

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA ITEM SUMMARY

Meeting Date: June 8, 2010	<input checked="" type="checkbox"/> Consent	<input type="checkbox"/> Regular
	<input type="checkbox"/> Ordinance	<input type="checkbox"/> Public Hearing
Department		
Submitted By: <u>Community Services</u>		
Submitted For: <u>Head Start/Early Head Start & Children's Services</u>		

I. EXECUTIVE BRIEF

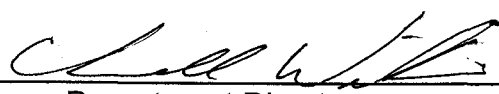
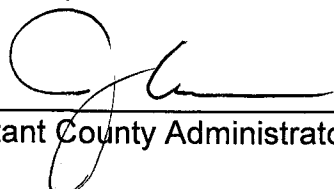
Motion and Title: Staff recommends motion to **A) Ratify:** the Chairman's signature on the SF424 Application for Federal Assistance for FY2010 Cost-of-Living Adjustment (COLA) funds to the Department of Health and Human Services, Administration for Children and Families (HHS/ACF), for the period of July 1, 2010, through September 30, 2010, in the amount of \$65,123; and **B) Approve** an upward budget amendment of \$65,123 in the Head Start Fund to reconcile the grant budget, contingent upon the grant award.

Summary: HHS/ACF has notified Head Start of the availability of COLA funds totaling \$65,123. These funds will be a permanent addition to the base grant. A budget amendment is needed to reconcile the grant budget. The application was submitted through the emergency signature process because there was not sufficient time to submit through the regular Board of County Commissioners agenda process. Funding is comprised of \$65,123 Federal funds. A request of waiver of non-federal share was filed and approved. (Head Start) Countywide (TKF)

Background and Justification: HHS/ACF announced the opportunity for Head Start to apply for COLA funds. The funding is a result of the Consolidated Appropriations Act, 2010 and will allow for a 1.84% increase to the program's base budget for FY2010.

Attachments:

- 1. Memorandum Ratifying Chair's Signature
- 2. Funding Application Letter
- 3. SF424 Application for Federal Assistance for FY2010 COLA
- 4. Budget Amendment

Recommended by:		<u>5/24/10</u>
	Department Director	Date
Approved by:		<u>6/2/10</u>
	Assistant County Administrator	Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	<u>65,123</u>	_____	_____	_____	_____
External Revenue	<u>(65,123)</u>	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	<u>0</u> * see below		_____	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	_____	_____	_____	_____	_____

Is Item Included in Current Budget? Yes _____ No X
Budget Account No.: Fund _____ Dept. _____ Unit _____ Object _____
Program Code _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

- ✈ No new County funds

C. Departmental Fiscal Review. *Tauna Malhotra*
5/24/10

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Administration Comments:

5/27/10 OFMB
JB

Dr. J. Jacobson 6/15/10

Contract Dev. and Control

B. Legal Sufficiency:


Assistant County Attorney

C. Other Department Review:

Department Director

This summary is not to be used as a basis for payment.

BOARD OF COUNTY COMMISSIONERS
PALM BEACH COUNTY, FLORIDA
BUDGET AMENDMENT

Page 1 of 1

BGEX - 147 - 042810..1216
BGRV - 147 042810...303

FUND (1002) - Head Start

Use this form to provide budget for items not anticipated in the budget.

ACCT.NUMBER	ACCOUNT NAME	ORIGINAL BUDGET	CURRENT BUDGET	INCREASE	DECREASE	ADJUSTED BUDGET	ENCUMBERED 5/5/2010	EXPENDED 5/5/2010	REMAINING BALANCE
REVENUE									
147 1460	3169 Fed Grant Other Human Services	0	229,586.00	57,397.00		286,983.00			
147 1462	3169 Fed Grant Other Human Services	0	30,904.00	7,726.00		38,630.00			
Total Revenue		25,221,333	29,072,267	65,123	0	29,137,390			
EXPENDITURE									
147 1460	5101 Office supplies	0	0	10,000		10,000	0	0	10,000
147 1460	4601 Repair & Mntc.	0	0	26,350		26,350	0	0	26,350
147 1460	3401 Other Contractual Services	0	84,177	21,047		105,224	47,317	31,860	26,047
147 1462	5101 Office supplies	0	0	5,000		5,000	0	0	5,000
147 1462	4601 Repair & Mntc.	0	0	2,726		2,726	0	0	2,726
Total Expenditures		25,221,333	29,072,267	65,123		29,137,390	4,396,837.88	13,245,207.99	11,495,344.13

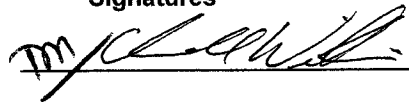
COMMUNITY SERVICES

INITIATING DEPARTMENT/DIVISION Channell Wilkins

Administration/Budget Department Approval

OFMB Department - Posted

Signatures



Date

5/24/10

By Board of County Commissioners

Deputy Clerk to the

Board of County Commissioners



Department of
Community Services
Division of Head Start
& Children Services

3323 Belvedere Road
Building #502
West Palm Beach FL 33406
(561) 233-1600
FAX: (561) 233-1633

www.pbcgov.org

Palm Beach County
Board of County
Commissioners

Burt Aaronson, Chair
Karen T. Marcus, Vice Chair

Jeff Koons

Shelley Vana

Steven L. Abrams

Jess R. Santamaria

Priscilla A. Taylor


County Administrator

Robert Weisman

"An Equal Opportunity
Affirmative Action Employer"

MEMORANDUM

TO: Burt Aaronson, Chair
Board of County Commissioners

FROM: Robert Weisman
County Administrator 

DATE: April 26, 2010

RE: FY2010 COLA

Pursuant to PPM #CW-F- 003, your signature is needed on the SF424 Application for Federal Assistance for FY2010 cost-of-living adjustment (COLA) funds. The total amount of the request is \$65,123 (Federal). A request of waiver of non-federal share was filed and approved.

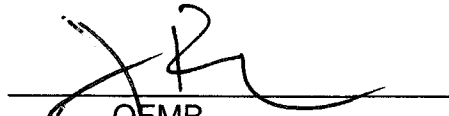
Head Start was previously awarded 1.84% American Recovery and Reinvestment Act (ARRA) COLA for the period of July 1, 2009 through June 30, 2010. Notification was received from Region IV Office of Head Start that ARRA COLA funds will now be a permanent addition to our base grant. Head Start is required to submit an application for the full allocation no later than Friday, April 30, 2010.

There is not sufficient time to submit through the Board of County Commissioners agenda process.

Staff will submit this item on the Agenda for the Board of County Commissioners meeting of May 18, 2010.

If additional information is needed, please contact Dr. Carmen Nicholas, Head Start/Early Head Start Director at 561-233-1611.


Assistant County Attorney


OFMB



Department of Health and Human Services
Administration for Children and Families – Region IV – Office of Head Start
Office of Regional Program Manager

61 Forsyth Street, Suite 4M60
Atlanta, Georgia 30303-8909

Telephone (404) 562-2841
Fax (404) 562-2982

April 26, 2010

Mr. Burt L Aaronson, Board Chair
Palm Beach County Board of County Commissioners
Burt Aaronson, Chair - BOCC 301 N. Olive Avenue, 12th Floor
West Palm Beach, FL 33401

Re: 04CH3046

Dear Mr. Aaronson:

On December 16, 2009, President Obama signed Public Law 111-117, the Consolidated Appropriations Act, 2010, which contains an increase of approximately \$122 million for programs under the Head Start Act for Fiscal Year (FY) 2010, excluding those funds appropriated to Head Start under the American Recovery and Reinvestment Act [ARRA]. The \$122 million funding increase will be used to make the 1.84 percent cost-of-living adjustment (COLA) increase provided to grantees in FY 2009 with ARRA funds part of the permanent base funding for your FY 2010 Head Start and Early Head Start grant.

Program Instruction ACF-PI-HS-10-01, dated February 17, 2010, informed Head Start and Early Head Start (EHS) grantees and delegate agencies of the intended uses of these funds and announced the opportunity for grantees to apply for the COLA funds. Please review the Program Instruction carefully to ensure your application for COLA funds meets the requirements for funding and contains all of the necessary information.

This letter advises you of the allocations your agency will receive for COLA. As noted in the Program Instruction, these funds will become available to your agency at the conclusion of the budget period for the ARRA grant under which the 1.84 percent COLA funds were awarded in FY 2009. Thus, some agencies will receive a prorated amount until the start of the next Head Start and/or Early Head Start continuation grant while others will receive the full allocation in FY 2010. Some agencies will receive both a prorated amount and the full allocation.

The table below identifies your agency's allocations for COLA funds for Head Start and/or Early Head Start.

Program Account (PA)	Prorated Amount	Full Allocation
PA 4122 - Head Start Program Operations	\$0	\$57,397
PA 4125 - Early Head Start Program Operations	\$0	\$7,726
Totals	\$0	\$65,123

Application Requirements

Grantees must submit a supplemental application for the funding increases using the Standard Form 424 (SF-424), Application for Federal Assistance, by April 30, 2010. Applications must be complete and include the budget, budget justification, and program narrative. **Incomplete applications may affect the timely award of Federal funding.** Breakouts should be provided on the SF-424A, Budget Information – Non-Construction Programs, for the distribution of funds for COLA by object class categories. In Section B of the SF-424A, use a separate column to reflect the amounts by object class categories for COLA for Head Start and Early Head Start. If your agency is receiving both a prorated amount and the full allocation in FY 2010, please display these amounts in separate columns on the SF-424A.

