SPEEA Budget FY 2023

	A	H	I	K	S	U	V	X	AB	AC
1		**2019-20**		**2020-21**		**2021-22**		**Proposed**		
2		**Budget**	**Actual**	**Budget**	**Actual**	**Budget 2021-22**	**projected FYE 03/31/22**	**Budget 2022-23**		
3										
4	**INCOME:**	10,729,280	10,806,577	10,702,470	9,697,329	9,004,576	8,941,399	9,456,032		
5										
6										
7	**STAFF OPERATIONS:**	7,087,305	7,387,848	6,896,406	6,724,683	6,129,254	6,214,436	6,628,530		
8										
9	**SPEEA FACILITIES:**	281,000	294,267	291,500	301,873	302,300	301,908	300,300		
10										
11	**PROFESSIONAL SERVICES:**	525,000	431,986	505,000	359,007	357,500	332,472	356,000		
12										
13	**OFFICE OPERATIONS:**	306,000	335,945	323,000	258,615	333,500	276,824	325,000		
14										
15	**COUNCIL & EXECUTIVE BOARD OPERATIONS:**	497,580	429,139	497,847	111,562	382,650	162,998	282,139		
16										
17	**ORGANIZING COSTS:**	55,000	221,929	55,000	49,329	55,000	18,334	55,000		
18										
19	**NEGOTIATIONS & RESERVES:**	25,000	40,383	50,000	22,972	5,000	24,461	5,000		
20										
21	**BUILDINGS & CAPITAL EQUIPMENT:**	-	-	-	-	-	-	-		
22										
23	**TRAINING, SUPPORT & SERVICES:**	496,500	440,558	473,020	163,538	312,500	189,705	398,150		
24										
25	**AFFILIATE COSTS:**	1,707,601	1,704,278	1,743,418	1,469,590	1,401,976	1,410,082	1,444,034		
26										
27	**TOTAL EXPENSES**	10,980,985	11,286,334	10,835,191	9,461,168	9,279,680	8,931,220	9,794,153		
28										
29	**RESERVES:**									
30	**General**								**General Fund Reserve balance 12/31/2021**	7,110,390
31										
32	**Negotiations**								**Negotiation Reserve balance 12/31/2021**	1,753,690
33										
34	**Organizing**								**Organizing Reserve balance 12/31/2021**	1,409,926
35										
36	**Building/SPInc**								**Building Reserve balances total 12/31/2021**	6,881,760
37										
38									**PPP Loan forgiveness expected by July'22 $820,327**	
39										
40	**Cost reimbursements from Washington State DL&I Grant**					277,175	243,913	310,778	ACE Salary reimbursement and 10% indirects allowance	
41										
42	**Legal remedies (reimbursement of dues income/legal expenses)**		335,308							
43										
44	**INCOME OVER EXPENSES**	(251,705)	(144,449)	(132,721)	236,161	2,071	254,092	(27,343)		17,155,766

