

## FINANCE COMMITTEE MEETING

**Date:** August 18, 2025

**Time:** 5:00 PM

**Location:** 1920 Mariposa Street, Suite 310, Fresno, CA 93721

**Zoom Link:** <https://fresnoeoc.zoom.us/meeting/register/xLowAk5CQUSFs2tam-vqvw>

### AGENDA

| ITEM          | SUBJECT  | PRESENTER                      | ACTION      |
|---------------|--|--------------------------------|-------------|
| 1.            | CALL TO ORDER  | Garabedian,<br>Committee Chair |             |
| 2.<br>Page 2  | ROLL CALL<br>A. Monthly Attendance Record  |                                |             |
| 3.<br>Page 3  | JULY 23, 2025, FINANCE COMMITTEE MEETING MINUTES   | Garabedian,<br>Committee Chair | Approve     |
| 4.<br>Page 7  | AGENCY FINANCIAL AND HEAD START FINANCIAL STATUS<br>REPORT JUNE 2025<br>A. Supporting Document - CSBG Organizational Standard 8.7  | Charter Impact                 | Accept      |
| 5.<br>Page 13 | REVISED 2025 BUDGET<br>A. Supporting Document  | Charter Impact                 | Approve     |
| 6.<br>Page 16 | AGENCY INVESTMENT REPORT   | Warnes, Staff                  | Information |
| 7.<br>Page 17 | HEALTH INSURANCE REPORT<br>A. Supporting Document  | Warnes, Staff                  | Information |
| 8.            | PUBLIC COMMENTS<br><i>(This is an opportunity for the members of the public to address the Board on any matter related to the Commission that is not listed on the agenda. Limit two minutes per speaker.)</i> |                                |             |
| 9.            | COMMISSIONERS' COMMENT   | Garabedian,<br>Committee Chair |             |
| 10.           | ADJOURNMENT  | Garabedian,<br>Committee Chair |             |
| Note:         | NEXT COMMITTEE MEETING: Wednesday, September 10, 2025, at 5:00 p.m. at the Fresno EOC Board Room.  |                                |             |



# **Finance Committee Meeting Monthly Attendance Record 2025**

Charles Garabedian  
Debra Mckenzie  
Alysia Bonner  
Rey Leon

| January | 19-Feb | 12-Mar | 2-Apr | 14-May | 27-May | 25-Jun | 23-Jul | 18-Aug | 10-Sep | 8-Oct | 12-Nov | 10-Dec | Attended |
|---------|--------|--------|-------|--------|--------|--------|--------|--------|--------|-------|--------|--------|----------|
|         | O      | O      | O     | O      | O      | O      | O      |        |        |       |        |        | 7/12     |
|         | O      | O      | O     | O      | X      | O      | O      |        |        |       |        |        | 6/12     |
|         | O      | O      | X     | T      | T      | T      | T      |        |        |       |        |        | 6/12     |
|         | T      | X      | X     | X      | X      | X      | X      |        |        |       |        |        | 1/12     |

O-Present X-Absent T-Teleconference



## FINANCE COMMITTEE MEETING

Date: July 23, 2025

Time: 5:00 PM

Location: 1920 Mariposa Street, Suite 310 Fresno, CA 93721

### MINUTES

1. **CALL TO ORDER**

Charles Garabedian, Chair, called the meeting to order at 5:03 p.m.

2. **ROLL CALL**

Roll was called and a quorum was established.

**Committee Members:**

Charles Garabedian  
Debra McKenzie

**Staff:**

Jack Lazzarini  
Greg Streets  
Sherry Neil  
Angela Riofrio  
Steve Warnes  
Patrick Turner  
Thomas Dulin  
Jon Escobar  
Joshua Bogdanov

Jerry Moreno  
Alison Tatem  
Elionora Vivanco

**Teleconference:**

Alysia Bonner

**Charter Impact**

Rebecca Heinrichy  
Christopher Fisher

**Absent:**

Rey Leon

3. **JUNE 25, 2025, FINANCE COMMITTEE MEETING MINUTES**

Public Comment: None heard.

**Motion by:** Bonner    **Second by:** McKenzie

**Ayes:** All in favor.

**Nays:** None heard

4. **AGENCY FINANCIAL AND HEAD START FINANCIAL STATUS REPORT MAY 2025**

Christopher Fisher, Charter Impact Client Finance Director, provided an overview report of the Agency Financial Statements and the Head Start Financial Status Report as of May 31, 2025, with a revenue of \$67.2 million and a total of \$67.8 million in expenditures, which is 37% of the budget. Although notable progress has been made in the financial position relative to operations in 2024, a deficit of \$0.6 million remains as of May. To enhance cash flow and commence the restoration of reserves, Fresno EOC must achieve a surplus in its operations.

Committee Chair Garabedian inquired whether 65% of Other Revenue represents a nominal amount or an infusion of additional revenue. Fisher responded that he would need to review the

details of the other revenue to determine if it corresponds to a single line item compared to the budget, or if it comprises a combination of several different sources.

Committee Chair Garabedian inquired whether 65% of Office Expenses pertain to annual software fees, and whether this expense is expected to be ongoing. Fisher responded that the expense is related to the COUPA software and technology-related costs.

Committee Chair Garabedian noted that the \$13.2 million in accounts receivable is increasing and expressed concern regarding its escalation. He inquired whether there are any strategies or measures in place to reduce this amount. Steve Warnes, Finance Officer, responded that the grants are being reviewed on an individual basis to assess potential actions for each. Additionally, they are examining the regulations surrounding available advances. The primary reason for not previously leveraging some of these contracts has been due to administrative requirements.

The Committee and staff engaged in a discussion and recommended this item to move forward as presented.

Public Comment: None heard.

**Motion by:** McKenzie **Second by:** Bonner

**Ayes:** All in favor.

**Nayes:** None heard

## 5. VARIANCE REPORTS

Rebecca Heinricy, Charter Impact Client Finance Director, presented an overview of the Food Services Variance Report. Heinricy reported that based on the review of the financial information provided, the current deficit of \$370,886 through May is projected to increase to a total of \$559,100 for the fiscal year. Heinricy also emphasized that the agency currently lacks the financial reserves and stability necessary to sustain ongoing deficits over the long term.

Heinricy further provided a detailed breakdown of revenue utilization by period, noting that expenses excluding personnel have remained relatively consistent as a percentage of revenue. However, personnel costs have more than doubled since fiscal year 2020, increasing from 25% to 45% of revenue.

