

Utah State Bar Commission
Friday, April 19, 2024
Utah State Bar - Law and Justice Center

AGENDA

1. 9:00 a.m. President's Report: Erik Christiansen

- | | | | |
|-----------------|-----|--|--|
| <i>05 Mins.</i> | 1.1 | Spring Convention Report: Erik Christiansen | |
| <i>05 Mins</i> | 1.2 | Report on Western States Bar Conference | |
| <i>02 Mins.</i> | 1.3 | Admissions Ceremony - May 20 th at Salt Palace | |
| <i>02 Mins.</i> | 1.4 | Annual Meeting - July 12, 2024 at Law and Justice Center | |
| <i>01 Mins.</i> | 1.5 | Report on Search for Chief Disciplinary Counsel: Elizabeth Wright | |
| <i>01 Mins.</i> | 1.6 | Report on Admissions Statistics: Elizabeth Wright | |
| <i>01 Mins.</i> | 1.7 | Looking Ahead: 2024 Commission Retreat – Snowpine Lodge, August 23 | |

2. 9:30 a.m. Action Items

- | | | | |
|-----------------|-----|---|----------------------------------|
| <i>30 Mins.</i> | 2.1 | Approve 2024-2025 Budget for Submission to Court: | (TAB 1, Page 3) |
| | | Rick Hoffman and Nathan Severin | |
| <i>30 Mins.</i> | 2.2 | Approve free legal research provider: | (TAB 2, Page 58) |
| | | David Duncan and Christine Hashimoto | |
| <i>20 Mins.</i> | 2.3 | Approve "Violence Against the Legal Profession" Survey: | (TAB 3, Page 65) |
| | | Stephen Kelson | |

3. 11:00 a.m. Information Items

- | | | |
|-----------------|-----|--------------------|
| <i>15 Mins.</i> | 4.1 | Litigation Section |
|-----------------|-----|--------------------|

11:15 a.m. Adjourn

CONSENT AGENDA

[\(TAB 4, Page 82\)](#)

(Approved without discussion by policy if no objection is raised)

1. Minutes of March 14, 2024 Commission Meeting

ATTACHMENTS

[\(TAB 5, Page 86\)](#)

1. March 2024 Utah State Bar Financial Statements
2. Ethics and Discipline Committee of the Utah Supreme Court 2023 Annual Report
3. Office of Professional Conduct 2023 – 2024 Annual Report

2024 CALENDAR

May 3	Law Day Luncheon	Noon	Grand America
May 20	Admission Ceremony	Noon	Salt Palace
June TBD	Jackrabbit Bar		TBD
June 14	Executive Committee Meeting	Noon	Telephone/Video Conference
June 21	Commission Meeting	9:00 a.m.	Law & Justice Center
June 21	Luncheon with Past Presidents & 50-year	Noon	Law & Justice Center
July 10	Executive Committee Meeting	Noon	Telephone/Video Conference
July 12	Annual Meeting		
July 17	Commission Meeting	9:00 a.m.	TBD
August 1 - 6	ABA Annual Meeting		Chicago, Illinois
August 23	Bar Commission Meeting/Retreat		Snowpine Lodge, Alta

TAB 1



**UTAH STATE BAR
DRAFT BUDGET
FY 2024/25**

April 16, 2024

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Utah State Bar FY25 Budget Narrative

Overview

The Utah State Bar's operations consist of 26 unique departments. Many of the Bar's departments are regulatory in nature and contain little discretionary spending, such as OPC, Admissions, Legal Services Innovation, and NLTP.

Some departments are intended to support themselves, such as Admissions, CLE, Summer Convention, Fall Forum, Spring Convention, Section Support, and Legal Services Innovation, while others are fully supported by member license fees. Some departments generate income; however, not enough to support themselves and must rely on member license fees for support, such as Facilities, Bar Journal, NLTP, LPP, and Legal Services Innovation.

MCLE, the Fund for Client Protection, and all Sections are accounted for separately, support themselves, have stand-alone financial statements. They are not factored into the Utah State Bar budget. Below is a summary of each Bar department, its function, how it is funded, and its financial statement category:

Financial Statement Cat.	Department	Function	Funded By
Admissions	Admissions	Regulatory	Self-supporting
Admissions	Licensed Paralegal Practitioner	Regulatory	License fees
New Lawyer Training Program ("NLTP")	NLTP	Regulatory	Self + Lic. Fees
Office of Professional Conduct ("OPC")	OPC	Regulatory	License fees
Bar Management	Licensing	Regulatory	License fees
Bar Operations	Bar Management	Regulatory	License fees
Bar Operations	General Counsel	Regulatory	License fees
Bar Operations	Information Technology ("IT")	Regulatory	License fees
Bar Operations	Commission/Special Projects	Regulatory	License fees
Member Services	Bar Journal	Member Service	Self + Lic. Fees
Member Services	Member Benefits	Member Service	License fees
Member Services	Section Support	Member Service	Self-supporting
Member Services	Legislative	Member Service	License fees
Member Services	Public Education	Member Service	License fees
Member Services	Young Lawyers Division ("YLD")	Member Service	License fees

Public Services	Committees	Public Service	License fees
Public Services	Consumer Assistance Program	Public Service	License fees
Public Services	Access to Justice	Public Service	License fees
Legal Services Innovation	Legal Services Innovation	Regulatory	Self + Lic. Fees
CLE	Continuing Legal Education ("CLE")	Education	Self-supporting
Summer Convention	Summer Convention	Education	Self-supporting
Fall Forum	Fall Forum	Education	Self-supporting
Spring Convention	Spring Convention	Education	Self-supporting
Facilities	Facilities	Building Usage	Self + Lic. Fees

Every transaction at the Bar is assigned to one of the 26 departments and one of approximately 180 General Ledger accounts. The transaction's department indicates who earned or spent the funds while the general ledger account reveals what type of income or expense it was. For example, commissioner travel expenses to Spring Convention would be assigned to department "21 – Commission/Special Projects" and GL account "5707 – Travel Commission Mtgs". Another example is when Bar staff spend time working on the Spring Convention, those expenses are charged to department "12 – Spring Convention", and GL account "5510 – Salaries/Wages". By assigning both a department and a functional account to each transaction, we can classify all income and expenses to produce income statements by department and by functional account, as required for external and IRS reporting.

One drawback to our current accounting that may cause confusion is that it is difficult to track programs that span multiple departments and accounts. For example, spending on the Licensed Lawyer program spans the IT, General Counsel, Access to Justice, Public Education, and Commission/Special Projects departments. Some of the costs related to software development have been capitalized while others are expensed as they are incurred (PR, advertising, and trademark expenses). As a result, it is not always apparent what is spent on which projects at a detailed level. The following budget schedules attempt to give more visibility into program spending while also being consistent with financial statement presentation.

For FY25 budgeting purposes, it is imperative to remain intentional and strategic about the investments the Bar is making in its various programs. The focus is on those departments that contain most of the Bar's discretionary spending: Public Services, Member Services and Bar Operations. The three conventions, CLE, Admissions, and Section Support departments have been budgeted to break even or generate a small profit to be considered self-supported.

During FY24, the Bar received Court granted ARPA funds of just over \$136,000 to fund Legal Services Innovation for one year. With a discontinuation of the funds, in addition to licensing fees under negotiation and unable to budget for, the Legal Services Innovation department is budgeted at a (\$222,321) net loss for FY25.

The Bar has added new programs while maintaining existing ones over the last several years, mainly due to a steady 2% annual increase in licensing revenue. Each of the last ten fiscal years (except for FY20, due to the COVID-19 pandemic limiting in-person gatherings and FY23, due to the added wellness benefits for Bar members), has generated a net profit adding to the Bar's reserves. However, it is anticipated based on historical trends that expense growth will outpace revenue growth and a review of reserves and an increase in licensing fees may be necessary in the next few years. As such, it is important that the Bar be strategic and intentional regarding its spending, especially as it relates to discretionary programs.

