	A	W	Х	Y z I	AA A	AC AC	AD	AΑ	AG	Al Al	AJ	AK
1		201	5-16	201	6-17		7-18		2018-19			
2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)		DRAFT Budget			
3												
5	INCOME:	11,317,829	11,327,688	11,313,804	11,062,443	11,306,355	10,374,002	-	10,531,692			
6				_	_	_		+	-			
7	STAFF OPERATIONS:	6,825,144	7,078,668	6,991,115	6,487,946	7,201,677	6,647,885	т	6,893,839			
8								Ш				
10	SPEEA FACILITIES:	308,000	287,957	308,000	280,299	282,500	282,012	-	281,000			
11	PROFESSIONAL SERVICES:	540,000	661,098	546,600	443,278	521,600	449,372	+	470,000			
12												
13	OFFICE OPERATIONS:	320,700	340,864	325,700	308,861	330,700	308,074	Щ	311,000			
14	COUNCIL & EXECUTIVE BOARD			_	_	_		-	-			
15	OPERATIONS:	644,895	731,119	639,249	568,256	620,370	579,949		533,840			
16		,					2,2,2,2	\top	,			
17	ORGANIZING COSTS:	55,000	61,086	55,000	89,660	55,000	58,881	Ш	55,000			
18	NEGOTIATIONS & RESERVES:	10.000	75 070	F0 000	64.069	F0 000		-	E0 000			
20	NEGOTIATIONS & RESERVES.	10,000	75,272	50,000	61,268	50,000	-	+	50,000			
				_	-	_		+	-			
	BUILDINGS & CAPITAL EQUIPMENT:	-	-	-	137,341	-	-	Ш	-			
22	TRAINING, SUPPORT & SERVICES:	560,575	514,176	566,250	452,137	597,275	518,620	-	529,775			
24	TRAINING, SUFFORT & SERVICES.	560,575	314,170	500,250	452,137	391,213	516,020	+	529,775			
25	AFFILIATE COSTS:	2,000,499	1,922,211	1,895,062	1,727,599	1,686,930	1,632,504	+	1,753,471			
26												
27	TOTAL EXPENSES	11,264,813	11,672,452	11,376,976	10,556,645	11,346,052	10,477,295	-	10,877,924			
29	RESERVES:			_	_	_		+	-			
30	General		3,000,000	800,000						General Fund Reserve balance 12/31/2017	5,469,447	
31	Newsday							Щ		New Color Brown Labour 40/5 (2017	4 000	
32	Negotiations			_	_	_		-	-	Negotiation Reserve balance 12/31/2017	1,637,728	
34	Organizing							+	-	Organizing Reserve balance 12/31/2017	1,306,843	+
35												
36	Building/SPInc	40,000						Щ		Building Reserve balances total 12/31/2017	5,190,341	
37 38				_	_			-	-	SPInc Reserve balances total 12/31/2017	0	1
39								+	-	OF ITTLE INCOCE VE DAIGHTES LOLAI 12/31/2017	0	+
	Legal remedies (reimbursement of dues							\top				
	income/legal expenses)		1,194,278	900,000				Ш	-			
41	INCOME OVER EXPENSES	13,016	(2,150,486)	36,828	505,798	(39,698)	(103,293)	Н	(346,232)		13,604,360	1
42		13,010	(4,100,400)	30,020	303,136	(33,096)	(103,293)		(340,232)		13,004,300	

_												
<u> </u>	Α	W 201	X F 16	Y Z	AA / 6-17	AC AC	AD 7-18	AA	AG 2018-19	Al Al	AJ	AK
1		2013	J-10	2010	U-17	201		Н	2010-19			
							Projected					
							year end (based upon					
							9 mon Dec		DRAFT			
2		Budget	Actual	Budget	Actual	Budget	'16 YTD)		Budget			
3												
43												
	INCOME:				_	_		ш				
45	D	44 000 070	44 007 000		40,000,000	44 404 070	10 000 100	-	10.054.440	Full and Land Development and Control of Con		
46	Dues	11,062,278	11,097,930	11,104,676	10,862,662	11,104,676	10,206,100	-	10,351,418	Estimate based on December 2017 membership based upon projections from The Company		
48				_	_	-		-	-	estimate flat employment for the first half of the year then some increases		
49										based upon dues rate of \$48.33 (2.37% increase)		
	includes members and agency fee payers							\perp				
51 52				_	_	_		-	-			
53				-	-	-		+				
	Beck objectors	255,551	229,757	209,127	199,781	201,678	167,902	H	180,275	Beck calculation based upon 400 Beck Objectors		
55	-							П				
	Miscellaneous Income		-		-		•	$^{+}$				
57 58	TOTAL INCOME	11,317,829	11,327,688	11,313,804	11,062,443	11,306,355	10,374,002	Н	10,531,692			
59	IOTAL MOUNT	11,517,629	11,321,000	11,313,004	11,002,443	11,500,555	10,374,002	H	10,001,002			
