# **City and County of San Francisco**

# **Human Services Agency**



Department of Human Services
Department of Disability and Aging Services
Office of Early Care and Education

Trent Rhorer, Executive Director

#### **MEMORANDUM**

TO: DISABILITY AND AGING SERVICES COMMISSION

**THROUGH:** SHIREEN MCSPADDEN, EXECUTIVE DIRECTOR

**FROM:** CINDY KAUFFMAN, DEPUTY DIRECTOR

ESPERANZA ZAPIEN, ACTING DIRECTOR OF CONTRACTS

**DATE:** NOVEMBER 4, 2020

**SUBJECT: NEW GRANTS:** MULTIPLE GRANTEES FOR NUTRITION

SERVICES FOR OLDER ADULTS AND ADULTS WITH

DISABILITIES (see table below)

**GRANT TERM:** 11/01/2020 – 06/30/2021

**GRANT AMOUNT:** See table below

Funding source:	<u>County</u>	<u>State</u>	<u>Federal</u>	Contingency	<u>Total</u>
Funding:	\$6,256,879	\$1,102,574	\$5,479,405	\$1,283,873	\$14,122,731
Percentage:	49%	8%	43%		100%

The Department of Disability and Aging Services (DAS) requests authorization to enter into new grant agreements with multiple providers for the provision of nutrition services to older adults and adults with disabilities in a combined amount of \$12,838,858. The term of the grants/contracts will be from November 1, 2020 to June 30, 2021. The total of the new grant amounts plus a 10% contingency will not exceed \$14,122,731. The funding amounts are detailed in the tables below (pages 3-7).

# **Background**

Nutrition is one of the major determinants of successful aging. Food is not only critical to one's physiological well-being but also contributes to social, cultural, and psychological quality of life. Title III of the Older Americans Act authorizes the provision of Elderly Nutrition Programs (ENP). ENP assists older adults in gaining access to nutrition, and other disease prevention and health promotion services. DAS Office of Community Partnerships (OCP), through multiple community affiliations, provides Elderly Nutrition Programs throughout the City and through many of the same community partnerships offers nutrition programming to adults with

disabilities. Nutrition programming for older adults and adults with disabilities promote general health and well-being by reducing hunger, food insecurity, and malnutrition. Nutrition programs provide access to coordinated food and nutrition services that are essential in maintaining independence, functional ability, disease management, and quality of life. They also aim to foster socialization and offer participants the opportunity to create informal support networks. Nutrition services for older adults and adults with disabilities include congregate and home delivered meal programs.

# Services to be provided

Grantees will provide congregate, modified congregate, and/or a home delivered meal program. Each of the programs will offer nutritious meals, nutrition education, and nutrition risk screening. The meals provided by the grantees will meet nutritional standards by incorporating the Dietary Guidelines for Americans and provide a minimum of one-third of the Dietary Reference Intakes (DRIs). The meals will be prepared in accordance with nutrition and food service standards set forth by California Retail Food Code (CRFC), Title 22 Regulations, California Department of Aging, and DAS OCP. Grantees may also provide nutrition compliance, nutrition counseling, and home delivered meal assessments.

Congregate Meal Program and Modified Congregate Meal Program: Congregate and
modified congregate meal programs provide meals meeting nutritional standards and may
include breakfast, lunch, or dinner meals. Both types of congregate programs include
nutrition education and nutrition risk screening and give participants the opportunity to
contribute to the meal cost.

A congregate meal program delivers nutrition services in a group setting providing opportunities for participants to socialize with one another. A modified congregate meal program offers meals to go instead of in a group setting.

DAS OCP with guidance from federal, state, and local agencies established a modified congregate meal program due to the current Coronavirus pandemic (COVID-19). The modified congregate meal program reduces the risk of community spread of COVID-19 and minimizes older adults and adults with disabilities exposure to the virus by providing meals to go.

- Home-Delivered Meal Program: A nutrition program that delivers meals meeting nutritional standards to eligible individuals living in the City and County of San Francisco. The program requires an initial home delivered meal assessment, an annual comprehensive assessment, and quarterly re-assessment of the participant. The quantity of meals delivered to each individual per week depends on their unique needs as determined by the assessments. The program also includes nutrition education and nutrition risk screening and gives participants the opportunity to contribute to the meal cost.
- Nutrition Compliance and Quality Assurance (NCQA): NCQA is a requirement of congregate, congregate modified and home delivered meal programs. NCQA includes quarterly monitoring of a grantee's food service production and meal service to ensure state

and local food safety and sanitation requirements. NCQA also includes nutrition education, in-service training, home delivered meal assessments, and nutrition counseling.

A grantee may meet the NCQA requirements by providing them and identifying them in a NCQA budget, through an independent nutritionist contractor, and/or through another DAS OCP nutrition partner with a grant agreement to provide NCQA services.

- **Citywide Nutrition Counseling and Education:** The provision of nutrition counseling services and nutrition education by a registered dietitian (RD) to consumers enrolled in a congregate, congregate modified and/or home delivered meal program who are determined to be at nutritional risk.
- Emergency Home-Delivered Meal Program: A nutrition program that delivers meals to eligible consumers living in the City and County of San Francisco who have an urgent or temporary need for nutrition support in the community. The emergency home-delivered meal program provides meals meeting nutritional standards to consumers within two to five days of a request and the provision of meals does not exceed sixty days.

#### **Grant amount**

#### • Congregate Meal Program and Modified Congregate Meal Program for Older Adults

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Centro Latino de San Francisco Inc.	\$599,379	\$59,937	\$659,316
Episcopal Community Services of San Francisco Inc.	\$155,651	\$15,565	\$171,216
Glide Foundation	\$141,203	\$14,120	\$155,323
Kimochi Inc.	\$530,073	\$53,007	\$583,080
On Lok Day Services	\$295,590	\$29,559	\$325,149
Self Help for the Elderly	\$1,433,764	\$143,376	\$1,577,140
Self Help for the Elderly-Champs	\$181,200	\$18,120	\$199,320
Total	\$3,336,860	\$333,684	\$3,670,544

# • Nutrition Compliance and Quality Assurance (NCQA) for Congregate Meal Program and Modified Congregate Meal Program for Older Adults

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Candice Tang	\$13,000	\$1,300	\$14,300
Glide Foundation	\$5,785	\$578	\$6,363
Kimochi Inc.	\$4,522	\$452	\$4,974
On Lok Day Services	\$11,873	\$1,187	\$13,060
Self Help for the Elderly	\$35,780	\$3,578	\$39,358
Total	\$70,960	\$7,095	\$78,055

# • Congregate Meal Program and Modified Congregate Meal Program for Adults with Disabilities

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Centro Latino de San Francisco Inc.	\$183,352	\$18,335	\$201,687
Episcopal Community Services of San Francisco Inc.	\$22,704	\$2,270	\$24,974
Glide Foundation	\$38,670	\$3,867	\$42,537
Self Help for the Elderly	\$10,488	\$1,048	\$11,536
Total	\$255,214	\$25,520	\$280,734

# • Home-Delivered Meal Program for Older Adults

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Centro Latino de San Francisco Inc.	\$200,146	\$20,014	\$220,160
Jewish Family and Children's Services	\$53,723	\$5,372	\$59,095
Kimochi Inc.	\$221,720	\$22,172	\$243,892

Meals on Wheels	\$4,681,299	\$468,129	\$5,149,428
On Lok Day Services	\$759,662	\$75,966	\$835,628
Self Help for the Elderly	\$714,400	\$71,440	\$785,840
Total	\$6,630,950	\$663,093	\$7,294,043

# Nutrition Compliance and Quality Assurance (NCQA) for Home-Delivered Meal Program for Older Adults

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Candice Tang	\$13,100	\$1,310	\$14,410
Centro Latino de San Francisco Inc.	\$19,584	\$1,958	\$21,542
Jewish Family And Children's Services	\$9,003	\$900	\$9,903
Kimochi Inc.	\$39,799	\$3,979	\$43,778
Meals on Wheels	\$628,155	\$62,815	\$690,971
On Lok Day Services	\$106,398	\$10,639	\$117,037
Self Help for the Elderly	\$104,089	\$10,408	\$114,497
Total	\$920,129	\$92,009	\$1,012,138

# • Home-Delivered Meal Program for Adults with Disabilities

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Meals on Wheels	\$918,084	\$91,808	\$1,009,892
Self Help for the Elderly	\$234,670	\$23,467	\$258,137
Total	\$1,152,754	\$115,275	\$1,268,029

# • Citywide Nutrition Counseling and Education

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Leah's Pantry- Congregate	\$65,414	\$6,541	\$71,955
Leah's Pantry- Home Delivered Meal	\$13,030	\$1,303	\$14,333
Total	\$78,444	\$7,844	\$86,288

# • Emergency Home-Delivered Meal Program

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Meals on Wheels	\$154,379	\$15,437	\$169,816
Total	\$154,379	\$15,437	\$169,816

# • Home-Delivered Meals for Adults with Disabilities Assessment

Agency	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Institute on Aging	\$239,168	\$23,916	\$263,084
Total	\$239,168	\$23,916	\$263,084

# **Grand Total**

Program	11/01/20 – 06/30/21 grant amount	10% contingency	Not-To-Exceed
Citywide Nutrition Counseling and Education	\$78,444	\$7,844	\$86,288
Congregate Meal Program and Modified Congregate Meal Program for Adults with Disabilities	\$255,214	\$25,520	\$280,734
Congregate Meal Program and Modified Congregate Meal Program for Older Adults	\$3,336,860	\$333,684	\$3,670,544
Emergency Home-Delivered Meal Program	\$154,379	\$15,437	\$169,816
Home-Delivered Meal Program for Adults with Disabilities	\$1,152,754	\$115,275	\$1,268,029

Home-Delivered Meal Program for Older Adults	\$6,630,950	\$663,093	\$7,294,043
Home-Delivered Meals for Adults with Disabilities Assessment	\$239,168	\$23,916	\$263,084
Nutrition Compliance and Quality Assurance (NCQA) for Congregate Meal Program and Modified Congregate Meal Program for Older Adults	\$70,960	\$7,095	\$78,055
Nutrition Compliance and Quality Assurance (NCQA) for Home-Delivered Meal Program for Older Adults	\$920,129	\$92,009	\$1,012,138
Total	\$12,838,858	\$1,283,873	\$14,122,731

# **Selection**

Grantees were selected through RFP #715 issued in January 2017.

# **Funding**

These grants will be funded through a combination of Federal, State, and County funds.

