

**SUMMARY STATEMENT
BUDGET PROPOSAL
FY 2024 - 2025**

	2022-2023 Actual 6/30/2023	2022-2023 Budget	Projected Actual 6/30/2024	2023-2024 Budget	Proposed Budget 2024 - 2025
Revenues:					
Industry Assessments	\$6,493,578	\$6,432,000	\$6,401,397	\$6,432,000	\$6,401,397
Sales of Educational Materials	8,079	15,000	9,425	15,000	5,000
Interest Income	98,352	40,000	115,675	70,000	80,000
Sales of Assets	14,613	12,000	0	0	24,000
Unrealized Gain (Loss) on Investments	(5,150)	(5,000)	(53)	(5,000)	(5,000)
Other Income	0	1,500	0	0	0
Total Revenues	\$6,609,472	\$6,495,500	\$6,526,444	\$6,512,000	\$6,505,397
Expenses:					
Initiatives, Education and Engagement	\$2,482,374	\$2,211,965	\$2,581,152	\$2,615,342	\$2,356,359
Nutrition and Industry Affairs	1,773,979	1,764,491	1,623,753	1,916,321	1,163,954
Operations	2,505,651	2,735,382	2,688,709	2,394,432	3,344,175
Unfunded Liability	257,762	257,700	260,000	260,000	260,000
Total Expenses	\$7,019,765	\$6,969,538	\$7,153,614	\$7,186,095	\$7,124,488
Change in Net Position	(\$410,293)	(\$474,038)	(\$627,170)	(\$674,095)	(\$619,091)

Projected reserve balance 6/30/24

net expenses	7,153,614
cash & Invest	3,439,866
monthly exps avg	596,135
reserve	5.8

Projected reserve balance 6/30/25

net expenses	7,124,488
cash & Invest	2,820,775
monthly exps avg	593,707
reserve	4.8

SCHEDULE ONE
INITIATIVES, EDUCATION AND ENGAGEMENT
BUDGET PROPOSAL
FY 2024 - 2025

	2022-2023 Actual 6/30/2023	2022-2023 Budget	Projected Actual 6/30/2024	2023-2024 Budget	Proposed Budget 2024 - 2025
<u>Personnel:</u>					
Total Salaries	\$ 1,470,726	\$ 1,460,108	\$ 1,573,172	\$ 1,569,429	\$ 1,606,856
Benefits & Payroll Taxes	357,003	357,344	420,321	378,613	433,113
Total Personnel	\$ 1,827,729	\$ 1,817,452	\$ 1,993,493	\$ 1,948,042	\$ 2,039,969
<u>Dept Expenses:</u>					
Travel	\$51,285	\$69,020	\$56,122	\$52,000	\$54,800
*MDC	103,391	94,562	117,375	98,262	122,275
LEH	93,045	127,410	88,013	100,000	70,000
Staff Development	0	0	0	0	19,315
LEH Resource Development	57,342	81,000	70,016	60,900	50,000
Total Dept Expenses	\$ 305,063	\$ 371,992	\$ 331,526	\$ 311,162	\$ 316,390
<u>Total Expenses</u>	<u>\$ 2,132,792</u>	<u>\$ 2,189,444</u>	<u>\$ 2,325,019</u>	<u>\$ 2,259,204</u>	<u>\$ 2,356,359</u>

