



APPROVED FYE 2018

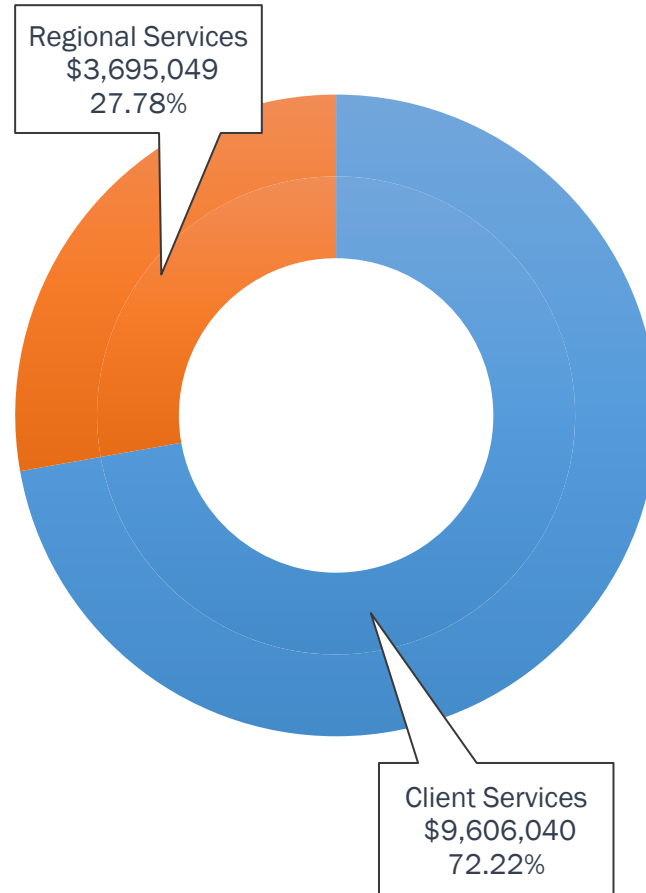
ANNUAL FINANCING PLAN

	Previous Year Totals	Federal	State	Local	Other/ In-Kind	Current Totals	Increase/ Decrease	%
CLIENT SERVICES								
CEAP	683,989	2,693,428		76,566		2,769,994	2,086,005	304.98%
LIHEAP & DOE	667,885	1,138,922		237,000		1,375,922	708,037	106.01%
Section 8	2,984,598	3,111,162				3,111,162	126,564	4.24%
Public Housing	1,155,125			1,487,308		1,487,308	332,183	28.76%
211	403,077		390,695	8,495		399,190	(3,887)	-0.96%
ADRC	231,639	79,318	137,246			216,564	(15,075)	-6.51%
CSBG	272,111	245,900				245,900	(26,211)	-9.63%
REGIONAL SERVICES								
AAA	1,411,144	1,040,632	180,181	250,777		1,471,590	60,446	4.28%
FGP	248,168	198,993	5,000		20,000	223,993	(24,175)	-9.74%
RSVP	106,872	57,479	24,621		20,000	102,100	(4,772)	-4.47%
EDA	142,730	70,000		25,036	45,000	140,036	(2,694)	-1.89%
MSW	193,060		115,000	47,512		162,512	(30,548)	-15.82%
911	1,048,340		1,222,611			1,222,611	174,271	16.62%
GIS	173,300			177,197		177,197	3,897	2.25%
CJD	63,271		75,584			75,584	12,313	19.46%
Emergency Planning	75,577		73,926	45,500		119,426	43,849	58.02%
TOTAL	\$9,860,886	\$8,635,834	\$2,224,864	\$2,355,391	\$85,000	\$13,301,089	\$3,440,203	34.89%

TCOG Revenue by Department

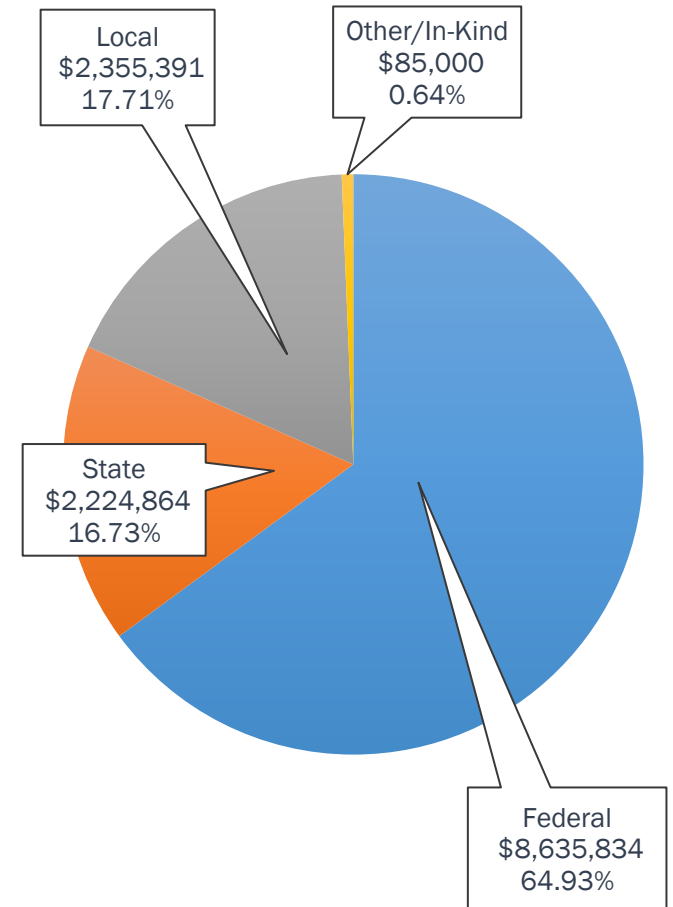
TCOG Revenue by Department

Client Services	\$	9,606,040	72%
Regional Services	\$	3,695,049	28%
Total	\$	13,301,089	100%