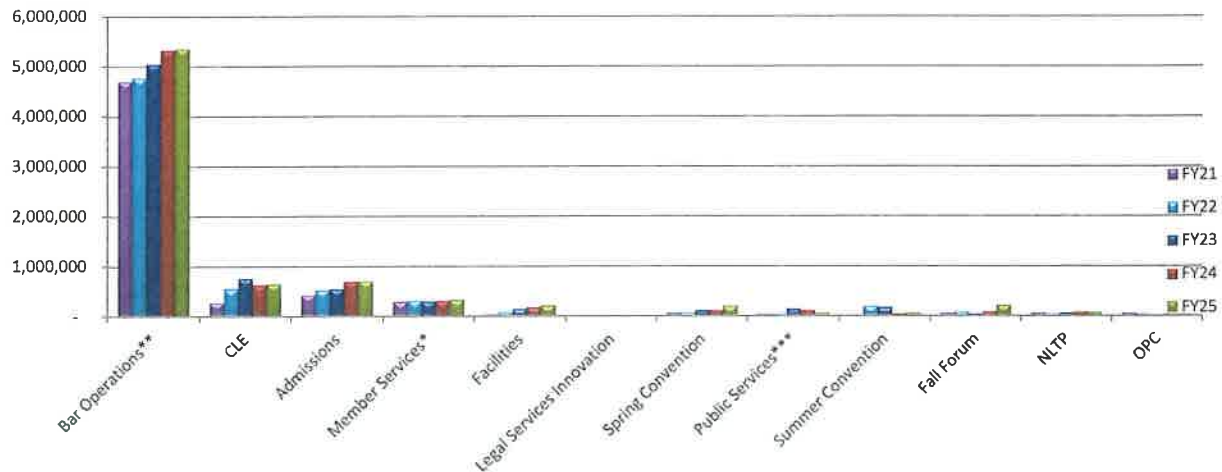
Key Changes

Built into the FY25 budget are the following key changes compared to FY24:

	Anticipated Change vs. FY24
Net Licensing Revenue	+1.86%
Admissions Revenue	+1.92%
Salaries	+3.2%
Health Insurance	+14.0%
Dental Insurance	+5.0%
Building Expenses (Utilities, etc.)	+3.0%
Hospitality Related Expenses (Travel, Per Diem & Food)	+5.0%
Decrease in Grant Funding	-78.0%

**Utah State Bar
FY25 FINAL Budget
Revenue by Department**

Revenue	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25	% of Total	Trend
Bar Operations**	4,700,360	4,773,860	5,048,959	5,333,530	5,354,656	67.7%	
CLE	284,997	555,781	763,328	640,083	653,768	8.3%	
Admissions	434,123	530,349	552,705	693,181	706,383	8.9%	
Member Services*	293,659	310,716	300,898	310,961	323,751	4.1%	
Facilities	39,185	85,753	147,417	184,158	207,086	2.6%	
Legal Services Innovation	-	-	-	6,875	5,500	0.1%	
Spring Convention	56,617	68,680	115,495	118,085	203,085	2.6%	
Public Services***	51,996	43,120	148,601	113,587	65,164	0.8%	
Summer Convention	-	198,025	171,058	51,087	61,077	0.8%	
Fall Forum	56,368	87,905	46,875	93,925	213,925	2.7%	
NLTP	56,034	52,885	56,289	79,695	81,531	1.0%	
OPC	63,656	44,829	31,399	37,160	37,160	0.5%	
Total	6,036,995	6,751,904	7,383,025	7,662,328	7,913,085	100%	



This table and chart shows the Bar's trended revenue by financial statement category. For the past four years, more than 60% of the Bar's income comes from member license fees. The next largest category of income is from CLE events, then Admissions. These three functions account for more than 80% of the Bar's income. We are projecting a 1.86% increase to licensing fees and admissions in FY25 compared to FY24, as this is a common trend over recent years.

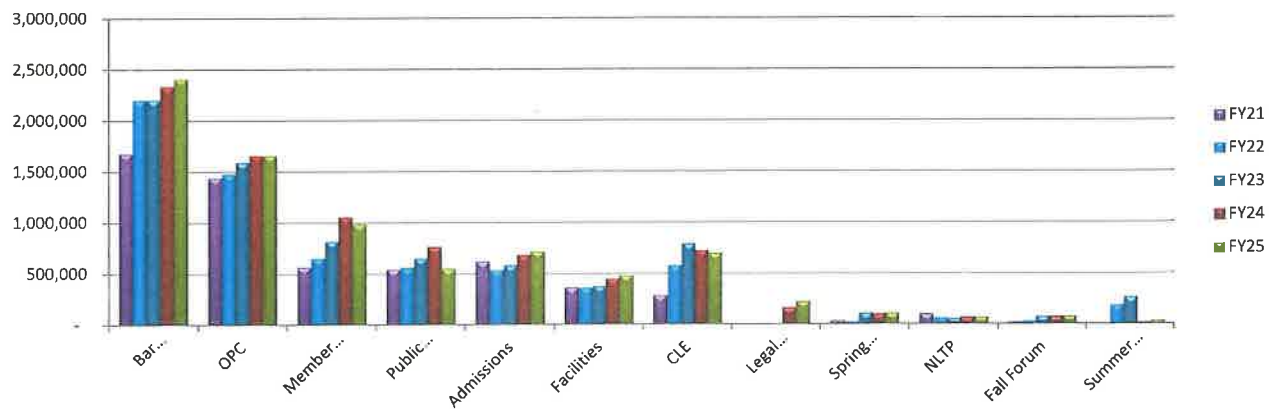
* Member Services includes the following: Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division.

** Bar Operations includes the following: Licensing, Bar Management, General Counsel, Information Technology, Commission/Special Project.

*** Public Services includes Committees, Consumer Assistance Program, and Access to Justice.

**Utah State Bar
FY25 FINAL Budget
Expenses by Department**

Expenses	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25	% of Total	Trend
Bar Operations**	1,676,296	2,199,935	2,199,565	2,329,797	2,402,613	29.9%	
OPC	1,435,479	1,474,475	1,589,587	1,658,118	1,655,498	20.6%	
Member Services*	566,732	651,291	816,554	1,056,243	987,659	12.3%	
Public Services***	544,141	563,181	651,955	760,772	550,182	6.9%	
Admissions	619,954	531,010	582,154	683,283	717,336	8.9%	
Facilities	365,677	361,758	377,318	448,679	480,568	6.0%	
CLE	283,726	576,964	791,760	725,562	699,838	8.7%	
Legal Services Innovation	-	-	-	165,680	227,821	2.8%	
Spring Convention	37,201	29,185	116,584	105,483	113,832	1.4%	
NLTP	103,690	63,475	60,495	71,609	74,101	0.9%	
Fall Forum	26,701	31,068	80,587	75,711	78,512	1.0%	
Summer Convention	8,687	188,760	270,256	20,118	37,052	0.5%	
Total	5,668,284	6,671,101	7,536,814	8,101,057	8,025,012	100%	



This table and chart shows the Bar's trended expenses by financial statement category. OPC, Bar Operations and Member Services account for over 60% of the Bar's total expenses, and a large majority of those expenses are staff-related.

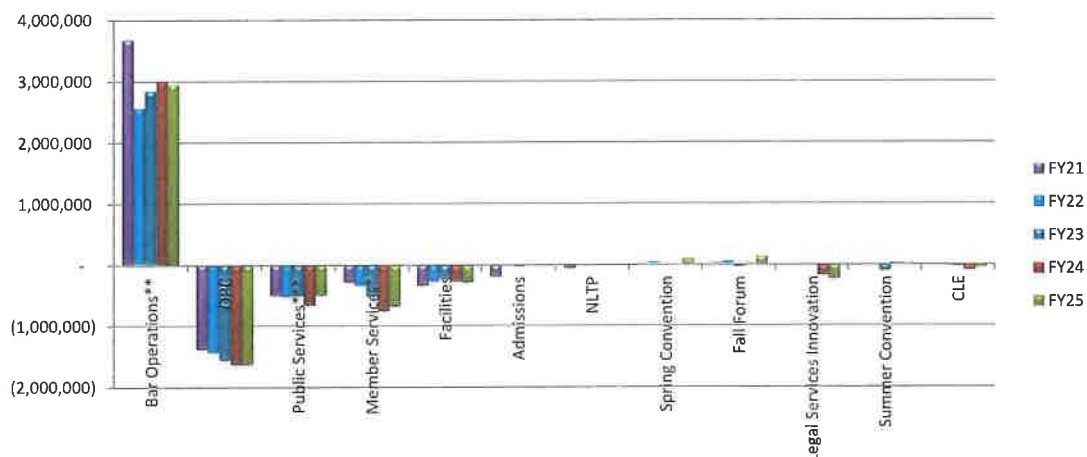
* Member Services includes the following: Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division.

** Bar Operations includes the following: Licensing, Bar Management, General Counsel, Information Technology, Commission/Special Project.

*** Public Services includes Committees, Consumer Assistance Program, and Access to Justice.

**Utah State Bar
FY25 FINAL Budget
Net Profit (Cost) by Department**

Net profit (cost)	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25	Trend
Bar Operations**	3,679,874	2,566,551	2,849,185	3,003,733	2,952,043	
OPC	(1,371,823)	(1,429,646)	(1,558,188)	(1,620,958)	(1,618,337)	
Public Services***	(492,145)	(520,061)	(503,353)	(647,185)	(485,018)	
Member Services*	(273,073)	(340,575)	(515,655)	(745,282)	(663,908)	
Facilities	(326,492)	(276,005)	(229,901)	(264,521)	(273,483)	
Admissions	(185,831)	(661)	(29,449)	9,898	(10,953)	
NLTP	(47,656)	(10,590)	(4,206)	8,086	7,430	
Spring Convention	19,416	39,495	(1,089)	12,602	89,253	
Fall Forum	29,666	56,837	(33,712)	18,214	135,413	
Legal Services Innovation	-	-	-	(158,805)	(222,321)	
Summer Convention	(8,687)	9,265	(99,198)	30,969	24,025	
CLE	1,271	(21,182)	(28,432)	(85,479)	(46,070)	
Total	1,024,520	73,430	(153,998)	(438,730)	(111,927)	



This table and chart shows the Bar's trended net profit (cost) by financial statement category. Colored bars rising above the x-axis depict net profit, while colored bars falling below show net cost. Those functions that have barely visible colored bars are those functions that are intended to support themselves and break even.

