



Agency Budget – Fiscal Year 2027

TABLE OF CONTENTS

PowerPoint Presentation	2
2027 Agency Budget	20
2027 Organization Chart	27
Agency Departments:	
Accounting	30
Building Maintenance	31
Executive Administration	32
Cyber Security	33
Contract Compliance	34
Finance	35
Financial Planning & Analysis	36
Generation Engineering	37
Fleet Generation	38
Generation Support	39
Human Resources	40
Information Services	42
Legal	43
Member Services	44
System Operations	45
Resource & Strategic Planning	46
Public/Government Relations	47
Power Resources	48
Regulatory Compliance	49
Risk Management	50
Transmission Planning	51
Treasury	52



8a – Approval of Resolution 2026-EC2 – Approval of Agency General Budget for Fiscal Year 2027

Executive Committee

May 21, 2026

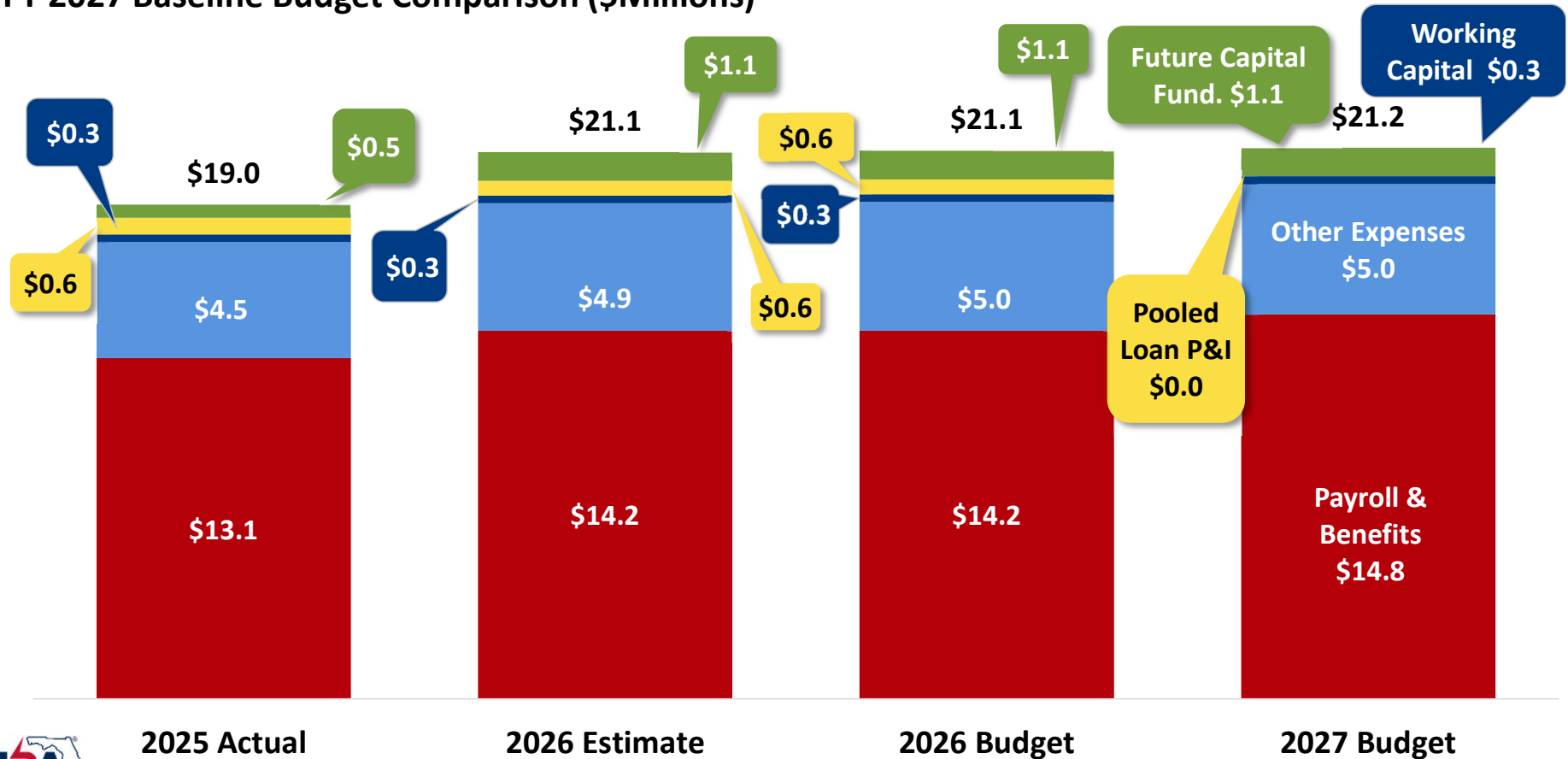
FY 2027 Agency Baseline Budget 0.6% Increase

- Annual merit budgeted 4%
- Healthcare insurance increase ~4%
- Budgeted capital expenses up \$1M from FY 2026 due to HVAC replacement
- Capital projects savings funding unchanged at \$1.1M
- Repayment of Pooled Loan saves \$570k in FY 2027

FY 2027 Baseline Agency Budget 0.6% > Y/Y

Higher Payroll & Benefits Costs Offset by Pooled Loan Payoff

FY 2027 Baseline Budget Comparison (\$Millions)



Capital Investment in Agency Building

Building HVAC/Cooling Replacement is Largest FY27 Capital Project

FY 2027 Agency Capital Budget (Amounts in \$Thousands)

Item	Bldg. Maintenance	IT	Total
HVAC / Cooling	\$1,500		\$1,500
Generator	\$120		\$120
IT Hardware Replacement		\$75	\$75
Total	\$1,620	\$75	\$1,695

Large Capital Expenses Coming in Next 5 Years

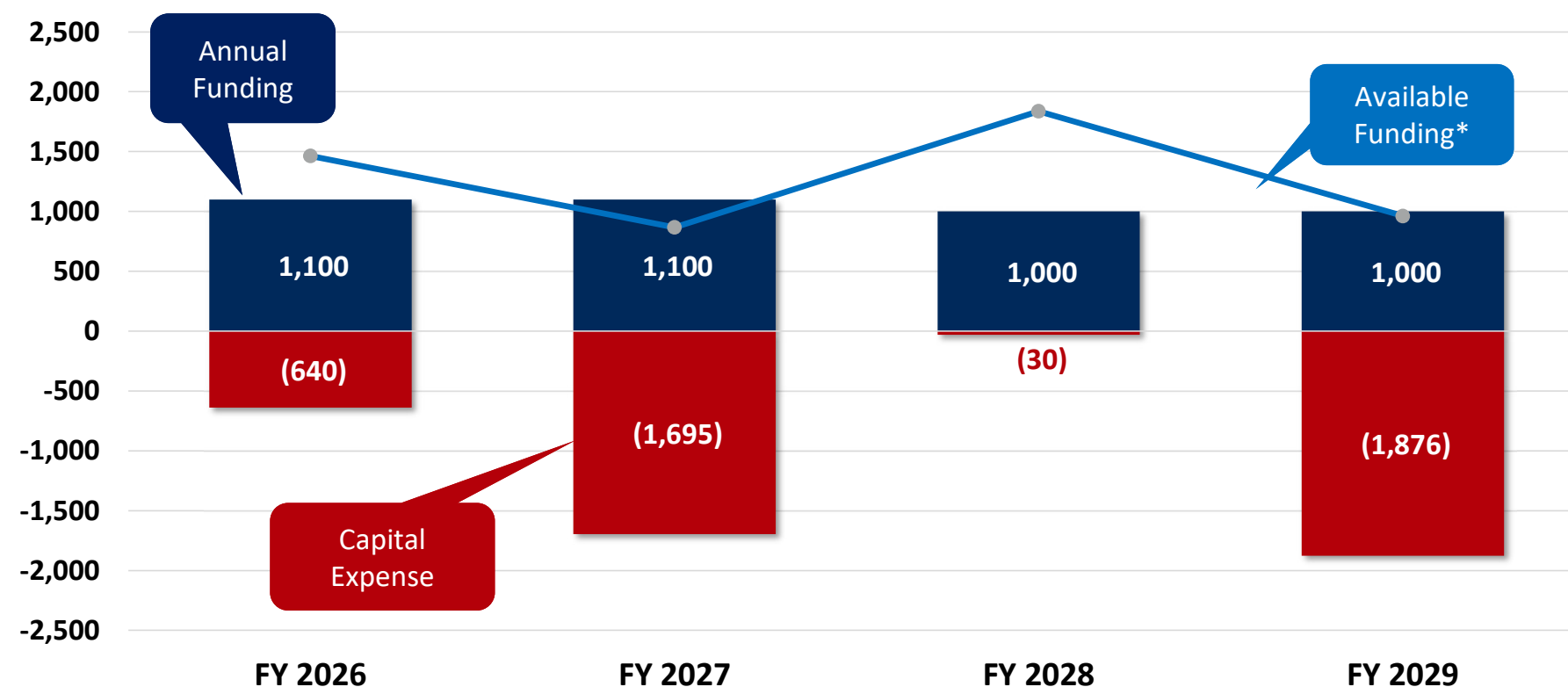
Need to Keep Capital Funding > \$1M/Yr in Near Term

- Agency Capital Savings Fund used to cover large building and IT capital projects
 - Similar to R&R funding for Projects' capital needs
 - Agency has no access to low-cost financing (no credit rating)
- Expected Significant Capital Items in next 5 years
 - HVAC system replacement projected ~ \$1.5M cost in 2027
 - IT Servers end of life in 2029, estimated cost ~\$1.7M
 - Generator, Parking Lot, and ongoing bldg. expenses

\$3.6M Capital Forecasted for FY 2027 - 2029

Budgeting \$1.1M Funding in FY 2027

Projected Annual Agency Capital Funding/(Expenses) (\$Thousands)

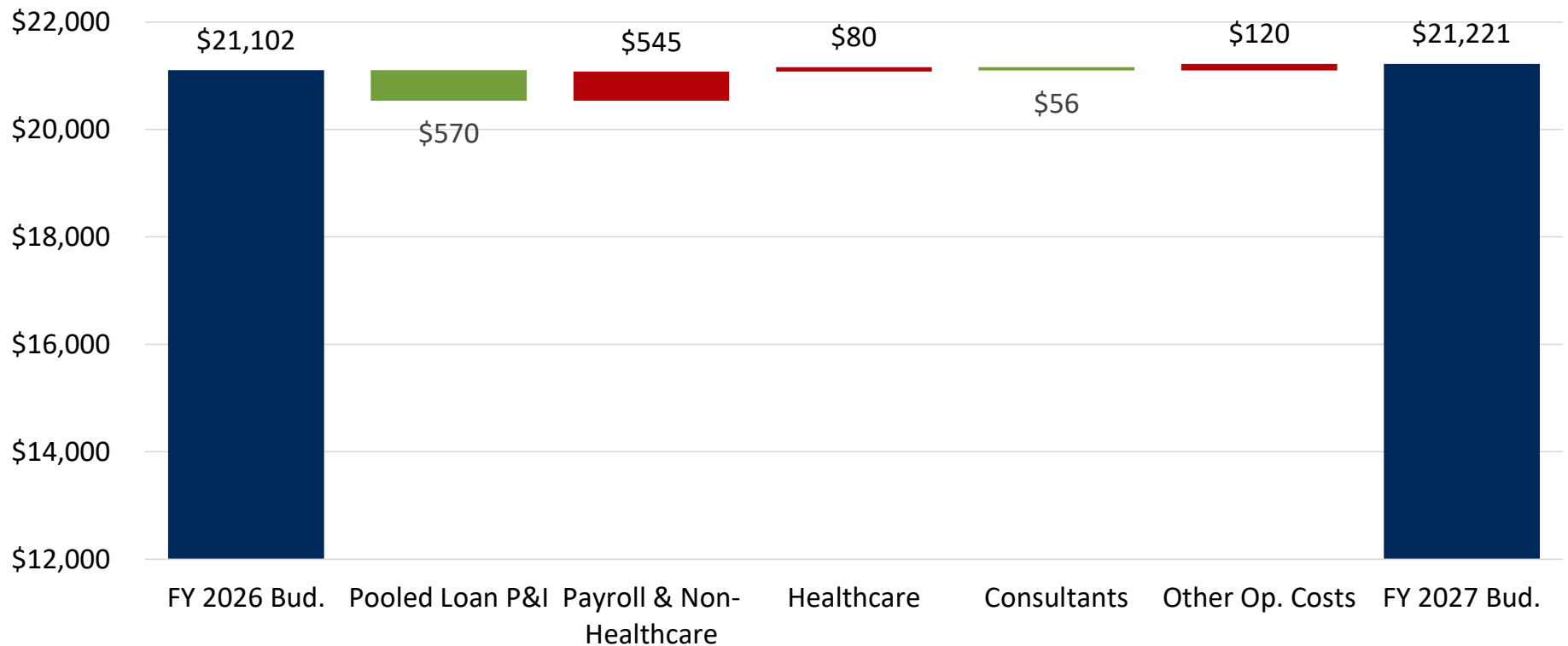


* Projected Capital Savings Fund balance at end of each fiscal year

FY 2027 Baseline Budget < 1% Above FY 2026 Budget

Payroll & Benefits are Biggest Drivers Offset by Pooled Loan P&I

FY 2027 Baseline Budget vs. FY 2026 Budget (\$Thousands)



Proposing to Better Align People and Function

Puts Cost Responsibility for ARP-Focused Positions Directly to ARP

- With acquisition of three plants, ARP has 54 employees supporting plant operation
 - Currently 14 employees supporting ARP operations are in the Agency budget
- Proposing to budget these 14 positions (four departments) directly in the ARP budget
 - Fleet Generation
 - Generation Support
 - Generation Engineering
 - Systems Operations

14 Positions Proposed to Be Moved to ARP Budget

All Are Focused on supporting ARP Operations

- Proposed budget reflects direct allocation of payroll, benefits, and other costs (e.g., travel) for 14 employees to ARP
- Impact \$2.6M reduction in Agency budget
- Change only applies to direct allocation of costs
 - All employees remain under the current administrative policies and procedures
- Not adding new positions to the current Agency number

