

April 21, 2020

Honorable Jason Brinkley and Governing Board Members:

TCOG Management is pleased to present the proposed Annual Financing Plan for Fiscal Year Ending (FYE) 2021 covering the period beginning May 1, 2020 and ending April 30, 2021. This plan is presented in accordance with rules and regulations governing the use of federal, state, and other funds, and is structured to promote the effective delivery of services, efficient program operations and a competitive workforce. TCOG's financial goal is to encourage growth and stability in TCOG programs while operating within available fiscal resources which enables us to make measurable progress toward achieving our vision: Better Leaders Building Better Lives.

Acceptance of TCOG's proposed FYE 2021 Annual Financing Plan will be on the next Governing Board Meeting Agenda scheduled for April 23, 2020 at 5:30 pm. A copy of the Plan is attached for your review.

#### Plan Highlights

- \$15.92 million in estimated program revenue representing a 4.31% increase from the prior year revenue estimates of \$15.28 million.
- Percentage of Direct Services is 69.40% of all expenses with Indirect and CIT cost as a percentage of expenses decreasing from 5.92% to 5.70% of total expenses.
- The Plan proposes a 2% Cost of Living Adjustment (COLA) for all regular employees employed for at least 6 months as of 5/1/20 totaling \$39,879; 4 market adjustments for select employees ranging from 1.0% to 5.0% totaling \$8,521; and \$16,250 in authorized longevity pay.
- A full-time equivalent (FTE) employee count of 45 plus 3 part-time employees.
- An overall 3.02% (\$66,850) increase in total salary authority from \$2,199,407 to \$2,266,257.
- A fixed carry-forward Indirect Rate not to exceed 35.65% in accordance to HHS Indirect Cost Rate Agreement.

#### Current Combined Annual Program Revenue and Proposed Financing Plan

TCOG's organizational revenue estimate is calculated using current combined and estimated future annual revenue for all programs by all funding sources. These revenue amounts may, and likely will, vary during TCOG's fiscal year, as each program has its own fiscal year that does not align with TCOG's. A breakdown of program revenue by source titled **Current Revenue Snapshot** is attached. Current Revenue and Expense Reports for any individual grant/program is available upon request.

#### Proposed FTE and Salary Budget Authority

The proposed FTE count and salary adjustments for FYE 2021 is detailed on the chart titled **Salary Adjustments Summary**. TCOG's staff salary comparison with the State of Texas comparable positions is also attached. This schedule was approved by the Board in February and has been submitted to the State Auditor's Office.

#### Indirect Cost Rate Calculation

TCOG is responsible for the administration and delivery of a variety of programs funded through federal and state grants, awards, and special funds. Both direct and indirect costs are incurred in the

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administration of these programs. Direct costs can be specifically identified with a program cost objective.

Indirect costs are costs necessary for the efficient operation of programs, that cannot be specifically identified with a program. In accordance with Generally Accepted Accounting Principles (GAAP), TCOG establishes indirect cost rates to recover indirect costs incurred. TCOG's fixed carry forward indirect cost rate is calculated according to 2 CFR 200 Appendix 7 section C.2 – Indirect Rate Formula. The formula is Total Indirect Personnel Expense plus Operation Expense divided by the total Direct Personnel Costs.

#### **Statement of Proposed Indirect Cost Allocation Rates**

TCOG proposes a total FYE 2021 Indirect Cost Rate of 35.65%. The indirect rate is made up of two components: General & Administrative (G&A) and Central Information Technology (CIT). Total indirect cost rate details are as follows:

- General & Administrative (G&A) Rate – 32.14% (includes carry-forward)
- Central Information Technology (CIT) Rate – 3.51%

#### **Schedule of Holidays**

There are no proposed changes to TCOG's proposed holiday schedule, which includes ten (10) major holidays and one (1) personal day. The proposed holiday schedule is also attached.

#### **Membership Dues Schedule**

Membership dues were calculated at the rate of \$0.2003 per capita. According to TCOG bylaws, population estimates should be updated every two years using the State of Texas Data Center. Population estimates were updated for the FYE 2021 plan. Total estimated FYE 2021 county/city dues are \$45,090 while school district dues are \$7,156 for a total of \$52,246. A complete listing of TCOG membership dues is attached.

#### **Summary**

The following actions are recommended:

1. Approve FTE and Salary Budget Authority
2. Set fixed carry-forward Indirect Cost Rates as follows: General & Administrative Rate at 32.14%; Central Service Information Technology Rate at 3.51%
3. Approve the FYE 2021 Holiday Schedule
4. Approve the FYE 2021 Membership Dues Schedule

Should you desire additional information regarding the proposed FYE 2021 budget, please contact me at your convenience. I will be happy to meet with you to discuss in further detail.

Sincerely,

A handwritten signature in blue ink that reads "Mindi Jones".

Mindi Jones  
Finance Director

	Previous Year Totals	Federal	State	Local	Other/ In-Kind	Current Totals	Increase/ Decrease	%
<b>AGING SERVICES</b>								
AAA	2,285,659	1,392,049	120,014	854,890	98,333	<b>2,465,286</b>	179,627	7.86%
FGP	258,499	201,993	5,000	28,043	24,750	<b>259,786</b>	1,287	0.50%
RSVP	111,126	64,113	24,621	17,594	16,500	<b>122,828</b>	11,702	10.53%
<b>CLIENT SERVICES</b>								
211	410,497	197,464	199,254	8,000	-	<b>404,719</b>	(5,778)	(1.41%)
ADRC	276,876	62,429	69,181	-	-	<b>131,610</b>	(145,266)	(52.47%)
HRA	-	-	456,000	-	-	<b>456,000</b>	456,000	
SECTION 8	3,327,387	3,436,258	-	-	-	<b>3,436,258</b>	108,871	3.27%
<b>ENERGY SERVICES</b>								
UTILITY ASSISTANCE	4,226,965	4,296,698	-	95,563	-	<b>4,392,261</b>	165,296	3.91%
WEATHERIZATION	1,932,218	1,651,701	-	315,000	-	<b>1,966,701</b>	34,483	1.78%
CSBG	243,900	255,905	-	-	-	<b>255,905</b>	12,005	4.92%
<b>REGIONAL SERVICES</b>								
EDA PLANNING	146,700	70,000	-	15,000	79,012	<b>164,012</b>	17,312	11.80%
EDA TECH ASSIST	31,300	25,000	-	6,300	-	<b>31,300</b>	-	0.00%
MSW	108,825	-	115,000	-	-	<b>115,000</b>	6,175	5.67%
GIS	215,932	-	-	215,932	-	<b>215,932</b>	-	0.00%
TXDOT	36,898	-	25,000	-	-	<b>25,000</b>	(11,898)	(32.25%)
TxCDBG	-	-	8,404	-	-	<b>8,404</b>	8,404	
911	1,250,867	-	1,046,191	-	-	<b>1,046,191</b>	(204,676)	(16.36%)
CJD	113,999	75,584	-	-	26,601	<b>102,185</b>	(11,814)	(10.36%)
EMERGENCY PLANNING	304,003	275,694	24,040	17,370	-	<b>317,104</b>	13,101	4.31%
<b>TOTAL</b>	<b>15,281,651</b>	<b>12,004,889</b>	<b>2,092,705</b>	<b>1,573,692</b>	<b>245,196</b>	<b>15,916,482</b>	634,831	4.15%

