

A large, stylized teal line graphic on the left side of the page. It features two circular nodes: a smaller one at the top left and a larger one below it. From these nodes, a line extends downwards and to the right, then turns sharply to the right again. The line is a vibrant teal color and has a slight thickness.

2026 Budget

ADOPTED
NOVEMBER 24, 2025

SNO-ISLE LIBRARIES

2026 Adopted Budget

NOVEMBER 24, 2025

Introduction

Following the October 27 report, the following updates were implemented:

- The 2025 forecast was revised using updated year-end figures, resulting in a \$3.2M increase to the ending cash balance. (Grant funding arrived after the budget numbers were calculated and published for the October report.)
- The 2026 beginning cash reflects this \$3.2M increase, eliminating the need for a transfer from building reserves for capital projects.
- Vehicle improvements were reclassified from Building and Improvements to Vehicles.
- The Stem Mobile project estimate was raised from \$300k to \$350k.
- The fully grant-funded Early Learning Bus (\$330k), originally planned for 2025, is now scheduled to be purchased in 2026.

The 2026 budget reflects Sno-Isle Regional Library District's (the District) ongoing commitment to being responsible stewards of public funds while aligning our services with the evolving needs of our customers and communities. This budget will guide District revenue and expenditures to support core operations and key initiatives focused on access, equity, community connection, technology, and supporting lifelong learning. Through careful planning and strategic investment, we aim to strengthen our impact, enhance service delivery, and ensure long-term sustainability in alignment with our mission.

The adopted budget for 2026 follows the goals set by the Board of Trustees in September 2025.

The District primarily relies on revenue from property tax to run its operations (91% of the District's revenues come from property taxes). Washington state law restricts the amount that the District receives in property tax revenue to a 1% increase from the prior year's budget. Other costs, including managing deferred maintenance, new service demands, and inflation, exceed the limit. In 2019, following the last levy lid-lift and in anticipation of those rising costs, the District set aside funds to keep up with inflation and other cost increases. This fund is known as the levy stabilization fund. By 2028, that fund will be exhausted.

In 2026, the District's operating expenditure (no capital or one-time costs) budget will exceed its operating revenue (no grants or one-time revenue) by \$165k (Appendix A). To meet its capital and one-time ballot measure costs, the District will exceed its revenue from property tax by another \$5.3M. Our total deficit, including capital and one-time costs, will be \$5.4M. Importantly though, \$3.2M of those needs will be covered by grants and support from the Sno-Isle Libraries Foundation. Thanks to careful planning, new funding sources, and fiscally conservative budgeting, there will be enough additional cash at the start of the year to cover these gaps.

This year's budget also introduces a salary and benefits vacancy factor of \$1.2 M or 2.5%. Without this factor, the operating deficit would be even greater at \$6.6M.

2026 Adopted Budget

NOVEMBER 24, 2025

To continue to provide current services, and to modernize aging or inadequate facilities, the Districts Leadership Team will recommend to the Trustees that they begin to explore a levy lid-lift election in 2026. The cost to put this ballot measure before voters is predicted to be \$1M in 2026.

2026 Adopted Budget

NOVEMBER 24, 2025

2026 Budget Principles

Library staff focused the adopted budget with the following principles in mind:

- Equity
- Accessibility
- Organizational Sustainability

Sno-Isle Libraries Strategic Goals

- Enhance **library services** so that everyone can engage in experiences they value.
- Create **inspiring spaces** so that customers and staff experience spaces that are welcoming, inclusive, easy-to-use, and support current and emerging library use.
- Optimize **library funding** so that we can continue to be good stewards of our finances, ensure long-term financial stability, and work to secure additional private and state funds.
- Invest in our **people and organization** so that we are resilient, equitable, and regenerative, and our staff have the support and resources they need.

Sno-Isle Libraries Operational Priorities

- Promote and enhance the organization's commitment to a growth mindset.
- Deepen customer engagement.
- Strengthen community partnerships.