■ Client Services ■ Regional Services

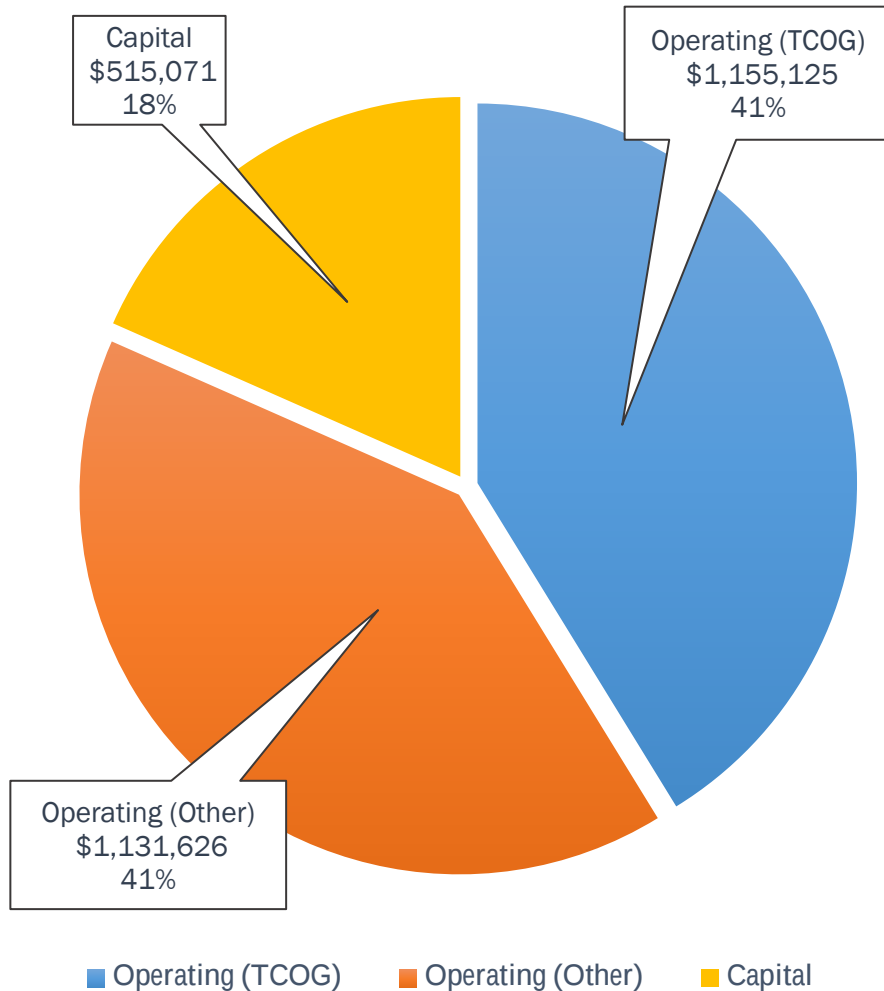
TCOG Revenue by Source



■ Federal ■ State ■ Local ■ Other/In-Kind

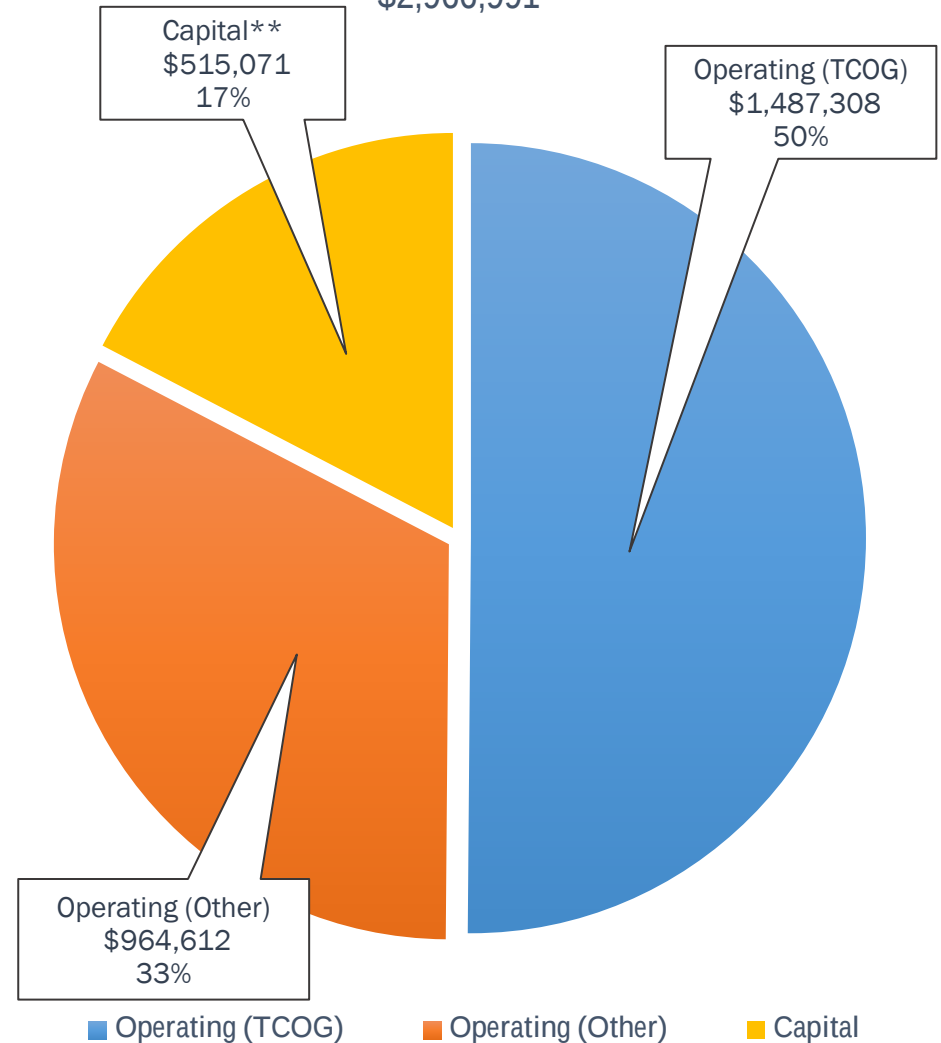
FYE 2017 THP Operating and Capital Budget*

\$2,801,822



FYE 2018 THP Operating and Capital Budget*

\$2,966,991



* Managed by TCOG via Administrative Contract with Texoma Housing Partners

** Estimated based on FYE 2017 Capital Award; FYE 2018 Capital Allocation not yet received.

Estimated Impact of Approved Benefit & Indirect Rates on Programs

Based on Current Program Revenue

	Comprehensive Energy Assistance Program (CEAP)	Weatherization (LIHEAP, DOE)	Section 8	Public Housing	211	ADRC	Community Services Block Grant	Client Services Total
REVENUE	FYE 12/31/17	FYE 12/31/17	FYE 12/31/17	FYE 3/31/18	FYE 8/31/17	FYE 8/31/17	FYE 12/31/17	
Federal	2,693,428	1,138,922	3,111,162			79,318	245,900	7,268,730
State					390,695	137,246		527,941
Local	76,566	237,000		1,487,308	8,495			1,809,369
In-Kind								-
TOTAL REVENUE	\$2,769,994	\$1,375,922	\$3,111,162	\$1,487,308	\$399,190	\$216,564	\$245,900	\$9,606,040
EXPENDITURES								
PERSONNEL								
Direct Chargeable Salaries	219,187	186,849	227,661	727,206	176,335	85,373	88,519	1,711,130
Employee Benefits	113,495	96,750	117,883	376,547	91,306	44,206	45,835	886,023
TOTAL PERSONNEL	332,682	283,599	345,544	1,103,753	267,641	129,579	134,354	2,597,153
PROGRAM								
G&A	64,773	55,217	67,277	214,901	52,110	25,229	26,159	505,666
On-Site Programs	34,300	29,239	35,626	113,797	27,594	13,360	13,852	267,766
Central Service IT	16,534	14,095	17,174	54,857	13,302	6,440	6,677	129,079
Travel	10,000	10,000	6,500		3,000	8,468		37,968
Supplies & Printing	10,000	5,000	19,857		5,000	10,677	10,926	61,460
Contracted Services			5,320		7,000	8,794		21,114
IT Direct		6,000	8,131		9,000	4,356		27,487
Equipment	5,000		4,500		6,111	5,000		20,611
Other Direct Costs					8,432	4,661	4,236	17,330
Section 8 Vouchers			2,601,234					2,601,234
In-Kind Services								-
Supportive Service Cost	2,296,705	972,772					49,695	3,319,172
Employee Benefits								-
TOTAL PROGRAM	2,437,312	1,092,323	2,765,618	383,554	131,549	86,985	111,546	7,008,886
TOTAL EXPENDITURES	\$2,769,994	\$1,375,922	\$3,111,162	\$1,487,308	\$399,190	\$216,564	\$245,900	\$9,606,040

