

Administrative and Supervisory							
Personnel Association							
Budget for 2020-21 Fiscal Year							
			(11 month)				
		Budget	Budget	Actual	Actual	Actual	Actual
		2019-20	2020-21	2019-20	2018-19	2017-18	2016-17
Revenue							
	Dues	725,000	780,000	717,747	702,119	557,738	518,172
	Interest	24,000	24,000	14,729	70,552	32,449	38,680
	Miscellaneous income	-	-	8	498	-	510
Total revenue		749,000	804,000	732,484	773,169	590,187	557,362
Expenditures (Operating)							
	Advertising and Promotions		-	4,665	549	-	
	ASPA Matching Grant	14,000	14,000	1,100	2,138	509	1,947
	Bank service charges	25	25	11	184	25	200
Communications							
	Public Relations	2,000	2,000	-	129	2,599	1,478
	Newsletter	150	155	-			
	Pancake breakfast	4,000	4,000	3,996	3,996	2,997	3,000
	Donations	-	-	-	100	1,500	500
	Dues and Subscriptions	1,500	2,000	731	2,111	2,676	2,673
	SFL Dues	19,000	20,000	18,997	15,427	-	-
	Electronic Voting	-	2,000	-	-	-	1,165
Equipment (Hardware and software)							
	Office 365 subscriptions - Executive	1,600	1,600	1,220			
	Office 365 subscriptions - Bargaining	200	-	-			
	Equipment rental	300	300	-	225	150	298
	Gifts and door prizes	2,000	2,000	775	4,145	2,413	7,780
	Insurance	2,800	2,800	911	2,638	2,632	1,735
	Interest Expense	-	-	-	4	-	
Negotiations							
	Consultants	25,000	25,000	11,018	5,602	-	9,896
	Food	500	1,500	-			
Office expenses							
	Technical Support SLA	200	250	212	195	-	147
	Software	200	300	-	-	-	-
	Other office expenses	650	650	533	595	486	497
	Miscellaneous	300	300	64	503	192	571
	Petty Cash	100	100	-			94
	Postage	60	60	54	53	43	64
	Printing	350	350	110	321	363	890
Professional fees							
	Arbitration	80,000	40,000	22,115	12,447	870	1,640
	Auditor's fees	5,000	5,500	5,217	5,328	4,995	5,500
	Legal	100,000	100,000	155,305	70,207	75,506	15,273
	Jurisdiction Review	-	1,000	2,553	-	-	-
Repairs							
Wages and benefits							
	Support people	165,000	165,000	159,067	161,884	158,025	161,315
	Telephone	1,200	1,200	1,025	1,121	1,105	1,151
Training expenses							
	Non-Executive SFL education	20,000	20,000	-			
	Executive, staff training and education	15,000	15,000	8,174	11,334	6,979	9,613
Travel and entertainment							
	40th Anniversary				31,439	1,203	-
	Holiday season social	4,000	4,000	3,176	-	3,628	3,455
	Annual social after AGM	4,000	4,200	4,197	2,859	4,227	3,716
	Engagement	6,000	6,200	3,803	-	934	759
	Satellite locations - engagement	3,000	3,000				
	Retiree Social	300	300	-	-	230	206
	Volunteer Social	300	300	-	-	350	295
	SFL Travel	2,500	2,000	778	1,650	224	-
	Other	-	500	532			
Working lunches							
	Executive meetings	3,500	3,500	4,653	3,399	2,516	3,097
	Other working meetings	1,500	1,000	459	1,527	1,726	2,206
Amortization							
	Other			416	-	-	641
				308	-	-	-
Expenditures (Operating)		490,235	456,090	417,133	342,109	279,104	242,287
Revenue - expenses		258,765	347,910	315,352	431,059	311,083	315,075
Contingency		362,500	390,000	390,617	351,059	278,869	259,086
Operating Net increase (decrease)		(103,735)	(42,090)	(75,266)	80,000	32,214	55,989
Contingency Income							
		362,500	390,000	390,617	351,059	278,869	259,086