	A	Ν	O P	Q	R S	Т	U V	/ W	X Y	/ Z A	A AB	AC	AD
1		2012	2/13	2013	8/14	2014	l/15	201	5-16	2016-17			
2		Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget			
3									,	J			
4	INCOME:	10,427,624	11,027,441	11,148,650	11,381,027	11,435,201	11,501,939	11,317,829	11,279,756	11,313,804			
5			_		_		_	-	_				
6 7	STAFF OPERATIONS:	5,508,767	5,469,456	5,869,884	5,804,878	6,094,151	5,990,172	6,825,144	6,959,895	6,991,115			
8		0,000,101	0,100,100	0,000,001	0,001,010	0,001,101	0,000,112	0,020,111	0,000,000	0,001,110			
9	SPEEA FACILITIES:	452,580	421,539	313,900	295,672	318,000	294,019	308,000	292,056	308,000			
10		540 400	450.040	504 400	570.004	540.000		5 40,000	FFF 407 -	E 40.000			
11	PROFESSIONAL SERVICES:	549,100	456,846	561,100	578,931	543,000	634,824	540,000	555,437	546,600			
13	OFFICE OPERATIONS:	317,600	356,162	325,000	241,811	305,000	345,104	320,700	318,751	325,700			
14		,	, i i			, i i i i i i i i i i i i i i i i i i i		, ,					
	COUNCIL & EXECUTIVE BOARD												
15	OPERATIONS:	477,121	600,833	594,163	566,429	621,060	597,227	644,895	687,212	639,249			
10	ORGANIZING COSTS:	203,350	31,797	250,000	24,697	250,000	40,055	55,000	61,620	55,000			
18		200,000	01,101	200,000	21,007	200,000	10,000		01,020				
19		-	581,409	100,000	90,754	100,000	5,470	10,000	96,681	50,000			
20							_	_	_				
21	BUILDINGS & CAPITAL EQUIPMENT:	200,000		100.000		50,000							
22		200,000		190,000		50,000							
	TRAINING, SUPPORT & SERVICES:	493,140	366,311	475,960	472,283	479,050	550,110	560,575	532,971	559,450			
24													
	AFFILIATE COSTS:	1,960,452	2,032,886	1,945,080	1,901,348	1,937,981	1,816,155	2,000,499	1,935,317	1,901,862			
26	TOTAL EXPENSES	10,162,110	10,317,238	10,625,087	9,976,803	10,698,242	10,273,134	11,264,813	11,439,942	11,376,976			
28		10,102,110	10,317,236	10,025,087	9,970,803	10,090,242	10,273,134	11,204,013	11,439,942	11,370,970			
	RESERVES:				-			-	-				
30	General			200,000	500,000	300,000	1,500,000			800,000	General Fund Reserve balance 12/31/2015	4,587,728	
31	Negotiationa	250.000		250.000			_	-		-	Negatiation Reserve balance, 40/04/0045	1 640 040	
32	v	250,000	-	250,000	_			-	_	-	Negotiation Reserve balance 12/31/2015	1,613,846	
34					_					-	Organizing Reserve balance 12/31/2015	1,277,759	
35												, ,	
	Building/SPInc		500,000		500,000	425,000	_	40,000		_	Building Reserve balances total 12/31/2015	3,912,703	
37 38			_		_				_	-	SPInc Reserve balances total 12/31/2015	487,421	
38							-		-	-	SFILL RESERVE Dalances total 12/31/2015	487,421	
0.0	Legal remedies (reimbursement of dues		-		_			-	_	-			
40	income/legal expenses)						1,500,000			900,000			
41			040.000	70 500	40.4.000	44.050	4 000 00 (10.010	(400,405)	00.000		44.070.455	
42	INCOME OVER EXPENSES	15,514	210,203	73,562	404,223	11,959	1,228,804	13,016	(160,185)	36,828		11,879,457	

A	Ν	O F	Q	R S	Т	U V	W	X Y	Z	AA AB AC AD
1	2012	/13	2013	/14	2014	/15	2015	-16	2016-17	
								Projected		
								year end		
								(based upon	Dropood	
	Budget	Actual	Budget	Actual	Budget	Actual	Proposed	9 mon Dec '14 YTD)	Proposed Budget	
2	Budget	Actual	Budget	Actual	Budget	Actual	Budget	14 110)	Buuget	
3		-	-	_		_				
43		-	-	_		_				
44 INCOME:		_	_	_		_				
45										
46 Dues	10,184,005	10,853,365	10,923,267	11,191,026	11,208,792	11,265,048	11,062,278	11,056,181	11,104,676	Estimate based on December 2015 membership
47		_	_	_		_				estimating attrition of about 2%
48 49			-				-			based upon dues rate of \$45.40.(2.57% increase)
50 includes members and agency fee payers		_	_	_						based upon dues rate of \$45.49 (3.57% increase)
50 includes members and agency lee payers			-	_		_			-	
52						_	-			
53		-	-	_		-	-			
54 Beck objectors	243,619	173,730	225,383	190,001	226,409	236,891	255,551	223,575	209,127	Beck calculation based upon 485 Beck Objectors
