,675	10,728	371	370	252	677	100	4,190	1,342
911 GIS Specialist - County Tech (300 hrs annually)	0	0	0	0	0	0	0	0	0	0	0
911 GIS Specialist - County Tech (300 hrs annually)	8,715	0	8,715	0	0	0	244	126	19	782	251
911 Program Manager	58,006	3,053	61,059	10,728	371	484	252	885	130	5,482	1,755
911 GIS Specialist - Lead	51,900	2,732	54,631	10,728	371	433	252	792	117	4,905	1,571
Sub-Total 9-1-1 Communication Services	343,519	17,621	361,140	53,641	2,223	2,703	1,756	5,237	770	32,421	10,383
Director of Transportation	83,700	4,405	88,105	10,728	371	594	252	1,278	188	7,910	2,533
Assistant Director of Transportation	64,560	3,398	67,957	10,728	371	538	252	985	145	6,101	1,954
Finance Manager Program	55,320	2,912	58,231	10,728	371	461	252	844	124	5,228	1,674
Research Specialist	32,248	1,697	33,946	10,728	371	269	252	492	72	3,047	976
Regional Coordinator/Grant Writer/Office Administrator	40,921	2,154	43,075	10,728	371	341	252	625	92	3,867	1,238
Accounting Technician	27,210	1,432	28,642	10,728	371	227	252	415	61	2,571	823
Accounting Technician	28,923	1,522	30,445	10,728	371	241	252	441	65	2,733	875
Cashier - Greyhound Lead	22,312	1,174	23,486	10,728	371	186	252	341	50	2,108	675
Cashier - Greyhound PT	15,902	0	15,902	0	0	0	252	231	34	1,428	457
Operations Safety Manager	56,117	2,954	59,070	10,728	371	468	252	857	126	5,303	1,698
Safety and Compliance Specialist	33,055	1,740	34,794	10,728	371	276	252	505	74	3,124	1,000
Operations Safety Manager	55,717	2,932	58,650	10,728	371	465	252	850	2,943	5,265	1,686
Road Supervisor (Fixed Route)	42,245	2,223	44,469	10,728	371	352	252	645	2,232	3,992	1,278
Road Supervisor (Demand Response)	40,722	2,143	42,865	10,728	371	339	252	622	2,151	3,848	1,232
Road Supervisor (Rural)	42,148	2,218	44,367	10,728	371	351	252	643	2,226	3,983	1,276
Road Supervisor (Feeder Route System)	0	0	0	0	0	0	0	0	0	0	0
Urban Assistant Road Supervisor	37,186	1,957	39,144	10,728	371	310	252	568	1,964	3,514	1,125
Lead Dispatcher	36,521	1,922	38,443	10,728	371	304	252	557	82	3,451	1,105
Dispatcher	26,202	1,379	27,581	10,728	371	218	252	400	59	2,476	793
Dispatcher	29,608	1,558	31,166	10,728	371	247	252	452	66	2,798	896
Dispatcher	28,721	1,512	30,233	10,728	371	239	252	438	64	2,714	869
Dispatcher (Feeder Route System)	0	0	0	0	0	0	0	0	0	0	0
Facilities Manager	49,661	2,614	52,275	10,728	371	414	252	758	1,501	4,693	1,503
Fleet Technician/Maintenance Specialist	37,186	1,957	39,144	10,728	371	310	252	568	1,124	3,514	1,125
Maintenance Specialist	26,867	1,414	28,281	10,728	371	224	252	410	812	2,539	813
Route FR 1 Driver	31,261	1,645	32,906	10,728	371	261	252	477	1,651	2,954	946
Route FR 2 Driver (Lead)	31,382	1,652	33,033	10,728	371	262	252	479	1,658	2,966	950
Route FR 3 Driver	30,293	1,594	31,888	10,728	371	253	252	462	1,600	2,863	917
Route FR 4 Driver	31,926	1,680	33,606	10,728	371	266	252	487	1,686	3,017	966
Route FR 5 Driver	29,507	1,553	31,060	10,728	371	246	252	450	1,559	2,788	893

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2021 - September 30, 2022

			High Deductable Plan	$ 9,328.80	$ 370.56						
			Increase projected	15.00%	0.00%				4.90%	Jan-Sept 2022	Oct-Dec 2021
			New Rate	$ 10,728.12	$ 370.56		First $9,000			TCDRS	TCDRS
	TOTAL		TOTAL	Health	Dental	Life	0.0280	0.0145	Workers	0.1197	0.1150
POSITION	DIRECT	Leave Time	Salary	Program	Program	Program	SUTA	Medicare	Comp	Pension Plan	Pension Plan
Route FR 6 Driver	30,293	1,594	31,888	10,728	371	253	252	462	1,600	2,863	917
Route FR 7 Driver	27,210	1,432	28,642	10,728	371	227	252	415	1,437	2,571	823
Route FR 8 Driver	29,507	1,553	31,060	10,728	371	246	252	450	1,559	2,788	893
Route FR 9 Driver	31,946	1,681	33,627	10,728	371	266	252	488	1,688	3,019	967
Route FR 10 Driver	30,313	1,595	31,909	10,728	371	253	252	463	1,601	2,865	917
Route FR 11 Driver	29,507	1,553	31,060	10,728	371	246	252	450	1,559	2,788	893
Route FR 12 Driver	27,210	1,432	28,642	10,728	371	227	252	415	1,437	2,571	823
Route FR 13 Driver	26,676	1,404	28,080	10,728	371	222	252	407	1,409	2,521	807
PT-Transportation Driver - FR - 1	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 2	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 3	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 4	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 5	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 6	5,707	0	5,707	0	0	0	252	83	286	512	164
PT-Transportation Driver - FR - 7	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 8	5,122	0	5,122	0	0	0	252	74	257	460	147
PT-Transportation Driver - FR - 9	5,122	0	5,122	0	0	0	252	74	257	460	147
Route A1 Driver	23,740	1,249	24,989	10,728	371	198	252	362	1,254	2,243	718
Route A2 Driver	25,018	1,317	26,335	10,728	371	209	252	382	1,322	2,364	757
Route A3 Driver	23,165	1,219	24,384	10,728	371	193	252	354	1,224	2,189	701
Route A4 Driver	27,891	1,468	29,359	10,728	371	233	252	426	1,473	2,636	844
Route A5 Driver	25,167	1,325	26,491	10,728	371	210	252	384	1,329	2,378	762
Route A6 Driver (Lead)	28,076	1,478	29,554	10,728	371	234	252	429	1,483	2,653	850
Route A7 Driver	24,462	1,287	25,750	10,728	371	204	252	373	1,292	2,312	740
Route A8 Driver	34,006	1,790	35,796	10,728	371	284	252	519	1,796	3,214	1,029
Route A9 Driver	23,740	1,249	24,989	10,728	371	198	252	362	1,254	2,243	718
Route A10 Driver	26,666	1,403	28,070	10,728	371	222	252	407	1,409	2,520	807
Route A12 Driver	27,042	1,423	28,465	10,728	371	225	252	413	1,428	2,555	818
Route A13 Driver	23,014	1,211	24,225	10,728	371	192	252	351	1,216	2,175	696
Route TG-1 Driver	25,648	1,350	26,998	10,728	371	214	252	391	1,355	2,424	776
Route TG-19 Driver	28,299	1,489	29,788	10,728	371	236	252	432	1,495	2,674	856
PT-Transportation Driver - ADA - 1	7,650	0	7,650	0	0	0	252	111	384	687	220
PT-Transportation Driver - ADA - 2	7,840	0	7,840	0	0	0	252	114	393	704	225
PT-Transportation Driver - ADA - 3	7,650	0	7,650	0	0	0	252	111	384	687	220
PT-Transportation Driver - ADA - 4	7,650	0	7,650	0	0	0	252	111	384	687	220
PT-Transportation Driver - ADA - 5	7,840	0	7,840	0	0	0	252	114	393	704	225
PT-Transportation Driver - ADA - 6	7,650	0	7,650	0	0	0	252	111	384	687	220
PT-Transportation Driver - ADA - 7	7,500	0	7,500	0	0	0	252	109	376	673	216
PT-Transportation Driver - ADA - 8	7,500	0	7,500	0	0	0	252	109	376	673	216
PT-Transportation Driver-Coke County/Bronte	13,005	0	13,005	0	0	0	252	189	653	1,168	374
PT-Transportation Driver-Kimble County	14,117	0	14,117	0	0	0	252	205	708	1,267	406
Transportation Driver-Coke County/Robert Lee	28,050	1,476	29,527	10,728	371	234	252	428	1,482	2,651	849
Transportation Driver-Concho County	26,350	1,387	27,737	10,728	371	220	252	402	1,392	2,490	797
Transportation Driver-Crockett County	33,328	1,754	35,082	10,728	371	278	252	509	1,761	3,150	1,009
Transportation Driver-Crockett County	26,844	1,413	28,257	10,728	371	224	252	410	1,418	2,537	812
Transportation Driver-Kimble County	27,358	1,440	28,798	10,728	371	228	252	418	1,445	2,585	828
Transportation Driver-McCulloch County (Lead)	31,292	1,647	32,939	10,728	371	261	252	478	1,653	2,957	947
Transportation Driver-McCulloch County	26,093	1,373	27,467	10,728	371	218	252	398	1,378	2,466	790
Transportation Driver-McCulloch County	26,093	1,373	27,467	10,728	371	218	252	398	1,378	2,466	790
Transportation Driver-Menard County	24,710	1,301	26,010	10,728	371	206	252	377	1,305	2,335	748
Transportation Driver-Regan County	43,924	2,312	46,235	10,728	371	366	252	670	2,320	4,151	1,329
Transportation Driver-Regan County	26,093	1,373	27,467	10,728	371	218	252	398	1,378	2,466	790
Transportation Driver-Schleicher	31,786	1,673	33,459	10,728	371	265	252	485	1,679	3,004	962
Transportation Driver-Sutton County (Lead)	30,818	1,622	32,440	10,728	371	257	252	470	1,628	2,912	933
Transportation Driver-Sutton County	26,093	1,373	27,467	10,728	371	218	252	398	1,378	2,466	790
Part-Time Transp Sterling County Driver DR (1560 hrs)	13,005	0	13,005	0	0	0	252	189	653	1,168	374
PT-Transportation Driver-Rural	3,675	0	3,675	0	0	0	103	53	184	330	106
Saferide-Transportation Driver	18,590	0	18,590	0	0	0	252	270	933	1,669	534
Saferide-Transportation Driver	18,590	0	18,590	0	0	0	252	270	933	1,669	534
Feeder Route Transportation Driver, if feasible hire $13.50	0	0	0	0	0	0	0	0	0	0	0
Feeder Route Transportation Driver, if feasible hire $13.50	0	0	0	0	0	0	0	0	0	0	0
Sub-Total Transportation Services	2,263,798	108,366	2,372,164	675,872	23,345	17,061	21,775	34,396	87,112	212,961	68,200
Head Start Director	82,070	4,319	86,390	10,728	371	594	252	1,253	184	7,756	2,484
HS Education Manager/Coach/Class/Disability	62,781	3,304	66,086	10,728	371	523	252	958	141	5,933	1,900
Mental Health/Health Manager and Pregnant Women	52,283	2,752	55,034	10,728	371	436	252	798	117	4,941	1,582
FAMCO/Policy CouncilManager and Pregnant Women	52,283	2,752	55,034	10,728	371	436	252	798	117	4,941	1,582
ERSEA/Facilities Manager/Transition/Class	54,621	2,875	57,495	10,728	371	455	252	834	123	5,162	1,653
Compliance/Class/Iters/Nutrition Manager	49,259	2,593	51,852	10,728	371	411	252	752	111	4,655	1,491
Assistant Head Start Director/EHS Education Manager	60,378	3,178	63,556	10,728	371	503	252	922	136	5,706	1,827
Center Director/FSW - Menard	39,505	0	39,505	10,728	371	313	252	573	216	3,547	1,136
Head Start Teacher - Menard	33,670	0	33,670	10,728	371	267	252	488	184	3,023	968
Head Start Teacher Assist - Menard	20,770	0	20,770	10,728	371	165	252	301	113	1,865	597
Early Head Start Teacher - Menard	29,702	0	29,702	10,728	371	235	252	431	162	2,667	854
Early Head Start Teacher - Menard	29,702	0	29,702	10,728	371	235	252	431	162	2,667	854
Early Head Start Floater - Menard	27,581	0	27,581	10,728	371	218	252	400	151	2,476	793
Cook/Custodian - Menard	22,617	0	22,617	10,728	371	179	252	328	564	2,030	650
Head Start Universal Substitutes - Menard	1,005	0	1,005	0	0	0	28	15	5	90	29
Center Director/FSW - Christoval	37,489	0	37,489	10,728	371	297	252	544	205	3,366	1,078
Teacher Assist - Christoval	23,762	0	23,762	10,728	371	188	252	345	130	2,133	683
Head Start Universal Substitutes - Christoval	1,005	0	1,005	0	0	0	28	15	5	90	29

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2021 - September 30, 2022

			High Deductible Plan	$ 9,328.80	$ 370.56						
			Increase projected	15.00%	0.00%				4.90%	Jan-Sept 2022	Oct-Dec 2021
			New Rate	$ 10,728.12	$ 370.56		First $9,000			TCDRS	TCDRS
	TOTAL		TOTAL	Health	Dental	Life	0.0280	0.0145	Workers	0.1197	0.1150
POSITION	DIRECT	Leave Time	Salary	Program	Program	Program	SUTA	Medicare	Comp	Pension Plan	Pension Plan
PT Custodian - Christoval (621 hours)	5,574	0	5,574	0	0	0	156	81	160	500	160
Center Director/FSW - Eldorado	35,919	0	35,919	10,728	371	284	252	521	196	3,225	1,033
Teacher Assist - Eldorado	23,125	0	23,125	10,728	371	183	252	335	126	2,076	665
Cook/Custodian - Eldorado	20,770	0	20,770	10,728	371	165	252	301	518	1,865	597
Head Start Universal Substitutes - Eldorado	1,024	0	1,024	0	0	0	29	15	6	92	29
Center Director/FSW - Junction	0	0	0	0	0	0	0	0	0	0	0
Teacher Assist - Junction	0	0	0	0	0	0	0	0	0	0	0
Teacher Assist - Junction	0	0	0	0	0	0	0	0	0	0	0
Cook/Custodian - Junction	0	0	0	0	0	0	0	0	0	0	0
Head Start Universal Substitutes - Junction	0	0	0	0	0	0	0	0	0	0	0
Head Start Universal Substitutes - Junction	0	0	0	0	0	0	0	0	0	0	0
Center Director/FSW - Ozona	37,637	0	37,637	10,728	371	298	252	546	206	3,379	1,082
Teacher - Ozona	26,138	0	26,138	10,728	371	207	252	379	143	2,347	751
Teacher Assist - Ozona	22,256	0	22,256	10,728	371	176	252	323	122	1,998	640
Cook/Custodian - Ozona	21,407	0	21,407	10,728	371	170	252	310	534	1,922	615
Head Start Universal Substitutes - Ozona	1,005	0	1,005	0	0	0	28	15	5	90	29
Center Director/FSW - Eden	37,637	0	37,637	10,728	371	298	252	546	206	3,379	1,082
Teacher - Eden	26,414	0	26,414	10,728	371	209	252	383	144	2,371	759
Teacher Assist - Eden	21,407	0	21,407	10,728	371	170	252	310	117	1,922	615
Cook/Custodain- Eden	21,025	0	21,025	10,728	371	167	252	305	524	1,888	604
Head Start Universal Substitutes - Eden	1,005	0	1,005	0	0	0	28	15	5	90	29
Center Director - Blackshear	40,629	0	40,629	10,728	371	322	252	589	222	3,647	1,168
Head Start Teacher - Blackshear Room #1	26,647	0	26,647	10,728	371	211	252	386	146	2,392	766
Head Start Teacher Assistant - Blackshear Room #1	26,350	0	26,350	10,728	371	209	252	382	144	2,366	758
Head Start Teacher - Blackshear #2	28,536	0	28,536	10,728	371	226	252	414	156	2,562	820
Head Start Teacher Assistant- Blackshear Room #2	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Blackshear Room #3	31,994	0	31,994	10,728	371	253	252	464	175	2,872	920
Head Start Teacher Assistant - Blackshear Room #3	22,277	0	22,277	10,728	371	176	252	323	122	2,000	640
Head Start Teacher - Blackshear Room #5	26,520	0	26,520	10,728	371	210	252	385	145	2,381	762
Head Start Teacher Assistant - Blackshear Room #5	27,581	0	27,581	10,728	371	218	252	400	151	2,476	793
Head Start Teacher - Blackshear Room #6	29,915	0	29,915	10,728	371	237	252	434	163	2,686	860
Head Start Teacher Assistant - Blackshear Room #6	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Blackshear Room #7	28,536	0	28,536	10,728	371	226	252	414	156	2,562	820
Head Start Teacher Assistant - Blackshear Room #7	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Blackshear Room #4	28,536	0	28,536	10,728	371	226	252	414	156	2,562	820
Head Start Teacher Assistant - Blackshear Room #4	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Family Service Worker - Blackshear	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Family Service Worker - Blackshear	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Receptionist - Blackshear	23,974	0	23,974	10,728	371	190	252	348	51	2,152	689
Head Start Cook - Blackshear	23,295	0	23,295	10,728	371	184	252	338	581	2,091	670
Head Start Cook - Blackshear	23,295	0	23,295	10,728	371	184	252	338	581	2,091	670
Head Start Custodian - Blackshear	22,298	0	22,298	10,728	371	177	252	323	640	2,002	641
Center Director - Day	40,609	0	40,609	10,728	371	322	252	589	222	3,646	1,167
Head Start Teacher - Day Room #1	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #1	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Day Room #2	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #2	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Day Room #3	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #3	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Day Room #4	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #4	22,383	0	22,383	10,728	371	177	252	325	122	2,009	644
Head Start Teacher - Day Room #10	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #10	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2021 - September 30, 2022

POSITION	TOTAL DIRECT	Leave Time	TOTAL Salary	Health Program	Dental Program	Life Program	SUTA	Medicare	Workers Comp	Jan-Sept 2022 TCDRS Pension Plan	Oct-Dec 2021 TCDRS Pension Plan
High Deductible Plan				$ 9,328.80	$ 370.56						
Increase projected				15.00%	0.00%				4.90%		
New Rate				$ 10,728.12	$ 370.56		First $9,000 0.0280	0.0145		0.1197	0.1150
Head Start Teacher - Day Room #11	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Day Room #11	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Early Head Start Teacher - Day Room #15	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #15	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #16	24,378	0	24,378	10,728	371	193	252	353	133	2,188	701
Early Head Start Teacher - Day Room #16	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #17	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #17	24,972	0	24,972	10,728	371	198	252	362	136	2,242	718
Early Head Start Teacher - Day Room #18	24,972	0	24,972	10,728	371	198	252	362	136	2,242	718
Early Head Start Teacher - Day Room #18	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #19	24,378	0	24,378	10,728	371	193	252	353	133	2,188	701
Early Head Start Teacher - Day Room #19	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #20	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #20	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #21	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #21	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #22	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #22	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Day Room #23	26,499	0	26,499	10,728	371	210	252	384	145	2,379	762
Early Head Start Teacher - Day Room #23	28,769	0	28,769	10,728	371	228	252	417	157	2,583	827
Early Head Start Floater - Day	27,348	0	27,348	10,728	371	217	252	397	149	2,455	786
Family Service Worker - Day	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Family Service Worker - Day	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Family Service Worker - Day - Early HS	36,959	0	36,959	10,728	371	293	252	536	79	3,318	1,063
Receptionist - Day	25,926	0	25,926	10,728	371	205	252	376	55	2,328	745
Head Start Cook - Day	24,335	0	24,335	10,728	371	193	252	353	606	2,185	700
Head Start Cook - Day	24,335	0	24,335	10,728	371	193	252	353	606	2,185	700
Head Start Custodian - Day	22,298	0	22,298	10,728	371	177	252	323	640	2,002	641
Head Start Custodian - Day - Early HS	23,614	0	23,614	10,728	371	187	252	342	678	2,120	679
Center Director - Rio Vista	40,609	0	40,609	10,728	371	322	252	589	222	3,646	1,167
Head Start Teacher - Rio Vista Room #15	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Rio Vista Room #15	22,828	0	22,828	10,728	371	181	252	331	125	2,049	656
Head Start Teacher - Rio Vista Room #16	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Rio Vista Room #16	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Rio Vista Room #17	31,994	0	31,994	10,728	371	253	252	464	175	2,872	920
Head Start Teacher Assistant - Rio Vista Room #17	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Rio Vista Room #18	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Rio Vista Room #18	22,383	0	22,383	10,728	371	177	252	325	122	2,009	644
Head Start Teacher - Rio Vista Room #19	29,702	0	29,702	10,728	371	235	252	431	162	2,667	854
Head Start Teacher Assistant - Rio Vista Room #19	26,308	0	26,308	10,728	371	208	252	381	144	2,362	756
Head Start Teacher - Rio Vista Room #20	30,742	0	30,742	10,728	371	243	252	446	168	2,760	884
Head Start Teacher Assistant - Rio Vista Room #20	22,277	0	22,277	10,728	371	176	252	323	122	2,000	640
Early Head Start Teacher - Rio Vista Room #1	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #1	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #2	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #2	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #3	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #3	27,560	0	27,560	10,728	371	218	252	400	151	2,474	792
Early Head Start Teacher - Rio Vista Room #4	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #4	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #5	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Teacher - Rio Vista Room #5	31,782	0	31,782	10,728	371	252	252	461	174	2,853	914
Early Head Start Floater - Rio Vista	22,256	0	22,256	10,728	371	176	252	323	122	1,998	640
Family Service Worker - Rio Vista	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Family Service Worker - Rio Vista	35,919	0	35,919	10,728	371	284	252	521	77	3,225	1,033
Family Service Worker - Rio Vista - Early HS	36,959	0	36,959	10,728	371	293	252	536	79	3,318	1,063
Receptionist - Rio Vista	25,926	0	25,926	10,728	371	205	252	376	55	2,328	745
Head Start Cook - Rio Vista	24,335	0	24,335	10,728	371	193	252	353	606	2,185	700
Head Start Cook - Rio Vista	24,335	0	24,335	10,728	371	193	252	353	606	2,185	700
Head Start Custodian - Rio Vista	22,298	0	22,298	10,728	371	177	252	323	640	2,002	641
Head Start Custodian - Rio Vista - Early HS	22,298	0	22,298	10,728	371	177	252	323	640	2,002	641
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,535	0	1,535	0	0	0	43	22	8	138	44
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,535	0	1,535	0	0	0	43	22	8	138	44
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,535	0	1,535	0	0	0	43	22	8	138	44
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,535	0	1,535	0	0	0	43	22	8	138	44
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,535	0	1,535	0	0	0	43	22	8	138	44
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Head Start Universal Substitute - San Angelo	1,508	0	1,508	0	0	0	42	22	8	135	43
Sub-Total Head Start	3,704,072	21,772	3,725,845	1,287,374	44,467	29,118	31,301	54,025	24,913	334,488	107,118

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS

October 1, 2021 - September 30, 2022

					High Deductable Plan	$ 9,328.80	$ 370.56						
					Increase projected	15.00%	0.00%				4.90%	Jan-Sept 2022	Oct-Dec 2021
					New Rate	$ 10,728.12	$ 370.56		First $9,000			TCDRS	TCDRS
POSITION		TOTAL DIRECT	Leave Time		TOTAL Salary	Health Program	Dental Program	Life Program	0.0280 SUTA	0.0145 Medicare	Workers Comp	0.1197 Pension Plan	0.1150 Pension Plan
	Grand Total	8,409,703	257,078		8,666,781	2,467,468	86,711	65,181	66,676	125,668	118,154	778,060	249,170
			FY 20-21		FY 21-22								
		# of Positions	276		285								Tot
		# FTE's	233		244								

ADMINISTRATIVE BUDGET

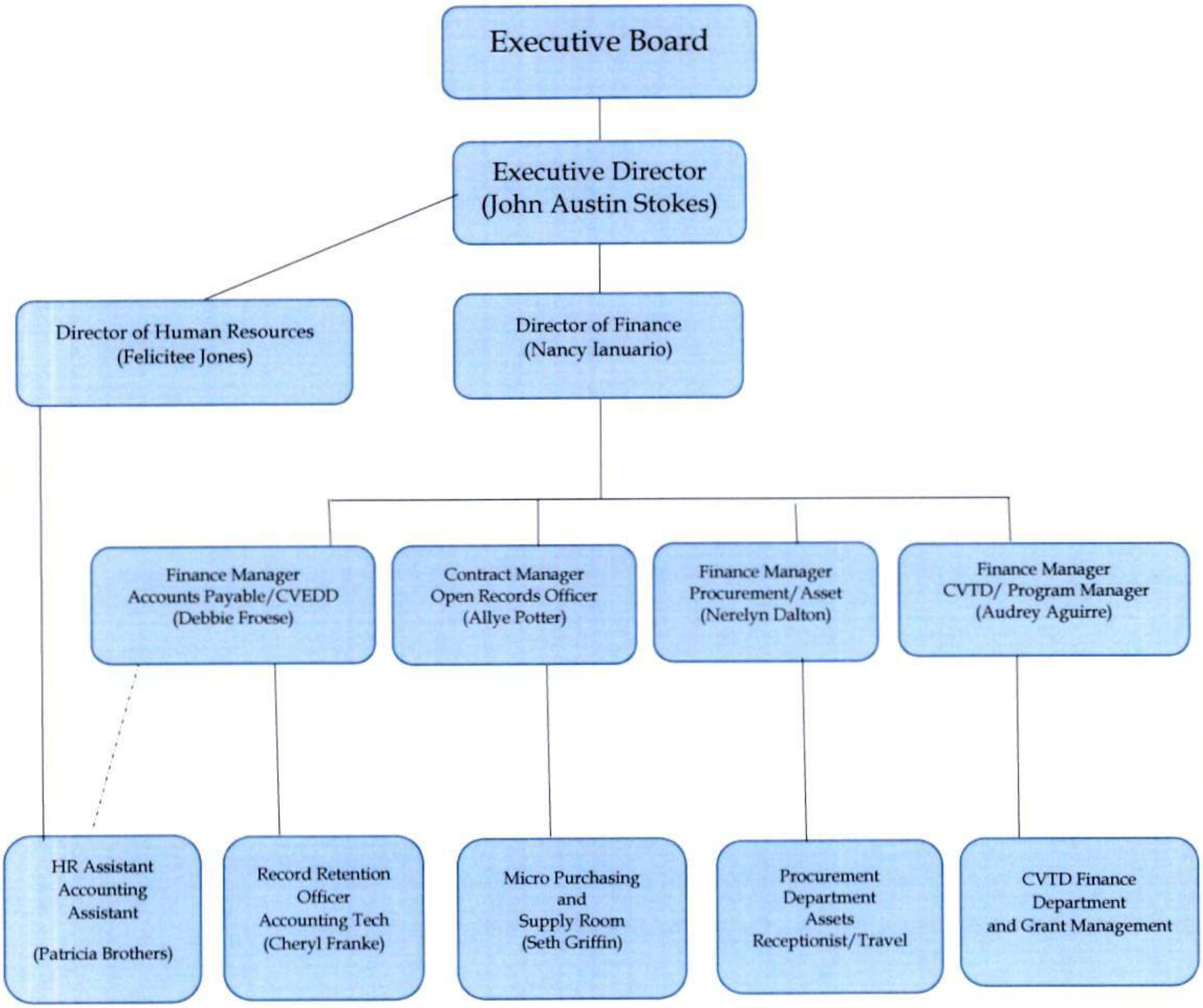
Administrative Budget

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

- Salaries are reflecting a small increase due to the Administrative work being performed by the Assistant Executive Director, Erin Hernandez and CVEDD Grant Writer, Dani Lewis
- Fringe benefits are reflecting a small decrease which is due to a staff member electing to waive health insurance
- Audit and Legal is reflecting a 17% increase in the cost of the annual audit, due to required 5-year firm change
- Contract Services is reflecting $15,000 related to the move to Link Road
- Human Resources allocation has a small decrease related to increase in total COG staff, used for allocation
- Procurement Department allocation has an increase due to increase in Procurement budget related to number of staff in department
- Travel is reflecting small increase due to estimated cost increases associated with travel
- Facility Department allocation is reflecting a small decrease due to Link Road move. Admin is reflecting move to Link Road sometime February 2022
- Supplies are reflecting a large increase. The increase is due to
    - Supplies purchased for Link Road: 20 office phones, 98 vinyl chair mats, 3 lateral fire safe file cabinets
    - Replace several finance printers
    - Renew Asset/Inventory system
- Network Department allocation has increased due to their budget increasing associated with move to Link Road. Their budget has a couple one-time purchases related to the move.
- Copier costs has increased due to Admin taking on additional copiers at Link Road. The additional copiers will allow programs to access the equipment from different areas of the building
- Insurance added to Admin budget for Errors & Omissions coverage and for employee coverage on rental cars
- Printing increase is due to printing letterhead, envelopes, check supplies, etc. with the new Link Road address
- Ads & Promotions is related to notifying community of the COG move
- Publications decreased due to elimination of one circular
- Training is reflecting a decrease, but we do plan to continue training staff and assisting them in certifications.
- The increase in Dues in Fees is based on our current expenses, annualized. This is mainly associated with the 3rd party payroll services fees.
- Finally, the Postage and Freight is reflecting an increase which is based on our current expenses, annualized.