60	STAFF OPERATIONS:			_	_	_			-			
61					_				-			
62	Salaries & employer taxes	5,180,789	5,243,105	5,219,728	4,809,577	5,497,293	4,903,712		5,153,253	Projected payroll expenses include provisions in Union Contracts		
00	present salaries & contractual raises,											
64	estimated overtime 8%			_	-	-		-	-	and expected increases in benefits costs Overtime (OT) is budgeted at 8%		
	does not include Ed Wells staff			_	_	-		—	-	Overtime (O1) is budgeted at 070		
	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	Medical Benefits	778,496	871,598	860,357	791,351	837,298	828,754	-	825,426			
	Health/HRA/ Dental/Vision	770,490	071,330		791,551	037,290	020,734	+	025,420	39 employees, 11 retirees		
71				_	_	_			-			
	Employee Benefits	854,610	939,677	899,780	878,876	855,836	909,569		907,910			
73	401k/pension/LTD&Life insurance			_	_	_		-	-			
75	Local transportation	1,250	419	1,250	2,139	1,250	857	+	1,250	SPEEA van in Kansas		
76	license tags, gas, repair	1,200	713	1,200	2,103	1,200	001	H	1,200	or and in regions		
77												
	General Staff administration	40.000	00.000	40.000	0.001	40.000	4.000	\perp	0.000			
	includes, misc mileage & meals, hiring's & terminations, parking, other	10,000	23,869	10,000	6,004	10,000	4,992	+	6,000			
81	g 5 & torrinidatorio, partirig, otrior							H	-			
82	TOTAL STAFF OPERATIONS	6,825,144	7,078,668	6,991,115	6,487,946	7,201,677	6,647,885		6,893,839			
83								П				
	SPEEA FACILITIES:							\perp				
85	Property taxes	5,000	4,041	5,000	11,113	7,500	5 850	H	6,000	Personal property taxes (computers equipment etc)		
87	Froperty taxes	5,000	4,041	5,000	11,113	7,500	5,850	+	0,000	i ersonai property taxes (computers equipment etc)		
	Rent - SPEEA Properties: Seattle	106,500	106,500	106,500	106,500	106,500	106,500	H	106,500	The building is leased from SPEEA Properties Inc. (SPInc)		
89	Rent - SPEEA Properties: Everett	43,500	43,500	43,500	43,500	43,500	43,500		43,500	All building costs are paid by SPInc commenced 2009/2010.		
	Rent - Wichita Office	50,000	49,552	50,000	26,833	50,000	50,000	4	50,000	KSSPINC		
91	Phones & internet access	50,000	39,753	50,000	40,958	40,000	40,840	+	40,000	All phones and internet access for all offices (includes cell phones).		
	Seattle, Everett, Wichita	30,000	38,733	30,000	40,956	40,000	+0,040	H	40,000	priories and internet access for all offices (includes cell priories).		
94								+				
	Utilities	6,500	4,530	6,500	7,450	-	-		-	Commencing 2017-18		
96	garbage, sewer, water, electric							Ш		Offices managed by SPInc and KSPInc, LLC		

_	, 1	\A, I	V 1.	, - T	A A 1.	1 40	AD	A [A]	AC 1.	, I	A17
1	A	W 2015	X)	1 ∠ 201	AA A 6-17	AC 201		AA	AG A	Al AJ	AK
H		2013	7-10	201	0-17	201			2010-13		
							Projected year end				
							(based upon				
							9 mon Dec		DRAFT		
2		Budget	Actual	Budget	Actual	Budget	'16 YTD)		Budget		
3											
97				_				Ш	_	Expenses paid by property management include:	
_	Facilities Maintenance	6,500	5,390	6,500	8,645	-	516	4		Taxes, Insurance, Utilities and most facilities maintenance expenses	
99	Insurance	40,000	34,691	40,000	35,299	35,000	34,804	+	35,000	Insurance costs, includes general union liability	
101	modranos	40,000	01,001	40,000	00,200	00,000	01,001	т	00,000	induated decic, included general union hability	
102	TOTAL SPEEA FACILITIES	308,000	287,957	308,000	280,299	282,500	282,012		281,000		
103			_					Ш			
104	PROFESSIONAL SERVICES:										
105	Attorney	300,000	562,186	400,000	363,632	400,000	395,148		400,000	Includes representational legal fees as well as fees related to	