55	240,010	110,100	220,000	100,001	220,400	200,001	200,001	220,010	200,127	
56 Miscellaneous Income		346	-				-			
57		010	-	_		-				
58 TOTAL INCOME	10,427,624	11,027,441	11,148,650	11,381,027	11,435,201	11,501,939	11,317,829	11,279,756	11,313,804	
59	-1 1-	1- 1	, ,,,,,,,	1 1-	, , -	,	/	, , ,	,,	
60 STAFF OPERATIONS:		-	-	_		_				
61		-	-	_		-				
62 Salaries & employer taxes	4,185,933	4,154,859	4,484,888	4,370,393	4,585,033	4,447,577	4,980,173	5,116,602	5,219,728	Projected payroll expenses include provisions in Union Contracts
present salaries & contractual raises, estimated	,,	, - ,	, - ,	,,	,,	, ,-		-, -,		
63 overtime 8%										and expected increases in benefits costs
64			-			_	-			Overtime (OT) is budgeted at 8.0% (from 5% prior year)
65 does not include Ed Wells staff		_	-	_			200,616			PTO & Benefits 3 staff retiring
66 FICA, FUTA, Emp Security										Includes auto and phone allowances
67 Workman Comp, Payroll processing fees										These amounts do not included Ed Wells staff costs
68										
69 Medical Benefits	625,371	604,219	659,241	674,867	746,258	698,388	778,496	872,647	860,357	
70 Health/HRA/ Dental/Vision			_	_						38 employees, 11 retirees
71										
72 Employee Benefits	687,713	686,785	716,006	749,749	751,610	784,925	854,610	950,349	899,780	
73 401k/pension/LTD&Life insurance			_	_		_	-			
74	4.050	1.000	4.050	444	4.050	4.04.4	4.050	204	4.050	
75 Local transportation	1,250	1,692	1,250	411 _	1,250	1,814	1,250	394	1,250	SPEEA van in Kansas
76 license tabs, gas, repair 77		-	_	_		-			-	
78 General Staff administration		-	_	_		-			-	
79 includes, misc mileage & meals,	8,500	21,901	8,500	9,459	10,000	57,468	10,000	19,903	10,000	
80 hiring's & terminations, parking, other	0,500	21,901	8,500	3,459	10,000	57,400	10,000	19,903	10,000	
81				_					-	
82 TOTAL STAFF OPERATIONS	5,508,767	5,469,456	5,869,884	5,804,878	6,094,151	5,990,172	6,825,144	6,959,895	6,991,115	
	0,000,101	0,400,400	0,000,004	0,004,010	0,004,101	0,000,112	0,020,144	3,303,030	0,001,110	

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	Α	Ν	O P	Q	R S	Т	U V	(W	X Y	/ Z A	A AB AC	AD
1		2012	/13	2013/	/14	2014/	/15	201	5-16	2016-17		
									Projected			
									year end			
									(based upon			
								Proposed	9 mon Dec	Proposed		
2		Budget	Actual	Budget	Actual	Budget	Actual	Budget	'14 YTD)	Budget		
3			_		_			-	_	_		'
83			_				_	-	_			- '
84 SPEEA FA			_		_		_	-	_	_		
85 86 Property taxe		4,250	3,784	4,000	3,508	5,000	5,453	5.000	5,388	5,000	Personal property taxes (computers equipment etc)	'
87	¢5	4,250	3,704	4,000	3,508	5,000	5,455	5,000	5,500	5,000		
-	A Properties: Seattle	192,000	192,000	106,500	106,500	106,500	106,500	106,500	106,500	106,500	The building is leased from SPEEA Properties Inc. (SPInc)	+
	A Properties: Everett	76,800	76,800	43,500	43,500	43,500	43,500	43,500	43,500	43,500	All building costs are paid by SPInc commenced 2009/2010.	++
90 Rent - Wichit	ta Office	49,230	47,335	47,400	48,076	50,000	48,743	50,000	49,221	50,000		
91												
92 Phones & int		80,000	55,469	65,000	51,307	60,000	45,912	50,000	41,709	50,000	All phones and internet access for all offices (includes cell phones).	'
93 Seattle, Evere	ett, Wichita		_			-	_	-	_	_	changes in internet vendor provided savings 2011/12	- <u> </u> !
94 95 Utilities		8,500	5,299	6,500	5,712	6,500	4,841	6,500	4,591	6,500	Utilities for Wichita	'
96 garbage, sew	ver water electric	8,500	5,299	0,500	5,712	0,500	4,041	0,500	4,591	0,500		
97			-		_	-	-	-	-	-		
98 Facilities Mai	intenance	6,300	8,009	6,500	3,379	6,500	4,243	6,500	3,955	6,500	Facilities for Wichita	
99		,	· -	, , , , , , , , , , , , , , , , , , ,	· _	, i	· -	, ,	· –			1
100 Insurance		35,500	32,843	34,500	33,690	40,000	34,827	40,000	37,191	40,000	Insurance costs, includes general union liability	
101												'
