

KEJC with Maxwell Street Legal Clinic 2021

Draft alternative budget with half step toward comparability

Expense	2020 KEJC Total	2021 VOCA	2021 Immigrant Rights	2021 MSLC Total	2021 KEJC General	2021 KEJC Total	2021 -2020 Difference	2021 Assumptions	Salary Increase Percent	Salary on Anniv	Salary before Anniv	Salary 2021
Salaries												
Director	86,887.50				88,591.50	88,591.50	1,704.00	\$900 on anniversary plus \$804 to 2%	2.0%	88,591.50	86,887.50	88,591.50
Senior Counsel	63,975.00				65,725.58	65,725.58	1,750.58	Halfway to scale on anniversary	4.3%	67,682.00	64,920.00	65,725.58
Employment Attorney	23,926.50				24,574.50	24,574.50	648.00	Halfway to scale on anniversary	7.8%	52,488.00	48,672.00	49,149.00
Immigration Attorney	48,064.00	12,450.50	37,351.50	49,802.00	0.00	49,802.00	1,738.00	Halfway to scale on anniversary	6.8%	52,014.00	48,696.00	49,802.00
Health Law Fellow	47,692.50				50,136.75	50,136.75	2,444.25	Halfway to scale on anniversary	7.0%	51,390.00	48,048.00	50,136.75
Food Justice Fellow	39,457.50				41,462.33	41,462.33	2,004.83	Halfway to scale on anniversary	10.8%	44,347.00	40,020.00	41,462.33
Immigration Attorney / DOJ Rep	38,032.50	10,200.00		40,800.00	0.00	40,800.00	2,767.50	New hire halfway to scale	5.1%	42,876.00	40,800.00	40,800.00 **
Outreach Coordinator	36,365.00				41,042.88	41,042.88	4,677.88	Halfway to scale on anniversary	11.2%	44,207.00	39,740.00	41,042.88 *
Resource Organizer	0.00				36,484.00	36,484.00	36,484.00	To scale on anniversary	4.9%	37,652.00	35,900.00	36,484.00 ***
VOCA Fellow I Attorney	42,900.00	44,034.00		44,034.00		44,034.00	1,134.00	Halfway to scale on anniversary	3.7%	45,102.00	43,500.00	44,034.00
VOCA Fellow II DOJ	35,895.00	37,933.50		37,933.50		37,933.50	2,038.50	Halfway to scale on anniversary	6.7%	38,538.00	36,120.00	37,933.50
VOCA Legal Assistant	33,992.50	36,000.00		36,000.00		36,000.00	2,007.50	New hire halfway to scale	4.6%	37,652.00	36,000.00	36,000.00 **
Legal Assistant I	15,048.00	3,464.00	13,856.00	17,320.00	0.00	17,320.00	2,272.00	\$1 per hour on anniversary	6.1%			
Legal Assistant II	13,254.40	3,400.00	13,600.00	17,000.00	0.00	17,000.00	3,745.60	\$1 per hour on anniversary	6.5%			
Comms Coordinator	15,390.00				15,360.00	15,360.00	-30.00	\$1 per hour on anniversary	5.6%			
Wage Claim Coordinator	0.00				4,000.00	4,000.00	4,000.00	\$1 per hour on anniversary	6.7%			
Subtotal salaries	540,880.40	147,482.00	64,807.50	242,889.50	363,377.54	610,267.04	65,386.64	12.09%	12.8%			
Benefits												
Health	79,447.68	21,228.00	8,873.04	38,974.08	54,788.64	93,762.72	14,315.04	DEI 2021 rates based on plan choices				<i>* equity adjustment</i>
Dental	5,886.72	2,202.48	526.32	3,255.12	4,404.96	7,660.08	1,773.36	Metlife 2021 rate				<i>** anniversary 1/1/22</i>
Life	2,304.00	691.20	230.40	1,152.00	1,382.40	2,534.40	230.40	Metlife 2021 rate				<i>*** to scale immediately</i>
Disability	4,388.29	1,346.56	357.68	1,997.26	2,851.35	4,848.62	460.33	Metlife 2021 rate				
Workers Comp	1,038.62	285.69	123.13	466.96	695.89	1,162.85	124.23	Clearpath rate 0.19 per hundred				
CERS retirement	124,913.10	35,960.60	9,360.29	52,989.24	81,776.55	134,765.80	9,852.70	CERS 2020 rates averaged with 12% increase				
FICA 7.65%	41,817.99	11,502.69	4,957.77	18,801.37	28,018.70	46,820.07	5,002.08	FICA rate				
Unemployment	1,058.40	233.10	233.10	543.90	699.30	1,243.20	184.80	UI 2021 base and KEJC rate				
Subtotal benefits	260,854.79	73,450.32	24,661.73	118,179.94	174,617.80	292,797.73	31,942.94	12.25%				
Total Payroll	801,735.19	220,932.32	89,469.23	361,069.44	537,995.34	903,064.78	101,329.58	12.64%				
Operating expense												
Total	VOCA	IMM	MSLC	KEJC	Total	Difference						
Capital Additions	3,000.00		3,000.00	3,000.00	1,500.00	4,500.00	1,500.00	Workstations, printers, scanners, phones				
Consultants and Subgrants	21,400.00	1,560.00	300.00	1,860.00	16,240.00	18,100.00	-3,300.00	Strategic planning, development, interpreters				
Contract Labor AmeriCorps	9,000.00		5,680.00	5,680.00	1,200.00	6,880.00	-2,120.00	No AmeriCorps, work study, cleaning				
Dues	4,400.00	1,167.50	980.00	2,147.50	2,470.00	4,617.50	217.50	Actuals itemized and per grants				
Equipment Rental	4,780.84	2,021.69	2,229.11	4,250.80	531.36	4,782.16	1.32	Printer, postage meter as per vendor rates				
Insurance	6,900.00	2,150.00	645.00	3,440.00	4,200.00	7,640.00	740.00	Actuals trended				
Library	2,160.00		600.00	600.00	1,780.00	2,380.00	220.00	Actuals trended and per grants				
Litigation Support	3,660.00		720.00	720.00	3,120.00	3,840.00	180.00	Shred-it, Courtnet, general				
Miscellaneous	1,980.00		480.00	480.00	1,200.00	1,680.00	-300.00	Trended including board meeting cost				
Case Management	8,222.75	1,953.84	1,953.84	3,907.68	1,908.00	5,815.68	-2,407.07	Annual fees, training				
Office Supplies	10,620.00	1,800.00	3,600.00	5,400.00	4,560.00	9,960.00	-660.00	Two year average trended & per grants				
Postage and Delivery	4,752.00	1,440.00	2,460.00	3,900.00	960.00	4,860.00	108.00	Two year average trended & per grants				
Printing and Copying	6,336.00	2,006.40	3,009.60	5,016.00	1,140.00	6,156.00	-180.00	Two year average trended & per grants				
Prof Tax Audit	4,650.00				4,815.00	4,815.00	165.00	As per last three year audit bid				
Prof Accounting	300.00				300.00	300.00	0.00	Minor advice, no change				
Rent	42,000.00	11,832.00	8,568.00	20,400.00	30,000.00	50,400.00	8,400.00	Current rent December 2019				
Repairs	720.00		360.00	360.00	360.00	720.00	0.00	Two year average				
Telephone, Internet	15,959.52	2,838.92	2,800.60	5,639.52	10,008.00	15,647.52	-312.00	Actuals as per grants, current bills rounded				
Travel and Training	38,393.00	13,924.00	2,400.00	18,724.00	17,700.00	36,424.00	-1,969.00	Two year average trended & per grants				
Task Forces & Meetings	4,080.00		480.00	480.00	4,560.00	5,040.00	960.00	Per task forces and grants				
Subtotal operating	193,314.11	42,694.35	40,266.15	86,005.50	108,552.36	194,557.86	1,243.75	0.64%				
Total expense	995,049.30	263,626.67	129,735.38	447,074.94	646,547.70	1,097,622.64	102,573.33	10.3%				