2026 Adopted Budget

NOVEMBER 24, 2025

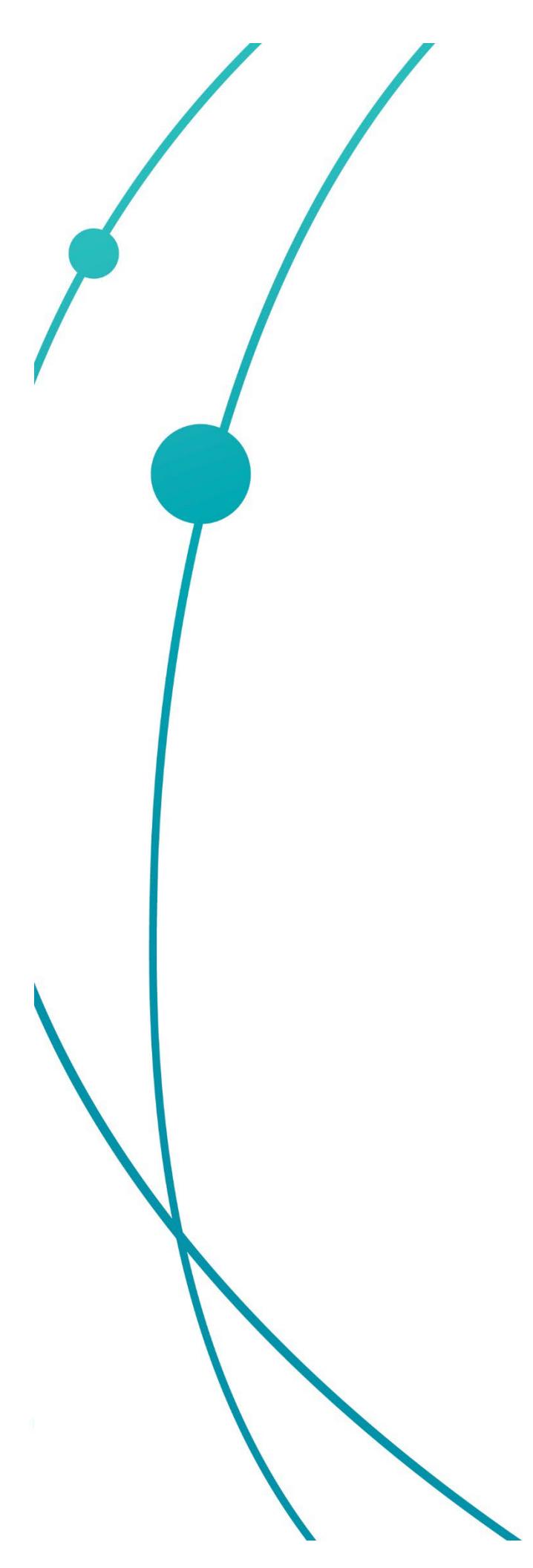
2026 Adopted Budget Summary

Source of Funds

	2025 Adopted	2026 Adopted
Beginning Cash	\$ 28,000,000	\$ 31,038,000
Transfer from Reserves	\$ -	\$ -
<i>Total Beginning Cash and Transfer from Reserves</i>	<i>\$ 28,000,000</i>	<i>\$ 31,038,000</i>
Total Revenue	\$ 77,785,600	\$ 75,521,750
Total	\$ 105,785,600	\$ 106,559,750

Use of Funds

	2025 Adopted	2026 Adopted
Operations	\$ 67,600,050	\$ 73,517,300
Capital Outlay	\$ 12,985,550	\$ 7,430,000
Total Expenditures	\$ 80,585,600	\$ 80,947,300
Transfer to Reserves	\$ 4,900,000	\$ 1,600,000
Ending Cash	\$ 20,300,000	\$ 24,012,450
Total	\$ 105,785,600	\$ 106,559,750



Source of
Funds

2026 Adopted Budget

NOVEMBER 24, 2025

Source of Funds

	Adopted 2025 Budget	Adopted 2026 Budget	Increase/ (Decrease)
Beginning Cash & Investments	\$ 28,000,000	\$ 31,038,000	\$ 3,038,000
Transfers from Reserves Funds	\$ -	\$ -	\$ -
Revenue			
Taxes			
Property Tax	\$ 67,230,900	\$ 68,756,000	\$ 1,525,100
Other taxes	627,000	712,200	85,200
	\$ 67,857,900	\$ 69,468,200	\$ 1,610,300
Grants			
Washington State Grants	\$ 5,400,000	\$ 2,319,600	\$ (3,080,400)
Federal Grants	2,000,000	-	(2,000,000)
General Grants	-	-	-
	\$ 7,400,000	\$ 2,319,600	\$ (5,080,400)
Other			
Investments	\$ 1,300,000	\$ 1,614,800	\$ 314,800
Donations	553,700	1,476,850	923,150
E-Rate	300,000	200,000	(100,000)
Miscellaneous	374,000	442,300	68,300
	\$ 2,527,700	\$ 3,733,950	\$ 1,206,250
Total Revenue	\$ 77,785,600	\$ 75,521,750	\$ (2,263,850)
Total Sources of Funds	\$ 105,785,600	\$ 106,559,750	\$ 774,150

2026 Adopted Budget

NOVEMBER 24, 2025

Source of Funds Overview

Beginning Cash \$31.0M

Beginning Cash is the target cash balance in the Library District's General Operating Fund at year-end that carries forward into 2026. Levied property taxes are due on April 30 and October 31 each year. Ending each year with ample cash allows for the funding of library services until the receipt of the first-half of property taxes in April.