*Expenses are adjusted to account for department changes

**SCHEDULE TWO
NUTRITION AND INDUSTRY AFFAIRS
BUDGET PROPOSAL
FY 2024 - 2025**

	2022-2023 Actual 6/30/2023	2022-2023 Budget	Projected Actual 6/30/2024	2023-2024 Budget	Proposed Budget 2024 - 2025
<u>Personnel:</u>					
Total Salaries	\$ 1,111,631	\$ 1,110,116	\$ 992,498	\$ 1,204,393	\$ 698,944
Benefits & Payroll Taxes	316,196	272,813	262,492	349,716	190,945
Total Personnel	\$ 1,427,827	\$ 1,382,929	\$ 1,254,990	\$ 1,554,109	\$ 889,889
<u>Dept Expenses:</u>					
Travel	\$42,404	\$39,000	\$44,486	\$48,000	\$31,000
Nutrition Sciences & Trends	58,109	57,000	166,937	164,950	162,230
*Evaluation	16,092	43,000	7,903	30,000	30,000
Industry Relations	55,164	71,500	39,965	51,000	27,710
Development & Research	69,421	83,000	0	0	10,000
Staff Development	0	0	0	0	13,125
Total Dept Expenses	\$ 241,190	\$ 293,500	\$ 259,291	\$ 293,950	\$ 274,065
<u>Total Expenses</u>	<u>\$ 1,669,017</u>	<u>\$ 1,676,429</u>	<u>\$ 1,514,281</u>	<u>\$ 1,848,059</u>	<u>\$ 1,163,954</u>

*Expenses are adjusted to account for department changes

**SCHEDULE THREE
OPERATIONS
BUDGET PROPOSAL
FY 2024 - 2025**

	2022-2023 Actual 6/30/2023	2022-2023 Budget	Projected Actual 6/30/2024	2023-2024 Budget	Proposed Budget 2024 - 2025
<u>Personnel:</u>					
Total Salaries	\$ 920,606	\$ 951,634	\$ 1,130,467	\$ 971,726	\$ 1,392,544
Benefits & Payroll Taxes	214,545	233,738	264,981	231,412	378,007
Total Personnel	\$ 1,135,151	\$ 1,185,372	\$ 1,395,448	\$ 1,203,138	\$ 1,770,551
<u>Dept Expenses:</u>					
Admin /Accounting/HR	\$472,785	\$393,844	\$339,154	\$317,200	\$263,795
*Marketing	221,197	207,775	164,738	176,300	140,000
*Communications	2,643	0	26,781	19,000	49,000
Travel	27,597	21,705	28,826	26,205	31,300
*Network Support / Web Maintenance	202,586	128,165	264,353	222,586	200,000
Board Related	80,452	91,414	77,833	89,700	81,235
Materials & Shipping Costs	288,193	261,560	226,912	194,250	133,800
Miscellaneous Expense	220	0	0	0	52,950
Operations	501,473	519,630	530,269	557,425	621,544
Total Dept Expenses	\$ 1,797,146	\$ 1,624,093	\$ 1,658,866	\$ 1,602,666	\$ 1,573,624
<u>Total Expenses</u>	<u>\$ 2,932,297</u>	<u>\$ 2,809,465</u>	<u>\$ 3,054,314</u>	<u>\$ 2,805,804</u>	<u>\$ 3,344,175</u>