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

Administration Work Chart



INDIRECT RATE COMPARISON, BY FISCAL YEAR BUDGET

	2015-2016 Budget	2016-2017 Budget	2017-2018 Budget	2018-2019 Budget	2019-2020 Budget	2020-2021 Budget	2021-2022 Budget
Total Program Personnel Expense	5,650,188	6,020,519	5,831,045	6,549,380	9,821,843	11,227,905	11,978,049
Administrative Indirect Expense	909,680	969,906	942,880	858,537	682,005	762,376	741,707
Indirect % Rate	16.10%	16.11%	16.17%	13.11%	6.94%	6.79%	6.19%

	2015-2016 Actual	2016-2017 Actual	2017-2018 Actual	2018-2019 Actual	2019-2020 Actual
Total Program Personnel Expense	5,309,009	5,248,691	5,729,286	6,809,593	10,248,183
Administrative Indirect Expense	858,648	857,414	925,247	907,027	647,542
Indirect % Rate	16.17%	16.34%	16.15%	13.32%	6.32%

Account Code	Account Title	15-16 Actual	16-17 Actual	17-18 Actual	18-19 Actual	19-20 Actual	20-21 Budget	21-22 Budget	Variance 20-21 Budget vs 21-22 Budget
099	ADMINISTRATIVE INDIRECT COSTS								
5110	Salaries	435,985	491,911	517,961	492,909	360,758	400,359	413,930	13,571
	Incentive	0	0	0	0	0	0	3,000	3,000
5150	Fringe Benefits	207,631	177,358	194,553	191,857	122,940	150,669	149,254	(1,415)
5231	Audit & Legal	19,500	36,651	35,000	33,388	34,575	43,500	50,000	6,500
5206	Human Resources Cost Allocation	0	0	0	0	6,303	8,460	6,865	(1,595)
5207	Procurement Cost Allocation	0	0	0	0	15,638	3,454	8,247	4,793
5208	Network Cost Allocation	41,662	19,191	28,842	26,146	10,971	14,557	20,949	6,392
5291	Contract Services	0	0	0	2,631	897	10,000	25,000	15,000
5309	Travel-In Region	6,205	5,706	7,758	4,225	5,061	12,357	11,859	(498)
5310	Travel-Out of Region	8,809	7,243	12,865	10,195	2,659	10,626	11,437	811
5451	Facility Cost Allocation	97,387	87,615	86,967	82,405	46,242	40,705	37,208	(3,497)
5510	Supplies	4,154	4,503	6,000	4,433	25,065	29,045	62,369	33,324
5632	Copier	(6,671)	(7,729)	(5,272)	(12,858)	(21,438)	(16,800)	1,194	17,994
5711	Insurance	0	0	0	0	0	0	1,559	1,559
5713	Cell Phones	1,087	1,611	1,355	(56)	0	360	0	(360)
5721	Printing	4,580	2,187	2,050	1,121	992	2,260	4,015	1,755
5722	Ads & Promotions	152	359	2,750	333	90	0	500	500
5723	Publications	1,301	984	1,225	741	790	2,186	1,250	(936)
5751	Training	2,850	3,319	5,625	1,950	361	12,600	3,600	(9,000)
5753	Dues and fees	33,261	28,715	32,394	24,100	23,275	23,600	31,759	8,159
5762	Postage/freight	7,459	8,834	12,807	9,134	12,363	14,438	10,507	(3,931)
	Sub-Total	865,352	868,457	942,880	872,654	647,542	762,376	854,502	92,126
	CVCOG Membership Dues	(6,704)	(11,044)	0	0	0	0	0	
	Under/(Over) recovery	0	0	0	34,373	0	0	(112,795)	
	Report Difference	858,648	857,414	942,880	907,027	647,542	762,376	741,707	
	Administrative Indirect % Rate	16.17%	16.34%	16.17%	13.32%	6.32%	6.79%	6.19%	

CONCHO VALLEY COUNCIL OF GOVERNMENTS
SALARY BREAKDOWN
October 1, 2021 - September 30, 2022

POSITION	Budget FY 21-22 TOTAL DIRECT SALARY	Budget FY 21-22 TOTAL FRINGE BENEFITS	Budget FY 20-21 TOTAL DIRECT SALARY	Budget FY 20-21 TOTAL FRINGE BENEFITS	Budget FY 19-20 TOTAL DIRECT SALARY	Budget FY 19-20 TOTAL FRINGE BENEFITS	Budget FY 18-19 TOTAL DIRECT SALARY	Budget FY 18-19 TOTAL FRINGE BENEFITS	Budget FY 17-18 TOTAL DIRECT SALARY	Budget FY 17-18 TOTAL FRINGE BENEFITS	Budget FY 16-17 TOTAL DIRECT SALARY	Budget FY 16-17 TOTAL FRINGE BENEFITS	Budget FY 15-16 TOTAL DIRECT SALARY	Budget FY 15-16 TOTAL FRINGE BENEFITS
Executive Director	118,153	33,779	100,423	31,985	116,850	33,292	107,253	32,104	104,120	30,955	91,341	33,507	86,565	34,582
Director of Administration	-	-	-	-	63,603	22,508	61,100	23,537	59,280	21,450	54,000	23,227	50,284	23,224
Director of Finance	95,066	30,473	90,540	28,069	80,237	25,877	77,080	26,978	68,142	23,328	62,072	25,325	58,827	25,898
Asst Executive Director/Regional Services	14,630	5,471	-	-	-	-	-	-	-	-	-	-	-	-
Asst. Director of Finance	-	-	-	-	47,500	19,247	51,371	20,785	-	-	-	-	-	-
Director of HR - moved to HR Budget	-	-	-	-	-	-	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
Technical Support - moved to Network Budget	-	-	-	-	-	-	-	-	30,529	6,481	28,080	7,845	24,475	14,841
Procurement Officer - moved to Procurement	-	-	48,812	19,618	-	-	-	-	41,800	17,744	38,446	18,869	36,436	18,889
Financial Manager/Internal Audit	47,502	21,005	-	-	-	-	-	-	-	-	36,017	18,205	33,244	17,890
Financial Manager/Procurement/Assets	57,888	12,388	42,007	18,240	-	-	-	-	-	-	-	-	-	-
Accountant/Payroll- Payroll moved under HR	-	-	43,819	18,607	-	-	39,140	18,308	31,506	15,562	27,534	15,886	23,571	14,861
Records Retention Officer/Accounting Tech	33,317	18,122	32,666	16,348	30,344	15,772	29,100	16,647	25,407	14,269	23,369	14,748	20,710	13,966
HR Administrative Assistant	14,975	8,719	-	-	-	-	-	-	13,338	7,269	-	-	-	-
Administrative Assistant (shared with Program)	4,061	2,187	6,328	2,852	6,175	3,657	-	-	23,712	13,910	23,407	14,759	21,651	14,260
Full-Time Receptionist/Administrative Assistant	28,338	17,110	25,764	14,950	25,136	14,718	24,413	15,325	23,702	13,908	21,528	14,245	17,886	13,082
Total Administrative	413,930	149,254	400,359	150,669	369,845	135,071	451,207	176,571	517,960	194,554	493,523	219,427	451,332	223,607
% increase -decrease over prior year	12%		-11%		-29%		-9%		15%		21%			

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

Account 5231
Audit and Legal

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Audit and Legal								
Annual Financial Audit	19,500.00	31,503.98	31,800.30	33,387.70	33,144.86	38,500.00	33,413.94	45,000.00
TML Audit			1,093.46		-	-	-	-
Legal Services		5,147.05	340.76	-	1,430.00	5,000.00	-	5,000.00
Total	$ 19,500.00	$ 36,651.03	$ 33,234.52	$ 33,387.70	$ 34,574.86	$ 43,500.00	$ 33,413.94	$ 50,000.00

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

FY 21-22 Annual Audit with new firm, estimating 17% increase. Previous firm change in FY 16-17 was 61% increase.

Account 5291
Contract Services

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Contract Services								
Contract Administrative Services	-	-	-	1,435.56	-	-	-	-
Move Office Furniture and Equipment to Link Road	-	-	-	-	-	-	2,153.00	25,000.00
Information Technology Support	-	-	-	-	896.80	-	-	-
Contract Annual Report						10,000.00	-	-
Total	$ -	$ -	$ -	$ 1,435.56	$ 896.80	$ 10,000.00	$ 2,153.00	$ 25,000.00

Account 5206
Human Resources Services

		Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Human Resources Services									
	Total	$ -	$ -	$ -	$ -	$ 6,302.55	$ 8,459.89	$ 5,067.65	$ 6,865.45

FY 19-20 Human Resources moved to a cost Center. HR Budget allocation is based on % of employees in Admin

HR Budget	$ 321,532.00
COG Staff, less HR	281
Admin Staff	6

Account 5207
Procurement Services

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Procurement Services								
Total	$ -	$ -	$ -	$ -	$ 15,638.19	$ 3,453.75	$ 3,843.76	$ 8,246.93

FY 19-20 Procurement Services moved to a cost Center. Procurement budget is allocated based on Admin purchase percentage of total COG purchases

Procurement Budget	$ 425,467.00
COG Total to be allocatend	$ 9,747,745.88
Admin Total	188,943.00

Accounts 5309 & 5310
Travel

		Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
	Total Travel	**15,014.31**	**12,948.69**	**12,681.78**	**13,177.89**	**7,719.86**	**22,982.93**	**2,882.76**	**23,295.73**
Travel Detail									
In Region	**Account 5309**								
Proj 912	Executive Committee (12meetings)	5,710.13	5,404.62	5,463.10	3,997.86	4,712.23	12,022.53	2,882.76	11,708.93
Proj 911	Admin Staff (Postage, Bank, Supplies, Transit Depot)	494.91	301.56	89.66	131.82	349.02	334.40	-	150.00
	Total In Region	**6,205.04**	**5,706.18**	**5,552.76**	**4,129.68**	**5,061.25**	**12,356.93**	**2,882.76**	**11,858.93**
Out-of-Region	**Account 5310**								
	TARC Executive Director Meeting (June)								
	360 Mileage @ .56, Hotel 2 nights @ $161 per night, Meals @ $61 per day, Parking @ $20 per night								
Proj 912	Executive Committee	1,178.84	446.95	-	820.99	-	670.60	-	929.60
Proj 911	Executive Director	637.61	670.23	703.15	480.50	-	670.60	-	929.60
		1,816.45	1,117.18	703.15	1,301.49	-	1,341.20	-	1,859.20
Austin	TARC Bi-Annual Meetings: (Feb and Sept)								
	Mileage 360 x .56, Hotel @ $161 per night, Meals @ $61 per day. Parking @ $20 per night								
Proj 912	Executive Committee	312.50	1,226.60	1,443.34	464.25	471.96	1,341.20	-	1,859.20
Proj 911	Executive Director	2,628.31	1,597.14	2,758.51	1,787.55	1,538.08	1,341.20	-	1,859.20
Proj 911	Finance Director - attend 2 meeting	467.16	-	-	642.25	-	1,342.00	-	1,859.20
		3,407.97	2,823.74	4,201.85	2,894.05	2,010.04	4,024.40	-	5,577.60
	Misc. Meetings								
Proj 905	Human Resource Training	1,169.98	535.88	622.87	87.72	-	-	-	-
Proj 911	TCDRS and State Training	2,011.67	1,328.76	1,601.15	4,049.30	-	2,760.40	-	1,500.00
Proj 911	Trips to Austin 2 @ $500	-	683.73	-	345.33	152.35	1,000.00	-	1,000.00
Proj 911	NADO	-	753.22	-	-	345.00	-	-	-
Proj 911	Called Meetings	403.20	-	-	370.32	151.22	1,500.00	-	1,500.00
		3,584.85	3,301.59	2,224.02	4,852.67	648.57	5,260.40	-	4,000.00
	Total Out-of-Region	**8,809.27**	**7,242.51**	**7,129.02**	**9,048.21**	**2,658.61**	**10,626.00**	**-**	**11,436.80**
								COVID-19	

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

Account 5451
Facility Cost Allocation

	FY 15-16 Actual	FY 16-17 Actual	FY 17-18 Actual	FY 18-19 Actual	FY 19-20 Acutal	FY 20-21 Budget	5/31/2021 Incurred FY 20-21 Budget	FY 21-22 Budget
Facility Cost Allocation								
Property Mgmt Allocation	10,394.61	9,531.69	16,317.00	20,958.52	46,242.39	40,704.55	26,739.65	37,208.08
	10,394.61	9,531.69	16,317.00	20,958.52	46,242.39	40,704.55	26,739.65	37,208.08

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 October 2021 thru February 2022
Property Management allocation is for space at Link Road March thru Sept 2022

		Loop 306	
Facility Budget	$	194,599	
SQ FT to be allocated		16,869	
John Austin Office		324	Room 39
Nancy Ianuario		200	Room 37
Nancy Ianuario Closet		74	
Cheryl Franke		156	Room 30
Erin Hernandez		156	Room 31
Dani Lewis		156	Room 32
Debbie Froese		156	Room 33
Record Room		254	
Storage Room		33	
Storage Room-Engagement Committee		13	
Admin SQ FT		1522	
	$	14,046.08	Oct thru Jan
	$	5,065.49	February
	$	19,111.57	

		Link Road	
Facility Budget	$	190,247	
SQ FT to be allocated		15,065	
John Austin Office		222	
Nancy Ianuario		222	
		0	
Cheryl Franke		153	
Debbie Froese		153	
Record Room		683	
		1433	
	$	18,096.51	Mar thru Sept

Account 5510
Supplies

Supplies	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY	
Administrative office supplies	481.08	1,219.29	2,481.07	1,836.02	3,718.04	4,850.00	2,244.46	3,500.00	using FY 20-21 run rate
Human Resource office supplies	491.91	723.39	423.52	600.00					moved to separate budget
Printer Supplies (Toner)	764.00	2,533.06	2,527.38	2,000.00	1,073.40	2,000.00	353.95	3,000.00	
Employee Security (Cards & Door Readers)	441.85	26.87	898.40	1,000.00					moved to separate budget
Boxes and supplies for moving	-	-	-		-	5,000.00	-	5,000.00	
Computer with dual monitors				4,800.00	5,106.33	3,700.00	-	-	laptops added due to COVID-19
Printer	-	-	-	-	1,189.63	2,500.00	450.03	3,500.00	Replace Finance printers
Scanner	-	-	-	-	3,699.99	3,500.00	-	-	needed for record retention heavy scanning capacity
Asset tracking system with hardware	-	-	-	-	10,278.00	6,495.00	-	5,500.00	system annual renewal will be $5,500
Yealink T46G phones needed at Link Road	-	-	-	-	-	-	-	1,999.00	20 phones need for additional offices
Vinyl Chairmats 60x60 for Link Road, $315 each	-	-	-	-	-	-	-	30,870.00	98 vinyl chairmats 60x60 at $315
Fire rated File Cabinets	-	-	-	-	-	-	-	9,000.00	3 4-drawer lateral file cabinets at $3,000 ea
Standing Desk addition	1,975.00	-	-		-		-	-	
Chair for new Admin employees	-	-	285.35	1,000.00	-	1,000.00	-	-	
Total	$ 4,153.84	$ 4,502.61	$ 6,615.72	$ 11,236.02	$ 25,065.39	$ 29,045.00	$ 3,048.44	$ 62,369.00	

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

Account 5208
Information Technology Center

		Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Network Budget Allocation		34,028.27	15,360.20	22,996.26	18,958.95	10,971.16	14,556.79	9,905.56	20,949.26
	Total	$ 34,028.27	$ 15,360.20	$ 22,996.26	$ 18,958.95	$ 10,971.16	$ 14,556.79	$ 9,905.56	$ 20,949.26

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

Network Budget	$ 481,833.00
Total Email Accounts	115
Admin Email Accounts	5

Account 5632
Copier

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Copier								
Xerox Lease, with usage fees	13,804.99	13,190.42	3,726.00	2,972.62	6,532.17	6,600.00	3,197.29	6,000.00
CTWP Copier Lease (Head Start)	-	-	-	-	-	-	-	7,099.12
Supplies	1,769.98	1,800.00	1,500.00	1,575.00	1,838.50	1,600.00	1,104.00	1,700.00
Maintenance on Small Copier	228.07	268.09		273.36	-	-		-
Direct bill Programs	(22,473.73)	(22,987.46)	(9,054.22)	(5,611.36)	(29,808.76)	(25,000.00)	(9,069.77)	(13,604.66)
Total	$ (6,670.69)	$ (7,728.95)	$ (3,828.22)	$ (790.38)	$ (21,438.09)	$ (16,800.00)	$ (4,768.48)	$ 1,194.46

Admin Xerox Lease is for 60 months beginning 8/14/2017
Lease includes 100,001 BW copies @ .0051, color copies billed at .0456

Account 5711
Insurance

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Insurance								
Errors & Omissions	-	-	-	-	-	-	1,066.50	1,491.68
Car Rental for COG	-	-	-	-	-	-	48.00	67.14
Total	$ -	$ -	$ -		$ -	$ -	$ 1,114.50	$ 1,558.81

FY 21-22 Budget includes 4.9% increase over FY 20-21

Account 5713
Cell Phones

		Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Cell Phones									
IT Director @ $30.00 mo		360.00	360.00	360.00	-	-	-	-	-
HR Director @ $30.00 mo		-	-	-	-	-	-	-	-
Adminisration Director		726.86	1,250.96	1,515.33	-	-	360.00	-	-
	Total	$ 1,086.86	$ 1,610.96	$ 1,875.33	$ -	$ -	$ 360.00	$ -	$ -

Current Admin staff not requesting Cell phone reimbursements

Account 5721
Printing

Printing	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Printing envelopes/Letterhead	965.61	348.12	-	615.06	267.56	460.00	281.51	1,500.00
Check Supplies	1,379.83	645.17	784.14	505.76	636.79	1,500.00	-	2,000.00
Annual 1099 Forms	-	-	-	-	87.58	250.00	110.44	265.06
Employee Handbooks	2,234.76	1,193.36	-	-	-	-	-	-
Business Cards	-	-	-	-	-	50.00	-	250.00
	-	-	-	-	-	-	-	-
Total	$ 4,580.20	$ 2,186.65	$ 784.14	$ 1,120.82	$ 991.93	$ 2,260.00	$ 391.95	$ 4,015.06

Note: With move, will need to order all new check stock, envelopes, letterhead, and business cards

Account 5722
Ads & Promotions

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 20-21 FY
Ads & Promotions								
Ads for employment	-	-	-	250.00	-	-	-	-
Ads for bids	152.00	358.90	712.40	1,000.00	90.28	-	-	-
Ads regarding COG move	-	-	-	-	-	-	-	500.00
Career Fairs	-	-	-	1,500.00	-	-	-	-
	-	-	-		-	-	-	-
Total	$ 152.00	$ 358.90	$ 712.40	$ 2,750.00	$ 90.28	$ -	$ -	$ 500.00

Note: Ads for employment and Careeer Fairs moved to Human Resources Department
No RFP bids for Admin projected in FY 21-22

Account 5723
Publications

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Publications								
Phone listings Publications	341.00	368.50	-	-	308.00	286.00	341.00	350.00
Payroll Publications	-	-	-	-	-	1,000.00	-	-
ED Publications	705.00	360.00	512.45	360.00	100.00	500.00	360.00	500.00
Newspaper Subscriptions	255.48	255.48	255.60	381.15	382.37	400.00	461.48	400.00
							-	-
Total	$ 1,301.48	$ 983.98	$ 768.05	$ 741.15	$ 790.37	$ 2,186.00	$ 1,162.48	$ 1,250.00

Newspaper subscriptions and Quorum Report

Account 5751
Training

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Training								
Program Training for Admin Staff	468.00	-	390.87	500.00	361.00	5,000.00	1,039.71	2,500.00
Leadership (Professional Development)	-	-	445.00	1,000.00	-	-	-	-
Director Training	-	178.00	-	-	-	-	-	-
TCDRS Training	855.00	-	490.00	1,100.00	-	1,100.00	263.89	1,100.00
Public Funds Training-every 2 years	-	-	720.00	3,000.00	-	1,500.00	960.00	-
~~State Training~~	-	1,050.00	(645.00)	-	-	5,000.00	-	-
IT Training	299.00	318.74	-	-	-	-	-	-
HR Training	1,228.00	1,772.00	501.00	2,700.00	-	-	-	-
			-	-	-	-	-	-
	$ 2,850.00	$ 3,318.74	$ 1,901.87	$ 8,300.00	$ 361.00	$ 12,600.00	$ 2,263.60	$ 3,600.00

Account 5753
Dues and Fees

Dues & Fees	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 20-21 FY
TX Midwest Community Network	40.00	-						-
Texas Comptroller Annual Fee	100.00	-	100.00	100.00	100.00	-	100.00	-
HR Dept - associated fees	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	99.00	100.00	99.00	99.00
Zoom Fee	-	-	-	-	1,307.40	250.00	1,671.20	2,510.00
Bank Fees	12,650.05	11,302.19	6,952.90	11,075.76	-	-	-	-
Payroll Services	11,446.79	9,416.87	7,142.21	16,870.00	12,263.00	13,000.00	11,626.05	18,000.00
Sam's Card Annual Dues	100.00	100.00	100.00	100.00	100.00	100.00	60.00	-
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	535.72	416.68		300.00	-	300.00	-	300.00
NADO			1,000.00	2,000.00	2,500.00	2,500.00	3,000.00	3,500.00
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	6,620.15	6,613.40	6,613.40	6,800.00	6,590.49	6,800.00	6,590.49	6,800.00
Ports to Plains Southern Trade	150.00	-			-	-	-	
Total	$ 33,260.55	$ 28,715.08	$ 25,272.17	$ 38,391.76	$ 23,274.89	$ 23,600.00	$ 23,296.74	$ 31,759.00

Account 5762
Postage/Freight

	Incurred 15-16 FY	Incurred 16-17 FY	Incurred 17-18 FY	Incurred 18-19 FY	Incurred 19-20 FY	Budget 20-21 FY	5/31/2021 Incurred 20-21 FY	Budget 21-22 FY
Postage								
Pitney Bowes	3,864.00	4,837.50	2,898.00	3,864.00	7,172.43	4,700.00	1,940.34	3,880.68
Purchase Power	7,994.38	6,000.00	4,000.00	8,000.00	9,710.00	10,000.00	-	8,000.00
Postage Permit/Box	523.00	314.00	753.00	450.00	604.00	612.00	245.00	367.50
Business Reply	2,000.00	2,000.00	2,288.02	4,000.00	2,000.00	4,000.00	2,000.00	3,000.00
Supplies	688.23	1,061.39	284.35	500.00	561.61	976.00	-	600.00
UPS/Fedex	114.41	99.79	132.75	150.00	-	150.00	-	-
Direct Bill Programs	(7,724.80)	(5,478.30)	(4,313.50)	(5,131.12)	(7,685.30)	(6,000.00)	(3,560.98)	(5,341.47)
Total	$ 7,459.22	$ 8,834.38	$ 6,042.62	$ 11,832.88	$ 12,362.74	$ 14,438.00	$ 624.36	$ 10,506.71

