

CVCOG PROGRAMS

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 - **Volunteers in Service to America (VISTA)**

Program Budget Summary

The Investment/Budget Committee is responsible for reviewing and recommending to the Executive Board, the budgets for:

1. The Administrative budget and the proposed Indirect Rate for FY 22-23 and;
2. The FY 22-23 budgets for the Central Service Centers consisting of:
 - Human Resources Department
 - Procurement Department
 - Information Technology Department
 - Link Road Facility Management Department

The budgets for the CVCOG Programs are approved by the awarding agencies so do not require approval from the Executive Board, at this time. The Executive Board does approve the request to apply and accept the Program awards, but these requests are brought individually to the Board, by the Programs.

However, the Programs are responsible for funding Administrative and the Central Service Centers. Therefore, the Program budgets are presented to show the Committee that the presented Administrative and Central Service Centers' budgets can be funded by the Programs.

All budgets presented reflect the funding of the proposed CVCOG Salary Schedule and Fringe Benefits.

Administrative Budget Page 4

- The Administrative Department consists of 90% of the Executive Director, 22% of the Assistant Executive Director/Regional Services Director, 89% of the Finance Manager/CVEDD Revolving Loan Specialist, 10% of the HR Administrative Assistant used for Board meetings, 5-Finance staff members, and the Receptionist
- Total budget increase over FY 21-22 is 0.88%. Requesting an Indirect Rate for FY 22-23 of 6.16%. The current rate for FY 21-22 is 6.20%.
- The budget is allocated to the Programs and Central Service Centers based on total Personnel Costs x the Indirect Rate.
- Salaries and Fringe are up 23% due to the addition of the Assistant Director in February of this year. This position is training to take over the Director of Finance position. We are also reflecting the addition of a Finance Specialist to be hired in April 2023.
- Audit & Legal decreased 15%. The new contract with the firm started this past year and the amount was less than originally budgeted.
- Costs are up for all Central Service Centers and the Administrative budget is reflecting their share of the costs.
- Contract Services decreased 90%. The previous budget was related to the move to Link Road.
- Supplies decreased 68%. The previous budget was related to the move to Link Road.
- Copier expenses increased 284%. With the move to Link Road, Administrative took over the responsibility of the 3-Business Centers. This cost includes 3 copiers and the associated copier supplies.
- Dues and Fees decreased 56%. The majority of this decrease is related to HR taking over the responsibility of Payroll preparation with ADP.

- Postage decreased 33%. With the permanent move to Link Road, CVCOG closed their PO Box. In addition, there has been a decline in the number of items being mailed.

Non-Project Budget Page 5

- The Non-Project budget reflects the utilization of CVCOG County Membership Dues

Procurement Budget Page 7

- The Procurement Department consists of 6 staff members.
- The Procurement budget is allocated to the Programs, Administrative and the other Central Service Centers based on the \$ amount of Purchase orders.
- The budget is reflecting a 3.34% increase over FY 21-22
- The majority of the increase is associated with 2-employees receiving Certification pay. The budget also includes the travel costs and fees associated with the training.

Human Resources Budget Page 9

- The Human Resources Department consists of 4 staff members. The HR Administrative Assistant will bill 10% of her time to Administrative for the time spent at the Executive Committee Meetings.
- The Human Resources budget is allocated to the Programs, Administrative and the other Central Service Centers based on the number of employees in each program.
- The budget is reflecting a 27.56% increase over FY 21-22
- The majority of this increase is associated with HR taking over the payroll preparation with ADP.
- The budget is also reflecting pay adjustments for certifications to be received during the year.

Information Technology Budget Page 11

- The Information Technology Department consists of 3 staff members.
- The Information Technology budget is allocated to the Programs, Administrative and the other Central Service Centers based on the number of email accounts in each program.
- The budget is reflecting a 1.43% increase over FY 21-22
- The department is reflecting pay adjustments for certifications to be received during the year.

Link Road Facility Management Budget Page 13

- The Link Road Facility Management Department consist of a Facility Manager that is split between Link Road and Transit and one full-time Maintenance Tech
- The Facility budget is allocated to the Programs, Administrative and the other Central Service Centers based on square footage of office space occupied.
- The budget is reflecting an overall increase of 23.11% over FY 21-22.
- Part of the increase is due to the actual cost for Janitorial Services. The cost for the service is over twice what we originally budgeted.
- The budget also reflects CVTD beginning to recoup the amount of local funds they provided for the construction at Link Road. So as not to cause financial burden on the Programs, the repayment of construction costs will be spread out over 20-years. This is the same number of years EDA will hold a lien on the Link Road facility.

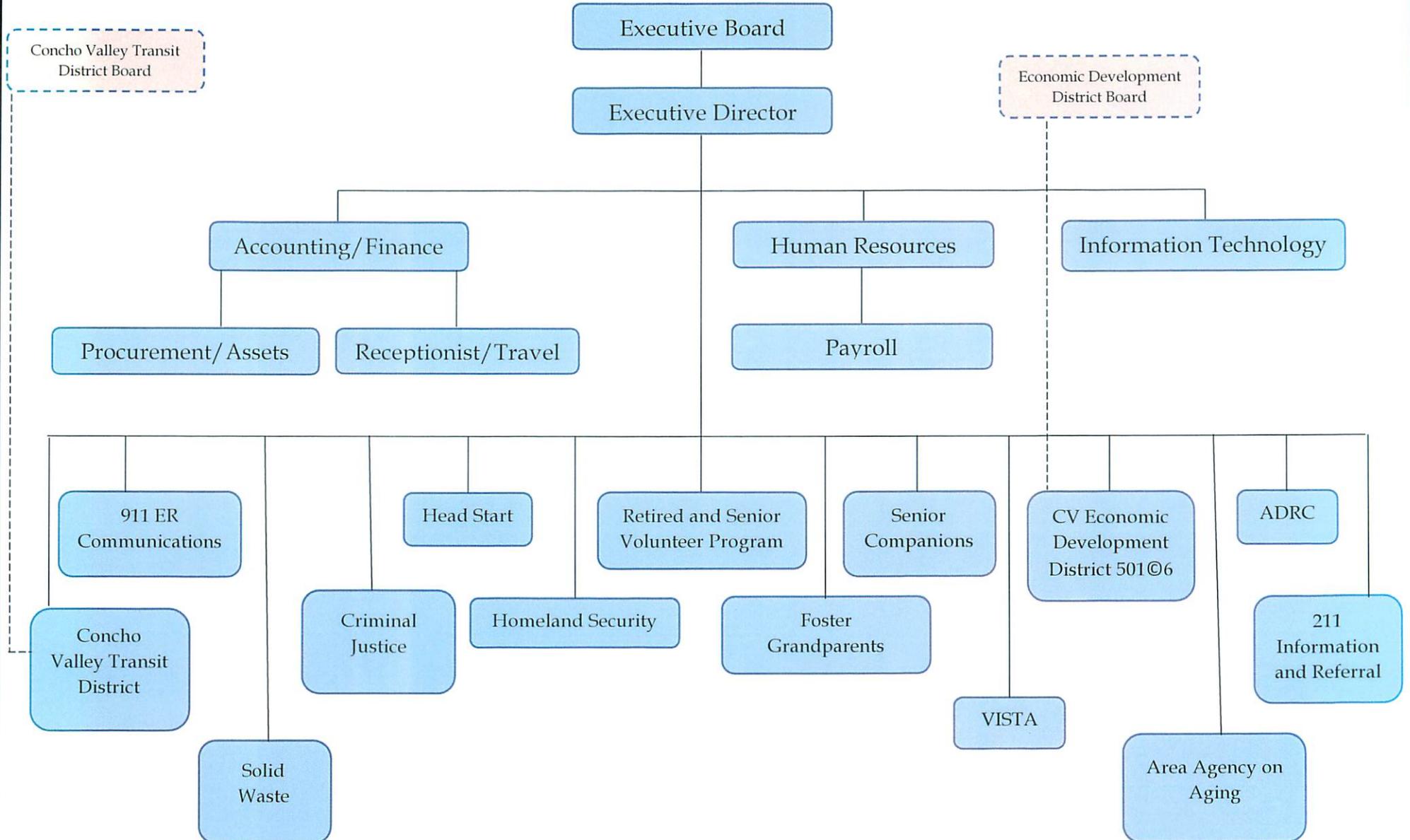
Program Revenue Changes for FY 22-23 Page 2

- Federal is reflecting a 10% increase. This increase is due to the Head Start COLA and to Transit carrying forward unspent federal funds from FY 21-22 due to COVID/ARP funding and lack of local match necessary to request the funds.

- We are reflecting the final spend of COVID/ARP funding. The amount being spent in FY 22-23 is a 91% decrease over FY 21-22.
- State Federal is reflecting a 4% increase. This is due to Transit and Area Agency on Aging carrying forward prior year funds due to COVID/ARP funding and lack of local match necessary to request the funds.
- State funding is reflecting a decrease of 27%. Part of this decrease is due to 911 not knowing the amount of FY 22-23 equipment funding to be received so no amount was recorded. They expect to know by October 2022.
- Overall, we are reflecting a 17% decrease in funding when compared to FY 21-22. The majority of this is related to COVID and ARP one-time funds.



Concho Valley Council of Governments Organizational Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	7,797,820.84	8,195,810.46	8,726,253.20	9,814,471.95	9,250,256.28	9,383,954.00	10,295,804.00
COVID-19 and ARP Funding	-	-	-	1,740,909.48	3,023,301.76	4,874,248.00	432,824.00
State Administrated Federal	3,044,980.15	2,799,623.39	2,566,928.13	2,886,795.63	2,452,070.06	3,544,997.52	3,687,813.55
State	3,712,377.77	4,120,664.77	5,019,941.20	3,580,206.27	4,287,687.35	5,743,497.78	4,190,742.17
Program Income	239,997.44	236,769.99	221,850.63	160,907.92	161,376.38	121,842.69	213,022.00
Local Funds	1,628,926.95	1,528,247.15	1,589,663.14	1,654,601.26	1,657,235.58	1,545,615.66	1,629,135.59
Interest	10,048.76	7,651.08	17,615.36	10,058.96	15,785.24	17,467.00	9,067.00
InKind	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	1,319,685.38	2,042,715.00	2,202,141.00
Membership Dues	95,139.90	99,820.63	108,130.05	101,528.33	103,360.53	107,050.00	100,461.00
Total Program Revenue	19,011,490.33	19,103,276.36	20,619,377.53	21,805,482.38	22,270,758.56	27,381,387.65	22,761,010.31

Salaries/Wages	3,653,523.96	3,912,898.98	4,612,739.91	6,714,752.62	7,042,346.07	7,280,781.58	7,683,010.96
Overtime	-	-	-	47,992.69	-	57,828.81	-
Incentives and Certifications	-	-	-	-	-	111,625.00	-
Fringe Benefits	1,588,513.24	1,740,973.05	1,995,030.02	2,911,806.65	3,108,270.93	3,720,874.50	3,562,599.08
Total Personnel	5,242,037.20	5,653,872.03	6,607,769.93	9,674,552.16	10,150,617.00	11,171,109.89	11,245,610.03

AdministrativeCosts	842,877.26	912,067.51	880,120.46	725,840.99	687,895.22	691,528.70	692,832.48
Network Services	6,778.37	6,757.52	202,484.25	266,469.49	302,694.90	406,413.88	404,318.56
Procurement Services	-	-	-	144,242.05	340,437.71	402,269.72	389,733.91
Human ResourceServices	-	-	-	260,887.18	286,072.43	302,080.31	383,668.77
Facility Cost Allocation	317,698.60	307,544.42	326,178.89	331,263.83	379,317.43	278,530.65	330,885.90
Total Cost Allocations	1,167,354.23	1,226,369.45	1,408,783.60	1,728,703.54	1,996,417.69	2,080,825.46	2,201,419.62

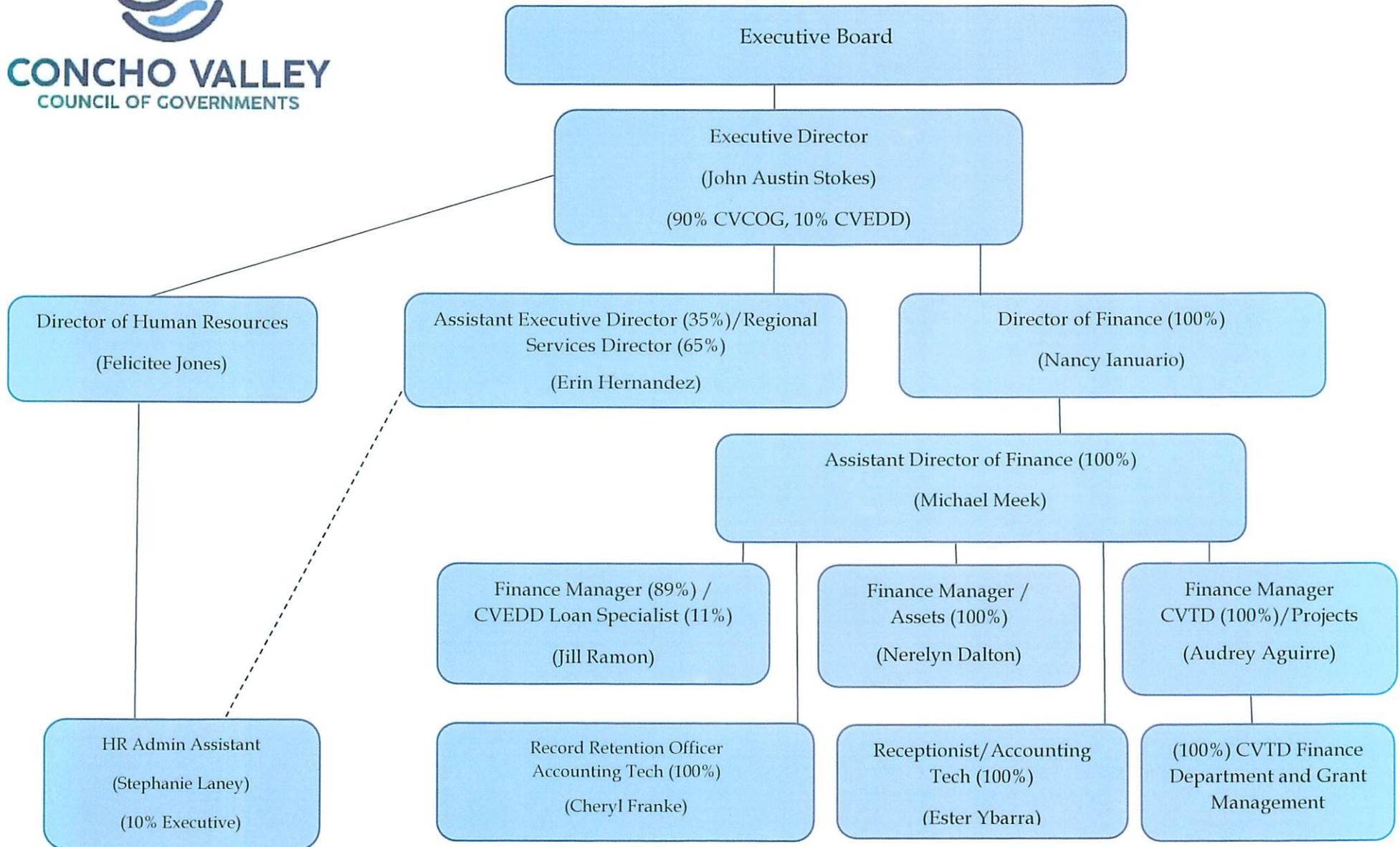
Delegate Salaries	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-	-
Stipend - FGP/SCP Volunteers	315,375.80	317,713.33	309,147.47	355,491.52	375,541.50	351,388.00	358,501.00
Uniforms	10,888.61	20,368.94	3,808.72	18,171.69	51,934.60	7,400.00	5,625.00
Recognition	58,875.02	34,057.22	57,959.06	48,753.44	54,802.98	103,016.96	75,003.05
Audit & Legal	18,110.95	41,935.54	17,604.33	44,548.56	20,088.73	21,030.00	18,562.00
Contract Services	428,090.19	513,428.85	592,578.52	610,389.60	665,013.72	526,018.89	717,510.45
Head Start Services	27,138.49	32,759.12	4,353.23	39,783.63	3,110.25	45,798.40	11,027.05
AAA Meals	418,837.65	406,488.37	403,604.79	537,720.53	599,008.16	513,413.06	494,199.90
Pass-Thru Funds	41,138.06	133,472.21	-	47,781.72	14,081.40	87,000.00	50,000.00
Head Start T & T A	23,829.18	37,356.86	21,018.86	72,759.77	103,604.14	85,502.00	75,682.00
Travel-In Region	18,838.77	23,716.14	31,898.09	13,187.58	12,222.26	39,434.63	40,139.02
Travel-Out of Region	63,027.02	66,455.32	84,308.50	21,538.04	4,769.26	78,773.62	104,707.72
Travel Advisory	1,592.09	1,874.02	4,193.24	1,596.30	-	4,000.00	4,000.00
Meals	139,086.79	149,107.48	198,333.24	257,886.63	406,571.21	412,769.00	414,525.00
Travel-Volunteer	55,378.93	56,427.52	58,202.53	28,078.25	20,975.17	68,200.00	66,918.00
Fuel & Lubricant	352,906.06	439,895.25	434,508.16	339,981.39	359,029.94	328,810.19	458,179.23
Vehicle Maintenance	1,613.13	4,542.25	2,141.22	6,769.87	629.47	9,064.00	8,034.60
Tasp Preventative Maintenance	242,004.00	304,190.40	359,814.21	455,195.33	337,753.20	494,545.60	320,179.36
County Facility Rent	149,290.25	149,777.90	281,884.47	286,196.72	281,843.51	284,269.50	282,720.00
Utilities	46,737.64	54,816.40	71,815.37	147,972.46	161,498.12	139,426.01	138,490.72
Building/Land Purchase	-	-	-	2,240,000.00	-	-	-
Bldg Maintenance	82,656.85	132,881.44	160,826.27	305,269.06	306,207.60	188,749.17	159,573.35
Capital Facility Improvements	157,984.56	-	-	8,515.00	897,759.49	-	110,997.00
Supplies	145,461.39	175,903.08	165,299.73	198,281.97	282,483.56	235,205.40	153,943.99
Head Start Supplies	63,208.73	61,431.70	77,431.10	132,028.62	118,769.94	117,556.87	117,099.97
Project Equipment	112,171.78	17,575.47	161,484.52	3,035.28	370,967.53	184,000.00	70,311.19
Computer/Software	55,655.02	189,231.72	23,649.00	85,282.53	134,915.62	61,900.00	20,808.05
Capital Equipment	1,028,483.55	579,309.80	11,185.76	843,997.59	118,190.13	4,581,094.55	62,520.00
Copier	28,614.88	16,686.21	27,799.48	49,721.13	38,949.42	51,133.30	47,069.61
Insurance	94,655.71	98,706.65	116,407.80	122,584.14	137,940.59	119,946.15	133,259.36
Cell Phones	26,731.15	17,774.50	8,996.20	10,133.37	13,919.06	8,500.00	18,959.60
Internet	21,816.31	22,380.26	15,081.52	18,363.75	21,629.83	42,403.76	18,075.08
Printing	15,028.25	20,358.09	29,048.13	12,813.62	18,197.91	47,389.90	32,028.00
Ads & Promotions	9,723.71	5,597.42	2,833.71	4,929.50	7,375.18	8,820.00	13,435.00
Publications	1,382.75	1,378.28	411.92	270.84	1,502.07	500.00	1,828.23
Training	64,976.24	54,783.82	21,107.38	6,327.54	5,488.70	11,665.55	10,000.00
Dues and fees	22,504.68	24,383.02	24,742.55	90,637.36	45,118.54	49,895.20	43,557.19
Communications	102,627.64	106,924.03	147,868.66	174,018.61	174,149.33	164,879.04	189,553.55
Postage/freight	8,978.50	8,494.34	9,910.10	9,378.35	8,404.30	21,684.80	16,256.00
911 Services	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,789,179.79	2,016,000.00	1,605,836.10
Other	4,739.25	8,487.15	61,118.92	13,718.50	317,859.03	158,500.00	11,342.57
Coffee Expense	1,621.08	2,025.78	1,899.03	781.97	531.92	2,200.00	2,150.00
Physicals/Safety	18,711.57	16,659.67	24,485.20	15,822.14	13,675.15	18,645.08	18,435.00
InKind	2,482,198.52	2,114,688.89	2,368,995.82	1,846,002.58	1,319,685.38	2,042,715.00	2,202,141.00
Executive Director Allowance	355.49	518.97	34.50	487.52	-	500.00	500.00
General Assembly	1,975.53	2,702.19	2,035.95	1,793.12	3,227.91	4,000.00	4,000.00
Sub-Total Program Expenditures	12,335,089.52	12,204,585.61	12,639,795.09	10,750,128.22	9,618,605.60	13,737,743.63	8,707,673.94

Grand Total Program Expenditures	18,744,480.95	19,084,827.09	20,656,348.62	22,153,383.92	21,765,640.29	26,989,678.98	22,154,703.59
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Revenue over Expenditures	267,009	18,449	(36,971)	(347,902)	505,118	391,709	606,307
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Executive/Finance Organization Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	491,911	517,961	492,909	360,758	340,122	413,930	490,847
Incentives and Certifications	-	-	-	-	-	3,000.00	-
Fringe Benefits	177,358	194,553	191,857	122,940	122,090	149,254	168,526
Total Personnel	669,269	712,514	684,766	483,698	462,212	566,184	659,373
Administrative Costs	0	0	0	0	0	0	0
Network Services	15,360	24,733	26,146	10,971	15,196	20,949	26,658
Procurement Services	0	0	0	15,638	7,045	8,247	9,292
Human Resource Services	0	0	0	6,303	7,201	6,865	10,594
Facility Cost Allocation	9,532	19,082	20,929	46,242	42,732	37,208	38,302
Total Cost Allocations	24,892	43,815	47,075	79,154	72,174	73,269	84,847
Audit & Legal	36,651	35,000	33,388	34,575	33,414	51,000	42,542
Contract Services	0	0	2,631	897	2,153	25,000	2,500
Travel-In Region	5,706	7,758	4,225	5,061	6,260	11,859	13,418
Travel-Out of Region	7,243	12,865	10,195	2,659	1,358	11,437	9,840
Rent	59,874	58,635	52,520	0	0	0	0
Utilities	9,825	0	0	0	0	0	0
Supplies	4,503	6,000	4,433	25,065	8,887	62,369	19,750
Copier	(7,729)	(5,272)	(12,858)	(21,438)	(7,180)	1,194	4,590
Insurance	8,384	9,250	8,956	0	1,486	0	2,111
Cell Phones	1,611	1,355	(56)	0	0	0	0
Printing	2,187	2,050	1,121	992	584	4,015	3,850
Ads & Promotions	359	2,750	333	90	1,129	500	0
Publications	984	1,225	741	790	1,162	1,250	1,279
Training	3,319	5,625	1,950	361	4,772	3,600	3,740
Dues and fees	28,715	32,394	24,100	23,275	28,413	31,759	14,009
Communications	3,831	4,109	0	0	0	0	0
Postage/freight	8,834	12,807	9,134	12,363	4,113	10,507	7,085
Sub-Total Program Expenditures	174,297	186,551	140,813	84,690	86,551	214,490	124,714
						PY Excess Returned	
Grand Total Program Expenditures	868,457	942,880	872,654	647,542	620,937	741,148	747,644

Program Allocation	Percentage to be		\$ Amount Allocated
	Salaries plus Fringe	allocated	
Human Resources	272,500.11	0.02 %	16,788.50
Procurement	318,502.69	0.03 %	19,622.68
Network	217,880.59	0.02 %	13,423.44
Facility	80,785.47	0.01 %	4,977.12
VISTA	67,017.46	0.01 %	4,128.89
Solid Waste	28,544.07	0.00 %	1,758.58
CEDAF	6,825.83	0.00 %	420.53
Economic Development District	75,872.22	0.01 %	4,674.42
911 ER Communications	533,609.34	0.04 %	32,875.22
Criminal Justice Academy	87,521.05	0.01 %	5,392.10
Criminal Justice Planning	36,638.00	0.00 %	2,257.24
Criminal Justice Purchase of Services	6,339.31	0.00 %	390.56
Criminal Justice VAWA	20,824.06	0.00 %	1,282.95
Homeland Security	135,117.79	0.01 %	8,324.49
Transit	3,562,186.91	0.29 %	219,463.31
Area Agency on Aging	562,344.01	0.05 %	34,645.54
ADRC	79,099.55	0.01 %	4,873.26
211 Information & Referral	113,288.58	0.01 %	6,979.61
Foster Grandparent	70,636.79	0.01 %	4,351.87
Senior Companion	44,902.60	0.00 %	2,766.41
RSVP	134,226.40	0.01 %	8,269.57
Head Start	5,680,616.06	0.47 %	349,977.93
	12,135,278.89	1.00 %	747,644.22

