



Budget Estimates: FY2024 (for adoption) and FY2025-26 (for noting)

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PURPOSE

To provide the Commission with the budget estimates for FY2024 (1 October 2023 to 30 September 2024) for adoption, and for FY2025 and FY2026 (for noting) (1 October 2024 to 30 September 2025, and 1 October 2025 to 30 September 2026, respectively).

BACKGROUND

At the 99th Session of the IPHC Annual Meeting (AM099), the Commission provided that following directives:

(para. 128) The Commission AGREED for the two Contracting Parties to engage in inter-sessional discussions over the coming months to adopt a budget for FY2024 and the associated Contributions. In doing so, the Contracting Parties may consult with, and have requested assistance from the IPHC Secretariat.

(para. 129) The Commission AGREED that the two Contracting Parties to engage inter-sessionally to conduct a review of the budget and appropriations.

(para. 137) The Commission RECOMMENDED that the 13th Special Session of the Commission be held electronically in mid-April 2023 to review and adopt an FY2024 budget.

PROPOSED EXPENDITURES FOR THE FY2024 BUDGET (US\$)

FY2024 INCOME AND EXPENSES – The IPHC financial budget for FY2024 is proposed at [Appendix I](#).

Base Contributions: The contributions include an increase from the previous fiscal years' budget which had been frozen for the past three (3) fiscal years (FY2023/FY2022/FY2021). The proposed Contracting Parties to the General Fund are as follows:

- Canada: Contribution to the General Fund: **US\$1,032,970.38**
- U.S.A.: Contribution to the General Fund: **US\$4,705,753.98**

General cost assumptions include increases in operation costs (3.5%), salaries and wages (3.5%, based on cost of living and step increases) and health care costs (12%) ([Appendix I](#)).

It is important to note that the IPHC budget has been frozen for the last three (3) fiscal years in terms of Contracting Party contributions ([Fig. 1](#)).

While this would have a mild impact on the operational capacity of the IPHC in years with relatively low levels of inflation experienced over the past few decades, inflation in the United States started increasing in 2021 and in the mid-2022, reached its highest level since early 1980s.

In real dollar terms, the contributions adjusted for inflation (2022 USD) show a gradual decline in contribution value from FY2014 to FY2023 with the most apparent decline from FY2020 to

FY2023 (Fig. 2). The plot assumes inflation consistent with the Federal Reserve projections for 2023 of 3.3% and for 2024 of 2.5%.

While the outlook for the US economy in 2023 looks better and the inflation has started to cool (Consumer Price Index declined from 6.4% to 6% in the last 12 months ending in February 2023, continuing an eight-month trend of declining annual inflation), the purchasing power of the frozen contributions will be significantly lower than in pre-pandemic years.

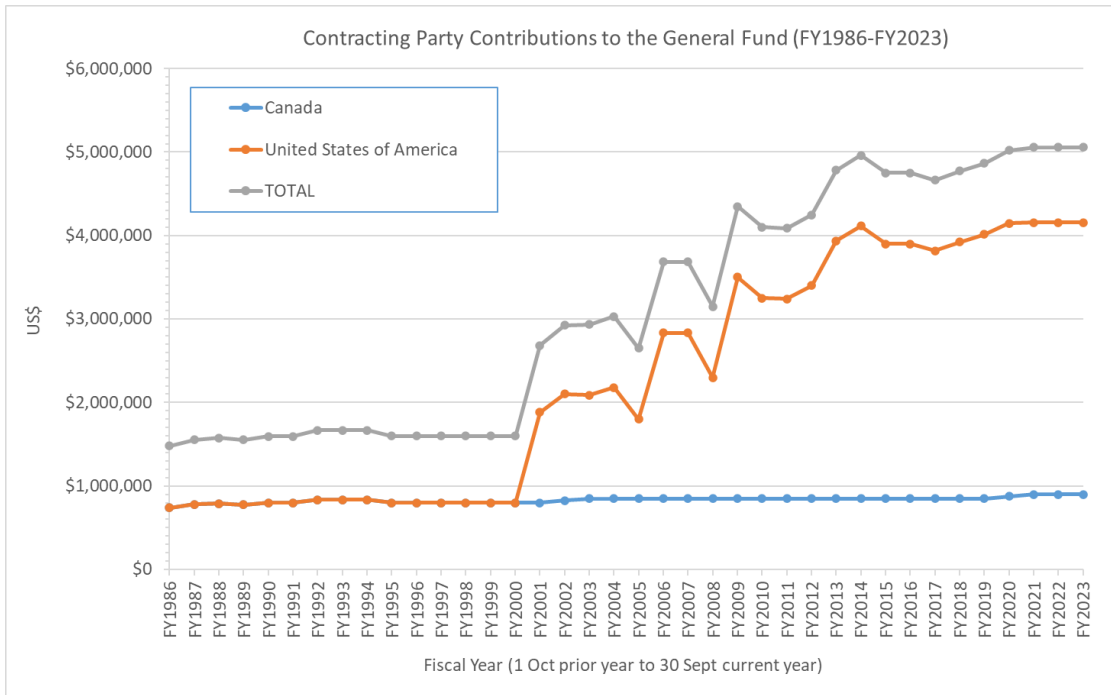


Figure 1. Contracting Party contributions to the IPHC General fund from FY1986 to FY2023.

