

**INTERSTATE INSURANCE PRODUCT REGULATION COMMISSION
2025 DRAFT BUDGET
DETAIL REVENUE AND EXPENSES**

Description	2024					2025					%	Increase (Decrease) from 2024 Projected	%
	2023	2024	7/31/2024	12/31/2024	2024	2025	2025	Total	Increase				
	Actual	Budget	Actual	Projected	Projected Variance	Budget	Fiscal Impact Statements	2025 Budget	from 2024 Budget				
Filing Fees	\$ 1,580,031	\$ 2,166,750	\$ 899,666	\$ 1,524,554	\$ (642,196)	\$ 2,166,750	\$ 770,500	\$ 2,937,250	\$ 770,500	35.56%	\$ 1,412,696	92.66%	
Annual Registration Fees	1,516,625	1,520,625	1,412,519	1,455,019	(65,606)	1,520,625	-	1,520,625	-	0.00%	65,606	4.51%	
Interest Income	74,512	50,000	47,679	79,304	29,304	50,000	-	50,000	-	-	(29,304)	(36.95%)	
Total Revenues	3,171,168	3,737,375	2,359,864	3,058,877	(678,498)	3,737,375	770,500	4,507,875	770,500	20.62%	1,448,998	47.37%	
Salaries (1)	1,923,327	2,137,478	1,178,426	2,112,355	(25,123)	2,368,409	124,540	2,492,949	355,471	16.63%	380,594	18.02%	
Payroll Taxes (2)	145,931	158,409	100,976	160,235	1,826	189,890	9,545	199,435	41,026	25.90%	39,201	24.46%	
Employee Benefits (3)	321,995	407,386	205,662	352,844	(54,542)	381,760	10,707	392,467	(14,919)	(3.66%)	39,622	11.23%	
Employee Development (4)	13,108	36,275	8,849	21,724	(14,551)	51,464	260	51,724	15,449	42.59%	30,000	138.10%	
Professional Services (5)	365,414	384,238	207,645	369,025	(15,213)	418,800	353	419,153	34,915	9.09%	50,128	13.58%	
Travel (6)	118,572	288,103	83,078	178,976	(109,127)	246,640	4,350	250,990	(37,113)	(12.88%)	72,014	40.24%	
Occupancy (7)	5,203	6,840	2,300	4,445	(2,395)	6,360	-	6,360	(480)	(7.02%)	1,915	43.10%	
Meetings (8)	40,433	87,600	3,821	25,821	(61,779)	76,300	-	76,300	(11,300)	(12.90%)	50,479	195.50%	
Operational (9)	40,376	94,095	29,097	58,576	(35,519)	74,762	1,500	76,262	(17,833)	(18.95%)	17,686	30.19%	
Other (10)	542	475	1,919	2,394	1,919	575	-	575	100	21.05%	(1,819)	(75.98%)	
Total Operating Expenses	2,974,901	3,600,899	1,821,771	3,286,394	(314,505)	3,814,960	151,255	3,966,215	365,316	10.15%	679,821	20.69%	
Revenues Over(Under) Expenses	\$ 196,267	\$ 136,476	\$ 538,093	\$ (227,518)	\$ (363,994)	\$ (77,585)	\$ 619,245	\$ 541,660	\$ 405,184	296.89%	\$ 769,177	(338.07%)	

- (1) The expenses included in this line are found on page E1: Salaries.
- (2) The expenses included in this line are found on page E2: Payroll Taxes.
- (3) The expenses included in this line are found on page E3: Employee Benefits.
- (4) The expenses included in this line are found on page E4: Employee Development.
- (5) The expenses included in this line are found on page E5: Professional Services.
- (6) The expenses included in this line are found on E6: Travel.
- (7) The expenses included in this line are found on page E7: Occupancy .
- (8) The expenses included in this line are found on page E8: Meetings.
- (9) The expenses included in this line are found on page E9: Operational.
- (10) The expenses included in this line are found on page E10: Other.

