

## OSFFC BUDGET PROPOSED ASSUMPTIONS 2022 - 2024

- Dues based on 3400 members (up from 3300)
- SALARIES - Based on Top Step FF from each district

District 1 Portland	\$7,774
District 2 Salem	\$7,229
District 3 Kingsley	\$7,997
District 4 Gresham	\$8,036
District 5 Bend	\$6,911
District 6 Tualatin Valley	\$7,375
District 7 Eugene	\$7,406
District 8 Clackamas 1	\$7,332
Average	\$7,508

May 1, 2022 through April 30, 2024

<u>Proposed Salary schedule</u>	<u>Monthly</u>	<u>Yearly</u>	<u>Budget total</u>
President (50%)	\$3,754	\$45,048	\$90,096
Secretary-Treasurer (50%)	\$3,754	\$45,048	\$90,096
Legislative Director	\$500	\$6,000	\$12,000
PERS Consultant - ( <i>combine w/LD above</i> )	\$500	\$6,000	\$12,000
<del>*Comms Team (2 members @ \$250/mo.)</del>	<del>\$500</del>	<del>\$6,000</del>	<del>\$12,000</del>
DVP Pay (8 members @\$500/mo.)	\$4,000	\$48,000	\$96,000
<u>Office Staff</u>			
Office Manager (plus CPI in yr 2)	\$3,576	\$42,912	\$85,824
Office Assistant (plus CPI in yr 2)	\$1,830	\$21,960	\$43,920

- \$.01 per capita dues increase will yield \$408 annually; \$816 bi-annually
- Mileage reimbursement \$.585/mile
- Shift Relief \$785/24 hr shift or \$32.69 hourly used 2,756 annual hrs (53hr/wk)

\*Comms team absorbed through DVP elections

## **2022 - 2024 Budget Narrative**

### **Assumption Page**

- Calculations based on 3,400. Up from 3,300 members
- Salaries were confirmed with DVPs
- Officers, Office manager, and office assistant salaries were increased by 5.5% CPI
- For this budget cycle the Legislative Director salary has been merged with the PERS Consultant pay to \$1,000 as is flat from the previous budget is a flat rate

### **Explanations Page**

- All categories, unless outlined below were raised to reflect more accurate numbers
- Mileage rate was increased consistent with IRS guidelines at \$.585
- Shift relief was increased to match the average of top step FF in each district as outlined in the Budget Assumption sheet. The new rate is \$32.69/hr (\$785 per shift)
- Conferences, Seminars, and Conventions were updated with a better understanding of airfare and lodging increase.

### **2022 - 2024 OSFFC Proposed Budget**

- Salaries, President and S/T are at 50% of the Average highest paid Locals top step FF in each district
- Office Manager and Assistant salaries increased at 5.5%
- Legislative director salary set by E-board and budget process
- Insurance, office equipment, printing and telephone remain the same as previous budget. Rent was increased to account for possible increase in year 2 of \$250/mo.
- Contact Lobbyist is increased per our agreement in this proposed budget
- Other expenditures – dues, legal, and legislative stay the same
- Fund remains the same under this proposed budget.
- Proposed budget is a has zero increase, other than voted on DVP pay, Utilized carryover to balance the budget

## BUDGET EXPLANATIONS – 2022 - 2024

### CONVENTIONS

IAFF Convention - August 2022 - Ottawa - President;S/T

Lodging (8 nights @ 350/night)	\$2,800.00
Travel (\$650x2)	\$1,300.00
Shift Relief (4 shifts @ \$785)	\$3,140.00
Per Diem (10 days @ \$100)	\$1,000.00
Registration (2 @ \$450)	\$900.00

#### **Total**

**\$9,140.00**

OSFFC Convention - April 2024 - E-Board, Officers, Staff, Emeritus

Lodging (15 rooms/3 nights @ \$300/room)	\$13,500.00
Travel (12 people/300 miles @ \$.585)	\$2,106.00
Shift Relief (10 shifts @ \$785)	\$7,850.00
Per Diem (15 people/3 days @ \$100)	\$4,500.00

#### **Total**

**\$27,956.00**

AFL-CIO Convention - 2023 - President, Sec-Treas.

