



COLLIN COUNTY

Budget & Finance
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To: County Judge and Commissioners

From: Mónica Arris, Director of Budget & Finance

Date: October 30, 2023

Re: Grant Funded Positions

I am requesting direction on funding and termination of grant positions.

- The County has approximately 77 grant-funded positions in various departments and funds.
- More than half of the grant-funded positions have 100% of the salary included in the grant award.
- The majority of grants awarded with personnel, includes specific amounts for salaries/benefits for the employees covered by the grant. Some have the ability to move 10% of funding from other categories to cover salary shortfalls without a formal contract amendment.
- The percentage of grant funding for salary/benefits may be different between the grant application, grant award, and actual costs.
- No county funding is budgeted for the percentage of salary/benefits covered by grants per the terms of the awards at the time the proposed budget is presented to Commissioners Court.
- Most departments include a buffer to account for increases in salaries/benefits for the upcoming fiscal year in their grant applications.
- The County has 2 types of grant funded positions: fully-funded and partial-funded.

The vast majority of the county's grants will not cover the grant position at the same percentage of funding as presented to Commissioners Court at time of the grant award due to increases in pay-for-performance and market movement this year. These changes will more than likely reduce the length of time funding will be available if grant positions receive salary increases.

For fully funded grant positions, the options are:

1. Grant employees will receive pay-for-performance and market movement, but the position will be terminated when the funding runs out. This will more than likely occur before the end of the grant term. The grant might be renewed at the end of the grant term, but there will be a gap in funding if the position remains filled.

2. Grant employees will receive pay-for-performance and market movement. Re-allocate county funding to cover additional grant position(s) salary/benefit(s) not included in the adopted budget, if needed, at year-end.
3. Grant funded positions will be paid the salary as presented in the grant award documents. No pay-for-performance or market movement will be provided unless enough funding is included in the grant award.

For partial funded grant positions the options are:

1. Maintain the percentage funded as presented at time of the grant award. Position might not have funding for pay-for-performance and market movement in order to stay within funding limits of the grant. In this scenario, there is a potential for the position to receive less than county's pay-for-performance and/or market movement.
2. Partial-funded grant positions will receive pay-for-performance and market movement. Re-allocate county funding to cover additional grant position(s) salary/benefit(s) not included in the adopted budget, if needed, at year-end.