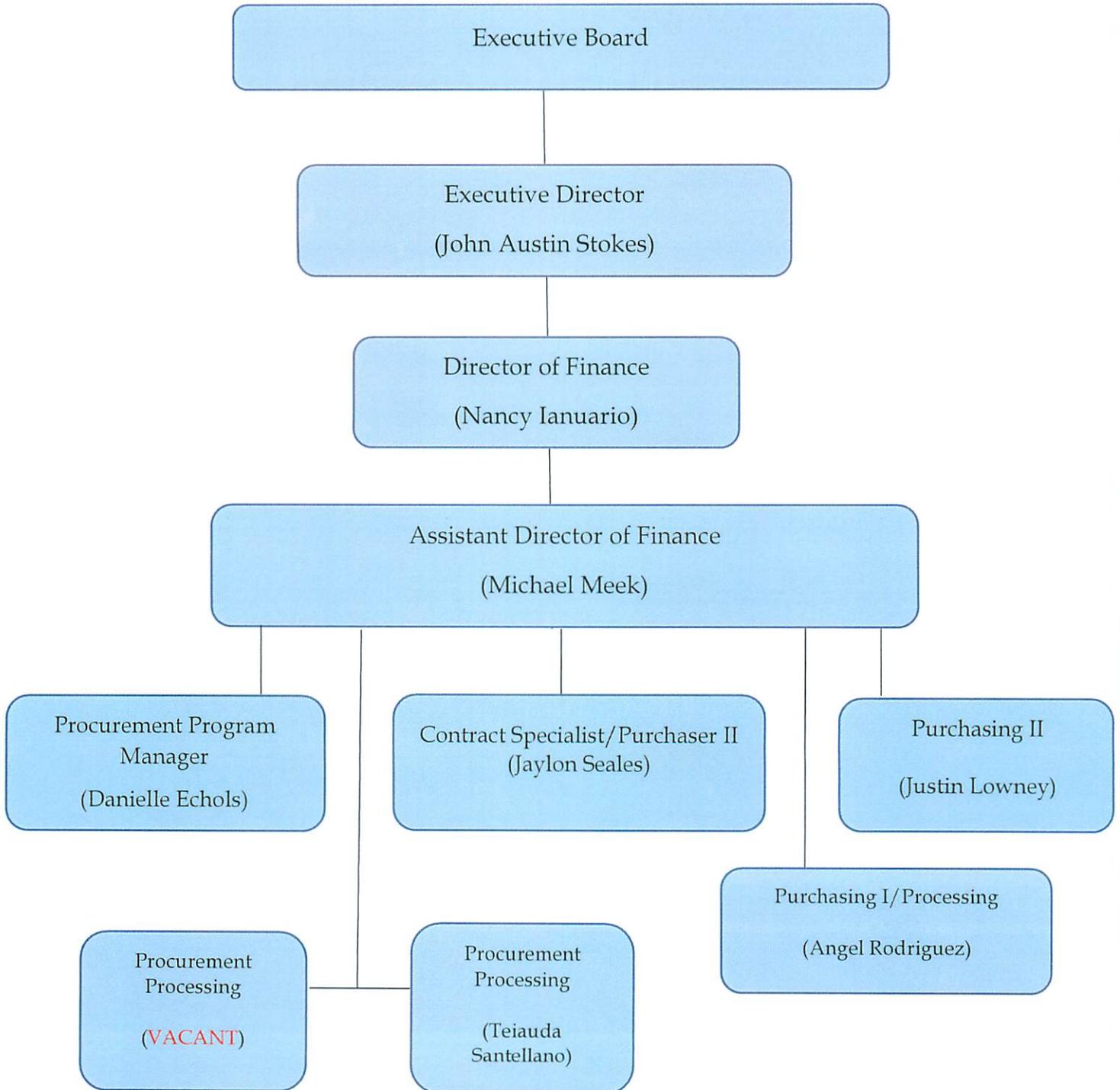
6.16%

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Local Funds	1,092.46	601.13	7,683.79	1,522.45	741.45	-	-
Membership Dues	4,306.90	8,987.62	14,796.45	8,194.73	14,645.10	14,270.00	14,270.00
Total Program Revenue	5,399.36	9,588.75	22,480.24	9,717.18	15,386.55	14,270.00	14,270.00
Salaries/Wages	96.75	-	2,390.11	197.50	-	-	-
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	28.05	-	515.48	42.29	-	-	-
Total Personnel	124.80	-	2,905.59	239.79	-	-	-
Administrative Costs	19.08	-	387.05	17.69	-	-	-
Network Services	-	-	87.75	-	-	-	-
Procurement Services	-	-	-	-	-	130.94	285.26
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	19.08	-	474.80	17.69	-	130.94	285.26
Recognition - Employee	1,314.15	1,668.23	2,612.15	94.20	3,537.70	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	-	9.48	537.05	3,392.87	-	1,500.00	1,500.00
Copier	-	-	113.84	26.38	8.62	-	-
Ads & Promotions	-	-	-	1,050.00	5,837.98	-	-
Dues and fees	861.72	3,413.42	820.26	1,618.75	677.09	1,869.06	1,714.74
Postage/freight	-	-	13.50	-	-	500.00	500.00
Other	11.87	245.00	-	-	-	-	-
Coffee Expense	736.72	851.56	664.78	781.97	203.88	1,500.00	1,500.00
Executive Director Allowance	355.49	518.97	34.50	467.52	-	500.00	500.00
General Assembly	1,975.53	2,702.19	2,035.95	1,793.12	3,227.91	4,000.00	4,000.00
Sub-Total Program Expenditures	5,255.48	9,588.75	8,476.63	9,459.70	13,493.18	14,139.06	13,984.74
Grand Total Program Expenditures	5,399.36	9,588.75	11,857.02	9,717.18	13,493.18	14,270.00	14,270.00
Revenue over Expenditures	-	-	10,623.22	-	1,893.37	-	(0.00)

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

Procurement Organization Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	-	-	-	112,797	214,134	208,955	211,043
Incentives and Certifications	-	-	-	-	-	3,000.00	9,275.05
Fringe Benefits	-	-	-	55,965	95,916	110,572	107,459
Total Personnel	-	-	-	168,762	310,049	322,527	327,778
Administrative Costs	-	-	-	12,415	21,008	19,964	20,194
Network Services	-	-	-	10,174	20,298	33,519	35,544
Procurement Services	-	-	-	-	-	-	-
Human Resource Services	-	-	-	5,251	7,532	6,865	9,081
Facility Cost Allocation	-	-	-	17,991	40,101	34,091	34,077
Total Cost Allocations	-	-	-	45,831	88,938	94,439	98,896
Travel-In Region	-	-	-	20	725	2,000	500
Travel-Out of Region	-	-	-	1,059	-	-	3,000
Fuel & Lubricant	-	-	-	-	-	-	3,000
Vehicle Maintenance	-	-	-	-	-	-	2,000
Supplies	-	-	-	1,276	1,948	3,000	3,000
Computer/Software	-	-	-	5,578	5,296	-	-
Copier	-	-	-	161	15	500	500
Cell Phones	-	-	-	30	-	-	-
Ads & Promotions	-	-	-	297	-	-	-
Training	-	-	-	40	2,823	3,000	1,000
Dues and fees	-	-	-	221	-	-	-
Postage/freight	-	-	-	23	-	-	-
Sub-Total Program Expenditures	-	-	-	8,705	10,807	8,500	13,000
Grand Total Program Expenditures	-	-	-	223,298	409,795	425,466	439,674

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

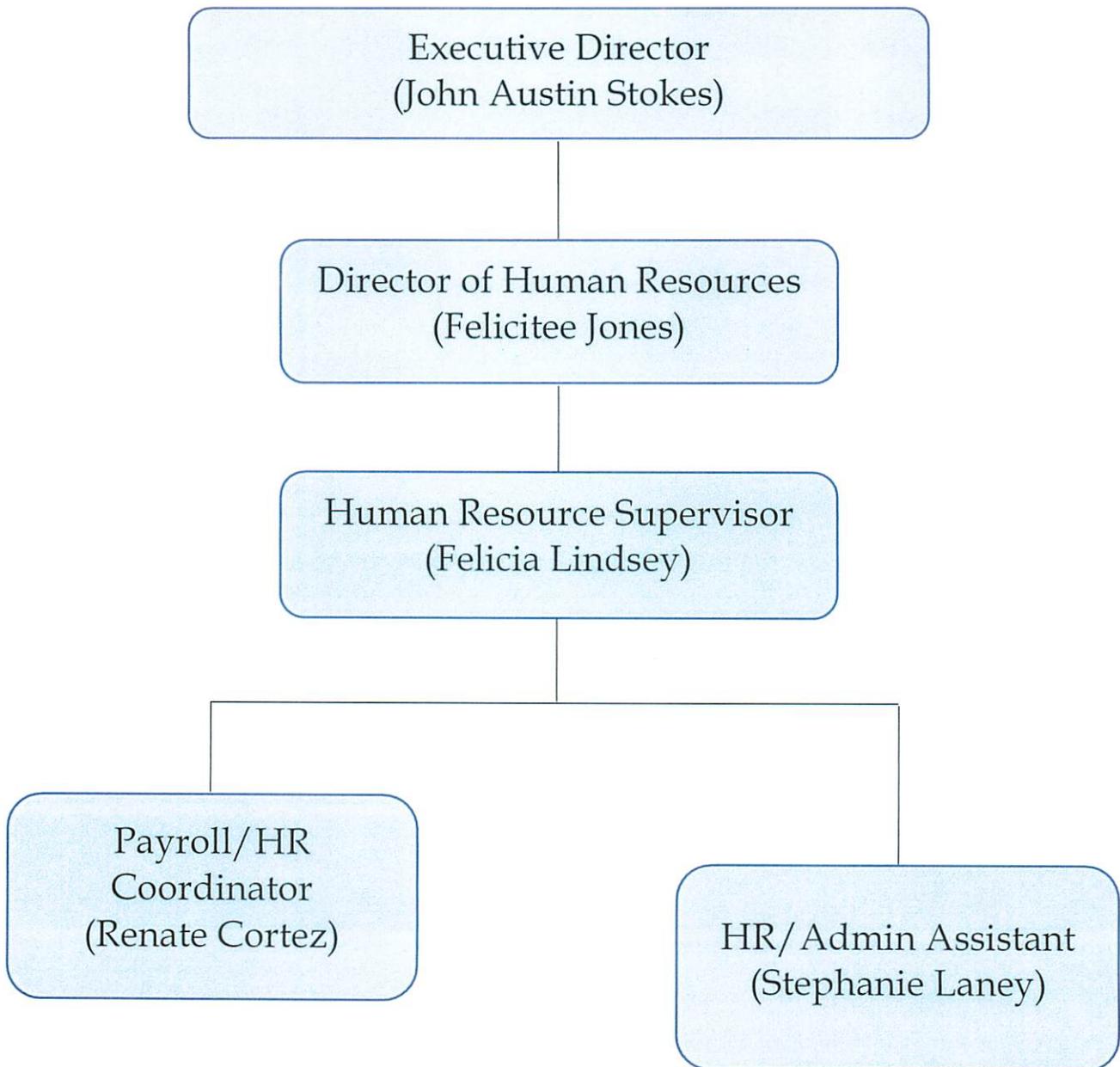
Program Allocation	Total \$ Purchase Orders	Percentage to be allocated	\$ Amount Allocated
Administration	97,716.00	0.02	\$ 9,291.53
Non-Project	3,000.00	0.00	\$ 285.26
Network	191,516.00	0.04	\$ 18,210.70
Human Resources	43,468.00	0.01	\$ 4,133.25
Link Road	192,502.00	0.04	\$ 18,304.46
Solid Waste	66,400.00	0.01	\$ 6,313.78
Economic Development District	3,849.00	0.00	\$ 365.99
EDD Addressing	-	-	\$ -
Vista	1,000.00	0.00	\$ 95.09
911 ER Communications	1,641,661.68	0.36	\$ 156,100.85
Criminal Justice Academy	37,136.00	0.01	\$ 3,531.15
CJ Planning	-	-	\$ -
CJ Juvenile Justice Services	17,506.30	0.00	\$ 1,664.62
CJ VAWA	6,737.95	0.00	\$ 640.69
Homeland Security	9,766.00	0.00	\$ 928.62
Transit	1,278,016.99	0.28	\$ 121,522.93
Area Agency on Aging	192,500.00	0.04	\$ 18,304.27
ADRC	22,776.09	0.00	\$ 2,165.71
211 Information & Referral	2,700.00	0.00	\$ 256.74
Foster Grandparent	25,362.00	0.01	\$ 2,411.60
Senior Companion	15,985.00	0.00	\$ 1,519.97
RSVP	17,125.00	0.00	\$ 1,628.37
Head Start	757,182.20	0.16	\$ 71,998.26
	4,623,906.21	1.00	\$ 439,673.85



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Human Resources Organizational Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	-	-	-	124,129	147,911	160,384	192,037
Incentives and Certifications	-	-	-	-	-	2,000	9,500
Fringe Benefits	-	-	-	47,137	53,032	71,350	80,463
Total Personnel	-	-	-	171,266	200,943	233,734	282,000
Administrative Costs	-	-	-	12,593	13,620	14,468	17,374
Network Services	-	-	-	10,672	12,192	16,759	17,772
Procurement Services	-	-	-	41,755	33,592	960	4,133
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	20,784	19,280	23,061	35,857
Total Cost Allocations	-	-	-	85,804	78,683	55,248	75,137
Travel-In Region	-	-	-	271	107	1,500	1,500
Travel-Out of Region	-	-	-	-	-	1,000	1,000
Conference Fees	-	-	-	-	-	1,000	1,000
Supplies	-	-	-	2,967	1,391	2,000	2,000
Computer/Software	-	-	-	3,433	2,604	1,000	1,000
Copier	-	-	-	3,604	1,771	2,000	2,000
Training	-	-	-	300	1,093	3,500	3,500
Dues and fees	-	-	-	11,959	19,769	20,000	40,468
Postage/freight	-	-	-	113	350	550	550
Sub-Total Program Expenditures	-	-	-	22,647	27,086	32,550	53,018
Grand Total Program Expenditures	-	-	-	279,717	306,713	321,532	410,155

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

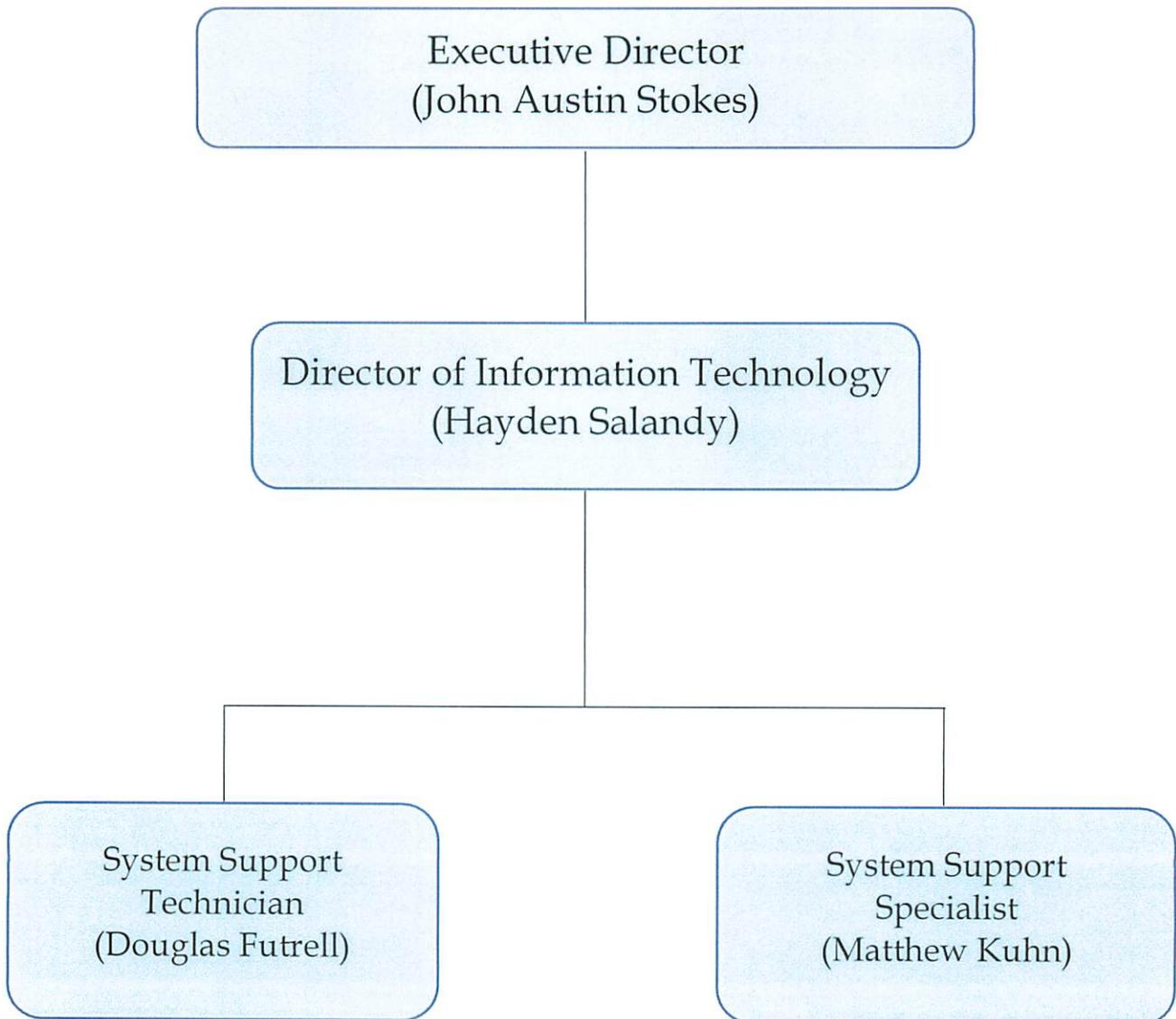
Program Allocation	# Employees	Percentage to be allocated	\$ Amount Allocated
Administration	7	0.03	\$ 10,594.40
Procurement	6	0.02	\$ 9,080.92
Network	3	0.01	\$ 4,540.46
Facility	1.5	0.01	\$ 2,270.23
Solid Waste	0.4	0.00	\$ 605.39
CDBG	0.1	0.00	\$ 151.35
Vista	1	0.00	\$ 1,513.49
Economic Development District	0.5	0.00	\$ 756.74
EDD Addressing	1	0.00	\$ 1,513.49
911 ER Communications	8	0.03	\$ 12,107.89
Criminal Justice Academy	1	0.00	\$ 1,513.49
CJ Planning	0.44	0.00	\$ 665.93
Homeland Security	1.56	0.01	\$ 2,361.04
Transit	77.5	0.29	\$ 117,295.19
Area Agency on Aging	8	0.03	\$ 12,107.89
ADRC	2	0.01	\$ 3,026.97
211 Information & Referral	3	0.01	\$ 4,540.46
Foster Grandparent	1	0.00	\$ 1,513.49
Senior Companion	1	0.00	\$ 1,513.49
RSVP	2	0.01	\$ 3,026.97
Head Start	145	0.54	\$ 219,455.51
	271.00	1.00	410,154.78
Human Resources	4		
Total Positions	275.00		



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Information Technology Organizational Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Salaries/Wages	77,328	81,275	114,702	145,989	179,631	184,864	154,628
Incentives and Certifications	-	-	-	-	-	2,000	9,500
Fringe Benefits	17,976	20,764	34,626	57,239	87,122	82,935	63,253
Total Personnel	95,304	102,039	149,328	203,229	266,752	269,799	227,381
Administrative Costs	15,353	16,500	19,890	14,951	17,268	16,701	14,009
Network Services	-	-	-	1,494	3,682	6,941	18,211
Procurement Services	-	-	-	3,228	4,799	4,577	4,540
Human Resource Services	7,556	8,251	9,130	19,351	20,974	21,302	34,680
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	22,910	24,751	29,020	39,024	46,723	49,521	71,440
Contract Services	-	-	1,165	-	-	-	5,000
Travel-In Region	-	-	-	300	1,006	1,800	1,800

Supplies:	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Cables	-	6,165	2,415	4,616	1,900	7,000	7,000
Toner for IT Staff	-	2,047	368	-	180	500	500
Power Supplies	-	1,234	-	30	135	1,500	1,500
Switches	-	1,824	-	-	-	-	-
Hard drives for backup space	-	-	66	412	-	1,500	1,500
Computer Supplies (keyboards, mouse)	-	433	951	2,896	849	1,000	1,000
Office Supplies	-	-	831	1,279	710	2,000	2,000
Security Camera System	-	580	199	-	-	-	-
Imaging Drum	-	47	-	-	-	-	-

Project Equipment:	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Laptop for IT Staff	-	2,554	-	4,218	1,977	-	-
Desktop for IT Staff	-	960	-	-	-	3,000	3,000
Printer for IT Staff	-	1,467	-	-	-	-	-
Static IP and VPN	-	-	-	660	-	-	-
ID Card Printer & Supplies	-	1,695	-	-	-	-	-
Migration to Link Road (Snider IT)	-	-	-	-	-	45,000	-
Networking Hardware	-	-	-	-	-	7,000	-

Computer/Software:	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
MailRoute SPAM filtering @ \$2 mo. per email acct	-	-	1,940	2,665	3,037	3,570	3,570
Domain Name (TRS) (CVCOG)	-	-	42	-	42	70	70
Exchange Service Certificate	-	988	480	-	400	440	-
TRS Certificate	-	-	-	-	-	145	145
SQL Server License	-	-	-	80	-	-	-
Hosted Exchange Migration	-	-	-	-	-	10,000	10,000
Hosted Exchange (191 mailboxes @ \$12.50 mo)	-	-	-	-	-	9,168	28,650
Server Maintenance	-	594	-	-	-	1,000	1,000
Firewall/Web Filtering	1,350	-	-	3,500	-	1,500	1,980
Software (additions and upgrades)	-	-	1,350	-	1,656	1,985	1,985
Bluehost - Web hosting	-	-	-	288	151	300	300
Anti-virus Renewal-3 years	3,109	-	-	-	-	1,415	1,415
MIP Accounting System Maint. Support	7,768	8,107	8,360	8,446	8,995	9,500	9,500
TRS Time Migration	-	-	-	-	-	-	64,625
Exchange User Licenses	-	-	-	-	-	2,250	2,690
Asset Tracking System	-	-	-	-	2,750	2,750	2,750

Cell Phones	360	360	300	-	120	-	-
Training	319	-	95	724	798	1,600	1,600
Dues and fees	-	-	-	81	-	100	100
Communications	-	-	31,340	30,728	28,759	52,922	47,736
Sub-Total Program Expenditures	12,996	22,890	47,488	56,305	51,592	162,515	189,916

Grand Total Program Expenditures	131,209	149,679	225,836	298,558	365,068	481,835	488,737
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Note: Expenses allocated to Programs based on number of email accounts
 FY 19-20 increase related to additional staff member added. FY 20-21 added one more member to meet program demands.

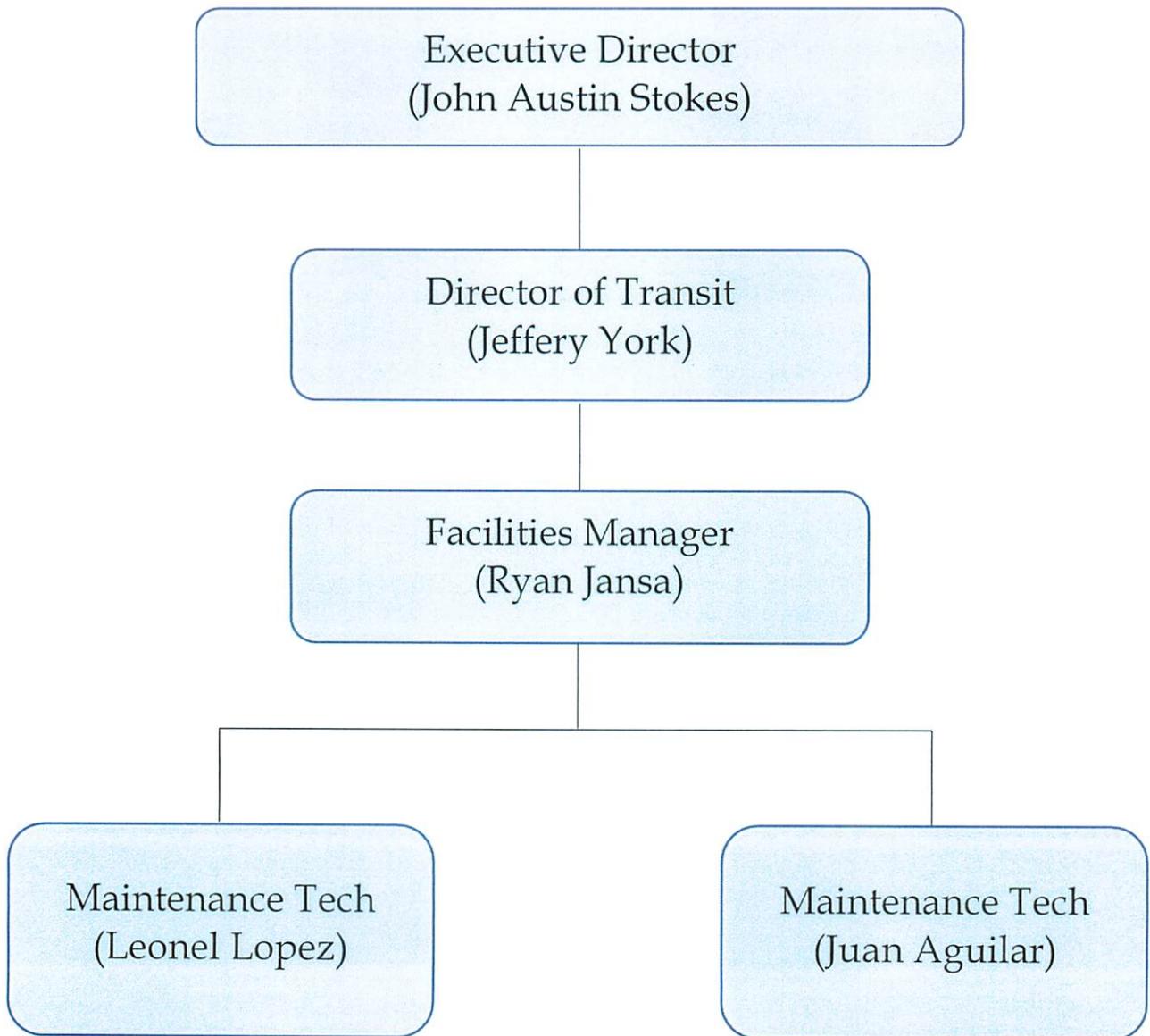
Program Allocation	# Email Accounts	Percentage Allocation to Programs	\$ Amount Allocated
Administration	6	0.0545	\$ 26,658.37
Procurement	8	0.0727	\$ 35,544.49
Facility	1	0.0091	\$ 4,443.06
Human Resources	4	0.0364	\$ 17,772.24
Solid Waste	1	0.0091	\$ 4,443.06
Economic Development District	2	0.0182	\$ 8,886.12
EDD Addressing	1	0.0091	\$ 4,443.06
Vista	1	0.0091	\$ 4,443.06
911 EK Communications	12	0.1091	\$ 53,316.73
Criminal Justice Academy	2	0.0182	\$ 8,886.12
CJ Planning	0	-	\$ -
Homeland Security	2	0.0182	\$ 8,886.12
Transit	28	0.2545	\$ 124,405.71
Area Agency on Aging	8	0.0727	\$ 35,544.49
ADRC	2	0.0182	\$ 8,886.12
211 Information & Referral	4	0.0364	\$ 17,772.24
Foster Grandparent	1	0.0091	\$ 4,443.06
Senior Companion	0.65	0.0059	\$ 2,887.99
RSVP	2.35	0.0214	\$ 10,443.19
Head Start	24	0.2182	\$ 106,633.47
sub-total Program Email Accts	110.00	1.00	\$ 488,736.72
Network			10.00
Total Email Accounts, as of 7/6/2022	120.00		