Lodging (4 night @ \$250/night)	\$1,000.00
Travel (1000 miles @ \$.585)	\$585.00
Shift Relief (2 @ \$785)	\$1,570.00
Per Diem (6 days @ \$100)	\$600.00

#### **Total**

**\$3,755.00**

### **TOTAL CONVENTIONS**

**\$40,851.00**

### SEMINARS

IAFF/OSFFC Educational Seminar (2) - E-Board, Officers, Staff, Instructors

Lodging (60 nights @ \$200)	\$12,000.00
Travel (12 people/200 miles @ \$.585)	\$1,404.00
Shift Relief (18 @ \$785)	\$14,130.00
Per Diem (20 people/3 days @ \$100)	\$6,000.00

#### **Total**

**\$33,534.00**

ALTS (1) – For three (3) state reps

Lodging (9nights @ \$350/night)	\$3,150.00
Travel (3 round trip tickets @ \$600/trip)	\$1,800.00
Registration (3 @ \$450)	\$1,350.00
Shift Relief (3 @ \$785)	\$2,355.00
Per Diem (12 days @ \$100)	\$1,200.00

#### **Total**

**\$9,855.00**

### **TOTAL SEMINARS**

**\$43,389.00**

**MEETINGS**

## Executive Board Meetings (5)

Lodging (10 nights @ \$200.00)	\$2,000
Travel (30 trips/500 miles @ \$.585)	\$8,775
Shift Relief (10 shifts @ \$785)	\$785
Per Diem (\$200/meeting)	\$1,000

<b>Total</b>	<b>\$12,560.00</b>
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## State &amp; Provincial Meetings (4) – President/ST

Lodging (24nights @ \$300/night)	\$7,200
Travel (8 round trip tickets @ \$650/trip)	\$5,200
Shift Relief (8 @ \$785)	\$6,280
Per Diem (20 days @ \$100)	\$2,000

<b>Total</b>	<b>\$20,680.00</b>
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**TOTAL MEETINGS****\$33,240.00****CONFERENCES**

## IAFF Leg Conference- 2023/2024 - President, Sec-Treasurer, LD

Lodging (24 nights @ \$400/night)	\$9,600
Travel (6 round trip tickets @ \$750/trip)	\$4,500
Shift Relief (6 @ \$785)	\$4,710
Per Diem (24 days @ \$100)	\$2,400

<b>Total</b>	<b>\$21,210.00</b>
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**TOTAL CONFERENCES****\$21,210.00**