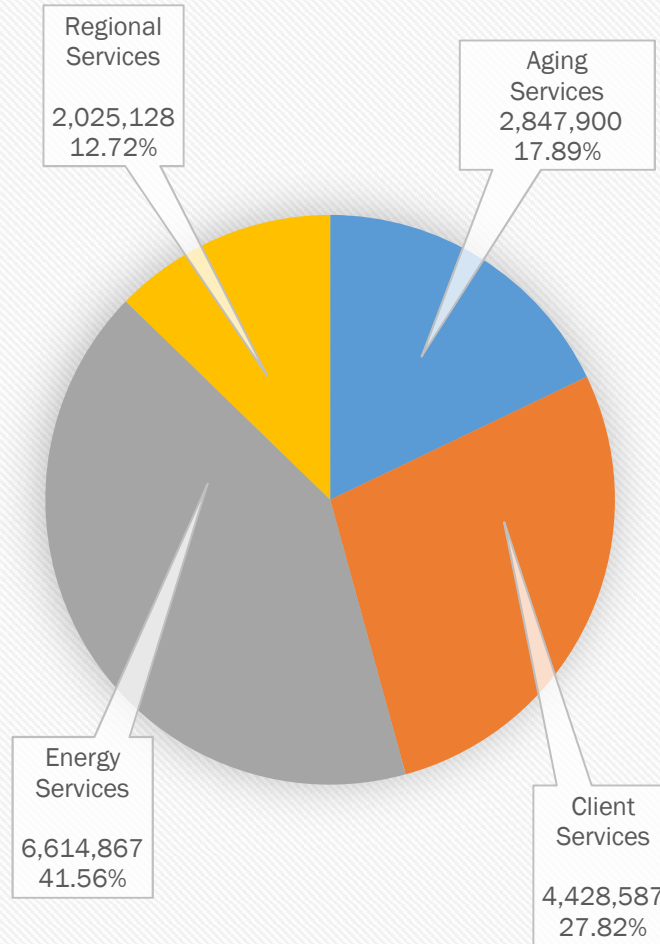
### TCOG Revenue by Department

<b>Aging Services</b>	<b>2,847,900</b>	<b>18%</b>
<b>Client Services</b>	<b>4,428,587</b>	<b>28%</b>
<b>Energy Services</b>	<b>6,614,867</b>	<b>42%</b>
<b>Regional Services</b>	<b>2,025,128</b>	<b>13%</b>
<b>Total</b>	<b>15,916,482</b>	<b>100%</b>

### TCOG Revenue by Source

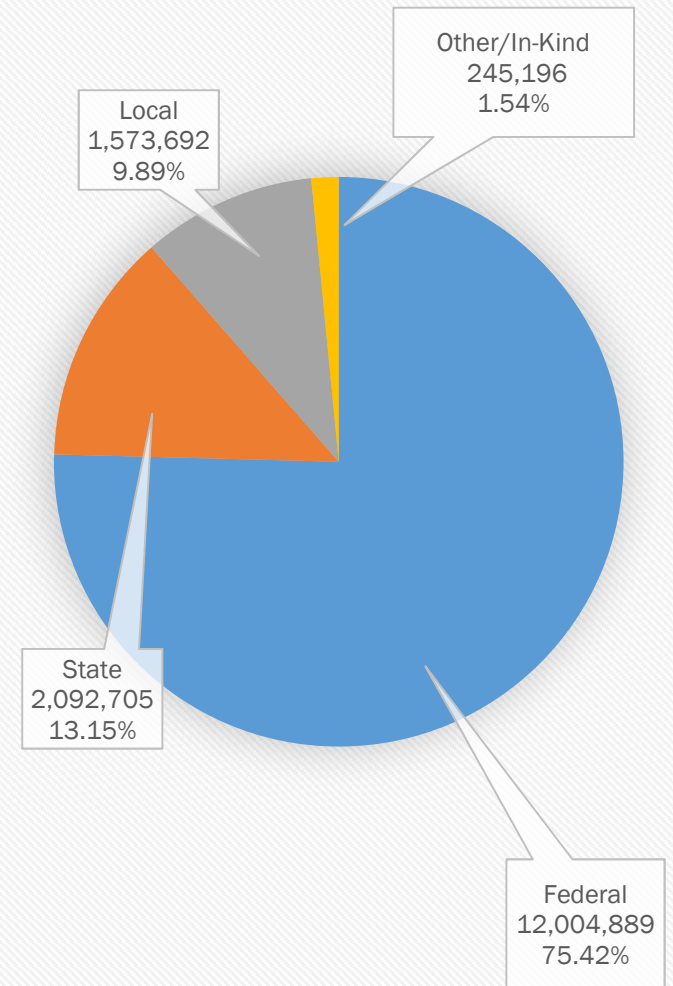
<b>Federal</b>	<b>12,004,889</b>	<b>75%</b>
<b>State</b>	<b>2,092,705</b>	<b>13%</b>
<b>Local</b>	<b>1,573,692</b>	<b>10%</b>
<b>Other/In-Kind</b>	<b>245,196</b>	<b>2%</b>
<b>Total</b>	<b>15,916,482</b>	<b>100%</b>

### TCOG Revenue by Department



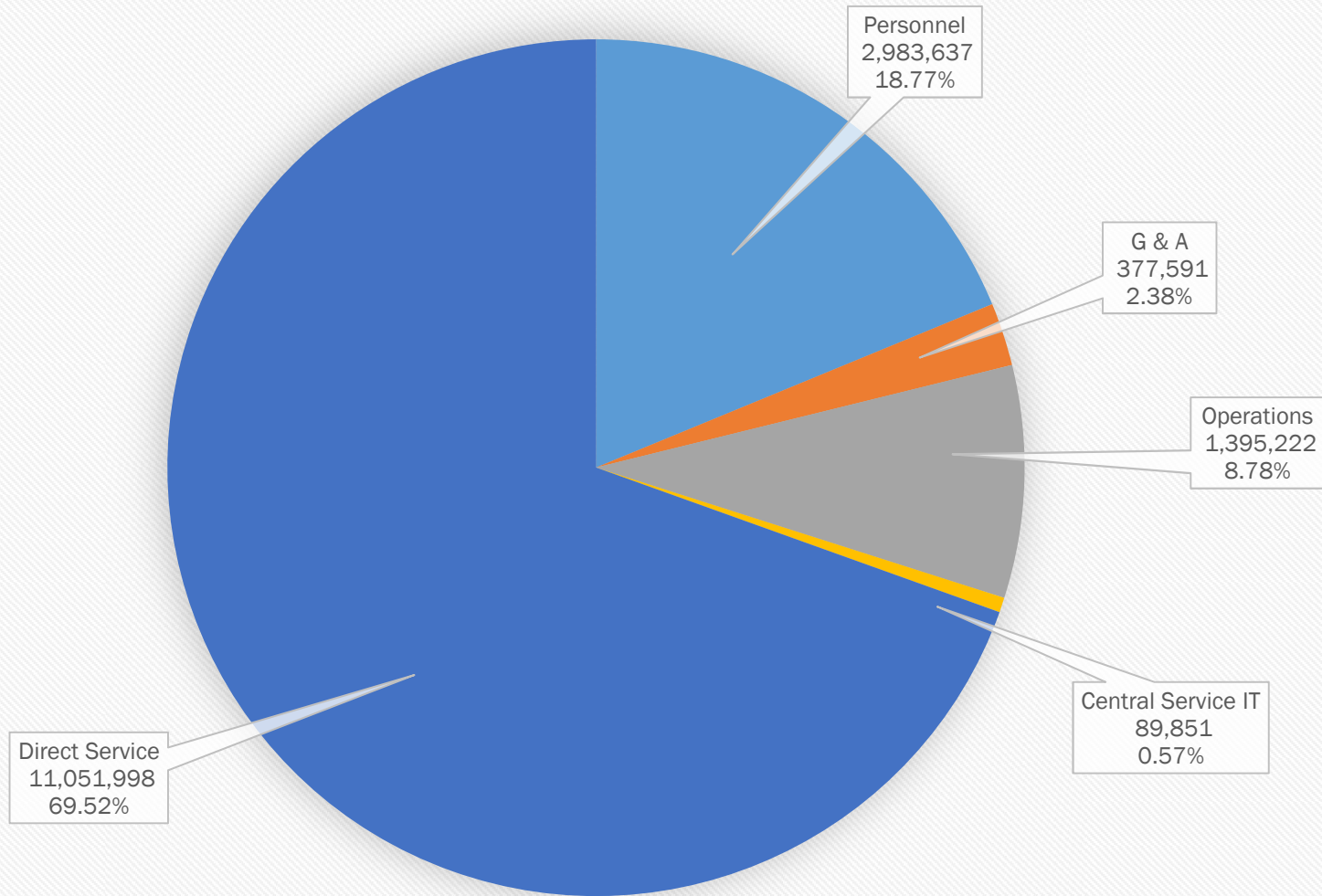
■ Aging Services   
 ■ Client Services   
 ■ Energy Services   
 ■ Regional Services