Total Revenue \$75.5M

Total revenue includes taxes, grants, and other revenues.

Taxes \$69.5M

Property Tax Revenue \$68.8M

- The library is subject to a statutory levy growth limit of 101% or 100% plus the rate of annual inflation (implicit price deflator), whichever is less. This year the implicit price deflator is 2.44%.

Other taxes \$712k

- Other taxes include timber and excise taxes, and a small increase is anticipated.

Grants \$2.3M

Washington State grants \$2.3M

- Operating grants for Broadband-Digital Equity and HVAC Maintenance & Improvements.
- Capital Project Grants for Lake Stevens and Mariner Community Campus libraries.

Other \$3.7M

Investments \$1.6M

- Increase of \$315k in investment revenue based on reserve funds balances and projected interest rates.

Donations \$1.5M

- An overall increase of \$923k in Foundation support. \$850k of this is to support the Arlington Library capital project. *Appendix C*
- An increase of \$161k for Summer Reading programs, World Languages Storytime, Read-a-Rama, Sno-Isle Reads Together, STARS trainers, Strategic programming funds, Trudy Sundberg lecture series, Nysether Collection, Newborn Outreach bags, Early Learning Literacy partnership, virtual library customer engagement, welcoming teen and children's areas, Early Learning bus project, Native Northwest puppets.
- A decrease of \$88k in LibraryCall-DialA Story service, Prime Time, FAFSA Support Programs, and capital projects.
- Support from Friends of the Library stays the same at \$25k.

2026 Adopted Budget

NOVEMBER 24, 2025

E-Rate \$200k

- Decrease of \$100k in the *Universal Service Administrative Company (USAC)* E-Rate due to implementation of IT efficiencies. This is not a decrease due to a change in federal government funding.

Miscellaneous \$442k

- An increase of \$68k from rebates received from vendors, customers paying for lost materials, print and copier services, contract fees from cities, and other general revenue.



Use of
Funds

2026 Adopted Budget

NOVEMBER 24, 2025

Use of Funds

	Adopted 2025 Budget	Adopted 2026 Budget	Increase/ (Decrease)
Operations			
Salaries and Benefits	\$ 48,700,000	\$ 48,531,700	\$ (168,300)
Materials	6,912,000	8,779,500	1,867,500
Professional & Contract Services	3,530,900	4,595,800	1,064,900
Software & Licensing Fees	1,704,900	2,069,300	364,400
Office & Operating Supplies	639,350	915,900	276,550
Equipment & Furnishings	603,500	796,500	193,000
Strategic Initiatives	750,000	300,000	(450,000)
Communications Equipment & Services	822,000	987,700	165,700
Maintenance & Repairs	1,328,300	1,781,600	453,300
Utilities	547,000	697,600	150,600
Rentals & Leases	581,600	588,300	6,700
Training	242,000	568,000	326,000
Insurance	271,100	306,700	35,600
Levy Ballot Costs	-	1,000,000	1,000,000
Services & Programming	967,400	1,598,700	631,300
	\$ 67,600,050	\$ 73,517,300	\$ 5,917,250
Capital Outlay			
Architecture & Engineering Services	\$ 1,320,000	\$ 650,000	\$ (670,000)
Buildings & Improvements	10,490,550	5,350,000	(5,140,550)
Equipment & Furnishings	1,175,000	750,000	(425,000)
Land	-	-	0
Vehicles	-	680,000	680,000
	\$ 12,985,550	\$ 7,430,000	\$ (5,555,550)
Total Expenditures	\$ 80,585,600	\$ 80,947,300	\$ 361,700
Transfer To Reserve Funds	\$ 4,900,000	\$ 1,600,000	\$ (3,300,000)
Ending Cash & Investments	20,300,000	24,012,450	3,712,450
Total Use of Funds	\$ 105,785,600	\$ 106,559,750	\$ 774,150

2026 Adopted Budget

NOVEMBER 24, 2025

Use of Funds Overview

Total Expenditures \$80.9M

Total expenditures include operations, one-time costs for levy election fees, and capital outlay.

Operations \$73.5M

Salaries and Benefits \$48.5M

- Decrease of \$168k based on:
 - Salary and benefit vacancy rate factor of 2.5% of annual salary and benefits of \$49.6 M. (New)
 - Total adopted full-time equivalents (FTE) of 394.
 - 2.7% Cost of living increases for all staff.
 - Anniversary increases for staff.
 - Employee Benefits. *Appendix B*
 - Decrease of .1% from Premera to HMA (Regence) medical coverage.
 - Increase of 10.5% for Kaiser Permanente medical coverage.
 - Increase of 14% for Delta Dental coverage.

Materials \$8.8M

- The increase of \$1.9M is to address rising costs for materials and to meet demand for digital and physical materials. There is \$125k included for the new Lake Stevens Library Opening Day collection.

