

Budget Narrative: Monterey County Agriculture and Tourism Worker EMobility Network Project

The following pages contain the Consolidated Budget, detailed budgets for our three project Measures and Evaluation/Scaling White Paper development, narrative notes to the right of each detailed budget line item, and separate detailed budgets with notes for each subaward and consultant cost estimates.

BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs								Base salary Monterey County Sustainability Program Manager and Analyst III with varying hours/measure as noted in Narrative Detail. 5% annual increase on base.
	TOTAL PERSONNEL	\$72,480	\$76,104	\$76,532	\$79,346	\$82,300	\$386,763	
	TOTAL FRINGE BENEFITS	\$23,918	\$25,114	\$25,256	\$26,184	\$27,159	\$127,632	33% Benefits rate.
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	Some travel is included in EV Carshare consultant and EV Purchase Guidance TA subaward budgets as noted. County will contribute local mileage coverage in-kind.
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	Equipment (EV purchase) is included in EV Carshare consultant estimated budget. (Detailed estimated budget provided)
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	Supplies (telemetrics equipment) is included in EV carshare consultant budget estimate. (Detailed estimated budget provided)
	TOTAL CONTRACTUAL	\$500,825	\$500,070	\$282,972	\$289,536	\$325,767	\$1,899,170	EV Carshare Provider and Evaluation Consultant (budget details provided).
	TOTAL OTHER	\$1,820,506	\$1,850,542	\$321,497	\$242,345	\$166,363	\$4,401,254	Subawards for transportation agency (TBD) to administer vanpool rebate program, Ecology Action for EV Purchase Guidance TA and CBO engagement, and AMBAG for GHG outcome tracking and analysis (detailed subaward budgets provided). Some "Other" category costs (vehicle insurance, maintenance, data subscriptions) are also included in EV Carshare consultant budget cost estimate. (Detailed estimated budget provided.)
	TOTAL DIRECT	\$2,417,729	\$2,451,830	\$706,257	\$637,411	\$601,590	\$6,814,818	
	TOTAL INDIRECT	\$34,703	\$36,439	\$36,644	\$37,991	\$39,405	\$185,182	Indirect rate 36% on Personnel Base + Fringe
TOTAL FUNDING		\$2,452,433	\$2,488,269	\$742,901	\$675,402	\$640,995	\$7,000,000	

BUDGET BY PROJECT			
Project Number	Project Name	Total Cost	% of Total
1	Measure 1 EV Vanpools	\$3,291,238	47%
2	Measure 2 EV Carshare	\$1,808,678	26%
3	Measure 3 EV Purchase Guidance TA	\$1,275,413	18%
4	Evaluation and Emobility Network	\$624,672	9%
Total		\$7,000,000	100%

Detailed Budget Table Measure 1: EV Vanpool Program

To establish 60 new EV vanpool commuter routes serving disadvantaged communities.

BUDGET BY YEAR							BUDGET NARRATIVE		
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES	
Direct Costs	Personnel								
	Sustainability Program Manager, \$134,000 base salary, 7% FTE average with annual fluxuation based on workload, 5% annual increase	\$9,380	\$9,849	\$8,864	\$8,864	\$8,864	\$45,821	Monterey County Program Manager to oversee implementation of this Measure, identify and select, and/or solicit agency or consultant partner to administer rebate program, manage subaward/contract, ensure quality reporting and integrate into EMobility Study Report. Disseminate EMobility Network Study within professional networks.	
							\$0		
	TOTAL PERSONNEL	\$9,380	\$9,849	\$8,864	\$8,864	\$8,864	\$45,821		
	Fringe Benefits								
	Fringe benefits at 33%	\$3,095	\$3,250	\$2,925	\$2,925	\$2,925	\$15,121	County Fringe Benefits include: Medicare, FICA, Short-Term and Long-Term Disability Insurance, PERS, Flex Co Paid Insurance-Pretax, Vision Insurance, Flex-Benefit Plan Contribution, Employee Assistance Program, Life Insurance	
							\$0		
	TOTAL FRINGE BENEFITS	\$3,095	\$3,250	\$2,925	\$2,925	\$2,925	\$15,121		
	Travel								
							\$0		
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0		
	Equipment								
							\$0		
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0		
	Supplies								
							\$0		
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0		
	Contractual								
							\$0		
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0		
	OTHER								
		Subaward: Transportation Agency (to be selected) to Administer Rebate Program	\$84,500	\$72,615	\$51,241	\$0	\$0	\$208,356	See description and detailed budget for this subaward below. If subaward agency cannot be identified, budget will shift to 'Contractual' and County will conduct a competitive solicitation process to secure a private services vendor. Monterey County will progress this selection process in the pre-award period with the goal of determininig this before grant contracting so the amount could be moved to the Consulting budget category if needed at time of initial contracting.
		Participant Support Costs: EV Vanpool Rebates (60 total) @ \$50,000 each	\$1,500,000	\$1,500,000	\$0	\$0	\$0	\$3,000,000	Rebate administrator will issue these rebates via contracts that outline duration and target performance measures as described in Workplan to achieve outcomes.
		TOTAL OTHER	\$1,584,500	\$1,572,615	\$51,241	\$0	\$0	\$3,208,356	
		TOTAL DIRECT	\$1,596,975	\$1,585,714	\$63,031	\$11,789	\$11,789	\$3,269,298	
Indirect Costs	Indirect Costs								
	Indirect Rate 36%	\$4,491.14	\$4,715.70	\$4,244.13	\$4,244.13	\$4,244.13	\$21,939.24	Indirect rate 36% on Personnel Base + Fringe	
	TOTAL INDIRECT	\$4,491	\$4,716	\$4,244	\$4,244	\$4,244	\$21,939		
TOTAL		\$1,601,466	\$1,590,430	\$67,275	\$16,033	\$16,033	\$3,291,238	BUDGET MontereyCounty.xls BUDGET NARRATIVE Page 2 of 10	