The supplemental application must provide detailed program and budget narratives for your planned use of the COLA funds and demonstrate the following:

- A 1.84 percent increase in the hourly rate of pay for each Head Start/Early Head Start employee subject to the provisions of Sections 653 and 640(j) of the Head Start Act;
- A rationale if employees are receiving less than the 1.84 percent COLA or differential COLA increases;
- The provision of the 1.84 percent increase to all delegate agencies or justification if you do not propose to allocate the full 1.84 percent increase to delegates;
- An increase of 1.84 percent in the Head Start pay scale or justification if the agency proposes not to increase the pay scale; and
- The planned uses for the balance of the COLA funds once the 1.84 percent increase in the hourly rate of pay is met.

The budget narrative must provide a projection of the amounts and sources the grantee will use for the non-federal share match requirements.

Governing body approval is required on the application for supplemental funding. The SF-424 must be submitted under the signature of the Board Chairperson, as required in Program Instruction ACF-PI-HS-06-01, dated September 19, 2006. In addition, Policy Council approval is required. A signed statement by the Policy Council Chair and accompanying minutes demonstrating participation in the development and approval of the application must be submitted with the application. If the Policy Council has not approved the application, a letter from the Policy Council indicating its reasons for withholding approval is required.

Grant Number:

04CH3046

Grantee Name:

Palm Beach County Board of County Commissioners

Grantees are strongly encouraged to submit the supplemental applications online via the HSES. If you submit the application via HSES, you must still provide the original signature pages for the Standard Form (SF) 424, Application for Federal Assistance, and SF-424B, Assurances – Non-Construction Programs, to:

James Colvin
Regional Grants Management Officer
Office of Grants Management
Administration for Children and Families
61 Forsyth Street, Suite 4M60
Atlanta, Georgia 30303

If a grantee does not choose to submit the supplemental application via HSES, the original application, required forms and certifications and two copies must be submitted to the address listed above.

A checklist is enclosed to assist you in ensuring the application contains all of the required information.

As you develop your applications, we encourage you to contact your Program Specialist, Olissa Williams, at 404-562-2863 to clarify any questions you may have and discuss your plans for the use of these funds. Thank you for your cooperation.

Sincerely,



Marsha W. Lawrence
Regional Program Manager
Region IV - Office of Head Start

Enclosure

cc: Program Director

Grant Number:

04CH3046

Grantee Name:

Palm Beach County Board of County Commissioners



Head Start Grant Application Checklist FY 2010 Funding Increase

Please double Check before you upload your application and send the signature pages that you've included:

For completion of the supplemental application for the 1.84 percent cost-of-living adjustment (COLA) increase, refer to Program Instruction ACF-PI-HS-10-01, dated February 17, 2010, and the Funding Guidance Letter from the Regional Office. The Program Instruction is available on the Early Childhood Learning and Knowledge Center (ECLKC) at <http://eclkc.ohs.acf.hhs.gov> by typing ACF-PI-HS-10-01 in the "Search" field on the left side of the page.

Documents may be uploaded into the HSES GABI with the exception of the original signature pages for the Standard Form (SF) 424, Application for Federal Assistance, and SF-424B, Assurances – Non-Construction Programs.

1. Application including:

- SF-424 - **must have Board Chair's signature** _____
- SF-424A – must contain amounts by object class categories for Head Start and Early Head Start _____
- SF-424B, Assurances – Non-Construction Programs – **must have Board Chair's signature** _____

2. Program and Budget Narratives, describing the planned uses of the funds and demonstrating the following for **each grantee and delegate**:

- Each employee received a 1.84 percent increase in the hourly rate of pay subject to the provisions of Sections 653 and 640(j) of the Act; _____
- Justification if employees receive less than 1.84 percent or differential increases; _____
- Each delegate received the 1.84 percent increase or a justification if the full increase was not provided to delegates; _____
- The Head Start pay scale increased by 1.84 percent or a justification if the agency proposes not to increase the pay scale; _____
- The categories and amounts of other increased operating costs after the hourly rate of pay increases; _____
- A projection of the amounts and sources that will be used for non-federal share match (Cash and/or In-kind) _____

3. Signed Policy Council Approval Statement and Meeting Minutes

If the Policy Council has not approved the application, a letter from the policy Council indicating its reasons for withholding approval must be included. _____

Supplemental COLA Applications – February 2010

Application for Federal Assistance SF-424		Version 02
<div style="display: flex; justify-content: space-between;"><div style="width: 30%;">* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application</div><div style="width: 30%;">* 2. Type of Application: <input type="checkbox"/> New <input type="checkbox"/> Continuation <input checked="" type="checkbox"/> Revision</div><div style="width: 35%;">* If Revision, select appropriate letter(s): <div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">A</div>* Other (Specify) <div style="border: 1px solid black; height: 20px; margin-top: 5px;"></div></div></div>		
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;">* 3. Date Received: <div style="border: 1px solid black; height: 20px; width: 100%;"></div></div><div style="width: 50%;">4. Applicant Identifier: <div style="border: 1px solid black; padding: 2px;">04CH3046</div></div></div>		
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;">5a. Federal Entity Identifier: <div style="border: 1px solid black; padding: 2px;">04CH3046-000</div></div><div style="width: 50%;">* 5b. Federal Award Identifier: <div style="border: 1px solid black; height: 20px; width: 100%;"></div></div></div>		
State Use Only:		
<div style="display: flex; justify-content: space-between;"><div style="width: 30%;">6. Date Received by State: <div style="border: 1px solid black; width: 100%;"></div></div><div style="width: 70%;">7. State Application Identifier: <div style="border: 1px solid black; height: 20px; width: 100%;"></div></div></div>		
8. APPLICANT INFORMATION:		
* a. Legal Name: <div style="border: 1px solid black; padding: 2px;">PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS</div>		
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;">* b. Employer/Taxpayer Identification Number (EIN/TIN): <div style="border: 1px solid black; padding: 2px; display: flex; align-items: center;"><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">5</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">9</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">6</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">0</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">0</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">7</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center; margin-right: 5px;">8</div><div style="border: 1px solid black; width: 20px; height: 20px; text-align: center;">5</div></div></div><div style="width: 50%;">* c. Organizational DUNS: <div style="border: 1px solid black; padding: 2px;">078470481</div></div></div>		
d. Address:		
<div style="display: flex; justify-content: space-between;"><div style="width: 15%;">* Street1:</div><div style="width: 85%; border: 1px solid black; padding: 2px;">3323 Belvedere Road, Building 502</div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">Street2:</div><div style="width: 85%; border: 1px solid black; height: 20px;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">* City:</div><div style="width: 85%; border: 1px solid black; padding: 2px;">West Palm Beach</div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">County:</div><div style="width: 85%; border: 1px solid black; padding: 2px;">Palm Beach</div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">* State:</div><div style="width: 85%; border: 1px solid black; padding: 2px;">Florida</div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">Province:</div><div style="width: 85%; border: 1px solid black; height: 20px;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">* Country:</div><div style="width: 85%; border: 1px solid black; height: 20px;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 15%;">* Zip / Postal Code:</div><div style="width: 85%; border: 1px solid black; padding: 2px;">33406-1548</div></div>		
e. Organizational Unit:		
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;">Department Name: <div style="border: 1px solid black; padding: 2px;">Community Services</div></div><div style="width: 50%;">Division Name: <div style="border: 1px solid black; padding: 2px;">Head Start and Children Services</div></div></div>		
f. Name and contact information of person to be contacted on matters involving this application:		
<div style="display: flex; justify-content: space-between;"><div style="width: 30%;">Prefix: <div style="border: 1px solid black; padding: 2px;">Dr.</div></div><div style="width: 65%;">* First Name: <div style="border: 1px solid black; padding: 2px;">Carmen</div></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 60%;">Middle Name: <div style="border: 1px solid black; height: 20px; width: 100%;"></div></div><div style="width: 35%;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 60%;">* Last Name: <div style="border: 1px solid black; padding: 2px;">Nicholas</div></div><div style="width: 35%;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 30%;">Suffix: <div style="border: 1px solid black; padding: 2px;">Ph.D.</div></div><div style="width: 65%;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 60%;">Title: <div style="border: 1px solid black; padding: 2px;">Director, Head Start and Children Services</div></div><div style="width: 35%;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 80%;">Organizational Affiliation: <div style="border: 1px solid black; height: 20px; width: 100%;"></div></div><div style="width: 15%;"></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 45%;">* Telephone Number: <div style="border: 1px solid black; padding: 2px;">(561) 233-1600</div></div><div style="width: 50%;">Fax Number: <div style="border: 1px solid black; padding: 2px;">(561) 233-1633</div></div></div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"><div style="width: 80%;">* Email: <div style="border: 1px solid black; padding: 2px;">cnichola@pbcgov.org</div></div><div style="width: 15%;"></div></div>		

Application for Federal Assistance SF-424

Version 02

9. Type of Applicant 1: Select Applicant Type:

C. County

Type of Applicant 2: Select Applicant Type:

-

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

Department of Health and Human Services

11. Catalog of Federal Domestic Assistance Number:

93708

CFDA Title:

* 12. Funding Opportunity Number:

* Title:

Head Start 2009 ARRA COLA Funding

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Palm Beach County, Florida

* 15. Descriptive Title of Applicant's Project:

1.84% Cost-of-living adjustment (COLA)

Attach supporting documents as specified in agency instructions.

