

# Concho Valley Council of Governments

## Budgets for the Period

October 1, 2016 through September 30, 2017

- **Cost of Living Adjustment**
  - Request approval on 2% COLA for all Programs
  - Notification of additional raises given for:
    - Raises to bring employees to CVCOG minimum approved rate and adjustments for changes in position responsibilities
  - Request approval on 2% COLA for Executive Director
- **State Salary Schedule**
  - Request approval of CVCOG FY 16-17 Salary Schedule to be submitted to Texas State Comptroller
- **Overview of Fringe Benefits**
  - Fringe Benefits will be billed directly to grants, contracts, and agreements as per Federal Cognizant approval letter. This is a review of the FY 16-17 estimated rates from benefit providers.
- **Indirect**
  - Request approval for Administrative Budget at a total cost of \$976,958
- **Property Management**
  - Request approval for Property Management Budget at a total cost of \$49,930
- **Overview of Programs**
  - Please note: Awarding Agencies approve Programs' Budgets  
This is a review of how the proposed COLA, FY 16-17 Fringe Benefit rates, and the proposed Indirect Budget will affect the programs.

**Budget Committee Members:**

Judge Jerry Bearden

Judge Fred Deaton

Judge Leslie Mackie

**Alternate Budget Committee Member:**

Judge Steve Smith

COLA

## COST-OF-LIVING-ADJUSTMENT

### Section 1

#### 1-6 COLA

a) Award all Employees 2% COLA effective 10/1/2016

b) Additional:

1)Rate adjustment to bring employees to approved position rate and level

2)Rate adjustments due to position changes

c) Award Executive Director 2% COLA effective 10/1/2016

Additional Items included:

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2016-2017

Annual Full Time Hours = 2080  
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Approved Budget			COLA	Rate 2016-2017 with COLA	Rate Adjustment	Budget 2016-2017 Rate	Approved Budget	
		2015-2016 Salary	Revised 2015-2016 Rate	Revised 2015-2016 Salary					2016-2017 Salary	FY 15-16 vs Budget FY 16-17
Executive Director	2/1/2014	99,500.00	\$4,145.83	99,500.00	2.00%	\$4,228.75	\$ -	\$4,228.75	101,490.00	
Director of Administration	12/20/1993	57,797.28	\$2,408.22	57,797.28	2.00%	\$2,456.38	\$ 43.62	\$2,500.00	60,000.00	
Director of Finance	3/19/2007	67,616.94	\$2,817.37	67,616.94	2.00%	\$2,873.72	\$ -	\$2,873.72	68,969.28	
Human Resources Manager	5/1/2015	40,800.00	\$1,700.00	40,800.00	2.00%	\$1,734.00	\$ 244.17	\$1,978.17	47,476.08	To keep salaried per DOL
Accounts Payable Manager	7/16/2007	38,211.81	\$1,592.16	38,211.81	2.00%	\$18.74	\$ 0.50	\$19.24	40,019.20	Moved to Hrly. Mgr Level
Accounting Technician I	5/18/2011	23,804.35	\$11.94	24,844.35	2.00%	\$12.18	\$ 0.30	\$12.48	25,965.24	added responsibilities
Payroll Coordinator/CVTD AP Manager	2/8/2016	27,092.83	\$14.42	29,993.60	2.00%	\$14.71	\$ -	\$14.71	30,593.47	
Procurement Officer	6/3/2013	41,880.38	\$20.13	41,880.38	2.00%	\$20.54	\$ -	\$20.54	42,717.99	
Administrative Assistant/Back-up Receptionist	10/8/2013	24,886.37	\$11.96	24,886.37	2.00%	\$12.20	\$ 0.30	\$12.50	26,008.10	added responsibilities
Full-Time Receptionist/Administrative Assistant	10/28/2013	20,558.30	\$9.88	20,558.30	2.00%	\$10.08	\$ 1.42	\$11.50	23,920.00	added responsibilities
<b>Total Administrative</b>		<b>442,148.27</b>		<b>446,089.04</b>					<b>467,159.36</b>	<b>25,011.09</b>
		FTE 10				\$1,978.17			FTE 10	5.66%
Network Administrator/MIS/Web/Security	10/1/2008	48,492.43	\$2,020.52	48,492.43	2.00%	\$2,060.93	\$ 22.41	\$2,083.34	50,000.16	Moved to Director level
Technical Support Specialist	6/9/2014	28,132.42	\$13.53	28,132.42	2.00%	\$13.80	\$ 1.20	\$15.00	31,200.00	added responsibilities
<b>Total Network Administration</b>		<b>76,624.85</b>		<b>76,624.85</b>					<b>81,200.16</b>	<b>4,575.31</b>
		FTE 2							FTE 2	5.97%
Program Specialist/GIS Tech	11/9/2009	36,927.49	\$17.75	36,927.49	2.00%	\$18.11	\$ -	\$18.11	37,666.04	
Regional Services Coordinator	10/23/2015	32,198.40	\$15.48	32,198.40	2.00%	\$15.79	\$ -	\$15.79	32,842.37	
Regional Services Director	8/17/1998	52,999.20	\$2,208.30	52,999.20	2.00%	\$2,252.47	\$ -	\$2,252.47	54,059.18	
<b>Total Regional Services</b>		<b>122,125.09</b>		<b>122,125.09</b>					<b>124,567.59</b>	<b>2,442.50</b>
		FTE 3							FTE 3	2.00%
Area Agency on Aging Director	10/25/2005	58,938.74	\$2,455.78	58,938.74	2.00%	\$2,504.90	\$ -	\$2,504.90	60,117.52	
Information Specialist/Admin Assistant	Closed	20,800.00	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	0.00	
Field Ombudsman	12/1/2011	27,808.35	\$13.37	27,808.35	2.00%	\$13.64	\$ -	\$13.64	28,364.52	
Benefits Counselor (550 annual hours)		5,500.00	\$10.00	5,500.00	0.00%	\$10.00	\$ -	\$10.00	5,500.00	
Benefits Counselor (550 annual hours)		5,500.00	\$10.00	5,500.00	0.00%	\$10.00	\$ -	\$10.00	5,500.00	
Benefits Counselor III	4/16/2012	36,449.89	\$17.52	36,449.89	2.00%	\$17.87	\$ -	\$17.87	37,178.88	
Caregiver Coordination/Care Coordination Specialist		34,523.90	\$15.48	34,523.90	2.00%	\$15.79	\$ -	\$15.79	32,842.37	
Program Manager	6/1/2015	32,208.38	\$15.48	32,208.38	2.00%	\$15.79	\$ 1.50	\$17.29	35,972.55	position changed
Benefits Counseling		32,202.98	\$15.48	32,198.40	2.00%	\$15.79	\$ -	\$15.79	32,842.37	
Nutrition/Data Management		40,713.50	\$15.48	40,713.50	2.00%	\$15.79	\$ -	\$15.79	32,842.37	
Care Coordinator I/Transportation	2/3/2014	33,969.31	\$16.33	33,969.31	2.00%	\$16.66	\$ 0.50	\$17.16	35,688.70	added responsibilities
Managing Local Ombudsman/Benefits Counseling	1/20/2014	34,520.93	\$16.60	34,520.93	2.00%	\$16.93	\$ 0.50	\$17.43	36,251.35	added responsibilities
<b>Total Area Agency on Aging</b>		<b>363,135.98</b>		<b>342,331.41</b>					<b>343,100.62</b>	<b>-20,035.36</b>
		FTE 10.5							FTE 9.5	-5.52%
Senior Companion Program Director (40%)	10/24/2013	26,520.00	\$2,210.00	21,216.00	2.00%	\$2,254.20	\$ -	\$2,254.20	21,640.32	
SCP Program Manager Coordinator (40%)	7/1/2015	16,320.00	\$15.63	13,004.16	2.00%	\$15.94	\$ 2.36	\$18.30	15,227.76	position changed
<b>Total SCP Program</b>		<b>42,840.00</b>		<b>34,220.16</b>					<b>36,868.08</b>	<b>-5,971.92</b>
		FTE 1							FTE 1	-13.94%



CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2016-2017

Annual Full Time Hours = 2080  
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Approved Budget	Revised	Revised	COLA	Rate	Rate	Budget	Budget	Approved Budget
		2015-2016 Salary	2015-2016 Rate	2015-2016 Salary	2.00%	2016-2017 with COLA	Adjustment	2016-2017 Rate	2016-2017 Salary	FY 15-16 vs Budget FY 16-17
Foster Grandparent Program Director (60%)	10/24/2013	26,520.00	\$2,210.00	31,824.00	2.00%	\$2,254.20	\$ -	\$2,254.20	32,460.48	
FGP Program Manager Coordinator (60%)	7/1/2015	16,320.00	\$15.63	19,506.24	2.00%	\$15.94	\$ 2.36	\$18.30	22,841.64	position changed
<b>Total FGP Program</b>		<b>42,840.00</b>		<b>51,330.24</b>					<b>55,302.12</b>	<b>12,462.12</b>
		FTE 1							FTE 1	29.09%
211 Program Manager Director	10/24/2013	41,089.08	\$1,712.05	41,089.08	2.00%	\$1,746.29	\$ 340.48	\$2,086.77	50,082.38	Moved to Director level
211 I&R Specialist	3/1/2012	24,128.96	\$11.60	24,128.96	2.00%	\$11.83	\$ -	\$11.83	24,611.54	
211 I&R Specialist	2/16/2012	25,470.66	\$12.25	25,470.66	2.00%	\$12.49	\$ -	\$12.49	25,980.07	
Information & Referral		90,688.69		90,688.69					100,673.99	9,985.29
		FTE 3							FTE 3	11.01%
Criminal Justice Instructor	2/2/2015	56,095.10	\$26.97	56,095.10	2.00%	\$27.51	\$ -	\$27.51	57,217.01	
Homeland Security Planner	1/16/2006	39,233.90	\$18.86	39,233.90	2.00%	\$19.24	\$ -	\$19.24	40,018.58	
Assistant Homeland Security Coordinator	12/6/2004	34,624.51	\$16.65	34,624.51	2.00%	\$16.98	\$ -	\$16.98	35,317.00	
<b>Total Criminal Justice/Homeland Security</b>		<b>129,953.52</b>		<b>129,953.52</b>					<b>132,552.59</b>	<b>2,599.07</b>
		FTE 3							FTE 3	2.00%
Public Safety Director	1/1/1990	69,470.81	\$2,894.62	69,470.81	2.00%	\$2,952.51	\$ -	\$2,952.51	70,860.23	
Program Specialist/GIS Tech	7/27/2015	33,805.34	\$16.55	34,424.00	2.00%	\$16.88	\$ -	\$16.88	35,112.48	
911 GIS Lead Manager	1/2/2002	54,168.88	\$26.04	54,168.88	2.00%	\$26.56	\$ -	\$26.56	55,252.26	
911 GIS Manager	10/19/2009	35,341.80	\$16.99	35,341.80	2.00%	\$17.33	\$ 0.59	\$17.92	37,273.60	salary sched. Compliant
911 GIS Manager (300 hrs annually)	9/1/2009	5,474.58	\$18.25	5,474.58	2.00%	\$18.61	\$ -	\$18.61	5,584.08	
911 GIS Manager (300 hrs annually)	9/1/2009	6,613.82	\$22.05	6,613.82	2.00%	\$22.49	\$ -	\$22.49	6,746.10	
911 GIS Manager	12/8/2006	38,674.41	\$18.59	38,674.41	2.00%	\$18.97	\$ -	\$18.97	39,447.90	
911 GIS Manager	8/16/2013	35,060.48	\$16.25	33,800.00	2.00%	\$16.58	\$ -	\$16.58	34,476.00	
<b>Total 9-1-1 Communications</b>		<b>278,610.14</b>		<b>277,968.32</b>					<b>284,752.65</b>	<b>6,142.50</b>
		FTE 6.50							FTE 6.50	2.20%
Head Start Director	7/19/2004	65,575.80	\$2,732.33	65,575.80	2.00%	\$2,786.97	\$ -	\$2,786.97	66,887.32	
Program/MH/DIS Mgr	7/27/2004	57,454.47	\$27.62	57,454.47	2.00%	\$28.17	\$ -	\$28.17	58,603.56	
Nutrition/Parent Involvement/Governing Board Mgr	8/2/2004	52,001.16	\$25.00	52,001.16	2.00%	\$25.50	\$ -	\$25.50	53,041.19	
Family & Comm/ERSEA/Facilities Mgr	8/1/2005	42,046.72	\$20.21	42,046.72	2.00%	\$20.62	\$ 0.12	\$20.74	43,139.20	salary sched. Compliant
Compliance Specialist	7/17/2006	41,267.67	\$19.84	41,267.67	2.00%	\$20.24	\$ -	\$20.24	42,093.03	
Head Start-Admin Assistant	7/28/2014	21,364.51	\$10.27	21,364.51	2.00%	\$10.48	\$ -	\$10.48	21,791.80	
Center Director/FSW - Big Lake	12/30/2015	28,132.13	\$13.25	27,560.00	2.00%	\$13.52	\$ -	\$13.52	28,111.20	
Center Director/FSW - Menard	8/9/2004	31,081.44	\$14.94	31,081.44	2.00%	\$15.24	\$ -	\$15.24	31,703.07	
Center Director/FSW - Robert Lee	7/18/2013	32,957.87	\$15.85	32,957.87	2.00%	\$16.16	\$ -	\$16.16	33,617.03	
Center Director/FSW - Mertzon	7/17/2006	32,957.87	\$15.85	32,957.87	2.00%	\$16.16	\$ -	\$16.16	33,617.03	
Center Director/FSW - Christoval	8/20/2007	34,104.80	\$16.40	34,104.80	2.00%	\$16.72	\$ -	\$16.72	34,786.90	
Center Director/FSW - Eldorado	8/9/2004	31,096.83	\$14.95	31,096.83	2.00%	\$15.25	\$ -	\$15.25	31,718.76	
Center Director/FSW - Junction	3/17/2014	29,702.40	\$14.28	29,702.40	2.00%	\$14.57	\$ -	\$14.57	30,296.45	
Center Director/FSW - Ozona	10/3/2005	30,361.06	\$14.60	30,361.06	2.00%	\$14.89	\$ -	\$14.89	30,968.28	
Center Director/FSW - Eden	8/9/2004	30,382.70	\$14.61	30,382.70	2.00%	\$14.90	\$ -	\$14.90	30,990.36	

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2016-2017

Annual Full Time Hours = 2080  
Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Approved Budget		Revised 2015-2016 Salary	Revised 2015-2016 Salary	COLA 2.00%	Rate 2016-2017 with COLA	Rate Adjustment	Budget 2016-2017 Rate	Budget 2016-2017 Salary	Approved Budget FY 15-16 vs Budget FY 16-17
		Budget 2015-2016 Salary	Revised 2015-2016 Rate								
Cook - Big Lake	8/9/2004	18,978.37	\$9.12	18,978.37	2.00%	\$9.31	\$ -	\$9.31	\$9.31	19,357.94	
Cook (1690 annual hours) - Ozona	8/9/2004	15,419.92	\$9.12	15,419.92	2.00%	\$9.31	\$ -	\$9.31	\$9.31	15,728.32	
Cook/Custodian - Eldorado	8/9/2004	18,978.37	\$9.12	18,978.37	2.00%	\$9.31	\$ -	\$9.31	\$9.31	19,357.94	
Cook/Custodian - Junction	8/12/2015	18,521.57	\$8.90	18,521.57	2.00%	\$9.08	\$ -	\$9.08	\$9.08	18,892.00	
Cook/Custodian - Menard	8/23/2012	18,523.93	\$8.91	18,523.93	2.00%	\$9.08	\$ -	\$9.08	\$9.08	18,894.41	
Cook/Custodian - Eden	3/1/2016	17,503.20	\$8.25	17,160.00	2.00%	\$8.42	\$ -	\$8.42	\$8.42	17,503.20	
Cook/Custodian - Mertzon	7/22/2013	18,978.37	\$9.12	18,978.37	2.00%	\$9.31	\$ -	\$9.31	\$9.31	19,357.94	
Custodian - Big Lake (621 hours)	3/1/2016	4,649.30	\$7.39	4,589.19	2.00%	\$7.54	\$ -	\$7.54	\$7.54	4,680.97	
Custodian - Junction (621 hours)		4,649.30	\$7.39	4,589.19	2.00%	\$7.54	\$ -	\$7.54	\$7.54	4,680.97	
Custodian - Eden (621 hours)		4,649.30	\$7.39	4,589.19	2.00%	\$7.54	\$ -	\$7.54	\$7.54	4,680.97	
Custodian - Ozona (621 hours)		4,649.30	\$7.39	4,589.19	2.00%	\$7.54	\$ -	\$7.54	\$7.54	4,680.97	
Custodian - Christoval (621 hours)		4,681.85	\$7.39	4,589.19	2.00%	\$7.54	\$ -	\$7.54	\$7.54	4,680.97	
Teacher - Eden	2/9/2016	24,691.36	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	
Teacher - Big Lake	7/22/2010	21,216.00	\$13.30	27,664.00	2.00%	\$13.57	\$ -	\$13.57	\$13.57	28,217.28	
Teacher - Big Lake	7/25/2011	21,746.40	\$10.46	21,746.40	2.00%	\$10.66	\$ -	\$10.66	\$10.66	22,181.33	
Teacher - Eldorado	9/9/2014	27,667.04	\$13.30	27,667.04	2.00%	\$13.57	\$ -	\$13.57	\$13.57	28,220.38	
Teacher - Christoval	7/26/2012	28,413.45	\$13.66	28,413.45	2.00%	\$13.93	\$ -	\$13.93	\$13.93	28,981.72	
Teacher - Menard	8/9/2004	28,889.54	\$13.89	28,889.54	2.00%	\$14.17	\$ -	\$14.17	\$14.17	29,467.33	
Teacher Assist - Mertzon	10/23/2006	19,757.41	\$9.50	19,757.41	2.00%	\$9.69	\$ -	\$9.69	\$9.69	20,152.56	
Teacher Assistant - Ozona	12/16/2014	19,094.40	\$9.18	19,094.40	2.00%	\$9.36	\$ -	\$9.36	\$9.36	19,476.29	
Teacher - Junction	7/28/2014	27,773.87	\$13.35	27,773.87	2.00%	\$13.62	\$ -	\$13.62	\$13.62	28,329.34	
Teacher Assist - Big Lake	2/1/2016	17,948.74	\$8.70	18,096.00	2.00%	\$8.87	\$ -	\$8.87	\$8.87	18,457.92	
Teacher - Junction	10/4/2004	24,799.56	\$11.92	24,799.56	2.00%	\$12.16	\$ -	\$12.16	\$12.16	25,295.55	
Teacher - Mertzon	7/25/2011	27,850.81	\$13.39	27,850.81	2.00%	\$13.66	\$ -	\$13.66	\$13.66	28,407.83	
Teacher Assist - Menard	7/22/2010	19,757.41	\$9.50	19,757.41	2.00%	\$9.69	\$ -	\$9.69	\$9.69	20,152.56	
Teacher Assist - Junction	11/29/2007	19,094.40	\$9.18	19,094.40	2.00%	\$9.36	\$ -	\$9.36	\$9.36	19,476.29	
Teacher Assist - Junction	7/25/2011	18,523.93	\$8.90	18,521.57	2.00%	\$9.08	\$ -	\$9.08	\$9.08	18,892.00	
Teacher Assist - Eden	2/3/2015	18,521.57	\$8.80	18,304.00	2.00%	\$8.98	\$ -	\$8.98	\$8.98	18,670.08	
Teacher Assist - Big Lake	8/3/2015	17,927.52	\$8.62	17,927.52	2.00%	\$8.79	\$ -	\$8.79	\$8.79	18,286.07	
Teacher Assist - Big Lake		18,074.38	\$8.69	18,074.38	2.00%	\$8.86	\$ -	\$8.86	\$8.86	18,435.86	
Teacher Assist - Eldorado	10/10/2014	17,715.36	\$8.52	17,715.36	2.00%	\$8.69	\$ -	\$8.69	\$8.69	18,069.67	
Teacher - Big Lake	8/3/2015	28,111.20	\$13.52	28,111.20	2.00%	\$13.79	\$ -	\$13.79	\$13.79	28,673.42	
Teacher Assist - Christoval		18,069.48	\$8.69	18,069.48	2.00%	\$8.86	\$ -	\$8.86	\$8.86	18,430.87	
Teacher - Ozona	3/16/2007	22,432.74	\$10.78	22,432.74	2.00%	\$11.00	\$ -	\$11.00	\$11.00	22,881.39	
Teacher Assist - Robert Lee	7/29/2014	18,523.04	\$8.90	18,521.57	2.00%	\$9.08	\$ -	\$9.08	\$9.08	18,892.00	
<b>Total Head Start</b>		<b>1,217,269.83</b>		<b>1,218,503.90</b>						<b>1,243,125.52</b>	<b>25,855.70</b>
		FTE 46.25								FTE 46.25	2.12%
<b>Contract Robert Lee Teacher (10 month contract)</b>		<b>23,000.00</b>		<b>23,000.00</b>						<b>23,000.00</b>	
Finance Manager		38,211.81	\$1,666.67	40,000.00	2.00%	\$19.62	\$ -	\$19.62	\$19.62	40,800.00	Moved to Hrly, DOL
Maintenance/Admin Manager	11/2/2015	43,696.80	\$2,083.33	50,000.00	2.00%	\$2,125.00	\$ -	\$2,125.00	\$2,125.00	51,000.00	
Mobility Manager	1/4/2016	0.00	\$1,666.67	40,000.00	2.00%	\$19.62	\$ -	\$19.62	\$19.62	40,800.00	Moved to Hrly, DOL
Transit Medicaid Coordinator	4/26/2016	22,635.77	\$12.00	24,960.00	2.00%	\$12.24	\$ -	\$12.24	\$12.24	25,459.20	
Admin/Accounting Assistance	6/6/2016	21,216.00	\$11.50	23,920.00	2.00%	\$11.73	\$ -	\$11.73	\$11.73	24,398.40	
Drug/Alcohol Specialist/Driver Trainer	Closed	33,217.89	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	0.00	
Reimbursement Specialist	Closed	25,617.30	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	0.00	
Accounting Tech	1/12/2016	22,722.34	\$11.50	23,920.00	2.00%	\$11.73	\$ -	\$11.73	\$11.73	24,398.40	
Road Supervisor	11/3/2015	31,060.22	\$1,250.00	30,000.00	2.00%	\$14.71	\$ 1.45	\$16.16	\$16.16	33,616.00	Moved to Hrly, DOL
Compliance Manager	6/6/2016	34,327.49	\$15.48	32,198.40	2.00%	\$15.79	\$ -	\$15.79	\$15.79	32,842.37	
Road Supervisor	1/4/2016	31,060.22	\$1,250.00	30,000.00	2.00%	\$14.71	\$ 1.45	\$16.16	\$16.16	33,616.00	Moved to Hrly, DOL
Road Supervisor	9/1/2006	31,060.22	\$1,250.00	30,000.00	2.00%	\$14.71	\$ 1.45	\$16.16	\$16.16	33,616.00	Moved to Hrly, DOL
Maintenance Tech-Vehicles	Closed	29,365.91	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	0.00	
Maintenance Tech-Building	4/26/2016	21,640.32	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	
Dispatcher	Closed	22,267.89	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	0.00	
Dispatcher/Customer Service Representative	10/21/2006	26,682.51	\$13.83	28,766.40	2.00%	\$14.11	\$ -	\$14.11	\$14.11	29,341.73	
Dispatcher/Customer Service Representative	6/11/2007	24,605.04	\$12.83	26,686.40	2.00%	\$13.09	\$ -	\$13.09	\$13.09	27,220.13	
Dispatcher/Customer Service Representative	2/1/2012	21,640.32	\$11.71	24,356.80	2.00%	\$11.94	\$ -	\$11.94	\$11.94	24,843.94	Floater
Customer Service-Lead/Data Entry	4/2/2012	22,267.89	\$11.21	23,316.80	2.00%	\$11.43	\$ -	\$11.43	\$11.43	23,783.14	Floater
Fixed Route Transportation Driver	6/23/2015	21,840.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	Floater
Fixed Route Transportation Driver	4/3/2014	22,243.10	\$10.69	22,243.10	2.00%	\$10.91	\$ -	\$10.91	\$10.91	22,687.97	RT1A
Fixed Route Transportation Driver	9/11/2006	22,243.10	\$13.78	28,662.40	2.00%	\$14.06	\$ -	\$14.06	\$14.06	29,235.65	RT1B
Fixed Route Transportation Driver (currently PT)	3/28/2016	21,840.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	RT2A
Fixed Route Transportation Driver	2/1/2012	22,827.39	\$10.97	22,827.39	2.00%	\$11.19	\$ -	\$11.19	\$11.19	23,283.94	RT2B
Fixed Route Transportation Driver	2/24/2009	23,000.52	\$11.06	23,000.52	2.00%	\$11.28	\$ -	\$11.28	\$11.28	23,460.53	RT3A



CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2016-2017

Annual Full Time Hours = 2080  
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Approved Budget				COLA 2.00%	Rate 2016-2017 with COLA	Rate Adjustment	Budget 2016-2017 Rate	Approved Budget		
		Budget 2015-2016 Salary	Revised 2015-2016 Rate	Revised 2015-2016 Salary	Budget 2016-2017 Salary					Budget 2016-2017 Salary	FY 15-16 vs Budget FY 16-17	
Fixed Route Transportation Driver	4/13/2015	21,840.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	RT3B	
Fixed Route Transportation Driver	6/1/2015	25,510.79	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	RT4A	
Fixed Route Transportation Driver (currently PT)	4/26/2016	21,840.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	RT4B	
Fixed Route Transportation Driver	9/3/2013	22,243.10	\$10.89	22,243.10	2.00%	\$10.91	\$ -	\$10.91	\$10.91	22,687.97	RT5A	
Fixed Route Transportation Driver (currently PT)	4/11/2016	21,840.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	RT5B	
Fixed Route Transportation Driver (currently PT)		22,243.10	\$11.19	23,275.20	2.00%	\$11.41	\$ -	\$11.41	\$11.41	23,740.70	Floaters	
Part-Time Transportation Driver DR (1560 hrs)	2/9/2016	15,600.00	\$10.00	15,600.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	15,912.00	AEC1-AM	
Part-Time Transportation Driver DR (1560 hrs)	3/17/2015	16,380.00	\$10.50	16,380.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	16,707.60	AEC1-PM	
Urban Demand Transportation Driver	9/4/2012	21,744.54	\$10.50	21,848.54	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,285.51	AEC2	
Part-Time Transportation Driver FR (1560 hrs)	6/18/2012	17,136.14	\$10.98	17,136.14	2.00%	\$11.20	\$ -	\$11.20	\$11.20	17,478.87	LH	
Urban Demand Transportation Driver (currently PT)		25,661.43	\$12.34	25,661.43	2.00%	\$12.58	\$ -	\$12.58	\$12.58	26,174.66	TG01	
Urban Demand Transportation Driver	9/1/2006	26,873.29	\$12.92	26,873.29	2.00%	\$13.18	\$ -	\$13.18	\$13.18	27,410.76	TG02	
Urban Demand Transportation Driver	8/18/2014	20,800.00	\$10.69	22,235.20	2.00%	\$10.90	\$ -	\$10.90	\$10.90	22,679.90	TG03	
Urban Demand Transportation Driver (currently PT)		20,800.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	TG04	
Urban Demand Transportation Driver		21,744.54	\$10.50	21,848.54	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,285.51	TG05	
Urban Demand Transportation Driver	9/16/2006	28,366.47	\$13.64	28,366.47	2.00%	\$13.91	\$ -	\$13.91	\$13.91	29,933.80	TG06	
Urban Demand Transportation Driver	12/8/2014	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	TG07	
Urban Demand Transportation Driver	11/10/2014	21,860.80	\$10.51	21,860.80	2.00%	\$10.72	\$ -	\$10.72	\$10.72	22,298.02	TG08	
Urban Demand Transportation Driver	8/18/2014	22,221.89	\$10.68	22,221.89	2.00%	\$10.90	\$ -	\$10.90	\$10.90	22,666.33	TG09	
Urban Demand Transportation Driver	5/15/2013	21,181.89	\$10.18	21,181.89	2.00%	\$10.39	\$ -	\$10.39	\$10.39	21,605.53	TG10	
Urban Demand Transportation Driver	5/11/2016	21,860.80	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	TG11	
Urban Demand Transportation Driver	11/3/2014	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	TG12	
Urban Demand Transportation Driver	5/21/2013	22,263.90	\$10.70	22,263.90	2.00%	\$10.92	\$ -	\$10.92	\$10.92	22,709.18	TG13	
Urban Demand Transportation Driver	2/23/2015	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	TG14	
Urban Demand Transportation Driver	11/21/2008	23,021.32	\$11.07	23,021.32	2.00%	\$11.29	\$ -	\$11.29	\$11.29	23,481.74	TG15	
Part-Time Transportation Driver DR (1560 hrs)	11/26/2007	17,859.50	\$11.45	17,859.50	2.00%	\$11.68	\$ -	\$11.68	\$11.68	18,216.69	TG16	
Urban Demand Transportation Driver	10/1/2015	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	TG17	
Urban Demand Transportation Driver	8/16/2011	21,744.54	\$10.50	21,848.54	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,285.51	TG18	
Urban Demand Transportation Driver	7/16/2015	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	TG19	
Urban Demand Transportation Driver		0.00	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	21,840.00	Floaters	
Part-Time Transportation Driver DR (1560 hrs)		0.00	\$0.00	-	0.00%	\$0.00	\$ -	\$0.00	\$0.00	16,380.00	Floaters	
Part-Time Transp Driver-McCulloch County (1560 hrs)	9/1/2014	15,600.00	\$10.00	15,600.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	15,912.00	B	
Part-Time Transp Sterling County Driver DR (1560 hrs)	10/12/2015	15,600.00	\$10.50	16,380.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	16,707.60	ST	
Transportation Driver-Coke County/Bronte	9/1/2014	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	BR	
Transportation Driver-Coke County/Robert Lee	9/1/2014	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	RL	
Transportation Driver-Concho County	4/11/2016	21,722.90	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	CN	
Transportation Driver-Crockett County	5/1/2006	25,661.43	\$12.34	25,661.43	2.00%	\$12.58	\$ -	\$12.58	\$12.58	26,174.66	OZ	
Transportation Driver-Crockett County	9/1/2014	31,720.72	\$15.25	31,720.72	2.00%	\$15.56	\$ -	\$15.56	\$15.56	32,355.14	CR	
Transportation Driver-Irion County	6/1/2015	20,800.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	MZ	
Transportation Driver-Kimble County (moved to FT)	9/1/2014	26,959.85	\$12.96	26,959.85	2.00%	\$13.22	\$ -	\$13.22	\$13.22	27,499.05	K	
Transportation Driver-McCulloch County	3/23/2007	22,090.78	\$10.62	22,090.78	2.00%	\$10.83	\$ -	\$10.83	\$10.83	22,532.60	B	
Transportation Driver-McCulloch County	4/13/2015	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	B	
Transportation Driver-Menard County	10/12/2015	20,800.00	\$10.50	21,840.00	2.00%	\$10.71	\$ -	\$10.71	\$10.71	22,276.80	MN	
Transportation Driver-Regan County	9/1/2014	36,860.51	\$17.72	36,860.51	2.00%	\$18.08	\$ -	\$18.08	\$18.08	37,597.72	R	
Transportation Driver-Regan County	9/1/2014	40,976.42	\$19.70	40,976.42	2.00%	\$20.09	\$ -	\$20.09	\$20.09	41,795.94	R	
Transportation Driver-Schleicher	9/1/2014	25,683.07	\$12.35	25,683.07	2.00%	\$12.59	\$ -	\$12.59	\$12.59	26,196.74	SC	
Transportation Driver-Schleicher	9/1/2014	24,233.17	\$11.65	24,233.17	2.00%	\$11.88	\$ -	\$11.88	\$11.88	24,717.84	SC	
Transportation Driver-Sutton County	6/1/2015	20,800.00	\$10.00	20,800.00	2.00%	\$10.20	\$ -	\$10.20	\$10.20	21,216.00	SU	
Transportation Driver-Sutton County	9/1/2014	31,785.64	\$15.28	31,785.64	2.00%	\$15.59	\$ -	\$15.59	\$15.59	32,421.36	SU	
POC-Transportation Driver	3/28/2016	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 1	
POC-Transportation Driver	9/1/2014	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 2	
POC-Transportation Driver	9/1/2014	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 3	
POC-Transportation Driver	5/10/2016	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 4	
POC-Transportation Driver	5/10/2016	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 5	
POC-Transportation Driver		0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 6	
POC-Transportation Driver		0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	8,095.50	POC - 7	
POC-Transportation Driver	5/11/2016	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 8	
POC-Transportation Driver	5/11/2016	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 9	
POC-Transportation Driver	5/11/2016	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 10	
POC-Transportation Driver	4/11/2016	0.00	\$10.00	-	0.00%	\$10.00	\$ -	\$10.00	\$10.00	7,710.00	POC - 11	
POC-Transportation Driver		0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 12	
POC-Transportation Driver	5/10/2016	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 13	
POC-Transportation Driver	4/11/2016	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 14	
POC-Transportation Driver	5/27/2014	0.00	\$10.50	-	0.00%	\$10.50	\$ -	\$10.50	\$10.50	8,095.50	POC - 15	
<b>Total Transportation</b>		<b>1,707,622.62</b>		<b>1,661,735.58</b>					<b>1,861,357.79</b>	<b>153,735.18</b>		
									<b>FTE 70.25</b>	<b>9.00%</b>		