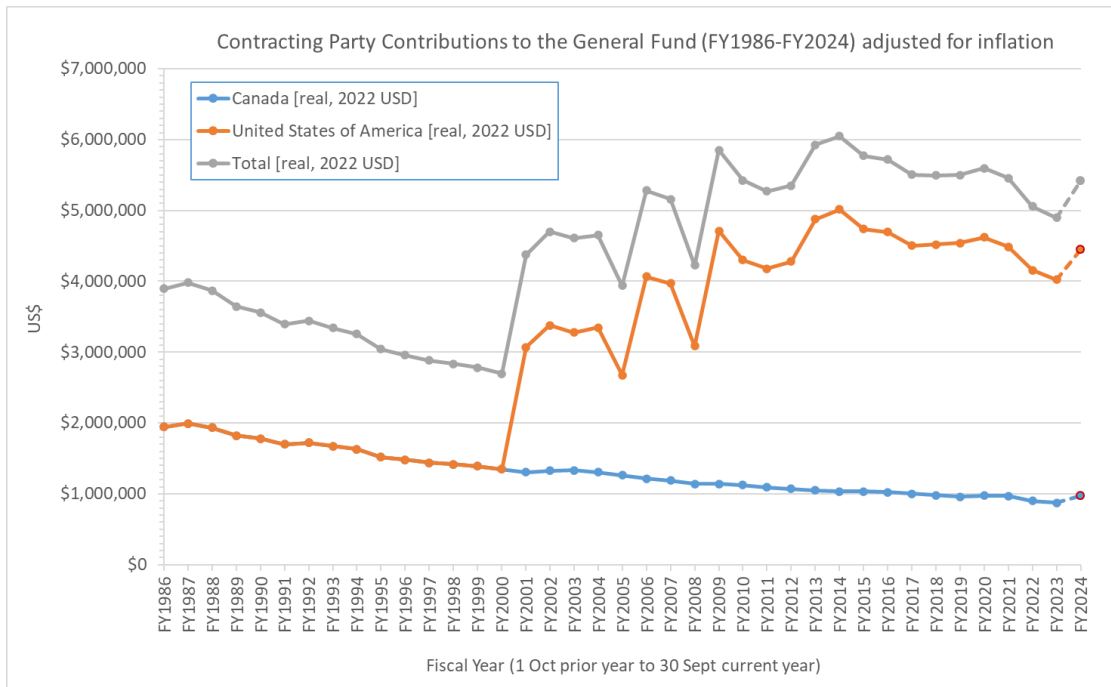


Figure 2. Contracting Party contributions to the IPHC General fund from FY1986 to FY2024, adjusted for inflation.

Headquarters Lease and Maintenance: The headquarters costs to the USA will increase to **\$513,712.50** in FY2024 ([Fig. 3](#)) in accordance with the building lease signed in 2020.