102 TOTAL SPEE		452,580	421,539	313,900	295,672	318,000	294,019	308,000	292,056	308,000		- <u> </u> !
103			-				-	-	-			/
	DNAL SERVICES:		_				_	_	_	_	Includes Buescher, Goldhammer, Kelman, Dodge PC retainer at \$16,500/	/mo
105 Attorney		375,000	252,387	350,000	333,959	300,000	536,769	300,000	453,719	400,000	Includes represenational legal fees as well as fees related to	'
106 and other firm	oldhammer, Kelman, Dodge PC										Agency fee paying represented employees	1
106 and other 1111			-					-	-	-		
108 Arbitration		100,000	106,908	150,000	120,402	125,000	26,523	125,000	28,888	50,000	Includes arbitrator fees & travel, meeting rooms,	
109		,		,	,				,		court reporting, travel expenses	+
110												
111 Actuary		6,600	6,600	6,600	23,035	30,000	6,600	30,000	6,600	6,600	Consultation on benefits (Steve Delapp)	
112 The Segal Co	ompany						_			_	Negotiation services, refer to reserves	_ _ '
113		40,000		07 000	00.007	00.000		05 000	10.550	10.000	The extended Auditor is required to the encoded and it also are due to	'
114 Auditor 115		40,000	38,822	27,000	36,837	38,000	35,002	35,000	42,550	40,000	The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.	!
116							_			_		+
117 Communicat	ions Support	25,000	-	25,000		25,000	3,443	25,000	12,000	25,000	Outside consultant costs related to SPEEA website	+
118		,	-	,3	_	,	-,		_,	,	Video and Web development, allow for "new member" media	1
119											previous videos were accounted for to Negotiations	
120 Other profes	sional services	2,500	52,129	2,500	64,697	25,000	26,486	25,000	11,680	25,000		
121		540.463	150.045	504.465	570.001	540.000	004.001	540.000	FFF 107	F 10.000		-
122 TOTAL PRO	FESSIONAL SERVICES	549,100	456,846	561,100	578,931	543,000	634,824	540,000	555,437	546,600		!

	А	Ν	0 P	Q	R S	Т	U	/ W	Х	Y Z	AA AB AC AD
1		2012/	/13	2013/	14	2014	/15	201	5-16	2016-17	
2		Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget	
3			_		_		-	_	_	_	
-	OFFICE OPERATIONS		_				-	_		_	
124	Dein (in a complication of the complete of the	40 500	50 700	50.000	00.040	50.000	00 507	50.000	04.400	05.000	Neuroletter manufacture inclusion Franctice Decade (FDTF elections
	Printing supplies & services	42,500	59,792	50,000	68,842	50,000	62,587	50,000	61,189	65,000	Newsletter, member mailings, including Executive Board, IFPTE elections
126	paper, envelopes, ink, film, chemicals		_				-	-	_	_	and Constitutional referendums, 2014/15 many of these costs shifting
127			_				-	-		_	to outside vendor, includes general office printing and paper supplies
	Office Expenses	80,000	66,518	70,000	45,381	50.000	53,029	50,000	60,349	50,000	All general office supplies and miscellaneous cost of running offices.
	Office supplies, local printer toners,	00,000	00,510	70,000	45,501	50,000	55,029		00,549	30,000	All general once supplies and miscellaneous cost of running onces.
	allocated pop/coffee, misc expenses)		—				-	-	-	_	
132			-				-	-	-	-	
	Electronic Supplies	15,000	11,949	20,000	3,451	15,000	8,635	15,000	3,946	10,000	Non capital electronic office expenses
134		,		,		,	-,		-,		
135			-				-	-	-	_	
	Software licenses	47,350	64,395	50,000	39,790	50,000	54,788	50,000	53,115	55,000	Union software and trend of expenses moving toward licensing.
137			· _		· _		· -		· _	-	bi-annual pack up services, even years.
138			_				_	_	_	_	
139	Equipment Upgrades & Replacement	28,000	16,954	18,000	9,888	28,000	40,907	28,000	10,097	18,000	Upgrades or replaces un-repairable & outdated office equipment
140			_						_		General upgrades (includes misc upgrades to Council rooi 5,000
141											Computers (on 5 year cycle) 11,000
142			_				_	_		_	Printers & other computer accessories 2,000
143					_			_			
	Equipment contracts & maintenance	32,000	28,568	35,000	16,241	35,000	50,159	50,000	57,632	50,000	Repairs, maintenance and lease agreements (copiers and printing equipment)
145								-		-	
	Postage & delivery	65,000	97,202	70,000	52,780	65,000	60,527	65,000	62,899	65,000	Postage and fees to mail "pre-sort" newsletters, etc.
	all postage and delivery costs		_				_	_	_	_	Daily service for mail to terminal annex post office
148 149	f any Electronic Voting costs incurred						_	_	_	_	Includes between office locations, referendum and Constitutional changes
-	Subscriptions & Books	7,750	10,784	12,000	5,439	12,000	14,472	12,700	9,524	12,700	Congressional Quarterly, Newspapers
150		7,750	10,764	12,000	5,439	12,000	14,472	12,700	9,524	12,700	Congressional Quarterly, Newspapers, News clipping service, misc books, includes Council book clubs
151					_		-	-	_	_	
	TOTAL OFFICE OPERATIONS	317.600	356.162	325.000	241,811	305,000	345,104	320,700	318.751	325,700	
154		011,000	000,102	020,000	211,011	000,000	010,104	020,700	010,101	020,700	
10-1											

	A	Ν	O P	Q	R S	Т	U V	W	X Y	Z A	A AB	AC	AD
1		2012/	/13	2013/	14	2014/	/15	2015	5-16	2016-17			
2		Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget			
3			_		_		_						
	COUNCIL & EXECUTIVE BOARD OPERATIONS:												
155	OFERATIONS.		-				_						
	FOOD		—						—				
	Executive Board & Executive Board Cmte	5,000	4,926	5,000	5,324	6,000	5,578	6,000	8,040	8,000	Executive Board & all EB committees food.		