Add Attachments Delete Attachments View Attachments

Application for Federal Assistance SF-424

Version 02

16. Congressional Districts Of:

* a. Applicant 16, 19, 22, 23

* b. Program/Project 16, 19, 22, 23

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:

* a. Start Date: 10/01/2009

* b. End Date: 09/30/2010

18. Estimated Funding (\$):

* a. Federal	65,123.00
* b. Applicant	
* c. State	
* d. Local	
* e. Other	
* f. Program Income	
* g. TOTAL	65,123.00

* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?

- ☐ a. This application was made available to the State under the Executive Order 12372 Process for review on
- ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- ☐ c. Program is not covered by E.O. 12372.

* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes", provide explanation.)

☐ Yes ☒ No

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: Mr. * First Name: Burt

Middle Name:


* Last Name: Aaronson

Suffix:

* Title: Commissioner

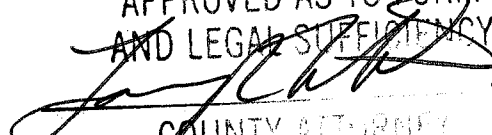
* Telephone Number: (561) 355-2205 Fax: (561) 355-2225 355-2525

* Email: BAARONSO@pbcgov.com

* Signature of Authorized Representative:  * Date Signed:

Authorized for Local Reproduction

Standard Form 424 (Revised 10/2005)
Prescribed by OMB Circular A-102

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY

COUNTY ATTORNEY

BUDGET INFORMATION - Non-Construction Programs

OMB Approval No. 0348-0044

SECTION A - BUDGET SUMMARY						
Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. PA4122	93708	\$	\$	\$ 57,397.00	\$	\$ 57,397.00
2. PA4125	93708			7,726.00		7,726.00
3.						0.00
4.						0.00
5. Totals		\$ 0.00	\$ 0.00	\$ 65,123.00	\$ 0.00	\$ 65,123.00
SECTION B - BUDGET CATEGORIES						
6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY					Total (5)
	(1) HS - PA4122	(2) EHS - PA4125	(3)			
a. Personnel	\$	\$	\$	\$	\$ 0.00	
b. Fringe Benefits					0.00	
c. Travel					0.00	
d. Equipment					0.00	
e. Supplies	10,000.00	5,000.00			15,000.00	
f. Contractual	21,047.00				21,047.00	
g. Construction					0.00	
h. Other	26,350.00	2,726.00			29,076.00	
i. Total Direct Charges (sum of 6a-6h)	57,397.00	7,726.00	0.00	0.00	65,123.00	
j. Indirect Charges					0.00	
k. TOTALS (sum of 6i and 6j)	\$ 57,397.00	\$ 7,726.00	\$ 0.00	\$ 0.00	\$ 65,123.00	
7. Program Income	\$	\$	\$	\$	\$ 0.00	

Authorized for Local Reproduction

Standard Form 424A (Rev. 7-97)
Prescribed by OMB Circular A-102

SECTION C - NON-FEDERAL RESOURCES					
(a) Grant Program	(b) Applicant	(c) State	(d) Other Sources	(e) TOTALS	
8.	\$	\$	\$	\$ 0.00	
9.				0.00	
10.				0.00	
11.				0.00	
12. TOTAL (sum of lines 8-11)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
SECTION D - FORECASTED CASH NEEDS					
	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	\$ 0.00	\$	\$	\$	\$
14. Non-Federal	0.00				
15. TOTAL (sum of lines 13 and 14)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT					
(a) Grant Program	FUTURE FUNDING PERIODS (Years)				
	(b) First	(c) Second	(d) Third	(e) Fourth	
16.	\$	\$	\$	\$	
17.					
18.					
19.					
20. TOTAL (sum of lines 16-19)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
SECTION F - OTHER BUDGET INFORMATION					
21. Direct Charges:		22. Indirect Charges:			
23. Remarks:					

BUDGET INFORMATION - Non-Construction Programs

SECTION A - BUDGET SUMMARY

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. Program Operation	93.600	\$	\$	\$ 4,786.00	\$	\$ 4,786.00
2.						
3.						
4.						
5. Totals		\$	\$	\$	\$	\$

SECTION B - BUDGET CATEGORIES

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1) ARRA/COLA 1.84%	(2)	(3)	(4)	
a. Personnel	\$ 4,395.77	\$	\$	\$	\$ 4,395.77
b. Fringe Benefits	390.23				390.23
c. Travel					
d. Equipment					
e. Supplies					
f. Contractual					
g. Construction					
h. Other					
i. Total Direct Charges (sum of 6a-6h)	4,786.00				4,786.00
j. Indirect Charges					
k. TOTALS (sum of 6i and 6j)	\$ 4,786.00	\$	\$	\$	\$ 4,786.00
7. Program Income	\$	\$	\$	\$	\$

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BUDGET INFORMATION - Non-Construction Programs

SECTION A - BUDGET SUMMARY						
Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1.		\$	\$	\$	\$	\$ 0.00
2.						0.00
3.						0.00
4.						0.00
5. Totals		\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
SECTION B - BUDGET CATEGORIES						
6. Object Class Categories		GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
		(1)	(2)	(3)		
a. Personnel		\$ 6,779.54	\$	\$	\$	\$ 6,779.54
b. Fringe Benefits		1,228.46				1,228.46
c. Travel						0.00
d. Equipment						0.00
e. Supplies						0.00
f. Contractual						0.00
g. Construction						0.00
h. Other						0.00
i. Total Direct Charges (sum of 6a-6h)		8,008.00	0.00	0.00	0.00	8,008.00
j. Indirect Charges						0.00
k. TOTALS (sum of 6i and 6j)		\$ 8,008.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 8,008.00
7. Program Income		\$	\$	\$	\$	\$ 0.00

BUDGET INFORMATION - Non-Construction Programs**SECTION A - BUDGET SUMMARY**

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1.		\$	\$	\$	\$	\$
2.						
3.						
4.						
5. Totals		\$	\$	\$	\$	\$

SECTION B - BUDGET CATEGORIES

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1) 1.84% COLA	(2)	(3)	(4)	
a. Personnel	\$ 1,617.06	\$	\$	\$	\$ 1,617.06
b. Fringe Benefits	265.64				265.64
c. Travel					
d. Equipment					
e. Supplies					
f. Contractual					
g. Construction					
h. Other	397.30				697.30
i. Total Direct Charges (sum of 6a-6h)					
j. Indirect Charges					
k. TOTALS (sum of 6i and 6j)	\$ 2,577.00	\$	\$	\$	\$ 2,577.00
7. Program Income	\$	\$	\$	\$	\$

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Prescribed by OMB Circular A-102

School District of PB County
Delray Full Service Center

OMB Approval No. 0348-0044

BUDGET INFORMATION - Non-Construction Programs

SECTION A - BUDGET SUMMARY						
Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number. (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1.		\$	\$	\$	\$	\$ 0.00
2.						0.00
3.						0.00
4.						0.00
5. Totals		\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00

SECTION B - BUDGET CATEGORIES					
6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1) H. S. COLA	(2)	(3)		
a. Personnel	\$	\$	\$	\$	\$ 0.00
b. Fringe Benefits					0.00
c. Travel	1,000.00				1,000.00
d. Equipment					0.00
e. Supplies					0.00
f. Contractual					0.00
g. Construction					0.00
h. Other	4,676.00				4,676.00
i. Total Direct Charges (sum of 6a-6h)	5,676.00	0.00	0.00	0.00	5,676.00
j. Indirect Charges					0.00
k. TOTALS (sum of 6i and 6j)	\$ 5,676.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,676.00
7. Program Income	\$	\$	\$	\$	\$ 0.00

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Previous Edition Usable

ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.

NOTE: Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

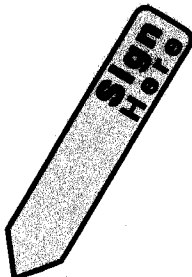
As the duly authorized representative of the applicant, I certify that the applicant:

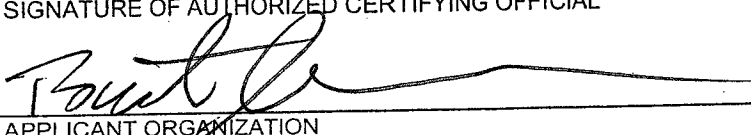
1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY

COUNTY ATTORNEY



SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL 	TITLE Chair	
APPLICANT ORGANIZATION Palm Beach County Board of County Commissioners		DATE SUBMITTED April 26, 2010

WAGE COMPARABILITY STUDY ANALYSIS

DELRAY FULL SERVICE CENTER – AUGUST, 2009

DFSC JOB TITLE	DFSC ANNUAL SALARY RANGE	HS POSITION TITLE	HS SALARY RANGE	JOB OVERVIEW	MINIMUM REQUIREMENTS	COMMENTS
Early Childhood Professional I Job Code 60610	\$23,447 - \$42,459	Child Development Assistant I (Tchr.)	\$26,558 - \$43,068	Planning & Daily Monitoring, Home Visits	AA/AS in ECE 1 yr. Experience in early childhood	
Early Childhood Professional II Job Code 60510	\$28,047 – 49,176	Child Development Associate II (H.S. Teacher)	\$29,747 – \$51,074	Planning, supervising, home visits, & parent conferences	BS/BA in ECE 1 yr. Experience in ECE & 6 months in supervision	
Teacher, Non-School Resources	\$36,822 – \$71,245	Curriculum Specialist	\$34,472 - \$57,552	Administration, training teaching staff, Monitoring, and Evaluating	BS/BA in EI./ECE 2 yrs. Experience State of FL Teaching Certificate	
Family Support & Social Services Facilitator Job Code 91400	\$28,939 - \$50,747	Family Services Specialist I	\$26,360 - \$41,218	Identifying families & children in need of services, case management	BS in Sociology or Psychology 1 yr. Experience w/economically disadvantaged	

NOTE: The average employee works 196 days per year, 1568 hours per year at DFSC, while the Head Start salary range from the Wage Comparability study is for 12 months, 2090 hours per year.