SPEEA Budget FY 2023

	A	H	I	K	S	U	V	X	AB
1		2019-20		2020-21		2021-22		Proposed	
2		Budget	Actual	Budget	Actual	Budget 2021-22	projected FYE 03/31/22	Budget 2022-23	
3									
45	**INCOME:**								
46									
47	**Dues**	10,554,264	10,670,879	10,573,986	9,574,582	8,910,616	8,848,237	9,345,908	2022/23 dues projected to increase 7% during the year
48	includes members and agency fee payers								current membership increased by 3.5% to project headcount
49									increase throughtout the fiscal year.
50									based upon dues rate of 51.86 (2.0% increase from prior year)
51									
52									
53	**Beck objectors**	175,016	135,698	128,484	122,746	93,960	93,162	110,124	Beck rate is currently 76.94% chargeable $51.86 *.7694 = $39.90
54									
55	**Miscellaneous Income**		-						
56									
57	**TOTAL INCOME**	10,729,280	10,806,577	10,702,470	9,697,329	9,004,576	8,941,399	9,456,032	
58									
59	**STAFF OPERATIONS:**								
60									Projected payroll expenses include provisions in Union Contracts
61	**Salaries & employer taxes**	5,334,876	5,538,163	5,156,027	4,966,259	4,588,224	4,662,007	5,033,639	and expected increases in benefits costs
62	present salaries & contractual raises, estimated overtime								Overtime (OT) is budgeted at 5%
63									23 employees
64	FICA, FUTA, Emp Security								OPEN/ Contract Administrator position is not budgeted for 2020/21
65									OPEN/ Contract Administrator position is not budgeted for 2020/21
66	Workman Comp, Payroll processing fees								OPEN/ Support staff position not budgeted for 2020/21
67									OPEN/ MidW Contract Administrator budgeted for hire
68									Includes auto and phone allowances
69									Budgeted amounts do not included Ed Wells staff costs
70									
71	**Medical Benefits**	813,726	840,289	819,726	767,312	712,590	684,811	735,520	
72	Health/HRA/ Dental/Vision								
73									
74	**Employee Benefits**	931,453	1,001,599	914,653	974,356	822,690	863,622	853,620	
75	401k/pension/LTD&Life insurance								
76									
77	**Local transportation**	1,250	231	1,000	77	750	2,810	750	SPEEA van in Kansas
78	license tags, gas, repair								
79									
80	**General Staff administration**								
81	includes, misc. mileage & meals,	6,000	7,567	5,000	16,678	5,000	1,185	5,000	
82	hiring's & terminations, parking, other								
83									
84	**TOTAL STAFF OPERATIONS**	7,087,305	7,387,848	6,896,406	6,724,683	6,129,254	6,214,436	6,628,530	
85									
86	**SPEEA FACILITIES:**								
87									
88	**Property taxes**	6,000	1,366	6,000	1,844	1,500	3,043	1,500	Personal property taxes (computers equipment etc.)
89									
90	**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)
91	**Rent - SPEEA Properties: Everett**	43,500	43,500	43,500	43,500	55,500	55,500	55,500	All building costs are paid by SPInc commenced 2009/2010.
92	**Rent - Wichita Office**	50,000	50,000	50,000	50,000	38,300	38,300	38,300	KSSPINC
93									
94	**Phones & internet access**	40,000	47,675	45,000	43,330	50,000	40,982	43,000	All phones and internet access for all offices (includes cell phones).
95	Seattle, Everett, Wichita								
96									
97	**Utilities**	-	-	-					Commencing 2017-18
98	garbage, sewer, water, electric								Offices managed by SPInc and KSSPInc, LLC

	A	H	I	K	S	U	V	X	AB
1		2019-20		2020-21		2021-22		Proposed	
2		Budget	Actual	Budget	Actual	Budget 2021-22	projected FYE 03/31/22	Budget 2022-23	
3									
99									Expenses paid by property management include:
100	**Facilities Maintenance**	-	2,252	500	2,269	500	2,384	500	Taxes, Insurance, Utilities and most facilities maintenance expenses
101									
102	**Insurance**	35,000	42,975	40,000	54,431	50,000	55,199	55,000	Insurance costs, includes general union liability
103									
104	**TOTAL SPEEA FACILITIES**	281,000	294,267	291,500	301,873	302,300	301,908	300,300	
105									
106	**PROFESSIONAL SERVICES:**								
107	**Attorney**	450,000	376,341	430,000	266,026	300,000	286,726	300,000	Includes representational legal fees as well as fees related to
108	The Kelman Buescher PC and other firms as needed								Agency fee paying represented employees.
109									
110	**Arbitration**	30,000	19,135	30,000	56,531	20,000	10,456	20,000	Includes arbitrator fees & travel , meeting rooms,
111									court reporting, travel expenses
112									
113	**Actuary**	1,500	-	1,500	-		-		Consultation on benefits (Steve Delapp)
114	The Segal Company								Negotiation services, refer to reserves
115									
116	**Auditor**	33,500	36,510	33,500	36,450	36,500	35,290	35,000	The outside Auditor is required to do annual audit, also conducts
117									the Beck Objector Audit, and helps with financial advice.
118									
119	**Communications Support**	5,000	-	5,000	-	500	-	500	Outside consultant costs related to SPEEA website
120									Video and Web development, allow for "new member" media
121									previous videos were accounted for to Negotiations
122	**Other professional services**	5,000	-	5,000	-	500	-	500	
123									
124	**TOTAL PROFESSIONAL SERVICES**	525,000	431,986	505,000	359,007	357,500	332,472	356,000	
125	**OFFICE OPERATIONS**								
126									
127	**Printing supplies & services**	60,000	59,147	60,000	59,714	60,000	39,617	60,000	Newsletter, member mailings, including Executive Board, IFPTE elections
128	paper, envelopes, ink, film, chemicals								and Constitutional referendums as necessary.
129									
130									
131	**Office Expenses**	62,500	60,379	62,500	17,194	60,000	22,242	60,000	All general office supplies and miscellaneous cost of running offices.
132	Office supplies, local printer toners,								(includes: soda/beverages, coffee, PSLA, storage)
133	allocated pop/coffee, misc. expenses)								
134									
135	**Electronic Supplies**	3,000	2,358	3,000	3,615	2,500	5,577	7,500	Non capital electronic office expenses
136									
137									
138	**Software licenses**	60,000	109,756	80,000	117,021	110,000	111,318	110,000	UnionWare software and trend of expenses moving toward licensing.
139									bi-annual license for back-up services, even years.
140									
141	**Equipment Upgrades & Replacement**	18,000	7,414	15,000	-	15,000	30,673	15,000	Upgrades or replaces un-repairable & outdated office equipment
142									General upgrades (includes misc. upgrades to Council rooms and other)
143									Computers, Printers & other computer accessories
144									
145									
146	**Equipment contracts & maintenance**	26,000	25,145	26,000	19,883	26,000	23,970	24,000	Repairs, maintenance and lease agreements (copiers and printing equipment)
147									
148	**Postage & delivery**	62,500	58,904	62,500	37,090	55,000	35,185	40,000	Postage and fees to mail "pre-sort" newsletters, etc.
149	all postage and delivery costs								Daily service for mail to terminal annex post office
150	Electronic Voting								Includes between office locations, referendum and Constitutional changes
151									