	Joint Committees	-	288	1,000	1,914	2,000	2,239	2,000	1,486	2,000	Negotiation year, expenses transition to Negotiations		
	Tellers	1,250	1,490	1,500	1,650	1,500	1,067	1,500	899	1,500			
	Judicial Review	200	-	200		200		200		200			
162 163	SPEEA Council	7,300	3,902	7,300	5,693	7,300	5,503	7,300	4 474	7 200	Council Officer food included within Council budgets	7,300	[S-C]
	SPEEA Council Committees	7,300	3,902 5,421	8,500	4,571	7,300	5,503 6,504	7,300	4,471 8,529	7,300 7,500	Council Onicer lood included within Council budgets	7,300	[S-C]
165		1,000	0,421	-	4,071	7,000	0,004	1,000	0,020	1,000		7,000	[0 0]
166	NW Regional Council	21,000	12,922	21,000	15,988	21,000	16,777	21,000	20,927	21,000	Eight meetings per year, including one guest night	21,000	[NW-C]
	NW Council Committees	10,000	5,640	10,000	10,296	10,000	10,471	10,000	11,038	10,000		10,000	[NW-C]
	NW Council/Area Rep expenses		_	-	_					_	Area Rep meetings moved to membership meetings		[NW-C]
169		0.500		-	0.007	4 400	4 005 -					1 0 0 0	
170	MidW Regional Council MidW Council Committees	3,500	2,845	3,500	3,287	4,460	4,285	4,460	4,129	4,000			•
	MidW Council/Area Rep Expenses	3,500	848	3,750	2,058	3,750	733	3,750	475	2,000	Area Rep meetings moved to membership meetings	2,000	[MidW-C] [MidW-C]
	MidW Wichita Engineering Unit (WEU)	500		500		500		500		500	Area Rep meetings moved to membership meetings	500	-
	MidW Wichita Technical and Professional		—	000	_							000	[]
174	Unit (WTPU)									500		500	[MidW-C]
175													
176	total food	59,750	38,281	62,250	50,782	64,210	53,158	64,210	59,994	64,500			
177	Mileage & childcare reimbursements	7,000	8,581	10.000	6,481		9,291	10,000	6,683	7,500	All members mileage accounted for together		
170	wheage & childcare reinibursements	7,000	0,001	10,000	0,401		9,291	10,000	0,003	7,500	All members mileage accounted for together		
-	Partnership activities	-											
181			_		_		_			-			
182	Shareholder meeting presence	2,000	_	4,000		4,000		4,000		3,500			
183			- [-				-		General allocation	0	
184			1,413		2,617		2,990		3,476		MidW Council budgeted Shareholders meeting - Spirit	3,500	[MidW-C]
185	Community Participation	62.050		74 692		05 950	_	06 200		110.220	Puilding strong community relationships for resinceed surgest as	noodod	
186	Community Participation	63,050	17,650	74,683	77,042	95,850	13,116	96,300	10,658	110,320	Building strong community relationships for reciprocal support as General	15,000	
188			17,050		11,042		13,110		10,000		Includes: Race for the Cure,	1,500	
189			—		_					-	CF event	1,500	
190													
191					2,100		650		750		SPEEA Council Community items (Diversity cmte)	500	[S-C]
192			39,300		39,800		57,350		62,050		NW Council Community items		[NW-C]
193 194			12,146		13,845		11,468		15,500	-	MidW Council Community items, Includes Vet Day Parade	30,770	[MidW-C]
	Trade Union Relations	500		500			_			-	Includes staff supporting visiting unions as guests		
	Greeting and visiting other unions,	500	_	500		500	_	500	-	500	and SPEEA visiting / meeting with other unions	500	
	developing strategy and relationships		_		_	000	_	000		000		000	
	advocating SPEEA issues												[MidW-C]

	A	Ν	0	P Q	R S	Т	U V	W	X Y	Z	AA AB	AC	AD
1		2012	2/13	2013	/14	2014/	15	2015	-16	2016-17			
2		Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget			
3													
199			-	_									
	egislative Affairs	55,821	00.407	97,280	00.400	99,850	04.045	111,235	400 504	93,454	Staff support of activities and expenses related to SPEEA's General: including IFPTE Legs Conference		+
201 202	Executive Board		33,427	_	36,138		91,215		138,594	-		30,000 council meeting	
202	SPEEA L&PA		12,327	_	9,530		4,081		36,731	_	SPEEA Leg & Public Affairs Committee	45,314	
203			12,021	_	3,550		4,001		50,751	-	- NCSL - (4) attendees	14,240	
205	NW L&PA		3,178	-	6,098		3.905		14,185	-	NW L&PA Committee	1,400	
206			-, -	_	-,				,	-	- NCSL none budgeted here	0	[NW-C]
207	MidW L&PA		11,770	_	8,340		12,419		24,900	-	MidW L&PA Committee	2,500	
208 209			-	_	_		_			-	- NCSL (2) attendees NCL & NCSL/ (2) to only NCSL (\$11,400 in MidW Council Budget)	0	[MidW-C]
	onferences, Travel and misc		-	_	_		_			-			
211	Executive Board	25,000	7,463	10,000	1,624	10,000	10,089	10,000	6,216	10,000	EB members' travel and other activities	10,000	
212 213				_						_			
213										_			
214				_					_	_			
215	SPEEA Council	700		2,700		2,850		2,900		3,000			
216				_			-		200	_	SPEEA Council	200	