Department of Health and Human Services
Administration for Children and Families
Financial Assistance Award (FAA)

SAI NUMBER:

PMS DOCUMENT NUMBER:
04SE304601

1. AWARDING OFFICE: OA/OGM/Region IV		2. ASSISTANCE TYPE: Discretionary Grant	3. AWARD NO.: 04SE3046/01	4. AMEND. NO.: 1
5. TYPE OF AWARD: SERVICE		6. TYPE OF ACTION: Revision (*)	7. AWARD AUTHORITY: American Recovery and Reinvestment	
8. BUDGET PERIOD: 07/01/2009 THRU 09/30/2010		9. PROJECT PERIOD: 07/01/2009 THRU 09/30/2010		10. CAT NO.: 93708
11. RECIPIENT ORGANIZATION: PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS POST OFFICE BOX 4036 WEST PALM BEACH FL 33402 Edward L. Rich, Director of Community Services			12. PROJECT / PROGRAM TITLE: "Head Start 2009 ARRA COLA Quality Improvement Funding"	

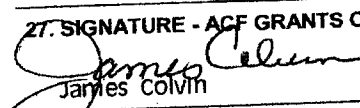
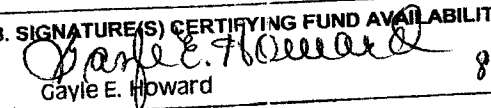
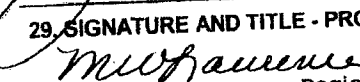
13. COUNTY:	14. CONGR. DIST:	15. PRINCIPAL INVESTIGATOR OR PROGRAM DIRECTOR: Carmen A Nicholas, Head Start Director
-------------	------------------	---

16. APPROVED BUDGET:		17. AWARD COMPUTATION:	
Personnel.....	\$ 257,957	A. NON-FEDERAL SHARE.....	\$ 0 0.00 %
Fringe Benefits.....	\$ 55,958	B. FEDERAL SHARE.....	\$ 1,064,868 100.00 %
Travel.....	\$ 5,000	18. FEDERAL SHARE COMPUTATION:	
Equipment.....	\$ 88,675	A. TOTAL FEDERAL SHARE.....	\$ 1,064,868
Supplies.....	\$ 83,258	B. UNOBLIGATED BALANCE FEDERAL SHARE.....	\$
Contractual.....	\$ 299,697	C. FED. SHARE AWARDED THIS BUDGET PERIOD..	\$ 1,064,868
Facilities/Construction...	\$ 0	19. AMOUNT AWARDED THIS ACTION:	\$ 0
Other.....	\$ 274,323	20. FEDERAL \$ AWARDED THIS PROJECT PERIOD:	\$ 1,064,868
Direct Costs.....	\$ 1,064,868	21. AUTHORIZED TREATMENT OF PROGRAM INCOME:	
Indirect Costs.....	\$ 0	ADDITIONAL COSTS	
At % of \$		22. APPLICANT EIN:	23. PAYEE EIN:
In Kind Contributions....	\$ 0	1-596000785-A1	1-596000785-A1
Total Approved Budget(**)...	\$ 1,064,868	24. OBJECT CLASS: 41.51	

25. FINANCIAL INFORMATION: DUNS: 078470461

26. REMARKS:

Paid by DHHS Payment Management System (PMS), see attached for payment information.
This award is subject to the requirements of Section 106 (g) of the Trafficking Victims Protection Act of 2000, as amended (22 U.S.C. 7104).
For the full text of the award term, go to http://www.acf.hhs.gov/grants/award_term.html.
This grant is subject to the requirements as set forth in 45 CFR Part 87.
(**) Reflects only federal share of approved budget.
All previous terms and conditions remain in effect. (*) Other (see following remarks):
This award reflects approval of the agency's request for a total waiver in the amount of \$266,217 of the NON-FEDERAL SHARE requirement. The Waiver Petition is enclosed and should be retained, for audit purposes, for the life of this grant.

27. SIGNATURE - ACF GRANTS OFFICER  James Colvin	DATE: 9-2-09	28. SIGNATURE(S) CERTIFYING FUND AVAILABILITY  Gayle E. Howard	DATE: 8/25/2009
29. SIGNATURE AND TITLE - PROGRAM OFFICIAL(S)  Marsha W. Lawrence, Regional Program Manager		DATE: 9-1-09	

(SE)



**Department of
Community Services
Division of Head Start
& Children Services**

3323 Belvedere Road
Building #502
West Palm Beach FL 33406
(561) 233-1600

FAX: (561) 233-1633

www.pbcgov.org

**Palm Beach County
Board of County
Commissioners**

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Karen T. Marcus, Vice Chair

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Priscilla A. Taylor

County Administrator

Robert Weisman

*"An Equal Opportunity
Affirmative Action Employer"*

April 28, 2010

Olissa Williams, Program Specialist
Administration for Children & Families
61 Forsyth Street, Suite 4M60
Atlanta, GA 30303-8909

Re: Palm Beach County Head Start & Early Head Start
Grant #: 04CH3046 COLA Application

Dear Ms. Williams,

The Policy Council of the Palm Beach County Head Start/Early Head Start reviewed the 2010 COLA application at its regular meeting of April 28, 2010.

It was unanimously approved. Thank you for the resources to provide excellent services to the children and families in our program.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ivory Sherrod".

Ivory Sherrod
Policy Council Chairperson

SUPPLEMENTAL APPLICATION

A. HS COLA July 1, 2010- September 30, 2010

Detailed Program and Budget Narrative

Federal Amount.....\$57,397

Non-Federal Amount\$0.00 (Waiver granted)

A waiver was requested and granted.

See copy of FAA Letter Award # 04SE3046/01 Amendment # 1 attached.

Allocation of \$57,397 has been distributed as follows:

Delegates

Florence Fuller CDC..... \$4,786

Hispanic Human Resources Council..... \$8,008

YWCA \$2,577

Delray Full Service Center..... \$5,676

Total.....\$21,047

Grantee.....\$36,350

Total.....\$57,397

Florence Fuller Child Development Centers, Inc.

Total COLA= \$4,786

Florence Fuller Child Development Centers, Inc., will use the Head Start ARRA/COLA FUNDING (\$4,786) to increase the Head Start Staff's (HS allocated portion) base pay by 1.84% for the time period of July 1, 2010 to September 30, 2010. This is a permanent increase that will be reflected in the agency's 2010-2011 budget. They will also use the ARRA/COLA Funds to cover the subsequent increases in FICA and Workers Compensation due to the increased salaries paid to employees.

See SF 424-A and the chart of proposed salary increases and the impact on each employee attached.

Hispanic Human Resources Council, Inc

Total COLA= \$8008

Hispanic Human Resources Council funds of \$8008 will be disbursed to the staff of the agency through out the period of July 1, 2010 to September 30, 2010. The total increase to HS Staff Salaries will be \$6,779.54 and the total increase to Fringe Benefits (FICA) will be \$518.63. The balance of the ARRA Funds of \$709.82 will be used to offset the overall increase for Worker's Compensation and employee's health insurance (Fringe Benefits, section of SF-424A Section B #6b).

See the SF424-A and attached spreadsheet that outlines the increase and the impact per employee.

Young Women's Christian Association of Palm Beach County, Fl

Total COLA = \$2,577

Young Women's Christian Association of Palm Beach County, Fl funds of \$2,577 will be disbursed to the staff of the agency through out the period of July 1, 2010 to September 30, 2010. The total increase to HS Staff Salaries will be \$1,614.06, a 1.84% across the board. The total increase to Fringe Benefits (FICA) including Worker's Compensation, retirement and administrative cost are \$265.64 (Fringe Benefits, section of SF-424A Section B #6b). \$ 697.30 will be

used to offset the increasing cost related to "utilities." Please see the SF424-A and attached spreadsheet that outline the increase and the impact per employee.

School District of Palm Beach County - Delray Full Service Center (DFSC)

Total COLA=\$5,676

The School District of Palm Beach County has a Salary/ Fringe benefit schedule which is adequate to attract and retain qualified staff and is of the average rate of compensation paid in the area where the program is carried out to a substantial number of persons providing substantially comparable services. The wages compared with the salaries of Palm Beach County pay plan are within the hourly or biweekly pay range, as well as the annual pay range. A wage and comparability report documenting the job classification, hourly rate and salary compensation is included.