Minimal Impact to ARP Costs w/ Proposed Change

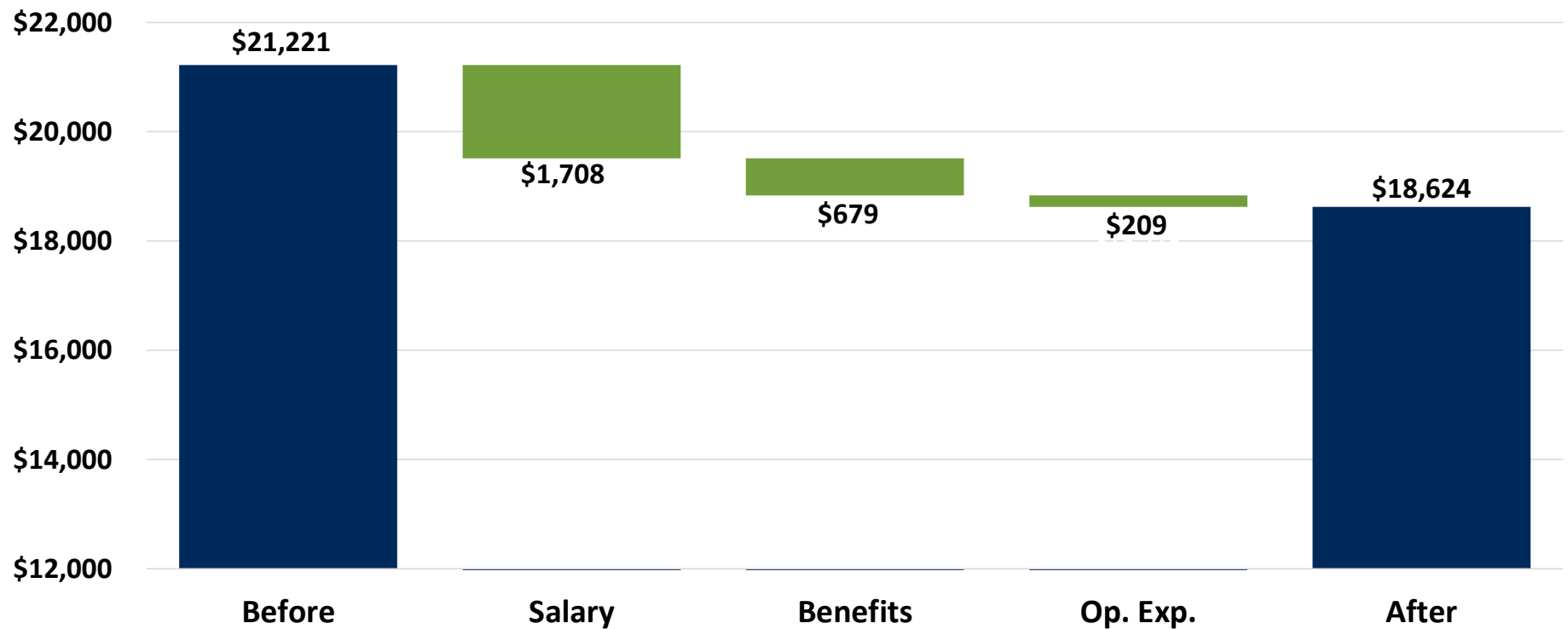
Directly Assigned Costs Higher, but Allocated Agency Costs Lower

- Contractual changes for Stanton result in Agency cost allocation to ARP increasing from 85% to 89%
- Proposed cost movement to ARP would move \$2.6M of cost directly to ARP
- Would be offset by \$2.6M lower Agency budget costs allocated to ARP
- Net overall cost impact to ARP projected ~\$26k

Revised FY 2027 Agency Budget \$18.6 Million

\$2.6M Total Proposed Move to ARP Budget

FY 2027 Agency Baseline & Proposed Budget with Direct Cost Allocation to ARP (\$Thousands)



Financial Commitment Authority Update

- The financial commitment authority table was updated to match the Origination Transaction Policy
- Revised table included in budget details

Recommended Motion

- Move approval of Resolution 2026-EC2, which will approve the Agency Fund Budget for Fiscal Year 2027.

RESOLUTION OF THE EXECUTIVE COMMITTEE OF THE FLORIDA MUNICIPAL POWER AGENCY: (I) ESTABLISHING, APPROVING, AND ADOPTING THE ANNUAL FLORIDA MUNICIPAL POWER AGENCY GENERAL BUDGET IN THE AMOUNT OF EIGHTEEN MILLION SIX HUNDRED TWENTY FOUR THOUSAND ONE HUNDRED EIGHTY DOLLARS (\$18,624,180), FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2026, AND ENDING SEPTEMBER 30, 2027, AND THE CORRESPONDING BUDGET DOCUMENTS; (II) DEFINING BUDGET AMENDMENTS; (III) ESTABLISHING LEVELS OF APPROVAL REQUIRED FOR BUDGET AMENDMENTS; (IV) PROVIDING FOR ACCOUNT ADJUSTMENTS; (V) PROVIDING FOR LAPSE OF UNEXPENDED FUNDS; (VI) APPROVING STAFFING LEVELS AND PROVIDING FOR MERIT RAISES AND PROMOTIONS; (VII) PROVIDING FOR INTERIM FUNDING AND REIMBURSEMENT FROM DEBT FINANCING OF CAPITAL IMPROVEMENTS AND PROVIDING FOR THE RELATED DELEGATION TO AUTHORIZED OFFICERS; (VIII) MAKING A DETERMINATION OF A PUBLIC PURPOSE FOR BUDGETED EXPENDITURES; (IX) PROVIDING FOR SEVERABILITY; AND (X) PROVIDING AN EFFECTIVE DATE

Whereas, the Interlocal Agreement Creating the Florida Municipal Power Agency, as amended (the “**Interlocal Agreement**”), requires the Executive Committee of the Florida Municipal Power Agency (the “**Agency**”) to annually approve and adopt an annual Agency general budget for the succeeding fiscal year; and

Whereas, pursuant to these requirements the annual budget documents for the Agency general budget for the fiscal year beginning October 1, 2026, and ending September 30, 2027, (“**Fiscal Year 2027**”) have been prepared and presented by Agency staff, reviewed and approved by the Agency’s Finance Committee, and recommended for approval to the Executive Committee.

BE IT RESOLVED BY THE EXECUTIVE COMMITTEE OF THE FLORIDA MUNICIPAL POWER AGENCY THAT:

SECTION I. **Annual Agency General Budget.** (A) The Agency general budget for Fiscal Year 2027 is hereby established as \$18,624,180. The Agency general budget for Fiscal Year 2027 is established hereby as finally approved by the Finance

Committee, and described in detail in the “**Fiscal Year 2027 Budget Book**” (collectively, the “**Agency Fiscal Year 2027 Budget**”). The Fiscal Year 2027 Budget Book as it relates to the Agency Fiscal Year 2027 Budget is incorporated by this reference as a material part of this resolution.

(B) The Agency Fiscal Year 2027 Budget, as established in subsection (A) above and described in detail in the Fiscal Year 2027 Budget Book, is hereby approved and adopted.

SECTION II. **Definition of Budget Amendments.** For purposes of this Resolution, “**Budget Amendment**” means an increase or decrease in any expenditure within the Agency general budget, the effect of which alters the total dollar amount of the Agency general budget.

SECTION III. **Approval of Budget Amendments.** The Agency Fiscal Year 2027 Budget may only be amended by the Executive Committee at a duly called meeting of the Executive Committee by resolution and in accordance with Agency requirements and requirements of law.

SECTION IV. **Account Adjustment.** The General Manager may adjust the appropriate accounts for the Agency Fiscal Year 2027 Budget by a maximum amount of unexpended funds for approved and appropriated Agency expenditures for undertakings remaining active as of September 30, 2026. However, any such adjustment must be reported to and approved by the Executive Committee, in accordance with Section III.

SECTION V. **Lapse of Unexpended Funds.** Any funds in the Agency Fiscal Year 2027 Budget appropriated but not expended, unless otherwise amended pursuant to Section III, automatically lapse upon FMPA’s close of business on September 30, 2027, unless otherwise approved by a resolution of the Executive Committee.

SECTION VI. **Approval of Staffing Levels; Merit and Promotion.** (A) There are a total of 58 authorized Agency funded staff positions set forth in the Fiscal Year 2027 Budget Book, as shown on the sheet entitled “2027 Budget FMPA Organization Chart.” The General Manager, and General Counsel for those reporting thereto, have the authority to manage and control the organization of Agency staff as appropriate to meet the needs of the Agency, including making changes to position descriptions, salary grades, functional duties, employee classifications, and organizational structure, except that no increases to the number of Agency staff in addition to the 58 positions authorized by this resolution may be made without prior Executive Committee approval. Notwithstanding the foregoing in this Section VI(A),

the Executive Committee hereby authorizes FMPA (i) to employ up to two additional persons, for transitional purposes associated with retirement or other employee succession needs, on a short-term basis of no longer than three months for each additional person, and (ii) to employ such additional persons dedicated to working at or in support of facilities of FMPA on behalf of the All-Requirements Power Supply Project (including Sand Lake Energy Center, Mulberry Energy Center, Treasure Coast Energy Center, Stock Island Generating Facility, Cane Island Power Park, Bartow Energy Center, and such other facilities as may be acquired or developed by FMPA, on behalf of the All-Requirements Power Supply Project (collectively, “**ARP Plants**”)), as approved by the Executive Committee. Such persons employed by FMPA pursuant to clause (ii) of the previous sentence shall not be included in the enumerated Agency funded positions authorized by this Section VI(A), but shall be separately authorized (and limited in number by available budget authority or by a number of approved positions) in the manner provided for in the annual budget(s) for the All-Requirements Power Supply Project, as separately approved or amended by the Executive Committee.

(B) Increases in Agency employee wages for merit raises and promotions for the enumerated positions authorized by Section VI(A) have been budgeted at 4% of gross wages, as shown in the Fiscal Year 2027 Budget Book (the “**Merit and Promotions FY 2027 Budget**”). Increases in Agency employee wages for additional persons dedicated to working at or in support of the ARP Plants shall be as provided for or otherwise approved by the Executive Committee as a part of the annual budget(s) for the All-Requirements Power Supply Project. No budget authority in the Agency general budget for Fiscal Year 2027 may be used for merit increases and promotions, other than the Merit and Promotions FY 2027 Budget. The Merit and Promotions FY 2027 Budget includes merit increases for the General Manager and Chief Executive Officer and the General Counsel and Chief Legal Officer, who serve as appointed officers of the Agency.

SECTION VII. **Interim Funding of Total Capital Financed.** (A) Capital improvements described in the Agency Fiscal Year 2027 Budget under the heading of “Capital Budget for FY2027” or otherwise described as capital expenditures or as expected to be financed with loans or other debt obligations may initially be paid with other temporarily available funds of the Agency, pending issuance of such loans or other debt; it is the expectation of Florida Municipal Power Agency that such expended amounts will be reimbursed when the proceeds of such debt become available, that the maximum principal amount of debt issued for such purposes will also include the amount necessary to fund associated issuance costs, debt reserve funds, capitalized interest and similar items customarily included in a debt financing of such capital expenditures (as grossed up, for purposes of this Section VII, the “**Maximum Principal Amount**”), and it is the Florida Municipal Power Agency’s intention that this Section VII be treated as a statement of the Florida Municipal

Power Agency's "official intent" within the meaning of IRS regulations section 1.150-2. While this is the current intention of the Florida Municipal Power Agency, it does not in any way obligate it to proceed with tax-exempt financing for any such expenditures, or to reimburse itself from the proceeds of any such loan or debt financing or financings which may be undertaken, in the event that the Florida Municipal Power Agency later determines that such action is not in its best interest. In addition, in the event that (i) it becomes apparent during Fiscal Year 2027 that the actual costs of capital improvements for Fiscal Year 2027 may or will exceed the amount set forth in the Agency Fiscal Year 2027 Budget as hereby adopted; (ii) the Florida Municipal Power Agency determines that the amount expected to be financed with loans or other debt obligations will exceed the Maximum Principal Amount described in the Agency Fiscal Year 2027 Budget; or (iii) the Florida Municipal Power Agency otherwise determines that a further statement of "official intent" is warranted due to other changes in circumstances; then, a further statement of "official intent" under applicable federal income tax regulations may be subsequently adopted by the Authorized Officers (as set forth further in Section VII(B)) in a timely manner in order to preserve the ability to reimburse such excess from the proceeds of additional loans or debt obligations.

(B) For purposes of Section VII(A), "**Authorized Officers**" means (i) the Chairperson of the Executive Committee or the Vice Chairperson of the Executive Committee or the elected Treasurer of the Agency, and (ii) the General Manager and CEO of FMPA or the Chief Financial Officer of FMPA.

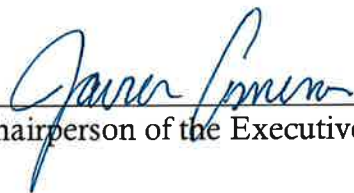
SECTION VIII. Determination of a Public Purpose. (A) Except as specifically provided for in subsection (B) below, the Executive Committee hereby determines that all budgeted expenditures described in the Agency Fiscal Year 2027 Budget, and those otherwise permitted and within the limits established in the Agency Fiscal Year 2027 Budget, have and do serve a public purpose and further the purposes of the Agency, as provided for in the Interlocal Agreement and applicable law.

(B) Certain expenditures within the Agency Fiscal Year 2027 Budget have been explicitly given a "Public Purpose Designation," for the account descriptions of Meetings, Employee Activities, and Awards & Recognition (totaling \$95,900 in the Agency Fiscal Year 2027 Budget). Such Public Purpose Designation expenditures have been reviewed by the Executive Committee and are hereby specifically and expressly determined to have and serve a public purpose and further the purposes of the Agency. During the Fiscal Year 2027, Agency staff shall designate and track expenditures made under all account descriptions that have been given such a Public Purpose Designation, pursuant to the requirements of the Agency's Public Purpose Policy and procedures issued to implement such policy.

SECTION IX. **Severability.** If one or more provisions of this resolution should be determined by a court of competent jurisdiction to be contrary to law, such provisions shall be deemed to be severable from the remaining provisions hereof, and shall in no way affect the validity or enforceability of such remaining provisions.

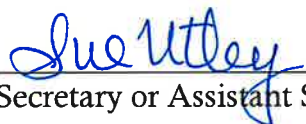
SECTION X. **Effective Date.** This resolution shall take effect immediately upon its adoption.

This Resolution 2026-EC2 is hereby approved and adopted by the Executive Committee of the Florida Municipal Power Agency on May 21, 2026.


Chairperson of the Executive Committee

I HEREBY CERTIFY that on May 21, 2026, the above Resolution 2026-EC2 was approved and adopted by the Executive Committee of the Florida Municipal Power Agency, and that this is a true and conformed copy of Resolution 2026-EC2.