* Member Services includes the following: Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division.

** Bar Operations includes the following: Licensing, Bar Management, General Counsel, Information Technology, Commission/Special Project.

*** Public Services includes Committees, Consumer Assistance Program, and Access to Justice.

**Utah State Bar
FY25 FINAL Budget
Top 25 Gross Expense Categories (Based on Budget FY25)**

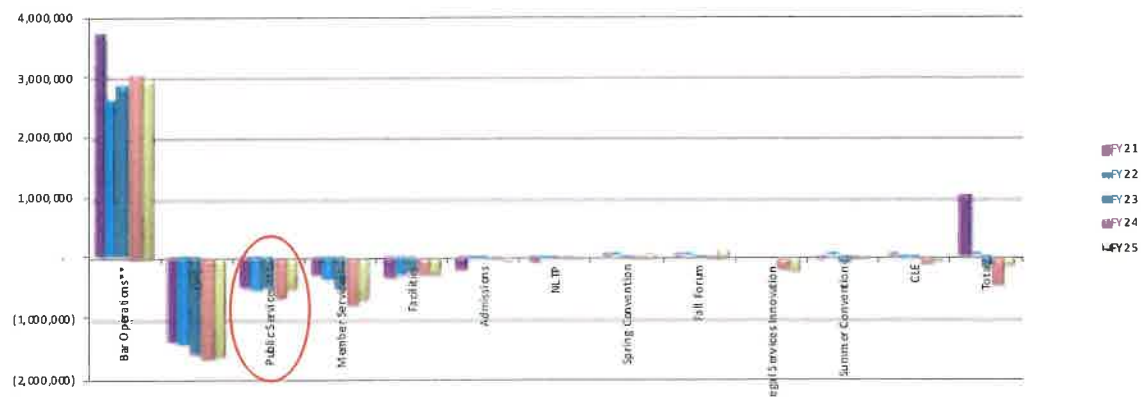
Top 25 Expense Categories	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25	
Salaries & Benefits	3,918,435	3,809,846	4,003,815	4,565,200	4,697,707	58.46%
Food & Beverage Expenses	29,367	259,927	619,772	483,374	494,286	6.15%
Wellness	77,738	89,644	177,681	406,747	325,560	4.05%
Computer Maintenance	42,437	105,031	213,287	247,042	247,042	3.07%
Building Overhead	185,019	199,530	218,466	219,684	223,562	2.78%
Credit Card Fees	51,635	65,446	161,417	177,464	181,228	2.26%
Depreciation	164,311	144,675	138,117	154,264	156,142	1.94%
Database Expense	57,057	58,183	90,904	146,179	149,510	1.86%
Meeting Room Expenses	13,026	79,792	145,926	134,330	140,524	1.75%
Copy/Printing Expense	94,182	109,687	122,657	118,099	123,373	1.54%
Travel	8,382	90,197	185,001	104,629	111,200	1.38%
Bar Exam Expenses	68,221	95,659	95,128	103,621	105,931	1.32%
Insurance Expense	73,741	80,129	93,471	95,970	98,407	1.22%
3rd Party Revenue Sharing	71,092	78,605	83,770	93,066	93,066	1.16%
Audit Expense	35,435	38,143	41,031	85,586	87,298	1.09%
LRE Support	64,182	64,182	60,000	60,000	70,000	0.87%
Postage/Mailing Expense	59,449	56,317	34,690	59,704	63,883	0.79%
Legislative Expenses	60,000	60,000	62,134	63,708	63,708	0.79%
Telecommunications Expense	75,957	74,978	84,348	73,110	55,479	0.69%
Casemaker	53,992	51,453	50,876	52,646	54,291	0.68%
MCLE Fees	39,142	62,283	58,595	47,852	47,959	0.60%
Retreat	-	22,281	32,051	42,344	45,300	0.56%
BJ Commission Expense	41,393	36,049	39,800	44,725	44,725	0.56%
Grants/Contributions	6,796	368,200	41,500	47,100	37,950	0.47%
Other Misc Expense	64,556	115,444	180,890	132,802	37,064	0.46%
Grand Total	5,668,284	6,671,101	7,536,814	8,123,977	8,035,758	
Other	312,741	455,422	501,487	364,730	280,562	3.49%
Grand Total	5,668,284	6,671,101	7,536,814	8,123,977	8,035,758	0%

Instead of breaking down expenses based on department, this table categorizes them based on functional expense account across all departments. It reveals the top twenty-five accounts that make up more than 96% of the Bar's spending. Notably, the single largest expense type that accounts for over half of the Bar's spending is staff-related (salaries and benefits). The next largest expense category during normal operations (not during the pandemic) is Food and Beverage Expenses; followed by mental health program (previously named "Blomquist" that was replaced with Tava and Unmind (the wellness app), Computer Maintenance (mostly related to IT services) and finally Building Overhead.

**Utah State Bar
FY25 FINAL Budget
Public Services**

	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25
Program Net Cost					
Consumer Assistance Program (1 FTE)	132,054	129,850	127,189	98,119	7
Access to Justice (3 FTEs)	213,114	225,276	169,545	324,748	25
Tuesday Night Bar (moved to virtual FY22)	1,236	256	-	-	-
Committees (.5 FTE)	145,741	164,680	206,519	226,318	15
UDR Contribution	-	-	-	-	-
Public Service Programs Net Cost	492,145	520,061	503,353	647,185	48
Other Public Service Expenses Classified Elsewhere:					
In Kind Contributions to UDR, LRE, UCL and other NFPs	5,879	18,291	19,835	15,754	1
Contribution to And Justice For All	-	250,000	-	-	-
Serving Our Seniors - YLD (estimated)	-	800	800	-	-
Wills for Heroes - YLD (estimated)	1,105	750	750	1,200	-
Other YLD Public Service Projects	12,564	10,000	10,000	4,600	-
Licensed Lawyer (some capitalized FY18-FY20)	6,600	6,600	6,600	6,600	-
Law Day	-	11,488	11,811	-	-
Total Other Public Service Expenses	26,148	297,929	49,797	28,154	21
Public Services Net Cost	518,293	817,989	553,150	675,339	51

Net (Profit) / Cost By Department



The above table shows the breakdown of Public Service (Committees, Consumer Assistance Program, and Access to Justice) expenses by program. The bar chart below the table depicts the net profit (cost) of each of the Bar's major functions and is presented to show how Public Services fits into the Bar's overall operations from a cost perspective. It should be noted that the majority of expenses in the Consumer Assistance Program and Access to Justice departments are staff-related, so there are fewer discretionary spending decisions short of making staffing changes.

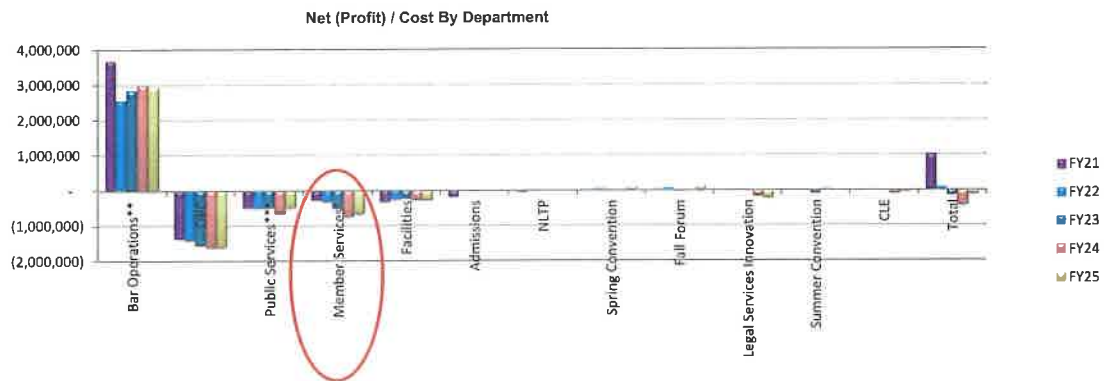
* Member Services includes the following: Bar Journal, Member Benefits, Section Support, Legislative, Public Education, and Young Lawyers Division.

** Bar Operations includes the following: Bar Management, General Counsel, Information Technology, Commission/Social Project.