Professional & Contract Services \$4.6M

- Overall increase of \$1.1M in selected professional services based on anticipated need in 2026.
- Increase of \$1.2M in bank service fees, copier services, custodial services, financial audit services, fire & security services, interpreter services, landscaping, legal, other professional and contract services, payroll processing, printing/reprographic services, consulting, record storage & retrieval, security guards, shredding services, and translation services.
- Decrease of \$11k in architectural services, background checks, catalog content tools, human resources consulting, and vendor processing.

Software & Licensing Fees \$2.1M

- Increase of \$364k for ongoing and additional software to support work scheduled to be completed in 2026.

Office & Operating Supplies \$916k

- Overall increase of \$277k.
- Increase of \$297k in custodial and building supplies, computer/printer supplies, copier/printer paper, emergency supplies, general supplies, postage and shipping charges, signage, and staff recognition.
- Decrease of \$21k in barcode labels, borrower cards, receipt paper, and toner.

2026 Adopted Budget

NOVEMBER 24, 2025

Equipment & Furnishings \$797k

- Overall increase of \$193k.
- Increase of \$226k in AV Equipment, computers/laptops/tablets, network switches, and servers.
- Decrease of \$33k in computer repairs, monitors/displays, other tools & equipment, and printers/scanners.

Strategic Initiatives \$300k

- Decrease of \$450k for support for emerging services expenditures.

Communication Equipment and Services \$988k

- Overall increase of \$166k.
- Increase of \$226k in cell phone service, courier, data lines (grant reimbursable), and mailings/postage/courier.
- Decrease of \$60k in internet and telephone.

Maintenance & Repairs \$1.8M

- Increase of \$453k for ongoing building maintenance and repair.

Utilities \$698k

- Increase of \$151k in electric, gas, and recycling costs.

Rentals & Leases \$588k

- Overall increase of \$7k.
- Increase in library facility leases of \$107k.
- Decrease of \$100k in copier and printer leases.

Training \$568k

- Increase of \$326k due to additional in-service day for staff and for employee training.

Insurance \$307k

- Increase of \$36k in premiums for commercial, liability, and cybersecurity coverages.

Levy Ballot Costs \$1.0M

- \$1M reserved for possible levy lid lift election ballot costs in 2026.

Services and Programming \$1.6M

- Increase of \$631k for advertising, regional partnership building, Early Literacy Conference, Friends Summit, fuel for library vehicles, association dues, Board retreats and travel, mileage and ferry expenditures, advertising, and community engagement.

Capital Outlay \$7.4M

Architecture and Engineering \$650k

- For Arlington, Lake Stevens, and Mariner libraries.

Building and Improvements \$5.4M

- For Arlington, Lake Stevens, and Mariner libraries.

Equipment and Furnishings \$750k

- For the Lake Stevens library and to also enhance children and teen spaces across the District.

Vehicles \$680k

- For an Early Learning Bus (Grant funded) and STEM mobile.

2026 Adopted Budget

NOVEMBER 24, 2025

Transfers to Reserve Funds \$1.6M

Emergency Reserve Fund \$1M

- Increase the Emergency Reserve Fund to meet the reserve requirements.

Equipment Technology Refresh \$300k

- Increase the Equipment Technology Refresh Fund to support future technology lifecycle replacement consistent with a four-year lifecycle strategy.

Vacation and Sick Pay Liability Reserve Fund \$300k

- Increase the Vacation and Sick Pay Liability Reserve Fund to meet the policy target/objective.