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 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Local Funds	283.40	1,092.46	601.13	7,683.79	1,522.45	-	-
Membership Dues	7,205.00	4,306.90	8,987.62	14,796.45	8,194.73	14,270.00	14,270.00
Total Program Revenue	**7,488.40**	**5,399.36**	**9,588.75**	**22,480.24**	**9,717.18**	**14,270.00**	**14,270.00**
Salaries/Wages	-	96.75	-	2,390.11	197.50	-	-
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-
Fringe Benefits	-	28.05	-	515.48	42.29	-	-
Total Personnel	**-**	**124.80**	**-**	**2,905.59**	**239.79**	**-**	**-**
AdministrativeCosts	-	19.08	-	387.05	17.69	-	-
Network Services	-	-	-	87.75	-	-	-
Procurement Services	-	-	-	-	-	79.01	130.94
Human ResourceServices	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	**-**	**19.08**	**-**	**474.80**	**17.69**	**79.01**	**130.94**
Recognition - Employee	1,350.98	1,314.15	1,668.23	2,612.15	94.20	4,270.00	4,270.00
Contract Services	-	-	-	1,000.00	-	-	-
Travel-In Region	-	-	-	-	234.89	-	-
Travel-Out of Region	-	-	179.90	644.60	-	-	-
Supplies	87.68	-	9.48	537.05	3,392.87	1,500.00	1,500.00
Copier	-	-	-	113.84	26.38	-	-
Ads & Promotions	-	-	-	-	1,050.00	-	-
Dues and fees	769.78	861.72	3,413.42	820.26	1,618.75	1,920.99	1,869.06
Postage/freight	-	-	-	13.50	-	500.00	500.00
Other	248.06	11.87	245.00	-	-	-	-
Coffee Expense	512.91	736.72	851.56	664.78	781.97	1,500.00	1,500.00
Executive Director Allowance	309.85	355.49	518.97	34.50	467.52	500.00	500.00
General Assembly	2,603.74	1,975.53	2,702.19	2,035.95	1,793.12	4,000.00	4,000.00
Sub-Total Program Expenditures	**5,883.00**	**5,255.48**	**9,588.75**	**8,476.63**	**9,459.70**	**14,190.99**	**14,139.06**
Grand Total Program Expenditures	**5,883.00**	**5,399.36**	**9,588.75**	**11,857.02**	**9,717.18**	**14,270.00**	**14,270.00**
Revenue over Expenditures	**1,605.40**	**-**	**-**	**10,623.22**	**-**	**-**	**-**

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

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
- Concho Valley Economic Development District
- Community & Economic Development Assistance
- Concho Valley Transit District
- CVCOG Facility Management Department
  - 2801 Loop 306 A
  - Link Road
- CVCOG Information Technology Department
- CVCOG Procurement Department
- CVCOG Human Resources Department

Program Summary

- We are reflecting $4,874,248 in one-time COVID-19 funding. This is a 27% decrease over the funding projected in FY 20-21
- Head Start is reflecting a 1.2% increase to the Federal funding due to COLA award
- RSVP Federal funding increased 17% over FY 20-21. This is related to approval to carryover unspent funds from FY 20-21. Additional items related to RSVP:
  - Program is moving to same fiscal year as the other SVP Programs (SCP/FGP). The FY 21-22 award will be for 15-months, instead of 12-months. No additional funds are expected
  - Nolen Mears is looking at applying for an additional $50,000 to assist with vaccination education and vaccination transportation.
- VISTA local funds increased due to movement of program after the delay related to COVID. Projecting to carry forward $69,953.13 in local funds to next fiscal year.
- Area Agency on Aging is reflecting 2% increase related to Title III funds not spent in FY 20-21 due to the need to spend the COVID funding.
- 9-1-1 ER Communications FY 21-22 budget is the start of a new biennium. Due to CSEC funding, the $1,424,349 budget for equipment replacement may not be funded this year.
- CJ Academy is reflecting an increase of $20,000 for a JAG award to purchase computer equipment.
- CJ Planning, CJ Purchase of Services, and CJ VAWA are all reflecting decreases to their budget when compared to FY 20-21. The budget in FY 20-21 was estimated high as we attempted to request additional funding from the Governor's Office. The budget for this year has been lowered to reflect the amount of the award actually received in FY 20-21.
- Solid Waste: With the pending retirement of the Director reflected in the new year budget, we have been able to increase the County Project budget by 17%. When comparing the FY 20-21 budget to the new year budget, the overall budget has decreased by 38%. This decrease is due to a closing biennium award in FY 20-21.
- CVTD: Federal awards decreased by 9% due to the spend of CARES funding. State Federal awards increased by 34% due to Capital awards received. Program Income is reflecting a 137% decrease due to COVID related ridership decrease. Reflecting a 35% increase to local funding. As the CARES funding goes away, Federal and State Federal awards will require local match. CVTD is estimating to leave $321,755.72 unspent in Federal funding due to lack of local match. For the past several years this amount is close to what we have been budgeting as carry forward.
- Facility budget is reflecting both Loop 306 and Link Road, for a total decrease to the budget of 21%. The schedule for the properties are:
  - Oct thru Dec remaining at Loop 306 due to: Medicare Enrollment, Annual Audit, and IT estimating to have all internet up and running at Link Road sometime in December.
  - January move: CVEDD, Solid Waste, Head Start, Homeland Security, Criminal Justice, FGP, SCP, and RSVP
  - February move: 211, AAA, ADRC, 911, Admin, Procurement, Network, and Human Resources

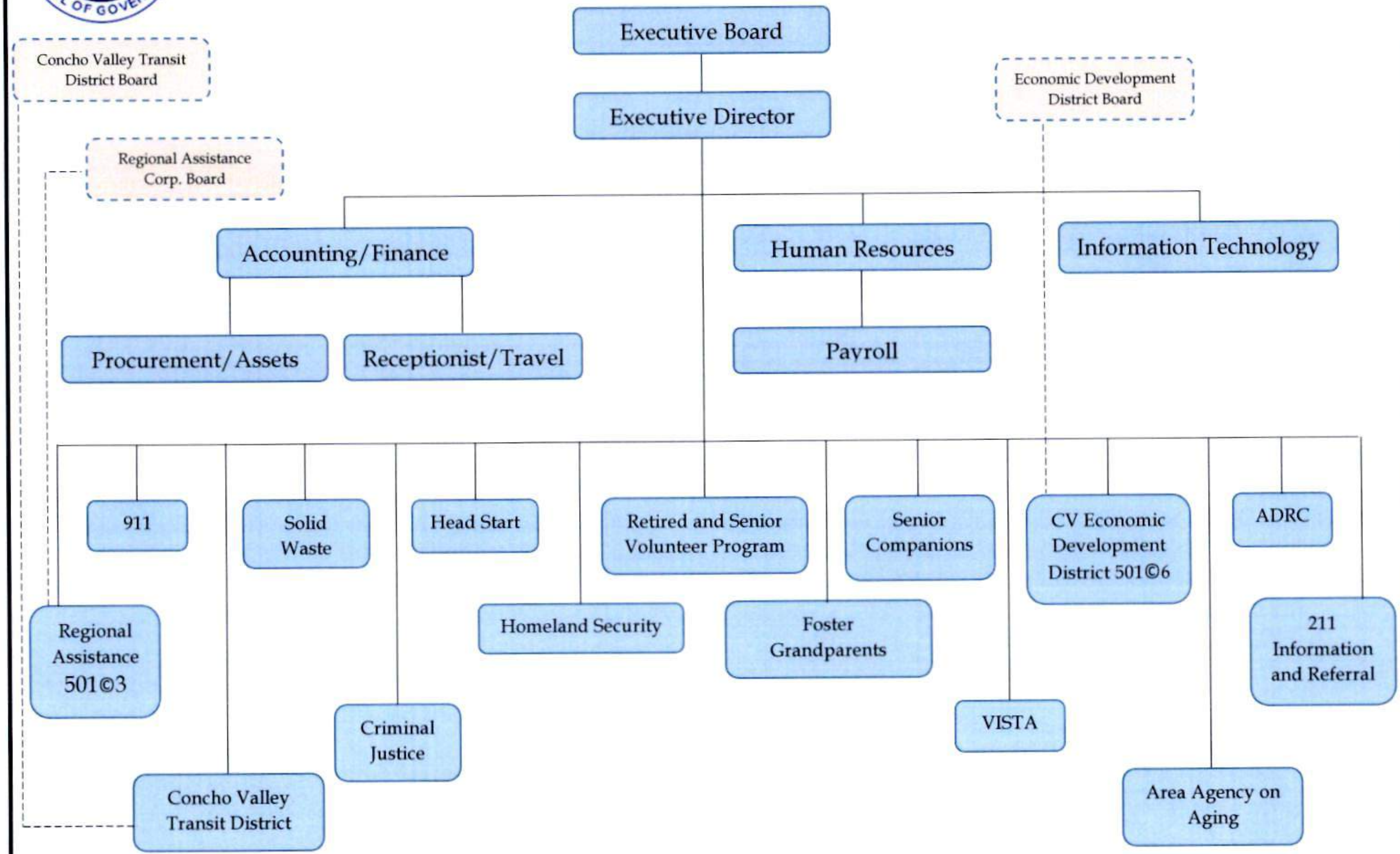
- March Loop 306 will be available for Counties and community partnerships to review remaining furniture and equipment.
- Last week of March, all remaining item will be donated
- March 31st all utilities will be shut off
- April will pay final 3-months remaining on lease.

March thru June costs associated with Loop 306 are not billable to the awards. CVCOG will need to use local fund balance to cover costs. Estimated costs are $109,000.00

- Network budget is up 24%. The budget is reflecting one time cost of $45,000 for migration to Link Road. This will be contracted to Snider IT to assist with move and setup of equipment. Also reflecting one time cost of $10,000 for migration of emails. Communication line-item budget increased 51% due to Suddenlink 7% rate increase, plus the cost associated with installation of fiber at Link Road.
- Procurement budget is up 49%. This is related to staff addition of Micro-Purchaser Specialist and Asset Specialist.
- Human Resources budget is down 5%. This is related to the HR Assistant being used part-time by Admin.

- All programs show they can cover the:
  - The proposed Salary Schedule
  - The proposed Incentive Compensation
  - 50.87% Fringe Benefit cost
  - 6.19% Administrative Budget
  - Facility Budget of $384,846, page 34 and 35
  - Network Budget of $481,833, page 37
  - Procurement Budget of $425,467, page 39
  - Human Resource Budget of $321,532 page 41

Concho Valley Council of Governments
Organizational Chart



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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	8,040,744.30	7,797,820.84	8,195,810.46	8,726,253.20	9,814,471.95	9,450,689.00	9,383,954.00
COVID-19 Funding	-	-	-	-	1,740,909.48	6,684,651.00	4,874,248.00
State Administrated Federal	2,827,662.10	3,044,980.15	2,799,623.39	2,566,928.13	2,886,795.63	3,118,224.24	3,544,997.52
State	3,348,747.33	3,712,377.77	4,120,664.77	5,019,941.20	3,602,414.27	3,616,518.69	5,736,408.78
Program Income	215,671.62	239,997.44	236,769.99	221,850.63	160,907.92	226,000.00	121,842.69
Local Funds	1,541,269.13	1,628,926.95	1,528,247.15	1,589,663.14	1,661,076.26	1,020,226.88	1,552,090.66
Interest	11,071.56	10,048.76	7,651.08	17,615.36	10,058.96	10,000.00	17,467.00
InKind	2,899,568.26	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	2,057,231.00	2,042,715.00
Membership Dues	35,538.00	95,139.90	99,820.63	108,130.05	101,528.33	99,498.00	107,050.00
Total Program Revenue	**18,920,272.30**	**19,011,490.33**	**19,103,276.36**	**20,619,377.53**	**21,824,165.38**	**26,283,038.81**	**27,380,773.65**
Salaries/Wages	3,388,009.46	3,653,523.96	3,912,898.98	4,612,739.91	6,720,377.32	7,172,209.25	7,279,126.03
Overtime	-	-	-	-	47,992.69	110,423.48	57,828.81
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	109,500.00	111,625.00
Fringe Benefits	1,925,001.25	1,588,513.24	1,740,973.05	1,995,030.02	2,913,993.19	3,348,291.98	3,720,850.40
Total Personnel	**5,313,010.71**	**5,242,037.20**	**5,653,872.03**	**6,607,769.93**	**9,682,363.20**	**10,740,424.71**	**11,169,430.23**
AdministrativeCosts	857,043.63	842,877.26	912,067.51	880,120.46	726,371.36	729,619.37	691,387.73
Network Services	-	-	-	202,484.25	266,469.49	350,412.51	406,415.88
Procurement Services	-	-	-	-	144,294.72	210,276.23	402,269.72
Human ResourceServices	-	-	-	-	260,887.18	317,659.30	302,080.31
Facility Cost Allocation	39,687.98	40,401.27	75,075.50	92,660.89	331,263.83	385,545.62	278,530.84
Total Cost Allocations	**896,731.61**	**883,278.53**	**987,143.01**	**1,175,265.60**	**1,729,286.58**	**1,993,513.03**	**2,080,684.48**
Delegate Salaries	3,688,397.78	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-
Stipend - FGP/SCP Volunteers	344,071.39	315,375.80	317,713.33	309,147.47	355,491.52	335,988.00	351,388.00
Uniforms	2,614.99	10,888.61	20,368.94	3,808.72	18,171.69	35,000.00	7,400.00
Recognition	30,675.38	58,875.02	34,057.22	57,959.06	48,753.44	95,677.56	103,016.96
Audit & Legal	21,750.00	18,110.95	41,935.54	17,604.33	44,546.56	21,000.00	21,030.00
Contract Services	301,342.58	428,090.19	513,428.85	592,578.52	617,519.52	923,952.92	526,018.89
Head Start Services	7,335.34	27,138.49	32,759.12	4,353.23	39,783.63	62,727.59	45,798.40
AAA Meals	426,004.54	418,837.65	406,488.37	403,604.79	537,720.53	586,363.04	513,413.06
Pass-Thru Funds	-	41,138.06	133,472.21	-	47,761.72	265,000.00	87,000.00
Head Start T & T A	40,699.45	23,829.18	37,356.86	21,018.86	72,759.77	85,682.00	85,502.00
Travel-In Region	23,927.11	18,838.77	23,716.14	31,898.09	14,187.58	43,621.56	39,934.63
Travel-Out of Region	46,951.59	63,027.02	66,455.32	84,308.50	21,538.04	87,789.25	79,773.62
Travel Advisory	77.67	1,592.09	1,874.02	4,193.24	1,596.30	4,600.00	4,000.00
Meals	162,586.45	138,273.44	149,007.83	198,108.98	416,690.27	417,005.18	412,768.82
Travel-Volunteer	50,887.87	55,378.93	56,427.52	58,202.53	28,078.25	71,500.00	68,200.00
Fuel & Lubricant	309,558.74	352,906.06	439,895.25	434,508.16	339,981.39	386,500.00	328,810.19
Vehicle Maintenance	1,418.93	1,613.13	4,542.25	2,141.22	6,769.87	2,000.00	9,064.00
Tnsp Preventative Maintenance	106,454.21	242,004.00	304,190.40	359,814.21	455,195.33	473,300.00	494,545.60
Rent	249,904.00	252,426.20	232,471.00	233,518.00	-	-	-
County Facility Rent	148,515.55	149,290.25	149,777.90	281,884.47	234,341.07	170,440.00	284,269.50
Utilities	77,070.94	71,608.77	54,814.32	71,815.37	42,525.85	148,500.00	139,426.01
Building/Land Purchase	-	-	-	-	2,240,000.00	-	-
Bldg Maintenance	78,854.50	82,656.85	132,881.44	160,826.27	305,269.06	297,261.64	188,749.17
Capital Facility Improvements	22,529.24	157,984.56	-	-	8,515.00	-	-
Supplies	127,175.17	145,461.39	175,903.08	165,299.73	198,734.23	329,573.10	235,205.40
Head Start Supplies	59,320.94	64,022.08	61,531.35	77,655.36	132,074.98	129,722.55	117,556.87
Project Equipment	25,374.69	112,171.78	17,575.47	161,484.52	3,035.28	162,602.41	184,000.00
Computer/Software	6,623.30	55,655.02	189,231.72	23,649.00	85,282.53	112,072.76	61,900.00
Capital Equipment	1,784,296.90	1,028,483.55	579,309.80	11,185.76	843,997.59	3,164,232.77	4,581,094.55
Copier	24,821.84	26,614.86	16,686.21	27,799.48	49,880.13	55,351.30	50,888.83
Insurance	141,048.08	94,655.71	98,706.65	116,407.80	122,584.14	119,120.44	119,946.15
Cell Phones	12,910.52	26,731.15	17,774.50	8,996.20	10,133.37	12,240.00	8,500.00
Internet	21,846.41	21,816.31	22,380.26	15,081.52	18,363.75	49,980.00	42,403.76
Printing	11,954.98	15,028.25	20,358.09	29,048.13	12,813.62	40,520.84	47,389.90
Ads & Promotions	18,710.40	9,723.71	5,597.42	2,833.71	4,929.50	12,688.21	8,850.00
Publications	1,311.50	1,362.75	1,378.28	411.92	270.84	2,200.00	500.00
Training	3,359.03	64,976.24	54,783.82	21,107.38	6,327.54	14,310.00	11,665.55
Dues and fees	17,025.32	22,504.68	24,383.02	24,742.55	90,637.36	61,271.39	49,747.31
Communications	130,255.48	109,406.01	113,681.55	147,868.86	174,018.61	204,266.40	164,879.04
Postage/freight	8,785.59	8,978.50	8,494.34	9,910.10	9,378.35	19,407.80	21,753.80
911 Services	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,183,263.28	2,016,000.00
Other	2,009.42	4,739.25	8,487.15	61,118.92	13,718.50	504,692.47	158,500.00
Coffee Expense	1,164.34	1,621.08	2,025.78	1,899.03	781.97	2,050.00	2,200.00
Physicals/Safety	18,549.53	18,711.57	16,659.67	24,485.20	15,822.14	22,350.00	18,645.08
InKind Other	2,899,568.26	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	2,057,231.00	2,042,715.00
Executive Director Allowance	309.85	355.49	518.97	34.50	467.52	500.00	500.00
General Assembly	2,603.74	1,975.53	2,702.19	2,035.95	1,793.12	4,000.00	4,000.00
Sub-Total Program Expenditures	**12,410,371.64**	**12,619,165.22**	**12,443,812.05**	**12,873,313.09**	**10,760,417.14**	**12,777,555.46**	**13,738,950.09**
Grand Total Program Expenditures	**18,620,113.96**	**18,744,480.95**	**19,084,827.09**	**20,656,348.62**	**22,172,066.92**	**25,511,493.20**	**26,989,064.81**
Revenue over Expenditures	**300,158**	**267,009**	**18,449**	**(36,971)**	**(347,902)**	**771,546**	**391,709**

Head Start/ Early Head Start Organizational Chart

Executive Board

Executive Director
(John Austin Stokes)

Director of Head Start
(Carolina Raymond)

Assistant Director
(Stephanie Hernandez)

Policy Council

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 Baron)

EHS Education Manager
(Stephanie Hernandez)

Christoval HS
- Site Supervisor/ Family Service Worker
-Teachers
-Teacher Assistants
-Custodian

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

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

Day HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Day EHS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

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

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

Blackshear HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Rio Vista HS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

Rio Vista EHS
Site Supervisor
Family Service Worker
Teachers
Teacher Assistants
Receptionist
Cook
Custodian

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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	5,939,572.02	5,717,477.35	5,923,507.69	6,340,260.82	6,385,064.07	6,448,244.00	6,525,867.00
COVID-19 Funding	-	-	-	-	358,390.04	488,120.00	676,023.00
State Administrated Federal	189,928.74	175,874.93	181,650.70	219,209.59	343,504.43	473,058.00	473,060.00
Program Income	-	1,154.50	1,527.90	2,417.43	228.41	-	-
Local Funds	-	5,981.27	549.52	1,800.00	3,390.00	-	11,000.00
InKind	2,149,138.99	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,541,095.00	1,541,095.00
Total Program Revenue	**8,278,639.75**	**7,877,998.05**	**7,721,229.29**	**8,469,746.81**	**8,409,713.82**	**8,950,517.00**	**9,227,045.00**
Salaries/Wages	1,031,742.88	1,105,216.36	1,147,419.44	1,562,138.00	3,591,321.36	3,555,066.70	3,611,470.66
Incentive (as per 2CFR Part 200 430 (f) and Policy)	-	-	-	-	-	-	61,000.00
Fringe Benefits	627,980.95	497,235.23	546,062.58	614,457.41	1,589,416.56	1,694,286.80	1,886,212.35
Total Personnel	**1,659,723.83**	**1,602,451.59**	**1,693,482.02**	**2,176,595.41**	**5,180,737.92**	**5,249,353.50**	**5,558,683.01**
AdministrativeCosts	267,242.59	258,103.24	273,108.79	289,900.61	380,724.88	356,431.10	344,082.48
Network Services	-	-	-	68,612.80	141,531.46	194,090.56	125,695.64
Procurement Services	-	-	-	-	27,918.63	23,083.32	35,253.45
Human ResourceServices	-	-	-	-	153,841.84	178,866.33	164,771.09
Facility Cost Allocation	3,972.03	3,655.80	7,587.40	10,828.67	40,241.59	45,651.03	37,446.83
Total Cost Allocations	**271,214.62**	**261,759.04**	**280,696.19**	**369,342.08**	**744,258.40**	**798,122.34**	**707,249.49**
Delegate Costs	3,688,397.78	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-
Contract Services	28,446.24	27,157.20	63,784.50	72,080.30	74,241.41	96,775.00	63,000.00
Head Start Services	7,335.34	27,138.49	32,759.12	4,353.23	39,783.63	62,727.59	45,798.40
Head Start T & T A	40,699.45	23,829.18	37,356.86	21,018.86	72,759.77	85,682.00	85,502.00
Travel-In Region	3,620.11	4,113.46	9,403.75	14,383.32	4,043.43	8,000.00	-
Travel-Out of Region	1,179.93	-	65.00	172.45	-	-	-
Meals	153,910.94	128,767.07	139,725.97	189,511.23	412,455.19	396,005.18	396,005.00
Fuel & Lubricant	-	-	-	-	-	-	5,000.00
Vehicle Maintenance	-	-	-	-	-	-	1,000.00
Rent	24,824.80	22,848.80	23,316.80	27,180.40	-	-	-
County Facility Rent	27,326.10	27,712.00	28,243.25	160,400.00	106,994.35	158,000.00	152,349.50
Utilities	27,814.43	27,564.31	29,341.26	44,416.79	-	125,000.00	115,360.31
Site Ctr Maintenance	64,860.12	66,198.57	49,738.92	134,386.92	193,050.74	124,293.64	143,749.17
Supplies	44,468.02	27,794.10	23,647.27	32,823.30	58,322.70	62,891.00	32,589.06
Head Start Supplies	58,792.32	63,208.73	61,431.70	77,431.10	132,028.62	129,022.55	117,556.87
Computer/Software	-	-	-	-	-	-	30,000.00
Capital Equipment	-	-	-	-	-	-	142,108.55
Copier	7,449.68	6,077.88	5,612.70	7,942.23	25,982.52	31,000.00	26,527.99
Insurance	2,235.33	2,943.00	2,514.64	3,541.75	9,502.00	19,000.00	10,753.92
Printing	639.36	1,722.68	153.37	1,390.21	2,425.27	13,000.00	13,000.00
Ads & Promotions	2,479.75	4,154.70	1,419.37	1,946.24	761.83	4,500.00	4,500.00
Dues and fees	1,627.24	2,154.95	4,022.81	10,477.76	11,452.77	16,922.80	12,000.00
Communications	10,386.68	10,003.30	10,164.15	15,960.67	20,611.77	25,876.40	20,000.00
Postage/freight	2,068.69	1,941.08	1,085.58	1,141.16	1,217.09	3,250.00	3,216.73
InKind Other	2,149,138.99	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,541,095.00	1,541,095.00
Sub-Total Program Expenditures	**6,347,701.30**	**6,013,787.42**	**5,747,525.17**	**5,923,881.08**	**2,484,769.96**	**2,903,041.16**	**2,961,112.50**
Grand Total Expenditures	**8,278,639.75**	**7,877,998.05**	**7,721,703.38**	**8,469,818.57**	**8,409,766.28**	**8,950,517.00**	**9,227,045.00**
Revenue over Expenditures	-	-	**(474.09)**	**(71.76)**	**(52.46)**	-	**0.00**

NOTE: The Head Start Grant Year is June 1 through May 31. Nutrition Award period is October 1 through September 30.
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 reflects 2% COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is $283,864
FY 18-19, FY 19-20, and FY 20-21 reflects COVID-19 Supplemental funding
Administration Cap is 15% of award. FY 21-22 is reflecting Administrative Percentage of 10.60%

Foster Grandparent Senior Companion Work Chart

Executive Board

Executive Director
(John Austin Stokes)

Director of Senior Volunteer
Programs
(Nolen Mears)

Foster Grandparent/
Senior Companion Manager
(Clementine Urista)

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 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	337,081.92	248,852.22	365,572.91	374,225.47	363,668.31	387,416.40	365,784.69	413,573.00	413,573.00
State	-	-	-	-	-	-	5,000.00	-	5,000.00
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	21,046.00	42,273.00	42,120.00
Total Program Revenue	**392,936.46**	**271,536.90**	**419,731.09**	**424,126.37**	**409,229.91**	**435,699.40**	**391,830.69**	**455,846.00**	**460,693.00**
Salaries/Wages	38,500.84	25,455.88	40,109.51	50,971.66	52,624.20	59,739.78	57,823.18	55,925.52	54,978.64
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-	-	500.00
Fringe Benefits	23,064.42	11,409.06	13,728.32	11,867.37	12,110.08	13,150.58	12,791.80	12,378.11	11,601.23
Total Personnel	**61,565.26**	**36,864.94**	**53,837.83**	**62,839.03**	**64,734.28**	**72,890.36**	**70,614.98**	**68,303.63**	**67,079.87**
AdministrativeCosts	9,909.82	5,935.28	8,667.89	10,123.34	10,441.23	9,709.08	5,192.10	4,637.82	4,152.24
Network Services	-	-	-	-	-	2,201.34	4,344.33	4,852.26	4,189.85
Procurement Services	-	-	-	-	-	-	306.39	756.85	986.39
Human ResourceServices	-	-	-	-	-	-	2,251.68	1,208.56	1,144.24
Facility Cost Allocation	1,252.75	772.20	1,102.97	1,213.88	2,681.90	3,166.53	9,886.02	8,701.11	7,325.46
Total Cost Allocations	**11,162.57**	**6,707.48**	**9,770.86**	**11,337.22**	**13,123.13**	**15,076.95**	**21,980.52**	**20,156.60**	**17,798.18**
Stipend - FGP/SCP Volunteers	193,156.59	142,242.65	207,801.31	205,412.79	195,991.12	197,925.22	219,016.18	206,340.00	219,844.00
Uniforms	1,987.20	-	2,614.99	2,790.40	-	1,365.98	2,000.14	6,000.00	1,200.00
Recognition	3,623.96	2,330.65	24,997.68	31,636.20	32,388.99	35,903.71	30,918.61	38,272.08	38,237.75
Contract Services	-	-	-	-	-	-	-	-	1,000.00
Travel-In Region	572.32	212.05	666.62	223.53	765.97	367.45	317.56	1,500.00	1,700.00
Travel-Out of Region	1,397.31	-	1,876.03	590.53	1,544.99	1,530.68	1,304.08	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	2,164.76	12,000.00	10,248.82
Travel-Volunteer	36,003.62	28,959.31	37,995.21	38,790.03	35,055.71	36,337.03	18,120.30	45,600.00	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	1,978.25	4,888.05	4,800.00
Meal Supplies	-	-	465.63	514.88	64.13	134.56	25.50	500.00	-
Computer/Software	-	-	1,150.04	-	-	-	-	-	-
Copier	1,638.22	553.14	326.58	328.80	164.72	232.98	262.88	600.00	600.00
Insurance	632.81	509.15	563.00	586.94	586.94	581.61	443.80	750.00	750.00
Printing	4,380.04	51.00	285.44	24.38	-	41.40	55.63	1,200.00	2,200.00
Ads & Promotions	-	17,576.65	4,440.00	-	-	-	-	-	-
Dues and fees	426.67	100.00	100.00	100.00	175.00	195.00	500.00	762.64	514.38
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	361.50	300.00	600.00
Physicals/Safety	1,373.46	1,084.57	1,664.75	1,808.70	1,879.92	5,985.28	720.00	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	21,046.00	42,273.00	42,120.00
Sub-Total Program Expenditures	**320,208.63**	**227,964.48**	**356,870.18**	**349,950.12**	**331,372.50**	**347,732.09**	**299,235.19**	**367,385.77**	**375,814.95**
Grand Total Program Expenditures	**392,936.46**	**271,536.90**	**420,478.87**	**424,126.37**	**409,229.91**	**435,699.40**	**391,830.69**	**455,846.00**	**460,693.00**
Revenue over Expenditures	-	-	**(747.78)** grant writing unbillable	-	-	-	-	-	**(0.00)**

NOTE: Grants are awarded in 3 year increments.