*** Public Services includes Committees, Consumer Assistance Program, Access to Justice.

**Utah State Bar
FY25 FINAL Budget
Member Services**

Program Net Cost	Actual FY21	Actual FY22	Actual FY23	Projected FY24	Budget FY25
Public Education (1 FTE)	99,019	158,122	141,628	146,301	140,803
Licensed Lawyer				9,281	9,027
Member Benefits (Includes Tava, Unmind, and FastCase)	128,732	133,200	266,670	451,335	371,792
Bar Journal (0.5 FTE)	(8,762)	(5,169)	27,702	38,047	30,355
Legislative	61,613	63,395	80,354	67,391	67,503
Young Lawyers Division	18,679	38,554	31,430	65,419	59,555
Section Support (.5 FTE)	(26,209)	(47,526)	(32,479)	(32,492)	(15,127)
Member Service Programs Net Cost	273,073	340,575	515,305	745,282	663,908
Other Member Services Expenses Classified Elsewhere:					
Leadership Academy	-	8,056	12,440	9,660	16,000
Bar Review	-	8,934	53	-	-
Contribution to Fund for Client Protection (normally collected from members)	-	101,780	-	-	-
Total Other Member Service Expenses	-	118,769	12,493	-	-
Member Services Net Cost	273,073	459,344	527,798	745,282	663,908

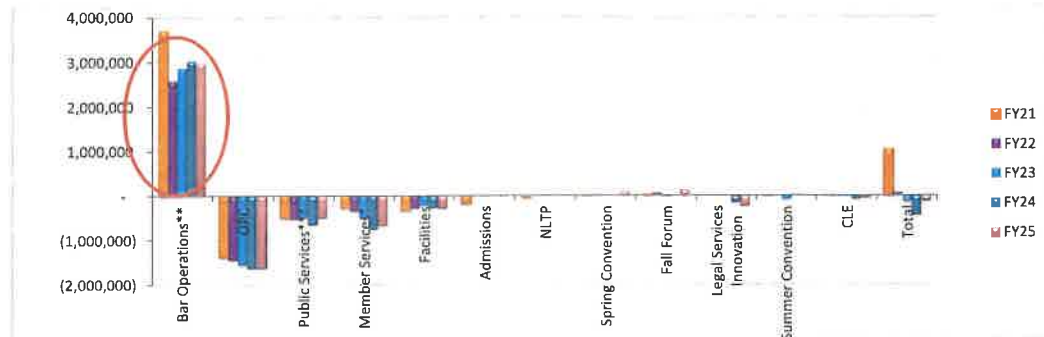


The above table shows the breakdown of Member Services (Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division) expenses by program. The bar chart below the table depicts the net profit (cost) of each of the Bar's major functions and is presented to show how Member Services fits into the Bar's overall operations from a cost perspective.

**Utah State Bar
FY25 FINAL Budget
Bar Operations**

	Actual	Actual	Actual	Actual	Projected	Budget
Program Net Cost	FY20	FY21	FY22	FY23	FY24	FY25
Bar Management (6.5 FTEs)	708,543	4,695,458	(3,910,255)	(4,072,301)	(4,194,080)	(4,167,650)
General Counsel (2.5 FTEs)	361,379	(292,262)	311,992	391,779	363,549	368,937
Ethics & Discipline Committee (1.5 FTE's)	-	(46,305)	176,599	225,222	251,134	278,381
IT (2 FTEs)	318,209	(301,817)	321,845	324,701	391,039	369,204
Commission/Special Projects	240,146	37,076	533,268	281,414	184,624	199,084
Bar Operations, net profit	1,628,277	4,092,151	(2,566,551)	(2,849,185)	(3,003,733)	(2,952,043)
		(7,772,025)				

Net (Profit) Cost By Department



Bar Operations is comprised of Licensing, Bar Management, General Counsel, Ethics & Discipline Committee, IT and Commission/Special Projects. The majority of spending in Bar Management, General Counsel and IT is staff-related. Other non-discretionary expense items in those departments include the annual audit expense, outside legal counsel for UPL and Bar litigation, and outside technology support. A detail of spending in Commission/Special Projects follows on a subsequent schedule.

To review the specific budgets related to the individual departments included in Bar Operations, please see the supplemental schedules at the following pages: 24 - Bar Management, 29 - Ethics & Discipline Committee, 30 - General Counsel, 31 - IT, and 44 - Commission/Special Projects.

Utah State Bar
FY25 FINAL Budget
Capital Expenditures

Category	FY21	FY22	FY23	Projected FY24	Budget FY25	Total
Office, building and meeting room furniture & fixtures	2,370	11,151	88,836	10,000		125,590
Office equipment (copiers, phones, fax, projectors, mail machine, etc.)	12,744	11,868	5,000	30,000		141,093
Building improvements	310,963	4,920	127,753	202,000		706,537
Computer equipment/servers/software	7,954	71,226	45,537	33,500	20,000	443,132
OPC database software (New Dawn/Journal Technologies)					10,000	10,000
Total	334,031	99,165	267,126	275,500	30,000	1,416,352

The above table shows capital expenditures by general category in recent years. Capital expenditures include spending on assets that cost \$1,000 or more and have a useful life of at least three years. Once purchased these assets are depreciated ratably over their useful lives.

**Utah State Bar
FY25 FINAL Budget
Projected Cash Reserves**

Cash Balance 03/31/2024	6,208,734
Budgeted Net Loss, Q4	(1,388,007)
Less: Liabilities Owed	(651,429)
Add: Receivables	71,803
Add: Q4 Depreciation	39,718
Less: Q4 Capital Expenditures	(75,000)
Projected Cash Reserves, 06/30/2024	4,205,818
Projected Cash Reserves, 06/30/2024	\$ 4,205,818
Add: FY24 budgeted change in cash	14,215
Projected Cash Reserves, 06/30/2024	<u>4,220,033</u>
Board Designated Reserves:	
Operations Reserve (4 months' Operations)	2,699,823
Capital Replacement Reserve - Equipment	200,000
Capital Replacement Reserve - Building	600,000
New OPC Database (Vendor unknown)	50,000
Wellbeing Program (Tava & Unmind)	228,000
Total Board Designated Reserves	<u>3,777,823</u>
Cash Reserves over Board Designated & Contingency Reserves	<u>\$ 442,210</u>

SUPPLEMENTAL SCHEDULES

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Admissions	530,349	552,705	693,181	706,383	13,202	2%
NLTP	52,885	56,289	79,695	81,531	1,836	2%
OPC	44,829	31,399	37,160	37,160	-	0%
Legal Services Innovation	-	-	6,875	5,500	(1,375)	-20%
CLE	555,781	763,328	640,083	653,768	13,685	2%
Summer Convention	198,025	171,058	51,087	61,077	9,990	20%
Fall Forum	87,905	46,875	93,925	213,925	120,000	128%
Spring Convention	68,680	115,495	118,085	203,085	85,000	72%
Member Services*	310,716	300,898	310,961	323,751	12,790	4%
Public Services**	15,942	7,862	12,478	12,023	(455)	-4%
Bar Operations***	4,773,860	5,048,959	5,333,530	5,354,656	21,125	0%
Facilities	85,753	147,417	184,158	207,086	22,928	12%
Total Revenue	6,724,726	7,242,286	7,561,219	7,859,944	298,726	5%
Expenses						
Admissions	531,010	582,154	683,283	717,336	34,053	5%
NLTP	63,475	60,495	71,609	74,101	2,492	3%
OPC	1,474,475	1,589,587	1,658,118	1,655,498	(2,620)	0%
Legal Services Innovation	-	-	165,680	227,821	62,140	38%
CLE	576,964	791,760	725,562	699,838	(25,724)	-4%
Summer Convention	188,760	270,256	20,118	37,052	16,933	84%
Fall Forum	31,068	80,587	75,711	78,512	2,801	4%
Spring Convention	29,185	116,584	105,483	113,832	8,349	8%
Member Services*	651,291	816,553.70	1,056,243	987,659	(68,584)	-6%
Public Services**	563,181	651,955	760,772	550,182	(210,590)	-28%
Bar Operations***	2,199,935	2,199,565	2,329,797	2,402,613	72,815	3%
Facilities	361,758	377,318	448,679	480,568	31,889	7%
Total Expenses	6,671,101	7,536,814	8,101,057	8,025,012	(76,045)	-1%
Other						
Grant Income	27,178	140,739	237,109	53,141	(183,968)	-78%
Gain (Loss) on Disposal of Assets	(7,373)	(209)	-	-	-	-
Net Profit (Loss)	73,430	(153,998)	(302,730)	(111,927)	190,803	37%
Depreciation	144,675	138,117	154,264	156,142	1,878	1%
Cash increase (decrease) from operations	218,104	(15,881)	(148,466)	44,215	192,681	-130%
Changes in operating assets/liabilities	272,051	1,036,949	20,000	20,000	-	0%
Capital expenditures	(105,318)	(249,162)	(195,465)	(30,000)	165,465	-85%
Net change in cash	\$ 384,837	\$ 771,905	\$ (323,931)	\$ 34,215	\$ 358,146	-111%

* Member Services is comprised of Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division.