# 2020-2022 Budget to Actual (April 1)

	ANNUALLY	BI-ANNUALLY	4/1/2022
<b>1. SALARIES</b>			
h	\$42,708.00	\$85,416.00	\$ 85,416.00
Secretary-Treasurer	\$42,708.00	\$85,416.00	\$ 85,416.00
Office Manager	\$39,888.00	\$79,776.00	\$ 79,776.00
Legislative Director	\$6,000.00	\$12,000.00	\$ 12,000.00
PERS Consultant	\$6,000.00	\$12,000.00	\$ 6,000.00
Comms Team		\$6,000.00	\$ 3,000.00
DVP Pay (5/1/2021)	\$42,000.00	\$48,000.00	\$ 48,000.00
Office Assistant	\$20,400.00	\$40,800.00	\$ 40,800.00
Worker's Comp	\$275.00	\$550.00	\$ 282.00
Taxes	\$15,500.00	\$31,000.00	\$ 31,000.00
<b>TOTAL</b>	<b>\$215,479.00</b>	<b>\$400,958.00</b>	<b>\$ 391,690.00</b>
<b>% of Per Capita</b>	<b>57%</b>		<b>98%</b>
<b>2. OFFICE EXPENSES</b>			
Insurance	\$500.00	\$1,000.00	\$ 930.00
Rent	\$8,000.00	\$16,000.00	\$ 15,075.00
Office equipment, supplies	\$2,500.00	\$5,000.00	\$ 2,984.00
Printing, postage	\$1,250.00	\$2,500.00	\$ 632.00
Member Communications	\$2,000.00	\$4,000.00	\$ 3,466.00
Telephone	\$9,000.00	\$18,000.00	\$ 9,667.00
<b>TOTAL</b>	<b>\$23,250.00</b>	<b>\$46,500.00</b>	<b>\$ 32,754.00</b>
<b>% of Per Capita</b>	<b>2%</b>		<b>70%</b>
<b>3. SPECIAL EVENTS</b>			
Conventions	\$12,800.00	\$31,966.00	\$ 22,414.00
Seminars	\$16,879.00	\$38,676.00	\$ 23,989.00
Meetings	\$12,056.00	\$35,172.00	\$ 19,831.00
Conferences	\$6,411.00	\$15,424.00	\$ 3,705.00
Committees	\$1,030.00	\$2,000.00	\$ -
Shift Relief	\$31,000.00	\$48,000.00	\$ 37,132.00
<b>TOTAL</b>	<b>\$80,176.00</b>	<b>\$171,238.00</b>	<b>\$ 107,071.00</b>
<b>% of Per Capita</b>	<b>21%</b>		<b>62%</b>
<b>4. CONTRACT LOBBYIST</b>	<b>\$45,000.00</b>	<b>\$90,000.00</b>	<b>\$ 85,934.00</b>
<b>5. DUES</b>	<b>\$1,000.00</b>	<b>\$2,000.00</b>	<b>\$ 1,450.00</b>
<b>6. LEGAL</b>	<b>\$9,000.00</b>	<b>\$18,000.00</b>	<b>\$ 26,486.00</b>
<b>7. LEGISLATIVE EXPENSES</b>	<b>\$9,000.00</b>	<b>\$18,000.00</b>	<b>\$ 10,704.00</b>
<b>TOTAL</b>	<b>\$64,000.00</b>	<b>\$128,000.00</b>	<b>\$ 124,574.00</b>
<b>% of Per Capita</b>	<b>20%</b>		<b>97%</b>
<b>TOTAL BUDGET</b>		<b>\$746,696.00</b>	

# 2020-2022 Budget to Actual (April 1)

## 8. BRANDENBURG FUND

All districts (\$.40)

\$31,680.00

## 9. POLITICAL CAMPAIGN FUND

All districts (\$.10)

\$166,320.00

## 10. PER CAPITA - rate per member/per month all districts

1-May-20

General	\$	8.73
Brandenburg	\$	0.40
Political Campaign	\$	2.10
Total Per Capita	\$11.58 (D3) \$	11.23

1-May-21

General	\$	9.34
Brandenburg	\$	0.40
Political Campaign	\$	2.10
Total Per Capita	\$12.19 (D3) \$	11.84

