COMPASS FINANCE COMMITTEE MEETING
JUNE 18, 2026 – 12:00 PM
COMPASS – 2ND FLOOR LARGE CONFERENCE ROOM
700 NE 2ND STREET
MERIDIAN, IDAHO

ZOOM CONFERENCE CALL

YouTube Live Streaming
(Subject to availability and functionality of connection.)

Committee members can participate in the meeting in-person or via Zoom conference call.

Please specify whether you plan to attend in-person or virtually when RSVPing to Teri Gregory at tgregory@compassidaho.org or 208-475-2225.

AGENDA

I. CALL TO ORDER/ ROLL CALL (12:00)

II. OPEN DISCUSSION/ ANNOUNCEMENTS

III. CONSENT AGENDA

A. Approve April 16, 2026, Finance Committee Meeting Minutes (Page 3)

IV. ACTION ITEM

A. Elect Finance Committee Vice Chair

B. Approve Variance Report for October 1, 2025 – March 31, 2026 Meg Sonnen, Page 5

V. INFORMATION/DISCUSSION ITEM

A. Review Report of Disbursements Made in the Reporting Period
Meg Sonnen, Page 11

B. Review Draft FY2027 Unified Planning Work Program and Budget (UPWP)
Meg Sonnen, Page 14

VI. OTHER

A. Next Meeting: July 23, 2026

VII. ADJOURNMENT (1:00)

Agenda is subject to change.

YouTube Live Streaming link: https://www.youtube.com/@COMPASSIdaho

Those needing assistance with COMPASS events or materials, or needing materials in alternate formats, please call 208-855-2558 with 48 hours advance notice.

Si necesita asestencia con una junta de COMPASS, o necesita un documento en otro formato, por favor llame al 208-855-2558 con 48 horas de anticipación.

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FINANCE COMMITTEE SPECIAL MEETING
APRIL 16, 2026
COMPASS
2ND FLOOR LARGE CONFERENCE ROOM AND ZOOM
700 NE 2ND STREET
MERIDIAN, IDAHO

****DRAFT MINUTES****

ATTENDEES:

Trevor Chadwick, Mayor, City of Star, **Temporary Chair**, via ZOOM
Dan Hyer, Councilmember, City of Greenleaf, via ZOOM
Matt Newton, Commissioner, Highway District 4, in person
John Overton, Councilmember, City of Meridian, via ZOOM

MEMBERS ABSENT:

Rod Beck, Commissioner, Ada County
Zach Brooks, Commissioner, Canyon County

OTHERS PRESENT:

Ashley Cannon, COMPASS, in person
Teri Gregory, COMPASS, in person
Amy Luft, COMPASS, via ZOOM
Craig Raborn, Executive Director, COMPASS, in person
Meg Sonnen, COMPASS, in person

CALL TO ORDER:

Temporary Chair Trevor Chadwick called the meeting to order at 11:06 a.m.

CONSENT AGENDA

A. **Approve March 26, 2026, Finance Committee Meeting Minutes**

Matt Newton moved and Dan Hyer seconded approval of the Consent Agenda as presented. Motion passed unanimously.

ACTION ITEM

A. Recommend Approval of Revision 2 of the FY2026 Unified Planning Work Program and Budget

Meg Sonnen presented Revision 2 of the FY2026 Unified Planning Work Program and Budget.

Dan Hyer moved and Matt Newton seconded to recommend COMPASS Board of Directors' approval of Revision 2 of the FY2026 Unified Planning Work Program and Budget. Motion passed unanimously.

INFORMATION/DISCUSSION ITEM

A. Review Report of Disbursements Made in the Reporting Period

Meg Sonnen presented the disbursements made in the reporting period, March 6, 2026, through April 3, 2026, which was provided in the packet.

ADJOURNMENT

Temporary Chair Trevor Chadwick adjourned the meeting at 11:12 a.m.

Approved this 18th day of June 2026.

By: ____________________________
Zach Brooks, Chair

Attest:

By: ________________________
Vice Chair

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FINANCE COMMITTEE AGENDA ITEM IV-B

Date: June 18, 2026

Topic: Variance Report for October 1, 2025 – March 31, 2026

Request/Recommendation:
COMPASS staff seeks approval of the Variance Report dated October 1, 2025, to March 31, 2026.

Background/Summary:
The Variance Report is used to report actual financial results compared to Revision 1 of the FY2026 Unified Planning Work Program and Budget (UPWP), referred to hereinafter as budget.

Budget to actual variances by line item – revenue and expenses
The first page of the attachment shows budget to actual variances by line item.

Grant revenue reflects payments received for activity that occurred through February 2026. March 2026 activity was billed in April 2026, and revenue was recorded when received.

The first three quarters of membership dues have been billed, and some jurisdictions have paid the full year amount already. Participant contributions for the FY2026 orthophotography flight are expected in the third quarter.

The budgeted $300,000 for the Nampa Project Development project was adjusted out in Revision 2 of the FY2026 UPWP, following Nampa's withdrawal of this project.

COMPASS is currently fully staffed, and salary and benefit expenses are on budget.

Several major projects including the Safe Streets and Roads for All SPEARS (Safe Pedestrian Intersection Prioritization for Enhanced Safety Plan) project, the Project Development projects for Eagle, Caldwell, Nampa and the Ada County Highway District, the *Communities in Motion* implementation grant for Wilder, the FY2026 orthophotography flight, and support for the regional travel demand model are expected to have substantive activity in the second half of the year, bringing direct expenses more in line with budgeted expectations.

Total indirect expenses are over budget at 64%. As in prior years, some indirect expense line items, such as building maintenance contributions, insurance and audit fees are spent in full early in the fiscal year. It is expected that indirect expenses will end the year slightly under budget.

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Budget to actual variances by program – expenses
The second and third pages of the attachment show budget to actual expenses by program. Items highlighted in green are 10% or more below budget. Items highlighted in yellow are 10% or more above budget. Explanations for these variances are provided in the attachment on the respective line items.

Balance sheet and cash summary
The fourth and final page of the attachment shows the balance sheet as of March 31, 2026. A summary of COMPASS' cash balance by account is also provided at the bottom of the page.

Implication (policy and/or financial):
To maintain strong internal controls, the Finance Committee is asked to periodically compare actual financial results to budgeted amounts in the current Unified Planning Work Program and Budget.

More Information:
1) Attachments: Budget to actual variances by line item – revenue and expenses
   Budget to actual variances by program – expenses
   Balance sheet and cash summary
2) For detailed information contact: Meg Sonnen at 208-475-2228 or msonnen@compassidaho.org.