Position on Call - POC  
 POC will work 10%, plus cover OT, approximately 771 annual hours

CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARIES 2016-2017

Annual Full Time Hours = 2080  
 Part Time (without benefits) = 1521 max

POSITION	HIRE DATE	Approved	Revised	Revised	COLA	Rate	Rate	Budget	Budget	Approved Budget	
		Budget 2015-2016 Salary	2015-2016 Rate	2015-2016 Salary	2.00%	2016-2017 with COLA	Adjustment	2016-2017 Rate	2016-2017 Salary	FY 15-16 vs Budget	FY 16-17 Budget
	Grand Total	<u>4,513,858.99</u>		<u>4,451,570.80</u>				Grand Total	<u>4,730,660.48</u>		<u>216,801.49</u>
	# of Positions	164.00						# of Positions	177.00		4.80%
	# FTE's	154.25						# FTE's	155.50		
Clerical		\$2,227,785.93	59.75					53.00	\$ 2,180,773.35		Clerical
Teachers		\$787,376.70	32					32.00	\$ 805,072.83		Teachers
Cooks/Custodians		\$150,182.79	9					9.25	\$ 173,712.61		Cooks/Custodians
Fixed Route		\$447,653.23	20					15.50	\$ 397,084.42		Fixed Route
Demand Route		\$900,860.34	23.5					45.75	\$ 1,174,017.28		Demand Route
Total		\$4,513,858.99	144.25					155.5	\$4,730,660.48		
		\$0.00							\$0.00		

# State Salary Comparison Schedule

**STATE SALARY SCHEDULE**

Section 1

1-18 State Salary Schedule

- a) Schedule changed to reflect Head Start COLA
- b) Provide additional information on Plan Levels

Additional Items included:

## CONCHO VALLEY COUNCIL OF GOVERNMENTS SALARY SCHEDULE STRUCTURE

### RATE STRUCTURE

Rate between the minimum and midpoint are for employees who are still learning the job or whose performance does not meet expectations

Rate at midpoint are for fully-functioning employees whose performance meets performance objectives

Rate between midpoint and maximum are only available to employees whose performance is considered exceeding objectives

### PLAN LEVELS (Levels are based on number of years in current position)

Level I is for 0-3 Years - Level requires little or no previous training or experience. Work is usually performed under close supervision.

Level II is for 3-10 Years or New Hire with required Certifications - Level requires previous training or experience and specific skill. Work is usually performed under moderate supervision.

Level III is for 10-15 Years - Level requires a high level of responsibility, training, experience and competence. Work is usually performed under minimal supervision.

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

### SALARY GROUP

Salary Group A - Includes paraprofessional, administrative support, maintenance, service, and technician positions

Salary Group B - Includes mainly professional and managerial positions

Salary Group CVTD - Includes transit and intercity bus drivers and driver supervisors

Salary Group HS - Includes Head Start service providers at Rural Head Start Centers

Exempt - This is for the Executive Director salary which is set by the CVCOG Governing Board. Careful consideration should be given to the HHS Salary Cap.



CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
Executive	Executive Director	2	Exempt	\$ 80,500.00		\$ 129,765.00	\$ 80,500.00		\$ 129,765.00	
<b>Administrative Support</b>										
	Director of Administration									
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Director of Finance									
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00	
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00	
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00	
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00	
	Human Resource Manager									
	Level I	B19	1735	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 42,244.00	\$ 55,602.00	\$ 68,960.00	
	Level II	B21	1737	\$ 39,132.56	\$ 47,955.62	\$ 56,778.72	\$ 48,278.00	\$ 63,616.00	\$ 78,953.00	
	Level III	B23	1739	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00	
	Level IV			\$ 45,300.83	\$ 55,514.63	\$ 65,728.47				
	Procurement Officer									
	Level I	B18	1933	\$ 33,804.18	\$ 41,425.87	\$ 49,047.60	\$ 39,521.00	\$ 51,985.00	\$ 64,449.00	
	Level II	B20	1934	\$ 37,269.11	\$ 45,672.03	\$ 54,074.98	\$ 45,158.00	\$ 59,473.00	\$ 73,788.00	
	Level III	B22	1935	\$ 41,089.19	\$ 50,353.41	\$ 59,617.66	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00	
	Level IV	B25	1960	\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00	
	Accounts Payable Supervisor-CVCOG									
	Level I	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level II	B19	1018	\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	
	Level III	B21	1020	\$ 18.81	\$ 23.06	\$ 27.30	\$ 23.21	\$ 30.58	\$ 37.96	
	Level IV	B23	1022	\$ 20.74	\$ 25.42	\$ 30.10	\$ 26.53	\$ 34.99	\$ 43.46	
	Payroll Coordinator/CVTD AP Manager									
	Level I	B14	1012	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62	
	Level II	B15	1014	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02	
	Level III	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
	Level IV	B19	1018	\$ 17.06	\$ 20.91	\$ 24.76	\$ 20.31	\$ 26.73	\$ 33.15	

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
<b>Administrative Support</b>									
	Date Entry Operator	Level I	A06 0203	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53
		Level II	A08 0205	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98
		Level III	A10 0207	\$ 10.20	\$ 12.50	\$ 14.80	\$ 11.98	\$ 14.78	\$ 17.58
		Level IV		\$ 10.71	\$ 13.12	\$ 15.54			
	Administrative Assistant	Level I	A09 0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11 0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13 0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	A15 0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02
	Receptionist	Level I	A06 0006	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53
		Level II		\$ 8.81	\$ 10.80	\$ 12.78			
		Level III		\$ 9.25	\$ 11.34	\$ 13.42			
		Level IV		\$ 9.71	\$ 11.90	\$ 14.09			
<b>Network</b>									
	Network Specialist/MIS/Web	Level I	B26 1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II	B27 1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III	B28 1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV	B29 1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Technical Support Specialist	Level I	B13 0228	\$ 12.73	\$ 15.60	\$ 18.47	\$ 14.15	\$ 18.23	\$ 22.30
		Level II	B15 0229	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
		Level III	B17 0230	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level IV	B19 0231	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Regional Services/Economic Development District									
Regional Services Director									
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
Regional Services Coordinator									
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
Loan Officer									
	Level I	B17	1260	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1261	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1262	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1263	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
Program Specialist-GIS Tech									
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
911 Emergency Communications									
	Emergency Communications Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	GIS Lead Manager								
	Level I	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level II	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	Level III	B26	0274	\$ 24.04	\$ 29.46	\$ 34.88	\$ 33.37	\$ 44.91	\$ 56.44
	Level IV			\$ 25.24	\$ 30.93	\$ 36.62			
	Program Specialist-GIS Tech								
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	GIS Manager								
	Level I	B18	0270	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level II	B20	0271	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level III	B22	0272	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level IV	B24	0273	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
Criminal Justice/Homeland Security Program									
	Criminal Justice Instructor, Program Specialist								
	Level I	B17	1783	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1784	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1785	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1786	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Criminal Justice Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Criminal Justice Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Homeland Security Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Homeland Security Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
CV Transit District	Transportation Maintenance/Admin Manager								
	Level I	B22	1600	\$ 41,089.19	\$ 50,353.41	\$ 59,617.66	\$ 51,614.00	\$ 68,047.00	\$ 84,479.00
	Level II	B23	1601	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 55,184.00	\$ 72,789.00	\$ 90,393.00
	Level III	B24	1602	\$ 45,300.83	\$ 55,514.63	\$ 65,728.47	\$ 59,004.00	\$ 77,862.00	\$ 96,720.00
	Level IV	B25	1603	\$ 47,565.88	\$ 58,290.37	\$ 69,014.90	\$ 63,104.00	\$ 83,298.00	\$ 103,491.00
	Accounting Supervisor								
	Level I	B17	1016	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	1018	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	1020	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	1022	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Mobility Manager								
	Level I	B20	1558	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Level II	B22	1559	\$ 19.75	\$ 24.20	\$ 28.66	\$ 24.81	\$ 32.71	\$ 40.61
	Level III	B24	1560	\$ 21.78	\$ 26.69	\$ 31.60	\$ 28.37	\$ 37.43	\$ 46.50
	Level IV	B26	1561	\$ 24.04	\$ 29.46	\$ 34.88	\$ 33.37	\$ 44.91	\$ 56.44
	Transit Planner								
	Level I	B17	0516	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B19	0517	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level III	B21	0518	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
	Level IV	B23	0519	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Dispatcher								
	Level I	A09	0130	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02
	Building Maintenance Tech								
	Level I	A04	8003	\$ 7.61	\$ 9.33	\$ 11.04	\$ 9.08	\$ 11.16	\$ 13.23
	Level II	A06	8005	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53
	Level III	A08	8007	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98
	Level IV			\$ 9.71	\$ 11.90	\$ 14.09			

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max		
CV Transit District	Compliance Specialist	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08	
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99	
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15	
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48	
	Driver Supervisor	Level I	CVTD10	1580	\$ 14.42	\$ 17.67	\$ 20.93	\$ 17.78	\$ 22.93	\$ 28.08	State Salary Group B17
		Level II	CVTD11	1581	\$ 15.14	\$ 18.56	\$ 21.97	\$ 19.00	\$ 24.99	\$ 30.99	B18
		Level III	CVTD12	1582	\$ 15.90	\$ 19.49	\$ 23.07	\$ 20.31	\$ 26.73	\$ 33.15	B19
		Level IV	CVTD13	1583	\$ 16.70	\$ 20.46	\$ 24.23	\$ 21.71	\$ 28.59	\$ 35.48	B20
	Driver (CDL Required)	Level I	CVTD01	9322	\$ 10.00	\$ 12.25	\$ 14.51	\$ 10.42	\$ 12.83	\$ 15.23	State Salary Group A07
		Level II	CVTD02	9323	\$ 10.50	\$ 12.87	\$ 15.23	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level III	CVTD03	9324	\$ 11.03	\$ 13.51	\$ 16.00	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level IV	CVTD04		\$ 11.58	\$ 14.19	\$ 16.80				
	Driver (Non-CDL)	Level I	CVTD01	9322	\$ 10.00	\$ 12.25	\$ 14.51	\$ 10.42	\$ 12.83	\$ 15.23	State Salary Group A07
		Level II	CVTD02	9323	\$ 10.50	\$ 12.87	\$ 15.23	\$ 11.43	\$ 14.10	\$ 16.76	A09
		Level III	CVTD03	9324	\$ 11.03	\$ 13.51	\$ 16.00	\$ 12.66	\$ 16.27	\$ 19.88	A11
		Level IV	CVTD04		\$ 11.58	\$ 14.19	\$ 16.80				
	Medicaid Coordinator	Level I	A11	1242	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88	
		Level II	A13	1244	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30	
		Level III	A15	1246	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02	
		Level IV	A17	1248	\$ 14.35	\$ 17.59	\$ 20.82	\$ 17.78	\$ 22.93	\$ 28.08	
Data Entry Operator	Level I	A06	0203	\$ 8.39	\$ 10.28	\$ 12.17	\$ 9.95	\$ 12.24	\$ 14.53		
	Level II	A08	0205	\$ 9.25	\$ 11.34	\$ 13.42	\$ 10.92	\$ 13.45	\$ 15.98		
	Level III	A10	0207	\$ 10.20	\$ 12.50	\$ 14.80	\$ 11.98	\$ 14.78	\$ 17.58		
	Level IV			\$ 10.71	\$ 13.12	\$ 15.54					
Administrative Assistant	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76		
	Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88		
	Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30		
	Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02		



CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
Area Agency on Aging	Area Agency on Aging Director	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Program Manager	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Nutrition/Data Manager	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Care Coordinator I/Transportation	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Caregiver Program Manager	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Managing Local Ombudsman	Level I	B17	3660	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B19	3662	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level III	B21	3663	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
		Level IV	B23	3665	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
	Field Ombudsman	Level I	B14	5002	\$ 13.37	\$ 16.38	\$ 19.40	\$ 14.97	\$ 19.30	\$ 23.62
		Level II	B15	5003	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02
		Level III	B16	5004	\$ 14.74	\$ 18.06	\$ 21.39	\$ 16.79	\$ 21.65	\$ 26.50
		Level IV	B17	5005	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Benefits Counselor	Level I	B17	3660	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B19	3662	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level III	B21	3663	\$ 18.81	\$ 23.05	\$ 27.29	\$ 23.21	\$ 30.58	\$ 37.96
		Level IV	B23	3665	\$ 20.74	\$ 25.42	\$ 30.09	\$ 26.53	\$ 34.99	\$ 43.46
Benefits Support	Level I	B15	3659	\$ 14.04	\$ 17.21	\$ 20.37	\$ 15.85	\$ 20.44	\$ 25.02	
	Level II									
	Level III									
	Level IV									

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>	
Area Agency on Aging	Program Specialist	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

<u>Department</u>	<u>Position</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>CVCOG Min</u>	<u>CVCOG Mid</u>	<u>CVCOG Max</u>	<u>State Min</u>	<u>State Mid</u>	<u>State Max</u>
211 Information & Referral Services	2-1-1 Program Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	2-1-1 I&R Specialist								
	Level I	A09	0130	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0132	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0134	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0136	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max
<b>Foster Grandparent Program</b>									
	Foster Grandparent Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Foster Grandparent Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant								
	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02
<b>Senior Companion Program</b>									
	Senior Companion Director								
	Level I	B26	1620	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
	Level II	B27	1621	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
	Level III	B28	1622	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
	Level IV	B29	1623	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
	Senior Companion Coordinator								
	Level I	B17	1570	\$ 15.48	\$ 18.97	\$ 22.46	\$ 17.78	\$ 22.93	\$ 28.08
	Level II	B18	1571	\$ 16.25	\$ 19.91	\$ 23.58	\$ 19.00	\$ 24.99	\$ 30.99
	Level III	B19	1572	\$ 17.06	\$ 20.91	\$ 24.75	\$ 20.31	\$ 26.73	\$ 33.15
	Level IV	B20	1573	\$ 17.92	\$ 21.96	\$ 26.00	\$ 21.71	\$ 28.59	\$ 35.48
	Administrative Assistant								
	Level I	A09	0150	\$ 9.72	\$ 11.91	\$ 14.10	\$ 11.43	\$ 14.10	\$ 16.76
	Level II	A11	0152	\$ 10.71	\$ 13.12	\$ 15.54	\$ 12.66	\$ 16.27	\$ 19.88
	Level III	A13	0154	\$ 11.81	\$ 14.47	\$ 17.14	\$ 14.15	\$ 18.23	\$ 22.30
	Level IV	A15	0156	\$ 13.02	\$ 15.96	\$ 18.89	\$ 15.85	\$ 20.44	\$ 25.02

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max	
Head Start Program	Head Start Director	Level I	HSD01	1620	\$ 50,900.00	\$ 62,376.22	\$ 73,852.49	\$ 69,415.00	\$ 93,406.00	\$ 117,397.00
		Level II	HSD02	1621	\$ 53,445.00	\$ 65,495.03	\$ 77,545.11	\$ 76,356.00	\$ 102,747.00	\$ 129,137.00
		Level III	HSD03	1622	\$ 56,117.25	\$ 68,769.78	\$ 81,422.37	\$ 83,991.00	\$ 113,022.00	\$ 142,052.00
		Level IV	HSD04	1623	\$ 58,923.11	\$ 72,208.27	\$ 85,493.49	\$ 92,390.00	\$ 124,323.00	\$ 156,256.00
Administrative Assistant		Level I	HSA01	0150	\$ 9.89	\$ 12.13	\$ 14.36	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	HSA02	0152	\$ 10.39	\$ 12.73	\$ 15.07	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	HSA03	0154	\$ 10.91	\$ 13.37	\$ 15.83	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	HSA04	0156	\$ 11.45	\$ 14.04	\$ 16.62	\$ 15.85	\$ 20.44	\$ 25.02
Education Manager		Level I	HSEM01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15
		Level II	HSEM02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96
		Level III	HSEM03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46
		Level IV	HSEM04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76
Nutrition Manager		Level I	HSNM01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15
		Level II	HSNM02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96
		Level III	HSNM03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46
		Level IV	HSNM04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76
Family Partnership Manager		Level I	HSFP01	0821	\$ 17.37	\$ 21.28	\$ 25.20	\$ 20.31	\$ 26.73	\$ 33.15
		Level II	HSFP02	0822	\$ 18.24	\$ 22.35	\$ 26.46	\$ 23.21	\$ 30.58	\$ 37.96
		Level III	HSFP03	0823	\$ 19.15	\$ 23.46	\$ 27.78	\$ 26.53	\$ 34.99	\$ 43.46
		Level IV	HSFP04	0824	\$ 20.10	\$ 24.64	\$ 29.17	\$ 30.34	\$ 40.05	\$ 49.76
Compliance Specialist		Level I	HSCS01	0820	\$ 15.76	\$ 19.31	\$ 22.86	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	HSCS02	0821	\$ 16.55	\$ 20.28	\$ 24.01	\$ 20.31	\$ 26.73	\$ 33.15
		Level III	HSCS03	0822	\$ 17.37	\$ 21.29	\$ 25.21	\$ 23.21	\$ 30.58	\$ 37.96
		Level IV	HSCS04	0823	\$ 18.24	\$ 22.36	\$ 26.47	\$ 26.53	\$ 34.99	\$ 43.46
Site Supervisor/Family Service Worker		Level I	HSS01	1570	\$ 12.55	\$ 15.38	\$ 18.21	\$ 17.78	\$ 22.93	\$ 28.08
		Level II	HSS02	1571	\$ 13.18	\$ 16.15	\$ 19.12	\$ 19.00	\$ 24.99	\$ 30.99
		Level III	HSS03	1572	\$ 13.84	\$ 16.96	\$ 20.08	\$ 20.31	\$ 26.73	\$ 33.15
		Level IV	HSS04	1573	\$ 14.53	\$ 17.81	\$ 21.08	\$ 21.71	\$ 28.59	\$ 35.48
Head Start Teacher		Level I	HST01	1781	\$ 9.54	\$ 11.69	\$ 13.84	\$ 14.15	\$ 18.23	\$ 22.30
		Level II	HST02	1782	\$ 10.02	\$ 12.27	\$ 14.53	\$ 15.85	\$ 20.44	\$ 25.02
		Level III	HST03	1783	\$ 10.52	\$ 12.89	\$ 15.26	\$ 17.78	\$ 22.93	\$ 28.08
		Level IV	HST04	1784	\$ 11.04	\$ 13.53	\$ 16.02	\$ 20.31	\$ 26.73	\$ 33.15
Head Start Teacher Assistant		Level I	HSTA01	0812	\$ 8.16	\$ 10.01	\$ 11.85	\$ 11.43	\$ 14.10	\$ 16.76
		Level II	HSTA02	0813	\$ 8.57	\$ 10.51	\$ 12.44	\$ 12.66	\$ 16.27	\$ 19.88
		Level III	HSTA03	0814	\$ 9.00	\$ 11.03	\$ 13.06	\$ 14.15	\$ 18.23	\$ 22.30
		Level IV	HSTA04		\$ 9.45	\$ 11.58	\$ 13.71			

State Salary  
B17  
B18  
B19  
B20

State Salary  
B13  
B15  
B17  
B19

State Salary  
A09  
A11  
A13

CONCHO VALLEY COUNCIL OF GOVERNMENTS STATE SALARY COMPARABILITY  
 FY 2016-2017

Department	Position	Salary Group	Class Code	CVCOG Min	CVCOG Mid	CVCOG Max	State Min	State Mid	State Max		
Head Start Program	Head Start Cook/Custodian	Level I	HDCC01	8103	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	State Salary A04 A06
		Level II	HDCC02	8104	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.95	\$ 12.24	\$ 14.53	
		Level III	HDCC03		\$ 8.24	\$ 10.10	\$ 11.95				
		Level IV	HDCC04		\$ 8.65	\$ 10.60	\$ 12.55				
	Head Start Cook	Level I	HSC01	8116	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	A04 A05 A07 A09
		Level II	HSC02	8117	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.51	\$ 11.69	\$ 13.87	
		Level III	HSC03	8118	\$ 8.24	\$ 10.10	\$ 11.95	\$ 10.42	\$ 12.83	\$ 15.23	
		Level IV	HSC04	8119	\$ 8.65	\$ 10.60	\$ 12.55	\$ 11.43	\$ 14.10	\$ 16.76	
	Head Start Custodian	Level I	HSCU01	8003	\$ 7.47	\$ 9.16	\$ 10.84	\$ 9.08	\$ 11.16	\$ 13.23	A04 A06 A08
		Level II	HSCU02	8005	\$ 7.85	\$ 9.61	\$ 11.38	\$ 9.95	\$ 12.24	\$ 14.53	
		Level III	HSCU03	8007	\$ 8.24	\$ 10.10	\$ 11.95	\$ 10.92	\$ 13.45	\$ 15.98	
		Level IV	HSCU04		\$ 8.65	\$ 10.60	\$ 12.55				



Salary Group	Min	Mid	Max	Min	Mid	Max
A03	\$ 15,080.00	\$ 18,480.03	\$ 21,880.07	\$ 7.25	\$ 8.88	\$ 10.52
A04	\$ 15,834.00	\$ 19,404.03	\$ 22,974.07	\$ 7.61	\$ 9.33	\$ 11.05
A05	\$ 16,625.70	\$ 20,374.23	\$ 24,122.78	\$ 7.99	\$ 9.80	\$ 11.60
A06	\$ 17,456.99	\$ 21,392.94	\$ 25,328.92	\$ 8.39	\$ 10.29	\$ 12.18
A07	\$ 18,329.83	\$ 22,462.59	\$ 26,595.36	\$ 8.81	\$ 10.80	\$ 12.79
A08	\$ 19,246.33	\$ 23,585.72	\$ 27,925.13	\$ 9.25	\$ 11.34	\$ 13.43
A09	\$ 20,208.64	\$ 24,765.00	\$ 29,321.39	\$ 9.72	\$ 11.91	\$ 14.10
A10	\$ 21,219.07	\$ 26,003.25	\$ 30,787.46	\$ 10.20	\$ 12.50	\$ 14.80
A11	\$ 22,280.03	\$ 27,303.42	\$ 32,326.83	\$ 10.71	\$ 13.13	\$ 15.54
A12	\$ 23,394.03	\$ 28,668.59	\$ 33,943.17	\$ 11.25	\$ 13.78	\$ 16.32
A13	\$ 24,563.73	\$ 30,102.02	\$ 35,640.33	\$ 11.81	\$ 14.47	\$ 17.13
A14	\$ 25,791.92	\$ 31,607.12	\$ 37,422.34	\$ 12.40	\$ 15.20	\$ 17.99
A15	\$ 27,081.51	\$ 33,187.47	\$ 39,293.46	\$ 13.02	\$ 15.96	\$ 18.89
A16	\$ 28,435.59	\$ 34,846.85	\$ 41,258.13	\$ 13.67	\$ 16.75	\$ 19.84
A17	\$ 29,857.37	\$ 36,589.19	\$ 43,321.04	\$ 14.35	\$ 17.59	\$ 20.83
A18	\$ 31,350.24	\$ 38,418.65	\$ 45,487.09	\$ 15.07	\$ 18.47	\$ 21.87
A19	\$ 32,917.75	\$ 40,339.58	\$ 47,761.45	\$ 15.83	\$ 19.39	\$ 22.96
A20	\$ 34,563.64	\$ 42,356.56	\$ 50,149.52	\$ 16.62	\$ 20.36	\$ 24.11
A21	\$ 36,291.82	\$ 44,474.39	\$ 52,657.00	\$ 17.45	\$ 21.38	\$ 25.32
A22	\$ 38,106.41	\$ 46,698.11	\$ 55,289.85	\$ 18.32	\$ 22.45	\$ 26.58
A23	\$ 40,011.73	\$ 49,033.01	\$ 58,054.34	\$ 19.24	\$ 23.57	\$ 27.91
A24	\$ 42,012.32	\$ 51,484.66	\$ 60,957.06	\$ 20.20	\$ 24.75	\$ 29.31
A25	\$ 44,112.93	\$ 54,058.90	\$ 64,004.91	\$ 21.21	\$ 25.99	\$ 30.77
A26	\$ 46,318.58	\$ 56,761.84	\$ 67,205.15	\$ 22.27	\$ 27.29	\$ 32.31
A27	\$ 48,634.51	\$ 59,599.93	\$ 70,565.41	\$ 23.38	\$ 28.65	\$ 33.93
A28	\$ 51,066.23	\$ 62,579.93	\$ 74,093.68	\$ 24.55	\$ 30.09	\$ 35.62

Used 5% between Levels



Salary Group	Min	Mid	Max	Min	Mid	Max
B10	\$ 22,880.00	\$ 28,038.66	\$ 33,197.35	\$ 11.00	\$ 13.48	\$ 15.96
B11	\$ 24,024.00	\$ 29,440.60	\$ 34,857.21	\$ 11.55	\$ 14.15	\$ 16.76
B12	\$ 25,225.20	\$ 30,912.62	\$ 36,600.08	\$ 12.13	\$ 14.86	\$ 17.60
B13	\$ 26,486.46	\$ 32,458.26	\$ 38,430.08	\$ 12.73	\$ 15.60	\$ 18.48
B14	\$ 27,810.78	\$ 34,081.17	\$ 40,351.58	\$ 13.37	\$ 16.39	\$ 19.40
B15	\$ 29,201.32	\$ 35,785.23	\$ 42,369.16	\$ 14.04	\$ 17.20	\$ 20.37
B16	\$ 30,661.39	\$ 37,574.49	\$ 44,487.62	\$ 14.74	\$ 18.06	\$ 21.39
B17	\$ 32,194.46	\$ 39,453.21	\$ 46,712.00	\$ 15.48	\$ 18.97	\$ 22.46
B18	\$ 33,804.18	\$ 41,425.87	\$ 49,047.60	\$ 16.25	\$ 19.92	\$ 23.58
B19	\$ 35,494.39	\$ 43,497.17	\$ 51,499.98	\$ 17.06	\$ 20.91	\$ 24.76
B20	\$ 37,269.11	\$ 45,672.03	\$ 54,074.98	\$ 17.92	\$ 21.96	\$ 26.00
B21	\$ 39,132.56	\$ 47,955.63	\$ 56,778.73	\$ 18.81	\$ 23.06	\$ 27.30
B22	\$ 41,089.19	\$ 50,353.41	\$ 59,617.67	\$ 19.75	\$ 24.21	\$ 28.66
B23	\$ 43,143.65	\$ 52,871.08	\$ 62,598.55	\$ 20.74	\$ 25.42	\$ 30.10
B24	\$ 45,300.83	\$ 55,514.63	\$ 65,728.48	\$ 21.78	\$ 26.69	\$ 31.60
B25	\$ 47,565.88	\$ 58,290.36	\$ 69,014.90	\$ 22.87	\$ 28.02	\$ 33.18
B26	\$ 50,000.00	\$ 61,273.30	\$ 72,546.65	\$ 24.04	\$ 29.46	\$ 34.88
B27	\$ 52,500.00	\$ 64,336.97	\$ 76,173.98	\$ 25.24	\$ 30.93	\$ 36.62
B28	\$ 55,125.00	\$ 67,553.81	\$ 79,982.68	\$ 26.50	\$ 32.48	\$ 38.45
B29	\$ 57,881.25	\$ 70,931.50	\$ 83,981.82	\$ 27.83	\$ 34.10	\$ 40.38
B30	\$ 60,775.31	\$ 74,478.08	\$ 88,180.91	\$ 29.22	\$ 35.81	\$ 42.39
B31	\$ 63,814.08	\$ 78,201.98	\$ 92,589.95	\$ 30.68	\$ 37.60	\$ 44.51
B32	\$ 67,004.78	\$ 82,112.08	\$ 97,219.45	\$ 32.21	\$ 39.48	\$ 46.74
B33	\$ 70,355.02	\$ 86,217.69	\$ 102,080.42	\$ 33.82	\$ 41.45	\$ 49.08
B34	\$ 73,872.77	\$ 90,528.57	\$ 107,184.44	\$ 35.52	\$ 43.52	\$ 51.53
B35	\$ 77,566.41	\$ 95,055.00	\$ 112,543.67	\$ 37.29	\$ 45.70	\$ 54.11

