



RESOLUTION NO. 20180925-03

ADOPTING FY19 BUDGET

WHEREAS, TexAmericas Center is a political subdivision of the State of Texas with the powers and authorities specified in Chapter 3503 of the Special District Local Laws Code of the State of Texas; and

WHEREAS, the requirement for a comprehensive budget for all activities of the Authority are prudent and lawful to fulfill the fiduciary responsibility of the Board of Directors; and

WHEREAS, the attached FY2019 budget has been prepared by the staff and approved by the Finance Committee;

NOW, THEREFORE, be it resolved by the Board of Directors of TexAmericas Center that the attached Fiscal Year 2019 budget is adopted as the budget for TexAmericas Center.

PASSED AND APPROVED THIS 25th day of September, 2018.

A handwritten signature in blue ink that reads "Boyd W. Sartin".

Boyd Sartin, Chairman of the Board

ATTEST:

A handwritten signature in blue ink that reads "Ben King".

Ben King, Secretary

Attached: FY19 Budget

GENERAL FUND
Analysis of FY18 Actual Revenues Expenses,
FY18 (Original Amended) Budget and
FY19 Proposed Budget

	FY18			FY19
	Actual	Original	Amended	Proposed
Revenues:				
ESCA	1,376,875	1,929,200	1,929,200	8,145,950
Franchise Fees - AEP	54,106	57,000	57,000	60,000
Franchise Fees - Natural Gas	3,703	700	7,700	12,400
Franchise Fees - Network USA	-	700	-	5,000
Franchise Fees - Riverbend	76,303	56,000	84,000	84,000
Personal Property Sales	2,509	10,000	10,000	5,000
TCF Grant	28,372	300,000	50,000	700,000
EDA Planning Grant	37,926	-	37,926	-
EDA Infrastructure Grant	17,541	1,000,000	500,000	1,500,000
Processing Fee	-	200	200	-
Leases	1,894,204	1,847,900	1,895,900	2,174,597
REM Miscellaneous	245	-	245	-
TAC E Management Fees	173	-	1,000	1,000
TAC E Contribution	258,495	-	309,000	-
Bowie County Chapter 381	2,209	-	2,209	3,000
OH Miscellaneous	9,380	5,000	10,000	5,000
Interest	156,161	70,000	175,000	70,000
Leased Employee (TAC E Holdings)	36,526	97,763	77,763	359,468
Timber	443,776	257,561	447,561	277,309
Hunting	45,935	45,940	45,940	45,935
Total Revenue	4,444,439	5,677,964	5,640,644	13,448,659
Expenses				
ESCA	1,489,847	1,963,790	2,064,932	8,402,339
Facility Operations	935,678	3,845,056	1,465,278	3,949,164
Real Estate	825,037	1,298,983	998,203	1,364,739
General Government	475,909	587,883	586,646	557,572
Hunting & Timber	99,214	146,330	98,895	153,222
Total Expenses	3,825,685	7,842,042	5,213,954	14,427,036
Total Revenue Over (Under) Expenses	618,754	(2,164,078)	426,690	(978,377)
Beginning Fund Balance	11,663,143	11,663,143	11,663,143	12,089,833
Ending Fund Balance	12,281,897	9,499,065	12,089,833	11,111,456
Fund Balance Breakdown:				
Committed				
Assigned				
Unassigned				
Total Fund Balance	12,281,897		12,089,833	11,111,456