COMPASS

REVISION 1 FY2026 BUDGET TO ACTUAL VARIANCES BY LINE ITEM - REVENUES AND EXPENSES

	Revision 1 FY2026 UPWP	Actual	% of Budget Earned or Expended
FY2025 Consolidated Planning Grant	278,840	263,321	94%
FY2026 Consolidated Planning Grant	1,795,000	173,610	10%
FY2025 STBG-TMA, -U Off the Top for Planning	164,674	164,673	100%
FY2026 STBG-TMA, -U Off the Top for Planning	306,705	297,787	97%
STBG-TMA, -U Bike Counters	1,768	-	0%
STBG-TMA CIM 2055	416,133	65,264	16%
STBG-TMA High Capacity Transit Corridor PEL	234,638	191,059	81%
CRP-TMA Carbon Reduction Strategy	16,010	15,822	99%
FHWA SPEARS	276,000	14,170	5%
STBG-TMA Coordinate Local Waterway-Pathway Plans	90,405	18,341	20%
Member contributions	1,114,820	914,082	82%
Orthophotography Project - Participants	125,000	4,878	4%
Interest income	60,000	28,704	48%
Orthophotography Revenue - Sales	-	11,225	
Modeling revenue	-	5,400	
Maps and publications revenue	-	-	
Other income	300,000	2,245	
Subtotal, revenues	**5,179,993**	**2,170,583**	**42%**
Staff labor	1,853,054	907,201	49%
Payroll taxes and fringe benefits	847,315	412,271	49%
Subtotal, salaries and fringe expenses	**2,700,369**	**1,319,472**	**49%**
Professional services	1,913,976	496,184	26%
Equipment purchase	181,994	132,315	73%
Travel/education	69,600	21,185	30%
Printing	2,291	-	0%
Other	-	375	
Public involvement	64,680	10,631	16%
Meeting support	9,000	9,346	104%
Legislative services	18,250	26,203	144%
Miscellaneous	-	1	
Carry forward unprogrammed CPG and local funds	235,384	-	0%
Subtotal, direct expenses	**2,495,175**	**696,239**	**28%**
Indirect expenses	316,500	202,093	64%
Total, all expenses	**5,512,044**	**2,217,805**	**40%**
Change in fund balance	(332,051)	(47,222)	
Beginning fund balance	2,357,422	2,357,422	
Current fund balance	**2,025,371**	**2,310,200**	

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COMPASS

FY2026 BUDGET TO ACTUAL VARIANCES BY PROGRAM - EXPENSES

For the Period: Oct 1, 2025-March 31, 2026

As of March 31, 2026, 50% of the fiscal year has passed. Programs that have expended 40% or less of their budgeted dollars are considered under budget. Programs that have expended 60% or more of their budgeted dollars are considered over budget.

10% or more under budgeted expenses

10% or more over budgeted expenses

		Project Lead	Budgeted Labor and Indirect	Actual Labor and Indirect	% of Budget Used	Budgeted Direct	Actual Direct	% of Budget Used	Budgeted Total	Actual Total	% of Budget Used	Notes
601	UPWP: Budget Development and Federal Assurances	Sonnen	117,084	13,845	12%	-	-		117,084	13,845	12%	Under Budget. Majority of hours spent on UPWP work will occur in the remaining quarters.
620	Demographics and Growth Monitoring	Miller	88,243	56,771	64%				88,243	56,771	64%	Over Budget. Much of the work occurs in the first half of the fiscal year. This program is still projected to end the year on budget.
653	Communication and Education	Luft	228,809	124,985	55%	59,600	12,245	21%	288,409	137,230	48%	On Budget.
661	Long-Range Planning	Miller	846,291	356,294	42%	949,991	385,454	41%	1,796,282	741,748	41%	On Budget.
685	Resource Development/Funding	Tisdale	546,468	291,115	53%	704,114	77,107	11%	1,250,582	368,223	29%	Under Budget. Direct expenses are expected to be incurred in the upcoming quarters as CIM Grant and PDP projects wrap up by September 30.
Subtotal, Projects			**1,826,895**	**843,011**	**46%**	**1,713,705**	**474,806**	**28%**	**3,540,600**	**1,317,817**	**37%**	
701	General Membership Services	Miller	75,759	127,728	169%	-	-		75,759	127,728	169%	Over Budget. Staff continue to spend more hours than budgeted on membership services.
703	General Public Services	Waldinger	42,239	16,852	40%	-	-		42,239	16,852	40%	On Budget.
705	Transportation Liaison Services	Raborn	60,277	59,929	99%	-			60,277	59,929	99%	Over Budget. Liaison services higher in the first half of the year due to outreach visits.
760	Government affairs	Raborn	126,177	91,714	73%	124,250	17,157	14%	250,427	108,872	43%	On Budget.
Subtotal, Services			**304,452**	**296,224**	**97%**	**124,250**	**17,157**	**14%**	**428,702**	**313,381**	**73%**	
801	Staff Development	Sonnen	114,309	49,971	44%	45,000	12,054	27%	159,309	62,025	39%	Under Budget. Staff has expended fewer direct dollars on conferences so far this fiscal year than was budgeted.
820	Committee Support	Sonnen	189,499	80,934	43%	2,000	764	38%	191,499	81,698	43%	On Budget.
836	Regional Travel Demand Model	Waldinger	102,446	54,740	53%	60,000	-	0%	162,446	54,740	34%	Under Budget. Direct dollars for help with the regional travel demand model may be expended in the second half of the year.
842	Congestion Management Process	Mulhall	98,348	14,545	15%				98,348	14,545	15%	Under Budget. Most of the work for the Congestion Management annual report is planned for later in the year.
860	Geographic Information System Maintenance	Adolfson	380,920	182,141	48%	175,500	81,470	46%	556,420	263,611	47%	On Budget.
Subtotal, System Maintenance			**885,522**	**382,331**	**43%**	**282,500**	**94,288**	**33%**	**1,168,022**	**476,619**	**41%**	

COMPASS

FY2026 BUDGET TO ACTUAL VARIANCES BY PROGRAM - EXPENSES

For the Period: Oct 1, 2025-March 31, 2026

As of March 31, 2026, 50% of the fiscal year has passed. Programs that have expended 40% or less of their budgeted dollars are considered under budget. Programs that have expended 60% or more of their budgeted dollars are considered over budget.