SPEEA Budget FY 2023

	A	H	I	K	S	U	V	X	Z	AB	AC
1		**2019-20**		**2020-21**		**2021-22**		**Proposed**			
2		**Budget**	**Actual**	**Budget**	**Actual**	**Budget 2021-22**	**projected FYE 03/31/22**	**Budget 2022-23**			
3											
152	**Subscriptions & Books**	14,000	12,842	14,000	4,097	5,000	8,241	8,500		Congressional Quarterly, Newspapers,	
153										News clipping service, misc. books, includes Council book clubs	
154											
155	**TOTAL OFFICE OPERATIONS**	306,000	335,945	323,000	258,615	333,500	276,824	325,000			
156											
157	**COUNCIL & EXECUTIVE BOARD OPERATIONS:**										
158											
159	**FOOD**										
160	**Executive Board & Executive Board Cmte**	7,000	6,424	7,000	-	3,500	-	3,500		Executive Board & all EB committees food.	
161	**Joint Committees**	2,000	2,609	2,000	-	1,000	-	1,000		Negotiation year, expenses transition to Negotiations	
162	**Tellers**	1,200	991	1,200	269	1,200	103	1,200			
163	**Judicial Review**	200	-	200	-	200	-	200			
164											
165	**SPEEA Council**	5,200	5,013	7,000	-	3,500	-	3,500	[S-C]	Council Officer food included within Council budgets	
166	**SPEEA Council Committees**	7,500	7,730	7,500	-	3,500	-	3,500	[S-C]		
167		-									
168	**NW Regional Council**	19,500	18,779	19,500	-	10,000	-	10,000	[NW-C]	Eight meetings per year, including one guest night	
169	**NW Council Committees**	13,500	8,914	10,000	15	5,000	-	5,000	[NW-C]		
170	**NW Council/Area Rep expenses**	-		-					[NW-C]	Area Rep meetings moved to membership meetings	
171		-		-							
172	**MidW Regional Council**	3,720	3,225	3,720	-	2,000	-	2,000	[MidW-C]		
173	**MidW Council Committees**	2,000	611	2,000	-	1,000	-	1,000	[MidW-C]		
174	**MidW Council/Area Rep Expenses**	-		-					[MidW-C]	Area Rep meetings moved to membership meetings	
175	**MidW Wichita Engineering Unit (WEU)**	500	-	500	-		-		[MidW-C]		
176	**MidW Wichita Technical and Professional Unit (WTPU)**	500		500	-	-	-	-	[MidW-C]		
177											
178	total food	62,820	54,295	61,120	284	30,900	103	30,900			
179											
180	**Mileage & childcare reimbursements**	7,500	6,540	7,500	981	3,750	278	3,750		Member mileage and childcare reimubrsements	
181											
182	**Partnership activities**		-		-		-				
183											
184	**Shareholder meeting presence**	9,000		9,000	-		-				
185			-		-	3,500	-	3,500		General allocation	
186			2,996					3,500	[MidW-C]	MidW Council budgeted Shareholders meeting - Spirit	
187											
188	**Community Participation**	104,950		112,650	3,587		3,000			Building strong community relationships for reciprocal support as needed	
189			12,000			18,000		15,000		General	
190											
191											
192			-		-		-	5,780	[S-C]	SPEEA Council Community items	
193			59,250		6,600		41,667	39,630	[NW-C]	NW Council Community items	
194			19,394		2,212		29,709	25,500	[MidW-C]	MidW Council Community items, Includes Vet Day Parade	
195											
196											
197	**Trade Union Relations**		-							Includes staff supporting visiting unions as guests	
198	Greeting and visiting other unions,	500		500	-	500	-	500		and SPEEA visiting / meeting with other unions	
199	developing strategy and relationships										
200	advocating SPEEA issues								[MidW-C]		
201											
202	**Legislative Affairs**	57,000		57,977						Staff support of activities & expenses related to SPEEA's approved positions	