Used 5% between Levels

**Driver Salary Schedule**

	<u>Salary Group</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<b>Bus Drivers:</b>				
Driver Level I (0-3 Years)	CVTD 01	\$ 10.00	\$ 12.25	\$ 14.51
Driver Level II (3-10 Years or New Hire with CDL)	CVTD 02	\$ 10.50	\$ 12.87	\$ 15.23
Driver Level III (10-15 Years)	CVTD 03	\$ 11.03	\$ 13.51	\$ 16.00
Driver Level IV (15+ Years)	CVTD 04	\$ 11.58	\$ 14.19	\$ 16.80
<b>Driver Supervisors:</b>				
Driver Level I (0-3 Years)	CVTD10	\$ 14.42	\$ 17.67	\$ 20.93
Driver Level II (3-10 Years or New Hire with Cert.)	CVTD11	\$ 15.14	\$ 18.56	\$ 21.97
Driver Level III (10-15 Years)	CVTD12	\$ 15.90	\$ 19.49	\$ 23.07
Driver Level IV (15+ Years)	CVTD13	\$ 16.70	\$ 20.46	\$ 24.23

Reflects 1.8% COLA awarded FY 16-17

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Head Start Director</b>				
Level I	HSD01	\$ 50,900.00	\$ 62,376.22	\$ 73,852.49
Level II	HSD02	\$ 53,445.00	\$ 65,495.03	\$ 77,545.11
Level III	HSD03	\$ 56,117.25	\$ 68,769.78	\$ 81,422.37
Level IV	HSD04	\$ 58,923.11	\$ 72,208.27	\$ 85,493.49
<b>Administrative Assistant</b>				
Level I	HSAA01	\$ 9.89	\$ 12.13	\$ 14.36
Level II	HSAA02	\$ 10.39	\$ 12.73	\$ 15.07
Level III	HSAA03	\$ 10.91	\$ 13.37	\$ 15.83
Level IV	HSAA04	\$ 11.45	\$ 14.04	\$ 16.62
<b>Education Manager</b>				
Level I	HSEM01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSEM02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSEM03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSEM04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Nutrition Manager</b>				
Level I	HSNM01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSNM02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSNM03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSNM04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Family Partnership Manager</b>				
Level I	HSFP01	\$ 17.37	\$ 21.28	\$ 25.20
Level II	HSFP02	\$ 18.24	\$ 22.35	\$ 26.46
Level III	HSFP03	\$ 19.15	\$ 23.46	\$ 27.78
Level IV	HSFP04	\$ 20.10	\$ 24.64	\$ 29.17
<b>Compliance Specialist</b>				
Level I	HSCS01	\$ 15.76	\$ 19.31	\$ 22.86
Level II	HSCS02	\$ 16.55	\$ 20.28	\$ 24.01
Level III	HSCS03	\$ 17.37	\$ 21.29	\$ 25.21
Level IV	HSCS04	\$ 18.24	\$ 22.36	\$ 26.47

Reflects 1.8% COLA awarded FY 16-17

**Head Start Service Provider Salary Schedule**

	<b>Salary Group</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Head Start Site Supervisor:</b>				
Level I - CDA	HSS01	\$ 12.55	\$ 15.38	\$ 18.21
Level II - AA	HSS02	\$ 13.18	\$ 16.15	\$ 19.12
Level III - BA	HSS03	\$ 13.84	\$ 16.96	\$ 20.08
Level IV	HSS04	\$ 14.53	\$ 17.81	\$ 21.08
<b>Head Start Teacher:</b>				
Level I - (CDA Waiver)	HST01	\$ 9.54	\$ 11.69	\$ 13.84
Level II - AA, ECE	HST02	\$ 10.02	\$ 12.27	\$ 14.53
Level III - BA, EHS Specialist	HST03	\$ 10.52	\$ 12.89	\$ 15.26
Level IV	HST04	\$ 11.04	\$ 13.53	\$ 16.02
<b>Head Start Teacher Assistant:</b>				
Level I - no experience	HSTA01	\$ 8.16	\$ 10.01	\$ 11.85
Level II - with experience, CDA	HSTA02	\$ 8.57	\$ 10.51	\$ 12.44
Level III - AA	HSTA03	\$ 9.00	\$ 11.03	\$ 13.06
Level IV - BA	HSTA04	\$ 9.45	\$ 11.58	\$ 13.71
<b>Head Start Cook/Custodian:</b>				
Level I	HSCC01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSCC02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSCC03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSCC04	\$ 8.65	\$ 10.60	\$ 12.55
<b>Head Start Cook:</b>				
Level I	HSC01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSC02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSC03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSC04	\$ 8.65	\$ 10.60	\$ 12.55
<b>Head Start Custodian:</b>				
Level I	HSCU01	\$ 7.47	\$ 9.16	\$ 10.84
Level II	HSCU02	\$ 7.85	\$ 9.61	\$ 11.38
Level III	HSCU03	\$ 8.24	\$ 10.10	\$ 11.95
Level IV	HSCU04	\$ 8.65	\$ 10.60	\$ 12.55



# Fringe Benefits

## FRINGE BENEFITS

### Section 1

- 1 Fringe Benefit Comparison
  - a) 6-Year review of Fringe Benefit Costs

### Section 2

- 1 Discretionary and Non-Discretionary Costs
  - a) Listing of all Fringe Benefits

### Section 3

- 1-4 Fringe Benefit Detail, by position
  - a) Estimating 10% increase to Health Benefits
  - b) Reflecting TCDRS 0.91% increase
    - 1) One-time hit for Mortality rate correction 0.78%
    - 2) Investment return 0.15%
    - 3) Raise assumption 0.13%
    - 4) Retirements 0.04%
    - 5) Withdrawals -0.19%
  - c) TMLIRP reflecting increased rates for Workers Compensation
    - Class code increases in Risk Pool:
      - 1) Clerical 8.20%
      - 2) Teacher/Teacher Assistant 24.83%
      - 3) Cook/Custodian 8.20%
      - 4) Drivers 8.20%

**CONCHO VALLEY COUNCIL OF GOVERNMENTS  
Fringe Benefit Comparison**

	<u>FY 11-12 YTD Budget</u>	<u>FY 12-13 YTD Budget</u>	<u>FY 13-14 YTD Budget</u>	<u>FY 14-15 YTD Budget</u>	<u>FY 15-16 YTD Budget</u>	<u>FY 16-17 YTD Budget</u>
Fringe Benefit Expense	2,153,644.09	1,978,912.71	2,068,185.65	2,286,496.18	2,366,185.18	2,350,196.06
Less Excess General Fund Allocation	-364,217.27	-250,000.00	-	-	-	-
<b>Total Fringe Benefit Expense</b>	<u>1,789,426.82</u>	<u>1,728,912.71</u>	<u>2,068,185.65</u>	<u>2,286,496.18</u>	<u>2,366,185.18</u>	<u>2,350,196.06</u>
<b>Direct Salaries</b>	<b>3,428,237.31</b>	<b>3,550,907.96</b>	<b>3,450,675.07</b>	<b>3,774,750.64</b>	<b>3,958,942.03</b>	<b>4,366,363.32</b>
<b>Fringe Benefit % Rate</b>	52.20%	48.69%	59.94%	60.57%	59.77%	53.83%
<b>Non-Discretionary Cost Rate</b>	18.76%	18.63%	18.52%	17.72%	16.29%	15.55%
<b>Discretionary Cost Rate</b>	33.44%	30.06%	41.41%	42.85%	43.48%	38.28%



**CONCHO VALLEY COUNCIL OF GOVERNMENTS**  
**Fringe Benefit FY 16-17**

**Discretionary Personnel Costs:**

**Release Time**

- Head Start Site Centers - 10 days leave
- Head Start Site Centers - 5 days Spring Break
- Vacation 10-15 days, excluding Head Start Site Centers
- Holidays:
  - New Years Day
  - Martin Luther King Day
  - President's Day, Head Start Site Ctr get 1 day Winter Break instead
  - Good Friday
  - Memorial Day
  - July 4th, Head Start Site Ctr get 1 day Winter Break instead
  - Labor Day
  - Veteran's Day, Head Start Site Ctr get 1 day Winter Break instead
  - 2-Thanksgiving
  - Christmas Eve
  - Christmas Day
  - Day After Christmas (not recognized in 2016 due to timing)

<b>Total Release Time</b>	<b>513,323</b>
---------------------------	----------------

**Benefit Program**

Health Insurance	1,159,350	
Dental Insurance	45,880	
Life Ins, AD&D & Disability	44,843	
<b>Total Benefit Program</b>		<b>1,157,921</b>

<b>Sub-total Discretionary Personnel Costs</b>	<b>1,671,244</b>
--	------------------

<b>Total Discretionary Personnel Costs</b>	<b>1,671,244</b>
<b>Discretionary Percentage on Chargeable Time</b>	<b>38.28%</b>

**Non-Discretionary Personnel Costs:**

Worker's Compensation	67,913	
State Unemployment Tax	27,341	
Medicare Payroll Tax	63,312	
Pension Plan (In Lieu of Social Security)	520,386	
<b>Total Non-Discretionary Personnel Costs</b>		<b>678,952</b>

<b>Non-Discretionary Percentage on Chargeable Time</b>	<b>15.55%</b>
--	---------------

**Note: Basis for Allocation of Benefit Programs**

Gross Salaries	4,730,660
Less Release Time	<u>-364,297</u>
Total Chargeable Time	4,366,363

**Basis for Fringe Benefit calculation: Total Chargeable Time x's Fringe Benefit Rate**

CONCHO VALLEY COUNCIL OF GOVERNMENTS  
FRINGE BENEFITS  
October 1, 2016 - September 30, 2017

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	currently	Projected increase, per Insurance agent	Health Program	Dental Program	Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2017 TCDRS 0.1216 Pension Plan	Oct-Dec 2016 TCDRS 0.1125 Pension Plan
					\$ 7,169.76	\$ 303.84								
Executive Director	2/1/2014	91,341	10,149	101,490	7,887		304		1,173	171	1,472	241	9,256	2,854
Director of Administration	12/20/1993	54,000	6,000	60,000	7,887		304		694	171	870	143	5,472	1,688
Director of Finance	3/19/2007	62,072	6,897	68,969	7,887		304		673	171	1,000	164	6,290	1,940
Human Resources Manager	5/1/2015	42,728	4,748	47,476	7,887		304		463	171	688	113	4,330	1,335
Accounting Payable Manager	7/16/2007	36,017	4,002	40,019	7,887		304		391	171	580	95	3,650	1,126
Accounting Technician I	5/18/2011	23,369	2,597	25,965	7,887		304		253	171	376	62	2,368	730
Payroll Coordinator/CVTD AP Manager	2/8/2016	27,534	3,059	30,593	7,887		304		299	171	444	73	2,790	860
Procurement Officer	6/3/2013	38,446	4,272	42,718	7,887		304		417	171	619	101	3,896	1,201
Administrative Assistant/Back-up Receptionist	10/8/2013	23,407	2,601	26,008	7,887		304		254	171	377	62	2,372	731
Full-Time Receptionist/Administrative Assistant	10/28/2013	21,528	2,392	23,920	7,887		304		233	171	347	57	2,182	673
		420,443	46,716	467,159	78,867		3,038	4,850	1,710	6,774	1,110		42,605	13,139
Network Administrator/MIS/Web/Security	10/1/2008	45,000	5,000	50,000	0		304	488	171	725	119		4,560	1,406
Technical Support Specialist	6/9/2014	28,080	3,120	31,200	0		304	305	171	452	74		2,845	878
		73,080	8,120	81,200	0		304	793	342	1,177	193		7,405	2,284
Program Specialist/GIS Tech	11/9/2009	33,899	3,767	37,666	7,887		304	368	171	546	89		3,435	1,059
Regional Services Coordinator	10/23/2015	29,558	3,284	32,842	7,887		304	321	171	476	78		2,995	924
Regional Services Director	8/17/1998	48,653	5,406	54,059	7,887		304	528	171	784	128		4,930	1,520
		112,111	12,457	124,568	23,660		912	1,216	513	1,806	296		11,361	3,503
Area Agency on Aging Director	10/25/2005	54,106	6,012	60,118	7,887		304	587	171	872	143		5,483	1,691
Information Specialist/Admin Assistant	Closed	0	0	0	0		0	0	0	0	0		0	0
Field Ombudsman	12/1/2011	25,528	2,836	28,363	0		304	277	171	411	67		2,587	798
Benefits Counselor (550 annual hours)	1/0/1900	5,500	0	5,500	0		0	0	105	80	13		0	341
Benefits Counselor (550 annual hours)	1/0/1900	5,500	0	5,500	0		0	0	105	80	13		0	341
Benefits Counselor III	4/16/2012	33,461	3,718	37,179	7,887		304	363	171	539	88		3,391	1,046
Caregiver Coordination/Care Coordination Specialist	6/1/2015	29,558	3,284	32,842	7,887		304	321	171	476	78		2,995	924
Program Manager	6/1/2015	32,375	3,597	35,973	7,887		304	351	171	522	85		3,281	1,012
Benefits Counseling	6/1/2015	29,558	3,284	32,842	7,887		304	321	171	476	78		2,995	924
Nutrition/Data Management	6/1/2015	29,558	3,284	32,842	7,887		304	321	171	476	78		2,995	924
Care Coordinator I/Transportation	2/3/2014	32,120	3,569	35,689	7,887		304	348	171	517	85		3,255	1,004
Managing Local Ombudsman/Benefits Counseling	1/20/2014	32,626	3,625	36,251	7,887		304	354	171	526	86		3,306	1,020
		309,891	33,210	343,101	63,094		2,735	3,241	1,748	4,975	815		30,288	10,022
Senior Companion Program Director (40%)	10/24/2013	19,476	2,164	21,640	0		0	211	86	314	51		1,974	609
SCP Program Manager Coordinator (40%)	7/1/2015	13,705	1,523	15,228	0		152	149	86	221	36		1,389	428
		33,181	3,687	36,868	0		152	360	171	535	88		3,362	1,037
Foster Grandparent Program Director (60%)	10/24/2013	29,214	3,246	32,460	0		0	317	86	471	77		2,960	913
FGP Program Manager Coordinator (60%)	7/1/2015	20,557	2,284	22,842	0		152	223	86	331	54		2,083	642
		49,772	5,530	55,302	0		152	540	171	802	131		5,044	1,555
211 Program Manager Director	10/24/2013	45,074	5,008	50,082	7,887		304	489	171	726	119		4,568	1,409
211 I&R Specialist	3/1/2012	22,150	2,461	24,612	7,887		304	240	171	357	58		2,245	692
211 I&R Specialist	2/16/2012	23,382	2,598	25,980	7,887		304	254	171	377	62		2,369	731
		90,607	10,067	100,674	23,660		912	983	513	1,460	239		9,181	2,831

CONCHO VALLEY COUNCIL OF GOVERNMENTS  
FRINGE BENEFITS  
October 1, 2016 - September 30, 2017

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	currently	10.00%	303.84	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2017	Oct-Dec 2016
					Projected increase, per Insurance agent New Rate	\$ 7,886.74	\$ 303.84				TCDRS 0.1216 Pension Plan	TCDRS 0.1125 Pension Plan
Criminal Justice Instructor	2/2/2015	51,495	5,722	57,217	7,887	304	558	171	830	136	5,218	1,609
Homeland Security Planner	1/16/2006	36,017	4,002	40,019	7,887	304	391	171	580	95	3,650	1,126
Assistant Homeland Security Coordinator	12/6/2004	31,785	3,532	35,317	7,887	304	345	171	512	84	3,221	993
		119,297	13,255	132,553	23,660	912	1,294	513	1,922	315	12,089	3,728
Public Safety Director	1/1/1990	63,774	7,086	70,860	0	304	692	171	1,027	168	6,462	1,993
Program Specialist/GIS Tech	7/27/2015	31,601	3,511	35,112	7,887	304	343	171	509	83	3,202	988
911 GIS Lead Manager	1/2/2002	49,727	5,525	55,252	7,887	304	539	171	801	131	5,039	1,554
911 GIS Manager	10/19/2009	33,546	3,727	37,274	7,887	304	364	171	540	89	3,399	1,048
911 GIS Manager (300 hrs annually)	9/1/2009	5,026	558	5,584	0	0	0	106	81	13	509	157
911 GIS Manager (300 hrs annually)	9/1/2009	6,071	675	6,746	0	0	0	128	98	16	615	190
911 GIS Manager	12/8/2006	35,503	3,945	39,448	7,887	304	385	171	572	94	3,598	1,109
911 GIS Manager	8/16/2013	31,028	3,448	34,476	7,887	304	336	171	500	82	3,144	970
		256,277	28,475	284,753	39,434	1,823	2,659	1,200	4,129	677	25,969	8,009
Head Start Director	7/19/2004	60,199	6,689	66,887	7,887	304	653	171	970	159	6,100	1,881
Program/MH/DIS Mgr	7/27/2004	52,743	5,860	58,604	7,887	304	572	171	850	139	5,345	1,648
Nutrition/Parent Involvement/Governing Board Mgr	8/2/2004	47,737	5,304	53,041	7,887	304	518	171	769	126	4,837	1,492
Family & Comm/ERSEA/Facilities Mgr	8/1/2005	38,825	4,314	43,139	7,887	304	421	171	626	102	3,934	1,213
Compliance Specialist	7/17/2006	37,884	4,209	42,093	7,887	304	411	171	610	100	3,839	1,184
Head Start-Admin Assistant	7/28/2014	19,613	2,179	21,792	7,887	304	213	171	316	52	1,987	613
Center Director/FSW - Big Lake	12/30/2015	28,111	0	28,111	7,887	304	274	171	408	156	2,564	791
Center Director/FSW - Menard	8/9/2004	31,703	0	31,703	7,887	304	309	171	460	176	2,891	892
Center Director/FSW - Robert Lee	7/18/2013	33,617	0	33,617	7,887	304	328	171	487	186	3,066	945
Center Director/FSW - Mertzon	7/17/2006	33,617	0	33,617	7,887	304	328	171	487	186	3,066	945
Center Director/FSW - Christoval	8/20/2007	34,787	0	34,787	7,887	304	340	171	504	193	3,173	978
Center Director/FSW - Eldorado	8/9/2004	31,719	0	31,719	7,887	304	310	171	460	176	2,893	892
Center Director/FSW - Junction	3/17/2014	30,296	0	30,296	7,887	304	296	171	439	168	2,763	852
Center Director/FSW - Ozona	10/3/2005	30,968	0	30,968	7,887	304	302	171	449	172	2,824	871
Center Director/FSW - Eden	8/9/2004	30,990	0	30,990	7,887	304	302	171	449	172	2,826	872
Cook - Big Lake	8/9/2004	19,358	0	19,358	7,887	304	189	171	281	490	1,765	544
Cook (1690 annual hours) - Ozona	8/9/2004	15,728	0	15,728	7,887	304	154	171	228	398	1,434	442
Cook/Custodian - Eldorado	8/9/2004	19,358	0	19,358	7,887	304	189	171	281	490	1,765	544
Cook/Custodian - Junction	8/12/2015	18,892	0	18,892	7,887	304	184	171	274	478	1,723	531
Cook/Custodian - Menard	8/23/2012	18,894	0	18,894	7,887	304	184	171	274	478	1,723	531
Cook/Custodian - Eden	3/1/2016	17,503	0	17,503	7,887	304	171	171	254	443	1,596	492
Cook/Custodian - Mertzon	7/22/2013	19,358	0	19,358	7,887	304	189	171	281	490	1,765	544
Custodian - Big Lake (621 hours)	3/1/2016	4,681	0	4,681	0	0	0	89	68	118	427	132
Custodian - Junction (621 hours)		4,681	0	4,681	0	0	0	89	68	118	427	132
Custodian - Eden (621 hours)		4,681	0	4,681	0	0	0	89	68	118	427	132
Custodian - Ozona (621 hours)		4,681	0	4,681	0	0	0	89	68	118	427	132
Custodian - Christoval (621 hours)		4,681	0	4,681	0	0	0	89	68	118	427	132
Teacher - Eden	2/9/2016	21,216	0	21,216	7,887	304	207	171	308	118	1,935	597
Teacher - Big Lake	7/22/2010	28,217	0	28,217	7,887	304	275	171	409	156	2,573	794
Teacher - Big Lake	7/25/2011	22,181	0	22,181	7,887	304	216	171	322	123	2,023	624
Teacher - Eldorado	9/9/2014	28,220	0	28,220	7,887	304	275	171	409	156	2,574	794
Teacher - Christoval	7/26/2012	28,982	0	28,982	7,887	304	283	171	420	161	2,643	815
Teacher - Menard	8/9/2004	29,467	0	29,467	7,887	304	288	171	427	163	2,687	829
Teacher Assist - Mertzon	10/23/2006	20,153	0	20,153	7,887	304	197	171	292	112	1,838	567

CONCHO VALLEY COUNCIL OF GOVERNMENTS  
FRINGE BENEFITS  
October 1, 2016 - September 30, 2017

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	currently		Health Program	Dental Program	Life Program	First \$9,000 SUTA	0.0145 Medicare	Workers Comp	Jan-Sept 2017 TCDRS 0.1216 Pension Plan	Oct-Dec 2016 TCDRS 0.1125 Pension Plan
					\$ 7,169.76	\$ 303.84								
					Projected increase, per Insurance agent New Rate									
Teacher Assistant - Ozona	12/16/2014	19,476	0	19,476	7,887	304	190	171	282	108	1,776	548		
Teacher - Junction	7/28/2014	28,329	0	28,329	7,887	304	276	171	411	157	2,584	797		
Teacher Assist - Big Lake	2/1/2016	18,458	0	18,458	7,887	304	180	171	268	102	1,683	519		
Teacher - Junction	10/4/2004	25,296	0	25,296	7,887	304	247	171	367	140	2,307	711		
Teacher - Mertzon	7/25/2011	28,408	0	28,408	7,887	304	277	171	412	157	2,591	799		
Teacher Assist - Menard	7/22/2010	20,153	0	20,153	7,887	304	197	171	292	112	1,838	567		
Teacher Assist - Junction	11/29/2007	19,476	0	19,476	7,887	304	190	171	282	108	1,776	548		
Teacher Assist - Junction	7/25/2011	18,892	0	18,892	7,887	304	184	171	274	105	1,723	531		
Teacher Assist - Eden	2/3/2015	18,670	0	18,670	7,887	304	182	171	271	104	1,703	525		
Teacher Assist - Big Lake	8/3/2015	18,286	0	18,286	7,887	304	178	171	265	101	1,668	514		
Teacher Assist - Big Lake		18,436	0	18,436	7,887	304	180	171	267	102	1,681	519		
Teacher Assist - Eldorado	10/10/2014	18,070	0	18,070	7,887	304	176	171	262	100	1,648	508		
Teacher - Big Lake	8/3/2015	28,673	0	28,673	7,887	304	280	171	416	159	2,615	806		
Teacher Assist - Christoval		18,431	0	18,431	7,887	304	180	171	267	102	1,681	518		
Teacher - Ozona	3/16/2007	22,881	0	22,881	7,887	304	223	171	332	127	2,087	644		
Teacher Assist - Robert Lee	7/29/2014	18,892	0	18,892	7,887	304	184	171	274	105	1,723	531		
		1,214,570	28,556	1,243,126	354,903	13,673	11,904	8,140	18,025	8,999	113,373	34,963		
Finance Manager		36,720	4,080	40,800	7,887	304	398	171	592	97	3,721	1,148		
Maintenance/Admin Manager	11/2/2015	45,900	5,100	51,000	7,887	304	498	171	740	121	4,651	1,434		
Mobility Manager	1/4/2016	36,720	4,080	40,800	7,887	304	398	171	592	97	3,721	1,148		
Transit Medicaid Coordinator	4/26/2016	22,913	2,546	25,459	7,887	304	248	171	369	60	2,322	716		
Admin/Accounting Assistance	6/6/2016	21,959	2,440	24,398	7,887	304	238	171	354	58	2,225	686		
Drug/Alcohol Specialist/Driver Trainer	Closed	0	0	0	0	0	0	0	0	0	0	0		
Reimbursement Specialist	Closed	0	0	0	0	0	0	0	0	0	0	0		
Accounting Tech	1/12/2016	21,959	2,440	24,398	7,887	304	238	171	354	58	2,225	686		
Road Supervisor	11/3/2015	30,254	3,362	33,616	7,887	304	328	171	487	1,555	3,066	945		
Compliance Manager	6/6/2016	29,558	3,284	32,842	7,887	304	321	171	476	78	2,995	924		
Road Supervisor	1/4/2016	30,254	3,362	33,616	7,887	304	328	171	487	1,555	3,066	945		
Road Supervisor	9/1/2006	30,254	3,362	33,616	7,887	304	328	171	487	1,555	3,066	945		
Maintenance Tech-Vehicles	Closed	0	0	0	0	0	0	0	0	0	0	0		
Maintenance Tech-Building	4/26/2016	19,094	2,122	21,216	7,887	304	207	171	308	537	1,935	597		
Dispatcher	Closed	0	0	0	0	0	0	0	0	0	0	0		
Dispatcher/Customer Service Representative	10/21/2006	26,408	2,934	29,342	7,887	304	286	171	425	70	2,676	825		
Dispatcher/Customer Service Representative	6/11/2007	24,498	2,722	27,220	7,887	304	266	171	395	966	2,482	766		
Dispatcher/Customer Service Representative	2/1/2012	22,360	2,484	24,844	7,887	304	242	171	360	882	2,266	699		
Customer Service-Load/Data Entry	4/2/2012	21,405	2,378	23,783	7,887	304	232	171	345	844	2,169	669		
Fixed Route Transportation Driver	6/23/2015	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver	4/3/2014	20,419	2,269	22,688	7,887	304	221	171	329	1,049	2,069	638		
Fixed Route Transportation Driver	9/11/2006	26,312	2,924	29,236	7,887	304	285	171	424	1,352	2,666	822		
Fixed Route Transportation Driver (currently PT)	3/28/2016	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver	2/1/2012	20,956	2,328	23,284	7,887	304	227	171	338	1,077	2,123	655		



CONCHO VALLEY COUNCIL OF GOVERNMENTS  
FRINGE BENEFITS  
October 1, 2016 - September 30, 2017

POSITION	Hire Date	TOTAL DIRECT	Leave Time	TOTAL Salary	currently	10.00%	303.84	First 59,000 SUTA	0.0190 Medicare	Workers Comp	Jan-Sept 2017	Oct-Dec 2016		
					Projected increase, per Insurance agent	New Rate	Health Program				Dental Program	Life Program	TCDRS 0.1216 Pension Plan	TCDRS 0.1125 Pension Plan
					\$ 7,169.76	\$ 7,886.74								
Fixed Route Transportation Driver	2/24/2009	21,114	2,346	23,461	7,887	304	229	171	340	1,085	2,140	660		
Fixed Route Transportation Driver	4/13/2015	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver	6/1/2015	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver (currently PT)	4/26/2016	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver	9/3/2013	20,419	2,269	22,688	7,887	304	221	171	329	1,049	2,069	638		
Fixed Route Transportation Driver (currently PT)	4/11/2016	20,049	2,228	22,277	7,887	304	217	171	323	1,030	2,032	627		
Fixed Route Transportation Driver (currently PT)		21,367	2,374	23,741	7,887	304	232	171	344	1,098	2,165	668		
Part-Time Transportation Driver DR (1560 hrs)	2/9/2016	14,321	1,591	15,912	7,887	304	155	171	231	565	1,451	448		
Part-Time Transportation Driver DR (1560 hrs)	3/17/2015	15,037	1,671	16,708	7,887	304	163	171	242	593	1,524	470		
Urban Demand Transportation Driver	9/4/2012	20,057	2,229	22,286	7,887	304	218	171	323	791	2,032	627		
Part-Time Transportation Driver FR (1560 hrs)	6/18/2012	15,731	1,748	17,479	7,887	304	171	171	253	808	1,594	492		
Urban Demand Transportation Driver (currently PT)		23,557	2,617	26,175	7,887	304	255	171	380	929	2,387	736		
Urban Demand Transportation Driver	9/1/2006	24,670	2,741	27,411	7,887	304	268	171	397	973	2,500	771		
Urban Demand Transportation Driver	8/18/2014	20,412	2,268	22,680	7,887	304	221	171	329	805	2,068	638		
Urban Demand Transportation Driver (currently PT)		20,049	2,228	22,277	7,887	304	217	171	323	790	2,032	627		
Urban Demand Transportation Driver		20,057	2,229	22,286	7,887	304	218	171	323	791	2,032	627		
Urban Demand Transportation Driver	9/16/2006	26,040	2,893	28,934	7,887	304	282	171	420	1,027	2,639	814		
Urban Demand Transportation Driver	12/8/2014	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Urban Demand Transportation Driver	11/10/2014	20,068	2,230	22,298	7,887	304	218	171	323	791	2,034	627		
Urban Demand Transportation Driver	8/18/2014	20,400	2,267	22,667	7,887	304	221	171	329	804	2,067	637		
Urban Demand Transportation Driver	5/15/2013	19,445	2,161	21,606	7,887	304	211	171	313	767	1,970	608		
Urban Demand Transportation Driver	5/11/2016	20,049	2,228	22,277	7,887	304	217	171	323	790	2,032	627		
Urban Demand Transportation Driver	11/3/2014	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Urban Demand Transportation Driver	5/21/2013	20,438	2,271	22,709	7,887	304	222	171	329	806	2,071	639		
Urban Demand Transportation Driver	2/23/2015	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Urban Demand Transportation Driver	11/21/2008	21,134	2,348	23,482	7,887	304	229	171	340	833	2,142	660		
Part-Time Transportation Driver DR (1560 hrs)	11/26/2007	16,395	1,822	18,217	7,887	304	178	171	264	646	1,661	512		
Urban Demand Transportation Driver	10/1/2015	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Urban Demand Transportation Driver	8/16/2011	20,057	2,229	22,286	7,887	304	218	171	323	791	2,032	627		
Urban Demand Transportation Driver	7/16/2015	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Urban Demand Transportation Driver		19,656	2,184	21,840	7,887	304	213	171	317	775	1,992	614		
Part-Time Transportation Driver DR (1560 hrs)		14,742	1,638	16,380	7,887	304	160	171	238	581	1,494	461		
Part-Time Transp Driver-McCulloch County (1560 hrs)	9/1/2014	14,321	1,591	15,912	7,887	304	155	171	231	565	1,451	448		
Part-Time Transp Sterling County Driver DR (1560 hrs)	10/12/2015	15,037	1,671	16,708	7,887	304	163	171	242	593	1,524	470		
Transportation Driver-Coke County/Bronze	9/1/2014	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Transportation Driver-Coke County/Robert Lee	9/1/2014	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Transportation Driver-Concho County	4/11/2016	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Transportation Driver-Crockett County	5/1/2006	23,557	2,617	26,175	7,887	304	255	171	380	929	2,387	736		
Transportation Driver-Crockett County	9/1/2014	29,120	3,236	32,355	7,887	304	316	171	469	1,148	2,951	910		
Transportation Driver-Iron County	6/1/2015	20,049	2,228	22,277	7,887	304	217	171	323	790	2,032	627		
Transportation Driver-Kimble County (moved to FT)	9/1/2014	24,749	2,750	27,499	7,887	304	268	171	399	976	2,508	773		
Transportation Driver-McCulloch County	3/23/2007	20,279	2,253	22,533	7,887	304	220	171	327	800	2,055	634		
Transportation Driver-McCulloch County	4/13/2015	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Transportation Driver-Menard County	10/12/2015	20,049	2,228	22,277	7,887	304	217	171	323	790	2,032	627		
Transportation Driver-Regan County	9/1/2014	33,838	3,760	37,598	7,887	304	367	171	545	1,334	3,429	1,057		
Transportation Driver-Regan County	9/1/2014	37,616	4,180	41,796	7,887	304	408	171	606	1,483	3,812	1,176		
Transportation Driver-Schlesier	9/1/2014	23,577	2,620	26,197	7,887	304	256	171	380	930	2,389	737		
Transportation Driver-Schlesier	9/1/2014	22,246	2,472	24,718	7,887	304	241	171	358	877	2,254	695		
Transportation Driver-Sutton County	6/1/2015	19,094	2,122	21,216	7,887	304	207	171	308	753	1,935	597		
Transportation Driver-Sutton County	9/1/2014	29,179	3,242	32,421	7,887	304	316	171	470	1,150	2,957	912		
POC-Transportation Driver	3/28/2016	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	9/1/2014	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver	9/1/2014	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver	5/10/2016	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver	5/10/2016	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver		8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	1/0/1900	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	5/11/2016	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver	5/11/2016	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	5/11/2016	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver	4/11/2016	7,710	0	7,710	0	0	146	112	274	703	217	217		
POC-Transportation Driver		8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	5/10/2016	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	4/11/2016	8,096	0	8,096	0	0	154	117	287	738	228	228		
POC-Transportation Driver	5/27/2014	8,096	0	8,096	0	0	154	117	287	738	228	228		
		0	0	0	0	0	0	0	0	0	0	0		
		0	0	0	0	0	0	0	0	0	0	0		
		1,687,134	174,224	1,861,358	552,072	21,269	17,004	14,233	26,990	61,199	169,756	52,351		
		4,366,363	364,297	4,730,660	1,159,350	45,880	44,843	29,314	68,595	74,061	430,433	133,422		
			FY 15-16	FY 16-17										
		# of Positions	164.00	177.00										
		# FTEs	154.25	155.50										