## GENERAL FUND

## CURRENT BALANCES

CHECKING ACCOUNT BALANCE

\$235,129.00

\*DUE TO BRANDENBURG

\$ 80,833.00

\*DUE TO PC

\$ 50,868.00

\*DUE TO DISTRICT 3

\$ 6,648.00

\$ 138,349.00

GENERAL FUND BALANCE \$96,780.00

OSFFC PAC BALANCE \$16,674.00





# 2022 - 2024 Proposed OSFFC Budget

	ANNUALLY	BI-ANNUALLY	
<b>1. SALARIES</b>			
President	\$45,048.00	\$90,096.00	
Secretary-Treasurer	\$45,048.00	\$90,096.00	
Office Manager	\$42,912.00	\$85,824.00	
Legislative Director	\$6,000.00	\$12,000.00	
PERS Consultant	\$6,000.00	\$12,000.00	
Comms Team	\$0.00	\$0.00	
DVP Pay	\$48,000.00	\$96,000.00	
Office Assistant	\$21,960.00	\$43,920.00	
Worker's Comp	\$275.00	\$550.00	
Taxes	\$16,500.00	\$33,000.00	
<b>TOTAL</b>	<b>\$231,743.00</b>	<b>\$463,486.00</b>	
<b>2. OFFICE EXPENSES</b>			
Insurance	\$500.00	\$1,000.00	
Rent	\$9,500.00	\$19,000.00	
Office equipment, supplies	\$2,500.00	\$5,000.00	
Printing, postage	\$1,250.00	\$2,500.00	
Member Communications	\$2,000.00	\$4,000.00	
Telephone	\$9,000.00	\$18,000.00	
<b>TOTAL</b>	<b>\$24,750.00</b>	<b>\$49,500.00</b>	
<b>3. SPECIAL EVENTS</b>			
Conventions	\$20,425.50	\$40,851.00	
Seminars	\$21,694.50	\$43,389.00	
Meetings	\$16,620.00	\$33,240.00	
Conferences	\$10,605.00	\$21,210.00	
Committees	\$1,000.00	\$2,000.00	
Shift Relief	\$24,000.00	\$48,000.00	
<b>TOTAL</b>	<b>\$94,345.00</b>	<b>\$188,690.00</b>	
<b>4. CONTRACT LOBBYIST</b>	<b>\$48,000.00</b>	<b>\$96,000.00</b>	
<b>5. DUES</b>	<b>\$1,000.00</b>	<b>\$2,000.00</b>	
<b>6. LEGAL</b>	<b>\$9,000.00</b>	<b>\$18,000.00</b>	
<b>7. LEGISLATIVE EXPENSES</b>	<b>\$9,000.00</b>	<b>\$18,000.00</b>	
<b>TOTAL</b>	<b>\$67,000.00</b>	<b>\$134,000.00</b>	\$ -
<b>TOTAL BUDGET</b>	<b>\$417,838.00</b>	<b>\$835,676.00</b>	

**Rocky Hanes:**  
builds in potential for  
\$250/mo increase in  
year 2

**Rocky Hanes:**  
Approx 60 shifts

**Rocky Hanes:**  
COLA of \$250/mo.



# 2022 - 2024 Proposed OSFFC Budget

## 8. BRANDENBURG FUND

All districts (\$.40)

\$32,640.00

## 9. POLITICAL CAMPAIGN FUND

All districts (\$2.10)

\$171,360.00

## 10. PER CAPITA - rate per member/per month all districts

1-May-22

General		\$	9.64	\$	393,312.00
Brandenburg		\$	0.40		
Political Campaign		\$	2.10		
Total Per Capita	12.49 (D3)	\$	12.14		
	12.64 (D5)				

1-May-23

General		\$	9.95	\$	405,960.00
Brandenburg		\$	0.40		
Political Campaign		\$	2.10		
Total Per Capita	12.80 (D3)	\$	12.45		
	12.95 (D5)				

Total Budget Expenses	\$	835,676.00
Total Budget Income	\$	799,272.00
Difference	\$	36,404.00
Carryover	\$	40,000.00
contingency	\$	3,596.00

## 2020 and 2022 COMPARISON

### 1. SALARIES

	2020 ANNUALLY	2020 BI-ANNUALLY	2022 ANNUALLY	2022 BI-ANNUALLY
President	\$40,880.00	\$81,760.00	\$45,048.00	\$90,096.00
Secretary-Treasurer	\$40,880.00	\$81,760.00	\$45,048.00	\$90,096.00
Office Manager	\$37,253.00	\$74,506.00	\$42,912.00	\$85,824.00
Legislative Director	\$6,000.00	\$12,000.00	\$6,000.00	\$12,000.00
PERS Consultant	\$6,000.00	\$12,000.00	\$6,000.00	\$12,000.00
DVP Pay	\$42,000.00	\$84,000.00	\$48,000.00	\$96,000.00
Office Assistant	\$18,540.00	\$37,080.00	\$21,960.00	\$43,920.00
Worker's Comp	\$275.00	\$550.00	\$275.00	\$550.00
Taxes	\$15,500.00	\$31,000.00	\$16,500.00	\$33,000.00
<b>TOTAL</b>	<b>\$207,328.00</b>	<b>\$414,656.00</b>	<b>\$231,743.00</b>	<b>\$463,486.00</b>