217			-	_			381		500	_	Council Officers	500	
218				_	_		4 700			_	Organizational Planning	0	
219 220				_			1,720		2,000	_	Diversity Committee: Movie nights, panel discussion, bool Steve Pezzini HOPE award	2,100 200	
220				-					<u> </u>	-	Recognition	200	
222				_					—	-	Recognition	0	[0-0]
223	NW Council	3,300		2,750		3,800		5,750	—	2,975			
224		0,000	-		-	0,000		0,100			Northwest Council	0	[NW-C]
224 225 226			-	_	-				300	-	Council Officers	300	
226				_						_	Area Rep Recognition Event - moved to Executive Board		
227			-		-		-		500		Recognition & Awards	500	[NW-C]
											ACT: book club (books inlcuded in Subscriptions &]
228			-	_						_	Books)		[NW-C]
229 230				_	561		(151)		0	_	New Hire		[NW-C]
230			-	_	84		-		4,950	-	Women's Advocacy (SPEEA WAC forum and other course	2,175	[NW-C]
231	Mi-IW/ De siewel O som sil	4 000		4 000	_	4 000		4 000	_	4 500	offered by WAC, movie and book nights)		
232	MidW Regional Council	1,000		1,000		1,000		1,000	—	4,500	MidW Council Officers, General	0	[MidW-C]
233 234			56	-	401		424		1,000	-	MidW Council Oncers, General MidW Regional Council: Recognitions	1,000	
234			50		401		424		1,000		& Member Appreciations MidW Regional Council	1,000	[minate]
235 236			-	_	-		2,845		0		MidW Area rep appreciations widw Regional Council	3,500	[MidW-C]
237					_		_,0.0		• <u> </u>		MidW WAC	0	-
238 239					_						budgeted within Internal Organizing/New Recruitment	Ŭ	
239					_								
240 R	ecognition Events	24,000		24,000									
	ctivist recognition events are chargeable for												
241 B	eck		139		22,251	24,000	21,487	24,000	24,000	24,000	NW Awards Banquet	24,000	[NW-C]

A	Ν	O P	Q	R S	Т	U V	W	X Y	Z	AA AB	AC	AD
1	2012	/13	2013/	14	2014/	15	2015	5-16	2016-17			
2	Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget			
3 all member activities are not chargeable for		_		_		_			-	MidW Recognition Banquet / Family Festival - moved to		
242 Beck.										Membership activities	ſMi	idW-C]
243		_		_					-			
244 Leave with Pay	230,000	409,746	300,000	283,319	310,000	297,123	310,000	269,025	310,000			
245 All time off requires prior approval		_		_					_	General LWP	300,000	
246	5 000	- o		- · · ·	5 000		5 000	= <u> </u>				
247 Honoraria	5,000	5,355	5,000	5,417	5,000	3,666	5,000	5,000	5,000	\$500 annual to all EB members and all Council Chairs		
TOTAL COUNCIL & EXECUTIVE BOARD												
249 OPERATIONS	477,121	600,833	594,163	566,429	621,060	597,227	644,895	687,212	639,249			
250 ORGANIZING COSTS:	203,350	31,797	250,000	24,697	250,000	40,055	55,000	61,620	55,000	Organizing others and internal recruiting (including recerti	fication drives)	
251			,	,	,		,			costs including: travel, legal, advertising, visibility items, n		
252		_		_					-			
253										Use reserve funds as appropriate		
254				_					_	Organizing Reserve balance 12/31/2015	1,277,759	
255		_		_					-	MidWA Opposition	0 100	
256 257				-					-	MidW - Organizing	0 [Mi	
258		-		_					-	External Organizing (efforts to add	50,000	
259		-		-					-	additional Bargaining Units)	30,000	
260				—					-			
261		_		_					-	Internal Organizing -Recruitment (efforts to increase	5,000	
262		_		_		_				membership in existing Bargaining Units)		
263												
264 TOTAL ORGANIZING COSTS	203,350	31,797	250,000	24,697	250,000	40,055	55,000	61,620	55,000			
		-		-				—	-			
266 NEGOTIATIONS & RESERVES:		_		_					-			
267 268 Negotiation of Contracts & Survey		581,409	100,000	90,754	100,000	5,470	10,000	96,681	50,000			
269 Reserves		561,409	100,000	90,754	100,000	5,470	10,000	90,001	50,000	Negotiation Reserve balance 12/31/2015	1,605,230	
270		-		-		-		—	-		1,000,200	
271 TOTAL NEGOTIATIONS COSTS	-	581,409	100,000	90,754	100,000	5,470	10,000	96,681	50,000			
272												
273 TRAINING, SUPPORT & SERVICES:												
274		_		_					_			
275 Membership Supplies	38,600	43,445	38,600	43,212	57,600	17,882	58,600	30,017	28,600	General membership supplies	25,000	
276									-	Includes shared costs of flu shots where employer doesn'		
277 Visibility items 278 (not regularly stocked)		-		-		_			-	includes apparel item for elected positions per term SPEEA Council AR Recognition	3,600 0 [\$	S-C1
279		_							-			~ ~1
280 Visibility Items Re-order	50,000	21,291	50,000	40,541	50,000	60,144	50,000	78,915	60,000	Re-order visibility items - Includes: Mugs, pens,		
281	.,		-,		-,	,				lanyards, small bags, balsa wood airplanes, flying di	scs and pins.	