** Public Services is comprised of Committees, Consumer Assistance, Access to Justice, and Tuesday Night Bar.

*** Bar Operations is comprised of Licensing, Bar Management, Ethics & Discipline Committee, General Counsel, IT, and Commission/Sp Projects.

Utah State Bar
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Based on Actual Results through 03/31/2024

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL FY 2025 7/1/2023 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4001 · Admissions - Student Exam Fees	142,175	142,400	203,556	207,627	4,071	2%
4002 · Admissions - Attorney Exam Fees	67,025	58,925	69,000	70,380	1,380	2%
4003 · Admissions - Retake Fees	32,200	27,175	17,813	18,169	356	2%
4004 · Admissions - Laptop Fees	79,855	65,530	133,594	136,265	2,672	2%
4005 · Admissions - Application Forms	1,150	6,000	13,450	12,207	(1,244)	-9%
4006 · Transfer App Fees	64,650	52,250	78,837	80,414	1,577	2%
4008 · Attorney - Motion	85,850	145,775	134,419	137,107	2,688	2%
4009 · House Counsel	23,800	29,750	19,812	20,208	396	2%
4010 · Section/Local Bar Support fees	102,447	103,174	107,919	110,077	2,158	2%
4011 · Admissions LPP	2,250	2,200	1,426	1,400	(26)	-2%
4020 · NLTP Fees	53,850	52,950	79,932	81,531	1,599	2%
4021 · Lic Fees > 3 Years	3,833,555	3,871,325	3,937,033	4,015,774	78,741	2%
4022 · Lic Fees < 3 Years	207,115	206,155	221,862	226,299	4,437	2%
4023 · Lic Fees - House Counsel	52,165	55,930	62,168	63,411	1,243	2%
4024 · Lic Fees LPP	4,850	4,250	5,889	5,894	5	0%
4025 · Pro Hac Vice Fees	213,875	213,275	250,781	250,781	-	0%
4026 · Lic Fees - Inactive/FS	118,115	119,845	119,160	121,543	2,383	2%
4027 · Lic Fees - Inactive/NS	223,080	224,020	222,053	226,494	4,441	2%
4030 · Certs of Good Standing	19,040	19,920	21,003	21,423	420	2%
4039 · Room Rental-All parties	38,809	56,078	61,598	61,598	-	0%
4042 · Food & Beverage Rev-All Parties	27,554	67,071	96,368	101,187	4,818	5%
4043 · Setup & A/V charges-All parties	945	4,236	2,191	2,301	110	5%
4051 · Meeting - Registration	292,683	254,844	196,662	396,662	200,000	102%
4052 · Meeting - Sponsor Revenue	27,325	88,650	87,398	87,398	-	0%
4053 · Meeting - Vendor Revenue	20,350	21,850	24,525	24,525	-	0%
4055 · Meeting - Sp Ev Registration	13,235	2,700	1,700	1,700	-	0%
4060 · E-Filing Revenue	5,741	14,992	20,741	20,741	-	0%
4061 · Advertising Revenue	214,672	204,086	210,563	221,566	11,003	5%
4062 · Subscriptions	60	30	-	-	-	0%
4063 · Modest Means revenue	11,425	9,050	8,760	5,000	(3,760)	-43%
4071 · Mem Benefits - Lexis	1,303	1,380	957	957	-	0%
4072 · Royalty Inc - Bar J, MBNA, LM,M	9,822	9,602	11,163	11,163	-	0%
4081 · CLE - Registrations	274,458	454,804	461,270	475,000	13,730	3%
4082 · CLE - Video Library Sales	205,831	144,469	36,436	36,436	-	0%
4090 · Tenant Rent	18,446	20,032	24,000	42,000	18,000	75%
4093 · Law Day Revenue	(48)	1,500	2,468	2,468	-	0%
4095 · Miscellaneous Income	25,967	10,335	19,189	33,904	14,715	77%
4096 · Late Fees	101,850	87,800	88,955	88,905	(50)	0%
4151 · ILM Realized Gains / Losses	44,533	224,734	338,897	310,000	(28,897)	-9%
4152 · ILM Interest Income	(11,363)	(13,709)	24,116	-	(24,116)	-100%
4153 · ILM Unrealized Gains / Losses	(32,788)	15,712	15,132	-	(15,132)	-100%
4155 · General Interest Income	346	1,730	2,558	-	(2,558)	-100%
4200 · Seminar Profit/Loss	106,521	159,462	125,866	129,429	3,563	3%
Total Revenue	6,724,726	7,242,286	7,561,219	7,859,944	298,726	4%
Expenses						
Program Services						
5001 · Meeting Facility-external only	53,442	108,549	74,097	76,929	2,832	4%
5002 · Meeting facility-internal only	19,091	24,064	26,486	28,658	2,172	8%
5013 · ExamSoft	32,816	17,623	29,929	29,929	-	0%
5014 · Questions	62,502	73,983	65,836	68,147	2,311	4%
5015 · Investigations	1,650	929	900	900	-	0%
5016 · Credit Checks	2,597	2,464	3,173	3,237	63	2%
5017 · Medical Exam	480	640	320	320	-	0%
5025 · Temp Labor/Proctors	340	3,522	7,856	7,856	-	0%
5030 · Speaker Fees & Expenses	29,359	71,562	28,946	12,250	(16,696)	-58%
5031 · Speaker Reimb. - Receipt Req'd	-	-	18,332	15,345	(2,987)	-16%
5035 · Awards	13,475	13,588	8,765	5,511	(3,253)	-37%
5037 · Grants/ contributions - general	368,200	41,500	40,725	41,550	825	2%
5040 · Witness & Hearing Expense	410	2,178	1,620	1,620	-	0%
5041 · Process Serving	706	645	1,049	1,049	-	0%
5042 · Operations Audit	-	26,150	-	-	-	0%
5046 · Court Reporting	1,455	30	2,603	2,603	-	0%
5047 · Casemaker	51,453	50,876	52,646	54,291	1,645	3%
5055 · Legislative Expense	60,000	62,134	63,708	63,708	-	0%
5060 · Program Special Activities	5,481	1,207	(14,574)	-	14,574	-100%
5061 · LRE - Bar Support	64,182	60,000	60,000	70,000	10,000	17%
5062 · Law Day	11,866	14,206	12,084	13,652	1,569	13%
5063 · Special Event Expense	34,072	66,070	31,024	13,500	(17,524)	-56%
5064 · MCLE Fees Paid	62,283	58,595	47,852	47,959	107	0%
5070 · Equipment Rental	7,258	13,313	33,747	37,128	3,380	10%
5075 · Food & Bev-external costs only	237,560	574,970	427,753	423,048	(4,706)	-1%
5076 · Food & beverage - internal only	18,068	38,764	47,677	51,556	3,878	8%

Utah State Bar
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Based on Actual Results through 03/31/2024