Projected income	Total	VOCA	IMM	MSLC	KEJC	Total	Difference	
Program Contributions	180,000.00		34,800.00	34,800.00	145,200.00	180,000.00	0.00	As per MOA with programs
Client Fees	18,000.00		16,000.00	16,000.00		16,000.00	-2,000.00	Actuals trended over 2 years
Attorney Fees	15,840.00		1,200.00	1,200.00	15,000.00	16,200.00	360.00	Actuals trended and per grants
Individual Donations	73,000.00		40,800.00	40,800.00	40,800.00	81,600.00	8,600.00	Actuals trended including giving days
Fundraising Events	25,000.00		12,000.00	12,000.00	6,000.00	18,000.00	-7,000.00	Maxwell Street 20th event
Public Welfare	80,000.00			0.00	0.00	0.00	-80,000.00	Prospective transition grant 1st year
Foundation Healthy KY	45,000.00			0.00	45,000.00	45,000.00	0.00	Renewal
Interact for Health	45,000.00			0.00	45,000.00	45,000.00	0.00	Renewal
Foundation Boots	50,000.00			0.00	50,000.00	50,000.00	0.00	Renewal
PIF	15,000.00			0.00	15,000.00	15,000.00	0.00	Interact for Health add on continued
VOCA	215,426.00	213,093.00		213,093.00	0.00	213,093.00	-2,333.00	As per grant budget, annualized
FCBF	5,000.00		2,500.00	5,000.00	0.00	5,000.00	0.00	Renewal
BGCF	20,000.00			16,000.00	0.00	16,000.00	-4,000.00	As per recent gifts
Bar Grants KBF LBF	16,000.00		10,200.00	10,200.00	5,000.00	15,200.00	-800.00	As per 2019 levels
MAZON	67,947.60			0.00		69,712.00		2020 grant amount
United Way of Bluegrass	16,000.00		18,000.00	18,000.00	0.00	18,000.00	2,000.00	Potential increase under new regional plan
Catholic Diocese	7,500.00		4,000.00	8,000.00	0.00	8,000.00	500.00	Two years trended
Small Grants	1,800.00		1,800.00	1,800.00	15,000.00	16,800.00	15,000.00	AILA and congregations
Task Force Sponsors	0.00			0.00	0.00	0.00	0.00	Eliminating low yield strategy
New Grants General	21,000.00		6,000.00	6,000.00	15,000.00	21,000.00	0.00	Lowered risk
New Grants Safety Net	40,000.00			0.00	40,000.00	40,000.00	0.00	Continuation of NHeLP, KCEP support
Major Gift Exploration	12,000.00		12,000.00	12,000.00		12,000.00	0.00	New initiative
Mason Fund Interest	0.00			0.00	0.00	0.00	0.00	As per investment policy
In-Kind Rent	20,400.00	11,832.00	8,568.00	20,400.00		20,400.00		
Interest Income	180.00			0.00	180.00	180.00	0.00	
Total income	995,093.60	224,925.00	167,868.00	415,293.00	437,180.00	922,185.00	-69,673.00	-7%
Income over expense	44.30	-38,701.67	38,132.62	-31,781.94	-209,367.70	-175,437.64		
Available 1-time restricted					50,437.64	175,437.64		
Net	44.30			-31,781.94		0.00		