Estimated Indirect as a % of Program Expense

4.17% 7.16% 3.86% 25.79% 23.30% 20.79% 18.99% 9.40%

Estimated Impact of Approved Benefit & Indirect Rates on Programs

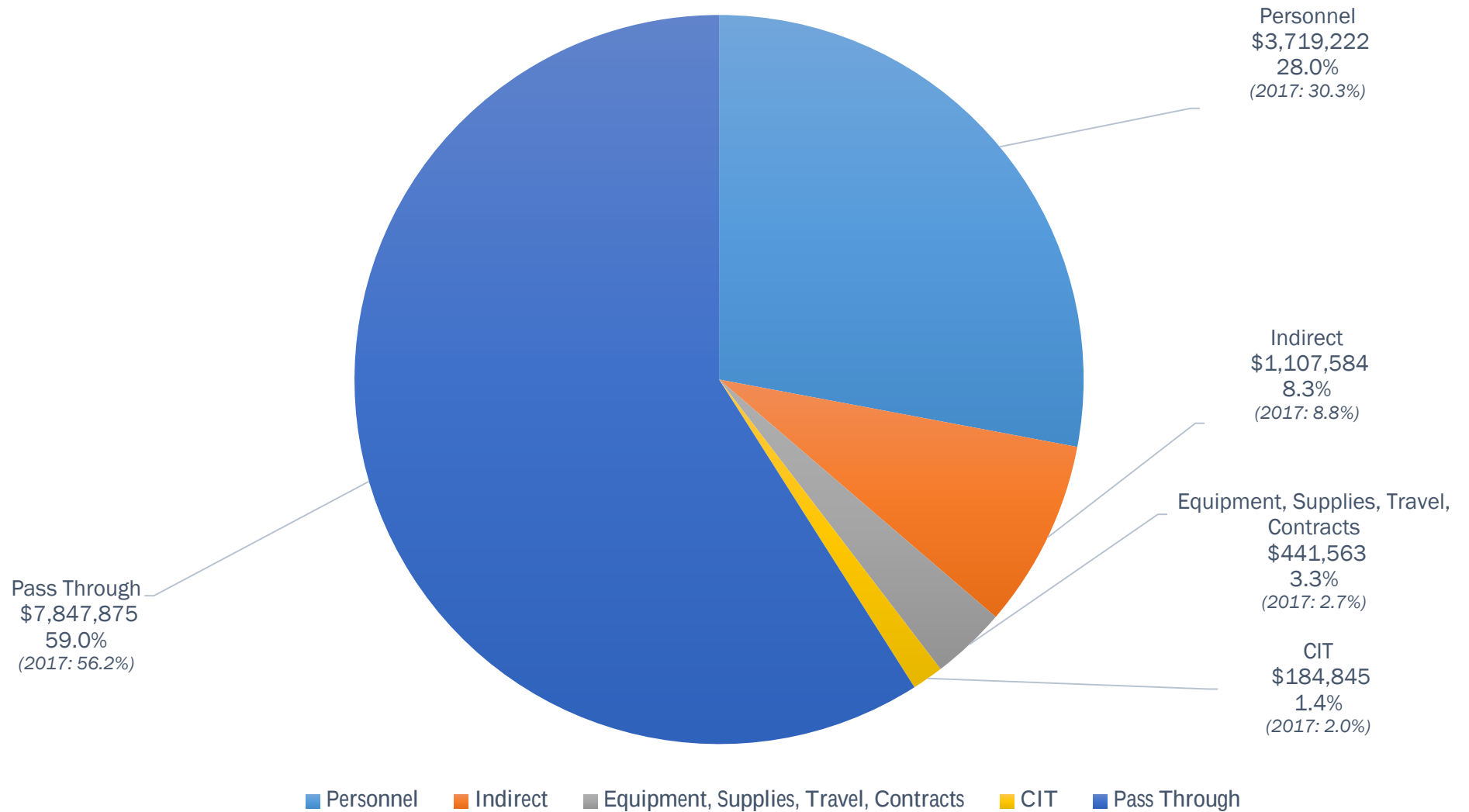
Based on Current Program Revenue

	Aging Programs	Foster Grandparents	RSVP	Economic Development	Municipal Solid Waste	9-1-1 Program	GIS Program	Criminal Justice Programs	Emergency Planning	Regional Services Total	TCOG Total
REVENUE	FYE 9/30/17	FYE 6/30/17	FYE 6/30/17	FYE 12/31/17	FYE 8/31/17	FYE 8/31/17	FYE 9/30/17	FYE 8/31/17	FYE 12/31/17		
Federal	1,040,632	198,993	57,479	70,000						1,367,104	8,635,834
State	180,181	5,000	24,621		115,000	1,222,611		75,584	73,926	1,696,923	2,224,864
Local	250,777			25,036	47,512		177,197		45,500	546,022	2,355,391
In-Kind		20,000	20,000	45,000						85,000	85,000
TOTAL REVENUE	\$1,471,590	\$223,993	\$102,100	\$140,036	\$162,512	\$1,222,611	\$177,197	\$75,584	\$119,426	\$3,695,049	\$13,301,089
EXPENDITURES											
PERSONNEL											
Direct Chargeable Salaries	387,519	32,271	30,461	39,095	37,733	91,296	56,338	24,019	40,541	739,273	2,450,403
Employee Benefits	200,657	16,710	15,773	20,243	19,538	47,273	29,172	12,437	20,992	382,796	1,268,819
TOTAL PERSONNEL	588,176	48,981	46,234	59,338	57,271	138,569	85,510	36,456	61,533	1,122,069	3,719,222
PROGRAM											
G&A	114,518	9,537	9,002	11,553	11,151	26,979	16,649	7,098	11,981	218,467	724,132
On-Site Programs	60,641	5,050	4,767	6,118	5,905	14,286	8,816	3,759	6,344	115,685	383,452
Central Service IT	29,232	2,434	2,298	2,949	2,846	6,887	4,250	1,812	3,058	55,767	184,845
Travel	26,210	8,269	2,000	5,000	3,000	17,000	2,000	8,340	12,293	84,112	122,080
Supplies & Printing	3,457	7,402	1,875	2,000	2,000	28,000	2,000	6,619	11,717	65,070	126,530
Contracted Services						30,000	9,000	5,000	5,000	49,000	70,114
IT Direct	12,721	935	935			13,000	13,150	1,500	2,500	44,741	72,228
Equipment						15,000	5,000	5,000	5,000	30,000	50,611
Other Direct Costs	23,820	5,000	4,702	8,078	51,589	11,000	14,108			118,297	135,626
Section 8 Vouchers										0	2,601,234
In-Kind Services	90,410	20,000	20,000	45,000						175,410	175,410
Supportive Service Cost	522,404	116,385	10,288		28,750	921,889	16,715			1,616,432	4,935,605
Employee Benefits										0	0
TOTAL PROGRAM	883,414	175,012	55,866	80,698	105,241	1,084,042	91,687	39,128	57,893	2,572,981	9,581,868
TOTAL EXPENDITURES	\$1,471,590	\$223,993	\$102,100	\$140,036	\$162,512	\$1,222,611	\$177,197	\$75,584	\$119,426	\$3,695,050	\$13,301,089

Estimated Indirect as a % of
Program Expense

13.89% 7.60% 15.74% 14.72% 12.25% 3.94% 16.77% 16.76% 17.90% 10.55% 9.72%

TCOG Expenses by Type



Program	Title	Last	First	FTE	Salary	Approved COLA Increase %	Approved Merit/Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
Admin	Executive Director	Thomas	Susan	1.00	129,652			-	129,652	600	130,252
Admin	Executive Assistant	Norton	Sean	0.25	8,750	2%		175	8,925	150	9,075
Admin	Public Information & Media Manager	Norton	Sean	0.75	48,028	2%	4.730%	3,232	51,260	450	51,710
Admin	Accounting & Finance Manager	Jones	Malinda	1.00	69,736	2%		1,395	71,131	600	71,731
Admin	Accounting & Finance Specialist	Stover	Vicki	1.00	45,000	2%		900	45,900		45,900
Admin	Accounting & Finance Specialist	Vacant		1.00	45,000			-	45,000		45,000
Client Services	Client Services Department Director	Reider	Allison	1.00	86,631	2%		1,733	88,364	600	88,964
211	211 Program Manager	Smith	Delano	1.00	53,550	2%		1,071	54,621	450	55,071
211	211 Specialist	Bartlett	Shawnee	1.00	28,008	2%	15.825%	4,992	33,000	200	33,200
211	211 Database Administrator	Browning-Alquist	Mary L.	1.00	40,420	2%		808	41,228	600	41,828
211	211 Specialist	Haliburton	Anita	1.00	29,075	2%	15.825%	5,183	34,258	600	34,858
211	211 Specialist	Sinor	Melinda	1.00	28,225	2%	15.825%	5,031	33,256	600	33,856
ADRC	ADRC Program Manager	Karam	Janet	1.00	51,614	2%		1,032	52,646	600	53,246
ADRC	ADRC Specialist	Luse	Sharon	1.00	36,400	2%		728	37,128		37,128
Energy	Energy Services Program Manager	Fullylove	Judy	1.00	63,036	2%		1,261	64,297	600	64,897
Energy	Supervisor CEAP/CSBG	Golston	Kenisha	1.00	37,000	2%		740	37,740		37,740
Energy	Energy Specialist	Carr	Terry	1.00	36,307	2%		726	37,033	600	37,633
Energy	Energy Specialist	Steed	Kathy	1.00	34,399	2%		688	35,087		35,087
Energy	Energy Specialist	Filled		1.00	33,000			-	33,000		33,000
Energy	Energy Specialist	Vacant		1.00	33,000			-	33,000		33,000
Energy	Energy Specialist	Vacant		1.00	33,000			-	33,000		33,000