### TCOG Revenue by Source



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

### TCOG Expenses by Type



■ Personnel ■ G & A ■ Operations ■ Central Service IT ■ Direct Service

Program	Title	FTE	Current Salary	Approved COLA Increase %	Approved Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
<b>Admin</b>	<b>Executive Director</b>	<b>1.0</b>	<b>110,000</b>	<b>2.0%</b>	<b>1.0%</b>	<b>3,300</b>	<b>113,300</b>	<b>-</b>	<b>113,300</b>
Admin	Accounting & Finance Director	1.0	74,616	2.0%	0.0%	1,492	76,108	600	76,708
Admin	Public Information & Media Manager	1.0	63,229	2.0%	0.0%	1,265	64,494	600	65,094
Admin	Accounting & Finance Specialist	1.0	48,366	2.0%	0.0%	967	49,333	600	49,933
Admin	Human Resources Specialist	1.0	51,614	2.0%	0.0%	1,032	52,646	-	52,646
<b>Aging Services</b>	<b>Aging Services Department Director</b>	<b>1.0</b>	<b>64,667</b>	<b>2.0%</b>	<b>4.0%</b>	<b>3,880</b>	<b>68,547</b>	<b>600</b>	<b>69,147</b>
AAA	Ombudsman Specialist	1.0	33,479	2.0%	0.0%	670	34,149	600	34,749
AAA	Ombudsman Specialist (pt)	0.3	7,561	2.0%	0.0%	151	7,712	-	7,712
AAA	Care Coordination Specialist	1.0	42,719	2.0%	0.0%	854	43,573	600	44,173
AAA	Care Coordination Specialist	1.0	43,456	2.0%	0.0%	869	44,325	600	44,925
AAA	Information & Referral Specialist	1.0	46,620	2.0%	0.0%	932	47,552	600	48,152
AAA	Financial Manager	1.0	57,917	2.0%	0.0%	1,158	59,075	600	59,675
AAA	Benefits Counseling Specialist	1.0	33,683	2.0%	0.0%	674	34,357	600	34,957
AAA	Benefits Counseling Specialist (pt)	0.5	15,706	2.0%	0.0%	314	16,020	600	16,620
Senior Corps	Senior Corps Program Manager	1.0	45,108	2.0%	0.0%	902	46,010	600	46,610
Senior Corps	Senior Corps Specialist	1.0	33,085	2.0%	0.0%	662	33,747	600	34,347
<b>Client Services</b>	<b>Client Services Department Director</b>	<b>1.0</b>	<b>61,855</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>	<b>61,855</b>	<b>600</b>	<b>62,455</b>
211	211 Program Manager	1.0	51,612	2.0%	0.0%	1,032	52,644	600	53,244
211	211 Database Administrator	1.0	46,513	2.0%	0.0%	930	47,443	600	48,043
211	211 Specialist (pt)	0.5	15,300	2.0%	0.0%	306	15,606	-	15,606
211	211 Specialist	1.0	36,603	2.0%	0.0%	732	37,335	600	37,935
211	211 Specialist	1.0	35,551	2.0%	0.0%	711	36,262	600	36,862
ADRC	ADRC Program Manager	1.0	51,000	2.0%	0.0%	1,020	52,020	-	52,020

# Approved Salaries

FYE 2021

Program	Title	FTE	Current Salary	Approved COLA Increase %	Approved Market Increase %	Approved Increase \$	Approved Salary	Longevity	Approved Salary + Longevity
Section 8	Section 8 Program Manager	1.0	71,579	2.0%	0.0%	1,432	73,011	600	73,611
Section 8	Section 8 Program Specialist	1.0	37,128	2.0%	0.0%	743	37,871	-	37,871
Section 8	Section 8 Program Specialist	1.0	41,742	2.0%	0.0%	835	42,577	600	43,177
Section 8	Section 8 FSS Specialist	1.0	37,000	2.0%	0.0%	740	37,740	-	37,740
Section 8	Section 8 FSS Specialist	1.0	46,869	2.0%	0.0%	937	47,806	50	47,856
<b>Energy Services</b>	<b>Energy Services Department Director</b>	<b>1.0</b>	<b>69,587</b>	<b>2.0%</b>	<b>0.0%</b>	<b>1,392</b>	<b>70,979</b>	<b>600</b>	<b>71,579</b>
Utility Assistance	CEAP Program Manager	1.0	47,845	2.0%	5.0%	3,349	51,194	600	51,794
Utility Assistance	Energy Specialist	1.0	34,333	2.0%	0.0%	687	35,020	-	35,020
Utility Assistance	Energy Specialist	1.0	34,333	2.0%	0.0%	687	35,020	-	35,020
Utility Assistance	Energy Specialist	1.0	33,660	2.0%	0.0%	673	34,333	-	34,333
Utility Assistance	Energy Assistant	1.0	30,600	2.0%	0.0%	612	31,212	-	31,212
Utility Assistance	Energy Specialist	1.0	33,000	0.0%	0.0%	-	33,000	-	33,000
Utility Assistance	Energy Specialist	1.0	33,000	2.0%	0.0%	660	33,660	-	33,660
Utility Assistance	Energy Specialist	1.0	40,274	2.0%	0.0%	805	41,079	600	41,679
Weatherization	Weatherization Program Manager	1.0	48,110	2.0%	5.0%	3,368	51,478	600	52,078
Weatherization	Weatherization Lead Inspector	1.0	38,633	2.0%	0.0%	773	39,406	-	39,406
Weatherization	Weatherization Inspector	1.0	35,700	2.0%	0.0%	714	36,414	-	36,414
Weatherization	Energy Services Specialist	1.0	33,000	2.0%	0.0%	660	33,660	-	33,660
CSBG	Case Manager	1.0	35,700	2.0%	0.0%	714	36,414	-	36,414
<b>Regional Services</b>									
GIS & Planning	CED/GIS Program Manager	1.0	62,700	2.0%	0.0%	1,254	63,954	-	63,954
GIS & Planning	CED Program Planner	1.0	44,000	2.0%	0.0%	880	44,880	-	44,880
GIS & Planning	GIS Specialist	1.0	61,812	2.0%	0.0%	1,236	63,048	600	63,648
Public Safety	CJ/EP Program Manager	1.0	68,745	2.0%	0.0%	1,375	70,120	600	70,720
Public Safety	911 Program Manager	1.0	59,681	2.0%	0.0%	1,194	60,875	600	61,475
Public Safety	Public Safety Planner	1.0	36,979	2.0%	0.0%	740	37,719	-	37,719
<b>TOTALS</b>		<b>46.3</b>	<b>2,186,270</b>			<b>50,313</b>	<b>2,236,583</b>	<b>16,250</b>	<b>2,252,833</b>