400	Buescher, Goldhammer, Kelman, Dodge PC									Agency fee paying represented employees.	
106	and other firms as needed		-	_	_	_		+	_		
_	Arbitration	125,000	31,113	50,000	29,245	42,500	8,217	+	15,000	Includes arbitrator fees & travel , meeting rooms,	
109		-,				,	-,	т		court reporting, travel expenses	
110								Ш			
	Actuary	30,000	6,600	6,600	1,650	6,600	-	Ш	1,500	Consultation on benefits (Steve Delapp)	
112	The Segal Company		-	_	_	_		+	_	Negotiation services, refer to reserves	
	Auditor	35,000	40,050	40,000	35,132	37,500	33,402	+	33,500	The outside Auditor is required to do annual audit, also conducts	
115		,					,	т		the Beck Objector Audit, and helps with financial advice.	
116											
	Communications Support	25,000	9,006	25,000	1,860	20,000	872	Щ	10,000	Outside consultant costs related to SPEEA website	
118 119			-	-	_	_		+	_	Video and Web development, allow for "new member" media	
	Other professional services	25,000	12,144	25,000	11,760	15,000	11,733	+	10,000	previous videos were accounted for to Negotiations	
121		20,000	,		,	10,000	,	+	10,000		
122	TOTAL PROFESSIONAL SERVICES	540,000	661,098	546,600	443,278	521,600	449,372		470,000		
123	OFFICE OPERATIONS		_					Ш			
124		=						Щ			
125	Printing supplies & services paper, envelopes, ink, film, chemicals	50,000	69,430	65,000	57,326	65,000	62,668	+	63,000	Newsletter, member mailings, including Executive Board, IFPTE elections and Constitutional referendums as necessary.	
127	paper, envelopes, link, min, chemicals		-	-	_	_		+	_	and Constitutional referendums as necessary.	
128			_	-	_	_		т			
129	Office Expenses	50,000	60,532	50,000	64,974	60,000	65,937		62,500	All general office supplies and miscellaneous cost of running offices.	
130	Office supplies, local printer toners,		_	_	_	_		Ш	_		
131	allocated pop/coffee, misc expenses)		-	-	_	_		+	_		
133	Electronic Supplies	15,000	2,266	10,000	2,236	7,500	4,832	+	5,000	Non capital electronic office expenses	
134		-,	,	1,100	,	,	,	▮	2,222		
135								Щ			
_	Software licenses	50,000	54,855	55,000	50,114	55,000	63,272	4	60,000	Union software and trend of expenses moving toward licensing.	
137			-	-	_			+		bi-annual pack up services, even years.	
139	Equipment Upgrades & Replacement	28,000	25,313	18,000	13,357	18,000	8,871	+	18,000	Upgrades or replaces un-repairable & outdated office equipment	
140		.,	-,		1,11	.,		Т	.,	General upgrades (includes misc upgrades to Council rooms and other) 5,000	
141								Ш		Computers 11,000	
142			_	-				4		Printers & other computer accessories 2,000	
143	Equipment contracts & maintenance	50,000	55,339	50,000	50,575	50,000	26,056	+	26,000	Repairs, maintenance and lease agreements (copiers and printing equipment)	-
145	Equipment contracts & manitenance	55,000	55,555	30,000	30,373	30,000	20,030	+	20,000	ropano, mantenanee and lease agreements (copiers and printing equipment)	
146	Postage & delivery	65,000	61,304	65,000	51,267	62,500	62,500	Ħ	62,500	Postage and fees to mail "pre-sort" newsletters, etc.	
	all postage and delivery costs							П		Daily service for mail to terminal annex post office	
148	if any Electronic Voting costs incurred			_				Щ		Includes between office locations, referendum and Constitutional changes	
149	Subscriptions & Books	12.700	11 926	12 700	10.012	12.700	12.026	+	14,000	Congressional Quarterly, Newspapers,	-
150	SUDSCRIPTIONS & DOOKS	12,700	11,826	12,700	19,013	12,700	13,936	ш	14,000	Congressional Quarterly, Newspapers,	

	A	W	X	M z I	AA AI	AC	AD .	AA	AG /	Al Al	AJ	AK
1	^	2015	5-16	2016		201			2018-19	7.0	7.0	741
2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)		DRAFT Budget			
3 151				_	_			+	-	News clipping service, misc books, includes Council book clubs		
152				_	_		-	_	-	Trews clipping service, mise books, includes council book clubs		
	TOTAL OFFICE OPERATIONS	320,700	340,864	325,700	308,861	330,700	308,074		311,000			
	COUNCIL & EXECUTIVE BOARD OPERATIONS:				_				-			
	FOOD											
	Executive Board & Executive Board Cmte	6,000	8,534		6,992	8,000	5,262	4	8,000	Executive Board & all EB committees food.		