ESCA

FY18 Original & Amended Budget & FY19 Budget

	10/1-9/19 Oct '17 - Sep 17	FY18 Budget	FY18 Increase/Decrease	FY18 Amendment	FY19 Budget
Ordinary Income/Expense					
Income					
46000 - ESCA	1,376,874.90	1,929,200.00		1,929,200.00	8,145,950.49
Total Income		0.00	0.00	1,929,200.00	8,145,950.49
Gross Profit	1,376,874.90		0.00	1,929,200.00	8,145,950.49
Expense		0.00			
65240 - TCEQ Regulatory Support CLIN 6	3,276.38	69,565.00	0.00	69,565.00	69,565.00
65250 - GM, PM, RM, & QM CLIN 4,5					
65250.0 - Legal	110,754.85	48,000.00	80,000.00	128,000.00	100,000.00
65250.1 - Salaries & Wages	72,953.88	51,899.84	58,000.00	109,899.84	53,501.94
65250.2 - Health Insurance	5,421.13	4,582.82	2,500.00	7,082.82	7,899.51
65250.3 - Pension	5,837.02	6,487.48	1,000.00	7,487.48	6,687.74
65250.4 - Payroll Taxes	4,748.87	4,579.67	1,500.00	6,079.67	4,717.55
65250.5 - Cell Phone	65.78	360.00	-200.00	160.00	360.00
65250.6 - Workers Compensation	521.46	164.93	710.00	874.93	177.45
65250.7 - Training & Education	0.00	500.00	-500.00	0.00	500.00
65250.8 - Uniforms	0.00	300.00	-300.00	0.00	155.00
65250.9 - Other Employment Costs	0.00	25.00	-25.00	0.00	0.00
65250 - GM, PM, RM, & QM CLIN 4,5 - Other	0.00	41,543.00	-41,543.00	0.00	41,543.00
Total 65250 - GM, PM, RM, & QM CLIN 4,5	200,302.99	158,442.74	101,142.00	259,584.74	215,542.19
65280 - Technical Programs CLIN 1,2,3					

	10/1-9/19	FY18	FY18	FY18	FY19
	Oct '17 - Sep 17	Budget	Increase/Decrease	Amendment	Budget
65295 · TAC Self-Performed Activities	1,510.00				
65280 · Technical Programs CLIN 1,2,3 - Other	1,284,757.61	1,735,782.00		1,735,782.00	8,117,231.49
Total 65280 · Technical Programs CLIN 1,2,3	1,286,267.61	1,735,782.00	0.00	1,735,782.00	8,117,231.49
Total Expense	1,489,846.98	1,963,789.74	101,142.00	2,064,931.74	8,402,338.68
Net Ordinary Income	-112,972.08	-34,589.74	-101,142.00	-135,731.74	-256,388.19
Net Income	-112,972.08	-34,589.74	-101,142.00	-135,731.74	-256,388.19

FACILITY OPS

FY18 Original & Amended Budget & FY19 Budget

	10/1-9/18 Actual	FY18 Budget	FY18 Increase/Decrease	FY18 Amended Budget	FY19 Budget
Ordinary Income/Expense					
Income					
43015 · Franchise Fees					
43020 · Franchise Fees - AEP	54,105.94	57,000.00		57,000.00	60,000.00
44021 · Franchise Fees - Natural Gas	3,702.66	700.00	7,000.00	7,700.00	12,400.00
44022 · Franchise Fees - IT Conterra	0.00	700.00	-700.00	0.00	5,000.00
44035 · Franchise Fees - Riverbend	76,302.78	56,000.00	28,000.00	84,000.00	84,000.00
Total 43015 · Franchise Fees	134,111.38	114,400.00	34,300.00	148,700.00	161,400.00
44010 · Personal Property Sales	2,508.65	10,000.00		10,000.00	5,000.00
45000 · Grant Income					
45020 · TCF Grant	28,371.75	300,000.00	-250,000.00	50,000.00	700,000.00
45030 · EDA Planning Grant	37,925.97		37,926.00	37,926.00	0.00
45040 · EDA Infrastructure Grant	17,541.38	1,000,000.00	-500,000.00	500,000.00	1,500,000.00
Total 45000 · Grant Income	83,839.10	1,300,000.00	-712,074.00	587,926.00	2,200,000.00
44070 · Miscellaneous Revenue					
47006 · Tenant Reimbursement	1,171.16		1,172.00	1,172.00	0.00
Total 44070 · Miscellaneous Revenue	1,171.16		1,172.00	1,172.00	0.00
Total Income	221,630.29	1,424,400.00	-676,602.00	747,798.00	2,366,400.00
Gross Profit	221,630.29	1,424,400.00	-676,602.00	747,798.00	2,366,400.00
Expense					
60110 · Salaries & Wages	98,453.53	284,235.93	-130,000.00	154,235.93	200,521.85
60120 · Health Insurance	36,813.50	66,242.85	-20,000.00	46,242.85	76,403.87
60130 · Pension	8,001.60	35,529.49	-20,000.00	15,529.49	25,065.24
60140 · Payroll Taxes	7,628.94	25,651.81	-10,000.00	15,651.81	18,046.64