Ending Cash \$24.0M

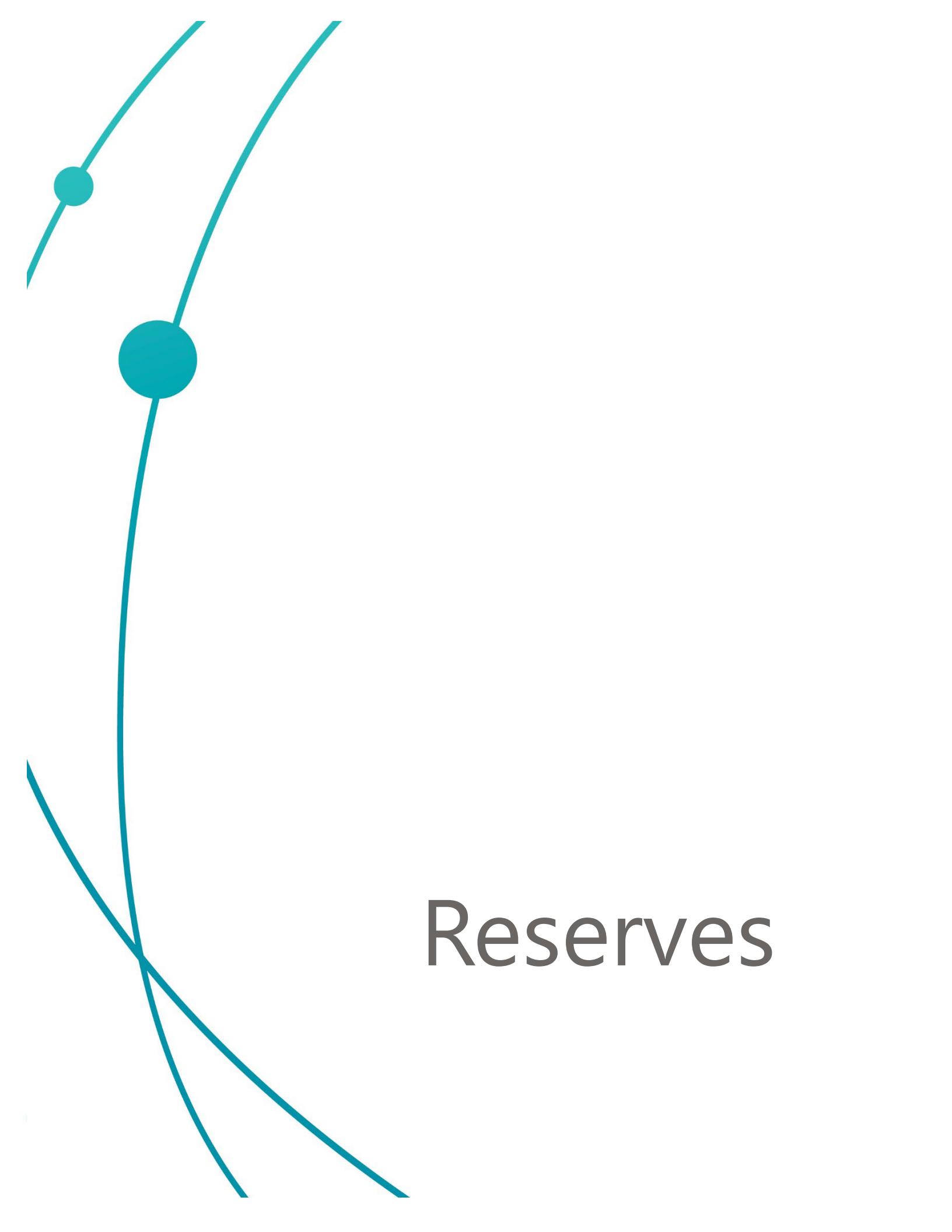
Ending Cash is the balance in the Library District's General Operating Fund at year-end. Each year, we strategically adjust this amount to ensure enough cash is available to cover expenses until property tax revenues are received in April. Additionally, we invest in our Reserve Funds to prepare for future needs.

2026 Adopted Budget

NOVEMBER 24, 2025

Statement of Revenues, Expenditures, and Changes in Cash Balance

	2025 Approved Budget	% Change	2025 Year-End Forecast	% Change	2026 Adopted Budget
Beginning Fund Balances	\$ 28,000,000		\$ 32,937,360		\$ 31,038,000
Taxes	\$ 67,857,900	0.6%	\$ 68,282,541	1.7%	\$ 69,468,200
Grants	7,400,000	-9.6%	6,692,900	-65.3%	2,319,600
Other	2,527,700	40.3%	3,545,630	5.3%	3,733,950
Total Revenue	\$ 77,785,600		\$ 78,521,071		\$ 75,521,750
 Personnel Expenses					
Salaries and Benefits	\$ 48,700,000	-2.5%	\$ 47,482,000	2.2%	\$ 48,531,700
Expenses - Other					
Materials	6,912,000	0.0%	6,912,000	27.0%	8,779,500
Professional & Contract Services	3,530,900	-15.0%	3,000,000	53.2%	4,595,800
Software & Licensing Fees	1,704,900	-4.2%	1,633,000	26.7%	2,069,300
Office & Operating Supplies	639,350	-6.5%	598,000	53.2%	915,900
Equipment & Furnishings	603,500	-19.6%	485,500	64.1%	796,500
Strategic Initiatives	750,000	-60.7%	295,000	1.7%	300,000
Communications Equipment & Services	822,000	-7.5%	760,000	30.0%	987,700
Maintenance & Repairs	1,328,300	-33.4%	884,000	101.5%	1,781,600
Utilities	547,000	0.7%	551,000	26.6%	697,600
Rentals & Leases	581,600	-1.0%	576,000	2.1%	588,300
Training	242,000	13.4%	274,500	106.9%	568,000
Insurance	271,100	12.5%	305,000	0.6%	306,700
Levy Ballot Costs	-	0.0%	-	100.0%	1,000,000
Services & Programming	967,400	16.8%	1,130,000	41.5%	1,598,700
Sub-total Non-personnel	\$ 18,900,050		\$ 17,404,000		\$ 24,985,600
 Capital Outlay					
Architecture & Engineering Services	\$ 1,320,000	-30.7%	\$ 914,800	-28.9%	\$ 650,000
Buildings & Improvements	10,490,550	-16.2%	8,792,864	-39.2%	5,350,000
Equipment & Furnishings	1,175,000	-30.6%	815,462	-8.0%	750,000
Land	-		-		-
Vehicles	-		31,817	2037.2%	680,000
Other Assets	-		79,289	-100.0%	-
Sub-total Capital	\$ 12,985,550		\$ 10,634,232		\$ 7,430,000
 Total Expenditures	\$ 80,585,600	-6.3%	\$ 75,520,232	7.2%	\$ 80,947,300
 Total Surplus/(Deficit)	\$ (2,800,000)		\$ 3,000,839		\$ (5,425,550)
 Transfers In/(Transfers Out) of Funds	\$ (4,900,000)		\$ (4,900,000)		\$ (1,600,000)
 Ending Fund Balance	\$ 20,300,000		\$ 31,038,199		\$ 24,012,450