*Expenses are adjusted to account for department changes

**SCHEDULE FOUR
OVERHEAD
BUDGET PROPOSAL
FY 2024 - 2025**

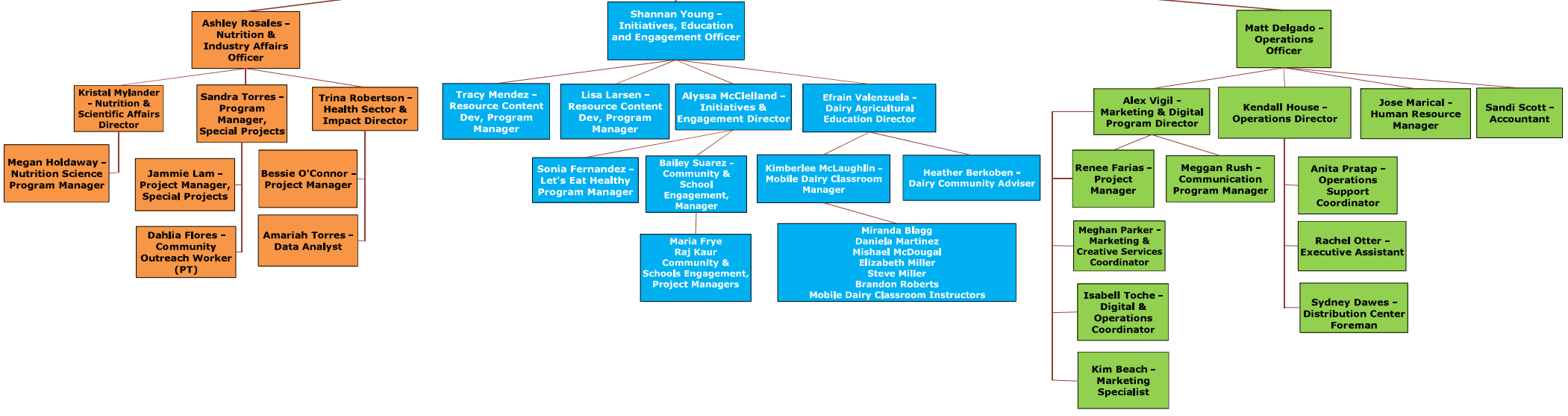
	<u>2022-2023 Actual 6/30/2023</u>	<u>2022-2023 Budget</u>	<u>Projected Actual 6/30/2024</u>	<u>2023-2024 Budget</u>	<u>Proposed Budget 2024 - 2025</u>
<u>Expenses:</u>					
Rent	\$160,372	\$152,820	\$161,703	\$160,000	\$137,450
Utilities	9,421	13,500	8,017	13,000	4,200
Insurance & Bonds	72,749	74,940	83,645	69,514	86,898
Depreciation	158,374	179,570	159,921	158,500	157,196
CDFA Marketing Branch Oversight	81,923	80,000	94,000	94,000	94,000
CDFA Assessments Collection	18,800	18,800	21,800	21,800	21,800
<u>Total Expenses</u>	<u>\$501,639</u>	<u>\$519,630</u>	<u>\$529,086</u>	<u>\$516,814</u>	<u>\$501,544</u>
<u>Note:</u>					
Property & Equipment Purchases	\$0	\$11,700	\$0	\$0	\$120,000

Proposed new Property & Equipment for FY 24-25

Truck replacement	\$70,000.00
Office furniture	\$50,000.00
Total	\$120,000.00



DCC Organizational Chart
Board of Directors
Amy DeLisio - CEO



Proposed: 7/1/2024
 Last Revised: 6/3/2024

Dairy Council of California
Preliminary Salary Structure and Classification Recommendations
Salary Structure Effective 7-1-24 to 6-30-25

CONFIDENTIAL

Grade	Job Value (\$)	Nutrition Science and Regulatory Affairs	Operations	Partnerships and Programs
36	\$268,804			
35	\$242,799			
34	\$216,794			
33	\$190,790			
32	\$164,786	Nutrition & Industry Affairs Officer	Operations Officer	Initiatives, Education and Engagement Officer
31	\$133,665			
30	\$123,060	Scientific & Regulatory Affairs Director	Marketing, Communications & Digital Solutions Director Operations, Program Director	Community & School Engagement, Program Director Dairy Agriculture Literacy Program Director
29	\$112,455	Impact and Health Sector Engagement Director		
28	\$108,489	Evaluation and Impact Manager		
27	\$97,791	Program Manager, Special Projects Nutrition Science Program Manager	Human Resources Manager Communications Program Manager	Mobile Dairy Classroom Manager Community & School Engagement, Program Manager Let's Eat Healthy Program Manager Resource Content Development, Program Manager Program Manager, Nutrition Security
26	\$88,066	Project Manager, Nutrition Science Project Manager, Special Projects Data Analyst II	Project Manager, Marketing	Community & School Engagement, Project Manager
25	\$79,314		Executive Assistant Staff Development Training Coordinator Accountant	
24	\$74,166	Data Analyst	Distribution Center Foreman	Mobile Dairy Classroom Instructor
23	\$71,425		Marketing Specialist	Dairy Community Advisor
22	\$64,294		Operations Support Coordinator Customer Relationship Management Coordinator Marketing & Creative Services Coordinator	
21	\$62,400			
20	\$60,213			
19	\$58,026	Community Outreach Worker		