Committee Chair Garabedian stated that during the period when Food Services was operating at a deficit, he had recommended increasing revenue and negotiating for a higher fee structure to better align with the associated costs. Heinricy responded that there are some increases in pricing that are going into effect starting July or October.

Committee Chair Garabedian recommended exploring alternative strategies to help reduce the deficit beyond the scope of the current Food Services contracts.

Commissioner McKenzie inquired about the status of the grant application for the natural gas food bus. Angela Riofrio, Finance Director, responded that the application has been submitted and is currently pending a response from the funder.

Committee Chair Garabedian inquired about the status of the expansion of the Food Services facility. Jack Lazzarini, Programs Officer, responded that Food Services has received approval for a consultant to conduct an efficiency analysis of the entire facility, with a focus on various aspects of the food service operations.

Lazzarini further stated that all the updated agreements incorporate the recent discussions concerning increased charges and the flexibility to adjust pricing throughout the year. Additionally, personnel adjustments have been made, including a significant reduction in staff during the summer months, with the hiring of only seasonal, part-time employees to maintain operations throughout the year. Further reductions are planned during periods when schools are not in session. Moving forward, we will also conduct a comprehensive cost analysis to identify the most effective course of action.

Public Comment: None heard.

No action required.

**6. ADVANCE PEACE: BUREAU OF JUSTICE ADMINISTRATION COSTA EARMARK W/CITY OF FRESNO MENTAL HEALTH SERVICES CONTRACT**

Patrick Turner, Training & Employment Services Director, provided an overview of the agreement with the City of Fresno for the Integral Community Solutions Institute, amounting to \$135,000, covering the period from July 1, 2025, to March 31, 2026. The total cost breakdown for this contract includes \$120,000 allocated for mental health services to 70 participants, and an additional \$15,000 designated for the final evaluation conducted by the mental health provider.

Public Comment: None heard.

**Motion by:** McKenzie **Second by:** Bonner

**Ayes:** All in favor.

**Nays:** None heard

**7. INSURANCE AND PAPERSAVE UPDATES**

Riofrio provided an update on the transition from COUPA to Papersave, including the implementation process, as well as an overview of the general liability insurance policies.

Public Comment: None heard.

No action required.

**8. PUBLIC COMMENTS**

Public Comment: None heard.

No action required.

**9. COMMISSIONERS' COMMENT**

Public Comment: None heard.

No action required.

**10. EXECUTIVE SESSION**

Public Comment: None heard.

No action required.

**11. ADJOURNMENT**

Committee Chair Garabedian recommends rescheduling the upcoming Finance Committee Meeting to Monday, August 18th. The committee members expressed no opposition to this proposed change.

The meeting adjourned at 5:39 p.m.



## FINANCE COMMITTEE MEETING

|  |                                 |
|--|---------------------------------|
| <b>Date:</b> August 18, 2025   | <b>Program:</b> Finance         |
| <b>Agenda Item #:</b> 4  | <b>Director:</b> Angela Riofrio |
| <b>Subject:</b> Agency Financials and Head Start Financial Status Report June 2025 | <b>Officer:</b> Salam M. Nalia  |

### Recommended Action

Interim Chief Executive Officer recommends Committee acceptance of the interim consolidated Agency Financial Statements and Head Start 0 to 5, as of June 30, 2025.

### CSBG Organizational Standard

The governing board receives financial reports at each regular meeting that include the following per Category 8, Standard 8.7:

1. Organization-wide report on revenue and expenditure that compares budget to actual; and
2. Balance sheet/statement of financial position.

### Background

The following pages have been prepared by Charter Impact for presentation to the Finance Committee and reflect their analysis, recommendations, and financial reporting in support of the agency's fiscal oversight.

### Conclusion

Acceptance of these financials by the Committee will enable this document to be presented for full Board consideration. The Board's oversight of the financial operations of Fresno EOC is a key aspect of its fiduciary duty.



## **Fresno EOC**

### **Agency financials analysis**

**June 2025**

#### **Financial review:**

Through the period ending June 30, 2025, total revenue for Fresno EOC is \$79.2M or 43% of the 2025 budget. Total cash revenue is \$58.4M or 42% of the 2025 budget. By comparison, cash revenue was 50% of the 2024 budget as of June 2024. In-kind revenue is currently at 47% of budget. In-kind is primarily linked to the WIC, Head Start, and Energy programs.

Total expenditures of \$79.9M represent 44% of the 2025 budget. Cash expenditures of \$59.0M are \$2.2M less than they were through the same period 2024 which reflects the cost reduction efforts that have begun to be implemented. Personnel costs of \$36.7M are 46% of the annual budget and are \$1.0M lower than personnel costs in the prior year through June. Cost savings versus 2024 costs are also seen in Travel, Mileage, and Vehicle Costs which have been reduced by \$0.8M from cost incurred through June of each year. Office expense, despite being 62% of annual budget due to large software expenses early in the year, is \$288k less than it was in the previous year at this time.

While there has been improvement in the financial status as compared to operations in 2024, there is still a deficit of \$0.6M as of June. To improve cash flow and to begin to restore reserves, Fresno EOC must operate at a surplus.

Cash at the end of June 2025 was \$5.2M as the second portion of the loan from Self-Help was received in mid-June. Excluding the grant funded fixed assets, Fresno EOC's fund balance continues to be negative.

#### **Financial summary:**

- The financial status has improved over the previous year due to cost-saving efforts.
- Cash on hand is insufficient to cover current obligations.
- The current deficit at the Agency level further deteriorates the financial status.
- Further cost reductions are necessary, especially within any programs / functions that continue to project operating at a deficit.
- Identification of new funding streams, especially any unrestricted funding, is critical.





**FRESNO ECONOMIC OPPORTUNITIES COMMISSION**  
**STATEMENT OF ACTIVITIES**  
**Period Ending June 30, 2025 (50% Variance)**