2025 BUDGET ANALYSIS

BUDGET ITEM: Revenues

ITEM DESCRIPTION: Includes the revenues derived from (1) compact filings, (2) Annual Registration Fees, and (3) interest income.

Description	2023	2024	7/31/24	12/31/2024	2025	2025	2025	Increase	Percentage
	Actual	Budget	Actual	Projected	Budget	Fiscal Statements	Total Budget	(Decrease) from 2024 Budget	
Filing Fees (1)	\$ 1,580,031	\$ 2,166,750	\$ 899,666	\$ 1,524,554	\$ 2,166,750	\$ 770,500	\$ 2,937,250	\$ 770,500	35.56%
Annual Registration Fees (2)	1,516,625	1,520,625	1,412,519	1,455,019	1,520,625	\$ 184,500	1,520,625	-	0.00%
Interest Income (3)	74,512	50,000	47,679	79,304	50,000	\$ 145,500	\$ 50,000	-	0.00%
Total	\$ 3,171,168	\$ 3,737,375	\$ 2,359,864	\$ 3,058,877	\$ 3,737,375	\$ 1,100,500	\$ 4,507,875	\$ 770,500	20.62%

(1) The Insurance Compact charges a filing fee for all product filing submissions submitted across all product lines. The fee that is collected for each product filing submission is based on several factors. The first is whether or not the filing requires an actuarial review as determined by the submission requirements for the applicable Uniform Standards. The second factor is whether or not the filing company's premium volume is greater than \$50 million based on the Schedule T-Part 2 of the Annual Statement filed with the NAIC for the reporting year prior to the current annual registration period. The last factor is whether or not the filing company is registered with the Insurance Compact as a Regional Filer per the definition of Regional Filer in the IIPRC Terms and Procedures for IIPRC Filing Fees. There is a separate Filing Fee amount for product filings requiring an actuarial review of rate schedules (LTC and DI specifically). Also in this line are the filing fees for the Expedited Review Program which are double the applicable filing fees for the product to enter the queue to receive service level review times faster than regular review queue of 30 to 60 days. Included in this line are fees for the optional advanced fee calculation service.

- *Filings Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 685
- *Filings Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 88
- *Filings Requiring an Actuarial Review for Regional Companies w/PV Greater Than \$50 M: 12
- *Filings Requiring an Actuarial Review for Regional Companies w/PV Less Than \$50 M: 20

(4) The expense

- *Filings Not Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 592
- *Filings Not Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 76
- *Filings Not Requiring an Actuarial Review for Regional Companies w/PV Greater Than \$50 M: 14
- *Filings Not Requiring an Actuarial Review for Regional Companies w/PV Less Than \$50 M: 8

- *Rate Filings Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 29
- *Rate Filings Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 8

*Expedited Review Submissions: 312

Operational. The Insurance Compact charges an annual registration fee for accessing the Insurance Compact's filing platform as a means of self-generating revenue to fund its product operations. The amount of the annual registration fee is based on filing company's premium volume as recorded on Schedule T Part 2 of the Annual Statement. There are four (4) categories: companies with premium volume greater than \$1 billion, companies with premium volume greater than \$50 million, companies with premium volume less than \$50 million and greater than \$10 million, and companies with premium volume less than \$10 million. All Registration fees are prorated in half for the remainder of the year for registrations submitted on October 1 or after. Regional companies will pay half of the required registration fee for each category.

- *Companies Greater than \$1B: 76
- *Companies Greater than \$50M: 123 + 8 pro-rated registrations
- *Companies \$50 - 10M: 34 + 3 pro-rated registrations
- *Companies Less than \$10M: 29 + 2 pro-rated registrations

- *Regional Companies Greater than \$1B: 0
- *Regional Companies Greater than \$50M: 15 + 2 pro-rated registrations
- *Regional Companies \$50 - 10M: 9 + 0 pro-rated registrations
- *Regional Companies Less than \$10M: 10 + 0 pro-rated registrations

(3) Interest income is earned on Insurance Compact's account and is dependent upon cash flow from revenues. Increases in the interest rates in the overall financial markets have affected interest earned.