# Approved Salary Adjustments Summary

FYE 2021

Program	Title	Approved FYE 2020		FYE 2020 Mid-Year Adjustments		FYE 2021 Approved		FYE 2021 Approved Totals	
		FTE	Salary	FTE	Salary	FTE	Salary	FTE	Salary
Admin	Executive Director	1.00	110,000	-	-	3,300	-	1.00	113,300
Admin	Accounting & Finance Director	1.00	74,616	-	-	2,092	-	1.00	76,708
Admin	Public Information & Media Manager	1.00	63,229	-	-	1,865	-	1.00	65,094
Admin	Accounting & Finance Specialist	1.00	48,366	-	-	1,567	-	1.00	49,933
Admin	Human Resources Specialist	1.00	51,614	-	-	1,032	-	1.00	52,646
<b>TOTAL</b>		<b>5.00</b>	<b>347,825</b>	<b>0.0</b>	<b>-</b>	<b>9,857</b>	<b>-</b>	<b>5.00</b>	<b>357,682</b>

AAA	Aging Services Department Director	1.00	64,667			4,480		1.00	69,147
AAA	Ombudsman Specialist	1.00	33,479			1,270		1.00	34,749
AAA	Ombudsman Specialist (pt)	0.30	7,561			151		0.25	7,712
AAA	Caregiver Specialist	1.00	31,620	-1.0	(31,620)	-			-
AAA	Care Coordination Specialist	1.00	37,719		5,000	1,454		1.00	44,173
AAA	Care Coordination Specialist	1.00	38,456		5,000	1,469		1.00	44,925
AAA	Information & Referral Specialist	1.00	46,620			1,532		1.00	48,152
AAA	Financial Manager	1.00	57,917			1,758		1.00	59,675
AAA	Benefits Counseling Specialist	1.00	33,683			1,274		1.00	34,957
AAA	Benefits Counseling Specialist (pt)	0.50	15,706			914		0.50	16,620
AAA	Money Management Specialist (pt)	0.40	13,527	-0.4	(13,527)	-			-
Senior Corps	Senior Corps Program Manager	1.00	45,108			1,502		1.00	46,610
Senior Corps	Senior Corps Specialist	1.00	33,085			1,262		1.00	34,347
<b>TOTAL</b>		<b>11.20</b>	<b>459,148</b>	<b>-1.4</b>	<b>(35,147)</b>	<b>17,067</b>	<b>0.0</b>	<b>9.75</b>	<b>441,068</b>



# Approved Salary Adjustments Summary

FYE 2021

Program	Title	Approved FYE 2020		FYE 2020 Mid-Year Adjustments		FYE 2021 Approved		FYE 2021 Approved Totals	
		FTE	Salary	FTE	Salary	FTE	Salary	FTE	Salary
Client Services	Client Services Department Director	1.00	61,855			600		1.00	62,455
211	211 Program Manager	1.00	51,612			1,632		1.00	53,244
211	211 Database Administrator	1.00	46,513			1,530		1.00	48,043
211	211 Specialist (pt)	0.50	15,300			306		0.50	15,606
211	211 Specialist	1.00	36,603			1,332		1.00	37,935
211	211 Specialist	1.00	35,551			1,311		1.00	36,862
ADRC	ADRC Program Manager	1.00	51,000			1,020		1.00	52,020
ADRC	ADRC Specialist	1.00	37,128	-1.0	(37,128)	-		-	-
ADRC	ADRC Specialist (pt)	0.30	9,184	-0.3	(9,184)	-		-	-
ADRC	ADRC Specialist (pt)	0.30	9,600	-0.3	(9,600)	-		-	-
Section 8	Section 8 Program Manager	1.00	71,579			2,032		1.00	73,611
Section 8	Section 8 Program Specialist	1.00	36,353	1.0	775	743		1.00	37,871
Section 8	Section 8 Program Specialist	1.00	41,742			1,435		1.00	43,177
Section 8	Section 8 FSS Specialist	1.00	48,532		(11,532)	740		1.00	37,740
Section 8	Section 8 FSS Specialist	1.00	46,869			987		1.00	47,856
<b>TOTAL</b>		<b>13.10</b>	<b>599,421</b>	<b>-0.6</b>	<b>(66,669)</b>	<b>0.0</b>	<b>13,668</b>	<b>11.50</b>	<b>546,420</b>
Energy Services	Energy Services Department Director	1.00	69,587			1,992		1.00	71,579
Utility Assistance	CEAP Program Manager	1.00	47,845			3,949		1.00	51,794
Utility Assistance	Energy Specialist	1.00	34,333			687		1.00	35,020
Utility Assistance	Energy Specialist	1.00	34,333			687		1.00	35,020
Utility Assistance	Energy Specialist	1.00	33,660			673		1.00	34,333

# Approved Salary Adjustments Summary

FYE 2021

Program	Title	Approved FYE 2020		FYE 2020 Mid-Year Adjustments		FYE 2021 Approved		FYE 2021 Approved Totals	
		FTE	Salary	FTE	Salary	FTE	Salary	FTE	Salary
Utility Assistance	Energy Assistant	1.00	30,600			612		1.00	31,212
Utility Assistance	Energy Assistant	1.00	33,660	-1.0	(33,660)	-			-
Utility Assistance	Energy Specialist	1.00	33,000			-		1.00	33,000
Utility Assistance	Energy Specialist	1.00	33,000			660		1.00	33,660
Utility Assistance	Energy Specialist	1.00	40,274			1,405		1.00	41,679
WAP	Weatherization Program Manager	1.00	48,110			3,968		1.00	52,078
WAP	Weatherization Lead Inspector	0.00	0	1.0	38,633	773		1.00	39,406
WAP	Weatherization Inspector	1.00	35,700	-1.0	(35,700)				-
WAP	Weatherization Inspector	1.00	35,700			714		1.00	36,414
WAP	Energy Services Specialist	1.00	33,000			660		1.00	33,660
CEAP/CSBG	Case Manager	1.00	35,700			714		1.00	36,414
<b>TOTAL</b>		<b>15.00</b>	<b>578,502</b>	<b>-1.0</b>	<b>(30,727)</b>	<b>0.0</b>	<b>17,493</b>	<b>14.00</b>	<b>565,268</b>

GIS & Planning	CED/GIS Program Manager	1.00	62,700			1,254		1.00	63,954
GIS & Planning	CED Program Planner	1.00	44,000			880		1.00	44,880
GIS & Planning	GIS Specialist	1.00	61,812			1,836		1.00	63,648
Public Safety	Public Safety Program Manager	1.00	75,840	-1.0	(75,840)	-			-
Public Safety	CJ/EP Program Manager	0.00	0	1.0	68,745	1,975		1.00	70,720
Public Safety	911 Program Manager	0.00	0	1.0	59,681	1,794		1.00	61,475
Public Safety	Public Safety Planner	0.00	0	1.0	36,979	740		1.00	37,719
Public Safety	Public Safety Planner	1.00	50,181	-1.0	(50,181)	-			-
Public Safety	Public Safety Planner	1.00	61,245	-1.0	(61,245)	-			-
<b>TOTAL</b>		<b>6.00</b>	<b>355,778</b>	<b>0.0</b>	<b>(21,861)</b>	<b>0.0</b>	<b>8,478</b>	<b>6.00</b>	<b>342,395</b>