ATTEST:


Secretary or Assistant Secretary

SEAL





Agency Operating Budget - Fiscal Year 2026 Snapshot

	Actual Fiscal year	Actual Year to Date a/o Jan	Estimate Fiscal year	Budget Fiscal year	Budget Fiscal year	FY 2025 Est Above/(Below)	FY 2026 Budget Above/(Below)	FY 2026 Budget Above/(Below)	FY 2025 Est Above/(Below)	FY 2025 Est Above/(Below)
	FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2024 Actual	FY 2025 Budget	FY 2024 Actual	FY 2025 Budget	FY 2026 Budget
Gross Payroll	8,855,316	2,784,548	9,838,270	9,838,270	10,231,801	982,954 11.1%	393,531 4.0%	1,376,485 15.5%	(0) 0.0%	393,531 4.0%
FICA & Medicare	581,963	193,922	752,628	752,628	782,733	170,665 29.3%	30,105 4.0%	200,770 34.5%	0 0.0%	30,105 4.0%
401A	886,278	324,041	983,827	983,827	1,023,180	97,549 11.0%	39,353 4.0%	136,902 15.4%	0 0.0%	39,353 4.0%
Long Term Care	20,477	4,752	13,370	13,370	13,961	(7,107) -34.7%	590 4.4%	(6,516) -31.8%	(0) 0.0%	591 4.4%
Healthcare Insurance	1,533,938	647,769	1,626,318	1,626,318	1,857,983	92,380 6.0%	231,665 14.2%	324,046 21.1%	(0) 0.0%	231,665 14.2%
Workers Comp Insurance	38,377	15,214	51,042	51,042	51,042	12,665 33.0%	- 0.0%	12,665 33.0%	- 0.0%	- 0.0%
Unemployment Compensation	1,664	-	2,500	2,500	2,500	836 50.3%	- 0.0%	836 50.3%	- 0.0%	- 0.0%
Recruit & Relocate	36,534	19,254	180,000	180,000	140,000	143,466 392.7%	(40,000) -22.2%	103,466 283.2%	- 0.0%	(40,000) -22.2%
Wellness	34,442	13,373	30,000	30,000	40,000	(4,442) -12.9%	10,000 33.3%	5,558 16.1%	- 0.0%	10,000 33.3%
Tuition Reimbursement	3,492	-	6,000	12,000	6,000	2,508 71.8%	(6,000) -50.0%	2,508 71.8%	(6,000) -50.0%	- 0.0%
Employee Recognition	10,656	2,663	10,000	10,000	10,000	(656) -6.2%	- 0.0%	(656) -6.2%	- 0.0%	- 0.0%
Employee Activities	11,706	4,744	15,000	15,000	18,000	3,294 28.1%	3,000 20.0%	6,294 53.8%	- 0.0%	3,000 20.0%
Total Payroll & Benefits	12,014,840	4,010,280	13,508,955	13,514,955	14,177,200	1,494,115 12.4%	662,244 4.9%	2,162,360 18.0%	(6,000) 0.0%	668,245 4.9%
Employer Dues	268,419	106,329	191,175	266,625	265,140	(77,244) -28.8%	(1,485) -0.6%	(3,279) -1.2%	(75,450) -28.3%	73,965 38.7%
FCG-Florida Electric Power Coord Group	60,108	11,737	60,000	60,000	65,000	(108) -0.2%	5,000 8.3%	4,892 8.1%	- 0.0%	5,000 8.3%
Subscriptions	68,476	58,803	83,832	73,314	39,899	15,356 22.4%	(33,415) -45.6%	(28,577) -41.7%	10,518 14.3%	(43,933) -52.4%
Employee Dues	8,858	1,723	11,618	13,130	14,820	2,760 31.2%	1,690 12.9%	5,962 67.3%	(1,512) -11.5%	3,202 27.6%
Office Supplies	33,314	11,708	39,378	35,250	39,650	6,064 18.2%	4,400 12.5%	6,336 19.0%	4,128 11.7%	272 0.7%
Bank Charges	11,119	4,054	10,000	12,900	11,340	(1,119) -10.1%	(1,560) -12.1%	221 2.0%	(2,900) -22.5%	1,340 13.4%
Software	908,962	237,268	741,499	754,508	757,500	(167,462) -18.4%	2,992 0.4%	(151,461) -16.7%	(13,009) -1.7%	16,001 2.2%
Hardware	112,660	28,732	116,075	16,000	10,000	3,415 3.0%	(6,000) -37.5%	(102,660) -91.1%	100,075 625.5%	(106,075) -91.4%
Computer Supplies	19,259	4,005	12,500	14,000	15,000	(6,759) -35.1%	1,000 7.1%	(4,259) -22.1%	(1,500) -10.7%	2,500 20.0%
Postage	2,916	521	3,790	3,845	4,800	874 30.0%	955 24.8%	1,884 64.6%	(55) -1.4%	1,010 26.6%
Printing	16,066	1,609	16,000	16,000	16,000	(66) -0.4%	- 0.0%	(66) -0.4%	- 0.0%	- 0.0%
Telephone & Fax	47,873	21,053	51,445	52,500	52,160	3,572 7.5%	(340) -0.6%	4,287 9.0%	(1,055) -2.0%	715 1.4%
Phone Stipend	31,000	10,825	36,400	36,400	34,450	5,400 17.4%	(1,950) -5.4%	3,450 11.1%	- 0.0%	(1,950) -5.4%
Internet Charges	15,077	54,544	163,226	146,120	166,430	148,149 982.6%	20,310 13.9%	151,353 1003.9%	17,106 11.7%	3,204 2.0%
GM's Contingency	-	-	200,000	200,000	200,000	200,000 N/A	- 0.0%	200,000 N/A	- 0.0%	- 0.0%
Business Travel	348,719	111,932	393,727	447,715	500,824	45,008 12.9%	53,109 11.9%	152,105 43.6%	(53,988) -12.1%	107,097 27.2%
Training	119,529	20,753	151,027	192,760	201,860	31,498 26.4%	9,100 4.7%	82,331 68.9%	(41,733) -21.7%	50,833 33.7%
Management Staff Training	17,797	10,495	30,000	30,000	40,000	12,203 68.6%	10,000 33.3%	22,203 124.8%	- 0.0%	10,000 33.3%
Meetings	38,957	17,784	58,362	60,850	63,325	19,405 49.8%	2,475 4.1%	24,368 62.6%	(2,488) -4.1%	4,963 8.5%
FMPA Board of Directors	53,381	-	45,000	45,000	46,000	(8,381) -15.7%	1,000 2.2%	(7,381) -13.8%	- 0.0%	1,000 2.2%
Readiness to Use Auto Allow. (7 Cars)	1,925	-	-	-	-	(1,925) -100.0%	- N/A	(1,925) -100.0%	- N/A	- N/A
All Other Operating Costs	11,635	6,644	66,400	64,770	76,800	54,765 470.7%	12,030 18.6%	65,165 560.1%	1,630 2.5%	10,400 15.7%
Total Operating Expense	2,196,048	720,518	2,481,454	2,541,687	2,620,999	285,406 13.0%	79,312 3.1%	424,951 19.4%	(60,233) -2.4%	139,544 5.6%
Lobbying	77,643	16,499	101,839	104,000	103,199	24,196 31.2%	(801) -0.8%	25,556 32.9%	(2,161) -2.1%	1,360 1.3%
Consultants	881,790	379,223	732,767	776,685	852,980	(149,023) -16.9%	76,295 9.8%	(28,810) -3.3%	(43,918) -5.7%	120,213 16.4%
Sponsorships	12,000	5,000	27,000	27,000	27,000	15,000 125.0%	- 0.0%	15,000 125.0%	- 0.0%	- 0.0%
Advertising	884	302	24,000	24,100	24,000	23,116 2615.0%	(100) -0.4%	23,116 2615.0%	(100) -0.4%	- 0.0%
Communications Projects & Special Events	18,505	2,432	30,600	30,600	29,800	12,095 65.4%	(800) -2.6%	11,295 61.0%	- 0.0%	(800) -2.6%
Outside Services & Consultants	990,822	403,456	916,205	962,385	1,036,979	(74,616) -7.5%	74,594 7.8%	46,157 4.7%	(46,180) -4.8%	120,774 13.2%
Cyber & Property Insurance	147,313	43,871	159,921	159,921	155,232	12,608 8.6%	(4,689) -2.9%	7,919 5.4%	- 0.0%	(4,689) -2.9%
Excess Liability Insurance	476,421	176,180	515,593	515,593	633,200	39,172 8.2%	117,607 22.8%	156,779 32.9%	- 0.0%	117,607 22.8%
Auto Insurance	6,455	2,730	12,000	7,216	14,720	5,546 85.9%	7,504 104.0%	8,266 128.1%	4,784 66.3%	2,720 22.7%
Officers Liability Insurance	177,713	59,202	192,000	192,000	186,746	14,287 8.0%	(5,254) -2.7%	9,033 5.1%	- 0.0%	(5,254) -2.7%
Interest Expense Admin Building	30,208	18,125	68,513	68,513	51,982	38,305 126.8%	(16,531) -24.1%	21,773 72.1%	- 0.0%	(16,531) -24.1%
Utilities (Electric/Garbage/Water)	113,421	26,225	118,650	118,650	118,650	5,229 4.6%	- 0.0%	5,229 4.6%	- 0.0%	- 0.0%
Office Furniture	10,158	1,370	12,700	14,000	14,000	2,542 25.0%	- 0.0%	3,842 37.8%	(1,300) -9.3%	1,300 10.2%
Building Services	79,968	28,242	67,262	89,564	42,475	(12,706) -15.9%	(47,089) -52.6%	(37,493) -46.9%	(22,302) -24.9%	(24,787) -36.9%
Building & Equipment Repairs	83,616	77,674	194,660	185,135	114,150	111,044 132.8%	(70,985) -38.3%	30,534 36.5%	9,525 5.1%	(80,510) -41.4%
Alarm Systems	9,364	5,142	11,840	10,660	11,075	2,477 26.5%	415 3.9%	1,711 18.3%	1,180 11.1%	(765) -6.5%



Agency Operating Budget - Fiscal Year 2026 Snapshot

	Actual Fiscal year	Actual Year to Date a/o Jan	Estimate Fiscal year	Budget Fiscal year	Budget Fiscal year	FY 2025 Est Above/(Below)	FY 2026 Budget Above/(Below)	FY 2026 Budget Above/(Below)	FY 2025 Est Above/(Below)	FY 2025 Est Above/(Below)
	FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2024 Actual	FY 2025 Budget	FY 2024 Actual	FY 2025 Budget	FY 2026 Budget
Property Dues	2,055	4,476	6,077	6,730	6,350	4,022 195.7%	(380) -5.6%	4,295 209.0%	(653) -9.7%	273 4.5%
Building, Maintenance, Equipment, & Insurance	1,136,691	443,238	1,359,216	1,367,982	1,348,580	222,525 19.6%	(19,402) -1.4%	211,888 18.6%	(8,766) -0.6%	(10,637) -0.8%
Capital	710,068	171,222	595,000	637,120	1,100,000	(115,068) -16.2%	462,880 72.7%	389,932 54.9%	(42,120) -6.6%	505,000 84.9%
Pooled Loan Principal	-	54,993	482,203	482,203	517,797	482,203 N/A	35,593 7.4%	517,797 N/A	- 0.0%	35,593 7.4%
Capital Saving Fund						- N/A	- N/A	- N/A	- N/A	- N/A
Agency Working Capital	300,000	100,000	300,000	300,000	300,000	- 0.0%	- 0.0%	- 0.0%	- 0.0%	- 0.0%
Balance Sheet Items	1,010,068	326,215	1,377,203	1,419,323	1,917,797	367,136 36.3%	498,473 35.1%	907,729 89.9%	(42,120) -3.0%	540,593 39.3%
Agency Expenses (Budget Based)	17,348,468	5,903,707	19,643,034	19,806,332	21,101,554	2,294,566 13.2%	1,295,221 6.5%	3,753,085 21.6%	(163,298) -0.8%	1,458,519 7.4%