|   | A                           | B                      | A - B                              | C                              | D                           | B - D                  |                                       |
|---|-----------------------------|------------------------|------------------------------------|--------------------------------|-----------------------------|------------------------|---------------------------------------|
|   | BUDGET<br>JAN - DEC<br>2025 | ACTUAL<br>June<br>2025 | BUDGET<br>VARIANCE<br>(TARGET 50%) | BUDGET<br>BALANCE<br>REMAINING | ACTUAL<br>JAN - DEC<br>2024 | ACTUAL<br>June<br>2024 | ACTUAL<br>2025 vs 2024<br>Differences |
| REVENUES AND SUPPORT                        |                             |                        |                                    |                                |                             |                        |                                       |
| GRANT REVENUE <i>(without CBSG)</i>         | \$ 106,386,393              | \$ 42,391,480          | <div><div></div></div> 40%         | \$ 63,994,913                  | \$ 85,276,671               | \$ 44,096,867          | \$ (1,705,387)                        |
| GRANT REVENUE - CSBG                        | \$ 2,039,380                | \$ 1,092,439           | <div><div></div></div> 54%         | \$ 946,941                     | \$ 2,077,661                | \$ 317,780             | \$ 774,659                            |
| FEE FOR SERVICE REVENUE                     | \$ 26,278,082               | \$ 12,452,093          | <div><div></div></div> 47%         | \$ 13,825,989                  | \$ 25,716,631               | \$ 13,820,489          | \$ (1,368,397)                        |
| OTHER REVENUE                               | \$ 3,202,765                | \$ 2,397,281           | <div><div></div></div> 75%         | \$ 805,484                     | \$ 6,932,731                | \$ 2,057,229           | \$ 340,052                            |
| DONATION CONTRIBUTIONS                      | \$ -                        | \$ 23,934              | <div><div></div></div> 0%          | \$ (23,934)                    | \$ 72,798                   | \$ 40,104              | \$ (16,170)                           |
| TOTAL CASH REVENUE                          | \$ 137,906,619              | \$ 58,357,227          | <div><div></div></div> 42%         | \$ 79,549,393                  | \$ 120,076,492              | \$ 60,332,469          | \$ (1,975,242)                        |
| IN KIND REVENUE                             | \$ 44,778,191               | \$ 20,892,216          | <div><div></div></div> 47%         | \$ 23,885,975                  | \$ 50,172,726               | \$ 27,322,454          | \$ (6,430,238)                        |
| TOTAL REVENUE & SUPPORT                     | \$ 182,684,810              | \$ 79,249,443          | <div><div></div></div> 43%         | \$ 103,435,368                 | \$ 170,249,218              | \$ 87,654,923          | \$ (8,405,480)                        |
| EXPENDITURES                                |                             |                        |                                    |                                |                             |                        |                                       |
| PERSONNEL COSTS                             | \$ 79,013,871               | \$ 36,703,473          | <div><div></div></div> 46%         | \$ 42,310,398                  | \$ 74,765,638               | \$ 37,750,591          | \$ (1,047,118)                        |
| ADMIN SERVICES                              | \$ 8,770,546                | \$ 3,930,731           | <div><div></div></div> 45%         | \$ 4,839,815                   | \$ 7,853,154                | \$ 3,760,000           | \$ 170,732                            |
| CONTRACT SERVICES                           | \$ 12,456,815               | \$ 6,213,504           | <div><div></div></div> 50%         | \$ 6,243,311                   | \$ 12,033,757               | \$ 6,516,999           | \$ (303,495)                          |
| FACILITY COSTS                              | \$ 10,035,412               | \$ 3,682,782           | <div><div></div></div> 37%         | \$ 6,352,630                   | \$ 6,897,761                | \$ 3,422,387           | \$ 260,395                            |
| TRAVEL, MILEAGE, VEHICLE COSTS              | \$ 3,585,864                | \$ 1,108,029           | <div><div></div></div> 31%         | \$ 2,477,835                   | \$ 3,312,096                | \$ 1,954,433           | \$ (846,405)                          |
| EQUIPMENT COSTS <i>(minus depreciation)</i> | \$ 6,046,313                | \$ 422,688             | <div><div></div></div> 7%          | \$ 5,623,625                   | \$ 2,037,871                | \$ 587,918             | \$ (165,230)                          |
| DEPRECIATION - AGENCY FUNDED                | \$ 296,000                  | \$ 110,585             | <div><div></div></div> 37%         | \$ 185,415                     | \$ 278,075                  | \$ 150,366             | \$ (39,781)                           |
| OFFICE EXPENSE                              | \$ 2,057,100                | \$ 1,275,815           | <div><div></div></div> 62%         | \$ 781,285                     | \$ 3,373,218                | \$ 1,563,531           | \$ (287,716)                          |
| INSURANCE                                   | \$ 1,033,068                | \$ 623,429             | <div><div></div></div> 60%         | \$ 409,639                     | \$ 1,089,921                | \$ 512,343             | \$ 111,087                            |
| PROGRAM SUPPLIES & CLIENT COSTS             | \$ 10,899,300               | \$ 4,856,264           | <div><div></div></div> 45%         | \$ 6,043,036                   | \$ 9,365,168                | \$ 4,602,304           | \$ 253,959                            |
| OTHER COSTS                                 | \$ 2,877,597                | \$ 43,832              | <div><div></div></div> 2%          | \$ 2,833,765                   | \$ 744,211                  | \$ 360,932             | \$ (317,100)                          |
| TOTAL CASH EXPENDITURES                     | \$ 137,071,885              | \$ 58,971,132          | <div><div></div></div> 43%         | \$ 78,100,754                  | \$ 121,750,871              | \$ 61,181,804          | \$ (2,210,673)                        |
| IN KIND EXPENSES                            | \$ 44,778,191               | \$ 20,892,216          | <div><div></div></div> 47%         | \$ 23,885,975                  | \$ 50,172,726               | \$ 27,322,454          | \$ (6,430,238)                        |
| TOTAL EXPENDITURES                          | \$ 181,850,076              | \$ 79,863,348          | <div><div></div></div> 44%         | \$ 101,986,729                 | \$ 171,923,597              | \$ 88,504,259          | \$ (8,640,910)                        |
| OPERATING SURPLUS (DEFICIT)                 | \$ 834,734                  | \$ (613,905)           |                                    | \$ 1,448,639                   | \$ (1,674,379)              | \$ (849,335)           | \$ 235,430                            |
| OTHER INCOME / EXPENSE                      |                             |                        |                                    |                                |                             |                        |                                       |
| TRANSIT GRANT ASSET DEPRECIATION            |                             | (39,403)               |                                    |                                | (162,965)                   | (93,690)               |                                       |
| NET SURPLUS (DEFICIT)                       | \$ 834,734                  | (\$653,308)            |                                    | 1,488,042                      | \$ (1,837,344)              | \$ (943,026)           | 289,718                               |