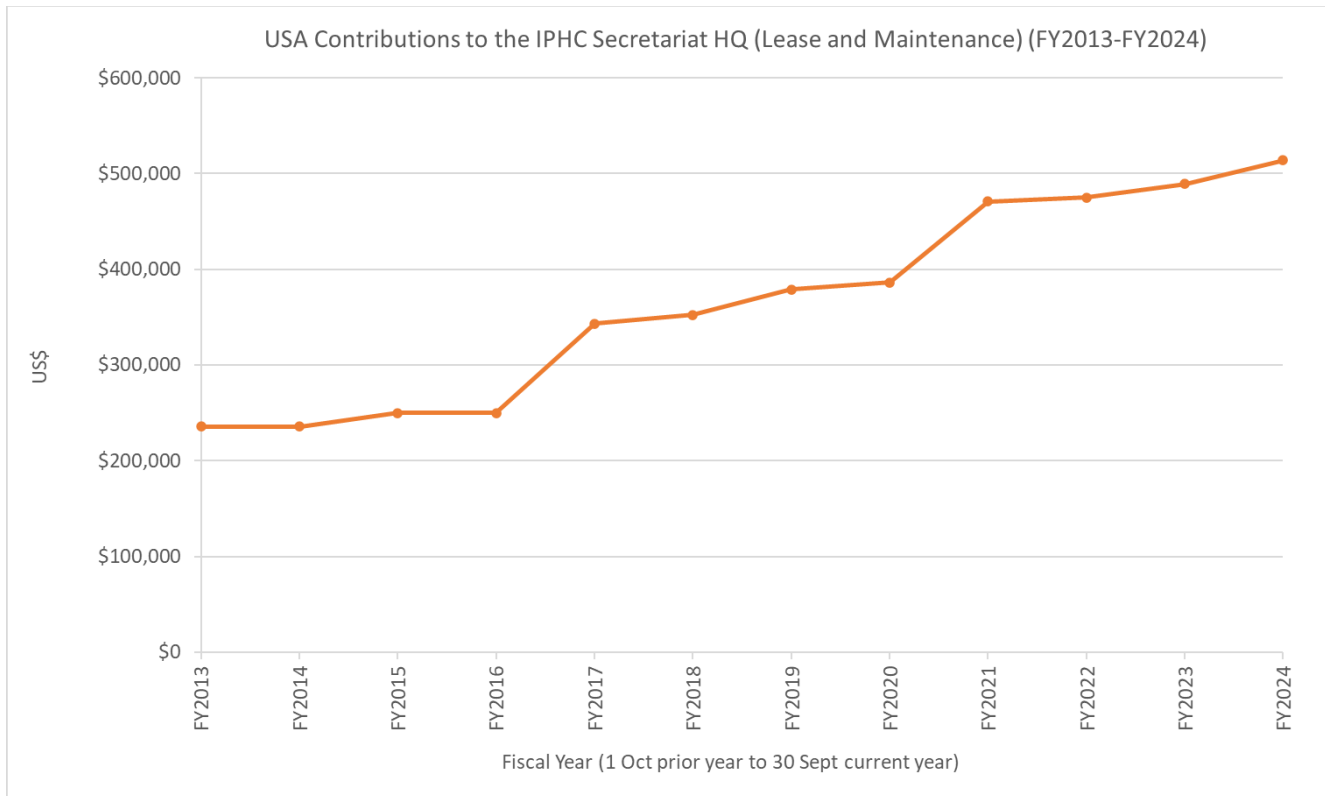


Figure 3. IPHC Secretariat headquarters lease and maintenance expenses (and contribution from the USA as the host country) for the period FY2013-FY2024.

Deficit payments to the IFC Pension Fund: The extra-budgetary deficit payments to the IFC Pension Fund (closed in 2001 to new participants), remain at **\$127,848** for each Contracting Party. This is a voluntary contribution from each Contracting Party.

FISS: Income (and expenses) for the IPHC Fishery-Independent Setline Survey (FISS) are tentative as they are based on the design noted at the 99th Session of the IPHC Interim Meeting (IM099) and will likely change substantially prior to the 2024 FISS season.

DISCUSSION

Assumptions: one of the key assumptions for the FY2024 budget, is the income source from the account line item 40100.01 – 802 – Directed commercial catch sampling of Pacific halibut in Alaska. The proposed FY2024 budget includes US\$953,132.00 to be cost-recovered through the NOAA grants program. Should NOAA not provide the full **US\$953,132.00**, the associated budget shortfall will need to be accommodated either through additional direct contributions from the USA, or through service reductions to the sampling activities. In the past, NOAA has made in-year reductions to grant payments. Please see paper [IPHC-2023-SS013-04](#) for more details.

In FY2023, we were able to hold several positions vacant to accommodate the budget (and contribution) freeze for the third year running. In addition, due to the COVID-19 pandemic, were

we able to reduce travel and meeting costs to a level that supported an overall budget freeze. In FY2024, we have assumed zero vacancy for the 33 FTE's at the IPHC Secretariat, as well as a move back to pre-COVID travel and meeting commitments.

FY2025 AND FY2026 INCOME AND EXPENSES – The IPHC provisional budgets for FY2025 and FY2026 ([Appendix II](#)) are based on a nominal increase in general contributions for Canada and U.S.A. to cover expected matching increases in operations expenses, cost in salaries (based on cost of living and step increases) and health care costs.

RECOMMENDATION/S

That the Commission:

- 1) **NOTE** paper IPHC-2023-SS013-03 Rev_1 which provided the budget estimates for FY2024 (1 October 2023 to 30 September 2024) for adoption, and for FY2025 and FY2026 (for noting) (1 October 2024 to 30 September 2025, and 1 October 2025 to 30 September 2026, respectively).
- 2) **ADOPT** a FY2024 budget (1 October 2023 to 30 September 2024) as detailed in [Appendix I](#), including the contributions from the Contracting Parties to the General Fund for FY2024 as follows:
 - Canada: Contribution to the General Fund: **US\$1,032,970.38**
 - U.S.A.: Contribution to the General Fund: **US\$4,705,753.98**
 - U.S.A.: Contribution to the headquarters building lease and maintenance costs: **US\$513,712.50**
- 3) **NOTE** the optional extra-budgetary (IFCP Fund deficit) contributions from each Contracting Party for FY2024 as follows:
 - Canada:
 - 50% Contribution to the IFCP Fund deficit (former staff pension plan): **US\$127,848**
 - U.S.A.:
 - 50% Contribution to the IFCP Fund deficit (former staff pension plan): **US\$127,848**
- 4) **NOTE** the tentative FY2025 and FY2026 budgets (1 October 2024 to 30 September 2025, and 1 October 2025 to 30 September 2026, respectively) as detailed in [Appendix II](#).