#### **ATTACHMENTS**

# • Congregate Meal Program and Modified Congregate Meal Program

#### Centro Latino de San Francisco Inc.

Appendix A – Services to be Provided

Appendix B – Budget

#### Episcopal Community Services of San Francisco Inc.

Appendix A – Services to be Provided

Appendix B – Budget

#### **Glide Foundation**

Appendix A – Services to be Provided

Appendix B – Budget

#### Kimochi Inc.

Appendix A – Services to be Provided

#### On Lok Day Services

Appendix A – Services to be Provided

Appendix B – Budget

#### Self Help for the Elderly

Appendix A – Services to be Provided

Appendix B – Budget

Appendix B1 – Champs Budget

# • Nutrition Compliance and Quality Assurance (NCQA) for Congregate Meal Program and Modified Congregate Meal Program for Older Adults

#### **Candice Tang**

Appendix B – Budget

#### Glide Foundation

Appendix B – Budget

#### Kimochi Inc.

Appendix B – Budget

#### On Lok Day Services

Appendix B – Budget

#### Self Help for the Elderly

Appendix B – Budget

#### Congregate Meal Program and Modified Congregate Meal Program for Adults with Disabilities

#### Centro Latino de San Francisco Inc.

Appendix A – Services to be Provided

Appendix B – Budget

#### Episcopal Community Services of San Francisco Inc.

Appendix A – Services to be Provided

Appendix B – Budget

#### Glide Foundation

Appendix A – Services to be Provided

Appendix B – Budget

#### Self Help for the Elderly

Appendix A – Services to be Provided

Appendix B – Budget

#### Home-Delivered Meal Program for Older Adults

#### Centro Latino de San Francisco Inc.

Appendix A – Services to be Provided

#### Jewish Family and Children's Services

Appendix A – Services to be Provided

Appendix B – Budget

#### Kimochi Inc.

Appendix A – Services to be Provided

Appendix B – Budget

#### Meals on Wheels

Appendix A – Services to be Provided

Appendix B – Budget

#### On Lok Day Services

Appendix A – Services to be Provided

Appendix B – Budget

#### Self Help for the Elderly

Appendix A – Services to be Provided

Appendix B – Budget

# • Nutrition Compliance and Quality Assurance (NCQA) for Home-Delivered Meal Program for Older Adults

#### **Candice Tang**

Appendix B – Budget

# Centro Latino de San Francisco Inc.

Appendix B – Budget

#### Jewish Family And Children's Services

Appendix B – Budget

#### Kimochi Inc.

Appendix B – Budget

#### Meals on Wheels

Appendix B – Budget

#### On Lok Day Services

Appendix B – Budget

#### Self Help for the Elderly

Appendix B – Budget

#### Home-Delivered Meal Program for Adults with Disabilities

#### Meals on Wheels

Appendix A – Services to be Provided

Appendix B – Budget

#### Self Help for the Elderly

Appendix A – Services to be Provided

# • Citywide Nutrition Counseling and Education

#### Leah's Pantry

Appendix A – Services to be Provided

Appendix B – Budget, Congregate

Appendix B1 – Budget, Home Delivered Meal

#### • Emergency Home-Delivered Meal Program

#### Meals on Wheels

Appendix A – Services to be Provided

Appendix B – Budget

#### • Home-Delivered Meal for Older Adults Assessment

#### Institute on Aging

Appendix A – Services to be Provided

## Appendix A– Services to be Provided Meals on Wheels of San Francisco Home-Delivered Nutrition Program for Adults with Disabilities

November 1, 2020 - June 30, 2021

#### I. Purpose

The purpose of this grant is to provide a home-delivered nutrition program for adults with disabilities living in the City and County of San Francisco. A home-delivered nutrition program includes the provision of meals meeting nutritional standards, nutrition education, and nutrition risk screening. The program also aims to reduce social isolation and help adults with disabilities remain independent and in their communities by promoting better health through nutrition and serving as an access point for other home and community-based services.

#### **II.** Definitions

Grantee	Meals on Wheels of San Francisco
Adult with a Disability	A person 18-59 years of age living with a disability.
Annual Comprehensive Assessment	An assessment completed by the grantee or another agency designated by DAS at least once per year that evaluates the need for continued service. The grantee or designated agency conducts the assessment in the home of a consumer and documents the information obtained through the assessment in CA-GetCare. The assessment includes functional ability questions, a nutrition risk screening, food security screening, and a well-being and social isolation screening.
CA-GetCare	A web-based application that provides specific functionalities for contracted agencies to use to perform consumer intake/assessment/enrollment, record service units, run reports, etc.
CARBON	Contracts Administration, Reporting, and Billing On-line System.
CDA	California Department of Aging.
CRFC	California Retail Food Code establishes uniform health and sanitation standards for retail food facilities for regulation by the State Department of Public Health, and requires local health agencies to enforce these provisions.
DAS	Department of Disability and Aging Services.

DETERMINE Your Nutritional Health Checklist / DETERMINE Checklist	A screening tool published by the Nutrition Screening Initiative used to identify individuals at nutritional risk. A consumer with a score of six or higher on the DETERMINE Checklist is considered at high nutritional risk.
Dietary Guidelines for Americans (DGA)	Evidence-based food and beverage recommendations for Americans ages 2 and older that aim to promote health, prevent chronic disease, and help people reach and maintain a healthy weight. Published jointly every 5 years by the U.S. Department of Health and Human Services (HHS) and the U.S. Department of Agriculture (USDA). <a href="https://health.gov/dietaryguidelines/">https://health.gov/dietaryguidelines/</a>
Dietary Reference Intakes (DRI)	Nutrient reference values published by the Institute of Medicine (IOM) that represent the most current scientific knowledge on nutrient needs of healthy populations. <a href="https://www.nal.usda.gov/fnic/dietary-reference-intakes">https://www.nal.usda.gov/fnic/dietary-reference-intakes</a>
Disability	Mental, cognitive and/or physical impairments, including hearing and visual impairments, that result in substantial functional limitations in one (1) or more of the following areas of major life activity: self-care, receptive and expressive language, learning, mobility, and self-direction, capacity for independent living, economic self-sufficiency, cognitive functioning, and emotional adjustment.
Frail	An individual determined to be functionally impaired in one or both of the following areas: (a) unable to perform two or more activities of daily living (such as bathing, toileting, dressing, eating, and transferring) without substantial human assistance, including verbal reminding, physical cueing or supervision; (b) due to a cognitive or other mental impairment, requires substantial supervision because the individual behaves in a manner that poses a serious health or safety hazard to the individuals or others.
НАССР	Hazard Analysis of Critical Control Points. A prevention-based food safety system focusing on time and temperature control at different crucial food service system points, monitoring and documenting practices, and taking corrective actions when failure to meet critical limits is detected.

Home- Delivered Meals (HDM)	Meals that are delivered to consumers and adhere to the current Dietary Guidelines for Americans (DGA), provide a minimum of one-third of the Dietary Reference Intakes (DRIs), meet state and local food safety and sanitation requirements, and are appealing. The procurement, preparation, service, and delivery of meals are included as part of the meal provision by the grantee.
Home- Delivered Nutrition Program	A program that provides nutrition services to adults with disabilities living in the City and County of San Francisco who are unable to leave their home because of an illness or disability, or are otherwise isolated, lack a support network, and have no safe, healthy alternative for meals. Services include, but are not limited to, nutrition education and nutrition risk screening, and nutritious meals delivered to the consumers' home. This program requires an initial assessment, an annual comprehensive assessment, and quarterly reassessment of the consumer. The program gives all participants the opportunity to contribute to the meal cost.
Initial Assessment	A comprehensive assessment conducted by the grantee or another agency designated by DAS in the consumer's home to determine their eligibility for program enrollment within two (2) weeks of starting meal service. The grantee or designated agency documents the information obtained through the assessment in CA-GetCare. The assessment includes functional ability questions, a nutrition risk screening, food security screening, and a well-being and social isolation screening.
LGBTQ+	An acronym/term used to refer to persons who self-identify as non-heterosexual and/or whose gender identity does not correspond to their birth sex. This includes, but is not limited to, lesbian, gay, bisexual, transgender, genderqueer, and gender non-binary.
Low-Income	Having income at or below 100% of the federal poverty line as defined by the federal Bureau of the Census and published annually by the U.S. Department of Health and Human Services. Eligibility for program enrollment and participation is not means tested. Consumers self-report income status.

Menu Analysis	An evaluation conducted by a registered dietitian (RD) that includes a nutrient analysis of the meals offered through the nutrition program. The purpose of the nutrient analysis is to determine if daily meals and weekly menus comply with the regulatory nutritional standards. At a minimum, the analysis will include calories, protein, fat, saturated fat, fiber, calcium, magnesium, sodium, vitamin A, vitamin C, vitamin D, and vitamin B12. When utilizing a computerized menu analysis, the grantee will analyze meals on a weekly basis for a minimum of two (2) weeks. Meals shall meet no less than one-third of the DRI for all calculated nutrients daily, or as specified in the OCP policy memorandum.
Menu Requirements	Meals provided through HDM program shall comply with the current Dietary Guidelines for Americans (DGA) and provide to each participant following: (a) A minimum of one-third of the Dietary Reference Intakes (DRIs) as established by the Food and Nutrition Board, Institute of Medicine, National Academy of Sciences, if the grantee provides one meal per day; (b) At least two-thirds of the DRIs for the provision of 2 meals per day; (c) At least 100% of the DRIs if the grantee provides 3 meals per day; and (d) Fractions of meals or snacks may not be counted even when such snacks cumulatively equal one-third of the DRIs
Minority	An ethnic person of color who is any of the following:  a) Black – a person having origins in any of the Black racial groups of Africa, b) Hispanic – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese culture or origin regardless of race, c) Asian/Pacific Islander – a person whose origins are from India, Pakistan or Bangladesh, Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, or the United States Territories of the Pacific including the Northern Marianas, d) American Indian/Alaskan Native – an American Indian, Eskimo, Aleut, or Native Hawaiian. Source: California Code of Regulation Sec. 7130.
Modified Diet	A menu approved by a Registered Dietitian (RD) that meets the current DGA and adjusts the typical home delivered meal components to control the intake of certain foods, food textures, and/or nutrients to meet the dietary needs of individuals. Examples include, but are not limited to, low sodium diet, diabetic diet, and mechanical soft diets.

Nutrition Counseling	Provision of individualized advice and guidance to consumers who are at nutritional risk because of their health or nutritional history, dietary intake, medications use, or chronic illnesses. A registered dietitian provides the advice and guidance in accordance with Sections 2585 and 2586, Business and Professions Code and offers options and methods for improving nutritional status
Nutrition Education	Informing consumers about current facts and information, which will promote improved food selection, eating habits, nutrition, health promotion, and disease prevention practices. The grantee may use printed material as the sole nutrition education component for home-delivered meal participants. Dietetic students, interns, or technicians may provide nutrition education when a RD has provided input, reviewed, and approved the content of nutrition education. (Title 22 CCR, s 7638.11)I
Nutrition Screening	A screening used to evaluate the nutritional risk status of individuals enrolled in congregate or home-delivered meal programs. The screening utilizes the DETERMINE Checklist and identifies individuals at moderate nutritional risk, at high nutritional risk, and those not at nutritional risk.
OCP	Office of Community Partnerships.
OCM	Office of Contract Management, San Francisco Human Services Agency.
Older Adult	Person who is 60 years or older, used interchangeably with "senior".
Quarterly Reassessment	A reassessment that may conducted by trained HDM program drivers or volunteers in person or by phone to determine a consumer's eligibility for continued services. The grantee must conduct quarterly reassessments in the home of a consumer at least every six (6) months.
Registered Dietitian (RD) Registered Dietitian Nutritionist (RDN)	Registered Dietitian or Registered Dietitian Nutritionist: An individual who shall be both: 1) Qualified as specified in Sections 2585 and 2586, Business and Professions Code, and 2) Registered by the Commission on Dietetic Registration. A Registered Dietitian shall be covered by professional liability insurance either individually (if a consultant) or through grantee.
Senior	Person who is 60 years or older, used interchangeably with "older adult".
SF-HSA	Human Services Agency of the City and County of San Francisco.

SOGI	Sexual Orientation and Gender Identity; <i>Ordinance No. 159-16</i> amended the San Francisco Administrative Code to require City departments and contractors that provide health care and social services to seek to collect and analyze data concerning the sexual orientation and gender identity of the clients they serve ( <i>Chapter 104, Sections 104.1 through 104.9</i> ).
Title 22 Regulations	Refers to Barclay's official California Code of Regulations. Title 22 Social Security, Division 1.8. California Department of Aging. Chapter 4 (1) Title III Programs – program and service provider requirements. Article 5. Title III C- Elderly Nutrition Program.
Unduplicated Consumer (UDC)	An individual who receives home-delivered meals provided by the grantee, and the grantee reflects their participation in CA-GetCare through program enrollment.

#### **III.** Target Population

The target population is adults with disabilities living in the City and County of San Francisco who are unable to leave their home because of an illness or disability, or are otherwise isolated, lack a support network, and have no safe, healthy alternative for meals.

Grantee shall additionally target services to members of one or more of the following groups identified as demonstrating the greatest economic and social need:

- 1. Low income
- 2. Limited or No English Speaking Proficiency
- 3. Minority populations
- 4. Frail
- 5. LGBTQ+

### IV. Eligibility for Services

To participate in the home-delivered nutrition program, an individual must meet all of the following criteria:

- 1. A resident of San Francisco, and
- 2. A person who is an adult with a disability, and
- 3. A person who is unable to leave their home because of an illness or disability, or is otherwise isolated, lacks a support network, and has no safe, healthy alternative for meals.

#### V. Location and Time of Services

The grantee will provide a home-delivered nutrition program in the City and County of San Francisco. The grantee determines the service and delivery times for the home-delivered nutrition program with prior approval from DAS OCP.