Program	Title	Last	First	FTE	Salary	Approved COLA Increase %	Approved Merit/Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
Energy	Energy Specialist	Vacant		1.00	33,000			-	33,000		33,000
Energy	Supervisor - Weatherization	Ellis	Randol	1.00	42,534	2%		851	43,385	600	43,985
Energy	Weatherization Inspector	Brown	Evan	1.00	34,292	2%		686	34,978		34,978
Energy	Weatherization Inspector	McGinnis	Adam	1.00	33,000			-	33,000		33,000
Energy	Weatherization Inspector	Vacant		1.00	33,000			-	33,000		33,000
Energy	Energy Specialist	Vacant		1.00	33,000			-	33,000		33,000
Public Housing	Public Housing Program Manager	Ensley	Susan	1.00	68,484	2%		1,370	69,854	600	70,454
Public Housing	Public Housing Specialist	Harper	Susie	1.00	40,838	2%		817	41,655	600	42,255
Public Housing	Public Housing Specialist	Kirk	Doris	1.00	46,971	2%		939	47,910	600	48,510
Public Housing	Public Housing Specialist	Knight	Jan	1.00	40,163	2%		803	40,966	600	41,566
Public Housing	Public Housing Specialist	Michaud	Melody	1.00	39,746	2%		795	40,541	450	40,991
Public Housing	Public Housing Specialist	Phelps	Christina	1.00	37,350	2%		747	38,097		38,097
Public Housing	Public Housing Specialist	Taylor	Lou Ann	1.00	47,500	2%		950	48,450	600	49,050
Public Housing Maintenance	Public Housing Maintenance Supervisor	Hayes	Michael	1.00	51,000	2%		1,020	52,020	600	52,620
Public Housing Maintenance	Public Housing Maint. Mechanic	Ashlock	Lonnie	1.00	37,975	2%		760	38,735		38,735
Public Housing Maintenance	Public Housing Maint. Aide	Atkins	Kevin	1.00	29,120	2%		582	29,702		29,702
Public Housing Maintenance	Public Housing Maint. Mechanic	Bush	Weston	1.00	38,011	2%		760	38,771	600	39,371
Public Housing Maintenance	Public Housing Maint. Mechanic	Cammack	Steven	1.00	38,011	2%		760	38,771	200	38,971
Public Housing Maintenance	Public Housing Maint. Mechanic	Dickson	Robert	1.00	38,011	2%		760	38,771		38,771
Public Housing Maintenance	Public Housing Maint. Mechanic	Lankford	Jared	1.00	37,215	2%		744	37,959		37,959
Public Housing Maintenance	Public Housing Lead Mechanic	Ryon	David	1.00	40,800	2%		816	41,616		41,616
Public Housing Maintenance	Public Housing Maint. Aide	Smith	John	1.00	29,120	2%		582	29,702		29,702

Program	Title	Last	First	FTE	Salary	Approved COLA Increase %	Approved Merit/Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
Public Housing Maintenance	Public Housing Maint. Mechanic	Strouse	Scott	1.00	38,011	2%		760	38,771	400	39,171
Public Housing Maintenance	Public Housing Maint. Mechanic	Vacant		1.00	36,000			-	36,000		36,000
Public Housing Maintenance	Public Housing Maint. Make Ready	Vacant		1.00	29,120			-	29,120		29,120
Public Housing Maintenance	Public Housing Maint. Make Ready	Vacant		1.00	29,120			-	29,120		29,120
Section 8	Section 8 Program Manager	Bingham	Joyce	1.00	64,326	2%	2.000%	2,573	66,899	600	67,499
Section 8	Section 8 Program Specialist	Davis	Freda	1.00	37,281	2%	2.000%	1,491	38,772	600	39,372
Section 8	Section 8 FSS Specialist	Pedraza	Sophia	1.00	42,483	2%	2.000%	1,699	44,182		44,182
Section 8	Section 8 FSS Specialist	Sundberg	Brianna	1.00	43,350	2%	2.000%	1,734	45,084		45,084
Section 8	Section 8 Program Specialist	Vacant		1.00	33,000			-	33,000		33,000
Section 8	Section 8 Program Specialist	Vacant		1.00	33,000			-	33,000		33,000
Admin/Regional Services	Deputy Exec. Dir./ Regional Svc. Dept. Dir.	McBroom	Randy	1.00	91,800	2%		1,836	93,636	200	93,836
AAA	Area Agency on Aging (AAA) Program Manager	Conner	Judy	1.00	56,100	2%		1,122	57,222	600	57,822
AAA	AAA Ombudsman Specialist	Adams	Deborah	1.00	30,600	2%	3.000%	1,530	32,130		32,130
AAA	AAA Ombudsman Specialist	Harp	Miranda	0.40	13,000			-	13,000		13,000
AAA	AAA Care Coordination Specialist	Booth	Holly	1.00	33,959	2%	3.000%	1,698	35,657		35,657
AAA	AAA Caregiver Specialist	Houser	Logan	1.00	30,600	2%		612	31,212		31,212
AAA	AAA Information & Referral Specialist	Hunt	Judith	1.00	43,354	2%		867	44,221	600	44,821

Program	Title	Last	First	FTE	Salary	Approved COLA Increase %	Approved Merit/Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
AAA	AAA Care Coordination Specialist	Krebs	Mandy	1.00	34,642	2%	3.000%	1,732	36,374	200	36,574
AAA	AAA Benefits Counseling Specialist	Mccormick	William	0.60	27,829	2%		557	28,386	600	28,986
AAA	AAA Financial Manager	Muysbondt	Rodrigo	1.00	54,000	2%		1,080	55,080	600	55,680
AAA	AAA Money Management Specialist	Thorne	Janice	0.80	26,859	2%	3.000%	1,343	28,202	600	28,802
AAA	AAA Money Management Specialist	Vacant		0.50	16,255			-	16,255		16,255
AAA	AAA Benefits Counseling Specialist	Vaughn	Sheila	1.00	30,600	2%	3.000%	1,530	32,130		32,130
GIS & Planning	GIS & Planning Program Manager	Schmitz	Michael	1.00	60,343	2%		1,207	61,550	600	62,150
GIS & Planning	GIS Specialist	Voight	Nathan	1.00	43,293	2%		866	44,159	500	44,659
GIS & Planning	Government Services Planner	George	Nicole	1.00	40,800	2%	1.000%	1,224	42,024		42,024
GIS & Planning	Environmental Planner	Vacant		1.00	36,000			-	36,000		36,000
Public Safety	Public Safety Program Manager	Higgins	Carriejo	1.00	67,991	2%		1,360	69,351	600	69,951
Public Safety	Public Safety Planner	Davidson	Stephanie	1.00	54,163	2%	1.000%	1,625	55,788	600	56,388
Public Safety	Public Safety Planner	Eggar	Elizabeth	1.00	42,529	2%	5.000%	2,977	45,506		45,506
Public Safety	Public Safety Planner	Vacant		1.00	36,000			-	36,000		36,000
Senior Corps	Senior Corps Program Manager	Rhodes	Virginia	1.00	40,326	2%		807	41,133	600	41,733
Senior Corps	Senior Corps Specialist	Hestand	Vicky	1.00	30,600	2%		612	31,212		31,212
Totals				73.30	3,166,306			77,280	3,243,586	20,000	3,263,586
Less Unfunded Vacant Positions				69.30	2,967,066				3,102,586		3,122,586
Benefit Eligible Positions				67.80							\$3,064,345