Agency Operating Budget - Fiscal Year 2026 Snapshot

	Actual Fiscal year	Actual Year to Date a/o Jan	Estimate Fiscal year	Budget Fiscal year	Budget Fiscal year	FY 2025 Est Above/(Below)	FY 2026 Budget Above/(Below)	FY 2026 Budget Above/(Below)	FY 2025 Est Above/(Below)	FY 2025 Est Above/(Below)
	FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2024 Actual	FY 2025 Budget	FY 2024 Actual	FY 2025 Budget	FY 2026 Budget
Administration	425,085	135,320	615,935	597,800	604,300	190,850 44.9%	6,500 1.1%	179,215 42.2%	18,135 3.0%	(11,635) -1.9%
Total Executive Division	425,085	135,320	615,935	597,800	604,300	190,850 44.9%	6,500 1.1%	179,215 42.2%	18,135 3.0%	(11,635) -1.9%
Human Resources/Payroll	12,245,150	4,084,243	13,736,013	13,736,013	14,452,108	1,490,863 12.2%	716,094 5.2%	2,206,958 18.0%	(0) 0.0%	716,095 5.2%
Member Services	269,692	117,298	308,425	428,200	457,500	38,733 14.4%	29,300 6.8%	187,808 69.6%	(119,775) -28.0%	149,075 48.3%
Resource and Strategic Planning	16,229	23,340	84,050	85,600	27,500	67,821 417.9%	(58,100) -67.9%	11,271 69.4%	(1,550) -1.8%	(56,550) -67.3%
Building Maintenance	644,011	320,046	1,029,163	1,034,960	1,428,300	385,152 59.8%	393,340 38.0%	784,289 121.8%	(5,797) -0.6%	399,137 38.8%
Total HR & Shared Services Division	13,175,082	4,544,927	15,157,651	15,284,773	16,365,408	1,982,569 15.0%	1,080,634 7.1%	3,190,325 24.2%	(127,122) -0.8%	1,207,757 8.0%
Information Services	1,511,834	282,776	700,252	775,670	779,440	(811,582) -53.7%	3,770 0.5%	(732,394) -48.4%	(75,418) -9.7%	79,188 11.3%
Cyber Security	22,212	-	7,070	28,200	15,000	(15,142) -68.2%	(13,200) -46.8%	(7,212) -32.5%	(21,130) -74.9%	7,930 112.2%
System Operations	7,655	2,080	8,933	14,525	14,525	1,278 16.7%	- 0.0%	6,870 89.8%	(5,592) -38.5%	5,592 62.6%
Total IT/OT and Cyber Security Division	1,541,700	284,856	716,255	818,395	808,965	(825,445) -53.5%	(9,430) -1.2%	(732,735) -47.5%	(102,140) -12.5%	92,710 12.9%
Power Resources	40,674	44,588	59,000	50,500	21,750	18,326 45.1%	(28,750) -56.9%	(18,924) -46.5%	8,500 16.8%	(37,250) -63.1%
Fleet Generation	65,971	24,453	56,200	60,500	71,900	(9,771) -14.8%	11,400 18.8%	5,929 9.0%	(4,300) -7.1%	15,700 27.9%
Generation Support	21,860	8,663	49,098	34,750	51,550	27,238 124.6%	16,800 48.3%	29,690 135.8%	14,348 41.3%	2,452 5.0%
Generation Engineering	40,157	15,208	40,950	37,500	44,750	793 2.0%	7,250 19.3%	4,593 11.4%	3,450 9.2%	3,800 9.3%
Total Power Resources Division	168,663	92,912	205,248	183,250	189,950	36,585 21.7%	6,700 3.7%	21,287 12.6%	21,998 12.0%	(15,298) -7.5%
CFO Finance	4,894	3,616	9,300	21,050	30,450	4,406 90.0%	9,400 44.7%	25,556 522.2%	(11,750) -55.8%	21,150 227.4%
Accounting	155,163	173,362	256,164	255,932	266,900	101,001 65.1%	10,968 4.3%	111,738 72.0%	232 0.1%	10,737 4.2%
Treasury	428,844	272,504	1,018,566	1,033,366	1,040,418	589,722 137.5%	7,052 0.7%	611,574 142.6%	(14,800) -1.4%	21,852 2.1%
Risk Management	882,408	299,530	963,990	959,206	1,077,163	81,582 9.2%	117,957 12.3%	194,755 22.1%	4,784 0.5%	113,173 11.7%
Financial Planning and Analysis	5,800	1,257	17,104	18,000	20,015	11,304 194.9%	2,015 11.2%	14,216 245.1%	(896) -5.0%	2,911 17.0%
Contract Compliance	39,434	13,606	46,382	23,350	29,530	6,948 17.6%	6,180 26.5%	(9,904) -25.1%	23,032 98.6%	(16,852) -36.3%
Total Finance Division	1,516,542	763,875	2,311,506	2,310,904	2,464,477	794,964 52.4%	153,573 6.6%	947,935 62.5%	602 0.0%	152,971 6.6%
Public Relations	285,304	40,544	341,150	341,150	344,800	55,846 19.6%	3,650 1.1%	59,496 20.9%	- 0.0%	3,650 1.1%
Total Public Relations & External Affairs Division	285,304	40,544	341,150	341,150	344,800	55,846 19.6%	3,650 1.1%	59,496 20.9%	- 0.0%	3,650 1.1%
Legal	164,991	38,622	167,334	186,605	194,599	2,343 1.4%	7,994 4.3%	29,608 17.9%	(19,271) -10.3%	27,265 16.3%
Regulatory Compliance	68,848	2,360	71,955	83,455	75,455	3,107 4.5%	(8,000) -9.6%	6,607 9.6%	(11,500) -13.8%	3,500 4.9%
Transmission Planning	2,254	291	56,000	-	53,600	53,746 2384.8%	53,600 N/A	51,346 2278.3%	56,000 N/A	(2,400) -4.3%
Total Legal, Compliance, & Trans. Plan. Division	236,092	41,274	295,289	270,060	323,654	59,197 25.1%	53,594 19.8%	87,562 37.1%	25,229 9.3%	28,365 9.6%
Agency Expenses (Budget Based)	17,348,468	5,903,707	19,643,034	19,806,332	21,101,554	2,294,566 13.2%	1,295,221 6.5%	3,753,085 21.6%	(163,298) -0.8%	1,458,519 7.4%

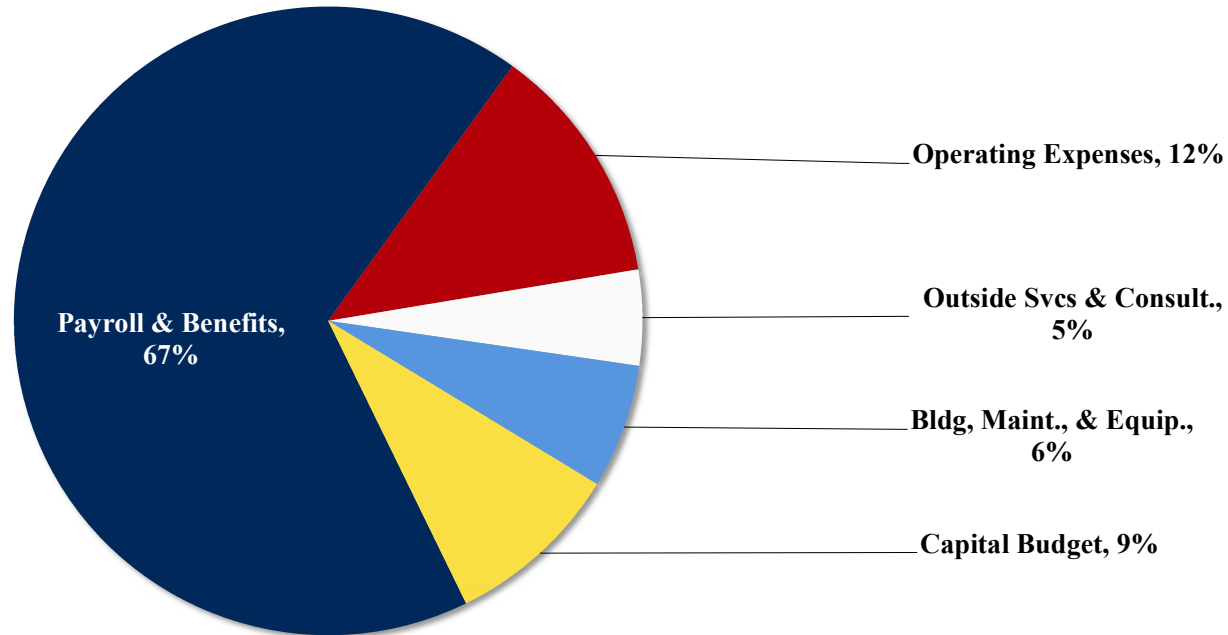
Florida Municipal Power Agency
Agency Operating Budget - Fiscal Year 2026
Whole Thousands (US\$)

Cost Summary by Department

Department	Manager	Dept #	FY25 Budget	FY26 Budget	Bdgt Increase/ [Decrease]	% Change
I. Executive Division						
Administration	Williams, J.	AGN	\$ 598	\$ 604	\$ 7	1%
Total Executive Division			598	604	7	1%
II. Human Resources and Shared Services Division						
Human Resources/Payroll	Adams, S.	HRD	13,736	14,452	716	5%
Member Services	McCleary, M	MBR	428	458	29	7%
Resource and Strategic Planning	Nowakhtar, N.	PLN	86	28	(58)	(68%)
Building Maintenance	Yeargin, A.	ADM	1,035	1,428	393	38%
Total Human Resources and Shared Services Division			15,285	16,365	1,081	7%
III. IT/OT and System Operations						
Information Services	Hanson, J.	ITD	776	779	4	0%
Cyber Security	Hanson, J.	CBR	28	15	(13)	(47%)
System Operations	Mesa, H.	OPS	15	15	-	0%
Total IT/OT and Cyber Security Division			818	809	(9)	(1%)
IV. Power Resources Division						
Power Resources	Rutter, K.	PWR	51	22	(29)	(57%)
Fleet Generation	Schumann, D.	GEN	61	72	11	19%
Generation Support	Noon, J.	GES	35	52	17	48%
Generation Engineering	Butters, J.	GEE	38	45	7	19%
Total Power Resources Division			183	190	7	4%
V. Finance Division						
CFO Finance	Popp, R.	FIN	21	30	9	45%
Accounting	Sullivan-Marrero, D.	ACC	256	267	11	4%
Treasury	Mitchell, S.	TSY	1,033	1,040	7	1%
Risk Management	Nunez, E.	RSK	959	1,077	118	12%
Financial Planning and Analysis	Wolfe, J.	FPA	18	20	2	11%
Contract Compliance	Woerner, L.	CNT	23	30	6	26%
Total Finance Division			2,311	2,464	154	7%
VI. Public Relations & External Affairs						
Public Relations	Schumann, S.	PRD	341	345	4	1%
Total Public Relations & External Affairs Division			341	345	4	1%
VII. Legal, Compliance, & Transmission Planning Division						
Legal	Finklea, J.	LGL	187	195	8	4%
Regulatory Compliance	O'Hagan, D.	REG	83	75	(8)	(10%)
Transmission Planning	O'Hagan, D.	TPS	-	54	54	100.0%
Total Legal, Compliance, & Transmission Planning Division			270	324	54	20%
VIII. Balance Sheet Items - To be Capitalized			1,360	300	(1,060)	(78%)
Grand Total			\$ 19,806	\$ 21,102	\$ 1,295	6.5%

Florida Municipal Power Agency Operating Budget - Fiscal Year 2026

Total Agency Expenses



In \$Millions

Payroll & Benefits		Operating Expenses		Outside Svcs & Consultants		Bldg, Maint., & Equip.		Capital Budget	
Payroll	\$10.232	Dues & Subscpts.	\$0.305	Consulting Fees	\$0.853	Bldg Svc & Repair	\$0.209	Capital Expenditures	\$1.100
FICA	0.783	Office Supplies	0.040	Lobbying	0.103	Insurance Premiums	0.990	Pooled Loan P&I	\$0.518
401A Contributions	1.023	BOD	0.046	Advertising	0.024	Utilities	0.119	Working Capital	\$0.300
Med/Life Insur./OPEB	1.858	Telephone & Internet	0.253	Comm Proj & Sp. Events	0.030	Office Furniture	0.014		
Wrkm Comp	0.051	Mtgs., Confs, Trvl, Trng	0.806	Sponsorships	0.027	Alarm System	0.011	Total	\$1.918
Recruit & Reloc.	0.140	Fl Elec. Power Coord	0.065			Property Dues	0.006	\$21.102	
LTC	0.014	Contingency	0.200						
Employee EOC & Wellness	0.076	Software	0.758						
		Hardware	0.010						
		Other Operating Costs	0.139						
Total	\$14.177	Total	\$2.621	Total	\$1.037	Total	\$1.349		

Overview of FMPA's Agency Budget

FY 2025 Budget VS. FY 2026 Budget

Whole Thousands (US\$)

Change in Budget from prior year			What is driving this change		
Budget FY 25	\$	19,806	(1) Payroll	\$	424 33%
Budget FY 26	\$	21,102	(2) Benefits	\$	239 18%
			(3) Operating Expense	\$	79 6%
			(4) Outside Services	\$	75 6%
			(5) Building Maintenance	\$	(19) -1%
			(6) Balance Sheet Items	\$	498 38%
Difference	\$	1,295 6.5%		\$	1,295 100%

(1) Payroll

Payroll	\$	394
Payroll Taxes	\$	30
	\$	424

(2) Benefits

Healthcare Insurance	\$	232
401A Contributions	\$	39
Other Miscellaneous Costs	\$	(32)
	\$	239

(3) Operating Expense

Bank Charges	\$	(2)
Software	\$	3
Hardware	\$	(6)
Internet Charges	\$	20
Business Travel	\$	53
Training	\$	19
Other Miscellaneous Costs	\$	(9)
	\$	79

(4) Outside Services

Consultants	\$	76
Communications Projects & Special Events	\$	(1)
Advertising	\$	(0)
Other Miscellaneous Costs	\$	(1)
	\$	75

(5) Building Maintenance & Equipment

Cyber & Property Insurance	\$	(5)
Excess Liability Insurance	\$	118
PLoan Interest	\$	(17)
Building & Equipment Repairs	\$	(71)
Other Miscellaneous Costs	\$	(45)
	\$	(19)

(6) Balance Sheet Items

Capital Expenditures	\$	463
Working Capital	\$	-
PLoan Principal	\$	36
	\$	498

Florida Municipal Power Agency
FY2025 VS. FY2026 Capital Budgets

Capital Budget for FY2025

Building Maintenance

	<u>Total</u>
IT Equipment Cooling System	46,500
Exterior Painting	30,000
Exterior Repairs	20,000

Hardware/Software

	Qty	Unit Price	Ext. Price	
Camera & Security System Upgrade	1	38,000	38,000	
Boardroom TV Replacement	1	2,500	2,500	
				40,500

Total Agency Capital Budget FY2025

137,000

Capital Budget for FY2026

Building Maintenance

	<u>Total</u>
Window Replacement	550,000
Cabinet Replacement	50,000

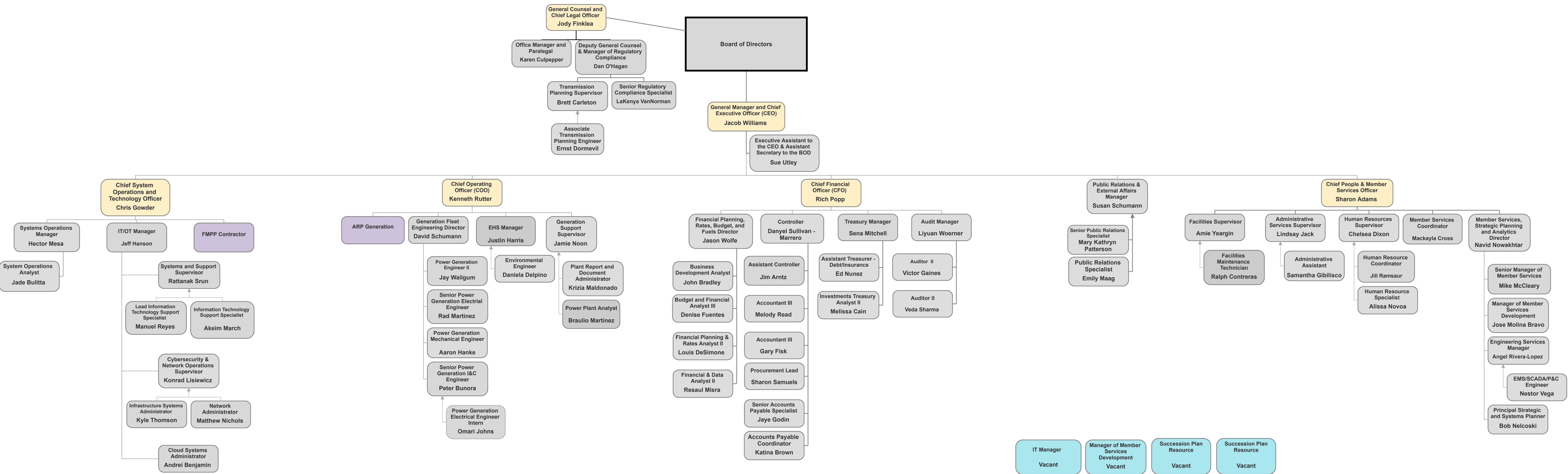
Hardware/Software

Laptop Replacement	40,000
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Total Agency Capital Budget FY2026