**FRESNO ECONOMIC OPPORTUNITIES COMMISSION**  
**STATEMENT OF FINANCIAL POSITION**  
as of June 30th

|   | 2025                 | 2024                 | Differences           |
|---|----------------------|----------------------|-----------------------|
| <b>ASSETS</b>                             |                      |                      |                       |
| CASH & INVESTMENTS                        | \$ 5,157,344         | \$ 7,864,530         | \$ (2,707,186)        |
| ACCOUNTS RECEIVABLE                       | \$ 12,014,626        | 14,189,463           | (2,174,837)           |
| PREPAIDS/DEPOSITS                         | \$ 431,616           | 283,504              | 148,111               |
| INVENTORIES                               | \$ 190,992           | 200,209              | (9,216)               |
| PROPERTY, PLANT & EQUIPMENT               | \$ 13,088,700        | 13,311,070           | (222,370)             |
| NOTES RECEIVABLE (net)                    | \$ (0)               | 331,197              | (331,197)             |
| <b>TOTAL ASSETS</b>                       | <b>\$ 30,883,278</b> | <b>\$ 36,179,973</b> | <b>\$ (5,296,695)</b> |
| <b>LIABILITIES</b>                        |                      |                      |                       |
| ACCOUNTS PAYABLE                          | \$ 3,095,286         | \$ 6,882,497         | \$ (3,787,211)        |
| ACCRUED PAYROLL LIABILITIES               | \$ 6,692,138         | 6,023,970            | 668,169               |
| DEFERRED REVENUE                          | \$ 3,276,287         | 3,427,743            | (151,455)             |
| NOTES PAYABLE                             | \$ 4,209,267         | 2,800,260            | 1,409,007             |
| HEALTH INSURANCE RESERVE                  | \$ 4,401,031         | 7,480,776            | (3,079,745)           |
| OTHER LIABILITIES                         | \$ 770,071           | 950,669              | (180,599)             |
| <b>TOTAL LIABILITIES</b>                  | <b>\$ 22,444,080</b> | <b>\$ 27,565,915</b> | <b>\$ (5,121,835)</b> |
| <b>FUND BALANCE</b>                       |                      |                      |                       |
| CURRENT OPERATING EARNINGS (YTD)          | \$ (613,905)         | \$ (849,335)         | \$ 235,430            |
| UNRESTRICTED NET ASSETS                   | \$ (1,602,480)       | (1,066,536)          | (535,944)             |
| REVOLVING LOAN FUND                       | \$ 556,268           | 556,268              | 0                     |
| INVESTMENT IN GENERAL FIXED ASSETS        | \$ 10,099,316        | 9,973,661            | 125,654               |
| <b>TOTAL FUND BALANCE</b>                 | <b>\$ 8,439,199</b>  | <b>\$ 8,614,058</b>  | <b>\$ (174,860)</b>   |
| <b>TOTAL LIABILITIES AND FUND BALANCE</b> | <b>\$ 30,883,278</b> | <b>\$ 36,179,973</b> | <b>\$ (5,296,695)</b> |

Fresno Economic Opportunities Commission  
Head Start/Early Head Start Financial Status  
Monthly Report  
June 30, 2025

| Description                           | Head Start - Basic  |                     |                     |                     | Head Start - T & TA |                  |                 |                   |
|---------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------------------|-----------------|-------------------|
|                                       | Annual Budget       | Current Expenses    | YTD Expenses        | Balance Remaining   | Annual Budget       | Current Expenses | YTD Expenses    | Balance Remaining |
| Personnel                             | \$19,633,565        | \$868,028           | \$8,993,812         | \$10,639,753        | -                   | -                | -               | -                 |
| Fringe Benefits                       | 7,856,139           | \$417,555           | \$3,316,838         | 4,539,301           | -                   | -                | -               | -                 |
| <b>Total Personnel</b>                | <b>\$27,489,704</b> | <b>1,285,583.23</b> | <b>\$12,310,650</b> | <b>\$15,179,054</b> | <b>-</b>            | <b>-</b>         | <b>-</b>        | <b>-</b>          |
| Travel                                | -                   | -                   | -                   | -                   | 71,440              | 9,147            | 21,995          | 49,445            |
| Equipment                             | 200,000             | -                   | 36,568              | 163,432             | -                   | -                | -               | -                 |
| Supplies                              | 473,752             | (147)               | 214,124             | 259,628             | 4,000               | 3,101            | 4,678           | (678)             |
| Contractual                           | 2,410,983           | 185,883             | 1,155,347           | 1,255,636           | -                   | -                | -               | -                 |
| Facilities / Construction             |                     |                     |                     |                     |                     |                  |                 |                   |
| Other:                                |                     |                     |                     |                     |                     |                  |                 |                   |
| Food Cost                             | 858,503             | 95,203              | 680,379             | 178,124             |                     |                  |                 |                   |
| Transportation                        | 638,844             | 76,511              | 314,413             | 324,431             |                     |                  |                 |                   |
| Staff Mileage                         | 71,893              | 10,356              | 71,330              | 563                 |                     |                  |                 |                   |
| Field Trips, including Transportation | 6,045               | 1,296               | 6,227               | (182)               |                     |                  |                 |                   |
| Space                                 | 716,627             | 38,308              | 230,131             | 486,496             |                     |                  |                 |                   |
| Utilities / Telephone / Internet      | 787,680             | (99,507)            | 240,349             | 547,331             |                     |                  |                 |                   |
| Ground Maintenance / Janitorial       | 745,200             | 46,710              | 369,884             | 375,316             |                     |                  |                 |                   |
| Security Services                     | 144,000             | 2,549               | 25,118              | 118,882             |                     |                  |                 |                   |
| Repair/Maintenance Building           | 100,000             | 16,341              | 94,844              | 5,157               |                     |                  |                 |                   |
| Repair/Maintenance Equipment          | 21,078              | 8                   | 14,125              | 6,953               |                     |                  |                 |                   |
| Property & Liability Insurance        | 130,000             | 17,018              | 112,849             | 17,151              |                     |                  |                 |                   |
| Parent Involvement / CWPC             | 37,000              | 797                 | 21,262              | 15,738              |                     |                  |                 |                   |
| Other Costs*                          | 161,330             | 6,565               | 76,441              | 84,889              |                     |                  |                 |                   |
| Staff & Parent Training               | 11,200              | 120                 | 8,216               | 2,984               | 218,948             | (3,366)          | 93,089          | 125,859           |
| <b>Total Direct Charges</b>           | <b>\$35,003,839</b> | <b>1,683,594.16</b> | <b>\$15,982,258</b> | <b>\$19,021,581</b> | <b>294,388</b>      | <b>8,882</b>     | <b>119,762</b>  | <b>174,626</b>    |
| <b>Total Indirect Charges</b>         | <b>\$3,500,384</b>  | <b>748,322.00</b>   | <b>\$1,594,569</b>  | <b>\$1,905,815</b>  | <b>\$29,439</b>     | <b>6,259.00</b>  | <b>\$11,976</b> | <b>\$17,463</b>   |
| <b>Total Federal Expenditures</b>     | <b>\$38,504,223</b> | <b>2,431,916.16</b> | <b>\$17,576,827</b> | <b>\$20,927,396</b> | <b>\$323,827</b>    | <b>15,141</b>    | <b>131,738</b>  | <b>\$192,089</b>  |
| % of Annual Budget Expended to Date   |                     |                     | 46%                 |                     |                     |                  | 41%             |                   |
| <b>Non-Federal Share</b>              | <b>\$9,626,056</b>  | <b>1,727,035.28</b> | <b>\$3,152,125</b>  | <b>\$6,473,930</b>  | <b>\$80,957</b>     | <b>\$2,443</b>   | <b>\$32,935</b> | <b>\$48,022</b>   |