Headcount 71.00

Salary Adjustments Summary

FYE 2018

Program	Last	First	FTE	Salary	APPROVED ADJUSTMENTS		APPROVED ADJUSTMENTS		APPROVED TOTALS	
					FTE	Salary	FTE	Salary	FTE	Salary
ADMINISTRATION & FINANCE										
Admin	Thomas	Susan	1.0	129,652					1.0	129,652
Admin	Norton	Sean	1.0	56,778			(0.75)	(47,853)	0.25	8,925
Admin	Norton	Sean					0.75	51,260	0.75	51,260
Admin	Vacant		1.0	83,200			(1.0)	(83,200)	-	-
Admin	Jones	Malinda	1.0	69,736				1,395	1.0	71,131
Admin	Vacant		1.0	59,123				(14,123)	1.0	45,000
Admin	Stover	Vicki	1.0	30,559				15,341	1.0	45,900
TOTAL			6.0	429,048	-	-	(1.0)	(77,180)	5.0	351,868
CLIENT SERVICES										
Client Services	Reider	Allison	1.0	86,631				1,733	1.0	88,364
211	Smith	Delano	1.0	53,550				1,071	1.0	54,621
211	Bartlett	Shawnee	1.0	28,008				4,992	1.0	33,000
211	Browning-Alquist	Mary	1.0	40,420				808	1.0	41,228
211	Haliburton	Anita	1.0	29,075				5,183	1.0	34,258
211	Sinor	Melinda	1.0	28,225				5,031	1.0	33,256
211	Vacant		1.0	26,859			(1.0)	(26,859)	-	-
ADRC	Karam	Janet	1.0	49,988		1,626		1,032	1.0	52,646
ADRC	Luse	Sharon	1.0	33,293		3,107		728	1.0	37,128
ADRC	Vacant			30,000				(30,000)	-	-
Energy	Fullylove	Judy	1.0	61,200		1,836		1,261	1.0	64,297
Energy	Noreen	Carol	1.0	14,688				15,312	1.0	30,000
Energy	Browning-Alquist	Evan	1.0	33,293		999		686	1.0	34,978
Energy	Carr	Terry	1.0	35,249		1,058		726	1.0	37,033
Energy	Ellis	Randol	1.0	41,295		1,239		851	1.0	43,385
Energy	Vacant		1.0	30,600		918		1,482	1.0	33,000
Energy	Steed	Kathy	1.0	33,397		1,002		688	1.0	35,087
Energy	McGuinness	Adam			1.0	33,000			1.0	33,000
Energy	Vacant				1.0	33,000			1.0	33,000
Energy	Vacant				1.0	33,000			1.0	33,000
Energy	Vacant				1.0	33,000			1.0	33,000

Program	Last	First	FTE	Salary	APPROVED ADJUSTMENTS		APPROVED ADJUSTMENTS		APPROVED TOTALS	
					FTE	Salary	FTE	Salary	FTE	Salary
Energy	Vacant				1.0	33,000			1.0	33,000
Energy	Golston	Kenisha			1.0	37,000		740	1.0	37,740
Public Housing	Ensley	Susan	1.0	68,484				1,370	1.0	69,854
Public Housing	Harper	Susie	1.0	40,838				817	1.0	41,655
Public Housing	Kirk	Doris	1.0	46,971				939	1.0	47,910
Public Housing	Knight	Janet	1.0	40,163				803	1.0	40,966
Public Housing	Michaud	Melody	1.0	39,746				795	1.0	40,541
Public Housing	Phelps	Christina	1.0	33,293		4,057		747	1.0	38,097
Public Housing	Taylor	Lou Ann	1.0	45,046		2,454		950	1.0	48,450
Public Housing Maintenance	Hayes	Michael	1.0	51,000				1,020	1.0	52,020
Public Housing Maintenance	Ashlock	Lonnie	1.0	37,975				760	1.0	38,735
Public Housing Maintenance	Atkins	Kevin			1.0	29,120		582	1.0	29,702
Public Housing Maintenance	Bush	Weston	1.0	38,011				760	1.0	38,771
Public Housing Maintenance	Cammack	Steven	1.0	38,011				760	1.0	38,771
Public Housing Maintenance	Dickson	Robert	1.0	38,011				760	1.0	38,771
Public Housing Maintenance	Lankford	Jared	1.0	37,215				744	1.0	37,959
Public Housing Maintenance	Ryon	David	1.0	38,231		2,569		816	1.0	41,616
Public Housing Maintenance	Smith	John			1.0	29,120		582	1.0	29,702
Public Housing Maintenance	Strouse	Scott	1.0	38,011				760	1.0	38,771
Public Housing Maintenance	Vacant						1.0	36,000	1.0	36,000
Public Housing Maintenance	Vacant						1.0	29,120	1.0	29,120
Public Housing Maintenance	Vacant						1.0	29,120	1.0	29,120
Section 8	Bingham	Joyce	1.0	64,326				2,573	1.0	66,899
Section 8	Davis	Freda	1.0	37,281				1,491	1.0	38,772
Section 8	Pedraza	Sophia	1.0	32,000		10,483		1,699	1.0	44,182
Section 8	Vacant	Brianna	1.0	43,350				1,734	1.0	45,084
Section 8					1.0	33,000			1.0	33,000
Section 8	Vacant						1.0	33,000	1.0	33,000
TOTAL			35.0	1,463,734	9.0	324,588	3.0	134,167	47.0	1,922,489

REGIONAL SERVICES										
Admin/Regional Services	McBroom	Randy	1.0	91,800				1,836	1.0	93,636
AAA	Adams	Deborah	1.0	30,600				1,530	1.0	32,130
AAA	Booth	Holly	1.0	33,959				1,698	1.0	35,657
AAA	Conner	Judy	1.0	56,100				1,122	1.0	57,222
AAA	Houser	Logan	0.8	19,584	0.2	11,016		612	1.0	31,212
AAA	Hunt	Judith	1.0	43,354				867	1.0	44,221

Program	Last	First	FTE	Salary	APPROVED ADJUSTMENTS		APPROVED ADJUSTMENTS		APPROVED TOTALS	
					FTE	Salary	FTE	Salary	FTE	Salary
AAA	Krebs	Mandy	1.0	34,642				1,732	1.0	36,374
AAA	McCormick	William	0.6	27,829				557	0.6	28,386
AAA	Muysondt	Rodrigo					1.0	55,080	1.0	55,080
AAA	Thorne	Janice	0.8	26,859				1,343	0.8	28,202
AAA	Vaughn	Sheila	1.0	30,600				1,530	1.0	32,130
AAA	Harp	Miranda			0.4	13,000			0.4	13,000
AAA	Vacant				0.5	16,255			0.5	16,255
GIS & Planning	George	Nicole	1.0	40,800				1,224	1.0	42,024
GIS & Planning	Schmitz	Michael	1.0	60,343				1,207	1.0	61,550
GIS & Planning	Voight	Nathan	1.0	43,293				866	1.0	44,159
Planner	Vacant		1.0	30,000				6,000	1.0	36,000
Planner	Vacant		1.0	30,000				6,000	1.0	36,000
Public Safety	Davidson	Stephanie	0.8	43,330	0.2	10,833		1,625	1.0	55,788
Public Safety	Eggar	Elizabeth	1.0	42,529				2,977	1.0	45,506
Public Safety	Higgins	Carriejo	1.0	67,991				1,360	1.0	69,351
Senior Corps	Hestand	Vicky	1.0	30,600				612	1.0	31,212
Senior Corps	Rhodes	Virginia	1.0	40,326				807	1.0	41,133
TOTAL			19.0	\$824,539	1.3	\$51,104	1.0	\$90,585	21.3	\$966,228
ORGANIZATION WIDE TOTALS			60.0	\$2,717,321	10.3	\$375,692	3.0	\$147,572	73.3	\$3,240,585

