

## TEA Financial Plan September 2009 – September 2010

The TEA Financial Plan Is required through the bylaws of TEA at each Annual Membership Meeting held the third Wednesday in September. The plan includes annual income and expenses over the next year for both Wastewater and Transit. It includes any recommendation to raise or lower the dues rate which is voted on by the membership during each annual meeting.

TEA’s membership has decreased slightly over the last year and with the current hiring freeze may decrease by a few members during 2010 due to retirement. It is not known at this time when the County will lift the hiring freeze. So some of TEA’s reserves will be used to cover expenses if necessary in 2010 or until membership numbers stabilize.

Legal fees represent a bulk of TEA’s expenses and are paid on a per member share. The current rate for legal services is \$24.00 per month per member and will increase to \$25.50 per month per member during 2010.

Dues income in 2009 was approximately \$99,726. No wage increases will occur during the year except for COLA and merit raises for the Wastewater Staff.

Expenses have been categorized and detailed recently to provide a full breakdown of money spent for TEA business during 2009.

In addition to legal services, the Board and Council of Representatives recognized other expenses that TEA should budget for. These include training expenses for bargaining team members, providing some money for retirement parties, and political contributions for 2010.

Dues @ current rate=	+ 99,226	Legal Costs	- 85,000 (90,300 in 2010)
Approximate assessments =	+1,066	<b>Fixed costs:</b> (Audit, Tax Prep, Web, Lic & Permits, P.O. Box)	-2,500
		Political Contributions	-2,000
		Arbitration	-10,000
		TEA party	-300
		Gifts	-100
		Education	-700
		Printing	-300
		Misc. Business Supplies	-300
		Credit Card (Meals & Parking)	-1,000
	+100,292		-102,200

Checking Account Balance (9/15/09) \$ 27,110.91

Money Market Balance (9/15/09) \$56,401.17