CONCHO VALLEY

COUNCIL OF GOVERNMENTS

Facility Management Organizational Chart



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

	Loop 306 FY 16-17 ACTUAL	Loop 306 FY 17-18 ACTUAL	Loop 306 FY 18-19 ACTUAL	Loop 306 FY 19-20 ACTUAL	Loop 306 FY 20-21 ACTUAL	Both Facilities FY 21-22 BUDGET	Link Road FY 22-23 BUDGET
Salaries/Wages	-	22,396	22,561	23,620	22,603	23,179	54,418
Incentives and Certifications	-	-	-	-	-	500	-
Fringe Benefits	-	13,280	15,108	14,685	13,379	16,711	26,367
Total Personnel	-	35,676	37,669	38,305	35,982	40,390	80,785
Administrative Costs	-	5,754	5,017	2,817	2,436	2,500	4,977
Network Services	-	-	1,138	2,629	2,667	4,190	4,443
Procurement Services	-	-	-	8,613	25,038	7,049	18,304
Human Resource Services	-	-	-	1,063	1,109	1,144	2,270
Facility Cost Allocation	-	20,588	20,369	-	-	-	-
Total Cost Allocations	-	26,342	26,524	15,122	31,250	14,883	29,995
Uniforms	-	-	-	-	-	-	500
Contract Services	19,800	2,123	-	-	-	67,241	140,000
Travel-In Region	-	-	-	-	114	1,300	500
Facility Improvement	-	-	-	312,000	312,000	153,333	30,000
Southland Park Lease	-	-	-	312,000	312,000	130,000	-
Capital Construction-Local	-	-	-	-	-	23,333	30,000
Total Utilities	-	44,338	37,861	30,991	43,713	44,157	54,738
Gas Utilities	-	780	729	857	1,037	1,792	8,360
Water Utilities	-	2,825	2,946	3,106	3,075	3,392	3,812
Trash Services	-	3,646	3,149	3,875	3,401	3,776	4,266
Electric Utilities	-	36,559	30,358	23,153	33,861	34,914	38,300
Southland Storm Water Fee	-	528	679	-	2,339	283	-
Total Building Maintenance	15,910	17,390	19,235	24,567	23,602	35,118	68,195
Floor	-	-	-	-	-	-	-
Generator Maintenance	1,932	414	2,524	1,807	-	4,157	8,200
Air Filter Maintenance	3,718	5,377	7,134	9,149	10,980	6,186	3,000
AC Maintenance	-	-	-	-	-	2,917	38,000
Pest Control	2,340	1,408	405	495	495	769	565
Non-Vehicle Maintenance	-	-	-	-	-	5,133	2,382
Angelo Water RO Service	2,118	1,757	2,192	1,877	1,997	2,463	546
Misc Electrical Maintenance	266	168	270	1,528	923	667	-
Misc Building Maintenance	1,766	5,504	3,901	7,079	4,726	6,584	24,000
Misc Plumbing Maintenance	753	562	1,444	909	2,518	4,741	8,000
CINTAS (mats, mops and terry cloths)	3,017	2,200	1,365	1,723	1,963	1,501	3,502
Supplies	4,508	6,073	5,709	6,058	28,468	6,817	15,860
Cleaning Supplies	4,010	5,112	3,196	4,252	5,015	3,798	4,600
General Supplies	498	961	2,513	1,806	23,453	3,019	11,260
Insurance	-	-	-	8,206	6,856	17,761	24,251
Physicals/Safety	619	895	704	555	570	3,847	9,458
Fire Alarm Service	-	570	524	203	-	3,364	3,841
Access Control	-	-	-	-	-	-	5,000
AED (Defibrillator)	-	-	-	262	-	200	350
Fire Extinguisher Service	619	325	180	90	570	283	267
Sub-Total Program Expenditures	40,837	70,819	63,509	382,377	415,842	329,574	363,002
Grand Total Program Expenditures	40,837	132,837	127,702	435,804	483,074	384,847	473,782

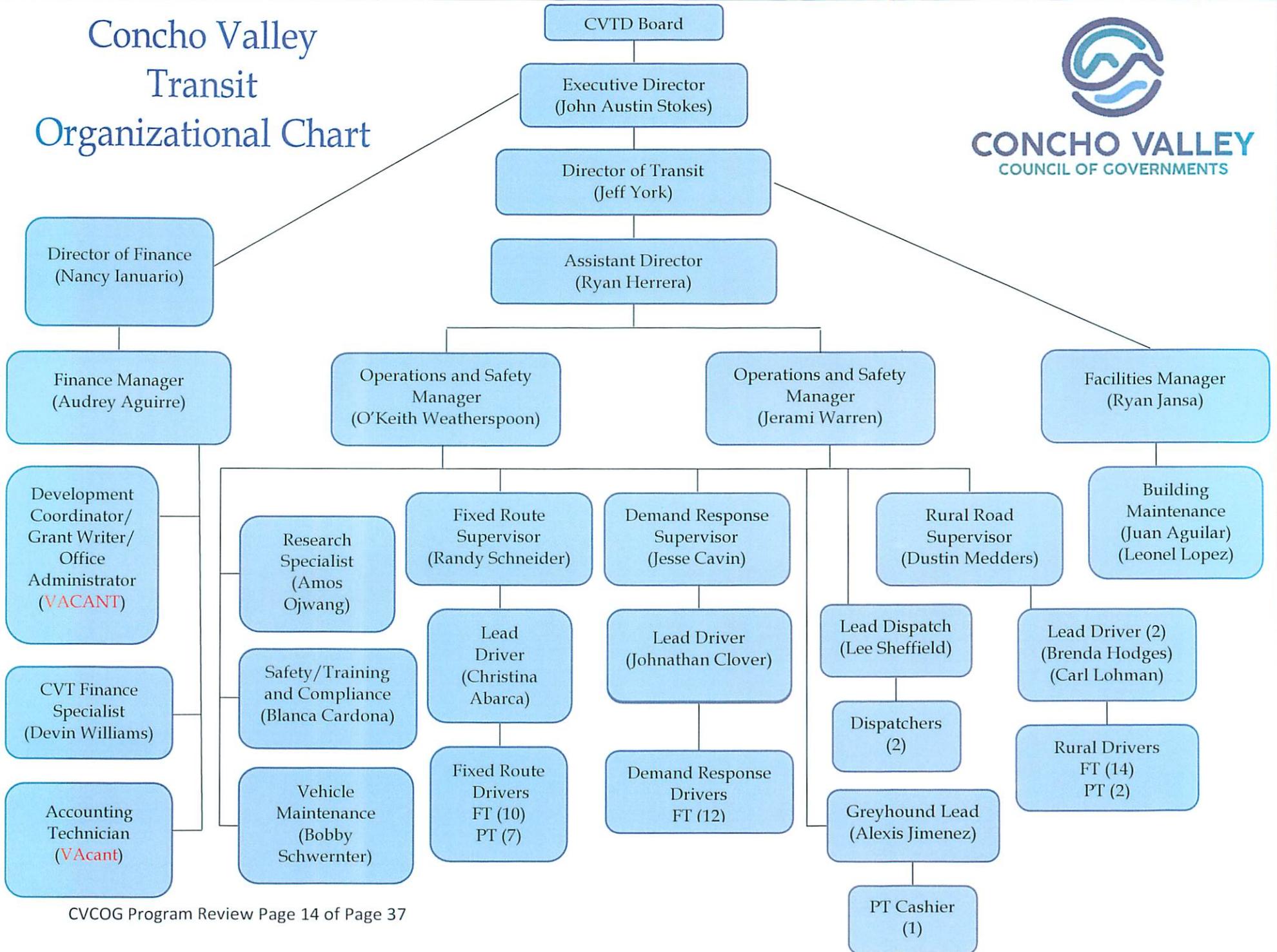
Note: Expenses allocated to Programs based on square footage occupied at Link Road

Department	\$s Footage Occupied							
AAA Admin	318.00	2.03%	9,598.19					
AAA Care Coordination	382.50	2.44%	11,544.99					
AAA Caregiver Support	76.50	0.49%	2,309.00					
AAA IRA	387.00	2.47%	11,680.82					
AAA Ombudsman	170.00	1.08%	5,131.11					
AAA Data Management	223.00	1.42%	6,730.81					
211 space	860.00	5.48%	25,957.37					
ADRC SGR	451.00	2.87%	13,612.53					
ADRC Housing Navigator	-	0.00%	-					
ADRC Promoting Independence	-	0.00%	-					
FGP	350.80	2.23%	10,588.19	Room #	EGP	SCP	RSVP	
SCP	223.95	1.43%	6,759.48	S108	45%	20%	35%	
RSVP	131.25	0.84%	3,961.52	S106	45%	20%	35%	
911 space	2,906.00	18.51%	87,711.76	S105	55%	45%		
VISTA	80.00	0.51%	2,414.64	S104	55%	45%		
Transportation	614.00	3.91%	18,532.35					
Head Start (Administrative)	1,615.00	10.29%	48,745.52					
Network	1,149.00	7.32%	34,680.25	gave up 5138				
HR Services	1,188.00	7.57%	35,857.39					
Administration	1,269.00	8.08%	38,302.21	added 5138				
Procurement Services	1,125.00	7.19%	34,076.59					
Criminal Justice	1,158.00	7.38%	34,951.90					
Homeland Security	471.00	3.00%	14,216.19					
CVLDD	391.00	2.49%	11,801.55					
Solid Waste	153.00	0.97%	4,618.00					
	15,697.00	100.00%	must equal 100%					
Common Space (Training/Kitchen/Record Room)	24,512							
Facility offices	207							
Total office space	40,416							

Concho Valley Transit Organizational Chart



CONCHO VALLEY
COUNCIL OF GOVERNMENTS



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	1,427,625.00	1,601,172.00	1,703,462.00	2,666,548.00	1,950,067.20	1,948,510.00	2,674,842.00
COVID-19 Funding	-	-	-	1,142,975.44	1,902,646.19	3,698,225.00	-
State Administrated Federal	1,413,771.92	1,344,913.36	919,510.00	1,196,351.00	695,576.00	1,240,191.00	1,273,544.76
State	611,399.00	1,035,267.00	843,920.00	823,556.00	809,300.00	820,928.00	840,928.00
Program Income	177,995.17	202,828.63	178,485.22	118,910.02	105,258.12	81,826.69	172,022.00
Local Funds	1,537,156.97	1,446,852.46	1,505,967.24	1,532,447.85	1,532,273.18	1,297,822.38	1,455,423.46
InKind - Toll Credits	90,826.00	110,621.00	26,889.00	120,903.00	39,940.00	20,400.00	42,599.00
Total Program Revenue	5,258,774.06	5,741,654.45	5,178,233.46	7,621,691.31	7,035,060.69	9,107,903.07	6,459,359.22
Salaries/Wages	1,559,540.50	1,840,120.56	2,041,521.18	1,873,933.61	2,186,324.56	2,263,788.35	2,371,599.03
Overtime	-	-	-	47,992.69	-	57,828.81	-
Incentives and Certifications	-	-	-	-	-	34,500.00	-
Fringe Benefits	725,229.58	843,149.38	981,335.92	862,513.20	1,019,905.15	1,249,068.40	1,190,587.88
Total Personnel	2,284,770.08	2,683,269.94	3,022,857.10	2,784,439.50	3,206,229.71	3,605,215.56	3,562,186.91
Administrative Costs	366,654.03	432,976.07	402,644.67	219,378.08	217,372.86	223,162.84	219,463.31
Network Services	-	-	91,290.52	47,132.68	80,221.15	134,075.35	124,405.71
Procurement Services	-	-	-	55,585.40	116,229.87	187,089.29	121,522.93
Human Resource Services	-	-	-	72,747.11	88,528.86	99,549.20	117,295.19
Facility Cost Allocation	16,817.44	15,486.40	3,748.56	3,079.54	22,859.18	11,387.23	18,532.35
Total Cost Allocations	383,471.47	448,462.47	497,683.75	397,922.81	525,211.92	655,263.91	601,219.49
Uniforms	5,733.31	1,516.19	2,071.42	14,171.41	43,350.42	5,000.00	700.00
Audit & Legal	16,735.95	16,474.87	17,604.33	23,944.56	20,088.73	21,030.00	18,552.00
Contract Services	144,697.21	186,279.78	162,216.84	162,021.95	77,055.41	7,000.00	6,000.00
Pass-Thru Funds	41,138.06	133,472.21	-	47,761.72	14,081.40	-	50,000.00
Travel-In Region	3,283.31	3,407.48	3,229.67	1,920.92	16.00	1,500.00	500.00
Travel-Out of Region	11,383.32	9,774.29	18,201.43	1,043.89	-	10,000.00	7,000.00
Fuel & Lubricant & Tires	352,310.19	439,134.50	433,622.39	339,039.87	357,977.73	321,810.19	451,179.23
Tnsp Vehicle Maintenance	242,004.00	304,190.40	359,814.21	455,195.33	337,753.20	494,545.60	320,179.36
County Facility Rent	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00	120,000.00
Utilities	21,471.68	25,475.14	27,398.58	40,978.11	48,947.53	24,065.70	25,490.72
Building/Land Purchase	-	-	-	2,240,000.00	-	-	-
Bldg Maintenance	16,458.28	83,142.52	26,439.35	112,218.32	155,047.37	45,000.00	64,568.12
Capital Facility Improvements	157,984.56	-	-	8,515.00	897,759.49	-	110,997.00
Supplies	29,454.99	90,080.70	95,086.83	95,943.22	153,799.98	128,812.21	60,598.32
Project Equipment	-	10,255.28	26,835.48	3,035.28	100,831.96	-	-
Computer/Software	52,229.77	188,352.72	1,080.00	84,232.53	9,537.76	5,000.00	16,779.05
Capital Equipment	727,119.23	579,309.80	11,185.76	519,042.00	118,190.13	3,014,637.00	62,520.00
Copier	1,083.14	3,539.05	3,611.41	2,696.13	1,017.46	2,600.00	1,000.00
Insurance	89,047.95	93,648.00	109,646.00	107,741.24	121,373.00	103,546.88	115,537.36
Cell Phones	23,767.77	15,325.52	6,185.39	6,698.79	6,840.38	3,700.00	2,109.60
Internet	21,816.31	22,380.26	15,081.52	15,338.58	15,146.26	15,403.76	16,075.08
Printing	6,389.35	14,213.85	19,086.62	4,315.08	11,778.56	5,189.90	4,000.00
Ads & Promotions	2,999.38	4,028.81	738.56	159.57	341.00	200.00	200.00
Publications	1,362.75	1,378.28	411.92	270.84	1,502.07	500.00	1,828.23
Training	60,529.74	45,617.82	13,782.88	1,213.54	-	-	-
Dues and fees	9,429.20	4,613.77	3,256.47	66,732.79	17,485.52	15,539.20	14,279.45
Communications	75,698.84	76,656.85	122,804.00	147,520.92	148,537.98	133,879.04	156,553.55
Postage/freight	3,585.33	3,992.36	4,244.25	3,483.25	2,777.60	3,443.32	1,050.00
Other	4,183.98	8,014.22	60,718.92	3,989.48	16,821.47	8,500.00	8,500.00
Coffee Expense	884.36	1,174.22	1,234.25	-	328.04	700.00	650.00
Physicals/Safety	16,652.87	13,652.17	14,654.25	14,588.79	12,424.13	13,665.08	10,200.00
InKind Other	90,826.00	110,621.00	26,889.00	120,903.00	39,940.00	20,400.00	42,599.00
Sub-Total Program Expenditures	2,350,260.83	2,609,922.04	1,707,131.73	4,764,716.11	2,850,750.56	4,525,667.88	1,689,646.07
Grand Total Program Expenditures	5,018,502.38	5,741,654.45	5,227,672.58	7,947,078.42	6,582,192.19	8,786,147.35	5,853,052.47
Revenue over Expenditures	240,271.68	-	(49,439.12)	(325,387.11)	452,868.50	321,755.72	606,306.75

Excess FTA funds carried to next fiscal year

NOTE: The Transit District Fiscal Year is September through August.

FY 18-19 used prior year funds to purchase vehicles

FY 19-20 used prior year funds to purchase land at Christoval Road

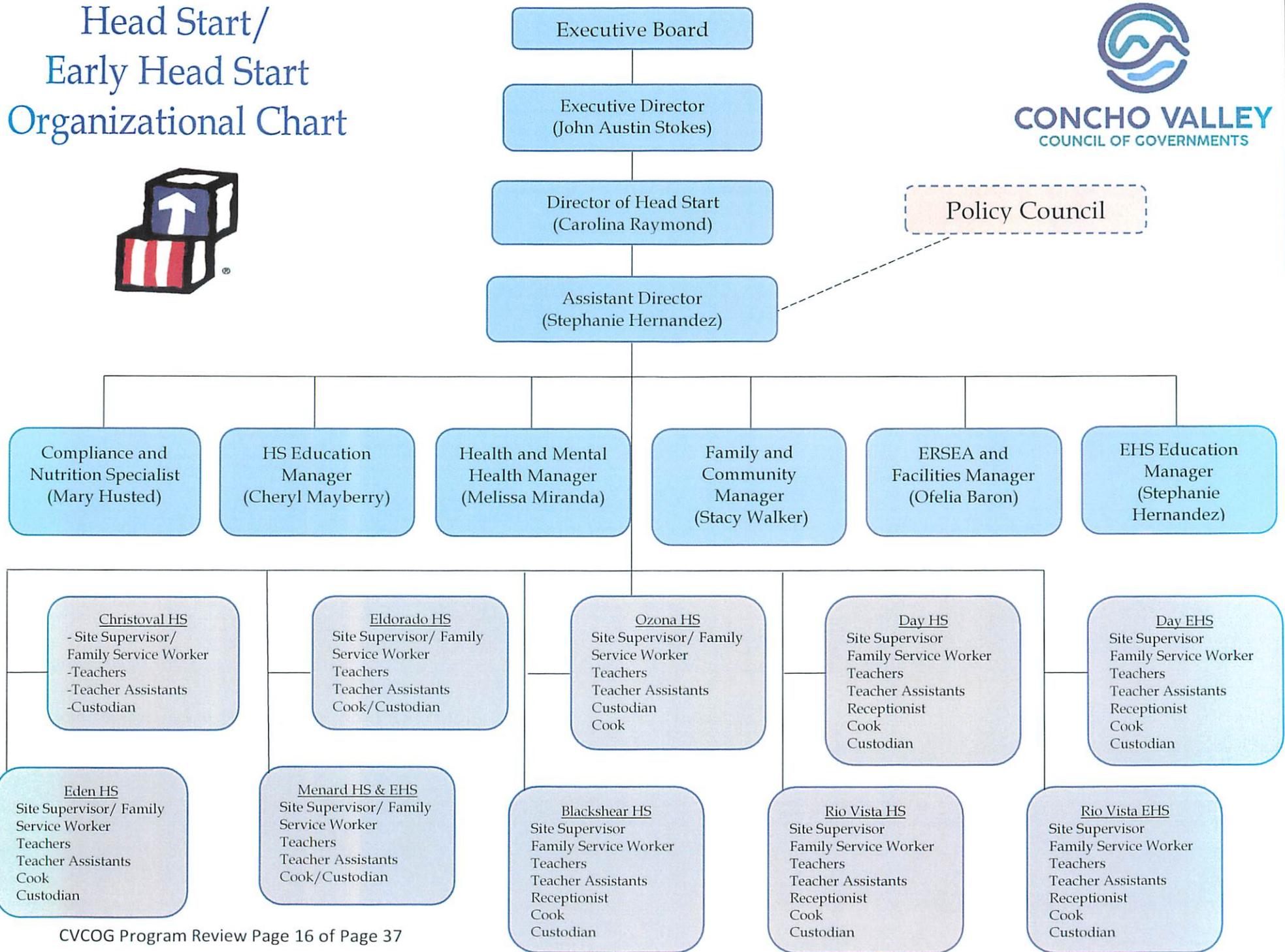
FY 19-20, FY 20-21, and FY 21-22 reflecting COVID and ARP funding

FY 22-23 Federal and State Federal award increases are due to the requirement to spend COVID and ARP funding first. Federal and State Federal apportionment funds were carried forward.

Carry Forward excess funds are due to lack of local funds required to match Federal award in order to request the Federal funding

Appropriations are based on legislative formulas that look at population, population density, revenue vehicle miles, and low-income individuals in rural areas.

Head Start/ Early Head Start Organizational Chart



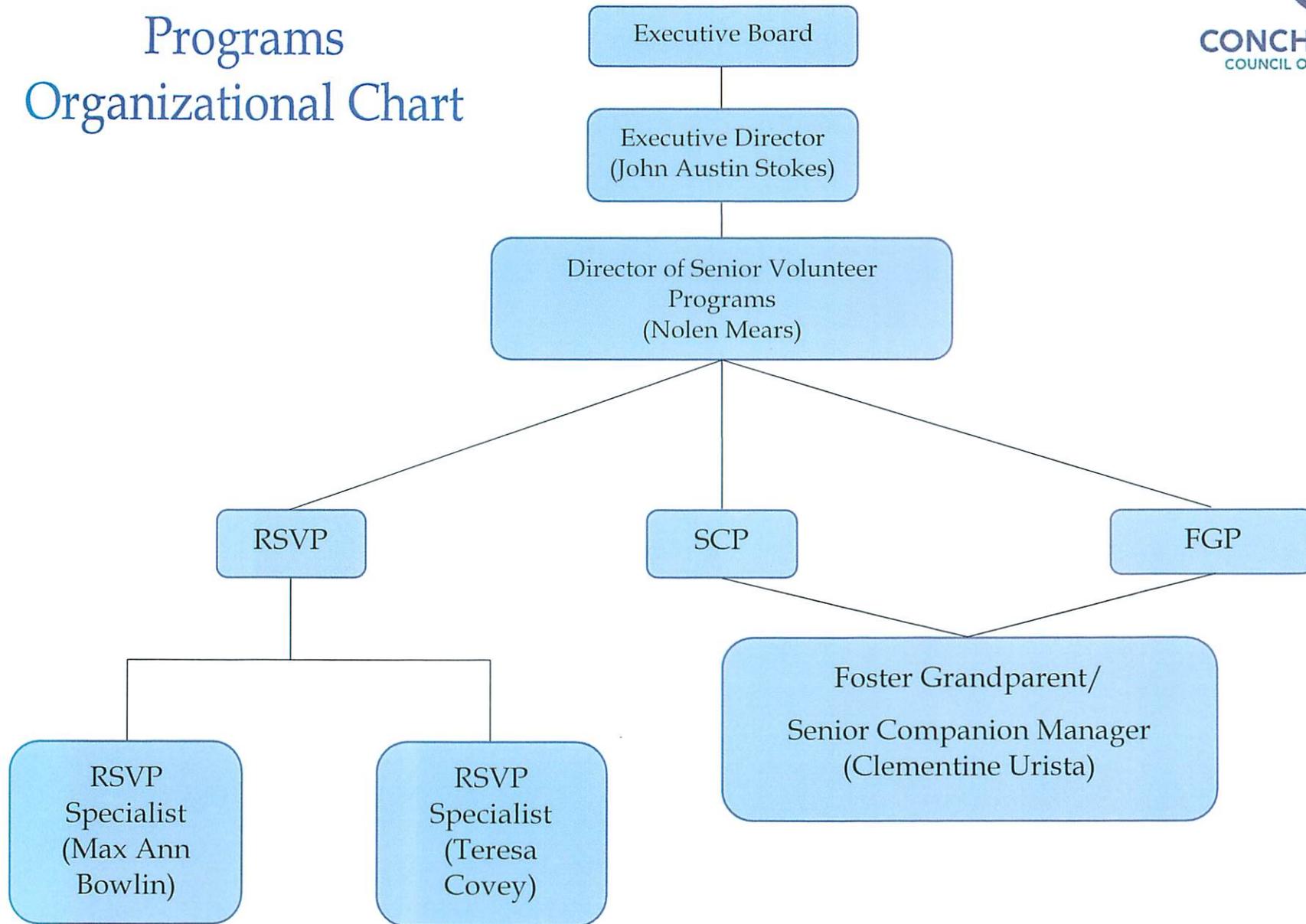
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30
 HEAD START

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	5,717,477.35	5,923,507.69	6,340,260.82	6,385,064.07	6,528,913.72	6,525,867.00	6,704,272.00
COVID-19 Funding	-	-	-	358,390.04	247,338.77	676,023.00	432,824.00
State Administrated Federal	175,874.93	181,650.70	219,209.59	343,504.43	437,987.57	473,060.00	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	19,335.13	11,000.00	11,000.00
InKind	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,077,978.34	1,541,095.00	1,681,734.00
Total Program Revenue	7,877,998.05	7,721,229.29	8,469,746.81	8,409,713.82	8,311,553.53	9,227,045.00	9,302,890.00
Salaries/Wages	1,105,216.36	1,147,419.44	1,562,138.00	3,591,321.36	3,511,527.20	3,611,470.66	3,876,019.12
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	61,000.00	-
Fringe Benefits	497,235.23	546,062.58	614,457.41	1,589,416.56	1,581,286.06	1,886,212.35	1,804,596.95
Total Personnel	1,602,451.59	1,693,482.02	2,176,595.41	5,180,737.92	5,092,813.26	5,558,683.01	5,680,616.06
AdministrativeCosts	258,103.24	273,108.79	289,900.61	380,724.88	345,011.60	344,082.48	349,977.93
Network Services	1,138.17	1,066.32	68,612.80	141,531.46	123,145.16	125,695.64	106,633.47
Procurement Services	-	-	-	27,918.63	68,781.36	35,253.45	71,998.26
Human ResourceServices	-	-	-	153,841.84	159,331.41	164,771.09	219,455.51
Facility Cost Allocation	28,802.95	30,904.20	38,009.07	40,241.59	43,598.13	37,446.83	48,745.52
Total Cost Allocations	288,044.36	305,079.31	396,522.48	744,258.40	739,867.66	707,249.49	796,810.69
Delegate Costs	3,560,947.92	3,609,744.67	3,197,264.19	-	-	-	-
Contract Services	27,157.20	63,784.50	72,080.30	74,241.41	88,566.25	63,000.00	70,420.00
Head Start Services	27,138.49	32,759.12	4,353.23	39,783.63	3,110.25	45,798.40	11,027.05
Head Start T & T A	23,829.18	37,356.86	21,018.86	72,759.77	103,604.14	85,502.00	75,682.00
Travel-In Region	4,113.46	9,403.75	14,383.32	4,043.43	5,604.98	-	3,000.00
Travel-Out of Region	-	65.00	172.45	-	-	-	-
Meals	128,767.07	139,725.97	189,511.23	253,605.19	402,016.42	396,005.18	396,005.00
Fuel & Lubricant	-	-	-	-	-	5,000.00	5,000.00
Vehicle Maintenance	-	-	-	-	-	1,000.00	-
County Facility Rent	27,712.00	28,243.25	160,400.00	158,850.00	150,800.00	152,349.50	150,800.00
Utilities	25,265.96	29,341.26	44,416.79	106,994.35	112,550.59	115,360.31	113,000.00
Site Ctr Maintenance	66,198.57	49,738.92	134,386.92	193,050.74	151,160.23	143,749.17	95,005.23
Capital Facility Improvements	-	-	-	-	-	-	-
Supplies	27,794.10	23,647.27	32,823.30	58,322.70	73,719.23	32,589.06	25,169.00
Head Start Supplies	63,208.73	61,431.70	77,431.10	132,028.62	118,769.94	117,556.87	117,099.97
Computer/Software	-	-	-	-	119,732.86	30,000.00	-
Capital Equipment	-	-	-	-	-	142,108.55	-
Copier	6,077.88	5,612.70	7,942.23	25,982.52	27,711.17	26,527.99	25,229.00
Insurance	2,943.00	2,514.64	3,541.75	9,502.00	10,615.80	10,753.92	10,754.00
Printing	1,722.68	153.37	1,390.21	2,425.27	2,053.07	13,000.00	13,000.00
Ads & Promotions	4,154.70	1,419.37	1,946.24	761.83	1,073.94	4,500.00	4,500.00
Training	-	-	-	-	955.93	-	-
Dues and fees	2,154.95	4,022.81	10,477.76	11,452.77	7,176.14	12,000.00	6,038.00
Communications	8,865.13	9,097.83	15,960.67	20,611.77	20,469.77	20,000.00	20,000.00
Postage/freight	1,941.08	1,085.58	1,141.16	1,217.09	876.59	3,216.73	1,000.00
Physicals/Safety	-	-	-	-	326.97	-	1,000.00
InKind Other	1,977,510.00	1,613,993.48	1,906,058.97	1,319,136.87	1,077,978.34	1,541,095.00	1,681,734.00
Sub-Total Program Expenditures	5,987,502.10	5,723,142.05	5,896,700.68	2,484,769.96	2,478,872.61	2,961,112.68	2,825,463.25
Grand Total Expenditures	7,877,998.05	7,721,703.38	8,469,818.57	8,409,766.28	8,311,553.53	9,227,045.18	9,302,890.00
Revenue over Expenditures	-	(474.09)	(71.76)	(52.46)	-	(0.18)	(0.00)