282										(Negotiations years more regularly stocked items used)		
283												
284 Electronic & other Promotion		-	5,000	7,324	5,500	6,036	5,500	2,279	5,500	Facebook ads and press releases		

1	2012/13	2013/ Budget	/14	2014/	15	2015		2016-17			
	t Actual	Budget					Duciente				
3		Buuget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget			
		_									
285 90 286 SPOTLITE 90 287 Postage, paper, sorting 90	000 83,067	80,000	98,517	80,000	165,955	165,000	164,244	165,000	Monthly SPOTLITE paper, supplies and zip code sorting through outside vendors. SPOTLITE APP new for 2015/16		
289 Membership Meetings 34 290 291 34	000 20,259	19,000 	37,386	12,000	35,297	12,000	35,493	35,000	CR/AR and other district meetings Meetings between staff & members includes presentations at SPEEA offices and in the workplace	33,500	
293 292 293 294	500	-	500		500		500		(i.e. SPEEA 101, open enrollment, retirement) NW ACT Work place activities MidW YP plans offsite SPEEA 101 for 50 four times during 201		[NW-C]
295 295 296 297	-			-					MidW All member meetings AR recognition events		[MidW-C]
298 Temporary medical insurance 50	43,588	25,000	7,696	8,000	2,000	-			program completed 12/31/2014		+
300 Membership Activities 18	800	30,950		27,750	_	30,300	_	31,050			
301 302	1,003 1,045		57 4,962	-	13 4,239		212 6,900		Membership Activities, general NW MAC: Events	8,400	[NW-C]
303	-	-	-	-	822		1,571		NW New Hire	3,000	
304	-		80	-	-		600		NW Movie Night	600	
305 306	3,064	-		-					NW Open House NW: Battle of the Bands (Joint with IAM)	3,000 0	
307	-						0		MidW: Win-win cards	3,000	
308	7,712		8,093		6,755		11,000		MidW MAC / MW Young Professionals / Membership Recruitment	10,750	[MidW-C]
309 310	2,152	_	45	-	1,972		2,300	_	MidW Family Festival	2,300	[MidW-C]
311 Training and Leadership conference 114	'40	97,410	_	96,300	_	91,000	_	92,400			
312 Council Convention	14,695		12,304	-	32,764		13,866		Council Convention	17,000	
313 Leadership Conference 314 Travel Costs	34,818 30,922		35,972 31,301		15,272 31,686		46,662 28,377	.	Leadership Conference Regional travel	36,000 35,000	
315 and other training	00,022		01,001		01,000		20,011	_	SPEEA Leadership Development & Trg Committee	0	[S-C]
316	1,109	_	1,375	-	2,958		3,605		NW WAC trainings (Summer, Food for Thought)	4,400	[NW-C]
317 318	6,530		14,929	31,900	14,982	38,175	16,731	31,900	General Training (includes CR & AR training - ie RONR,	31,900	[!]
319	1,200	_	.,	,	,	,	.,		- AFL-CIO Young Workers: Next-up (3-4)	.,	<u>↓</u>
320 321		_	_	-				-	- Labor Notes : Bi-annual even years - NW Council budgeted - Labor notes ACT (10), moved to SPEEA EB budget	0	[NW-C]
322 323		_	_		_				- MidW Council budgeted - Labor notes (4), moved to SPEEA EB budget		[MidW-C]
324		_	_		_		_		also other individual trainings as approved by the Board		<u> </u>
325 326 Staff training & education 65 327 Includes professional affiliation 65	000 17,043	60,000	45,759	60,000	34,314	60,000	36,642	60,000	Contin. Ed., professional development and related fees & I Combine staff training	30,000 15,000	

	A	Ν	O F	Q	R S	Т	U V	W	X Y	Z A	AB AC	AD
1		2012/	/13	2013/	14	2014	/15	201	5-16	2016-17		
2		Budget	Actual	Budget	Actual	Budget	Actual	Proposed Budget	Projected year end (based upon 9 mon Dec '14 YTD)	Proposed Budget		
3 328			_		_			-			Harvard Labor Union program 15,000	
320			-				-		-		Certified Employee Benefits Specialist training	J
330			-		_		-	-		-		
331	Contract Administration Misc.	7,500	6,164	15,000	12,278	15,000	4,165	15,000	4,889	5,000	Staff support of Contract and related issues	
332	grievance, lunches, parking.						_	_		_	labor/management lunches, Palmdale expected to require support	
333												
334	Staff travel & remote support	25,000	27,903	25,000	69,952	35,000	112,354	35,000	48,168	45,000	Additional expenses incurred for travel and travel related	
335	ravel expenses for other than specific purposes										expenses to support the bargaining units with distance from SPEEA office	es