640,000

2026 FMPA Organization Chart



IT Manager
Vacant

Manager of Member Services Development
Vacant

Succession Plan Resource
Vacant

Succession Plan Resource
Vacant

Number of Agency Positions FY 2025	
Full Time	71
Part Time	0
Intern	1
Total	72

Agency Full Time

Agency Intern/Part time

Executive Leadership Team

ARP Full Time

Vacant Positions

Proposed 2026 Salary Ranges

Job Title	Market Grade	Min	Mid	Max
Administrative Assistant	2	\$ 42,500.00	\$ 55,250.00	\$ 68,000.00
Plant Report and Document Administrator	3	\$ 51,850.00	\$ 67,405.00	\$ 82,960.00
Facilities Maintenance Technician	3	\$ 51,850.00	\$ 67,405.00	\$ 82,960.00
Accounts Payable Coordinator	3	\$ 51,850.00	\$ 67,405.00	\$ 82,960.00
Power Plant Analyst	3	\$ 51,850.00	\$ 67,405.00	\$ 82,960.00
Human Resources Coordinator	4	\$ 54,961.00	\$ 71,449.30	\$ 87,937.60
Member Services Coordinator	4	\$ 54,961.00	\$ 71,449.30	\$ 87,937.60
Office Manager and Paralegal	4	\$ 54,961.00	\$ 71,449.30	\$ 87,937.60
Senior Accounts Payable Specialist	4	\$ 54,961.00	\$ 71,449.30	\$ 87,937.60
Administrative Services Supervisor	6	\$ 65,898.24	\$ 85,667.71	\$ 105,437.18
Facilities Supervisor	6	\$ 65,898.24	\$ 85,667.71	\$ 105,437.18
Human Resources Specialist	6	\$ 65,898.24	\$ 85,667.71	\$ 105,437.18
Information Technology Support Specialist	6	\$ 65,898.24	\$ 85,667.71	\$ 105,437.18
Lead IT Support Specialist	7	\$ 72,488.06	\$ 94,234.48	\$ 115,980.90
Public Relations Specialist	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Auditor II	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Auditor II	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Accountant III	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Accountant III	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Associate Transmission Planning Engineer	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Environmental Engineer	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Financial and Data Analyst II	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Financial Planning & Rates Analyst II	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Manager of Investments	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Network Administrator	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Procurement Lead	8	\$ 80,461.75	\$ 104,600.27	\$ 128,738.80
Human Resources Supervisor	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Generation Support Supervisor	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Cloud Systems Administrator	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Principal Strategic and Systems Planner	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Senior Public Relations Specialist	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Systems and Support Supervisor	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
System Operations Analyst	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Budget and Financial Analyst III	9	\$ 88,507.92	\$ 115,060.30	\$ 141,612.68
Assistant Treasurer- Debt/Insurance	10	\$ 95,588.56	\$ 124,265.13	\$ 152,941.69

Proposed 2026 Salary Ranges

Job Title	Market Grade	Min	Mid	Max
Assistant Controller	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Business Development Analyst	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Executive Assistant to CEO/Asst. Sec. Bd. Dir	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Infrastructure Systems Administrator	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Power Generation Engineer	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Power Generation Mechanical Engineer	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Cybersecurity & Network Operations Supervisor	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Senior Regulatory Compliance Specialist	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Treasury Manager	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
EHS Manager	11	\$ 103,235.64	\$ 134,206.34	\$ 165,177.03
Audit Manager	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
Controller	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
IT/OT Manager	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
EMS/Scada/P&C Engineer	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
Engineering Services Manager	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
Manager of Member Services Development	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
Power Generation Engineer II	12	\$ 113,559.21	\$ 147,626.97	\$ 181,694.73
Transmission Planning Supervisor	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
System Operations Manager	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Senior Manager of Member Services	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Senior Power Generation I & C Engineer	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Public Relations and External Affairs Manager	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Power Generation Engineer III	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Senior Power Generation Electrical Engineer	13	\$ 124,915.13	\$ 162,389.67	\$ 199,864.21
Member Services Strategic Planning & Analytics Director	14	\$ 137,406.64	\$ 178,628.63	\$ 219,850.63
Financial Planning Rates Budget and Fuels Dir	14	\$ 137,406.64	\$ 178,628.63	\$ 219,850.63
Generation Fleet Engineering Director	15	\$ 151,147.31	\$ 196,491.50	\$ 241,835.69
Deputy General Counsel and Manager of Regulat	16	\$ 157,193.20	\$ 220,070.48	\$ 282,947.76
Chief System Operations and Technology Officer	16	\$ 157,193.20	\$ 220,070.48	\$ 282,947.76
Chief Financial Officer, CFO	17	\$ 180,772.18	\$ 253,081.05	\$ 325,389.92
Chief People and Member Services Officer	17	\$ 180,772.18	\$ 253,081.05	\$ 325,389.92
Chief Operating Officer, COO	18	\$ 207,888.00	\$ 291,043.21	\$ 374,198.41

FLORIDA MUNICIPAL POWER AGENCY
FY 2026 Agency Budget
Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Accounting	921-240-AGENCY-ACC-000	Office Supplies	176	211	203	300	250	0	(250)
	921-670-AGENCY-ACC-000	Travel	1,286	2,122	628	500	1,500	500	(1,000)
	921-671-AGENCY-ACC-000	Meetings	474	979	274	0	0	0	0
	921-701-AGENCY-ACC-000	Late Fees	30	0	0	0	0	0	0
	921-250-AGENCY-ACC-000	Misc Office Expense	0	0	0	0	0	0	0
	923-120-AGENCY-ACC-000	Financial Consultant	0	10,750	10,750	24,500	25,000	24,000	(1,000)
	921-910-AGENCY-ACC-000	Software Purchases & Renewals	0	0	0	72,912	76,108	76,400	292
	930-250-AGENCY-ACC-000	Miscellaneous	0	13	0	0	0	0	0
	923-140-AGENCY-ACC-000	Audit Fees	115,548	125,860	129,986	135,737	132,449	140,000	7,551
	923-170-AGENCY-ACC-000	IT Consulting Services	5,948	3,218	6,414	8,876	4,500	7,500	3,000
	926-635-AGENCY-ACC-000	Tuition Reimbursement	2,218	0	0	0	0	0	0
	926-639-AGENCY-ACC-000	Training	8,020	10,753	6,065	12,258	15,000	17,000	2,000
	926-653-AGENCY-ACC-000	Employee Dues	389	925	843	1,080	1,125	1,500	375
ACC Total			134,088	154,830	155,163	256,164	255,932	266,900	10,968

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Building Maintenance	921-240-AGENCY-ADM-000	Office Supplies	13,981	14,431	14,428	26,100	19,500	24,500	5,000
	921-312-AGENCY-ADM-000	Utilities - Electric	80,754	91,057	98,482	100,000	100,000	100,000	0
	921-313-AGENCY-ADM-000	Utilities - Water & Sewer	16,704	10,223	9,319	12,500	12,500	12,500	0
	921-314-AGENCY-ADM-000	Utilities - Garbage	2,696	2,579	3,255	3,150	3,150	3,150	0
	921-331-AGENCY-ADM-000	Office Equipment Repair	0	0	0	0	0	0	0
	921-333-AGENCY-ADM-000	Office Furniture	25,620	24,802	10,158	12,700	14,000	14,000	0
	921-340-AGENCY-ADM-000	Property Association Dues	3,050	3,329	3,495	3,607	4,260	4,350	90
	921-351-AGENCY-ADM-000	Auto Gas - Repair	1,707	992	4,437	4,500	2,870	5,900	3,030
	921-650-AGENCY-ADM-000	Employer Dues	284	304	339	340	325	340	15
	921-670-AGENCY-ADM-000	Travel	162	25	0	216	0	0	0
	921-671-AGENCY-ADM-000	Meetings	0	0	0	0	0	0	0
	926-639-AGENCY-ADM-000	Training	1,512	922	1,388	2,960	2,960	2,960	0
	930-900-AGENCY-ADM-000	Advertising	65	0	0	0	100	0	(100)
	935-300-AGENCY-ADM-000	Janitorial	43,973	48,499	49,666	33,200	54,250	7,000	(47,250)
	935-301-AGENCY-ADM-000	Grounds Services (Lawn/Irriga)	16,794	31,752	23,724	29,000	29,000	29,000	0
	935-302-AGENCY-ADM-000	Plumbing & Electrical	20,999	18,358	13,182	28,000	18,000	20,500	2,500
	935-303-AGENCY-ADM-000	AC Inspection & Repair	31,512	29,797	17,763	32,400	32,400	32,400	0
	935-304-AGENCY-ADM-000	Building Maintenance	69,040	49,257	52,013	133,000	133,475	60,000	(73,475)
	935-310-AGENCY-ADM-000	Security Monitoring	5,620	8,042	8,638	11,240	10,300	10,450	150
	935-317-AGENCY-ADM-000	Pest / Termite Control	1,320	1,100	1,224	1,250	1,250	1,250	0
	999-240-AGENCY-ADM-BMF	Transfer to Other Bus Unit	80,040	80,000	80,000	500,000	500,000	500,000	0
	999-500-AGENCY-ADM-000	Capital Expenditure	219,941	7,193	252,498	95,000	96,620	600,000	503,380
ADM Total			635,775	422,663	644,011	1,029,163	1,034,960	1,428,300	393,340

FLORIDA MUNICIPAL POWER AGENCY
FY 2026 Agency Budget
Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Administration	921-220-AGENCY-AGN-000	Books - Publications - Subscri	1,171	2,016	591	1,500	1,500	1,500	0
	921-240-AGENCY-AGN-000	Office Supplies	181	0	175	100	100	100	0
	921-650-AGENCY-AGN-000	Employer Dues	700	995	16,314	16,335	1,200	1,200	0
	921-670-AGENCY-AGN-000	Travel	20,289	19,677	41,218	35,000	35,000	38,000	3,000
	921-671-AGENCY-AGN-000	Meetings	12,270	12,654	13,406	18,000	15,000	17,500	2,500
	921-811-AGENCY-AGN-000	Sponsorships	0	0	0	0	0	0	0
	923-100-AGENCY-AGN-000	Contract Consultants	0	0	0	0	0	0	0
	926-639-AGENCY-AGN-000	Training	256	34	0	0	0	0	0
	930-740-AGENCY-AGN-000	EC Member Travel Reimbursement	46,650	48,944	53,381	45,000	45,000	46,000	1,000
	930-900-AGENCY-AGN-000	Advertising	0	0	0	0	0	0	0
	930-990-AGENCY-AGN-000	Contingency	0	0	0	200,000	200,000	200,000	0
	999-240-AGENCY-AGN-000	Transfer to Other Bus Unit	300,000	300,000	300,000	300,000	300,000	300,000	0
AGN Total			381,517	384,320	425,085	615,935	597,800	604,300	6,500

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Cyber Security	921-240-AGENCY-CBR-000	Office Supplies	0	0	0	0	0	0	0
	921-670-AGENCY-CBR-000	Travel	6,020	761	1,205	0	0	0	0
	921-670-AGENCY-CBR-ARP	Travel	24,403	23,463	17,972	7,070	28,200	15,000	(13,200)
	921-671-AGENCY-CBR-ARP	Meetings	50	0	0	0	0	0	0
	921-910-AGENCY-CBR-ARP	Software Purchases & Renewals	236	0	0	0	0	0	0
	921-920-AGENCY-CBR-000	Maintenance Support Agreements	465	0	0	0	0	0	0
	921-930-AGENCY-CBR-ARP	Computer Hardware	1,393	0	0	0	0	0	0
	926-639-AGENCY-CBR-000	Training	0	0	0	0	0	0	0
	926-639-AGENCY-CBR-ARP	Training	2,650	2,667	3,035	0	0	0	0
CBR Total			35,217	26,891	22,212	7,070	28,200	15,000	(13,200)

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Contract Compliance	921-220-AGENCY-CNT-000	Books - Publications - Subscri	0	313	0	0	0	0	0
	921-240-AGENCY-CNT-000	Office Supplies	0	116	0	150	150	0	(150)
	921-670-AGENCY-CNT-000	Travel	122	15,741	1,085	11,802	450	1,100	650
	921-670-AGENCY-CNT-ARP	Travel	0	0	0	450	450	450	0
	926-639-AGENCY-CNT-000	Training	1,495	6,476	3,122	8,800	8,800	8,800	0
	926-653-AGENCY-CNT-000	Employee Dues	400	1,069	1,439	1,500	1,500	1,500	0
	923-100-AGENCY-JON-ABP	Consultants	0	0	4,436	0	0	0	0
	923-100-AGENCY-JON-ST1	Consultants	0	0	8,836	0	0	0	0
	923-100-AGENCY-JON-ST2	Consultants	0	0	8,836	0	0	0	0
	921-670-AGENCY-JON-LU2	Travel	0	0	0	0	0	0	0
	921-670-AGENCY-JON-ST1	Travel	117	0	0	0	0	0	0
	921-910-AGENCY-CNT-000	Software Purchases & Renewals	0	0	0	12,000	12,000	6,000	(6,000)
	921-670-AGENCY-JON-ST2	Travel	0	0	0	0	0	0	0
	923-100-AGENCY-CNT-000	Contract Consultants	0	0	11,680	11,680	0	11,680	11,680
	923-100-AGENCY-JON-LU2	Contract Consultants	23,443	6,120	0	0	0	0	0
CNT Total			25,577	29,836	39,434	46,382	23,350	29,530	6,180

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
CFO Finance	921-220-AGENCY-FIN-000	Books - Publications - Subscri	627	627	0	1,000	600	1,300	700
	921-240-AGENCY-FIN-000	Office Supplies	0	0	0	0	100	0	(100)
	921-670-AGENCY-FIN-000	Travel	2,186	170	2,500	4,200	4,000	4,000	0
	923-100-AGENCY-FIN-000	Contract Consultants	0	0	0	0	0	10,000	10,000
	921-671-AGENCY-FIN-000	Meetings	0	0	239	750	0	750	750
	921-910-AGENCY-FIN-000	Software Purchases & Renewals	0	0	0	0	12,500	10,000	(2,500)
	926-639-AGENCY-FIN-000	Training	2,159	592	1,310	2,500	3,000	3,500	500
	926-653-AGENCY-FIN-000	Employee Dues	590	0	845	850	850	900	50
FIN Total			5,562	1,389	4,894	9,300	21,050	30,450	9,400