NOTE: The Head Start Grant Year is June 1 through May 31. CACFP Nutrition Award period is October 1 through September 30.
 FY 16-17 Budget reflects a 1.8% mandated COLA award.
 FY 17-18 Budget reflects mandated 1% COLA award.
 FY 18-19 Budget reflects 2.6% mandated COLA award.
 FY 19-20, FY 20-21, FY 21-22 and FY 22-23 reflects COVID-19 Supplemental funding
 FY 19-20 Budget reflects 1.77% mandated COLA award. Increase in State Federal funds is due to CACFP (Nutrition). Federal award increase is due to removal of Delegate.
 Rent, Utility and Building Maint. increase is due to SAISD centers and Meals is related to CACFP award and removal of Delegate.
 FY 20-21 Budget reflects 2% mandated COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is \$283,864
 FY 21-22 Budget reflects 1.22% mandated COLA
 FY 22-23 Budget reflects 2.88% mandated COLA and a Quality Improvement funding increase that was used to sustain employee benefits, total funding increase is \$178,405
 Per the Award, Administration Cap is 15% of award. FY 22-23 is projecting an Administrative Percentage of 11.91%



Senior Volunteer Programs Organizational Chart



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

	1st Year						
	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	374,225.47	363,668.31	387,416.40	365,784.69	358,919.43	413,573.00	424,092.00
State	-	-	-	5,000.00	10,632.96	5,000.00	5,316.00
Local Funds (covered grant writing)	10.00	-	-	-	-	-	-
Interest	-	-	-	-	0.32	-	-
InKind	49,890.90	45,561.60	48,283.00	21,046.00	4,681.00	42,120.00	41,808.00
Total Program Revenue	424,126.37	409,229.91	435,699.40	391,830.69	374,233.71	460,693.00	471,216.00
Salaries/Wages	50,971.66	52,624.20	59,739.78	57,823.18	50,135.68	54,978.64	58,277.36
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	500.00	-
Fringe Benefits	11,867.37	12,110.08	13,150.58	12,791.80	11,118.41	11,601.23	12,359.43
Total Personnel	62,839.03	64,734.28	72,890.36	70,614.98	61,254.09	67,079.87	70,636.79
Administrative Costs	10,123.34	10,441.23	9,709.08	5,192.10	4,150.65	4,152.24	4,351.87
Network Services	226.35	180.00	2,201.34	4,344.33	2,609.79	4,189.85	4,443.06
Procurement Services	-	-	-	306.39	1,192.89	986.39	2,411.60
Human Resource Services	-	-	-	2,251.68	1,167.10	1,144.24	1,513.49
Facility Cost Allocation	9,537.95	10,923.90	11,114.73	9,886.02	7,660.82	7,325.46	10,588.19
Total Cost Allocations	19,887.64	21,545.13	23,025.15	21,980.52	16,781.25	17,798.18	23,308.21
Stipend - FGP/SCP Volunteers	205,412.79	195,991.12	197,925.22	219,016.18	239,095.50	219,844.00	220,363.00
Uniforms	2,790.40	-	1,365.98	2,000.14	4,944.35	1,200.00	3,400.00
Recognition	31,636.20	32,388.99	35,903.71	30,918.61	28,497.08	38,237.75	35,787.00
Contract Services	-	-	-	-	-	1,000.00	-
Travel-In Region	223.53	765.97	367.45	317.56	17.92	1,700.00	750.00
Travel-Out of Region	590.53	1,544.99	1,530.68	1,304.08	-	3,000.00	5,345.00
Meals	6,697.88	5,947.51	5,845.80	2,190.26	2,909.16	10,248.82	11,000.00
Travel-Volunteer	38,790.03	35,055.71	36,337.03	18,120.30	7,166.95	45,600.00	45,600.00
Supplies	2,342.94	2,731.00	4,933.23	1,978.25	6,685.69	4,800.00	3,750.00
Copier	328.80	164.72	232.98	262.88	166.55	600.00	750.00
Insurance	586.94	586.94	581.61	443.80	739.05	750.00	712.00
Printing	24.38	-	41.40	55.63	23.40	2,200.00	2,500.00
Dues and fees	100.00	175.00	195.00	500.00	240.00	514.38	525.00
Postage/freight	175.68	157.03	255.52	361.50	146.72	600.00	981.00
Physicals/Safety	1,808.70	1,879.92	5,985.28	720.00	885.00	3,400.00	4,000.00
InKind Other	49,890.90	45,561.60	48,283.00	21,046.00	4,681.00	42,120.00	41,808.00
Sub-Total Program Expenditures	341,399.70	322,950.50	339,783.89	299,235.19	296,198.37	375,814.95	377,271.00
Grand Total Program Expenditures	424,126.37	409,229.91	435,699.40	391,830.69	374,233.71	460,693.00	471,216.00
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	218,493.02	229,962.46	225,113.98	227,393.52	227,970.15	250,398.00	256,992.00
State	-	-	-	6,475.00	11,831.21	6,475.00	6,791.00
Local Funds	10.00	20.00	-	-	-	-	-
Interest	-	-	-	-	0.40	-	-
InKind	8,391.23	18,268.55	18,118.00	10,762.00	4,732.00	22,100.00	19,000.00
CVCOG Membership Dues	-	-	-	-	-	-	-
Total Program Revenue	226,894.25	248,251.01	243,231.98	244,630.52	244,533.76	278,973.00	282,783.00
Salaries/Wages	37,654.16	37,535.95	37,639.12	39,010.20	37,851.16	35,309.32	37,427.88
Overtime	-	-	-	-	-	500.00	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	8,718.28	8,643.03	8,266.81	8,624.70	8,373.62	7,498.90	7,474.72
Total Personnel	46,372.44	46,178.98	45,905.93	47,634.90	46,224.78	43,308.22	44,902.60
Administrative Costs	7,470.58	7,447.10	6,114.67	3,503.36	3,134.43	2,660.78	2,766.41
Network Services	212.22	118.77	1,386.37	3,058.10	1,733.06	4,189.85	2,887.99
Procurement Services	-	-	-	249.26	897.93	549.20	1,519.97
Human Resource Services	-	-	-	1,156.56	779.91	743.76	1,513.49
Facility Cost Allocation	5,663.06	7,278.04	7,395.30	6,116.36	5,549.36	4,389.51	6,759.48
Total Cost Allocations	13,345.86	14,843.91	14,896.34	14,083.64	12,094.69	12,563.10	15,447.33
Stipend - FGP/SCP Volunteers	109,963.01	121,722.21	111,222.25	136,475.34	136,446.00	131,544.00	138,138.00
Uniforms	2,364.90	18,852.75	371.32	2,000.14	3,639.83	1,200.00	1,525.00
Recognition	25,874.67	-	19,393.20	17,712.63	17,848.46	29,210.20	22,499.07
Contract Services	-	-	-	-	-	1,000.00	-
Travel-In Region	171.46	702.87	493.06	480.02	275.18	1,000.00	1,052.00
Travel-Out of Region	590.52	1,029.97	945.42	782.47	-	1,800.00	3,041.00
Meals	3,164.94	3,284.26	2,552.10	1,664.94	1,266.16	6,000.00	7,000.00
Travel-Volunteer	14,525.04	19,818.75	21,865.50	9,957.95	13,808.22	22,600.00	21,318.00
Supplies	1,040.08	1,578.43	2,766.44	1,228.37	2,385.77	1,927.13	3,000.00
Computer/Software	-	-	-	-	4,745.00	-	-
Copier	188.28	101.96	129.12	117.40	79.92	575.00	400.00
Insurance	469.07	469.07	465.19	390.97	556.59	575.35	560.00
Printing	24.37	-	27.60	165.75	15.60	1,500.00	900.00
Dues and fees	100.00	150.00	130.00	350.00	167.50	200.00	200.00
Postage/freight	58.38	121.72	104.84	310.65	208.93	500.00	800.00
Other	638.65	-	-	-	-	-	-
Physicals/Safety	250.00	1,127.58	3,845.67	513.35	39.05	1,380.00	3,000.00
InKind Other	8,391.23	18,268.55	18,118.00	10,762.00	4,732.00	22,100.00	19,000.00
Sub-Total Program Expenditures	167,814.60	187,228.12	182,429.71	182,911.98	186,214.21	223,111.68	222,433.07
Grand Total Program Expenditures	227,532.90	248,251.01	243,231.98	244,630.52	244,533.68	278,973.00	282,783.00
Revenue over Expenditures	(638.65)	-	-	-	0.08	-	(0.00)

unbillable time worked late interest earned
 to write new award

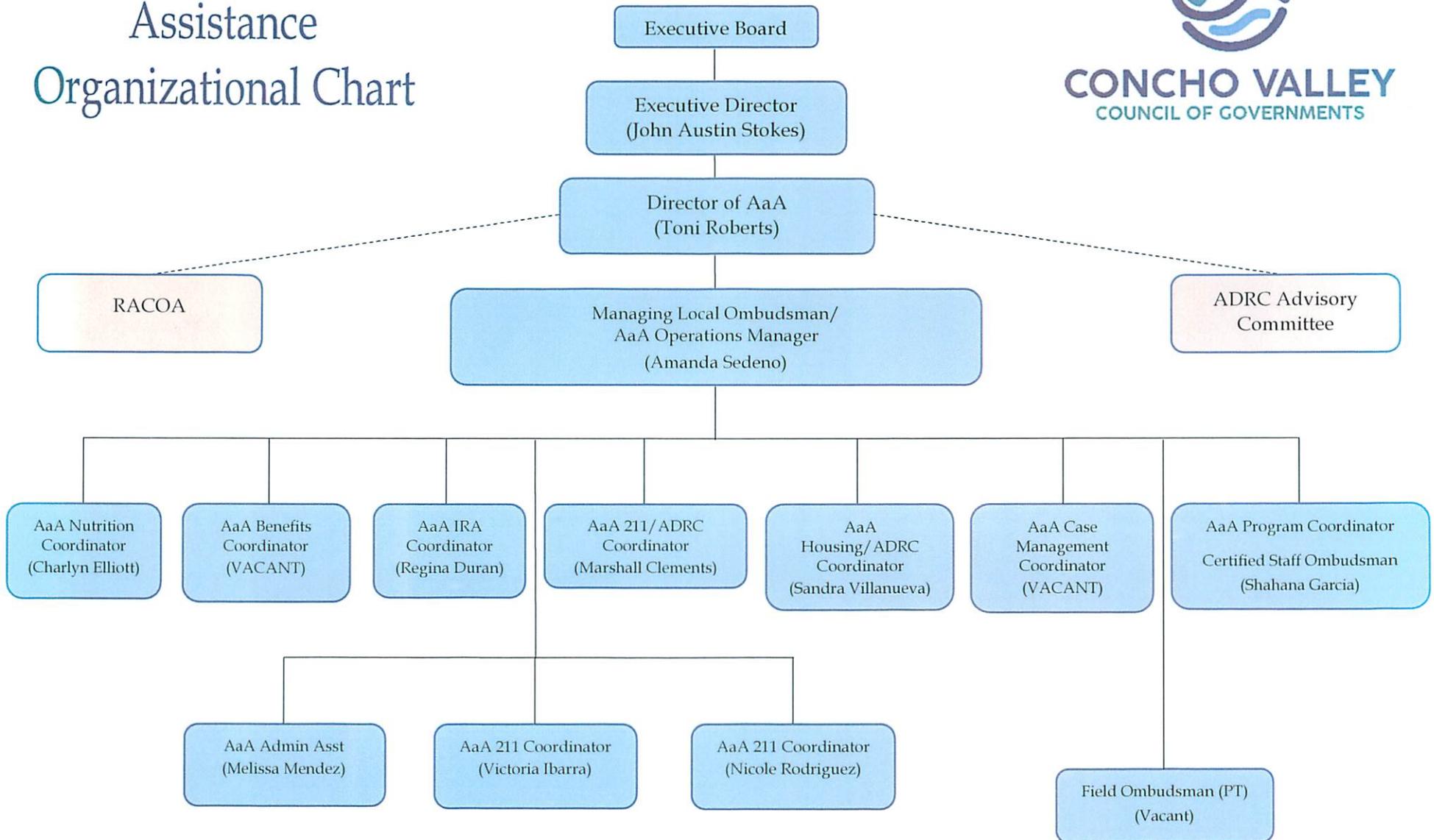
NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	-	-	-	79,681.67	114,385.79	175,606.00	150,606.00
State	-	-	-	-	62,354.18	48,226.00	48,452.00
Local Funds	-	-	-	-	240.00	-	-
Interest	-	-	-	-	7.24	-	-
Total Program Revenue	-	-	-	79,681.67	176,987.21	223,832.00	199,058.00
Salaries/Wages	-	-	-	45,269.13	92,496.40	97,554.60	103,407.87
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	-	-	-	13,246.29	30,089.17	31,885.21	30,818.53
Total Personnel	-	-	-	58,515.42	122,585.57	130,439.81	134,226.40
Administrative Costs	-	-	-	4,306.22	8,307.08	8,074.22	8,269.57
Network Services	-	-	-	2,771.40	6,322.07	8,379.71	10,441.19
Procurement Services	-	-	-	378.39	1,537.07	892.38	1,628.37
Human Resource Services	-	-	-	843.27	2,652.38	2,688.97	3,026.97
Facility Cost Allocation	-	-	-	866.80	1,787.44	3,337.90	3,961.52
Total Cost Allocations	-	-	-	9,166.08	20,806.04	23,373.18	27,327.62
Recognition	-	-	-	28.00	4,919.74	29,299.01	11,446.98
Contract Services	-	-	-	-	-	500.00	-
Travel-In Region	-	-	-	643.44	1,576.05	5,400.00	2,700.00
Travel-Out of Region	-	-	-	-	-	7,145.00	2,000.00
County Facility Rent	-	-	-	5,160.00	10,320.00	10,320.00	10,320.00
Supplies	-	-	-	31.93	9,502.94	2,700.00	2,400.00
Computer/Software	-	-	-	1,050.00	900.00	900.00	1,492.00
Copier	-	-	-	581.00	639.10	1,000.00	600.00
Insurance	-	-	-	1,038.13	1,153.15	960.00	1,132.00
Internet	-	-	-	3,025.17	2,030.22	2,000.00	2,000.00
Printing	-	-	-	-	1,164.06	4,325.00	678.00
Dues and fees	-	-	-	300.00	252.50	1,550.00	500.00
Postage/freight	-	-	-	142.50	1,135.84	3,700.00	2,000.00
Physicals/Safety	-	-	-	-	-	200.00	235.00
Sub-Total Program Expenditures	-	-	-	12,000.17	33,593.60	70,019.01	37,503.98
Grand Total Program Expenditures	-	-	-	79,681.67	176,987.21	223,832.00	199,058.00
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

NOTE: Grants are awarded in 3 year increments.
 Federal Award Period is July thru June
 State Award Period is September thru August
 FY 22-23 funds are less due to moving program from April thru March to a July to June program. Move was made to follow FGP and SCP programs.

Access and Assistance Organizational Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
COVID-19 Funding	-	-	-	87,488.00	407,226.00	-	-
State Administrated Federal	1,099,119.00	916,854.00	966,107.00	1,053,324.00	849,404.00	1,244,933.00	1,336,813.00
State	92,727.00	89,761.00	89,145.00	103,148.00	102,974.00	100,188.00	89,145.00
Program Income	145.10	59.50	3,360.00	133.00	82.00	-	-
Local Funds	4,465.00	25.00	52.50	3,100.00	3,000.00	-	-
InKind	355,580.39	301,445.26	327,811.85	343,742.71	159,831.04	417,000.00	417,000.00
Membership Dues	28,333.00	28,333.01	28,333.60	28,333.60	28,333.00	28,333.00	28,333.00
Total Program Revenue	1,580,369.49	1,336,477.77	1,414,809.95	1,619,269.31	1,550,850.04	1,790,454.00	1,871,291.00
Salaries/Wages	310,995.32	272,073.31	268,608.54	270,095.29	254,600.69	348,805.35	381,644.59
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	4,500.00	-
Fringe Benefits	119,956.29	112,623.44	122,394.97	114,150.95	104,195.66	159,215.35	180,699.42
Total Personnel	430,951.61	384,696.75	391,003.51	384,246.24	358,796.35	512,520.70	562,344.01
Administrative Costs	69,426.81	62,048.90	52,082.00	28,260.26	24,306.71	31,725.03	34,645.54
Network Services	2,589.65	2,324.24	11,805.44	23,241.24	22,575.37	25,139.13	35,544.49
Procurement Services	-	-	-	18,484.77	39,025.39	8,533.12	18,304.27
Human Resource Services	-	-	-	11,013.66	9,810.32	10,298.19	12,107.89
Facility Cost Allocation	59,304.08	56,463.46	51,945.25	50,432.97	55,266.02	41,524.77	46,994.91
Total Cost Allocations	131,320.54	120,836.60	115,832.69	131,432.90	150,983.81	117,220.24	147,597.09
Recognition	50.00	-	50.00	-	-	1,000.00	1,000.00
Contract Services	208,445.15	83,482.67	107,647.17	174,996.08	247,826.23	175,000.00	175,000.00
AAA Meals	418,837.65	406,488.37	403,604.79	537,720.53	599,008.16	513,413.06	494,199.90
Travel-In Region	6,645.16	4,330.41	6,674.36	2,935.27	1,623.43	8,000.00	8,000.00
Travel-Out of Region	13,475.84	11,512.79	20,244.58	3,625.83	-	10,000.00	25,000.00
Travel Advisory	303.09	1,874.02	1,661.56	492.50	-	2,000.00	2,000.00
Meals	299.91	-	-	248.57	140.65	300.00	300.00
Supplies	2,913.63	8,619.80	5,739.87	9,183.81	12,342.63	9,000.00	9,000.00
Computer/Software	-	-	9,140.55	-	-	-	-
Copier	3,654.58	4,042.78	11,382.82	18,055.44	7,565.16	6,000.00	6,000.00
Insurance	(66.25)	-	-	-	-	-	500.00
Cell Phones	1,478.66	1,470.00	1,695.00	1,230.00	2,118.50	2,000.00	8,350.00
Printing	327.75	1,544.63	2,659.15	417.36	-	3,000.00	3,000.00
Ads & Promotions	2,119.63	-	-	2,575.00	-	2,500.00	-
Dues and fees	3,567.18	4,774.62	5,840.69	4,589.06	7,970.01	6,000.00	5,500.00
Communications	-	-	682.14	623.63	587.29	-	1,000.00
Postage/freight	2,005.51	1,358.65	3,099.75	3,096.91	2,068.51	5,500.00	5,500.00
Other	8.75	-	-	-	-	-	-
InKind Other	355,580.39	301,445.26	327,811.85	343,742.71	159,831.04	417,000.00	417,000.00
Sub-Total Program Expenditures	1,019,646.63	830,944.00	907,914.28	1,103,532.70	1,041,081.81	1,160,713.06	1,161,349.90
Grand Total Program Expenditures	1,581,918.78	1,336,477.35	1,414,750.48	1,619,211.84	1,550,861.77	1,790,454.00	1,871,291.00
Revenue over Expenditures	(1,549.29)	0.42	59.47	57.47	(11.73)	-	(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

FY 21-22 and FY 22-23 we will continue to spend the remaining COVID-19 and ARP funds, however they are not reflected as the amounts were unknown

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
COVID-19 Funding	-	-	-	-	3,037.56	-	-
State Administrated Federal State	-	-	-	44,141.42	34,494.12	68,695.00	70,280.00
	-	-	-	118,309.97	113,889.45	100,924.00	101,274.00
Total Program Revenue	-	-	-	162,451.39	151,421.13	169,619.00	171,554.00
Salaries/Wages	-	-	-	80,824.51	65,933.66	68,543.11	55,398.15
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	-	-	-	32,942.84	29,376.42	37,191.21	23,701.40
Total Personnel	-	-	-	113,767.35	95,310.08	106,734.32	79,099.55
Administrative Costs	-	-	-	8,360.77	6,459.85	6,606.85	4,873.26
Network Services	-	-	-	3,391.29	5,924.14	8,379.71	8,886.12
Procurement Services	-	-	-	406.98	1,643.06	196.41	2,165.71
Human Resource Services	-	-	-	1,062.88	2,154.09	2,288.49	3,026.97
Facility Cost Allocation	-	-	-	17,447.06	21,770.60	16,271.30	13,612.53
Total Cost Allocations	-	-	-	30,668.98	37,951.74	33,742.76	32,564.59
Contract Services	-	-	-	14,874.07	10,258.83	19,000.00	12,057.20
Travel-In Region	-	-	-	229.19	-	1,041.92	4,306.00
Travel-Out of Region	-	-	-	945.87	-	2,000.00	12,308.00
Supplies	-	-	-	1,088.86	2,135.34	2,000.00	18,651.09
Copier	-	-	-	826.32	123.20	1,000.00	1,000.00
Cell Phones	-	-	-	30.00	1,035.00	1,000.00	4,000.00
Printing	-	-	-	-	-	2,000.00	2,000.00
Dues and fees	-	-	-	-	1,519.32	500.00	2,125.00
Postage/freight	-	-	-	34.75	50.06	600.00	600.00
Other	-	-	-	-	3,037.56	-	2,842.57
Sub-Total Program Expenditures	-	-	-	18,029.06	18,159.31	29,141.92	59,889.86
Grand Total Program Expenditures	-	-	-	162,465.39	151,421.13	169,619.00	171,554.00
Revenue over Expenditures	-	-	-	(14.00)	-	-	(0.00)

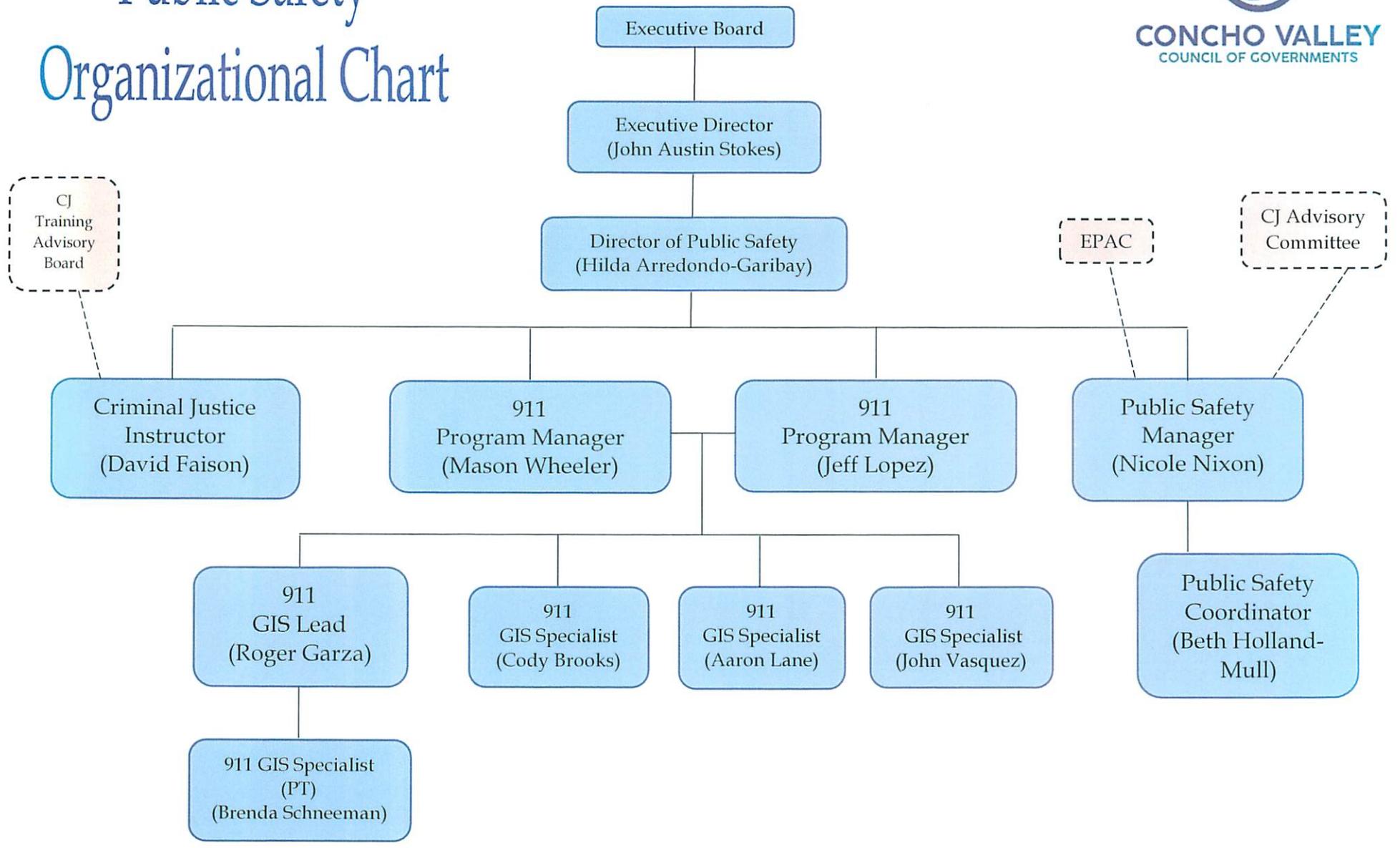
Program award period is September 1 thru August 31.