	Joint Committees	2,000	2,042	_	2,172	2,000	4,137		2,000	Negotiation year, expenses transition to Negotiations		
	Tellers Judicial Review	1,500 200	1,049	1,500 200	348	1,200 200	1,012	+	1,200 200			
162	Judiciai IXEVIEW	200	•	200	_	200		+	200			
163	SPEEA Council	7,300	6,009	7,300	8,669	5,200	4,602		5,200	Council Officer food included within Council budgets	5,200	[S-C]
164	SPEEA Council Committees	7,500	8,546	_	9,895	7,500	8,218		7,500		7,500	[S-C]
165		,,,,,,	2,2.0		-,,,,,	-	-,		-		1,000	[0.0]
166	NW Regional Council	21,000	21,516	21,000	18,150	21,000	20,084		19,500	Eight meetings per year, including one guest night	19,500	[NW-C]
	NW Council Committees	10,000	12,387	10,000	11,690	10,000	11,875		13,500		13,500	[NW-C]
168	NW Council/Area Rep expenses					-			-	Area Rep meetings moved to membership meetings		[NW-C]
169				_								
170	MidW Regional Council	4,460	4,107	_	4,597	3,720	7,117		3,720		3,720	[MidW-C]
	MidW Council Committees MidW Council/Area Rep Expenses	3,750	348	2,000	966	2,000	689	-	2,000	Assa Bar was time a second to second assatisms	2,000	[MidW-C]
	MidW Council/Area Rep Expenses MidW Wichita Engineering Unit (WEU)	500		500	_	500	-	-	500	Area Rep meetings moved to membership meetings	500	[MidW-C]
	MidW Wichita Technical and Professional	500	-	500		500			500		500	[INIIGAA-C]
	Unit (WTPU)			500		500			500		500	[MidW-C]
175			•									
176	total food	64,210	64,538	64,500	63,480	61,820	62,998		63,820			
177					- aa.				= ===			
178	Mileage & childcare reimbursements	10,000	7,966	7,500	5,834	7,500	6,945	+	7,500	All members mileage accounted for together		
180	Partnership activities			_				+	-			
181	Tarthoromp donvition			_	_		-		-			
182	Shareholder meeting presence	4,000		3,500	_	3,500			9,000			
183	<u> </u>	,	- '		-	-,	3,224		-,	General allocation	3,500	
184			3,476		2,059		2,754			MidW Council budgeted Shareholders meeting - Spirit	5,500	[MidW-C]
185												
	Community Participation	96,300	,	110,320		113,150		1	113,400	Building strong community relationships for reciprocal support as needed		
187			10,243	_	8,434		8,667	_	_	General	15,000	
188 189				_	_			+		Includes: Race for the Cure	1,500 1,500	
190					_			+		CF event	1,500	
191			_		_		_			SPEEA Council Community items (Diversity cmte)	0	[S-C]
192			58,300		58,300		60,050		_	NW Council Community items	61,050	[NW-C]
193			20,666		13,167		35,100			MidW Council Community items, Includes Vet Day Parade	34,350	[MidW-C]
194												
	Trade Union Relations		-		-		-			Includes staff supporting visiting unions as guests		
	Greeting and visiting other unions,	500		500		500		1	500	and SPEEA visiting / meeting with other unions	500	
	developing strategy and relationships				_			+				TMI-JW/ C1
198	advocating SPEEA issues			_	_			+				[MidW-C]
200	Legislative Affairs	111,235		93,454	_	83,800	-	+	62,000	Staff support of activities and expenses related to SPEEA's white papers		
201		111,200	135,664		70,050	00,000	76,714	+	02,000	General: including IFPTE Legs Conference	30,000	
202	Executive Board		-,,		,,,,,,					y . y	33,530	
203	SPEEA L&PA		34,238		47,982		49,900			SPEEA Leg & Public Affairs Committee	300	[S-C]
										·		

_												
	A	W 2045	X	M Z	AA A	AC 204	AD 7.40	AIA	AG /	A AI	AJ	AK
1		2015)-16	2010	o-1 <i>1</i>	201	7-18		2018-19			
							Projected					
							year end					
							(based upon					
							9 mon Dec		DRAFT			