Title	Approved Annualized Salary	State Class Code	State Salary Group	State Minimum	State Midpoint	State Maximum	% Min	% Mid	% Max
Executive Director	129,652	EXEMPT	EXEMPT						
Executive Assistant	35,000	164	B21	48,278	63,616	78,953	72%	55%	44%
Public Information & Media Manager	64,037	1825	B21	48,278	63,616	78,953	133%	101%	81%
Accounting & Finance Manager	71,131	1022	B23	55,184	72,789	90,393	129%	98%	79%
Accounting & Finance Specialist	45,900	1016	B17	36,976	47,688	58,399	124%	96%	79%
Accounting & Finance Specialist	45,000	1016	B17	36,976	47,688	58,399	122%	94%	77%
Client Services Department Director	88,364	1620	B26	69,415	93,406	117,397	127%	95%	75%
211 Program Manager	54,621	1600	B22	51,614	68,047	84,479	106%	80%	65%
211 Specialist	33,000	132	A11	26,332	33,844	41,355	125%	98%	80%
211 Database Administrator	41,228	210	B18	39,521	51,985	64,449	104%	79%	64%
211 Specialist	34,258	132	A11	26,332	33,844	41,355	130%	101%	83%
211 Specialist	33,256	132	A11	26,332	33,844	41,355	126%	98%	80%
ADRC Program Manager	52,646	1600	B22	51,614	68,047	84,479	102%	77%	62%
ADRC Program Specialist	37,128	5228	B15	32,976	42,511	52,045	113%	87%	71%
Energy Services Program Manager	64,297	1600	B22	51,614	68,047	84,479	125%	94%	76%
Supervisor CEAP/CSBG	37,740	1580	B17	36,976	47,688	58,399	102%	79%	65%
Energy Specialist	37,033	134	A13	29,439	37,914	46,388	126%	98%	80%
Energy Specialist	35,087	134	A13	29,439	37,914	46,388	119%	93%	76%
Energy Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Energy Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Energy Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Energy Specialist	33,000	136	A15	32,976	42,511	52,045	100%	78%	63%
Supervisor - Weatherization	43,385	1580	B17	36,976	47,688	58,399	117%	91%	74%
Weatherization Inspector	34,978	1322	B13	29,439	37,914	46,388	119%	92%	75%
Weatherization Inspector	33,000	1322	B13	29,439	37,914	46,388	112%	87%	71%
Weatherization Inspector	33,000	1322	B13	29,439	37,914	46,388	112%	87%	71%
Administrative Assistant	33,000	152	A11	26,332	33,844	41,355	125%	98%	80%
Public Housing Program Manager	69,854	1600	B22	51,614	68,047	84,479	135%	103%	83%
Public Housing Specialist	41,655	138	A17	36,976	47,688	58,399	113%	87%	71%
Public Housing Specialist	47,910	138	A17	36,976	47,688	58,399	130%	100%	82%
Public Housing Specialist	40,966	134	A13	29,439	37,914	46,388	139%	108%	88%
Public Housing Specialist	40,541	134	A13	29,439	37,914	46,388	138%	107%	87%

Title	Approved Annualized Salary	State Class Code	State Salary Group	State Minimum	State Midpoint	State Maximum	% Min	% Mid	% Max
Public Housing Specialist	38,097	134	A13	29,439	37,914	46,388	129%	100%	82%
Public Housing Specialist	48,450	5402	A17	36,976	47,688	58,399	131%	102%	83%
Public Housing Maintenance Supervisor	52,020	9056	A19	40,816	53,061	65,306	127%	98%	80%
Public Housing Maint. Mechanic	38,735	9044	A13	29,439	37,914	46,388	132%	102%	84%
Public Housing Maint. Aide	29,702	9041	A08	22,705	27,967	33,229	131%	106%	89%
Public Housing Maint. Mechanic	38,771	9044	A13	29,439	37,914	46,388	132%	102%	84%
Public Housing Maint. Mechanic	38,771	9044	A13	29,439	37,914	46,388	132%	102%	84%
Public Housing Maint. Mechanic	38,771	9044	A13	29,439	37,914	46,388	132%	102%	84%
Public Housing Maint. Mechanic	37,959	9044	A13	29,439	37,914	46,388	129%	100%	82%
Public Housing Lead Mechanic	41,616	9053	A15	32,976	42,511	52,045	126%	98%	80%
Public Housing Maint. Aide	29,702	9041	A08	22,705	27,967	33,229	131%	106%	89%
Public Housing Maint. Mechanic	38,771	9044	A13	29,439	37,914	46,388	132%	102%	84%
Public Housing Maint. Mechanic	36,000	9044	A13	29,439	37,914	46,388	122%	95%	78%
Public Housing Maint. Make Ready	29,120	9041	A08	22,705	27,967	33,229	128%	104%	88%
Public Housing Maint. Make Ready	29,120	9041	A08	22,705	27,967	33,229	128%	104%	88%
Section 8 Program Manager	66,899	1600	B22	51,614	68,047	84,479	130%	98%	79%
Section 8 Program Specialist	38,772	134	A13	29,439	37,914	46,388	132%	102%	84%
Section 8 FSS Specialist	44,182	5400	B 15	32,976	42,511	52,045	134%	104%	85%
Section 8 FSS Specialist	45,084	5400	B 15	32,976	42,511	52,045	137%	106%	87%
Section 8 Program Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Section 8 Program Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Deputy Exec. Dir./Regional Svc. Dept. Dir.	93,636	1620	B26	69,415	93,406	117,397	135%	100%	80%
Area Agency on Aging (AAA) Program Mgr	57,222	1600	B22	51,614	68,047	84,479	111%	84%	68%
AAA Ombudsman Specialist	32,130	3662	B19	42,244	55,602	68,960	76%	58%	47%
AAA Ombudsman Specialist	32,500	3660	B17	36,976	47,688	58,399	88%	68%	56%
AAA Care Coordination Specialist	35,657	5227	B13	29,439	37,914	46,388	121%	94%	77%
AAA Caregiver Specialist	31,212	5226	B12	33,844	41,355	43,798	92%	75%	71%
AAA Information & Referral Specialist	44,221	5227	B12	29,439	37,914	46,388	150%	117%	95%
AAA Care Coordination Specialist	36,374	5227	B12	29,439	37,914	46,388	124%	96%	78%
AAA Benefits Counseling Specialist	47,309	5227	B13	29,439	37,914	46,388	161%	125%	102%
AAA Financial Manager	55,080	1600	B22	51,614	68,047	84,479	107%	81%	65%
AAA Money Management Specialist	35,252	5227	B13	29,439	37,914	46,388	120%	93%	76%
AAA Money Management Specialist	32,510	5226	B13	29,439	37,914	46,388	110%	86%	70%
AAA Benefits Counseling Specialist	32,130	5227	B13	29,439	37,914	46,388	109%	85%	69%
GIS & Planning Program Manager	61,550	1600	B22	51,614	68,047	84,479	119%	90%	73%
GIS Specialist	44,159	271	B20	45,158	59,473	73,788	98%	74%	60%

Title	Approved Annualized Salary	State Class Code	State Salary Group	State Minimum	State Midpoint	State Maximum	% Min	% Mid	% Max
Government Services Planner	42,024	1601	B19	42,244	55,602	68,960	99%	76%	61%
Environmental Planner	36,000	1570	B17	36,976	47,688	58,399	97%	75%	62%
Public Safety Program Manager	69,351	1600	B22	51,614	68,047	84,479	134%	102%	82%
Public Safety Planner	55,788	1572	B19	42,244	55,602	68,960	132%	100%	81%
Public Safety Planner	45,506	1570	B17	36,976	47,688	58,399	123%	95%	78%
Public Safety Planner	36,000	1570	B17	36,976	47,688	58,399	97%	75%	62%
Senior Corps Program Manager	41,133	1600	B22	51,614	68,047	84,479	80%	60%	49%
Senior Corps Specialist	31,212	5226	B12	33,844	41,355	43,798	92%	75%	71%
\$3,344,166									