Reserves

2026 Adopted Budget

NOVEMBER 24, 2025

Unreserved and Reserve Funds

Unreserved Funds - Board Restricted - Balances and Transfers

Fund	Balance Actual 12/31/2024	Adopted Activity 2025	Adopted Balance 12/31/2025	Adopted Activity 2026	Adopted Balance 12/31/2026
Building	\$2,176,000	\$3,000,000	\$5,176,000	\$0	\$5,176,000
Equipment Technology Refresh	\$830,000	\$300,000	\$1,130,000	\$300,000	\$1,430,000
Land Acquisition	\$2,198,018	\$0	\$2,198,018	\$0	\$2,198,018
Levy Rate Stabilization	\$24,592,916	\$1,000,000	\$25,592,916	\$0	\$25,592,916
Unemployment Compensation	\$40,000	\$0	\$40,000	\$0	\$40,000
	\$29,836,934	\$4,300,000	\$34,136,934	\$300,000	\$34,436,934

Reserved Funds - Board Policy Restricted with Required Sufficiency - Balances and Transfers

Fund	Balance Actual 12/31/2024	Adopted Activity 2025	Adopted Balance 12/31/2025	Adopted Activity 2026	Adopted Balance 12/31/2026
Emergency	\$10,000,000	\$0	\$10,000,000	\$1,000,000	\$11,000,000
Self-Insurance	\$1,500,000	\$300,000	\$1,800,000	\$0	\$1,800,000
Vacation & Sick Pay Liability	\$1,300,000	\$300,000	\$1,600,000	\$300,000	\$1,900,000
	\$12,800,000	\$600,000	\$13,400,000	\$1,300,000	\$14,700,000

Reserved Funds – Board Policy Restricted with Required Sufficiency – Overview

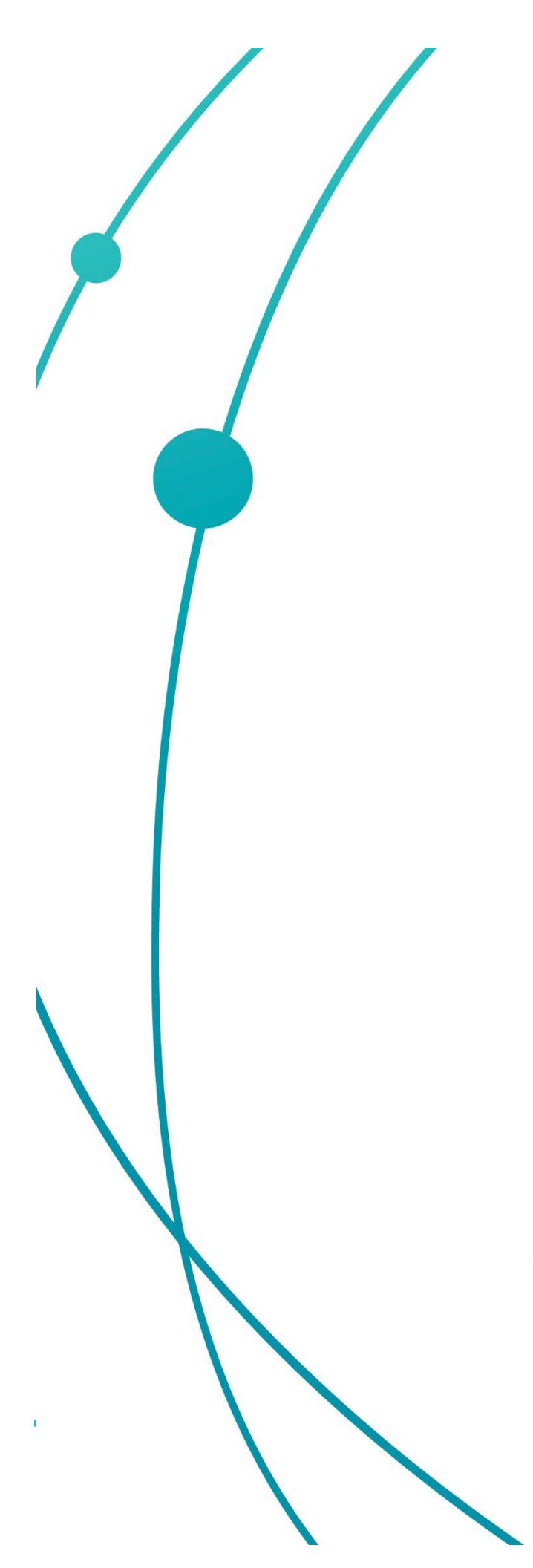
Fund	Policy Target/Objective	2025 Approved	2026 Adopted
Emergency	60-90 days of operating expense (excluding materials).	60 days	61.9 days
Self-Insurance	At least 16 weeks of program expenditures.	17 weeks	16.5 weeks
Vacation & Sick Pay Liability	At least 60% of the year-end Vacation & Sick Pay liability.	61%	60%