10% or more under budgeted expenses

10% or more over budgeted expenses

		Project Lead	Budgeted Labor and Indirect	Actual Labor and Indirect	% of Budget Used	Budgeted Direct	Actual Direct	% of Budget Used	Budgeted Total	Actual Total	% of Budget Used	Notes
990	Direct Operations and Maintenance	Sonnen				139,336	109,988	79%	139,336	109,988	79%	Over Budget. Subscriptions paid for during quarter one cover the full year. This program is projected to end the year on budget.
Subtotal, Indirect and overhead			**-**	**-**		**139,336**	**109,988**	**79%**	**139,336**	**109,988**	**79%**	
GRAND TOTAL			**3,016,869**	**1,521,565**	**50%**	**2,259,791**	**696,239**	**31%**	**5,276,660**	**2,217,805**	**42%**	

COMPASS
Balance Sheet - March 31, 2026

	9/30/2025	3/31/2026
ASSETS		
Cash and Cash Equivalents	2,102,350	2,157,422
Accounts Receivable	611,505	201,561
Prepaid Expenses	68,877	2,776
TOTAL ASSETS	**2,782,732**	**2,361,759**
LIABILITIES		
Accounts Payable	320,326	-
Accrued Payroll Liabilities	89,809	36,384
Advanced Revenue	15,175	15,175
Subtotal, liabilities	**425,310**	**51,559**
FUND BALANCE		
Nonspendable: Prepaid Expenses	68,877	2,776
Assigned To: Set-Aside for CIM Implementation Grant Program	100,000	50,000
Assigned To: CIM 2055 Carry Forward Match	21,104	27,794
Assigned To: Set-Aside for Orthophotography Cost	216,524	234,816
Assigned To: High Capacity Transit PEL Study	26,817	3,452
Assigned To: Safe Streets and Roads for All Action Plan (SPEARS)	-	65,457
Assigned To: Carbon Reduction Strategy	-	15
Assigned To: Waterway Pathway Plan	6,166	5,708
Assigned To: Perm Automated Counters	-	140
Assigned To: Set-Aside for FY26 Revenue Shortfall	-	69,614
Unassigned	1,917,934	1,850,428
Subtotal, fund balance	**2,357,422**	**2,310,200**
TOTAL LIABILITIES AND FUND BALANCE	**2,782,732**	**2,361,759**

Cash & Investment Summary - March 31, 2026

Account	Current Rate	Balance
Petty Cash	n/a	200
ID Central Credit Union Share Savings	0.00%	25
ID Central Credit Union Money Market Checking	0.20%	204,774
ID Central Credit Union Premium Money Market Savings	1.49%	50,000
Banner Bank 60 Month CD #8101	3.50%	176,304
Banner Bank 36 Month CD #8093	3.50%	167,488
Banner Bank 60 Month CD #8069	3.50%	170,684
Local Government Investment Pool	3.92%	1,387,947
Total Cash Balance		**2,157,422**

Check History Report
Sorted By Vendor Name
Activity From: 4/4/2026 to 5/26/2026

Community Planning Association (CPA)

Bank Code	Description	Check Number	Check Date	Check Amount	Check Type
Vendor Number: ACCESIB AccessiBe, Inc					
A	ICCU - Checking	E000001886	4/20/2026	15,800.00	Electronic Payment
		Vendor AccessiBe, Inc Total:		15,800.00	
Vendor Number: LUFT AMY LUFT					
A	ICCU - Checking	E000001900	5/5/2026	49.24	Electronic Payment
		Vendor AMY LUFT Total:		49.24	
Vendor Number: BEFORET Before The Movie, Inc.					
A	ICCU - Checking	E000001887	4/20/2026	580.00	Electronic Payment
A	ICCU - Checking	E000001905	5/20/2026	580.00	Electronic Payment
		Vendor Before The Movie, Inc. Total:		1,160.00	
Vendor Number: BOICHA BOISE AREA CHAMBER OF COMMERCE					
A	ICCU - Checking	E000001888	4/20/2026	2,500.00	Electronic Payment
A	ICCU - Checking	E000001896	5/5/2026	526.00	Electronic Payment
		Vendor BOISE AREA CHAMBER OF COMMERCE Total:		3,026.00	
Vendor Number: ZBOIMUN Boise Municipal Health Care					
A	ICCU - Checking	E000001895	4/20/2026	35,933.24	Electronic Payment
A	ICCU - Checking	E000001911	5/20/2026	34,853.94	Electronic Payment
		Vendor Boise Municipal Health Care Total:		70,787.18	
Vendor Number: CONSOR Consor					
A	ICCU - Checking	E000001889	4/20/2026	905.75	Electronic Payment
A	ICCU - Checking	E000001897	5/5/2026	1,404.17	Electronic Payment
		Vendor Consor Total:		2,309.92	
Vendor Number: ZEMPOWE Empower					
A	ICCU - Checking	W000000948	4/20/2026	7,030.97	Wire Transfer
A	ICCU - Checking	W000000954	5/5/2026	7,213.29	Wire Transfer
A	ICCU - Checking	W000000957	5/20/2026	7,132.63	Wire Transfer
		Vendor Empower Total:		21,376.89	
Vendor Number: GOODHEA Good Heart Technology, Incorporated					
A	ICCU - Checking	E000001890	4/20/2026	120.00	Electronic Payment
A	ICCU - Checking	E000001906	5/20/2026	120.00	Electronic Payment
		Vendor Good Heart Technology, Incorporated Total:		240.00	
Vendor Number: ZHARTF HARTFORD					
A	ICCU - Checking	W000000951	4/20/2026	1,162.66	Wire Transfer
A	ICCU - Checking	W000000960	5/20/2026	1,165.13	Wire Transfer
		Vendor HARTFORD Total:		2,327.79	
Vendor Number: HDRENGI HDR Engineering, Inc.					
A	ICCU - Checking	E000001908	5/20/2026	5,954.74	Electronic Payment
		Vendor HDR Engineering, Inc. Total:		5,954.74	
Vendor Number: HIGHSTR High Street Consulting Group, LLC.					
A	ICCU - Checking	E000001891	4/20/2026	25,499.00	Electronic Payment
A	ICCU - Checking	E000001909	5/20/2026	10,093.00	Electronic Payment
		Vendor High Street Consulting Group, LLC. Total:		35,592.00	
Vendor Number: MULHALL Hunter Mulhall					
A	ICCU - Checking	E000001901	5/5/2026	2,006.75	Electronic Payment
		Vendor Hunter Mulhall Total:		2,006.75	
Vendor Number: IDCENT IDAHO CENTRAL CREDIT UNION					
A	ICCU - Checking	0000007760	5/5/2026	8,778.35	Auto
		Vendor IDAHO CENTRAL CREDIT UNION Total:		8,778.35	
Vendor Number: ZIDCHI IDAHO CHILD SUPPORT RECEIPTING					
A	ICCU - Checking	0000007750	4/20/2026	57.00	Manual
A	ICCU - Checking	0000007766	5/5/2026	57.00	Manual
A	ICCU - Checking	0000007767	5/20/2026	57.00	Manual