2		Budget	Actual	Budget	Actual	Budget	'16 YTD)		Budget			
3								ш				
204					_			ш		- IFPTE Legislative Conference (7)	17,500	[S-C]
205				<u>_</u>	_	_		ш		- NCSL - (3) attendees	10,800	[S-C]
206	NW L&PA		10,674			_	1,400	4		NW L&PA Committee	900	[NW-C]
207 208	MidW L&PA		24.000	<u> </u>	0.545		2.500	+	-	- NCSL all NCSL travel budgeted within SPEEA Council budget MidW L&PA Committee	2,500	[NW-C]
209	IVIIUVV LAPA		24,900	_	2,515	_	2,500	+	-	- NCSL all NCSL travel budgeted within SPEEA Council budget	2,500	-
210				-	_	-		+	-	- NOSE all NOSE traver budgeted within St EEA Council budget	0	[widw-C]
211	Conferences, Travel and misc			-	_	-		+	-			
212	Executive Board	10,000	9,428	10,000	2,000	10,000	3,655	+	10,000	EB members' travel and other activities	10,000	
213	Excount Dourd	10,000	0,-120	10,000	2,000	10,000	0,000	+	10,000	ES members traver and error activities	10,000	
214												
215												
216	SPEEA Council	2,900		3,000		2,200			2,200			
217			-		-		-			SPEEA Council	0	
218			-		4,198		827	\Box		Council Officers	0	[S-C]
219					_			Ш		Organizational Planning	0	[S-C]
220			1,820		204		-	Ш		Diversity Committee: Movie nights, panel discussion	2,000	[S-C]
221					_			ш		Steve Pezzini HOPE award	200	[S-C]
222					_			4				
223	NW Council	5,750	0.040	2,975	004	6,900		4	9,120	No di con Occasiona	1 100	71 III O
224			2,018	<u> </u>	321		-	+	-	Northwest Council	1,100	[NW-C]
225 226				_	_			+	-	NW Council meeting travel Area Rep Recognition Event - moved to Executive Board	2,900	[NW-C]
227			1,560	<u> </u>	_			+	-	Recognition & Awards	0	[NW-C]
228			1,560	-		_	-	+	-	Book clubs are included in Subscriptions & Books	0	[NW-C]
229			_	-	2,339	_	3,900	+	-	Young Leaders Event	0	
230			_	H	1,147	_	1,700	+		Women's Advocacy (courses offered by WAC)	5,120	[NW-C]
231					-,	_	1,1.00		-		-,	[············]
232	MidW Regional Council	1,000		4,500		4,000			4,300			
233										MidW Council Officers, General	0	[MidW-C]
234			552		729		500			MidW Regional Council: Recognitions	500	[MidW-C]
235					_					& Member Appreciations MidW Regional Council		
236			3,387				3,500	Ш		MidW Area rep appreciation event	3,800	
237					_			ш		MidW WAC	0	[MidW-C]
238				_	_	_		\perp	_	budgeted within Internal Organizing/New Recruitment		
	Recognition Events			<u> </u>	_			+	-			
	Activist recognition events are chargeable for			-	_	_		+	-			
	Beck	24,000	16,079	24,000	23,375	22,000	22,000		22,000	NW Awards Banquet	22,000	[NW-C]
	all member activities are not chargeable for	24,000	10,019	24,000	20,070	22,000	22,000		22,000	1117 / Marao Danydot	22,000	[itti-o]
	Beck.									MidW Recognition Banquet / Family Festival - moved to Membership activities		[MidW-C]
243										, , , , , , , , , , , , , , , , , , , ,		
244	Leave with Pay	310,000	320,068	310,000	257,255	300,000	228,615		225,000			
245	All time off requires prior approval									General LWP		
246												
247	Honoraria	5,000	5,542	5,000	4,866	5,000	5,000		5,000	\$500 annual to all EB members and all Council Chairs		
248												
	TOTAL COUNCIL & EXECUTIVE BOARD											
	OPERATIONS	644,895	731,119		568,256	620,370	579,949		533,840			
	ORGANIZING COSTS:	55,000	61,086	55,000	89,660	55,000	58,881	ш	55,000	Organizing others and internal recruiting (including recertification drives)		
251								Щ		costs including: travel, legal, advertising, visibility items, meetings, mailings.		