60210 - Cell Phone	1,565.73	2,364.20		2,364.20	1,599.13
60220 - Workers Compensation	5,634.45	11,651.69	-3,000.00	8,651.69	8,068.74
60230 - Training & Education	2,003.37	5,900.00	-3,000.00	2,900.00	1,300.00
60240 - Uniforms	3,006.61	5,015.00	-2,000.00	3,015.00	2,437.50
60250 - Other Employment Costs	-595.00	3,245.00	-3,245.00	0.00	1,365.00
60300 - Temporary Labor	5,858.97	25,000.00	-19,000.00	6,000.00	25,000.00
61120 - Dues & Memberships	105.00	600.00	-475.00	125.00	600.00
61200 - Conferences & Travel	118.00	1,000.00	-875.00	125.00	1,000.00
62110 - Small Tools & Equipment	11,311.17	10,000.00	4,000.00	14,000.00	15,000.00
62115 - Materials & Supplies	4,979.06	20,000.00	-10,000.00	10,000.00	10,000.00
62120 - Equipment Maintenance	21,229.17	30,000.00		30,000.00	20,000.00
62130 - Vehicle Repairs & Maintenance	7,344.02	5,000.00	5,000.00	10,000.00	5,000.00
62200 - Fuel	14,711.17	14,000.00	3,000.00	17,000.00	14,000.00
63115 - Preventative Maintenance					
1830003 - BLDG 150 ROOF REPAIR	48,650.00	49,500.00		49,500.00	0.00
63115 - Preventative Maintenance - Other	9,400.00	135,290.00	-100,000.00	35,290.00	217,459.70
Total 63115 - Preventative Maintenance	58,050.00	184,790.00		84,790.00	217,459.70
63200 - Insurance	0.00	0.00		0.00	0.00

63300 - Building & Infrastruct Repairs					
1830002 - AREA V ROAD IMPROVEMENT	48,363.00	49,500.00		49,500.00	
1630022 - EXPAL USA WATER IMP	-7,577.50	0.00		0.00	0.00
1730007 - BLDG 175 REPAIRS	12,530.25	13,000.00	-469.00	12,531.00	0.00
1830001 - OAK STREET RR CROSSING REPAIRS	26,514.49	40,528.80	-14,013.00	26,515.80	
63300 - Building & Infrastruct Repairs - Other	<u>78,517.29</u>	<u>146,971.20</u>	<u>-20,000.00</u>	<u>126,971.20</u>	<u>372,000.00</u>
Total 63300 - Building & Infrastruct Repairs	158,347.53	250,000.00	-34,482.00	215,518.00	372,000.00
63410 - Lawn & Property Maintenance	61,950.92	105,000.00	-35,000.00	70,000.00	85,000.00
65110 - Consulting	15,623.50	25,000.00	-9,000.00	16,000.00	25,000.00
65310 - Custodial	7,700.00	12,000.00	-3,600.00	8,400.00	8,400.00
66010 - Computer, Reproduct & Maint	2,618.83	0.00	2,625.00	2,625.00	3,000.00
66120 - Utilities	2,936.09	6,000.00		6,000.00	6,000.00
66130 - Waste Management	3,140.64	0.00	4,500.00	4,500.00	4,500.00
66800 - Miscellaneous	<u>771.20</u>	<u>2,000.00</u>		<u>2,000.00</u>	<u>2,000.00</u>
Total Expense Excluding Capital Outlay	539,308.00	1,130,225.97	-284,552.00	745,673.97	1,148,767.66
67000 - Capital Outlay					