<b>TOTAL</b>		<b>50.30</b>	<b>2,340,674</b>	<b>-3.00</b>	<b>(154,404)</b>	<b>0.00</b>	<b>66,563</b>	<b>46.25</b>	<b>2,252,833</b>
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Title	Approved Annualized Salary	State Class Code	State Salary Group	State Minimum	State Midpoint	State Maximum	% Min	% Mid	% Max
<b>ADMINISTRATION</b>									
Executive Director	113,300	EXEMPT	EXEMPT						
Accounting & Finance Director	76,708	1620	B26	69,415	93,406	117,397	111%	82%	65%
Public Information & Media Manager	65,094	1600	B22	51,614	68,047	84,479	126%	96%	77%
Accounting & Finance Specialist	49,933	1080	B20	45,158	59,473	73,788	111%	84%	68%
Human Resources Specialist	52,646	1737	B22	51,614	68,047	84,479	102%	77%	62%
<b>AGING SERVICES</b>									
Aging Services Department Director	69,147	1620	B26	69,415	93,406	117,397	100%	74%	59%
Ombudsman Specialist	34,749	5227	B13	29,439	37,914	46,388	118%	92%	75%
Ombudsman Specialist (pt)	7,712	5227	B13	29,439	37,914	46,388	26%	20%	17%
Care Coordination Specialist	44,173	5227	B15	32,976	42,511	52,045	134%	104%	85%
Care Coordination Specialist	44,925	5227	B15	32,976	42,511	52,045	136%	106%	86%
Information & Referral Specialist	48,152	5227	B15	32,976	42,511	52,045	146%	113%	93%
Financial Manager	59,675	5227	B22	51,614	68,047	84,479	116%	88%	71%
Benefits Counseling Specialist	34,957	5227	B13	29,439	37,914	46,388	119%	92%	75%
Benefits Counseling Specialist (pt)	16,620	5227	B13	29,439	37,914	46,388	56%	44%	36%
Senior Corps Program Manager	46,610	1600	B22	51,614	68,047	84,479	90%	68%	55%
Senior Corps Specialist	34,347	5227	B13	29,439	37,914	46,388	117%	91%	74%
<b>CLIENT SERVICES</b>									
Client Services Department Director	62,455	1620	B26	69,415	93,406	117,397	90%	67%	53%
211 Program Manager	53,244	1600	B22	51,614	68,047	84,479	103%	78%	63%
211 Database Administrator	48,043	212	B20	45,158	59,473	73,788	106%	81%	65%
211 Specialist (pt)	15,606	134	A13	29,439	37,914	46,388	53%	41%	34%
211 Specialist	37,935	134	A13	29,439	37,914	46,388	129%	100%	82%
211 Specialist	36,862	134	A13	29,439	37,914	46,388	125%	97%	79%
ADRC Program Manager	52,020	1600	B22	51,614	68,047	84,479	101%	76%	62%
Section 8 Program Manager	73,611	1600	B22	51,614	68,047	84,479	143%	108%	87%
Section 8 Program Specialist	37,871	134	A13	29,439	37,914	46,388	129%	100%	82%
Section 8 Program Specialist	43,177	134	A13	29,439	37,914	46,388	147%	114%	93%
Section 8 FSS Specialist	37,740	5400	B15	32,976	42,511	52,045	114%	89%	73%
Section 8 FSS Specialist	47,856	5400	B15	32,976	42,511	52,045	145%	113%	92%
<b>ENERGY SERVICES</b>									
Energy Services Department Director	71,579	1620	B26	69,415	93,406	117,397	103%	77%	61%
CEAP Program Manager	51,794	1600	B22	51,614	68,047	84,479	100%	76%	61%
Energy Specialist	35,020	134	A13	29,439	37,914	46,388	119%	92%	75%
Energy Specialist	35,020	134	A13	29,439	37,914	46,388	119%	92%	75%
Energy Specialist	34,333	134	A13	29,439	37,914	46,388	117%	91%	74%

Title	Approved Annualized Salary	State Class Code	State Salary Group	State Minimum	State Midpoint	State Maximum	% Min	% Mid	% Max
Energy Assistant	31,212	59	A11	26,332	33,844	41,355	119%	92%	75%
Energy Specialist	33,000	134	A13	29,439	37,914	46,388	112%	87%	71%
Energy Specialist	33,660	134	A13	29,439	37,914	46,388	114%	89%	73%
Energy Specialist	41,679	134	A13	29,439	37,914	46,388	142%	110%	90%
Weatherization Program Manager	52,078	1600	B22	51,614	68,047	84,479	101%	77%	62%
Weatherization Lead Inspector	39,406	1323	B15	32,976	42,511	52,045	119%	93%	76%
Weatherization Inspector	36,414	1322	B13	29,439	37,914	46,388	124%	96%	78%
Energy Services Specialist	33,660	134	A13	29,439	37,914	46,388	114%	89%	73%
Case Manager	36,414	5227	B13	29,439	37,914	46,388	124%	96%	78%
<b>REGIONAL SERVICES</b>									
CED/GIS Program Manager	63,954	1600	B22	51,614	68,047	84,479	124%	94%	76%
CED Program Planner	44,880	517	B19	42,244	55,602	68,960	106%	81%	65%
GIS Specialist	63,648	271	B20	45,158	59,473	73,788	141%	107%	86%
CJ/EP Program Manager	70,720	1584	B21	48,278	63,616	78,953	146%	111%	90%
911 Program Manager	61,475	1584	B21	48,278	63,616	78,953	127%	97%	78%
Public Safety Planner	37,719	1570	B17	36,976	47,688	58,399	102%	79%	65%
<b>2,252,833</b>									



## Approved Benefits Expenses with FYE 2020 Comparison

FYE 2021

	FYE 2020 Approved	FYE 2021 Approved	Increase/ Decrease	%
<b>BENEFITS PROGRAM</b>				
Group Medical Insurance	375,513	319,267	(56,246)	(14.98%)
Health Savings/ Reimbursement Account	68,199	46,591	(21,608)	(31.68%)
Group Dental Insurance	-	14,474	14,474	
Group Life Insurance	4,747	2,727	(2,020)	(42.55%)
Employee Assistance Program	1,224	1,224	-	0.00%
Fraud, Waste, and Abuse Hotline	500	497	(3)	(0.60%)
Retirement Plan Contribution	158,408	157,698	(710)	(0.45%)
FICA	179,176	172,081	(7,095)	(3.96%)
Unemployment Insurance	477	4,320	3,843	805.66%
Workers Comp Insurance	13,398	11,926	(1,472)	(10.99%)
<b>TOTAL BENEFITS PROGRAM</b>	<b>801,642</b>	<b>730,804</b>	<b>(70,838)</b>	<b>(8.84%)</b>