Indirect and CIT Expenses

Approved FYE 2018

	FYE 2017 Approved Indirect Total	FYE 2018 Approved General & Admin	FYE 2018 Approved On-Site	FYE 2018 Approved Central Service IT	FYE 2018 Approved	Increase (Decrease)
PERSONNEL EXPENSES						
Indirect Salaries	298,517	265,979			265,979	(32,538)
Indirect Employee Benefits	140,602	140,198			140,198	(404)
TOTAL PERSONNEL	439,119	406,177			406,177	(32,942)
OPERATIONAL EXPENSES						
Janitorial	12,061		12,000		12,000	(61)
Lawn Service	2,658		2,750		2,750	92
Pest Control	328		1,000		1,000	672
Audit Services	32,500	28,000			28,000	(4,500)
Internal Audit Consultant		50,000			50,000	50,000
Legal Services	15,000	75,000			75,000	60,000
	123,805	11,872		106,719	118,591	(5,214)
IT - Voice & Data Services	32,256			32,256	32,256	-
IT - Software Licensing & Maintenance	34,622			20,016	20,016	(14,606)
IT - Hardware				15,000	15,000	15,000
IT - Peripherals & Supplies	4,800			4,800	4,800	-
IT - Hosting				1,296	1,296	1,296
Electric	94,000		65,000		65,000	(29,000)
Natural Gas			20,000		20,000	20,000
Sanitation	1,880		2,400		2,400	520
Water			2,500		2,500	2,500
Training & Travel	8,600	8,600			8,600	-
Advertising	300	300			300	-
Bank Fee	510	2,400			2,400	1,890
Copier Expense	3,300	3,300			3,300	-
Depreciation	97,000		97,000		97,000	-
Dues/Subscriptions	10,000	10,000			10,000	-
Insurance	7,708	8,000			8,000	292
Postage	1,200	1,000			1,000	(200)
Printed Material	500	500			500	-
Building Maintenance	30,004		40,000		40,000	9,996
Training & Travel - CA	8,400	8,400			8,400	-
Interest Expense	32,213		29,742		29,742	(2,471)
Supplies	7,000	7,000			7,000	-
TOTAL OPERATIONS	\$560,645	\$214,372	\$272,392	\$180,087	\$666,851	\$106,206
TOTAL INDIRECT EXPENSES	999,764	620,549	272,392	180,087	1,073,028	73,264
PRIOR YEAR		534,137	270,144	195,483	999,764	
INCREASE/(DECREASE)		86,412	2,248	(15,396)	73,264	

	FYE 2018 Approved General & Admin	FYE 2018 Approved On-Site	FYE 2018 Approved Central Service IT	FYE 2018 Approved Indirect Total
Roll Forward Method				
Total Indirect Costs	\$ 620,549	\$ 272,392	\$ 180,087	\$ 1,073,028
Plus Under-Applied Indirect Cost from Prior Periods	\$ 61,900	\$ -	\$ -	\$ 61,900
Net Indirect Costs	\$ 682,449	\$ 272,392	\$ 180,087	\$ 1,134,928

Approved Indirect & CIT Rate Calculation

BASIS FOR ALLOCATION OF INDIRECT COSTS - TOTAL DIRECT PERSONNEL COSTS METHOD					
Gross Salaries	3,122,586	2,360,072	3,122,586		
Less Total Release Time	(437,162)	(330,410)	(437,162)		
Less Indirect Chargeable Salary	(265,979)	(265,979)	(265,979)		
SUBTOTAL DIRECT CHARGEABLE	2,419,445	1,763,683	2,419,445		
Less 2% Vacancy Rate	(48,389)	(35,274)	(48,389)		
Plus Direct Employee Benefit Program	1,275,289	929,637	1,275,289		
Total Direct Personnel Costs/Base	3,646,345	2,658,047	3,646,345		
				TOTAL RATE	
INDIRECT COST RATE	18.72%	10.25%	4.94%	33.90%	
PRIOR PERIOD RATE	20.02%	12.37%	6.64%	39.03%	
CHANGE FROM PRIOR YEAR (Percentage Points)	-1.30	-2.12	-1.70	-5.13	
* Rate with No Carry Forward	17.02%	10.25%	4.94%	32.21%	-6.82 PP

	FYE 2017 Approved	FYE 2018 Approved	Increase/ (Decrease)	% Increase/ (Decrease)
RELEASE TIME				
Admin Leave	4,000	3,872	(128)	-3.20%
Annual Leave	132,236			
PTO		297,705	99,351	50.09%
Sick Leave	66,118			
Bereavement Leave	3,500	3,500	-	0.00%
Holidays	111,892	132,085	20,193	18.05%
TOTAL RELEASE TIME	\$317,746	\$437,162	\$119,416	37.58%
BENEFIT PROGRAM				
Group Medical Insurance	289,119	383,228	94,109	32.55%
Health Savings Account	85,800	104,710	18,910	22.04%
	5,752	6,818	1,066	18.53%
Group Air Ambulance Insurance	2,288	3,729	1,441	62.98%
Employee Assistance Program	1,716	1,704	-12	-0.70%
Fraud, Waste, and Abuse Hotline	500	500	0	0.00%
Retirement Plan Contribution	189,286	214,504	25,218	13.32%
Retirement Plan Forfeiture	-25,000		25,000	
FICA	202,321	238,878	36,557	18.07%
Unemployment Insurance	15,142	12,780	-2,362	-15.60%
Workers Comp Insurance	11,500	11,500	0	0.00%
TOTAL BENEFIT PROGRAM	\$778,424	\$978,351	\$199,927	25.68%
Total Employee Release Time & Benefit Program	\$1,096,170	\$1,415,513	\$319,343	29.13%

Approved Benefit Rate Calculation				
Gross Salaries	2,644,720	3,122,585	477,865	18.07%
Less Total Release Time	(317,746)	(437,162)	(119,416)	37.58%
Salary Basis for Allocation	\$2,326,974	\$2,685,423	\$358,449	15.40%

EMPLOYEE BENEFIT RATE	47.11%	52.71%
PRIOR PERIOD RATE	47.24%	47.11%
CHANGE FROM PRIOR YEAR (Percentage Points)	-0.13	5.60

Memorial Day	Monday, May 29, 2017
Independence Day	Tuesday, July 04, 2017
Labor Day	Monday, September 04, 2017
Veterans Day	Friday, November 10, 2017
Thanksgiving Day	Thursday, November 23, 2017
Day After Thanksgiving	Friday, November 24, 2017
Christmas Day	Monday, December 25, 2017
Day After Christmas	Tuesday, December 26, 2017
New Years Day	Monday, January 01, 2018
MLK Day	Monday, January 15, 2018
<i>Personal Day</i>	<i>Eligible After One (1) Year of Service</i>

	Indirect	Benefits	CIT	Total	Est. Total w/o Legal*
ROLL FORWARD ANALYSIS					
Under (Over) Applied Costs at April 30, 2016 Audited	127,247	(50,437)	114,671	191,481	99,564
FYE 2017 Costs Allocated During the Year (Estimate)	(843,267)	(1,053,180)	(187,425)	(2,083,872)	(2,083,872)
FYE 2017 Actual Costs (Estimate)	873,569	1,093,597	206,382	2,173,548	2,040,649
Under (Over) Applied Costs at April 30, 2017 *Estimate)	\$157,549	-\$10,020	\$133,628	\$281,157	\$56,341
Increase/(Decrease)	\$30,302	\$40,417	\$18,957	\$89,676	

* Legal Fees: FYE 2016 \$91,917
FYE 2017 est. \$132,899

	Salary Dollars	Benefits		Indirect		Total Cost to Program /\$1,000
FYE 2017	\$1,000	47.11%	\$471	39.03%	\$574	\$2,045
FYE 2018	\$1,000	52.71%	\$527	33.90%	\$518	\$2,045

