



## 2022-2023 PROPOSED ACE BUDGET

ACE Executive Board,

Attached is the proposed ACE budget for 2022-2023.

### Summary of Changes:

- \$500 decrease in Meals.
  - In person site meetings may not occur until following Fall Quarter, when affects of the pandemic are known.
- \$855 increase in Tax-Audit.
  - Islip LLC continues to provide our annual audit. This process demonstrates our continued commitment toward they way member dues are allocated.
- \$400 category change in Software Subscriptions.
  - The amount is the same as in previous years, but the category assigned has been updated.
- \$1000 decrease in Supplies.
  - 2021-2022 saw an increase due to technology upgrades at each office consisting of 2 monitors and 1 laptop. This will not be present in 2022-2023, but additional purchases may be necessary for office supplies such as a portable printer, scanner, or desktop printer for the De Anza office.
- \$1480 increase in Web Hosting.
  - To fund ACE usage of the Google Workspace, which is similar to SharePoint and would come along with @acefhda.org email addresses for ACE representatives.

2021-2022 continued to be outside the norm, thereby affecting ACE expenses and income. Our expenses have temporarily decreased due to changes in the way we have been asked to work. At the same time our income experienced an increase due to our members earning more in regular pay as a result classification and compensation study retroactive payments.

Unionization is a hot topic, but of the 24 active employees hired between July 1, 2021, through April 30, 2022, only 46%(11) have chosen to become members, 42%(10) are undecided at this time, and 13%(3) have indicated they would prefer to be non-members. We will continue to monitor this trend in 2022-2023 and look to improve new



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member onboarding that communicates the benefit of collective action in the workplace.

Proposal:

1. Plan for three(3) months of dues forgiveness in October, December, and February.
  - a. The month may be adjusted by +1 or -1 to coincide with retroactive COLA disbursements by The District.
2. Analyze ACE finances at the April 2022 board meeting to determine if an additional month of dues forgiveness would be feasible.

ACE continues to only collect what we need to operate and to maintain a 5% reserve, strike fund, and to pay for authorized litigation. 2022-2023 may see an increase in spending when more physical materials are needed, site meetings return to being in person, and the traditional reclassification appeals process resumes.

In Solidarity,

Kathy Nguyen, Treasurer

Scott Olsen, President

## Foothill-DeAnza Association of Classified Employees Income Statement Budget vs. Actual July 2021 through June 2022

|   |                   |                   |                  |               | 3 Months          | 4 Months          | Change     |
|---|-------------------|-------------------|------------------|---------------|-------------------|-------------------|------------|
|   | Jul '21 - Jun 22  | Budget            | \$ Over Budget   | % of Budget   | Jul '22 - Jun 23  | Jul '22 - Jun 23  |            |
| <b>Ordinary Income/Expense</b>            |                   |                   |                  |               |                   |                   |            |
| <b>Income</b>                             |                   |                   |                  |               |                   |                   |            |
| Dues                                      | 241,519.99        | 202,000.00        | 39,519.99        | 119.56%       | 180,000.00        | 160,000.00        |            |
| Interest Income                           | 59.83             | 500.00            | -440.17          | 11.97%        | 500.00            | 500.00            |            |
| <b>Total Income</b>                       | <b>241,579.82</b> | <b>202,500.00</b> | <b>39,079.82</b> | <b>119.3%</b> | <b>180,500.00</b> | <b>160,500.00</b> |            |
| <b>Expense</b>                            |                   |                   |                  |               |                   |                   |            |
| Election Expenses                         | 0.00              | 150.00            | -150.00          | 0.0%          | 150.00            | 150.00            |            |
| <b>Arbitration</b>                        |                   |                   |                  |               |                   |                   |            |
| Arbitration Fees                          | 0.00              | 4,000.00          | -4,000.00        | 0.0%          | 4,000.00          | 4,000.00          |            |
| Misc. Court Fees                          | 0.00              | 1,000.00          | -1,000.00        | 0.0%          | 1,000.00          | 1,000.00          |            |
| <b>Total Arbitration</b>                  | <b>0.00</b>       | <b>5,000.00</b>   | <b>-5,000.00</b> | <b>0.0%</b>   | <b>5,000.00</b>   | <b>5,000.00</b>   |            |
| Reclassification Appeals                  | 0.00              | 5,000.00          | -5,000.00        | 0.0%          | 5,000.00          | 5,000.00          |            |
| Books, Reference                          | 0.00              | 1,500.00          | -1,500.00        | 0.0%          | 1,500.00          | 1,500.00          |            |
| Business Expenses                         | 0.00              | 100.00            | -100.00          | 0.0%          | 100.00            | 100.00            |            |
| Capital Outlay                            | 0.00              | 1,500.00          | -1,500.00        | 0.0%          | 1,500.00          | 1,500.00          |            |
| Depreciation Expense                      | 3,269.30          | 4,500.00          | -1,230.70        | 72.65%        | 4,500.00          | 4,500.00          |            |
| <b>Legal Expenses</b>                     |                   |                   |                  |               |                   |                   |            |
| Court Costs                               | 480.00            |                   |                  |               |                   |                   |            |
| Legal Fees - Bradley Booth                | 107,250.00        | 117,000.00        | -9,750.00        | 91.67%        | 117,000.00        | 117,000.00        |            |
| <b>Total Legal Expenses</b>               | <b>107,730.00</b> | <b>117,000.00</b> | <b>-9,270.00</b> | <b>92.08%</b> | <b>117,000.00</b> | <b>117,000.00</b> |            |
| Marketing (BBQ/Events)                    | 0.00              | 5,000.00          | -5,000.00        | 0.0%          | 5,000.00          | 5,000.00          |            |
| <b>Mileage, Travel and Meetings</b>       |                   |                   |                  |               |                   |                   |            |
| Meals                                     | 390.88            | 2,500.00          | -2,109.12        | 15.64%        | 2,000.00          | 2,000.00          | (\$500.00) |
| Conference, Convention, Meeting           | 3,516.24          | 4,000.00          | -483.76          | 87.91%        | 4,000.00          | 4,000.00          |            |
| Mileage/Travel                            | 0.00              | 200.00            | -200.00          | 0.0%          | 200.00            | 200.00            |            |
| <b>Total Mileage, Travel and Meetings</b> | <b>3,907.12</b>   | <b>6,700.00</b>   | <b>-2,792.88</b> | <b>58.32%</b> | <b>6,200.00</b>   | <b>6,200.00</b>   | (\$500.00) |
| <b>Other Types of Expenses</b>            |                   |                   |                  |               |                   |                   |            |
| Insurance - Liability, D and O            | 4,282.00          | 4,550.00          | -268.00          | 94.11%        | 4,550.00          | 4,550.00          |            |
| Other Costs                               | 30.00             |                   |                  |               |                   |                   |            |
| <b>Total Other Types of Expenses</b>      | <b>4,312.00</b>   | <b>4,550.00</b>   | <b>-238.00</b>   | <b>94.77%</b> | <b>4,550.00</b>   | <b>4,550.00</b>   |            |
| <b>Outside Services</b>                   |                   |                   |                  |               |                   |                   |            |
| Accounting Fees                           |                   |                   |                  |               |                   |                   |            |

