

- - - Proposed - - - SPEEA Budget FY 2022

	2018-19		2019-20		2020-21	2020-21	Proposed		AY
	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22		
INCOME:	10,531,692	10,588,978	10,729,280	10,806,577	10,702,470	9,641,410	9,004,576		
STAFF OPERATIONS:	6,893,839	7,178,591	7,087,305	7,387,848	6,896,406	6,299,927	6,129,254		
SPEEA FACILITIES:	281,000	289,272	281,000	294,267	291,500	306,260	302,300		
PROFESSIONAL SERVICES:	470,000	488,669	525,000	431,986	505,000	312,204	357,500		
OFFICE OPERATIONS:	311,000	311,029	306,000	335,945	323,000	264,090	333,500		
COUNCIL & EXECUTIVE BOARD OPERATIONS:	533,840	490,070	497,580	429,139	497,847	101,765	382,650		
ORGANIZING COSTS:	55,013	86,599	55,000	221,929	55,000	55,000	55,000		
NEGOTIATIONS & RESERVES:	50,000	59,105	25,000	40,383	50,000	77,571	5,000		
BUILDINGS & CAPITAL EQUIPMENT:	-	63,482	-	-	-	-	-		
TRAINING, SUPPORT & SERVICES:	529,775	401,399	496,500	440,558	473,020	178,608	312,500		
AFFILIATE COSTS:	1,753,471	1,628,122	1,707,601	1,704,278	1,743,418	1,480,975	1,401,976		
TOTAL EXPENSES	10,877,937	10,996,337	10,980,985	11,286,334	10,835,191	9,076,400	9,279,680		
RESERVES:									
General								General Fund Reserve balance 01/31/2021	6,531,310
Negotiations								Negotiation Reserve balance 01/31/2021	1,757,154
Organizing								Organizing Reserve balance 01/31/2021	1,414,955
Building/SPInc								Building Reserve balances total 01/31/2021	6,309,099
Cost reimbursements from Washington State DL&I Grant							277,175	Salary reimbursement and 10% overhead allowance	
Legal remedies (reimbursement of dues income/legal expenses)				335,308					
INCOME OVER EXPENSES	(346,245)	(407,359)	(251,705)	(144,449)	(132,721)	565,011	2,072		16,012,518

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	A	AF	AG	AI	AJ	AL	AT	AV	AX	AY
1	2018-19		2019-20		2020-21	2020-21	Proposed			
2	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22			
45	INCOME:									
46										
47	Dues	10,351,418	10,438,460	10,554,264	10,670,879	10,573,986	9,641,410	8,910,616	2021/22 dues projected at January 2021 dues income	
48									Projected increase of 128 members (DALPs) conservatively used to	
49									offset remaining MidW layoffs and and potential straggling layoffs	
50									based upon dues rate of AV projected \$50.82 (3.52% increase from prior year)	
51										
52										
53	Beck objectors	180,275	150,519	175,016	135,698	128,484	included	93,960	Beck rate is currently 71.40% chargeable \$50.83x.7140 = \$36.29	
54										
55	Miscellaneous Income		-		-					
56										
57	TOTAL INCOME	10,531,692	10,588,978	10,729,280	10,806,577	10,702,470	9,641,410	9,004,576		
58										
59	STAFF OPERATIONS:									
60										
61	Salaries & employer taxes	5,153,253	5,344,974	5,334,876	5,538,163	5,156,027	4,557,565	4,588,224	Projected payroll expenses include provisions in Union Contracts	
62	present salaries & contractual raises, estimated								and expected increases in benefits costs	
63	overtime								Overtime (OT) is budgeted at 5%	
64	FICA, FUTA, Emp Security								34 employees	
65									OPEN/ Contract Administrator position is not budgeted for 2020/21	
66									OPEN/ Contract Administrator position is not budgeted for 2020/21	
67	Workman Comp, Payroll processing fees								OPEN/ Support staff position not budgeted for 2020/21	
68									OPEN/ MidW Contract Administrator budgeted for hire JAV'22	
69	Medical Benefits	825,426	835,645	813,726	840,289	819,726	780,465	712,590	Includes auto and phone allowances	
70	Health/HRA/ Dental/Vision								These amounts do not included Ed Wells staff costs	
71										
72	Employee Benefits	907,910	983,128	931,453	1,001,599	914,653	959,507	822,690		
73	401k/pension/LTD&Life insurance									
74										
75	Local transportation	1,250	835	1,250	231	1,000	386	750	SPEEA van in Kansas	
76	license tags, gas, repair									
77										
78	General Staff administration									
79	includes, misc. mileage & meals,	6,000	14,010	6,000	7,567	5,000	2,004	5,000		
80	hiring's & terminations, parking, other									
81										
82	TOTAL STAFF OPERATIONS	6,893,839	7,178,591	7,087,305	7,387,848	6,896,406	6,299,927	6,129,254		
83										
84	SPEEA FACILITIES:									
85										
86	Property taxes	6,000	7,078	6,000	1,366	6,000	1,500	1,500	Personal property taxes (computers equipment etc.)	
87										
88	Rent - SPEEA Properties: Seattle	106,500	106,500	106,500	106,500	106,500	106,500	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	55,500	All building costs are paid by SPInc commenced 2009/2010.	
90	Rent - Wichita Office	50,000	50,000	50,000	50,000	50,000	50,000	38,300	KSSPINC	
91										
92	Phones & internet access	40,000	43,465	40,000	47,675	45,000	52,073	50,000	All phones and internet access for all offices (includes cell phones).	
93	Seattle, Everett, Wichita									
94										