School District of Palm Beach County - Delray Full Service Center (DFSC) funds of \$ 5,676 will be used towards providing effective trainings for teachers such as collaborative learning, how to analyze and measure students learning and Annual Yearly Progress (AYP). The funding will also provide training for the Social Services Staff in areas to help improve parent involvement, literacy, health & wellness and self sufficiency. Please see the SF424-A and attached.

Grantee

Total COLA= \$36,350

The Grantee conducted its most recent Wage Comparability Study in March of 2009. The results indicated that our salaries are comparable to the average rate of compensation paid in the area where our program is carried out to a substantial number of persons providing substantially comparable services. In addition, the Grantee's bargaining unit, employees, classroom, transportation, food service and custodial staff all received a 5% COLA adjustment effective FY09. All other non-bargaining unit staff received a 2.6% COLA effective FY09. As a result, the Grantee is requesting to use its portion of the ARRA COLA to pay for higher operating costs as follows:

Repair & Maintenance \$26,350

This is an unpredictable cost related to repairs of the Head Start facilities. There have been several major repairs this year which exceeded projections.

Office Supplies \$ 10,000

B. EHS COLA July 1, 2010- September 30, 2010

Detailed Program and Budget Narrative

Federal Amount.....**\$7,726**

Non-Federal Amount**\$0.00** (Waiver granted)

A waiver was requested and granted.

See copy of FAA Letter Award # **04SE3046/01** Amendment # 1 attached.

The Grantee conducted its most recent Wage Comparability Study in March of 2009. The results indicated that our salaries are comparable to the average rate of compensation paid in the area where our program is carried out to a substantial number of persons providing substantially comparable services. In addition, the Grantee's bargaining unit, employees, classroom, transportation, food service and custodial staff all received a 5% COLA adjustment effective October 1, 2009. All other non-bargaining unit staff received a 2.6% COLA effective October 1, 2009. As a result, the Grantee is requesting to use its portion of the ARRA COLA to pay for higher operating costs as follows:

Repair & Maintenance \$2,726

This is an unpredictable cost related to repairs of the Head Start facilities. There have been several major repairs this year which exceeded projections. In addition, the grantee's Delray EHS Center is in need of an adjustment to the front entrance including the addition of a buzzer system, to enhance security.

Office Supplies \$ 5,000

See SF 424-A and Salary Schedule included in this packet.



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03232	COMMUNITY ACTION SPECIALIST III	18	14.829 - 23.628	30,844.32 - 49,146.24	NE	
03233	SENIOR COMMUNITY ACTION SPECIALIST	22	1,335.84 - 2,127.52	34,731.84 - 55,315.52	EX	
03234	COMMUNITY ACTION PROGRAM COORDINATOR	34	1,904.48 - 3,033.36	49,516.48 - 78,867.36	EX	
03235	COMMUNITY ACTION LIHEAP SUPERVISOR	28	1,595.04 - 2,540.24	41,471.04 - 66,046.24	EX	
03236	SENIOR FAMILY DEVELOPMENT SPECIALIST	27	1,548.72 - 2,466.08	40,266.72 - 64,118.08	EX	
03237	FAMILY DEVELOPMENT SPECIALIST	22	1,335.84 - 2,127.52	34,731.84 - 55,315.52	EX	
03238	CAP GRANT MANAGER	20	1,258.64 - 2,005.44	32,724.64 - 52,141.44	EX	
03239	COMMUNITY OUTREACH SPECIALIST	18	14.829 - 23.628	30,844.32 - 49,146.24	NE	
	<u>Head Start</u>					
03303	FAMILY SERVICES COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	CWA
03305	CHILD DEVELOPMENT ASSISTANT	11	12.059 - 19.212	25,082.72 - 39,960.96	NE	
03307	SCHOOL BUS RIDER	09	11.370 - 18.107	23,649.60 - 37,662.56	NE	CWA
03309	PARENT INVOLVEMENT SPECIALIST	18	14.829 - 23.628	30,844.32 - 49,146.24	NE	CWA
03310	CHILD DEVELOPMENT ASSOCIATE I	13	12.790 - 20.372	26,603.20 - 42,373.76	NE	
03311	NUTRITION SERVICES SPECIALIST	20	15.733 - 25.068	32,724.64 - 52,141.44	NE	
03312	HEAD START FIELD OPERATIONS SUPERVISOR	34	1,904.48 - 3,033.36	49,516.48 - 78,867.36	EX	CWA
03313	CHILD DEVELOPMENT ASSOCIATE II	17	14.398 - 22.939	29,947.84 - 47,713.12	NE	
03315	SCHOOL BUS RIDER/FOOD SERVICE AIDE	09	11.370 - 18.107	23,649.60 - 37,662.56	NE	
03319	FAMILY SERVICES SPECIALIST I	18	14.829 - 23.628	30,844.32 - 49,146.24	NE	
03320	FAMILY SERVICES SPECIALIST II	22	1,335.84 - 2,127.52	34,731.84 - 55,315.52	EX	
03321	HEALTH SERVICES SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03322	EARLY CHILDHOOD DEVELOPMENT SERVICES SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03324	CURRICULUM SPECIALIST	24	1,417.28 - 2,257.20	36,849.28 - 58,687.20	EX	
03325	NUTRITION COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03327	DISABILITY SERVICES COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03328	TRAINING & RESOURCE INCLUSION SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03329	DIRECTOR HEAD START	E03	3,140.56 - 5,513.84	81,654.56 - 143,359.84	EX	
03330	ASSISTANT DIRECTOR HEAD START	44	2,559.92 - 4,076.80	66,557.92 - 105,996.80	EX	
03331	TRAINING & TECHNICAL ASSISTANCE COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03332	DELEGATE AGENCY COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03334	EARLY HEAD START SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03335	MENTAL HEALTH COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03336	HEALTH SERVICES COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03337	EARLY HEAD START FAMILY SERVICES COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03339	HEAD START TRAINING SPECIALIST	26	1,503.68 - 2,394.64	39,095.68 - 62,260.64	EX	
03340	EDUCATION COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03341	ERSEA SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03345	HEAD START CENTER MANAGER I	20	1,258.64 - 2,005.44	32,724.64 - 52,141.44	EX	
03346	HEAD START CENTER MANAGER II	26	1,503.68 - 2,394.64	39,095.68 - 62,260.64	EX	
03347	HEAD START CENTER MANAGER III	28	1,595.04 - 2,540.24	41,471.04 - 66,046.24	EX	
03348	FAMILY & PARENT SERVICES SUPERVISOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03350	OUTCOME & QUALITY ASSURANCE SUPERVISOR	34	1,904.48 - 3,033.36	49,516.48 - 78,867.36	EX	
03351	ERSEA COMMUNITY PARTNERSHIP COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03352	FAMILY SERVICES SPECIALIST III	26	1,503.68 - 2,394.64	39,095.68 - 62,260.64	EX	



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03353	BEHAVIORAL SPECIALIST	27	1,548.72 - 2,466.08	40,266.72 - 64,118.08	EX	
03354	VOLUNTEER PRE-KINDERGARTEN PROGRAM COORDINATOR	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
	<u>HOUSING & COMMUNITY DEVELOPMENT</u>					
03403	MANAGER HOUSING & REHABILITATION	41	2,342.40 - 3,730.24	60,902.40 - 96,986.24	EX	
03405	REHABILITATION LOAN PROCESSOR	20	1,258.64 - 2,005.44	32,724.64 - 52,141.44	EX	
03406	HOME PROGRAM SPECIALIST	22	1,335.84 - 2,127.52	34,731.84 - 55,315.52	EX	
03408	REHABILITATION COMPLIANCE INSPECTOR	29	1,643.04 - 2,616.64	42,719.04 - 68,032.64	EX	
03409	COMMUNITY DEVELOPMENT PROJECT COORDINATOR	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03418	CAPITAL IMPROVEMENTS PROJECT SPECIALIST	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03419	HOME PROGRAM COORDINATOR	35	1,961.60 - 3,124.16	51,001.60 - 81,228.16	EX	
03420	COMMUNITY DEVELOPMENT PROJECT SPECIALIST	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03422	MANAGER PLANNING & ECONOMIC DEVELOPMENT	43	2,485.28 - 3,957.76	64,617.28 - 102,901.76	EX	
03424	MANAGER AFFORDABLE HOUSING	41	2,342.40 - 3,730.24	60,902.40 - 96,986.24	EX	
03426	DIRECTOR HOUSING & COMMUNITY DEVELOPMENT	E06	3,847.28 - 6,754.16	100,029.28 - 175,608.16	EX	
03427	PLANNING ASSISTANT	20	15.733 - 25.068	32,724.64 - 52,141.44	NE	
03428	DISASTER RECOVERY SPECIALIST	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
03429	DRI CAPITAL IMPROVEMENTS PROJECT SPECIALIST	32	1,795.44 - 2,859.36	46,681.44 - 74,343.36	EX	
	<u>COOPERATIVE EXTENSION SERVICES</u>					
03500	COUNTY EXTENSION AGENT	30	1,692.32 - 2,695.04	44,000.32 - 70,071.04	EX	
03504	PROGRAM ASSISTANT	12	12.422 - 19.787	25,837.76 - 41,156.96	NE	
03505	EXTENSION AGENT	00			EX	
03506	HORTICULTURAL SUPERVISOR	29	1,643.04 - 2,616.64	42,719.04 - 68,032.64	EX	