#### VI. Description of Services and Program Requirements

- 1. Grantee will develop and maintain nutrition policies and procedures that are in compliance with and meet the nutrition and food service standards set forth by California Retail Food Code (CRFC), Title 22 Regulations, CDA, and DAS OCP. Policies and procedures shall include quarterly reassessment guidelines.
- 2. Grantee will provide a home-delivered nutrition program for adults with disabilities who are eligible for program enrollment. The provision of a home-delivered meal program will include the following:
  - a. Enrollment of the number of consumers and delivery of the number of meals as indicated in Table A below.
  - b. Provision of home-delivered meals that comply with current Dietary Guidelines for Americans (DGA), offer a minimum of one-third of the DRIs if the grantee provides one meal per day. If the grantee provides two meals per day, the meals must contain at least two-thirds of the DRIs. If the grantee provides three meals per day, the meals must contain 100% of the DRIs. The grantee may not count fractions of meals or snacks cumulatively. Each meal must individually meet one-third of the DRIs. Meals offered may be hot, chilled, or frozen, and be regular or modified meals as approved by DAS OCP.
  - c. Quarterly reassessments to determine a consumer's eligibility for continued program enrollment. The grantee shall conduct quarterly reassessments as described in DAS OCP policy memoranda. The grantee must conduct at least one quarterly assessment in the home of the consumer. A trained HDM program driver or volunteer may complete a quarterly reassessment in person or by phone.
  - **d.** Quarterly meetings with the agency designated by DAS OCP to conduct initial and annual assessments for consumers enrolled in the home delivered nutrition program to review services, utilization, and condition change documentation. Grantee must establish a policy and procedure to communicate with the designated assessment agency, as needed, to discuss any issues.
- 3. Grantee will provide participants with a welcome packet and program information as described in DAS OCP policy memoranda. The welcome packet will include at minimum, the following information: a meal delivery schedule, sample menu, written instructions for handling and reheating meals, voluntary contribution policy and collection procedures, directions on how to request a change in meal delivery, grievance policy, and information on how to request assistance, if needed.
- 4. Grantee will provide nutrition education materials to consumers participating in the home-delivered nutrition program on a quarterly basis. The total units of nutrition education will be, at minimum, as shown on the DAS OCP approved site chart. The grantee will report the nutrition service units in CA-GetCare in the month that the grantee provides the nutrition education. One unit of nutrition education is one set of nutrition education material given to each consumer.
- 5. Grantee will ensure that the procurement, preparation, service, and delivery of meals at the central kitchen and/or caterer kitchen and all HDM delivery routes meet state and local food, sanitation, health and safety requirements.

- 6. Grantee will have a qualified manager on staff who conducts the day-to-day management and administrative functions of the nutrition program. The grantee will ensure the manager on staff possess a food safety manager certification and has the required qualifications as described in Title 22 Regulations and DAS OCP policy memoranda.
- 7. Grantee will comply with the City's food service waste reduction ordinance (File #06094), and use reusable, biodegradable, compostable and/or recyclable food service supplies
- 8. Grantee will ensure that a registered dietitian (RD) conducts and documents an onsite HACCP safety and sanitation monitoring of the production kitchen at least once per quarter and a minimum of four times during the fiscal year. HACCP monitoring will include, but is not limited to the review of route monitoring documentation and end-of-route HDM temperature logs.
- 9. Grantee will conduct a route monitoring at least twice per year per route and/or in accordance with DAS OCP policy memorandum. A staff member trained by a food safety manager or a RD may monitor the routes.
- 10. Grantee will take, document, and keep on file an end-of-route meal temperature every other week for each route, or in accordance with DAS OCP policy memorandum. For end-of-route meal temperatures not meeting temperature requirements, temperatures shall be taken and documented once a week until corrected
- 11. Grantee will submit quarterly reports to DAS OCP detailing the results of HACCP safety and sanitation monitoring of the production kitchen and HDM routes.
- 12. Grantee will provide quarterly in-service trainings for nutrition program staff (e.g. food service and delivery workers) as described in DAS OCP policy memoranda. The grantee will also provide additional in-service trainings as needed to address any HACCP monitoring findings and/or to reinforce best food safety and sanitation practices as needed. The grantee will document, schedule, and conduct in-service trainings in a timely manner when there are monitoring findings. A registered dietitian (RD) must review and approve an annual in-service training plan and the training curriculum for nutrition program staff.
- 13. Grantee will submit for review and approval by DAS OCP, at least one month in advance of use, a minimum of a five-week cycle menu with the required corresponding nutrient analysis completed by their RD on staff or consultant RD. The grantee may seek approval to submit a cycle menu with fewer weeks. DAS OCP will review requests for exceptions and approve if appropriate.
- 14. Grantee will ensure that the RD on staff or consultant RD reviews and approves menu substitutions in advance of their use and that staff documents the substitutions made.
- 15. Grantee will ensure the suggested voluntary contribution per meal complies with DAS OCP policy memoranda including an approval by the grantee's board of directors.
- 16. Grantee will administer an annual consumer satisfaction survey using a survey tool approved by DAS-OCP. The grantee will share the survey results with DAS OCP by March 15 each grant year or on a mutually agreed upon date between OCP and the grantee. At minimum, the completed number of surveys shall be a sample size of at least forty percent (40%) of the enrolled unduplicated consumer.

- 17. Grantee will ensure there is a sufficient number of qualified staff, paid and/or volunteer, with the appropriate education, experience, and cultural competency to carry out the requirements of the program and deliver quality services to meet the needs of the consumers.
- 18. Grantee will attend in-service trainings and nutrition meetings coordinated and provided by DAS OCP, and share the information with their staff and volunteers.

#### VII. Service Objectives

1. Grantee will enroll at minimum the number of unduplicated consumers and provide the units of service detailed in Table A below:

	FY 20/21
Number of Unduplicated Consumers (UDC)	560
Number of Meals	177,928

#### VIII. Outcome Objectives

- 1. Consumers feel less worried about getting enough food to meet their needs. Target: 85%.
- 2. Consumers rate the quality of meals they received as excellent or good. Target: 85%.
- 3. Consumers report increased consumption of fruits, vegetables, and/or whole grains. Target: 75%.

Based on a consumer survey and a sample size of at least 40% of the enrolled unduplicated consumer.

# IX. Reporting and Other Requirements

- Grantee will enroll eligible consumers into the program funded through this grant
  agreement by entering the consumer data obtained from consumers using the DAS
  OCP approved home-delivered meal intake form, which includes the annual nutrition
  risk screening, the well-being and social isolation screening, and the food security
  screening into the CA-GetCare database in accordance with DAS OCP policy
  memorandum.
- 2. Grantee will enter into the CA-GetCare Service Unit section all Service Objectives by the 5th working day of the month for the preceding month.
- 3. Grantee will enter monthly reports and metrics into the CARBON database system by the 15th of the following month that includes the following information:
  - Number of unduplicated consumers served
  - Number of meals prepared and served
  - Number nutrition compliance units provided

- 4. Grantee will submit HACCP monitoring reports of the production kitchen and congregate sites to DAS OCP once per quarter. Quarterly Reports due Oct. 15; Jan. 15; April 15; and June 15.
- 5. Grantee will enter the annual outcome objective metrics identified in Section VIII of the Appendix A in the CARBON database by the 15th of the month following the end of the program year.
- 6. Grantee shall issue a Fiscal Closeout Report at the end of the fiscal year. The report is due to SF-HSA no later than July 31 each grant year. Grantee must submit the report in the CARBON system.
- 7. Grantee shall develop and deliver bi-annual summary reports of SOGI data collected in the year as requested by SF-HSA, DAS, and OCP. The due dates for submitting the bi-annual summary reports are July 10 and January 10.
- 8. Grantee shall develop and deliver ad hoc reports as requested by SF-HSA, DAS, and OCP.
- 9. Grantee program staff will complete the California Department of Aging (CDA) Security Awareness Training on an annual basis. The grantee will maintain evidence of staff completion of this training.
- 10. Grantee shall be compliant with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) privacy and security rules to the extent applicable.
- 11. Grantee will develop a grievance policy consistent with DAS OCP policy memorandum.
- 12. Grantee will assure that services delivered are consistent with professional standards for this service.
- 13. Pursuant to California Department of Aging Requirement, Grantor reserves the right to reduce funding available for this contract in the event that actual costs are below funding levels initially budgeted for the delivery of services.
- 14. Through the Older Americans Act Area Plan development process, the City of San Francisco identifies "Focal Points" which are designed to help older adults and adults with disabilities connect to services throughout the City. These Focal Points are:

Designated Community Focal Points					
Name	Address	Phone			
Western Addition Senior Center	1390 1/2 Turk St, San Francisco, 94115	415-921-7805			
Bayview Senior Connections	5600 3rd St, San Francisco, 94124	415-647-5353			
OMI Senior Center (CCCYO)	65 Beverly St, San Francisco, 94132	415-335-5558			
Richmond Senior Center (GGSS)	6221 Geary Blvd, San Francisco, 94121	415-404-2938			
30th Street Senior Center (On Lok)	225 30th St, San Francisco, 94131	415-550-2221			
Openhouse	1800 Market St, San Francisco, 94102	415-347-8509			
SF Senior Center (SFSC)	481 O'Farrell St, San Francisco, 94102	415-202-2983			
Aquatic Park Senior Center (SFSC)	890 Beach St, San Francisco, 94109	415-202-2983			
South Sunset Senior Center (SHE)	2601 40th Ave , San Francisco, 94116	415-566-2845			
Self-Help for the Elderly	601 Jackson St, San Francisco, 94133	415-677-7585			
Geen Mun Activity Center (SHE)	777 Stockton St, San Francisco, 94108	415-438-9804			
Toolworks	25 Kearny St, San Francisco, 94108	415-733-0990			
DAS Benefits and Services Hub	2 Gough St, San Francisco, 94103	415-355-6700			

15. For assistance with reporting and contract requirements, please contact:

Sarah Chan Nutritionist DAS OCP

email: Sarah.Chan@sfgov.org

and

Ella Lee Contract Manager HSA OCM

email: Ella.Lee@sfgov.org

#### X. Monitoring Activities

- 1. Nutrition Program Monitoring: Program monitoring will include review of compliance to specific program standards or requirements; client eligibility and targeted mandates, back up documentation for the units of service and all reporting, and progress of service and outcome objectives; how participant records are collected and maintained; reporting performance including monthly service unit reports on CA-GetCare, maintenance of service unit logs; agency and organization standards, which include current organizational chart, evidence of provision of training to staff regarding the Elder Abuse Reporting; evidence of provision of the California Department of Aging (CDA) Security Awareness training to staff; program operation, which includes a review of a written policies and procedures manual of all OCPfunded programs, written project income policies if applicable, grievance procedure posted in the center/office, and also given to the consumers who are homebound, hours of operation are current according to the site chart; a board of directors list and whether services are provided appropriately according to Sections VI and VII, the log of service units which are based on the hours of scheduled activities; sign-in sheets of consumers who participated in each activity; documentation that shows reported units of service are based on scheduled activities at the site, not activities that are always available at the facility such as cards or pool; translation and social services are based on staff hours.
- 2. <u>Fiscal Compliance and Contract Monitoring:</u> Fiscal monitoring will include review of the Grantee's organizational budget, general ledger, quarterly balance sheet, cost allocation procedures and plan, State and Federal tax forms, audited financial statement, fiscal policy manual, supporting documentation for selected invoices, cash receipts and disbursement journals. The compliance monitoring will include review of the Personnel Manual, Emergency Operations Plan, Compliance with the Americans with Disabilities Act, subcontracts, MOUs, the current board roster and selected board minutes for compliance with the Sunshine Ordinance.