### 2. OFFICE EXPENSES

Insurance	\$500.00	\$1,000.00	\$500.00	\$1,000.00
Rent	\$8,000.00	\$16,000.00	\$9,500.00	\$19,000.00
Office equipment, supplies	\$2,500.00	\$5,000.00	\$2,500.00	\$5,000.00
Printing, postage	\$1,250.00	\$2,500.00	\$1,250.00	\$2,500.00
Member Communications	\$2,000.00	\$4,000.00	\$2,000.00	\$4,000.00
Telephone	\$9,000.00	\$18,000.00	\$9,000.00	\$18,000.00
<b>TOTAL</b>	<b>\$23,250.00</b>	<b>\$46,500.00</b>	<b>\$24,750.00</b>	<b>\$49,500.00</b>

### 3. SPECIAL EVENTS

Conventions	\$12,800.00	\$31,966.00	\$20,425.50	\$40,851.00
Seminars	\$16,879.00	\$38,676.00	\$21,694.50	\$43,389.00
Meetings	\$12,056.00	\$35,172.00	\$16,620.00	\$33,240.00
Conferences	\$6,411.00	\$15,424.00	\$10,605.00	\$21,210.00
Committees	\$1,030.00	\$2,000.00	\$1,000.00	\$2,000.00
Shift Relief	\$31,000.00	\$48,000.00	\$24,000.00	\$48,000.00
<b>TOTAL</b>	<b>\$80,176.00</b>	<b>\$171,238.00</b>	<b>\$94,345.00</b>	<b>\$188,690.00</b>

**Rocky Hanes:**  
Added LD to Leg  
Conf, but will take  
from PC as in the  
past if need be

# 2020 and 2022 COMPARISON

	2020 ANNUALLY	2020 BI-ANNUALLY	2020 ANNUALLY	2020 BI-ANNUALLY
4. CONTRACT LOBBYIST	\$45,000.00	\$90,000.00	\$48,000.00	\$96,000.00
5. DUES	\$1,000.00	\$2,000.00	\$1,000.00	\$2,000.00
6. LEGAL	\$9,000.00	\$18,000.00	\$9,000.00	\$18,000.00
7. LEGISLATIVE EXPENSES	\$9,000.00	\$18,000.00	\$9,000.00	\$18,000.00
<b>TOTAL</b>	<b>\$64,000.00</b>	<b>\$128,000.00</b>	<b>\$67,000.00</b>	<b>\$134,000.00</b>

## TOTAL BUDGET

\$760,394.00

## TOTAL PROJECTED REVENUE

\$835,676.00

## CONTINGENCY RESERVE

\$799,272.00

\$40,000.00

## 8. BRANDENBURG FUND

All districts (\$ .40)

\$31,680.00

Carryover

\$32,640.00

\$80,833.00

## 9. POLITICAL CAMPAIGN FUND

All districts (\$2. 10)

\$166,320.00

Carryover

\$171,360.00

\$50,868.00

## 10. PER CAPITA - rate per member/per month all districts

Current per capita rates:

	2021	2022	2023
General	\$9.34	\$9.64	\$9.95
Brandenburg	\$0.40	\$0.40	\$0.40
Political Campaign	\$2.10	\$2.10	\$2.10
<b>Total Per Capita</b>	<b>\$11.84</b>	<b>\$12.14</b>	<b>\$12.45</b>