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03142	CHIEF RESIDENTIAL CLINICAL SERVICES	45	2,636.56 - 3,998.96	68,550.56 - 103,972.96	EX	
03144	CHIEF OF CLINICAL SERVICES EDUCATION & TRAINING	45	2,636.56 - 3,998.96	68,550.56 - 103,972.96	EX	
03160	DIRECTOR YOUTH AFFAIRS	E03	3,140.56 - 5,251.28	81,654.56 - 136,533.28	EX	
	<u>Community Services Administration</u>					
03165	PROGRAM MONITOR	26	1,503.68 - 2,280.64	39,095.68 - 59,296.64	EX	
03170	DIRECTOR HUMAN SERVICES	E03	3,140.56 - 5,251.28	81,654.56 - 136,533.28	EX	
03171	RYAN WHITE PROGRAM MANAGER	35	1,961.60 - 2,975.36	51,001.60 - 77,359.36	EX	
03172	RYAN WHITE QUALITY MANAGEMENT COORDINATOR	34	1,904.48 - 2,888.88	49,516.48 - 75,110.88	EX	
03177	MANAGER PLANNING & EVALUATION	46	2,715.60 - 4,119.20	70,605.60 - 107,099.20	EX	
03180	DIRECTOR COMMUNITY SERVICES	E07	4,116.40 - 6,882.96	107,026.40 - 178,056.06	EX	
03181	COMMUNITY SERVICES PROGRAM EVALUATOR	34	1,904.48 - 2,888.88	49,516.48 - 75,110.88	EX	
	<u>Migrant Program</u>					
03210	FARMWORKER COUNSELOR	23	17.200 - 26.087	35,776.00 - 54,260.96	NE	
03220	JTPA PROGRAM COORDINATOR	28	19.938 - 30.241	41,471.04 - 62,901.28	NE	
	<u>Community Action Program</u>					
03231	COMMUNITY ACTION SPECIALIST	13	12.790 - 19.402	26,603.20 - 40,356.16	NE	
03232	COMMUNITY ACTION SPECIALIST III	18	14.829 - 22.503	30,844.32 - 46,806.24	NE	
03233	SENIOR COMMUNITY ACTION SPECIALIST	22	1,335.84 - 2,026.24	34,731.84 - 52,682.24	EX	
03234	COMMUNITY ACTION PROGRAM COORDINATOR	34	1,904.48 - 2,888.88	49,516.48 - 75,110.88	EX	
03235	COMMUNITY ACTION LIHEAP SUPERVISOR	28	1,595.04 - 2,419.28	41,471.04 - 62,901.28	EX	
	<u>Head Start</u>					
03303	FAMILY SERVICES COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03304	HEAD START TRANSITION SPECIALIST	22	1,335.84 - 2,026.24	34,731.84 - 52,682.24	EX	
03305	CHILD DEVELOPMENT ASSISTANT	11	12.059 - 18.297	25,082.72 - 38,057.76	NE	CWA
03306	EHS PASSENGER DRIVER - CDA	11	12.059 - 18.297	25,082.72 - 38,057.76	NE	CWA
03307	SCHOOL BUS RIDER	09	11.370 - 17.245	23,649.60 - 35,869.60	NE	CWA
03308	HEALTH SERVICES SPECIALIST	22	1,335.84 - 2,026.24	34,731.84 - 52,682.24	EX	
03309	PARENT INVOLVEMENT SPECIALIST	18	14.829 - 22.503	30,844.32 - 46,806.24	NE	
03310	CHILD DEVELOPMENT ASSOCIATE I	13	12.790 - 19.402	26,603.20 - 40,356.16	NE	CWA
03311	NUTRITION SERVICES SPECIALIST	20	15.733 - 23.874	32,724.64 - 49,657.92	NE	
03312	HEAD START FIELD OPERATIONS SUPERVISOR	34	1,904.48 - 2,888.88	49,516.48 - 75,110.88	EX	
03313	CHILD DEVELOPMENT ASSOCIATE II	17	14.398 - 21.847	29,947.84 - 45,441.76	NE	
03315	SCHOOL BUS RIDER/FOOD SERVICE AIDE	09	11.370 - 17.245	23,649.60 - 35,869.60	NE	CWA
03319	FAMILY SERVICES SPECIALIST I	18	14.829 - 22.503	30,844.32 - 46,806.24	NE	
03320	FAMILY SERVICES SPECIALIST II	22	1,335.84 - 2,026.24	34,731.84 - 52,682.24	EX	
03321	HEALTH SERVICES SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03322	EARLY CHILDHOOD DEVELOPMENT SERVICES SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03323	PROGRAM PLANNER	29	1,643.04 - 2,492.00	42,719.04 - 64,792.00	EX	
03324	CURRICULUM SPECIALIST	24	1,417.28 - 2,149.68	36,849.28 - 55,891.68	EX	
03325	NUTRITION COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03327	DISABILITY SERVICES COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03328	TRAINING & RESOURCE INCLUSION SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03329	DIRECTOR HEAD START	E03	3,140.56 - 5,251.28	81,654.56 - 136,533.28	EX	
03330	ASSISTANT DIRECTOR HEAD START	44	2,559.92 - 3,882.64	66,557.92 - 100,948.64	EX	



PALM BEACH COUNTY PAY PLAN

SPEC #	JOB CLASSIFICATION TABLE	PAY GR	HOURLY OR B/W PAY RANGE	ANNUAL PAY RANGE	O/T	B/U
03331	TRAINING & TECHNICAL ASSISTANCE COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03332	DELEGATE AGENCY COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03334	EARLY HEAD START SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03335	MENTAL HEALTH COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03336	HEALTH SERVICES COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03337	EARLY HEAD START FAMILY SERVICES COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03338	DISABILITY SERVICES SPECIALIST	27	1,548.72 - 2,348.64	40,266.72 - 61,064.64	EX	
03339	HEAD START TRAINING SPECIALIST	26	1,503.68 - 2,280.64	39,095.68 - 59,296.64	EX	
03340	EDUCATION COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03341	ERSEA SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03345	HEAD START CENTER MANAGER I	20	1,258.64 - 1,909.92	32,724.64 - 49,657.92	EX	
03346	HEAD START CENTER MANAGER II	26	1,503.68 - 2,280.64	39,095.68 - 59,296.64	EX	
03347	HEAD START CENTER MANAGER III	28	1,595.04 - 2,419.28	41,471.04 - 62,901.28	EX	
03348	FAMILY & PARENT SERVICES SUPERVISOR	32	1,795.44 - 2,723.20	46,681.44 - 70,803.20	EX	
03350	OUTCOMES & QUALITY ASSURANCE SUPERVISOR	34	1,904.48 - 2,888.88	49,516.48 - 75,110.88	EX	
03351	ERSEA COMMUNITY PARTNERSHIP COORDINATOR	30	1,692.32 - 2,566.72	44,000.32 - 66,734.72	EX	
03352	FAMILY SERVICES SPECIALIST III	26	1,503.68 - 2,280.64	39,095.68 - 59,296.64	EX	
	<u>HOUSING & COMMUNITY DEVELOPMENT</u>					
03403	MANAGER HOUSING & REHABILITATION	41	2,342.40 - 3,552.64	60,902.40 - 92,368.64	EX	
03405	REHABILITATION LOAN PROCESSOR	20	1,258.64 - 1,909.92	32,724.64 - 49,657.92	EX	
03406	HOME PROGRAM SPECIALIST	22	1,335.84 - 2,026.24	34,731.84 - 52,682.24	EX	
03408	REHABILITATION COMPLIANCE INSPECTOR	29	1,643.04 - 2,492.00	42,719.04 - 64,792.00	EX	

April 21, 2010

Carmen A. Nicholas, PhD.
Director, Head Start/Early Head Start
3323 Belvedere Road
Bldg. 502
West Palm Beach, FL 33406

Dear Dr. Nicholas,

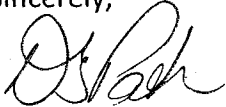
Attached please find the narrative describing how we plan to spend the ARRA/COLA funds for the period July 1, 2010 to September 30, 2010.

**HEAD START ARRA/COLA FUNDING
7/1/2010 – 9/30/2010
PROGRAM/BUDGET NARRATIVE
FLORENCE FULLER CHILD DEVELOPMENT CENTERS, INC.**

The Florence Fuller Child Development Centers, Inc., believe that the high quality of care given to the children in their centers directly relates to the high quality of employees it retains. Therefore, the Florence Fuller Child Development Centers, Inc., will use the Head Start ARRA/COLA funding (\$4,786) to increase the Head Start Staff's (HS allocated portion) base pay by 1.94% for the time period July 1, 2010 to September 30, 2010. This is a permanent increase that will be reflected in our 2010-2011 budget. We will also use the ARRA/COLA funds to cover the subsequent increases in FICA and Workers Compensation due to the increased salaries paid to employees.

Below is a chart of the proposed salary increases and the impact for each employee.