APPENDICES

[Appendix I](#): FY2024 Financial Budget – Proposed for adoption

[Appendix II](#): FY2025 and FY2026 Financial Budgets – Proposed for noting

Appendix I

FY2024 Financial Budget – Proposed for adoption

FY2024: Proposed for SS013	10 - General	20 - Research	30 - Statistics	TOTAL (10,20,30)	40 - FISS	TOTAL (All Funds)
Account Number	FY2024	FY2024	FY2024	FY2024	FY2024	FY2024
Income						
40000 Contracting Party Contributions						
40000.01 - Canada	\$ -	\$ -	\$ -	\$ 1,032,970.38	\$ -	\$ 1,032,970.38
40000.02 - United States of America	\$ -	\$ -	\$ -	\$ 4,705,753.98	\$ -	\$ 4,705,753.98
40000 - Contracting Party Contributions	\$ 3,614,200.57	\$ 1,172,586.10	\$ 951,937.69	\$ 5,738,724.36	\$ -	\$ 5,738,724.36
40055 - Headquarters (Lease and Maintenance)	\$ 513,712.50	\$ -	\$ -	\$ 513,712.50	\$ -	\$ 513,712.50
40055 - Headquarters (Lease & Maintenance)	\$ 513,712.50	\$ -	\$ -	\$ 513,712.50	\$ -	\$ 513,712.50
40060 Other Income						
40060.01 - GAAP Conversion - Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
40060.05 - Recoupment leave expenses	\$ 82,800.00	\$ 23,494.50	\$ 56,304.00	\$ 162,598.50	\$ 7,762.50	\$ 170,361.00
40060.06 - Rent - Dutch Harbor	\$ -	\$ -	\$ 5,600.00	\$ 5,600.00	\$ -	\$ 5,600.00
40060 - Other Income	\$ 82,800.00	\$ 23,494.50	\$ 61,904.00	\$ 168,198.50	\$ 7,762.50	\$ 175,961.00
40100 Grants, Contracts & Agreements						
40100.01 - 802 - Directed Commercial Catch Sampling of Pacific halibut in Alaska	\$ -	\$ -	\$ 953,132.00	\$ 953,132.00	\$ -	\$ 953,132.00
40100.02 - MoU WDFW Rockfish sampling	\$ -	\$ -	\$ -	\$ -	\$ 36,003.00	\$ 36,003.00
40100 - Grants, Contracts & Agreements	\$ -	\$ -	\$ 953,132.00	\$ 953,132.00	\$ 36,003.00	\$ 989,135.00
40200 Interest Income						
40200.01 - Bank Interest	\$ 772.50	\$ -	\$ -	\$ 772.50	\$ -	\$ 772.50
Total 40200 - Interest Income	\$ 772.50	\$ -	\$ -	\$ 772.50	\$ -	\$ 772.50
40350 Fish Sales						
40350.01 - Fish Sales - Pacific Halibut	\$ -	\$ -	\$ -	\$ -	\$ 4,224,000.00	\$ 4,224,000.00
40350.02 - Fish Sales - Byproduct	\$ -	\$ -	\$ -	\$ -	\$ 111,000.00	\$ 111,000.00
40350 - Fish Sales	\$ -	\$ -	\$ -	\$ -	\$ 4,335,000.00	\$ 4,335,000.00
Total Income	\$ 4,211,485.57	\$ 1,196,080.60	\$ 1,966,973.69	\$ 7,374,539.86	\$ 4,378,765.50	\$ 11,753,305.36
Expense						
Personnel Expenses						
50000 - Salary & Wages	\$ 1,937,921.92	\$ 700,448.60	\$ 1,303,071.27	\$ 3,941,441.79	\$ 869,406.57	\$ 4,810,848.36
50100 - Benefits	\$ 792,830.63	\$ 264,004.00	\$ 441,991.00	\$ 1,498,825.63	\$ 219,694.00	\$ 1,718,519.63