R1: Revenues

2025 BUDGET ANALYSIS

BUDGET ITEM: Salaries

ITEM DESCRIPTION: Includes salary and overtime for all Insurance Compact employees.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
Salaries-Existing Employees (1)	\$ 1,923,327	\$ 2,137,478	\$ 1,177,445	\$ 2,111,375	\$ 2,368,409	\$ 124,540	\$ 2,492,949	\$ 355,471	16.63%
Overtime (2)	-	-	980	980	-	-	-	-	0.00%
Total	\$ 1,923,327	\$ 2,137,478	\$ 1,178,426	\$ 2,112,355	\$ 2,368,409	\$ 124,540	\$ 2,492,949	\$ 355,471	16.63%

(1) The Insurance Compact is budgeting for seventeen full-time employees. Existing positions as of December 31, 2024 include: Executive Director, Director of Product Operations, Assistant Director of Administrative Operations, Assistant Director of Product Review Operations, Communications & Outreach Coordinator, five Product Reviewers, three Actuaries, and four Administrative positions. The 2025 budget includes assumed salary adjustment for cost-of-living and merit-based increases as well as promotions. The 2025 Total Budget requests one new position.

(2) The Insurance Compact has three non-exempt employees and does not anticipate scheduled overtime will be needed in 2025.

2025 BUDGET ANALYSIS

BUDGET ITEM: Payroll Taxes

ITEM DESCRIPTION: FICA, unemployment compensation, and FUTA costs incurred for all Insurance Compact employees and interns.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
FICA (1)	\$ 141,272	\$ 154,643	\$ 97,934	\$ 157,193	\$ 185,918	\$ 9,545	\$ 195,463	\$ 40,820	26.40%
Unemployment Compensation (2)	4,659	3,766	3,042	3,042	\$ 3,972	\$ -	\$ 3,972	206	5.47%
Total	\$ 145,931	\$ 158,409	\$ 100,976	\$ 160,235	\$ 189,890	\$ 9,545	\$ 199,435	\$ 41,026	25.90%

(1) FICA is related to the projected FICA wage base and total salaries projected for the Insurance Compact employees. The 2025 Total Budget requests one new position.

(2) Unemployment compensation is budgeted based on rates and wage limits assigned to the Insurance Compact as of June 2025 in the states where employees work. The 2025 Total Budget requests one new position.

2025 BUDGET ANALYSIS

BUDGET ITEM: Employee Benefits

ITEM DESCRIPTION: Includes all pension, life and health insurance costs paid by Insurance Compact for its employees.

<u>Description</u>	2023	2024	7/31/24	12/31/2024	2025	2025	2025	Increase	<u>Percentage</u>
	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Projected</u>	<u>Budget</u>	<u>Fiscal</u>	<u>Total</u>	(Decrease) from <u>2024 Budget</u>	
Pension (1)	\$ 106,074	\$ 118,638	\$ 65,230	\$ 117,438	\$ 125,098	\$ -	\$ 125,098	\$ 6,460	5.45%
Health Benefits (2)	179,163	246,777	\$ 114,280	197,963	214,529	9,738	224,267	(22,510)	(9.12%)
Group Life and Disability (3)	9,527	9,610	5,833	10,077	10,933	369	11,302	1,692	17.61%
Employee Relations (4)	27,231	32,361	20,319	27,366	31,200	600	31,800	(561)	(1.73%)
Total	\$ 321,995	\$ 407,386	\$ 205,662	\$ 352,844	\$ 381,760	\$ 10,707	\$ 392,467	\$ (14,919)	(3.66%)

- (1) A 457 plan and 401(a) plan is in effect for Insurance Compact employees. In 2025, all Compact employees will be eligible for Insurance Compact matching contribution under these plans which contributes to an increase in the budget line. The 2025 Total Budget requests one new position.
- (2) In order to leverage the cost-savings and broader coverage options offered through larger groups, the Insurance Compact utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The Insurance Compact covers a portion of its employees premiums as an employee benefit. The 2025 Total Budget requests one new position.
- (3) In order to leverage the cost-savings and broader coverage options offered through larger groups, the Insurance Compact utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The Insurance Compact covers a portion of its employees premiums as an employee benefit. The 2025 Total Budget requests one new position.
- (4) Employee Relations, the formal recognition program where both employees and managers have quarterly budgets for recognition of their direct reports and colleagues, has increased to due to the new positions retained in 2024. The 2025 Total Budget requests one new position.