State Award is September thru August

FY 13-14 had a 4% Sequestration.

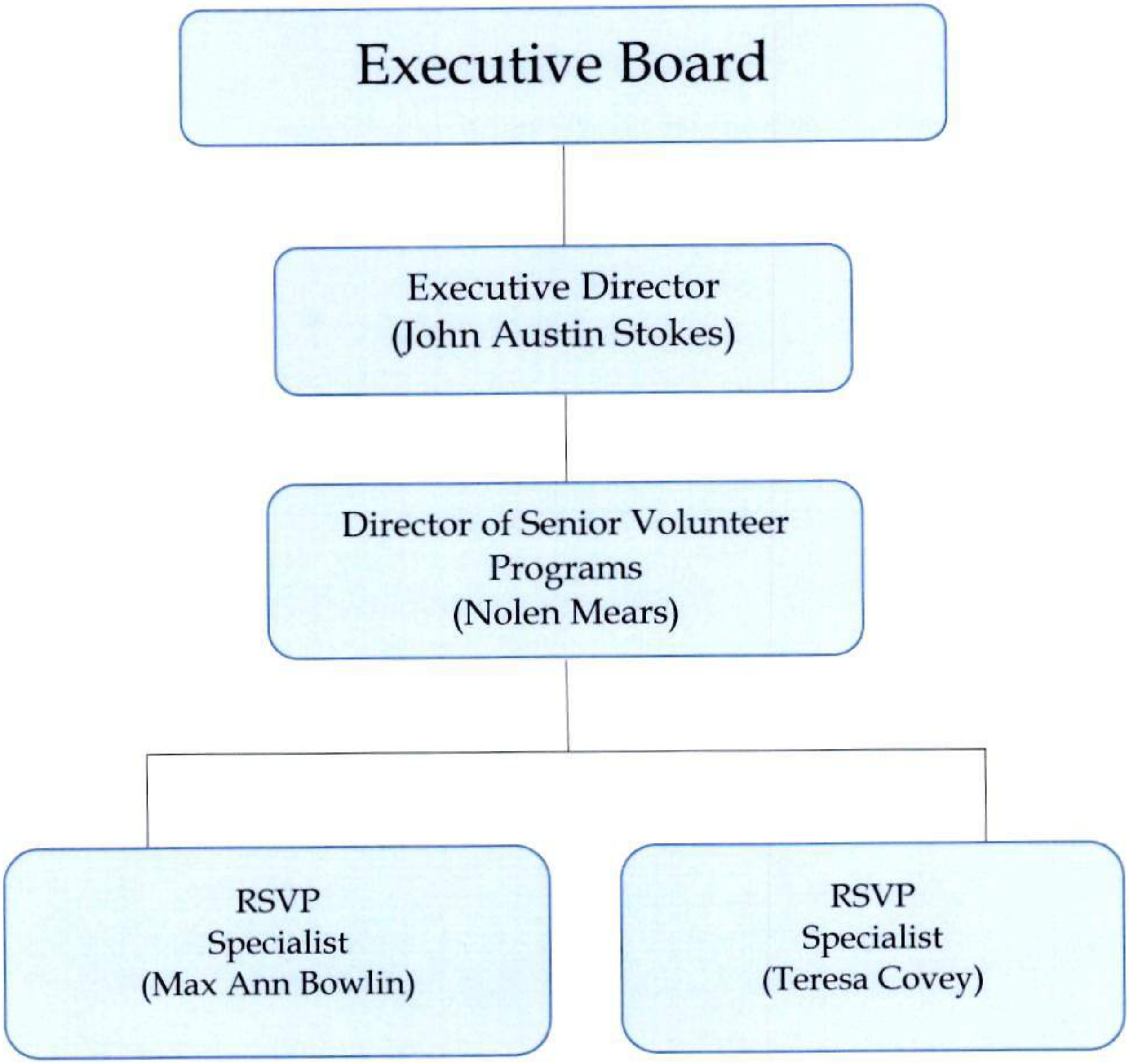
Effective FY 14-15 the Federal award moved from Sept 30th thru Sept 29th to July 1st thru June 30th. This resulted in a loss of 1 Qtr funding in FY 14-15.

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 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	222,580.47	154,786.20	219,546.21	218,493.02	229,962.46	225,113.98	227,393.52	250,398.00	250,398.00
Local Funds	-	-	20.00	10.00	20.00	-	6,475.00	-	6,475.00
InKind	25,519.87	29,381.81	23,345.80	8,391.23	18,268.55	18,118.00	10,762.00	23,988.00	22,100.00
Total Program Revenue	**248,100.34**	**184,168.01**	**242,912.01**	**226,894.25**	**248,251.01**	**243,231.98**	**244,630.52**	**274,386.00**	**278,973.00**
Salaries/Wages	31,452.53	21,000.09	35,748.84	37,654.16	37,535.95	37,639.12	39,010.20	39,166.11	35,309.32
Incentive (as per 2CFR Part 200 430 (f) and Policy)	-	-	-	-	-	-	-	-	500.00
Fringe Benefits	18,839.67	7,640.92	12,233.63	8,718.28	8,643.03	8,266.81	8,624.70	7,499.21	7,498.90
Total Personnel	**50,292.20**	**28,641.01**	**47,982.47**	**46,372.44**	**46,178.98**	**45,905.93**	**47,634.90**	**46,665.32**	**43,308.22**
AdministrativeCosts	8,094.86	4,611.18	7,725.17	7,470.58	7,447.10	6,114.67	3,503.36	3,168.58	2,680.78
Network Services	-	-	-	-	-	1,386.37	3,058.10	2,426.13	4,189.85
Procurement Services	-	-	-	-	-	-	249.26	425.65	549.20
Human ResourceServices	-	-	-	-	-	-	1,156.56	1,208.56	743.76
Facility Cost Allocation	594.98	365.04	523.63	722.19	1,786.84	2,106.90	6,116.36	5,006.12	4,389.51
Total Cost Allocations	**8,689.84**	**4,976.22**	**8,248.80**	**8,192.77**	**9,233.94**	**9,607.94**	**14,083.64**	**12,235.04**	**12,553.10**
Stipend - FGP/SCP Volunteers	138,106.46	102,108.99	136,270.08	109,963.01	121,722.21	111,222.25	136,475.34	129,648.00	131,544.00
Uniforms	903.50	-	-	2,364.90	18,852.75	371.32	2,000.14	4,000.00	1,200.00
Recognition	-	1,990.02	3,989.12	25,874.67	-	19,393.20	17,712.63	15,662.45	29,210.20
Contract Services	-	-	-	-	-	-	-	-	1,000.00
Travel-In Region	762.04	502.38	412.43	171.46	702.87	493.06	480.02	1,000.00	1,000.00
Travel-Out of Region	1,009.01	296.12	1,876.01	590.52	1,029.97	945.42	782.47	1,500.00	1,800.00
Travel Advisory Council	-	-	38.83	-	-	-	-	-	-
Meals	2,170.31	2,071.27	2,400.06	2,866.47	3,248.74	2,462.40	1,644.08	8,000.00	6,000.00
Travel-Volunteer	13,467.02	8,118.05	12,892.66	14,525.04	19,818.75	21,865.50	9,957.95	25,900.00	22,600.00
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	1,228.37	1,000.00	1,927.13
Meal Supplies	-	-	62.99	298.47	35.52	89.70	20.86	200.00	-
Computer/Software	-	-	1,150.04	-	-	-	-	-	-
Copier	702.34	156.86	130.98	188.28	101.96	129.12	117.40	575.19	575.00
Insurance	492.87	466.56	457.00	469.07	469.07	465.19	390.97	500.00	575.35
Printing	166.81	51.00	161.92	24.37	-	27.60	165.75	712.00	1,500.00
Dues and fees	200.00	100.00	100.00	100.00	150.00	130.00	350.00	750.00	200.00
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	310.65	300.00	500.00
Other	-	-	-	638.65	-	-	-	-	-
Physicals/Safety	570.66	484.80	906.72	250.00	1,127.58	3,845.67	513.35	1,750.00	1,380.00
InKind Other	25,519.87	29,381.81	23,345.80	8,391.23	18,268.55	18,118.00	10,762.00	23,988.00	22,100.00
Sub-Total Program Expenditures	**191,747.27**	**150,550.78**	**188,908.25**	**172,967.69**	**192,838.09**	**187,718.11**	**182,911.98**	**215,485.64**	**223,111.68**
Grand Total Program Expenditures	**250,729.31**	**184,168.01**	**245,139.52**	**227,532.90**	**248,251.01**	**243,231.98**	**244,630.52**	**274,386.00**	**278,973.00**
Revenue over Expenditures	**(2,628.97)**	**-**	**(2,227.51)**	**(638.65)**	**-**	**-**	**-**	**-**	**0.00**

NOTE: Grants are awarded in 3 year increments.
State Award is September thru August
FY 13-14 had a 4% Sequestration.
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.

Retired Senior Volunteer Program Work Chart

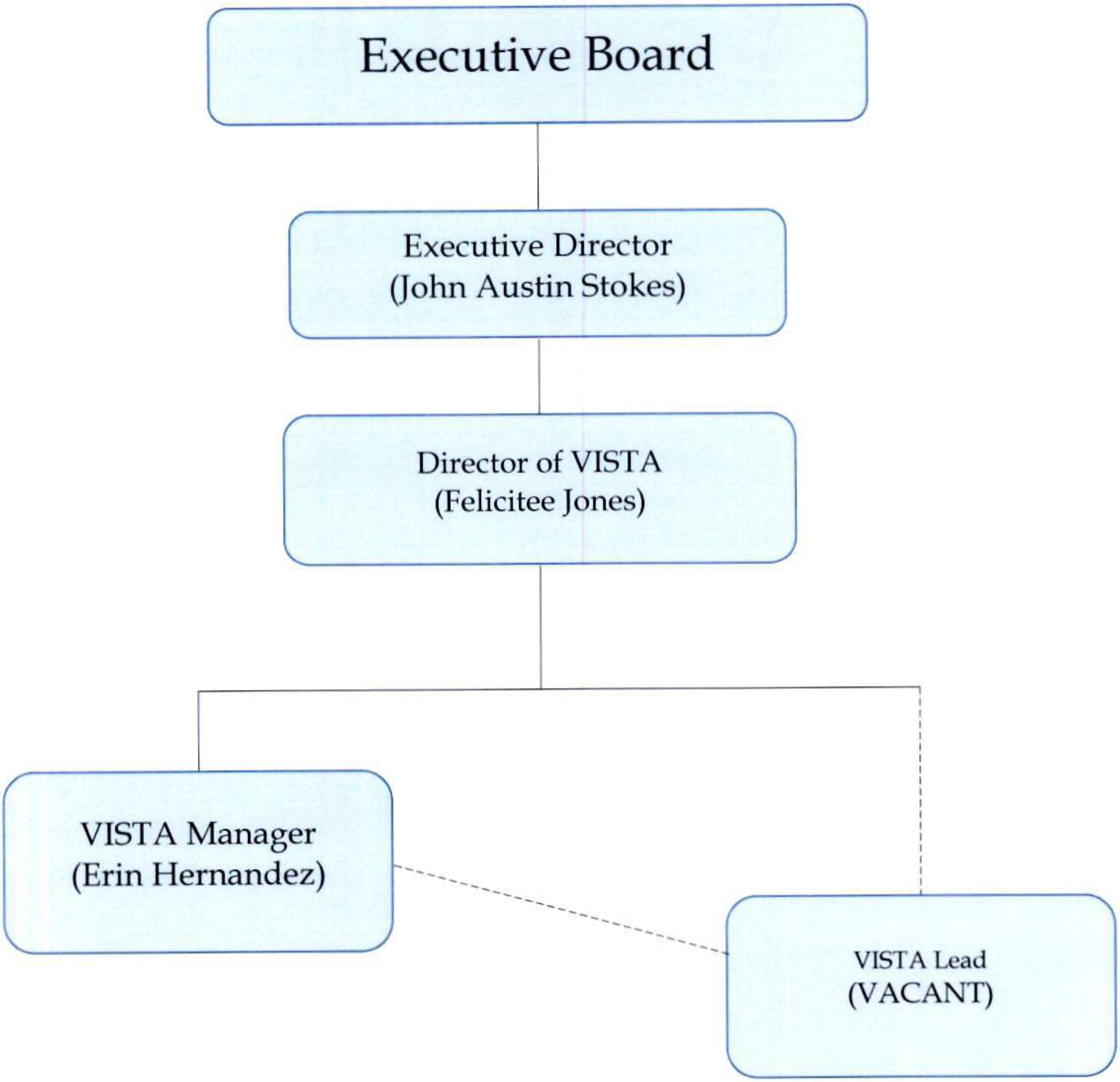


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
RETIRED SENIOR VOLUNTEER PROGRAM (RSVP)

	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 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	-	-	-	-	-	-	79,681.67	150,606.00	175,606.00
State	-	-	-	-	-	-	-	48,226.00	48,226.00
Total Program Revenue	-	-	-	-	-	-	**79,681.67**	**198,832.00**	**223,832.00**
Salaries/Wages	-	-	-	-	-	-	45,269.13	83,631.74	97,554.60
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-	-	1,000.00
Fringe Benefits	-	-	-	-	-	-	13,246.29	36,441.77	31,885.21
Total Personnel	-	-	-	-	-	-	**58,515.42**	**120,073.51**	**130,439.81**
AdministrativeCosts	-	-	-	-	-	-	4,306.22	8,152.99	8,074.22
Network Services	-	-	-	-	-	-	2,771.40	4,852.26	8,379.71
Procurement Services	-	-	-	-	-	-	378.39	452.46	892.38
Human ResourceServices	-	-	-	-	-	-	843.27	2,417.11	2,688.97
Facility Cost Allocation	-	-	-	-	-	-	866.80	1,996.49	3,337.90
Total Cost Allocations	-	-	-	-	-	-	**9,166.08**	**17,871.31**	**23,373.18**
Recognition	-	-	-	-	-	-	28.00	34,473.03	29,299.01
Contract Services	-	-	-	-	-	-	-	-	500.00
Travel-In Region	-	-	-	-	-	-	643.44	1,700.00	5,400.00
Travel-Out of Region	-	-	-	-	-	-	-	2,000.00	7,145.00
County Facility Rent	-	-	-	-	-	-	5,160.00	10,500.00	10,320.00
Supplies	-	-	-	-	-	-	31.93	2,500.00	2,700.00
Computer/Software	-	-	-	-	-	-	1,050.00	1,200.00	900.00
Copier	-	-	-	-	-	-	581.00	800.00	1,000.00
Insurance	-	-	-	-	-	-	1,038.13	1,200.00	980.00
Internet	-	-	-	-	-	-	3,025.17	1,780.00	2,000.00
Printing	-	-	-	-	-	-	-	1,000.00	4,325.00
Dues and fees	-	-	-	-	-	-	300.00	1,534.15	1,550.00
Postage/freight	-	-	-	-	-	-	142.50	2,000.00	3,700.00
Physicals/Safety	-	-	-	-	-	-	-	200.00	200.00
Sub-Total Program Expenditures	-	-	-	-	-	-	**12,000.17**	**60,887.18**	**70,019.01**
Grand Total Program Expenditures	-	-	-	-	-	-	**79,681.67**	**198,832.00**	**223,832.00**
Revenue over Expenditures	-	-	-	-	-	-	-	-	**(0.00)**

NOTE: Grants are awarded in 3 year increments.
Grant Award is April through March
We have requested to move the Grant Award to a July through June period to follow the same award period as FGP and SCP

VISTA
Work Chart

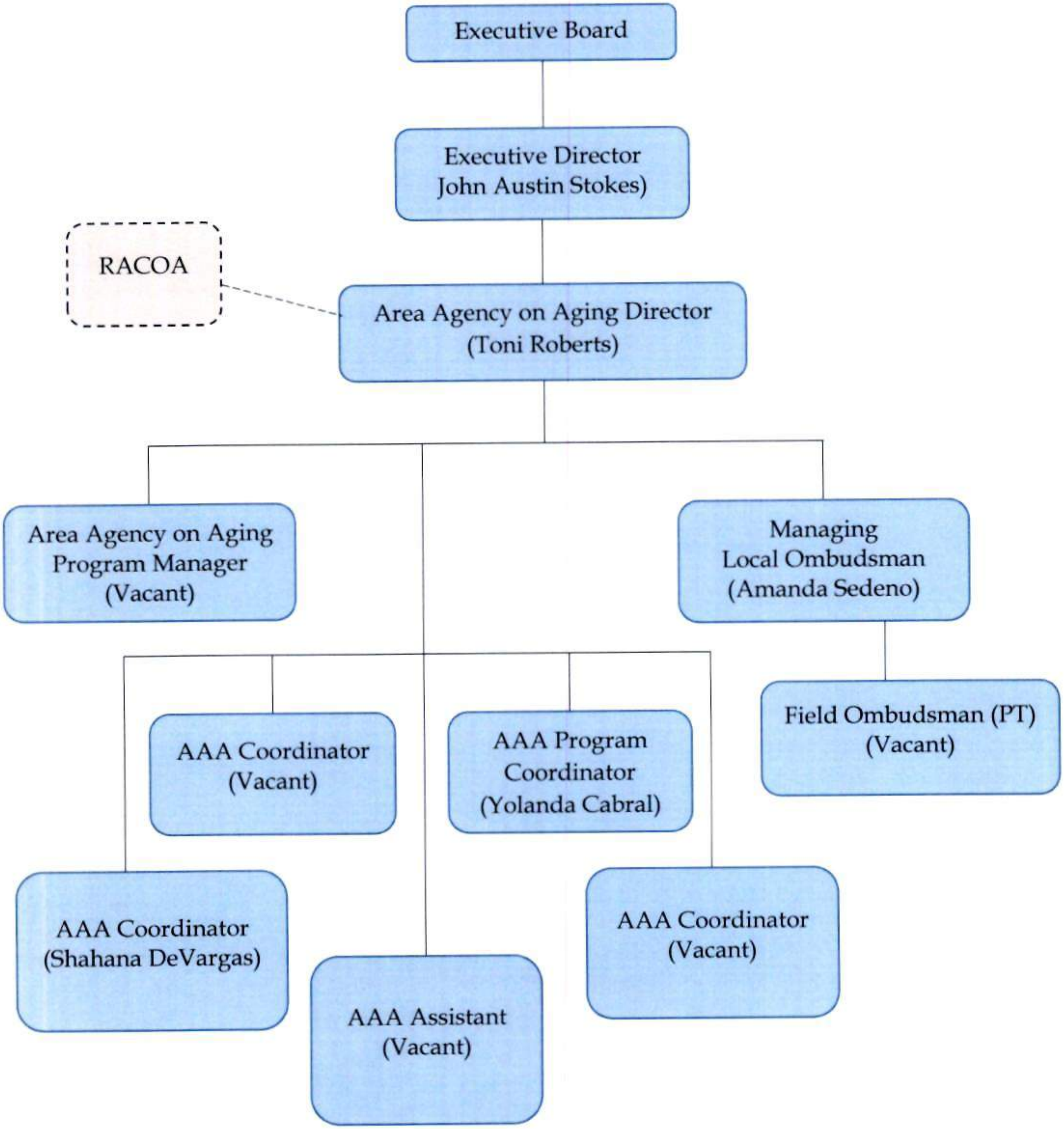


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
VOLUNTEERS IN SERVICE TO AMERICA (VISTA)

	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 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Local Funds	-	-	-	-	-	-	9,154.72	98,575.00	177,025.28
Total Program Revenue	-	-	-	-	-	-	**9,154.72**	**98,575.00**	**177,025.28**
Salaries/Wages	-	-	-	-	-	-	6,356.06	31,648.65	46,284.55
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	-	-	-	2,170.26	11,470.44	17,119.64
Total Personnel	-	-	-	-	-	-	**8,526.32**	**43,119.09**	**63,404.19**
AdministrativeCosts	-	-	-	-	-	-	628.40	2,927.79	3,924.72
Network Services	-	-	-	-	-	-	-	2,426.13	4,189.85
Procurement Services	-	-	-	-	-	-	-	116.06	13.09
Human ResourceServices	-	-	-	-	-	-	-	1,208.56	1,144.24
Facility Cost Allocation	-	-	-	-	-	-	-	4,648.54	2,309.20
Total Cost Allocations	-	-	-	-	-	-	**628.40**	**11,327.08**	**11,581.10**
Recognition	-	-	-	-	-	-	-	2,000.00	1,000.00
Contract Services	-	-	-	-	-	-	-	31,226.00	28,308.86
Travel-In Region	-	-	-	-	-	-	-	2,000.00	1,141.00
Travel-Out of Region	-	-	-	-	-	-	-	3,195.83	1,000.00
Supplies	-	-	-	-	-	-	-	1,500.00	300.00
Computer/Software	-	-	-	-	-	-	-	2,907.00	-
Copier	-	-	-	-	-	-	-	1,000.00	237.00
Postage/freight	-	-	-	-	-	-	-	300.00	100.00
Sub-Total Program Expenditures	-	-	-	-	-	-	-	**44,128.83**	**32,086.86**
Grand Total Program Expenditures	-	-	-	-	-	-	**9,154.72**	**98,575.00**	**107,072.15**
Revenue over Expenditures	-	-	-	-	-	-	-	-	**69,953.13**
									carry forward