50200 - Training & Education	\$ 38,000.00	\$ 18,477.00	\$ 16,200.87	\$ 72,677.87	\$ 42,000.00	\$ 114,677.87
50300 - Personnel Related Expenses	\$ 5,665.00	\$ -	\$ 1,000.00	\$ 6,665.00	\$ 5,000.00	\$ 11,665.00
Total Personnel Expenses	\$ 2,774,417.55	\$ 982,929.60	\$ 1,762,263.14	\$ 5,519,610.29	\$ 1,136,100.57	\$ 6,655,710.86
Operational Expenses						
5000 - Publications	\$ 4,000.00	\$ 7,500.00	\$ 2,000.00	\$ 13,500.00	\$ 400.00	\$ 13,900.00
51100 - Mailing and Shipping	\$ 3,500.00	\$ 7,000.00	\$ 5,538.56	\$ 16,038.56	\$ 118,000.00	\$ 134,038.56
51200 - Travel	\$ 95,700.00	\$ 14,825.00	\$ 32,400.00	\$ 142,925.00	\$ 113,000.00	\$ 255,925.00
51300 - IPHC Meetings	\$ 244,760.00	\$ -	\$ -	\$ 244,760.00	\$ -	\$ 244,760.00
51400 - Technology	\$ 144,050.00	\$ -	\$ 17,000.00	\$ 161,050.00	\$ 21,000.00	\$ 182,050.00
Total Operational Expenses	\$ 492,010.00	\$ 29,325.00	\$ 56,938.56	\$ 578,273.56	\$ 252,400.00	\$ 830,673.56
Fees and Contract Expenses						
52000 - Professional Fees	\$ 227,300.00	\$ -	\$ 3,000.00	\$ 230,300.00	\$ 2,000.00	\$ 232,300.00
52100 - Vessel Expenses	\$ -	\$ -	\$ -	\$ -	\$ 544,000.00	\$ 544,000.00
52200 - Other Fees and Charges	\$ 53,842.86	\$ -	\$ 13,039.38	\$ 66,882.24	\$ 23,000.00	\$ 89,882.24
52300 - Leases and Contracts	\$ 42,164.00	\$ 39,019.00	\$ 25,573.50	\$ 106,756.50	\$ 1,581,682.93	\$ 1,688,439.43
54000 - Communications	\$ 35,500.00	\$ -	\$ 3,400.00	\$ 38,900.00	\$ 1,690.00	\$ 40,590.00
Total Fees and Contract Expenses	\$ 358,806.86	\$ 39,019.00	\$ 45,012.88	\$ 442,838.74	\$ 2,152,372.93	\$ 2,595,211.67
Facilities and Equipment Expenses						
54000 - Equipment Expense	\$ 6,600.00	\$ -	\$ 59,679.11	\$ 66,279.11	\$ 33,000.00	\$ 99,279.11
54000 - Supplies Expense	\$ 44,000.00	\$ 144,807.00	\$ 19,630.00	\$ 208,437.00	\$ 711,000.00	\$ 919,437.00
54000 - Maintenance and Utilities	\$ 53,000.00	\$ -	\$ 1,680.00	\$ 54,680.00	\$ 77,385.00	\$ 132,065.00
54000 - Facility Rentals	\$ 482,651.16	\$ -	\$ 21,770.00	\$ 504,421.16	\$ 16,507.00	\$ 520,928.16
Total Facilities and Equipment Expenses	\$ 586,251.16	\$ 144,807.00	\$ 102,759.11	\$ 833,817.27	\$ 837,892.00	\$ 1,671,709.27
Other Expenses						
Other Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expense	\$ 4,211,485.57	\$ 1,196,080.60	\$ 1,966,973.69	\$ 7,374,539.87	\$ 4,378,765.50	\$ 11,753,305.37
Net Income (Loss)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Appendix II FY2025 & FY2026 Financial Budgets – Proposed for noting