2025 BUDGET ANALYSIS

BUDGET ITEM: Employee Development

ITEM DESCRIPTION: Includes fees for seminars, training courses and professional association memberships paid by Insurance Compact.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
Professional Association Dues (1)	\$ 7,295	\$ 6,275	\$ 6,328	\$ 6,328	\$ 6,464	\$ 260	\$ 6,724	\$ 449	7.16%
Professional Training (2)	5,813	30,000	2,521	15,396	45,000	-	45,000	15,000	50.00%
Total	\$ 13,108	\$ 36,275	\$ 8,849	\$ 21,724	\$ 51,464	\$ 260	\$ 51,724	\$ 15,449	42.59%

(1) Professional association dues represent employees' membership in various professional associations, such as bar and actuary association dues and the Association of Insurance Compliance Professionals (AICP) membership for Insurance Compact employees. The 2025 Total Budget requests one new position.

(2) The Insurance Compact has implemented a Comprehensive Professional Development Program for Insurance Compact employees that includes professional, technical, and new employee training. The Insurance Compact sponsors executive training and coaching for its senior team.

2025 BUDGET ANALYSIS

BUDGET ITEM: Professional Services

ITEM DESCRIPTION: Fees paid to outside resources for information systems, consulting service to process product filings, legal services consultants, and cash management and payroll services.

<u>Description</u>	<u>2023</u> <u>Actual</u>	<u>2024</u> <u>Budget</u>	<u>7/31/24</u> <u>Actual</u>	<u>12/31/2024</u> <u>Projected</u>	<u>2025</u> <u>Budget</u>	<u>2025</u> <u>Fiscal</u> <u>Statements</u>	<u>2025</u> <u>Total</u> <u>Budget</u>	<u>Increase</u> <u>(Decrease)</u> <u>from</u> <u>2024 Budget</u>	<u>Percentage</u>
Other Professional Services (1)	328,772	313,563	\$ 175,899	308,107	351,998	-	351,998	38,435	12.26%
Legal (2)	25,640	60,000	25,904	50,904	55,000	-	55,000	(5,000)	(8.33%)
Computer Services (3)	11,002	10,675	\$ 5,842	10,015	11,802	353	12,155	1,480	13.86%
Total	\$ 365,414	\$ 384,238	\$ 207,645	\$ 369,025	\$ 418,800	\$ 353	\$ 419,153	\$ 34,915	9.09%

- (1) The Insurance Compact pays an annual license fees to SERFF in the amount of \$25,000 and is allotted 250 hours of SERFF development under the Services Agreement. This line item includes the NAIC Services Agreement (\$125,000); Cash Management (\$7,361); Annual Audit fees (\$19,500); service fees for insurance policies (\$1,781); and Consultant fees. Included in this line for this year is \$50,000 for an outside vendor to maintain the Insurance Compact's website. The Insurance Compact has budgeted for a full-time consultant - a Regulatory Coordinator Consultant - to support uniform standards development. Also included in this line is the adjustable administrative service fee owed to the NAIC of 7.5% on each \$25,000 of revenue over expense.
- (2) The Insurance Compact retains outside counsel to advise on legal matters for the Commission. With respect to third-party litigation involving legal issue relating to the Insurance Compact, outside counsel is expected to provide representation to the Compact to facilitate informing the parties and court of the legal principles and application of the principles to the Insurance Compact. In 2024, outside counsel was retained to provide legal guidance on governance items as part of the governance review conducted in 2020. It is anticipated outside counsel will be retained in 2025 to continue work started in 2024.
- (3) This line item reflects the monthly costs for processing Insurance Compact payroll. Also included in this line item are the expenses related to the remote employees and consultant's monthly internet services to connect to the SERFF filing platform and the Insurance Compact office. The increase is due to an increase to employees from their service providers. The 2025 Total Budget requests one new position.