## Approved Indirect and CIT Expenses

FYE 2021

	FYE 2020 Approved Indirect Total (Rerate)	FYE 2021 Approved General & Admin	FYE 2021 Approved Central Service IT	FYE 2021 Approved Indirect Total	Increase/ (Decrease)	Change %
<b>PERSONNEL EXPENSES</b>						
Salaries	320,225	342,710	-	<b>342,710</b>	22,485	7.02%
Employee Benefits	87,277	96,941	-	<b>96,941</b>	9,665	11.07%
<b>TOTAL PERSONNEL</b>	<b>407,501</b>	<b>439,651</b>	-	<b>439,651</b>	<b>32,150</b>	<b>7.89%</b>
<b>OPERATIONAL EXPENSES</b>						
Janitorial	13,605	13,610	-	<b>13,610</b>	5	0.04%
Lawn Service	2,986	3,000	-	<b>3,000</b>	14	0.46%
Pest Control	541	550	-	<b>550</b>	9	1.63%
Audit Services	24,180	24,200	-	<b>24,200</b>	20	0.08%
Internal Audit Consultant	17,706	16,500	-	<b>16,500</b>	(1,206)	(6.81%)
Legal Services	6,246	6,500	-	<b>6,500</b>	254	4.07%
Employee Benefits Consultin	-	6,450	-	<b>6,450</b>	6,450	
IT - Network Services	54,287	-	58,428	<b>58,428</b>	4,141	7.63%
IT - Voice & Data Services	19,864	-	9,216	<b>9,216</b>	(10,648)	(53.61%)
IT - Software Licensing & Ma	13,974	-	22,207	<b>22,207</b>	8,233	58.92%
IT - Hardware	5,901	-	-	-	(5,901)	(100.00%)
Electric	62,000	63,000	-	<b>63,000</b>	1,000	1.61%
Natural Gas	20,749	21,000	-	<b>21,000</b>	251	1.21%
Sanitation	1,708	1,750	-	<b>1,750</b>	42	2.43%
Water & Sewer	3,015	3,000	-	<b>3,000</b>	(15)	(0.51%)
Training & Travel	3,788	3,500	-	<b>3,500</b>	(288)	(7.60%)
Advertising	100	-	-	-	(100)	(100.00%)
Bank Fee	58	-	-	-	(58)	(100.00%)
Copier Expense	1,010	1,100	-	<b>1,100</b>	90	8.92%
Depreciation	77,651	77,700	-	<b>77,700</b>	49	0.06%
Dues/Subscriptions	10,734	10,750	-	<b>10,750</b>	16	0.15%
Insurance	7,941	7,950	-	<b>7,950</b>	9	0.11%
Postage	648	650	-	<b>650</b>	2	0.36%
Printed Material	1,244	1,250	-	<b>1,250</b>	6	0.44%
Building Maintenance	50,602	49,200	-	<b>49,200</b>	(1,402)	(2.77%)
Training & Travel - CA	8,400	8,400	-	<b>8,400</b>	-	0.00%
Interest Expense	23,602	20,076	-	<b>20,076</b>	(3,526)	(14.94%)
Supplies	12,225	13,000	-	<b>13,000</b>	775	6.34%
<b>TOTAL OPERATIONS</b>	<b>444,765</b>	<b>353,136</b>	<b>89,851</b>	<b>442,987</b>	<b>(1,778)</b>	<b>(0.40%)</b>
<b>TOTAL INDIRECT EXPENSES</b>	<b>852,266</b>	<b>792,787</b>	<b>89,851</b>	<b>882,638</b>	<b>30,372</b>	<b>3.56%</b>



# Approved Indirect and CIT Expenses

FYE 2021

	FYE 2021 Proposed General & Admin	FYE 2021 Proposed Central Service IT	FYE 2021 Proposed Indirect Total
<b>Roll Forward Method</b>			
Total Indirect Costs	792,787	89,851	<b>882,638</b>
Plus Under-Applied Indirect Cost from Prior Periods	24,455	-	<b>24,455</b>
<b>Net Indirect Costs</b>	<b>817,242</b>	<b>89,851</b>	<b>907,093</b>

## PROPOSED INDIRECT & CIT RATE CALCULATION

### BASIS FOR ALLOCATION OF INDIRECT COSTS - TOTAL DIRECT PERSONNEL COSTS METHOD

Gross Salaries (all TCOG)	2,252,822	2,252,822
Less Gross Indirect Salaries	(342,710)	(342,710)
<b>SUBTOTAL DIRECT PROGRAM SALARIES</b>	<b>1,910,112</b>	<b>1,910,112</b>
Plus Direct Program Employee Fringe Benefits	633,935	633,935
<b>Total Direct Personnel Costs/Base</b>	<b>2,544,047</b>	<b>2,544,047</b>

			TOTAL RATE
<b>INDIRECT COST RATE</b>	<b>32.12%</b>	<b>3.53%</b>	<b>35.65%</b>
Prior Period Rate	31.77%	3.89%	35.66%
Change from Prior Year (Percentage Points)	0.35	-0.36	-0.01
* Rate with No Carry Forward	31.16%	3.53%	34.69%

**-0.97 PP**

	Indirect	Benefits	CIT	Total
<b>ROLL FORWARD ANALYSIS</b>				
Under (Over) Applied Costs at April 30, 2019 Audited	130,986	(194,920)	152,683	<b>88,749</b>
Reallocation of the Benefit Pool	(194,920)	194,920	-	-
FYE 2020 Costs Allocated During the Year (Estimate)	(754,722)	-	(115,832)	<b>(870,554)</b>
FYE 2020 Actual Costs (Estimate)	772,161	-	86,033	<b>858,194</b>
<b>Under (Over) Applied Costs at April 30, 2020 Audited * Estimate</b>	<b>(46,495)</b>	-	<b>122,884</b>	<b>76,389</b>
<b>Increase/(Decrease)</b>	(177,481)	194,920	(29,799)	(12,360)

	Salary Dollars	Benefits	Indirect	Total Cost to Program/\$1,000
<b>FYE 2020</b>	1,000	0.00%	35.66%	-
<b>FYE 2021</b>	1,000	0.00%	35.65%	-



## Estimated Impact of Indirect Rate on Programs

Based on Current and Projected Program Revenue

	AAA	FGP	RSVP	Total Aging Services	Utility Assistance	Weatherization	CSBG	Total Energy Services
	FYE 9/30/20	FYE 6/30/20	FYE 6/30/20		FYE 12/31/20	FYE 12/31/20	FYE 12/31/20	
<b>REVENUE</b>								
Federal	1,392,049	201,993	64,113	<b>1,658,155</b>	4,296,698	1,651,701	255,905	<b>6,204,304</b>
State	120,014	5,000	24,621	<b>149,635</b>	-	-	-	-
Local	854,890	28,043	17,594	<b>900,527</b>	95,563	315,000	-	<b>410,563</b>
Other/In-Kind	98,333	24,750	16,500	<b>139,583</b>	-	-	-	-
<b>TOTAL REVENUE</b>	<b>2,465,286</b>	<b>259,786</b>	<b>122,828</b>	<b>2,847,900</b>	<b>4,392,261</b>	<b>1,966,701</b>	<b>255,905</b>	<b>6,614,867</b>
<b>EXPENDITURES</b>								
<b>PERSONNEL</b>								
Salaries	367,388	41,090	41,090	<b>449,569</b>	328,816	174,819	82,781	<b>586,416</b>
Employee Benefits	107,470	15,731	15,731	<b>138,933</b>	114,085	66,956	29,176	<b>210,217</b>
<b>TOTAL PERSONNEL</b>	<b>474,858</b>	<b>56,822</b>	<b>56,822</b>	<b>588,502</b>	<b>442,901</b>	<b>241,775</b>	<b>111,958</b>	<b>796,634</b>
<b>PROGRAM</b>								
Indirect	169,287	20,257	20,257	<b>209,801</b>	157,894	86,193	39,913	<b>284,000</b>
Travel	25,420	25,356	5,034	<b>55,810</b>	17,056	64,783	748	<b>82,587</b>
Supplies/Printing/Other Misc. Ops	43,789	32,445	19,907	<b>96,141</b>	235,622	132,341	17,111	<b>385,074</b>
Contracted Services	1,550	250	1,512	<b>3,312</b>	-	3,580	1,600	<b>5,180</b>
IT Direct	17,064	1,548	1,557	<b>20,169</b>	15,000	8,361	2,300	<b>25,661</b>
Equipment	4,554	-	-	<b>4,554</b>	-	6,400	-	<b>6,400</b>
Other Direct Services	1,658,764	123,106	17,737	<b>1,799,607</b>	3,523,787	1,423,269	82,272	<b>5,029,328</b>
In-Kind Services	70,000	-	-	<b>70,000</b>	-	-	-	-
<b>TOTAL PROGRAM</b>	<b>1,990,428</b>	<b>202,962</b>	<b>66,004</b>	<b>2,259,394</b>	<b>3,949,360</b>	<b>1,724,926</b>	<b>143,944</b>	<b>5,818,230</b>
<b>TOTAL EXPENDITURES</b>	<b>2,465,286</b>	<b>259,783</b>	<b>122,826</b>	<b>2,847,895</b>	<b>4,392,261</b>	<b>1,966,701</b>	<b>255,902</b>	<b>6,614,864</b>