Bank Code	Description	Check Number	Check Date	Check Amount	Check Type
	Vendor IDAHO CHILD SUPPORT RECEIPTING Total:			171.00	
Vendor Number: IDPOWE IDAHO POWER CO.					
A	ICCU - Checking	0000007752	4/20/2026	640.89	Auto
A	ICCU - Checking	0000007768	5/20/2026	638.85	Auto
	Vendor IDAHO POWER CO. Total:			1,279.74	
Vendor Number: IDPRES IDAHO PRESS-TRIBUNE					
A	ICCU - Checking	0000007753	4/20/2026	396.00	Auto
	Vendor IDAHO PRESS-TRIBUNE Total:			396.00	
Vendor Number: ZIDSTX IDAHO STATE TAX COMMISSION					
A	ICCU - Checking	W000000950	4/20/2026	5,508.00	Wire Transfer
A	ICCU - Checking	W000000958	5/20/2026	5,851.00	Wire Transfer
	Vendor IDAHO STATE TAX COMMISSION Total:			11,359.00	
Vendor Number: INTMOU INTERMOUNTAIN GAS CO.					
A	ICCU - Checking	0000007754	4/20/2026	62.79	Auto
A	ICCU - Checking	0000007769	5/20/2026	46.03	Auto
	Vendor INTERMOUNTAIN GAS CO. Total:			108.82	
Vendor Number: ZSTAUD INTERNAL REVENUE SERVICE					
A	ICCU - Checking	W000000946	4/20/2026	19,268.88	Wire Transfer
A	ICCU - Checking	W000000952	5/5/2026	19,853.55	Wire Transfer
A	ICCU - Checking	W000000955	5/20/2026	20,643.75	Wire Transfer
	Vendor INTERNAL REVENUE SERVICE Total:			59,766.18	
Vendor Number: RABORN John Craig Raborn					
A	ICCU - Checking	E000001902	5/5/2026	627.05	Electronic Payment
	Vendor John Craig Raborn Total:			627.05	
Vendor Number: HARDEST John Hardesty					
A	ICCU - Checking	E000001907	5/20/2026	110.57	Electronic Payment
	Vendor John Hardesty Total:			110.57	
Vendor Number: KIMLEY Kimley Horn					
A	ICCU - Checking	E000001892	4/20/2026	7,647.53	Electronic Payment
A	ICCU - Checking	E000001898	5/5/2026	11,103.70	Electronic Payment
	Vendor Kimley Horn Total:			18,751.23	
Vendor Number: KITTELS Kittelson & Associates, Inc.					
A	ICCU - Checking	E000001899	5/5/2026	57,312.68	Electronic Payment
	Vendor Kittelson & Associates, Inc. Total:			57,312.68	
Vendor Number: MCCLATC McClatchy Company					
A	ICCU - Checking	0000007756	4/20/2026	218.00	Auto
	Vendor McClatchy Company Total:			218.00	
Vendor Number: PETTY MEGAN SONNEN					
A	ICCU - Checking	0000007762	5/5/2026	148.70	Auto
	Vendor MEGAN SONNEN Total:			148.70	
Vendor Number: NARC National Association of Regional Councils					
A	ICCU - Checking	E000001893	4/20/2026	1,600.00	Electronic Payment
	Vendor National Association of Regional Councils Total:			1,600.00	
Vendor Number: ZBYERL NCPERS Group Life Ins. (M605)					
A	ICCU - Checking	W000000949	4/20/2026	129.28	Wire Transfer
A	ICCU - Checking	W000000959	5/20/2026	129.28	Wire Transfer
	Vendor NCPERS Group Life Ins. (M605) Total:			258.56	
Vendor Number: OFFMAX Office Depot					
A	ICCU - Checking	0000007757	4/20/2026	93.13	Auto
A	ICCU - Checking	0000007761	5/5/2026	284.49	Auto
A	ICCU - Checking	0000007770	5/20/2026	69.56	Auto

Bank Code	Description	Check Number	Check Date	Check Amount	Check Type
			Vendor Office Depot Total:	447.18	
Vendor Number: MAROCOP Patrick Well Stone					
A	ICCU - Checking	0000007755	4/20/2026	835.05	Auto
			Vendor Patrick Well Stone Total:	835.05	
Vendor Number: PHILAD PHILADELPHIA INSURANCE CO.					
A	ICCU - Checking	0000007763	5/5/2026	8,086.00	Auto
			Vendor PHILADELPHIA INSURANCE CO. Total:	8,086.00	
Vendor Number: ZPERET PUBLIC EMPLOYEES RETIREMENT					
A	ICCU - Checking	W000000947	4/20/2026	14,918.77	Wire Transfer
A	ICCU - Checking	W000000953	5/5/2026	15,160.72	Wire Transfer
A	ICCU - Checking	W000000956	5/20/2026	15,645.44	Wire Transfer
			Vendor PUBLIC EMPLOYEES RETIREMENT Total:	45,724.93	
Vendor Number: STERICY Stericycle, Inc.					
A	ICCU - Checking	0000007758	4/20/2026	60.00	Auto
A	ICCU - Checking	0000007771	5/20/2026	45.00	Auto
			Vendor Stericycle, Inc. Total:	105.00	
Vendor Number: SYRINGA Syringa Networks, LLC					
A	ICCU - Checking	E000001910	5/20/2026	700.00	Electronic Payment
			Vendor Syringa Networks, LLC Total:	700.00	
Vendor Number: T ZERS T-ZERS Shirt Shop					
A	ICCU - Checking	0000007764	5/5/2026	296.32	Auto
			Vendor T-ZERS Shirt Shop Total:	296.32	
Vendor Number: TISDAL TONI TISDALE					
A	ICCU - Checking	E000001903	5/5/2026	759.62	Electronic Payment
			Vendor TONI TISDALE Total:	759.62	
Vendor Number: TOTALCA TotalCare IT, Inc.					
A	ICCU - Checking	E000001894	4/20/2026	6,064.64	Electronic Payment
A	ICCU - Checking	E000001904	5/5/2026	5,935.95	Electronic Payment
			Vendor TotalCare IT, Inc. Total:	12,000.59	
Vendor Number: TREAVA TREASURE VALLEY COFFEE					
A	ICCU - Checking	0000007765	5/5/2026	86.35	Auto
A	ICCU - Checking	0000007772	5/20/2026	86.35	Auto
			Vendor TREASURE VALLEY COFFEE Total:	172.70	
Vendor Number: CHADWIC Trevor Chadwick					
A	ICCU - Checking	0000007751	4/20/2026	998.40	Auto
			Vendor Trevor Chadwick Total:	998.40	
Vendor Number: VERIZON Verizon					
A	ICCU - Checking	0000007759	4/20/2026	38.46	Auto
A	ICCU - Checking	0000007773	5/20/2026	38.44	Auto
			Vendor Verizon Total:	76.90	
			Report Total:	391,719.08	