2025 BUDGET ANALYSIS

BUDGET ITEM: Travel

ITEM DESCRIPTION: Includes airfares, hotels, meals, etc., incurred by Insurance Compact staff, consultants, members and regulators.

Description	2023	2024	7/31/24	12/31/2024	2025	2025	2025	Increase	Percentage
	Actual	Budget	Actual	Projected	Budget	Fiscal Statements	Total Budget	(Decrease) from 2024 Budget	
Staff Travel (1)	\$ 67,011	\$ 99,286	\$ 37,073	\$ 79,744	\$ 90,860	\$ 4,350	\$ 95,210	\$ (4,076)	(4.11%)
Marketing Travel (2)	13,506	46,745	\$ 8,127	25,912	25,510	-	25,510	(21,235)	(45.43%)
Non-Staff/Regulator Travel (3)	38,055	142,072	37,878	73,320	130,270	-	130,270	(11,802)	(8.31%)
Total	\$ 118,572	\$ 288,103	\$ 83,078	\$ 178,976	\$ 246,640	\$ 4,350	\$ 250,990	\$ (37,113)	(12.88%)

- (1) This line item includes the costs associated with travel for the Insurance Compact employees. In 2025, it is anticipated 68 trips will be incurred which will include the three (3) NAIC/Compact in-person meetings, Compact Roundtables, regulator meetings/conferences as well as any other necessary meetings in support of the Insurance Compact. Additionally, there is a meeting planned with the full Compact Team. The 2025 Total Budget requests one new position. The decrease in this line is attributed to a change over the 2024 budget.
- (2) This line item includes the costs associated with travel for marketing/outreach by the Insurance Compact Team and/or Compact members. It is anticipated that there will be 37 trips made over the course of the year for marketing and outreach at a variety of industry and regulatory conferences. The increase in this budget line is associated with more Insurance Compact marketing/outreach events planned for 2025 compared to previous years. The decrease in this line is attributed to a change over the 2024 budget.
- (3) This line item includes the costs associated with both Commissioner and non-staff travel. The Insurance Compact reimburses members of the Legislative Committee (8) and members of the Consumer Advisory Committee (8) for their costs associated with attending the Insurance Compact in-person meetings and events. The Insurance Compact reimburses the consultants for travel associated with attending the Insurance Compact Meetings. This line item also includes costs associated with travel for Commissioners and State Regulators to attend the Insurance Compact Roundtables (two per year) and an interim joint meeting of the Commission and Management Committee. The decrease in this line is attributed to a change over the 2024 budget.

2025 BUDGET ANALYSIS

BUDGET ITEM: Occupancy

ITEM DESCRIPTION: Includes commuting and parking costs incurred for Insurance Compact staff.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
Occupancy (1)	\$ 5,203	\$ 6,840	\$ 2,300	\$ 4,445	\$ 6,360	\$ -	\$ 6,360	\$ (480)	(7.02%)

(1) This line item includes monthly commuting benefits for the DC based employees. Also, included in this line is costs associated with parking for the Kansas City based employees.

2025 BUDGET ANALYSIS

BUDGET ITEM: Meetings

ITEM DESCRIPTION: Includes hotel services, audio visual, and other costs incurred by Insurance Compact staff and Members for Insurance Compact meetings.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
Meetings (1)	\$ 40,433	\$ 87,600	\$ 3,821	\$ 25,821	\$ 76,300	\$ -	\$ 76,300	\$ (11,300)	(12.90%)

(1) Costs associated with the three (3) Insurance Compact in-person meetings including costs for the audio visual, telecommunications equipment, technicians, food, and beverage for meeting attendees. The increase is attributed to additional marketing/outreach events being held separate from NAIC/Insurance Compact sponsored events. The Insurance Compact Office is planning for one in-person meeting of the Commission and Management Committee separate from the NAIC in-person meetings as well as two Compact Roundtables. The 2025 decrease in meeting expenses is related to the reduction of an interim in-person Commission meeting from the 2024 budget.