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State Administrated Federal	198,199.00	95,176.91	102,228.81	105,999.47	92,514.16	194,630.00	194,630.00
State	4,614.74	86,394.00	93,134.92	96,955.80	103,211.42	4,822.00	2,537.00
Local Funds	-	8.23	-	-	-	-	-
Interest	-	-	301.92	69.99	42.23	-	-
Total Program Revenue	202,813.74	181,579.14	195,665.65	203,025.26	195,767.81	199,452.00	197,167.00
Salaries/Wages	96,728.77	73,816.80	91,809.61	109,862.19	97,312.47	87,932.41	73,088.48
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,500.00	-
Fringe Benefits	42,839.88	34,675.74	45,293.44	46,654.13	43,527.62	52,482.58	40,200.10
Total Personnel	139,568.65	108,492.54	137,103.05	156,516.32	140,840.09	141,914.99	113,288.58
Administrative Costs	22,484.51	17,488.03	18,262.10	11,517.12	9,563.72	8,784.54	6,979.61
Network Services	1,636.63	1,162.82	4,140.42	6,584.31	10,920.23	16,759.42	17,772.24
Procurement Services	-	-	-	214.36	696.92	117.85	256.74
Human Resource Services	-	-	-	3,330.68	4,177.42	3,432.73	4,540.46
Facility Cost Allocation	18,532.22	14,242.51	16,404.90	14,721.27	14,627.57	14,485.92	25,957.37
Total Cost Allocations	42,653.36	32,893.36	38,807.42	36,367.74	39,985.86	43,580.46	55,506.42
Contract Services	9,188.78	35,428.00	6,000.00	5,500.00	6,000.00	6,000.00	6,000.00
Travel-In Region	338.57	536.01	700.14	204.98	-	552.46	1,000.00
Travel-Out of Region	2,563.37	2,452.36	2,302.57	-	-	1,904.09	5,000.00
Conference Fees	1,289.00	-	-	-	-	-	-
Supplies	6,396.18	1,125.89	1,861.93	2,205.94	377.83	2,200.00	2,200.00
Computer/Software	-	-	4,891.59	-	-	-	2,537.00
Copier	-	-	-	41.52	228.14	500.00	500.00
Cell Phones	250.00	-	75.00	240.00	1,411.50	500.00	1,200.00
Printing	283.26	41.92	2,432.15	732.48	12.16	500.00	500.00
Ads & Promotions	120.00	-	-	-	-	-	7,435.00
Dues and fees	779.00	2,765.50	667.32	1,177.59	6,870.00	1,200.00	1,500.00
Postage/freight	96.89	1,108.48	522.56	-	-	600.00	500.00
Sub-Total Program Expenditures	21,305.05	43,458.16	19,453.26	10,102.51	14,899.63	13,956.55	28,372.00
Grand Total Program Expenditures	203,527.06	184,844.06	195,363.73	202,986.57	195,725.58	199,452.00	197,167.00
Revenue over Expenditures	(713.32)	(3,264.92)	301.92	38.69	42.23	-	(0.00)

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

Public Safety Organizational Chart



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

	Biennial		Biennial		Biennial		Biennial	
	FY 15-16 ACTUAL	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State	2,407,912.86	2,719,548.22	2,717,647.77	3,711,554.06	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
Local Funds	-	-	-	2,504.58	-	-	-	-
Interest	-	-	-	7,822.46	-	-	-	-
Total Program Revenue	2,407,912.86	2,719,548.22	2,717,647.77	3,721,881.10	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
Salaries/Wages	235,025.75	267,282.20	251,841.77	316,960.00	343,368.66	356,040.40	368,899.89	393,984.25
Overtime	-	-	-	-	-	-	3,125.00	-
Incentives and Certifications	-	-	-	-	-	-	-	-
Fringe Benefits	113,007.84	98,386.57	89,297.35	117,651.82	118,797.83	128,449.73	139,264.89	139,845.09
Total Personnel	348,033.59	365,668.77	341,139.12	434,611.82	462,166.49	484,490.13	511,289.78	533,609.34
Administrative Costs	56,033.41	58,750.79	55,038.15	57,881.83	33,894.49	32,848.53	31,648.84	32,875.22
Network Services	-	-	-	13,130.84	22,245.67	27,230.56	41,898.55	53,316.73
Procurement Services	-	-	-	-	35,552.42	93,444.44	152,432.95	156,100.85
Human Resource Services	-	-	-	-	8,182.62	8,490.06	8,009.71	12,107.89
Facility Cost Allocation	90,354.86	85,319.11	92,346.02	111,024.62	105,995.91	114,829.25	83,715.81	87,711.76
Total Cost Allocations	146,388.37	144,069.90	147,384.17	182,037.39	205,971.11	276,840.84	317,705.66	342,112.46
Contract Services	-	-	500.00	1,855.88	3.09	-	12,000.00	12,000.00
Travel-In Region	1,832.46	2,308.34	3,039.17	4,498.73	1,823.53	2,741.51	10,000.00	6,500.00
Travel-Out of Region	11,839.20	21,176.89	26,641.02	25,077.94	8,343.02	4,315.97	25,000.00	22,955.52
County Facility Rent	833.45	1,072.25	1,028.65	1,228.47	2,188.72	698.51	1,500.00	1,500.00
Supplies	13,732.30	50,256.90	39,874.05	10,032.05	11,888.85	18,654.53	30,000.00	13,825.58
Project Equipment	-	-	-	-	-	155,238.33	-	-
Capital Equipment	917,615.15	301,364.32	-	-	324,955.59	-	1,424,349.00	-
Printing	3,106.50	5,194.66	4,310.00	3,359.35	4,327.85	3,151.06	5,000.00	5,000.00
Ads & Promotions	400.00	330.00	-	148.91	-	-	1,000.00	1,000.00
Training	2,000.00	4,448.50	8,966.00	7,324.50	5,114.00	4,077.77	10,000.00	10,000.00
Dues and fees	1,099.55	435.25	643.58	284.00	286.00	288.00	5,452.56	5,500.00
Communications	10,257.70	11,848.28	16,341.94	7,740.31	4,708.22	3,977.63	10,000.00	10,000.00
Postage/freight	866.83	236.30	204.73	185.58	210.93	1,049.80	1,000.00	1,000.00
911 Services	949,718.10	1,811,139.85	2,127,575.34	3,042,703.44	1,222,173.10	1,789,179.79	2,016,000.00	1,605,836.10
Other-Give Aways	-	-	-	400.00	9,729.02	-	-	-
Sub-Total Program Expenditures	1,913,401.24	2,209,809.55	2,229,124.48	3,104,839.26	1,595,749.92	1,983,372.70	3,551,301.56	1,695,117.20
Grand Total Program Expenditures	2,407,823.20	2,719,548.22	2,717,647.77	3,721,488.47	2,263,887.52	2,744,703.67	4,380,297.00	2,570,839.00
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 Program Period is September through August.
 FY 22-23 Equipment will be funded, but the funds are unknown. Should know funding amount sometime in October.

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State Administrated Federal	130,606.08	109,737.20	125,718.09	110,756.64	118,351.51	130,000.00	132,293.00
State	18,005.21	17,033.10	-	19,245.81	17,106.47	17,500.00	279,547.00
Local Funds	500.00	500.00	-	-	-	-	-
Interest	-	-	-	-	0.51	-	-
Total Program Revenue	149,111.29	127,270.30	125,718.09	130,002.45	135,458.49	147,500.00	411,840.00
Salaries/Wages	56,954.84	54,464.22	48,031.58	63,443.54	60,628.83	76,350.24	93,174.99
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	1,000.00	-
Fringe Benefits	23,889.71	23,527.18	20,469.89	23,929.29	24,679.03	32,327.13	41,942.80
Total Personnel	80,844.55	77,991.40	68,501.47	87,372.83	85,307.86	109,677.37	135,117.79
Administrative Costs	13,024.71	12,576.13	8,973.62	6,426.54	5,783.19	6,789.03	8,324.49
Network Services	-	-	2,228.43	1,695.64	2,592.52	4,189.85	8,886.12
Procurement Services	-	-	-	53.10	409.97	113.05	928.62
Human Resource Services	-	-	-	2,125.75	2,399.69	1,144.24	2,361.04
Facility Cost Allocation	29,312.00	21,661.82	23,265.69	23,707.54	30,108.88	14,035.98	14,216.19
Total Cost Allocations	42,336.71	34,237.95	34,467.74	34,008.57	41,294.25	26,272.15	34,716.46
Contract Services	-	-	-	-	-	1,000.00	212,000.00
Travel-In Region	236.03	211.70	-	-	-	500.00	4,800.15
Travel-Out of Region	4,092.41	4,182.23	3,903.30	532.26	-	2,488.02	8,000.00
Travel Advisory Counsel	-	-	2,531.68	1,103.80	-	2,000.00	2,000.00
Travel-Volunteer	2,063.86	1,553.06	-	-	-	-	-
Vehicle Maintenance	632.67	-	-	-	304.99	1,064.00	1,164.60
Supplies	6,271.13	189.17	345.13	1,547.74	930.55	1,250.00	4,202.00
Project Equipment	-	5,530.00	7,589.60	-	-	-	-
Computer/Software	225.00	-	7,657.86	-	-	-	-
Copier	1,776.78	441.84	174.68	15.20	-	1,588.46	2,550.00
Insurance	304.00	310.00	466.00	931.00	931.00	340.00	1,064.00
Cell Phones	1,234.72	978.98	1,040.81	1,276.59	1,576.81	500.00	2,500.00
Dues and fees	356.25	885.41	25.00	166.50	288.89	170.00	1,125.00
Communications	1,932.08	1,660.66	681.74	554.07	576.66	500.00	2,000.00
Postage/freight	182.56	2.35	6.00	6.65	13.94	150.00	600.00
Sub-Total Program Expenditures	19,307.49	15,945.40	24,401.80	6,133.81	4,622.84	11,550.48	242,005.75
Grand Total Program Expenditures	142,488.75	128,174.75	127,371.01	127,515.21	131,224.95	147,500.00	411,840.00
Revenue over Expenditures	6,622.54	(904.45)	(1,652.92)	2,487.24	4,233.54	-	(0.00)

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. The Program Period is October thru September
 FY 22-23 is reflecting award for Radio Infrastructure which includes a Project Specialist to oversee a 1.5 million equipment purchase and installation which includes: a repeater for Menard, two repeaters in McCulloch, a radio console for Mason and four tower upgrades in Kimble
 Radio Infrastructure award is pending approval from Governor's Office.

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

	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 ACTUAL	1ST Biennium FY 21-22 BUDGET	2nd Biennium FY 22-23 BUDGET
State	57,037.53	50,487.07	62,941.59	62,214.28	58,109.67	61,599.53	79,985.00	59,985.00
Program Income	39,696.58	60,702.67	32,353.96	37,587.98	41,636.49	56,036.26	40,016.00	41,000.00
Local Funds	96,275.49	37,380.00	40,887.00	37,525.00	37,000.00	18,086.30	17,800.00	40,900.00
Membership Dues	-	62,500.00	62,500.00	65,000.00	65,000.00	60,382.43	64,447.00	57,858.00
Total Program Revenue	193,009.60	211,069.74	198,882.55	202,327.24	201,746.16	196,104.52	202,248.00	199,743.00
Salaries/Wages	72,876.11	60,746.83	56,814.49	63,579.95	65,928.89	59,235.45	64,549.26	64,249.87
Overtime	-	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	500.00	-
Fringe Benefits	33,920.34	21,222.90	21,179.25	23,833.57	23,354.06	21,685.89	24,712.73	23,271.18
Total Personnel	106,796.45	81,969.73	77,993.74	87,413.52	89,282.95	80,921.34	89,761.99	87,521.05
Administrative Costs	17,194.33	13,205.42	12,584.77	11,669.73	6,569.15	5,486.60	5,556.27	5,392.10
Network Services	-	-	-	2,614.41	5,086.92	7,777.54	4,189.85	8,886.12
Procurement Services	-	-	-	-	1,149.36	3,677.40	1,692.61	3,531.15
Human Resource Services	-	-	-	-	1,062.88	1,199.85	1,144.24	1,513.49
Facility Cost Allocation	20,910.07	47,740.72	39,333.10	43,608.21	41,954.36	45,447.94	24,667.79	34,951.90
Total Cost Allocations	38,104.40	60,946.14	51,917.87	57,892.35	55,822.67	63,589.33	37,250.76	54,274.76
Audit & Legal	-	-	25,460.67	-	20,602.00	-	-	-
Contract Services	14,059.00	16,601.85	-	12,468.05	-	23,148.00	20,000.00	20,000.00
Travel-In Region	209.81	-	168.61	426.36	-	-	1,456.25	1,500.00
Travel-Out of Region	1,289.53	4,014.64	5,829.21	6,333.69	2,594.25	515.79	5,700.00	5,700.00
Meals	213.51	156.99	149.74	424.11	177.67	238.82	215.00	220.00
Fuel & Lubricant	190.34	595.87	760.75	885.77	941.52	1,052.21	2,000.00	2,000.00
Vehicle Maintenance	1,418.93	980.46	4,542.25	2,141.22	6,769.87	324.48	7,000.00	6,870.00
Other Facility Rent	256.00	506.00	506.00	256.00	-	25.00	100.00	100.00
Supplies	7,997.63	17,960.56	7,429.33	9,676.18	10,229.16	703.13	5,964.00	4,948.00
Project Equipment	5,146.37	-	-	-	-	-	20,000.00	5,311.19
Copier	10,535.18	12,524.56	2,086.52	3,073.08	74.70	691.70	6,000.00	5,000.00
Insurance	1,148.00	1,371.00	1,178.00	1,707.25	2,537.00	2,572.00	3,000.00	3,000.00
Cell Phones	236.20	-	-	-	657.99	936.87	800.00	800.00
Dues and fees	1,136.57	3,716.32	1,156.84	1,668.76	1,782.60	390.50	2,000.00	2,000.00
Communications	3,787.07	3,704.88	3,011.07	-	-	-	500.00	-
Postage/freight	484.81	320.90	231.32	236.89	134.70	25.30	500.00	500.00
Sub-Total Program Expenditures	48,168.75	62,473.83	52,510.31	39,297.36	46,501.46	30,623.80	75,235.25	57,947.19
Grand Total Program Expenditures	193,009.60	205,389.70	182,421.92	184,603.23	191,607.08	175,134.47	202,248.00	199,743.00
Revenue over Expenditures	-	5,880.04	16,260.63	17,724.01	10,139.08	20,970.05	-	0.00

NOTE: The Criminal Justice Law Enforcement Academy Program Period is September through August.
 Local funds are from County Membership dues and an Agreement with Howard College.
 FY 21-22 was 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 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 BUDGET	FY 21-22 BUDGET	FY 22-23 BUDGET
State (Contract)	46,805.51	42,194.74	43,073.56	46,479.64	44,068.18	42,501.78	42,501.78
Interest	-	-	-	-	0.40	-	-
Total Program Revenue	46,805.51	42,194.74	43,073.56	46,479.64	44,068.58	42,501.78	42,501.78
Salaries/Wages	14,001.95	18,889.74	22,401.80	21,572.72	23,638.99	19,950.64	26,585.65
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	5,850.72	7,813.20	9,529.15	8,410.94	9,355.30	8,027.51	10,052.35
Total Personnel	19,852.67	26,702.94	31,930.95	29,983.66	32,994.29	27,978.15	36,638.00
Administrative Costs	3,198.32	4,307.47	4,349.98	2,205.59	2,237.22	1,731.85	2,257.24
Network Services	-	-	861.82	-	-	8,379.71	-
Procurement Services	-	-	-	-	-	24.01	-
Human Resource Services	-	-	-	-	-	1,144.24	665.93
Facility Cost Allocation	5,753.82	5,665.27	5,595.57	4,088.64	-	-	-
Total Cost Allocations	8,952.14	9,972.74	10,807.37	6,294.23	2,237.22	11,279.81	2,923.17
Travel-Out of Region	763.72	-	676.75	-	-	1,309.00	1,600.00
Supplies	397.49	-	-	363.65	439.97	550.00	-
Computer/Software	1,850.25	-	-	-	-	-	-
Copier	954.52	225.80	322.42	-	-	935.07	890.61
Dues and fees	30.00	134.17	30.00	615.00	168.89	250.00	250.00
Postage/freight	79.54	-	-	-	-	199.75	200.00
Sub-Total Program Expenditures	4,075.52	359.97	1,029.17	978.65	608.86	3,243.82	2,940.61
Grand Total Program Expenditures	32,880.33	37,035.65	43,767.49	37,256.54	35,840.37	42,501.78	42,501.78
Revenue over Expenditures	13,925.18	5,159.09	(693.93)	9,223.10	8,228.21	-	(0.00)

NOTE: The Concho Valley 421 Planning Program Award Period is September through August.
 This is a contract award.

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State Administrated Federal	27,409.22	27,293.22	24,984.64	32,718.67	40,373.70	31,528.52	25,900.79
Total Program Revenue	27,409.22	27,293.22	24,984.64	32,718.67	40,373.70	31,528.52	25,900.79
Salaries/Wages	3,243.17	4,284.87	3,329.01	7,527.92	6,055.07	5,784.54	4,379.72
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	1,415.54	2,034.29	1,553.45	3,131.41	2,708.85	2,764.75	1,959.59
Total Personnel	4,658.71	6,319.16	4,882.46	10,659.33	8,763.92	8,549.29	6,339.31
Administrative Costs	750.51	1,019.16	670.88	784.34	593.78	529.20	390.56
Network Services	-	-	125.72	-	-	-	-
Procurement Services	-	-	-	-	-	-	1,664.62
Human Resource Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	750.51	1,019.16	796.60	784.34	593.78	529.20	2,055.18
Contract Services	22,000.00	19,954.90	20,141.18	21,275.00	31,016.00	22,450.03	17,506.30
Dues and fees	-	-	-	-	-	-	-
Sub-Total Program Expenditures	22,000.00	19,954.90	20,141.18	21,275.00	31,016.00	22,450.03	17,506.30
Grand Total Program Expenditures	27,409.22	27,293.22	25,820.24	32,718.67	40,373.70	31,528.52	25,900.79
Revenue over Expenditures	-	-	(835.60)	-	-	-	(0.00)

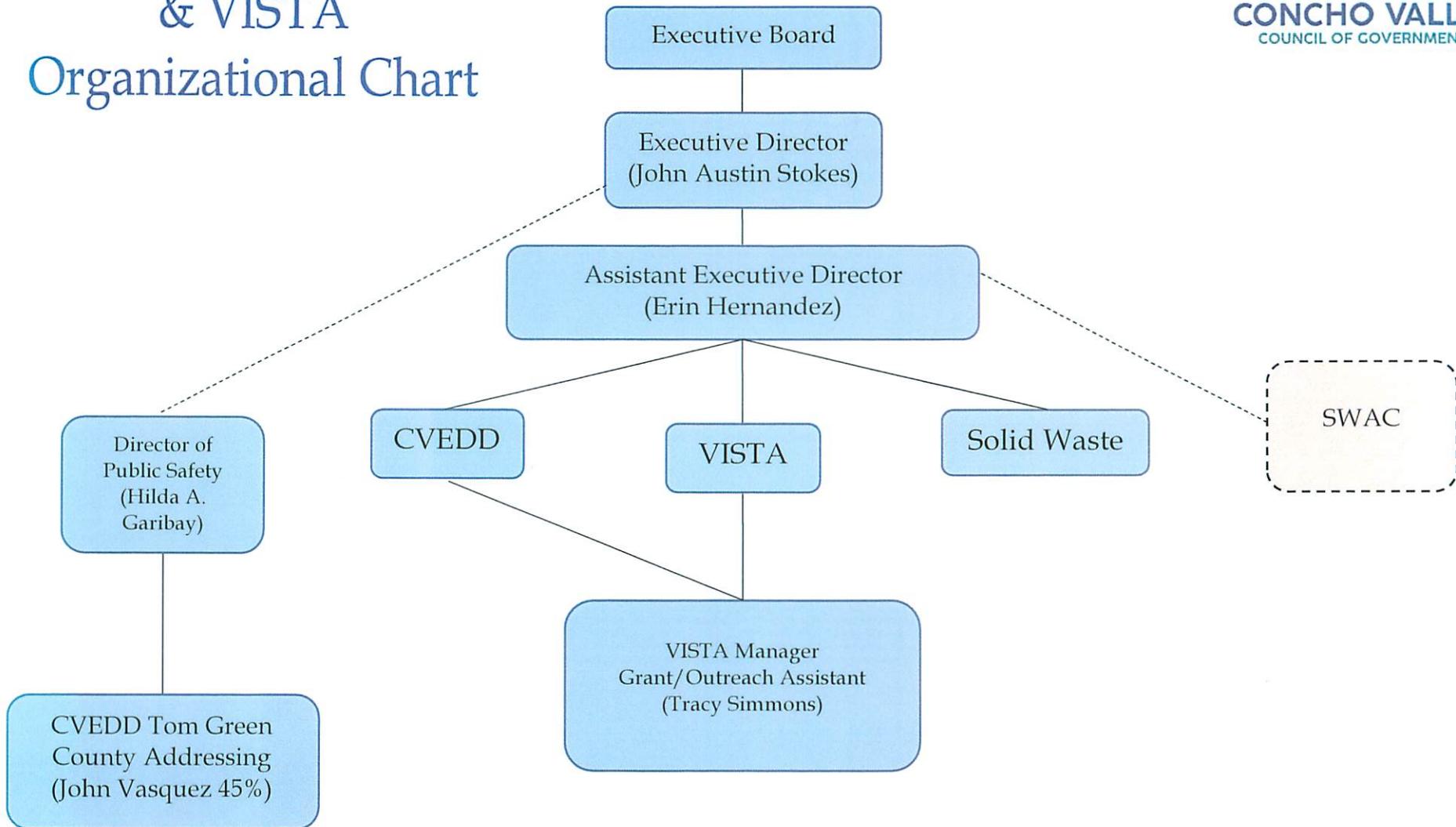
NOTE: The Criminal Justice Juvenile Justice Services Award Period is October through September

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State	-	-	-	-	12,325.25	13,537.00	20,312.39
Local Funds	-	-	-	-	5,617.57	-	9,891.00
Total Program Revenue	-	-	-	-	17,942.82	13,537.00	30,203.39
Salaries/Wages	-	-	-	-	9,636.97	3,053.97	15,203.64
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	-	3,610.50	1,188.22	5,620.42
Total Personnel	-	-	-	-	13,247.47	4,242.19	20,824.06
Administrative Costs	-	-	-	-	898.48	262.59	1,282.95
Network Services	-	-	-	-	-	-	-
Procurement Services	-	-	-	-	-	65.60	640.69
Human Resources Services	-	-	-	-	-	-	-
Facility Cost Allocation	-	-	-	-	-	-	-
Total Cost Allocations	-	-	-	-	898.48	328.19	1,923.64
Contract Services	-	-	-	-	3,196.00	6,300.00	5,234.95
Travel-In Region	-	-	-	-	-	1,000.00	717.74
Supplies	-	-	-	-	600.87	1,503.00	1,503.00
Copier	-	-	-	-	-	163.62	-
Sub-Total Program Expenditures	-	-	-	-	3,796.87	8,966.62	7,455.69
Grand Total Program Expenditures	-	-	-	-	17,942.82	13,537.00	30,203.39
Revenue over Expenditures	-	-	-	-	-	-	(0.00)

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

Regional Services & VISTA Organizational Chart



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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	60,000.00	77,500.00	70,000.00	70,000.00	69,999.99	70,000.00	70,000.00
COVID-19 Funding	-	-	-	152,056.00	463,053.24	500,000.00	-
State Administrated Federal	-	123,998.00	209,170.00	-	183,369.00	161,960.00	181,292.00
Local Funds	42,331.25	38,803.81	34,130.03	67,986.24	43,578.03	41,968.00	41,968.00
Interest	10,048.76	7,651.08	9,490.98	9,988.97	15,734.14	17,467.00	9,067.00
InKind	-	24,799.00	41,835.00	30,412.00	32,523.00	-	-
Total Program Revenue	112,380.01	272,751.89	364,626.01	330,443.21	808,257.40	791,395.00	302,327.00
Salaries/Wages	59,010.69	67,626.21	69,383.15	111,193.61	160,858.36	105,534.30	55,390.86
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	2,000.00	-
Fringe Benefits	20,397.61	24,411.74	25,385.71	42,024.48	64,878.30	48,341.04	20,481.36
Total Personnel	79,408.30	92,037.95	94,768.86	153,218.09	225,736.66	155,875.34	75,872.22
Administrative Costs	12,807.20	14,835.90	12,638.30	11,276.22	15,294.97	9,648.68	4,674.42
Network Services	-	-	2,865.92	3,391.28	8,603.59	12,569.56	13,329.18
Procurement Services	-	-	-	3,164.14	10,037.97	11,191.70	365.99
Human Resource Services	-	-	-	2,205.37	3,981.49	3,432.73	2,270.23
Facility Cost Allocation	6,792.55	8,615.06	9,249.54	8,601.57	11,344.29	14,048.44	11,801.55
Total Cost Allocations	19,599.75	23,450.96	24,753.76	28,638.58	49,262.31	50,891.11	32,441.37
Audit & Legal	1,375.00	-	-	-	-	-	-
Contract Services	-	123,999.00	209,169.00	157,478.00	177,947.00	163,460.00	181,292.00
One Time Funds	-	-	-	-	-	87,000.00	-
Travel-In Region	1,231.48	1,150.19	1,125.00	354.35	367.19	4,893.00	2,172.41
Travel-Out of Region	3,613.21	3,005.18	2,471.23	1,769.95	-	5,000.00	3,500.00
Supplies	437.03	617.96	1,266.29	876.62	205.12	7,610.00	1,899.00
Project Equipment	-	-	-	-	5,275.00	99,000.00	-
Computer/Software	1,350.00	879.00	879.00	-	-	26,000.00	-
Copier	26.32	341.82	836.90	1,041.64	670.00	2,400.00	2,400.00
Internet	-	-	-	-	4,453.35	25,000.00	-
Printing	845.00	-	-	-	-	10,300.00	450.00
Training	-	-	-	-	455.00	1,665.55	-
Dues and fees	793.56	1,351.38	1,322.29	835.76	1,422.79	1,500.00	1,500.00
Communications	578.62	155.68	-	-	-	-	-
Postage/freight	270.34	140.21	89.85	211.77	51.21	800.00	800.00
Other (includes Foreclosed Assets)	(104.00)	227.93	-	-	298,000.00	150,000.00	-
InKind Other	-	24,799.00	41,835.00	30,412.00	32,523.00	-	-
Sub-Total Program Expenditures	10,416.56	156,667.35	258,994.56	192,980.09	521,369.66	584,628.55	194,013.41
Grand Total Program Expenditures	109,424.61	272,156.26	378,517.18	374,836.76	796,368.63	791,395.00	302,327.00
Revenue over Expenditures	2,955.40	595.63	(13,891.17)	(44,393.55)	11,888.77	-	(0.00)

NOTE: The CVEDD Fiscal Year is July through June. The EDA award is on a calendar year and is to provide Regional Planning.
 FY 17-18 started TXDOT - 5310 award for transportation of Elderly & Disability, contract with CVTD. Funds assist CVTD with Federal match.

Excess expenses in FY 18-19 and FY 19-20 CVEDD used Prior Year excess funds to cover expenses related to growing program
 FY 20-21 and FY 21-22 reflect CARES funding received for Revolving Loan Expansion and COVID Recovery

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

	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 ACTUAL	1ST Biennium FY 21-22 BUDGET	2ND Biennium FY 22-23 BUDGET
State	69,611.83	161,293.02	61,290.19	169,727.78	45,633.31	180,609.58	115,000.00	115,000.00
Total Program Revenue	69,611.83	161,293.02	61,290.19	169,727.78	45,633.31	180,609.58	115,000.00	115,000.00
Salaries/Wages	25,473.41	27,298.61	31,898.08	22,192.53	24,804.50	40,796.97	17,418.26	21,301.40
Overtime								
Incentives and Certifications	-	-	-	-	-	-	500.00	-
Fringe Benefits	11,235.22	10,072.35	14,093.52	10,031.28	8,807.37	14,600.49	10,347.88	7,242.67
Total Personnel	36,708.63	37,370.96	45,991.60	32,223.81	33,611.87	55,397.46	28,266.14	28,544.07
Administrative Costs	5,910.15	6,022.79	7,415.16	4,216.20	2,473.33	3,757.77	1,749.67	1,758.58
Network Services	652.49	975.35	1,905.37	1,027.35	1,995.17	3,039.72	4,189.85	4,443.06
Procurement Services	-	-	-	-	778.85	2,863.44	2,987.68	6,313.78
Human Resource Services	-	-	-	-	1,062.88	1,199.85	1,144.24	605.39
Facility Cost Allocation	4,197.46	3,101.74	3,466.74	3,686.73	4,124.20	4,467.95	3,584.91	4,618.00
Total Cost Allocations	10,760.10	10,099.88	12,787.27	8,930.28	10,434.43	15,328.73	13,656.35	17,738.81
Travel-In Region	85.40	287.43	-	-	-	-	1,250.00	683.92
Travel-Out of Region	734.83	762.57	238.38	1,803.86	596.42	(62.50)	2,427.51	1,158.20
Supplies	-	176.36	-	231.43	-	-	2,500.00	300.00
Project Equipment	20,228.32	112,171.78	1,790.19	127,079.44	-	109,622.24	65,000.00	65,000.00
Copier	-	-	-	-	-	-	400.00	400.00
Printing	448.80	216.80	94.32	51.65	374.20	-	375.00	-
Ads & Promotions	-	-	-	-	218.20	122.26	450.00	300.00
Dues and fees	516.07	181.25	296.52	25.00	230.54	201.39	500.00	800.00
Postage/freight	129.68	25.99	91.91	10.20	167.65	-	175.00	75.00
Sub-Total Program Expenditures	22,143.10	113,822.18	2,511.32	129,201.58	1,687.01	109,883.39	73,077.51	68,717.12
Grand Total Program Expenditures	69,611.83	161,293.02	61,290.19	170,355.67	45,633.31	180,609.58	115,000.00	115,000.00
Revenue over Expenditures	-	-	-	(627.89)	-	-	-	(0.00)

NOTE: The State funding for this Biennial award is \$230,000 .