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL FY 2025 7/1/2023 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
5079 - Soft Drinks	4,299	6,038	7,943	7,216	(727)	-9%
5085 - Misc. Program Expense	5,707	5,426	1,551	125	(1,426)	-92%
5090 - Commission Expense	36,049	39,800	44,725	44,725	-	0%
5095 - Wills for Heroes	1,432	1,352	1,153	1,250	97	8%
5099 - Blomquist Hale	89,644	177,681	406,747	-	(406,747)	-100%
5100 - Wellness Benefits	-	-	-	325,560	325,560	0%
5702 - Travel - Lodging	30,649	56,413	46,818	46,272	(546)	-1%
5703 - Transportation	-	-	-	-	-	0%
5703 - Travel - Transportation/Parking	13,314	37,635	19,385	24,400	5,015	26%
5704 - Travel - Mileage Reimbursement	5,132	12,970	5,874	6,570	697	12%
5705 - Per Diems	-	-	-	-	-	0%
5705 - Travel - Per Diems	3,797	6,551	3,637	3,482	(155)	-4%
5706 - Travel - Meals	-	-	225	900	675	300%
5707 - Travel - Commission Mtgs	37,305	71,432	29,983	26,500	(3,483)	-12%
5805 - ABA Annual Meeting	225	4,697	4,359	7,445	3,086	71%
5810 - ABA Mid Year Meeting	2,871	3,416	4,277	7,500	3,223	75%
5815 - Commission/Education	12,210	7,700	9,325	20,500	11,175	120%
5820 - ABA Annual Delegate	2,608	7,019	-	2,500	2,500	0%
5830 - Western States Bar Conference	20,465	17,154	16,689	16,420	(269)	-2%
5840 - President's Expense	18,000	18,000	18,000	18,000	-	0%
5850 - Leadership Academy	8,056	12,440	9,660	16,000	6,340	66%
5855 - Bar Review	8,934	53	-	-	-	0%
5865 - Retreat	22,281	32,051	42,344	45,300	2,956	7%
5866 - Wellbeing Committee	63,295	149,094	120,323	30,323	(90,000)	-75%
5867 - Bar Membership Survey	7,750	7,750	-	-	-	0%
5868 - UCLI Support	-	2,000	-	-	-	0%
5960 - Overhead Allocation - Seminars	-	-	-	0	0	0%
5970 - Event Revenue Sharing - 3rd Pty	78,605	83,770	93,066	93,066	-	0%
Total Program Services Expenses	1,611,375	2,088,001	1,958,638	1,814,798	(143,839)	-7%
Salaries & Benefits						
5510 - Salaries/Wages	2,978,124	3,143,871	3,612,790	3,663,860	51,069	1%
5605 - Payroll Taxes	238,503	245,619	286,312	293,109	6,796	2%
5610 - Health Insurance	274,050	275,028	311,074	354,690	43,615	14%
5620 - Health Ins/Medical Reimb	5,650	8,580	11,613	13,156	1,543	13%
5630 - Dental Insurance	16,286	15,878	17,770	16,791	(979)	-6%
5640 - Life & LTD Insurance	20,428	19,450	21,618	21,369	(249)	-1%
5645 - Workman's Comp Insurance	2,102	2,620	2,400	2,520	120	5%
5650 - Retirement Plan Contributions	249,171	266,035	268,904	301,244	32,340	12%
5655 - Retirement Plan Fees & Costs	13,561	13,153	13,646	14,733	1,088	8%
5660 - Training/Development	7,263	8,198	9,528	10,204	676	7%
66000 - Payroll Expenses	(0)	(1)	21	21	21	100%
Total Salaries/Benefit Expenses	3,805,138	3,998,432	4,555,677	4,691,696	136,041	3%
General & Administrative						
6680 - Commercial Credit Card Rebate	-	-	(2,030)	(2,071)	(41)	2%
7015 - Office Equip Repairs	-	-	93	-	(93)	-100%
7025 - Office Supplies	20,883	16,017	18,131	18,184	53	0%
7033 - Operating Meeting Supplies	2,306	3,480	5,035	5,035	-	0%
7035 - Postage/Mailing, net	56,317	34,690	59,887	63,828	3,941	7%
7040 - Copy/Printing Expense	125,441	139,112	135,327	140,602	5,274	4%
7041 - Copy/Print revenue	(15,754)	(16,455)	(17,228)	(17,228)	-	0%
7045 - Internet Service	18,498	21,721	21,532	21,562	30	0%
7050 - Computer Maintenance	105,031	213,287	247,042	247,042	-	0%
7055 - Computer Supplies & Small Equip	30,018	19,747	11,779	8,615	(3,163)	-27%
7089 - Membership Database Fees	58,183	90,904	146,179	149,510	3,330	2%
7095 - Fax Equip & Supplies	(140)	-	-	-	-	0%
7100 - Telephone	56,619	62,627	51,577	33,917	(17,660)	-34%
7105 - Advertising	34,991	22,884	20,159	16,581	(3,578)	-18%
7106 - Public Notification	-	-	-	-	-	0%
7107 - Production Costs	26,500	4,981	1,116	-	(1,116)	-100%
7110 - Publications/Subscriptions	28,541	25,170	12,554	11,580	(974)	-8%
7120 - Membership/Dues	16,169	16,228	14,450	11,556	(2,894)	-20%
7134 - Interest Expense	-	-	-	-	-	0%
7135 - Bank Service Charges	666	551	259	1,500	1,241	480%
7136 - ILM Service Charges	20,946	19,990	20,251	20,251	-	0%
7140 - Credit Card Merchant Fees	137,455	181,704	180,465	184,297	3,833	2%
7141 - Credit Card surcharge	(72,009)	(20,286)	(3,001)	(3,069)	(69)	2%
7145 - Commission Election Expense	3,013	3,050	3,050	3,050	-	0%
7150 - E&O/Off & Dir Insurance	59,129	70,388	73,026	74,487	1,461	2%
7160 - Audit Expense	38,143	41,031	42,586	43,438	852	2%
7170 - Lobbying Rebates	335	65	52	53	1	2%
7175 - O/S Consultants	69,365	25,473	92,205	26,804	(65,401)	-71%
7176 - Bar Litigation	22,599	38,498	13,986	14,265	280	2%

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Based on Actual Results through 03/31/2024

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL FY 2025 7/1/2023 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
7177 · UPL	5,433	10,434	-	-	-	0%
7179 · Payroll Adm Fees	2,957	3,617	7,824	7,824	-	0%
7180 · Administrative Fee Expense	1,751	1,766	1,699	1,699	-	0%
7190 · Lease Interest Expense	144	3,205	2,844	2,864	20	1%
7195 · Other Gen & Adm Expense	17,563	17,000	13,248	12,963	(285)	-2%
Total General & Administrative Expenses	6,522,673	7,623,376	1,174,098	1,099,140	(74,958)	-6%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	18,291	19,835	15,754	15,754	-	0%
Building Overhead						
6015 · Janitorial Expense	28,383	30,794	30,529	31,445	916	3%
6020 · Heat	22,427	30,003	32,384	33,355	972	3%
6025 · Electricity	43,035	44,563	48,195	49,641	1,446	3%
6030 · Water/Sewer	5,768	7,943	11,261	11,599	338	3%
6035 · Outside Maintenance	20,740	31,979	28,269	29,117	848	3%
6040 · Building Repairs	18,651	14,727	13,701	14,112	411	3%
6045 · Bldg Mtnce Contracts	27,400	28,634	27,955	28,793	839	3%
6055 · Real Property Taxes	32,744	28,688	25,773	24,000	(1,773)	-7%
6060 · Personal Property Taxes	384	1,136	1,618	1,500	(118)	-7%
6065 · Bldg Insurance/Fees	21,000	23,083	22,944	23,921	977	4%
6070 · Building & Improvements Depre	84,222	86,796	92,657	100,391	7,734	8%
6075 · Furniture & Fixtures Depre	1,931	8,855	16,230	20,668	4,437	27%
7065 · Computers, Equip & Sftwre Depre	58,522	42,466	45,377	35,083	(10,294)	-23%
Total Building Overhead Expenses	365,205	379,666	396,892	403,625	6,733	2%
Total Expenses	6,671,101	7,536,814	8,101,057	8,025,011	(150,982)	-2%
Other Income/Expense						
4120 · Grant Income	27,178	140,739	237,109	53,141	(183,968)	-78%
4300 · Gain (Loss) - Sales of Assets	(7,373)	(209)	-	-	-	
Net Profit (Loss)	\$ 73,430	\$ (153,998)	\$ (302,730)	(111,926)	\$ 265,739	

Utah State Bar
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Based on Actual Results through 03/31/2024
02 - Admissions

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4001 · Admissions - Student Exam Fees	142,175	142,400	203,556	207,627	4,071	2.00%
4002 · Admissions - Attorney Exam Fees	67,025	58,925	69,000	70,380	1,380	2.00%
4003 · Admissions - Retake Fees	32,200	27,175	17,813	18,169	356	2.00%
4004 · Admissions - Laptop Fees	79,400	65,300	133,536	136,207	2,671	2.00%
4005 · Admissions - Application Forms	1,150	6,000	6,575	6,707	132	2.00%
4006 · Transfer App Fees	64,650	52,250	78,837	80,414	1,577	2.00%
4008 · Attorney - Motion	85,850	145,775	134,419	137,107	2,688	2.00%
4009 · House Counsel	23,800	29,750	19,812	20,208	396	2.00%
4011 · Admissions LPP	-	-	26	-	(26)	-100.00%
4095 · Miscellaneous Income	5,885	5,840	6,136	6,136	-	0.00%
4096 · Late Fees	25,400	17,100	21,700	21,700	-	0.00%
4200 · Seminar Profit/Loss	(141)	(240)	-	-	-	0.00%
Total Revenue	527,394	550,275	691,410	704,655	13,245	1.92%
Expenses						
Program Services						
5001 · Meeting Facility-external only	7,769	37,568	34,320	36,036	1,716	5.00%
5002 · Meeting facility-internal only	4,241	3,985	6,345	6,345	-	0.00%
5013 · ExamSoft	32,816	17,623	29,929	29,929	-	0.00%
5014 · Questions	36,592	45,441	46,211	48,522	2,311	5.00%
5015 · Investigations	900	929	900	900	-	0.00%
5016 · Credit Checks	2,597	2,464	3,173	3,237	63	2.00%
5017 · Medical Exam	480	640	320	320	-	0.00%
5025 · Temp Labor/Proctors	-	3,522	7,856	7,856	-	0.00%
5035 · Awards	-	-	-	-	-	0.00%
5040 · Witness & Hearing Expense	-	2,211	281	281	-	0.00%
5046 · Court Reporting	1,440	-	2,603	2,603	-	0.00%
5064 · MCLE Fees Paid	192	-	-	-	-	0.00%
5070 · Equipment Rental	-	7,953	10,783	11,322	539	5.00%
5075 · Food & Bev-external costs only	641	10,488	7,000	7,350	350	5.00%
5076 · Food & beverage - internal only	2,459	3,452	8,575	9,004	429	5.00%
5079 · Soft Drinks	-	-	-	-	-	0.00%
5085 · Misc. Program Expense	794	671	-	-	-	0.00%
5702 · Travel - Lodging	948	856	797	836	40	5.00%
5703 · Travel - Transportation/Parking	860	227	713	748	36	5.00%
5704 · Travel - Mileage Reimbursement	340	-	-	-	-	0.00%
5705 · Travel - Per Diems	308	201	221	232	11	5.00%
Total Program Services Expenses	93,377	138,231	160,025	165,520	5,494	3.43%
Salaries & Benefits						
5510 · Salaries/Wages	202,660	216,396	279,396	273,138	(6,259)	-2.24%
5605 · Payroll Taxes	16,263	19,094	20,681	21,851	1,170	5.66%
5610 · Health Insurance	9,308	4,240	13,267	27,260	13,993	105.47%
5620 · Health Ins/Medical Reimb	26	808	772	-	(772)	-100.00%
5630 · Dental Insurance	607	461	851	964	113	13.25%
5640 · Life & LTD Insurance	696	760	778	764	(14)	-1.82%
5650 · Retirement Plan Contributions	15,656	14,701	15,760	24,062	8,302	52.67%
5655 · Retirement Plan Fees & Costs	1,081	650	1,127	1,172	45	4.00%
5660 · Training/Development	-	2,464	280	289	9	3.20%
Total Salaries/Benefit Expenses	246,296	259,573	332,913	349,499	16,586	4.98%