2025 BUDGET ANALYSIS

BUDGET ITEM: Operational

ITEM DESCRIPTION: Includes conference calls, office supplies, non-capital equipment, and mail.

<u>Description</u>	<u>2023</u> <u>Actual</u>	<u>2024</u> <u>Budget</u>	<u>7/31/24</u> <u>Actual</u>	<u>12/31/2024</u> <u>Projected</u>	<u>2025</u> <u>Budget</u>	<u>2025</u> <u>Fiscal</u> <u>Statements</u>	<u>2025</u> <u>Total</u> <u>Budget</u>	<u>Increase</u> <u>(Decrease)</u> <u>from</u> <u>2024 Budget</u>	<u>Percentage</u>
General Business Insurance (1)	\$ 18,769	\$ 21,435	\$ 11,360	\$ 17,258	\$ 20,386	\$ -	\$ 20,386	\$ (1,049)	(4.90%)
Telephone (2)	-	-	-	-	-	-	-	-	0.00%
Other Supplies (3)	1,668	1,925	2,178	2,980	1,925	-	1,925	-	0.00%
Non-Capital Equipment (4)	7,278	27,000	4,752	9,752	7,000	1,500	8,500	(18,500)	(68.52%)
Mail Services (5)	543	885	105	885	951	-	951	66	7.46%
Branding (6)	12,118	42,850	10,701	27,701	44,500	-	44,500	1,650	3.85%
Total	\$ 40,376	\$ 94,095	\$ 29,097	\$ 58,576	\$ 74,762	\$ 1,500	\$ 76,262	\$ (17,833)	(18.95%)

- (1) General business insurance coverage and related premiums. Comprehensive errors and omissions and director/officer coverage premiums are included in this line as well.
- (2) Telephone expenses for conference calls utilizing a combination of WebEx and Chorus Call.
- (3) This line item reflects the cost of supplies for the Insurance Compact office. The increase in this expense is attributed to a clerical change and the former stand-alone Reference Materials expense has been incorporated into this expense line.
- (4) The Insurance Compact has budgeted for a \$500 annual allotment per Insurance Compact team employee/consultant to be issued for expenses associated with the parameters of the technology platform for the Insurance Compact Office. The decrease in this line is attributed to a change from requiring additional non-capital equipment in 2024 for select Compact employees. The 2025 Total Budget requests one new position.
- (5) This line item includes expenses to mail Insurance Compact correspondence via US Postal Service or FedEx/UPS services. The increase in this line is related to an increase in shipping expenses for FedEx and UPS.
- (6) This line includes expenses for sponsorships, branded items, and then event registrations and expenses. These expenses were previously included in the marketing travel line. Due to an overall update to expenses, these were broken out from travel to be included in the Office Services expenses. The increase in expenses for 2025 over 2024 is due to an increase in overall expenses incurred for branded items.

2025 BUDGET ANALYSIS

BUDGET ITEM: Other

ITEM DESCRIPTION: Includes expenses incurred for reference materials, general training materials, and recruiting expenses.

<u>Description</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	<u>7/31/24 Actual</u>	<u>12/31/2024 Projected</u>	<u>2025 Budget</u>	<u>2025 Fiscal Statements</u>	<u>2025 Total Budget</u>	<u>Increase (Decrease) from 2024 Budget</u>	<u>Percentage</u>
Reference Materials (1)	\$ -	\$ -	\$ 1,919	\$ 1,919	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Bad Debt Expense	-	-	-	-	-	-	-	-	100.00%
Taxes	542	475	-	475	575	-	575	100	100.00%
Recruiting Expense	-	-	-	-	-	-	-	-	#DIV/0!
Total	\$ 542	\$ 475	\$ 1,919	\$ 2,394	\$ 575	\$ -	\$ 575	\$ 100	21.05%

(1) It is expected the Insurance Compact Office will not purchase various reference materials for the Team as well as the Compact members in 2025.