The award period is September through August

Program is for solid waste management and recycling.

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
State	7,498.00	8,135.38	7,171.62	3,405.55	13,081.45	8,114.00	8,114.00
Total Program Revenue	7,498.00	8,135.38	7,171.62	3,405.55	13,081.45	8,114.00	8,114.00
Salaries/Wages	3,782.15	3,489.34	3,015.55	2,219.95	5,558.41	4,563.49	4,879.97
Overtime							
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	1,403.16	1,352.27	1,160.54	798.25	2,005.23	1,605.48	1,945.86
Total Personnel	5,185.31	4,841.61	4,176.09	3,018.20	7,563.64	6,168.97	6,825.83
Administrative Costs	835.93	780.65	619.74	222.45	512.56	418.87	420.53
Network Services	-	-	105.02	-	-	-	-
Procurement Services	-	-	-	-	-	-	-
Human Resource Services	-	-	-	-	-	-	151.35
Facility Cost Allocation	1,020.96	1,157.90	1,130.72	-	-	-	-
Total Cost Allocations	1,856.89	1,938.55	1,855.48	222.45	512.56	418.87	571.88
Travel-In Region	-	-	-	-	-	-	566.29
Copier	-	129.02	-	-	-	606.16	100.00
Ads & Promotions	-	149.24	-	164.90	-	170.00	-
Dues and fees	-	-	-	-	-	650.00	-
Postage/freight	-	-	-	-	-	100.00	50.00
Sub-Total Program Expenditures	-	278.26	-	164.90	-	1,526.16	716.29
Grand Total Program Expenditures	7,042.20	7,058.42	6,031.57	3,405.55	8,076.20	8,114.00	8,114.00
Revenue over Expenditures	455.80	1,076.96	1,140.05	-	5,005.25	-	(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. These funds are to provide technical assistance, but not on a specific TxCDBG project. Contract agreement is for the September to August period.

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

	FY 16-17 ACTUAL	FY 17-18 ACTUAL	FY 18-19 ACTUAL	FY 19-20 ACTUAL	FY 20-21 ACTUAL	FY 21-22 BUDGET	FY 22-23 BUDGET
Federal	-	-	-	-	-	-	15,000.00
Local Funds	-	-	-	9,154.72	34,363.92	177,025.28	69,953.13
Total Program Revenue	-	-	-	9,154.72	34,363.92	177,025.28	84,953.13
Salaries/Wages	-	-	-	6,356.06	23,712.80	46,284.55	47,018.13
Overtime	-	-	-	-	-	-	-
Incentives and Certifications	-	-	-	-	-	-	-
Fringe Benefits	-	-	-	2,170.26	8,425.50	17,119.64	19,999.33
Total Personnel	-	-	-	8,526.32	32,138.30	63,404.19	67,017.46
Administrative Costs	-	-	-	628.40	2,177.22	3,924.72	4,128.89
Network Services	-	-	-	-	-	4,189.85	4,443.06
Procurement Services	-	-	-	-	-	13.09	95.09
Human Resource Services	-	-	-	-	-	1,144.24	1,513.49
Facility Cost Allocation	-	-	-	-	-	2,309.20	2,414.64
Total Cost Allocations	-	-	-	628.40	2,177.22	11,581.10	12,595.16
Recognition	-	-	-	-	-	1,000.00	-
Contract Services	-	-	-	-	-	28,308.86	-
Travel-In Region	-	-	-	-	-	1,141.00	1,890.51
Travel-Out of Region	-	-	-	-	-	1,000.00	2,100.00
Supplies	-	-	-	-	-	300.00	1,000.00
Computer/Software	-	-	-	-	-	-	-
Copier	-	-	-	-	48.40	237.00	250.00
Printing	-	-	-	-	-	-	-
Postage/freight	-	-	-	-	-	100.00	100.00
Sub-Total Program Expenditures	-	-	-	-	48.40	32,086.86	5,340.51
Grand Total Program Expenditures	-	-	-	9,154.72	34,363.92	107,072.15	84,953.13
Revenue over Expenditures	-	-	-	-	-	69,953.13	(0.00)

carry forward

Current funding is provided by the San Angelo Health Foundation

EMPLOYEE SALARY SCHEDULE

October 1, 2022 through September 30, 2023

- Head Start Program received HHS-ACF 2.28% COLA award, effective June 1, 2022. Due to Program budget constraints, unable to request any additional raises.
- The following Programs are requesting 6% COLA adjustments
 - Finance, Human Resources, Procurement, Information Technology, Regional Services, Access and Assistance, Senior Volunteer Services, and Public Safety
 - Transit is requesting 6% for employees that did not receive pay adjustments within the past 5-months:
 - Drivers pay was adjusted April 1, 2022 and;
 - Four Administrative positions had their pay adjusted in June 2022, employees are noted on the Salary Schedule
 - Requesting to move the Assistant Executive Director pay from the Program Assistant Director level to the Program Director Level I, mid-point between Min and Mid-range. This move will result in a 14.40% increase in pay. This position is currently the Interim Executive Director and Program Director for Regional Services.

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

- Performance Review Committee, meeting July 13, 2022

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Executive Director	2/1/2014	8.7	2/1/2014	8.7	138,190.50	\$5,757.94	138,190.50	6.00%	\$5,757.94	\$ -	0.00%	\$5,757.94	138,190.50	
Director of Finance	3/19/2007	15.5	6/1/2007	15.3	100,069.96	\$4,169.58	100,069.96	6.00%	\$4,419.76	\$ -	0.00%	\$4,419.76	106,074.16	
Assistant Director of Finance/Procurement	2/16/2022	0.6	2/16/2022	0.6	60,000.00	\$2,789.58	66,949.92	6.00%	\$2,956.95	\$ -	0.00%	\$2,956.95	70,966.92	
Finance Manager/Revolving Loan Specialist	9/14/2022	0.0	2/1/2022	0.7	44,969.60	\$1,953.08	46,873.96	6.00%	\$2,070.27	\$ -	0.00%	\$2,070.27	49,686.40	
Finance Manager/Assets	10/28/2019	2.9	10/1/2021	1.0	60,934.88	\$2,538.95	60,934.88	6.00%	\$2,691.29	\$ -	0.00%	\$2,691.29	64,590.97	
Finance Specialist	New				0.00	\$0.00		6.00%	\$0.00	\$ -	0.00%	\$16.20	16,848.00	
Records Retention Officer/Receptionist	5/18/2011	11.4	10/1/2019	3.0	35,070.05	\$16.86	35,070.05	6.00%	\$17.87	\$ -	0.00%	\$17.87	37,174.25	
Full-Time Receptionist/Accounting Tech	10/28/2013	8.9	10/28/2013	8.9	29,829.70	\$14.34	29,829.70	6.00%	\$15.20	\$ -	0.00%	\$15.20	31,619.48	
Total Administrative					469,054.69		477,918.97						515,150.68	46,085.99
					FTE 7								7.00	
Director of Human Resources	5/1/2015	7.4	10/1/2018	4.0	84,003.94	\$3,500.16	84,003.94	6.00%	\$3,710.17	\$ -	0.00%	\$3,710.17	89,044.18	
PT Assistant moved to HR Generalist Supervisor Level II	11/16/2020	1.9	11/16/2020	1.9	42,129.31	\$22.07	45,905.60	6.00%	\$23.39	\$ -	0.00%	\$23.39	48,659.94	
HR Coordinator/Payroll	7/16/2021	1.2	7/16/2021	1.2	33,648.58	\$16.18	33,648.58	6.00%	\$17.15	\$ -	0.00%	\$17.15	35,667.49	
HR Administrative Assistant	12/13/2021	0.8	12/13/2021	0.8	30,160.00	\$14.50	30,160.00	6.00%	\$15.37	\$ -	0.00%	\$15.37	31,969.60	
Total Human Resources					189,941.83		193,718.12						205,341.21	15,399.38
					FTE 4								4.00	
Contract Specialist/Purchaser II	9/1/2021	1.1			33,827.64	\$1,875.00	45,000.00	6.00%	\$1,987.50	\$ -	0.00%	\$1,987.50	47,700.00	
Procurement Manager/Trainer	9/1/2016	6.1	5/1/2022	0.4	39,567.76	\$1,648.66	39,567.76	6.00%	\$1,747.58	\$ -	0.00%	\$1,747.58	41,941.83	
Purchaser II	10/16/2020	2.0	1/1/2022	0.8	33,800.00	\$17.74	36,908.35	6.00%	\$18.81	\$ -	0.00%	\$18.81	39,122.85	
Procurement Coordinator I	9/1/2020	2.1	9/1/2021	1.1	27,177.70	\$13.07	27,177.70	6.00%	\$13.85	\$ -	0.00%	\$13.85	28,808.36	
Procurement Coordinator I	Open				27,177.70	\$13.50	28,080.00	6.00%	\$14.31	\$ -	0.00%	\$14.31	29,764.80	
Procurement/Purchaser I	10/8/2019	3.0	7/1/2021	1.3	32,842.37	\$15.79	32,842.37	6.00%	\$16.74	\$ -	0.00%	\$16.74	34,812.91	
Total Procurement Services					194,393.17		209,576.18						222,150.75	27,757.58
					FTE 7								6.00	
Director of Information Technology	8/19/2019	3.1	8/19/2019	3.1	80,003.96	\$3,333.50	80,003.96	6.00%	\$3,533.51	\$ -	0.00%	\$3,533.51	84,804.20	
System Support Specialist II	11/1/2019	2.9	2/1/2021	1.7	38,188.80	\$18.36	38,188.80	6.00%	\$19.46	\$ -	0.00%	\$19.46	40,480.13	
System Support Tech	4/1/2022	0.5	7/1/2022	0.3	29,362.94	\$17.00	35,360.00	6.00%	\$18.02	\$ -	0.00%	\$18.02	37,481.60	
Programmer/IT Auditor	Eliminate				47,037.59	\$0.00		6.00%	\$0.00	\$ -	0.00%	\$0.00	0.00	
Total Network Administration					194,593.29		153,552.76						162,765.93	-31,827.36
					FTE 4								3.00	-16.36%
Addressing Billing/GIS Specialist	11/1/2019	2.9	4/1/2021	1.5	48,499.78	\$23.32	48,499.78	6.00%	\$24.72	\$ -	0.00%	\$24.72	51,409.77	
Assistant Executive Director/Regional Services Director	6/8/2018	4.3	10/1/2021	1.0	70,000.44	\$2,916.69	70,000.44	6.00%	\$3,091.69	\$ 245.00	0.00%	\$3,336.69	80,080.47	
VISTA Coordinator	7/11/2022	0.2	7/11/2022	0.2	35,621.66	\$20.67	42,993.60	6.00%	\$21.91	\$ -	0.00%	\$21.91	45,573.22	
Total Regional Services					154,121.88		161,493.82						177,063.45	22,941.57
					FTE 3								3.00	14.89%
Director of Access and Assistance	10/25/2005	16.9	7/1/2012	10.3	96,221.16	\$4,009.22	96,221.16	6.00%	\$4,249.77	\$ -	0.00%	\$4,249.77	101,994.43	
Field Ombudsman	Open				21,254.45	\$14.00	29,120.00	6.00%	\$14.84	\$ -	0.00%	\$14.84	30,867.20	
Managing Local Ombudsman	Open				37,806.91	\$16.50	34,320.00	6.00%	\$17.49	\$ -	0.00%	\$17.49	36,379.20	
AAA Coordinator	3/7/2022	0.6	3/7/2022	0.6	32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	Open				32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	8/23/2021	1.1	11/1/2021	0.9	32,198.40	\$15.48	32,198.40	6.00%	\$16.41	\$ -	0.00%	\$16.41	34,130.30	
AAA Coordinator	3/9/2020	2.6	10/1/2021	1.0	35,536.80	\$17.09	35,536.80	6.00%	\$18.11	\$ -	0.00%	\$18.11	37,669.01	
Access and Assistance Operations Manager	1/20/2014	8.7	11/1/2021	0.9	49,999.92	\$2,083.33	49,999.92	6.00%	\$2,208.33	\$ -	0.00%	\$2,208.33	52,999.92	
Total Area Agency on Aging					337,414.44		341,793.08						362,300.66	24,886.22
					FTE 7.73								8.00	7.38%
ADRC Housing Navigator/Program Coordinator	3/1/2019	3.6	9/1/2020	2.1	34,730.59	\$16.70	34,730.59	6.00%	\$17.70	\$ -	0.00%	\$17.70	36,814.43	
ADRC/211 Program Specialist	10/1/2018	4.0	5/1/2020	2.4	34,730.59	\$16.70	34,730.59	6.00%	\$17.70	\$ -	0.00%	\$17.70	36,814.43	
Total ADRC					69,461.18		69,461.18						73,628.85	0.00
					FTE 2								2.00	
211 I&R Specialist	2/16/2012	10.6	5/1/2020	2.4	31,187.52	\$14.99	31,187.52	6.00%	\$15.89	\$ -	0.00%	\$15.89	33,058.77	
211 I&R Specialist	3/21/2022	0.5	3/21/2022	0.5	23,108.80	\$11.11	23,108.80	6.00%	\$11.78	\$ -	0.00%	\$11.78	24,495.33	
212 I&R Specialist/Administrative Assistant	11/1/2019	2.9	11/1/2021	0.9	29,702.40	\$14.28	29,702.40	6.00%	\$15.14	\$ -	0.00%	\$15.14	31,484.54	
1-1 Information & Referral					83,998.72		83,998.72						89,038.64	5,039.92
					FTE 3								3.00	6.00%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Director of Senior Volunteer Services SCP(20%),FGP(45%),RSVP(35%)	10/24/2013	8.9	1/16/2015	7.7	80,003.96	\$3,333.50	80,003.96	6.00%	\$3,533.51	\$ -	0.00%	\$3,533.51	84,804.20	
Program Manager SCP(45%), FGP(55%)	7/1/2015	7.3	7/1/2019	3.3	47,037.59	\$1,959.90	47,037.59	6.00%	\$2,077.49	\$ -	0.00%	\$2,077.49	49,859.85	
RSVP Coordinator - Abilene (32 hours per week)	4/1/2020	2.5	4/1/2020	2.5	28,276.68	\$16.99	28,276.68	6.00%	\$18.01	\$ -	0.00%	\$18.01	29,973.28	
RSVP Coordinator - San Angelo	4/1/2020	2.5	4/1/2020	2.5	42,410.78	\$20.39	42,410.78	6.00%	\$21.61	\$ -	0.00%	\$21.61	44,955.43	
Total Senior Volunteer Programs					197,729.01		197,729.01						209,592.75	11,863.74
					FTE 4								4.00	6.00%
Criminal Justice Instructor	2/2/2015	7.7	2/2/2015	7.7	65,367.23	\$2,723.63	65,367.23	6.00%	\$2,887.05	\$ -	0.00%	\$2,887.05	69,289.26	
Public Safety Manager	1/16/2006	16.7	10/1/2019	3.0	60,001.92	\$2,500.08	60,001.92	6.00%	\$2,650.08	\$ -	0.00%	\$2,650.08	63,602.04	
Public Safety Coordinator	10/21/2019	2.9	10/21/2019	2.9	43,492.80	\$20.91	43,492.80	6.00%	\$22.16	\$ -	0.00%	\$22.16	46,102.37	
Public Safety Program Specialist (Radio Infrastructure)	New				0.00	\$0.00	-	6.00%	\$17.00	\$ -	0.00%	\$17.00	35,360.00	
Total Criminal Justice/Homeland Security					168,861.95		168,861.95						214,353.67	45,491.72
					FTE 3								4.00	26.94%
Director of Public Safety	1/1/1990	32.8	10/1/1994	28.0	86,149.28	\$3,589.55	86,149.28	6.00%	\$3,804.93	\$ -	0.00%	\$3,804.93	91,318.24	
911 Program Manager	5/16/2017	5.4	10/1/2019	3.0	55,411.46	\$2,308.81	55,411.46	6.00%	\$2,447.34	\$ -	0.00%	\$2,447.34	58,736.15	
911 GIS Specialist	10/28/2019	2.9	10/28/2019	2.9	48,499.78	\$23.32	48,499.78	6.00%	\$24.72	\$ -	0.00%	\$24.72	51,409.77	
911 GIS Specialist	8/3/2020	2.2	5/16/2021	1.4	46,675.20	\$22.44	46,675.20	6.00%	\$23.79	\$ -	0.00%	\$23.79	49,475.71	
911 GIS Specialist - County Tech (300 hrs annually)	9/3/2009	13.1	9/1/2009	13.1	8,714.88	\$29.05	8,714.88	6.00%	\$30.79	\$ -	0.00%	\$30.79	9,237.77	
911 Program Manager	12/8/2006	15.8	2/1/2018	4.7	61,058.51	\$2,544.10	61,058.51	6.00%	\$2,696.75	\$ -	0.00%	\$2,696.75	64,722.02	
911 GIS Specialist - Lead	8/16/2013	9.1	10/1/2019	3.0	54,631.20	\$26.27	54,631.20	6.00%	\$27.84	\$ -	0.00%	\$27.84	57,909.07	
Total 9-1-1 Communications					361,140.31		361,140.31						382,008.73	21,668.42
					FTE 6.50								6.25	6.00%
Director of Transportation	7/2/2020	2.2	7/2/2020	2.2	88,105.04	\$3,671.04	88,105.04	6.00%	\$3,891.30	\$ -	0.00%	\$3,891.30	93,391.26	
Assistant Director of Transportation	1/4/2016	6.7	9/1/2020	2.1	67,957.46	\$2,831.56	67,957.46	6.00%	\$3,001.45	\$ -	0.00%	\$3,001.45	72,034.89	
Finance Manager/Program	7/16/2007	15.2	9/1/2020	2.1	58,231.31	\$2,426.30	58,231.31	6.00%	\$2,571.88	\$ -	0.00%	\$2,571.88	61,725.07	
Research Specialist	12/13/2021	0.8	12/13/2021	0.8	34,320.00	\$16.50	34,320.00	6.00%	\$17.49	\$ -	0.00%	\$17.49	36,379.20	
Regional Coordinator/Grant Writer/Office Administrator	Open				42,840.00	\$1,785.00	42,840.00	6.00%	\$1,892.10	\$ -	0.00%	\$1,892.10	45,410.40	
Data Entry/Collections	Open				28,080.00	\$114.00	28,080.00	6.00%	\$121.44	\$ -	0.00%	\$121.44	29,662.72	
Accounting Technician move to CVT Finance Specialist	4/1/2022	0.5	pending 8/1/22		33,280.00	\$16.00	33,280.00	6.00%	\$16.96	\$ -	0.00%	\$16.96	35,276.80	
Cashier - Greyhound Lead	Open				23,486.11	\$11.29	23,486.11	6.00%	\$11.97	\$ -	0.00%	\$11.97	24,892.19	
Cashier - Greyhound PT	8/24/2020	2.1	8/24/2020	2.1	15,902.06	\$10.46	15,902.06	6.00%	\$11.09	\$ -	0.00%	\$11.09	16,864.24	
Operations Safety Manager	6/1/2018	4.3	11/16/2019	2.9	59,070.48	\$2,461.27	59,070.48	6.00%	\$2,608.95	\$ -	0.00%	\$2,608.95	62,614.71	
Safety and Compliance Specialist	5/11/2020	2.4	5/11/2020	2.4	34,794.24	\$19.73	34,794.24	6.00%	\$20.90	\$ -	0.00%	\$20.90	41,038.40	
Operations Safety Manager	12/1/2020	1.8	12/1/2020	1.8	58,649.92	\$2,443.75	58,649.92	6.00%	\$2,590.38	\$ -	0.00%	\$2,590.38	62,169.00	
Road Supervisor (Fixed Route)	9/1/2016	6.1	10/1/2017	5.0	44,468.90	\$2,166.67	44,468.90	6.00%	\$2,286.67	\$ -	0.00%	\$2,286.67	52,000.08	
Road Supervisor (Demand Response)	10/1/2017	5.0	11/1/2019	2.9	42,865.46	\$2,099.86	42,865.46	6.00%	\$2,209.86	\$ -	0.00%	\$2,209.86	50,396.64	
Road Supervisor (Rural)	6/1/2018	4.3	10/1/2019	3.0	44,366.82	\$2,162.43	44,366.82	6.00%	\$2,282.43	\$ -	0.00%	\$2,282.43	51,898.32	
Urban Assistant Road Supervisor	Eliminate				39,143.52	\$17.00	39,143.52	6.00%	\$18.02	\$ -	0.00%	\$18.02	0.00	
Lead Dispatcher	10/21/2006	15.9	2/16/2019	3.6	38,443.39	\$18.48	38,443.39	6.00%	\$19.59	\$ -	0.00%	\$19.59	40,744.70	
Dispatcher	6/1/2021	1.3	6/1/2021	1.3	27,580.80	\$13.26	27,580.80	6.00%	\$14.06	\$ -	0.00%	\$14.06	29,235.65	
Dispatcher	2/9/2018	4.6	2/9/2018	4.6	31,166.30	\$14.98	31,166.30	6.00%	\$15.88	\$ -	0.00%	\$15.88	33,027.90	
Dispatcher	Eliminate				30,232.80	\$14.54	30,232.80	6.00%	\$15.41	\$ -	0.00%	\$15.41	0.00	
Facilities Manager	8/12/2019	3.1	8/1/2021	1.2	50,999.92	\$2,250.00	50,999.92	6.00%	\$2,385.00	\$ -	0.00%	\$2,385.00	57,240.00	
Fleet Technician/Maintenance Specialist	10/16/2020	2.0	10/16/2020	2.0	39,143.52	\$18.82	39,143.52	6.00%	\$19.95	\$ -	0.00%	\$19.95	41,494.34	
Building and Grounds Maintenance Technician	11/30/2021	0.8	11/30/2021	0.8	27,040.00	\$13.00	27,040.00	6.00%	\$13.78	\$ -	0.00%	\$13.78	28,662.40	
Maintenance Specialist	8/17/2020	2.1	8/17/2020	2.12	29,432.00	\$14.15	29,432.00	6.00%	\$15.00	\$ -	0.00%	\$15.00	31,197.92	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved Budget 2021-2022 Salary	Revised 2021-2022 Rate	Revised 2021-2022 Salary	COLA 6.00%	Rate 2022-2023 with COLA	Rate Adjustment	Merit and HS add'l COLA	Budget 2022-2023 Rate	Budget 2022-2023 Salary	Approved Budget FY 21-22 vs Budget FY 22-23
Route FR 1 Driver					32,906.02	\$18.32	\$34,336.26	0.00%	\$18.32	\$-	0.00%	\$18.32	\$34,336.26	
Route FR 2 Driver (Lead)					33,033.31	\$18.38	\$33,511.34	0.00%	\$18.38	\$-	0.00%	\$18.38	\$33,511.34	
Route FR 3 Driver					31,887.65	\$17.83	\$33,417.88	0.00%	\$17.83	\$-	0.00%	\$17.83	\$33,417.88	
Route FR 4 Driver					33,606.14	\$18.66	\$34,973.51	0.00%	\$18.66	\$-	0.00%	\$18.66	\$34,973.51	
Route FR 5 Driver					31,060.22	\$17.43	\$31,779.25	0.00%	\$17.43	\$-	0.00%	\$17.43	\$31,779.25	
Route FR 6 Driver					31,887.65	\$17.83	\$31,599.22	0.00%	\$17.83	\$-	0.00%	\$17.83	\$31,599.22	
Route FR 7 Driver					28,641.60	\$16.27	\$29,664.28	0.00%	\$16.27	\$-	0.00%	\$16.27	\$29,664.28	
Route FR 8 Driver					31,060.22	\$17.43	\$31,779.25	0.00%	\$17.43	\$-	0.00%	\$17.43	\$31,779.25	
Route FR 9 Driver					33,627.36	\$18.67	\$33,087.91	0.00%	\$18.67	\$-	0.00%	\$18.67	\$33,087.91	
Route FR 10 Driver					31,908.86	\$17.84	\$32,526.78	0.00%	\$17.84	\$-	0.00%	\$17.84	\$32,526.78	
Route FR 11 Driver					31,060.22	\$17.43	\$32,668.18	0.00%	\$17.43	\$-	0.00%	\$17.43	\$32,668.18	
Route FR 12 Driver					28,641.60	\$16.00	\$29,988.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$29,988.00	
Route FR 13 Driver					28,080.00	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
PT-Transportation Driver - FR - 1					5,022.00	\$16.00	\$22,848.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$22,848.00	
PT-Transportation Driver - FR - 2					5,022.00	\$16.00	\$19,788.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$19,788.00	
PT-Transportation Driver - FR - 3					5,022.00	\$16.00	\$19,788.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$19,788.00	
PT-Transportation Driver - FR - 4					5,022.00	\$16.00	\$24,480.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$24,480.00	
PT-Transportation Driver - FR - 5					5,022.00	\$16.00	\$22,032.00	0.00%	\$16.00	\$-	0.00%	\$16.00	\$22,032.00	
Fixed Route Floater					29,362.94	\$16.62	\$34,569.60	0.00%	\$16.62	\$-	0.00%	\$16.62	\$34,569.60	
Route A1 Driver					24,989.11	\$14.57	\$27,865.13	0.00%	\$14.57	\$-	0.00%	\$14.57	\$27,865.13	
Route A2 Driver					24,384.38	\$14.25	\$27,253.13	0.00%	\$14.25	\$-	0.00%	\$14.25	\$27,253.13	
Route A3 Driver					24,384.38	\$14.25	\$27,253.13	0.00%	\$14.25	\$-	0.00%	\$14.25	\$27,253.13	
Route A4 Driver					29,358.79	\$16.85	\$32,225.63	0.00%	\$16.85	\$-	0.00%	\$16.85	\$32,225.63	
Route A5 Driver					26,491.19	\$15.35	\$29,356.88	0.00%	\$15.35	\$-	0.00%	\$15.35	\$29,356.88	
Route A6 Driver (Lead)					29,553.86	\$16.95	\$32,416.88	0.00%	\$16.95	\$-	0.00%	\$16.95	\$32,416.88	
Route A7 Driver					25,749.90	\$14.00	\$26,775.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$26,775.00	
Route A8 Driver					35,796.26	\$20.22	\$38,670.75	0.00%	\$20.22	\$-	0.00%	\$20.22	\$38,670.75	
Route A9 Driver					24,989.11	\$14.57	\$27,865.13	0.00%	\$14.57	\$-	0.00%	\$14.57	\$27,865.13	
Route A10 Driver					28,069.99	\$15.98	\$30,969.24	0.00%	\$15.98	\$-	0.00%	\$15.98	\$30,969.24	
Route A12 Driver					28,465.34	\$16.19	\$31,376.22	0.00%	\$16.19	\$-	0.00%	\$16.19	\$31,376.22	
Route A13 Driver					24,225.00	\$14.00	\$-	0.00%	\$14.00	\$-	0.00%	\$14.00	\$-	
Route TG-1 Driver					26,998.38	\$15.62	\$29,873.25	0.00%	\$15.62	\$-	0.00%	\$15.62	\$29,873.25	
Route TG-19 Driver					29,787.95	\$17.08	\$32,665.50	0.00%	\$17.08	\$-	0.00%	\$17.08	\$32,665.50	
PT-Transportation Driver - ADA - 1					7,650.00	\$14.25	\$13,081.50	0.00%	\$14.25	\$-	0.00%	\$14.25	\$13,081.50	
PT-Transportation Driver - ADA - 2					7,839.72	\$14.57	\$13,375.26	0.00%	\$14.57	\$-	0.00%	\$14.57	\$13,375.26	
PT-Transportation Driver - ADA - 3					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 4					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 5					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 6					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 7					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver - ADA - 8					7,500.00	\$14.00	\$12,852.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$12,852.00	
PT-Transportation Driver-Coke County/Bronte					12,750.00	\$14.00	\$14,280.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$14,280.00	
PT-Transportation Driver-Kimble County					12,500.00	\$14.00	\$14,280.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$14,280.00	
Transportation Driver-Coke County/Robert Lee					29,526.55	\$15.97	\$32,578.80	0.00%	\$15.97	\$-	0.00%	\$15.97	\$32,578.80	
Transportation Driver-Concho County					27,737.06	\$15.10	\$30,804.00	0.00%	\$15.10	\$-	0.00%	\$15.10	\$30,804.00	
Transportation Driver-Crockett County					35,082.29	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-Crockett County					28,257.26	\$15.35	\$31,314.00	0.00%	\$15.35	\$-	0.00%	\$15.35	\$31,314.00	
Transportation Driver-Kimble County					25,500.00	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-McCulloch County (Lead)					32,939.06	\$17.65	\$36,006.00	0.00%	\$17.65	\$-	0.00%	\$17.65	\$36,006.00	
Transportation Driver-McCulloch County					35,500.00	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-McCulloch County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Transportation Driver-Menard County					31,773.82	\$17.08	\$34,843.20	0.00%	\$17.08	\$-	0.00%	\$17.08	\$34,843.20	
Transportation Driver-Regan County					46,235.38	\$24.16	\$49,286.40	0.00%	\$24.16	\$-	0.00%	\$24.16	\$49,286.40	
Transportation Driver-Regan County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Transportation Driver-Schleicher					33,459.26	\$17.90	\$36,516.00	0.00%	\$17.90	\$-	0.00%	\$17.90	\$36,516.00	
Transportation Driver-Sutton County (Lead)					32,439.67	\$14.00	\$28,560.00	0.00%	\$14.00	\$-	0.00%	\$14.00	\$28,560.00	
Transportation Driver-Sutton County					27,466.56	\$14.96	\$30,518.40	0.00%	\$14.96	\$-	0.00%	\$14.96	\$30,518.40	
Part-Time Transp Sterling County Driver DR (1560 hrs)					13,005.00	\$14.25	\$18,168.75	0.00%	\$14.25	\$-	0.00%	\$14.25	\$18,168.75	
PT-Transportation Driver-Extended Medical					3,675.21	\$15.91	\$5,477.02	0.00%	\$15.91	\$-	0.00%	\$15.91	\$5,477.02	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Floater-Transportation Driver					18,589.50	\$16.00	\$-	0.00%	\$16.00	\$-	0.00%	\$16.00	\$-	
Floater-Transportation Driver					18,589.50	\$0.00	\$-	0.00%	\$14.00	\$-	0.00%	\$14.00	\$-	
Floater-Transportation Driver					18,589.50	\$0.00	\$-	0.00%	\$14.00	\$-	0.00%	\$14.00	\$-	
Total Transportation					2,452,345.44		2,559,020.18						2,538,882.70	86,537.26
FTE 70												# FTE's	67	3.53%