Measure 1 Subaward Detail: Transportation Agency EV Vanpool Rebate Management

Subawards will be issued to a local agency (or contracted to a competitively selected consultant as a backup) to manage issuance of EV Vanpool Rebates, track activity and outcomes, and manage all subaward administration, and contribute to scaling guidance report. There are two public agencies in Monterey County that run regional EV rebate programs currently (Monterey Bay Air Resources District and Central Coast Energy Services) and one who has run a vanpool rebate program (Association of Monterey Bay Area Governments) that are likely subaward partners.

SUBAWARD BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							Salary costs are estimated based on regional averages for similar public agency
	Program Manager, \$80,000 annual salary, average 5% FTE, annual 5% increase, Years 1-3	\$6,000	\$4,120	\$1,697	\$0	\$0	\$11,817	Program Manager will negotiate and manage subaward, establish implementation scope, manage agency approvals, and lead program implementation within agency. Ensure GHG, VMT and other metric outcomes are accurate and partner with evaluation consultant and leadership team in development of EMobility Study Report. Disseminate EMobility Network Study within professional networks.
	Assistant Program Manager, \$50,000 annual salary, average 12% FTE, annual 5% increase, Years 1-3	\$10,000	\$7,725	\$2,652	\$0	\$0	\$20,377	Assistant Program Manager will establish/integrate rebate into agency operations, provide day-to-day program oversight and leadership and assist Analyst as needed to implement rebate program. Ensure regular and accurate reporting of outcomes to Lead Agency.
	Program Analyst, \$20,000 annual salary, average 50% FTE, annual 5% increase, Years 1-3	\$12,000	\$12,360	\$12,731	\$0	\$0	\$37,091	Program Analyst will manage rebate application processing, and ensure participants are providing required data and outcome reporting, prepare reports and draft analysis.
	TOTAL PERSONNEL	\$28,000	\$24,205	\$17,080	\$0	\$0	\$69,285	
	Fringe Benefits							
	Fringe benefits at 50%	\$14,000	\$12,103	\$8,540	\$0	\$0	\$34,643	Fringe costs are estimated based on regional averages for similar public agency
							\$0	
	TOTAL FRINGE BENEFITS	\$14,000	\$12,103	\$8,540	\$0	\$0	\$34,643	
	Travel							
							\$0	
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
							\$0	
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies							
	Marketing Materials (fliers, online marketing fees)	\$500	\$0	\$0	\$0	\$0	\$500	Marketing materials may include bilingual fliers promoting availability of vanpools and paid social media targeting worker populations.
	TOTAL SUPPLIES	\$500	\$0	\$0	\$0	\$0	\$500	
	Contractual							
							\$0	
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0	
	OTHER							
		\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL OTHER	\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL DIRECT	\$42,500	\$36,308	\$25,621	\$0	\$0	\$104,428	
Indirect Costs	Indirect Costs							
	Estimated approved federal indirect rate of 100%	\$42,000	\$36,308	\$25,621	\$0	\$0	\$104,428	Agency will be limited to a Federally Approved indirect rate or will accept the 10% diminimus limit.
	TOTAL INDIRECT	\$42,000	\$36,308	\$25,621	\$0	\$0	\$104,428	
TOTAL		\$84,500	\$72,615	\$51,241	\$0	\$0	\$208,855	

Detailed Budget Table Measure 3: EV Carshare Program Deployment

To establish 5 new EV carshare hubs with 10 total passenger EVs in disadvantaged communities.

BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	<i>Sustainability Program Manager, \$134,000 base salary, 9% FTE average with annual fluxuation based on workload, 5% annual increase</i>	\$12,060	\$12,663	\$11,397	\$11,397	\$11,397	\$58,913	Monterey County Program Manager to oversee implementation of this Measure, issue solicitation for EV carshare service provider, manage contract, ensure quality reporting and integrate into EMobility Study Report. Disseminate EMobility Network Study within professional networks.
	<i>Sustainability Program Analyst III, \$103,000 annual salary, 10% FTE, 5% annual increase</i>	\$10,300	\$10,815	\$11,356	\$11,924	\$12,520	\$56,914	Provide day to day support to EV carshare provider including coordinating CBO engagement on provider and site selection, inter-departmental coordination, community outreach, ensuring performance and community benefit, and tracking outcomes.
							\$0	
	TOTAL PERSONNEL	\$22,360	\$23,478	\$22,752	\$23,320	\$23,916	\$115,827	
	Fringe Benefits							
	<i>Fringe Benefits at 33%</i>	\$7,379	\$7,748	\$7,508	\$7,696	\$7,892	\$38,223	County Fringe Benefits include: Medicare, FICA, Short-Term and Long-Term Disability Insurance, PERS, Flex Co Paid Insurance-Pretax, Vision Insurance, Flex-Benefit Plan Contribution, Employee Assistance Program, Life Insurance
							\$0	
							\$0	
	TOTAL FRINGE BENEFITS	\$7,379	\$7,748	\$7,508	\$7,696	\$7,892	\$38,223	
	Travel							
							\$0	Local mileage cost coverage will be contributed in-kind by County.
							\$0	
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
							\$0	
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies							
							\$0	
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	
	Contractual							
	<i>EV Carshare Service Provision</i>	\$425,825	\$440,070	\$237,972	\$244,536	\$250,767	\$1,599,170	See estimated budget workup below for planning, vehicle purchase, deployment, customer enrollment and service, and reporting for a vendor to be secured via competitive solicitation process. Executed contract following competitive solicitation and selection process may have different line items and expenses but is targeted not to exceed estimate below.
							\$0	
	TOTAL CONTRACTUAL	\$425,825	\$440,070	\$237,972	\$244,536	\$250,767	\$1,599,170	
		\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL OTHER	\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL DIRECT	\$455,564	\$471,295	\$268,233	\$275,552	\$282,576	\$1,753,220	
TOTAL	Indirect Costs							
	<i>Indirect Rate 36%</i>	\$10,706	\$11,241	\$10,894	\$11,166	\$11,451	\$55,458	Indirect rate 36% on Personnel Base + Fringe
	TOTAL INDIRECT	\$10,706	\$11,241	\$10,894	\$11,166	\$11,451	\$55,458	
TOTAL		\$466,270	\$482,537	\$279,126	\$286,718	\$294,027	\$1,808,678	

Measure 2 Consulting Expense Estimated Budget Detail: EV Carshare Consultant Vendor

Monterey County will issue an RFP for EV Carshare provision services. We have based our subaward budget estimates on proven programs being delivered in low income and rural areas such as Tulare/Kern and Stockton, California.