## Foothill-DeAnza Association of Classified Employees Income Statement Budget vs. Actual July 2021 through June 2022

|                                    |                   |                   |                   |                   | 3 Months             | 4 Months             | Change          |
|------------------------------------|-------------------|-------------------|-------------------|-------------------|----------------------|----------------------|-----------------|
|                                    | Jul '21 - Jun 22  | Budget            | \$ Over Budget    | % of Budget       | Jul '22 - Jun 23     | Jul '22 - Jun 23     |                 |
| Nancy Reynolds                     | 4,500.00          | 4,500.00          | 0.00              | 100.0%            | 4,500.00             | 4,500.00             |                 |
| <b>Total Accounting Fees</b>       | <b>4,500.00</b>   | <b>4,500.00</b>   | <b>0.00</b>       | <b>100.0%</b>     | <b>4,500.00</b>      | <b>4,500.00</b>      |                 |
| <b>Tax - Audit</b>                 |                   |                   |                   |                   |                      |                      |                 |
| Islip LLC                          | 4,570.00          | 3,715.00          | 855.00            | 123.02%           | 4,570.00             | 4,570.00             | \$855.00        |
| <b>Total Tax - Audit</b>           | <b>4,570.00</b>   | <b>3,715.00</b>   | <b>855.00</b>     | <b>123.02%</b>    | <b>4,570.00</b>      | <b>4,570.00</b>      | <b>\$855.00</b> |
| <b>Total Outside Services</b>      | <b>9,070.00</b>   | <b>8,215.00</b>   | <b>855.00</b>     | <b>110.41%</b>    | <b>9,070.00</b>      | <b>9,070.00</b>      | <b>\$855.00</b> |
| Postage, Mailing Service           | 26.02             | 100.00            | -73.98            | 26.02%            | 100.00               | 100.00               |                 |
| Printing and Copying               | 0.00              | 400.00            | -400.00           | 0.0%              | 400.00               | 400.00               |                 |
| <b>Salaries/Release Time</b>       |                   |                   |                   |                   |                      |                      |                 |
| Stipends                           | 21,837.50         | 40,925.00         | -19,087.50        | 53.36%            | 40,925.00            | 40,925.00            |                 |
| <b>Total Salaries/Release Time</b> | <b>21,837.50</b>  | <b>40,925.00</b>  | <b>-19,087.50</b> | <b>53.36%</b>     | <b>40,925.00</b>     | <b>40,925.00</b>     |                 |
| Software                           | 0.00              | 400.00            | -400.00           | 0.0%              | 0.00                 | 0.00                 | (\$400.00)      |
| Software Subscriptions             | 370.37            |                   | 370.37            | 100.0%            | 400.00               | 400.00               | \$400.00        |
| Subscriptions                      | 249.45            | 540.00            | -290.55           | 46.19%            | 540.00               | 540.00               |                 |
| Supplies                           | 2,332.51          | 2,000.00          | 332.51            | 116.63%           | 1,000.00             | 1,000.00             | (\$1,000.00)    |
| Taxes                              | 0.00              | 20.00             | -20.00            | 0.0%              | 20.00                | 20.00                |                 |
| Training/Continuing Education      | 0.00              | 250.00            | -250.00           | 0.0%              | 250.00               | 250.00               |                 |
| Web Hosting                        | 203.40            | 220.00            | -16.60            | 92.46%            | 1,700.00             | 1,700.00             | \$1,480.00      |
| <b>Total Expense</b>               | <b>153,307.67</b> | <b>204,070.00</b> | <b>-50,762.33</b> | <b>75.13%</b>     | <b>204,905.00</b>    | <b>204,905.00</b>    | <b>\$835.00</b> |
| <b>Net Income/Loss</b>             | <b>88,272.15</b>  | <b>-1,570.00</b>  | <b>89,842.15</b>  | <b>-5,622.43%</b> | <b>-24,405.00</b>    | <b>-44,405.00</b>    |                 |
| <b>Net Income</b>                  | <b>88,272.15</b>  | <b>-1,570.00</b>  | <b>89,842.15</b>  | <b>-5,622.43%</b> | <b>(\$24,405.00)</b> | <b>(\$44,405.00)</b> |                 |