33%

\*Other Costs Include:

PROPERTY TAXES  
DEPRECIATION EXPENSE  
SUBSCRIPTION EXPENSE  
ADVERTISEMENT - OTHER  
DUES - ORGANIZATIONS  
RECRUITMENT  
MEETING COSTS - INTERNAL  
LINENS / LAUNDRY  
PROGRAM SUPPLIES - ARTS & CRAFTS  
TRAINING OTHER  
EMPLOYEE EVENT  
ADVERTISEMENT - RECRUITMENT  
POSTAGE/EXPRESS MAIL  
PRINTING  
CONTRACT SERVICES - PHYSICALS  
FIRST AID (INCLUDES WORKERS COMP)  
FINGERPRINTING / BACKGROUND CHECK

Credit Card Expenses: Credit card statement dated 6/1/25-6/30/25

June 2025 expenses:

|                                     |    |              |   |
|-------------------------------------|----|--------------|---|
| Contract Services - Facility Repair | \$ | 813          | Circuit Solution - Circuit Panel for HS Center                                |
| Recruitment                         | \$ | 24           | Costco - Cases of Water for Recruitment Event                                 |
| Program Supplies - Kitchen          | \$ | 244          | The Webstaurant Store - Sanitation Testing Strips                             |
| Program Supplies - Kitchen          | \$ | 507          | Home Depot - Dishwasher Replacement   |
| Staff Training                      | \$ | 120          | Great Valley Publishing - Nutrition Training                                  |
| Office Supplies                     | \$ | 159          | Walmart - Microwave, Air Fryer for Break Room                                 |
| CWPC - Other                        | \$ | 377          | Apple Spice - Catering for County Wide Meeting                                |
| Travel                              | \$ | 3,290        | Sonesta - Hotel for NHSA Conference   |
| Staff Training                      | \$ | 80           | CTI - Annual Fee for DRDP Training  |
| Office Supplies                     | \$ | 1,498        | Sandisk & Rode-RS - Memory Cards, Video Equipment Supplies for Communications |
| Telephone                           | \$ | 1,531        | Frontier Communication & Comcast - Telephone Service                          |
| Internet                            | \$ | 801          | Frontier Communication & Comcast - Internet Service                           |
|                                     | \$ | <b>9,442</b> |   |

Fresno Economic Opportunities Commission  
Head Start/Early Head Start Financial Status  
Monthly Report  
June 30, 2025

| Description                           | Early Head Start - Basic |                   |                    |                    | Early Head Start - T & TA |                  |                 |                   |
|---------------------------------------|--------------------------|-------------------|--------------------|--------------------|---------------------------|------------------|-----------------|-------------------|
|                                       | Annual Budget            | Current Expenses  | YTD Expenses       | Balance Remaining  | Annual Budget             | Current Expenses | YTD Expenses    | Balance Remaining |
| Personnel                             | \$5,152,890              | \$337,131         | \$1,923,360        | \$3,229,530        | -                         | -                | -               | -                 |
| Fringe Benefits                       | 1,529,340                | \$104,979         | \$616,897          | 912,443            | -                         | -                | -               | -                 |
| <b>Total Personnel</b>                | <b>6,682,230</b>         | <b>442,109.29</b> | <b>\$2,540,257</b> | <b>\$4,141,973</b> | <b>-</b>                  | <b>-</b>         | <b>-</b>        | <b>-</b>          |
| Travel                                | -                        | -                 | -                  | -                  | 17,160                    | 3,839            | 7,228           | 9,932             |
| Equipment                             | 50,000                   | -                 | -                  | 50,000             | -                         | -                | -               | -                 |
| Supplies                              | 131,044                  | 52,678            | 162,147            | (31,103)           | 1,000                     | 635              | 1,003           | (3)               |
| Contractual                           | 204,519                  | 9,647             | 42,800             | 161,719            | 4,000                     | -                | -               | 4,000             |
| <b>Facilities / Construction</b>      |                          |                   |                    |                    |                           |                  |                 |                   |
| <b>Other:</b>                         |                          |                   |                    |                    |                           |                  |                 |                   |
| Food Cost                             | 32,905                   | 3,921             | 32,248             | 657                |                           |                  |                 |                   |
| Transportation                        | 7,310                    | 182               | 1,433              | 5,877              |                           |                  |                 |                   |
| Staff Mileage                         | 16,101                   | 5,656             | 31,558             | (15,457)           |                           |                  |                 |                   |
| Field Trips, including Transportation | 455                      | -                 | -                  | 455                |                           |                  |                 |                   |
| Space                                 | 174,911                  | 9,847             | 62,239             | 112,672            |                           |                  |                 |                   |
| Utilities / Telephone / Internet      | 166,920                  | 14,305            | 86,903             | 80,017             |                           |                  |                 |                   |
| Ground Maintenance / Janitorial       | 148,208                  | 10,054            | 64,818             | 83,390             |                           |                  |                 |                   |
| Security Services                     | 36,000                   | 171               | 6,006              | 29,994             |                           |                  |                 |                   |
| Repair/Maintenance Building           | 50,000                   | 3,646             | 22,578             | 27,422             |                           |                  |                 |                   |
| Repair/Maintenance Equipment          | 5,787                    | -                 | 3,140              | 2,647              |                           |                  |                 |                   |
| Property & Liability Insurance        | 47,700                   | 2,779             | 17,936             | 29,764             |                           |                  |                 |                   |
| Parent Involvement / CWPC             | 7,440                    | 211               | 7,233              | 207                |                           |                  |                 |                   |
| Other Costs*                          | 33,525                   | 2,720             | 16,776             | 16,749             |                           |                  |                 |                   |
| Staff & Parent Training               | 2,800                    | -                 | 2,001              | 799                | 135,450                   | 4,715            | 55,556          | 79,894            |
| <b>Total Direct Charges</b>           | <b>7,797,855</b>         | <b>115,817</b>    | <b>\$3,100,073</b> | <b>4,697,782</b>   | <b>157,610</b>            | <b>9,189</b>     | <b>63,787</b>   | <b>\$93,823</b>   |
| <b>Total Indirect Charges</b>         | <b>\$779,785</b>         | <b>\$55,792</b>   | <b>\$310,007</b>   | <b>\$469,778</b>   | <b>\$15,761</b>           | <b>\$919</b>     | <b>\$6,379</b>  | <b>\$9,382</b>    |
| <b>Total Federal Expenditures</b>     | <b>\$8,577,640</b>       | <b>171,609</b>    | <b>\$3,410,080</b> | <b>\$5,167,560</b> | <b>\$173,371</b>          | <b>10,108</b>    | <b>\$70,166</b> | <b>\$103,205</b>  |
| % of Annual Budget Expended to Date   |                          |                   | 40%                |                    |                           |                  | 40%             |                   |
| <b>Non-Federal Share</b>              | <b>\$2,144,410</b>       | <b>\$654,483</b>  | <b>\$1,624,628</b> | <b>\$519,782</b>   | <b>\$43,343</b>           | <b>\$2,527</b>   | <b>\$17,542</b> | <b>\$25,801</b>   |