FINANCE COMMITTEE AGENDA ITEM V-B

Date: June 18, 2026

Topic: Draft FY2027 Unified Planning Work Program and Budget (UPWP)

Request/Recommendation:
Information only.

Background/Summary:
Annually, COMPASS staff prepare a Unified Planning Work Program and Budget (UPWP) for approval by the COMPASS Board of Directors.

Staff are providing this preliminary draft of the FY2027 UPWP to the Finance Committee for review and comment. Any feedback will be incorporated into the UPWP following the Finance Committee's review. The updated draft will be brought back to the Finance Committee at its July 23, 2026, meeting, with a request to recommend COMPASS Board of Directors' approval. It will then be presented to the COMPASS Board of Directors at the August 17, 2026, meeting for adoption. Finally, it will be forwarded to the Idaho Transportation Department, the Federal Highway Administration, and the Federal Transit Administration for approval.

The documents included in the preliminary draft of the FY2027 UPWP include the following items:

Revenue and Expense Summary – A one-page summary of all revenue estimates and related expenses.

Direct Expense Summary – A one-page spreadsheet showing direct expenses budgeted for each work program.

Indirect Operations and Maintenance Expense Summary – A one-page spreadsheet showing indirect expenses budgeted for each category.

Workday Allocation – A one-page spreadsheet showing the distribution of staff workdays to each program.

The draft FY2026 UPWP contains the following assumptions regarding revenues and expenses:

Revenues

1. Total membership dues shown reflect the amount approved by the COMPASS Board of Directors in its April 27, 2026, meeting. Although the per capita rate has remained the same since FY2015, total dues increased by $54,615 compared to FY2026. This increase is attributable to the addition of Elmore County ($15,793) as a new member, and year-over-year population growth in the jurisdictions.

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2. Currently, the carry forward amount for the FY2026 Consolidated Planning Grant (CPG) is shown as $0, but will be adjusted in Revision 1 of the FY2027 UPWP after the fiscal year is closed and the exact amount of carryover, if any, is determined.
3. The projected revenue of $1,795,000 from the FY2027 CPG reflects the amount included in the draft FY2026-FY2032 Regional Transportation Improvement Program (TIP).
4. The Surface Transportation Block Grant-Transportation Management Area (STBG-TMA) "off the top" revenues reflect the 45% increase approved by the COMPASS Board at its April 27, 2026, meeting. These off the top funds are to be used for COMPASS planning.
5. Revenues include $107,000 of STBG-TMA funds for the alternative fuels study included in the TIP. The total project is approximately $115,000. $11,500 of the project is for COMPASS staff labor and indirect costs, and the remaining $103,500 is for direct expenses. The corresponding $103,500 for direct costs is also included in the budget.
6. Revenues include $130,000 of STBG-TMA funds for the Nampa area smart corridors study included in the TIP. The total project is approximately $140,000. $13,700 of the project is for COMPASS staff labor and indirect costs, and the remaining $126,300 is for direct expenses. The corresponding $126,300 for direct costs is also included in the budget.
7. Revenues include $371,000 of STBG-TMA funds for the transportation system management and operations plan included in the TIP. The total project is approximately $400,000. $39,600 of the project is for COMPASS staff labor and indirect costs, and the remaining $360,400 is for direct expenses. The corresponding $360,400 for direct costs is also included in the budget.
8. Revenues include $210,066 of STBG-TMA funds to complete work on the next update of the long-range plan, *Communities in Motion 2055* (CIM 2055). COMPASS will provide $16,640 in total local match associated with the total budgeted federal funds. The corresponding budgeted direct expenses for FY2027 are $226,706.
9. Revenues include $125,000 from participant contributions for the FY2027 orthophotography flight.
10. Interest income is estimated at $60,000 in FY2027.
11. Revenues include $100,000 from fund balance for the CIM Implementation Grant Program.
12. Revenues include a draw from the fund balance of $234,238 to balance the budget, but this amount may be adjusted once the carry forward of FY2026 CPG funds is determined and included in Revision 1 of the FY2027 UPWP.

Expenses

1. Salary costs cover 19 full-time employees. COMPASS is currently fully staffed and no additional positions are planned.

2. Salary costs include a 1.5% cost of living adjustment for all employees including the Executive Director, effective October 1, 2026. The Consumer Price Index-Urban, West region (CPI-U, West) rate for the period April 2025 to April 2026, the most recent data available, is 3.5%. Retention of COMPASS employees is of critical importance as nearly all the senior staff is currently at or will reach Rule of 90 within the next six years. Preventing wage growth from getting too far behind inflation is an important tool in employee retention so COMPASS has experienced staff ready to move into these senior roles. However, COMPASS must balance this need with the ability to sustain its expenditures in the constrained revenue environment.

3. Salary costs include a 2% merit pool, in addition to the cost-of-living adjustment, covering all employees except the Executive Director. The budgeted salary costs reflect the 6.4% increase in Executive Director pay recommended by the Executive Committee at its May 19, 2026, meeting. While performance recognition is not the only factor in employee retention, it is an important factor. Staff believe that a merit pool allowing for recognition of strong performance will help incentivize the retention and professional growth needed to have staff prepared to take on senior roles. Salary adjustments from this pool made during the year are performance-based, following annual review. The Executive Director determines the distribution of those individual salary adjustments.

4. Payroll taxes and employee benefits include an allowance for a 3.5% increase in the cost of employee health benefits from the Boise Municipal Health Care Trust and an allowance for a 3% increase in other benefits. Currently COMPASS covers 100% of the cost of medical benefits for employees and their family members. COMPASS proposes an approximate 10% employee cost share for the cost of medical benefits for just covered spouses beginning in calendar 2027. This is estimated to be $40 per pay period for employees that cover their spouses on the COMPASS medical benefits. Employees and their eligible children will continue to be covered at 100%.