336			-				—	-	_	-	2014/15 included Palmdale settlement travel	
337	TOTAL TRAINING, SUPPORT & SERVICES	493,140	366,311	475,960	472,283	479,050	550,110	560,575	532,971	559,450		
338					_			-		_		
339	AFFILIATE COSTS:									_		
340					_		_			_		
	Per Cap Dues											
342	FPTE, per cap dues	1,371,314	1,444,868	1,464,912	1,452,600	1,477,957	1,434,527	1,469,667	1,411,528	1,465,286	IFPTE - \$5.73/month/member and Agency fee payer	
344	State Organizations, per cap dues				-							
545	State Organizations, per cap dues				—		-	-		-	Continuing our presence at Washington State Labor	
346	Washington State	210,000	219,123	219,025	213,490	217,178	203,006	196,861	193,213	191,648	* Council 191,648	3 [NW-C]
347					· · _			· · ·				
348	Kansas State AFL-CIO	12,334	15,078	12,334	11,885	13,000	9,820	13,000	9,505	13,000	Kansas State AFL-CIO 13,000	[MidW-C]
349			_		_		_	-	_			
	Dregon AFL-CIO Central States IFPTE	FFO	550	550	FFO	FFO	FFO	550	550) [NW-C]
351		550	550	550	550	550	550	550	550	550	550	[MidW-C]
353	Local Organizations, per cap dues		-		—		-	-	—	-	Other per cap dues: Labor councils	
	King County	70,193	73,403	74,628	74,143	74,928	71,156	69,358	71,098	69,776	69,776	6 [NW-C]
355	_A County		196	785	661	700	618	605	511	475	475	
	NW Oregon	716	906	920	909	932	915	894	973	948	948	
	Pierce County	4,803	5,011	5,091	5,008	5,070	4,777	4,633	4,527	4,476	4,476	
	Snohomish County Spokane County	50,000 441	55,339	56,493	51,263	56,580	53,288 412	51,240 411	52,405 428	52,446 429	52,446 429	
	Vichita-Hutchinson	10,250	418 11,756	421 10,250	413 8,914	425 11,000	7,365	11,000	7,126	11,000	429	
361		10,200	11,700	10,200	0,014	1,000	7,000	11,000	7,120	11,000	11,000	
362	Conventions and activities	148,951	-	49,371	_	39,361	—	47,980		51,528		
363	State & Local Conventions		_		_		_					
364	Regional Labor Council Delegates		103,718		3,807		-	94,000	110,613		2015 IFPTE Convention delegates, staff & ED \$2,000/each	
365										_	& misc costs \$70k AV expense sponsorship (tri-annually)	
366			2,727		14,078		218		2,284	-	IFPTE support 1,000	
366 367 368 369			-		2,073 2,640		- 2,424	-	3,000 3,800	-	SPEEA: Diversity - NAACP Conference 3,640 SPEEA: Diversity - Out & Equal Summit 3,760) [S-C]) [S-C]
369					1,420		-		3,800	-		3 [S-C]
370					1,420		_		0,000	-) [S-C]
371					_		-					[S-C]
371 372											SPEEA: Diversity - C) [S-C]

374 5,300 7,220 3,606 14,671 NW CLWW Events (NEBs and Conventions) 9,030 NM 376 376 1<	A	N O	P Q R	S T U V	W X Y	′ Z	AA AB	AC	AD
Budget Actual Budget<	1	2012/13	2013/14	2014/15	2015-16	2016-17			
2 Budget Atual Budget Atual Budget 14 YED Budget Head					Projected year end (based upon				
3 3 4 5 9,607 9,667 12,888 10,633 Wishington State famual and fegislative) 1 0 0,703 375 5,300 7,220 3,608 14,671 MdW (LUW Event) (MEB and Conventions) 9,030 9,030 9,030 9,030 10,033 MdW (LUW Event) (MEB and Conventions) 9,030 9,030 10,033 MdW (LUW Event) (MEB and Conventions) 9,030 10,033 MdW (LUW Event) (MEB and Conventions) 9,030 10,033 MdW (LUW Event) (MEB and Conventions) 9,030 10,030 MdW (LUW Event) (MEB and Conventions) 9,030 MdW (LUW Event) (MEB and Conventions) 3,000 MdW (LUW Event) (MEB and Conventions) 3,000 MdW (LUW Event) (MEB and Conventions) 4,000 MdW (LUW Event) (MEB and Conventions) 4,000 MdW (LUW Event) (MEB and Conventions) 4,000 MdW (LUW Event) (MdW Expland) 1,000 4,000 MdW (LUW Event) (MEB and Conventions) 4,000 MdW (LUW Event) (MeB and Conventions) 4,000 MdW (LUW Event) (MdW Expland) 1,000 MdW (LUW Event) (MdW Expland) 1,000 1,000 1,000 1,000 MdW (LUW Event) (MdW Expland) 1,000 1,0	2	Budget Actual	Budget Actual	Budget Actual		-			
373 9,102 9,687 12,688 10,635 Washington State (annual and legislative) 11,000 N 376									
374 360 7.220 3.605 14,671 NV CLW Events (NEBs and Conventions) 9.000 NV 375	373	9,102	9,697	12,698	10,635	-	Washington State (annual and legislative)	11,000	[NW-C]
376	374	5,300	7,220	3,608	14,671		NW CLUW Events (NEBs and Conventions)	9,030	[NW-C]
