

## Salary and Benefits for CACFP Program Year (PY) 2018

**NEW – regarding evaluation of requested total compensation (Salaries and Benefits) to be paid utilizing CACFP Funds:** Effective October 1, 2017, TDA will utilize the following ranges (reference CACFP Taxable Program Income Protocol) for Contract Entities Taxable Program Income to determine if requested total compensation (salaries and benefits) are reasonable and allowable to ensure compliance with FNS Instruction 796-2 REV. 4 (VIII I 23 Labor Costs):

Dallas-Fort Worth-Arlington MSA					San Antonio-New Braunfels MSA				
Category	OCC code	Min	Median	Max	Category	OCC code	Min	Median	Max
Executive Staff	11-3031	\$ 55,833.25	\$ 101,515.00	\$ 161,134.92	Executive Staff	11-3031	\$ 55,771.10	\$ 101,402.00	\$ 160,955.56
Managers	11-3011	\$ 42,382.45	\$ 77,059.00	\$ 122,315.87	Managers	11-3011	\$ 34,850.20	\$ 63,364.00	\$ 100,577.78
Compliance	13-1041	\$ 27,680.40	\$ 50,328.00	\$ 79,885.71	Compliance	13-1041	\$ 28,365.70	\$ 51,574.00	\$ 81,863.49
Finance	13-2011	\$ 32,083.15	\$ 58,333.00	\$ 92,592.06	Finance	13-2011	\$ 30,160.35	\$ 54,837.00	\$ 87,042.86
General Office	43-9061	\$ 17,111.60	\$ 31,112.00	\$ 49,384.13	General Office	43-9061	\$ 16,770.60	\$ 30,492.00	\$ 48,400.00
Staff	35-0000	\$ 15,080.00	\$ 21,774.00	\$ 34,561.90	Staff	35-0000	\$ 15,080.00	\$ 22,656.00	\$ 35,961.90

  

Houston-The Woodlands-Sugar Land MSA					State median				
Category	OCC code	Min	Median	Max	Category	OCC code	Min	Median	Max
Executive Staff	11-3031	\$ 53,821.90	\$ 97,858.00	\$ 155,330.16	Executive Staff	11-3031	\$ 50,950.35	\$ 92,637.00	\$ 147,042.86
Managers	11-3011	\$ 43,464.30	\$ 79,026.00	\$ 125,438.10	Managers	11-3011	\$ 39,499.35	\$ 71,817.00	\$ 113,995.24
Compliance	13-1041	\$ 28,365.70	\$ 51,574.00	\$ 81,863.49	Compliance	13-1041	\$ 28,365.70	\$ 51,574.00	\$ 81,863.49
Finance	13-2011	\$ 31,764.15	\$ 57,753.00	\$ 91,671.43	Finance	13-2011	\$ 30,422.15	\$ 55,313.00	\$ 87,798.41
General Office	43-9061	\$ 17,291.45	\$ 31,439.00	\$ 49,903.17	General Office	43-9061	\$ 16,178.80	\$ 29,416.00	\$ 46,692.06
Staff	35-0000	\$ 15,080.00	\$ 21,402.00	\$ 33,971.43	Staff	35-0000	\$ 15,080.00	\$ 20,084.00	\$ 31,879.37

PES will compare the requested total compensation packet submitted by the CE to the information available for similar employment positions as noted in the chart above.

- If the proposed total compensation is less than or equal to the ranges noted in the chart above PES will proceed with the review of the proposed budget for possible approval.
- If the requested total compensation exceeds the ranges noted above PES will return the application packet for corrections via TXUNPS so the CE can adjust the requested salary and/or benefits range(s) to fit within the reasonable range(s) as appropriate. CE compensation requests will be denied if PES determines that the CE is unwilling to modify the requested total compensation after the CE has been given the opportunity to bring the compensation within an approvable range.

The Compensation Tool is a resource provided to CE's to aid in the determination of total compensation per position. Guidance on how to use the Compensation tool is also available.

CE's do not need to submit the Compensation Tool to TDA, instead CE's should use the data from the Compensation Tool to ensure Salaries and Benefits are within the reasonable range(s) as appropriate.

Salaries and Benefits are only approved via the Budget Detail in TX-UNPS. The Compensation Tool does not imply approval of salaries and benefits.

### **IMPORTANT MESSAGE FOR RENEWING CEs:**

All CEs with prior approved compensation that exceeds the reasonable range(s) will be granted a grace period until the beginning of Program Year (PY) 2019 (i.e. October 1, 2018) to lower their compensation to the appropriate reasonable ranges). *Failure to bring all previously approved compensation within the reasonable range(s) by October 1, 2018 will result in the denial of the previously approved compensation amounts (i.e. the budget, which may result in the denial of the application for renewal/revocation of approval of the application for renewal for PY 2019).*