**Dairy Council of California
FY 24-25 Job Classification and Ranges**

Job Grade	2024-2025 Annual Salary Range Min	2024-2025 Annual Salary Range Max	Mid Point (Job Value)
36	\$236,023	\$301,585	\$268,804
35	\$213,189	\$272,409	\$242,799
34	\$190,356	\$243,232	\$216,794
33	\$167,523	\$214,057	\$190,790
32	\$144,690	\$184,882	\$164,786
31	\$117,364	\$149,966	\$133,665
30	\$108,053	\$138,067	\$123,060
29	\$98,741	\$126,169	\$112,455
28	\$95,259	\$121,719	\$108,489
27	\$85,865	\$109,717	\$97,791
26	\$77,326	\$98,806	\$88,066
25	\$69,642	\$88,986	\$79,314
24	\$65,121	\$83,211	\$74,166
23	\$62,715	\$80,135	\$71,425
22	\$56,453	\$72,135	\$64,294
21	\$54,790	\$70,010	\$62,400
20	\$52,870	\$67,556	\$60,213
19	\$50,950	\$65,102	\$58,026

Dairy Council of California FY 24-25 Assessment Rate Proposal

Excerpt From Dairy Council Law Regarding Assessment Rates

64301. (a) Annually before the beginning of the fiscal year, the secretary shall, upon the recommendation of the council, establish and announce the assessments to be paid by producers and handlers for the coming fiscal year.

(b) These assessments shall be established at levels sufficient to finance the budget for the coming fiscal year as approved by the secretary pursuant to Sections 64153 and 64154.

(c) The rate structure of the assessments shall be as follows:

Handler
Assessment Rates

(1) The following assessments for handlers of milk:

(A) No more than 17.0 mills (\$0.0170) per hundredweight for Class I milk.

(B) No more than 8.5 mills (\$0.0085) per hundredweight for all other usages of milk.

(C) The relationship between the handler assessment rates per hundredweight established for Class I milk and for all other usages shall be at a ratio of 2 to 1.

Producer
Assessment Rates
With Quota Program

(2) For producers of milk if a stand-alone quota program established pursuant to Section 62757 is operative, the assessments shall be as follows:

(A) No more than 2.0 mills (\$0.0020) per pound for quota solids-not-fat, within the meaning given that term for purposes of the Quota Implementation Plan established pursuant to Section 62757.

(B) No more than 1.0 mills (\$0.0010) per pound for all other solids-not-fat.

(C) The relationship between the producer assessment rates per pound quota solids-not-fat and per pound for all other solids-not-fat shall be at a ratio of 2 to 1.

Producer
Assessment Rates
Without Quota Program

(3) For producers of milk if a stand-alone quota program established pursuant to Section 62757 is not operative, the assessments shall be as follows:

(A) No more than 10.4 mills (\$0.0104) per hundredweight of milk produced and delivered to a handler.

(B) The producer assessment shall be without regard to the milk's usage and shall be at a level between the two handler rates.

This rule always applies.

(d) The handler and producer assessment rates established pursuant to this section shall be set at levels so that the total projected handler revenue for the year and the total projected producer revenue for the year to be generated from those assessments shall be as close to equal as reasonably possible.

Handler	\$0.0140 / cwt. for milk utilized in Class I products
	\$0.0070 / cwt. for milk utilized for all other usages
Producer	\$0.00144 / pound for quota solids-not-fat
	\$0.00072 / pound for non-quota solids-not-fat

Dairy Council of California recommends to keep the current rates as-is for FY 24-25