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1	2018-19		2019-20		2020-21	2020-21	Proposed			
2	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22			
3										
95	Utilities	-	-	-	-	-	-		Commencing 2017-18	
96	garbage, sewer, water, electric	-	-	-	-	-	-		Offices managed by SPInc and KSSPInc, LLC	
97									Expenses paid by property management include:	
98	Facilities Maintenance	220	-	2,252	500	924	500		Taxes, Insurance, Utilities and most facilities maintenance expenses	
99										
100	Insurance	35,000	38,508	35,000	42,975	40,000	51,763	50,000	Insurance costs, includes general union liability	
101										
102	TOTAL SPEEA FACILITIES	281,000	289,272	281,000	294,267	291,500	306,260	302,300		
103										
104	PROFESSIONAL SERVICES:									
105	Attorney	400,000	430,404	450,000	376,341	430,000	262,504	300,000	Includes representational legal fees as well as fees related to Agency fee paying represented employees.	
106	Buescher, Goldhammer, Kelman, Dodge PC and other firms as needed									
107										
108	Arbitration	15,000	21,831	30,000	19,135	30,000	12,250	20,000	Includes arbitrator fees & travel , meeting rooms, court reporting, travel expenses	
109										
110										
111	Actuary	1,500	-	1,500	-	1,500	-	-	Consultation on benefits (Steve Delapp)	
112	The Segal Company								Negotiation services, refer to reserves	
113										
114	Auditor	33,500	36,433	33,500	36,510	33,500	37,450	36,500	The outside Auditor is required to do annual audit, also conducts the Beck Objector Audit, and helps with financial advice.	
115										
116										
117	Communications Support	10,000	-	5,000	-	5,000	-	500	Outside consultant costs related to SPEEA website	
118									Video and Web development, allow for "new member" media	
119									previous videos were accounted for to Negotiations	
120	Other professional services	10,000	-	5,000	-	5,000	-	500		
121										
122	TOTAL PROFESSIONAL SERVICES	470,000	488,669	525,000	431,986	505,000	312,204	357,500		
123	OFFICE OPERATIONS									
124										
125	Printing supplies & services	63,000	52,700	60,000	59,147	60,000	59,675	60,000	Newsletter, member mailings, including Executive Board, IFPTE elections and Constitutional referendums as necessary.	
126	paper, envelopes, ink, film, chemicals									
127										
128										
129	Office Expenses	62,500	65,194	62,500	60,379	62,500	21,157	60,000	All general office supplies and miscellaneous cost of running offices.	
130	Office supplies, local printer toners,									
131	allocated pop/coffee, misc. expenses)									
132										
133	Electronic Supplies	5,000	3,938	3,000	2,358	3,000	4,080	2,500	Non capital electronic office expenses	
134										
135										
136	Software licenses	60,000	83,556	60,000	109,756	80,000	108,119	110,000	UnionWare software and trend of expenses moving toward licensing. bi-annual license for back-up services, even years.	
137										
138										
139	Equipment Upgrades & Replacement	18,000	12,414	18,000	7,414	15,000		15,000	Upgrades or replaces un-repairable & outdated office equipment	
140									General upgrades (includes misc. upgrades to Council rooms and other)	
141									Computers	
142									Printers & other computer accessories	
143										
144	Equipment contracts & maintenance	26,000	22,697	26,000	25,145	26,000	23,260	26,000	Repairs, maintenance and lease agreements (copiers and printing equipment)	