Utah State Bar
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Based on Actual Results through 03/31/2024
02 - Admissions

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
General & Administrative						
7025 · Office Supplies	884	700	2,107	2,107	-	0.00%
7035 · Postage/Mailing, net	63	3	2	2	0	7.00%
7040 · Copy/Printing Expense	1,860	1,878	2,050	2,050	-	0.00%
7045 · Internet Service	61	1,113	-	-	-	0.00%
7050 · Computer Maintenance	5,932	12,312	11,535	11,535	-	0.00%
7055 · Computer Supplies & Small Equip	1,846	1,181	1,981	1,000	(981)	-49.51%
7089 · Membership Database Fees	36,771	42,487	51,077	52,098	1,022	2.00%
7100 · Telephone	3,969	4,746	3,858	2,526	(1,332)	-34.53%
7105 · Advertising	49	98	-	-	-	0.00%
7110 · Publications/Subscriptions	88	470	450	100	(350)	-77.80%
7120 · Membership/Dues	365	985	752	752	-	0.00%
7140 · Credit Card Merchant Fees	12,489	14,292	23,591	24,063	472	2.00%
7141 · Credit Card surcharge	-	(255)	(3,009)	(3,069)	(60)	2.00%
7150 · E&O/Off & Dir Insurance	4,538	5,319	5,545	5,656	111	2.00%
7175 · O/S Consultants	3,273	-	-	-	-	0.00%
7195 · Other Gen & Adm Expense	-	-	-	-	-	0.00%
Total General & Administrative Expenses	72,189	85,329	99,938	98,819	20,962	20.98%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	1,624	1,891	1,879	1,830	(49)	-2.59%
6020 · Heat	1,321	1,843	1,993	1,941	(52)	-2.59%
6025 · Electricity	2,417	2,737	2,966	2,889	(77)	-2.60%
6030 · Water/Sewer	318	488	692	675	(17)	-2.51%
6035 · Outside Maintenance	1,217	1,939	1,766	1,695	(71)	-4.02%
6040 · Building Repairs	994	904	821	821	1	0.09%
6045 · Bldg Mtncce Contracts	1,582	1,759	1,723	1,676	(47)	-2.73%
6065 · Bldg Insurance/Fees	1,067	1,418	1,399	1,392	(7)	-0.52%
6070 · Building & Improvements Depre	4,808	5,330	5,703	5,843	140	2.45%
6075 · Furniture & Fixtures Depre	176	544	979	1,203	224	22.88%
7065 · Computers, Equip & Sftwre Depr	3,271	2,448	2,772	2,042	(730)	-26.34%
Total Building Overhead Expenses	18,795	21,300	22,692	22,006	(686)	-3.02%
Total Expenses	430,656	504,433	615,568	635,844	20,276	3.29%
Other Income/Expense						
Net Profit (Loss)	\$ 96,738	\$ 45,842	\$ 75,841	\$ 68,811	\$ (7,031)	-9.27%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
03 - NLTP

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4020 · NLTP Fees	53,850	52,950	79,932	81,531	1,599	2.00%
4081 · CLE - Registrations	-	-	-	-	-	0.00%
4095 · Miscellaneous Income	396	-	-	-	-	0.00%
4200 · Seminar Profit/Loss	(1,361)	3,339	(237)	-	237	-100.00%
Total Revenue	52,885	56,289	79,695	81,531	1,836	2.30%
Expenses						
Program Services						
5002 · Meeting facility-internal only	-	-	530	530	-	0.00%
5076 · Food & beverage - internal only	-	-	1,415	1,485	71	5.00%
5702 · Travel - Lodging	-	-	-	-	-	0.00%
5703 · Transportation	-	-	-	-	-	0.00%
5705 · Per Diems	-	-	-	-	-	0.00%
Total Program Services Expenses	-	-	1,945	2,015	71	3.64%
Salaries & Benefits						
5510 · Salaries/Wages	32,829	32,070	33,579	40,400	6,821	20.31%
5605 · Payroll Taxes	3,152	2,952	2,981	3,232	251	8.41%
5610 · Health Insurance	-	773	5,642	4,749	(893)	-15.83%
5630 · Dental Insurance	-	135	280	241	(39)	-14.06%
5640 · Life & LTD Insurance	496	355	212	236	24	11.29%
5650 · Retirement Plan Contributions	3,017	1,121	2,898	1,333	(1,565)	-54.00%
5655 · Retirement Plan Fees & Costs	68	200	153	153	-	0.00%
5660 · Training/Development	-	650	-	-	-	0.00%
66000 · Payroll Expenses	-	-	-	-	-	0.00%
Total Salaries/Benefit Expenses	39,561	38,254	45,746	50,344	4,598	10.05%
General & Administrative						
7025 · Office Supplies	172	1	4	10	6	135.29%
7035 · Postage/Mailing, net	-	1	1	1	0	7.00%
7040 · Copy/Printing Expense	3	84	20	20	(0)	-1.77%
7045 · Internet Service	-	94	-	-	-	0.00%
7050 · Computer Maintenance	7,475	2,740	3,260	3,260	-	0.00%
7055 · Computer Supplies & Small Equip	507	-	-	-	-	0.00%
7089 · Membership Database Fees	-	11,500	12,744	13,815	1,071	8.41%
7100 · Telephone	1,323	1,166	666	361	(305)	-45.81%
7110 · Publications/Subscriptions	-	153	-	-	-	0.00%
7120 · Membership/Dues	935	345	130	425	295	226.92%
7140 · Credit Card Merchant Fees	1,513	1,616	2,254	2,299	45	2.00%
7175 · O/S Consultants	7,978	-	-	-	-	0.00%
Total General & Administrative Expenses	19,907	17,701	19,080	20,192	6,018	31.54%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	346	403	401	129	(272)	-67.82%
6020 · Heat	282	393	425	137	(288)	-67.79%
6025 · Electricity	515	583	631	204	(428)	-67.76%
6030 · Water/Sewer	68	104	147	48	(99)	-67.65%
6035 · Outside Maintenance	259	413	377	119	(257)	-68.30%
6040 · Building Repairs	212	193	176	58	(118)	-67.10%
6045 · Bldg Mtncn Contracts	337	375	366	118	(248)	-67.72%
6065 · Bldg Insurance/Fees	227	302	301	98	(203)	-67.42%
6070 · Building & Improvements Depre	1,025	1,136	1,217	412	(805)	-66.17%
6075 · Furniture & Fixtures Depre	38	116	209	85	(124)	-59.39%
7065 · Computers, Equip & Sftwre Depre	697	522	591	144	(447)	-75.66%
Total Building Overhead Expenses	4,006	4,540	4,839	1,550	(3,289)	-67.96%
Total Expenses	63,475	60,495	71,609	74,101	2,492	3.48%
Other Income/Expense						
Net Profit (Loss)	\$ (10,590)	\$ (4,206)	\$ 8,086	\$ 7,430	\$ (656)	-8.12%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
24 - Licensed Paralegal Practit