	A	E	F	G
1	Budget		Appendix B, Page 1	
2		Document Da	ate: November 2020	
3		/ DUDGET GUMMAD	v	
5	HUMAN SERVICES AGENCY BY PROG		Y	
6	BI FROG	XAIVI		
7	Name			
8	Meals on Wheels			
9	(Check One) NewX Renewal Mod	ification		
10	If modification, Effective Date of Mod. No. of M	od.		
	Program: Home delivered meals for adults with di	sabilities		
	Budget Reference Page No.(s)	4.4/0.4/0.0		.,
	Program Term  Annual # Meals Contracted	11/01/20 - 06/30/21 177,928	Total 177,928	cost/meal
	DAS Expenditures	177,920	177,920	
17	Salaries & Benefits	\$477,234	\$477,234	\$2.68
18	Operating Expenses	\$378,600	\$378,600	\$2.13
19	Subtotal	\$855,834	\$855,834	\$4.81
20	Indirect Percentage (%)	0.00%	0.00%	
21	Indirect Cost	\$0	\$0	\$0.00
26	Capital Expenditures	\$0	\$0	\$0.00
27	COVID OTO	\$62,250	\$62,250	\$0.35
28	Total DAS Expenditures	\$918,084	\$918,084	\$5.16
29	Non DAS Expanditures			
31	Non DAS Expenditures Salaries & Benefits	\$32,061	\$32,061	\$0.18
32	Operating Expenses	\$243,282	\$243,282	\$1.37
33	Indirect Cost	\$0	\$0	\$0.00
34	Capital/Subcontractor Expenditures	\$0	\$0	\$0.00
35	Total Non DAS Expenditures	\$275,343	\$275,343	\$1.55
36				
37	TOTAL DAS AND NON DAS EXPEDITURES	\$1,193,427	\$1,193,427	\$6.71
38	DAS Boyonyas			
39 40	DAS Revenues  General Fund	\$855,836	\$855,836	\$4.81
41	State Fund	\$0	\$0	\$0.00
42	Federal Fund	\$0	\$0	\$0.00
43	COVID OTO	\$62,250	\$62,250	\$0.35
44		\$0	\$0	\$0.00
45		\$0	\$0	\$0.00
46		\$0	\$0	\$0.00
47		\$0	\$0	\$0.00
48	Total DAS Revenue	\$918,086	\$918,086	\$5.16
	PER MEAL COST, DAS	\$4.81 \$5.16	\$4.81 \$5.16	
50 51	PER MEAL COST with COVID OTO, DAS  Non DAS Revenues	\$5.16	\$5.16	
52	Project Income	\$9,206	\$9,206	\$0.05
53	Agency Cash- Fundraising	\$265,040	\$265,040	\$1.49
54	Agency In-kind Volunteer	\$1,097	\$1,097	\$0.01
55		\$0	\$0	\$0.00
56		\$0	\$0	\$0.00
57	Total Non DAS Revenue	\$275,343	\$275,343	\$1.55
-	PER MEAL COST, Non DAS	\$1.55	\$1.55	
<b>F</b>	TOTAL DAS AND NON DAS REVENUE	\$1,193,429	\$1,193,429	
	PER MEAL COST, Total	\$6.71	\$6.71	
61	Full Time Equivalent (FTF)			
	Full Time Equivalent (FTE) Prepared by:		Date: 10/26/20	
	HSA-CO Review Signature:		Date. 10/20/20	
66	Janes Controlled Gignature.			
	HSA #1		10/26/2020	
	•			

1	Α	С	D	Е	F	I	J
2	Program: Home delivered meals for a						Appendix B, Page 2
3	(Same as Line 11 on HSA #1)					Document Da	ate: November 2020
4							
5			Salaries	& Benefits De	etail		
6 7		Agenc	y Totals	HSA P	rogram	11/01/20 - 06/30/21	 Total
		Annual Full	, rotale	% FTE funded	rogram	11/01/20 00/00/21	1000
	D. O. O. I.	Time Salary for	Total ETE	by HSA	^ diversed FTF		D
9	DAS Salary Drivers (35)	FTE \$39,634	Total FTE 4.81	(Max 100%) 100.00%	Adjusted FTE 4.81	\$190,798	Budget \$190,798
10	Driver Mgr	\$82,601	1.00	10.94%	0.11	\$9,037	\$9,037
11	Sr. Ops Mgr	\$95,000	1.00	9.14%	0.09	\$8,683	\$8,683
12	Wait List Mgr	\$77,134	1.00	9.14%	0.09	\$7,050	\$7,050
13 14	Customer Service Lead Client Starts Lead	\$60,569 \$77,134	1.00 1.00	9.14% 9.14%	0.09 0.09	\$5,536 \$7,050	\$5,536 \$7,050
15	Special Delivery Lead	\$51,002	1.00	9.14%	0.09	\$4,662	\$4,662
16	Safety Board Lead	\$50,000	1.00	9.14%	0.09	\$4,570	\$4,570
17 18	Chief Prog Off SalesForce Administrator	\$140,400 \$100,000	1.00 1.00	9.14% 7.77%	0.09 0.08	\$12,833 \$7,770	\$12,833 \$7,770
19	Chief Gov Off	\$144,427	1.00	6.02%	0.06	\$8,695	\$8,695
20	Fleet & Facilities Dir	\$110,880	1.00	6.02%	0.06	\$6,675	\$6,675
21	Maintenance  Maintenance	\$55,000 \$39,520	1.00 1.00	6.02% 6.02%	0.06 0.06	\$3,311	\$3,311 \$2,370
23	Maintenance	\$39,520	1.00	6.02%	0.06	\$2,379 \$2,379	\$2,379 \$2,379
24	Volunteer Mgr	\$62,946	1.00	11.65%	0.12	\$7,333	\$7,333
25 26	Volunteer Coordinator	\$52,749 \$50,000	1.00 1.00	11.65% 11.65%	0.12	\$6,145 \$5,825	\$6,145 \$5,825
26	Volunteer Coordinator  Volunteer Director	\$50,000	1.00	11.65% 11.65%	0.12 0.12	\$5,825 \$10,899	\$5,825 \$10,899
28	HR Manager	\$80,500	1.00	6.02%	0.06	\$4,846	\$4,846
29	HR Manager	\$81,120	1.00	6.02%	0.06	\$4,883	\$4,883
30	HR Director  Communications Director	\$108,832 \$105,000	1.00 1.00	6.02% 6.02%	0.06 0.06	\$6,552 \$6,321	\$6,552 \$6,321
32	Digital Marketing Manager	\$72,000	1.00	6.02%	0.06	\$4,334	\$4,334
33	CEO	\$205,000	1.00	6.02%	0.06	\$12,341	\$12,341
34 35					0.00 0.00	\$0 \$0	\$0 \$0
36					0.00	\$0	\$0
37					0.00	\$0	\$0
38	Totals	\$2,074,522	28.81	295.51%	6.77	\$350,907	\$350,907
39 40	Fringe Benefits Rate	36.00%	]				
	Employee Fringe Benefits	\$746,828				\$126,327	\$126,327
42							
43	Total DAS Salaries and Benefits	\$2,821,350				\$477,234	\$477,234
44		, , ,				. ,	, ,
45							
46			T - ( - 1 -	1104 5		44/04/00 00/00/04	T - 4 - 1
1			y Totals	HSA P	rogram	11/01/20 - 06/30/21	Total
		Annual Full Time Salary for	y Totals	HSA P % FTE	rogram	11/01/20 - 06/30/21	Total
	Non DAS Salary	Annual Full Time Salary for FTE	Total FTE		Adjusted FTE		Budget
48	Drivers (35)	Annual Full Time Salary for FTE \$39,634	Total FTE 4.81	% FTE	Adjusted FTE 0.00	\$0	Budget \$0
	Drivers (35)	Annual Full Time Salary for FTE	Total FTE	% FTE	Adjusted FTE		Budget \$0 \$0
48 49 50 51	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134	Total FTE 4.81 1.00 1.00 1.00	% FTE	Adjusted FTE 0.00 0.00 0.00 0.00	\$0 \$0 \$0 \$0	Budget \$0 \$0 \$0 \$0
48 49 50 51 52	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569	Total FTE 4.81 1.00 1.00 1.00 1.00	% FTE	Adjusted FTE  0.00  0.00  0.00  0.00  0.00  0.00	\$0 \$0 \$0 \$0 \$0	Budget \$0 \$0 \$0 \$0 \$0
48 49 50 51	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134	Total FTE 4.81 1.00 1.00 1.00	% FTE	Adjusted FTE 0.00 0.00 0.00 0.00	\$0 \$0 \$0 \$0	Budget \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55	Drivers (35)  Driver Mgr  Sr. Ops Mgr  Wait List Mgr  Customer Service Lead  Client Starts Lead  Special Delivery Lead  Safety Board Lead	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE	Adjusted FTE  0.00  0.00  0.00  0.00  0.00  0.00  0.00  0.00  0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55	Drivers (35)  Driver Mgr  Sr. Ops Mgr  Wait List Mgr  Customer Service Lead  Client Starts Lead  Special Delivery Lead  Safety Board Lead	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE	Adjusted FTE  0.00  0.00  0.00  0.00  0.00  0.00  0.00  0.00  0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58	Drivers (35)  Driver Mgr  Sr. Ops Mgr  Wait List Mgr  Customer Service Lead  Client Starts Lead  Special Delivery Lead  Safety Board Lead  Chief Prog Off  SalesForce Administrator  Chief Gov Off  Fleet & Facilities Dir	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%) 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60	Drivers (35)  Driver Mgr  Sr. Ops Mgr  Wait List Mgr  Customer Service Lead  Client Starts Lead  Special Delivery Lead  Safety Board Lead  Chief Prog Off  SalesForce Administrator  Chief Gov Off  Fleet & Facilities Dir  Maintenance	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%) 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940 \$962	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58	Drivers (35)  Driver Mgr  Sr. Ops Mgr  Wait List Mgr  Customer Service Lead  Client Starts Lead  Special Delivery Lead  Safety Board Lead  Chief Prog Off  SalesForce Administrator  Chief Gov Off  Fleet & Facilities Dir	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%) 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Volunteer Mgr	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  1.75%  2.06%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$1,297	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Volunteer Mgr Volunteer Coordinator	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 1.75% 2.06% 2.06%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940 \$962 \$692 \$692 \$1,297 \$1,087	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Volunteer Mgr Volunteer Coordinator	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 1.75% 2.06% 2.06% 2.06%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$1,297 \$1,087 \$1,030	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Volunteer Mgr Volunteer Coordinator	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749	Total FTE  4.81  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 1.75% 2.06% 2.06%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940 \$962 \$692 \$692 \$1,297 \$1,087	Budget \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Director HR Manager HR Manager	Annual Full Time Salary for FTE  \$39,634  \$82,601  \$95,000  \$77,134  \$60,569  \$77,134  \$51,002  \$50,000  \$140,400  \$100,000  \$144,427  \$110,880  \$55,000  \$39,520  \$39,520  \$62,946  \$52,749  \$50,000  \$93,555  \$80,500  \$81,120	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940 \$962 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,420	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Director HR Manager HR Director	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,030 \$1,030 \$1,420 \$1,420 \$1,905	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Director HR Manager HR Manager	Annual Full Time Salary for FTE  \$39,634  \$82,601  \$95,000  \$77,134  \$60,569  \$77,134  \$51,002  \$50,000  \$140,400  \$100,000  \$144,427  \$110,880  \$55,000  \$39,520  \$39,520  \$62,946  \$52,749  \$50,000  \$93,555  \$80,500  \$81,120	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$1,940 \$962 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,420	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Director Communications Director Digital Marketing Manager CEO 0	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%  1.75%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%  1.75%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,087 \$1,087 \$1,087 \$1,087 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$0 \$0 \$1,260 \$	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$0 \$0 \$0	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75%  1.75%  1.75%  2.06%  2.06%  2.06%  1.75%  1.75%  1.75%  1.75%  1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,087 \$1,087 \$1,087 \$1,087 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$0 \$0 \$1,260 \$	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0	Annual Full Time Salary for FTE \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$91,120 \$108,832 \$105,000 \$72,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,087 \$1,087 \$1,087 \$1,087 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$0 \$0 \$1,260 \$	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals Fringe Benefits Rate	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$105,000 \$72,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$100,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$1,2527	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals  Total Non DAS Salaries and	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$39,520 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$91,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$10	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$1,287 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals Fringe Benefits Rate Employee Fringe Benefits	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$105,000 \$72,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$100,000	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$1,2527	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals  Total Non DAS Salaries and	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$39,520 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$91,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$10	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$1,287 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84	Drivers (35) Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 Totals  Total Non DAS Salaries and Benefits  Total DAS and Non DAS Salaries	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$62,946 \$52,749 \$50,000 \$93,555 \$80,500 \$81,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$10	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$3,588 \$0 \$0 \$0 \$1,838 \$1,260 \$3,574	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84	Driver Mgr Sr. Ops Mgr Wait List Mgr Customer Service Lead Client Starts Lead Special Delivery Lead Safety Board Lead Chief Prog Off SalesForce Administrator Chief Gov Off Fleet & Facilities Dir Maintenance Maintenance Maintenance Volunteer Mgr Volunteer Coordinator Volunteer Coordinator Volunteer Director HR Manager HR Director Communications Director Digital Marketing Manager CEO 0 0 0 Totals Fringe Benefits Rate Employee Fringe Benefits  Total Non DAS Salaries and Benefits	Annual Full Time Salary for FTE  \$39,634 \$82,601 \$95,000 \$77,134 \$60,569 \$77,134 \$51,002 \$50,000 \$140,400 \$100,000 \$144,427 \$110,880 \$55,000 \$39,520 \$39,520 \$39,520 \$39,520 \$52,749 \$50,000 \$93,555 \$80,500 \$93,555 \$80,500 \$91,120 \$108,832 \$105,000 \$72,000 \$205,000 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$10	Total FTE  4.81  1.00	% FTE (Max 100%)  1.75% 1.75% 1.75% 2.06% 2.06% 2.06% 1.75% 1.75% 1.75% 1.75% 1.75% 1.75%	Adjusted FTE  0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$2,527 \$1,940 \$962 \$692 \$692 \$692 \$1,297 \$1,087 \$1,030 \$1,030 \$1,927 \$1,409 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,420 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$1,287 \$1,838 \$1,260 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	Budget  \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0