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved	Revised	Revised	Rate	Rate	Merit	Budget	Budget	Approved Budget
					2021-2022 Salary	2021-2022 Rate	2021-2022 Salary	2022-2023 with COLA	Adjustment	and HS add COLA	2022-2023 Rate	2022-2023 Salary	FY 21-22 vs Budget FY 22-23
Head Start Director	10/1/2019	3.0	9/1/2020	2.1	86,389.92	\$3,599.58	86,389.92	2.28%	\$3,681.65	\$ -	0.00%	\$3,681.65	88,359.61
HS Education Manager/Coach/Class/Disability	7/27/2004	18.2	7/27/2004	18.2	66,085.68	\$2,753.57	66,085.68	2.28%	\$2,816.35	\$ -	0.00%	\$2,816.35	67,592.43
Mental Health/Healths Manager and Pregnant Women	7/31/2019	3.2	7/31/2019	3.2	55,034.40	\$2,293.10	55,034.40	2.28%	\$2,345.38	\$ -	0.00%	\$2,345.38	56,289.18
FAMCO/Policy Council Manager and Pregnant Women	7/8/2019	3.2	7/8/2019	3.2	55,034.40	\$2,293.10	55,034.40	2.28%	\$2,345.38	\$ -	0.00%	\$2,345.38	56,289.18
ERSEA/Facilities Manager/Transition/Class	8/1/2005	17.2	8/1/2020	2.3	57,495.36	\$2,395.64	57,495.36	2.28%	\$2,450.26	\$ -	0.00%	\$2,450.26	58,806.25
Compliance/Class/Iters/Nutrition Manager	7/17/2006	16.2	8/1/2020	2.2	51,852.00	\$2,160.50	51,852.00	2.28%	\$2,209.76	\$ -	0.00%	\$2,209.76	53,034.23
Assistant Head Start Director/EHS Education Manager	7/8/2019	3.2	9/1/2020	2.1	63,556.20	\$2,648.18	63,556.20	2.28%	\$2,708.55	\$ -	0.00%	\$2,708.55	65,005.28
Site Supervisor/FSW - Menard	8/9/2004	18.1	8/9/2004	18.1	40,024.56	\$1,667.69	40,024.56	2.28%	\$1,705.71	\$ -	0.00%	\$1,705.71	40,937.12
Head Start Teacher - Menard	8/9/2004	18.1	8/9/2004	18.1	33,669.79	\$1,619	33,669.79	2.28%	\$1,656.56	\$ -	0.00%	\$1,656.56	34,437.46
Head Start Teacher Assist - Menard	7/15/2021	1.2	7/15/2021	1.2	20,515.87	\$9,86	20,515.87	2.28%	\$10.09	\$ -	0.00%	\$10.09	20,983.63
Early Head Start Teacher - Menard	10/14/2021	1.0	10/14/2021	1.0	23,920.00	\$11.50	23,920.00	2.28%	\$11.76	\$ -	0.00%	\$11.76	24,465.38
Early Head Start Teacher - Menard	8/24/2021	1.1	10/16/2021	1.0	23,920.00	\$11.50	23,920.00	2.28%	\$11.76	\$ -	0.00%	\$11.76	24,465.38
Early Head Start Floater - Menard	Ext Start Oct 2021				27,580.80	\$13.26	27,580.80	2.28%	\$13.56	\$ -	0.00%	\$13.56	28,209.64
Cook/Custodian - Menard	8/23/2012	10.1	8/23/2012	10.1	22,616.67	\$10.87	22,616.67	2.28%	\$11.12	\$ -	0.00%	\$11.12	23,132.33
Head Start Universal Substitutes - Menard	11/4/2021	0.9	11/4/2021	0.9	997.92	\$8.91	997.92	2.28%	\$9.11	\$ -	0.00%	\$9.11	18,955.35
Head Start Universal Substitutes - Menard	Open				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$ -	0.00%	\$9.11	18,955.35
Site Supervisor/FSW - Christoval	7/31/2019	3.2	3/16/2021	1.5	37,488.72	\$1,562.03	37,488.72	2.28%	\$1,597.64	\$ -	0.00%	\$1,597.64	38,343.46
Teacher Assist - Christoval	8/24/2021	1.1	pending 8/1/22		21,406.94	\$10.55	21,944.00	2.28%	\$10.79	\$ -	0.00%	\$10.79	22,444.32
Head Start Universal Substitutes - Christoval	pending 7/18/22				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$ -	0.00%	\$9.11	1,020.67
PT Custodian - Christoval (621 hours)	Open				5,574.10	\$8.91	5,533.11	2.28%	\$9.11	\$ -	0.00%	\$9.11	5,659.26
Site Supervisor/FSW - Eldorado	2/14/2022	0.6	2/14/2022	0.6	35,568.00	\$1,482.00	35,568.00	2.28%	\$1,515.79	\$ -	0.00%	\$1,515.79	36,378.95
Teacher Assist - Eldorado	8/7/2018	4.2	8/16/2021	1.1	23,125.44	\$11.12	23,125.44	2.28%	\$11.37	\$ -	0.00%	\$11.37	23,652.70
Cook/Custodian - Eldorado	8/25/2021	1.1	8/25/2021	1.1	20,770.46	\$9.99	20,770.46	2.28%	\$10.21	\$ -	0.00%	\$10.21	21,244.03
Head Start Universal Substitutes - Eldorado	Open				1,005.31	\$8.91	997.92	2.28%	\$9.11	\$ -	0.00%	\$9.11	1,020.67
Site Supervisor/FSW - Ozona	10/3/2005	17.0	10/3/2005	17.0	37,637.28	\$1,568.22	37,637.28	2.28%	\$1,603.98	\$ -	0.00%	\$1,603.98	38,495.41
Teacher - Ozona	3/16/2007	15.5	3/16/2007	15.5	26,138.11	\$12.57	26,138.11	2.28%	\$12.85	\$ -	0.00%	\$12.85	26,734.06
Teacher Assist - Ozona	12/16/2014	7.8	12/16/2014	7.8	22,255.58	\$10.70	22,255.58	2.28%	\$10.94	\$ -	0.00%	\$10.94	22,763.01
Cook/Custodian - Ozona	8/10/2017	5.1	8/10/2017	5.1	21,406.94	\$10.29	21,406.94	2.28%	\$10.53	\$ -	0.00%	\$10.53	21,895.02
Head Start Universal Substitutes - Ozona	11/19/2020	1.9	11/19/2020	1.9	1,005.31	\$8.98	1,005.31	2.28%	\$9.18	\$ -	0.00%	\$9.18	1,028.23
Site Supervisor/FSW - Eden	8/9/2004	18.1	8/9/2004	18.1	37,637.28	\$1,568.22	37,637.28	2.28%	\$1,603.98	\$ -	0.00%	\$1,603.98	38,495.41
Teacher - Eden	8/1/2019	3.2	12/1/2021	0.8	22,193.60	\$10.67	22,193.60	2.28%	\$10.91	\$ -	0.00%	\$10.91	22,699.61
Teacher Assist - Eden	3/21/2022	0.5	3/21/2022	0.5	20,508.80	\$11.29	23,483.20	2.28%	\$11.55	\$ -	0.00%	\$11.55	24,018.62
Cook/Custodian - Eden	11/29/2021	0.8	11/29/2021	0.8	21,028.80	\$10.11	21,028.80	2.28%	\$10.34	\$ -	0.00%	\$10.34	21,508.26
Head Start Universal Substitutes - Eden	11/12/2021	0.9	11/12/2021	0.9	997.92	\$8.91	997.92	2.28%	\$9.11	\$ -	0.00%	\$9.11	18,955.35
Site Supervisor - Blackshear	7/17/2006	16.2	8/1/2019	3.2	40,628.64	\$1,692.86	40,628.64	2.28%	\$1,731.46	\$ -	0.00%	\$1,731.46	41,554.97
Head Start Teacher - Blackshear Room #1	2/22/2021	1.6	2/1/2022	0.7	28,537.60	\$13.72	28,537.60	2.28%	\$14.03	\$ -	0.00%	\$14.03	29,188.26
Head Start Teacher Assistant - Blackshear Room #1	pending 7/18/22				22,276.80	\$10.85	22,568.00	2.28%	\$11.10	\$ -	0.00%	\$11.10	23,082.55
Head Start Teacher - Blackshear #2	7/31/2019	3.2	9/1/2019	3.1	29,055.52	\$13.97	29,055.52	2.28%	\$14.29	\$ -	0.00%	\$14.29	29,717.99
Head Start Teacher Assistant - Blackshear Room #2	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.90	26,832.00	2.28%	\$13.19	\$ -	0.00%	\$13.19	27,443.77
Head Start Teacher - Blackshear Room #3	7/16/2020	2.2	7/16/2020	2.2	31,993.73	\$15.38	31,993.73	2.28%	\$15.73	\$ -	0.00%	\$15.73	32,723.19
Head Start Teacher Assistant - Blackshear Room #3	pending 7/1/22				22,276.80	\$11.25	23,400.00	2.28%	\$11.51	\$ -	0.00%	\$11.51	23,933.52
Head Start Teacher - Blackshear Room #6	3/21/2022	0.5	pending 8/1/22		29,914.56	\$15.00	31,200.00	2.28%	\$15.34	\$ -	0.00%	\$15.34	31,911.36
Head Start Teacher Assistant - Blackshear Room #6	10/23/2006	15.9	6/1/2020	2.3	26,353.60	\$13.67	28,433.60	2.28%	\$13.98	\$ -	0.00%	\$13.98	29,081.89
Head Start Teacher - Blackshear Room #7	7/29/2020	2.2	7/29/2020	2.2	28,535.52	\$13.72	28,535.52	2.28%	\$14.03	\$ -	0.00%	\$14.03	29,186.13
Head Start Teacher Assistant - Blackshear Room #7	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$ -	0.00%	\$12.94	26,907.66
Head Start Teacher - Blackshear Room #4	10/6/2020	2.0	4/1/2021	1.5	28,535.52	\$13.72	28,535.52	2.28%	\$14.03	\$ -	0.00%	\$14.03	29,186.13
Head Start Teacher Assistant - Blackshear Room #4	pending 7/18/22				22,276.80	\$12.00	24,960.00	2.28%	\$12.27	\$ -	0.00%	\$12.27	25,529.09
Family Service Worker - Blackshear	7/18/2013	9.2	8/1/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$ -	0.00%	\$17.66	36,737.64
Family Service Worker - Blackshear	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$ -	0.00%	\$17.66	36,737.64
Receptionist - Blackshear	1/4/2021	1.7	1/4/2021	1.7	23,974.08	\$11.53	23,974.08	2.28%	\$11.79	\$ -	0.00%	\$11.79	24,520.69
Head Start Cook - Blackshear	7/15/2019	3.2	pending 7/19/22		23,613.41	\$11.20	23,296.00	2.28%	\$11.46	\$ -	0.00%	\$11.46	23,827.15
Head Start Cook - Blackshear (1560 hours with benefits)	Open				17,128.80	\$10.98	17,128.80	2.28%	\$11.23	\$ -	0.00%	\$11.23	17,359.12
Head Start Custodian - Blackshear	pending 7/18/22				22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$ -	0.00%	\$10.96	22,806.83
Site Supervisor - Day	7/15/2019	3.2	7/15/2019	3.2	40,608.72	\$1,692.03	40,608.72	2.28%	\$1,730.61	\$ -	0.00%	\$1,730.61	41,534.60
Head Start Teacher - Day Room #1	7/31/2019	3.2	3/1/2022	0.6	30,741.98	\$12.75	26,520.00	2.28%	\$13.04	\$ -	0.00%	\$13.04	27,124.66
Head Start Teacher Assistant - Day Room #1	7/31/2019	3.2	7/31/2019	3.2	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$ -	0.00%	\$12.94	26,907.66
Head Start Teacher - Day Room #2	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$ -	0.00%	\$15.12	31,442.90
Head Start Teacher Assistant - Day Room #2	7/31/2019	3.2	7/31/2019	3.2	26,827.84	\$12.90	26,827.84	2.28%	\$13.19	\$ -	0.00%	\$13.19	27,439.51
Head Start Teacher - Day Room #3	pending 8/1/22				28,535.52	\$14.00	29,120.00	2.28%	\$14.32	\$ -	0.00%	\$14.32	29,783.94
Head Start Teacher Assistant - Day Room #3	Open				26,307.84	\$10.71	22,276.80	2.28%	\$10.95	\$ -	0.00%	\$10.95	22,784.71
Head Start Teacher - Day Room #4	7/30/2019	3.2	7/30/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$ -	0.00%	\$15.12	31,442.90
Head Start Teacher Assistant - Day Room #4	pending 7/13/22				22,382.88	\$11.00	22,880.00	2.28%	\$11.25	\$ -	0.00%	\$11.25	23,401.66
Head Start Teacher - Day Room #10	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$ -	0.00%	\$15.12	31,442.90
Head Start Teacher - Day Room #11	7/31/2019	3.2	7/31/2019	3.2	26,832.00	\$12.90	26,832.00	2.28%	\$13.19	\$ -	0.00%	\$13.19	27,443.77
Head Start Teacher Assistant - Day Room #11	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$ -	0.00%	\$15.12	31,442.90
Early Head Start Teacher - Day Room #15	11/19/2020	1.9	11/19/2020	1.9	26,307.84	\$12.65	26,307.84	2.28%	\$12.94	\$ -	0.00%	\$12.94	26,907.66
Early Head Start Teacher - Day Room #15	3/3/2022	0.6	3/3/2022	0.6	24,980.80	\$12.01	24,980.80	2.28%	\$12.28	\$ -	0.00%	\$12.28	25,550.36
Early Head Start Teacher - Day Room #16	7/15/2019	3.2	7/15/2019	3.2	31,782.40	\$15.28	31,782.40	2.28%	\$15.63	\$ -	0.00%	\$15.63	32,507.04
Early Head Start Teacher - Day Room #16	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$ -	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #17	7/15/2019	3.2	7/15/2019										

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2022 - 2023

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

POSITION	HIRE DATE	Hire Date Tenure 10/1/2022	Date in Current Position	Position Tenure 10/1/2022	Approved	Revised	Revised	Rate	Rate	Merit	Budget	Budget	Approved Budget	
					2021-2022 Salary	2021-2022 Rate	2021-2022 Salary	COLA 6.00%	2022-2023 with COLA	Adjustment	and HS add'l COLA	2022-2023 Rate	2022-2023 Salary	FY 21-22 vs Budget FY 22-23
Early Head Start Teacher - Day Room #18	11/12/2019	2.9	11/12/2019	2.9	24,971.65	\$12.01	24,971.65	2.28%	\$12.28	\$	-	0.00%	\$12.28	25,541.00
Early Head Start Teacher - Day Room #18	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #19	7/15/2019	3.2	7/15/2019	3.2	31,782.40	\$15.28	31,782.40	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,507.04
Early Head Start Teacher - Day Room #19	Open				31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #20	pending 8/1/22				24,377.60	\$11.50	23,920.00	2.28%	\$11.76	\$	-	0.00%	\$11.76	24,465.38
Early Head Start Teacher - Day Room #20	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #21	pending 7/1/22				31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #21	6/21/2022	0.3	6/21/2022	0.3	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #22	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #22	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Day Room #23	1/14/2021	1.7	1/14/2021	1.7	26,499.20	\$12.99	27,019.20	2.28%	\$13.29	\$	-	0.00%	\$13.29	27,635.24
Early Head Start Teacher - Day Room #23	1/27/2020	2.7	1/27/2020	2.7	28,769.31	\$14.08	29,286.40	2.28%	\$14.40	\$	-	0.00%	\$14.40	29,954.13
Early Head Start Floater - Day	pending 7/18/22				27,347.84	\$10.70	22,256.00	2.28%	\$10.94	\$	-	0.00%	\$10.94	22,763.44
Family Service Worker - Day	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	0.00%	\$17.66	36,737.64
Family Service Worker - Day	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	0.00%	\$17.66	36,737.64
Family Service Worker - Day - Early HS	7/15/2019	3.2	7/15/2019	3.2	36,958.69	\$17.77	36,958.69	2.28%	\$18.17	\$	-	0.00%	\$18.17	37,801.35
Receptionist - Day	7/15/2019	3.2	7/15/2019	3.2	25,926.37	\$12.46	25,926.37	2.28%	\$12.75	\$	-	0.00%	\$12.75	26,517.49
Head Start Cook - Day	7/31/2019	3.2	8/1/2021	1.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	0.00%	\$11.97	24,890.01
Head Start Cook - Day	7/15/2019	3.2	7/15/2019	3.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	0.00%	\$11.97	24,890.01
Head Start Custodian - Day	7/31/2019	3.2	7/31/2019	3.2	22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$	-	0.00%	\$10.96	22,806.83
Head Start Custodian - Day - Early HS	7/8/2021	1.2	7/8/2021	1.2	22,303.82	\$10.72	22,303.82	2.28%	\$10.64	\$	-	0.00%	\$10.97	22,812.35
Site Supervisor - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	40,608.72	\$1,692.03	40,608.72	2.28%	\$1,730.61	\$	-	0.00%	\$1,730.61	41,534.60
Head Start Teacher - Rio Vista Room #15	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	0.00%	\$15.12	31,442.90
Head Start Teacher Assistant - Rio Vista Room #15	7/31/2019	3.2	7/31/2019	3.2	26,312.00	\$12.65	26,312.00	2.28%	\$12.94	\$	-	0.00%	\$12.94	26,911.91
Head Start Teacher - Rio Vista Room #16	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	0.00%	\$15.12	31,442.90
Head Start Teacher Assistant - Rio Vista Room #16	pending 7/19/22				26,827.84	\$10.85	22,568.00	2.28%	\$11.10	\$	-	0.00%	\$11.10	23,082.55
Head Start Teacher - Rio Vista Room #17	7/31/2019	3.2	7/31/2019	3.2	31,993.73	\$15.38	31,993.73	2.28%	\$15.73	\$	-	0.00%	\$15.73	32,723.19
Head Start Teacher Assistant - Rio Vista Room #17	pending 6/30/22				26,307.84	\$11.25	23,400.00	2.28%	\$11.51	\$	-	0.00%	\$11.51	23,933.52
Head Start Teacher - Rio Vista Room #18	7/31/2019	3.2	7/31/2019	3.2	30,741.98	\$14.78	30,741.98	2.28%	\$15.12	\$	-	0.00%	\$15.12	31,442.90
Head Start Teacher Assistant - Rio Vista Room #18	pending 7/18/22				22,382.88	\$11.25	23,400.00	2.28%	\$11.51	\$	-	0.00%	\$11.51	23,933.52
Head Start Teacher - Rio Vista Room #19	2/22/2021	1.6	pending 8/1/22		30,742.40	\$13.00	27,040.00	2.28%	\$13.30	\$	-	0.00%	\$13.30	27,656.51
Head Start Teacher Assistant - Rio Vista Room #19	10/2/2019	3.0	11/1/2019	2.9	22,838.40	\$10.98	22,838.40	2.28%	\$11.23	\$	-	0.00%	\$11.23	23,359.12
Head Start Teacher - Rio Vista Room #20	7/31/2019	3.2	2/16/2021	1.6	29,702.40	\$14.28	29,702.40	2.28%	\$14.61	\$	-	0.00%	\$14.61	30,379.61
Head Start Teacher Assistant - Rio Vista Room #20	pending 7/22/22				22,276.80	\$11.35	23,608.00	2.28%	\$11.61	\$	-	0.00%	\$11.61	24,146.26
Head Start Teacher - move Blackshear Room #5 to Rio #13	8/17/2020	2.1	pending 8/1/22		26,520.00	\$13.50	28,080.00	2.28%	\$13.81	\$	-	0.00%	\$13.81	28,720.22
Head Start Teacher Assistant - move Blackshear Room #5 to Rio #13	7/31/2019	3.2	6/1/2022	0.3	26,312.00	\$12.90	26,312.00	2.28%	\$13.19	\$	-	0.00%	\$13.19	27,443.77
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #1	7/15/2019	3.2	7/15/2019	3.2	27,560.00	\$13.25	27,560.00	2.28%	\$13.55	\$	-	0.00%	\$13.55	28,188.37
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	3.2	1/1/2022	0.8	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #2	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #3	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #3	7/31/2019	3.2	pending 8/1/22		31,782.40	\$14.00	29,120.00	2.28%	\$14.32	\$	-	0.00%	\$14.32	29,783.94
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #4	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Teacher - Rio Vista Room #5	7/15/2019	3.2	7/15/2019	3.2	31,781.98	\$15.28	31,781.98	2.28%	\$15.63	\$	-	0.00%	\$15.63	32,506.61
Early Head Start Floater - Rio Vista	2/23/2021	1.6	7/16/2021	1.2	22,256.00	\$10.70	22,256.00	2.28%	\$10.94	\$	-	0.00%	\$10.94	22,763.44
Family Service Worker - Rio Vista	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	0.00%	\$17.66	36,737.64
Family Service Worker - Rio Vista	7/31/2019	3.2	7/31/2019	3.2	35,918.69	\$17.27	35,918.69	2.28%	\$17.66	\$	-	0.00%	\$17.66	36,737.64
Family Service Worker - Rio Vista - Early HS	7/15/2019	3.2	7/15/2019	3.2	36,958.69	\$17.77	36,958.69	2.28%	\$18.17	\$	-	0.00%	\$18.17	37,801.35
Receptionist - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	25,926.37	\$12.46	25,926.37	2.28%	\$12.75	\$	-	0.00%	\$12.75	26,517.49
Head Start Cook - Rio Vista	7/15/2019	3.2	7/15/2019	3.2	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	0.00%	\$11.97	24,890.01
Head Start Cook - Rio Vista	1/0/1900	-	1/0/1900	-	24,335.17	\$11.70	24,335.17	2.28%	\$11.97	\$	-	0.00%	\$11.97	24,890.01
Head Start Custodian - Rio Vista	8/2/2019	3.2	8/2/2019	3.2	22,298.43	\$10.72	22,298.43	2.28%	\$10.96	\$	-	0.00%	\$10.96	22,806.83
Head Start Custodian - Rio Vista - Early HS	pending 7/7/22				22,303.82	\$10.22	21,257.60	2.28%	\$10.45	\$	-	0.00%	\$10.45	21,742.27
Head Start Universal Substitute - San Angelo	7/31/2019	3.2	6/15/2022	0.3	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,535.39	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	3/3/2022	0.6	3/3/2022	0.6	1,508.64	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	2/22/2021	1.6	7/16/2022	0.6	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	9/20/2021	1.0	9/20/2021	1.0	1,507.97	\$8.98	1,507.97	2.28%	\$9.18	\$	-	0.00%	\$9.18	19,095.78
Head Start Universal Substitute - San Angelo	11/29/2021	0.8	11/29/2021	0.8	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	pending 4/28/22				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	pending 4/28/22				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	4/1/2022	0.5	4/1/2022	0.5	1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,535.39	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	1/14/2021	1.7	1/14/2021	1.7	1,507.97	\$8.98	1,507.97	2.28%	\$9.18	\$	-	0.00%	\$9.18	19,095.78
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,496.88	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Head Start Universal Substitute - San Angelo	Open				1,507.97	\$8.91	1,496.88	2.28%	\$9.11	\$	-	0.00%	\$9.11	18,955.35
Total Head Start					3,693,026.37		3,666,734.70						# FTE's	122