Current funding is provided by the San Angelo Health Foundation

Area Agency on Aging
Work Chart



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

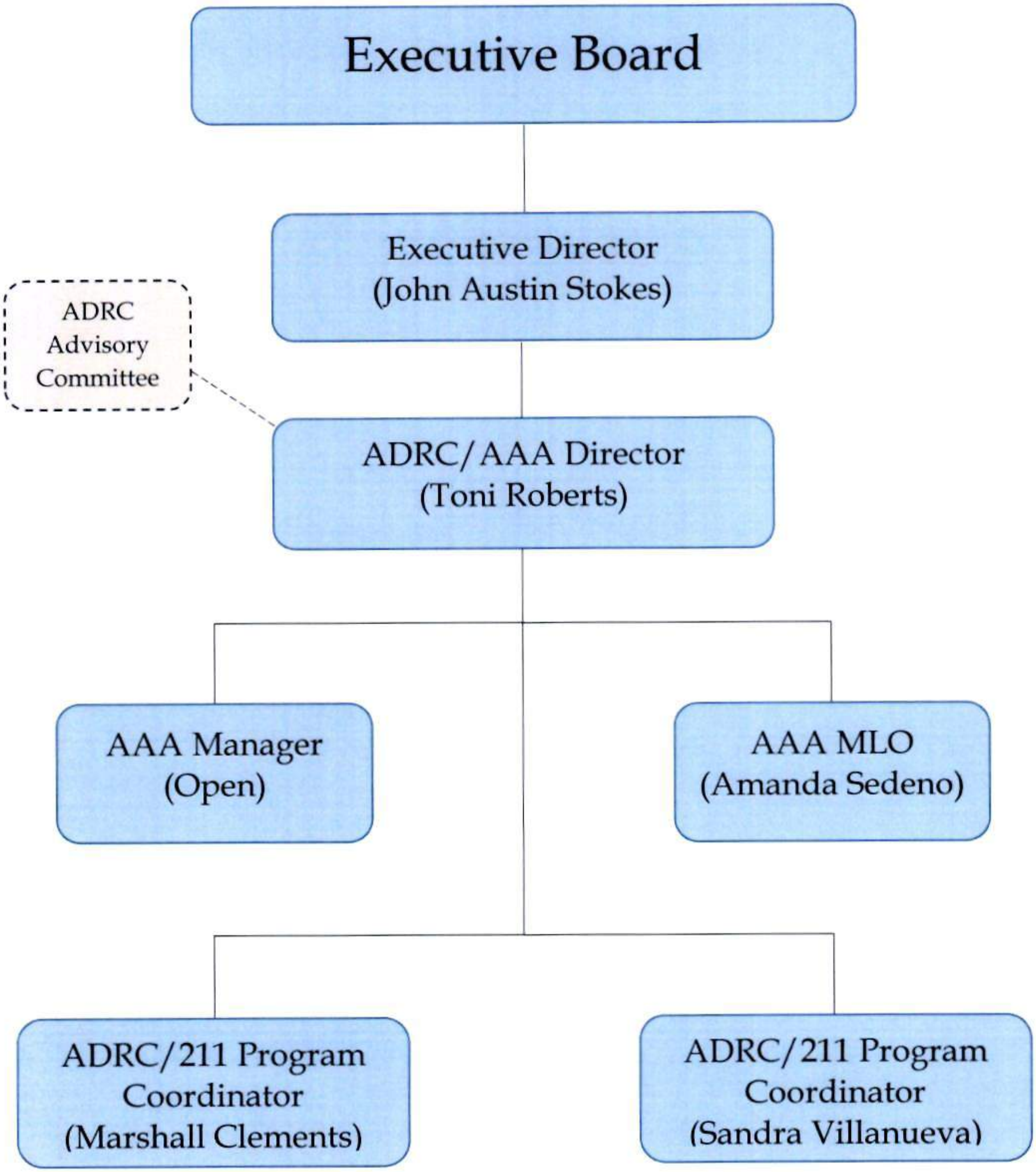
	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
COVID-19 Funding	-	-	-	-	87,488.00	478,619.00	-
State Administrated Federal	961,784.00	1,099,119.00	916,854.00	966,107.00	1,053,324.00	1,225,972.00	1,244,933.00
State	92,275.00	92,727.00	89,761.00	89,145.00	103,148.00	100,188.00	100,188.00
Program Income	556.10	145.10	59.50	3,360.00	133.00	-	-
Local Funds	950.00	4,465.00	25.00	52.50	3,100.00	-	-
Interest	-	-	-	-	-	-	-
InKind	502,073.00	355,580.39	301,445.26	327,811.85	343,742.71	417,000.00	417,000.00
Membership Dues	28,333.00	28,333.00	28,333.01	28,333.60	28,333.60	28,333.00	28,333.00
Total Program Revenue	**1,585,971.10**	**1,580,369.49**	**1,336,477.77**	**1,414,809.95**	**1,619,269.31**	**2,250,112.00**	**1,790,454.00**
Salaries/Wages	284,326.73	310,995.32	272,073.31	268,608.54	270,095.29	345,108.21	348,805.35
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	4,500.00
Fringe Benefits	130,364.06	119,956.29	112,623.44	122,394.97	114,150.95	144,474.32	159,215.35
Total Personnel	**414,690.79**	**430,951.61**	**384,696.75**	**391,003.51**	**384,246.24**	**489,582.53**	**512,520.70**
AdministrativeCosts	66,926.00	69,426.81	62,048.90	52,082.00	28,260.26	33,242.65	31,725.03
Network Services	-	-	-	11,805.44	23,241.24	24,261.32	25,139.13
Procurement Services	-	-	-	-	18,484.77	14,880.83	8,533.12
Human ResourceServices	-	-	-	-	11,013.66	10,877.01	10,298.19
Facility Cost Allocation	7,538.18	7,540.12	13,862.46	14,799.05	50,432.97	63,530.02	41,524.77
Total Cost Allocations	**74,464.18**	**76,966.93**	**75,911.36**	**78,686.49**	**131,432.90**	**146,791.83**	**117,220.24**
Recognition	337.60	50.00	-	50.00	-	1,000.00	1,000.00
Contract Services	75,742.70	208,445.15	83,482.67	107,647.17	174,996.08	545,488.59	175,000.00
AAA Meals	426,004.54	418,837.65	406,488.37	403,604.79	537,720.53	586,363.04	513,413.06
Travel-In Region	8,936.79	6,645.16	4,330.41	6,674.36	2,935.27	9,000.00	8,000.00
Travel-Out of Region	12,417.71	13,475.84	11,512.79	20,244.58	3,625.83	20,000.00	10,000.00
Travel Advisory	-	303.09	1,874.02	1,661.56	492.50	2,000.00	2,000.00
Meals	424.89	299.91	-	-	248.57	500.00	300.00
Rent	47,112.00	47,125.00	42,601.00	37,146.20	-	-	-
Utilities	5,760.25	4,638.96	-	-	-	-	-
Supplies	7,034.14	2,913.63	8,619.80	5,739.87	9,183.81	8,377.00	9,000.00
Computer/Software	-	-	-	9,140.55	-	-	-
Copier	3,490.08	3,654.58	4,042.78	11,362.82	18,055.44	6,000.00	6,000.00
Insurance	712.99	(66.25)	-	-	-	-	-
Cell Phones	1,674.22	1,478.66	1,470.00	1,695.00	1,230.00	1,490.00	2,000.00
Printing	1,282.01	327.75	1,544.63	2,659.15	417.36	3,500.00	3,000.00
Ads & Promotions	831.25	2,119.63	-	-	2,575.00	1,668.21	2,500.00
Dues and fees	1,707.85	3,567.18	4,774.62	5,840.69	4,589.06	6,000.00	6,000.00
Communications	3,313.84	2,589.65	2,324.24	682.14	623.63	-	-
Postage/freight	-	2,005.51	1,358.65	3,099.75	3,096.91	5,350.80	5,500.00
Other	6.08	8.75	-	-	-	-	-
InKind Other	502,073.00	355,580.39	301,445.26	327,811.85	343,742.71	417,000.00	417,000.00
Sub-Total Program Expenditures	**1,098,861.94**	**1,074,000.24**	**875,869.24**	**945,060.48**	**1,103,532.70**	**1,613,737.64**	**1,160,713.06**
Grand Total Program Expenditures	**1,588,016.91**	**1,581,918.78**	**1,336,477.35**	**1,414,750.48**	**1,619,211.84**	**2,250,112.00**	**1,790,454.00**
Revenue over Expenditures	**(2,045.81)**	**(1,549.29)**	**0.42**	**59.47**	**57.47**	**-**	**(0.00)**

NOTE: The Area Agency on Aging Grant Year is October through September.

FY 16-17 reflects TXDOT 5310 Elderly & Disabled funds spent on contract services, award moved to CVEDD in FY 17-18

FY 19-20 COVID-19 Supplemental funds were received, FY 20-21 is reflecting the continued spend of those funds

ADRC
Work Chart

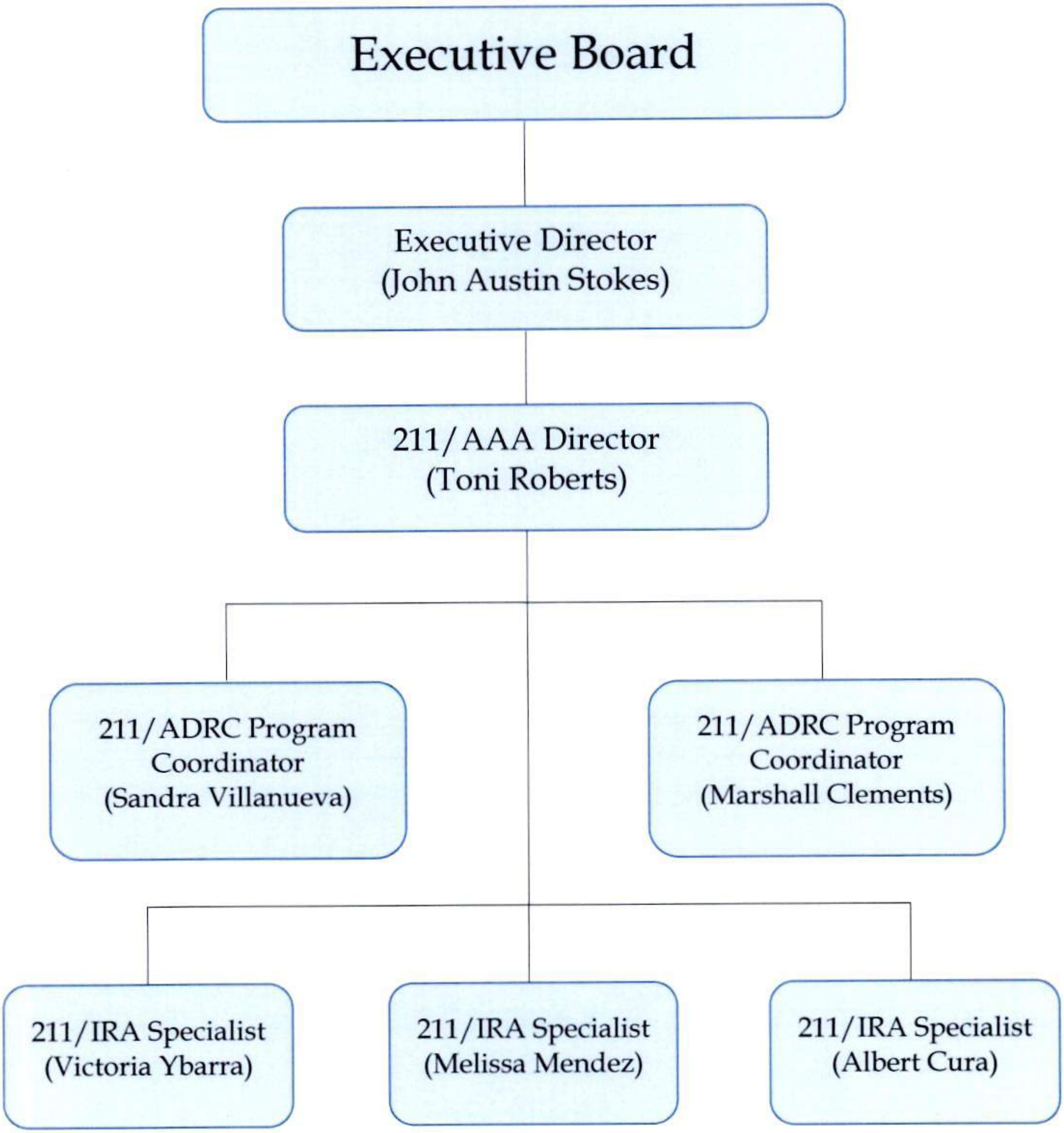


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
AGING AND DISABILITY RESOURCE CENTER (ADRC)

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State Administrated Federal	-	-	-	-	44,141.42	68,695.00	68,695.00
State	-	-	-	-	118,309.97	100,924.00	100,924.00
Total Program Revenue	-	-	-	-	**162,451.39**	**169,619.00**	**169,619.00**
Salaries/Wages	-	-	-	-	80,824.51	65,252.92	68,543.11
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	1,000.00
Fringe Benefits	-	-	-	-	32,942.84	35,354.05	37,191.21
Total Personnel	-	-	-	-	**113,767.35**	**100,606.97**	**106,734.32**
AdministrativeCosts	-	-	-	-	8,360.77	6,831.21	6,606.85
Network Services	-	-	-	-	3,391.29	4,852.26	8,379.71
Procurement Services	-	-	-	-	406.98	223.25	196.41
Human ResourceServices	-	-	-	-	1,062.88	2,417.11	2,288.49
Facility Cost Allocation	-	-	-	-	17,447.06	22,467.94	16,271.30
Total Cost Allocations	-	-	-	-	**30,668.98**	**36,791.77**	**33,742.76**
Contract Services	-	-	-	-	14,874.07	17,185.31	19,000.00
Travel-In Region	-	-	-	-	229.19	1,508.00	1,041.92
Travel-Out of Region	-	-	-	-	945.87	2,500.00	2,000.00
Supplies	-	-	-	-	1,088.86	5,976.95	2,000.00
Copier	-	-	-	-	826.32	1,500.00	1,000.00
Cell Phones	-	-	-	-	30.00	450.00	1,000.00
Printing	-	-	-	-	-	2,000.00	2,000.00
Dues and fees	-	-	-	-	-	500.00	500.00
Postage/freight	-	-	-	-	34.75	600.00	600.00
Sub-Total Program Expenditures	-	-	-	-	**18,029.06**	**32,220.26**	**29,141.92**
Grand Total Program Expenditures	-	-	-	-	**162,465.39**	**169,619.00**	**169,619.00**
Revenue over Expenditures	-	-	-	-	**(14.00)**	-	**(0.00)**

Program award period is September 1 thru August 31.

211/Information Referral Work Chart

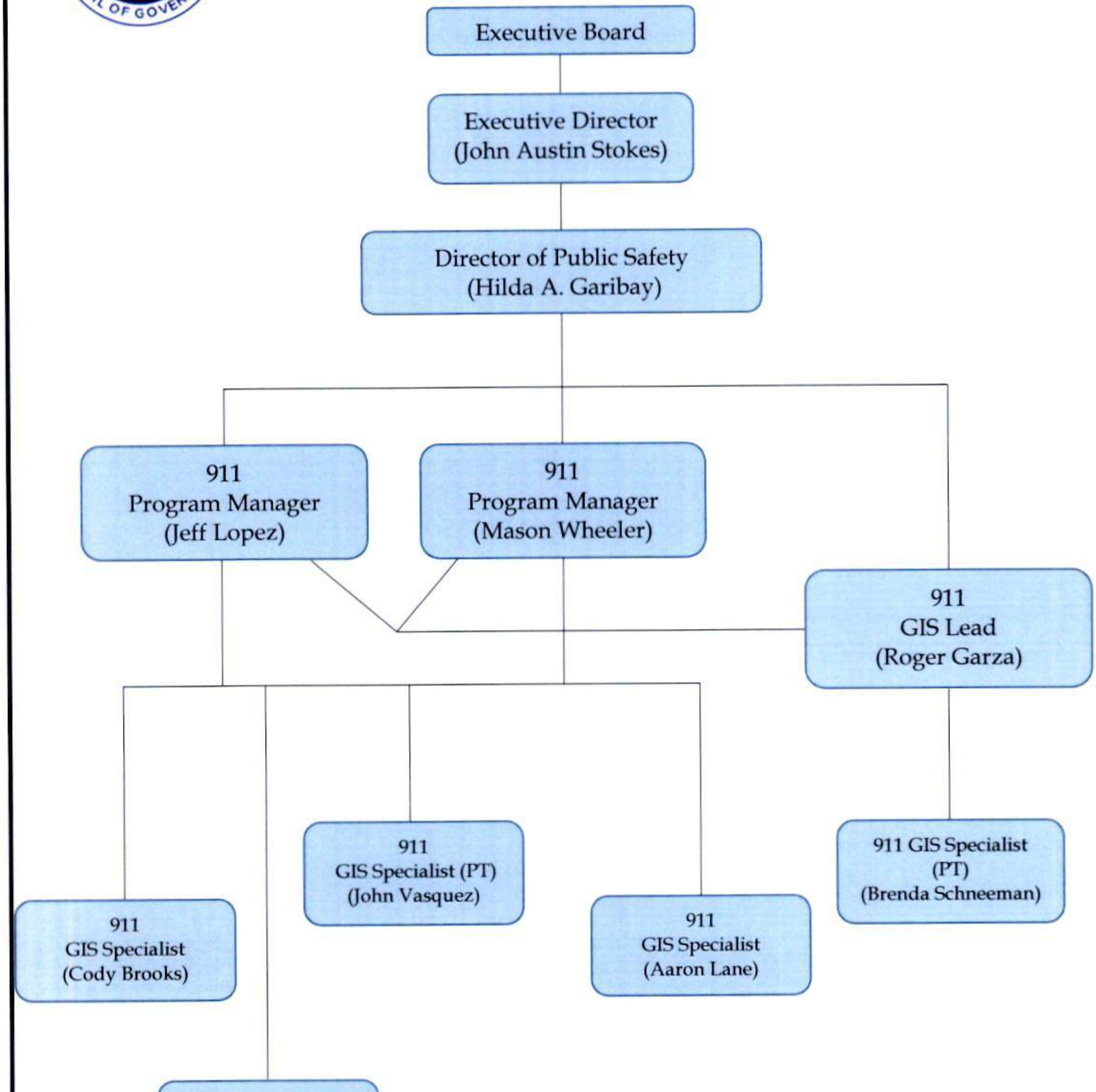


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
2-1-1 INFORMATION & REFERRAL

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State Administrated Federal	173,356.84	198,199.00	95,176.91	102,228.81	105,999.47	194,630.00	194,630.00
State	14,311.64	4,614.74	86,394.00	93,134.92	96,955.80	4,822.00	4,822.00
Local Funds	-	-	8.23	-	-	-	-
Interest	-	-	-	301.92	69.99	-	-
Total Program Revenue	**187,668.48**	**202,813.74**	**181,579.14**	**195,665.65**	**203,025.26**	**199,452.00**	**199,452.00**
Salaries/Wages	74,432.24	96,728.77	73,816.80	91,809.61	109,862.19	103,831.36	87,932.41
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	1,500.00
Fringe Benefits	43,620.92	42,839.88	34,675.74	45,293.44	46,654.13	49,497.88	52,482.58
Total Personnel	**118,053.16**	**139,568.65**	**108,492.54**	**137,103.05**	**156,516.32**	**153,329.24**	**141,914.99**
AdministrativeCosts	19,006.57	22,484.51	17,488.03	18,262.10	11,517.12	10,411.06	8,784.54
Network Services	-	-	-	4,140.42	6,584.31	7,278.40	16,759.42
Procurement Services	-	-	-	-	214.36	70.45	117.85
Human ResourceServices	-	-	-	-	3,330.68	3,625.67	3,432.73
Facility Cost Allocation	2,354.54	2,356.20	3,496.71	4,673.70	14,721.27	9,952.64	14,485.92
Total Cost Allocations	**21,361.11**	**24,840.71**	**20,984.74**	**27,076.22**	**36,367.74**	**31,338.22**	**43,580.46**
Contract Services	12,053.28	9,188.78	35,428.00	6,000.00	5,500.00	6,000.00	6,000.00
Travel-In Region	416.86	338.57	536.01	700.14	204.98	500.00	552.46
Travel-Out of Region	2,116.54	2,563.37	2,452.36	2,302.57	-	2,500.00	1,904.09
Conference Fees	-	1,289.00	-	-	-	-	-
Rent	14,716.00	14,726.40	10,745.80	11,731.20	-	-	-
Utilities	1,799.37	1,449.62	-	-	-	-	-
Supplies	3,590.30	6,396.18	1,125.89	1,861.93	2,205.94	2,174.99	2,200.00
Computer/Software	-	-	-	4,891.59	-	-	-
Copier	-	-	-	-	41.52	500.00	500.00
Cell Phones	360.00	250.00	-	75.00	240.00	1,000.00	500.00
Printing	1,454.70	283.26	41.92	2,432.15	732.48	500.00	500.00
Ads & Promotions	7,365.80	120.00	-	-	-	-	-
Dues and fees	2,023.84	779.00	2,765.50	667.32	1,177.59	1,021.55	1,200.00
Communications	2,208.30	1,636.63	1,162.82	-	-	-	-
Postage/freight	149.22	96.89	1,108.48	522.56	-	588.00	600.00
Sub-Total Program Expenditures	**48,254.21**	**39,117.70**	**55,366.78**	**31,184.46**	**10,102.51**	**14,784.54**	**13,956.55**
Grand Total Program Expenditures	**187,668.48**	**203,527.06**	**184,844.06**	**195,363.73**	**202,986.57**	**199,452.00**	**199,452.00**
Revenue over Expenditures	-	**(713.32)**	**(3,264.92)**	**301.92**	**38.69**	-	**0.00**

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

911
Work Chart

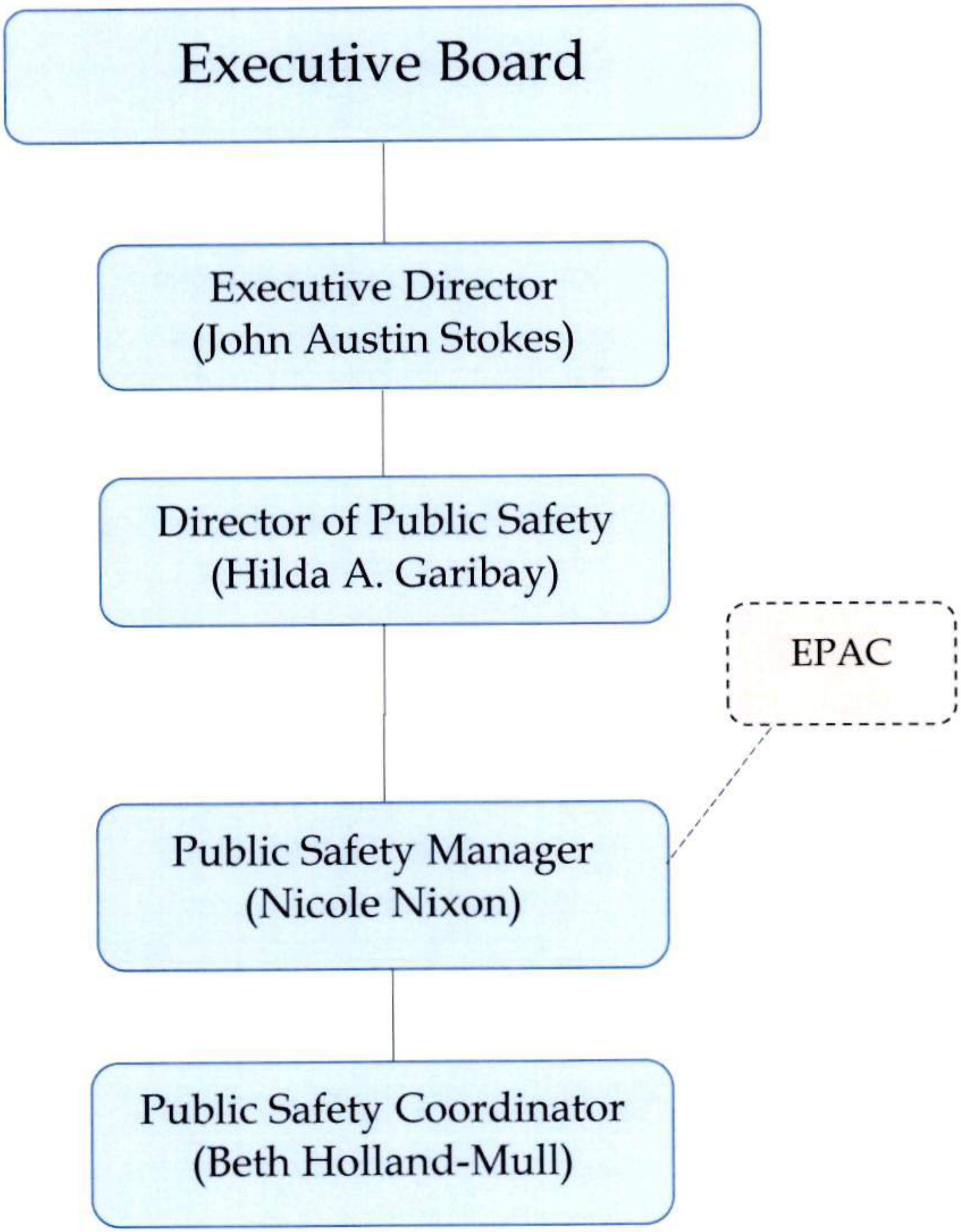


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
9-1-1 EMERGENCY COMMUNICATIONS

	Biennial		Biennial		Biennial		Biennial		1st Biennium
	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 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
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	2,263,887.52	2,223,280.00	4,380,297.00
Local Funds	-	-	-	-	-	2,504.58	-	-	-
Interest	-	-	-	-	-	7,822.46	-	-	-
Total Program Revenue	**1,510,303.52**	**1,868,339.13**	**2,407,912.86**	**2,719,548.22**	**2,717,647.77**	**3,721,881.10**	**2,263,887.52**	**2,223,280.00**	**4,380,297.00**
Salaries/Wages	215,383.19	206,785.44	235,025.75	267,282.20	251,841.77	316,960.00	343,368.66	370,571.64	368,899.89
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-	-	3,125.00
Fringe Benefits	126,842.61	96,909.62	113,007.84	98,386.57	89,297.35	117,651.82	118,797.83	129,662.80	139,264.89
Total Personnel	**342,225.80**	**303,695.06**	**348,033.59**	**365,668.77**	**341,139.12**	**434,611.82**	**462,166.49**	**500,234.44**	**511,289.78**
AdministrativeCosts	54,716.34	48,894.93	56,033.41	58,750.79	55,038.15	57,881.83	33,994.49	33,965.92	31,648.84
Network Services	22.49	-	-	-	-	13,130.94	22,245.67	36,391.98	41,898.55
Procurement Services	-	-	-	-	-	-	35,552.42	37,712.09	152,432.95
Human ResourceServices	-	-	-	-	-	-	8,182.62	9,668.45	8,009.71
Facility Cost Allocation	10,477.07	10,286.64	11,054.83	10,847.64	22,239.82	31,364.22	105,995.91	120,236.23	83,715.61
Total Cost Allocations	**65,215.90**	**59,181.57**	**67,088.24**	**69,598.43**	**77,277.97**	**102,376.99**	**205,971.11**	**237,974.67**	**317,705.66**
Contract Services	-	-	-	-	500.00	1,855.98	3.09	7,000.00	12,000.00
Travel-In Region	3,341.20	3,689.99	1,832.46	2,308.34	3,039.17	4,498.73	1,823.53	5,500.00	10,000.00
Travel-Out of Region	15,663.96	13,619.80	11,839.20	21,176.89	26,641.02	25,077.94	8,343.02	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	2,186.72	1,440.00	1,500.00
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	11,888.85	16,704.77	30,000.00
Project Equipment	-	85,377.45	-	-	-	-	-	-	-
Capital Equipment	-	-	917,615.15	301,364.32	-	-	324,955.59	220,000.00	1,424,349.00
Printing	2,176.41	4,197.83	3,106.50	5,194.66	4,310.00	3,359.35	4,327.85	3,733.84	5,000.00
Ads & Promotions	147.92	1,033.00	400.00	330.00	-	148.91	-	500.00	1,000.00
Training	495.00	1,750.00	2,000.00	4,446.50	8,966.00	7,324.50	5,114.00	9,310.00	10,000.00
Dues and fees	1,036.33	1,144.76	1,099.55	435.25	643.58	284.00	286.00	585.00	5,452.56
Communications	10,111.17	9,329.67	10,257.70	11,848.29	16,341.94	7,740.31	4,708.22	11,890.00	10,000.00
Postage/freight	471.80	396.17	866.83	236.30	204.73	185.58	210.93	144.00	1,000.00
911 Services	980,247.64	1,276,845.53	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,183,263.28	2,016,000.00
Other-Give Aways	-	-	-	-	-	400.00	9,729.02		-
Sub-Total Program Expenditures	**1,102,861.82**	**1,505,462.50**	**1,992,701.37**	**2,284,281.02**	**2,299,230.68**	**3,184,499.66**	**1,595,749.92**	**1,485,070.89**	**3,551,301.56**
Grand Total Program Expenditures	**1,510,303.52**	**1,868,339.13**	**2,407,823.20**	**2,719,548.22**	**2,717,647.77**	**3,721,488.47**	**2,263,887.52**	**2,223,280.00**	**4,380,297.00**
Revenue over Expenditures	-	-	**89.66**	-	-	**392.63**	-	-	**0.00**
			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.
FY 21-22 is reflecting $1,424,349 in Equipment Replacement that may not be funded