76%

**\*Other Costs Include:**

PROPERTY TAXES  
DEPRECIATION EXPENSE  
SUBSCRIPTION EXPENSE  
ADVERTISEMENT - OTHER  
DUES - ORGANIZATIONS  
RECRUITMENT  
MEETING COSTS - INTERNAL  
LINENS / LAUNDRY  
PROGRAM SUPPLIES - ARTS & CRAFTS  
TRAINING OTHER  
EMPLOYEE EVENT  
ADVERTISEMENT - RECRUITMENT  
POSTAGE/EXPRESS MAIL  
PRINTING  
CONTRACT SERVICES - PHYSICALS  
FIRST AID (INCLUDES WORKERS COMP)  
FINGERPRINTING / BACKGROUND CHECK

**Credit Card Expenses: Credit card statement dated 6/1/25-6/30/25**

**June 2025 expenses:**

|                             |    |              |   |
|-----------------------------|----|--------------|---|
| Children Screening Supplies | \$ | 450          | Pro-Ed - ID-2 Record Forms - Spanish  |
| Recruitment                 | \$ | 6            | Costco - Cases of Water for Recruitment Event                                 |
| Program Supplies - Kitchen  | \$ | 61           | The Webstaurant Store - Sanitation Testing Strips                             |
| Office Supplies             | \$ | 70           | Walmart - Microwave, Air Fryer for Break Room, Sippy Cups for EHS Center      |
| CWPC - Other                | \$ | 94           | Apple Spice - Catering for County Wide Meeting                                |
| Travel                      | \$ | 1,224        | Sonesta - Hotel for NHSA Conference   |
| Office Supplies             | \$ | 374          | Sandisk & Rode-RS - Memory Cards, Video Equipment Supplies for Communications |
| Staff Training              | \$ | 20           | CTI - Annual Fee for DRDP Training  |
| Internet                    | \$ | 186          | Frontier Communication & Comcast - Internet Service                           |
|                             | \$ | <b>2,485</b> |   |



## FINANCE COMMITTEE MEETING

|                                     |                                 |
|-------------------------------------|---------------------------------|
| <b>Date:</b> August 18, 2025        | <b>Program:</b> Finance         |
| <b>Agenda Item #:</b> 5             | <b>Director:</b> Angela Riofrio |
| <b>Subject:</b> Revised 2025 Budget | <b>Officer:</b> Salam M. Nalia  |

### Recommended Action

Interim Chief Executive Officer recommends Committee approval of the 2025 revised consolidated agency budget.

### Background

This revised budget reflects updated financial projections based on current funding, program needs, and operational costs as of June 30, 2025. Adjustments were made to align resources with strategic priorities and ensure continued impact and sustainability. The revision was developed in collaboration with program and finance teams to guide spending for the remainder of the fiscal year.

### Conclusion

If approved this budget will be put before the Board of Commissioners. Upon Board approval, this budget will be used in conjunction with the interim financial statements to keep the Board apprised on the agency's financial position.



## **Fresno EOC**

### **Agency budget reforecast**

#### **2025**

Total 2025 cash revenue of \$130,514,440 is (\$7,392,179), or (5%), less than the current approved operating budget. The primary drivers of the decrease in revenue are LCC (\$2,431,767), or (37%), Head Start (\$2,304,029), or (4%), and Transit (\$1,483,905), or (13%), offset by a material increase in Employment & Training revenue of \$506,156, or 52%. Total cash revenue is \$10,437,948, or 9%, greater than 2024. In-Kind revenue of \$44,209,541 is (\$568,650), or (1%) less than the current approved operating budget.

Total 2025 cash expenditures of \$130,947,408 are (\$6,124,477), or (5%) less than the current approved operating budget of \$137,071,885. Personnel costs are forecasted to end (\$4,187,911), or (6%), less than the original budget, followed by Program Supplies & Client Costs of (\$1,158,499), or (11%), and Equipment costs of (\$1,143,172), or (19%), offset by an increase in forecasted Facility costs of \$1,231,978, or 12%, and Insurance of \$1,138,591, or 110%.

























The deficit for 2025 is forecasted to be (\$432,968). This is (\$1,267,702) less than the current approved budget surplus of \$834,734 though it is an improvement of \$1,404,376 from the prior year. Programs experiencing a larger deficit than originally budgeted include SOUL of (\$494,271), Food Services of (\$243,825), Food Distribution of (\$185,298), and Health Services of (\$113,673). As of June 30, 2025, the operating deficit is (\$613,905), implying the second half of 2025 will operate at a surplus of \$259,742.

#### **Impact on Fresno EOC:**

The Agency has reduced its operating deficit from the prior year in the first half of 2025 and is expected to operate at a surplus in the second half of the year. Given the current financial position of the organization, it is critical that the Agency execute according to this reforecasted budget and begin to rebuild reserves. Certain programs are relying on CSBG support to cover for structural deficits and are impacting the continued viability of the organization. These programs should be evaluated by management to determine if there is an ability to operate at a breakeven or if they should continue to be operated.