1	A	ВС	DI I IJ	K
	Program: Home delivered mea	<u> </u>	1-1	ppendix B, Page 3
2	(Same as Line 11 on HSA #1)		Document Date	e: November 2020
3				
5		Operating Expe	nsa Datail	
6		Operating Exper	iise Detaii	
7			11/01/20 - 06/30/21	Total
9	An	nual # Meals Contracted	177,928	177,928
10				
11	DAS Operating Expenses			
12	Expenditure Category			
13	Rental of Property		\$0	\$0
14	Utilities (Elec, Water, Gas, P	hone, Garbage)	\$19,426	\$19,426
15 16	Office Supplies, Postage	on and Danair	\$8,194	\$8,194 \$4,001
17	Building Maintenance Supplice Printing and Reproduction	es and Nepan	\$4,091 \$0	\$4,091 \$0
18	Insurance		\$2,045	\$2,045
19	Staff Training		\$1,455	\$1,455
20	Staff Travel-(Local & Out of	Γown)	\$783	\$783
21	Rental of Equipment		\$0	\$0
22	Auto- Fuel & Insurance		\$7,147	\$7,147
23	Fees, Dues, Advertising		\$894	\$894
24	Outside Services	ooto	\$9,373	\$9,373
25 26	Grant, volunteer and client co	วอเร	\$7,587 \$895	\$7,587 \$895
27	Other operating 605t5		\$0 \$0	\$0 \$0
28			ΨΟ	ΨΟ
29	Food Cost			
30	Raw Food	per meal \$1.78	\$316,710	\$316,710
31	Cong Food Svc Supplies	per meal \$0.00	\$0	\$0
32	HDM Food Svc Supplies	per meal \$0.00	\$0	\$0
33	Catered Meals	per meal \$0.00	\$0	\$0
34			\$0	\$0 \$0
35 36			<u>\$0</u>	\$0
37	<u>Consultant</u>			
38	Consultant A		\$0	\$0
39			\$0	\$0
40		_	\$0	\$0
41				
42	Total DAS Operating Expens	es	\$378,600	\$378,600
43				
44	Non DAS Operating Expense	e		
46	Expenditure Category	3		
47	Rental of Property		\$0	\$0
48	Utilities (Elec, Water, Gas, P	hone, Garbage)	\$0	\$0
49	Office Supplies, Postage	- '	\$0	\$0
50	Building Maintenance Supplie	es and Repair	\$0	\$0
51	Printing and Reproduction		\$0	\$0
52	Insurance			
53	Staff Training		\$0	\$0
E 4	Chaff Tuning // First A C / / -	Fours)	\$0	\$0
54 55	Staff Travel-(Local & Out of	Гown)	\$0 \$0	\$0 \$0
55	Rental of Equipment	Γown)	\$0 \$0 \$0	\$0 \$0 \$0
	i '	Γown)	\$0 \$0	\$0 \$0
55 56	Rental of Equipment Auto- Fuel & Insurance	Γown)	\$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0
55 56 57	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising		\$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0
55 56 57 58	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services		\$0 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co		\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising		\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost	osts	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534
55 56 57 58 59 60 61 62 63 64	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food	per meal \$1.28	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534
55 56 57 58 59 60 61 62 63 64 65	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies	per meal \$1.28 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0
55 56 57 58 59 60 61 62 63 64	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food	per meal \$1.28	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534
55 56 57 58 59 60 61 62 63 64 65 66	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies	per meal \$1.28 per meal \$0.00 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client condition of the operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant	per meal \$1.28  per meal \$0.00  per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant Consultant	per meal \$1.28 per meal \$0.00 per meal \$0.00 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant	per meal \$1.28 per meal \$0.00 per meal \$0.00 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant Consultant	per meal \$1.28 per meal \$0.00 per meal \$0.00 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0
55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77	Rental of Equipment Auto- Fuel & Insurance Fees, Dues, Advertising Outside Services Grant, volunteer and client co Other operating costs Fundraising  Food Cost Raw Food Cong Food Svc Supplies HDM Food Svc Supplies Catered Meals  Consultant Consultant	per meal \$1.28 per meal \$0.00 per meal \$0.00 per meal \$0.00	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$15,534 \$227,748 \$0 \$0 \$0 \$0 \$0 \$0

	А	D	Е
1	Program: Home delivered meals for adults with dis	abilities	Appendix B, Page 5
2	(Same as Line 11 on HSA #1)	Document D	ate: November 2020
3			
4			
5	COVID OT	O Detail	
6			
7		11/01/20 - 06/30/21	Total
9	DAS COVID OTO Expenditure		
10	Increased labor/staffing cost	\$62,250	\$62,250
11		\$0	\$0
12		\$0	\$0
13		\$0	\$0
14		\$0	\$0
15	Total Equipment Cost	\$62,250	\$62,250
16			
17	HSA #4		10/26/2020

# Appendix A– Services to be Provided Self Help for the Elderly Home-Delivered Nutrition Program for Adults with Disabilities

November 1, 2020 - June 30, 2021

#### I. Purpose

The purpose of this grant is to provide a home-delivered nutrition program for adults with disabilities living in the City and County of San Francisco. A home-delivered nutrition program includes the provision of meals meeting nutritional standards, nutrition education, and nutrition risk screening. The program also aims to reduce social isolation and help adults with disabilities remain independent and in their communities by promoting better health through nutrition and serving as an access point for other home and community-based services.

#### **II.** Definitions

Grantee	Self Help for the Elderly
Adult with a Disability	A person 18-59 years of age living with a disability.
Annual Comprehensive Assessment	An assessment completed by the grantee or another agency designated by DAS at least once per year that evaluates the need for continued service. The grantee or designated agency conducts the assessment in the home of a consumer and documents the information obtained through the assessment in CA-GetCare. The assessment includes functional ability questions, a nutrition risk screening, food security screening, and a well-being and social isolation screening.
CA-GetCare	A web-based application that provides specific functionalities for contracted agencies to use to perform consumer intake/assessment/enrollment, record service units, run reports, etc.
CARBON	Contracts Administration, Reporting, and Billing On-line System.
CDA	California Department of Aging.
CRFC	California Retail Food Code establishes uniform health and sanitation standards for retail food facilities for regulation by the State Department of Public Health, and requires local health agencies to enforce these provisions.
DAS	Department of Disability and Aging Services.

DETERMINE Your Nutritional Health Checklist / DETERMINE Checklist	A screening tool published by the Nutrition Screening Initiative used to identify individuals at nutritional risk. A consumer with a score of six or higher on the DETERMINE Checklist is considered at high nutritional risk.
Dietary Guidelines for Americans (DGA)	Evidence-based food and beverage recommendations for Americans ages 2 and older that aim to promote health, prevent chronic disease, and help people reach and maintain a healthy weight. Published jointly every 5 years by the U.S. Department of Health and Human Services (HHS) and the U.S. Department of Agriculture (USDA). <a href="https://health.gov/dietaryguidelines/">https://health.gov/dietaryguidelines/</a>
Dietary Reference Intakes (DRI)	Nutrient reference values published by the Institute of Medicine (IOM) that represent the most current scientific knowledge on nutrient needs of healthy populations. <a href="https://www.nal.usda.gov/fnic/dietary-reference-intakes">https://www.nal.usda.gov/fnic/dietary-reference-intakes</a>
Disability	Mental, cognitive and/or physical impairments, including hearing and visual impairments, that result in substantial functional limitations in one (1) or more of the following areas of major life activity: self-care, receptive and expressive language, learning, mobility, and self-direction, capacity for independent living, economic self-sufficiency, cognitive functioning, and emotional adjustment.
Frail	An individual determined to be functionally impaired in one or both of the following areas: (a) unable to perform two or more activities of daily living (such as bathing, toileting, dressing, eating, and transferring) without substantial human assistance, including verbal reminding, physical cueing or supervision; (b) due to a cognitive or other mental impairment, requires substantial supervision because the individual behaves in a manner that poses a serious health or safety hazard to the individuals or others.
НАССР	Hazard Analysis of Critical Control Points. A prevention-based food safety system focusing on time and temperature control at different crucial food service system points, monitoring and documenting practices, and taking corrective actions when failure to meet critical limits is detected.

Home- Delivered Meals (HDM)	Meals that are delivered to consumers and adhere to the current Dietary Guidelines for Americans (DGA), provide a minimum of one-third of the Dietary Reference Intakes (DRIs), meet state and local food safety and sanitation requirements, and are appealing. The procurement, preparation, service, and delivery of meals are included as part of the meal provision by the grantee.
Home- Delivered Nutrition Program	A program that provides nutrition services to adults with disabilities living in the City and County of San Francisco who are unable to leave their home because of an illness or disability, or are otherwise isolated, lack a support network, and have no safe, healthy alternative for meals. Services include, but are not limited to, nutrition education and nutrition risk screening, and nutritious meals delivered to the consumers' home. This program requires an initial assessment, an annual comprehensive assessment, and quarterly reassessment of the consumer. The program gives all participants the opportunity to contribute to the meal cost.
Initial Assessment	A comprehensive assessment conducted by the grantee or another agency designated by DAS in the consumer's home to determine their eligibility for program enrollment within two (2) weeks of starting meal service. The grantee or designated agency documents the information obtained through the assessment in CA-GetCare. The assessment includes functional ability questions, a nutrition risk screening, food security screening, and a well-being and social isolation screening.
LGBTQ+	An acronym/term used to refer to persons who self-identify as non - heterosexual and/or whose gender identity does not correspond to their birth sex. This includes, but is not limited to, lesbian, gay, bisexual, transgender, genderqueer, and gender non-binary.
Low-Income	Having income at or below 100% of the federal poverty line as defined by the federal Bureau of the Census and published annually by the U.S. Department of Health and Human Services. Eligibility for program enrollment and participation is not means tested. Consumers self-report income status.