252				_				4				
253				_	_			4		Use reserve funds as appropriate	4 000 046	
254 255				_				+	-	Organizing Reserve balance 12/31/2017	1,306,843	
255												

1	A	W										A 1/
		2015	-16 ^	M Z 2010	AA	AL AC 201	7-18	AA	AG /	A AI	AJ	AK
2		Budget	Actual	Budget	Actual	Budget	Projected year end (based upon 9 mon Dec '16 YTD)		DRAFT Budget			
3 256				_		_		+	-	MidW - Organizing	0	[MidW-C]
257				_	-			-	-	- Organizang	-	[
258										External Organizing (efforts to add	50,000	
259								ш	_	additional Bargaining Units)		
260 261				_	-	_		-	_	Internal Organizing -Recruitment (efforts to increase	5,000	+
262				_	-	_		+	-	membership in existing Bargaining Units)	3,000	
263					-	_			_			1
264 TOTA	AL ORGANIZING COSTS	55,000	61,086	55,000	89,660	55,000	58,881		55,000			
265				_	-			+	_			-
266 NEG	OTIATIONS & RESERVES:			_	-				_			
267 Nego	otiation of Contracts & Survey	10,000	75,272	50,000	61,268	50,000		-	50,000			+
269 Resei		10,000	13,212		01,200	30,000		+	30,000	Negotiation Reserve balance 12/31/2017	1,605,230	
270					-			\top	_		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
271 TOTA	AL NEGOTIATIONS COSTS	10,000	75,272	50,000	61,268	50,000	-		50,000			
272	ININIO OURRORT & OFFICE			_				—	_			-
273 IRAI	INING, SUPPORT & SERVICES:			_	-	_		+	_			+
275 Mem l	bership Supplies	58,600	55,562	28,600	19,481	53,600	20,061	+	32,100	General membership supplies	20,000	
276		,	,				-,		. ,	Includes shared costs of flu shots where employer doesn't provide (Triumph)	.,	
277 Visibil										includes apparel item for elected positions per term	3,600	
278 (not re	regularly stocked)			_				4	_	AR Recognition	8,500	[S-C]
280 Visihi	ility Items Re-order	50,000	78,701	60,000	32,610	60,000	22,932	+	25,000	Re-order visibility items - Includes: Mugs, pens, kozies, spiral noteboo	ke	
281	mity items ite erder	30,000	70,701		32,010	00,000	22,552	+	23,000	lanyards, small bags, balsa wood airplanes, flying discs and pins.	no,	+
282					Ī					(Negotiations years more regularly stocked items used)		
283					#00 T				. ===			
284 Electi	tronic & other Promotion	5,500	3,154	5,500	538	5,500	187	-	1,500	Facebook ads and press releases		+
286 SPOT	TLITE	165,000	156,807	165,000	155,724	165,000	167,368	+	165,000	Monthly SPOTLITE paper, supplies and zip code sorting		
	age, paper, sorting	,	,	_			- ,		,	through outside vendors. SPOTLITE APP		
288								ш				
289 Memb	bership Meetings	12,000	07.000	35,000	42,257	35,000	40.757		41,500	CR/AR and other district meetings	40.000	-
290			37,930	-	42,257		42,757	-	-	Meetings between staff & members includes presentations at SPEEA offices and in the workplace	40,000	+
292								Н	_	(i.e. SPEEA 101, open enrollment, retirement)		
293			500		500		500			NW ACT Work place activities	0	
294			530	_	-		-		_	MidW All member meetings	1,500	[MidW-C]
295				_				Н	_	AR recognition events		+
297 Tem n	porary medical insurance		-	_		_		+	_	program completed 12/31/2014		+
298	,			_					_			
299 Memb	bership Activities	30,300		31,050		34,625		П	31,025			
300			4.550	_	3,566	_	2,903		_	Membership Activities, general	40.000	TABAL CI
301			4,556 1,153		9,713		13,883	+	_	NW MAC: Events NW New Hire	3,000	[NW-C]
303 304			-	_	448			Н	-	NW Young Members	1,000	
304								ш		NW WAC: Soccer	600	[NW-C]
305 306 307			-		448		493	Щ		NW Movie Night (includes all committees)	825	
306			-	_	-		-	Н	_	NW Open House NW: Battle of the Bands (Joint with IAM)	1,400	
308			_	-	5,755		10,096	H	-	MidW: Win-win cards	0	
308 309			9,056	_	25,260		27,375	Н	-	MidW MAC / MW Young Professionals / Membership Recruitment	7,300	
310			4,268		-		-			MidW Family Festival		[MidW-C]

_												
-	A	W	X	M Z	AA A	AC AC	AD	AIA	AG	A AI	AJ	AK