2026 Adopted Budget

NOVEMBER 24, 2025

Reserved Funds – Board and Entity Restricted – Transfers and Balances

Fund	Balance Actual 12/31/2024	Adopted Activity 2025	Forecasted 2025 interest	Forecasted Balance 12/31/2025	Adopted Activity 2026	Adopted Balance 12/31/2026
Darrington Rural Partial County Library District	\$167,976	\$0	5,879	\$173,855	\$0	\$173,855
Edmonds Building	\$46,025	\$0	1,611	\$47,636	\$0	\$47,636
Lynnwood Building	\$1,293,199	\$0	45,262	\$1,338,461	\$0	\$1,338,461
Camano Island Building	\$0	\$0	-	\$27,622	\$0	\$27,622
	\$1,507,200	\$0	\$52,752	\$1,587,573	\$0	\$1,587,573



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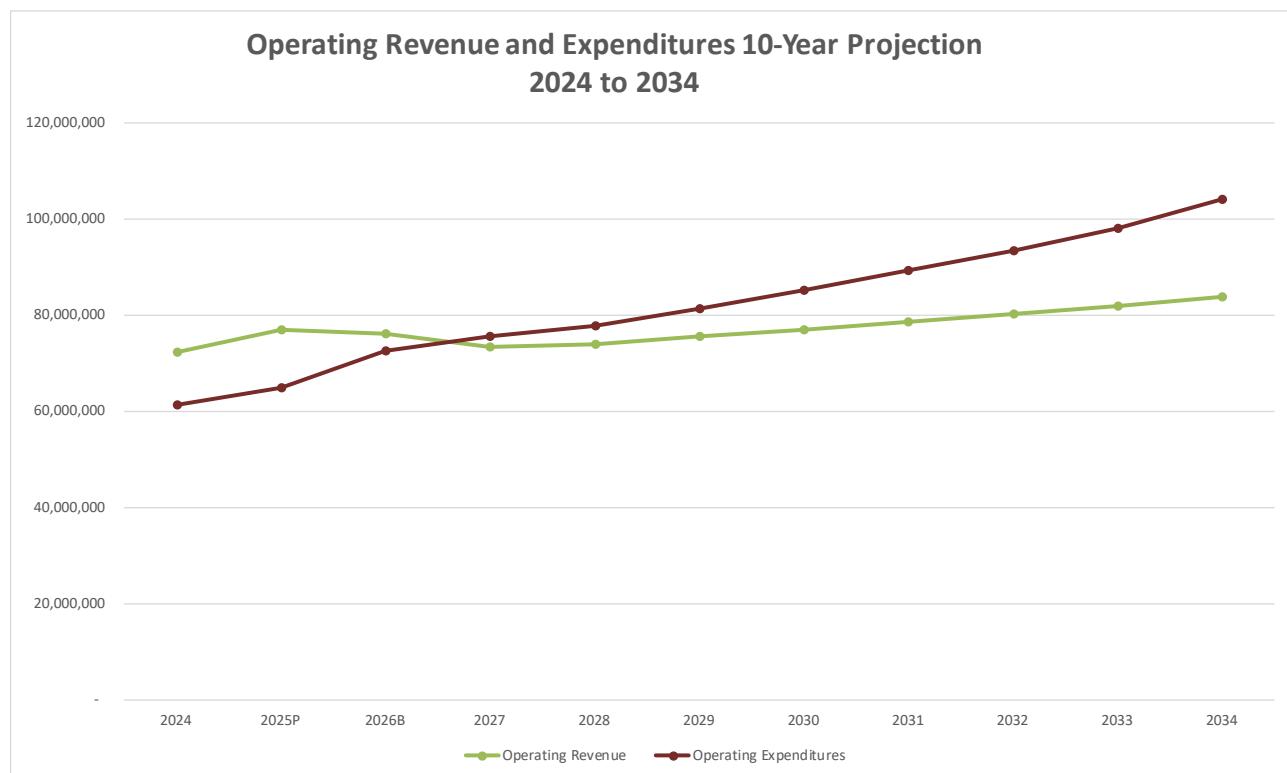
Appendix