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1	2018-19		2019-20		2020-21	2020-21	Proposed			
2	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22			
145										
146	Postage & delivery	62,500	50,979	62,500	58,904	62,500	42,904	55,000	Postage and fees to mail "pre-sort" newsletters, etc.	
147	all postage and delivery costs								Daily service for mail to terminal annex post office	
148	Electronic Voting								Includes between office locations, referendum and Constitutional changes	
149										
150	Subscriptions & Books	14,000	19,549	14,000	12,842	14,000	4,895	5,000	Congressional Quarterly, Newspapers,	
151									News clipping service, misc. books, includes Council book clubs	
152										
153	TOTAL OFFICE OPERATIONS	311,000	311,029	306,000	335,945	323,000	264,090	333,500		
154	COUNCIL & EXECUTIVE BOARD OPERATIONS:									
155										
156										
157	FOOD									
158	Executive Board & Executive Board Cmte	8,000	4,660	7,000	6,424	7,000	-	3,500	Executive Board & all EB committees food.	
159	Joint Committees	2,000	2,328	2,000	2,609	2,000	-	1,000	Negotiation year, expenses transition to Negotiations	
160	Tellers	1,200	840	1,200	991	1,200	-	1,200		
161	Judicial Review	200	-	200	-	200	-	200		
162										
163	SPEEA Council	5,200	5,100	5,200	5,013	7,000		3,500	Council Officer food included within Council budgets	
164	SPEEA Council Committees	7,500	8,897	7,500	7,730	7,500		3,500		
165										
166	NW Regional Council	19,500	19,771	19,500	18,779	19,500		10,000	Eight meetings per year, including one guest night	
167	NW Council Committees	13,500	7,676	13,500	8,914	10,000		5,000		
168	NW Council/Area Rep expenses	-	-	-	-	-		-	Area Rep meetings moved to membership meetings	
169										
170	MidW Regional Council	3,720	2,472	3,720	3,225	3,720		2,000		
171	MidW Council Committees	2,000	429	2,000	611	2,000		1,000		
172	MidW Council/Area Rep Expenses	-	-	-	-	-		-	Area Rep meetings moved to membership meetings	
173	MidW Wichita Engineering Unit (WEU)	500	-	500	-	500		-		
174	MidW Wichita Technical and Professional Unit (WTPU)	500	-	500	-	500		-		
175										
176	total food	63,820	52,173	62,820	54,295	61,120	-	30,900		
177										
178	Mileage & childcare reimbursements	7,500	6,874	7,500	6,540	7,500	1,000	3,750	All members mileage accounted for together	
179										
180	Partnership activities	-	-	-	-	-		-		
181										
182	Shareholder meeting presence	9,000	-	9,000	-	9,000	-	-		
183								3,500	General allocation	
184			3,321		2,996				MidW Council budgeted Shareholders meeting - Spirit	
185										
186	Community Participation	113,400	-	104,950	-	112,650	25,899	-	Building strong community relationships for reciprocal support as needed	
187			11,770		12,000			18,000	General	
188									Includes: CF event, Officials Against Cancer	
189										
190			-		-				SPEEA Council Community items (Diversity cmte)	
191			56,850		59,250				NW Council Community items	
192			28,603		19,394				MidW Council Community items, Includes Vet Day Parade	
193									June 2020 Riverfest canceled (\$7,500 budgeted)	