ESTIMATED CONSULTANT BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	Chief Operating Officer (5% FTE) (est. \$165,000 base salary)	\$8,250	\$8,498	\$8,752	\$9,015	\$9,285	\$43,800	Oversees all EV carshare staff and operations. Coordinates high level interactions with Monterey County and other program partners. Ongoing Project Coordination with Program Administrator and Partners, Data Reporting, and Progress Reporting. Disseminate EMOBILITY Network Study within professional networks.
	Chief Financial Officer (5% FTE) (est. \$145,000 base salary)	\$7,250	\$7,468	\$7,692	\$7,922	\$8,160	\$38,491	Oversees all the financial aspects of EV carshare including EV purchases, flow of revenue and expenses related to all EV carshare operations including financial book keeping, expense/income tracking and invoicing for this project.
	Fleet Manager (20% FTE) (est. \$105,000 base salary)	\$21,000	\$21,630	\$22,279	\$22,947	\$23,636	\$111,492	Capital Acquisition: Vehicle Procurement & Delivery (involves dealer interactions, coordinating hardware installations, performing initial maintenance and interior cleanings, vehicle branding, and vehicle onboarding to platform and hardware/software beta-testing). Fleet management and oversight.
	Bilingual Fleet & Member Service Associate (100% FTE) (est. base \$58,000)	\$58,000	\$59,740	\$61,532	\$63,378	\$65,280	\$307,930	Provides daily fleet and customer services for the project area carshare members. Conduct outreach to targeted populationsw in coordination with project partners.
	TOTAL PERSONNEL	\$94,500	\$97,335	\$100,255	\$103,263	\$106,361	\$501,713	
	Fringe Benefits							
	Fringe Benefits at 35%	\$33,075	\$34,067	\$35,089	\$36,142	\$37,226	\$175,600	Estimated based on industry medians.
	TOTAL FRINGE BENEFITS	\$33,075	\$34,067	\$35,089	\$36,142	\$37,226	\$175,600	
	Travel							
	Mileage at Federal Rate and/or air/transit travel from	\$ 2,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$6,000	Estimated, actuals TBD based on vendor location.
	TOTAL TRAVEL	\$ 2,000	\$1,000	\$1,000	\$1,000	\$1,000	\$6,000	
	Equipment							
	Purchase of a total of ten (10) EVs including a variety of passenger vehicles types @\$42,000 average per EV.	\$210,000	\$210,000	\$0	\$0	\$0	\$420,000	Goal is to minimize costs for EV purchase through leveraging IRA Direct Pay incentives and exploring bulk purchase agreements available to the County, but are budgeting in full market costs plus taxes as a conservative estimate.
	TOTAL EQUIPMENT	\$210,000	\$210,000	\$0	\$0	\$0	\$420,000	
	Supplies							
	Vehicle Telematics & Hardware @ \$800/vehicle	\$8,000	\$0	\$0	\$0	\$0	\$8,000	For tracking actual mileage to generate GHG and VMT reduction outcome
	TOTAL SUPPLIES	\$8,000	\$0	\$0	\$0	\$0	\$8,000	
	Contractual							
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0	
	OTHER							
	Vehicle repairs and maintenance & other operating costs	\$2,000	\$5,000	\$7,000	\$7,500	\$8,000	\$29,500	Based on industry statistics for EV service and maintenance costs (primarily brakes, tires and safety checks) .
	Fleet license & software subscriptions	\$6,000	\$6,000	\$6,000	\$6,500	\$6,500	\$31,000	Fleet Management License & Software Subscriptions. Annual Subscriptions (\$525/car/year)
	EV Out of Network Charge Cards (\$100/car/mo)	\$8,000	\$8,000	\$8,500	\$8,500	\$8,500	\$41,500	Provided to carshare members to ensure ability to charge on longer trips where base station charging is not accessible.
	Annual Fleet Premium Insurance	\$15,000	\$30,000	\$30,000	\$30,000	\$30,000	\$135,000	
	TOTAL OTHER	\$31,000	\$49,000	\$51,500	\$52,500	\$53,000	\$237,000	
	TOTAL DIRECT	\$378,575	\$391,402	\$187,844	\$192,905	\$197,587	\$1,348,313	
Indirect Costs	Indirect Costs							
	Indirect Costs 50% on Base Salary	\$47,250	\$48,668	\$50,128	\$51,631	\$53,180	\$250,857	Estimated. Likely consultant would charge loaded rates.
	TOTAL INDIRECT – 50%	\$47,250	\$48,668	\$50,128	\$51,631	\$53,180	\$250,857	
TOTAL		\$425,825	\$440,070	\$237,972	\$244,536	\$250,767	\$1,599,170	

Detailed Budget Table Measure 3: EV Purchase Guidance Assistance, Shared Mobility Enrollment and CBO Engagement Compensation.

To provide TA resulting in 100 low-income residents accessing rebates and purchasing an EV, as well as compensating Monterey Bay Climate Justice Collaborative CBOs to engage in the project.

BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	<i>Sustainability Program Manager, \$134,000 base salary, 4% FTE, 5% annual increase</i>	\$5,360	\$5,628	\$5,909	\$6,205	\$6,515	\$29,617	Monterey County Program Manager to oversee implementation of this Measure, issue and manage subaward to Ecology Action, ensure quality performance and reporting and integrate into EMobility Study Report. Disseminate EMobility Network Study within professional networks.
	<i>Sustainability Program Analyst III, \$103,000 annual salary, 10% FTE, 5% annual increase</i>	\$13,000	\$13,650	\$14,333	\$15,049	\$15,802	\$71,833	Provide day to day support to Ecology Action and CBO partners, support inter-departmental coordination, promotion of Technical Assistance services through and within County departments, and tracking outcomes.
							\$0	
	TOTAL PERSONNEL	\$18,360	\$19,278	\$20,242	\$21,254	\$22,317	\$101,451	
	Fringe Benefits							
	<i>Fringe Benefits at 33%</i>	\$6,059	\$6,362	\$6,680	\$7,014	\$7,365	\$33,479	County Fringe Benefits include: Medicare, FICA, Short-Term and Long-Term Disability Insurance, PERS, Flex Co Paid Insurance-Pretax, Vision Insurance, Flex-Benefit Plan Contribution, Employee Assistance Program, Life Insurance
							\$0	
							\$0	
	TOTAL FRINGE BENEFITS	\$6,059	\$6,362	\$6,680	\$7,014	\$7,365	\$33,479	
	Travel							
							\$0	Local mileage costs will be contributed in-kind by County.
							\$0	
							\$0	
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
							\$0	
							\$0	
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies							
							\$0	
							\$0	
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	
	Contractual							
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0	
	OTHER							
	<i>Subaward Detail : Ecology Action (includes Regeneración subsubaward, also detailed below)</i>	\$223,644	\$255,720	\$248,583	\$220,517	\$143,444	\$1,091,909	See description and detailed budgets for the Ecology Action subaward and Regeneración subsubaward below.
		\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL OTHER	\$223,644	\$255,720	\$248,583	\$220,517	\$143,444	\$1,091,909	
	TOTAL DIRECT	\$248,063	\$281,360	\$275,505	\$248,785	\$173,125	\$1,226,838	
TOTAL	Indirect Costs							
	<i>Indirect Rate 36%</i>	\$8,791	\$9,230	\$9,692	\$10,176	\$10,685	\$48,575	Indirect rate 36% on Personnel Base + Fringe
							\$0	
	TOTAL INDIRECT	\$8,791	\$9,230	\$9,692	\$10,176	\$10,685	\$48,575	
TOTAL		\$256,854	\$290,591	\$285,197	\$258,961	\$183,810	\$1,275,413	

Measure 3 Subaward Detail: Ecology Action (with subsubaward Regeneración)

Ecology Action will receive a subaward to provide 1:1 EV Purchase Guidance Assistance, outreach and vanpool/carshare enrollment services. They will manage a subaward for Regeneración Pajaro Valley Climate Action to engage the Monterey Bay Climate Justice Collaborative (MBACJC) for program design, outreach and enrollment support. To ensure a fair playing field and maximum enrollment outcomes, an RFP will be issued to award a least three community engagement service contracts to MBACJC members and other qualified organizations in the region (listed as Subaward: Community Based Organization Outreach Services in detail below)