Sincerely,



Douglas Paton

CEO

Board of Directors

Chairman

Thomas Ehrbar II

Vice Presidents

Bernard Finkelstein

Peggy Henry

Sam Hosn

Secretary

Mark Scheer

Treasurer

Mark Tabor

Directors

Kathy Adkins

Grace Backman

Linda Behmoiras

Nancy Brown

Steven Brown

Janet Buchanan

Heidi Burkhimer

Rev. Mary Ellen Cassini

Clifford Durden

Jay Foreman

Karen Foreman

Skeets Friedkin

Teri Hardin

Lynn Hover

Lisa Parks King

Elyssa Kupferberg

Eula Mason-Berry

Holly O'Neill

Ro Rabozzi

Cornelius Riley

Victoria Rixon

Robert J. Robes

Al Travalos

Ann Turnoff

Rhoda Warren

Denise Zimmerman

Sol Zoberman

Chief Executive Officer

Douglas Paton

Executive Director

Lorraine E. Herdeen

Florence Fuller Child Development Centers, Inc. 2009-10 ARRA COLA (July 1, 2010 - September 30, 2010)

Employee	Hourly Rate/Salary	Agency Gross	HS Gross	Annual	Payrolls	WC	FICA
				ARRA Increase			
Andrade (e), Nurys	\$10.90	\$22,672.00	\$17,004.00	\$329.43	\$88.69	\$1.44	\$5.61
Autenrieb (e), Stephen M	\$13.55	\$28,184.00	\$21,138.00	\$409.52	\$110.25	\$1.79	\$8.07
Cruz (e), Noel	\$46,875.25	\$46,875.25	\$32,812.68	\$635.70	\$171.15	\$2.77	\$13.09
Dent (e), Byron	\$54,539.22	\$54,539.22	\$19,088.73	\$369.82	\$99.57	\$1.61	\$7.46
Dent (e), Mary	\$75,802.36	\$75,802.36	\$26,530.83	\$513.99	\$138.38	\$2.24	\$10.06
Dorfman (e), Nayleth	\$13.03	\$27,102.40	\$20,326.80	\$393.80	\$106.02	\$1.72	\$7.76
Etienne (e), Yanick	\$13.03	\$27,102.40	\$20,326.80	\$393.80	\$106.02	\$1.72	\$7.52
Ferguson (e), Sabrina	\$9.50	\$19,760.00	\$14,820.00	\$287.12	\$77.30	\$1.25	\$5.45
Ferrari (e), Adelaida	\$33,767.25	\$33,767.25	\$11,818.54	\$228.97	\$61.64	\$1.00	\$4.00
Flint (e), Margaret	\$14.78	\$30,742.40	\$23,056.80	\$446.69	\$120.26	\$1.95	\$8.72
Giraldo (e), Maria	\$9.04	\$18,803.20	\$14,102.40	\$273.21	\$73.56	\$1.19	\$5.31
Goddard (e), Shuantae	\$10.54	\$21,923.20	\$16,442.40	\$318.55	\$85.76	\$1.39	\$6.23
Gross (e), Shalanda	\$8.70	\$18,096.00	\$13,572.00	\$262.94	\$70.79	\$1.15	\$5.08
Gunn (e), Phyllis	\$41,103.95	\$41,103.95	\$14,386.38	\$278.71	\$75.04	\$1.22	\$5.25
Hennessey (e), Rosaura	\$12.79	\$26,603.20	\$19,952.40	\$386.55	\$104.07	\$1.69	\$7.96
Henry (e), Mary A	\$39,308.15	\$39,308.15	\$13,757.85	\$266.54	\$71.76	\$1.16	\$4.81
Herdeen (e), Lorraine	\$87,518.57	\$87,518.57	\$30,631.50	\$593.44	\$159.77	\$2.59	\$11.77
Hill (e), Nancy W	\$10.01	\$20,820.80	\$15,615.60	\$302.53	\$81.45	\$1.32	\$5.90
Jaskot (e), Brenda	\$22.51	\$46,820.80	\$32,774.56	\$634.96	\$170.95	\$2.77	\$13.08
Jean Louis (e), Myrlande	\$11.08	\$23,046.40	\$17,284.80	\$334.87	\$90.16	\$1.46	\$6.27
Johnson (e), Sheila L	\$13.82	\$28,745.60	\$21,559.20	\$417.68	\$112.45	\$1.82	\$8.30
Lavender (e), Marsha	\$56,278.75	\$56,278.75	\$19,697.56	\$381.61	\$102.74	\$1.66	\$7.70
Lewis (e), Theresa	\$11.59	\$24,107.20	\$18,080.40	\$350.28	\$94.31	\$1.53	\$6.81
Liz (e), Maria M	\$10.60	\$22,048.00	\$16,536.00	\$320.36	\$86.25	\$1.40	\$6.27
Madison (e), Queenesta V	\$11.91	\$24,772.80	\$18,579.60	\$359.95	\$96.91	\$1.57	\$6.91
Marin (e), Amarilis J	\$15.35	\$31,928.00	\$23,946.00	\$463.92	\$124.90	\$2.02	\$9.23
Martinez (e), Lucy	\$9.37	\$19,489.60	\$14,617.20	\$283.19	\$76.24	\$1.24	\$5.39

McMann (e), Leondra O	\$26,291.32	\$26,291.32	\$26,291.32	\$509.35	\$137.13	\$2.22	\$9.72
Mitchell (e), Bertha	\$25.14	\$52,291.20	\$39,218.40	\$759.80	\$204.56	\$3.31	\$15.21
Mosley (e), Larry	\$12.64	\$26,291.20	\$9,201.92	\$178.27	\$48.00	\$0.78	\$3.57
Parker (e), Nicole	\$30,584.53	\$30,584.53	\$15,292.27	\$296.26	\$79.76	\$1.29	\$5.37
Paton (e), Douglas G	\$92,092.50	\$92,092.50	\$32,232.38	\$624.45	\$168.12	\$2.72	\$12.86
Pierreval (e), Brumy	\$9.97	\$20,737.60	\$7,258.16	\$140.62	\$37.86	\$0.61	\$2.90
Remy (e), Anton	\$15.20	\$31,616.00	\$11,065.60	\$214.38	\$57.72	\$0.94	\$4.42
Reyes (e), Laura	\$20,800.00	\$20,800.00	\$7,280.00	\$141.04	\$37.97	\$0.62	\$2.31
Rumbao (e), Diana	\$12.65	\$26,312.00	\$19,734.00	\$382.32	\$102.93	\$1.67	\$7.57
Spivak (e), Carolann	\$33,818.41	\$33,818.41	\$11,836.44	\$229.31	\$61.74	\$1.00	\$4.62
Suarez (e), Myriam	\$15.14	\$31,491.20	\$23,618.40	\$457.57	\$123.19	\$2.00	\$9.12
Sutton (e), Deborah	\$54,882.01	\$54,882.01	\$27,441.01	\$531.63	\$143.13	\$2.32	\$10.61
Taal (e), Haddy	\$15.49	\$32,219.20	\$24,164.40	\$468.15	\$126.04	\$2.04	\$9.64
Vazquez-Fernandez (e), Miosotis	\$28,651.49	\$28,651.49	\$28,651.49	\$555.08	\$149.44	\$2.42	\$11.00
Warner (e), Eneida	\$10.16	\$21,132.80	\$15,849.60	\$307.06	\$82.67	\$1.34	\$5.93
White (e), Tyrah	\$9.72	\$20,217.60	\$15,163.20	\$293.76	\$79.09	\$1.28	\$4.12
			\$842,757.60	\$16,327.15	\$4,395.77	\$71.21	\$319.02

**Young Women's Christian Association of Palm Beach County, FL
BUDGET NARRATIVE**

ARRA COLA AMOUNT - \$2,577.00

Salary amount	\$1,614.06
Benefit amount	
(includes FICA, W/C	
Retirement, Adm Fee)	\$ 265.64
Operating Cost – Utilities	\$ 697.30

The ARRA amount will be used to continue to increase staff salaries. The agency used the rate of 1.84% across the board for all Head Start staff. This increase would assist in bridging the gap to obtain a salary comparable to others in the area with comparable experience and educational levels. The benefit is FICA, Worker's Comp, retirement and administrative cost as required by federal and state law and is applied to the incremental increase in salaries.