Strip Strip <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>3,200</td><td>[MidW-C]</td></th<>								3,200	[MidW-C]
377	376							3,000	[MidW-C]
278 720 2.613 1.238 3.844 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s 4.000 MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: Certral States IPPTE (3) 1st 3 at 0s MidW: C								,	
272									[MidW-C]
Bit Bit <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1</td> <td>[MidW-C]</td>								1	[MidW-C]
380 381 Board mtg MidW: L&PA, misage 0 MidW 381 981	379	874	2,084	872	5,000			1,250	[MidW-C]
381									
382 383 MidW: XFL_ClC Community Services Conference 250 MidW: XFL_XCLC Community Services Conference 250			-		700	_	Board mtg [MidW L&PA], mileage	-	
383 384 385 386 391 <td>381</td> <td></td> <td></td> <td>_</td> <td>_</td> <td>_</td> <td>MidW: Wichita/Hutch Labor Fed Delegate</td> <td></td> <td>•</td>	381			_	_	_	MidW: Wichita/Hutch Labor Fed Delegate		•
384				_		_			
385	383			_		_	MidW: Kansas AFL/CIO bi annual (5)	,	[MidW-C]
386 Labor Support 50,300 40,				_		_	MidW: IFPTE Next Up Young Workers Summit (2)	3,000	[MidW-C]
387 71,690 - 17,128 3,500 14,107 Allocated to support other labor organizations & causes 30,300 - 10,000 - 17,128 3,500 14,107 Allocated to support other labor organizations & causes 30,300 - 10,000									
388 389 includes Spokane Labor Rally 1000 389	386 Labor Support	50,300	50,300	40,300	40,300	40,300			
389 2012-15 Washington State Labor Education completed 390 391 11,107 - 18,852 4,407 10,000 NW Council Labor support activities and donations 2,950 [392 11,107 - 18,852 4,407 10,000 NW Council Labor Support items 3,750 [Mi 392 1,000 - - 756 1,000 NW Council Labor Support items 3,000 [Mi 394 - - - 756 1,000 NW Council Labor Support items 3,000 [Mi 394 - - - 756 1,000 - <		71,690	17,128	3,500	14,107	_]	
30 39<				-		-		1	
391 11,107 - 18,852 4,407 10,000 NW Council Labor Support items 3,700 NW 392 393 1,000 - - - NW Council Labor Support items 3,000 NW 393 - 1,000 - - - - NW Council Labor Support items 3,000 NW 394 - - - - - - MidW Council Labor Support items 2,000 - <td< td=""><td></td><td></td><td>-</td><td>_</td><td>-</td><td>_</td><td>SPEEA Council Labor support activities and donations</td><td>•</td><td>[S-C]</td></td<>			-	_	-	_	SPEEA Council Labor support activities and donations	•	[S-C]
392		11,107	- 18,852	4,407	10,000	-	NW Council Labor Support items		
393 1,000 - - - 756 1,000 MidW Council Labor Support items 2,000 [Mid 2000] 394 -				_			NW Labor Delegates Forum events	300	
394	393	1,000		756	1,000		MidW Council Labor Support items		[MidW-C]
396 397 BUILDINGS & CAPITAL EQUIPMENT: 5 140,000 - <td>394</td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td>· · · · · ·</td> <td></td>	394			-				· · · · · ·	
397 BUILDINGS & CAPITAL EQUIPMENT: Image: state of the state	395 AFFILIATE COSTS	1,960,452 2,032,886	i 1,945,080 1,901,348	1,937,981 1,816,155	2,000,499 1,935,317	1,901,862		-	
398 Equipment Purchases 150,000 - 140,000 - - - - - building reserves available -<	396		_	_					
399 Image: Control of the second						_			
400 Building Reserve balances total 12/31/2015 3,912,703 401 6 6 6		150,000 -	140,000 -	_ · _	· · _	_	- building reserves available		
			-	-	-	-	Building Reserve balances total 12/31/2015	3 912 703	
401 201 <td></td> <td></td> <td>-</td> <td></td> <td>-</td> <td>-</td> <td>Building Reserve balances total 12/51/2015</td> <td>5,912,705</td> <td></td>			-		-	-	Building Reserve balances total 12/51/2015	5,912,705	
	402		-		-	-	SPInc Reserve balances total 12/31/2015	487 421	
403				-		-		401,421	
404 2016/17 potential items include:	404		-	-	-		2016/17 potential items include:		
405 - Document Retention			—	-	-				
406 - repurpose print shop, HQ			—	-					
407 - Everett office alignment			-						
408 - envelope opener (for Tellers)	408								
	409			-					
				-					
411	411	50,000 -	50,000 -	50,000 -	-				
413 TOTAL BUILDING RESERVES 200,000 - 190,000 - 50,000		200,000 -	190,000 -	50,000 -		-		· · · · · · · · · · · · · · · · · · ·	