	A	H	I	K	S	U	V	X	Z	AB	AC
1		2019-20		2020-21		2021-22		Proposed			
2		Budget	Actual	Budget	Actual	Budget 2021-22	projected FYE 03/31/22	Budget 2022-23			
3											
203			88,414		12,054	30,000	3,361	12,960		including IFPTE officers to Legislative Conference	
204	Executive Board										
205	SPEEA L&PA		26,729		(1,191)		-	15,400	[S-C]	SPEEA Leg & Public Affairs Committee	
206									[S-C]	- IFPTE Legislative Conference (5)	
207									[S-C]	- NCSL - (3) attendees (Canceled for Summer 2020)	
208	NW L&PA		181		-		-	360	[NW-C]	NW L&PA Committee	
209									[NW-C]	- NCSL all NCSL travel budgeted within SPEEA Council budget	
210	MidW L&PA		3,075		-		-	1,280	[MidW-C]	MidW L&PA Committee	
211									[MidW-C]	- NCSL all NCSL travel budgeted within SPEEA Council budget	
212											
213	**Conferences, Travel and misc.**										
214	**Executive Board**	5,000	1,486	5,000	1,069	5,000	73	5,000		EB members' travel and other activities	
215											
216											
217											
218	**SPEEA Council**	2,450		1,700	-	46,000	553				
219			-					-	[S-C]	SPEEA Council	
220			-					-	[S-C]	Council Officers	
221								-	[S-C]	Organizational Planning	
222			1,150					-	[S-C]	Diversity Committee: panel discussion (movies with Activities	
223								400	[S-C]	Steve Pezzini HOPE award	
224											
225	**NW Council**	6,560		8,100	-	90,000	-				
226			-					-	[NW-C]	Northwest Council	
227								1,000	[NW-C]	NW Council meeting travel	
228								979	[NW-C]	Guest Night Recgnition awards, Feb '23 guest night budgeted virtual	
229								-		Executive Board is responsible for Area Rep Recognition Gifts & Events	
230			-					-	[NW-C]	Recognition & Awards	
231								-	[NW-C]	Book clubs are included in Subscriptions & Books	
232			-					-	[NW-C]	Young Leaders Event	
233			2,049					3,000	[NW-C]	Women's Advocacy (courses & events offered by WAC)	
234											
235	**MidW Regional Council**	4,300		4,300	-	50,000	694			Mid West Council	
236									[MidW-C]	MidW Council Officers, General	
237			354						[MidW-C]	MidW Regional Council: Recognitions	
238										& Member Appreciations MidW Regional Council	
239			-						[MidW-C]	MidW Area rep appreciation event	
240								1,200	[MidW-C]	MidW Young Professionals, Offsite meetings	
241											
242											
243	**Recognition Events**										
244	Activist recognition events are chargeable for Beck	7,500	-	25,000	-	-	-		[NW-C]	NW Awards Banquet	
245								7,500		NW Recognition Picnic	
246	all member activities are not chargeable for Beck.								[MidW-C]	MidW Recognition Banquet / Family Festival - moved to Membership activities	
247											
248	**Leave with Pay**	225,000	145,951	200,000	81,336	100,000	81,147	100,000			
249	All time off requires prior approval									General LWP	
250											
251	**Honoraria**	5,000	5,275	5,000	4,630	5,000	2,413	5,000		$500 annual to all EB members and all Council Chairs	
252											