FY2025: Tentative Account Number	10 - General FY2025	20 - Research FY2025	30 - Statistics FY2025	TOTAL (10,20,30) FY2025	40 - FISS FY2025	TOTAL (All Funds) FY2025
Income						
40000 Contracting Party Contributions						
40000.01 - Canada	\$ -	\$ -	\$ -	\$ 1,066,978.72	\$ -	\$ 1,066,978.72
40000.02 - United States of America	\$ -	\$ -	\$ -	\$ 4,860,680.81	\$ -	\$ 4,860,680.81
40000 - Contracting Party Contributions	\$ 3,755,692.73	\$ 1,224,621.70	\$ 947,345.10	\$ 5,927,659.53	\$ -	\$ 5,927,659.53
40055 - Headquarters (Lease and Maintenance)	\$ 539,398.13	\$ -	\$ -	\$ 539,398.13	\$ -	\$ 539,398.13
40055 - Headquarters (Lease & Maintenance)	\$ 539,398.13	\$ -	\$ -	\$ 539,398.13	\$ -	\$ 539,398.13
40060 Other Income						
40060.01 - GAAP Conversion - Income	\$ -	\$ 1.00	\$ 2.00	\$ 3.00	\$ -	\$ 3.00
40060.05 - Recoupment leave expenses	\$ 85,698.00	\$ 24,316.81	\$ 58,274.64	\$ 168,289.45	\$ 7,762.50	\$ 176,051.95
40060.06 - Rent - Dutch Harbor	\$ -	\$ 1.00	\$ 2.00	\$ 3.00	\$ -	\$ 3.00
40060 - Other Income	\$ 85,698.00	\$ 24,317.81	\$ 58,276.64	\$ 168,292.45	\$ 7,762.50	\$ 176,054.95
40100 Grants, Contracts & Agreements						
40100.01 - 802 - Directed Commercial Catch Sampling of Pacific halibut in Alaska	\$ -	\$ -	\$ 1,026,223.00	\$ 1,026,223.00	\$ -	\$ 1,026,223.00
40100.02 - MoU WDFW Rockfish sampling	\$ -	\$ -	\$ -	\$ -	\$ 37,803.00	\$ 37,803.00
40100 - Grants, Contracts & Agreements	\$ -	\$ -	\$ 1,026,223.00	\$ 1,026,223.00	\$ 37,803.00	\$ 1,064,026.00
40200 Interest Income						
40200.01 - Bank Interest	\$ 811.13	\$ -	\$ -	\$ 811.13	\$ -	\$ 811.13
Total 40200 - Interest Income	\$ 811.13	\$ -	\$ -	\$ 811.13	\$ -	\$ 811.13
40350 Fish Sales						
40350.01 - Fish Sales - Pacific Halibut	\$ -	\$ -	\$ -	\$ -	\$ 4,381,964.24	\$ 4,381,964.24
40350.02 - Fish Sales - Byproduct	\$ -	\$ -	\$ -	\$ -	\$ 114,885.00	\$ 114,885.00
40350 - Fish Sales	\$ -	\$ -	\$ -	\$ -	\$ 4,496,849.24	\$ 4,496,849.24
Total Income	\$ 4,381,599.98	\$ 1,248,939.51	\$ 2,031,844.74	\$ 7,662,384.23	\$ 4,542,414.74	\$ 12,204,798.97
Expense						
Personnel Expenses						
50000 - Salary & Wages	\$ 2,005,556.69	\$ 724,964.30	\$ 1,348,678.76	\$ 4,079,199.75	\$ 899,835.80	\$ 4,979,035.55
50100 - Benefits	\$ 843,096.97	\$ 284,502.73	\$ 472,271.51	\$ 1,599,871.21	\$ 237,444.74	\$ 1,837,315.95