**FRESNO ECONOMIC OPPORTUNITIES COMMISSION**  
**STATEMENT OF ACTIVITIES**  
**Period Ending December 31, 2025 (100% Variance)**

|   | <b>A</b>  | <b>B</b>   | <b>B - A</b>   | <b>C</b>                             | <b>B - C</b>                                   |
|---|---|--|--|--------------------------------------|--|
|   | <b>ORIGINAL<br/>BUDGET<br/>JAN - DEC<br/>2025</b> | <b>REVISED<br/>BUDGET<br/>JAN - DEC<br/>2025</b> | <b>BUDGET<br/>VARIANCE<br/>(TARGET 100%)</b>   | <b>ACTUAL<br/>JAN - DEC<br/>2024</b> | <b>ACTUAL<br/>2025 vs 2024<br/>Differences</b> |
| <b>REVENUES AND SUPPORT</b>                 |   |  |  |                                      |  |
| GRANT REVENUE <i>(without CSBG)</i>         | \$ 106,386,393                                    | \$ 99,690,067                                    |  94%    | \$ 85,276,671                        | \$ 14,413,396                                  |
| GRANT REVENUE - CSBG                        | \$ 2,039,380                                      | \$ 2,039,380                                     |  100%   | \$ 2,077,661                         | \$ (38,281)                                    |
| FEE FOR SERVICE REVENUE                     | \$ 17,883,964                                     | \$ 18,282,912                                    |  102%   | \$ 17,876,285                        | \$ 406,627                                     |
| ADMINISTRATIVE INCOME                       | \$ 8,394,118                                      | \$ 8,203,952                                     |  98%    | \$ 7,840,346                         | \$ 363,606                                     |
| OTHER REVENUE                               | \$ 1,826,177                                      | \$ 1,321,878                                     |  72%    | \$ 6,491,126                         | \$ (5,169,248)                                 |
| PARKING INCOME                              | \$ 59,000   | \$ 79,380  |  135%   | \$ 95,331                            | \$ (15,951)                                    |
| RENTAL INCOME                               | \$ 1,317,588                                      | \$ 855,759                                       |  65%    | \$ 346,274                           | \$ 509,485                                     |
| DONATION CONTRIBUTIONS                      | \$ -  | \$ 41,112  | N/A  | \$ 72,798                            | \$ (31,686)                                    |
| <b>TOTAL CASH REVENUE</b>                   | \$ 137,906,619                                    | \$ 130,514,440                                   |  95%    | \$ 120,076,492                       | \$ 10,437,948                                  |
| IN KIND REVENUE                             | \$ 44,778,191                                     | \$ 44,209,541                                    |  99%    | \$ 50,172,726                        | \$ (5,963,185)                                 |
| <b>TOTAL REVENUE &amp; SUPPORT</b>          | \$ 182,684,810                                    | \$ 174,723,981                                   |  96%    | \$ 170,249,218                       | \$ 4,474,763                                   |
| <b>EXPENDITURES</b>                         |   |  |  |                                      |  |
| PERSONNEL COSTS                             | \$ 79,013,871                                     | \$ 74,825,960                                    |  95%    | \$74,765,638                         | \$ 60,322                                      |
| ADMIN SERVICES                              | \$ 8,770,546                                      | \$ 8,203,952                                     |  94%    | \$7,853,154                          | \$ 350,798                                     |
| CONTRACT SERVICES                           | \$ 12,456,815                                     | \$ 12,426,649                                    |  100%   | \$12,033,757                         | \$ 392,892                                     |
| FACILITY COSTS                              | \$ 10,035,412                                     | \$ 11,267,390                                    |  112%   | \$6,897,761                          | \$ 4,369,629                                   |
| TRAVEL, MILEAGE, VEHICLE COSTS              | \$ 3,585,864                                      | \$ 2,837,936                                     |  79%    | \$3,312,096                          | \$ (474,160)                                   |
| EQUIPMENT COSTS <i>(minus depreciation)</i> | \$ 6,046,313                                      | \$ 4,903,141                                     |  81%    | \$2,037,871                          | \$ 2,865,270                                   |
| DEPRECIATION - AGENCY FUNDED                | \$ 296,000  | \$ 296,000                                       |  100% | \$278,075                            | \$ 17,925                                      |
| OFFICE EXPENSE                              | \$ 2,057,100                                      | \$ 2,130,603                                     |  104% | \$3,373,218                          | \$ (1,242,615)                                 |
| INSURANCE                                   | \$ 1,033,068                                      | \$ 2,171,659                                     |  210% | \$1,089,921                          | \$ 1,081,738                                   |
| PROGRAM SUPPLIES & CLIENT COSTS             | \$ 10,899,300                                     | \$ 9,740,801                                     |  89%  | \$9,365,168                          | \$ 375,633                                     |
| OTHER COSTS                                 | \$ 2,877,597                                      | \$ 2,064,512                                     |  72%  | \$744,211                            | \$ 1,320,301                                   |
| <b>TOTAL CASH EXPENDITURES</b>              | \$ 137,071,885                                    | \$ 130,868,603                                   |  95%  | \$ 121,750,871                       | \$ 9,117,732                                   |
| IN KIND EXPENSES                            | \$ 44,778,191                                     | \$ 44,209,541                                    |  99%  | \$ 50,172,726                        | \$ (5,963,185)                                 |
| <b>TOTAL EXPENDITURES</b>                   | \$ 181,850,076                                    | \$ 175,078,144                                   |  96%  | \$ 171,923,597                       | \$ 3,154,547                                   |
| <b>OPERATING SURPLUS (DEFICIT)</b>          | \$ 834,734  | \$ (354,163)                                     |  | \$ (1,674,379)                       | \$ 1,320,216                                   |
| <b>OTHER INCOME / EXPENSE</b>               |   |  |  |                                      |  |
| TRANSIT GRANT ASSET DEPRECIATION            |   | (78,805)   |  | (162,965)                            | 84,160   |
| <b>NET SURPLUS (DEFICIT)</b>                | \$ 834,734  | (\$432,968)                                      |  | \$ (1,837,344)                       | 1,404,376                                      |



## FINANCE COMMITTEE MEETING

|  |                                |
|--|--------------------------------|
| <b>Date:</b> August 18, 2025             | <b>Program:</b> Finance        |
| <b>Agenda Item #:</b> 6                  | <b>Director:</b> Steven Warnes |
| <b>Subject:</b> Agency Investment Report | <b>Officer:</b> Salam M. Nalia |

### Background

The information is presented to keep the Committee apprised on the status of the Agency's investment accounts. These investment balances are used to support the accrued vacation liability, the deferred revenue balances, and the credit card obligation. As of June 30, 2025 the investment account balance was:

|                               | <b>Wells Fargo</b>  |
|-------------------------------|---------------------|
| Cash & Cash Equivalents       | 136,683             |
| Corporate Bonds               | 162,037             |
| Government Bonds              | 616,112             |
| Certificates of Deposit (CD)  | 501,105             |
| Stocks                        | 15,275              |
| <b>Total</b>                  | <b>\$ 1,431,211</b> |
| Minus unrealized gains on CDs | (738)               |
| <b>General Ledger balance</b> | <b>\$ 1,431,949</b> |

Total annual interest expected from these fixed income investments is \$42,043 providing an average rate of 3.26%. The interest rate received on the Corporate Fixed Income investment is 4.45%; this holding will mature in 2026. The US Treasury Notes and Certificates of Deposit have interest rates between 2.25% and 4.85%; and a tiered maturity date structure to provide for both shorter-term maturities and longer investments. The latest maturity is due in February 2027.