65115 - Grants					
EDA GRANT					
9917000 - OLD AREA D FIRE LINE	-8,925.25			0.00	0.00
9917003 - OAK STREET SEWER IMP	9,932.00	604,528.70	-550,000.00	54,528.70	550,000.00
9917004 - EXPAL SEWER IMP	2,895.25	68,511.52	-60,000.00	8,511.52	60,000.00
9917005 - 228 TX AVE PARKING LOT	379,343.36	548,531.04	-140,000.00	408,531.04	0.00
EDA GRANT - Other	7,540.00	33,032.60	140,000.00	173,032.60	245,396.14
Total EDA GRANT	390,785.36	1,254,603.86	-610,000.00	644,603.86	855,396.14
TAC Headquarters	0.00	1,200,000.00	-1,200,000.00	0.00	1,200,000.00
TCF GRANT					
9917002 - AREA D IMPROVEMENTS	5,584.50		10,000.00	10,000.00	0.00
MTG ENGINEERING	0.00	45,549.50	-45,549.50	0.00	
TCF GRANT - Other	0.00	159,676.53	-149,676.53	10,000.00	730,000.00
Total TCF GRANT	5,584.50	205,226.03	-185,226.03	20,000.00	730,000.00
Tractor	0.00	55,000.00		55,000.00	15,000.00
Total 67000 - Capital Outlay	396,369.86	2,714,829.89	-1,995,226.03	719,603.86	2,800,396.14
Total Expense	935,677.86	3,845,055.86	-2,279,778.03	1,465,277.83	3,949,163.80
Net Ordinary Income	-714,047.57	-2,420,655.86	1,603,176.03	-717,479.83	-1,582,763.80
Net Income	-714,047.57	-2,420,655.86	1,603,176.03	-717,479.83	-1,582,763.80

REAL ESTATE
FY18 Original & Amended Budget & FY19 Budget

	<u>10/1-9/19 Actual</u>	<u>FY18 Budget</u>	<u>FY18 Increase/Decrease</u>	<u>FY18 Amended Budget</u>	<u>FY19 Budget</u>
Ordinary Income/Expense					
Income					
43010 - Leases					
44045 - Processing Fee	0.00	200.00	0.00	200.00	0.00
43010 - Leases - Other	1,894,204.29	1,847,900.00	48,000.00	1,895,900.00	2,174,597.00
Total 43010 - Leases	1,894,204.29	1,848,100.00	48,000.00	1,896,100.00	2,174,597.00
47000 - Miscellaneous Revenue	244.85	0.00	245.00	245.00	0.00
Total Income	1,894,449.14	1,848,100.00	48,245.00	1,896,345.00	2,174,597.00
Gross Profit	1,894,449.14	1,848,100.00	48,245.00	1,896,345.00	2,174,597.00
Expense					
60110 - Salaries & Wages	153,297.85	194,352.38	20,000.00	214,352.38	175,661.60
60120 - Health Insurance	18,575.51	14,265.01	8,000.00	22,265.01	23,129.76
60130 - Pension	16,027.59	24,294.06	8,000.00	32,294.06	21,957.70
60140 - Payroll Taxes	10,414.56	17,232.33	0.00	17,232.33	15,587.09
60210 - Cell Phone	1,192.06	1,248.06	30.00	1,278.06	1,104.06
60220 - Workers Compensation	637.20	641.40	250.00	891.40	572.25
60230 - Training & Education	2,085.00	4,280.00	0.00	4,280.00	4,162.50
60240 - Uniforms	0.00	1,440.00	-1,440.00	0.00	660.00
60250 - Other Employment Costs	0.00	120.00	-120.00	0.00	0.00
60300 - Temporary Labor	29,864.98	30,000.00	3,000.00	33,000.00	30,000.00
61120 - Dues & Memberships	12,005.00	25,195.00	-5,000.00	20,195.00	25,195.00
61200 - Conferences & Travel	31,316.08	108,285.00	-70,000.00	38,285.00	108,285.00
62130 - Vehicle Repairs & Maintenance	98.50	700.00	-500.00	200.00	700.00