50200 - Training & Education	\$ 39,050.00	\$ 19,123.70	\$ 16,767.90	\$ 74,941.60	\$ 43,470.00	\$ 118,411.60
50300 - Personnel Related Expenses	\$ 5,863.28	\$ -	\$ 1,035.00	\$ 6,898.28	\$ 5,175.00	\$ 12,073.28
Total Personnel Expenses	\$ 2,893,566.93	\$ 1,028,590.73	\$ 1,838,753.17	\$ 5,760,910.83	\$ 1,185,925.54	\$ 6,946,836.37
Operational Expenses						
5000 - Publications	\$ 4,000.00	\$ 7,500.00	\$ 2,000.00	\$ 13,500.00	\$ 400.00	\$ 13,900.00
51100 - Mailing and Shipping	\$ 3,622.50	\$ 7,245.00	\$ 5,732.41	\$ 16,599.91	\$ 122,130.00	\$ 138,729.91
51200 - Travel	\$ 99,049.50	\$ 15,343.88	\$ 33,534.00	\$ 147,927.38	\$ 116,955.00	\$ 264,882.38
51300 - IPHC Meetings	\$ 253,326.60	\$ -	\$ -	\$ 253,326.60	\$ -	\$ 253,326.60
51400 - Technology	\$ 149,091.75	\$ -	\$ 17,595.00	\$ 166,686.75	\$ 21,735.00	\$ 188,421.75
Total Operational Expenses	\$ 509,090.35	\$ 30,088.88	\$ 58,861.41	\$ 598,040.64	\$ 261,220.00	\$ 859,260.64
Fees and Contract Expenses						
52000 - Professional Fees	\$ 235,255.50	\$ -	\$ 3,105.00	\$ 238,360.50	\$ 2,070.00	\$ 240,430.50
52100 - Vessel Expenses	\$ -	\$ -	\$ -	\$ -	\$ 563,040.00	\$ 563,040.00
52200 - Other Fees and Charges	\$ 56,535.00	\$ -	\$ 13,691.35	\$ 70,226.35	\$ 24,150.00	\$ 94,376.35
52300 - Leases and Contracts	\$ 43,639.74	\$ 40,384.67	\$ 26,468.57	\$ 110,492.98	\$ 1,637,041.83	\$ 1,747,534.81
54000 - Communications	\$ 36,742.50	\$ -	\$ 3,519.00	\$ 40,261.50	\$ 1,749.15	\$ 42,010.65
Total Fees and Contract Expenses	\$ 372,172.74	\$ 40,384.67	\$ 46,783.92	\$ 459,341.33	\$ 2,228,050.98	\$ 2,687,392.31
Facilities and Equipment Expenses						
54000 - Equipment Expense	\$ 6,831.00	\$ -	\$ 61,767.88	\$ 68,598.88	\$ 34,155.00	\$ 102,753.88
54000 - Supplies Expense	\$ 45,540.00	\$ 149,875.25	\$ 20,317.05	\$ 215,732.30	\$ 735,885.00	\$ 951,617.30
54000 - Maintenance and Utilities	\$ 54,855.00	\$ -	\$ 1,738.80	\$ 56,593.80	\$ 80,093.48	\$ 136,687.28
54000 - Facility Rentals	\$ 499,543.95	\$ -	\$ 3,622.50	\$ 503,166.45	\$ 17,084.75	\$ 520,251.20
Total Facilities and Equipment Expenses	\$ 606,769.95	\$ 149,875.25	\$ 87,446.23	\$ 844,091.42	\$ 867,218.22	\$ 1,711,309.64
Other Expenses						
Other Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expense	\$ 4,381,599.98	\$ 1,248,939.51	\$ 2,031,844.74	\$ 7,662,384.22	\$ 4,542,414.74	\$ 12,204,798.97
Net Income (Loss)	\$ 0.00	\$ (0.00)	\$ 0.00	\$ 0.00	\$ (0.00)	\$ 0.00