# Indirect Budget



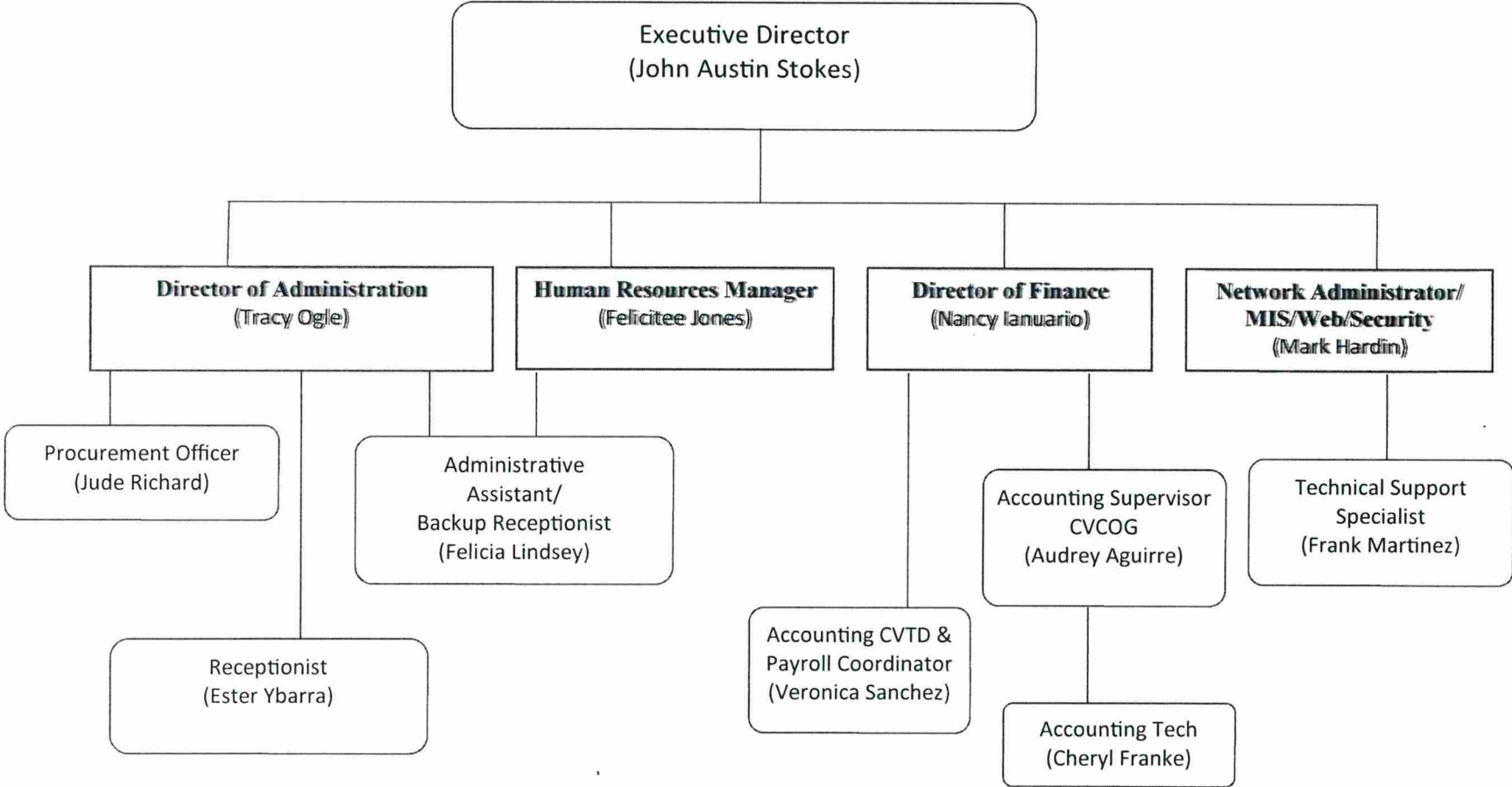
## INDIRECT

- 1 Administration Department Work Chart
- 1 Cognizant agency uses a Predetermined Cost Rate  
Rate of 16.11% is based on FY 14-15 Audit Report  
Schedule of Indirect Costs

### Indirect

- 1 6 year Rate Comparison
- 2 6 year Indirect Annual Budget Summary
- 3 Indirect Cost-Salaries
- 4 Indirect - Audit n Legal
- 5 Indirect - Contract Services
- 6 Indirect - Travel
- 7 Indirect - Rent
- 8 Indirect - Utilities
- 9 Indirect - Maintenance
- 10 Indirect - Supplies
- 11 Indirect - Computer
- 12 Indirect - Copier
- 13 Indirect - General Insurance
- 14 Indirect - Cell Phones
- 15 Indirect - Printing
- 16 Indirect - Ads & Promotions
- 17 Indirect - Publications
- 18 Indirect - Training
- 19 Indirect - Dues and Fees
- 20 Indirect - Communications
- 21 Indirect - Postage/Freight
- 22 Indirect - Other

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



From CVCOG Audit Report Year Ending September 30, 2015  
**CONCHO VALLEY COUNCIL OF GOVERNMENTS**

SCHEDULE 2

**SCHEDULE OF INDIRECT COSTS**  
**FOR THE YEAR ENDED SEPTEMBER 30, 2015**

	Budget	Actual	Variance
Indirect salaries	\$ 417,938	\$ 393,202	\$ 24,736
Fringe benefits	208,763	177,203	31,560
Subtotal indirect payroll costs	<u>626,701</u>	<u>570,405</u>	<u>56,296</u>
Audit and legal	36,000	26,000	10,000
Contract	1,200	-	1,200
Travel - in region	11,636	8,754	2,882
Travel - out of region	11,213	4,887	6,326
Rent	52,923	53,936	( 1,013)
Utilities	11,175	11,458	( 283)
Building maintenance	8,340	7,931	409
Supplies	9,150	4,742	4,408
Internal computer/software	43,810	19,300	24,510
Copier	2,200	( 9,037)	11,237
Insurance	7,000	7,906	( 906)
Cell phones	1,587	1,432	155
Printing	2,900	1,946	954
Publications	4,880	1,377	3,503
Training	7,100	2,509	4,591
Dues and fees	25,665	24,026	1,639
Communications	27,860	22,555	5,305
Postage/freight	8,564	8,815	( 251)
Other	-	7,011	( 7,011)
Subtotal other indirect costs	<u>273,203</u>	<u>205,548</u>	<u>67,655</u>
Total indirect costs	899,904	775,953	123,951
Less: CVCOG membership dues	( 7,065)	( 7,575)	510
Net indirect costs	<u>892,839</u>	768,378	<u>\$ 124,461</u>
Less: prior period over allocation of indirect costs		( 1,443)	
Add: current year over recovery of indirect costs		37,887	
Net indirect costs recovered in 2015	<u>892,839</u>	<u>804,822</u>	
<b><u>RECONCILIATION TO SCHEDULE 1</u></b>			
Less: costs allocated to CVTD and CVEDD		( 379,776)	
Indirect costs per Schedule 1		<u>425,046</u>	
<b><u>CALCULATION OF INDIRECT COST RATE</u></b>			
Total salaries per Schedule 3	3,774,751	3,629,607	
Net fringe benefits direct billed	2,286,496	1,936,226	
Less: indirect personnel costs	( 626,701)	( 570,405)	
Total program personnel costs	<u>\$ 5,434,546</u>	<u>\$ 4,995,428</u>	
Actual net indirect costs / total program personnel costs	<u>16.43%</u>	<u>15.38%</u>	
Net indirect costs recovered / total program personnel costs	<u>16.43%</u>	<u>16.11%</u>	

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

	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>
	<u>Budget</u>	<u>Budget</u>	<u>Budget</u>	<u>Budget</u>	<u>Budget</u>	<u>Budget</u>
Total Program Personnel Expense	4,715,893	4,653,996	4,897,323	5,455,291	5,650,188	6,020,519
Administrative Indirect Expense	601,748	689,809	788,355	878,302	909,680	969,906
Indirect % Rate	12.76%	14.82%	16.10%	16.10%	16.10%	16.11%

	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
Total Program Personnel Expense	4,534,150	4,435,489	4,606,266	4,995,428
Administrative Indirect Expense	542,123	657,116	761,376	768,378
Indirect % Rate	11.96%	14.81%	16.53%	15.38%

Account Code	Account Title	11-12 Actual	12-13 Actual	13-14 Actual	14-15 Actual	15-16 Budget	16-17 Budget	Variance
								15-16 Budget vs 16-17 Budget
099	ADMINISTRATIVE INDIRECT COSTS							
5110	Salaries	360,701.82	396,070.74	391,190.93	393,201.92	451,332.62	493,523.57	42,190.95
5150	Fringe Benefits	174,045.10	192,846.85	234,479.87	177,203.54	223,607.02	219,427.34	(4,179.68)
5231	Audit & Legal	25,070.00	285.00	34,000.00	26,000.00	36,000.00	36,000.00	-
5291	Contract Services	5,574.00	0.00	212.80	0.00	0.00	6,500.00	6,500.00
5309	Travel-In Region	7,548.70	8,574.94	10,644.65	8,753.81	11,793.92	7,881.80	(3,912.12)
5310	Travel-Out of Region	8,474.45	2,224.99	8,332.43	4,886.96	12,112.80	13,364.80	1,252.00
5411	Rent	48,923.00	49,289.50	52,974.70	53,936.15	55,808.99	60,123.67	4,314.68
5431	Utilities	9,312.44	9,391.87	10,175.00	11,457.87	4,792.80	13,554.66	8,761.86
5451	Bldg Maintenance	8,570.38	7,813.30	7,864.32	7,931.43	8,780.06	9,512.81	732.75
5510	Supplies	11,806.70	3,132.51	2,381.57	4,741.90	3,200.00	7,144.51	3,944.51
5622	Software/Computers	14,781.54	3,965.72	14,115.36	25,435.38	31,803.00	40,851.00	9,048.00
5632	Copier	(10,711.68)	(3,371.40)	(2,474.27)	(9,037.04)	(1,750.00)	(9,912.72)	(8,162.72)
5711	Insurance	7,428.00	7,413.28	6,470.42	7,906.04	8,696.64	9,688.76	992.12
5713	Cell Phones	1,729.51	1,731.30	1,557.19	1,432.36	1,280.00	1,252.74	(27.26)
5721	Printing	976.95	2,742.68	2,629.38	1,945.61	3,400.00	3,973.84	573.84
5722	Ads & Promotions	413.57	643.92	537.96	874.63	2,075.00	2,350.00	275.00
5723	Publications	2,987.57	1,972.16	4,048.20	1,377.08	2,700.00	2,850.00	150.00
5751	Training	4,220.99	1,794.00	2,333.63	2,509.25	6,600.00	8,560.00	1,960.00
5753	Dues and fees	22,724.19	23,174.76	18,793.23	24,026.49	28,827.20	31,470.16	2,642.96
5761	Communications	20,940.02	8,986.09	6,780.58	22,554.93	18,200.56	3,766.28	(14,434.28)
5762	Postage/freight	13,773.86	15,795.55	7,081.98	8,815.37	7,484.89	8,022.44	537.55
5791	Other	0.00	0.00	0.00	0.00	0.00	0.00	-
	Sub-Total	739,291.11	734,477.76	814,129.93	775,953.68	916,745.50	969,905.65	53,160.15
	CVCOG Membership Dues	(8,686.00)	(6,363.67)	(7,272.35)	(7,575.35)	(7,065.00)	0.00	
	General Fund Excess	(188,482.00)	(70,997.64)	(45,481.39)	0.00	0.00	0.00	
	Report Difference	542,123.11	657,116.45	761,376.19	768,378.33	909,680.50	969,905.65	
	Administrative Indirect % Rate	0.1196	0.1481	0.1653	0.1538	0.1610	0.1611	



CONCHO VALLEY COUNCIL OF GOVERNMENTS  
 SALARY BREAKDOWN BY PROGRAMS  
 October 1, 2015 - September 30, 2016

POSITION	Budget FY 16-17		Budget FY 15-16		Budget FY 14-15		Budget FY 13-14		Budget FY 12-13		Budget FY 11-12	
	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS	TOTAL DIRECT SALARY	TOTAL FRINGE BENEFITS
Executive Director	91,341	33,507	86,565	34,582	75,680	37,803	80,292	40,165	82,159	41,099	41,877	21,860
Director of Administration	54,000	23,227	50,284	23,224	48,731	24,341	46,857	23,440	38,357	19,188	34,218	17,862
Director of Finance	62,072	25,325	58,827	25,898	57,010	28,477	55,892	27,960	57,192	28,610	51,021	26,633
Human Resources Manager	42,728	20,039	35,496	18,595	47,328	23,641	27,952	13,983	57,204	28,616	38,274	19,979
Procurement Officer	38,446	18,869	36,436	18,889	-	-	-	-	-	-	-	-
Network Administrator/MIS/Web/Security	45,000	12,773	42,188	13,520	40,886	20,423	40,084	20,052	41,016	20,518	34,957	18,248
Technical Support Specialist	28,080	7,845	24,475	14,841	24,271	12,124	23,795	11,903	13,728	6,867	-	-
Accounts Payable Manager	36,017	18,205	33,244	17,890	32,218	16,093	29,763	14,889	30,455	15,235	21,504	11,225
Accountant I (Removed to add Payroll Coord)	-	-	-	-	-	-	26,394	13,204	24,038	12,025	21,900	11,432
Accounting Technician I (removed position)	-	-	-	-	-	-	-	-	20,738	10,374	17,542	9,157
Accounting Technician I	23,369	14,748	20,710	13,966	20,070	10,025	19,677	9,843	18,853	9,431	17,227	8,993
Payroll Coordinator/CVTD AP Manager	27,534	15,886	23,571	14,861	22,842	11,410	-	-	-	-	21,504	11,225
Administrative Assistant/Back-up Receptionist	23,407	14,759	21,651	14,260	21,471	10,725	20,571	10,291	20,186	10,098	17,227	8,993
Full-Time Receptionist/Administrative Assistant	21,528	14,245	17,886	13,082	17,737	8,860	16,994	8,501	16,968	8,488	12,501	6,526
Total Administrative	493,524	219,427	451,333	223,607	408,244	203,921	388,271	194,230	420,894	210,549	329,753	172,131
% increase over prior year	9%		11%		5%		-8%		28%			

Note: FY 11-12, the Executive Director billed directly to Transit District & CVEDD.

Services provided under Indirect:

- Executive Director
- Accounts Payable
- Procurement Officer
- Grant Billing/Receivable
- Cash Management
- Financial Reporting, Budgeting, and Ad Hoc Reports
- Payroll Processing
- Employee Benefit Management
- Human Resources
- Building Management and Receptionist
- Record Management
- Network Administration, MIS, Web
- Employee Security

Account 5231  
 Audit and Legal

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16 Incurring	Budget
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b><u>Audit and Legal</u></b>							
Annual Financial Audit	25,000.00	-	34,000.00	26,000.00	30,000.00	19,500.00	30,000.00
Legal Services	70.00	285.00	-	-	6,000.00	-	6,000.00
<b>Total</b>	<b>\$ 25,070.00</b>	<b>\$ 285.00</b>	<b>\$ 34,000.00</b>	<b>\$ 26,000.00</b>	<b>\$ 36,000.00</b>	<b>\$ 19,500.00</b>	<b>\$ 36,000.00</b>

Note: FY 12-13 Annual Audit direct billed to programs based on revenue percentage

Account 5291  
 Contract Services

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16 Incurring	Budget
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b>Contract Services</b>							
Contract Administrative Services	-	-	212.80	-	-	-	-
Contract HR Audit	-	-	-	-	-	-	6,500.00
Cal-Tech SPAM filtering @ \$3 mo. per email acct	2,574.00	-	-	-	-	-	-
Cal-Tech Technical Assistance- \$750 Qtrly	3,000.00	-	-	-	-	-	-
<b>Total</b>	<b>\$ 5,574.00</b>	<b>\$ -</b>	<b>\$ 212.80</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,500.00</b>

Note: FY 12-13 Cal-Tech services were direct billed, moved to Computer in FY 13-14  
 FY 13-14 used contract assistance to help with Year-End filing

Accounts 5309 & 5310

Travel

		Incurred	Incurred	Incurred	Incurred	Budget	As of 03/31/16	Budget
		11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b>Total Travel</b>		<b>16,023.15</b>	<b>10,799.93</b>	<b>18,977.08</b>	<b>13,640.77</b>	<b>23,906.72</b>	<b>7,311.41</b>	<b>21,246.60</b>
<b>Travel Detail</b>								
<b>In Region Account 5309</b>								
Proj 912	Executive Committee (12meetings x 1556 miles @ .51)	7,514.69	8,410.39	10,340.21	8,123.13	11,143.92	2,772.68	7,231.80
Proj 911	Executive Director	-	-	188.00	-	300.00	-	-
Proj 911	Admin Staff (Postage, Bank, Supplies, Transit Depot)	34.01	164.55	116.44	646.88	350.00	327.22	650.00
<b>Total In Region</b>		<b>7,548.70</b>	<b>8,574.94</b>	<b>10,644.65</b>	<b>8,770.01</b>	<b>11,793.92</b>	<b>3,099.90</b>	<b>7,881.80</b>
<b>Out-of-Region Account 5310</b>								
TARC Executive Director Meeting (June)								
360 Mileage @ .51, Hotel 2 nights @ \$135 per night, Meals @ \$59 per day, Parking @ \$20 per night								
Proj 912	Executive Committee	-	-	981.62	764.85	676.60	-	670.60
Proj 911	Executive Director	2,915.59	-	627.56	-	676.60	-	670.60
		<b>2,915.59</b>	<b>-</b>	<b>1,609.18</b>	<b>764.85</b>	<b>1,353.20</b>	<b>-</b>	<b>1,341.20</b>
Austin TARC Bi-Annual Meetings: (Feb and Sept)								
Mileage 360 x .51, Hotel @ \$135 per night, Meals @ \$59 per day. Parking @ \$20 per night								
Proj 912	Executive Committee	-	-	-	-	676.60	688.72	670.60
Proj 911	Executive Director	-	1,167.17	2,345.68	582.92	1,353.20	1,541.88	1,341.20
Proj 911	Finance Director - attend 1 meeting	-	-	-	467.30	676.60	513.20	670.60
Proj 911	Administration Director - attend 1 meeting	-	872.80	-	612.20	676.60	-	670.60
Proj 905	Human Resource - attend 1 meeting	1,046.78	-	-	-	676.60	-	670.60
		<b>1,046.78</b>	<b>2,039.97</b>	<b>2,345.68</b>	<b>1,662.42</b>	<b>4,059.60</b>	<b>2,743.80</b>	<b>4,023.60</b>
Misc. Meetings								
Proj 905	Human Resource Training	1,191.92	-	1,715.96	-	1,200.00	1,169.98	2,500.00
Proj 911	TCDRS and State Training	2,514.62	-	961.10	2,158.33	2,500.00	-	2,500.00
Proj 911	Trips to Austin 3 @ \$500	-	-	895.57	193.57	1,500.00	-	1,500.00
Proj 911	Called Meetings	805.54	185.02	804.94	91.59	1,500.00	297.73	1,500.00
		<b>4,512.08</b>	<b>185.02</b>	<b>4,377.57</b>	<b>2,443.49</b>	<b>6,700.00</b>	<b>1,467.71</b>	<b>8,000.00</b>
<b>Total Out-of-Region</b>		<b>8,474.45</b>	<b>2,224.99</b>	<b>8,332.43</b>	<b>4,870.76</b>	<b>12,112.80</b>	<b>4,211.51</b>	<b>13,364.80</b>

Account 5411  
RENT

	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Actual	FY 15-16 Budget	As of 03/31/16 Incurred FY 15-16	FY 16-17 Budget
<b>Rent</b>							
Southland Park Lease	47,907.60	48,817.60	51,880.40	53,050.40	54,875.39	32,006.00	59,455.07
Angelo Archives File Storage	1,015.40	471.90	1,094.30	885.75	933.60	334.30	668.60
	<u>48,923.00</u>	<u>49,289.50</u>	<u>52,974.70</u>	<u>53,936.15</u>	<u>55,808.99</u>	<u>32,340.30</u>	<u>60,123.67</u>

Southland Park Lease began September 2005 for 7 years. In January 2011 lease was extended an additional 7 years, with an additional 12,000 square feet.  
Rent allocation to Indirect fluctuates based on open offices



Account 5431  
 UTILITIES

							As of 03/31/16	
	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Actual	FY 15-16 Budget	Incurred		
<u>UTILITIES</u>						FY 15-16	FY 16-17 Budget	
Atmos Energy- Gas Utilities	72.87	85.14	139.35	138.85	153.48	82.80	165.60	
San Angelo Water Utilities	281.14	281.74	319.70	298.79	293.61	195.94	391.88	
Republic Services (formerly Trashaway)	1,986.95	2,230.36	2,444.49	3,093.36	3,093.36	1,591.50	3,183.00	
Hudson Energy- Electric Utilities	6,971.48	6,640.40	7,120.16	7,646.89	1,097.76	3,712.04	8,908.90	
Southland Park-Storm Water Fee	-	154.23	151.30	279.98	154.59	377.20	905.28	
	<u>\$ 9,312.44</u>	<u>\$ 9,391.87</u>	<u>\$ 10,175.00</u>	<u>\$ 11,457.87</u>	<u>\$ 4,792.80</u>	<u>\$ 5,959.48</u>	<u>13,554.66</u>	
Average per month	776.04	782.66	847.92	954.82	399.40	662.16	1,129.55	

FY 16-17 Budget is based on current FY 15-16 Run Rate.

Southland Park-Storm Water Fee is billed two months behind so unable to bill directly to programs

	Current Mo. Rate 3/31/16
Atmos Energy- Gas Utilities	13.80
San Angelo Water Utilities	32.66
Republic Services	265.25
Hudson- Electric Utilities	742.41
Southland Park Storm Water Fee	62.87

Account 5451  
 BUILDING MAINTENANCE

	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Actual	FY 15-16 Budget	As of 03/31/16 Incurred FY 15-16	FY 16-17 Budget
<b>Maintenance</b>							
Southland Park Storm Water Fee	905.28	-	-	-	-	-	-
Property Mgmt Allocation	7,665.10	7,813.30	7,864.32	7,931.43	8,780.06	5,120.87	9,512.81
	<u>8,570.38</u>	<u>7,813.30</u>	<u>7,864.32</u>	<u>7,931.43</u>	<u>8,780.06</u>	<u>5,120.87</u>	<u>9,512.81</u>

Building Maintenance expenses are processed through the Property Management Budget and allocated at 16% percentage of rent expense to Programs and Admin  
 Property Management allocation is for rent expense at 2801 W. Loop 306 location only  
 Storm Water Fee to be billed to programs in FY 12-13 based on rent percentage and moved to utilities

Account 5510  
Supplies

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16	
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	Incurring	Budget
						15-16 FY	16-17 FY
<b>Supplies</b>							
Administrative office supplies	9,722.02	2,270.86	1,821.75	1,311.16	2,000.00	359.87	2,144.51
Human Resource office supplies	1,113.30	520.05	351.50	175.31	1,000.00	600.22	2,000.00
IT Supplies (Cables and Toner)	-	-	-	2,828.43	-	276.06	2,000.00
Employee Security (Cards & Door Readers)	38.90	156.00	208.32	227.00	200.00	-	1,000.00
Payroll Double Lateral File	932.48	-	-	-	-	-	-
Standing Desk addition							-
Chair for new Admin employees		185.60	-	200.00	-	-	-
<b>Total</b>	<b>\$ 11,806.70</b>	<b>\$ 3,132.51</b>	<b>\$ 2,381.57</b>	<b>\$ 4,741.90</b>	<b>\$ 3,200.00</b>	<b>\$ 1,236.15</b>	<b>\$ 7,144.51</b>

Account 5230 & 5622  
Computer Support and Supplies

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16 Incurring	Budget
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b>Computer Support and Supplies</b>							
MailRoute SPAM filtering @ \$1.70 mo. per email acct	-	529.70	2,289.00	2,268.00	2,268.00	977.54	1,836.00
Angelo Archives File Storage	-	67.65	-	-	-	-	-
Domain Name (TRS) (CVCOG)	-	-	139.98	69.99	30.00	69.99	140.00
Laptop	-	-	-	1,448.82	-	-	-
Exchange Service Certificate	-	-	-	-	75.00	-	75.00
SQL Server License	-	-	-	-	-	-	500.00
Virtual Server (Microsoft server 2008 Enterprise)	-	-	-	2,417.00	-	-	-
Server Maintenance	-	627.19	833.76	-	2,800.00	-	-
Firewall/Web Filtering	-	-	-	1,350.00	1,500.00	1,350.00	1,500.00
Computers - Desk Top	-	-	-	4,168.46	4,800.00	-	4,800.00
Printers/Misc Equipment	-	-	-	1,214.23	1,300.00	-	1,300.00
HR ID Printer	-	-	-	-	2,800.00	-	2,800.00
Software (additions and upgrades)	79.20	-	240.43	-	1,200.00	-	1,200.00
Power Supplies	2,537.50	1,171.89	227.98	-	3,000.00	-	3,000.00
Printer Supplies (Toner)	1,474.70	684.91	436.64	-	1,500.00	-	-
Bluehost - Web hosting	190.80	-	215.76	29.98	240.00	263.76	-
Anti-virus Renewal-3 years	1,854.30	-	2,795.00	-	-	-	2,800.00
Anti-Malware	-	-	-	-	90.00	-	-
2-Routers for wireless-to track internet usage	-	-	185.81	-	-	-	-
Switches	-	-	-	-	-	-	3,800.00
Hard drives for backup space	-	-	-	-	-	-	4,000.00
Replace backup tape drive	-	-	-	-	3,000.00	-	-
Server Equipment	-	-	-	4,954.90	-	-	5,500.00
Additional Software and Licenses	1,608.00	-	-	427.00	-	-	-
MIP Accounting System Maint. Support	7,037.04	884.38	6,751.00	7,087.00	7,200.00	7,090.00	7,600.00
<b>Total</b>	<b>\$ 14,781.54</b>	<b>\$ 3,965.72</b>	<b>\$ 14,115.36</b>	<b>\$ 25,435.38</b>	<b>\$ 31,803.00</b>	<b>\$ 9,751.29</b>	<b>\$ 40,851.00</b>

As of February 2016 Cal-Tech SPAM filtering was discontinued and filtering moved to MailRoute, Inc.