The Agency has a debt service account at Self-Help Federal Credit Union which is not included in the table above. The account balance is \$526,811 and the current interest rate is 2.12%. This account, including any interest earned, will be used to make payments on the \$5 million loan.





## FINANCE COMMITTEE MEETING

|   |                                |
|---|--------------------------------|
| <b>Date:</b> August 18, 2025            | <b>Program:</b> Finance        |
| <b>Agenda Item #:</b> 7                 | <b>Director:</b> Steven Warnes |
| <b>Subject:</b> Health Insurance Report | <b>Officer:</b> Salam M. Nalia |

### Recommended Action

The information is presented to keep the Committee apprised on the fiscal status of the Health Plan benefit offered to full-time employees.

### Background

At June 30, 2025 the health insurance reserve of \$4.4 million will cover approximately 3.7 months of average expenditures. Contributions from programs and employees for 2025 total \$6,292,622 while the Fund paid out \$6,094,916 in expenses

Changes to the health insurance plan in 2022 through 2025 include:

- Effective January 2022: Tele-health service was added and 1% increase in Program premiums and an average 8% increase to Employee premiums.
- Effective January 2023: Restructured the wellness program to include more employees; replaced wellness discounted premium by an incentive program available to all employees. 5.5% increase in Program premiums.
- Effective January 2024: Kaiser HMO plan offered as an alternative to our existing PPO plan. Program and Employee premiums will increase by 8%.
- Effective January 2025: Employee premiums were unchanged, Program premiums were increased by 4%.

This table presents a sample of the monthly health insurance premium rates for 2025. Rates vary depending on the level of coverage selected. Rates for the PPO and HMO options are shown however, a high-deductible option is available at a 40% lower cost to the employee.

|                | Agency  | Employee | Total Premium |
|----------------|---------|----------|---------------|
| Employee Only  | \$720   | \$162    | \$882         |
| EE +Child(ren) | \$1,300 | \$291    | \$1,591       |
| EE + Family    | \$1,725 | \$387    | \$2,112       |
| EE + Spouse    | \$1,445 | \$324    | \$1,769       |

# Fresno County Economic Opportunities Commission

## Health Insurance Fund report

|                     |                                   | <b>12/31/2023</b>    | <b>12/31/2024</b>     | <b>03/31/2025</b>    | <b>06/30/2025</b>    |
|---------------------|-----------------------------------|----------------------|-----------------------|----------------------|----------------------|
| Beg Fund Balance    |                                   | \$5,493,910          | \$7,066,973           | \$4,203,324          | \$4,203,324          |
| Plan Income         |                                   |                      |                       |                      |                      |
| 01-2501             | HI RESERVE-AGENCY CONTRIBUTIONS   | \$8,638,643          | \$9,360,639           | \$2,354,395          | \$4,662,182          |
| 01-2502             | HI RESERVE-EMPLOYEE CONTRIBUTIONS | \$1,863,131          | \$2,149,144           | \$541,621            | \$1,072,584          |
| 01-2508             | HI STOP LOSS CLAIMS               | \$63,636             | \$972,913             | \$549,366            | \$557,857            |
| Total Plan Income   |                                   | <u>\$10,565,410</u>  | <u>\$12,482,696</u>   | <u>\$3,445,381</u>   | <u>\$6,292,622</u>   |
| Plan Expenses       |                                   |                      |                       |                      |                      |
| 01-2503             | HI HEALTH CLAIMS PAID             | (\$4,647,314)        | (\$6,661,503)         | (\$1,143,733)        | (\$3,058,392)        |
| 01-2504             | HI DENTAL CLAIMS PAID             | (\$527,020)          | (\$540,701)           | (\$121,107)          | (\$259,878)          |
| 01-2505             | HI PRESCRIPTIONS PAID             | (\$1,778,042)        | (\$1,956,813)         | (\$512,041)          | (\$1,088,674)        |
| 01-2506             | HI VISION CLAIMS PAID             | (\$79,637)           | (\$68,392)            | (\$12,109)           | (\$27,543)           |
| 01-2507             | HI STOP LOSS PREMIUMS             | (\$1,247,950)        | (\$1,160,745)         | (\$269,470)          | (\$551,786)          |
| 01-2509             | HI LIFE INSURANCE PREMIUMS        | (\$106,188)          | (\$117,630)           | (\$31,046)           | (\$61,000)           |
| 01-2511             | HI CLAIMS ADMINISTRATION          | (\$160,775)          | (\$146,539)           | (\$33,940)           | (\$67,743)           |
| 01-2512             | HI BLUE CROSS/KAISER PREMIUMS     | (\$165,827)          | (\$1,396,770)         | (\$442,593)          | (\$851,805)          |
| 01-2513             | HI CONSULTANT SERVICES            | (\$145,000)          | (\$145,000)           | (\$36,250)           | (\$72,500)           |
| 01-2514             | HI EMPLOYEE ASSISTANCE PROGRAM    | (\$56,475)           | (\$56,881)            | (\$14,220)           | (\$28,440)           |
| 01-2515             | HI PREFERRED CHIRO PREMIUMS       | (\$10,443)           | (\$9,159)             | (\$2,026)            | (\$4,053)            |
| 01-2516             | HI TELEDOK FEES                   | (\$41,326)           | (\$47,627)            | (\$17,708)           | (\$23,683)           |
| 01-2517             | HI OTHER EXPENSES                 | (\$26,351)           | (\$3,038,586)         | \$12                 | \$581                |
| Total Plan Expenses |                                   | <u>(\$8,992,347)</u> | <u>(\$15,346,345)</u> | <u>(\$2,636,230)</u> | <u>(\$6,094,916)</u> |
| End Fund Balance    |                                   | \$7,066,973          | \$4,203,324           | \$5,012,475          | \$4,401,031          |