Homeland Security Work Chart

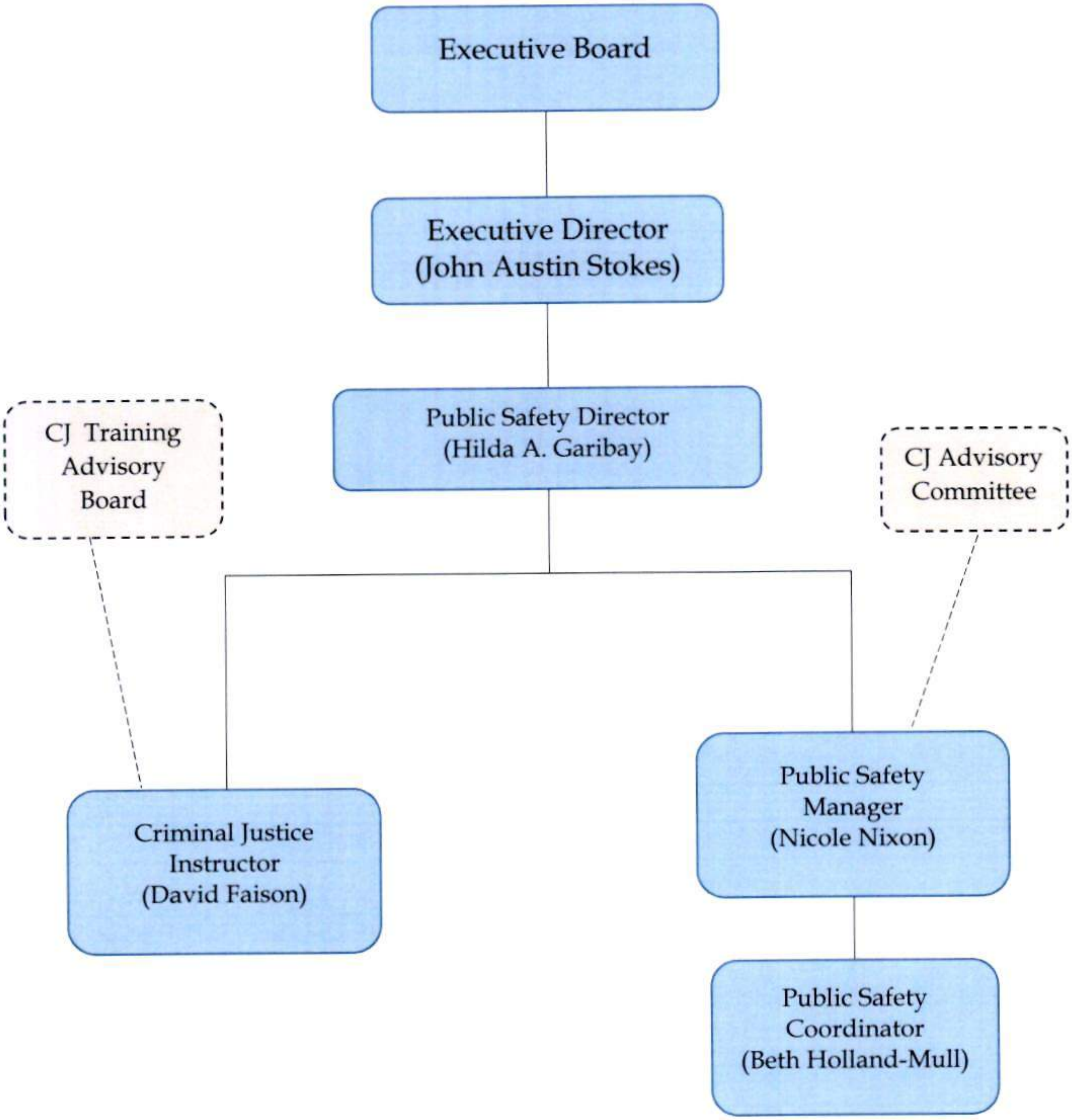


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
HOMELAND SECURITY

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State Administrated Federal	165,194.91	130,606.08	109,737.20	125,718.09	110,756.64	130,000.00	130,000.00
State	17,719.69	18,005.21	17,033.10	-	19,245.81	18,461.00	17,500.00
Local Funds	-	500.00	500.00	-	-	-	-
Total Program Revenue	**182,914.60**	**149,111.29**	**127,270.30**	**125,718.09**	**130,002.45**	**148,461.00**	**147,500.00**
Salaries/Wages	49,746.57	56,954.84	54,464.22	48,031.58	63,443.54	67,139.11	76,350.24
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	1,000.00
Fringe Benefits	24,932.01	23,889.71	23,527.18	20,469.89	23,929.29	27,135.57	32,327.13
Total Personnel	**74,678.58**	**80,844.55**	**77,991.40**	**68,501.47**	**87,372.83**	**94,274.68**	**109,677.37**
AdministrativeCosts	12,023.23	13,024.71	12,576.13	8,973.62	6,426.54	6,401.25	6,789.03
Network Services	-	-	-	2,228.43	1,695.64	2,426.13	4,189.85
Procurement Services	-	-	-	-	53.10	149.78	113.05
Human ResourceServices	-	-	-	-	2,125.75	1,208.56	1,144.24
Facility Cost Allocation	7,767.23	3,680.40	5,318.22	6,628.29	23,707.54	26,431.11	14,035.98
Total Cost Allocations	**19,790.46**	**16,705.11**	**17,894.35**	**17,830.34**	**34,008.57**	**36,616.83**	**26,272.15**
Contract Services	-	-	-	-	-	-	1,000.00
Travel-In Region	1,565.90	236.03	211.70	-	-	1,500.00	500.00
Travel-Out of Region	4,944.77	4,092.41	4,182.23	3,903.30	532.26	4,585.39	2,488.02
Travel Advisory Counsel	-	-	-	2,531.68	1,103.80	2,600.00	2,000.00
Travel-Volunteer	-	2,063.86	1,553.06	-	-	-	-
Vehicle Maintenance	-	632.67	-	-	-	-	1,064.00
Rent	48,544.60	23,002.20	16,343.60	16,637.40	-	-	-
Utilities	5,935.55	2,629.40	-	-	1,547.74	-	-
Supplies	15,001.99	6,271.13	189.17	345.13	-	537.15	1,250.00
Project Equipment	-	-	5,530.00	7,569.60	-	-	-
Computer/Software	-	225.00	-	7,657.86	-	-	-
Copier	2,411.80	1,776.78	441.84	174.68	15.20	1,594.95	1,588.46
Insurance	40.00	304.00	310.00	466.00	931.00	350.00	340.00
Cell Phones	920.35	1,234.72	978.98	1,040.81	1,276.59	1,800.00	500.00
Dues and fees	445.55	356.25	885.41	25.00	166.50	1,102.00	170.00
Communications	1,321.29	1,932.08	1,660.66	681.74	554.07	3,000.00	500.00
Postage/freight	3.26	182.56	2.35	6.00	6.65	500.00	150.00
Sub-Total Program Expenditures	**81,135.06**	**44,939.09**	**32,289.00**	**41,039.20**	**6,133.81**	**17,569.49**	**11,550.48**
Grand Total Program Expenditures	**175,604.10**	**142,488.75**	**128,174.75**	**127,371.01**	**127,515.21**	**148,461.00**	**147,500.00**
Revenue over Expenditures	**7,310.50**	**6,622.54**	**(904.45)**	**(1,652.92)**	**2,487.24**	**-**	**0.00**
					carry forward		

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 ACTUAL	2nd Biennium FY 20-21 BUDGET	1st Biennium FY 21-22 BUDGET
State	53,047.52	67,212.34	57,037.53	50,487.07	62,941.59	62,214.26	58,109.67	59,985.00	79,985.00
Program Income	43,569.00	45,281.00	39,696.58	60,702.67	32,353.96	37,587.98	41,636.49	32,000.00	40,016.00
Local Funds	103,353.61	99,909.00	96,275.49	37,380.00	40,887.00	37,525.00	37,000.00	37,000.00	17,800.00
Membership Dues	-	-	-	62,500.00	62,500.00	65,000.00	65,000.00	56,895.00	64,447.00
Total Program Revenue	**199,970.13**	**212,402.34**	**193,009.60**	**211,069.74**	**198,682.55**	**202,327.24**	**201,746.16**	**185,880.00**	**202,248.00**
Salaries/Wages	39,227.99	55,502.84	72,876.11	60,746.83	56,814.49	63,579.95	65,928.89	58,474.12	64,549.26
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-	-	500.00
Fringe Benefits	23,120.00	22,708.08	33,920.34	21,222.90	21,179.25	23,833.57	23,354.06	20,737.43	24,712.73
Total Personnel	**62,347.99**	**78,210.92**	**106,796.45**	**81,969.73**	**77,993.74**	**87,413.52**	**89,282.95**	**79,211.55**	**89,761.99**
AdministrativeCosts	9,971.52	12,591.94	17,194.33	13,205.42	12,584.77	11,669.73	6,569.15	5,378.46	5,556.27
Network Services	-	-	-	-	-	2,614.41	5,086.92	2,426.13	4,189.85
Procurement Services	-	-	-	-	-	-	1,149.36	727.85	1,692.61
Human ResourceServices	-	-	-	-	-	-	1,062.88	1,208.56	1,144.24
Facility Cost Allocation	3,881.83	2,893.41	2,609.17	6,108.18	9,656.70	12,423.81	41,954.36	47,587.92	24,667.79
Total Cost Allocations	**13,853.35**	**15,485.35**	**19,803.50**	**19,313.60**	**22,241.47**	**26,707.95**	**55,822.67**	**57,328.92**	**37,250.76**
Indirect costs not billed to State Grant									
Audit & Legal	-	-	-	-	25,460.67	-	20,602.00	-	-
Contract Services	12,501.00	10,846.00	14,059.00	16,601.85	-	12,468.05	-	19,722.00	20,000.00
Travel-In Region	356.59	699.72	209.61	-	168.61	426.36	-	4,000.00	1,456.25
Travel-Out of Region	1,983.35	4,613.78	1,289.53	4,014.64	5,829.21	6,333.69	2,594.25	4,735.40	5,700.00
Meals	112.99	-	213.51	156.99	149.74	424.11	177.67	500.00	215.00
Fuel & Lubricant	562.31	307.51	190.34	595.87	760.75	885.77	941.52	1,500.00	2,000.00
Vehicle Maintenance	2,230.21	1,668.39	1,418.93	980.46	4,542.25	2,141.22	6,769.87	2,000.00	7,000.00
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	100.00
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	10,229.16	414.72	5,964.00
Project Equipment	-	-	5,146.37	-	-	-	-	5,467.41	20,000.00
Copier	4,114.10	5,924.94	10,535.18	12,524.56	2,086.52	3,073.08	74.70	4,000.00	6,000.00
Insurance	1,189.00	1,147.75	1,148.00	1,371.00	1,178.00	1,707.25	2,537.00	2,500.00	3,000.00
Cell Phones	839.71	776.04	236.20	-	-	-	657.99	-	800.00
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	1,782.60	3,000.00	2,000.00
Communications	1,234.24	2,470.05	3,787.07	3,704.68	3,011.07	-	-	500.00	500.00
Postage/freight	90.22	506.16	484.81	320.90	231.32	236.89	134.70	500.00	500.00
Other	-	23.17	-	-	-	-	-	-	-
Sub-Total Program Expenditures	**60,365.75**	**58,063.31**	**66,409.65**	**104,106.37**	**82,186.71**	**70,481.76**	**46,501.46**	**49,339.53**	**75,235.25**
Grand Total Program Expenditures	**136,567.09**	**151,759.58**	**193,009.60**	**205,389.70**	**182,421.92**	**184,603.23**	**191,607.08**	**185,880.00**	**202,248.00**
Revenue over Expenditures	**63,403.04**	**60,642.76**	-	**5,680.04**	**16,260.63**	**17,724.01**	**10,139.08**	-	**0.00**

NOTE: The Criminal Justice Law Enforcement Academy Fiscal Year is September through August.
Local funds are from County Membership dues and an Agreement with Howard College
FY 21-22 is reflecting a $20,000 CJ JAG Grant for Equipment

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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State (Contract)	40,085.78	46,805.51	42,194.74	43,073.56	46,479.64	47,224.00	42,501.78
Total Program Revenue	**40,085.78**	**46,805.51**	**42,194.74**	**43,073.56**	**46,479.64**	**47,224.00**	**42,501.78**
Salaries/Wages	10,259.94	14,001.95	18,889.74	22,401.80	21,572.72	24,772.20	19,950.64
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-
Fringe Benefits	5,456.31	5,850.72	7,813.20	9,529.15	8,410.94	9,688.50	8,027.51
Total Personnel	**15,716.25**	**19,852.67**	**26,702.94**	**31,930.95**	**29,983.66**	**34,460.70**	**27,978.15**
AdministrativeCosts	2,530.31	3,198.32	4,307.47	4,349.98	2,205.59	2,339.88	1,731.85
Network Services	-	-	-	861.82	-	2,426.13	8,379.71
Procurement Services	-	-	-	-	-	-	24.01
Human ResourceServices	-	-	-	-	-	1,208.56	1,144.24
Facility Cost Allocation	-	739.62	1,390.87	1,594.17	4,088.64	5,095.51	-
Total Cost Allocations	**2,530.31**	**3,937.94**	**5,698.34**	**6,805.97**	**6,294.23**	**11,070.08**	**11,279.81**
Travel-In Region	81.80	-	-	-	-	-	-
Travel-Out of Region	631.04	763.72	-	676.75	-	918.22	1,309.00
Rent	-	4,622.80	4,274.40	4,001.40	-	-	-
Utilities	-	391.40	-	-	-	-	-
Supplies	68.64	397.49	-	-	363.65	-	550.00
Computer/Software	-	1,850.25	-	-	-	-	-
Copier	271.80	954.52	225.80	322.42	-	775.00	935.07
Dues and fees	396.05	30.00	134.17	30.00	615.00	-	250.00
Postage/freight	-	79.54	-	-	-	-	199.75
Sub-Total Program Expenditures	**1,449.33**	**9,089.72**	**4,634.37**	**5,030.57**	**978.65**	**1,693.22**	**3,243.82**
Grand Total Program Expenditures	**19,695.89**	**32,880.33**	**37,035.65**	**43,767.49**	**37,256.54**	**47,224.00**	**42,501.78**
Revenue over Expenditures	**20,389.89**	**13,925.18**	**5,159.09**	**(693.93)**	**9,223.10**	**-**	**0.00**

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 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State Administrated Federal	24,883.78	27,409.22	27,293.22	24,984.64	32,718.67	41,069.24	31,528.52
Total Program Revenue	**24,883.78**	**27,409.22**	**27,293.22**	**24,984.64**	**32,718.67**	**41,069.24**	**31,528.52**
Salaries/Wages	2,123.06	3,243.17	4,284.87	3,329.01	7,527.92	6,076.20	5,784.54
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-
Fringe Benefits	1,170.90	1,415.54	2,034.29	1,553.45	3,131.41	2,690.43	2,764.75
Total Personnel	**3,293.96**	**4,658.71**	**6,319.16**	**4,882.46**	**10,659.33**	**8,766.63**	**8,549.29**
AdministrativeCosts	530.33	750.51	1,019.16	670.88	784.34	595.25	529.20
Network Services	-	-	-	125.72	-	-	-
Procurement Services	-	-	-	-	-	-	-
Human ResourceServices	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	**530.33**	**750.51**	**1,019.16**	**796.60**	**784.34**	**595.25**	**529.20**
Contract Services	21,059.49	22,000.00	19,954.90	20,141.18	21,275.00	31,707.36	22,450.03
Other	-	-	-	-	-	-	-
Sub-Total Program Expenditures	**21,059.49**	**22,000.00**	**19,954.90**	**20,141.18**	**21,275.00**	**31,707.36**	**22,450.03**
Grand Total Program Expenditures	**24,883.78**	**27,409.22**	**27,293.22**	**25,820.24**	**32,718.67**	**41,069.24**	**31,528.52**
Revenue over Expenditures	**-**	**-**	**-**	**(835.60)**	**-**	**-**	**(0.00)**

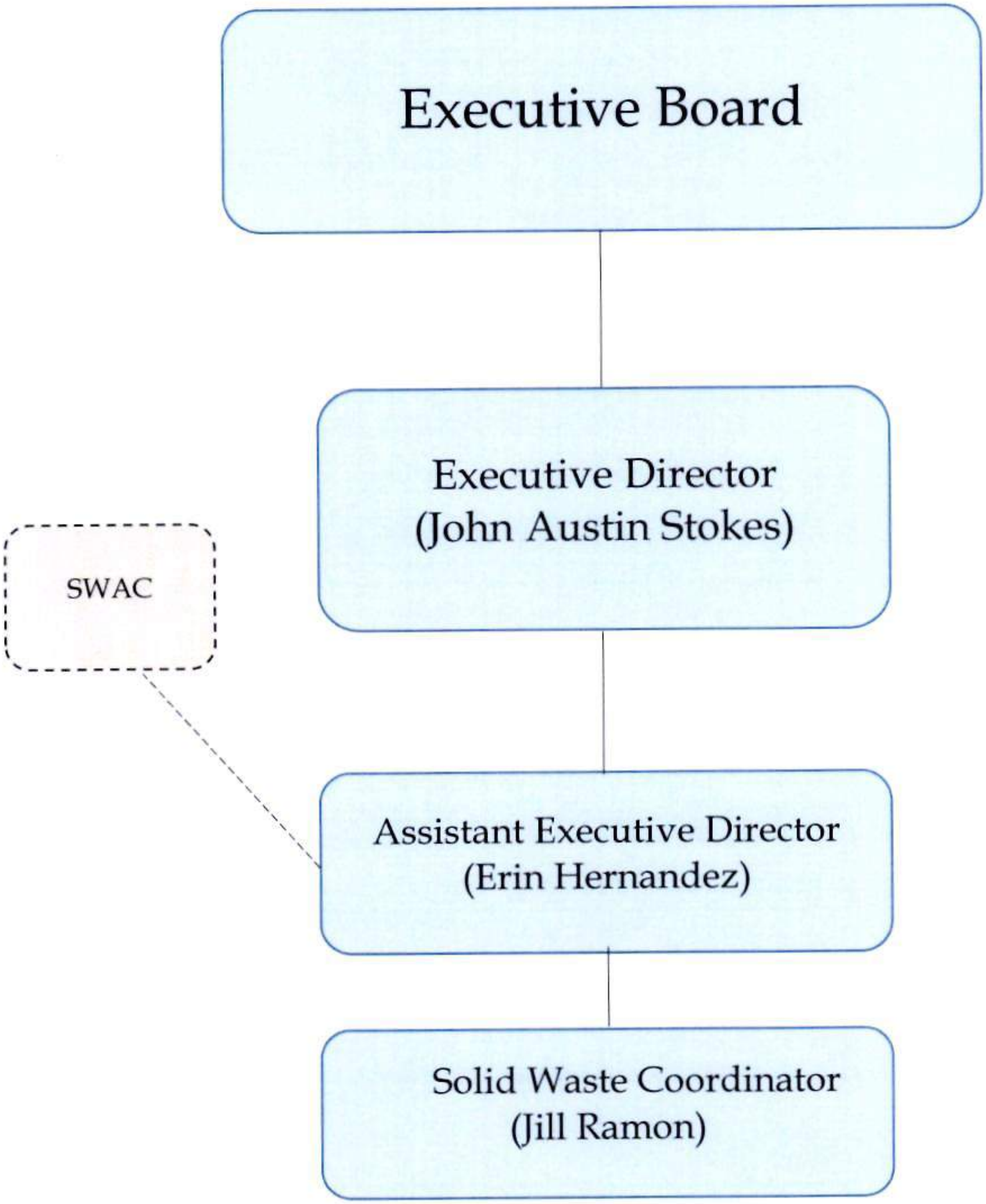
NOTE: The Criminal Justice Purchase of Services Fiscal Year is October through September

CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
CRIMINAL JUSTICE Violence Against Women Act (VAWA)

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State	-	-	-	-	18,683.00	13,537.00
Membership Dues	-	-	-	-	-	-
Total Program Revenue	-	-	-	-	**18,683.00**	**13,537.00**
Salaries/Wages	-	-	-	-	5,624.50	3,053.97
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-
Fringe Benefits	-	-	-	-	2,186.54	1,188.22
Total Personnel	-	-	-	-	**7,811.04**	**4,242.19**
AdministrativeCosts	-	-	-	-	530.37	262.59
Network Services	-	-	-	-	-	-
Procurement Services	-	-	-	-	52.67	65.60
Human ResourceServices	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-
Total Cost Allocations	-	-	-	-	**583.04**	**328.19**
Contract Services	-	-	-	-	7,129.92	6,300.00
Travel-In Region	-	-	-	-	1,000.00	1,000.00
Supplies	-	-	-	-	2,000.00	1,503.00
Copier	-	-	-	-	159.00	163.62
Sub-Total Program Expenditures	-	-	-	-	**10,288.92**	**8,966.62**
Grand Total Program Expenditures	-	-	-	-	**18,683.00**	**13,537.00**
Revenue over Expenditures	-	-	-	-	-	**(0.00)**

NOTE: The Criminal Justice VAWA Fiscal Year is September through August.
This program does have a matching requirement. Academy Membership dues are used as match on this program

Solid Waste Work Chart

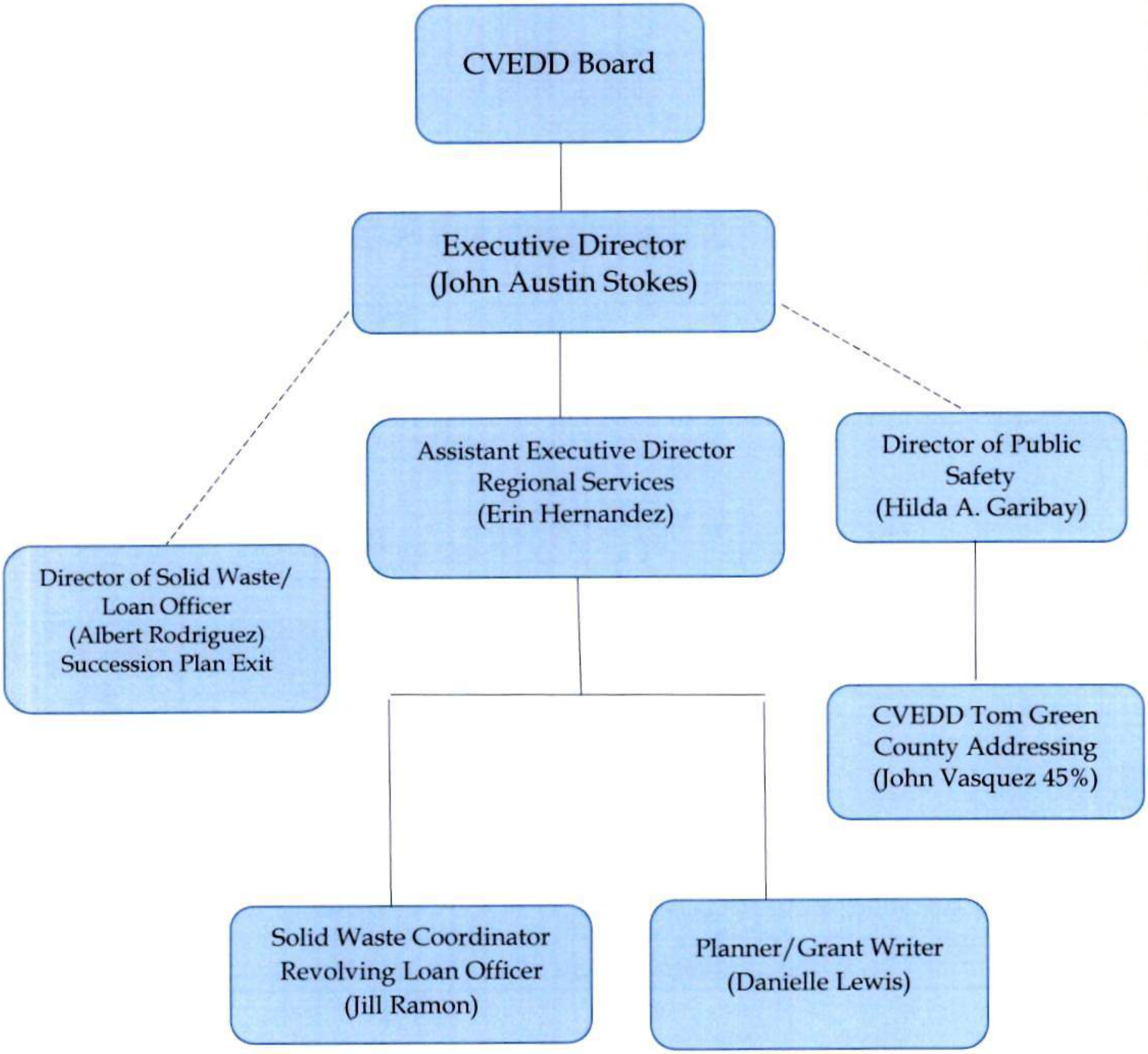


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
REGIONAL SERVICES - SOLID WASTE

	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 ACTUAL	2ND Biennium FY 20-21 BUDGET	2ND Biennium FY 21-22 BUDGET
State	67,899.30	162,100.70	69,611.83	161,293.02	61,290.19	169,727.78	45,633.31	184,366.69	115,000.00
Total Program Revenue	**67,899.30**	**162,100.70**	**69,611.83**	**161,293.02**	**61,290.19**	**169,727.78**	**45,633.31**	**184,366.69**	**115,000.00**
Salaries/Wages	23,364.20	25,367.10	25,473.41	27,298.61	31,898.08	22,192.53	24,804.50	35,287.95	17,418.26
Incentive (as per 2CFR Part 200 430 (f) and Policy)	-	-	-	-	-	-	-	-	500.00
Fringe Benefits	13,798.04	11,750.00	11,235.22	10,072.35	14,093.52	10,031.28	8,807.37	13,039.65	10,347.88
Total Personnel	**37,162.24**	**37,117.10**	**36,708.63**	**37,370.96**	**45,991.60**	**32,223.81**	**33,611.87**	**48,327.60**	**28,266.14**
AdministrativeCosts	5,948.21	5,975.86	5,910.15	6,022.79	7,415.16	4,216.20	2,473.33	3,625.98	1,749.67
Network Services	2.50	-	-	-	-	1,027.35	1,995.17	5,901.78	4,189.85
Procurement Services	-	-	-	-	-	-	778.85	1,919.83	2,987.68
Human ResourceServices	-	-	-	-	-	-	1,062.88	2,226.09	1,144.24
Facility Cost Allocation	494.82	486.72	523.74	394.32	853.22	1,050.33	4,124.20	6,838.74	3,584.91
Total Cost Allocations	**6,445.53**	**6,462.58**	**6,433.89**	**6,417.11**	**8,268.38**	**6,293.88**	**10,434.43**	**20,512.42**	**13,656.35**
Travel-In Region	-	386.24	85.40	287.43	-	-	-	500.00	1,250.00
Travel-Out of Region	586.65	276.00	734.83	762.57	238.38	1,803.86	596.42	854.41	2,427.51
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	-	-	2,500.00
Project Equipment	18,000.00	111,959.99	20,228.32	112,171.78	1,790.19	127,079.44	-	111,000.00	65,000.00
Copier	-	-	-	-	-	-	-	-	400.00
Printing	740.44	55.16	448.80	216.80	94.32	51.65	374.20	375.00	375.00
Ads & Promotions	-	-	-	-	-	-	218.20	2,150.00	450.00
Dues and fees	483.33	441.66	516.07	181.25	296.52	25.00	230.54	472.26	500.00
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	167.65	175.00	175.00
Sub-Total Program Expenditures	**24,291.53**	**118,622.01**	**26,469.31**	**117,504.95**	**7,030.21**	**131,837.98**	**1,587.01**	**115,526.67**	**73,077.51**
Grand Total Program Expenditures	**67,899.30**	**162,201.69**	**69,611.83**	**161,293.02**	**61,290.19**	**170,355.67**	**45,633.31**	**184,366.69**	**115,000.00**
Revenue over Expenditures	-	**(100.99)**	-	-	-	**(627.89)**	-	-	**(0.00)**