## Estimated Impact of Indirect Rate on Programs

Based on Current and Projected Program Revenue

	211	HRA	ADRC	SECTION 8	Total Client Services	EDA Planning	EDA Tech Assist	TxCDBG
	FYE 8/31/20		FYE 8/31/20	FYE 12/31/20		FYE 12/31/20	FYE 07/31/20	FYE 08/31/20
<b>REVENUE</b>								
Federal	197,464	-	62,429	3,436,258	<b>3,696,151</b>	70,000	25,000	-
State	199,254	456,000	69,181	-	<b>724,435</b>	-	-	8,404
Local	8,000	-	-	-	<b>8,000</b>	15,000	6,300	-
Other/In-Kind	-	-	-	-	-	79,012	-	-
<b>TOTAL REVENUE</b>	<b>404,719</b>	<b>456,000</b>	<b>131,610</b>	<b>3,436,258</b>	<b>4,428,587</b>	<b>164,012</b>	<b>31,300</b>	<b>8,404</b>
<b>EXPENDITURES</b>								
<b>PERSONNEL</b>								
Salaries	208,064	30,582	47,922	253,468	<b>540,035</b>	49,010	14,070	1,279
Employee Benefits	<b>71,628</b>	<b>8,033</b>	<b>9,655</b>	<b>87,617</b>	<b>176,933</b>	<b>15,970</b>	<b>4,221</b>	<b>384</b>
<b>TOTAL PERSONNEL</b>	<b>279,692</b>	<b>38,614</b>	<b>57,576</b>	<b>341,085</b>	<b>716,968</b>	<b>64,980</b>	<b>18,291</b>	<b>1,663</b>
<b>PROGRAM</b>								
Indirect	99,710	13,766	20,526	121,597	<b>255,599</b>	23,165	6,521	593
Travel	410	-	1,286	4,255	<b>5,951</b>	5,840	1,465	-
Supplies/Printing/Other Misc. Ops	8,868	3,619	39,468	15,600	<b>67,555</b>	4,382	52	6,148
Contracted Services	-	-	6,046	-	<b>6,046</b>	-	4,443	-
IT Direct	10,000	-	6,707	8,055	<b>24,762</b>	2,602	528	-
Equipment	-	-	-	-	-	-	-	-
Other Direct Services	6,028	400,000	-	2,945,655	<b>3,351,683</b>	8,040	-	-
In-Kind Services	-	-	-	-	-	55,000	-	-
<b>TOTAL PROGRAM</b>	<b>125,016</b>	<b>417,385</b>	<b>74,033</b>	<b>3,095,162</b>	<b>3,711,595</b>	<b>99,029</b>	<b>13,009</b>	<b>6,741</b>
<b>TOTAL EXPENDITURES</b>	<b>404,708</b>	<b>455,999</b>	<b>131,609</b>	<b>3,436,247</b>	<b>4,428,563</b>	<b>164,009</b>	<b>31,300</b>	<b>8,404</b>



## Estimated Impact of Indirect Rate on Programs

Based on Current and Projected Program Revenue

	MSW	TXDOT	GIS	911	CJD	Emergency Planning	Total Regional Services	<b>TOTAL TCOG</b>
<b>REVENUE</b>	<i>FYE 09/30/20</i>		<i>FYE 08/31/20</i>	<i>FYE 08/31/20</i>	<i>FYE 08/31/20</i>	<i>FYE 12/31/20</i>		
Federal	-	-	-	-	75,584	275,694	<b>446,278</b>	<b>12,004,889</b>
State	115,000	25,000	-	1,046,191	-	24,040	<b>1,218,635</b>	<b>2,092,705</b>
Local	-	-	215,932	-	-	17,370	<b>254,602</b>	<b>1,573,692</b>
Other/In-Kind	-	-	-	-	26,601	-	<b>105,613</b>	<b>245,196</b>
<b>TOTAL REVENUE</b>	<b>115,000</b>	<b>25,000</b>	<b>215,932</b>	<b>1,046,191</b>	<b>102,185</b>	<b>317,104</b>	<b>2,025,128</b>	<b>15,916,482</b>
<b>EXPENDITURES</b>								
<b>PERSONNEL</b>								
Salaries	28,528	9,593	64,900	96,182	44,553	37,717	<b>345,831</b>	<b>1,921,852</b>
Employee Benefits	<b>9,830</b>	<b>2,878</b>	19,422	31,437	14,063	11,221	<b>109,426</b>	<b>635,509</b>
<b>TOTAL PERSONNEL</b>	<b>38,358</b>	<b>12,471</b>	<b>84,322</b>	<b>127,619</b>	<b>58,616</b>	<b>48,938</b>	<b>455,258</b>	<b>2,557,361</b>
<b>PROGRAM</b>								
Indirect	13,675	4,446	30,061	45,496	20,897	17,446	<b>162,299</b>	<b>911,905</b>
Travel	3,590	3,888	5,139	13,100	9,950	17,016	<b>59,988</b>	<b>204,335</b>
Supplies/Printing/Other Misc. Ops	29,376	4,195	49,753	350,745	7,735	4,499	<b>456,886</b>	<b>1,005,657</b>
Contracted Services	-	-	-	-	-	-	<b>4,443</b>	<b>18,981</b>
IT Direct	-	-	14,000	9,000	2,487	1,500	<b>30,117</b>	<b>100,709</b>
Equipment	-	-	3,519	65,000	2,500	2,500	<b>73,519</b>	<b>84,473</b>
Other Direct Services	30,000	-	29,136	435,228	-	225,203	<b>727,607</b>	<b>10,908,017</b>
In-Kind Services	-	-	-	-	-	-	<b>55,000</b>	<b>125,000</b>
<b>TOTAL PROGRAM</b>	<b>76,641</b>	<b>12,529</b>	<b>131,608</b>	<b>918,569</b>	<b>43,569</b>	<b>268,165</b>	<b>1,569,859</b>	<b>13,359,076</b>
<b>TOTAL EXPENDITURES</b>	<b>114,999</b>	<b>25,000</b>	<b>215,930</b>	<b>1,046,188</b>	<b>102,185</b>	<b>317,103</b>	<b>2,025,117</b>	<b>15,916,437</b>