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Financial Planning and Analysis	921-220-AGENCY-FPA-000	Books - Publications - Subscri	675	0	0	600	300	1,200	900
	921-334-AGENCY-FPA-000	Office Equipment	0	0	0	24	0	100	100
	921-670-AGENCY-FPA-000	Travel	0	0	0	0	0	0	0
	921-670-AGENCY-FPA-ARP	Travel	0	0	923	1,250	2,500	2,500	0
	926-639-AGENCY-FPA-ARP	Training	0	0	0	0	0	4,000	4,000
	923-100-AGENCY-FPA-000	Contract Consultants	0	0	0	0	0	0	0
	921-910-AGENCY-FPA-000	Software	0	0	0	20	0	0	0
	926-639-AGENCY-FPA-000	Training	10,151	2,850	4,876	15,000	15,000	12,000	(3,000)
	926-653-AGENCY-FPA-000	Employee Dues	100	150	0	210	200	215	15
FPA Total			10,926	3,000	5,800	17,104	18,000	20,015	2,015

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Generation Engineering	921-240-AGENCY-GEE-000	Office Supplies	0	0	0	0	400	250	(150)
	921-220-AGENCY-GEE-000	Books - Publications - Subscri	0	0	0	500	1,200	1,000	(200)
	921-670-AGENCY-GEE-ARP	Travel	0	0	38,631	35,000	30,000	35,000	5,000
	921-671-AGENCY-GEE-ARP	Meetings	0	0	86	500	500	500	0
	923-160-AGENCY-MES-000	Engineering Services	0	0	0	0	0	0	0
	926-639-AGENCY-GEE-000	Training	0	0	0	1,500	1,500	1,500	0
	926-639-AGENCY-GEE-ARP	Training	0	0	1,440	3,000	3,000	6,000	3,000
	926-653-AGENCY-GEE-000	Employee Dues	0	0	0	450	900	500	(400)
GEE Total			0	0	40,157	40,950	37,500	44,750	7,250

FLORIDA MUNICIPAL POWER AGENCY
FY 2026 Agency Budget
Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Fleet Generation	921-240-AGENCY-GEN-000	Office Supplies	59	237	238	0	400	200	(200)
	921-670-AGENCY-GEN-000	Travel	830	0	332	0	0	0	0
	921-670-AGENCY-GEN-ARP	Travel	73,896	106,803	62,254	48,000	45,000	60,000	15,000
	921-960-AGENCY-GEN-ARP	Other	0	156	0	0	0	0	0
	926-635-AGENCY-GEN-000	Tuition Reimbursement	0	3,492	0	0	6,000	0	(6,000)
	921-671-AGENCY-GEN-ARP	Meetings	460	1,460	555	100	1,000	200	(800)
	926-639-AGENCY-GEN-000	Training	1,440	3,518	1,849	3,100	3,100	3,500	400
	926-639-AGENCY-GEN-ARP	Training	0	2,908	743	5,000	5,000	8,000	3,000
	926-653-AGENCY-GEN-000	Employee Dues	0	99	0	0	0	0	0
GEN Total			76,685	118,671	65,971	56,200	60,500	71,900	11,400

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Generation Support	921-240-AGENCY-GES-000	Office Supplies	0	0	970	0	250	250	0
	921-670-AGENCY-GES-ARP	Travel	0	0	19,095	40,000	30,000	40,000	10,000
	921-670-AGENCY-GES-000	Travel	0	0	0	598	0	1,000	1,000
	921-671-AGENCY-GES-ARP	Meetings	0	0	401	0	500	500	0
	926-639-AGENCY-GES-000	Training	0	0	675	8,140	1,500	2,000	500
	926-639-AGENCY-GES-ARP	Training	0	0	720	360	2,500	7,800	5,300
	926-653-AGENCY-GES-000	Employee Dues	0	0	0	0	0	0	0
GES Total			0	0	21,860	49,098	34,750	51,550	16,800

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Human Resources/Payroll	920-600-AGENCY-HRD-000	A&G - Gross Wages	8,656,458	8,972,472	8,854,781	9,838,270	9,838,270	10,231,801	393,531
	920-644-AGENCY-HRD-000	A&G - Social Security	659,504	718,642	581,963	752,628	752,628	782,733	30,105
	920-680-AGENCY-HRD-000	A&G - Temporary Help	14,152	13,250	25,000	0	0	25,000	25,000
	921-230-AGENCY-HRD-000	Shipping - Freight - Postage	3,906	3,628	2,342	3,000	3,000	4,000	1,000
	921-240-AGENCY-HRD-000	Office Supplies	1,795	1,794	866	2,500	2,500	2,500	0
	921-351-AGENCY-HRD-000	Auto Gas - Repair	0	0	0	0	0	0	0
	926-635-AGENCY-GEN-ARP	Tuition Reimbursement	0	0	1,109	0	0	0	0
	920-633-AGENCY-HRD-000	Gross Payroll	0	0	535	0	0	0	0
	921-643-AGENCY-HRD-000	Unemployment	275	2,468	1,664	2,500	2,500	2,500	0
	921-650-AGENCY-HRD-000	Employer Dues	6,354	6,926	7,238	6,500	6,500	7,000	500
	921-670-AGENCY-HRD-000	Travel	6,177	7,893	4,232	5,000	5,000	5,000	0
	921-671-AGENCY-HRD-000	Meetings	15,305	15,925	14,192	20,000	20,000	20,000	0
	921-701-AGENCY-HRD-000	Late Fees	6	0	0	0	0	0	0
	923-110-AGENCY-HRD-000	Payroll Services	30,472	54,809	63,350	50,000	50,000	50,000	0
	923-115-AGENCY-HRD-000	HR Consulting	39,914	41,239	19,454	50,000	50,000	50,000	0
	923-140-AGENCY-HRD-000	Audit Fees	3,750	0	0	0	0	0	0
	923-170-AGENCY-HRD-000	IT Consulting Services	595	0	0	0	0	0	0
	925-655-AGENCY-HRD-000	Personal Protective Equipment	5,760	5,067	2,835	0	0	9,000	9,000
	926-610-AGENCY-HRD-000	Pension - 401	939,899	1,050,021	886,278	983,827	983,827	1,023,180	39,353
	926-621-AGENCY-HRD-000	Short Term Disability	38,444	40,020	35,954	37,898	37,898	38,459	561
	926-622-AGENCY-HRD-000	Employee Medical	1,233,815	1,360,374	1,339,843	1,390,709	1,390,709	1,613,526	222,816
	926-623-AGENCY-HRD-000	Retiree health expenses	63,638	72,739	57,680	90,000	90,000	90,000	0
	926-624-AGENCY-HRD-000	Long Term Disability	53,111	55,714	49,980	52,370	52,370	56,538	4,168
	926-629-AGENCY-HRD-000	Medical Long Term Care	11,933	18,445	20,477	13,370	13,370	13,961	590
	926-633-AGENCY-HRD-000	Relocation Expenses	0	32,476	0	100,000	100,000	60,000	(40,000)
	921-910-AGENCY-HRD-000	Software Purchases & Renewals	0	0	119	25,200	25,200	25,000	(200)
	921-920-AGENCY-HRD-000	Maintenance Support Agreements	0	0	0	0	0	0	0
	921-960-AGENCY-HRD-000	Other	0	0	0	0	0	0	0
	926-634-AGENCY-HRD-000	Recruitment & Relocation	198,424	99,001	36,534	80,000	80,000	80,000	0
	926-635-AGENCY-HRD-000	Tuition Reimbursement	1,911	5,095	2,383	6,000	6,000	6,000	0
	926-636-AGENCY-HRD-000	Wellness Expense	22,857	25,889	34,442	30,000	30,000	40,000	10,000
	926-637-AGENCY-HRD-000	Life Insurance	47,556	53,391	50,480	55,341	55,341	59,462	4,121
	926-639-AGENCY-HRD-000	Training	4,984	14,400	26,781	15,000	15,000	19,500	4,500
	926-642-AGENCY-HRD-000	Auto Allowance	46,323	38,911	1,925	0	0	0	0
	926-643-AGENCY-HRD-000	Cell Phone Stipends	31,414	32,650	31,000	36,400	36,400	34,450	(1,950)
	926-645-AGENCY-HRD-000	Flex Account Fees	5,655	9,107	50,798	9,000	9,000	9,000	0
	926-653-AGENCY-HRD-000	Employee Dues	737	943	758	1,500	1,500	1,500	0
	926-654-AGENCY-HRD-000	HR Training for Company	24,359	31,180	17,797	30,000	30,000	40,000	10,000
	926-663-AGENCY-HRD-000	Awards & Recognition	6,305	8,548	10,656	10,000	10,000	10,000	0
	926-664-AGENCY-HRD-000	Employee Activities	8,907	10,158	11,706	15,000	15,000	18,000	3,000
	935-300-AGENCY-HRD-000	Janitorial	0	(328)	0	0	0	0	0

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
	930-900-AGENCY-HRD-000	Advertising	20,133	0	0	24,000	24,000	24,000	0
HRD Total			12,204,828	12,802,842	12,245,150	13,736,013	13,736,013	14,452,108	716,094

FLORIDA MUNICIPAL POWER AGENCY
FY 2026 Agency Budget
Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Information Services	405-200-AGENCY-ITD-000	SBITA - Amortization Expense	0	204,495	122,589	0	0	0	0
	921-200-AGENCY-ITD-000	Computer Supplies	34,786	18,247	19,151	12,500	14,000	15,000	1,000
	921-220-AGENCY-ITD-000	Books - Publications - Subscri	0	3,600	3,600	3,668	0	300	300
	921-240-AGENCY-ITD-000	Office Supplies	4,531	5,114	14,245	7,105	2,750	2,750	0
	921-311-AGENCY-ITD-000	Internet/Telcom Services	180,597	148,055	15,077	163,226	146,120	166,430	20,310
	921-311-AGENCY-ITD-ARP	Internet/Telcom Services	0	0	0	0	0	0	0
	427-200-AGENCY-ITD-000	SBITA - Interest Expense	0	7,337	12,536	0	0	0	0
	921-200-AGENCY-ITD-ARP	Computer Supplies	0	0	108	0	0	0	0
	921-316-AGENCY-ITD-000	Mobile Communication Services	42,504	48,259	47,873	51,445	52,500	52,160	(340)
	921-334-AGENCY-ITD-000	Office Equipment	0	0	0	1,000	6,500	5,500	(1,000)
	921-670-AGENCY-ITD-000	Travel	24,987	14,086	9,354	10,291	31,500	23,500	(8,000)
	921-670-AGENCY-ITD-ARP	Travel	0	0	0	0	0	0	0
	921-671-AGENCY-ITD-000	Meetings	1,695	1,083	258	1,296	2,000	1,500	(500)
	921-701-AGENCY-ITD-000	Late Fees	0	0	0	0	0	0	0
	921-910-AGENCY-ITD-000	Software Purchases & Renewals	390,760	345,610	380,376	308,267	377,300	381,300	4,000
	921-910-AGENCY-ITD-ARP	Software Purchases & Renewals	245,086	175,240	154,397	0	0	0	0
	921-920-AGENCY-ITD-000	Maintenance Support Agreements	310,148	154,274	193,944	0	0	1,000	1,000
	921-930-AGENCY-ITD-000	Computer Hardware	103,048	46,051	110,910	116,075	16,000	10,000	(6,000)
	921-930-AGENCY-ITD-ARP	Computer Hardware	34	17	0	0	0	0	0
	923-100-AGENCY-ITD-000	Contract Consultants	0	0	0	0	0	0	0
	923-120-AGENCY-ITD-000	Financial Consultant	0	0	0	0	0	0	0
	923-170-AGENCY-ITD-000	IT Consulting Services	63,543	55,548	22,337	12,940	36,500	80,000	43,500
	923-332-AGENCY-ITD-000	Records Retention	(1,654)	0	0	0	0	0	0
	925-655-AGENCY-ITD-000	Personal Protective Equipment	0	0	0	0	0	0	0
	926-639-AGENCY-ITD-000	Training	32,550	10,360	34,136	12,439	50,000	40,000	(10,000)
	999-500-AGENCY-ITD-000	Capital Expenditure	92,047	131,121	370,945	0	40,500	0	(40,500)
ITD Total			1,524,662	1,368,496	1,511,834	700,252	775,670	779,440	3,770

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Legal	921-107-AGNCY-LGL-000	Legal Research	9,902	12,263	10,098	10,839	13,000	12,199	(801)
	921-220-AGNCY-LGL-000	Books - Publications - Subscri	1,144	188	1,601	2,320	2,320	2,000	(320)
	921-230-AGNCY-LGL-000	Shipping - Freight - Postage	580	614	575	740	745	700	(45)
	921-240-AGNCY-LGL-000	Office Supplies	769	4,025	913	1,000	1,000	1,300	300
	921-312-AGNCY-LGL-000	Utilities - Electric	2,409	2,578	2,364	3,000	3,000	3,000	0
	921-316-AGNCY-LGL-000	Mobile Communication Services	0	0	0	0	0	0	0
	921-331-AGNCY-LGL-000	Office Equipment Repair	0	315	0	250	250	250	0
	923-120-AGNCY-LGL-000	Financial Consultant	0	1,823	0	20,000	20,000	20,000	0
	921-340-AGNCY-LGL-000	Property Association Dues	1,353	1,260	(1,440)	2,470	2,470	2,000	(470)
	921-670-AGNCY-LGL-000	Travel	19,330	23,053	28,709	28,000	28,000	35,000	7,000
	921-670-AGNCY-LGL-ARP	Travel	0	0	0	0	0	0	0
	921-671-AGNCY-LGL-000	Meetings	398	35	111	500	500	500	0
	923-105-AGNCY-LGL-000	Legal Fees	107,350	80,558	107,215	84,297	100,000	100,000	0
	923-332-AGNCY-LGL-000	Records Retention	344	2,597	2,765	2,736	2,736	2,800	64
	926-639-AGNCY-LGL-000	Training	2,451	2,935	2,323	4,000	4,000	4,500	500
	926-653-AGNCY-LGL-000	Employee Dues	1,975	1,990	3,022	1,760	2,150	3,500	1,350
	935-300-AGNCY-LGL-000	Janitorial	4,174	4,423	4,160	3,004	4,444	4,400	(44)
	935-301-AGNCY-LGL-000	Grounds Services (Lawn/Irriga)	0	0	450	0	0	0	0
	935-304-AGNCY-LGL-000	Building Maintenance	483	1,997	658	1,010	1,010	1,000	(10)
	935-310-AGNCY-LGL-000	Security Monitoring	274	299	725	600	360	625	265
	935-317-AGNCY-LGL-000	Pest / Termite Control	761	715	743	808	620	825	205
LGL Total			153,695	141,668	164,991	167,334	186,605	194,599	7,994