SUBAWARD BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	EV Consumer Assistance Program Manager, \$100,000 annual salary, 5% FTE, annual increase 7%	\$5,000	\$5,350	\$5,725	\$6,125	\$6,125	\$28,325	Supervises and oversees all EV program staff, coordinates with program partners on high level plans and operations, manages all financial and oversees program reporting.
	EV Consumer Assistance Program Bilingual Specialist, \$71,615 annual salary, 25% FTE for 4.75 years, annual increase 7%	\$17,904	\$19,157	\$20,498	\$21,933	\$15,254	\$94,746	Conducts program outreach, education to priority communities and coordinates with other program staff and partners. Responsible for program design, execution, evaluation and reporting in collaboration with other program staff.
	\$65,582 annual salary, 39% FTE, annual increase 7%	\$25,577	\$27,367	\$29,283	\$31,333	\$16,763	\$130,323	Bilingual staff conducts direct outreach to priority communities and individuals and provides one on one purchase guidance technical assistance.
	Marketing Director, \$148,824 annual salary, 2% FTE, annual increase 7%	\$2,976	\$3,185	\$3,408	\$3,646	\$2,341	\$15,556	Advises on outreach strategies, modifies already developed bilingual social media, flier, poster and other assets to co-brand with CBOs conducting outreach.
	TOTAL PERSONNEL	\$51,457	\$55,059	\$58,913	\$63,037	\$40,484	\$268,951	
	Fringe Benefits							
	Fringe benefits at 38%	\$19,554	\$20,923	\$22,387	\$23,954	\$15,384	\$102,201	Fringe benefits include workers compensation and payroll taxes; medical, dental, vision, acupuncture and chiropractic insurance; short and long term disability; 403b retirement plan with employer match; sustainable transportation benefits including EV purchase incentive; employee wellness benefits.
	TOTAL FRINGE BENEFITS	\$19,554	\$20,923	\$22,387	\$23,954	\$15,384	\$102,201	
	Travel							
	Local travel at approved Federal mileage rate	\$750	\$750	\$750	\$750	\$300	\$3,300	Local travel to conduct outreach and enrollment and provide in-person technical assistance.
	TOTAL TRAVEL	\$750	\$750	\$750	\$750	\$300	\$3,300	
	Equipment							
							\$0	
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies							
	Marketing and outreach supplies	\$3,000	\$3,000	\$3,000	\$3,000	\$2,000	\$14,000	Pop-ups, tablecloths, printing fliers and posters, paid social media boosts.
							\$0	
	TOTAL SUPPLIES	\$3,000	\$3,000	\$3,000	\$3,000	\$2,000	\$14,000	
	Contractual							
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0	
	OTHER							
	Subaward: Regeneración for MBACJC CBO Engagement	\$87,814	\$110,644	\$93,614	\$54,963	\$37,231	\$384,266	See detailed subaward budget estimate below. Includes CBO meeting stipends and CBO engagement and outreach subcontracts.
							\$0	
	TOTAL OTHER	\$87,814	\$110,644	\$93,614	\$54,963	\$37,231	\$384,266	
	TOTAL DIRECT	\$162,575	\$190,376	\$178,665	\$145,704	\$95,398	\$772,718	
Indirect	Indirect Costs							
	(Pending) Federal Indirect Rate at 86% on Personnel Costs plus Fringe Benefits	\$61,069	\$65,344	\$69,918	\$74,813	\$48,046	\$319,191	Ecology Action has an approved rate for Federally funded project through California Transportation Agency, and has submitted an application to the Federal Government for indirect rate approval. 86% is the rate in that application and will be adjusted based on final numbers approved. If unable to secure approval this will reduce to 10% de minimus.
	TOTAL INDIRECT	\$61,069	\$65,344	\$69,918	\$74,813	\$48,046	\$319,191	
TOTAL		\$223,644	\$255,720	\$248,583	\$220,517	\$143,444	\$1,091,909	

Measure 3 Subsubaward Detail: Regeneración Pajaro Valley Climate Action for CBO engagement

To center project for feedback and partnerships within Monterey Bay Climate Justice Collaborative including technical assistance to CBOs, coverage of project feedback opportunities in Clima y Equidad meetings, TA for compensated CBOs to partner in project design, outreach and EMobility Network Services enrollment.