Menu Analysis	An evaluation conducted by a registered dietitian (RD) that includes a nutrient analysis of the meals offered through the nutrition program. The purpose of the nutrient analysis is to determine if daily meals and weekly menus comply with the regulatory nutritional standards. At a minimum, the analysis will include calories, protein, fat, saturated fat, fiber, calcium, magnesium, sodium, vitamin A, vitamin C, vitamin D, and vitamin B12. When utilizing a computerized menu analysis, the grantee will analyze meals on a weekly basis for a minimum of two (2) weeks. Meals shall meet no less than one-third of the DRI for all calculated nutrients daily, or as specified in the OCP policy memorandum.
Menu Requirements	Meals provided through HDM program shall comply with the current Dietary Guidelines for Americans (DGA) and provide to each participant following: (a) A minimum of one-third of the Dietary Reference Intakes (DRIs) as established by the Food and Nutrition Board, Institute of Medicine, National Academy of Sciences, if the grantee provides one meal per day; (b) At least two-thirds of the DRIs for the provision of 2 meals per day; (c) At least 100% of the DRIs if the grantee provides 3 meals per day; and (d) Fractions of meals or snacks may not be counted even when such snacks cumulatively equal one-third of the DRIs
Minority	An ethnic person of color who is any of the following:  a) Black – a person having origins in any of the Black racial groups of Africa, b) Hispanic – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese culture or origin regardless of race, c) Asian/Pacific Islander – a person whose origins are from India, Pakistan or Bangladesh, Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, or the United States Territories of the Pacific including the Northern Marianas, d) American Indian/Alaskan Native – an American Indian, Eskimo, Aleut, or Native Hawaiian. Source: California Code of Regulation Sec. 7130.
Modified Diet	A menu approved by a Registered Dietitian (RD) that meets the current DGA and adjusts the typical home delivered meal components to control the intake of certain foods, food textures, and/or nutrients to meet the dietary needs of individuals. Examples include, but are not limited to, low sodium diet, diabetic diet, and mechanical soft diets.

Nutrition Counseling	Provision of individualized advice and guidance to consumers who are at nutritional risk because of their health or nutritional history, dietary intake, medications use, or chronic illnesses. A registered dietitian provides the advice and guidance in accordance with Sections 2585 and 2586, Business and Professions Code and offers options and methods for improving nutritional status
Nutrition Education	Informing consumers about current facts and information, which will promote improved food selection, eating habits, nutrition, health promotion, and disease prevention practices. The grantee may use printed material as the sole nutrition education component for home-delivered meal participants. Dietetic students, interns, or technicians may provide nutrition education when a RD has provided input, reviewed, and approved the content of nutrition education. (Title 22 CCR, s 7638.11)I
Nutrition Screening	A screening used to evaluate the nutritional risk status of individuals enrolled in congregate or home-delivered meal programs. The screening utilizes the DETERMINE Checklist and identifies individuals at moderate nutritional risk, at high nutritional risk, and those not at nutritional risk.
OCP	Office of Community Partnerships.
OCM	Office of Contract Management, San Francisco Human Services Agency.
Older Adult	Person who is 60 years or older, used interchangeably with "senior".
Quarterly Reassessment	A reassessment that may conducted by trained HDM program drivers or volunteers in person or by phone to determine a consumer's eligibility for continued services. The grantee must conduct quarterly reassessments in the home of a consumer at least every six (6) months.
Registered Dietitian (RD) Registered Dietitian Nutritionist (RDN)	Registered Dietitian or Registered Dietitian Nutritionist: An individual who shall be both: 1) Qualified as specified in Sections 2585 and 2586, Business and Professions Code, and 2) Registered by the Commission on Dietetic Registration. A Registered Dietitian shall be covered by professional liability insurance either individually (if a consultant) or through grantee.
Senior	Person who is 60 years or older, used interchangeably with "older adult".
SF-HSA	Human Services Agency of the City and County of San Francisco.

SOGI	Sexual Orientation and Gender Identity; <i>Ordinance No. 159-16</i> amended the San Francisco Administrative Code to require City departments and contractors that provide health care and social services to seek to collect and analyze data concerning the sexual orientation and gender identity of the clients they serve ( <i>Chapter 104, Sections 104.1 through 104.9</i> ).
Title 22 Regulations	Refers to Barclay's official California Code of Regulations. Title 22 Social Security, Division 1.8. California Department of Aging. Chapter 4 (1) Title III Programs – program and service provider requirements. Article 5. Title III C- Elderly Nutrition Program.
Unduplicated Consumer (UDC)	An individual who receives home-delivered meals provided by the grantee, and the grantee reflects their participation in CA-GetCare through program enrollment.

#### **III.** Target Population

The target population is adults with disabilities living in the City and County of San Francisco who are unable to leave their home because of an illness or disability, or are otherwise isolated, lack a support network, and have no safe, healthy alternative for meals.

Grantee shall additionally target services to members of one or more of the following groups identified as demonstrating the greatest economic and social need:

- 1. Low income
- 2. Limited or No English Speaking Proficiency
- 3. Minority populations
- 4. Frail
- 5. LGBTQ+

#### IV. Eligibility for Services

To participate in the home-delivered nutrition program, an individual must meet all of the following criteria:

- 1. A resident of San Francisco, and
- 2. A person who is an adult with a disability, and
- 3. A person who is unable to leave their home because of an illness or disability, or is otherwise isolated, lacks a support network, and has no safe, healthy alternative for meals.

#### V. Location and Time of Services

The grantee will provide a home-delivered nutrition program in the City and County of San Francisco. The grantee determines the service and delivery times for the home-delivered nutrition program with prior approval from DAS OCP.

#### VI. Description of Services and Program Requirements

- 1. Grantee will develop and maintain nutrition policies and procedures that are in compliance with and meet the nutrition and food service standards set forth by California Retail Food Code (CRFC), Title 22 Regulations, CDA, and DAS OCP. Policies and procedures shall include quarterly reassessment guidelines.
- 2. Grantee will provide a home-delivered nutrition program for adults with disabilities who are eligible for program enrollment. The provision of a home-delivered meal program will include the following:
  - a. Enrollment of the number of consumers and delivery of the number of meals as indicated in Table A below.
  - b. Provision of home-delivered meals that comply with current Dietary Guidelines for Americans (DGA), offer a minimum of one-third of the DRIs if the grantee provides one meal per day. If the grantee provides two meals per day, the meals must contain at least two-thirds of the DRIs. If the grantee provides three meals per day, the meals must contain 100% of the DRIs. The grantee may not count fractions of meals or snacks cumulatively. Each meal must individually meet one-third of the DRIs. Meals offered may be hot, chilled, or frozen, and be regular or modified meals as approved by DAS OCP.
  - c. Quarterly reassessments to determine a consumer's eligibility for continued program enrollment. The grantee shall conduct quarterly reassessments as described in DAS OCP policy memoranda. The grantee must conduct at least one quarterly assessment in the home of the consumer. A trained HDM program driver or volunteer may complete a quarterly reassessment in person or by phone.
  - **d.** Quarterly meetings with the agency designated by DAS OCP to conduct initial and annual assessments for consumers enrolled in the home delivered nutrition program to review services, utilization, and condition change documentation. Grantee must establish a policy and procedure to communicate with the designated assessment agency, as needed, to discuss any issues.
- 3. Grantee will provide participants with a welcome packet and program information as described in DAS OCP policy memoranda. The welcome packet will include at minimum, the following information: a meal delivery schedule, sample menu, written instructions for handling and reheating meals, voluntary contribution policy and collection procedures, directions on how to request a change in meal delivery, grievance policy, and information on how to request assistance, if needed.
- 4. Grantee will provide nutrition education materials to consumers participating in the home-delivered nutrition program on a quarterly basis. The total units of nutrition education will be, at minimum, as shown on the DAS OCP approved site chart. The grantee will report the nutrition service units in CA-GetCare in the month that the grantee provides the nutrition education. One unit of nutrition education is one set of nutrition education material given to each consumer.
- 5. Grantee will ensure that the procurement, preparation, service, and delivery of meals at the central kitchen and/or caterer kitchen and all HDM delivery routes meet state and local food, sanitation, health and safety requirements.

- 6. Grantee will have a qualified manager on staff who conducts the day-to-day management and administrative functions of the nutrition program. The grantee will ensure the manager on staff possess a food safety manager certification and has the required qualifications as described in Title 22 Regulations and DAS OCP policy memoranda.
- 7. Grantee will comply with the City's food service waste reduction ordinance (File #06094), and use reusable, biodegradable, compostable and/or recyclable food service supplies
- 8. Grantee will ensure that a registered dietitian (RD) conducts and documents an onsite HACCP safety and sanitation monitoring of the production kitchen at least once per quarter and a minimum of four times during the fiscal year. HACCP monitoring will include, but is not limited to the review of route monitoring documentation and end-of-route HDM temperature logs.
- 9. Grantee will conduct a route monitoring at least twice per year per route and/or in accordance with DAS OCP policy memorandum. A staff member trained by a food safety manager or a RD may monitor the routes.
- 10. Grantee will take, document, and keep on file an end-of-route meal temperature every other week for each route, or in accordance with DAS OCP policy memorandum. For end-of-route meal temperatures not meeting temperature requirements, temperatures shall be taken and documented once a week until corrected
- 11. Grantee will submit quarterly reports to DAS OCP detailing the results of HACCP safety and sanitation monitoring of the production kitchen and HDM routes.
- 12. Grantee will provide quarterly in-service trainings for nutrition program staff (e.g. food service and delivery workers) as described in DAS OCP policy memoranda. The grantee will also provide additional in-service trainings as needed to address any HACCP monitoring findings and/or to reinforce best food safety and sanitation practices as needed. The grantee will document, schedule, and conduct in-service trainings in a timely manner when there are monitoring findings. A registered dietitian (RD) must review and approve an annual in-service training plan and the training curriculum for nutrition program staff.
- 13. Grantee will submit for review and approval by DAS OCP, at least one month in advance of use, a minimum of a five-week cycle menu with the required corresponding nutrient analysis completed by their RD on staff or consultant RD. The grantee may seek approval to submit a cycle menu with fewer weeks. DAS OCP will review requests for exceptions and approve if appropriate.
- 14. Grantee will ensure that the RD on staff or consultant RD reviews and approves menu substitutions in advance of their use and that staff documents the substitutions made.
- 15. Grantee will ensure the suggested voluntary contribution per meal complies with DAS OCP policy memoranda including an approval by the grantee's board of directors.
- 16. Grantee will administer an annual consumer satisfaction survey using a survey tool approved by DAS-OCP. The grantee will share the survey results with DAS OCP by March 15 each grant year or on a mutually agreed upon date between OCP and the grantee. At minimum, the completed number of surveys shall be a sample size of at least forty percent (40%) of the enrolled unduplicated consumer.

- 17. Grantee will ensure there is a sufficient number of qualified staff, paid and/or volunteer, with the appropriate education, experience, and cultural competency to carry out the requirements of the program and deliver quality services to meet the needs of the consumers.
- 18. Grantee will attend in-service trainings and nutrition meetings coordinated and provided by DAS OCP, and share the information with their staff and volunteers.

#### VII. Service Objectives

1. Grantee will enroll at minimum the number of unduplicated consumers and provide the units of service detailed in Table A below:

	FY 20/21
Number of Unduplicated Consumers (UDC)	152
Number of Meals	33,000

#### VIII. Outcome Objectives

- 1. Consumers feel less worried about getting enough food to meet their needs. Target: 85%.
- 2. Consumers rate the quality of meals they received as excellent or good. Target: 85%.
- 3. Consumers report increased consumption of fruits, vegetables, and/or whole grains. Target: 75%.

Based on a consumer survey and a sample size of at least 40% of the enrolled unduplicated consumer.