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Member Services	921-000-AGENCY-MBR-000	Office Supplies	0	0	0	0	0	0	0
	921-165-AGENCY-MBR-000	Environmental Support	49	0	0	0	0	0	0
	921-220-AGENCY-MBR-000	Books - Publications - Subscri	0	250	0	700	700	200	(500)
	921-240-AGENCY-MBR-000	Office Supplies	972	5,451	1,233	399	500	700	200
	921-650-AGENCY-MBR-000	Employer Dues	143,086	146,355	176,528	100,000	188,600	188,600	0
	921-670-AGENCY-MBR-000	Travel	46,414	47,193	67,474	50,000	76,000	105,000	29,000
	921-670-AGENCY-MBR-ARP	Travel	0	0	0	30,000	32,000	30,000	(2,000)
	921-910-AGENCY-MBR-000	Software Purchases & Renewals	0	0	0	31,500	31,500	31,500	0
	921-671-AGENCY-MBR-000	Meetings	2,456	9,114	8,140	11,766	13,400	16,000	2,600
	921-671-AGENCY-MBR-ARP	Meetings	0	0	0	1,000	1,000	1,000	0
	923-180-AGENCY-MBR-000	Lobbying	2,000	0	0	0	0	0	0
	921-960-AGENCY-MBR-000	Leased Employees	0	0	0	50,000	50,000	50,000	0
	926-639-AGENCY-MBR-000	Training	4,560	6,776	6,135	13,560	15,000	15,000	0
	926-639-AGENCY-MBR-ARP	Training	0	0	0	10,000	10,000	10,000	0
	926-653-AGENCY-MBR-000	Employee Dues	244	648	0	1,000	1,000	1,000	0
	926-653-AGENCY-MBR-ARP	Employee Dues	0	0	0	500	500	500	0
	930-801-AGENCY-MBR-000	FMEA Rodeo Prize	2,928	4,500	2,674	8,000	8,000	8,000	0
	930-900-AGENCY-MBR-000	Advertising	982	627	884	0	0	0	0
	999-500-AGENCY-MBR-000	Capital Expenditure	0	0	6,625	0	0	0	0
MBR Total			203,691	220,914	269,692	308,425	428,200	457,500	29,300

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
System Operations	921-240-AGENCY-OPS-000	Office Supplies	200	0	0	0	100	100	0
	921-670-AGENCY-OPS-000	Travel	1,883	1,442	2,380	2,809	1,825	4,050	2,225
	921-670-AGENCY-OPS-ARP	Travel	22,704	25,612	2,754	3,551	5,800	5,400	(400)
	921-671-AGENCY-OPS-000	Meetings	618	82	0	0	0	0	0
	921-671-AGENCY-OPS-ARP	Meetings	219	13	282	0	400	375	(25)
	926-639-AGENCY-OPS-000	Training	0	495	647	(295)	3,000	400	(2,600)
	926-639-AGENCY-OPS-ARP	Training	5,138	10,157	715	2,605	2,500	3,000	500
	926-653-AGENCY-OPS-000	Employee Dues	240	244	877	263	900	1,200	300
OPS Total			31,002	38,044	7,655	8,933	14,525	14,525	0

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Resource and Strategic Planning	921-200-AGENCY-PLN-000	Computer Supplies	0	0	0	0	0	0	0
	921-220-AGENCY-PLN-000	Books - Publications - Subscri	7,165	7,525	7,800	8,500	8,500	9,000	500
	921-670-AGENCY-PLN-000	Travel	591	1,460	2,648	5,500	1,200	1,200	0
	921-670-AGENCY-PLN-ARP	Travel	389	351	1,106	1,200	6,500	6,500	0
	921-671-AGENCY-PLN-000	Meetings	0	0	0	250	800	800	0
	921-910-AGENCY-PLN-000	Software Purchases & Renewals	0	0	0	46,363	58,600	0	(58,600)
	921-910-AGENCY-PLN-ARP	Software Purchases & Renewals	0	0	0	12,237	0	0	0
	923-100-AGENCY-PLN-000	Contract Consultants	0	0	0	0	0	0	0
	926-639-AGENCY-PLN-000	Training	0	160	4,200	0	0	0	0
	926-639-AGENCY-PLN-ARP	Training	0	3,071	476	10,000	10,000	10,000	0
	926-653-AGENCY-PLN-000	Employee Dues	0	0	0	0	0	0	0
PLN Total			8,145	12,566	16,229	84,050	85,600	27,500	(58,100)

FLORIDA MUNICIPAL POWER AGENCY
FY 2026 Agency Budget
Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Public Relations	921-165-AGENCY-PRD-000	Environmental Support	58,648	81,206	60,108	60,000	60,000	65,000	5,000
	921-210-AGENCY-PRD-000	Printing Costs	524	1,628	1,632	1,000	1,000	1,000	0
	921-220-AGENCY-PRD-000	Books - Publications - Subscri	1,832	6,514	8,043	6,200	6,200	6,200	0
	921-240-AGENCY-PRD-000	Office Supplies	1,698	1,584	15	550	550	1,000	450
	921-390-AGENCY-PRD-000	Communications Projects	16,176	16,161	17,805	27,800	27,800	27,800	0
	921-670-AGENCY-PRD-000	Travel	24,450	39,059	32,432	53,000	53,000	53,000	0
	921-671-AGENCY-PRD-000	Meetings	2,328	75	589	2,000	2,000	1,000	(1,000)
	921-803-AGENCY-PRD-000	Govt Relations Events	2,815	700	700	2,800	2,800	2,000	(800)
	921-811-AGENCY-PRD-000	Sponsorships	13,250	15,000	12,000	27,000	27,000	27,000	0
	921-820-AGENCY-PRD-000	Speciality Items	0	42	1,689	3,900	3,900	3,900	0
	921-830-AGENCY-PRD-000	Annual Report	6,736	14,019	14,435	15,000	15,000	15,000	0
	921-910-AGENCY-PRD-000	Software Purchases & Renewals	0	0	0	10,000	10,000	10,000	0
	921-960-AGENCY-PRD-000	Other	0	108	0	0	0	0	0
	923-000-AGENCY-PRD-000	Consultants	0	0	2,153	0	0	0	0
	921-920-AGENCY-PRD-000	Maintenance Support Agreements	0	0	0	0	0	0	0
	921-930-AGENCY-PRD-000	Computer Hardware	0	0	1,750	0	0	0	0
	923-100-AGENCY-PRD-000	Contract Consultants	47,766	70,637	53,917	28,000	28,000	28,000	0
	923-180-AGENCY-PRD-000	Lobbying	103,155	77,280	67,545	91,000	91,000	91,000	0
	926-639-AGENCY-PRD-000	Training	12,954	2,768	10,493	12,000	12,000	12,000	0
	926-653-AGENCY-PRD-000	Employee Dues	310	250	0	900	900	900	0
PRD Total			292,642	327,030	285,304	341,150	341,150	344,800	3,650

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Power Resources	921-220-AGENCY-PWR-000	Books - Publications - Subscri	29,250	0	0	0	0	0	0
	921-220-AGENCY-PWR-ARP	Office Supplies	0	30,250	31,250	43,000	33,000	1,000	(32,000)
	921-240-AGENCY-PWR-000	Office Supplies	2,145	0	0	0	0	250	250
	921-670-AGENCY-PWR-000	Travel	0	0	0	500	500	500	0
	921-670-AGENCY-PWR-ARP	Travel	8,005	8,380	9,424	13,500	15,000	18,000	3,000
	921-671-AGENCY-PWR-ARP	Meetings	806	351	0	500	500	500	0
	926-639-AGENCY-PWR-ARP	Training	0	0	0	1,500	1,500	1,500	0
	926-653-AGENCY-PWR-000	Employee Dues	0	99	0	0	0	0	0
	926-639-AGENCY-PWR-000	Training	0	755	0	0	0	0	0
PWR Total			40,205	39,834	40,674	59,000	50,500	21,750	(28,750)

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Regulatory Compliance	921-220-AGENCY-REG-000	Books - Publications - Subscri	0	0	0	0	0	0	0
	921-316-AGENCY-REG-000	Mobile Communication Services	0	0	0	0	0	0	0
	921-650-AGENCY-REG-000	Employer Dues	62,500	66,000	68,000	68,000	70,000	68,000	(2,000)
	921-670-AGENCY-REG-000	Travel	0	4,517	0	2,000	10,000	5,000	(5,000)
	921-670-AGENCY-REG-ARP	Travel	3,253	4,966	141	0	0	0	0
	921-671-AGENCY-REG-000	Meetings	0	0	0	1,500	3,000	2,000	(1,000)
	921-671-AGENCY-REG-ARP	Meetings	2,060	1,320	346	0	0	0	0
	926-639-AGENCY-REG-000	Training	52	0	0	0	0	0	0
	926-639-AGENCY-REG-ARP	Training	0	0	360	0	0	0	0
	926-653-AGENCY-REG-ARP	Employee Dues	0	0	0	455	455	455	0
REG Total			67,865	76,803	68,848	71,955	83,455	75,455	(8,000)

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Risk Management	921-220-AGENCY-RSK-000	Books - Publications - Subscri	3,443	2,763	3,257	3,244	3,244	3,599	355
	921-670-AGENCY-RSK-000	Travel	5,049	2,432	1,111	2,500	2,500	2,500	0
	921-670-AGENCY-RSK-ARP	Travel	0	297	181	1,590	1,590	1,524	(66)
	921-671-AGENCY-RSK-000	Meetings	37	618	0	100	100	100	0
	923-150-AGENCY-RSK-000	Insurance Consultant	24,722	20,784	31,543	25,000	25,000	27,500	2,500
	924-321-AGENCY-RSK-000	Property Insurance	21,496	21,525	26,926	26,250	26,250	27,601	1,351
	924-322-AGENCY-RSK-000	Other Insurance	108,478	152,124	120,387	133,671	133,671	127,631	(6,040)
	925-323-AGENCY-RSK-000	Auto Liability Insurance	12,498	10,475	6,455	12,000	7,216	14,720	7,504
	925-324-AGENCY-RSK-000	Officers Liability Insurance	168,290	181,100	177,713	192,000	192,000	186,746	(5,254)
	925-625-AGENCY-RSK-000	Workers Comp Insurance	49,816	41,277	38,377	51,042	51,042	51,042	0
	925-625-AGENCY-RSK-ARP	Workers Comp Insurance	0	0	0	0	0	0	0
	925-720-AGENCY-RSK-000	Commercial Umbrella Insurance	342,762	387,085	476,421	515,593	515,593	633,200	117,607
	926-639-AGENCY-RSK-000	Training	0	0	39	1,000	1,000	1,000	0
RSK Total			736,590	820,480	882,408	963,990	959,206	1,077,163	117,957

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Transmission Planning	921-220-AGENCY-TPS-000	Books - Publications - Subscri	867	416	0	0	0	0	0
	921-240-AGENCY-TPS-000	Office Supplies	171	229	0	0	0	0	0
	921-670-AGENCY-TPS-000	Travel	892	356	0	0	0	1,000	1,000
	921-670-AGENCY-TPS-ARP	Travel	29,460	12,145	930	0	0	6,000	6,000
	921-671-AGENCY-TPS-000	Meetings	1,354	0	0	0	0	0	0
	921-910-AGENCY-TPS-000	Software Purchases & Renewals	0	0	0	56,000	0	45,600	45,600
	923-170-AGENCY-TPS-000	IT Consulting Services	1,020	1,020	1,020	0	0	0	0
	926-635-AGENCY-TPS-000	Tuition Reimbursement	0	0	0	0	0	0	0
	926-639-AGENCY-TPS-ARP	Training	0	2,240	303	0	0	1,000	1,000
	926-639-AGENCY-TPS-000	Training	5,985	6,698	0	0	0	0	0
	926-653-AGENCY-TPS-000	Employee Dues	0	0	0	0	0	0	0
TPS Total			39,749	23,104	2,254	56,000	0	53,600	53,600

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

Department	Sub/Account	Account Description	2022 Actual	2023 Actuals	2024 Actuals	2025 Forecast	2025 Budget	2026 Budget	Inc./ (Dec.)
Treasury	427-220-AGENCY-TSY-000	Interest Expense	0	0	0	0	68,513	0	(68,513)
	427-220-AGENCY-PLP-DSA	Interest Expense	13,749	0	30,208	68,513	0	51,982	51,982
	921-220-AGENCY-TSY-000	Books - Publications - Subscri	13,749	14,499	12,335	12,600	15,750	12,600	(3,150)
	921-230-AGENCY-TSY-000	Shipping - Freight - Postage	20	0	0	50	100	100	0
	921-240-AGENCY-TSY-000	Office Supplies	0	63	28	150	200	150	(50)
	921-650-AGENCY-TSY-000	Employer Dues	160	0	0	0	0	0	0
	921-910-AGENCY-TSY-000	Software Purchases & Renewals	0	0	45,000	167,000	151,300	170,700	19,400
	923-105-AGENCY-TSY-000	Legal Fees	0	0	20,000	25,000	16,000	27,500	11,500
	999-240-AGENCY-TSY-000	Transfer to Other Bus Unit	0	0	0	0	0	0	0
	999-240-AGENCY-000-PLN	Transfer to Other Bus Unit	0	0	0	482,203	482,203	517,797	35,593
	921-670-AGENCY-TSY-000	Travel	637	490	0	200	200	100	(100)
	921-671-AGENCY-TSY-000	Meetings	0	61	80	100	150	100	(50)
	921-700-AGENCY-TSY-000	Bank and Other Account Fees	10,872	8,765	11,119	10,000	12,900	11,340	(1,560)
	923-100-AGENCY-TSY-000	Contract Consultants	5,298	0	0	0	0	0	0
	923-120-AGENCY-TSY-000	Financial Consultant	75,000	166,754	301,301	245,000	277,500	240,000	(37,500)
	926-639-AGENCY-TSY-000	Training	2,863	5,408	7,698	6,600	7,400	6,900	(500)
	926-653-AGENCY-TSY-000	Employee Dues	1,850	910	1,075	1,150	1,150	1,150	0
TSY Total			124,198	196,951	428,844	1,018,566	1,033,366	1,040,418	7,052