2026 Adopted Budget

NOVEMBER 24, 2025

Appendix A

Operating Revenue and Expenditures – Ten-year estimate*



* Does not include grant revenue, capital projects, and one-time cost for levy election fees.

2026 Adopted Budget

NOVEMBER 24, 2025

Appendix B

2026 Employee Benefits

Health and Wellness

- Medical, Vision, and Prescription coverage.
 - 100% of the cost paid for employee coverage (20+ hours/week).
 - 50% of the cost paid for dependent coverage (20+ hours/week).
- Dental coverage.
 - 100% paid dental coverage for all employees.
 - 50% paid dental coverage for dependents (20+ hours/week).
- Employee Assistance Program.
 - Includes ten free counseling sessions.
- Medical Reimbursement Arrangement (MRA) & Health Reimbursement Arrangement (HRA)
 - \$1,000 per calendar year for Premera covered employees.
- Health Care and Daycare Flexible Spending Accounts.
- Wellness and financial resources and coaching.

Financial Security

- Pension plans for qualified employees.
- Social security.
- 457 Deferred Compensation Plan.
- Long-Term Disability (40 hours/week).
- Life and AD&D Insurance (20+ hours/week).
- ORCA Passport.
- Workers Compensation Insurance.
- Retirement resources.
- WA529 plan - New 2025
- On Demand Pay – New 2025

Time off

- Paid vacation and sick leave for all employees.
- Eleven paid holidays and two floating holidays.
- One paid day for inclement weather.
- Medical Leaves of Absence.
- Non-Medical Leaves of Absence (Bereavement, Discretionary, Jury Duty, Military, Military Spouse/Domestic Partner)
- Washington Paid Family and Medical Leave.

2026 Adopted Budget

NOVEMBER 24, 2025

- Sno-Isle Libraries has chosen to pay the employee tax burden.

2026 Adopted Budget

NOVEMBER 24, 2025

Appendix C Foundation Support

Sno-Isle Libraries Funding Request to Foundation			
Program	2025 Budget	2026 Request	Change
Summer Reading Program	\$ 25,000	\$ 50,000	\$ 25,000
Third Graders Read Together	30,000	30,000	0
World Languages Storytime	30,000	40,000	10,000
Silver Kite Programming for Adults	4,800	4,800	0
Youth and Adult Online Programs	21,000	21,000	0
Library Speaker Consortium	8,500	8,500	0
Read-a-Rama	3,000	20,000	17,000
Program Kits for System-wide reservations	21,500	21,500	0
Sno-Isle Reads Together	25,000	30,000	5,000
STARS Trainers	5,000	7,000	2,000
Discover Passes	6,000	6,000	0
Strategic Programming Funds	5,000	8,250	3,250
Programming support for libraries without FOL groups	2,400	2,400	0
LibraryCall - Dial a Story service	1,500	0	(1,500)
Community Collections	10,000	10,000	0
Trudy Sundberg Lecture Series	12,000	15,000	3,000
Nysether Collection	12,000	14,000	2,000
Prime Time	76,000	45,000	(31,000)
Limitless Network Grant Activities	25,000	25,000	0
FAFSA Support Programs	5,000	0	(5,000)
Newborn Outreach Bags	0	2,000	2,000
ELL Partnership	0	14,400	14,400
Virtual Library Customer Engagement (DET)	0	1,000	1,000
Welcoming Teen and Children's Areas	0	50,000	50,000
Early Learning Bus Project		25,000	25,000
Native Northwest Puppets		1,000	1,000
Total Program Support	\$ 328,700	\$ 451,850	\$ 123,150
Capital Projects	\$ 100,000	\$ 50,000	\$ (50,000)
Mariner Lease	50,000	50,000	0
LSP Lease	50,000	50,000	0
Arlington Library Renovation		850,000	850,000
Total Other Support	\$ 200,000	\$ 1,000,000	\$ 800,000
Total Library Support	\$ 528,700	\$ 1,451,850	\$ 923,150