	A	H	I	K	S	U	V	X	Z	AB	AC
1		2019-20		2020-21		2021-22		Proposed			
2		Budget	Actual	Budget	Actual	Budget 2021-22	projected FYE 03/31/22	Budget 2022-23			
3											
253	**TOTAL COUNCIL & EXECUTIVE BOARD OPERATIONS**	497,580	429,139	497,847	111,562	382,650	162,998	282,139			
254	**ORGANIZING COSTS:**	55,000	221,929	55,000	49,329	55,000	18,334	55,000		Organizing others and internal recruiting (including recertification drives)	
255										costs including: travel, legal, advertising, visibility items, meetings, mailings.	
256											
257										Use reserve funds as appropriate	
258										**Organizing Reserve balance 12/31/2021**	**1,409,926**
259											
260										External Organizing (efforts to add	
261										additional Bargaining Units)	
262											
263										Internal Organizing -Recruitment (efforts to increase	
264										membership in existing Bargaining Units)	
265											
266	**TOTAL ORGANIZING COSTS**	55,000	221,929	55,000	49,329	55,000	18,334	55,000			
267											
268	**NEGOTIATIONS & RESERVES:**										
269											
270	**Negotiation of Contracts & Survey**	25,000	40,383	50,000	22,972	5,000	24,461	5,000		2020/21 WTPU & PS contract printing	
271	**Reserves**									**Negotiation Reserve balance 12/31/2021**	**1,753,690**
272											
273	**TOTAL NEGOTIATIONS COSTS**	25,000	40,383	50,000	22,972	5,000	24,461	5,000			
274											
275	**TRAINING, SUPPORT & SERVICES:**										
276											
277	**Membership Supplies**	27,600	6,870	20,470	7,034	15,000	240	13,600		General membership supplies	
278	Visibility items									Includes shared costs of flu shots where employer doesn't provide (Triumph)	
279	(not regularly stocked)									includes apparel item for elected positions per term	
280					9,576		27,273	5,000	[S-C]	AR Recognition	
281											
282	**Visibility Items Re-order**	25,000	30,907	25,000	-	25,000	-	25,000		**Re-order visibility items - Includes: Mugs, pens, kozies, spiral notebooks**	
283										**lanyards, small bags, balsa wood airplanes, flying discs and pins.**	
284										(Negotiations years more regularly stocked items used)	
285											
286	**Electronic & other Promotion**	1,500	2,662	1,500	250	1,500	347	1,500		Facebook ads and press releases	
287											
288	**SPOTLITE**	165,000	148,376	145,000	138,502	145,000	142,669	145,000		Monthly SPOTLITE paper, supplies and zip code sorting	
289	Postage, paper, sorting									through outside vendors. SPOTLITE APP	
290											
291	**Membership Meetings**	43,000		43,000	-	28,000	813	28,000		CR/AR and other district meetings	
292			40,028							Meetings between staff & members includes	
293										presentations at SPEEA offices and in the workplace	
294										(i.e. SPEEA 101, open enrollment, retirement…)	
295									[NW-C]		
296			-		-		-		[MidW-C]	MidW All member meetings	
297										AR recognition events	
298											
299	**Temporary medical insurance**	-	-	-		-		-		program completed 12/31/2014	
300											
301	**Membership Activities**	28,750		30,650		-		-			
302			-		-		85			Membership Activities, general	
303			7,149		-		-	7,900	[NW-C]	NW MAC: Events	
304			1,272		-		-	2,350	[NW-C]	NW New Hire	