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		2018-19		2019-20		2020-21	2020-21	Proposed		
		Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22		
194										
195	Trade Union Relations		-		-					
196	Greeting and visiting other unions,	500		500		500	-	500	Includes staff supporting visiting unions as guests and SPEEA visiting / meeting with other unions	
197	developing strategy and relationships									
198	advocating SPEEA issues									
199										
200	Legislative Affairs	62,000		57,000		57,977			Staff support of activities & expenses related to SPEEA's approved positions including IFPTE officers to Legs Conference	
201			87,515		88,414		10,338	30,000		
202	Executive Board									
203	SPEEA L&PA		27,316		26,729				SPEEA Leg & Public Affairs Committee	
204									- IFPTE Legislative Conference (5)	
205									- NCSL - (3) attendees (Canceled for Summer 2020)	
206	NW L&PA		-		181				NW L&PA Committee	
207									- NCSL all NCSL travel budgeted within SPEEA Council budget	
208	MidW L&PA		2,989		3,075				MidW L&PA Committee	
209									- NCSL all NCSL travel budgeted within SPEEA Council budget	
210										
211	Conferences, Travel and misc.									
212	Executive Board	10,000	885	5,000	1,486	5,000	1,568	5,000	EB members' travel and other activities	
213										
214										
215										
216	SPEEA Council	2,200		2,450		1,700	500	46,000	placeholder bucket amount (does not include food, per caps or CC/LC)	
217			-		-				SPEEA Council	
218			-		-				Council Officers	
219									Organizational Planning	
220			900		1,150				Diversity Committee: panel discussion (movies with Activities)	
221									Steve Pezzini HOPE award	
222										
223	NW Council	9,120		6,560		8,100	500	90,000	placeholder bucket amount (does not include food, per caps or CC/LC)	
224			-		-				Northwest Council	
225									NW Council meeting travel	
226									Executive Board is responsible for Area Rep Recognition Gifts & Events	
227			-		-				Recognition & Awards	
228									Book clubs are included in Subscriptions & Books	
229			-		-				Young Leaders Event	
230			3,396		2,049				Women's Advocacy (courses offered by WAC)	
231										
232	MidW Regional Council	4,300		4,300		4,300	500	50,000	placeholder bucket amount (does not include food, per caps or CC/LC)	
233									MidW Council Officers, General	
234			345		354				MidW Regional Council: Recognitions	
235									& Member Appreciations MidW Regional Council	
236			3,209		-				MidW Area rep appreciation event	
237									MidW WAC	
238									budgeted within Internal Organizing/New Recruitment	
239										
240	Recognition Events									
241	Activist recognition events are chargeable for Beck	22,000	18,700	7,500	-	25,000	-	-	NW Awards Banquet	
242									NW Recognition Picnic	

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1	2018-19		2019-20		2020-21	2020-21	Proposed			
2	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22			
243	all member activities are not chargeable for Beck.									
244									MidW Recognition Banquet / Family Festival - moved to Membership activities	
245	Leave with Pay	225,000	180,348	225,000	145,951	200,000	56,460	100,000		
246	All time off requires prior approval								General LWP	
247										
248	Honoraria	5,000	4,875	5,000	5,275	5,000	5,000	5,000	\$500 annual to all EB members and all Council Chairs	
249										
250	TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS	533,840	490,070	497,580	429,139	497,847	101,765	382,650		
251	ORGANIZING COSTS:	55,000	86,599	55,000	221,929	55,000	55,000	55,000	Organizing others and internal recruiting (including recertification drives)	
252									costs including: travel, legal, advertising, visibility items, meetings, mailings.	
253										
254									Use reserve funds as appropriate	
255									Organizing Reserve balance 01/31/2021	1,414,955
256										
257	13								External Organizing (efforts to add additional Bargaining Units)	
258										
259									Internal Organizing -Recruitment (efforts to increase membership in existing Bargaining Units)	
260										
261										
262										
263	TOTAL ORGANIZING COSTS	55,013	86,599	55,000	221,929	55,000	55,000	55,000		
264										
265	NEGOTIATIONS & RESERVES:									
266										
267	Negotiation of Contracts & Survey Reserves	50,000	59,105	25,000	40,383	50,000	77,571	5,000	2020/21 WTPU & PS contract printing	
268									Negotiation Reserve balance 01/31/2021	1,757,154
269										
270	TOTAL NEGOTIATIONS COSTS	50,000	59,105	25,000	40,383	50,000	77,571	5,000		
271										
272	TRAINING, SUPPORT & SERVICES:									
273										
274	Membership Supplies	32,100	7,707	27,600	6,870	20,470	11,034	15,000	General membership supplies	
275									Includes shared costs of flu shots where employer doesn't provide (Triumph)	
276	Visibility items (not regularly stocked)						7,442		includes apparel item for elected positions per term	
277									AR Recognition	
278										
279	Visibility Items Re-order	25,000	33,477	25,000	30,907	25,000	4,000	25,000	Re-order visibility items - Includes: Mugs, pens, kozies, spiral notebooks, lanyards, small bags, balsa wood airplanes, flying discs and pins.	
280									(Negotiations years more regularly stocked items used)	
281										
282										
283	Electronic & other Promotion	1,500	286	1,500	2,662	1,500	750	1,500	Facebook ads and press releases	
284										
285	SPOTLITE	165,000	142,875	165,000	148,376	145,000	144,689	145,000	Monthly SPOTLITE paper, supplies and zip code sorting through outside vendors. SPOTLITE APP	
286	Postage, paper, sorting									
287										
288	Membership Meetings	41,500	36,124	43,000	40,028	43,000	-	28,000	CR/AR and other district meetings	
289									Meetings between staff & members includes presentations at SPEEA offices and in the workplace (i.e. SPEEA 101, open enrollment, retirement...)	
290										
291										