FY2026: Tentative Account Number	10 - General FY2025	20 - Research FY2025	30 - Statistics FY2025	TOTAL (10,20,30) FY2025	40 - FISS FY2025	TOTAL (All Funds) FY2025
Income						
40000 Contracting Party Contributions						
40000.01 - Canada	\$ -	\$ -	\$ -	\$ 1,106,296.17	\$ -	\$ 1,106,296.17
40000.02 - United States of America	\$ -	\$ -	\$ -	\$ 5,039,793.69	\$ -	\$ 5,039,793.69
40000 - Contracting Party Contributions	\$ 3,904,493.69	\$ 1,279,830.62	\$ 961,765.55	\$ 6,146,089.86	\$ -	\$ 6,146,089.86
40055 - Headquarters (Lease and Maintenance)	\$ 566,368.03	\$ -	\$ -	\$ 566,368.03	\$ -	\$ 566,368.03
40055 - Headquarters (Lease & Maintenance)	\$ 566,368.03	\$ -	\$ -	\$ 566,368.03	\$ -	\$ 566,368.03
40060 Other Income						
40060.01 - GAAP Conversion - Income	\$ -	\$ 1.00	\$ 2.00	\$ 3.00	\$ -	\$ 3.00
40060.05 - Recoupment leave expenses	\$ 88,697.43	\$ 25,167.90	\$ 60,314.25	\$ 174,179.58	\$ 7,762.50	\$ 181,942.08
40060.06 - Rent - Dutch Harbor	\$ -	\$ 1.00	\$ 2.00	\$ 3.00	\$ -	\$ 3.00
40060 - Other Income	\$ 88,697.43	\$ 25,168.90	\$ 60,316.25	\$ 174,182.58	\$ 7,762.50	\$ 181,945.08
40100 Grants, Contracts & Agreements						
40100.01 - 802 - Directed Commercial Catch Sampling of Pacific halibut in Alaska	\$ -	\$ -	\$ 1,097,601.00	\$ 1,097,601.00	\$ -	\$ 1,097,601.00
40100.02 - MoU WDFW Rockfish sampling	\$ -	\$ -	\$ -	\$ -	\$ 39,693.15	\$ 39,693.15
40100 - Grants, Contracts & Agreements	\$ -	\$ -	\$ 1,097,601.00	\$ 1,097,601.00	\$ 39,693.15	\$ 1,137,294.15
40200 Interest Income						
40200.01 - Bank Interest	\$ 851.68	\$ -	\$ -	\$ 851.68	\$ -	\$ 851.68
Total 40200 - Interest Income	\$ 851.68	\$ -	\$ -	\$ 851.68	\$ -	\$ 851.68
40350 Fish Sales						
40350.01 - Fish Sales - Pacific Halibut	\$ -	\$ -	\$ -	\$ -	\$ 4,546,654.71	\$ 4,546,654.71
40350.02 - Fish Sales - Byproduct	\$ -	\$ -	\$ -	\$ -	\$ 118,905.98	\$ 118,905.98
40350 - Fish Sales	\$ -	\$ -	\$ -	\$ -	\$ 4,665,560.68	\$ 4,665,560.68
Total Income	\$ 4,560,410.83	\$ 1,304,999.52	\$ 2,119,682.80	\$ 7,985,093.15	\$ 4,713,016.33	\$ 12,698,109.48
Expense						
Personnel Expenses						
50000 - Salary & Wages	\$ 2,075,558.67	\$ 750,338.05	\$ 1,395,882.52	\$ 4,221,779.24	\$ 931,330.05	\$ 5,153,109.30
50100 - Benefits	\$ 897,824.70	\$ 307,069.95	\$ 505,389.14	\$ 1,710,283.79	\$ 257,024.13	\$ 1,967,307.92
50200 - Training & Education	\$ 40,136.75	\$ 19,793.02	\$ 17,354.78	\$ 77,284.55	\$ 44,991.45	\$ 122,276.00
50300 - Personnel Related Expenses	\$ 6,068.49	\$ -	\$ 1,071.23	\$ 7,139.71	\$ 5,356.13	\$ 12,495.84
Total Personnel Expenses	\$ 3,019,588.61	\$ 1,077,201.02	\$ 1,919,697.66	\$ 6,016,487.30	\$ 1,238,701.76	\$ 7,255,189.05
Operational Expenses						
5000 - Publications	\$ 4,000.00	\$ 7,500.00	\$ 2,000.00	\$ 13,500.00	\$ 400.00	\$ 13,900.00
51100 - Mailing and Shipping	\$ 3,749.29	\$ 7,498.58	\$ 5,933.05	\$ 17,180.91	\$ 126,404.55	\$ 143,585.46
51200 - Travel	\$ 102,516.23	\$ 15,880.91	\$ 34,707.69	\$ 153,104.83	\$ 121,048.43	\$ 274,153.26
51300 - IPHC Meetings	\$ 262,193.03	\$ -	\$ -	\$ 262,193.03	\$ -	\$ 262,193.03
51400 - Technology	\$ 154,309.96	\$ -	\$ 18,210.83	\$ 172,520.79	\$ 22,495.73	\$ 195,016.51
Total Operational Expenses	\$ 526,768.51	\$ 30,879.49	\$ 60,851.56	\$ 618,499.56	\$ 270,348.70	\$ 888,848.26
Fees and Contract Expenses						
52000 - Professional Fees	\$ 243,489.44	\$ -	\$ 3,213.68	\$ 246,703.12	\$ 2,142.45	\$ 248,845.57
52100 - Vessel Expenses	\$ -	\$ -	\$ -	\$ -	\$ 582,746.40	\$ 582,746.40
52200 - Other Fees and Charges	\$ 59,361.75	\$ -	\$ 14,375.92	\$ 73,737.67	\$ 25,357.50	\$ 99,095.17
52300 - Leases and Contracts	\$ 45,167.13	\$ 41,798.13	\$ 27,394.97	\$ 114,360.23	\$ 1,694,338.30	\$ 1,808,698.53
54000 - Communications	\$ 38,028.49	\$ -	\$ 3,642.17	\$ 41,670.65	\$ 1,810.37	\$ 43,481.02
Total Fees and Contract Expenses	\$ 386,046.81	\$ 41,798.13	\$ 48,626.73	\$ 476,471.67	\$ 2,306,395.02	\$ 2,782,866.69
Facilities and Equipment Expenses						
54000 - Equipment Expense	\$ 7,070.09	\$ -	\$ 63,929.75	\$ 70,999.84	\$ 35,350.43	\$ 106,350.26
54000 - Supplies Expense	\$ 47,133.90	\$ 155,120.88	\$ 21,028.15	\$ 223,282.93	\$ 761,640.98	\$ 984,923.90
54000 - Maintenance and Utilities	\$ 56,774.93	\$ -	\$ 1,799.66	\$ 58,574.58	\$ 82,896.75	\$ 141,471.33
54000 - Facility Rentals	\$ 517,027.99	\$ -	\$ 3,749.29	\$ 520,777.28	\$ 17,682.71	\$ 538,459.99
Total Facilities and Equipment Expenses	\$ 628,006.90	\$ 155,120.88	\$ 90,506.85	\$ 873,634.62	\$ 897,570.86	\$ 1,771,205.48
Other Expenses						
Other Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expense	\$ 4,560,410.84	\$ 1,304,999.51	\$ 2,119,682.80	\$ 7,985,093.15	\$ 4,713,016.33	\$ 12,698,109.48
Net Income (Loss)	\$ (0.00)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00