	FYE 2017 Combined	Enterprise Fund	Local Fund	Motorpool Fund	Capital Fund	FYE 2018 Combined	+/-
FYE 2018 APPROVED COMBINED LOCAL FUNDS							
FYE 2018 Estimated Beginning Balance						\$ 760,392	
REVENUES							
Annual Event	15,000		15,000			15,000	-
Copy Center Reimbursement	20,000	25,000				25,000	5,000
Interest	50		50			50	-
Lease Income	75,900	75,900				75,900	-
Membership Dues	45,330		46,580			46,580	1,250
Motor Pool	13,500			20,250		20,250	6,750
Parking Income	2,700	2,700				2,700	-
THP Management	32,300		32,300			32,300	-
Utility Local	32,400		38,000			38,000	5,600
TOTAL REVENUE	\$237,180	\$103,600	\$131,930	\$20,250	\$0	\$255,780	\$18,600
EXPENSES							
AAA Cash Match	28,300		28,300			28,300	-
Annual Event	15,000		15,000			15,000	-
Annual Report	2,000		2,000			2,000	-
Board Travel & Expense	2,000		2,000			2,000	-
Copy Center Reimbursement	12,500	14,500	-			14,500	2,000
Depreciation	21,292	21,292				21,292	-
EDA Cash Match	6,500		15,000			15,000	8,500
Insurance and Bonding	1,692	1,692				1,692	-
Janitorial Services	2,647	2,592				2,592	(55)
Lawn Care Services	584	648				648	64
Membership Dues	5,000		5,000			5,000	-
Mortgage Interest	7,100	6,528	-			6,528	(572)
Mortgage Note	68,400	12,949	58,989			71,938	3,538
Motor Pool Expense	750			1,500		1,500	750
Repair & Maintenance Building	6,586	8,780				8,780	2,194
Office Supplies	3,100	3,100				3,100	-
Pest Control Services	72	221				221	149
Property Taxes	12,000	12,000				12,000	-
Sanitation Services	400	526				526	126
Staff Recognition	5,000		5,500			5,500	500
Utilities	20,634	16,182				16,182	(4,452)
Total Expenses	\$221,557	\$101,010	\$131,789	\$1,500	\$0	\$234,299	\$12,742
Est. Net FYE 2018 Revenue/Expense by Fund		\$ 11,302	\$ 18,491	\$ 31,250	\$ -		
Est. Change in Fund Balance		\$ 2,590	\$ 141	\$ 18,750	\$ -	\$ 21,481	
ESTIMATED FYE 2018 GENERAL FUND BALANCE						\$ 781,873	

Combined Local Funds

Approved FYE 2018

	FYE 2015 Audited Combined	Enterprise Fund	Local Fund	Motorpool Fund	Capital Fund	FYE 2016 Audited Combined *	+/-
FYE 2016 AUDITED LOCAL FUNDS BALANCE	\$ 478,266	\$ -	\$ -	\$ -	\$ -	720,830	\$ 242,564

FYE 2017 YEAR END PROJECTIONS

	Enterprise Fund	Local Fund	Motorpool Fund	Capital Fund	Local Combined	+/-
FYE 2016 AUDITED FUND BALANCE					720,830	
Revenue	77,712	117,800	13,500	-	209,012	-
Reimbursements (Copy Center)	26,000	-		-	26,000	-
Expenses	(95,000)	(99,450)	(1,000)	-	(195,450)	-
FYE 2017 ENDING BALANCE	8,712	18,350	12,500	-	760,392	39,562

* FYE 2016 Audited Balance includes \$407,989 Capital Fund; change in fund balance primarily attributed to FYE 2016 end of year adjustment for building refinance

Approved Membership Fee Schedule

FYE 2018

Member Name	Current Member Dues	FYE 2018* Approved Dues	Difference	Member Name	Current Member Dues	FYE 2018* Approved Dues	Difference
COOKE COUNTY	\$3,748.00	\$3,768.00	\$20.00	Bells ISD	\$155.00	\$151.00	(\$4.00)
Callisburg	\$100.00	\$100.00	\$0.00	Bonham ISD	\$378.00	\$369.00	(\$9.00)
Gainesville	\$3,310.00	\$3,204.00	(\$106.00)	Collinsville ISD	\$112.00	\$106.00	(\$6.00)
Lindsay	\$200.00	\$213.00	\$13.00	Denison ISD	\$880.00	\$900.00	\$20.00
Muenster	\$334.00	\$317.00	(\$17.00)	Dodd City ISD	\$100.00	\$100.00	\$0.00
Oak Ridge	\$100.00	\$100.00	\$0.00	Ector ISD	\$100.00	\$100.00	\$0.00
Valley View	\$175.00	\$152.00	(\$23.00)	Era ISD	\$100.00	\$100.00	\$0.00
GRAYSON COUNTY	\$6,453.00	\$7,695.00	\$1,242.00	Fannindel ISD	\$100.00	\$100.00	\$0.00
Bells	\$262.00	\$283.00	\$21.00	Gainesville ISD	\$632.00	\$562.00	(\$70.00)
Collinsville	\$320.00	\$329.00	\$9.00	Grayson College	\$746.00	\$811.00	\$65.00
Denison	\$4,840.00	\$4,521.00	(\$319.00)	Honey Grove ISD	\$120.00	\$114.00	(\$6.00)
Dorchester*		\$100.00		Leonard ISD	\$176.00	\$171.00	(\$5.00)
Gunter	\$352.00	\$293.00	(\$59.00)	Muenster ISD	\$100.00	\$100.00	\$0.00
Knollwood	\$100.00	\$100.00	\$0.00	NCTC	\$451.00	\$451.00	\$0.00
Pottsboro	\$452.00	\$441.00	(\$11.00)	Pottsboro ISD	\$246.00	\$279.00	\$33.00
Sadler	\$100.00	\$100.00	\$0.00	Sam Rayburn ISD	\$100.00	\$100.00	\$0.00
Sherman	\$7,738.00	\$8,046.00	\$308.00	Savoy ISD	\$100.00	\$100.00	\$0.00
Southmayd	\$215.00	\$201.00	(\$14.00)	Sherman ISD	\$1,333.00	\$1,412.00	\$79.00
Tioga	\$190.00	\$165.00	(\$25.00)	Tom Bean ISD	\$156.00	\$136.00	(\$20.00)
Tom Bean	\$203.00	\$207.00	\$4.00	Van Alstyne ISD	\$267.00	\$291.00	\$24.00
Van Alstyne	\$555.00	\$662.00	\$107.00	Whitesboro ISD	\$305.00	\$310.00	\$5.00
Whitesboro	\$826.00	\$771.00	(\$55.00)	TOTAL	\$6,657.00	\$6,763.00	\$106.00
Whitewright	\$333.00	\$320.00	(\$13.00)	Bonham Chamber of Commerce	\$175.00	\$175.00	\$0.00
Howe	\$582.00	\$554.00	(\$28.00)	Denison Chamber of Commerce	\$100.00	\$100.00	\$0.00
FANNIN COUNTY	\$2,992.00	\$3,184.00	\$192.00	Sherman Chamber of Commerce	\$100.00	\$100.00	\$0.00
Bailey*		\$100.00		TOTAL	\$375.00	\$375.00	\$0.00
Bonham	\$2,089.00	\$2,008.00	(\$81.00)	* Non-Member			
Dodd City	\$100.00	\$100.00	\$0.00				
Ector	\$135.00	\$139.00	\$4.00				
Honey Grove	\$366.00	\$327.00	(\$39.00)				
Ladonia	\$140.00	\$121.00	(\$19.00)				
Pecan Gap*		\$100.00					
Ravenna	\$100.00	\$100.00	\$0.00				
Trenton	\$223.00	\$125.00	(\$98.00)				
Windom	\$100.00	\$100.00	\$0.00				
Leonard	\$394.00	\$392.00	(\$2.00)				
Savoy	\$171.00	\$168.00	(\$3.00)				
TOTAL	\$38,298.00	\$39,606.00	\$1,008.00				