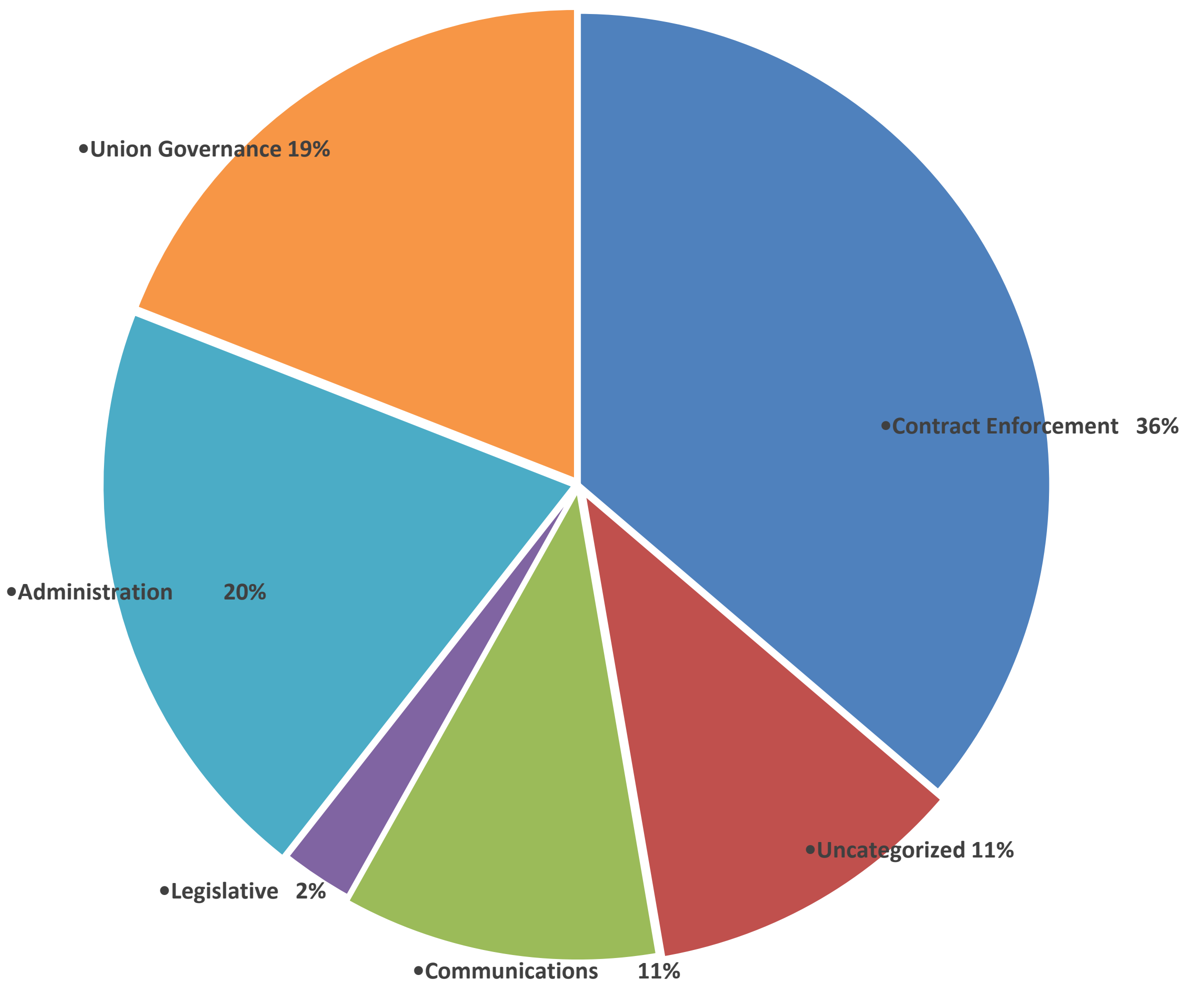
SPEEA Budget FY 2023

	A	H	I	K	S	U	V	X	Z	AB	AC
1		**2019-20**		**2020-21**		**2021-22**		**Proposed**			
2		**Budget**	**Actual**	**Budget**	**Actual**	**Budget 2021-22**	**projected FYE 03/31/22**	**Budget 2022-23**			
3											
305								1,700	[NW-C]	NW Young Members	
306					-		-	-	[NW-C]	NW ACT: Workers Memorial Event & Commemorative Plaques	
307					-		-	1,100	[NW-C]	NW WAC: Soccer & Basketball	
308			349		-		-	1,200	[NW-C]	NW Movie Night (includes all committees)/Book Clubs in Subscriptions & Books	
309			-		-		-	-	[NW-C]	NW Open House	
310					-		-	-	[NW-C]	NW Battle of the Bands (Joint with IAM)	
311			8,641		-		-	-	[MidW-C]	MidW Win-win cards	
312			18,011		-		-	11,300	[MidW-C]	MidW MAC	
313			8,641		-		-	-	[MidW-C]	MidW Family Festival	
314					-		-	500	[S-C]	SPEEA Diversity Committee - Museum Tours	
315					-		-	500	[S-C]	SPEEA Movie Night (includes all committees)	
316											
317											
318	**Training and Leadership conference**	102,650		104,400		-		-			
319	Council Convention		25,422		-	25,000	-	26,000	[S-C]	Council Convention Events planned to be virtual for 2021	
320	Leadership Conference		38,026		5,000	25,000	13,895	38,000	[S-C]	Leadership Conference	
321	Travel Costs		39,751		-		-	35,000	[S-C]	Conference/Convention travel	
322	and other training				-		-	150	[S-C]	SPEEA Leadership Development & Trg Committee	
323								1,500	[S-C]	SPEEA Diversity workshops (WSLC)	
324								250	[NW-C]	NW Safety & Wellness committee- attend virtual S&W events	
325			4,544		-		-	4,600	[NW-C]	NW WAC trainings (Summer, Food for Thought)	
326											
327											
328		25,000	7,911	25,000	126	20,000	2,000	20,000		General Training, provided by Executive Board	
329										Includes: CR & AR training, RONR, AFL-CIO Young Workers Next up Conference (NW & MidW),	