In FY 12-13 allocated IT services for general servers, email, and accounting software, Programs requested to have it back in Indirect. In FY 13-14 moved back to Indirect

Account 5632  
Copier

	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	As of 03/31/16	
						Incurred 15-16 FY	Budget 16-17 FY
<b><u>Copier</u></b>							
Xerox Lease, with usage fees	15,662.42	14,418.88	13,305.62	11,305.92	13,000.00	4,766.58	9,533.16
Supplies			-	555.50	11,000.00	682.81	1,365.62
Maintenance on Record Room Copier	199.99	171.69	173.15	207.50	250.00	94.25	188.50
Direct bill Programs	(26,574.09)	(17,961.97)	(15,953.04)	(21,105.96)	(26,000.00)	(10,081.20)	(21,000.00)
<b>Total</b>	<b>\$ (10,711.68)</b>	<b>\$ (3,371.40)</b>	<b>\$ (2,474.27)</b>	<b>\$ (9,037.04)</b>	<b>\$ (1,750.00)</b>	<b>\$ (4,537.56)</b>	<b>\$ (9,912.72)</b>

Admin Xerox Lease is for 60 months beginning 7/16/2011

Lease includes 25,000 BW copiers per month, overage will be charged at 0.0073 per copy, color copies billed at .0734



Account 5711  
Insurance

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16 Incurred	Budget
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b><u>Insurance</u></b>	7,428.00	7,413.28	6,470.42	7,906.04	8,696.64	4,403.98	9,688.76
Property, Liability, Errors & Omissions, General Liability							
<b>Total</b>	<b>\$ 7,428.00</b>	<b>\$ 7,413.28</b>	<b>\$ 6,470.42</b>	<b>\$ 7,906.04</b>	<b>\$ 8,696.64</b>	<b>\$ 4,403.98</b>	<b>\$ 9,688.76</b>

FY 16-17 reflected 10% increase over FY 15-16 actuals

Account 5713  
 Cell Phones

	As of 03/31/16						
	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	Incurred 15-16 FY	Budget 16-17 FY
<b>Cell Phones</b>							
IT Manager @ \$30.00 mo	360.00	360.00	360.00	360.00	360.00	150.00	360.00
HR Director @ \$30.00 mo	738.02	685.65	493.14	180.00	-	-	-
Administration Director	631.49	685.65	704.05	892.36	920.00	446.37	892.74
<b>Total</b>	<b>\$ 1,729.51</b>	<b>\$ 1,731.30</b>	<b>\$ 1,557.19</b>	<b>\$ 1,432.36</b>	<b>\$ 1,280.00</b>	<b>\$ 596.37</b>	<b>\$ 1,252.74</b>

Account 5721  
 Printing

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16	
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	Incurring	Budget
						15-16 FY	16-17 FY
<b>Printing</b>							
Printing envelopes/Letterhead	976.95	845.79	864.28	836.57	1,200.00	507.09	1,014.18
Check Supplies	-	1,763.94	1,671.16	959.04	2,000.00	1,379.83	2,759.66
Employee Handbooks	-	-	-	-	-	2,234.76	
Business Cards	-	-	58.94	150.00	200.00	-	200.00
Newspapers miscoded, s/b Publications	-	132.95	35.00	-	-	-	-
<b>Total</b>	<b>\$ 976.95</b>	<b>\$ 2,742.68</b>	<b>\$ 2,629.38</b>	<b>\$ 1,945.61</b>	<b>\$ 3,400.00</b>	<b>\$ 4,121.68</b>	<b>\$ 3,973.84</b>

Account 5722  
 Ads & Promotions

	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	As of 03/31/16	
						Incurred 15-16 FY	Budget 16-17 FY
<b><u>Ads &amp; Promotions</u></b>							
Ads for employment	413.57	643.92	537.96	295.25	150.00	-	250.00
Ads for bids	-	-	-	49.38	600.00	-	600.00
Career Fairs	-	-	-	530.00	1,325.00	-	1,500.00
	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 413.57</b>	<b>\$ 643.92</b>	<b>\$ 537.96</b>	<b>\$ 874.63</b>	<b>\$ 2,075.00</b>	<b>\$ -</b>	<b>\$ 2,350.00</b>

Account 5723  
Publications

	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	As of 03/31/16	
						Incurred 15-16 FY	Budget 16-17 FY
<b><u>Publications</u></b>							
Phone listings Publications	1,956.00	-	3,721.00	880.00	2,000.00	-	2,000.00
HR Publications	107.00	1,095.00	-	-	-	-	-
Payroll Publications	230.00	638.96	-	-	-	-	-
ED Publications	-	-	-	325.00	500.00	345.00	500.00
Newspaper Subscriptions	694.57	238.20	327.20	172.08	200.00	255.48	350.00
<b>Total</b>	<b>\$ 2,987.57</b>	<b>\$ 1,972.16</b>	<b>\$ 4,048.20</b>	<b>\$ 1,377.08</b>	<b>\$ 2,700.00</b>	<b>\$ 600.48</b>	<b>\$ 2,850.00</b>

Newspaper subscriptions are for City and County newspapers

Account 5751  
Training

	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	As of 03/31/16	
						Incurred 15-16 FY	Budget 16-17 FY
<b>Training</b>							
Program Training for Admin Staff	755.75	-	-	169.00	500.00	-	500.00
Director Training	1,263.29	-	195.00	-	-	-	1,000.00
TCDRS Training	-	-	-	470.00	1,100.00	-	1,100.00
Public Funds Training-every 2 years	-	-	240.00	-	-	-	260.00
State Training	-	-	-	-	2,000.00	-	2,000.00
IT Training	-	-	999.00	996.00	1,000.00	-	1,000.00
HR Training	2,201.95	1,794.00	899.63	874.25	2,000.00	990.00	2,700.00
	<b>\$ 4,220.99</b>	<b>\$ 1,794.00</b>	<b>\$ 2,333.63</b>	<b>\$ 2,509.25</b>	<b>\$ 6,600.00</b>	<b>\$ 990.00</b>	<b>\$ 8,560.00</b>

The general items we hope to improve on:

Keeping HR Manger current on HR regulations, TCDRS and employee benefit changes. IT training on Network Security.



Account 5753  
Dues and Fees

	Incurring	Incurring	Incurring	Incurring	Budget	As of 03/31/16	
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	Incurring	Budget
<u>Dues &amp; Fees</u>						15-16 FY	16-17 FY
TX Midwest Community Network	500.00	500.00	40.00	500.00	500.00	-	-
Texas Comptroller Annual Fee	-	100.00	-	-	-	-	-
HR Dept - associated fees	200.00	220.00	185.00	365.00	175.00	-	200.00
Employee Background Checks (DPS)		-	184.56	-	250.00	-	250.00
Misc Fees	343.75	475.00	490.00	-	-	28.84	-
Wells Fargo Payroll Special Report Request		-	-	300.00	-	25.00	-
Wells Fargo Payroll Processing and check Fee	8,547.71	8,534.58	8,787.95	8,994.30	9,712.20	5,138.63	10,277.26
Wells Fargo Services (several fraud features)	5,247.20	5,690.15	1,208.55	6,581.81	9,840.00	6,421.45	12,842.90
Sam's Card Annual Dues	105.00	135.00	90.00	100.00	150.00	-	150.00
TARC semi-annual fees 2 attendees	460.00	700.00	625.01	-	800.00	475.00	400.00
TARC Executive Director meeting	400.00	-	250.00	416.68	300.00	-	300.00
Co-op Annual Membership Fee		-	100.00	-	100.00	-	100.00
San Angelo Chamber of Commerce	135.00	-	-	-	-	-	-
TARC Finance/Personnel Annual Dues	150.00	150.00	150.00	150.00	150.00	150.00	150.00
TARC Assoc Service Fees	6,635.53	6,635.53	6,619.66	6,618.70	6,850.00	6,620.15	6,800.00
Ports to Plains Southern Trade	-	34.50	62.50	-	-	-	-
<b>Total</b>	<b>\$ 22,724.19</b>	<b>\$ 23,174.76</b>	<b>\$ 18,793.23</b>	<b>\$ 24,026.49</b>	<b>\$ 28,827.20</b>	<b>\$ 18,859.07</b>	<b>\$ 31,470.16</b>

Account 5761  
Communications

	Incurring	Incurring	Incurring	Incurring	Budget	As of 3/31/16 Incurring	Budget
	11-12 FY	12-13 FY	13-14 FY	14-15 FY	15-16 FY	15-16 FY	16-17 FY
<b>Communications</b>							
Communications Etc.-Phone Equip Maint.		816.25	-	-	-	-	-
Communications Etc.-T-1 Equip Maint.	236.16	236.16	236.16	236.16	236.16	85.52	-
Sotel Systems - T1 Maintenance	1,350.84	1,207.13	1,025.06	886.56	883.80	287.78	-
Verizon Local	948.71	1,102.23	1,095.32	1,203.27	1,500.00	482.02	-
CenturyLink Long Distance-Fax/Modem	72.01	83.59	86.20	84.18	84.84	29.14	-
Stericycle (formerly Appletree Answering Service)	662.00	978.00	1,293.41	1,545.49	1,352.76	1,068.04	-
New Telephone Lease Agreement	-	-	-	16,252.84	11,071.00	95.00	-
*Telephone Repair	14,990.00	-	-	-	-	-	-
Speedconnect (formerly Sterling Cable)	169.90	83.55	79.20	-	-	-	-
Suddenlink Internet & Cable	2,510.40	4,479.18	2,965.23	2,346.43	3,072.00	1,682.23	3,766.28
<b>Total</b>	<b>\$ 20,940.02</b>	<b>\$ 8,986.09</b>	<b>\$ 6,780.58</b>	<b>\$ 22,554.93</b>	<b>\$ 18,200.56</b>	<b>\$ 3,729.73</b>	<b>\$ 3,766.28</b>

\*FY 11-12 Incurred repairs to Nortel Phone Sys incl software upgrades

Speedconnect no longer used, moved cable to Suddenlink  
Suddenlink Internet is running at \$196.59 per mo, budget at \$240 per month  
Suddenlink Cable is running at \$10.86 per mo, budget at \$15 per month

The following services may be eliminated due to a new Telephone Lease Agreement.  
Sotel Systems running at \$73.65 per month  
CenturyLink Long Distance-Fax/Modem, running at \$7.07 per month  
Stericycle Communications running now at \$112.73 per month  
Communications Etc.-T-1 Equip Maint. @ \$19.68 mo.  
Verizon local phone service running at \$111.08 per month, budgeted at \$125 per month

Account 5762  
Postage/Freight

	Incurred 11-12 FY	Incurred 12-13 FY	Incurred 13-14 FY	Incurred 14-15 FY	Budget 15-16 FY	As of 03/31/16	
						Incurred 15-16 FY	Budget 16-17 FY
<b>Postage</b>							
Pitney Bowes	6,060.00	6,060.00	4,545.00	2,898.00	3,864.00	1,932.00	3,864.00
Purchase Power	10,000.00	14,042.22	7,999.67	10,000.00	8,000.00	4,000.00	8,000.00
Postage Permit/Box	450.00	458.00	498.00	530.00	500.00	225.00	450.00
Business Reply	5,000.00	3,500.00	3,000.00	5,500.00	5,000.00	2,000.00	4,000.00
Supplies	456.00	435.20	-	525.97	500.00	-	500.00
UPS/Fedex	484.08	98.88	36.67	88.44	200.00	95.72	191.44
Direct Bill Programs	(8,676.22)	(8,798.75)	(8,997.36)	(10,727.04)	(10,579.41)	(3,991.77)	(8,983.00)
<b>Total</b>	<b>\$ 13,773.86</b>	<b>\$ 15,795.55</b>	<b>\$ 7,081.98</b>	<b>\$ 8,815.37</b>	<b>\$ 7,484.59</b>	<b>\$ 4,260.95</b>	<b>\$ 8,022.44</b>

Note:

Pitney Bowes vendor lease renewed FY 14-15 at Qtrly Lease @ \$966  
Purchase Power Qtrly postage usage running @ approx. \$2,000 Qtr

Account 5791  
Other

						As of 03/31/16	
	Incurring 11-12 FY	Incurring 12-13 FY	Incurring 13-14 FY	Incurring 14-15 FY	Budget 15-16 FY	Incurring 15-16 FY	Budget 16-17 FY
<u>Other</u>							
Contingency	-	-	-	-	-	-	-
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

# Property Management

## PROPERTY MANAGEMENT

- Property Maintenance funded at a rate of 16% total office lease expense associated with square footage occupied
- 1 6 year Budget Summary
  - 2 6 year Budget Detail



	<u>2011-2012 Budget</u>	<u>2012-2013 Budget</u>	<u>2013-2014 Budget</u>	<u>2014-2015 Budget</u>	<u>2015-2016 Budget</u>	<u>2016-2017 Budget</u>
Total Office Lease Expense	312,000.00	312,000.00	312,000.00	312,000.00	312,000.00	312,000.00
Property Maint. Indirect Expense	49,920.00	49,920.00	46,800.00	49,920.00	49,930.00	49,930.00
Indirect % Rate	16.00%	16.00%	15.00%	16.00%	16.00%	16.00%

	<u>2011-2012 Actual</u>	<u>2012-2013 Actual</u>	<u>2013-2014 Actual</u>	<u>2014-2015 Actual</u>
Total Office Lease Expense	312,000.00	312,000.00	312,000.00	312,000.00
Property Maint. Indirect Expense	37,409.44	48,301.10	41,037.20	65,594.42
Indirect % Rate	11.99%	15.48%	13.15%	21.02%

Property Maintenance Indirect is not billed to the Head Start Site Centers or the Transit District Depot

**Property Management**

	As of 03/31/16						
	<u>Incurred</u> <u>11-12 FY</u>	<u>Incurred</u> <u>12-13 FY</u>	<u>Incurred</u> <u>13-14 FY</u>	<u>Incurred</u> <u>14-15 FY</u>	<u>Budget</u> <u>15-16 FY</u>	<u>Incurred</u> <u>15-16 FY</u>	<u>Budget</u> <u>16-17 FY</u>
Janitorial	19,800.00	19,800.00	19,800.00	19,800.00	23,200.00	9,900.00	19,800.00
Janitorial Floor	-	185.00	890.80	435.00	1,500.00	-	1,500.00
Cleaning Supplies/paper products for CVCOG	3,529.06	3,179.23	3,430.55	3,743.60	4,000.00	1,613.16	4,000.00
Generator Maintenance	-	2,516.45	1,224.58	1,047.88	1,300.00	4,450.00	1,500.00
Air Filter Maintenance	2,314.00	1,078.00	3,420.84	2,577.16	2,500.00	2,615.14	5,500.00
CINTAS (Floor mats)	2,628.25	2,738.87	2,810.20	2,823.66	3,200.00	1,691.53	3,500.00
Pest Control	2,340.00	2,340.00	2,340.00	2,340.00	2,500.00	1,170.00	2,500.00
West Texas Fire Extinguisher Inc.	391.50	314.50	170.00	170.00	500.00	85.00	500.00
Annual Fire Inspection	25.00	-	102.00	102.00	130.00	-	150.00
Angelo Water RO Service	1,050.50	1,386.00	1,852.95	1,979.40	2,000.00	998.70	2,000.00
Misc Communications	-	-	-	20,000.00	-	-	-
Misc Electrical Maintenance	77.58	63.83	1,270.32	84.93	2,000.00	175.89	2,000.00
Misc Building Maintenance	5,014.01	14,372.82	2,761.60	9,923.27	5,100.00	404.97	4,980.00
Misc Plumbing Maintenance	239.54	326.40	963.36	567.52	2,000.00	-	2,000.00
<b>Total</b>	<b>37,409.44</b>	<b>48,301.10</b>	<b>41,037.20</b>	<b>65,594.42</b>	<b>49,930.00</b>	<b>23,104.39</b>	<b>49,930.00</b>
							16.00%

<u>Department</u>	<u>Sq Footage</u>		<u>Amount to be</u>	
	<u>Occupied</u>	<u>% Occupied</u>	<u>Annual Rent</u>	<u>allocated</u>
AAA space	5,463	15.11%	47,136.55	7,543.36
211 space	1,707	4.72%	14,725.30	2,356.52
FGP space	801	2.21%	6,908.76	1,105.62
SCP space	380	1.05%	3,278.73	524.70
911 space	7,859	21.73%	67,811.93	10,852.08
Addressing	271	0.75%	2,341.95	374.79
Transportation	1,549	4.28%	13,368.25	2,139.35
Head Start	2,882	7.97%	24,868.98	3,979.83
Indirect	6,891	19.06%	59,455.07	9,514.72
CEDAF	95	0.26%	816.44	130.66
Criminal Justice	1,891	5.23%	16,318.71	2,611.52
MACC Training Room	4,336	11.99%	37,464.02	5,995.44
Homeland Security	1,398	3.87%	12,011.45	1,922.22
Eco Dev	353	0.98%	3,044.54	487.22
Regional Services	284	0.79%	2,449.31	391.97
<b>Total office space</b>	<b>36,160</b>		<b>312,000.00</b>	<b>49,930.00</b>

Office Space includes two training facilities with approximately 6,746 sq ft

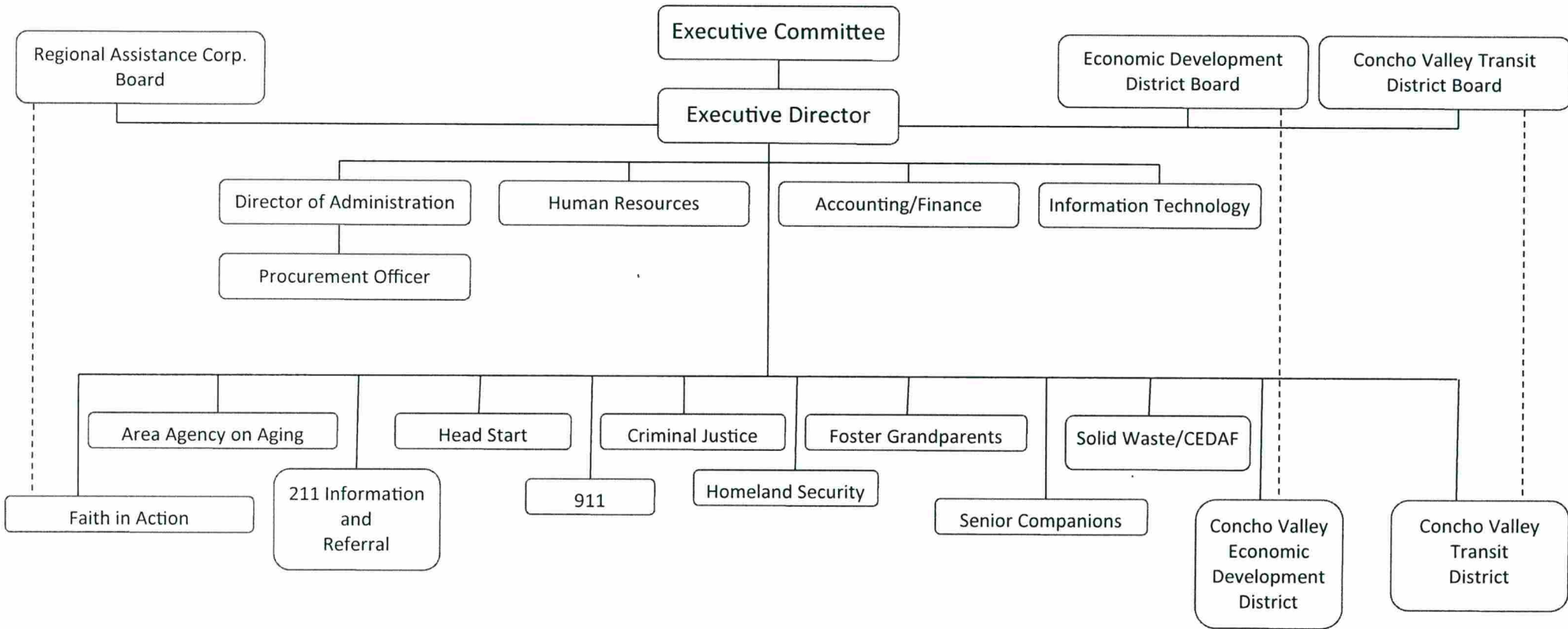
# Overview of Programs

## PROGRAM REVIEW

- 1 CVCOG Org Chart
- 2 CVCOG Summary Review FY 16-17
- 3 Head Start Org Chart
- 4 Head Start 7 year Budget Review
- 5 Foster Grandparent Org Chart
- 6 Foster Grandparent 7 year Budget Review
- 7 Senior Companion Org Chart
- 8 Senior Companion 7 year Budget Review
- 9 9-1-1 Org Chart
- 10 9-1-1 Emergency Services 8 year Budget Review, due to Biennium
- 11 Area Agency on Aging Org Chart
- 12 Area Agency on Aging 7 year Budget Review
- 13 Homeland Security Org Chart
- 14 Homeland Security 7 year Budget Review
- 15 Criminal Justice Org Chart
- 16 Criminal Justice Law Enforcement Academy 7 year Budget Review
- 17 Criminal Justice Planning 7 year Budget Review
- 18 Criminal Justice Purchase of Services 7 year Budget Review
- 19 2-1-1 Org Chart
- 20 2-1-1 Information & Referral Services 7 year Budget Review
- 21 Solid Waste Org Chart
- 22 Solid Waste 8 year Budget Review, due to Biennium
- 23 CVTD Org Chart
- 24 CVTD Operations 7 year Budget Review
- 25 CVEDD Org Chart
- 26 CVEDD 7 year Budget Review
- 27 CEDAF Org Chart
- 28 CEDAF 7 year Budget Review
- 29 Non-Project Org Chart
- 30 Non-Project 7 year Budget Review



# Concho Valley Council of Governments Work Chart



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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
Federal	7,857,731.25	7,688,596.37	7,751,722.26	7,357,342.08	8,258,155.77	7,712,307.40	8,144,780.26
ARRA	52,524.14	-	-	-	-	-	-
State Administrated Federal	3,444,207.96	2,648,931.26	2,899,885.92	2,332,000.85	2,421,931.81	2,822,094.33	2,422,355.21
State	2,815,035.77	2,520,141.85	3,126,319.19	2,581,940.31	2,460,731.04	2,877,273.50	3,712,394.28
Program Income	197,679.15	171,644.66	210,224.04	222,383.50	217,912.50	194,000.00	204,000.00
Local Funds	1,219,690.66	1,024,025.01	796,978.45	1,329,146.18	1,407,265.80	1,635,369.44	1,720,411.93
Interest	11,558.87	13,045.40	8,939.57	8,758.54	12,300.65	12,500.00	12,500.00
InKind	1,926,468.86	1,806,681.24	2,416,707.23	1,829,425.75	2,340,447.35	1,856,999.00	1,838,915.00
Membership Dues	32,612.18	33,110.23	34,198.35	32,839.20	35,538.00	35,538.00	42,603.00
<b>Total Program Revenue</b>	<b>17,557,508.84</b>	<b>15,906,176.02</b>	<b>17,244,975.01</b>	<b>15,693,836.41</b>	<b>17,154,282.92</b>	<b>17,146,081.67</b>	<b>18,097,959.68</b>
Salaries/Wages	3,183,616.43	2,868,463.02	2,968,865.27	2,937,344.81	3,192,677.13	3,520,952.01	3,924,046.98
Fringe Benefits	1,572,418.11	1,360,786.18	1,441,346.50	1,681,899.88	1,784,355.15	2,165,398.20	2,096,472.26
<b>Total Personnel</b>	<b>4,756,034.54</b>	<b>4,229,249.20</b>	<b>4,410,211.77</b>	<b>4,619,244.69</b>	<b>4,977,032.28</b>	<b>5,686,350.21</b>	<b>6,020,519.24</b>
<b>Indirect Administrative Costs</b>	<b>603,384.28</b>	<b>508,530.66</b>	<b>641,731.82</b>	<b>730,376.75</b>	<b>801,433.32</b>	<b>915,429.64</b>	<b>969,905.65</b>
<b>Property Mgmt Cost Allocation</b>	<b>23,048.42</b>	<b>39,688.00</b>	<b>42,333.53</b>	<b>38,560.96</b>	<b>39,189.26</b>	<b>40,330.84</b>	<b>40,407.19</b>
Delegate Salaries	2,969,584.02	3,377,961.59	3,277,237.07	3,202,166.75	3,537,780.00	3,537,781.00	3,599,132.00
Stipend - FGP/SCP Volunteers	384,468.39	352,762.44	376,232.17	331,263.05	244,351.64	356,943.00	312,671.00
Uniforms	6,302.63	2,825.91	2,753.54	2,890.70	-	17,777.00	8,260.00
Recognition	4,532.58	8,778.95	4,624.65	4,538.22	6,193.03	5,450.00	22,201.70
Audit & Legal	22,170.00	26,808.90	36,126.90	26,678.91	23,111.05	23,485.00	24,870.00
Contract Services	311,919.29	308,547.55	320,559.21	162,396.86	192,500.24	337,707.15	386,907.57
Head Start Services	180,144.81	143,940.28	154,789.97	174,684.10	167,255.45	175,498.89	135,023.11
AAA Meals	479,593.67	435,106.61	426,186.75	415,837.26	448,966.58	410,058.16	416,203.12
One Time Funds	1,359.50	-	-	-	-	-	-
Head Start T & T A	95,910.69	46,721.77	4,590.78	32,789.46	30,364.84	28,352.00	28,352.00
Travel-In Region	28,932.74	27,168.71	24,541.63	19,746.11	19,370.70	28,847.78	29,309.20
Travel-Out of Region	95,015.05	84,154.54	55,294.12	44,452.61	45,262.68	57,252.10	66,733.89
Conference Fees	2,308.48	645.00	2,865.00	4,866.00	900.00	375.00	375.00
Meals	7,824.98	6,948.49	7,649.36	6,173.99	5,911.34	12,118.78	14,450.00
Travel-Volunteer	40,860.76	38,208.42	48,037.83	49,470.64	37,077.36	43,400.12	72,535.87
Fuel & Lubricant	595,793.77	573,949.69	592,237.37	558,997.29	382,098.09	398,780.73	488,190.72
Vehicle Maintenance	95,930.39	102,550.74	45,124.96	31,673.62	162,320.98	38,700.00	132,273.23
Tnsp Preventative Maintenance	385,011.55	325,395.75	434,528.38	335,875.74	102,044.78	263,329.62	223,274.97
Rent	379,208.80	430,747.48	427,364.37	404,966.19	411,414.28	410,243.67	405,351.93
County Facility Rent	1,987.86	1,485.15	662.16	575.14	774.32	837.89	1,050.00
Utilities	221,899.08	98,412.81	103,429.22	96,354.65	89,734.87	89,512.11	80,830.84
County Contracts	524,842.28	430,350.00	513,144.62	519,952.96	1,211.96	-	-
Bldg Maintenance	179,252.12	80,728.18	125,115.69	82,888.26	108,852.29	59,500.00	34,797.85
Capital Facility Improvements	-	-	17,850.10	-	231,474.76	41,905.00	-
Supplies	311,901.59	316,349.71	131,990.61	100,648.02	120,322.46	99,808.73	80,809.84
Head Start Supplies	213,480.13	212,283.46	150,015.29	103,385.59	89,302.12	67,619.24	10,759.40
Project Equipment	888,529.67	639,532.91	260,070.34	130,660.12	37,450.51	240,690.85	148,232.82
Computer/Software	44,833.45	1,726.84	21,827.30	486.99	10,843.63	4,400.00	1,264.74
Capital Equipment	16,058.95	-	-	-	804,199.25	181,085.00	-
Copier	17,301.69	22,426.21	22,664.84	18,561.81	17,170.62	18,467.38	20,483.31
Insurance	96,039.24	83,081.27	88,894.44	98,788.22	115,080.80	119,772.00	119,516.96
Cell Phones	243.90	-	10,692.03	9,519.74	9,366.99	11,635.00	17,360.00
Internet	23,774.83	26,375.68	23,375.48	22,128.95	22,369.21	22,600.00	23,772.20
Printing	34,667.17	27,675.90	18,031.41	24,831.77	21,384.94	32,334.37	29,900.00
Ads & Promotions	33,144.28	72,931.41	43,215.88	18,661.45	34,316.82	21,727.05	10,610.75
Publications	-	72.13	-	59.57	-	1,037.03	2,000.00
Network/MIS/Web	-	-	11,780.15	3,517.65	24.99	-	-
Training	10,566.76	6,569.84	3,644.86	3,122.27	2,885.64	10,995.00	10,443.02
Dues and fees	42,794.47	35,883.38	14,678.77	11,629.04	14,094.76	12,379.28	17,850.41
Communications	227,354.33	82,683.57	135,441.27	188,457.81	111,467.53	143,102.85	101,798.40
Postage/freight	12,428.24	12,064.40	11,070.37	11,305.05	10,803.36	13,526.69	16,125.00
911 Services	1,221,297.36	845,168.24	1,685,670.47	992,019.76	980,247.64	1,276,845.53	2,083,269.09
Other	5,298.61	7,109.99	5,182.84	3,255.83	4,938.78	3,668.87	5,900.00
Coffee Expense	1,059.84	1,543.34	935.15	1,243.01	1,741.89	3,166.05	2,000.00
Physicals/Safety	13,365.87	27,095.21	18,712.81	16,675.41	16,693.91	25,200.00	22,050.00
InKind Other	1,926,468.86	1,883,196.44	2,416,707.23	1,829,425.75	2,340,447.32	1,856,999.00	1,838,915.00
<b>Sub-Total Program Expenditures</b>	<b>12,155,462.68</b>	<b>11,207,968.89</b>	<b>12,075,547.39</b>	<b>10,097,622.32</b>	<b>11,014,124.41</b>	<b>10,504,414.92</b>	<b>11,045,854.94</b>
<b>Grand Total Program Expenditures</b>	<b>17,537,929.92</b>	<b>15,985,436.75</b>	<b>17,169,824.51</b>	<b>15,485,804.72</b>	<b>16,831,779.27</b>	<b>17,146,525.62</b>	<b>18,076,687.02</b>
<b>Revenue over Expenditures</b>	<b>19,578.92</b>	<b>(79,260.73)</b>	<b>75,150.50</b>	<b>208,031.69</b>	<b>322,503.65</b>	<b>(443.95)</b>	<b>21,272.66</b>





Executive Board

Executive Director  
Concho Valley Council of Governments

Policy Council

Grantee Head Start Director  
(Kathy Bennett)

Administrative Assistant  
(Laura Lee DeAnda)

SAISD Delegate

Compliance Specialist  
(Mary Husted)

Education, Disability, MH Manger  
(Cheryl Mayberry)

Family & Community, ERSEA, Facilities Manger  
(Ofie Baron)

Nutrition, Health, Parent Involvement Manager  
(Brenda Tyler)

Head Start Grantee Sites

Big Lake  
Site Supervisor / Family Service Worker  
Teachers  
Teachers Assistants  
Cook  
Custodian

Christoval  
Site Supervisor / Family Service Worker  
Teachers  
Teachers Assistants  
Custodian

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

Head Start Grantee Sites

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

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

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

Head Start Grantee Sites

Mertzon  
Site Supervisor / Family Service Worker  
Teachers  
Teachers Assistants  
Cook/Custodian