5. At its May meeting, the PERSI Board determined that PERSI will not implement an increase to contribution rates. The PERSI employer contribution rate remains at 11.96%. The announcement was made after the financial worksheets were prepared, so this correction will be made in the final budget draft, representing a reduction in personnel costs of approximately $7,600.

6. The budget includes the PERSI 401K match of 2% or 4% for all employees, depending on employee classification.

7. Indirect expenses are budgeted to decrease by about 3.5% to a total of $304,600. The decrease is primarily in the amount budgeted for IT support. Staff continue to closely manage indirect expenses to control the organization's overall costs.
8. Total direct expenses decreased significantly compared to FY2026. This decrease is mostly attributable to costs incurred for major projects in FY2026 including the High-Capacity Transit PEL, the transportation poll, and the SPEARS project not carrying over into FY2027. Direct expenses can vary substantially from year to year, depending on projects planned.
9. The Project Development Program is funded in FY2027, its 13th year, at $150,000.
10. Direct expenses include $125,000 for an orthophotography flight. With the support of participating member agencies, COMPASS entered a contract for multi-year flights at a fixed annual cost.
11. Direct expenses for other programs are generally stable and consistent with current year activities.

Implication (policy and/or financial):
Federal approval of the UPWP by October 1, 2026, is required to begin work in FY2027.

More Information:
1) Attachments
2) For detailed information contact: Meg Sonnen at 208-475-2228 or msonnen@compassidaho.org

COMMUNITY PLANNING ASSOCIATION OF SOUTHWEST IDAHO
FY2027 UNIFIED PLANNING WORK PROGRAM AND BUDGET
REVENUE AND EXPENSE SUMMARY

REVENUE	FY2026 Rev 2 UPWP	FY2027 UPWP
GENERAL MEMBERSHIP		
Ada County	266,101	273,861
Ada County Highway District	266,101	273,861
Boise County	10,738	10,655
Canyon County	133,580	138,893
City of Boise	111,792	113,071
City of Caldwell	34,219	36,494
City of Eagle	17,160	17,835
City of Garden City	6,054	6,177
City of Greenleaf	362	366
City of Kuna	14,881	17,001
City of Meridian	64,963	67,049
City of Melba	309	317
City of Middleton	6,159	6,662
City of Nampa	54,329	55,912
City of Notus	278	278
City of Parma	988	1,027
City of Star	9,863	11,314
City of Wilder	780	811
Elmore County	-	15,793
Highway District No. 4	53,163	56,658
Subtotal	1,051,820	1,104,035
SPECIAL MEMBERSHIP		
Boise State University	10,500	10,900
Capital City Development Corporation	10,500	10,900
Idaho Department of Environmental Quality	10,500	10,900
Idaho Transportation Department	10,500	10,900
Valley Regional Transit	10,500	10,900
West Ada School District	10,500	10,900
Subtotal	63,000	65,400
GRANTS AND SPECIAL PROJECTS		
FHWA/FTA - Consolidated Planning Grants		
CPG - FY2025 K# 22998 Ada County	197,977	-
CPG - FY2025 K# 22998 Canyon County	80,863	-
CPG - FY2026 K# 23401 Ada County	1,274,450	-
CPG - FY2026 K# 23401 Canyon County	520,550	-
CPG - FY2027 K# 23772 Ada County		1,274,450
CPG - FY2027 K# 23772 Canyon County		520,550
Sub Total CPG Grants	2,073,840	1,795,000
STBG-TMA & STBG-U - K# 22387; FY2025 off-the-top funds for Planning	164,674	
STBG-TMA & STBG-U - K# 22800; FY2026 off-the-top funds for Planning	669,115	440,000
STBG-TMA K# 24652 Alternative Fuels Study		107,000
STBG-TMA K# 23320 Smart Corridors, Nampa Area Study		130,000
STBG-TMA K# 23678 TSMO Plan		371,000
STBG TMA - K# 20271, CIM 2055	416,133	210,066
STBG-U - K# 23026/23313 Permanent Automated Counters	1,768	-
STBG-TMA K#13046 PEL, High-Capacity Transit Corridor	234,638	
CRP-TMA K#24233 Carbon Reduction Strategy	16,010	
FHWA Spears	276,000	
STBG-TMA K#23312 Coordinate Local Waterway-Pathway Plans	90,405	
Subtotal	1,868,743	1,258,066
OTHER REVENUE SOURCES		
Orthophotography - Participant Contributions FY25 Flight	125,000	125,000
Interest Income	60,000	60,000
Project Development Share - Nampa McDermott Road	-	-
Project Development Share - Caldwell Fiberoptic & ITS	10,000	-
Project Development Share - Eagle	25,000	-
Subtotal	220,000	185,000
TOTAL REVENUE; Dues, Federal Funds, and Other miscellaneous	**5,277,403**	**4,407,501**
Draw From Fund Balance (CIM Implementation Grants)	100,000	100,000
Draw From Fund Balance - Alternative fuels study		8,476
Draw From Fund Balance - Smart Corridors, Nampa Area Study		10,298
Draw From Fund Balance - TSMO Study		29,389
Draw From Fund Balance - CIM 2055 carry forward match	32,964	16,640
Draw From Fund Balance (match on PEL high capacity transit)	18,587	
Draw From Fund Balance match on transportation poll	28,708	
Draw From Fund Balance - 20% match on SS4A SPEARS	69,000	
Draw From Fund Balance - match on carbon reduction strategy	1,268	
Draw From Fund Balance - match on perm automated counters	140	
Draw From Fund Balance - match waterway pathway plan	7,161	
Draw from Fund Balance - amortize expense annually	33,317	
Draw From Fund Balance to cover shortfall	9,436	234,238
Subtotal	300,581	399,041
	5,577,984	**4,806,542**