62200 - Fuel	468.61	3,000.00	-2,000.00	1,000.00	3,000.00
63110 - Cost of Sales & Leases	31,836.45	250,000.00	-200,000.00	50,000.00	250,000.00
63200 - Insurance	263,593.00	252,180.00	12,000.00	264,180.00	265,724.33
65110 - Consulting	65,082.88	100,000.00	-20,000.00	80,000.00	100,000.00
65115 -Grants	0.00	10,000.00	-10,000.00	0.00	10,000.00
65120 - Marketing				0.00	
Advertising	287.84	10,000.00	-7,000.00	3,000.00	10,000.00
Community Events/Spec Events	30.90	47,750.00	-45,000.00	2,750.00	50,000.00
Meals & Entertainment	962.86	10,000.00	-8,000.00	2,000.00	10,000.00
Promotional Items	0.00	5,000.00	-5,000.00	0.00	5,000.00
65120 - Marketing - Other	58,763.13	85,000.00	-25,000.00	60,000.00	85,000.00
Total 65120 - Marketing	60,044.73	157,750.00	-90,000.00	67,750.00	160,000.00
65210 - Legal	116,221.75	75,000.00	60,000.00	135,000.00	90,000.00
66010 - Computer, Reproduct & Maint	11,223.60	13,000.00	0.00	13,000.00	15,000.00
66120 - Utilities	778.49	10,000.00	-8,000.00	2,000.00	3,000.00
66800 - Miscellaneous	272.97	1,000.00		1,000.00	1,000.00
67000 - Capital Outlay (Vehicle)	0.00	5,000.00	-5,000.00	0.00	60,000.00
Total Expense	<u>825,036.81</u>	<u>1,298,983.24</u>	<u>-300,780.00</u>	<u>998,203.24</u>	<u>1,364,739.29</u>
Net Ordinary Income	<u>1,069,412.33</u>	<u>549,116.76</u>	<u>349,025.00</u>	<u>898,141.76</u>	<u>809,857.71</u>
Net Income	<u><u>1,069,412.33</u></u>	<u><u>549,116.76</u></u>	<u><u>349,025.00</u></u>	<u><u>898,141.76</u></u>	<u><u>809,857.71</u></u>

HUNTING & TIMBER

FY18 Original & Amended Budget & FY19 Budget

	10/1-9/19 Actual	FY18 Budget	FY18 Increase/Decrease	FY18 Amended Budget	FY19 Budget
Ordinary Income/Expense					
Income					
44020 · Timber Revenue	443,776.40	257,561.00	190,000.00	447,561.00	277,309.00
44025 · Hunting Revenue	45,935.00	45,940.00	0.00	45,940.00	45,935.00
Total Income	489,711.40	303,501.00	190,000.00	493,501.00	323,244.00
Gross Profit	489,711.40	303,501.00	190,000.00	493,501.00	323,244.00
Expense					
64100 · Forestry					
Reforestation	45,664.62	44,880.00	1,000.00	45,880.00	11,773.00
Site Prep	10,056.99	49,740.00	-39,500.00	10,240.00	29,900.00
Understory Burning	0.00	28,710.00	-28,710.00	0.00	66,150.00
Herbicide	8,775.00	0.00	8,775.00	8,775.00	21,044.00
Total 64100 · Forestry	64,496.61	123,330.00	-58,435.00	64,895.00	128,867.00
65110 · Consulting	34,717.73	23,000.00	11,000.00	34,000.00	24,355.13
Total Expense	99,214.34	146,330.00	-47,435.00	98,895.00	153,222.13
Net Ordinary Income	390,497.06	157,171.00	237,435.00	394,606.00	170,021.87
Net Income	390,497.06	157,171.00	237,435.00	394,606.00	170,021.87