FRINGE BENEFITS SCHEDULE

October 1, 2022 through September 30, 2023

- FY 22-23 Vacation Leave Accrual Rate for the 1000 series and 4000 series employee IDs, will be 7.38%, down from 7.49% in FY 21-22
- Reflecting 0.61% increase in Health Insurance
 - Current Health Plan is:
\$30 Off Copay/\$60 Spc Copay/\$500/\$1500 (Ind/Fam Ded), \$3000/\$9000 (OPX Ind/Fam), 80%/60% Plan Coin, PDP \$0/\$10/\$50/\$100/\$150/\$250
 - FY 22-23 BCBS Health Plan 153 chosen for Basic Plan:
\$30 Off Copay/\$60 Spc Copay/\$2500/\$7500 (Ind/Fam Ded), \$5500/\$14700 (OPX Ind/Fam), 80%/60% Plan Coin, PDP \$0/\$10/\$50/\$100/\$150/\$250
- No changes to Dental or Life Insurance rates
- TWC Rate adjustments, in 2022 rate decreased from 2.8% to 0.10% of the first \$9,000 earned
- Worker's Compensation is reflecting 10% increase
- The required TCDRS Pension rate for 2023 is 10.84%, down from 11.97% in 2022
 - Previously CVCOG would contribute a higher amount to pay down the unfunded liability.
 - In FY 21-22, CVCOG had a Net Pension Asset of \$269,557
 - No changes to Basic Plan Options:
 - Employee Deposit Rate 7%
 - Employer Matching 250%
 - Prior Year Service Credit 100%
 - Retirement Eligibility:
 - Age 60 with 10 years of service
 - Rule of 80 = 80-years total age + service
 - At any age with 30 years of service

Overall Fringe Benefit % of Direct Wages is 46.31% for FY 22-23, down from 50.87% in FY 21-22

**CONCHO VALLEY COUNCIL OF GOVERNMENTS
 VACATION LEAVE RATE FY 2022 - 2023**

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	5,012,936
(Employee IDs that are 1000 series or 4000 series)	

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	265,382

Associated Benefits on Vacation Leave Time

Health Insurance	60,458	
Dental Insurance	2,177	
Life Ins, AD&D & Disability	2,019	
Total Associated Benefits on Vacation Leave	64,654	

Total Discretionary Costs	330,037
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Discretionary Percentage on Chargeable Time	6.58%
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Non-Discretionary Personnel Costs on Vacation Leave Time:

Worker's Compensation	4,957	
State Unemployment Tax	62	
Medicare Payroll Tax	4,023	
Pension Plan (In Lieu of Social Security)	30,855	
Total Non-Discretionary Costs	39,897	

Non-Discretionary Percentage on Chargeable Time	0.80%
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Total Vacation Leave Costs	369,934
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Rate used for Employees Eligible for Vacation Leave	7.38%
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CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductible Plan		Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2023 TCDRS 0.1084 Pension Plan	Oct-Dec 2022 TCDRS 0.1197 Pension Plan
					\$ 10,588.80	\$ 470.56						
					0.01%* \$ 10,653.39	0.00%* \$ 370.56						
Executive Director	2-1-2014	131,281	6,910	138,191	10,653	371	594	9	2,004	289	11,235	4,135
Director of Finance	3-19-2007	100,770	5,304	106,074	10,653	371	594	9	1,538	222	8,624	3,174
Assistant Director of Finance/Procurement	2-16-2022	67,419	3,548	70,967	10,653	371	562	9	1,029	149	5,770	2,124
Finance Manager/Revolving Loan Specialist	9-14-2022	47,202	2,484	49,686	10,653	371	394	9	720	104	4,040	1,487
Finance Manager/Assets	10-28-2019	64,801	3,201	68,002	10,653	371	512	9	947	135	5,231	1,911
Finance Specialist	New	16,006	842	16,848	5,327	185	143	9	244	35	1,826	0
Records Retention Officer/Receptionist	5-18-2011	35,316	1,839	37,154	10,653	371	294	9	539	78	3,022	1,112
Full-Time Receptionist/Accounting Tech	10-28-2013	30,039	1,581	31,620	10,653	371	250	9	458	66	2,571	946
		489,933	25,758	515,151	69,247	2,779	3,434	72	7,470	1,078	42,338	14,912
Director of Human Resources	5-1-2015	84,592	4,452	89,044	10,653	371	594	9	1,291	186	7,239	2,663
PT Assistant moved to HR Generalist Supervisor Level II	11-16-2020	46,227	2,433	48,660	10,653	371	485	9	706	102	3,956	1,456
HR Coordinator/Payroll	7-16-2021	33,884	1,783	35,667	10,653	371	282	9	517	75	2,900	1,067
HR Administrative Assistant	12-13-2021	30,371	1,598	31,970	10,653	371	253	9	464	67	2,599	957
		195,074	10,267	205,341	42,614	1,482	1,515	36	2,977	430	16,694	6,143
Contract Specialist/Purchaser II	9-1-2021	45,315	2,385	47,700	10,653	371	378	9	692	100	3,878	1,427
Procurement Manager/Trainer	9-1-2016	39,845	2,097	41,942	10,653	371	332	9	608	88	3,410	1,255
Purchaser II	10-16-2020	37,167	1,956	39,123	10,653	371	310	9	567	82	3,181	1,171
Procurement Coordinator I	9-1-2020	27,368	1,440	28,808	10,653	371	228	9	418	60	2,342	862
Procurement Coordinator I	Open	28,277	1,488	29,765	10,653	371	236	9	432	62	2,420	891
Procurement Purchaser I	10-8-2019	33,022	1,741	34,763	10,653	371	270	9	505	73	2,830	1,042
		211,043	11,108	222,151	63,920	2,223	1,759	54	3,221	465	18,061	6,648
Director of Information Technology	8-19-2019	80,564	4,240	84,804	10,653	371	594	9	1,230	177	6,895	2,538
System Support Specialist II	11-1-2019	38,450	2,024	40,474	10,653	371	321	9	587	85	3,291	1,211
System Support Tech	4-1-2022	35,688	1,874	37,482	10,653	371	297	9	543	78	3,047	1,122
Programmer II/Analyst	Financial	154,628	8,138	162,766	31,960	1,112	1,211	27	2,360	341	13,233	4,871
Addressing Billing GIS Specialist	11-1-2019	48,839	2,570	51,410	10,653	371	407	9	745	108	4,180	1,538
Assistant Executive Director/Regional Services Director	6-8-2018	76,076	4,004	80,080	10,653	371	594	9	1,161	168	6,511	2,396
VISTA Coordinator	7-11-2022	43,295	2,279	45,573	10,653	371	361	9	661	95	3,705	1,364
		168,210	8,853	177,063	31,960	1,112	1,362	27	2,567	371	14,495	5,299
Director of Access and Assistance	10-25-2005	96,895	5,100	101,994	10,653	371	594	9	1,479	213	8,292	3,052
Field Ombudsman	Open	29,324	1,543	30,867	10,653	371	244	9	448	65	2,510	924
Managing Local Ombudsman	Open	34,560	1,819	36,379	10,653	371	288	9	527	76	2,958	1,089
AAA Coordinator	3-7-2022	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	Open	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	8-23-2021	32,424	1,707	34,130	10,653	371	270	9	495	71	2,775	1,021
AAA Coordinator	3-9-2020	35,786	1,883	37,669	10,653	371	298	9	546	79	3,062	1,127
Access and Assistance Operations Manager	1-20-2014	50,350	2,650	53,000	10,653	371	420	9	768	111	4,309	1,586
		344,186	18,115	362,301	85,227	2,964	2,656	72	5,253	758	29,455	10,842
ADRC Housing Navigator Program Coordinator	3-1-2019	34,974	1,841	36,814	10,653	371	292	9	534	77	2,993	1,102
ADRC 211 Program Specialist	10-1-2018	34,974	1,841	36,814	10,653	371	292	9	534	77	2,993	1,102
		69,947	3,681	73,629	21,307	743	583	18	1,068	154	5,986	2,203
211 I&R Specialist	2-16-2012	31,406	1,653	33,059	10,653	371	262	9	479	69	2,688	989
211 I&R Specialist	3-21-2022	23,271	1,225	24,495	10,653	371	194	9	355	51	1,991	733
212 I&R Specialist/Administrative Assistant	11-1-2019	29,910	1,574	31,485	10,653	371	239	9	457	66	2,560	942
		84,587	4,452	89,039	31,960	1,112	705	27	1,291	186	7,239	2,664
Director of Senior Volunteer Services SCP(20%)(FGP(45%)(RSVP(35%))	10-24-2013	80,564	4,240	84,804	0	0	594	9	1,230	177	6,895	2,538
Program Manager SCP(45%)(FGP(55%))	7-1-2015	47,367	2,493	49,860	0	0	371	9	723	104	4,054	1,492
RSVP Coordinator - Abilene (12 hours per week)	4-1-2020	28,475	1,499	29,973	10,653	371	237	9	435	63	2,437	897
RSVP Coordinator - San Angelo	4-1-2020	42,708	2,248	44,955	0	0	371	9	652	94	3,655	1,345
		199,113	10,480	209,593	10,653	1,112	1,582	36	3,039	439	17,040	6,272
Criminal Justice Instructor	2-2-2015	65,825	3,464	69,289	10,653	371	549	9	1,005	145	5,633	2,073
Public Safety Manager	1-16-2006	60,422	3,180	63,602	10,653	371	504	9	922	133	5,171	1,903
Public Safety Coordinator	10-21-2019	43,797	2,305	46,102	10,653	371	465	9	668	96	3,748	1,380
Public Safety Program Specialist (Radio Infrastructure)	New	33,592	1,768	35,360	10,653	371	280	9	513	74	2,875	1,058
		203,636	10,718	214,354	42,614	1,482	1,698	36	3,108	449	17,427	6,415
Director of Public Safety	1-1-1990	86,752	4,566	91,318	0	0	371	9	1,324	191	7,424	2,733
911 Program Manager	5-16-2017	55,799	2,937	58,736	10,653	371	465	9	852	123	4,775	1,758
911 GIS Specialist	10-28-2019	48,839	2,570	51,410	10,653	371	407	9	745	108	4,180	1,538
911 GIS Specialist	8-3-2020	47,062	2,474	49,536	10,653	371	392	9	717	104	4,022	1,481
911 GIS Specialist - County Tech (300 hrs annually)	9-1-2009	9,238	480	9,718	0	0	371	9	134	19	751	276
911 Program Manager	12-8-2006	61,486	3,236	64,722	10,653	371	513	9	938	135	5,262	1,937
911 GIS Specialist - Lead	8-16-2013	55,014	2,895	57,909	10,653	371	459	9	840	121	4,708	1,733
		364,130	18,679	382,809	53,267	2,223	2,829	63	5,551	801	31,122	11,456

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	High Deductable Plan	Low Deductable Plan	Life	Dental	Medicare	Workers Comp	Jan-Sept 2023 TCDRS	Oct-Dec 2022 TCDRS
					\$ 10,588.80	\$ 470.56						
					0.01%*	0.00%*						
Director of Transportation	7/2/2020	88,722	4,670	93,391	10,653.99	470.56	394	371	1,354	195	7,593	2,795
Assistant Director of Transportation	1/4/2016	68,433	3,602	72,035	10,653.99	470.56	571	371	1,045	151	5,856	2,156
Finance Manager Program	7/16/2007	58,639	3,086	61,725	10,653.99	470.56	489	371	898	129	5,018	1,847
Research Specialist	12/13/2021	34,560	1,809	36,379	10,653.99	470.56	288	371	527	76	2,958	1,089
Regional Coordinator Grant Writer Office Administrator	Open	43,140	2,271	45,411	10,653.99	470.56	660	371	658	95	3,692	1,359
Data Entry Collections	Open	29,324	1,343	30,667	10,653.99	470.56	244	371	448	65	2,510	924
Accounting Technician move to CVI Finance Specialist	4/1/2022	33,513	1,764	35,277	10,653.99	470.56	279	371	512	74	2,868	1,056
Cashier - Greyhound Lead	Open	23,648	1,245	24,893	10,653.99	470.56	197	371	361	52	2,024	745
Cashier - Greyhound JF	8/24/2020	16,864	0	16,864	0	0	0	0	245	35	1,371	505
Operations Safety Manager	6/1/2018	59,484	3,131	62,615	10,653.99	470.56	496	371	908	131	5,091	1,874
Safety and Compliance Specialist	5/11/2020	38,986	2,052	41,038	10,653.99	470.56	325	371	595	86	3,336	1,228
Operations Safety Manager	12/1/2020	59,061	3,108	62,169	10,653.99	470.56	492	371	901	3,061	5,054	1,860
Road Supervisor (Fixed Route)	9/1/2016	49,400	2,600	52,000	10,653.99	470.56	412	371	754	2,560	4,228	1,556
Road Supervisor (Demand Response)	10/1/2017	47,877	2,520	50,397	10,653.99	470.56	399	371	731	2,481	4,097	1,508
Road Supervisor (Rural)	6/1/2018	49,403	2,395	51,798	10,653.99	470.56	411	371	753	2,555	4,219	1,553
Urban Assistant Road Supervisor	Eliminate	0	0	0	0	0	0	0	0	0	0	0
Lead Dispatcher	10/21/2006	38,707	2,037	40,745	10,653.99	470.56	323	371	591	85	3,313	1,219
Dispatcher	6/1/2021	27,774	1,462	29,236	10,653.99	470.56	242	371	424	61	2,377	875
Dispatcher	2/9/2018	31,377	1,651	33,028	10,653.99	470.56	262	371	479	69	2,685	988
Dispatcher	Eliminate	0	0	0	0	0	0	0	0	0	0	0
Facilities Manager	8/12/2019	54,378	2,862	57,240	10,653.99	470.56	453	371	830	1,613	4,654	1,713
Fleet Technician Maintenance Specialist	10/16/2020	39,420	2,075	41,494	10,653.99	470.56	329	371	602	2,862	3,373	1,242
Building and Grounds Maintenance Technician	11/30/2021	27,229	1,433	28,662	10,653.99	470.56	227	371	416	808	2,330	858
Maintenance Specialist	8/17/2020	29,638	1,560	31,198	10,653.99	470.56	247	371	452	879	2,536	944
Route FR 1 Driver	32,619	1,717	34,336	10,653.99	470.56	371	272	498	1,690	2,792	1,028	
Route FR 2 Driver (Lead)	31,836	1,676	33,511	10,653.99	470.56	371	265	486	1,650	2,724	1,003	
Route FR 3 Driver	31,747	1,671	33,418	10,653.99	470.56	371	265	483	1,645	2,717	1,000	
Route FR 4 Driver	33,225	1,749	34,974	10,653.99	470.56	371	277	507	1,722	2,843	1,047	
Route FR 5 Driver	30,190	1,589	31,779	10,653.99	470.56	371	252	461	1,564	2,584	951	
Route FR 6 Driver	30,019	1,580	31,599	10,653.99	470.56	371	250	458	1,556	2,569	946	
Route FR 7 Driver	28,181	1,483	29,664	10,653.99	470.56	371	245	430	1,460	2,412	888	
Route FR 8 Driver	30,190	1,589	31,779	10,653.99	470.56	371	252	461	1,564	2,584	951	
Route FR 9 Driver	31,434	1,654	33,088	10,653.99	470.56	371	262	480	1,629	2,690	990	
Route FR 10 Driver	30,960	1,626	32,527	10,653.99	470.56	371	258	472	1,601	2,644	973	
Route FR 11 Driver	31,035	1,633	32,668	10,653.99	470.56	371	259	474	1,608	2,656	978	
Route FR 12 Driver	28,489	1,499	29,988	10,653.99	470.56	371	238	435	1,476	2,438	897	
Route FR 13 Driver	0	0	0	0	0	0	0	0	0	0	0	0
PT-Transportation Driver - FR - 1	22,848	0	22,848	0	0	0	0	331	1,125	1,858	684	
PT-Transportation Driver - FR - 2	19,788	0	19,788	0	0	0	0	287	974	1,609	592	
PT-Transportation Driver - FR - 3	19,788	0	19,788	0	0	0	0	287	974	1,609	592	
PT-Transportation Driver - FR - 4	24,480	0	24,480	0	0	0	0	355	1,205	1,990	733	
PT-Transportation Driver - FR - 5	22,032	0	22,032	0	0	0	0	319	1,085	1,791	659	
Fixed Route Floater	32,841	1,728	34,570	10,653.99	470.56	371	274	501	1,702	2,811	1,044	
Route A1 Driver	26,472	1,393	27,865	10,653.99	470.56	371	221	404	1,372	2,265	834	
Route A2 Driver	25,800	1,363	27,253	10,653.99	470.56	371	216	393	1,342	2,216	816	
Route A3 Driver	25,800	1,363	27,253	10,653.99	470.56	371	216	393	1,342	2,216	816	
Route A4 Driver	30,614	1,611	32,226	10,653.99	470.56	371	255	467	1,586	2,620	964	
Route A5 Driver	27,889	1,408	29,157	10,653.99	470.56	371	243	426	1,445	2,387	879	
Route A6 Driver (Lead)	30,796	1,621	32,417	10,653.99	470.56	371	257	470	1,596	2,635	970	
Route A7 Driver	25,436	1,339	26,775	10,653.99	470.56	371	212	388	1,318	2,177	801	
Route A8 Driver	36,737	1,934	38,671	10,653.99	470.56	371	306	561	1,904	3,144	1,157	
Route A9 Driver	26,472	1,393	27,865	10,653.99	470.56	371	221	404	1,372	2,265	834	
Route A10 Driver	29,421	1,548	30,969	10,653.99	470.56	371	245	449	1,525	2,518	927	
Route A12 Driver	29,807	1,569	31,376	10,653.99	470.56	371	248	453	1,545	2,551	939	
Route A13 Driver	0	0	0	0	0	0	0	0	0	0	0	

CONCHO VALLEY COUNCIL OF GOVERNMENTS

FRINGE BENEFITS
 October 1, 2022 - September 30, 2023

High Deductible Plan \$ 10,588.80 \$ 470.56

Increase deductible to keep cost close to current New Rate \$ 0.01* \$ 0.00*

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL SALARY	Health Program	Dental Program	Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	10.00*	Jan-Sept 2023	Oct-Dec 2022
											0.0010	TCDRS 0.1084	TCDRS 0.1197
Receptionist - Blackshear	1-4-2021	24,521	0	24,521	10.653	371	194	9	356	51	1,994	734	
Head Start Cook - Blackshear	7-15-2019	24,827	0	24,827	10.653	371	189	9	445	583	1,947	713	
Head Start Cook - Blackshear (1560 hours with benefits)	Open	24,359	0	24,359	10.653	371	181	9	431	643	1,854	682	
Head Start Custodian - Blackshear	pending 7-18-22	22,807	0	22,807	10.653	371	181	9	602	223	3,177	1,243	
Site Supervisor - Day	7-15-2019	41,535	0	41,535	10.653	371	329	9	393	145	2,205	812	
Head Start Teacher - Day Room #1	7-11-2019	27,125	0	27,125	10.653	371	215	9	390	144	2,188	805	
Head Start Teacher Assistant - Day Room #1	7-11-2019	26,908	0	26,908	10.653	371	214	9	456	169	2,556	941	
Head Start Teacher - Day Room #2	7-11-2019	31,443	0	31,443	10.653	371	249	9	398	147	2,231	821	
Head Start Teacher Assistant - Day Room #2	7-11-2019	27,440	0	27,440	10.653	371	217	9	432	160	2,421	891	
Head Start Teacher - Day Room #3	Open	22,785	0	22,785	10.653	371	180	9	330	122	1,852	682	
Head Start Teacher Assistant - Day Room #3	Open	29,784	0	29,784	10.653	371	246	9	456	169	2,556	941	
Head Start Teacher - Day Room #4	Open	22,785	0	22,785	10.653	371	180	9	339	125	1,903	700	
Head Start Teacher Assistant - Day Room #4	7-30-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher - Day Room #10	pending 7-13-22	23,402	0	23,402	10.653	371	185	9	339	125	1,903	700	
Head Start Teacher Assistant - Day Room #10	7-31-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher - Day Room #11	7-31-2019	27,444	0	27,444	10.653	371	217	9	398	147	2,231	821	
Head Start Teacher Assistant - Day Room #11	7-31-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher - Day Room #11	7-31-2019	26,908	0	26,908	10.653	371	214	9	390	144	2,188	805	
Head Start Teacher Assistant - Day Room #11	7-31-2019	26,908	0	26,908	10.653	371	214	9	370	137	2,077	765	
Early Head Start Teacher - Day Room #15	11-19-2020	25,550	0	25,550	10.653	371	202	9	474	175	2,660	979	
Early Head Start Teacher - Day Room #15	3-4-2022	32,720	0	32,720	10.653	371	259	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #16	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #16	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #17	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #17	2-22-2021	24,933	0	24,933	10.653	371	197	9	362	134	2,027	746	
Early Head Start Teacher - Day Room #18	11-12-2019	25,541	0	25,541	10.653	371	202	9	370	137	2,076	764	
Early Head Start Teacher - Day Room #18	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #19	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #19	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #19	Open	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #20	pending 8-1-22	24,465	0	24,465	10.653	371	194	9	355	131	1,989	732	
Early Head Start Teacher - Day Room #20	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #21	pending 7-1-22	24,465	0	24,465	10.653	371	194	9	355	131	1,989	732	
Early Head Start Teacher - Day Room #21	6-21-2022	24,742	0	24,742	10.653	371	196	9	359	133	2,012	740	
Early Head Start Teacher - Day Room #22	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #22	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Day Room #23	1-14-2021	27,635	0	27,635	10.653	371	219	9	401	148	2,247	827	
Early Head Start Teacher - Day Room #23	1-27-2020	29,954	0	29,954	10.653	371	237	9	434	161	2,435	896	
Early Head Start Flounder - Day	pending 7-18-22	22,763	0	22,763	10.653	371	180	9	330	122	1,851	681	
Family Service Worker - Day	7-31-2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099	
Family Service Worker - Day	7-31-2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099	
Family Service Worker - Day - Early HS	7-15-2019	37,801	0	37,801	10.653	371	299	9	548	79	3,073	1,131	
Receptionist - Day	7-15-2019	26,517	0	26,517	10.653	371	210	9	385	55	2,156	794	
Head Start Cook - Day	7-31-2019	24,890	0	24,890	10.653	371	197	9	361	609	2,024	745	
Head Start Cook - Day	7-31-2019	24,890	0	24,890	10.653	371	197	9	361	609	2,024	745	
Head Start Custodian - Day	7-31-2019	22,807	0	22,807	10.653	371	181	9	331	643	1,854	682	
Head Start Custodian - Day - Early HS	7-8-2021	22,812	0	22,812	10.653	371	181	9	331	643	1,855	684	
Head Start Custodian - Day - Early HS	7-15-2019	41,535	0	41,535	10.653	371	329	9	393	145	2,205	812	
Site Supervisor - Rio Vista	7-11-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher - Rio Vista Room #15	7-11-2019	26,912	0	26,912	10.653	371	214	9	390	144	2,188	805	
Head Start Teacher Assistant - Rio Vista Room #15	7-11-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher - Rio Vista Room #16	7-11-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher Assistant - Rio Vista Room #16	pending 7-19-22	23,083	0	23,083	10.653	371	183	9	335	124	1,877	691	
Head Start Teacher - Rio Vista Room #17	7-11-2019	32,723	0	32,723	10.653	371	259	9	474	175	2,660	979	
Head Start Teacher Assistant - Rio Vista Room #17	pending 6-30-22	23,934	0	23,934	10.653	371	190	9	347	128	1,940	716	
Head Start Teacher - Rio Vista Room #18	7-31-2019	31,443	0	31,443	10.653	371	249	9	456	169	2,556	941	
Head Start Teacher Assistant - Rio Vista Room #18	pending 7-18-22	23,934	0	23,934	10.653	371	190	9	347	128	1,940	716	
Head Start Teacher - Rio Vista Room #19	2-22-2021	27,657	0	27,657	10.653	371	219	9	401	148	2,248	828	
Head Start Teacher Assistant - Rio Vista Room #19	10-2-2019	23,359	0	23,359	10.653	371	185	9	339	125	1,899	699	
Head Start Teacher - Rio Vista Room #20	7-31-2019	30,380	0	30,380	10.653	371	241	9	441	163	2,470	909	
Head Start Teacher Assistant - Rio Vista Room #20	pending 7-22-22	24,146	0	24,146	10.653	371	191	9	350	129	1,963	723	
Head Start Teacher - move Blackshear Room #5 to Rio #13	8-17-2020	28,720	0	28,720	10.653	371	227	9	416	154	2,335	859	
Head Start Teacher Assistant - move Blackshear Room #5 to Rio #13	7-31-2019	27,444	0	27,444	10.653	371	217	9	398	147	2,231	821	
Early Head Start Teacher - Rio Vista Room #1	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #1	7-15-2019	28,188	0	28,188	10.653	371	223	9	409	151	2,292	844	
Early Head Start Teacher - Rio Vista Room #2	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #2	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #3	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #3	7-11-2019	29,784	0	29,784	10.653	371	246	9	432	160	2,421	891	
Early Head Start Teacher - Rio Vista Room #4	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #4	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #5	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Teacher - Rio Vista Room #5	7-15-2019	32,507	0	32,507	10.653	371	257	9	471	174	2,643	973	
Early Head Start Flounder - Rio Vista	2-23-2021	22,763	0	22,763	10.653	371	180	9	330	122	1,851	681	
Family Service Worker - Rio Vista	7-31-2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099	
Family Service Worker - Rio Vista	7-31-2019	36,738	0	36,738	10.653	371	291	9	533	77	2,987	1,099	
Family Service Worker - Rio Vista - Early HS	7-15-2019	37,801	0	37,801	10.653	371	299	9	548	79	3,073	1,131	
Receptionist - Rio Vista	7-15-2019	26,517	0	26,517	10.653	371	210	9	385	55	2,156	794	
Head Start Cook - Rio Vista	7-15-2019	24,890	0	24,890	10.653	371	197	9	361	609	2,024	745	
Head Start Cook - Rio Vista	1-0-1900	24,890	0	24,890	10.653	371	197	9	361	609	2,024	745	
Head Start Custodian - Rio Vista	8-2-2019	22,807	0	22,807	10.653	371	181	9	331	643	1,854	682	
Head Start Custodian - Rio Vista - Early HS	pending 7-7-22	21,742	0	21,742	10.653	371	172	9	315	613	1,768	651	
Head Start Universal Substitute - San Angelo	7-31-2019	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Head Start Universal Substitute - San Angelo	3-4-2022	18,955	0	18,955	0	0	0	9	275	102	1,541	567	
Head Start Universal Substitute - San Angelo	2-22-2021	18,955	0	18,955	0	0	0	9	275	102	1,541	567	

CONCHO VALLEY COUNCIL OF GOVERNMENTS
 FRINGE BENEFITS
 October 1, 2022 - September 30, 2023

POSITION	Hire Date	TOTAL BIRECT	Leave Time	TOTAL Salary	High Deductable Plan		Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2023	Oct-Dec 2022
					\$ 10,588.80	\$ 470.56					0.01%*	0.00%*
Increase deductible to keep cost close to current New Rate					\$ 10,653.39	\$ 470.56						
Head Start Universal Substitute - San Angelo	9/20/2021	19,096	0	19,096	0	0	0	9	277	102	1,552	571
Head Start Universal Substitute - San Angelo	11/29/2021	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	pending 4/28/22	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	4/1/2022	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	1/14/2021	19,096	0	19,096	0	0	0	9	277	102	1,552	571
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
Head Start Universal Substitute - San Angelo	Open	18,955	0	18,955	0	0	0	9	275	102	1,541	567
		4,101,608	22,269	4,123,876	1,267,754	44,097	29,140	1,278	59,796	26,609	335,271	123,407
		9,011,572	265,382	9,276,954	2,402,340	85,044	66,113	2,489	134,516	126,031	754,673	277,109
			<u>FY 21-22</u>	<u>FY 22-23</u>								
		# of Positions	285	275								Tot
		# FTE'S	244	239								