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

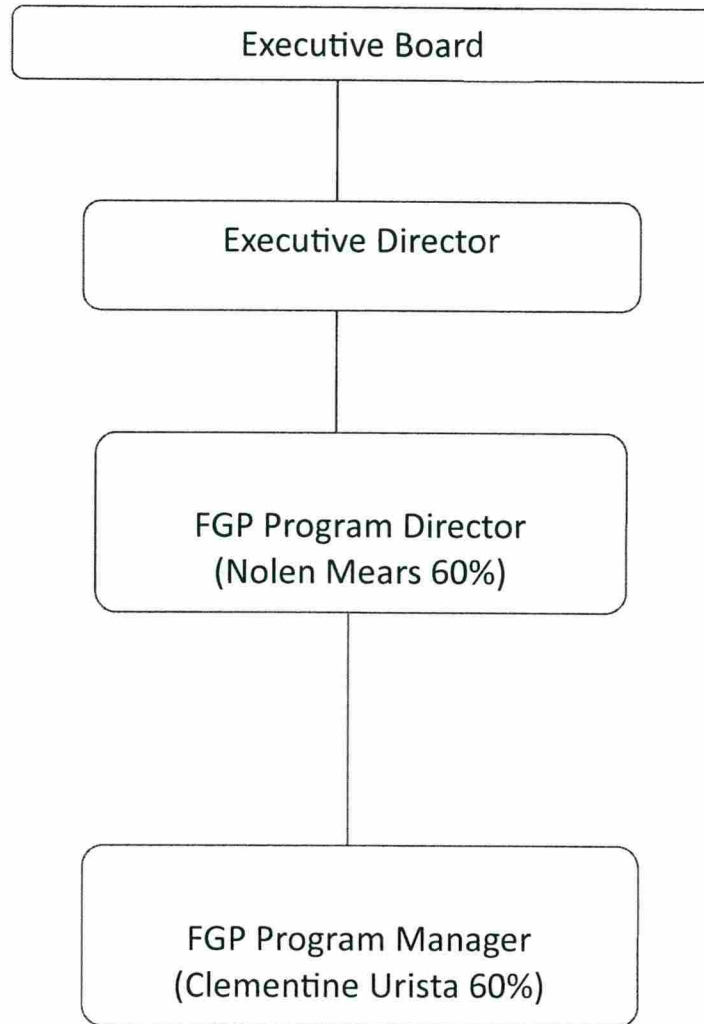
Robert Lee  
Site Supervisor / Family Service Worker  
Teachers  
Teachers Assistants

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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
<b>Federal</b>	5,719,286.81	5,638,881.69	5,538,697.86	5,363,432.52	5,747,641.72	5,747,740.00	5,859,657.00
ARRA	52,524.14	-	-	-	-	-	-
State Administrated Federal	187,513.85	213,901.87	194,115.89	179,884.75	168,104.51	186,298.89	186,298.89
Local Funds	518.26	794.31	-	-	50.00	-	-
InKind	1,426,205.70	1,242,541.43	1,453,588.84	1,385,273.38	1,607,204.88	1,436,935.00	1,436,935.00
<b>Total Program Revenue</b>	<b>7,386,048.76</b>	<b>7,096,119.30</b>	<b>7,186,402.59</b>	<b>6,928,590.65</b>	<b>7,523,001.11</b>	<b>7,370,973.89</b>	<b>7,482,890.89</b>
<b>Salaries/Wages</b>	1,096,920.72	1,044,591.89	1,060,070.50	996,698.23	975,606.86	1,030,250.27	1,214,569.91
Fringe Benefits	542,796.79	494,358.26	516,148.36	558,495.99	566,013.00	607,714.78	592,535.87
<b>Total Personnel</b>	<b>1,639,717.51</b>	<b>1,538,950.15</b>	<b>1,576,218.86</b>	<b>1,555,194.22</b>	<b>1,541,619.86</b>	<b>1,637,965.05</b>	<b>1,807,105.78</b>
<b>Indirect Administrative Costs</b>	<b>208,820.89</b>	<b>183,923.26</b>	<b>233,595.60</b>	<b>243,801.04</b>	<b>248,200.81</b>	<b>263,712.37</b>	<b>291,124.74</b>
<b>Property Mgmt Cost Allocation</b>	<b>-</b>	<b>3,797.35</b>	<b>4,484.29</b>	<b>4,063.91</b>	<b>3,706.56</b>	<b>3,979.04</b>	<b>3,979.04</b>
<b>Delegate Costs</b>	2,969,584.02	3,377,961.59	3,277,237.07	3,202,166.75	3,537,780.00	3,537,781.00	3,599,132.00
Audit & Legal	3,410.00	3,956.96	11,870.89	-	-	-	-
Contract Services	11,782.01	3,990.23	3,964.22	4,061.47	26,142.16	25,500.00	25,500.00
Head Start Services	180,144.81	143,940.28	154,789.97	174,684.10	167,255.45	175,498.89	135,023.11
One Time Funds	1,359.50	-	-	-	-	-	-
Head Start T & T A	95,910.69	46,721.77	4,590.78	32,789.46	30,364.84	28,352.00	28,352.00
Travel-In Region	3,239.71	9,773.43	10,827.04	3,802.63	3,840.43	3,850.00	3,000.00
Travel-Out of Region	-	856.02	596.76	111.42	-	1,000.00	2,000.00
Vehicle Maintenance	1,867.50	-	-	-	-	-	-
Rent	67,454.77	69,988.32	67,366.10	57,533.54	55,116.60	57,675.98	57,675.98
Utilities	178,109.56	44,238.93	44,170.01	37,791.51	31,284.58	35,732.00	31,232.97
Bldg Maintenance	168,336.99	69,358.30	111,818.63	72,639.15	93,161.27	47,000.00	19,797.85
Supplies	134,583.27	31,942.72	44,184.95	20,010.39	56,843.44	20,000.00	6,000.00
Head Start Supplies	213,480.13	212,283.46	150,015.29	103,385.59	89,302.12	67,619.24	10,759.40
Computer/Software	22,016.82	-	-	-	-	-	-
Copier	4,461.19	3,526.76	6,125.02	6,328.25	9,227.52	5,000.00	4,000.00
Insurance	5,177.71	2,208.01	3,103.97	3,008.45	2,691.34	1,500.00	1,500.00
Printing	8,867.78	1,575.64	1,305.35	368.60	-	1,373.32	1,500.00
Ads & Promotions	714.96	5,879.15	1,220.51	1,396.81	1,583.57	1,500.00	1,500.00
Network/MIS/Web	-	-	3,029.76	1,459.14	-	-	-
Training	902.00	-	2,204.67	31.82	-	1,000.00	1,273.02
Dues and fees	19,809.94	1,434.60	1,427.68	1,579.51	2,098.27	1,500.00	1,500.00
Communications	17,965.34	18,317.82	16,199.36	14,627.82	13,389.78	14,500.00	12,000.00
Postage/freight	2,125.96	2,437.92	2,466.97	2,481.69	-	2,000.00	2,000.00
Other	-	-	-	-	2,187.63	-	-
InKind Other	1,426,205.70	1,319,056.63	1,453,588.84	1,385,273.38	1,607,204.88	1,436,935.00	1,436,935.00
<b>Sub-Total Program Expenditures</b>	<b>5,537,510.36</b>	<b>5,369,448.54</b>	<b>5,372,103.84</b>	<b>5,125,531.48</b>	<b>5,729,473.88</b>	<b>5,465,317.43</b>	<b>5,380,681.33</b>
<b>Grand Total Expenditures</b>	<b>7,386,048.76</b>	<b>7,096,119.30</b>	<b>7,186,402.59</b>	<b>6,928,590.65</b>	<b>7,523,001.11</b>	<b>7,370,973.89</b>	<b>7,482,890.89</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00</b>	<b>(0.00)</b>

NOTE: The Head Start Fiscal Year is June 1 through May 31. Nutrition Award period is October 1 through September 30.  
 FY 13-14 had a 5% Sequestration. Rural Head Start was forced to close Sonora Center, SAISD cut number of days and services provided.  
 FY 14-15 Budget reflects reinstatement of Sequestration funds and 1.3% COLA award. Sequestration Funds were provided to SAISD to meet the needs of San Angelo.  
 FY 16-17 Budget reflects a 1.8% COLA award.  
 Administration Cap is 15% of award. FY 15-16 Administrative budget is estimated at 13.17%

# Foster Grandparents Work Chart



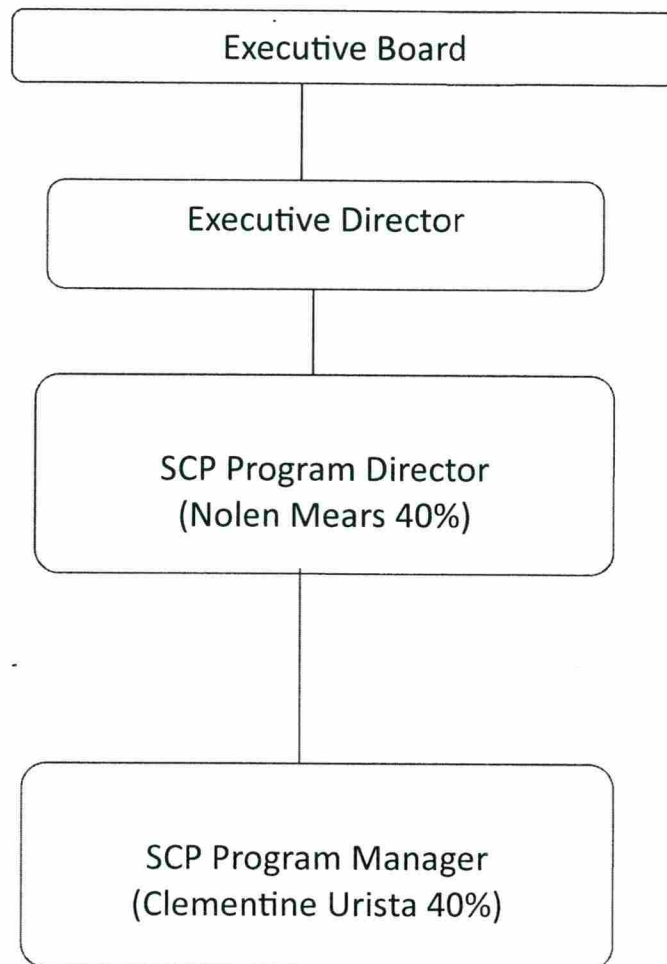
CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 FOSTER GRANDPARENT PROGRAM

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
<b>Federal</b>	365,595.14	364,862.55	374,522.57	337,081.92	248,852.22	367,102.00	372,101.99
<b>Local Funds</b>	3.00	643.53	752.89	0.01	-	700.00	-
<b>InKind</b>	61,159.50	54,635.58	59,587.19	55,854.53	22,684.68	37,589.00	37,188.00
<b>Total Program Revenue</b>	<b>426,757.64</b>	<b>420,141.66</b>	<b>434,862.65</b>	<b>392,936.46</b>	<b>271,536.90</b>	<b>405,391.00</b>	<b>409,289.99</b>
<b>Salaries/Wages</b>	43,447.30	44,982.77	45,513.14	38,500.84	25,455.88	37,270.80	49,771.91
<b>Fringe Benefits</b>	21,515.10	21,107.66	22,160.36	23,064.42	11,409.06	15,413.40	13,925.09
<b>Total Personnel</b>	<b>64,962.40</b>	<b>66,090.43</b>	<b>67,673.50</b>	<b>61,565.26</b>	<b>36,864.94</b>	<b>52,684.20</b>	<b>63,697.00</b>
<b>Indirect Administrative Costs</b>	<b>8,289.21</b>	<b>7,853.00</b>	<b>10,029.23</b>	<b>9,909.82</b>	<b>5,935.28</b>	<b>8,482.16</b>	<b>10,261.59</b>
<b>Property Mgmt Cost Allocation</b>	<b>1,334.27</b>	<b>1,356.20</b>	<b>1,376.98</b>	<b>1,252.75</b>	<b>772.20</b>	<b>815.00</b>	<b>1,105.40</b>
<b>Stipend - FGP/SCP Volunteers</b>	225,866.92	196,333.49	227,169.60	193,156.59	142,242.65	218,593.00	196,457.00
<b>Uniforms</b>	1,108.73	2,139.18	159.00	1,987.20	-	2,777.00	720.00
<b>Recognition</b>	1,911.68	4,167.40	2,135.39	3,623.96	2,330.65	2,500.00	13,020.91
<b>Audit &amp; Legal</b>	-	241.61	724.84	-	-	-	-
<b>Contract Services</b>	1,096.50	8,179.70	1,312.40	-	-	-	-
<b>Travel-In Region</b>	244.58	1,027.14	656.07	572.32	212.05	3,700.00	3,100.00
<b>Travel-Out of Region</b>	2,388.75	1,957.24	873.72	1,397.31	-	2,686.00	3,000.00
<b>Meals</b>	3,539.81	3,730.24	4,092.76	2,994.69	2,804.78	7,200.00	10,000.00
<b>Travel-Volunteer</b>	31,507.61	27,590.82	36,534.06	36,003.62	28,959.31	40,099.00	42,233.00
<b>Fuel &amp; Lubricant</b>	165.05	101.63	-	-	-	-	-
<b>Vehicle Maintenance</b>	36.44	4.60	-	-	-	-	-
<b>Rent</b>	8,339.31	8,476.00	8,606.00	8,235.93	5,167.07	5,093.74	6,908.76
<b>Utilities</b>	1,574.27	1,287.40	1,255.78	1,184.95	786.16	658.00	898.14
<b>Bldg Maintenance</b>	-	-	-	-	-	-	-
<b>Supplies</b>	6,968.13	3,251.45	1,532.18	4,606.20	1,587.58	3,163.90	3,900.20
<b>Computer/Software</b>	-	-	-	-	-	800.00	-
<b>Copier</b>	312.11	1,869.77	2,145.79	1,638.22	553.14	2,000.00	3,000.00
<b>Insurance</b>	612.46	612.46	632.81	632.81	509.15	600.00	1,000.00
<b>Printing</b>	977.70	409.97	1,163.29	4,380.04	51.00	6,000.00	5,000.00
<b>Ads &amp; Promotions</b>	-	21,635.25	108.06	-	17,576.65	-	-
<b>Network/MIS/Web</b>	-	-	380.17	-	-	-	-
<b>Dues and fees</b>	2,009.81	1,790.11	1,724.63	426.67	100.00	700.00	200.00
<b>Communications</b>	891.16	914.49	894.44	977.00	333.32	750.00	600.00
<b>Postage/freight</b>	750.34	827.86	1,324.03	1,163.13	981.72	2,000.00	3,000.00
<b>Physicals/Safety</b>	710.90	3,658.64	2,770.73	1,373.46	1,084.57	7,000.00	4,000.00
<b>InKind Other</b>	61,159.50	54,635.58	59,587.19	55,854.53	22,684.68	37,089.00	37,188.00
<b>Sub-Total Program Expenditures</b>	<b>352,171.76</b>	<b>344,842.03</b>	<b>355,782.94</b>	<b>320,208.63</b>	<b>227,964.48</b>	<b>343,409.64</b>	<b>334,226.00</b>
<b>Grand Total Program Expenditures</b>	<b>426,757.64</b>	<b>420,141.66</b>	<b>434,862.65</b>	<b>392,936.46</b>	<b>271,536.90</b>	<b>405,391.00</b>	<b>409,289.99</b>
<b>Revenue over Expenditures</b>	-	-	-	-	-	(0.00)	0.00

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



## Senior Companions Work Chart





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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
Federal	229,876.62	231,148.63	230,400.39	222,580.47	154,786.20	220,397.00	226,152.27
Local Funds	24,651.20	15,699.00	-	-	-	685.00	-
Interest	-	-	-	-	-	-	-
InKind	75,269.40	75,616.16	49,242.18	25,519.87	29,381.81	52,475.00	24,792.00
CVCOG Membership Dues	-	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>329,797.22</b>	<b>322,463.79</b>	<b>279,642.57</b>	<b>248,100.34</b>	<b>184,168.01</b>	<b>273,557.00</b>	<b>250,944.27</b>
Salaries/Wages	30,234.88	30,484.35	29,498.37	31,452.53	21,000.09	37,270.80	33,181.27
Fringe Benefits	14,991.23	14,577.46	14,362.74	18,839.67	7,640.92	15,413.40	9,391.03
<b>Total Personnel</b>	<b>45,226.11</b>	<b>45,061.81</b>	<b>43,861.11</b>	<b>50,292.20</b>	<b>28,641.01</b>	<b>52,684.20</b>	<b>42,572.31</b>
Indirect Administrative Costs	5,775.71	5,423.45	6,500.19	8,094.86	4,611.18	8,482.16	6,858.40
Property Mgmt Cost Allocation	716.16	645.60	653.92	594.98	365.04	815.00	524.60
Stipend - FGP/SCP Volunteers	158,601.47	156,428.95	149,062.57	138,106.46	102,108.99	138,350.00	116,214.00
Uniforms	1,175.40	-	-	903.50	-	-	640.00
Recognition	1,705.16	4,055.83	2,243.71	-	1,990.02	1,000.00	7,000.00
Audit & Legal	-	160.01	480.04	-	-	-	-
Contract Services	-	68.00	754.80	-	-	-	-
Travel-In Region	564.51	910.93	751.48	762.04	502.38	186.00	1,300.00
Travel-Out of Region	465.90	1,449.26	873.70	1,009.01	296.12	1,300.00	3,000.00
Meals	2,926.05	2,933.34	2,449.13	2,170.31	2,071.27	4,668.78	3,000.00
Travel-Volunteer	9,353.15	10,617.60	11,503.77	13,467.02	8,118.05	3,301.12	30,302.87
Fuel & Lubricant	86.02	-	-	-	-	-	-
Vehicle Maintenance	24.74	-	-	-	-	-	-
Rent	4,476.17	4,035.20	4,087.20	3,911.79	2,442.61	5,093.74	3,278.73
Utilities	800.87	612.87	596.11	562.82	371.58	658.00	426.24
Supplies	3,805.25	2,620.09	855.04	1,632.56	1,233.01	193.00	3,200.13
Computer/Software	-	189.80	-	-	-	-	-
Copier	222.98	1,103.09	1,660.76	702.34	156.86	600.00	750.00
Insurance	496.56	496.56	512.16	492.87	466.56	500.00	600.00
Printing	952.67	79.76	651.33	166.81	51.00	100.00	2,500.00
Network/MIS/Web	-	-	188.87	-	-	-	-
Dues and fees	1,544.30	2,140.11	1,549.57	200.00	100.00	700.00	200.00
Communications	763.43	800.46	516.17	637.21	383.02	750.00	600.00
Postage/freight	834.62	594.94	1,075.41	932.00	392.70	200.00	1,635.00
Physicals/Safety	809.21	1,619.69	2,232.31	570.66	484.80	1,500.00	1,550.00
InKind Other	75,269.40	75,616.16	49,242.18	25,519.87	29,381.81	52,475.00	24,792.00
<b>Sub-Total Program Expenditures</b>	<b>264,877.86</b>	<b>266,532.65</b>	<b>231,286.31</b>	<b>191,747.27</b>	<b>150,550.78</b>	<b>211,575.64</b>	<b>200,988.97</b>
<b>Grand Total Program Expenditures</b>	<b>316,595.84</b>	<b>317,663.51</b>	<b>282,301.53</b>	<b>250,729.31</b>	<b>184,168.01</b>	<b>273,557.00</b>	<b>250,944.27</b>
<b>Revenue over Expenditures</b>	<b>13,201.38</b>	<b>4,800.28</b>	<b>(2,658.96)</b>	<b>(2,628.97)</b>	<b>-</b>	<b>(0.00)</b>	<b>0.00</b>

Excess Visiting Funds Carried Forward 12,713.73

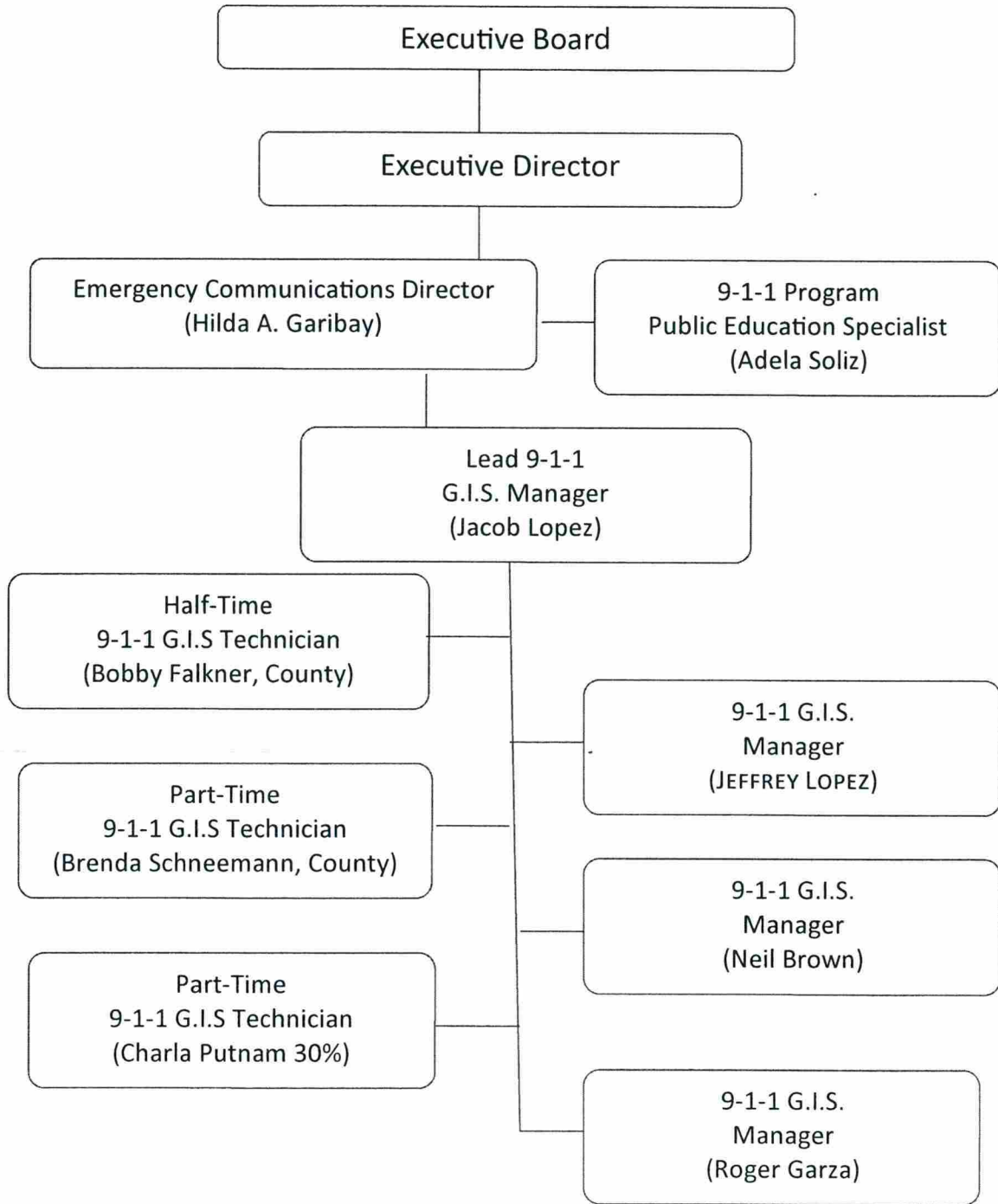
NOTE: Grants are awarded in 3 year increments.

State Award is September thru August

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

FY 13-14 had a 4% Sequestration.

# 911 Work Chart

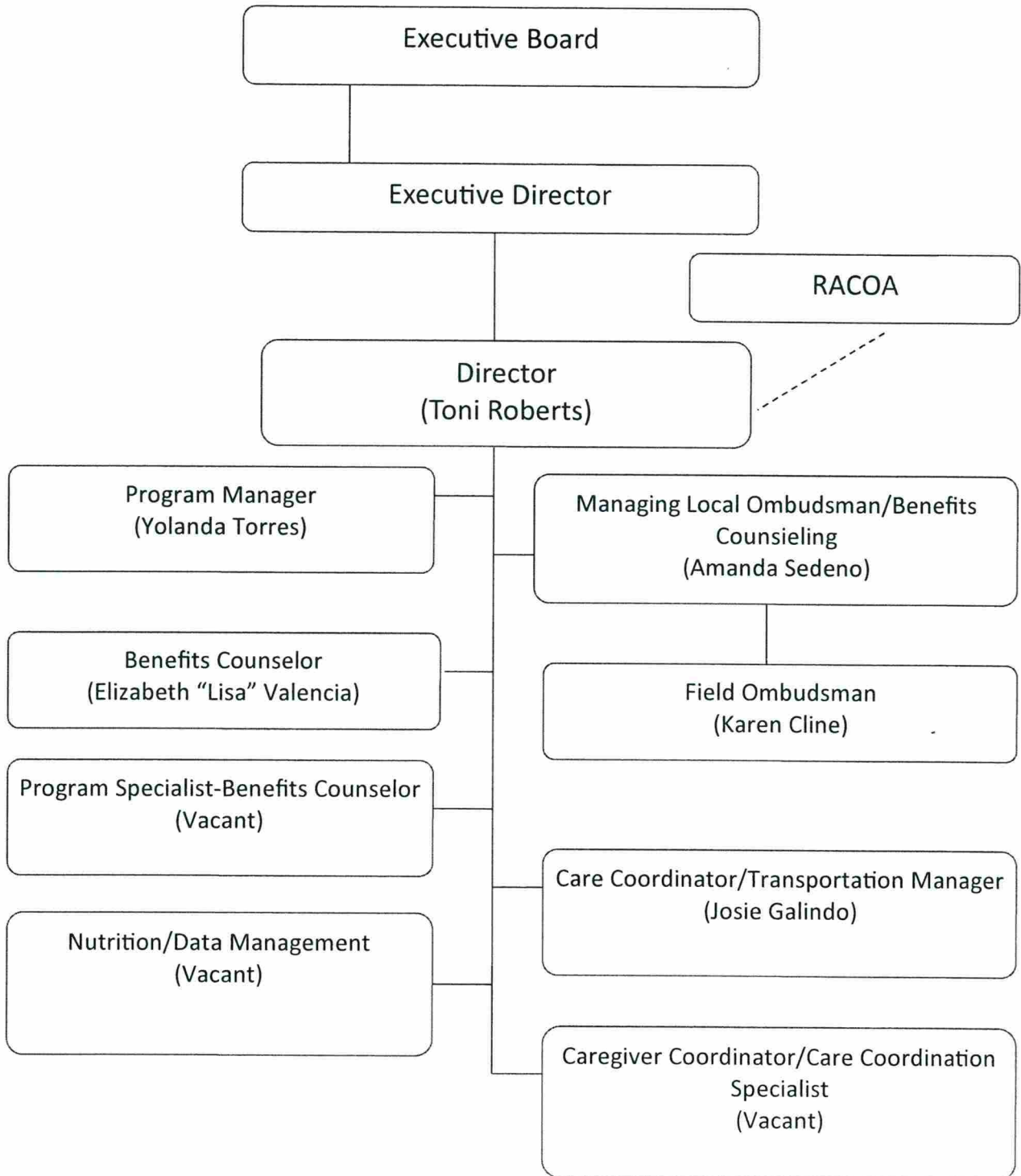


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 9-1-1 EMERGENCY COMMUNICATIONS

	Biennial		Biennial		Biennial		1st Biennium FY 15-16 BUDGET	2nd Biennium FY 16-17 BUDGET
	FY 09-10 ACTUAL	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL		
State	1,778,144.40	1,549,653.32	2,212,001.15	1,542,723.81	1,510,303.52	1,868,339.13	2,523,201.00	2,750,624.00
Local Funds	1,197.21	-	606.92	-	-	-	-	-
Interest	(40.45)	-	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>1,779,301.16</b>	<b>1,549,653.32</b>	<b>2,212,608.07</b>	<b>1,542,723.81</b>	<b>1,510,303.52</b>	<b>1,868,339.13</b>	<b>2,523,201.00</b>	<b>2,750,624.00</b>
Salaries/Wages	244,748.38	267,374.93	234,943.67	229,846.58	215,383.19	206,785.44	246,986.89	260,069.79
Fringe Benefits	119,070.04	132,418.93	110,863.76	111,912.32	126,842.61	96,909.62	117,501.79	115,932.11
<b>Total Personnel</b>	<b>363,818.42</b>	<b>399,793.86</b>	<b>345,807.43</b>	<b>341,758.90</b>	<b>342,225.80</b>	<b>303,695.06</b>	<b>364,488.67</b>	<b>376,001.90</b>
Indirect Administrative Costs	44,349.47	50,815.50	41,246.27	50,648.70	54,716.34	48,894.93	58,682.68	60,573.91
Property Mgmt Cost Allocation	-	8,427.93	10,543.23	10,942.30	10,477.07	10,286.64	11,059.93	11,449.33
Audit & Legal	-	-	837.04	2,511.12	-	-	-	-
Contract Services	4,349.28	-	-	-	-	-	10,000.00	10,000.00
Travel-In Region	5,949.19	3,884.46	4,222.96	4,310.80	3,341.20	3,689.99	6,597.00	6,597.00
Travel-Out of Region	27,918.41	21,876.54	13,389.87	13,275.21	15,663.96	13,619.80	25,973.00	24,721.00
Rent	25,604.04	55,800.95	66,974.00	67,845.60	69,457.60	69,457.60	69,124.59	71,558.33
County Facility Rent	1,987.86	1,485.15	662.16	575.14	774.32	837.89	780.00	850.00
Utilities	6,560.23	10,963.11	10,043.20	9,773.50	10,240.42	10,508.82	8,986.20	9,302.58
Bldg Maintenance	8,365.89	7,132.59	1,304.32	-	-	-	-	-
Supplies	31,542.21	129,822.17	21,440.32	32,533.43	8,698.05	27,273.99	15,060.00	18,503.85
Project Equipment	-	1,350.00	-	-	-	-	83,300.00	50,000.00
Capital Equipment	16,058.95	-	-	-	-	-	-	-
Copier	106.50	-	-	-	-	-	-	-
Printing	4,785.02	2,694.67	1,802.09	2,730.87	2,176.41	4,197.83	4,110.00	5,000.00
Ads & Promotions	-	-	-	139.08	147.92	1,033.00	1,217.00	1,500.00
Network/MIS/Web	-	-	-	1,797.32	22.49	-	-	-
Training	3,761.04	-	-	-	495.00	1,750.00	2,000.00	2,000.00
Dues and fees	221.55	326.45	528.90	710.34	1,036.33	1,144.76	4,975.00	2,178.00
Communications	8,133.71	6,603.33	7,366.80	9,582.83	10,111.17	9,329.67	9,494.00	16,539.00
Postage/freight	402.68	441.56	413.21	599.27	471.80	396.17	580.00	580.00
911 Services	1,221,297.36	845,168.24	1,685,670.47	992,019.76	980,247.64	1,276,845.53	1,846,420.93	2,083,269.09
Other-Give Aways	4,089.35	3,066.81	351.43	975.64	-	-	352.00	-
<b>Sub-Total Program Expenditures</b>	<b>1,371,133.27</b>	<b>1,090,616.03</b>	<b>1,815,006.77</b>	<b>1,139,379.91</b>	<b>1,102,884.31</b>	<b>1,505,462.50</b>	<b>2,088,969.72</b>	<b>2,302,598.85</b>
<b>Grand Total Program Expenditures</b>	<b>1,779,301.16</b>	<b>1,549,653.32</b>	<b>2,212,603.70</b>	<b>1,542,729.81</b>	<b>1,510,303.52</b>	<b>1,868,339.13</b>	<b>2,523,201.00</b>	<b>2,750,624.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>4.37</b>	<b>(6.00)</b>	<b>-</b>	<b>-</b>	<b>(0.00)</b>	<b>0.00</b>