OVERHEAD

FY18 Original & Amended Budget & FY19 Budget

Ordinary Income/Expense	10/1-9/19 <u>Actual</u>	FY18 <u>Budget</u>	FY18 <u>Increase/Decrease</u>	FY18 <u>Amended Budget</u>	FY19 <u>Budget</u>
Income					
46500 - TAC E Management Fees	172.89	0.00	1,000.00	1,000.00	1,000.00
49001 - TAC E Contribution	258,494.69	0.00	309,000.00	309,000.00	0.00
48200 - Bowie County Chapter 381	2,209.00	0.00	2,209.00	2,209.00	3,000.00
47000 - Miscellaneous Revenue	9,380.49	5,000.00	10,000.00	15,000.00	5,000.00
48000 - Interest	156,161.31	70,000.00	105,000.00	175,000.00	70,000.00
49000 - Leased Employee Revenue	<u>36,526.41</u>	<u>97,763.00</u>	<u>-20,000.00</u>	<u>77,763.00</u>	<u>359,467.61</u>
Total Income	<u>462,944.79</u>	<u>172,763.00</u>	<u>407,209.00</u>	<u>579,972.00</u>	<u>438,467.61</u>
Gross Profit	462,944.79	172,763.00	407,209.00	579,972.00	438,467.61
Expense					
60110 - Salaries & Wages	223,437.90	260,351.56	0.00	260,351.56	227,239.99
60120 - Health Insurance	20,851.11	29,305.02	0.00	29,305.02	36,219.99
60130 - Pension	14,627.96	32,543.95	0.00	32,543.95	28,404.99
60140 - Payroll Taxes	16,570.96	23,108.86	0.00	23,108.86	20,136.67
60210 - Cell Phone	2,001.48	2,028.04	0.00	2,028.04	1,656.03
60220 - Workers Compensation	504.69	730.57	0.00	730.57	632.92
60230 - Training & Education	0.00	3,200.00	-3,200.00	0.00	1,100.00
60240 - Uniforms	0.00	2,145.00	-2,145.00	0.00	1,052.50
60250 - Other Employment Costs	0.00	160.00	-160.00	0.00	0.00
61120 - Dues & Memberships	595.00	1,000.00	-405.00	595.00	1,000.00
61200 - Conferences & Travel	1,247.01	1,500.00	-250.00	1,250.00	1,500.00
61300 - Board Mtgs Spec Evts Comm	18,318.52	17,500.00	1,500.00	19,000.00	17,500.00
63200 - Insurance	472.19	0.00	473.00	473.00	0.00
65010 - Auditing	12,760.00	12,310.00	450.00	12,760.00	13,129.00
65020 - Accounting	26,390.00	40,000.00	-7,000.00	33,000.00	40,000.00
65110 - Consulting	42,916.63	50,000.00	0.00	50,000.00	50,000.00

	10/1-9/19 Actual	FY18 Budget	FY18 Increase/Decrease	FY18 Amended Budget	FY19 Budget
65210 - Legal			0.00		
65211 - 401(a) Legal	3,236.50	0.00	0.00	0.00	
65210 - Legal - Other	113.00	30,000.00	-20,000.00	10,000.00	30,000.00
Total 65210 - Legal	3,349.50	30,000.00	-20,000.00	10,000.00	30,000.00
65315 - Janitorial	926.84	4,000.00	-2,000.00	2,000.00	3,000.00
66010 - Computer, Reproduct & Maint	51,431.27	30,000.00	30,000.00	60,000.00	35,000.00
66020 - Office Supplies	5,476.15	10,000.00	-2,000.00	8,000.00	10,000.00
66030 - Postage	1,649.66	4,000.00	-2,000.00	2,000.00	4,000.00
66110 - Telephone & Internet	14,210.21	14,000.00	2,000.00	16,000.00	16,000.00
66120 - Utilities	14,763.43	13,500.00	4,000.00	17,500.00	13,500.00
66130 - Waste Management	2,925.48	3,500.00	0.00	3,500.00	3,500.00
66310 - Advertising	0.00	500.00	-500.00	0.00	500.00
66800 - Miscellaneous	483.07	2,500.00	0.00	2,500.00	2,500.00
Total Expense	475,909.06	587,883.00	-1,237.00	586,646.00	557,572.10
Net Ordinary Income	-12,964.27	-415,120.00	408,446.00	-6,674.00	-119,104.50
Net Income	-12,964.27	-415,120.00	408,446.00	-6,674.00	-119,104.50