1		2015	5-16	2016	ō-1 <i>/</i>	201	7-18		2018-19			
							Projected					
							year end					
							(based upon					
							9 mon Dec		DRAFT			
2		Budget	Actual	Budget	Actual	Budget	'16 YTD)		Budget			
3												
311		_			_	_		ш				
	Training and Leadership conference	91,000		99,200		101,650		Ш	105,650			
	Council Convention	_	13,866	_	38,797		39,713	ш		Council Convention	22,250	[S-C]
	Leadership Conference	_	46,664	_	22,147		23,606	ш		Leadership Conference	35,000	[S-C]
_	Travel Costs	_	40,258	_	28,063	_	38,417	4	_	Regional travel	40,000	[S-C]
_	and other training		2.005	_	0.004	_		+	-	SPEEA Leadership Development & Trg Committee NW WAC trainings (Summer, Food for Thought)	5 400	[S-C]
317		_	3,605	_	2,364	_	-	+	-	MidW WAC: Annual Western Regional Summer Institute on Union Women	5,400	[NW-C]
310				-	_	-		+		WILLIAM TANGE AND A STREET TO STREET THE STR	3,000	[MidW-C]
320					_			+-				
321		38,175	7,017	31,900	9,280	31,900	7,189		25,000	General Training (includes CR & AR training - ie RONR,	25,000	
322		20,110	7,017		0,200	31,000	7,100		_5,000	- AFL-CIO Young Workers: Next-up (2-4) National Conference	_0,000	
323										- Labor Notes : Bi-annual even years (8)		
324										- NW Council no longer budgets - Labor notes ACT as provided within SPEEA EB budget	0	[NW-C]
325										- MidW Council no longer budgets - Labor notes ACT as provided within SPEEA EB budget	0	
326										- MidW AFL-CIO Next Up Young Workers Summit 2016,), moved to SPEEA EB budget	0	[MidW-C]
327												
328		_						Ш	_	also other individual trainings as approved by the Board		
329		_		_	_			ш				
	Staff training & education	60,000	20,020	60,000	14,440	60,000	59,912	4	60,000	Contin. Ed., professional development and related fees & licenses	30,000	
331	ncludes professional affiliation	_		_	_	_		4	_	Combine staff training	15,000	
332				_	_	_		+	-	Harvard Labor Union program	15,000	
333		_		_	_	_		+	-	Certified Employee Benefits Specialist training		
334	Contract Administration Misc.	15,000	2,228	5,000	1,531	5,000	2,877	+	3,000	Staff support of Contract and related issues		
336	grievance, lunches, parking.	15,000	2,220		1,551	5,000	2,077	+	3,000	labor/management meetings		
337	gricvariee, furieries, parking.			_	_	_		+	=	labor/management meetings		
338	Staff travel & remote support	35,000	28,301	45,000	39,214	45,000	38,353	+	40,000	Additional expenses incurred for travel and travel related		
	travel expenses for other than specific					,	,	\top	,			
339	purposes									expenses to support the bargaining units with distance from SPEEA offices		
340	•											
341	TOTAL TRAINING, SUPPORT & SERVICES	560,575	514,176	566,250	452,137	597,275	518,620		529,775			
342		_				_		ш	_			
343	AFFILIATE COSTS:							Ш				
344		_				_		ш	_			
	Per Cap Dues			_	_			4	_			
346	FPTE, per cap dues	1,469,667	1,403,952	1,465,286	1,353,715	1,273,511	1,241,124	+	1,291,612	IFPTE - \$6.04 /month/member and Agency fee payer		
348	State Organizations, nor can dues			_				+				
	State Organizations, per cap dues Washington State	196,861	192,489	191,648	201,171	200,000	193,678	+	189,408		189,408	[NW-C]
351	wasimiyiun siale	190,001	192,409	191,046	201,171	200,000	193,078	+	109,406		109,408	[IMM-C]
352	Kansas State AFL-CIO	13,000	9,481	13,000	8,933	8,750	8,841	-	9,211		9,211	[MidW-C]
353	Tanodo Oldio / II E OTO	10,000	0,701	13,000	0,555	0,730	0,041	+	5,211		J,Z 1 1	[marr-o]
354	Oregon AFL-CIO										0	[NW-C]
	Central States IFPTE	550	550		550	550	550		550		550	[MidW-C]
356												
357	Local Organizations, per cap dues										_	
	King County	69,358	70,501		64,368	60,000	57,565		55,988		55,988	[NW-C]
	LA County	605	497		440		418		436		436	[NW-C]
	NW Oregon	894	976		996	950	950		919		919	[NW-C]