# IX. Reporting and Other Requirements

- Grantee will enroll eligible consumers into the program funded through this grant
  agreement by entering the consumer data obtained from consumers using the DAS
  OCP approved home-delivered meal intake form, which includes the annual nutrition
  risk screening, the well-being and social isolation screening, and the food security
  screening into the CA-GetCare database in accordance with DAS OCP policy
  memorandum.
- 2. Grantee will enter into the CA-GetCare Service Unit section all Service Objectives by the 5th working day of the month for the preceding month.
- 3. Grantee will enter monthly reports and metrics into the CARBON database system by the 15th of the following month that includes the following information:
  - Number of unduplicated consumers served
  - Number of meals prepared and served
  - Number nutrition compliance units provided

- 4. Grantee will submit HACCP monitoring reports of the production kitchen and congregate sites to DAS OCP once per quarter. Quarterly Reports due Oct. 15; Jan. 15; April 15; and June 15.
- 5. Grantee will enter the annual outcome objective metrics identified in Section VIII of the Appendix A in the CARBON database by the 15th of the month following the end of the program year.
- 6. Grantee shall issue a Fiscal Closeout Report at the end of the fiscal year. The report is due to SF-HSA no later than July 31 each grant year. Grantee must submit the report in the CARBON system.
- 7. Grantee shall develop and deliver bi-annual summary reports of SOGI data collected in the year as requested by SF-HSA, DAS, and OCP. The due dates for submitting the bi-annual summary reports are July 10 and January 10.
- 8. Grantee shall develop and deliver ad hoc reports as requested by SF-HSA, DAS, and OCP.
- 9. Grantee program staff will complete the California Department of Aging (CDA) Security Awareness Training on an annual basis. The grantee will maintain evidence of staff completion of this training.
- 10. Grantee shall be compliant with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) privacy and security rules to the extent applicable.
- 11. Grantee will develop a grievance policy consistent with DAS OCP policy memorandum.
- 12. Grantee will assure that services delivered are consistent with professional standards for this service.
- 13. Pursuant to California Department of Aging Requirement, Grantor reserves the right to reduce funding available for this contract in the event that actual costs are below funding levels initially budgeted for the delivery of services.
- 14. Through the Older Americans Act Area Plan development process, the City of San Francisco identifies "Focal Points" which are designed to help older adults and adults with disabilities connect to services throughout the City. These Focal Points are:

Designated Community Focal Points					
Name	Address	Phone			
Western Addition Senior Center	1390 1/2 Turk St, San Francisco, 94115	415-921-7805			
Bayview Senior Connections	5600 3rd St, San Francisco, 94124	415-647-5353			
OMI Senior Center (CCCYO)	65 Beverly St, San Francisco, 94132	415-335-5558			
Richmond Senior Center (GGSS)	6221 Geary Blvd, San Francisco, 94121	415-404-2938			
30th Street Senior Center (On Lok)	225 30th St, San Francisco, 94131	415-550-2221			
Openhouse	1800 Market St, San Francisco, 94102	415-347-8509			
SF Senior Center (SFSC)	481 O'Farrell St, San Francisco, 94102	415-202-2983			
Aquatic Park Senior Center (SFSC)	890 Beach St, San Francisco, 94109	415-202-2983			
South Sunset Senior Center (SHE)	2601 40th Ave , San Francisco, 94116	415-566-2845			
Self-Help for the Elderly	601 Jackson St, San Francisco, 94133	415-677-7585			
Geen Mun Activity Center (SHE)	777 Stockton St, San Francisco, 94108	415-438-9804			
Toolworks	25 Kearny St, San Francisco, 94108	415-733-0990			
DAS Benefits and Services Hub	2 Gough St, San Francisco, 94103	415-355-6700			

15. For assistance with reporting and contract requirements, please contact:

Tiffany Kearney Lead Nutritionist DAS OCP

email: Tiffany.Kearney@SFgov.org

and

Tahir Shaikh Contract Manager HSA OCM

email: Tahir.Shaikh@SFgov.org

#### X. Monitoring Activities

- 1. Nutrition Program Monitoring: Program monitoring will include review of compliance to specific program standards or requirements; client eligibility and targeted mandates, back up documentation for the units of service and all reporting, and progress of service and outcome objectives; how participant records are collected and maintained; reporting performance including monthly service unit reports on CA-GetCare, maintenance of service unit logs; agency and organization standards, which include current organizational chart, evidence of provision of training to staff regarding the Elder Abuse Reporting; evidence of provision of the California Department of Aging (CDA) Security Awareness training to staff; program operation, which includes a review of a written policies and procedures manual of all OCPfunded programs, written project income policies if applicable, grievance procedure posted in the center/office, and also given to the consumers who are homebound, hours of operation are current according to the site chart; a board of directors list and whether services are provided appropriately according to Sections VI and VII, the log of service units which are based on the hours of scheduled activities; sign-in sheets of consumers who participated in each activity; documentation that shows reported units of service are based on scheduled activities at the site, not activities that are always available at the facility such as cards or pool; translation and social services are based on staff hours.
- 2. <u>Fiscal Compliance and Contract Monitoring:</u> Fiscal monitoring will include review of the Grantee's organizational budget, general ledger, quarterly balance sheet, cost allocation procedures and plan, State and Federal tax forms, audited financial statement, fiscal policy manual, supporting documentation for selected invoices, cash receipts and disbursement journals. The compliance monitoring will include review of the Personnel Manual, Emergency Operations Plan, Compliance with the Americans with Disabilities Act, subcontracts, MOUs, the current board roster and selected board minutes for compliance with the Sunshine Ordinance.

	A	В	С	D
1	BUDGET FORMS		Appendix B, pg. 1	
2			10/16/2020	
3	HUMAN SERVICES AGENCY - DEPARTMEI	NT OF DISABILITY	AND AGING SERVICES	
4	BUDGET PROI	POSAL FORMS		
5	Grantee's Name: SELF-HELP FOR THE ELDERLY		Grant Term	
6	(Check One) New	n		
7	Effective Date of Mod: No. of Mod:		11/1/20 to 6/30/21	
	Program: Enter 1 Prog ONLY (e.g. Cong-ENP, HDM-ENP, Cong-			Average
	AWD, or HDM-AWD)	HDM AWD	TOTAL	cost/meal
	Annual # Meals Contracted	33,000	,	
	Program Term	11/1/20 to 6/30/21	11/1/20 to 6/30/21	
	DAS Expenditures			
	Salaries & Benefits	\$109,126	\$109,126	\$3.31
	Operating Expense	\$100,574	\$100,574	\$3.05
		\$209,700	\$209,700	\$6.35
15	Indirect Percentage (max 10%)	10%		
16	Indirect Cost (Line 15 X Line 14, check Gen.Guidance regarding	¢20.070	¢20.070	<b>#</b> 0.04
	indirect exclusion)	\$20,970	\$20,970	\$0.64
	Capital Expenditure COVID OTO	\$4,000	\$4,000	\$0.12
			·	
20	TOTAL DAS EXPENDITURES	\$234,670	\$234,670	\$6.99
	Non DAS Evpandituras			
	Non-DAS Expenditures	1 ***	J 405 005	
22	Salaries & Benefits	\$85,637	\$85,637	\$2.60
	Operating Expense	\$95,000	\$95,000	\$2.88
	Capital Expenditure	4400.000		<u> </u>
25	TOTAL Non-DAS EXPENDITURES	\$180,637	\$180,637	\$5.47
76				
26				
27	TOTAL DAS & Non-DAS EXPENDITURES	\$415,307	\$415,307	\$12.46
27	TOTAL DAS & Non-DAS EXPENDITURES HSA-DAS Revenues	\$415,307	\$415,307	\$12.46
27 20 29	HSA-DAS Revenues			\$12.46
27 20 29 30	HSA-DAS Revenues  Meals	\$230,670	\$230,670	\$12.46
27 28 29 30 31	HSA-DAS Revenues			\$12.46
27 29 30 31 32	HSA-DAS Revenues  Meals	\$230,670	\$230,670	\$12.46
27 29 30 31 32 33	HSA-DAS Revenues  Meals  OTO COVID-19	\$230,670 \$4,000	\$230,670 \$4,000	\$12.46
27 20 29 30 31 32 33 34	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES	\$230,670 \$4,000 \$234,670	\$230,670 \$4,000 \$234,670	\$12.46
27 28 29 30 31 32 33 34 35	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS	\$230,670 \$4,000 \$234,670 6.99	\$230,670 \$4,000 \$234,670 6.99	\$12.46
27 28 29 30 31 32 33 34 35 36	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS	\$230,670 \$4,000 \$234,670	\$230,670 \$4,000 \$234,670	\$12.46
27 28 29 30 31 32 33 34 35 36	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues	\$230,670 \$4,000 \$234,670 6.99	\$230,670 \$4,000 \$234,670 6.99	\$12.46
27 20 29 30 31 32 33 34 35 36 37	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$230,670 \$4,000 \$234,670 6.99 \$7.11	
27 29 30 31 32 33 34 35 36 37 38 39	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising	\$230,670 \$4,000 \$234,670 6.99	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$12.46 \$5.47
27 29 30 31 32 33 34 35 36 37 38 39 40	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$230,670 \$4,000 \$234,670 6.99 \$7.11	
27 29 30 31 32 33 34 35 36 37 38 39 40	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$230,670 \$4,000 \$234,670 6.99 \$7.11	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$230,670 \$4,000 \$234,670 6.99 \$7.11	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer  Nutrition Compliance Revenues	\$230,670 \$4,000 \$234,670 6.99 \$7.11	\$230,670 \$4,000 \$234,670 6.99 \$7.11	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer  Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer  Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS  TOTAL REVENUES	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income Agency Cash - Fundraising Agency In-Kind Volunteer Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS  TOTAL REVENUES  PER BAG COST, TOTAL	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer  Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS  TOTAL REVENUES  PER BAG COST, TOTAL  Full Time Equivalent (FTE)	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307 \$12.59	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47	HSA-DAS Revenues  Meals OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income Agency Cash - Fundraising Agency In-Kind Volunteer Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS  TOTAL REVENUES  PER BAG COST, TOTAL	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	
27 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 49 50	HSA-DAS Revenues  Meals  OTO COVID-19  TOTAL HSA-DAS REVENUES  PER MEAL COST, HSA-DAS  PER MEAL COST with COVID OTO, HSA-DAS  Non-DAS Revenues  Project Income  Agency Cash - Fundraising  Agency In-Kind Volunteer  Nutrition Compliance Revenues  TOTAL NON HSA-DAS REVENUES  PER MEAL COST, NON HSA-DAS  TOTAL REVENUES  PER BAG COST, TOTAL  Full Time Equivalent (FTE)	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307	\$230,670 \$4,000 \$234,670 6.99 \$7.11 \$180,637 \$180,637 \$5.47 \$415,307 \$12.59	