		TexAmericas Center 2019 Labor Table																	17,694.82																			
		Assumptions:																	14,535.17		300.04	400.00																
																			3%		1%																	
#	Employee Name	Position Description	Hours Worked	2018 Pay	Performance Adjustment	2019 Hourly Maximum Rate	2019 Annual Pay	Longevity Pay	Overtime %	Overtime \$	Gross Pay	Payroll Taxes	TWC Tax	Total Taxes	Health, Dental, Vision, HRA, Life	457b TAC Match	Telephone	Uniforms	Other Employment Costs	Workers Comp	Training-Safety, Licensing, Continuing Ed	Total Yrly Payroll with OT & Benefits	Hrly Rt. With OT & Benefits															
1	Scott Norton	Executive Director/CEO	2080.00	153,875.16	158,491.41	84.73	176,239.67	1,584.91	Exempt	-	177,824.59	15,331.57	171.00	15,502.57	17,694.82	22,228.07	360.00	400.00	-	657.95	1,000.00	428,995.15	206.25															
2	Holly Sleek	Controller	2080.00	63,882.28	65,798.75	31.63	65,798.75	657.99	Exempt	-	66,456.74	5,792.87	171.00	5,963.87	14,535.17	8,307.09	960.00	250.00	-	152.85	1,000.00	170,046.32	81.75															
3	Marla Byrd	Executive Assistant/Office Manager	2080.00	54,032.06	55,653.02	26.76	55,653.02	556.53	Exempt	-	56,209.55	4,910.97	171.00	5,081.97	8,943.18	7,026.19	960.00	250.00	-	129.28	-	139,891.69	67.26															
4	Eric Voyles	Executive Vice President/CEDO	2080.00	136,634.81	140,733.85	67.66	140,733.85	1,407.34	Exempt	-	142,141.19	12,306.47	171.00	12,477.47	17,694.82	17,767.65	960.00	400.00	-	525.92	1,850.00	348,435.71	167.52															
5	Devon McCloskey	Administrative Assistant to EVP/CEDO	2080.00	16.81	17.31	17.31	36,013.74	360.14	5%	1,800.69	38,174.57	3,308.35	171.00	3,479.35	14,535.17	4,771.82	300.04	250.00	-	141.25	1,850.00	105,156.13	50.56															
6	Teresa Kemp	Receptionist/Bookkeeper	2080.00	15.50	15.97	15.97	33,207.20	332.07	5%	1,660.36	35,199.63	3,052.32	171.00	3,223.32	14,535.17	4,399.95	300.04	625.00	-	80.96	-	96,787.02	46.53															
7	Jeff Whitten	Vice President of Facility Operations	2080.00	103,000.00	106,090.00	51.00	106,090.00	1,060.90	Exempt	-	107,150.90	9,295.11	171.00	9,466.11	17,694.82	13,393.86	960.00	625.00	300.00	4,586.06	1,000.00	271,793.76	130.67															
8	Charles Kaltenhauser	Maintenance Technician	2080.00	18.58	19.14	19.14	39,805.79	398.06	5%	1,990.29	42,194.14	3,654.29	171.00	3,825.29	14,535.17	5,274.27	300.04	625.00	300.00	1,805.91	-	114,879.25	55.23															
9	Open	Laborer - TAC E	2080.00	12.00	12.36	12.36	25,708.80	257.09	5%	1,285.44	27,251.33	2,368.27	171.00	2,539.27	17,694.82	3,406.42	300.04	625.00	300.00	1,166.36	-	83,073.84	39.94															
10	Tyler Poe	Laborer - TAC E	2080.00	12.85	13.24	13.24	27,529.84	275.30	5%	1,376.49	29,181.63	2,534.40	171.00	2,705.40	14,535.17	3,647.70	300.04	625.00	300.00	1,248.97	-	84,430.94	40.59															
11	Open	Laborer - TAC E	2080.00	12.00	12.36	12.36	25,708.80	257.09	5%	1,285.44	27,251.33	2,368.27	171.00	2,539.27	17,694.82	3,406.42	300.04	625.00	300.00	1,166.36	-	83,073.84	39.94															
12	Alberto Jimenez	Labor Foreman/Abatement Supervisor	2080.00	54,796.00	56,439.88	27.13	56,439.88	564.40	Exempt	-	57,004.28	4,928.88	171.00	5,099.88	17,694.82	7,125.54	300.04	625.00	600.00	2,439.78	1,000.00	153,993.50	74.04															
13	Open	Customer Engagement Specialist	2080.00	39,270.00	32,500.00	15.63	32,500.00	325.00	Exempt	-	32,825.00	2,847.96	171.00	3,018.96	17,694.82	4,103.13	300.04	250.00	-	121.45	1,850.00	96,007.36	46.16															
	Incentive Pool						50,000.00				50,000.00	4,303.13		4,303.13		6,250.00						114,856.26																
	Temp Labor																																					
							871,429.36	8,036.82			9,398.71	888,864.89	77,002.86	2,223.00	79,225.86	205,482.73	111,108.11	6,600.32	6,175.00	2,100.00	14,223.10	9,550.00	2,291,420.76															