FLORIDA MUNICIPAL POWER AGENCY

FY 2026 Agency Budget

Detail by Department

		2024	2025	2025	2026	Incr./
Department	Name	Actuals	Forecast	Budget	Budget	(Decr.)
ACC	Accounting	155,163	256,164	255,932	266,900	10,968
ADM	Building Administration	644,011	1,029,163	1,034,960	1,428,300	393,340
AGN	Executive Administration	425,085	615,935	597,800	604,300	6,500
CBR	Cyber Security	22,212	7,070	28,200	15,000	(13,200)
CNT	Contract Compliance	39,434	46,382	23,350	29,530	6,180
FIN	Finance (CFO)	4,894	9,300	21,050	30,450	9,400
FPA	Financial Planning & Analysis	5,800	17,104	18,000	20,015	2,015
GEE	Generation Engineering	40,157	40,950	37,500	44,750	7,250
GEN	Fleet Generation	65,971	56,200	60,500	71,900	11,400
GES	Generation Support	21,860	49,098	34,750	51,550	16,800
HRD	Human Resources Department	12,245,150	13,736,013	13,736,013	14,452,108	716,094
ITD	Information Technology	1,511,834	700,252	775,670	779,440	3,770
LGL	Legal	164,991	167,334	186,605	194,599	7,994
MBR	Member Services	269,692	308,425	428,200	457,500	29,300
OPS	Business Development & System Ops	7,655	8,933	14,525	14,525	0
PLN	Resource & Strategic Planning	16,229	84,050	85,600	27,500	(58,100)
PRD	Public / Government Relations	285,304	341,150	341,150	344,800	3,650
PWR	Power Resources (COO)	40,674	59,000	50,500	21,750	(28,750)
REG	Regulatory Compliance	68,848	71,955	83,455	75,455	(8,000)
RSK	Risk Management	882,408	963,990	959,206	1,077,163	117,957
TPS	Engineering Services	2,254	56,000	0	53,600	53,600
TSY	Treasury	428,844	1,018,566	1,033,366	1,040,418	7,052
Total Agency		17,348,468	19,643,034	19,806,332	21,101,554	1,295,221



FY 2026 AGENCY BUDGET

Comparison of Proposed 2026 Budget vs. 2025 Budget

	Budget Fiscal year 2025	Budget Fiscal year 2026	FY 2026 Budget Above/(Below) FY 2025 Budget	
Gross Payroll	9,838,270	10,231,801	393,531	4.0%
FICA & Medicare	752,628	782,733	30,105	4.0%
401A	983,827	1,023,180	39,353	4.0%
Long Term Care	13,370	13,961	590	4.4%
Healthcare Insurance	1,626,318	1,857,983	231,665	14.2%
Workers Comp Insurance	51,042	51,042	0	0.0%
Unemployment Compensation	2,500	2,500	0	0.0%
Recruit & Relocate	180,000	140,000	(40,000)	-22.2%
Wellness	30,000	40,000	10,000	33.3%
Tuition Reimbursement	12,000	6,000	(6,000)	-50.0%
Employee Recognition	10,000	10,000	0	0.0%
Employee Activities	15,000	18,000	3,000	20.0%
Total Payroll & Benefits	13,514,955	14,177,200	662,244	4.9%
Employer Dues	266,625	265,140	(1,485)	-0.6%
FCG-Florida Electric Power Coord Group	60,000	65,000	5,000	8.3%
Subscriptions	73,314	39,899	(33,415)	-45.6%
Employee Dues	13,130	14,820	1,690	12.9%
Office Supplies	35,250	39,650	4,400	12.5%
Bank Charges	12,900	11,340	(1,560)	-12.1%
Software	754,508	757,500	2,992	0.4%
Hardware	16,000	10,000	(6,000)	-37.5%
Computer Supplies	14,000	15,000	1,000	7.1%
Postage	3,845	4,800	955	24.8%
Printing	16,000	16,000	0	0.0%
Telephone & Fax	52,500	52,160	(340)	-0.6%
Phone Stipend	36,400	34,450	(1,950)	-5.4%
Internet Charges	146,120	166,430	20,310	13.9%
GM's Contingency	200,000	200,000	0	0.0%
Business Travel	447,715	500,824	53,109	11.9%
Training	192,760	201,860	9,100	4.7%
Management Staff Training	30,000	40,000	10,000	33.3%
Meetings	60,850	63,325	2,475	4.1%
FMPA Board of Directors	45,000	46,000	1,000	2.2%
All Other Operating Costs	64,770	76,800	12,030	18.6%
Total Operating Expense	2,541,687	2,620,999	79,312	3.1%



FY 2026 AGENCY BUDGET

Comparison of Proposed 2026 Budget vs. 2025 Budget

	Budget Fiscal year 2025	Budget Fiscal year 2026	FY 2026 Budget Above/(Below) FY 2025 Budget	
Lobbying	104,000	103,199	(801)	-0.8%
Consultants	776,685	852,980	76,295	9.8%
Sponsorships	27,000	27,000	0	0.0%
Advertising	24,100	24,000	(100)	-0.4%
Communications Projects & Special Events	30,600	29,800	(800)	-2.6%
Outside Services & Consultants	962,385	1,036,979	74,594	7.8%
Cyber & Property Insurance	159,921	155,232	(4,689)	-2.9%
Excess Liability Insurance	515,593	633,200	117,607	22.8%
Auto Insurance	7,216	14,720	7,504	104.0%
Officers Liability Insurance	192,000	186,746	(5,254)	-2.7%
Interest Expense Admin Building	68,513	51,982	(16,531)	-24.1%
Utilities (Electric/Garbage/Water)	118,650	118,650	0	0.0%
Office Furniture	14,000	14,000	0	0.0%
Building Services	89,564	42,475	(47,089)	-52.6%
Building & Equipment Repairs	185,135	114,150	(70,985)	-38.3%
Alarm Systems	10,660	11,075	415	3.9%
Property Dues	6,730	6,350	(380)	-5.6%
Building, Maintenance, Equipment, & Insurance	1,367,982	1,348,580	(19,402)	-1.4%
Capital	637,120	1,100,000	462,880	72.7%
Pooled Loan Principal	482,203	517,797	35,593	7.4%
Agency Working Capital	300,000	300,000	0	0.0%
Balance Sheet Items	1,419,323	1,917,797	498,473	35.1%
Agency Expenses (Budget Based)	19,806,331	21,101,554	1,295,222	6.5%

Green font represents a savings greater than 10%

Red font represents a cost increase greater than 10%

Blue font represents items that had no value in the comparison period

Public Purpose Designations

Meetings

FMPA often holds governing board/committee meetings, trainings, roundtables and other events for the benefit of FMPA and its members that include its member-owners from around the state. In addition, FMPA holds meetings with business-related groups (e.g., Florida Gas Utility, Florida Municipal Power Pool, etc.) or meetings involving staff working through the lunch hour that are necessary and important for the benefit of FMPA's members. Given that meeting attendees travel to FMPA from varying distances and that the meetings often last several hours, making the combined travel and meeting time equivalent up to a full working day or more, and that these meetings are important to address FMPA's business needs, it is hereby determined that meeting-related expenses for meals, refreshments, snacks and catering supplies provided for in this subcategory constitute a public purpose and are hereby authorized, within the otherwise applicable limits of the Agency and its personnel, for this public purpose established.

Employee Activities

Employees connect with their employer through the people they work with, as well as the mission and values of the organization and the work that is performed. People engage with people, and they give more when they feel valued and appreciated. Studies show that employees who feel connected with their co-workers and the organization are prone to think more, do more and care more with the organization's best interests in mind. These types of engaged employees are more productive, more committed and more valuable to the organization. Organizations of all types have long held social events with employees outside the workplace—such as picnics and holiday gatherings—to build relationships, show appreciation and foster employee engagement. The time-honored traditions of company picnics and holiday gatherings are still customary annual events for many public and private organizations. It is hereby determined that expenses for employee activities, as described herein and provided in this subcategory, constitute a public purpose and are hereby authorized, within the otherwise applicable limits of the Agency and its personnel, for this public purpose established.

Awards & Recognition

While competitive compensation is important for attracting and retaining employees, it is also well documented that using non-pay incentive, such as awards and recognition programs, is an important element in maintaining and retaining employees. Awards and recognition programs can be designed to reward individual employees or employees collectively for their contributions to the organization. Recognition can take various forms, formal and informal, monetary and non-monetary. By acknowledging employee efforts and making them feel valued and appreciated, organizations can increase the employees' satisfaction, morale and self-esteem. Employers who create a culture of recognition see measurable results. The benefits to organization typically include higher employee engagement, higher productivity, lower turnover and a higher ability to attract and retain employees. It is hereby determined that expenses for employee awards and recognition, as described herein and provided in this subcategory, constitute a public purpose and are hereby authorized, within the otherwise applicable limits of the Agency and its personnel, for this public purpose established.

FLORIDA MUNICIPAL POWER AGENCY
Expenses with a Public Purpose Designation
Summary

Meetings

Department	Actual 2022	Actuals 2023	Actuals 2024	Budget 2025
Accounting	\$ 474	\$ 979	\$ 274	-
Building Administration	-	-	239	-
Executive Administration	12,270	12,654	13,406	15,000
Cyber Security	50	-	-	-
Generation Engineering	1,354	-	86	500
Fleet Generation	460	1,460	555	1,000
Generation Support	-	-	401	500
Human Resources Department	15,305	15,925	14,193	20,000
Information Technology	1,695	1,083	258	2,000
Legal	398	35	111	500
Member Services	2,456	9,114	8,140	14,400
Business Development & System Ops	837	95	282	400
Resource & Strategic Planning	-	-	-	800
Public / Government Relations	2,328	75	589	2,000
Power Resources (COO)	806	351	-	500
Regulatory Compliance	2,060	1,320	346	3,000
Risk Management	37	618	-	100
Treasury	-	61	80	150
Total	\$ 55,742	\$ 62,475	\$ 61,319	\$ 85,850

Employee Activities

Human Resources Department	8,907	10,158	11,706	15,000
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Awards & Recognition

Human Resources Department	6,305	8,548	10,656	10,000
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Financial Commitment Authority – Defined as the authorized personnel who have the ability to financially commit (sign on behalf of) the Agency (contracts, work orders, purchase orders, etc.). Authority levels are shown in the following table.

FMPA Financial Commitment Authority Levels

Authority Levels	Agency/ARP A&G	ARP (Non-Commodity)	ARP (Commodity) [1]
General Manager	Up to \$250,000. For emergency events declared by the GM, GM has unlimited authority and must report to chairpersons of the EC and BOD within 5 days and the governing bodies at the next scheduled meeting	Up to total non-fuel Operations and Maintenance Budget and total Project Capital Budget, with non-budgeted items over \$250,000 reported at the next EC Meeting	- Up to \$50 million notional value for transactions > 2 years but ≤ 7 years - Up to \$15 million notional value for transactions > 1 month but ≤ 2 years - Up to \$5 million notional value for transactions ≤ 1 month
Chief Operating Officer (COO) [2]	Up to \$50,000	Up to \$150,000	- Up to \$15 million notional value for transactions > 1 month but ≤ 2 years - Up to \$5 million notional value for transactions ≤ 1 month
Generation Fleet Engineering Director and Generation Fleet Operations Director	Up to \$10,000	Up to \$50,000	N/A
General Counsel	Up to \$50,000	Up to \$50,000	N/A
VP IT/OT & Systems Ops	Up to \$50,000	Up to \$50,000	Up to \$5 million notional value for transactions ≤ 1 month
Chief People & Member Services Officer	All benefit, health care and payroll related expenses that are within the approved budget. Any other HR related expenses up to \$50,000	All benefit, health care and payroll related expenses that are within the approved budget. Any other HR related expenses up to \$50,000	N/A
Chief Financial Officer	All insurance expenses, except employee health-related insurance, that are within the approved budget. [3] Any other expenses up to \$50,000	All insurance expenses, except employee health-related insurance, that are within the approved budget. [3] Any other expenses up to \$50,000	Up to \$5 million notional value for transactions ≤ 1 month
Power Generation Engineer & Project Manager	Up to \$10,000	Up to \$20,000	N/A
Financial Planning, Rates, Budget, and Fuels Director	Up to \$10,000	Up to \$10,000	Up to \$5 million notional value for transactions ≤ 1 month
Managers, Directors and Deputy General Counsel [4]	Up to \$10,000	Up to \$10,000	N/A
Plant Managers	N/A	\$20,000	N/A

Authority Levels	Agency/ARP A&G	ARP (Non-Commodity)	ARP (Commodity) [1]
FMPP Executive Director	N/A	\$10,000	N/A
Manager delegated to non-manager staff	\$2,500	\$2,500	N/A
Approved Agents [5]	N/A	N/A	Up to \$5 million notional value for transactions ≤ 1 month

[1] Amounts shown represent the approval thresholds for spending authority or contract execution for business-related commodity transactions such as fuel, replacement power, and transmission, as set forth in Section 4.1 of FMPPA's Origination Transaction Policy.

[2] COO, or the General Manager's designee in the event the COO position is vacant.

[3] Approval thresholds for spending authority or contract execution for insurance transactions as set forth in Section 2.1 of FMPPA's Insurance Policy.

[4] Except as may be superseded by higher authority levels for certain manager or director positions elsewhere in this table.

[5] Approved agents include, but may not necessarily be limited to, FGU for transacting of physical natural gas trading activities, FMPP for electricity trading activities less than 8 calendar days, and OUC for non-firm transmission transactions less than 8 days.

The General Manager may authorize changes to the FMPPA Financial Commitment Authority Levels table to reflect organizational changes solely to the extent that such changes do not increase the overall financial commitment authority levels set forth therein; however, any such changes must be reported to the Executive Committee at its next regularly scheduled meeting.

Once the Procurement Process has been completed and a vendor and total dollar amount have been negotiated, the above-referenced financial commitment authority determines who is authorized to sign contracts, work orders, purchase orders, etc.

Payment Approval Authority – Defined as managers and above who have the ability to approve vendor invoices and contractual obligations for services rendered. This is an administrative function to verify FMPPA has received the good or services it contracted for in accordance with the counterparty's obligations and contract terms.

- a. If the goods and services provided are in accordance with work orders/contracts/agreements and do not result in expenditures or financial commitments exceeding the financially committed amount and the governing body approved budget, then the manager and above can approve and process invoice. Additional budget tests may exist, as further set by management.
- b. Should there be any desired change in the financial commitment (e.g., for a change order or other amendment to the existing financial commitment) that results in a higher total financial commitment, then the "Financial Commitment Authority" limits are reapplied to determine authority.