	Α	В	С	D	Е	F	G	Н
1   Grantee's	Name: SELF-HELP I			D	L		Appendix B, pa	
2 Program N		OK 1112 223					Date:	10/16/20
3 HDM AWI								
4								
5			Salari	es & Ben	efits Deta	il		TOTAL
ı				•		_		:
8 <b>H.S.A-D</b>	AS	Agency To	otals	For DAS	S Nutrition		11/1/20 to 6/30/21	11/1/20 to 6/30/2
		Annual Full	l					
		TimeSalary	Total	% Nutr	Adjusted		Budgeted	Budgeted
	TITLE and NAME	for FTE	% FTE	Prog (b)	Nutr FTE	Ц	Salary	Salary
10 Contract I	Manager	\$55,100		7%	7%		\$4,041	\$4,04
11 Driver		\$36,400		67%	67%		\$24,267	\$24,26
12 HDM Coo		\$47,216		17%	17%		\$7,869	\$7,86
13 HDM Sup	ervisor	\$39,000		15%	15%		\$5,980	\$5,98
14 Driver		\$36,400	100%	15%	15%		\$5,581	\$5,58
15 Driver		\$35,360	100%	10%	10%		\$3,536	\$3,53
16 Driver		\$35,360	100%	5%	5%		\$1,886	\$1,88
17 Driver		\$36,400	100%	12%	12%		\$4,368	\$4,36
18 Driver		\$35,360	100%	9%	9%		\$3,065	\$3,06
19 Driver		\$35,360	100%	11%	11%		\$4,007	\$4,00
20 HDM Wor	ker	\$35,360	100%	10%	10%		\$3,536	\$3,53
21 HDM Wor	ker	\$35,360	100%	8%	8%		\$2,829	\$2,82
22 HDM Wor	ker	\$35,360	100%	12%	12%		\$4,243	\$4,24
23 HDM Wor		\$35,360		9%	9%		\$3,300	\$3,30
24							,	
25								
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31		1						
32		1						
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34		1		] 		۱		
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35 TOTALS		\$ 533,396	1400%	200%	200%		\$78,508	\$78,50
36								
37 FRINGE B	ENEFIT RATE	39.0%						
38 EMPLOYE	E FRINGE BENEFITS	\$ 208,024					\$30,618	\$30,61
39								
40								
41 BENEFITS	•	\$ 741,420					\$109,126	\$109,12
42		· · · · · · · · · · · · ·					<b>\$100,120</b>	<b>4.00</b> ,12
' <b>-</b>								
43								
43 44 <b>Non - D</b>	AS	Agency To	otals	For DA	AS Meal			TOTAL
	AS	Annual Full	otals	For DA	AS Meal			
44 Non - D		Annual Full TimeSalary	Total %	% Nutr	Adjusted		Budgeted	Budgeted
44 Non - D	AS TITLE and NAME	Annual Full					Budgeted Salary	
44 <b>Non - D</b> 45 POSITION		Annual Full TimeSalary for FTE	Total % FTE (a)	% Nutr Prog (b)	Adjusted Nutr FTE		Salary	Budgeted Salary
44 Non - D		Annual Full TimeSalary	Total % FTE (a)	% Nutr Prog (b)	Adjusted			Budgeted
<ul> <li>44 Non - D</li> <li>45 POSITION</li> <li>46 Driver</li> </ul>		Annual Full TimeSalary for FTE \$35,360	Total % FTE (a)	% Nutr Prog (b)	Adjusted Nutr FTE 20%		Salary \$4,715	Budgeted Salary \$4,71
<ul> <li>44 Non - D</li> <li>45 POSITION</li> <li>46 Driver</li> <li>47 Driver</li> </ul>		Annual Full TimeSalary for FTE \$35,360 \$36,400	Total % FTE (a) 100%	% Nutr Prog (b) 100%	Adjusted Nutr FTE 20% 23%		\$4,715 \$5,581	Budgeted Salary \$4,71 \$5,58
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver		Annual Full TimeSalary for FTE \$35,360 \$36,400	Total % FTE (a) 100% 100%	% Nutr Prog (b) 100% 100%	Adjusted Nutr FTE 20% 23% 23%		\$4,715 \$5,581 \$5,581	Budgeted Salary \$4,71 \$5,58
44 Non - D 45 POSITION 46 Driver 47 Driver 48 Driver 49 Driver		Annual Full TimeSalary for FTE \$35,360 \$36,400 \$36,400 \$35,360	Total % FTE (a)  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100%	Adjusted Nutr FTE  20%  23%  23%  13%		\$4,715 \$5,581 \$5,581 \$3,065	Budgeted Salary \$4,71 \$5,58 \$5,58 \$3,06
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver	TITLE and NAME	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$36,400 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100%	Adjusted Nutr FTE 20% 23% 23% 13% 22%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver	TITLE and NAME	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$36,400 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100%	Adjusted Nutr FTE  20%  23%  23%  13%		\$4,715 \$5,581 \$5,581 \$3,065	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver	TITLE and NAME	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$36,400 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100%	Adjusted Nutr FTE 20% 23% 23% 13% 22%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor	TITLE and NAME	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$36,400 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100%	Adjusted Nutr FTE 20% 23% 23% 13% 22%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065	\$4,71 \$5,58 \$5,58 \$3,06 \$3,06 \$4,71
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor	TITLE and NAME  ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20%  23%  23%  13%  22%  13%  20%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715	\$4,71 \$5,58 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  54 HDM Wor	TITLE and NAME  ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20%  23%  23%  13%  22%  13%  20%  21%  15%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor	TITLE and NAME  ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779	\$4,71 \$5,58 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  56 HDM Wor	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  56 HDM Wor	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 F	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  60 HDM Wor  61 HDM Wor	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	Budgeted Salary
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 F9  60 F60 F60 F60 F60 F60 F60 F60 F60 F60 F	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 F9 F0	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 F9 F60  61 F62 F63 F63 F63 F63 F63 F63 F63 F65	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  52   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 B  59 B  60 B  61 B  62 B  63 B  64 B  65 B	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  52   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64    65    66	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  52   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64    65    66    67	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 POSITION 45 POSITION 46 Driver 47 Driver 48 Driver 50 Driver 51 HDM Wor 52 HDM Wor 54 HDM Wor 55 HDM Wor 56 HDM Wor 57 HDM Wor 58 FFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64    65    66    67    68    69	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64    65    66    67    68    69	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44   Non - D  45   POSITION  46   Driver  47   Driver  48   Driver  50   Driver  51   HDM Wor  52   HDM Wor  53   HDM Wor  54   HDM Wor  55   HDM Wor  56   HDM Wor  57   HDM Wor  58    59    60    61    62    63    64    65    66    67    68    69    70	ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 21% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 POSITION 45 POSITION 46 Driver 47 Driver 48 Driver 50 Driver 51 HDM Wor 52 HDM Wor 53 HDM Wor 54 HDM Wor 55 HDM Wor 56 HDM Wor 57 HDM Wor 58 HDM Wor 58 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 65 HDM Wor 65 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60	rker ker ker ker ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	Budgeted Salary  \$4,71  \$5,58  \$5,58  \$3,06  \$4,71  \$4,95  \$3,53  \$7,77  \$6,71  \$6,71
44 POSITION 45 POSITION 46 Driver 47 Driver 48 Driver 50 Driver 51 HDM Wor 52 HDM Wor 53 HDM Wor 54 HDM Wor 55 HDM Wor 56 HDM Wor 57 HDM Wor 58 HDM Wor 58 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 65 HDM Wor 65 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 61 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60	rker ker ker ker ker ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%  100%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100% 100	Adjusted Nutr FTE  20%  23%  23%  13%  22%  13%  20%  15%  29%  19%  19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718	Budgeted Salary  \$4,71  \$5,58  \$5,58  \$3,06  \$4,71  \$4,95  \$3,53  \$7,77  \$6,71  \$6,71
44 POSITION 45 POSITION 46 Driver 47 Driver 48 Driver 50 Driver 51 HDM Wor 52 HDM Wor 54 HDM Wor 55 HDM Wor 56 HDM Wor 57 HDM Wor 58 HDM Wor 58 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 65 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60 HDM Wor 60 HDM Wor 60 HDM Wor 60 HDM Wor 61 HDM Wor 62 HDM Wor 63 HDM Wor 64 HDM Wor 65 HDM Wor 66 HDM Wor 66 HDM Wor 67 HDM Wor 68 HDM Wor 69 HDM Wor 60	ker ker ker ker ker ker ker ker	Annual Full TimeSalary for FTE  \$35,360 \$36,400 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$310,360 \$310,360 \$310,360 \$310,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71
44 POSITION  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM W	ker ker ker ker ker ker ker ker	Annual Full TimeSalary for FTE  \$35,360 \$36,400 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71
44 POSITION  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM W	ker ker ker ker ker ker ker on-das	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71
44 POSITION  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM W	ker ker ker ker ker ker ker on-das	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  60 HDM Wor  61 HDM Wor  62 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wor  60 HDM Wor  60 HDM Wor  61 HDM Wor  62 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wor  60 HDM Wor  60 HDM Wor  61 HDM Wor  62 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wo	ker ker ker ker ker ker ker er ker Er ker ker ker ker	Annual Full TimeSalary for FTE \$35,360 \$36,400 \$35,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71 \$6,71 \$6,71
44 Non - D  45 POSITION  46 Driver  47 Driver  48 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  68 HDM Wor  60 HDM Wor  61 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wor  60 HDM Wor  61 HDM Wor  62 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wor  60 HDM Wor  60 HDM Wor  61 HDM Wor  62 HDM Wor  63 HDM Wor  64 HDM Wor  65 HDM Wor  66 HDM Wor  67 HDM Wor  68 HDM Wor  68 HDM Wor  69 HDM Wor  60 HDM Wo	ker ker ker ker ker ker ker ker Eker Eke	Annual Full TimeSalary for FTE  \$35,360 \$36,400 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$31,360 \$31,360 \$31,360 \$31,360 \$31,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$5,18 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77
44 POSITION  45 POSITION  46 Driver  47 Driver  48 Driver  49 Driver  50 Driver  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wor  50 HDM Wor  51 HDM Wor  52 HDM Wor  53 HDM Wor  54 HDM Wor  55 HDM Wor  56 HDM Wor  57 HDM Wor  58 HDM Wor  59 HDM Wor  50 HDM Wo	ker ker ker ker ker ker ker er ker Er ker ker ker ker	Annual Full TimeSalary for FTE  \$35,360 \$36,400 \$36,400 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$35,360 \$31,360 \$31,360 \$31,360 \$31,360 \$31,360	Total % FTE (a)  100%  100%  100%  100%  100%  100%  100%  100%  100%  300%	% Nutr Prog (b) 100% 100% 100% 100% 100% 100% 100%	Adjusted Nutr FTE  20% 23% 23% 13% 22% 13% 20% 15% 22% 19%		\$4,715 \$5,581 \$5,581 \$3,065 \$5,186 \$3,065 \$4,715 \$4,950 \$3,536 \$7,779 \$6,718 \$6,718	\$4,71 \$5,58 \$5,58 \$3,06 \$5,18 \$3,06 \$4,71 \$4,95 \$3,53 \$7,77 \$6,71 \$6,71

1 2 3 4	A B C D	) E	F
3	Grantee's Name: SELF-HELP FOR	_	Appendix B, page 3
	Program Name:		10/16/20
1 4	HDM AWD	perating Expense [	Detail
5	,		Jetan
7	H.S.A-DAS Annual #Meals Contracted		TOTAL
8	Expenditure Category Tern	n: 11/1/20 to 6/30/21	11/1/20 to 6/30/21
9	Rental of Property		
10	Utilities(Elec, Water, Gas, Phone, Scavenger)		
11	Office Supplies, Postage		
12	Building Maintenance Supplies and Repair		
13	FOOD COSTS		
14	Raw Food per meal \$ 1.00	\$33,000	\$33,000
15	Cong Food Svc Supplies per meal \$ -		
	HDM Food Svc Supplies per meal <u>\$ -</u>		
17	Catered Meals per meal \$ 2.00	\$66,000	\$66,000
18	CONSULTANT/SUBCONTRACTOR Descriptive Title		
19	Registered Dietitian		
20			
21	OTHER COSTS:		
22	Insurance		
23	Staff Training & Travel		
24	Rental of Equipment		
25	Small equipment & Supplies		
26	Auto - Fuel & Insurance	\$1,574	\$1,574
27	Repair/Maintenance		
28			
29			
30	TOTAL DAS OPERATING EXPENSE	\$100,574	\$100,574
32	Non-DAS		TOTAL
33	Expenditure Category		
34	Rental of Property	\$450	\$450
35	Utilities(Elec, Water, Gas, Phone, Scavenger)		
36	Office Supplies, Postage		
37	Building Maintenance Supplies and Repair		
38	FOOD COSTS		
39	Raw Food per meal \$ 0.50	\$16,500	\$16,500
40	Cong Food Svc Supplies per meal <u>\$ -</u>		
41	HDM Food Svc Supplies per meal \$ -		
42	Catered Meals per meal \$ 2.00	\$66,000	\$66,000
43	CONSULTANT/SUBCONTRACTOR Descriptive Title		
44	Registered Dietitian		
45			
	OTHER COSTS:		
46	Insurance		
47	ICtott Irojojo a V Irovol		
47 48	Staff Training & Travel		
47 48 49	Rental of Equipment		
47 48 49 50	Rental of Equipment Rental of Equipment		
47 48 49 50 51	Rental of Equipment Rental of Equipment Small equipment & Supplies	¢40,500	¢42.500
47 48 49 50 51 52	Rental of Equipment Rental of Equipment Small equipment & Supplies Auto - Fuel & Insurance	\$12,500	\$12,500
47 48 49 50 51 52 53	Rental of Equipment Rental of Equipment Small equipment & Supplies	\$12,500	\$12,500
47 48 49 50 51 52 53 54	Rental of Equipment Rental of Equipment Small equipment & Supplies Auto - Fuel & Insurance Repair/Maintenance		
47 48 49 50 51 52 53	Rental of Equipment Rental of Equipment Small equipment & Supplies Auto - Fuel & Insurance	\$12,500 \$95,000	\$12,500 \$95,000

	Α	В	С	D
1	Grantee's Name: SELF-HELP FOR THE ELDERLY Appendix B, Page			
2	Program Name:		Document Date:	10/16/20
3	HDM AWD			
4				
5	COVID OTO Expenditure Detail			
6				TOTAL
7	H.S.A-DAS		11/1/20 to 6/30/21	11/1/20 to 6/30/21
8	No.	ITEM/DESCRIPTION		
9	110.	Additional cost of vehicles	\$4,000	\$4,000
		Additional cook of Vollidios	ψ 1,000	ψ1,000
10				
11				
12				
13				
14				
15				
16				
17	TOTAL DAS-COVID OTO COST		\$4,000	\$4,000
18				
19	HSA #4	Form Rev. 12/22/16		