EXPENSE	FY2026 Rev 2 UPWP	FY2027 UPWP
SALARY, FRINGE & CONTINGENCY		
Salary	1,831,054	1,922,463
Payroll taxes and employee benefits	847,315	889,873
Contingency (Overtime, Bonus, and Sick Time Trade)	22,000	22,000
Subtotal	2,700,369	2,834,336
INDIRECT OPERATIONS & MAINTENANCE		
Indirect Costs	316,500	304,600
Subtotal	316,500	304,600
DIRECT OPERATIONS & MAINTENANCE		
653001, Communication and Education	62,100	58,650
661001, Long-Range Planning	1,512,307	330,206
661008, Bike Counter Management	23,208	21,300
685001, Transportation Improvement Program	5,000	6,500
685002, Project Development Program	304,114	150,000
685003, Grant Research and Development	30,000	30,000
685004, CIM Implementation Grants	100,000	100,000
760001, Government Affairs	99,250	99,500
801001, Staff Development	45,000	45,000
820001, Committee Support	2,000	2,000
836001, Regional Travel Demand Model	60,000	506,700
860001, Geographic Information System Maintenance	175,500	174,500
990001, Direct Operations and Maintenance	142,636	143,250
Subtotal	2,561,115	1,667,606
TOTAL EXPENSE	**5,577,984**	**4,806,542**

REVENUE AND EXPENSE SUMMARY		
TOTAL REVENUE	**5,577,984**	**4,806,542**
LESS: TOTAL EXPENSES	**5,577,984**	**4,806,542**
REVENUE EXCESS/(DEFICIT)	**-**	**-**

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COMMUNITY PLANNING ASSOCIATION OF SOUTHWEST IDAHO
EXPENSES BY WORK PROGRAM NUMBER AND FUNDING SOURCE

WORK PROGRAM NUMBER		EXPENSES														MATCH, LOCAL & OTHER FUNDING				
		Work Days	Labor & Indirect Cost	Direct Cost	Total Cost	FY27 CPG Ada County K#23772 (71%) 7.34% match other	FY27 CPG Canyon County K# 23772 (29%) 7.34% match other	FY27 CPG Ada County K#23772 (71%) 0% match on safety	FY27 CPG Canyon County K# 23772 (29%) 0% match on safety	STP-TMA Off The Top K# 22800 7.34% match	STBG-TMA CIM 2055 K# 20271; 7.34% match	STBG-TMA Alternative Fuels Study KN24652 7.34% Match	STBG-TMA Smart Corridors, Nampa Area Study K# 23320; 7.34% Match	STBG-TMA TSMO Plan K#23678 7.34% Match	Total Federal Funds	Required Match	Local Funds/FB	Other Revenue	Total Local & Other	TOTAL FUNDING SOURCES
601001	UPWP/Budget Development and Federal Assurances	76	84,865	-	84,865	41,874	17,103			19,659					78,636	6,229			6,229	84,865
620001	Demographics and Growth Monitoring	115	87,896	-	87,896	43,369	17,714			20,361					81,444	6,452			6,452	87,896
620005	Safe and Accessible Transportation (development review	5	2,578	-	2,578	1,272	519			598					2,389	189			189	2,578
653001	Communication and Education (Local only)	234	184,729	58,650	243,379										-		243,379		243,379	243,379
	Long-Range Planning														-					
661001	General Project Management	759	709,640	330,206	1,039,846	342,268	139,798			164,389	210,066	107,000			963,521	76,325			76,325	1,039,846
661002	Active Transportation	135	117,353	-	117,353	37,066	18,102	24,850	10,150	27,185					117,353	-			-	117,353
661005	Safe and Accessible Transportation - SPEARS	40	37,221	-	37,221	18,365	7,501			8,623					34,489	2,732			2,732	37,221
661008	Bike Counter Management	200	108,128	21,300	129,428	53,352	21,791			25,048					100,191	7,937	21,300		29,237	129,428
	Resource Development/Funding														-					
685001	Transportation Improvement Program	426	341,333	6,500	347,833	172,695	70,536			79,071					322,302	25,531			25,531	347,833
685002	Project Development Program	20	20,365	150,000	170,365	108,731	44,411			4,718					157,860	12,505			12,505	170,365
685003	Grant Research and Development (Local Only)	167	164,631	30,000	194,631										-		194,631		194,631	194,631
685004	CIM Implementation Grants	21	19,372	100,000	119,372	9,558	3,904			4,488					17,950	1,422	100,000		101,422	119,372
685005	Safe and Accessible Transportation (CMF)	5	2,578	-	2,578	1,272	520			598					2,390	189	-		189	2,579
		2,203	1,880,689	696,656	2,577,345	829,822	341,899	24,850	10,150	354,738	210,066	107,000	-	-	1,878,525	139,511	559,310	-	698,821	2,577,346
701001	Membership Services	153	178,990	-	178,990	88,315	36,073			41,464					165,852	13,138			13,138	178,990
702001	Boise County Services (Local Only)	15	13,765	-	13,765										-		4,265	9,500	13,765	13,765
703001	Public Services (Local Only)	37	35,921	-	35,921										-		35,921		35,921	35,921
705001	Transportation Liaison Services	67	81,839	-	81,839	40,379	16,493			18,959					75,831	6,008			6,008	81,839
760001	Government Affairs (Local Only)	78	113,091	99,500	212,591										-		212,591		212,591	212,591
		350	423,606	99,500	523,106	128,694	52,566	-	-	60,423	-	-	-	-	241,683	19,146	252,777	9,500	281,423	523,106
801001	Staff Development	119	113,757	45,000	158,757	57,203	23,365			24,839					105,407	8,351	44,999		53,350	158,757
820001	Committee Support	220	184,469	2,000	186,469	121,360	49,569								170,929	13,540	2,000		15,540	186,469
836001	Regional Travel Demand Model	72	73,313	506,700	580,013	25,874	10,567						130,000	371,000	537,441	42,572			42,572	580,013
842001	Congestion Management Process	152	154,772	-	154,772	86,647	32,434								119,081	11,360	24,331		35,691	154,772
860001	Geographic Information System Maintenance	350	291,474	174,500	465,974										-	-	290,474	175,500	465,974	465,974
860002	GIS - Orthophotography processing for sales	20	16,856	-	16,856												16,856		16,856	16,856
TOTAL DIRECT		933	834,641	728,200	1,562,841	291,084	115,935	-	-	24,839	-	-	130,000	371,000	932,858	75,823	378,660	175,500	629,983	1,562,841
661001	CIM 2055 Carry forward	-	-	-	-						-				-	-			-	-
990001	Direct Operations/Maintenance	-	-	143,250	143,250										-	-	143,250		143,250	143,250
991001	Support Services Labor	884	-	-	-										-				-	-
		884	-	143,250	143,250	-	-				-	-			-	-	143,250	-	143,250	143,250
G R A N D T O T A L		4,370	3,138,936	1,667,606	4,806,542	1,249,600	510,400	24,850	10,150	440,000	210,066	107,000	130,000	371,000	3,053,066	234,480	1,333,997	185,000	1,753,477	4,806,542