# Combined Local Funds

FYE 2021

	FYE 2020 Combined	Enterprise Fund	Local Fund	Capital Fund	FYE 2021 Combined	+/-
<b>FYE 2021 Proposed Combined Local Funds</b>						
<b>FYE 2021 Estimated Beginning Balance</b>					<b>850,762</b>	
<b>REVENUES</b>						
Annual Event	15,000	-	6,000	-	6,000	(9,000)
Copy Center Reimbursement	25,064	25,000	-	-	25,000	(64)
Lease Income & Other Revenue	99,377	76,515	50	-	76,565	(22,812)
Membership Dues	47,545	-	52,246	-	52,246	4,701
Admin Utility Fee Earned	40,983	-	35,000	-	35,000	(5,983)
<b>TOTAL REVENUES</b>	<b>227,969</b>	<b>101,515</b>	<b>93,296</b>	<b>-</b>	<b>194,811</b>	<b>(33,158)</b>
<b>EXPENSES</b>						
AAA Cash Match	28,333	-	28,333	-	28,333	-
Annual Event	13,000	-	4,500	-	4,500	(8,500)
Annual Report	2,000	-	1,500	-	1,500	(500)
Board Travel & Expense	800	-	600	-	600	(200)
Copy Center Expense	18,000	18,000	-	-	18,000	-
Depreciation	16,122	16,122	-	-	16,122	-
EDA Cash Match	15,000	-	15,000	-	15,000	-
Insurance and Bonding	1,926	1,800	-	-	1,800	(126)
Janitorial Services	2,987	3,395	-	-	3,395	408
Lawn Care Services	745	746	-	-	746	1
Membership Dues	-	-	-	-	-	-
Mortgage Interest	5,181	4,407	-	-	4,407	(774)
Mortgage Note	79,524	15,070	68,654	-	83,725	4,201
Repair & Maintenance Building	9,270	14,000	-	-	14,000	4,730
Office Supplies	1,000	1,900	-	-	1,900	900
Pest Control Services	250	120	-	-	120	(130)
Property Taxes	15,000	15,000	-	-	15,000	-
Sanitation Services	339	375	-	-	375	36
Staff Recognition	2,794	-	2,500	-	2,500	(294)
Utilities	18,825	18,900	-	-	18,900	75
<b>TOTAL EXPENSES</b>	<b>231,096</b>	<b>109,835</b>	<b>121,087</b>	<b>-</b>	<b>230,923</b>	<b>(173)</b>
<b>Est. FYE 2021 Net Income/(Loss) by Fund</b>		<b>(8,321)</b>	<b>(27,791)</b>	<b>-</b>	<b>(36,112)</b>	
<b>Depreciation recovered through Indirect</b>						
<b>ESTIMATED GENERAL FUND BALANCE</b>					<b>814,650</b>	<b>(36,112)</b>



# Combined Local Funds

FYE 2021

	FYE 2018 Audited Ending Balance	Enterprise, Local, & Motorpool Funds	Capital Fund	FYE 2019 Audited Combined	+/-
<b>FYE 2019 Audited Local Funds Balance</b>	<b>819,885</b>	<b>495,218</b>	<b>355,985</b>	<b>851,203</b>	<b>31,318</b>

<b>FYE 2020 YEAR END PROJECTIONS</b>					
	Enterprise Fund	Local Fund	Capital Fund	Local Combined	+/-
FYE 2020 BEGINNING BALANCE	2,903	492,315	355,985	851,203	
Revenue	73,241	103,769	-	177,010	
Reimbursements (Copy Center)	24,897	-	-	24,897	
Expenses	(61,319)	(141,029)	-	(202,348)	
<b>FYE 2020 PROJECTED ENDING BALANCE</b>	<b>39,722</b>	<b>455,055</b>	<b>355,985</b>	<b>850,762</b>	<b>(441)</b>

<b>FYE 2021 PROJECTIONS</b>					
	Enterprise Fund	Local Fund	Capital Fund	Local Combined	+/-
FYE 2021 BEGINNING BALANCE	39,722	455,055	355,985	850,762	
Revenue	76,515	93,296	-	169,811	
Reimbursements (Copy Center)	25,000	-	-	25,000	
Expenses	(109,835)	(121,087)	-	(230,923)	
<b>FYE 2021 PROJECTED ENDING BALANCE</b>	<b>31,401</b>	<b>427,264</b>	<b>355,985</b>	<b>814,650</b>	<b>(36,112)</b>

# Approved Membership Fee Schedule

FYE 2021

Member Name	Current Member Dues	FYE 2021 Proposed Dues <sup>1</sup>	Difference
<b>COOKE COUNTY</b>	<b>3,679</b>	<b>4,185</b>	<b>506</b>
Callisburg	100	100	-
Gainesville	3,216	3,449	233
Lindsay	212	226	13
Muenster	315	327	13
Oak Ridge	100	100	-
Valley View	154	169	15
<b>GRAYSON COUNTY</b>	<b>8,260</b>	<b>8,566</b>	<b>306</b>
Bells	285	311	26
Collinsville	340	400	60
Denison	4,654	5,201	548
Dorchester*	100	100	-
Gunter	287	333	46
Knollwood	100	111	11
Pottsboro	453	505	52
Sadler	100	100	-
Sherman	8,162	8,920	758
Southmayd	204	222	18
Tioga	165	204	39
Tom Bean	209	230	21
Van Alstyne	718	933	215
Whitesboro	771	829	58
Whitewright	318	342	24
Howe	544	723	179
<b>FANNIN COUNTY</b>	<b>2,868</b>	<b>4,240</b>	<b>1,372</b>
Bailey*	100	100	-
Bonham	2,087	2,434	347
Dodd City	100	100	-
Ector	144	145	1
Honey Grove	346	333	(13)
Ladonia	128	125	(2)
Pecan Gap*	100	100	-
Ravenna	100	100	-
Trenton	128	139	11
Windom	100	100	-
Leonard	407	417	9
Savoy	172	169	(3)
<b>TOTAL</b>	<b>40,228</b>	<b>45,090</b>	<b>4,862</b>

Member Name	Current Member Dues	FYE 2021 Proposed Dues <sup>2</sup>	Difference
Bells ISD	173	177	4
Bonham ISD	368	375	8
Collinsville ISD	107	105	(3)
Denison ISD	915	952	37
Dodd City ISD	100	100	-
Ector ISD	100	100	-
Era ISD	100	100	-
Fannindel ISD	100	100	-
Gainesville ISD	605	613	8
Grayson College	811	858	47
Honey Grove ISD	122	128	6
Leonard ISD	181	172	(8)
Muenster ISD	100	107	7
NCTC	451	451	-
Pottsboro ISD	282	290	8
Sam Rayburn ISD	100	107	7
Savoy ISD	100	100	-
Sherman ISD	1,472	1,511	39
Tom Bean ISD	131	125	(6)
Van Alstyne ISD	314	360	46
Whitesboro ISD	311	324	14
<b>TOTAL</b>	<b>6,942</b>	<b>7,156</b>	<b>214</b>
Bonham Chamber	175	175	-
Denison Chamber	100	100	-
Sherman Chamber	100	100	-
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>-</b>

<sup>1</sup> Projections taken from "Total Populations of Counties and Places in Texas", Texas Demographic Center, January 2019

<sup>2</sup> Based on enrollments of 10/2018, Texas Education Agency  
<http://tea4avholly.tea.state.tx.us/TEA.AskTED.Web/Forms/ViewDirectory.aspx>

<sup>3</sup> Associate Members as defined by Article III(B)(ii) of TCOG's Bylaws

\* Non Member

	Per Capita	
<b>Current</b>		<b>Proposed</b>
<b>0.1964</b>		<b>0.2003</b>

Memorial Day      Monday, May 25, 2020

Independence Day      Friday, July 3, 2020

Labor Day      Monday, September 7, 2020

Veterans Day      Wednesday, November 11, 2020

Thanksgiving Day      Thursday, November 26, 2020

Day After Thanksgiving      Friday, November 27, 2020

Christmas Eve      Thursday, December 24, 2020

Christmas Day      Friday, December 25, 2020

New Years Day      Friday, January 1, 2021

MLK Day      Monday, January 18, 2021

*Personal Day*      Eligible After One (1) Year of Service