NOTE: The State funding for this Biennial award is $230,000
The award period is September through August

CVEDD Work Chart



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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	58,284.16	60,000.00	77,500.00	70,000.00	70,000.00	70,000.00	70,000.00
COVID-19 Funding	-	-	-	-	152,056.00	950,000.00	500,000.00
State Administrated Federal	-	-	123,998.00	209,170.00	-	161,960.00	161,960.00
Local Funds	34,640.27	42,331.25	38,803.81	34,130.03	67,986.24	41,968.00	41,968.00
Interest	11,071.56	10,048.76	7,651.08	9,490.98	9,988.97	10,000.00	17,467.00
InKind	-	-	24,799.00	41,835.00	30,412.00	-	-
Total Program Revenue	**103,995.99**	**112,380.01**	**272,751.89**	**364,626.01**	**330,443.21**	**1,233,928.00**	**791,395.00**
Salaries/Wages	51,247.97	59,010.69	67,626.21	69,383.15	111,193.61	160,510.40	105,534.30
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	2,000.00
Fringe Benefits	24,985.38	20,397.61	24,411.74	25,385.71	42,024.48	66,083.88	48,341.04
Total Personnel	**76,233.35**	**79,408.30**	**92,037.95**	**94,768.86**	**153,218.09**	**226,594.28**	**155,875.34**
AdministrativeCosts	12,273.52	12,807.20	14,835.90	12,638.30	11,276.22	15,385.75	9,648.68
Network Services	-	-	-	2,865.92	3,391.28	7,278.40	12,569.56
Procurement Services	-	-	-	-	3,164.14	7,813.28	11,191.70
Human ResourceServices	-	-	-	-	2,205.37	3,625.67	3,432.73
Facility Cost Allocation	1,022.53	863.64	2,115.06	2,635.14	8,601.57	13,707.23	14,048.43
Total Cost Allocations	**13,296.05**	**13,670.84**	**16,950.96**	**18,139.36**	**28,638.58**	**47,810.33**	**50,891.10**
Audit & Legal	5,050.00	1,375.00	-	-	-	-	-
Contract Services	-	-	123,999.00	209,169.00	157,478.00	147,848.66	163,460.00
One Time Funds	-	-	-	-	-	185,000.00	87,000.00
Travel-In Region	1,654.20	1,231.48	1,150.19	1,125.00	354.35	5,000.00	4,893.00
Travel-Out of Region	911.89	3,613.21	3,005.18	2,471.23	1,769.95	3,000.00	5,000.00
Rent	6,390.80	5,397.60	6,500.00	6,614.40	-	-	-
Utilities	781.49	531.31	-	-	-	-	-
Supplies	8,652.34	437.03	617.96	1,266.29	876.62	3,540.00	7,610.00
Project Equipment	-	-	-	-	-	46,135.00	99,000.00
Computer/Software	-	1,350.00	879.00	879.00	-	6,999.73	26,000.00
Copier	-	26.32	341.82	836.90	1,041.64	1,200.00	2,400.00
Internet	-	-	-	-	-	31,200.00	25,000.00
Printing	416.88	845.00	-	-	-	10,300.00	10,300.00
Training	302.50	-	-	-	-	5,000.00	1,665.55
Dues and fees	1,257.45	793.56	1,351.38	1,322.29	835.76	13,500.00	1,500.00
Communications	416.66	578.62	155.68	-	-	-	-
Postage/freight	229.15	270.34	140.21	89.85	211.77	800.00	800.00
Other (includes Foreclosed Assets)	1,243.00	(104.00)	227.93	-	-	500,000.00	150,000.00
InKind Other	-	-	24,799.00	41,835.00	30,412.00	-	-
Sub-Total Program Expenditures	**27,306.36**	**16,345.47**	**163,167.35**	**265,608.96**	**192,980.09**	**959,523.39**	**584,628.55**
Grand Total Program Expenditures	**116,835.76**	**109,424.61**	**272,156.26**	**378,517.18**	**374,836.76**	**1,233,928.00**	**791,395.00**
Revenue over Expenditures	**(12,839.77)**	**2,955.40**	**595.63**	**(13,891.17)**	**(44,393.55)**	**-**	**0.00**

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

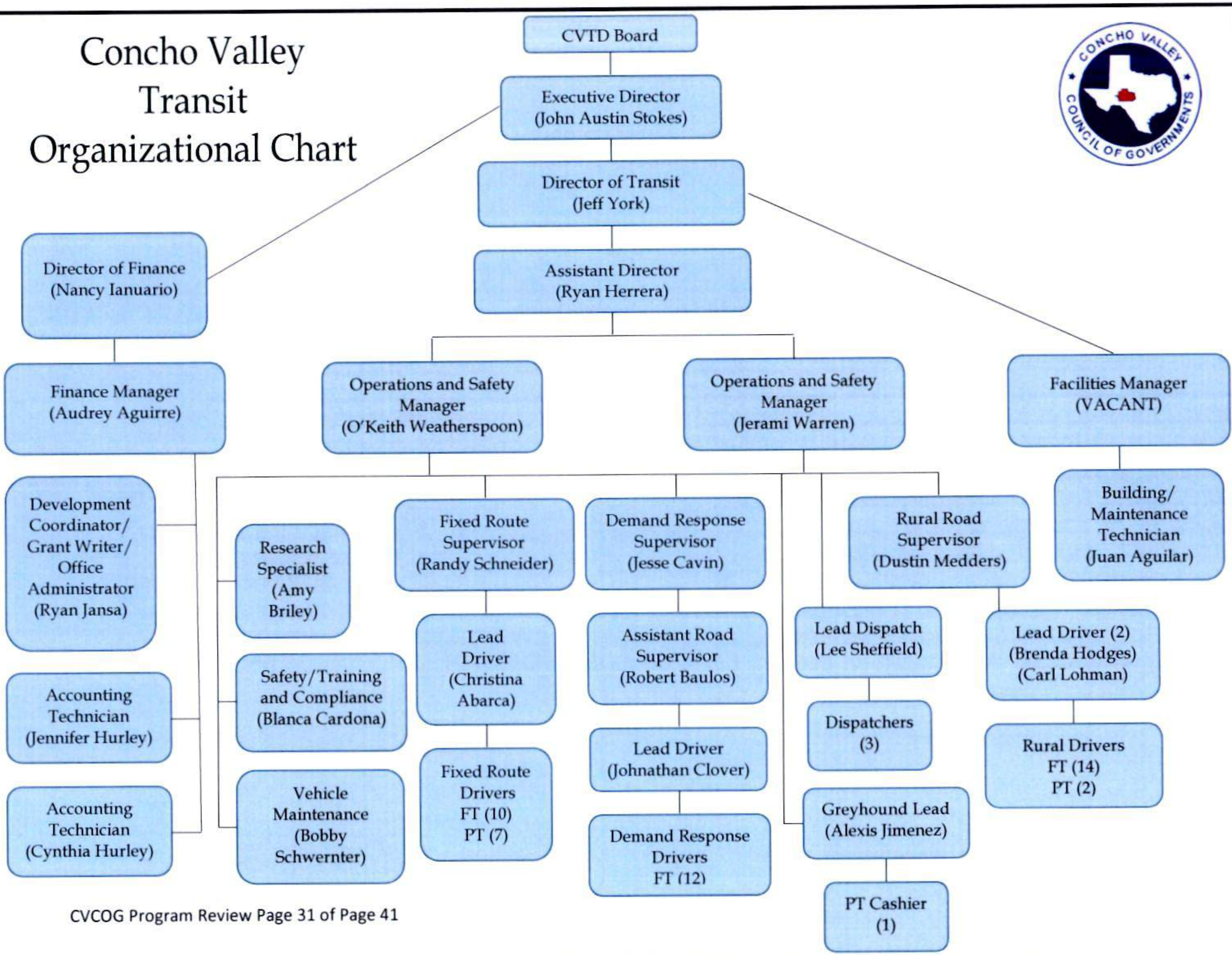
FY 19-20 CVEDD is using Prior Year excess funds to cover expenses related to growing program

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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
State	7,356.00	7,498.00	8,135.38	7,171.62	3,405.55	8,114.00	7,500.00
Total Program Revenue	**7,356.00**	**7,498.00**	**8,135.38**	**7,171.62**	**3,405.55**	**8,114.00**	**7,500.00**
Salaries/Wages	2,695.46	3,782.15	3,489.34	3,015.55	2,219.95	4,563.49	2,907.94
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-
Fringe Benefits	1,295.33	1,403.16	1,352.27	1,160.54	798.25	1,605.48	1,581.37
Total Personnel	**3,990.79**	**5,185.31**	**4,841.61**	**4,176.09**	**3,018.20**	**6,168.97**	**4,489.31**
AdministrativeCosts	642.56	835.93	780.65	619.74	222.45	418.87	277.89
Network Services	-	-	-	105.02	-	-	-
Procurement Services	-	-	-	-	-	-	-
Human ResourceServices	-	-	-	-	-	-	-
Facility Cost Allocation	39.96	129.84	284.30	322.12	-	-	-
Total Cost Allocations	**682.52**	**965.77**	**1,064.95**	**1,046.88**	**222.45**	**418.87**	**277.89**
Travel-In Region	39.83	-	-	-	-	-	500.00
Travel-Out of Region	140.25	-	-	-	-	-	1,000.00
Rent	249.60	811.20	873.60	808.60	-	-	-
Utilities	30.29	79.92	-	-	-	-	-
Copier	-	-	129.02	-	-	606.16	361.69
Ads & Promotions	88.00	-	149.24	-	164.90	170.00	200.00
Dues and fees	-	-	-	-	-	650.00	502.11
Postage/freight	-	-	-	-	-	100.00	169.00
Sub-Total Program Expenditures	**547.97**	**891.12**	**1,151.86**	**808.60**	**164.90**	**1,526.16**	**2,732.80**
Grand Total Program Expenditures	**5,221.28**	**7,042.20**	**7,058.42**	**6,031.57**	**3,405.55**	**8,114.00**	**7,500.00**
Revenue over Expenditures	**2,134.72**	**455.80**	**1,076.96**	**1,140.05**	**-**	**-**	**(0.00)**

U.S. Department of Housing and Urban Development provides annual grants on a formula basis
to entitled cities and counties to develop viable communities
Contract agreement is for the September to August period.

Concho Valley Transit Organizational Chart



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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Federal	1,457,769.00	1,427,625.00	1,601,172.00	1,703,462.00	2,686,548.00	2,117,868.00	1,948,510.00
COVID-19 Funding	-	-	-	-	1,142,975.44	4,767,912.00	3,698,225.00
State Administrated Federal	1,312,513.83	1,413,771.92	1,344,913.36	919,510.00	1,196,351.00	822,840.00	1,240,191.00
State	642,437.00	611,399.00	1,035,267.00	843,920.00	823,556.00	820,928.00	820,928.00
Program Income	175,418.94	177,995.17	202,828.63	178,485.22	118,910.02	194,000.00	81,826.69
Local Funds	1,409,079.97	1,537,156.97	1,446,852.46	1,505,967.24	1,532,447.85	842,683.88	1,297,822.38
InKind - Toll Credits	170,872.29	90,826.00	110,621.00	26,889.00	120,903.00	32,875.00	20,400.00
Total Program Revenue	**5,168,091.03**	**5,258,774.06**	**5,741,654.45**	**5,178,233.46**	**7,621,691.31**	**9,599,106.88**	**9,107,903.07**
Salaries/Wages	1,472,200.99	1,559,540.50	1,840,120.56	2,041,521.18	1,873,933.61	2,165,182.93	2,263,798.35
Overtime	-	-	-	-	47,992.69	110,423.48	57,828.81
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	109,500.00	34,500.00
Fringe Benefits	881,070.04	725,229.58	843,149.38	981,335.92	862,513.20	1,086,245.66	1,249,088.40
Total Personnel	**2,353,271.03**	**2,284,770.08**	**2,683,269.94**	**3,022,857.10**	**2,784,439.50**	**3,471,352.07**	**3,605,215.56**
AdministrativeCosts	380,337.57	366,654.03	432,976.07	402,644.67	219,378.08	235,704.81	223,162.84
Network Services	-	-	-	91,290.52	47,132.68	48,522.64	134,075.35
Procurement Services	-	-	-	-	55,585.40	121,865.52	187,089.29
Human ResourceServices	-	-	-	-	72,747.11	96,684.50	99,549.20
Facility Cost Allocation	1,179.17	2,149.44	3,802.00	1,067.96	3,079.54	3,694.99	11,387.23
Total Cost Allocations	**381,516.74**	**368,803.47**	**436,778.07**	**495,003.15**	**397,922.81**	**506,472.46**	**655,263.91**
Uniforms	-	5,733.31	1,516.19	2,071.42	14,171.41	25,000.00	5,000.00
Audit & Legal	16,700.00	16,735.95	16,474.87	17,604.33	23,944.56	21,000.00	21,030.00
Contract Services	149,981.87	144,697.21	186,279.78	162,216.84	162,021.95	21,000.00	7,000.00
Pass-Thru Funds	-	41,138.06	133,472.21	-	47,761.72	80,000.00	-
Travel-In Region	4,405.10	3,283.31	3,407.46	3,229.67	1,920.92	1,913.56	1,500.00
Travel-Out of Region	6,993.86	11,383.32	9,774.29	18,201.43	1,043.89	14,000.00	10,000.00
Meals	906.47	-	-	-	-	-	-
Fuel & Lubricant	309,368.40	352,310.19	439,134.50	433,622.39	339,039.87	385,000.00	321,810.19
Tnsp Vehicle Maintenance	106,454.21	242,004.00	304,190.40	359,814.21	455,195.33	473,300.00	494,545.60
Rent	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	22,864.98	22,786.08	25,475.14	27,398.58	40,978.11	23,500.00	24,065.70
Building/Land Purchase	-	-	-	-	2,240,000.00	-	-
Bldg Maintenance	13,994.38	16,458.28	83,142.52	26,439.35	112,218.32	172,968.00	45,000.00
Capital Facility Improvements	22,529.24	157,984.56	-	-	8,515.00	-	-
Supplies	21,780.42	29,454.99	90,080.70	95,086.83	95,943.22	217,568.47	128,812.21
Project Equipment	-	-	10,255.28	26,835.48	3,035.28	-	-
Computer/Software	4,323.22	52,229.77	188,352.72	1,080.00	84,232.53	100,966.03	5,000.00
Capital Equipment	866,681.75	727,119.23	579,309.80	11,185.76	519,042.00	2,944,232.77	3,014,637.00
Copier	205.74	1,083.14	3,539.05	3,611.41	2,696.13	5,200.00	2,600.00
Insurance	135,891.76	89,047.95	93,648.00	109,646.00	107,741.24	94,820.44	103,546.88
Cell Phones	9,719.75	23,767.77	15,325.52	6,185.39	6,698.79	7,500.00	3,700.00
Internet	21,846.41	21,816.31	22,380.26	15,081.52	15,338.58	17,000.00	15,403.76
Printing	4,159.37	6,389.35	14,213.85	19,086.62	4,315.08	4,200.00	5,189.90
Ads & Promotions	3,105.60	2,999.38	4,028.81	738.56	159.57	3,700.00	200.00
Publications	1,311.50	1,362.75	1,378.28	411.92	270.84	2,200.00	500.00
Training	1,056.53	60,529.74	45,817.82	13,782.88	1,213.54	-	-
Dues and fees	5,845.37	9,429.20	4,613.77	3,256.47	66,732.79	12,550.00	15,539.20
Communications	97,213.60	75,698.84	76,656.85	122,804.00	147,520.92	163,000.00	133,879.04
Postage/freight	3,993.43	3,585.33	3,992.36	4,244.25	3,483.25	4,000.00	3,443.32
Other	512.28	4,183.98	8,014.22	60,718.92	3,989.48	4,692.47	8,500.00
Coffee Expense	651.43	884.36	1,174.22	1,234.25	-	550.00	700.00
Physicals/Safety	15,978.06	16,652.87	13,652.17	14,654.25	14,588.79	17,000.00	13,665.08
InKind Other	170,872.29	90,826.00	110,621.00	26,889.00	120,903.00	32,875.00	20,400.00
Sub-Total Program Expenditures	**2,146,814.22**	**2,364,928.83**	**2,621,606.44**	**1,709,812.33**	**4,764,716.11**	**4,849,736.74**	**4,525,667.88**
Grand Total Program Expenditures	**4,881,601.99**	**5,018,502.38**	**5,741,654.45**	**5,227,672.58**	**7,947,078.42**	**8,827,561.27**	**8,786,147.35**
Revenue over Expenditures	**286,489.04**	**240,271.68**	**-**	**(49,439.12)**	**(325,387.11)**	**771,545.61**	**321,755.72**
					Link Road Investment		Excess FTA funds carried to next fiscal year

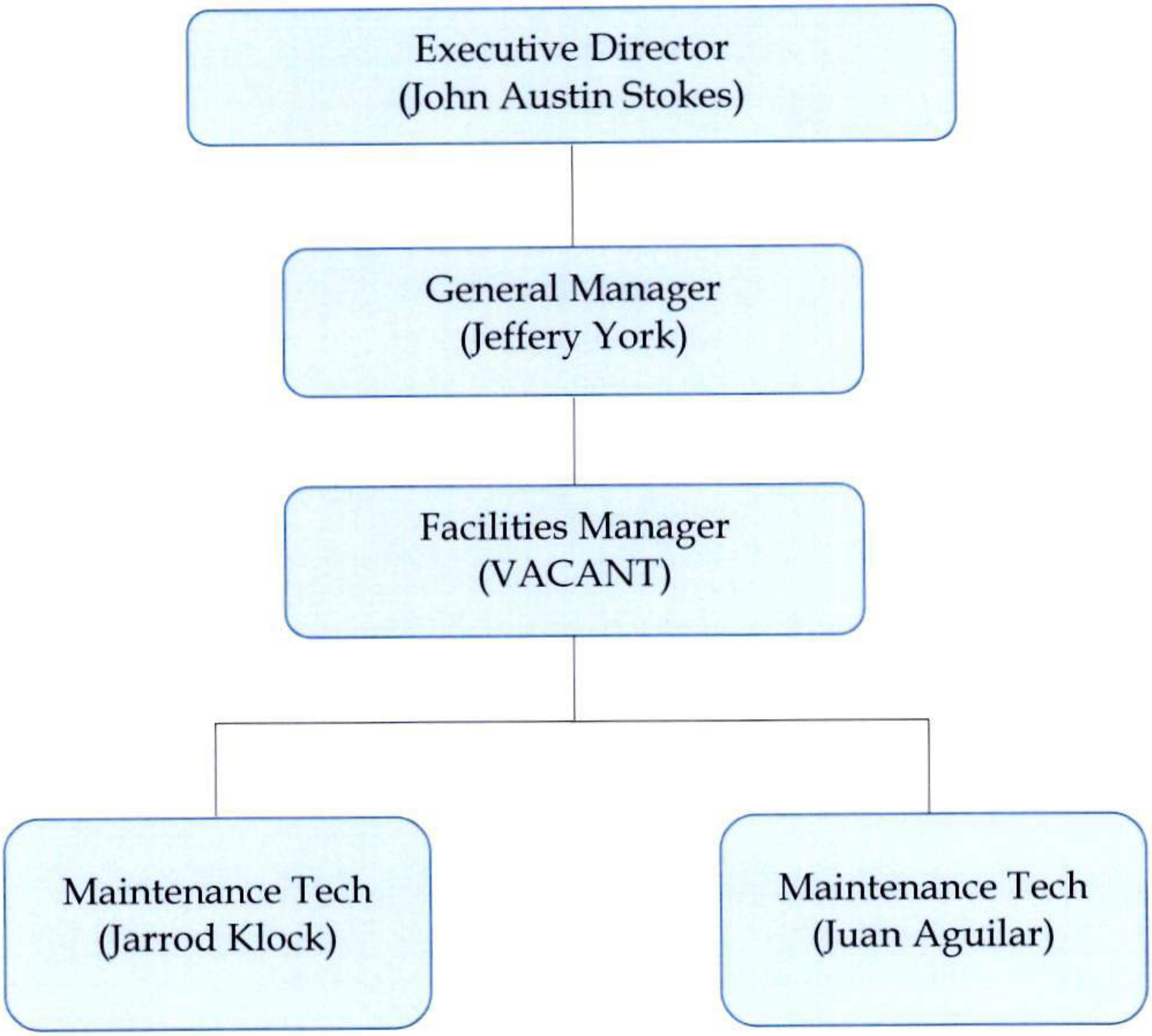
NOTE: The Fiscal Year is September through August.

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.

FY 21-22 reflects a decrease in Federal awards. This is due to the requirement to spend COVID-19 supplemental funds before regular Assistance awards

Facility Management Work Chart



CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
FACILITY MAINTENANCE COST CENTER- Loop 306

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Salaries/Wages	-	-	22,396	22,561	23,620	23,636	9,658
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	500
Fringe Benefits	-	-	13,280	15,108	14,685	15,155	6,963
Total Personnel	-	-	**35,676**	**37,668**	**38,305**	**38,791**	**17,120**
AdministrativeCosts	-	-	5,754	5,017	2,817	2,634	1,060
Network Services	-	-	-	1,138	2,629	2,426	1,746
Procurement Services	-	-	-	-	8,613	10,190	2,937
Human ResourceServices	-	-	-	-	1,063	1,209	477
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	-	-	**5,754**	**6,155**	**15,121**	**16,459**	**6,219**
Contract Services	19,800	19,800	2,123	-	-	35,053	5,000
Travel-In Region	-	-	-	-	-	2,000	1,000
Rent	-	-	**20,589**	**20,368**	**312,000**	**312,000**	**130,000**
Southland Park					312,000	312,000	130,000
Maintenance Tech Office			2,352	2,538	-	-	-
Healthy Families			18,236	17,831	-	-	-
Total Utilities	-	-	**44,338**	**37,862**	**30,990**	**40,901**	**17,325**
Atmos Energy - Gas Utilities	-	-	780	729	857	802	334
San Angelo Water Utilities	-	-	2,825	2,946	3,106	3,241	1,350
Republic Services	-	-	3,646	3,149	3,875	3,464	1,443
Green Mountain Electric Utilities	-	-	36,559	30,358	23,153	33,394	13,914
Southland Storm Water Fee	-	-	528	679	-	-	283
Total Building Maintenance	**19,202**	**15,909**	**17,391**	**19,234**	**24,567**	**26,961**	**11,234**
Floor	-	-	-	-	-	-	-
Generator Maintenance	4,450	1,932	414	2,524	1,807	2,776	1,157
Air Filter Maintenance	5,319	3,718	5,377	7,134	9,149	7,846	3,269
CINTAS (Floor Mats)	3,167	3,017	1,566	-	-	-	-
Pest Control	2,340	2,340	1,408	405	495	446	186
Angelo Water RO Service	1,997	2,118	1,757	2,192	1,877	2,412	1,005
Misc Electrical Maintenance	504	266	168	270	1,528	1,600	667
Misc Building Maintenance	1,266	1,766	5,504	3,901	7,079	8,800	3,667
Misc Plumbing Maintenance	158	753	562	1,444	909	1,579	658
UNIFIRST			634	1,365	1,723	1,502	626
Supplies	4,005	4,508	6,072	5,709	6,059	6,280	2,617
Cleaning Supplies	3,607	4,010	5,112	3,196	4,252	3,516	1,465
General Supplies	398	498	961	2,513	1,806	2,764	1,152
Insurance	-	-	-	-	8,206	9,027	3,761
Physicals/Safety	**170**	**619**	**895**	**704**	**554**	**774**	**323**
Fire Inspection	-	-	570	524	203	576	240
AED (Defibrilator)	-	-	-	-	262	-	-
W Tx Fire Extinguisher	170	619	325	180	90	198	83
Sub-Total Program Expenditures	**43,177**	**40,836**	**91,409**	**83,877**	**382,376**	**432,996**	**171,259**
Grand Total Program Expenditures	**43,177**	**40,836**	**132,839**	**127,701**	**435,802**	**488,246**	**194,599**

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

Department	Sq Footage Occupied		Amount to be allocated	
Administration	1,522	9.02%	19,111.58	
Procurement	1,491	8.84%	18,722.32	
Network	737	4.37%	9,254.43	
Human Resources	688	4.08%	8,639.14	
Solid Waste	157	0.93%	1,448.91	
Economic Development District	133	0.79%	1,227.42	
EDD Addressing	171	1.01%	1,578.11	
Vista	-	0.00%	-	
911 ER Communications	4,035	23.92%	50,667.04	
Criminal Justice Academy	1,597	9.47%	14,738.24	
CJ Planning	-	0.00%	-	
Homeland Security	1,058	6.27%	9,763.97	
Transit	-	0.00%	-	
Area Agency on Aging	1,942	11.51%	24,385.47	
ADRC	765	4.53%	9,606.02	
211 Information & Referral	514	3.05%	6,454.24	
Foster Grandparent	273	1.62%	2,519.44	45/20/35
Senior Companion	195	1.16%	1,799.60	55/45
RSVP	59	0.35%	544.49	
Head Start	1,532	9.08%	14,138.38	
Sub-total Program office space	16,869	100.00%	194,599	
Property Maintenance	19,291			
Total office space	36,160			