330										Labor Notes (NW & MidW), Emerging Leaders Conference, and other approved training.	
331										Training budgeted herein rather than council budgets.	
332											
333	**Staff training & education**	45,000	31,176	45,000	2,721	10,000	2,195	10,000		Contin. Ed., professional development and related fees & licenses	
334	Includes professional affiliation									Combine staff training	
335										Harvard Labor Union program (unlikely for 2022, expected for 2023)	
336										Certified Employee Benefits Specialist training	
337											
338	**Contract Administration Misc.**	3,000	399	3,000	-	3,000	188	3,000		Staff support of Contract and related issues	
339	grievance, lunches, parking.									labor/management meetings	
340											
341	**Staff travel & remote support**	30,000	20,424	30,000	329	15,000	-	15,000		Additional expenses incurred for travel and travel related	
342	travel expenses for other than specific purposes									expenses to support the bargaining units with distance from SPEEA offices	
343											
344	**TOTAL TRAINING, SUPPORT & SERVICES**	496,500	440,558	473,020	163,538	312,500	189,705	398,150			
345											
346	**AFFILIATE COSTS:**										
347											
348	**Per Cap Dues**										
349	**IFPTE, per cap dues**	1,321,320	1,345,361	1,346,953	1,197,951	1,118,723	1,130,716	1,152,200		IFPTE - $6.54 /month/member and Agency fee payer, 1.9% increase	
351											
352	**State Organizations, per cap dues**										
353	Washington State	192,000	193,478	200,000	161,633	148,896	141,216	148,896	[NW-C]	$1.00/member	
354											
355	Kansas State AFL-CIO	8,820	11,400	11,000	9,348	8,795	8,177	8,795	[MidW-C]	$1.05/member	
356											
357	Oregon AFL-CIO				-		-		[NW-C]		
358	Central States IFPTE	550	-	550	-	550	-	550	[MidW-C]	annual fee	
359											

