

## Budget Assumptions

### Capacity Initiative Components:

Capacity expense needs were integrated into the operations budget from the beginning through the end of the initiative (goal over three years \$650,000)

### Recent Revenue Generation History:

2016: \$357,385

2017: \$369,889 (3.5% increase)

2018: \$449,056 (22% increase; does not include anonymous major gift to reserves)

2019: \$451,785 (1% increase)

2020 (COVID): \$519,065

2021: \$787,872

2022: \$1,183,489

2023: \$1.2M (projected)

### Mediation Fee Schedule:

2022 Fee Schedule was updated to include latest FPL, and included 5% increase

2023 Fee Schedule included 5% fee increase, including FPL update

### Special Funds:

2022: one office was rented to a sub-leasee for 6 months out of the year at \$500/mo. (recorded in Misc.)

2023: AOC funds stopped in June due to program end; ResWA contract for interim ED - loaning out Jody for part of her time ended in Sept.

### Salary History:

2016: average wage: \$19.99; entry wage: \$16

2017: salary freeze; no wage increases;

2018: everyone rec'd a 3% COLA;

2019: everyone rec'd a 3-6%; TM rec'd 10%;

2020: everyone rec'd a 3% COLA or better, depending on circumstances;

2021: COLA+ increases were: one 5%, one 8%, two 9%, three 12%, one 15%, one 18% and one 20%; no one permanent is below \$20/hr equivalent

ALSO: Staff waiving healthcare coverage receive a \$2/hr. equivalent adjustment to their wage/salary (endures)

2022: Due to commitments on pay equity, labor laws, and inflation realities, the budget gave a 10% COLA up to 23% raises; staff expenses are 84% of budget

ALSO: The '22 budget implemented change that employees that are 35 hrs/wk and above would have premiums covered at 100% (endures)

2023: late 2022 raises for LT due to ResWA funds plus proposed budget results in LT raises of 12-26% for LT; all staff receive 6% COLA at minimum

ALSO: The executive rate factor was 1.5 in 2022 and is 1.4 for 2023; ED's salary has reached recommendation from statewide salary survey average

ALSO: The entry rate is \$20/hr. and the average wage is \$32.30.

2024: 5% COLA is minimum (except ED at 4%); AD salary increased by 7% due to tenure in role & level of responsibility

ALSO: The executive rate factor remains 1.4, intentionally not counting AD role

Other:

2022: budget re-implements a \$2,000 training presenter stipend fund as an option for trainers that request it

2022: budget did not increase the 40-hour revenue goal in order to increase access in line with equity and diversity goals

2023: budget did not increase the 40-hour revenue goal in order to increase access in line with equity and diversity goals

2024: budget increased the 40-hour revenue goal only on fee increase but kept open spots for access in line with equity and diversity goals