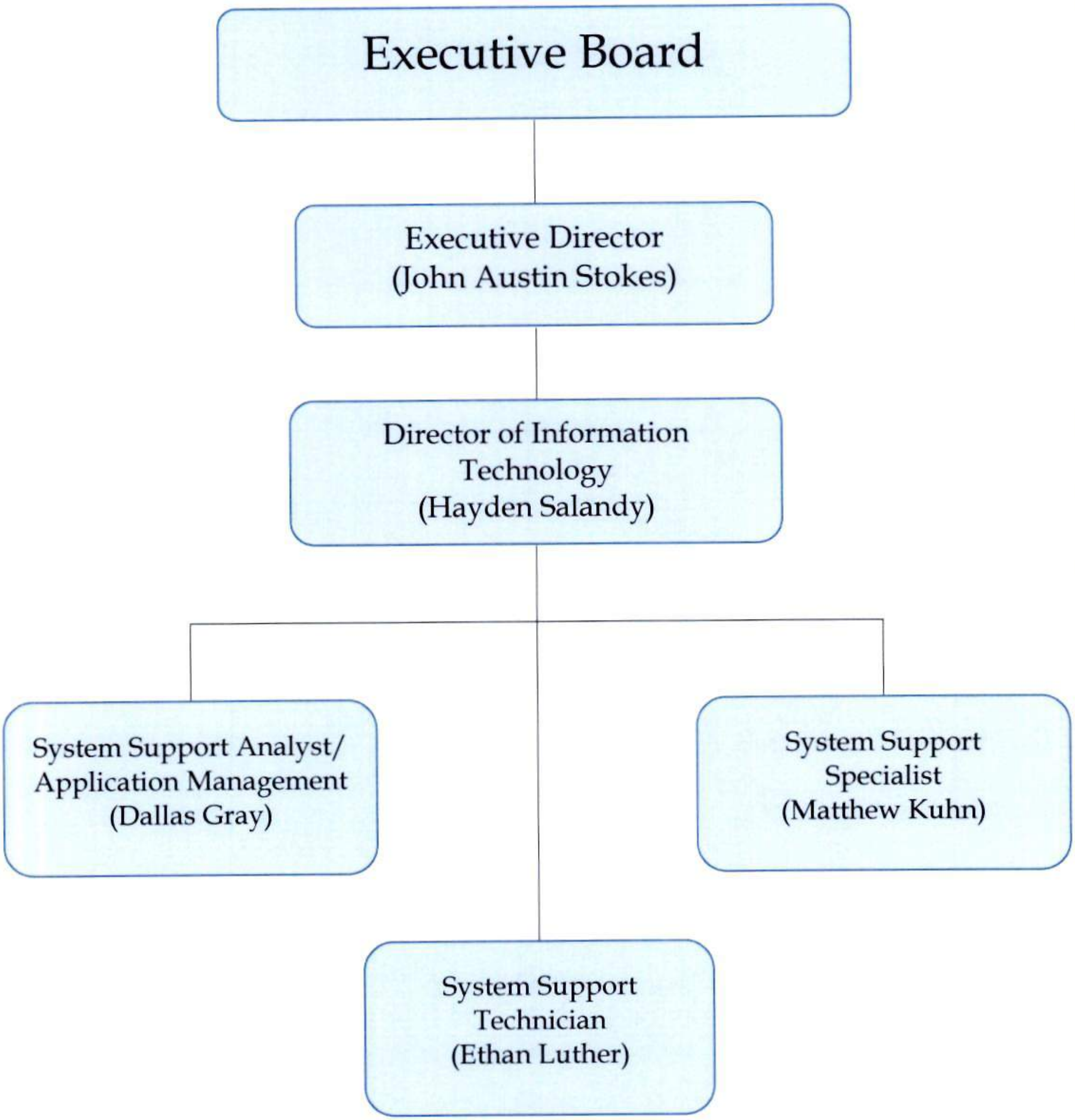
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
FACILITY MAINTENANCE COST CENTER- Link Road

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Salaries/Wages	-	-	-	-	-	-	13,521
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	-	-	-	9,748
Total Personnel	-	-	-	-	-	-	**23,268**
AdministrativeCosts	-	-	-	-	-	-	1,440
Network Services	-	-	-	-	-	-	2,444
Procurement Services	-	-	-	-	-	-	4,112
Human ResourceServices	-	-	-	-	-	-	667
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	-	-	-	-	-	-	**8,664**
Contract Services	-	-	-	-	-	-	45,266
Travel-In Region	-	-	-	-	-	-	300
Depreciation	-	-	-	-	-	-	**40,308**
Capital Building Purchase					-	-	1,804,000
Capital Construction-EDA Match			-	-	-	-	550,000
Capital Construction-Local			-	-	-	-	410,000
Total Utilities	-	-	-	-	-	-	**26,833**
Gas Utilities	-	-	-	-	-	-	1,458
Water Utilities	-	-	-	-	-	-	2,042
Trash Services	-	-	-	-	-	-	2,333
Electric Utilities	-	-	-	-	-	-	21,000
	-	-	-	-	-	-	-
Total Building Maintenance	-	-	-	-	-	-	**23,883**
Floor	-	-	-	-	-	-	-
Generator Maintenance	-	-	-	-	-	-	3,000
Air Filter Maintenance	-	-	-	-	-	-	2,917
AC Maintenance	-	-	-	-	-	-	2,917
Pest Control	-	-	-	-	-	-	583
Lawn Service	-	-	-	-	-	-	5,133
Angelo Water RO Service	-	-	-	-	-	-	1,458
Misc Electrical Maintenance	-	-	-	-	-	-	-
Misc Building Maintenance	-	-	-	-	-	-	2,917
Misc Plumbing Maintenance	-	-	-	-	-	-	4,083
UNIFIRST (mats, mops and terry cloths)			-	-	-	-	875
Supplies	-	-	-	-	-	-	**4,200**
Cleaning Supplies	-	-	-	-	-	-	2,333
General Supplies	-	-	-	-	-	-	1,867
Insurance	-	-	-	-	-	-	14,000
Physicals/Safety	-	-	-	-	-	-	**3,524**
Fire Alarm Service	-	-	-	-	-	-	3,124
AED (Defibrilator)	-	-	-	-	-	-	200
W Tx Fire Extinguisher	-	-	-	-	-	-	200
Sub-Total Program Expenditures	-	-	-	-	-	-	**158,315**
Grand Total Program Expenditures	-	-	-	-	-	-	**190,247**

Note: Expenses allocated to Programs based on square footage occupied at Link Road

Department	Sq Footage Occupied		Amount to be allocated	
Administration	1,433	9.51%	18,096.53	
Procurement	1,217	8.08%	15,368.79	
Network	954	6.33%	12,047.51	
Human Resources	1,142	7.58%	14,421.66	
Solid Waste	148	0.98%	2,136.01	
Economic Development District	614	4.08%	8,861.54	
EDD Addressing	165	1.10%	2,381.36	
Vista	160	1.06%	2,309.20	
911 ER Communications	2,617	17.37%	33,048.58	
Criminal Justice Academy	688	4.57%	9,929.55	
CJ Planning	-	0.00%	-	
Homeland Security	296	1.96%	4,272.01	
Transit	789	5.24%	11,387.23	
Area Agency on Aging	1,357	9.01%	17,139.29	
ADRC	528	3.50%	6,665.28	
211 Information & Referral	636	4.22%	8,031.68	
Foster Grandparent	333	2.21%	4,806.02	45/20/35
Senior Companion	179	1.19%	2,589.91	55/45
RSVP	194	1.28%	2,793.41	
Head Start	1,615	10.72%	23,308.46	
Sub-total Program office space	15,065	100.00%	199,594	based on move-in date, highlighted includes Feb expenses
Property Maintenance	25,351		190,247.15	Mar thru Sept
Total office space	40,416		9,346.84	Feb
	40,416		199,593.99	

Information Technology Work Chart



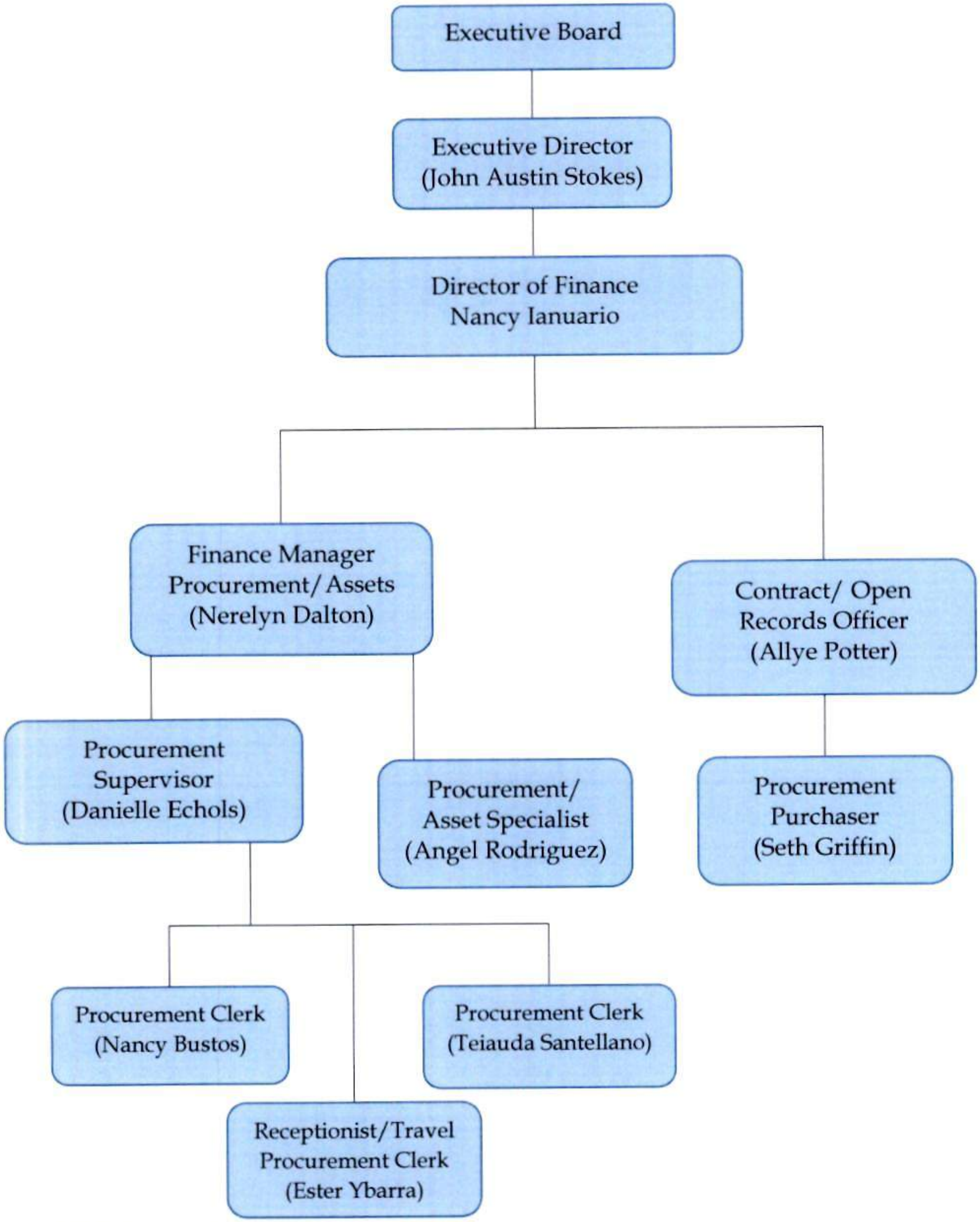
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
NETWORK COST CENTER

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Salaries/Wages	67,369	77,328	81,275	114,702	145,989	181,439	184,864
Incentive (as per 2CFR Part 200 430 (f) and Policy)	-	-	-	-	-	-	2,000.00
Fringe Benefits	23,074	17,976	20,764	34,626	57,239	75,675	82,935
Total Personnel	**90,443**	**95,304**	**102,039**	**149,328**	**203,229**	**257,114**	**269,798**
Administrative Costs	14,561	15,353	16,500	19,890	14,951	17,458	16,701
Network Services							
Procurement Services					1,494	2,127	6,941
Human ResourceServices					3,228	4,834	4,577
Facility Cost Allocation	7,556	7,556	8,251	9,130	19,351	21,961	21,302
Total Cost Allocations	**22,118**	**22,910**	**24,751**	**29,020**	**39,024**	**46,380**	**49,520**
Contract Services	-	-	-	1,165	-	-	-
Travel-In Region	32	-	-	-	300	1,500	1,800
Supplies:	-	-	6,165	2,415	4,616	7,000	7,000
Cables	-	-	-	-	-	-	500
Toner for IT Staff	-	-	2,047	368	-	500	500
Power Supplies	-	-	1,234	-	30	-	1,500
Switches	-	-	1,824	-	-	-	-
Hard drives for backup space	-	-	-	66	412	4,000	1,500
Computer Supplies (keyboards, mouse)			433	951	2,896	-	1,000
Office Supplies	-	-	-	831	1,279	500	2,000
Security Camera System	-	-	580	199	-	2,000	-
Imaging Drum	-	-	47	-	-	-	-
Project Equipment:	1,325	-	6,676	-	4,878	8,500	55,000
Laptop for IT Staff	-	-	2,554	-	4,218	4,000	-
Desktop for IT Staff	-	-	960	-	-	-	3,000
Printer for IT Staff	-	-	1,467	-	-	-	-
2-Routers for wireless to track internet usage	1,325	-	-	-	-	-	-
Static IP and VPN	-	-	-	-	660	-	-
ID Card Printer & Supplies	-	-	1,695	-	-	-	-
Migration to Link Road (Snider IT)	-	-	-	-	-	-	45,000
Networking Hardware	-	-	-	-	-	1,000	7,000
Network Storage	-	-	-	-	-	3,500	-
Computer/Software:	16,799	12,317	9,689	12,172	14,979	30,303	44,093
Mailroute SPAM filtering @ $2 mo. per email acct	1,829	-		1,940	2,665	3,570	3,570
Domain Name (TRS) (CVCOG)	106	-		42	-	70	70
Exchange Service Certificate	5,614	-	988	480	-	440	440
TRS Certificate	-	-		-	-	145	145
SQL Server License	545	-		-	80	-	-
Hosted Exchange Migration	-	-	-	-	-	-	10,000
Hosted Exchange (191 mailboxes @ $4 mo)	-	-	-	-	-	-	9,168
Virtual Server (Microsoft server 2008 Enterprise)	-	-		-	-	530	-
Server Maintenance	-	-	594	-	-	1,000	1,000
Firewall/Web Filtering	1,350	1,350		-	3,500	1,500	1,500
Software (additions and upgrades)	-	-		1,350	-	1,980	1,985
Bluehost - Web hosting	264	-		-	288	300	300
Anti-virus Renewal-3 years	-	3,199		-	-	3,200	1,415
MIP Accounting System Maint. Support	7,090	7,768	8,107	8,360	8,446	9,818	9,500
Exchange User Licenses	-	-		-	-	2,250	2,250
Asset Tracking System	-	-		-	-	5,500	2,750
Cell Phones	360	360	360	300	-	720	-
Training	299	319	-	95	724	1,600	1,600
Dues and fees	-	-	-	-	81	100	100
Communications	-	-	-	31,340	30,728	34,964	52,922
Sub-Total Program Expenditures	**18,815**	**12,996**	**22,890**	**47,488**	**56,305**	**84,687**	**162,515**
Grand Total Program Expenditures	**131,376**	**131,209**	**149,679**	**225,836**	**298,558**	**388,181**	**481,833**

Note: Expenses allocated to Programs based on number of email accounts
FY 19-20 increase related to additional staff member added. FY 20-21 added one more member to meet program demands.

Program Allocation	# Email Accounts	Percentage Allocation to Programs	$ Amount Allocated
Administration	5	0.043478261	$ 20,949.27
Procurement	8	0.069565217	$ 33,518.84
Facility	1	0.008695652	$ 4,189.85
Human Resources	4	0.034782609	$ 16,759.42
Solid Waste	1	0.008695652	$ 4,189.85
Economic Development District	2	0.017391304	$ 8,379.71
EDD Addressing	1	0.008695652	$ 4,189.85
Vista	1	0.008695652	$ 4,189.85
911 ER Communications	10	0.086956522	$ 41,898.55
Criminal Justice Academy	1	0.008695652	$ 4,189.85
CJ Planning	2	0.017391304	$ 8,379.71
Homeland Security	1	0.008695652	$ 4,189.85
Transit	32	0.27826087	$ 134,075.35
Area Agency on Aging	6	0.052173913	$ 25,139.13
ADRC	2	0.017391304	$ 8,379.71
211 Information & Referral	4	0.034782609	$ 16,759.42
Foster Grandparent	1	0.008695652	$ 4,189.85
Senior Companion	1	0.008695652	$ 4,189.85
RSVP	2	0.017391304	$ 8,379.71
Head Start	30	0.260869565	$ 125,695.64
sub-total Program Email Accts	115.00	1.00	$ 481,833.29
Network	11.00		
Total Email Accounts, as of 5/31/2021	126.00		

Procurement Work Chart



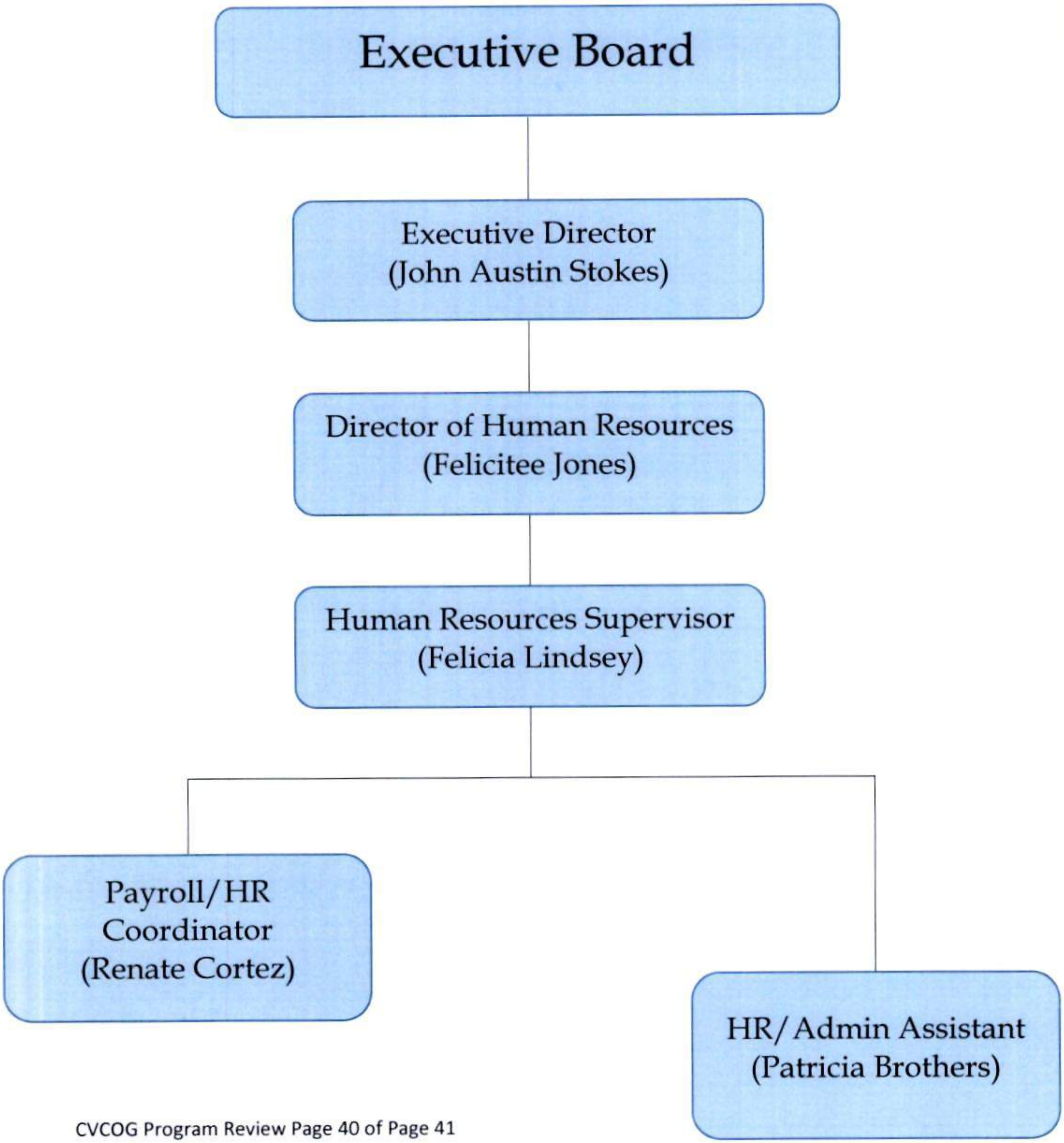
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
PROCUREMENT SERVICES COST CENTER

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Salaries/Wages	-	-	-	-	112,796.63	136,768	208,955
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	3,000.00
Fringe Benefits	-	-	-	-	55,965.47	73,928	110,572
Total Personnel	-	-	-	-	**168,762.10**	**210,696**	**322,527**
AdministrativeCosts	-	-	-	-	12,414.97	14,306	19,964
Network Services					10,173.86	14,557	33,519
Procurement Services							-
Human ResourceServices					5,250.55	6,042	6,865
Faciltiy Cost Allocation	-	-	-	-	17,991.21	26,342	34,091
Total Cost Allocations	-	-	-	-	**45,830.59**	**61,247**	**94,440**
Travel-In Region	-	-	-	-	20.13	1,800	2,000
Travel-Out of Region	-	-	-	-	1,058.77	2,500	-
Supplies	-	-	-	-	1,275.53	4,500	3,000
Computer/Software	-	-	-	-	5,577.57	-	-
Copier	-	-	-	-	161.20	900	500
Cell Phones	-	-	-	-	30.00	-	-
Ads & Promotions	-	-	-	-	297.49	900	-
Training	-	-	-	-	40.00	1,100	3,000
Dues and fees	-	-	-	-	220.94	-	-
Postage/freight	-	-	-	-	23.29	910	-
Sub-Total Program Expenditures	-	-	-	-	**8,704.92**	**12,610**	**8,500**
Grand Total Program Expenditures	-	-	-	-	**223,297.61**	**284,553**	**425,467**

Note: Expenses allocated to Programs based on $ amount of Program Procurements
Department consists of 6 employees to perform procurement for programs

Program Allocation	Total $ Purchase Orders	Percentage to be allocated		$ Amount Allocated
Administration	195,943.00	0.02	$	8,546.32
Non-Project	3,000.00	0.00	$	130.85
Network	159,014.83	0.02	$	6,935.65
Human Resources	22,000.00	0.00	$	959.56
Facility	161,497.92	0.02	$	7,043.95
Solid Waste	68,450.00	0.01	$	2,985.54
Economic Development District	256,410.00	0.03	$	11,183.67
EDD Addressing	-	-	$	-
Vista	300.00	0.00	$	13.08
911 ER Communications	3,492,349.00	0.36	$	152,323.56
Criminal Justice Academy	38,779.00	0.00	$	1,691.40
CJ Planning	550.00	0.00	$	23.99
CJ VAWA	1,503.00	0.00	$	65.56
Homeland Security	2,590.00	0.00	$	112.97
Transit	4,286,350.82	0.44	$	186,955.03
Area Agency on Aging	195,500.00	0.02	$	8,527.00
ADRC	4,500.00	0.00	$	196.27
211 Information & Referral	2,700.00	0.00	$	117.76
Foster Grandparent	22,598.82	0.00	$	985.68
Senior Companion	12,582.48	0.00	$	548.80
RSVP	20,445.00	0.00	$	891.74
Head Start	807,682.01	0.08	$	35,228.15
	9,754,745.88	1.00	$	425,466.53

Human Resources Work Chart



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

	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET
Salaries/Wages	-	-	-	-	124,128.77	145,065	160,384
Incentive (as per 2CFR Part 200.430 (f) and Policy)	-	-	-	-	-	-	2,000.00
Fringe Benefits	-	-	-	-	47,137.00	56,596	71,350
Total Personnel	-	-	-	-	171,265.77	201,661	233,734
Administrative Costs	-	-	-	-	12,593.48	13,693	14,468
Network Services					10,671.65	9,705	16,759
Procurement Services					41,754.72	58,848	960
Human ResourceServices							-
Facility Cost Allocation	-	-	-	-	20,784.49	15,853	23,061
Total Cost Allocations	-	-	-	-	85,804.34	98,099	55,249
Travel-In Region	-	-	-	-	271.37	1,500	1,500
Travel-Out of Region	-	-	-	-	-	3,500	1,000
Conference Fees	-	-	-	-	-	3,500	1,000
Supplies	-	-	-	-	2,967.07	3,000	2,000
Computer/Software	-	-	-	-	3,432.69	-	1,000
Copier	-	-	-	-	3,604.08	3,377	2,000
Training	-	-	-	-	300.00	6,500	3,500
Dues and fees	-	-	-	-	11,959.22	16,000	20,000
Postage/freight	-	-	-	-	112.60	50	550
Sub-Total Program Expenditures	-	-	-	-	22,647.03	37,427	32,550
Grand Total Program Expenditures	-	-	-	-	279,717.14	337,187	321,532

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

Program Allocation	# Employees	Percentage to be allocated		$ Amount Allocated
Administration	6	0.02	$	6,865.46
Procurement	6	0.02	$	6,865.46
Network	4	0.01	$	4,576.97
Facility	1	0.00	$	1,144.24
Solid Waste	1	0.00	$	1,144.24
Economic Development District	2	0.01	$	2,288.49
EDD Addressing	1	0.00	$	1,144.24
Vista	1	0.00	$	1,144.24
911 ER Communications	7	0.02	$	8,009.71
Criminal Justice Academy	1	0.00	$	1,144.24
CJ Planning	1	0.00	$	1,144.24
Homeland Security	1	0.00	$	1,144.24
Transit	87	0.31	$	99,549.20
Area Agency on Aging	9	0.03	$	10,298.19
ADRC	2	0.01	$	2,288.49
211 Information & Referral	3	0.01	$	3,432.73
Foster Grandparent	1	0.00	$	1,144.24
Senior Companion	0.65	0.00	$	743.76
RSVP	2.35	0.01	$	2,688.97
Head Start	144	0.51	$	164,771.09
	281.00	1.00		321,532.48
Human Resources	4			
Total Positions	285.00			