SUBAWARD BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	<i>Executive Director, \$80,294 annual salary, 10% FTE average weighted toward program launch, 5% annual increase</i>	\$14,453	\$15,176	\$15,934	\$8,366	\$4,392	\$58,321	Executive Director to oversee implementation of CBO engagement in the project and participate as an advisor directly, ensure quality performance and reporting and ensure equity aspects are integrated into program design, evaluation and EMobility Study Report. Disseminate EMobility Network Study within professional networks.
	<i>Special Projects Director/Collaborative Manager, \$73,195 annual salary, 15% FTE average weighted toward program launch, 5% annual increase</i>	\$16,688	\$17,523	\$18,399	\$9,659	\$5,071	\$67,341	Integrate project feedback, updates and promotion in Climate Justice Collaborative monthly Clima y Equidad meetings, provide technical assistance to CBO partners, manage outreach solicitation process and contracting, issue meeting stipends, document engagement and track outcomes. Disseminate EMobility Network Study within professional networks.
	<i>Accounting Specialist, \$75,000 annual salary, 5% FTE, 5% annual increase</i>	\$3,750	\$3,938	\$4,134	\$4,341	\$4,558	\$20,721	Ensure subaward accounting is accurately tracked and documented and reported including invoicing, up to 60 meeting stipends and 2-6 outreach subcontracts.
	TOTAL PERSONNEL	\$34,891	\$36,636	\$38,468	\$22,366	\$14,021	\$146,383	
	Fringe Benefits							
	<i>Fringe benefits at 35%</i>	\$12,212	\$12,823	\$13,464	\$7,828	\$4,907	\$51,234	Fringe includes workers compensation, payroll taxes, medical insurance, life insurance, paid time off, disability insurance and 401K retirement match,
		\$12,212	\$12,823	\$13,464	\$7,828	\$4,907	\$51,234	
	Travel							
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies	\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	
	Contractual							
	<i>Contracts for justice CBOs to conduct outreach and support enrollment in Emobility Network Services</i>	\$30,000	\$50,000	\$30,000	\$15,000	\$9,390	\$134,390	To ensure all justice CBOs in the region have a fair chance to access these funds, and ensure the maximum impact in reaching our target audience (low income residents who commute or are in-market for vehicles) around locations of new EMobility services, Regeneración will issue a competitive solicitation to select at least 2 CBOs to provide outreach services. Technical Assistance on proposal completion will be provided to all interested CBOs to ensure access.
	TOTAL CONTRACTUAL	\$30,000	\$50,000	\$30,000	\$15,000	\$9,390	\$134,390	
	OTHER							
	<i>Compensation Stipends for CBOs to provide feedback on program design and implementation (4 CBOs, \$500/meeting, 3 meetings/year) (4% annual increase)</i>	\$6,000	\$6,240	\$6,490	\$6,749	\$7,019	\$32,498	\$500/meeting stipends will be provided to CBOs for one staff person to prepare, attend and follow up on Emobility Network focused meetings (project launch feedback, EV carshare vendor selection, EV carshare location siting, EV vanpool rebate and EV purchase guidance technical assistance outreach recommendations).
	TOTAL OTHER	\$6,000	\$6,240	\$6,490	\$6,749	\$7,019	\$32,498	
	TOTAL DIRECT	\$83,103	\$105,699	\$88,421	\$51,943	\$35,338	\$364,505	
Indirect	Indirect Costs							
	<i>Deminimus Indirect Rate at 10% of Personnel Costs plus Fringe Benefits</i>	\$4,710	\$4,946	\$5,193	\$3,019	\$1,893	\$19,762	This small CBO does not have a Federally approved indirect rate so will limit itself to the diminimus 10%.
	TOTAL INDIRECT	\$4,710	\$4,946	\$5,193	\$3,019	\$1,893	\$19,762	
TOTAL		\$87,814	\$110,644	\$93,614	\$54,963	\$37,231	\$384,266	

Detailed Budget Table: Evaluation Program and Emobility Network Study Report Development

To complete a robust evaluation on the EMobility Network resulting in accurate GHG and other outcome reporting and dissemination of an Emobility Network Study report.

BUDGET BY YEAR								BUDGET NARRATIVE
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	<i>Sustainability Program Manager, \$134,000 base salary, 7% FTE average, 5% annual increase</i>	\$9,380	\$9,849	\$10,341	\$10,859	\$11,401	\$51,830	Monterey County Program Manager to oversee implementation of evaluation plan and EMobility Network study. They will issue the solicitation for an evaluation consultant, manage contract, facilitate project team leadership meetings with consultant to align on evaluation efforts, ensure quality reporting and lead consultant to develop EMobility Network Study Report. Disseminate EMobility Network Study within professional networks.
	<i>Sustainability Program Analyst III, \$103,000 annual salary, 10% FTE, 5% annual increase</i>	\$13,000	\$13,650	\$14,333	\$15,049	\$15,802	\$71,833	Serve as lead data analyst for the project, ensuring all subawardees and subcontractors are following evaluation plan protocol and reporting accurately and on-time. Compile submitted data into tracking system for project team to review throughout project and adjust implementation as needed. Contribute to EMobility Network Study development based program support in project Measures and data.
	TOTAL PERSONNEL	\$22,380	\$23,499	\$24,674	\$25,908	\$27,203	\$123,664	
	Fringe Benefits							
	<i>Fringe benefits at 33%</i>	\$7,385	\$7,755	\$8,142	\$8,550	\$8,977	\$40,809	County Fringe Benefits include: Medicare, FICA, Short-Term and Long-Term Disability Insurance, PERS, Flex Co Paid Insurance-Pretax, Vision Insurance, Flex-Benefit Plan Contribution, Employee Assistance Program, Life Insurance
	TOTAL FRINGE BENEFITS	\$7,385	\$7,755	\$8,142	\$8,550	\$8,977	\$40,809	
	Travel							
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies							
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	
	Contractual							
	<i>Evaluation Consultant</i>	\$75,000	\$60,000	\$45,000	\$45,000	\$75,000	\$300,000	A competitive solicitation will be issued for a consultant to develop evaluation plan and protocol for the project, organize subawardees and CBOs to implement evaluation plans, QA/QC data, develop EMobility Study Report with Leadership Team for statewide and national promulgation
	TOTAL CONTRACTUAL	\$75,000	\$60,000	\$45,000	\$45,000	\$75,000	\$300,000	
	Other							
	<i>Subaward: Association of Monterey Bay Area Governments</i>	\$12,362	\$22,207	\$21,672	\$21,828	\$22,919	\$100,989	See description and detailed budget for this subaward below.
	TOTAL OTHER	\$12,362	\$22,207	\$21,672	\$21,828	\$22,919	\$100,989	
	TOTAL DIRECT	\$117,128	\$113,460	\$99,489	\$101,285	\$134,099	\$565,462	
Indirect Costs	Indirect Costs							
TOTAL	<i>Indirect Rate 36%</i>	\$10,716	\$11,251	\$11,814	\$12,405	\$13,025	\$59,210	Indirect rate 36% on Personnel Base + Fringe
	TOTAL INDIRECT	\$10,716	\$11,251	\$11,814	\$12,405	\$13,025	\$59,210	
TOTAL		\$127,843	\$124,712	\$111,303	\$113,690	\$147,124	\$624,672	