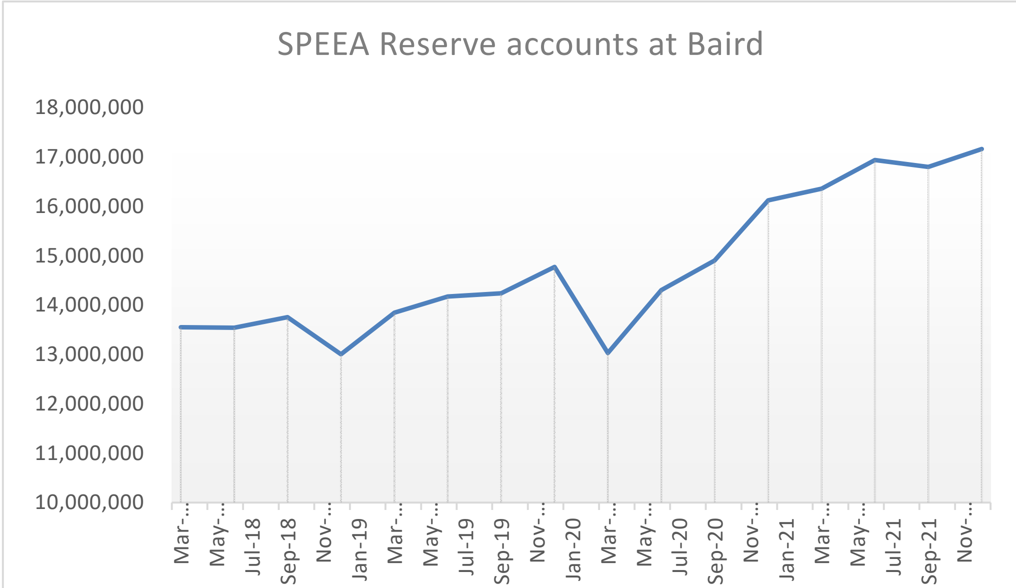
SPEEA Budget FY 2023

	A	H	I	K	S	U	V	X	Z	AB	AC
1		**2019-20**		**2020-21**		**2021-22**		**Proposed**			
2		**Budget**	**Actual**	**Budget**	**Actual**	**Budget 2021-22**	**projected FYE 03/31/22**	**Budget 2022-23**			
3											
360	**Local Organizations, per cap dues**										
361	King County	56,500	56,868	60,000	47,449	44,132	41,724	44,132	[NW-C]	$0.65/member	
362	LA County	450	526	450	897	522	746	522	[NW-C]	$0.68/member	
363	NW Oregon	1,100	1,113	1,100	573	480	500	480	[NW-C]	$0.45/member	
364	Pierce County	3,900	3,815	3,900	3,281	3,000	2,946	3,000	[NW-C]	$0.50/member	
365	Snohomish County	47,000	47,311	48,000	39,485	36,126	34,195	36,126	[NW-C]	$0.50/member	
366	Spokane County	360	333	350	229	133	140	133	[NW-C]	$0.65/member	
367	Wichita-Hutchinson	11,000	9,228	8,820	7,568	7,120	6,620	7,120	[MidW-C]	$0.85/member	
368											
369	**Conventions and activities**	39,301		36,045		-		-			
370	State & Local Conventions										
371	Regional Labor Council Delegates		-		-	25,000	22,535			2021 IFPTE Convention delegates, staff & ED - Event planned to be virtual	
372										& misc. costs includes sponsorship/ads	
373			590		-	1,000	-	1,000		IFPTE support	
374			-		-		-		[S-C]	SPEEA: Diversity - NAACP Conference	
375			2,500		-		-	5,000	[S-C]	SPEEA: Diversity - Out & Equal Summit	
376			-					800	[S-C]	SPEEA: Diversity - Out & Equal Local (Seattle)	
377									[S-C]	SPEEA: Diversity - APALA bi-annual convention	
378									[S-C]	SPEEA: Diversity - LCLAA convention	
379					-		98		[S-C]	SPEEA: Diversity -	
380			3,395		175		2,167	10,371	[NW-C]	Washington State (annual and legislative)	
381			7,072		-		-	8,860	[NW-C]	NW CLUW Events (NEBs and Conventions)	
382											
383			2,923		(200)		-		[MidW-C]	MidW: Central States IFPTE (3) 1st & 3rd Qs	
384			2,553		-		878	1,250	[MidW-C]	MidW: Kansas State AFL-CIO Workforce summit	
385			914						[MidW-C]	MidW: Kansas State AFL-CIO	
386								300	[MidW-C]	MidW: Wichita/Hutch Labor Fed Delegate	
387									[MidW-C]	MidW: AFL-CIO Community Services Conference	
388									[MidW-C]	MidW: Kansas AFL/CIO bi annual (5)	
389											
390	**Labor Support**	25,300		26,250		-		-			
391			4,900		-	7,500	10,093	7,500		Allocated to support other labor organizations & causes	
392			-							**Reduced for 2020/21 for budget concerns, normally budget $15,000**	
393										2012-15 Washington State Labor Education	
394					-		-	1,000	[S-C]	SPEEA Council Labor support activities and donations (APRI & APALA banquets)	
395			2,500		700		667	1,000	[NW-C]	NW Council Labor Support items	
396			7,500		500		6,667	5,000	[MidW-C]	MidW Council Labor Support items	
397											
398	**AFFILIATE COSTS**	1,707,601	1,704,278	1,743,418	1,469,590	1,401,976	1,410,082	1,444,034			
400	**BUILDINGS & CAPITAL EQUIPMENT:**										
401	**Equipment Purchases**		-							- building reserves available, no amounts budgeted	
402			-								
403										**Building Reserve balances total 12/31/2021**	**6,881,760**
404											
405										**2022/23 potential items include:**	
406										**- Local server**	
407										- Hybred Video meeting equipment (Wa State DL&I Grant, SPEEA ACE)	
408										- modular office furniture	
409										- building remodel	
411	**TOTAL BUILDING RESERVES**	-	-	-	-	-	-	-			

SPEEA 2022/23 Budget



	Reserve accounts at Baird	SPEEA, SPInc & KSSPInc checking accounts	Cash and investments
Mar-18	13,547,282	2,151,727	15,699,009
Jun-18	13,537,962	2,341,068	15,879,030
Sep-18	13,752,375	1,818,701	15,571,077
Dec-18	13,002,993	1,534,717	14,537,710
Mar-19	13,844,237	1,364,520	15,208,756
Jun-19	14,168,949	1,354,766	15,523,714
Sep-19	14,234,614	1,201,827	15,436,441
Dec-19	14,770,313	871,883	15,642,196
Mar-20	13,027,170	1,102,427	14,129,597
Jun-20	14,300,831	1,494,380	15,795,210
Sep-20	14,899,743	1,977,694	16,877,437
Dec-20	16,118,577	1,447,331	17,565,908
Mar-21	16,353,789	2,017,133	18,370,923
Jun-21	16,934,572	3,052,773	19,987,345
Sep-21	16,795,567	2,617,577	19,413,143
Dec-21	17,155,767	2,670,258	19,826,025



REAL ESTATE		**Property tax assessed value**
Headquarters / Seattle		
Land		616,600
Building		1,320,600
	2021	1,937,200
Everett		
Land		464,000
Building		818,000
	2020	1,282,000
Wichita		
Land		129,600
Building		166,400
	2020	296,000
Total Real Estate holdings		3,515,200