Young Women's Christian Association of Palm Beach County, FL
ARRA COLA ANALYSIS
July 2010 - Sept 30, 2010

	Head Start Share of employee Salary before ARRA	ARRA amt PP	1.84% July - Sept 6 pay periods	7.65% FICA	1.65% WORKER'S COMP	5% RETIREMENT	2.68% ADM COST
Aguero, Elina	8,209.00	5.81	34.86	2.67	0.58	1.74	0.93
Bannister, Alexia	17,474.00	12.38	74.28	5.68	1.23	3.71	1.99
Bauer, Stella	4,323.00	3.14	18.84	1.44	0.31	0.94	0.50
Benveniste, Sheryl	22,840.00	16.15	96.9	7.41	1.60	4.85	2.60
Campbell, Roberta	11,376.00	8.04	48.24	3.69	0.80	2.41	1.29
Ciceraro, Bianca	11,711.00	6.23	37.38	2.86	0.62	0.00	1.00
Courtney, Claudette	11,545.00	8.15	48.9	3.74	0.81	2.45	1.31
Eugene, Magali	9,263.00	6.53	39.18	3.00	0.65	0.00	1.05
Gilchrist, Tamara	13,698.00	9.69	58.14	4.45	0.96	2.91	1.56
Grosso, Luisa		7.74	46.44	3.55	0.77	0.00	1.24
Henry, Carol	4,197.00	2.96	17.76	1.36	0.29	0.89	0.48
Henry, Tangelica	25,593.00	18.12	108.72	8.32	1.79	5.44	2.91
Jackson, Ruth	16,672.00	11.81	70.86	5.42	1.17	3.54	1.90
King, Patricia	10,666.00	7.54	45.24	3.46	0.75	2.26	1.21
Koby-Hill, Joyce	8,975.00	6.35	38.1	2.91	0.63	1.91	1.02
Lowery, Linda	20,152.00	14.27	85.62	6.55	1.41	4.28	2.29
McKinney, William	3,460.00	2.46	14.76	1.13	0.24	0.74	0.40
Mercado, Cindy	10,746.00	7.62	45.72	3.50	0.75	0.00	1.23
Millner, Lethara	35,079.00	24.81	148.86	11.39	2.46	7.44	3.99
Munroe, Wanda	11,826.00	8.38	50.28	3.85	0.83	2.51	1.35
Neal, Pamela	9,758.00	6.92	41.52	3.18	0.69	2.08	1.11
Ramos, Dilcia	18,543.00	13.12	78.72	6.02	1.30	3.94	2.11
Reed, Juanita	14,455.00	10.42	62.52	4.78	1.03	3.13	1.68
Turner, Suzanne	13,954.00	10.23	61.38	4.70	1.01	3.07	1.64
Walker, Al Josie	15,719.00	11.12	66.72	5.10	1.10	3.34	1.79
Williams, Janet	22,285.00	15.77	94.62	7.24	1.56	4.73	2.54
Williams-Smith, Carolyn	9,113.00	6.94	41.64	3.19	0.69	2.08	1.12
Wilson, Mary	8,936.00	6.31	37.86	2.90	0.62	1.89	1.01
		269.01	1614.06	\$123.48	\$26.63	\$72.27	\$43.26
Utilities		232.43	697.31				
TOTAL			\$2,577.00				

2009 Head Start COLA Funding Program/Budget Narrative
Hispanic Human Resources Council, Inc

ARRA

The funds that have now become permanent will be used in the following manner.

The ARRA Funds \$8,008.00 will be disbursed to the staff of the agency throughout the period of July 1, 2010 to September 30, 2010

The total increase to HS Staff Salaries will be \$ 6,779.54

The total increase to Fringe Benefits (FICA) will be 518.63.

The balance of the ARRA Funds, \$709.82, will be used to offset the overall increase for worker compensation and employee health insurance (Fringe Benefit section of SF-424A Section B #6b)

These funds "Stimulus" will be listed separately on the employee's paycheck as ARRA.

Please see the attached spreadsheet that outlines the increase and the impact per employees.

Hispanic Human Resources Council, Inc.
ARRA BRIDGE AMOUNT
Program: Head Start

Personnel		Position	6,779.54	Per Pay Period
DATENA, MABEL	GA	Center Directors	170.91	28
MARTINEZ VICTORIA	NP	Center Directors	221.88	37
Totals		Total	392.78	
		FICA	30.05	
			422.83	
ALBA MAYRA	GA	Teacher	67.93	11
ALVAREZ MARIA	GA	Teacher	82.78	14
BERENGUER SONIA	GA	Teacher	86.62	14
CARVAJAL ELECTRA	NP	Teacher	82.78	14
CONCEPCION CONCEPCION	NP	Teacher	102.18	17
GONZALEZ MARLEN	GA	Teacher	82.20	14
GONZALEZ NIURBIS	NP	Teacher	92.85	15
GUILLEN MARIA V	NP	Teacher	95.06	16
OLAREAGA MARIA	NP	Teacher	86.19	14
PEREZ MARTHA	GA	Teacher	72.58	12
SANTOS, MARIA	GA	Teacher	81.11	14
THOMAS MARGARETTE	NP	Teacher	90.44	15
ULLOA MAGALY	GA	Teacher	68.09	11
VALDES MARIA	GA	Teacher	78.71	13
		Total	1,169.51	
		FICA	89.47	
			1,258.98	
ACUNA VERONICA	GA	Teacher's Aide	66.15	11
BLANCO OSLEIDYS	GA	Teacher's Aide	55.14	9
BRITO, EDYS	NP	Teacher's Aide	67.90	11
CASAS, ISABEL	NP	Teacher's Aide	66.98	11
CASTELEIRO JUANA	GA	Teacher's Aide	69.09	12
CASTELLANOS ESPERANZA	NP	Teacher's Aide	73.17	12
COLLADO YURIDUNIA	NP	Teacher's Aide	67.99	11
DeArmas, Ivetz	GA	Teacher's Aide	67.90	11
FERNANDEZ BETSY	GA	Teacher's Aide	57.85	10
FERNANDEZ MARIA	GA	Teacher's Aide	69.66	12
FIGUEROA SERAFINA	GA	Teacher's Aide	58.47	10
GONZALEZ, ADOLFINA	NP	Teacher's Aide	79.63	13
HERNANDEZ MARLEN	NP	Teacher's Aide	67.62	11
JEAN PAUL MARIE	GA	Teacher's Aide	76.23	13
LOPEZ MIRELLA	NP	Teacher's Aide	70.03	12
MACHADO, KATIA	NP	Teacher's Aide	67.90	11
MANZANET LESKY	GA	Teacher's Aide	55.14	9
MARTINEZ, MARIELA	NP	Teacher's Aide	67.90	11
MENA MARIA	GA	Teacher's Aide	69.40	12

Hispanic Human Resources Council, Inc.
ARRA BRIDGE AMOUNT
Program: Head Start

Personnel		Position	6,779.54	Per Pay Period
MESA, MAYDA	NP	Teacher's Aide	67.99	11
MOREL DORIS	GA	Teacher's Aide	55.14	9
NEYRA MARIA	NP	Teacher's Aide	74.00	12
NUNEZ, ANA	GA	Teacher's Aide	56.22	9
REY SORAIDA	NP	Teacher's Aide	75.02	13
REYES YAMILET	NP	Teacher's Aide	78.80	13
RODRIGUEZ ZAHILY	GA	Teacher's Aide	82.78	14
RODRIGUEZ, MAYELIN	NP	Teacher's Aide	67.99	11
TALavera BLANCA	GA	Teacher's Aide	65.14	11
TEJEDA TANIA	NP	Teacher's Aide	67.99	11
TORRES NOEMI	GA	Teacher's Aide	65.68	11
Total			2,030.91	
FICA			155.36	
			<u>2,186.27</u>	
AGUIRRE ARNALDO	NP	Maintenance Personnel	76.96	13
ALONSO MARIA	GA	Other Personnel	66.43	11
ARIAS, RANGEL	GA	Other Personnel	103.25	17
CASILLA LOIDA	Admin	Family / Mental Health	226.15	38
GARCIA CARIDAD	GA	Other Personnel	64.88	11
HERNANDEZ INES	GA	Other Personnel	61.18	10
HERRERA ERNESTO	GA	Other Personnel	78.65	13
JORGE IDANIA	GA	Family / Mental Health	105.87	18
MARTINEZ MORALES LISSETTE	Admin	Disability	226.15	38
MARTINEZ TANIA+	NP	Other Child Ser.	75.02	13
MARTINEZ-SANGER, TANIA	Admin	Disability	119.17	20
MELLADO MANUEL	GA	Maintenance Personnel	62.11	10
MENA ROBERTO	NP	Maintenance Personnel	93.77	16
MONTANEZ NILSA	GA	Family / Mental Health	135.80	23
NOY, YOLANDA	GA	Other Child Ser.	56.22	9
OLAVAMA NOELIA	GA	Family / Mental Health	54.06	9
PEDRAZA JOSE	NP	Maintenance Personnel	66.35	11
RODRIGUEZ MARIGDALIA	Admin	Family / Mental Health	115.11	19
SIERRA ENILDA	NP	Other Child Ser.	67.62	11
TOLEDO MARIBEL	NP	Other Child Ser.	112.52	19
Total			1,967.27	
FICA			150.50	
			<u>2,117.77</u>	
COLLADA ALINA	NP	Asst Center Director	127.97	21
NAMZOFF, JANET	Admin	Educations Cord	94.83	16
PIERMAN, JUDY	NP	Educations Cord/HS Cord	288.79	48
SANDERS ROCHELLE	Admin	Educations Cord	120.38	20
Total			631.96	
FICA			48.35	
			<u>680.31</u>	

Hispanic Human Resources Council, Inc.
ARRA BRIDGE AMOUNT
Program: Head Start

Personnel		Position	6,779.54	Per Pay Period
REYES, MIGUEL	Admin	Chief Financial Officer	185.63	31
AVELLANA JORGE	Admin	Executive Director	287.62	48
PEREZ CONCEPCION	Admin	Fiscal Personnel	113.85	19
Total			587.10	
FICA			44.91	
			632.02	
			6,779.54	83.168%
			518.63	7.650%
			709.82	9.182%
			8,008.00	100.000%