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

# Area Agency on Aging Work Chart





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

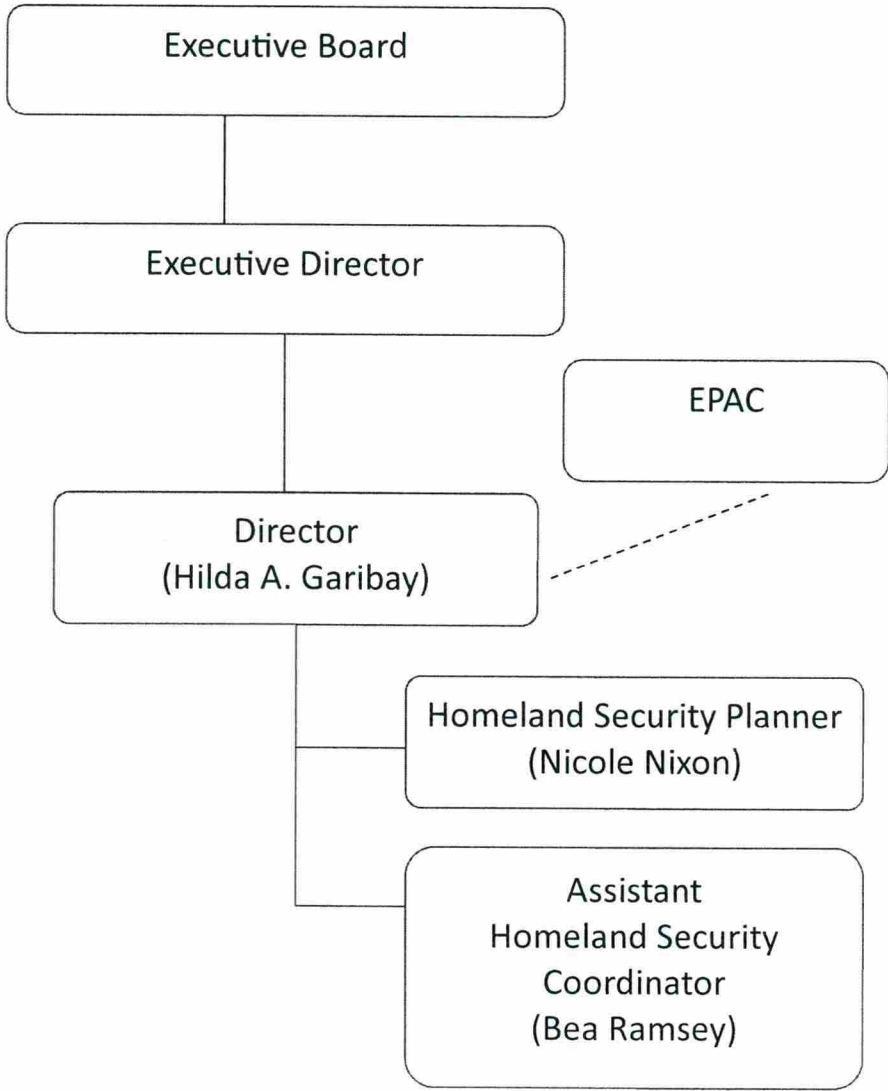
	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State Administrated Federal	998,169.25	1,045,190.75	947,493.00	956,415.00	951,400.00	1,037,905.00	1,111,527.10
State	86,405.00	89,506.00	83,994.00	90,533.00	89,052.00	89,052.00	89,052.00
Program Income	-	25.00	-	-	70.00	-	-
Local Funds	-	175.00	-	-	382.00	-	-
InKind	329,377.74	372,203.01	410,701.40	349,054.09	440,486.85	330,000.00	330,000.00
Membership Dues	28,333.00	28,333.20	28,333.00	28,333.00	28,333.00	28,333.00	28,333.00
<b>Total Program Revenue</b>	<b>1,442,284.99</b>	<b>1,535,432.96</b>	<b>1,470,521.40</b>	<b>1,424,335.09</b>	<b>1,509,723.85</b>	<b>1,485,290.00</b>	<b>1,558,912.10</b>
Salaries/Wages	207,246.85	214,829.69	229,451.24	245,700.34	234,748.87	317,358.31	309,890.56
Fringe Benefits	101,979.89	103,195.12	111,719.85	147,272.78	104,712.05	157,269.22	150,127.89
<b>Total Personnel</b>	<b>309,226.74</b>	<b>318,024.81</b>	<b>341,171.09</b>	<b>392,973.12</b>	<b>339,460.92</b>	<b>474,627.53</b>	<b>460,018.44</b>
Indirect Administrative Costs	39,290.13	38,393.21	50,561.57	63,268.73	55,462.52	76,415.03	74,108.97
Property Mgmt Cost Allocation	5,116.34	5,839.55	5,772.41	6,227.90	7,015.32	7,541.85	7,541.85
Recognition	652.84	555.72	245.55	262.20	226.85	450.00	450.00
Audit & Legal	-	734.40	2,203.20	-	-	-	-
Contract Services	164,149.53	173,760.48	123,139.26	94,258.39	109,502.10	85,106.00	170,315.41
AAA Meals	479,593.67	435,106.61	426,186.75	415,837.26	448,966.58	410,058.16	416,203.12
Travel-In Region	6,612.52	6,049.37	4,724.38	7,350.54	6,605.71	8,000.00	8,000.00
Travel-Out of Region	16,418.94	18,033.78	12,119.79	7,694.23	10,051.26	9,275.00	9,275.00
Conference Fees	740.48	305.00	1,305.00	4,366.00	900.00	375.00	375.00
Meals	62.48	132.38	-	-	59.86	-	-
Fuel & Lubricant	3,215.69	2,363.67	2,923.77	867.28	37.83	-	-
Vehicle Maintenance	432.96	232.83	511.97	59.61	-	-	-
Rent	32,026.84	36,496.20	37,294.95	41,137.20	46,768.80	47,136.55	47,136.55
Utilities	6,028.70	5,533.25	5,083.36	6,352.70	7,201.57	6,127.75	6,127.75
Bldg Maintenance	-	232.50	-	-	-	-	-
Supplies	15,596.71	74,775.61	12,631.46	6,435.52	14,326.05	8,636.83	8,000.00
Project Equipment	8,658.27	5,269.51	-	-	4,154.43	-	-
Computer/Software	186.19	-	-	-	-	-	-
Copier	1,226.22	3,277.40	10,167.36	5,778.90	1,145.20	3,160.00	3,160.00
Insurance	1,297.83	1,066.00	1,083.37	997.60	913.95	1,022.00	1,100.00
Cell Phones	-	-	2,135.49	1,551.63	1,644.00	1,975.00	2,000.00
Printing	7,202.23	11,367.21	2,797.89	6,174.08	3,284.12	4,931.93	4,500.00
Ads & Promotions	3,498.78	11,258.89	3,508.62	2,905.50	1,143.30	1,403.00	1,500.00
Network/MIS/Web	-	-	2,466.16	-	-	-	-
Dues and fees	2,327.50	2,232.38	3,205.00	2,585.99	4,139.58	1,700.00	1,800.00
Communications	6,960.22	9,037.12	6,375.99	5,495.62	4,600.02	4,850.00	4,800.00
Postage/freight	2,385.44	3,144.50	2,374.22	2,159.24	2,035.98	2,498.37	2,500.00
Other	-	7.57	-	-	6.73	-	-
InKind Other	329,377.74	372,203.01	410,701.40	349,054.09	440,486.85	330,000.00	330,000.00
<b>Sub-Total Program Expenditures</b>	<b>1,088,651.78</b>	<b>1,173,175.39</b>	<b>1,073,184.94</b>	<b>961,323.58</b>	<b>1,108,200.77</b>	<b>926,705.59</b>	<b>1,017,242.83</b>
<b>Grand Total Program Expenditures</b>	<b>1,442,284.99</b>	<b>1,535,432.96</b>	<b>1,470,690.01</b>	<b>1,423,793.33</b>	<b>1,510,139.53</b>	<b>1,485,290.00</b>	<b>1,558,912.10</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(168.61)</b>	<b>541.76</b>	<b>(415.68)</b>	<b>0.00</b>	<b>0.00</b>

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

FY 13-14 reflected a 5% Level Funding cut. However, due to sequestration in FY 12-13 unspent funds were authorized for carry forward without performance measures.

FY 16-17 reflects TXDOT 5310 Elderly & Disabled funds spent on contract services

# Homeland Security Work Chart



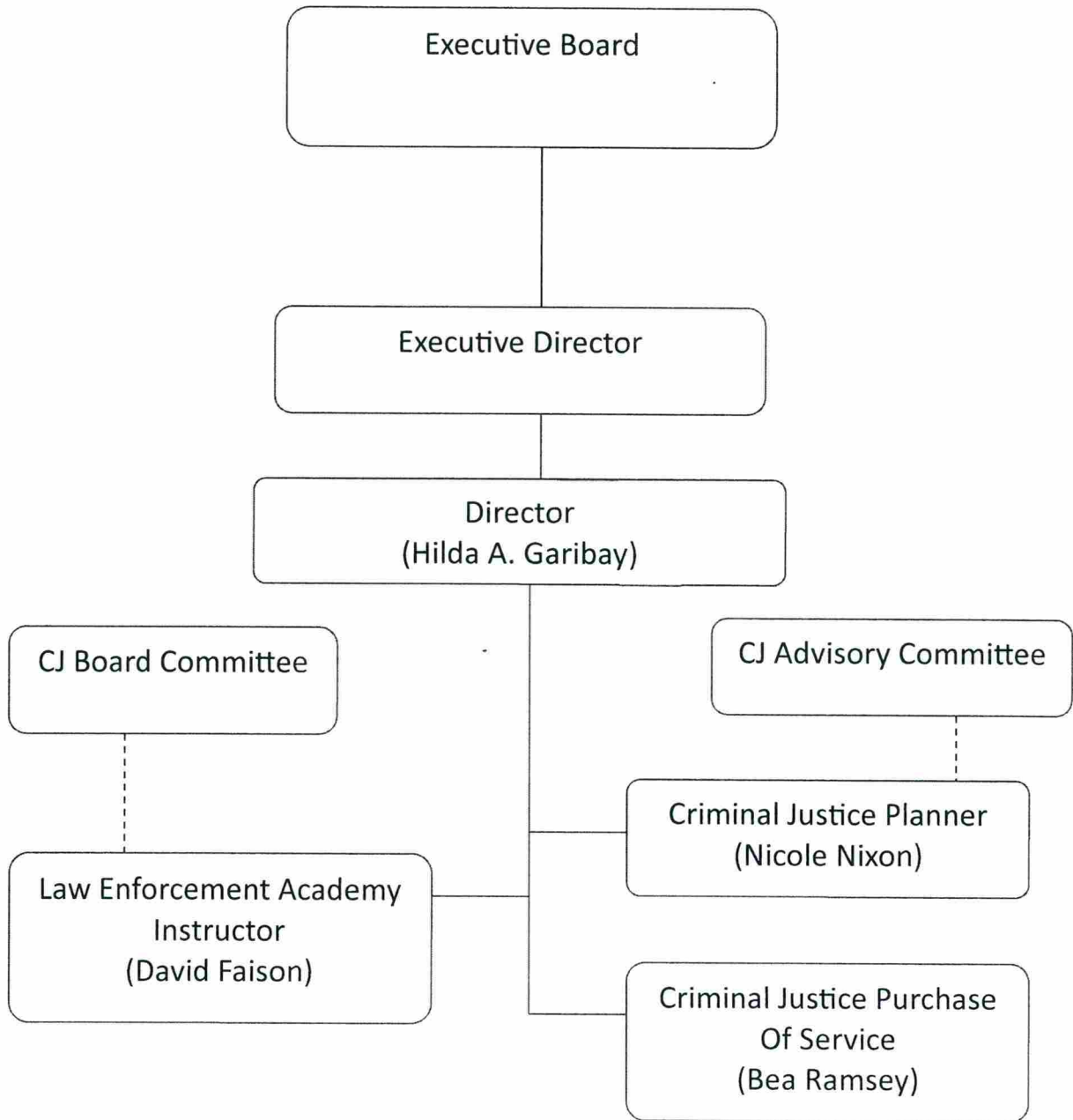


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 HOMELAND SECURITY

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State Administrated Federal	1,258,015.69	774,741.70	431,644.42	163,749.32	160,366.58	185,952.69	185,869.00
Local Funds	594.53	163.94	697.20	391.90	-	-	-
<b>Total Program Revenue</b>	<b>1,258,610.22</b>	<b>774,905.64</b>	<b>432,341.62</b>	<b>164,141.22</b>	<b>160,366.58</b>	<b>185,952.69</b>	<b>185,869.00</b>
Salaries/Wages	153,357.85	141,781.27	76,074.23	48,258.90	44,862.39	44,287.35	52,569.19
Fringe Benefits	75,894.17	66,862.44	37,040.55	28,926.41	22,399.60	23,089.63	25,688.00
<b>Total Personnel</b>	<b>229,252.02</b>	<b>208,643.71</b>	<b>113,114.78</b>	<b>77,185.31</b>	<b>67,261.99</b>	<b>67,376.98</b>	<b>78,257.19</b>
<b>Indirect Administrative Costs</b>	<b>29,205.20</b>	<b>24,875.79</b>	<b>16,763.61</b>	<b>12,426.81</b>	<b>10,829.12</b>	<b>10,847.69</b>	<b>12,607.23</b>
<b>Property Mgmt Cost Allocation</b>	<b>2,319.97</b>	<b>2,737.72</b>	<b>4,463.64</b>	<b>4,163.64</b>	<b>7,225.92</b>	<b>4,773.28</b>	<b>4,469.39</b>
Audit & Legal	-	155.55	466.65	-	-	-	-
Contract Services	50,191.47	(500.00)	-	-	-	-	-
Travel-In Region	1,872.17	1,580.11	932.88	1,126.57	768.79	2,000.00	1,480.20
Travel-Out of Region	18,514.39	8,945.92	4,996.86	920.08	3,567.25	3,500.00	4,919.00
Meals	-	22.43	-	-	-	-	-
Fuel & Lubricant	445.85	127.01	210.01	-	-	-	-
Vehicle Maintenance	69.49	14.50	-	-	685.74	700.00	700.00
Rent	14,829.55	17,440.60	28,228.00	28,087.60	48,252.80	29,833.03	27,933.66
Utilities	2,822.16	2,603.37	4,463.67	3,936.58	7,417.60	3,878.29	3,631.38
Supplies	54,455.71	15,577.04	6,762.00	1,739.60	6,188.36	7,500.00	7,031.14
Project Equipment	824,433.92	479,300.20	228,911.34	29,652.45	1,305.64	43,353.41	32,032.82
Computer/Software	22,290.40	-	14,322.20	486.99	2,569.68	-	-
Copier	200.82	-	-	-	162.96	5,000.00	5,000.00
Insurance	-	-	244.00	411.00	29.25	-	-
Cell Phones	243.90	-	1,690.00	1,027.13	975.96	2,000.00	1,500.00
Printing	2,725.40	-	247.73	-	-	-	-
Network/MIS/Web	-	-	399.29	-	-	-	-
Training	15.00	325.00	-	-	-	1,170.00	1,170.00
Dues and fees	250.00	10,496.31	227.20	441.66	129.17	500.00	847.00
Communications	3,118.25	1,645.42	4,670.62	1,665.08	2,963.46	3,250.00	3,250.00
Postage/freight	1,354.55	915.03	1,099.09	889.86	62.25	270.00	1,040.00
Other	-	-	-	-	-	-	-
<b>Sub-Total Program Expenditures</b>	<b>997,833.03</b>	<b>538,648.49</b>	<b>297,871.54</b>	<b>70,384.60</b>	<b>75,078.91</b>	<b>102,954.73</b>	<b>90,535.20</b>
<b>Grand Total Program Expenditures</b>	<b>1,258,610.22</b>	<b>774,905.71</b>	<b>432,213.57</b>	<b>164,160.36</b>	<b>160,395.94</b>	<b>185,952.69</b>	<b>185,869.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>(0.07)</b>	<b>128.05</b>	<b>(19.14)</b>	<b>(29.36)</b>	<b>(0.00)</b>	<b>(0.00)</b>

Note: Homeland Security consists of the State Homeland Security Program (SHSP), Citizens Corps Program (CCP), Law Enforcement Terrorism Prevention Activity (LETPA)

# Criminal Justice Work Chart



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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	1st Biennium FY 13-14 ACTUAL	2nd Biennium FY 14-15 ACTUAL	1ST Biennium FY 15-16 BUDGET	2ND Biennium FY 16-17 BUDGET
State	44,790.35	40,356.97	37,377.48	53,047.52	67,212.34	57,128.73	57,128.73
Program Income	33,037.08	19,007.40	31,958.70	43,569.00	45,281.00	24,000.00	24,000.00
Local Funds	37,000.19	37,759.24	36,360.00	103,353.61	99,909.00	98,500.00	98,500.00
<b>Total Program Revenue</b>	<b>114,827.62</b>	<b>97,123.61</b>	<b>105,696.18</b>	<b>199,970.13</b>	<b>212,402.34</b>	<b>179,628.73</b>	<b>179,628.73</b>
Salaries/Wages	33,757.46	30,580.54	31,712.65	39,227.99	55,502.84	58,747.30	61,669.66
Fringe Benefits	16,703.98	14,951.75	15,440.92	23,120.00	22,708.08	28,049.62	27,647.26
<b>Total Personnel</b>	<b>50,461.44</b>	<b>45,532.29</b>	<b>47,153.57</b>	<b>62,347.99</b>	<b>78,210.92</b>	<b>86,796.92</b>	<b>89,316.91</b>
<b>Indirect Administrative Costs</b>	<b>6,426.45</b>	<b>5,562.69</b>	<b>6,988.26</b>	<b>9,971.52</b>	<b>12,591.94</b>	<b>13,974.30</b>	<b>14,388.95</b>
<b>Property Mgmt Cost Allocation</b>	<b>4,563.78</b>	<b>2,772.23</b>	<b>5,817.84</b>	<b>3,881.83</b>	<b>2,893.41</b>	<b>4,302.62</b>	<b>3,853.05</b>
Indirect costs not billed to State							
Audit & Legal	-	-	304.09	-	-	-	-
Contract Services	11,095.00	8,120.28	9,461.00	12,501.00	10,846.00	12,000.00	15,000.00
Travel-In Region	9,129.83	1,979.82	499.28	356.59	699.72	400.00	500.00
Travel-Out of Region	2,535.39	1,816.28	1,947.90	1,983.35	4,613.78	4,000.00	2,000.00
Conference Fees	-	-	100.00	-	-	-	-
Meals	597.08	94.17	181.55	112.99	-	250.00	250.00
Fuel & Lubricant	8,269.83	857.27	385.43	562.31	307.51	1,000.00	1,000.00
Vehicle Maintenance	138.07	60.34	425.40	2,230.21	1,668.39	4,000.00	1,200.00
Rent	25,085.33	17,326.40	34,938.80	25,737.60	19,595.40	26,891.37	24,081.56
Utilities	5,380.35	1,525.46	4,708.07	4,662.70	2,925.99	3,495.88	3,130.60
Bldg Maintenance	-	94.85	-	-	-	-	-
Supplies	15,368.55	1,927.10	7,603.56	1,831.06	5,321.27	6,717.64	7,242.90
Project Equipment	-	-	-	-	-	-	-
Computer/Software	340.04	-	-	-	-	-	1,264.74
Copier	-	1,114.44	1,389.18	4,114.10	5,924.94	2,100.00	4,000.00
Insurance	1,452.00	1,374.00	1,143.00	1,189.00	1,147.75	2,000.00	2,500.00
Cell Phones	-	-	789.85	839.71	776.04	1,500.00	1,500.00
Printing	1,042.09	206.39	-	321.34	-	-	-
Network/MIS/Web	-	-	929.27	10.00	-	-	-
Training	3,430.00	-	290.00	1,631.88	285.14	5,000.00	4,000.00
Dues and fees	1,136.00	700.00	546.98	957.45	952.00	1,000.00	1,000.00
Communications	4,160.14	3,690.50	1,133.15	1,234.24	2,470.05	4,000.00	3,000.00
Postage/freight	71.68	80.50	76.84	90.22	506.16	200.00	400.00
Other	-	-	-	-	23.17	-	-
<b>Sub-Total Program Expenditures</b>	<b>89,231.38</b>	<b>40,967.80</b>	<b>66,853.35</b>	<b>60,365.75</b>	<b>58,063.31</b>	<b>74,554.88</b>	<b>72,069.81</b>
<b>Grand Total Program Expenditures</b>	<b>150,683.05</b>	<b>94,835.01</b>	<b>126,813.02</b>	<b>136,567.09</b>	<b>151,759.58</b>	<b>179,628.72</b>	<b>179,628.73</b>
<b>Revenue over Expenditures</b>	<b>(35,855.43)</b>	<b>2,288.60</b>	<b>(21,116.84)</b>	<b>63,403.04</b>	<b>60,642.76</b>	<b>0.00</b>	<b>0.00</b>
Excess Expenditures						69,362.14	

NOTE: The Criminal Justice Law Enforcement Academy Fiscal Year is September through August.  
 Beginning September 1, 2013 award was granted on a biennium basis.

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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State (Contract)	67,726.39	29,044.14	29,884.97	35,900.00	35,838.00	45,975.00	45,975.00
Local Funds	-	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>67,726.39</b>	<b>29,044.14</b>	<b>29,884.97</b>	<b>35,900.00</b>	<b>35,838.00</b>	<b>45,975.00</b>	<b>45,975.00</b>
Salaries/Wages	16,655.87	13,610.54	12,677.47	8,865.57	10,325.12	16,568.86	17,164.14
Fringe Benefits	8,247.99	6,638.64	6,172.65	5,273.23	5,790.12	8,560.30	8,460.62
<b>Total Personnel</b>	<b>24,903.86</b>	<b>20,249.18</b>	<b>18,850.12</b>	<b>14,138.80</b>	<b>16,115.24</b>	<b>25,129.16</b>	<b>25,624.76</b>
<b>Indirect Administrative Costs</b>	<b>3,177.74</b>	<b>2,469.86</b>	<b>2,793.56</b>	<b>2,269.46</b>	<b>2,594.54</b>	<b>4,045.80</b>	<b>4,128.15</b>
<b>Property Mgmt Cost Allocation</b>	<b>166.82</b>	<b>4,426.46</b>	-	-	-	<b>1,305.50</b>	<b>1,605.21</b>
Audit & Legal	-	101.36	-	807.49	-	-	-
Travel-In Region	-	564.06	-	145.87	-	1,147.57	1,132.00
Travel-Out of Region	-	-	98.02	98.02	399.68	2,500.00	-
Meals	-	-	-	184.25	168.25	-	-
Rent	1,042.60	27,547.00	-	-	-	8,159.36	10,032.56
Utilities	64.87	5,301.41	-	-	-	1,060.72	1,304.23
Bldg Maintenance	-	132.79	-	-	-	-	-
Supplies	-	2,578.29	-	62.72	75.20	403.00	349.23
Copier	10,317.12	9,748.56	-	-	-	500.00	500.00
Training	-	625.00	-	-	-	-	-
Dues and fees	30.00	250.00	-	280.00	134.16	500.00	250.00
Communications	114.09	2,843.11	-	-	-	1,223.90	1,048.87
Postage/freight	84.58	77.28	22.12	22.12	36.47	-	-
<b>Sub-Total Program Expenditures</b>	<b>11,653.26</b>	<b>49,768.86</b>	<b>120.14</b>	<b>1,600.47</b>	<b>813.76</b>	<b>15,494.55</b>	<b>14,616.89</b>
<b>Grand Total Program Expenditures</b>	<b>39,901.68</b>	<b>76,914.36</b>	<b>21,763.82</b>	<b>18,008.73</b>	<b>19,523.54</b>	<b>45,975.00</b>	<b>45,975.00</b>
<b>Revenue over Expenditures</b>	<b>27,824.71</b>	<b>(47,870.22)</b>	<b>8,121.15</b>	<b>17,891.27</b>	<b>16,314.46</b>	<b>(0.00)</b>	<b>(0.00)</b>
					Excess Funds	22,281.36	

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

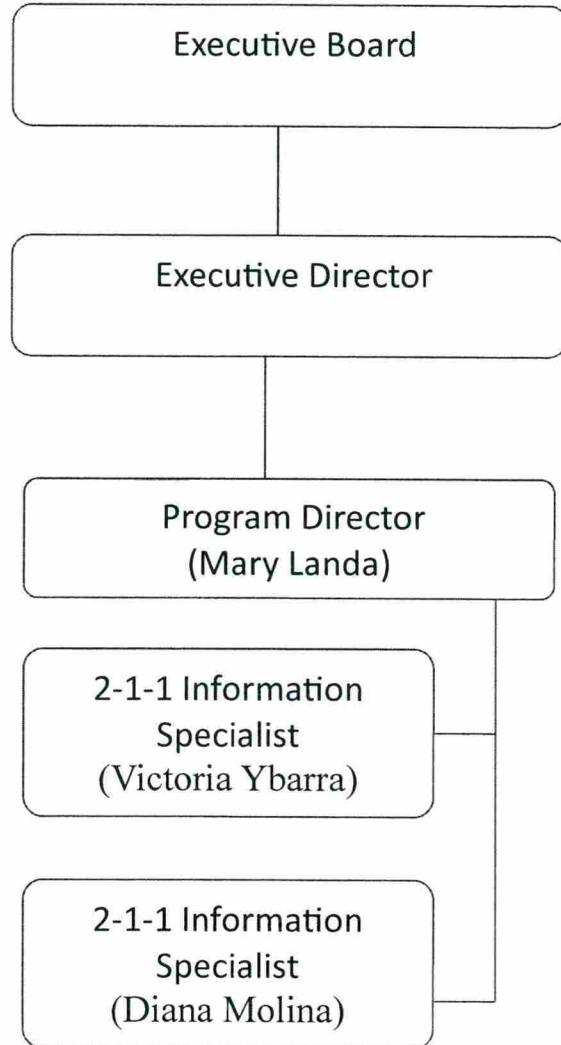


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 CRIMINAL JUSTICE PURCHASE OF SERVICES

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State Administrated Federal	38,121.22	34,242.81	46,289.26	43,539.26	37,172.17	25,428.20	25,428.20
Local Funds	521.86	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>38,643.08</b>	<b>34,242.81</b>	<b>46,289.26</b>	<b>43,539.26</b>	<b>37,172.17</b>	<b>25,428.20</b>	<b>25,428.20</b>
Salaries/Wages	5,007.80	4,518.93	3,715.14	1,906.00	2,112.37	2,409.87	2,542.82
Fringe Benefits	2,479.87	2,185.54	1,808.84	1,142.46	1,122.60	1,353.02	1,363.85
<b>Total Personnel</b>	<b>7,487.67</b>	<b>6,704.47</b>	<b>5,523.98</b>	<b>3,048.46</b>	<b>3,234.97</b>	<b>3,762.88</b>	<b>3,906.68</b>
Indirect Administrative Costs	955.41	813.08	818.63	490.80	520.82	605.82	629.37
Property Mgmt Cost Allocation	-	-	-	-	-	-	-
Contract Services	30,200.00	26,725.26	40,000.00	40,000.00	33,416.38	21,059.49	20,892.16
<b>Sub-Total Program Expenditures</b>	<b>30,200.00</b>	<b>26,725.26</b>	<b>40,000.00</b>	<b>40,000.00</b>	<b>33,416.38</b>	<b>21,059.49</b>	<b>20,892.16</b>
<b>Grand Total Program Expenditures</b>	<b>38,643.08</b>	<b>34,242.81</b>	<b>46,342.61</b>	<b>43,539.26</b>	<b>37,172.17</b>	<b>25,428.20</b>	<b>25,428.20</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(53.35)</b>	<b>-</b>	<b>-</b>	<b>0.00</b>	<b>(0.00)</b>

NOTE: The Criminal Justice Purchase of Services Fiscal Year is September through August.  
 FY 15-16 is reflecting a 32% decrease from FY 14-15 State Federal Award

## 211 Information and Referral Work Chart



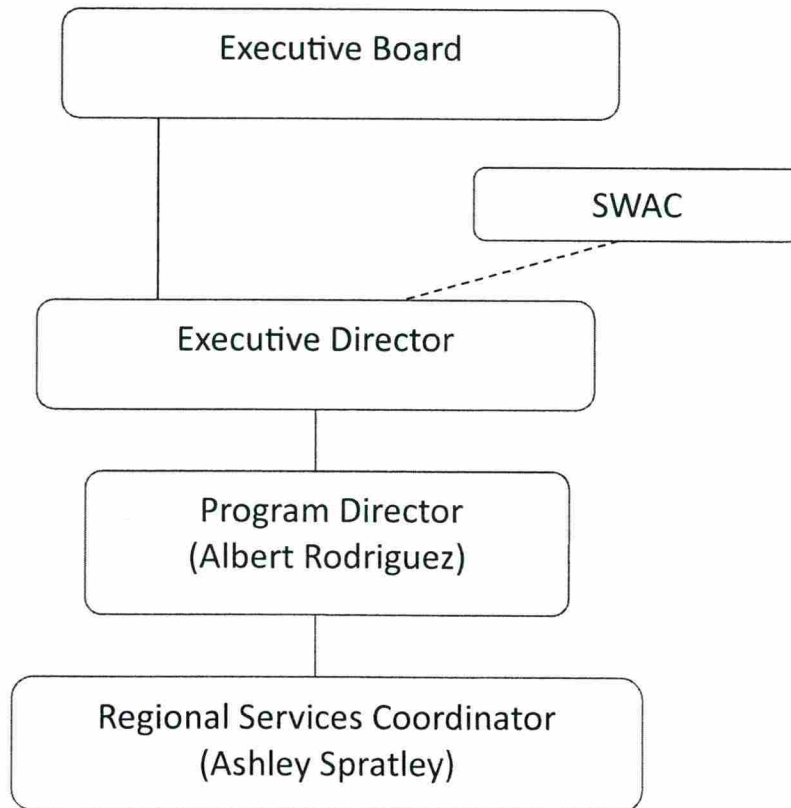


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 2-1-1 INFORMATION & REFERRAL