Subaward Detail: AMBAG Evaluation and GHG Outcome Analysis and Verification Services

To serve as the project lead analyzing all telemetrics and vehicle data, calculating, analyzing and verifying VMT and GHG emissions reductions and advising on EMobility Study Report.

SUBAWARD BUDGET BY YEAR							BUDGET NARRATIVE	
COST-TYPE	CATEGORY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL	NOTES
Direct Costs	Personnel							
	AMBAG Sustainability Program Manager, \$167,519 annual FTE salary, 15-20 hours/year, 5% annual increase	\$1,208	\$1,269	\$1,332	\$1,399	\$1,468	\$6,676	Execute and oversee subaward performance. Serve on project leadership team and advise on and disseminate EMobility Network Study within professional networks.
	GIS Coordinator, \$153,557 annual salary, 10-35 hours/year, 5% annual increase	\$738	\$2,481	\$2,344	\$2,338	\$2,455	\$10,357	Apply GIS methods and systems to facilitate data tracking for EMobility Network Measures. Responsibilities include the administration and support of AMBAG's Geographic Information Services (GIS) activities. Will conducting spatial analysis and develop presentation products such as maps, charts and reports.
	Planner, \$100,510 annual FTE salary, 45-75 hours/year, 5% annual increase	\$2,174	\$3,653	\$3,548	\$3,539	\$3,716	\$16,631	Lead the professional and technical planning, data and analysis support for GHG outcome tracking, analysis and verification for the EMobility Network project.
							\$0	
	TOTAL PERSONNEL	\$4,121	\$7,402	\$7,224	\$7,276	\$7,640	\$33,663	
	Fringe Benefits							
	Fringe benefits at 50%	\$2,060	\$3,701	\$3,612	\$3,638	\$3,820	\$16,831	Fringe includes: ICA (Social Security, Medicare), State Unemployment Insurance, Workers Compensation, Health/Dental/Vision Insurance, Life/Long-term Disability Insurance, Retirement benefits, Vacation Pay, Holiday Pay and Sick Leave
							\$0	
	TOTAL FRINGE BENEFITS	\$2,060	\$3,701	\$3,612	\$3,638	\$3,820	\$16,831	
	Travel							
							\$0	
	TOTAL TRAVEL	\$0	\$0	\$0	\$0	\$0	\$0	
	Equipment							
							\$0	
	TOTAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	
	Supplies	\$0	\$0	\$0	\$0	\$0	\$0	
							\$0	
	TOTAL SUPPLIES	\$0	\$0	\$0	\$0	\$0	\$0	
	Contractual							
							\$0	
	TOTAL CONTRACTUAL	\$0	\$0	\$0	\$0	\$0	\$0	
	OTHER							
							\$0	
	TOTAL OTHER	\$0	\$0	\$0	\$0	\$0	\$0	
	TOTAL DIRECT	\$6,181	\$11,103	\$10,836	\$10,914	\$11,460	\$50,494	
Indirect	Indirect Costs							
	Approved Federal Indirect Rate at 100% of Personnel Costs plus Fringe Benefits	\$6,181.20	\$11,103.28	\$10,836.22	\$10,914.02	\$11,459.72	\$50,494	AMBAG's Federally Approved Indirect Rate is approved by California Department of Transportation on behalf of the Federal Highway Administration.
	TOTAL INDIRECT	\$6,181	\$11,103	\$10,836	\$10,914	\$11,460	\$50,494	
TOTAL		\$12,362	\$22,207	\$21,672	\$21,828	\$22,919	\$100,989	