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342	AFFILIATE COSTS:									
343										
344	Per Cap Dues									
345	IFPTE, per cap dues	1,291,612	1,297,706	1,321,320	1,345,361	1,346,953	1,205,814	1,118,723	IFPTE - \$6.42 /month/member and Agency fee payer	
347										
348	State Organizations, per cap dues									
349	Washington State	189,408	12,675	192,000	193,478	200,000	163,731	148,896	\$1.00/member	
350										
351	Kansas State AFL-CIO	9,211	-	8,820	11,400	11,000	9,444	8,795	\$1.05/member	
352										
353	Oregon AFL-CIO									
354	Central States IFPTE	550	550	550	-	550		550	annual fee	
355										
356	Local Organizations, per cap dues									
357	King County	55,988	56,265	56,500	56,868	60,000	48,036	44,132	\$0.65/member	
358	LA County	436	519	450	526	450	525	522	\$0.67/member	
359	NW Oregon	919	1,033	1,100	1,113	1,100	909	480	\$0.45/member	
360	Pierce County	3,792	3,790	3,900	3,815	3,900	3,320	3,000	\$0.50/member	
361	Snohomish County	46,134	46,964	47,000	47,311	48,000	40,032	36,126	\$0.50/member	
362	Spokane County	242	367	360	333	350	221	133	\$0.65/member	
363	Wichita-Hutchinson	6,579	9,238	11,000	9,228	8,820	7,645	7,120	\$0.85/member	
364										
365	Conventions and activities									
366	State & Local Conventions	124,250		39,301		36,045		-		
367	Regional Labor Council Delegates		64,098		-			25,000	2021 IFPTE Convention delegates, staff & ED - Event planned to be virtual & misc. costs includes sponsorship/ads	
368										
369			100,672		590			1,000	IFPTE support	
370			1,523		-				SPEEA: Diversity - NAACP Conference	
371			1,544		2,500				SPEEA: Diversity - Out & Equal Summit	
372			866		-				SPEEA: Diversity - Out & Equal Local (Seattle)	
373									SPEEA: Diversity - APALA bi-annual convention	
374									SPEEA: Diversity - LCLAA convention	
375			866						SPEEA: Diversity -	
376			6,611		3,395				Washington State (annual and legislative)	
377			7,130		7,072				NW CLUW Events (NEBs and Conventions)	
378									NW Young Leaders Conference	
379									MidW CLUW Events (NEBs and Conventions)	
380			3,189		2,923		(200)		MidW: Central States IFPTE (3) 1st & 3rd Qs	
381			1,262		2,553				MidW: Kansas State AFL-CIO Workforce summit	
382			-		914				MidW: Kansas State AFL-CIO	
383									MidW: Wichita/Hutch Labor Fed Delegate	
384									MidW: AFL-CIO Community Services Conference	
385									MidW: Kansas AFL/CIO bi annual (5)	
386										
387	Labor Support	24,350		25,300		26,250	1,500	-		
388			3,685		4,900			7,500	Allocated to support other labor organizations & causes	
389					-				Reduced for 2020/21 for budget concerns, normally budget \$15,000	
390									2012-15 Washington State Labor Education	
391									SPEEA Council Labor support activities and donations (APRI & APALA banquets)	
392			2,950		2,500				NW Council Labor Support items	

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1	2018-19		2019-20		2020-21	2020-21	Proposed			
2	Budget	Actual	Budget	Actual	Budget	projected FYE 03/31/21	Budget 2021-22			
3										
393		4,620		7,500					MidW Council Labor Support items	
394										
395	AFFILIATE COSTS	1,753,471	1,628,122	1,707,601	1,704,278	1,743,418	1,480,975	1,401,976		
397	BUILDINGS & CAPITAL EQUIPMENT:									
398	Equipment Purchases		-		-				- building reserves available, no amounts budgeted	
399		63,482		-						
400									Building Reserve balances total 01/31/2021	6,309,099
401										
402									2021/22 potential items include:	
403									- Local server	
404									- Document Retention	
405									- modular office furniture	
406									- building remodel	
408	TOTAL BUILDING RESERVES	-	63,482	-	-	-	-	-		

SPEEA 2021/22 Budget