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State Administrated Federal	199,815.17	186,728.50	188,955.58	194,630.00	186,057.95	194,630.00	194,630.00
State	7,026.02	15,338.53	5,530.91	5,052.50	4,884.90	4,884.94	4,821.55
Local Funds	2,908.85	6,654.60	15,886.70	14,536.91	8,824.30	-	-
<b>Total Program Revenue</b>	<b>209,750.04</b>	<b>208,721.63</b>	<b>210,373.19</b>	<b>214,219.41</b>	<b>199,767.15</b>	<b>199,514.94</b>	<b>199,451.55</b>
Salaries/Wages	74,687.92	65,087.56	85,512.72	82,579.17	76,971.15	78,899.16	90,606.59
Fringe Benefits	36,961.83	30,755.69	41,636.13	49,093.85	43,507.19	47,147.14	49,846.60
<b>Total Personnel</b>	<b>111,649.75</b>	<b>95,843.25</b>	<b>127,148.85</b>	<b>131,673.02</b>	<b>120,478.34</b>	<b>126,046.30</b>	<b>140,453.19</b>
<b>Indirect Administrative Costs</b>	<b>14,223.51</b>	<b>11,442.49</b>	<b>18,843.45</b>	<b>21,130.96</b>	<b>19,397.02</b>	<b>20,293.45</b>	<b>22,627.01</b>
<b>Property Mgmt Cost Allocation</b>	<b>2,161.56</b>	<b>2,172.74</b>	<b>2,619.12</b>	<b>2,644.29</b>	<b>2,190.24</b>	<b>2,356.05</b>	<b>2,356.05</b>
Audit & Legal	-	109.01	327.04	-	-	-	-
Contract Services	10,979.27	11,523.60	8,869.80	10,284.00	7,303.20	14,771.45	6,000.00
Travel-In Region	871.20	769.45	352.14	382.08	266.64	1,750.00	1,000.00
Travel-Out of Region	8,901.56	6,980.47	7,296.46	5,259.27	4,821.00	4,750.00	5,327.21
Conference Fees	1,568.00	340.00	1,460.00	500.00	-	-	-
Fuel & Lubricant	528.06	650.72	112.88	438.51	72.08	-	-
Vehicle Maintenance	45.58	36.06	139.20	15.40	-	-	-
Rent	13,509.82	13,579.80	16,369.60	17,331.60	14,601.60	14,725.30	14,725.30
Utilities	2,507.87	2,061.78	2,446.81	2,476.37	2,237.51	1,914.29	1,914.29
Bldg Maintenance	-	-	-	-	-	-	-
Supplies	11,921.98	13,051.72	5,152.49	2,833.49	1,980.51	2,500.00	1,048.50
Project Equipment	2,468.48	2,571.80	-	-	3,010.44	-	-
Copier	401.25	1,426.79	1,176.73	-	-	-	-
Cell Phones	-	-	180.00	195.00	390.00	360.00	360.00
Internet	-	-	-	-	-	-	-
Printing	1,547.20	143.56	2,456.89	3,119.70	2,608.27	4,000.00	1,500.00
Ads & Promotions	19,757.54	30,454.94	11,092.35	12,585.33	11,781.25	2,691.05	-
Network/MIS/Web	-	-	574.68	7.50	-	-	-
Dues and fees	4,505.40	6,619.00	1,128.14	1,124.00	2,243.36	2,000.00	540.00
Communications	1,019.01	1,088.42	1,360.07	1,388.91	1,337.39	1,500.00	1,400.00
Postage/freight	1,183.00	1,188.21	311.71	345.10	298.30	200.00	200.00
<b>Sub-Total Program Expenditures</b>	<b>81,715.22</b>	<b>92,595.33</b>	<b>60,806.99</b>	<b>58,286.26</b>	<b>52,951.55</b>	<b>51,162.09</b>	<b>34,015.30</b>
<b>Grand Total Program Expenditures</b>	<b>209,750.04</b>	<b>202,053.81</b>	<b>209,418.41</b>	<b>213,734.53</b>	<b>195,017.15</b>	<b>199,857.90</b>	<b>199,451.55</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>6,667.82</b>	<b>954.78</b>	<b>484.88</b>	<b>4,750.00</b>	<b>(342.96)</b>	<b>(0.00)</b>

NOTE: Receiving level funding. No funding change since FY 12-13

## Regional Services-Solid Waste Work Chart

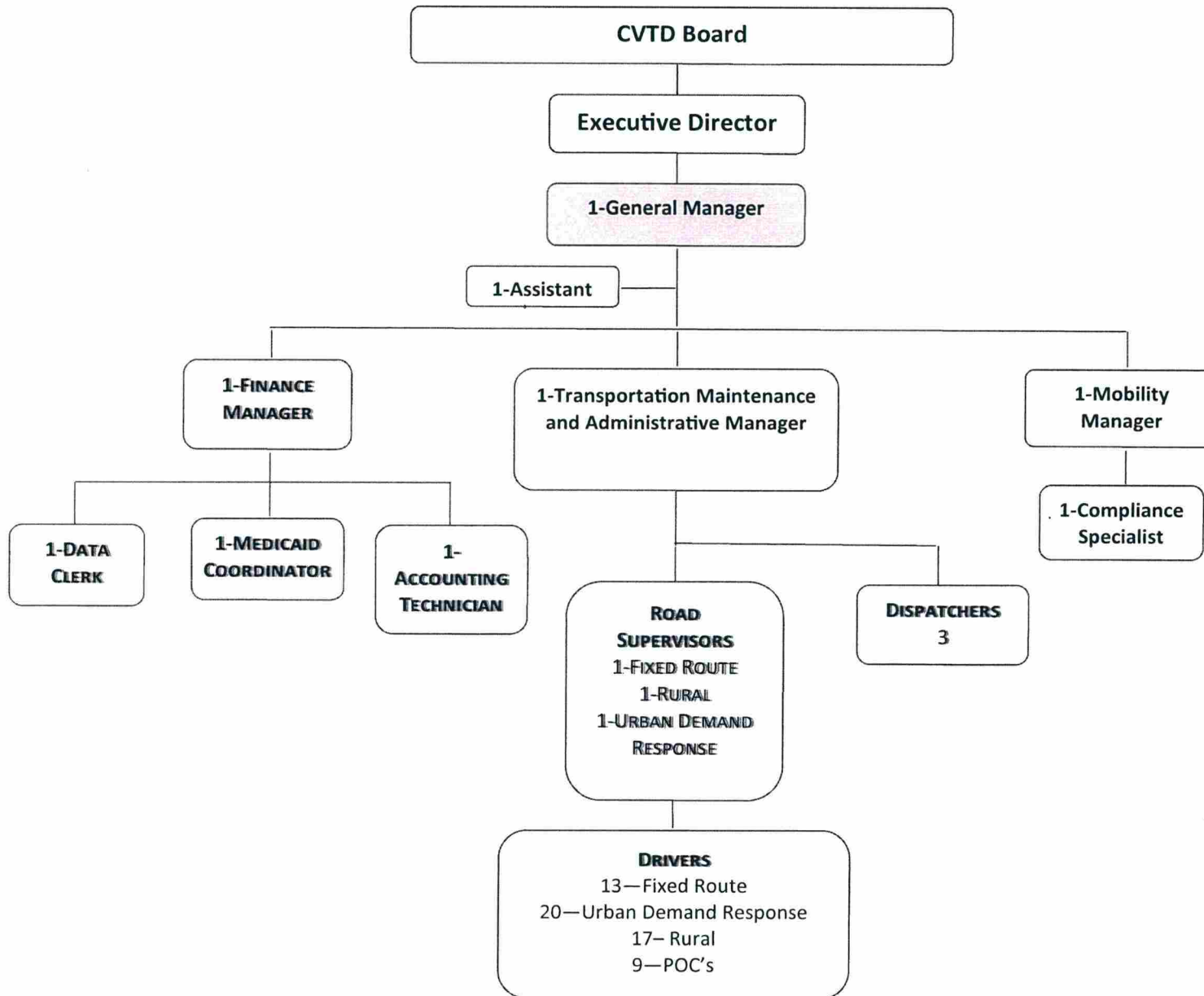


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 REGIONAL SERVICES - SOLID WASTE

	Biennial		Biennial		1ST Biennium	2ND Biennium	1ST Biennium	2ND Biennium
	FY 09-10 ACTUAL	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State	101,683.92	213,643.11	108,637.89	145,469.48	67,899.30	162,100.70	115,000.00	115,000.00
Interest	-	-	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>101,683.92</b>	<b>213,643.11</b>	<b>108,637.89</b>	<b>145,469.48</b>	<b>67,899.30</b>	<b>162,100.70</b>	<b>115,000.00</b>	<b>115,000.00</b>
Salaries/Wages	24,933.66	31,151.17	41,763.65	23,212.81	23,364.20	25,367.10	23,287.67	24,331.85
Fringe Benefits	12,130.24	15,415.24	19,818.57	11,302.31	13,798.04	11,750.00	11,480.45	11,750.21
<b>Total Personnel</b>	<b>37,063.90</b>	<b>46,566.41</b>	<b>61,582.22</b>	<b>34,515.12</b>	<b>37,162.24</b>	<b>37,117.10</b>	<b>34,768.12</b>	<b>36,082.07</b>
<b>Indirect Administrative Costs</b>	<b>4,518.13</b>	<b>5,931.34</b>	<b>7,373.39</b>	<b>5,115.14</b>	<b>5,948.21</b>	<b>5,975.86</b>	<b>5,597.67</b>	<b>5,812.82</b>
<b>Property Mgmt Cost Allocation</b>	<b>-</b>	<b>472.88</b>	<b>499.62</b>	<b>506.72</b>	<b>494.82</b>	<b>486.72</b>	<b>522.52</b>	<b>391.89</b>
Audit & Legal	-	-	63.11	189.34	-	-	-	-
Travel-In Region	-	475.32	308.55	183.24	-	386.24	600.00	350.00
Travel-Out of Region	2,818.52	3,191.13	1,384.85	914.19	586.65	276.00	1,600.00	1,600.00
Rent	2,301.84	2,955.34	3,122.60	3,166.80	3,244.80	3,244.80	3,265.75	2,449.31
Utilities	602.95	559.48	475.10	462.15	484.46	497.18	424.55	318.41
Bldg Maintenance	255.46	-	-	-	-	-	-	-
Supplies	-	1,838.28	771.93	12,719.05	39.10	1,171.57	337.95	195.49
Project Equipment	52,969.00	148,939.25	31,159.00	86,178.08	18,000.00	111,959.99	66,200.00	66,200.00
Computer/Software	-	1,537.04	-	-	-	-	-	-
Copier	15.20	359.40	-	-	-	-	-	-
Printing	514.54	2.10	911.52	519.30	740.44	55.16	500.00	500.00
Network/MIS/Web	-	-	-	198.68	2.50	-	-	-
Dues and fees	86.81	383.78	469.46	25.00	483.33	441.66	500.00	500.00
Communications	288.94	327.48	340.51	772.63	594.36	523.81	583.44	500.00
Postage/freight	248.63	103.88	176.03	70.77	118.39	65.60	100.00	100.00
<b>Sub-Total Program Expenditures</b>	<b>60,101.89</b>	<b>160,672.48</b>	<b>39,182.66</b>	<b>105,399.23</b>	<b>24,294.03</b>	<b>118,622.01</b>	<b>74,111.69</b>	<b>72,713.22</b>
<b>Grand Total Program Expenditures</b>	<b>101,683.92</b>	<b>213,643.11</b>	<b>108,637.89</b>	<b>145,536.21</b>	<b>67,899.30</b>	<b>162,201.69</b>	<b>115,000.00</b>	<b>115,000.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(66.73)</b>	<b>-</b>	<b>(100.99)</b>	<b>(0.00)</b>	<b>0.00</b>

NOTE: The State funding budget has been cut 32% for 2012-2013 biennial. 2014-2015 funding is the same as 2012-2013, at total of \$230,000 per biennium.  
 The State authorized unspent funds from Year 10-11 to be carried to Year 12-13, total carry was \$31,432.46

# Concho Valley Transit District Work Chart





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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
<b>Federal</b>	1,486,780.00	1,385,231.00	1,533,642.50	1,384,150.00	2,039,402.00	1,317,068.40	1,626,869.00
State Administrated Federal	762,572.78	394,125.63	1,091,387.77	793,782.52	918,830.60	1,191,879.55	718,602.02
State	719,658.69	574,531.78	641,680.79	701,449.00	677,934.98	642,437.00	642,437.00
Program Income	164,642.07	152,612.26	178,265.34	178,814.50	172,561.50	170,000.00	180,000.00
Local Funds	1,118,779.90	919,579.70	695,943.95	1,168,739.29	1,252,361.11	1,490,916.44	1,577,343.93
InKind	34,456.52	61,685.06	443,587.62	13,723.88	240,689.13	-	10,000.00
<b>Total Program Revenue</b>	<b>4,286,889.96</b>	<b>3,487,765.43</b>	<b>4,584,507.97</b>	<b>4,240,659.19</b>	<b>5,301,779.32</b>	<b>4,812,301.39</b>	<b>4,755,251.95</b>
<b>Salaries/Wages</b>	1,206,660.77	939,256.80	1,053,990.23	1,138,767.98	1,464,239.20	1,606,136.24	1,745,139.56
Fringe Benefits	596,869.21	438,671.33	512,989.17	673,650.95	836,743.90	1,121,406.90	1,058,581.19
<b>Total Personnel</b>	<b>1,803,529.98</b>	<b>1,377,928.13</b>	<b>1,566,979.40</b>	<b>1,812,418.93</b>	<b>2,300,983.10</b>	<b>2,727,543.13</b>	<b>2,803,720.75</b>
<b>Indirect Administrative Costs</b>	229,599.48	163,798.82	232,165.93	290,289.31	370,197.10	439,134.44	451,679.41
<b>Property Mgmt Cost Allocation</b>	5,732.33	6,065.07	5,114.08	3,308.70	3,089.28	2,607.31	2,138.92
Uniforms	4,018.50	686.73	2,594.54	-	-	15,000.00	6,900.00
Audit & Legal	15,060.00	15,500.00	15,300.00	18,320.96	18,161.05	18,040.00	18,370.00
Contract Services	28,076.23	76,550.00	133,057.73	1,292.00	5,290.40	179,270.21	139,200.00
Travel-In Region	449.03	154.62	1,266.85	395.41	2,198.56	2,456.00	1,850.00
Travel-Out of Region	13,318.74	17,221.38	7,807.97	8,471.63	4,701.74	13,756.00	10,000.00
Meals	699.56	35.93	925.92	711.75	807.18	-	1,200.00
Fuel & Lubricant	583,083.27	569,849.39	588,605.28	557,129.19	381,680.67	397,780.73	487,190.72
Vehicle Maintenance	93,315.61	102,202.41	44,048.39	29,368.40	159,966.85	34,000.00	130,373.23
Tnsp Preventative Maintenance	385,011.55	325,395.75	434,528.38	335,875.74	102,044.78	263,329.62	223,274.97
Rent	178,600.98	171,012.47	154,199.52	145,660.53	140,350.20	136,295.69	133,368.25
Utilities	16,346.00	22,799.31	29,285.26	28,263.30	25,726.79	24,118.44	21,737.87
County Contracts	524,842.28	430,350.00	513,144.62	519,952.96	1,211.96	-	-
Bldg Maintenance	2,058.78	3,777.15	11,992.74	10,249.11	15,691.02	12,500.00	15,000.00
Capital Facility Improvements	-	-	17,850.10	-	231,474.76	41,905.00	-
Supplies	34,041.12	37,853.32	23,220.70	13,295.33	20,747.13	21,467.79	24,136.70
Project Equipment	-	2,102.15	-	14,829.59	5,791.00	-	-
Computer/Software	-	-	5,805.10	-	590.62	3,600.00	-
Capital Equipment	-	-	-	-	804,199.25	181,085.00	-
Insurance	87,002.68	77,324.24	82,175.13	92,056.49	109,322.80	114,150.00	112,816.96
Cell Phones	-	-	5,896.69	5,906.27	5,580.99	5,800.00	12,000.00
Internet	23,774.83	26,375.68	23,375.48	22,128.95	22,369.21	22,600.00	23,772.20
Printing	5,667.68	10,678.82	6,357.52	6,538.63	12,115.48	11,300.00	9,000.00
Ads & Promotions	9,173.00	3,703.18	27,286.34	1,634.73	2,084.13	15,000.00	5,510.75
Publications	-	-	-	-	-	1,037.03	2,000.00
Network/MIS/Web	-	-	3,433.09	45.01	-	-	-
Training	2,458.72	5,619.84	948.54	729.50	1,299.00	2,075.00	2,000.00
Dues and fees	7,923.53	6,986.08	1,912.19	1,257.66	869.69	400.00	6,000.00
Communications	183,465.17	36,903.25	96,064.33	150,821.15	74,634.01	101,700.00	57,318.56
Postage/freight	2,604.76	1,837.79	1,388.61	2,065.95	5,569.55	5,300.00	4,020.00
Other	119.29	624.96	70.59	504.93	1.83	-	1,900.00
Coffee Expense	614.58	950.33	386.25	616.67	960.87	2,350.00	1,000.00
Physicals/Safety	11,845.76	21,816.88	13,709.77	14,731.29	15,124.54	16,700.00	16,500.00
InKind Other	34,456.52	61,685.06	443,587.62	13,723.88	240,689.10	-	10,000.00
<b>Sub-Total Program Expenditures</b>	<b>2,248,028.17</b>	<b>2,029,996.72</b>	<b>2,690,225.25</b>	<b>1,996,577.01</b>	<b>2,411,255.16</b>	<b>1,643,016.51</b>	<b>1,476,440.21</b>
<b>Grand Total Program Expenditures</b>	<b>4,286,889.96</b>	<b>3,577,788.74</b>	<b>4,494,484.66</b>	<b>4,102,593.95</b>	<b>5,085,524.64</b>	<b>4,812,301.39</b>	<b>4,733,979.29</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>(90,023.31)</b>	<b>90,023.31</b>	<b>138,065.24</b>	<b>216,254.68</b>	<b>(0.00)</b>	<b>21,272.66</b>

NOTE: The Fiscal Year is September through August.



# Concho Valley Economic Development District Work Chart

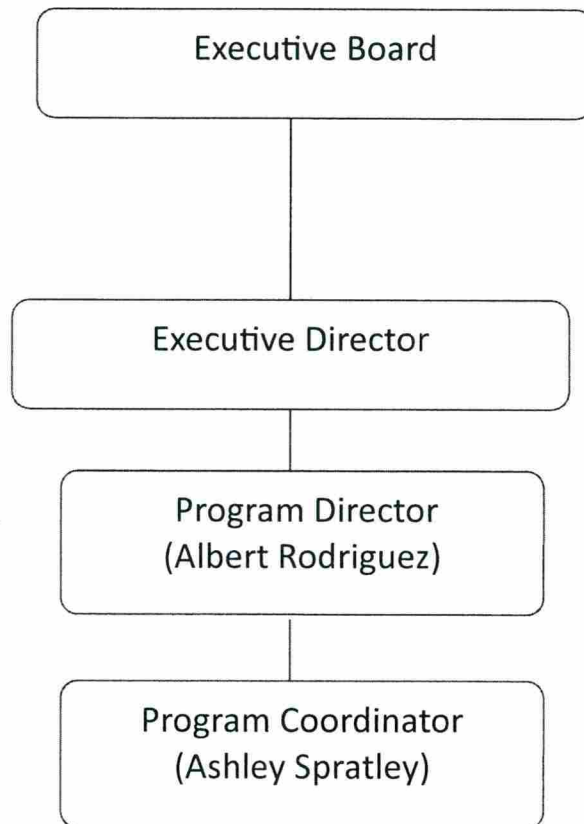


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 Concho Valley Economic Development District

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
Federal	56,192.68	68,472.50	74,458.94	50,097.17	67,473.63	60,000.00	60,000.00
Program Income	-	-	-	-	-	-	-
Local Funds	33,515.66	42,555.69	46,730.79	42,124.46	45,596.45	44,568.00	44,568.00
Interest	11,599.32	13,045.40	8,939.57	8,758.54	12,300.65	12,500.00	12,500.00
<b>Total Program Revenue</b>	<b>101,307.66</b>	<b>124,073.59</b>	<b>130,129.30</b>	<b>100,980.17</b>	<b>125,370.73</b>	<b>117,068.00</b>	<b>117,068.00</b>
Salaries/Wages	44,597.88	35,949.80	58,017.74	48,235.03	41,689.03	55,637.99	56,369.13
Fringe Benefits	22,080.02	17,328.41	28,248.86	27,352.25	21,042.95	29,389.60	28,114.72
<b>Total Personnel</b>	<b>66,677.90</b>	<b>53,278.21</b>	<b>86,266.60</b>	<b>75,587.28</b>	<b>62,731.98</b>	<b>85,027.58</b>	<b>84,483.85</b>
<b>Indirect Administrative Costs</b>	<b>8,503.36</b>	<b>6,446.95</b>	<b>12,784.68</b>	<b>11,905.68</b>	<b>10,099.83</b>	<b>13,689.44</b>	<b>13,610.35</b>
<b>Property Mgmt Cost Allocation</b>	<b>937.19</b>	<b>974.27</b>	<b>988.40</b>	<b>973.94</b>	<b>950.04</b>	<b>1,019.87</b>	<b>861.84</b>
Audit & Legal	3,700.00	5,850.00	3,550.00	4,850.00	4,950.00	5,445.00	6,500.00
Travel-In Region	-	-	-	358.02	935.22	981.98	1,000.00
Travel-Out of Region	1,734.45	1,826.52	3,908.22	3,318.89	561.24	589.30	891.68
Rent	5,857.55	6,089.20	6,177.60	6,318.00	6,333.60	6,374.21	5,386.49
Utilities	1,101.25	926.44	901.85	888.07	1,040.10	828.65	700.24
Bldg Maintenance	-	-	-	-	-	-	-
Supplies	399.84	659.41	7,811.56	2,848.67	3,282.76	781.01	298.15
Project Equipment	-	-	-	-	5,189.00	-	-
Computer/Software	-	-	1,700.00	-	7,683.33	-	-
Printing	384.86	517.78	337.80	512.40	358.22	376.13	400.00
Network/MIS/Web	-	-	378.86	-	-	-	-
Training	-	-	201.65	729.07	806.50	-	-
Dues and fees	2,319.43	1,630.03	1,373.39	588.22	1,125.96	924.78	1,835.41
Communications	474.87	512.17	519.83	1,255.32	650.95	683.50	700.00
Postage/freight	382.00	414.93	342.13	480.27	330.04	346.55	400.00
Other (includes Foreclosed Assets)	(1,750.00)	350.00	30.00	-	135.00	-	-
<b>Sub-Total Program Expenditures</b>	<b>14,604.25</b>	<b>18,776.48</b>	<b>27,232.89</b>	<b>22,146.93</b>	<b>33,381.92</b>	<b>17,331.10</b>	<b>18,111.97</b>
<b>Grand Total Program Expenditures</b>	<b>90,722.70</b>	<b>79,475.91</b>	<b>127,272.57</b>	<b>110,613.83</b>	<b>107,163.77</b>	<b>117,068.00</b>	<b>117,068.00</b>
<b>Revenue over Expenditures</b>	<b>10,584.96</b>	<b>44,597.68</b>	<b>2,856.73</b>	<b>(9,633.66)</b>	<b>18,206.96</b>	<b>(0.00)</b>	<b>(0.00)</b>

NOTE: The Fiscal Year is July through June. Excess revenue from interest earned on Revolving Loan Program.  
 Shortage in FY 13-14 was due to recognizing all EDA funds received in FY 12-13. The EDA award is on a calendar year.

## CEDAF Work Chart

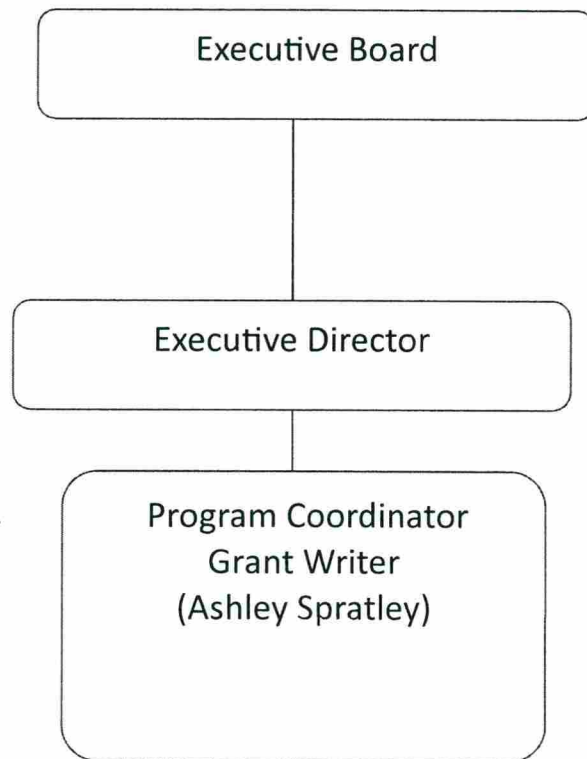


CONCHO VALLEY COUNCIL OF GOVERNMENTS Fiscal Year October 1 through September 30  
 COMMUNITY & ECONOMIC DEVELOPMENT ASSISTANCE FUNDS (CEDAF)

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
State							
<b>Total Program Revenue</b>	<b>9,601.00</b>	<b>8,068.00</b>	<b>7,212.00</b>	<b>7,765.00</b>	<b>7,606.00</b>	<b>7,356.00</b>	<b>7,356.00</b>
Salaries/Wages	1,308.18	4,022.66	5,924.52	4,092.84	1,415.94	3,688.74	3,510.36
Fringe Benefits	647.81	2,099.83	2,935.74	2,453.24	625.03	1,753.37	1,628.27
<b>Total Personnel</b>	<b>1,955.99</b>	<b>6,122.49</b>	<b>8,860.26</b>	<b>6,546.08</b>	<b>2,040.97</b>	<b>5,442.11</b>	<b>5,138.63</b>
<b>Indirect Administrative Costs</b>	<b>249.59</b>	<b>781.22</b>	<b>1,267.45</b>	<b>1,053.92</b>	<b>328.61</b>	<b>876.18</b>	<b>827.83</b>
<b>Property Mgmt Cost Allocation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9.36</b>	<b>41.97</b>	<b>130.63</b>
Contract Services	-	130.00	-	-	-	-	-
Travel-In Region	-	-	-	-	-	300.00	-
Travel-Out of Region	-	-	-	-	-	-	-
Rent	80.00	-	-	-	83.20	262.30	816.44
Utilities	-	-	-	-	18.11	34.10	106.14
Bldg Maintenance	235.00	-	-	-	-	-	-
Supplies	3,218.82	452.51	24.42	100.00	-	-	71.05
Copier	38.30	-	-	-	-	107.38	73.31
Ads & Promotions	-	-	-	-	-	100.00	100.00
Publications	-	72.13	-	59.57	-	-	-
Dues and fees	-	231.16	-	-	-	100.00	-
Communications	-	-	-	-	-	41.97	41.97
Postage/freight	-	-	-	5.43	-	50.00	50.00
<b>Sub-Total Program Expenditures</b>	<b>3,572.12</b>	<b>885.80</b>	<b>24.42</b>	<b>165.00</b>	<b>101.31</b>	<b>995.75</b>	<b>1,258.91</b>
<b>Grand Total Program Expenditures</b>	<b>5,777.70</b>	<b>7,789.51</b>	<b>10,152.13</b>	<b>7,765.00</b>	<b>2,480.25</b>	<b>7,356.00</b>	<b>7,356.00</b>
<b>Revenue over Expenditures</b>	<b>3,823.30</b>	<b>278.49</b>	<b>(2,940.13)</b>	<b>-</b>	<b>5,125.75</b>	<b>(0.00)</b>	<b>0.00</b>

NOTE: This is a contract with Texas Community Development Block Grant Program, TX Dept of Agriculture.  
 The fiscal year is September through August.

## Non-Project Work Chart





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

	FY 10-11 ACTUAL	FY 11-12 ACTUAL	FY 12-13 ACTUAL	FY 13-14 ACTUAL	FY 14-15 ACTUAL	FY 15-16 BUDGET	FY 16-17 BUDGET
Local Funds	-	-	-	-	142.94	-	-
InKind	-	-	-	-	-	-	-
Membership Dues	4,279.18	4,777.03	5,865.35	4,506.20	7,205.00	7,205.00	14,270.00
<b>Total Program Revenue</b>	<b>4,279.18</b>	<b>4,777.03</b>	<b>5,865.35</b>	<b>4,506.20</b>	<b>7,347.94</b>	<b>7,205.00</b>	<b>14,270.00</b>
Salaries/Wages	50.91	240.12	-	-	-	273.78	2,660.23
Fringe Benefits	49.94	219.88	-	-	-	178.22	1,479.56
<b>Total Personnel</b>	<b>100.85</b>	<b>460.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>452.00</b>	<b>4,139.79</b>
<b>Indirect Administrative Costs</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>666.92</b>
<b>Property Mgmt Cost Allocation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	273.78						
Recognition - Employee	262.90	-	-	652.06	1,645.51	1,500.00	1,730.79
Travel-In Region	-	-	-	-	-	-	-
County Facility Rent	-	-	-	-	-	-	200.00
Supplies	-	-	-	-	-	-	832.50
Ads & Promotions	-	-	-	-	-	-	500.00
Training	-	-	-	-	-	-	-
Dues and fees	630.20	663.37	585.63	1,452.54	682.91	768.08	1,000.00
Communications	-	-	-	-	-	-	-
Postage/freight	-	-	-	-	-	-	200.00
Other	2,839.97	3,060.65	4,730.82	1,775.26	2,584.42	3,668.87	4,000.00
Coffee Expense	445.26	593.01	548.90	626.34	781.02	816.05	1,000.00
<b>Sub-Total Program Expenditures</b>	<b>4,178.33</b>	<b>4,317.03</b>	<b>5,865.35</b>	<b>4,506.20</b>	<b>5,693.86</b>	<b>6,753.00</b>	<b>9,463.29</b>
<b>Grand Total Program Expenditures</b>	<b>4,279.18</b>	<b>4,777.03</b>	<b>5,865.35</b>	<b>4,506.20</b>	<b>5,693.86</b>	<b>7,205.00</b>	<b>14,270.00</b>
<b>Revenue over Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,654.08</b>	<b>-</b>	<b>0.00</b>

Excess funds carried to next FY

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

Other is: Executive Working Lunch, General Assembly expenses, Flowers for funerals & employees in the hospital