	Pierce County	4,633	4,521		4,312	4,000	3,844		3,792		3,792	[NW-C]
	Snohomish County	51,240	52,421		51,668	50,000	46,945		46,134		46,134	[NW-C]
	Spokane County	411	434		436		267		242		242	[NW-C]
	Wichita-Hutchinson	11,000	7,109	11,000	6,700	6,550	6,545	1	6,579		6,579	[MidW-C]
365												

	•	147		W - 1			45		40 1	AI A1	1	A14
-	A	W 2015	X	201€	AA A	AC 201	AD		AG /	A AI	AJ	AK
1		2013)-16	2016	0-17	201	-	20	718-19			
							Projected					
							year end					
							(based upon					
							9 mon Dec		RAFT			
2		Budget	Actual	Budget	Actual	Budget	'16 YTD)	В	udget			
3												
	Conventions and activities	47,980		44,728	_	57,454			124,250			
	State & Local Conventions								_			
	Regional Labor Council Delegates	94,000	110,305	_	30 _	=	-		_	2018 IFPTE Convention delegates, staff & ED \$3,000/each		
369				_		=			_	& misc costs includes sponsorship/ads	80,000	
370			2,952	_	1,547		299		_	IFPTE support	1,000	ro e1
371			3,291		- 040		6,522		-	SPEEA: Diversity - NAACP Conference	2,150	[S-C]
372 373			5,910 2,525		848		- 4.711		_	SPEEA: Diversity - Out & Equal Summit SPEEA: Diversity - Out & Equal Local (Seattle)	3,750 850	[S-C] [S-C]
374			2,525		_		4,711			SPEEA: Diversity - Out & Equal Local (Seattle) SPEEA: Diversity - APALA bi-annual convention	850	[S-C]
375					_					SPEEA: Diversity - APALA bi-armual convention	500	[S-C]
376					189		4,711	+		SPEEA: Diversity - LCLAA convention	0	[S-C]
377			10,635	_	10,837	-	16,896		-	Washington State (annual and legislative)	15,500	[NW-C]
378			18,397	_	10,577	-	11,157		-	NW CLUW Events (NEBs and Conventions)	9,600	[NW-C]
379			10,007	_	10,011	-	11,107		-	NW Young Leaders Conference	0,000	[NW-C]
380				_	_	-			-	MidW CLUW Events (NEBs and Conventions)	3,000	[MidW-C]
381			4,423		2,413	-	4,829			MidW: Central States IFPTE (3) 1st & 3rd Qs	4,000	[MidW-C]
382			3,026	_	1,652	-	2,786			MidW: Kansas State AFL-CIO Workforce summit	1,250	[MidW-C]
			-,-	_	,,,,,,		,		_	MidW: Kansas State AFL-CIO Delegate attend 1/4ly Board mtg [MidW		
383			-		-		-			L&PA], mileage	0	[MidW-C]
384										MidW: Wichita/Hutch Labor Fed Delegate	900	[MidW-C]
385										MidW: AFL-CIO Community Services Conference	500	[MidW-C]
386										MidW: Kansas AFL/CIO bi annual (5)	1,250	[MidW-C]
387						_						
	Labor Support	40,300		40,300		24,350			24,350			
389			12,180		629		13,293		_	Allocated to support other labor organizations & causes	15,000	
390				_		=			_			
391				_	_				_	2012-15 Washington State Labor Education	completed	
200										SPEEA Council Labor support activities and donations (APRI & APALA banquets)	2.050	10.01
392 393			5,022		3,332		3,563		_	NW Council Labor Support items	2,950 3,900	[S-C] [NW-C]
394			614	_	2,256		3,008		-	MidW Council Labor Support items MidW Council Labor Support items	2,500	[MidW-C]
395			014		2,230		3,006			wilder Courion Labor Support Items	2,300	[HIGAN-C]
000	AFFILIATE COSTS	2,000,499	1,922,211	1,895,062	1,727,599	1,686,930	1,632,504	1 7	753,471			
001		2,000,100	.,022,211	1,000,002	1,727,000	1,000,000	1,002,004	1,1	. 50, 17 7			
	BUILDINGS & CAPITAL EQUIPMENT:				_					huilding seemes qualishis		
399	Equipment Purchases		-		107.244		-			- building reserves available		
400					137,341		-			Purchase, remodel MidW SPEEA office Building Reserve balances total 12/31/2017	5,190,341	
401 402					_				_	SPInc Reserve balances total 12/31/2017 SPInc Reserve balances total 12/31/2017	5,190,341	
402				_	_			+	_	2018/19 potential items include:	- 0	
403					_				-	- Document Retention		
404					_					- modular office furniture		
406					_					THOUGHAI OTHEC TAITHIGHT	+	
707												
_	TOTAL BUILDING RESERVES	-	-	-	137,341	-	-		-			
409												

SPEEA 2018/19 Budget