COMMUNITY PLANNING ASSOCIATION OF SOUTHWEST IDAHO
FY2027 UNIFIED PLANNING WORK PROGRAM AND BUDGET
DIRECT EXPENSE SUMMARY

	DESCRIPTION	TOTAL DIRECT	PROFESSIONAL SERVICES (830)	EQUIPMENT / SOFTWARE (834)	TRAVEL / EVENTS / EDUCATION (840)	PRINTING (860)	OTHER (863)	PUBLIC INVOLVEMENT (864)	MEETING SUPPORT (865)	LEGAL / LOBBYING (872)	CARRY-FORWARD
653001	Communication and Education	58,650	29,000			700		28,950			
661001	Long Range Planning: CIM 2055	226,706	226,706								
661001	LRP CIM 2055 Alt Fuel Study	103,500	103,500								
661008	Bike Counter Maintenance	21,300		21,300							
685001	Transportation Improvement Program	6,500						6,500			
685002	Project Development Program	150,000	150,000								
685003	Grant Research and Development	30,000	30,000								
685004	CIM Implementation Grants	100,000	100,000								
760001	Government Affairs	99,500	68,000		23,000	500				8,000	
801001	Staff Development	45,000			45,000						
820001	Committee Support	2,000							2,000		
836001	Regional Travel Demand Model	20,000	20,000								
836001	TSMO Study	360,400	360,400								
836001	Smart Corridors Study	126,300	126,300								
860001	Geographic Information System Maintenance	174,500	125,000	49,500							
990001	Direct Operations / Maintenance										
	Website Maintenance	2,000	2,000								
	New/replacement hardware and software	10,000	10,000								
	Transit network planning software	24,650	24,650								
	TIP Software	20,000	20,000								
	TREDIS Renewal, CUBE Pattens software	60,000	60,000								
	AICP and APBP Webinar series	1,600			1,600						
	Membership dues for COMPASS	18,000								18,000	
	Other: board lunch, staff gifts, meeting refreshments, misc.	7,000							7,000		
	GRAND TOTAL	1,667,606	1,455,556	70,800	69,600	1,200	-	35,450	9,000	26,000	-

COMMUNITY PLANNING ASSOCIATION OF SOUTHWEST IDAHO
FY2027 UNIFIED PLANNING WORK PROGRAM AND BUDGET
INDIRECT OPERATIONS AND MAINTENANCE EXPENSE SUMMARY

CATEGORY	ACCOUNT CODE	FY2026 Rev 2	FY2027
Professional Services	930	79,000	65,500
Equipment Repair / Maintenance	936	500	-
Publications	943	2,500	2,500
Employee Professional Membership	945	2,500	3,500
Postage	950	600	600
Telephone	951	17,100	14,000
Building Maintenance and Reserve for Major Repairs	955	72,000	81,900
Printing	960	4,000	500
Advertising	962	3,000	2,000
Audit	970	24,000	25,000
Insurance	971	27,000	25,500
Legal Services	972	5,000	5,000
General Supplies	980	5,000	5,700
Computer Supplies	982	10,000	15,000
Software Subscriptions and Licensing	983	43,000	44,300
Vehicle Maintenance	991	3,000	2,000
Utilities	992	11,300	9,000
Local Travel	993	2,000	1,600
Other / Miscellaneous	995	5,000	1,000
T O T A L		316,500	304,600

COMMUNITY PLANNING ASSOCIATION OF SOUTHWEST IDAHO
FY2027 UNIFIED PLANNING WORK PROGRAM AND BUDGET
WORKDAY ALLOCATION SUMMARY

WORK PROGRAM DESCRIPTION		LEAD STAFF	DIRECTORS	PLANNING	RESOURCE DEVELOPMENT	TECHNICAL SERVICES	COMMUNICATIONS	OPERATIONS	TOTAL
601001	UPWP/Budget Development and Federal Assurances	MS	32	-	5	5	3	31	76
620001	Demographics and Growth Monitoring	AM	-	85	-	25	5	-	115
620005	Safe and Accessible Transportation (development reviews)	AM	-	5	-	-	-	-	5
653001	Communication and Education (Local only)	AL	10	9	8	6	201	-	234
	Long-Range Planning	AM	-	-	-	-	-	-	-
661001	General Project Management	AM	10	550	12	80	107	-	759
661002	Active Transportation	AM	-	135	-	-	-	-	135
661005	Safe and Accessible Transportation - SPEARS	HM	-	10	-	30	-	-	40
661008	Bike Counter Management	AM	-	200	-	-	-	-	200
	Resource Development/Funding		-	-	-	-	-	-	-
685001	Transportation Improvement Program	TT	12	-	352	20	42	-	426
685002	Project Development Program	MC	-	-	20	-	-	-	20
685003	Grant Research and Development (Local Only)	MC	10	-	147	-	10	-	167
685004	CIM Implementation Grants	MC	-	-	21	-	-	-	21
685005	Safe and Accessible Transportation (CMF)	TT	-	-	5	-	-	-	5
TOTAL PROJECTS			74	994	570	166	368	31	2,203
701001	Membership Services	MW	50	7	15	75	6	-	153
702001	Boise County Services (Local Only)	TT	-	-	15	-	-	-	15
703001	Public Services (Local Only)	MW	-	-	-	35	2	-	37
705001	Transportation Liaison Services	TT	30	13	7	-	17	-	67
760001	Government Affairs (Local Only)	AL	65	-	-	-	13	-	78
TOTAL SERVICES			145	20	37	110	38	-	350
801001	Staff Development	MS	18	40	22	15	16	8	119
820001	Committee Support	AL	10	28	24	10	148	-	220
836001	Regional Travel Demand Model	MW	-	-	-	72	-	-	72
842001	Congestion Management Process	MW	-	-	-	152	-	-	152
860001	Geographic Information System Maintenance	EA	-	-	-	350	-	-	350
860002	GIS - Orthophotography processing for sales	EA	-	-	-	20	-	-	20
TOTAL SYSTEM MAINTENANCE			28	68	46	619	164	8	933
TOTAL DIRECT			247	1,082	653	895	570	39	3,486
990001	Direct Operations / Maintenance	MS	-	-	-	-	-	-	-
991001	Support Services Labor	MS	213	68	37	25	120	421	884
999001	Indirect Operations/Maintenance	MS	-	-	-	-	-	-	-
TOTAL INDIRECT/OVERHEAD			213	68	37	25	120	421	884
TOTAL LABOR			460	1,150	690	920	690	460	4,370