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4004 · Admissions - Laptop Fees	455	230	58	59	59	102.00%
4011 · Admissions LPP	2,250	2,200	1,400	1,400	(2,425)	-173.21%
4024 · Lic Fees LPP	250	-	264	269	269	102.00%
4096 · Late Fees	-	-	50	-	-	0.00%
Total Revenue	2,955	2,430	1,771	1,728	(2,097)	-118.41%
Expenses						
Program Services						
5002 · Meeting facility-internal only	575	820	550	550	-	0.00%
5014 · Questions	25,910	28,541	19,625	19,625	-	0.00%
5076 · Food & beverage - internal only	45	28	42	44	2	5.00%
5703 · Travel - Transportation/Parking	57	-	-	-	-	0.00%
Total Program Services Expenses	26,588	29,389	20,217	20,219	2	0.01%
Salaries & Benefits						
5510 · Salaries/Wages	49,665	34,228	28,195	40,400	12,205	43.29%
5605 · Payroll Taxes	4,174	3,046	2,486	3,232	746	30.03%
5610 · Health Insurance	4,915	1,603	2,783	4,749	1,966	70.64%
5620 · Health Ins/Medical Reimb	1	1	-	-	-	0.00%
5630 · Dental Insurance	457	211	255	241	(14)	-5.65%
5640 · Life & LTD Insurance	555	286	270	236	(34)	-12.65%
5645 · Workman's Comp Insurance	-	-	-	-	-	0.00%
5650 · Retirement Plan Contributions	4,294	1,303	2,224	1,333	(891)	-40.05%
5655 · Retirement Plan Fees & Costs	337	200	243	-	(243)	-100.00%
5660 · Training/Development	574	-	-	-	-	0.00%
66000 · Payroll Expenses	-	-	-	-	-	0.00%
Total Salaries/Benefit Expenses	64,972	40,878	36,456	50,191	13,736	37.68%
General & Administrative						
7025 · Office Supplies	101	-	-	-	-	0.00%
7035 · Postage/Mailing, net	13	-	1	1	0	7.00%
7040 · Copy/Printing Expense	475	116	108	100	(8)	-7.44%
7045 · Internet Service	-	94	-	-	-	0.00%
7050 · Computer Maintenance	1,582	2,111	2,223	2,223	-	0.00%
7055 · Computer Supplies & Small Equip	203	-	-	-	-	0.00%
7089 · Membership Database Fees	-	-	4,025	6,815	2,790	69.33%
7100 · Telephone	1,058	1,016	658	361	(297)	-45.15%
7110 · Publications/Subscriptions	207	153	-	-	-	0.00%
7120 · Membership/Dues	580	325	130	-	(130)	-100.00%
7140 · Credit Card Merchant Fees	15	5	30	31	1	2.00%
7175 · O/S Consultants	1,312	-	-	-	-	0.00%
7195 · Other Gen & Adm Expense	43	-	-	-	-	0.00%
Total General & Administrative Expenses	5,589	3,821	7,175	9,531	16,094	224.31%
In Kind Expenses						

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
24 - Licensed Paralegal Practit

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Building Overhead						
6015 · Janitorial Expense	277	323	319	129	(190)	-59.63%
6020 · Heat	225	314	340	137	(203)	-59.81%
6025 · Electricity	412	467	506	204	(303)	-59.78%
6030 · Water/Sewer	54	83	118	48	(70)	-59.70%
6035 · Outside Maintenance	208	331	301	119	(182)	-60.38%
6040 · Building Repairs	169	154	140	58	(83)	-58.81%
6045 · Bldg Mtnce Contracts	270	300	295	118	(177)	-60.00%
6065 · Bldg Insurance/Fees	182	242	234	98	(136)	-58.09%
6070 · Building & Improvements Depre	820	909	973	412	(561)	-57.70%
6075 · Furniture & Fixtures Depre	30	93	167	85	(82)	-49.22%
7065 · Computers, Equip & Sftwre Depr	558	417	473	144	(329)	-69.56%
Total Building Overhead Expenses	3,205	3,633	3,867	1,550	(2,317)	-59.91%
Total Expenses	100,354	77,721	67,714	81,491	13,777	20.35%
Other Income/Expense						
Net Profit (Loss)	\$ (97,399)	\$ (75,291)	\$ (65,943)	\$ (79,764)	\$ (15,874)	24.07%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
01 - Licensing

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2023 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4010 · Section/Local Bar Support fees	18,048	17,200	19,620	20,012	392	2.00%
4020 · NLTP Fees	-	-	-	-	-	0.00%
4021 · Lic Fees > 3 Years	3,833,555	3,871,325	3,937,033	4,015,774	78,741	2.00%
4022 · Lic Fees < 3 Years	207,115	206,155	221,862	226,299	4,437	2.00%
4023 · Lic Fees - House Counsel	52,165	55,930	62,168	63,411	1,243	2.00%
4024 · Lic Fees LPP	4,600	4,250	5,625	5,625	-	0.00%
4025 · Pro Hac Vice Fees	213,875	213,275	250,781	250,781	-	0.00%
4026 · Lic Fees - Inactive/FS	118,115	119,845	119,160	121,543	2,383	2.00%
4027 · Lic Fees - Inactive/NS	223,080	224,020	222,053	226,494	4,441	2.00%
4030 · Certs of Good Standing	19,040	19,920	21,003	21,423	420	2.00%
4061 · Advertising Revenue	-	140	-	-	-	0.00%
4081 · CLE - Registrations	-	200	-	-	-	0.00%
4095 · Miscellaneous Income	90	185	230	-	(230)	-100.00%
4096 · Late Fees	76,450	70,700	67,205	67,205	-	0.00%
Total Revenue	4,766,133	4,803,145	4,926,740	5,018,568	91,828	1.86%
Expenses						
Program Services						
Total Program Services Expenses	-	-	-	-	-	0.00%
Salaries & Benefits						
5510 · Salaries/Wages	56,200	58,519	79,855	118,520	38,665	48.42%
5605 · Payroll Taxes	4,485	4,793	5,644	9,482	3,837	67.99%
5610 · Health Insurance	5,965	6,474	7,269	8,676	1,407	19.35%
5620 · Health Ins/Medical Reimb	-	-	2	-	(2)	-100.00%
5630 · Dental Insurance	457	461	314	-	(314)	-100.00%
5640 · Life & LTD Insurance	531	551	560	551	(9)	-1.65%
5650 · Retirement Plan Contributions	5,323	5,754	6,422	10,093	3,671	57.16%
5655 · Retirement Plan Fees & Costs	405	400	394	410	16	4.00%
Total Salaries/Benefit Expenses	73,364	76,952	100,461	147,731	47,270	47.05%
General & Administrative						
7025 · Office Supplies	794	431	603	603	-	0.00%
7035 · Postage/Mailing, net	5,147	6,982	6,169	6,601	432	7.00%
7040 · Copy/Printing Expense	5,148	6,024	0	5,227	5,227	13067050.00%
7041 · Copy/Print revenue	-	-	-	-	-	0.00%
7050 · Computer Maintenance	4,881	13,706	8,469	8,469	-	0.00%
7055 · Computer Supplies & Small Equip	787	815	-	-	-	0.00%
7089 · Membership Database Fees	-	-	6,446	8,446	1,999	31.02%
7100 · Telephone	1,323	1,582	1,291	1,082	(208)	-16.13%
7110 · Publications/Subscriptions	-	153	-	-	-	0.00%
7135 · Bank Service Charges	(8)	-	-	-	-	0.00%
7140 · Credit Card Merchant Fees	83,972	129,053	114,365	117,796	3,431	3.00%
7141 · Credit Card surcharge	(71,865)	(20,044)	9	-	(9)	-100.00%
7175 · O/S Consultants	1,312	-	-	-	-	0.00%
Total General & Administrative Expenses	31,490	138,703	137,351	148,223	57,913	42.16%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	639	744	738	827	89	12.04%
6020 · Heat	520	725	786	877	91	11.64%
6025 · Electricity	951	1,077	1,166	1,305	139	11.92%
6030 · Water/Sewer	125	192	273	305	32	11.84%
6035 · Outside Maintenance	479	763	694	766	71	10.27%
6040 · Building Repairs	391	356	321	371	50	15.48%
6045 · Bldg Mtncn Contracts	622	692	677	757	80	11.81%
6070 · Building & Improvements Depre	1,891	2,097	2,244	2,640	396	17.66%
6075 · Furniture & Fixtures Depre	69	214	385	543	158	41.12%
7065 · Computers, Equip & Sftwre Depr	1,287	963	1,091	923	(168)	-15.40%
Total Building Overhead Expenses	7,394	8,380	8,924	9,943	1,019	12.89%
Total Expenses	112,249	224,035	246,735	305,897	59,162	23.98%
Other Income/Expense						
Net Profit (Loss)	\$ 4,653,884	\$ 4,579,111	\$ 4,680,005	\$ 4,712,671	\$ 32,666	0.70%

Utah State Bar
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Based on Actual Results through 03/31/2024
04 - Bar Management

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4060 · E-Filing Revenue	5,741	14,992	20,741	20,741	-	0.00%
4095 · Miscellaneous Income	1,257	2,780	2,776	2,776	-	0.00%
4103 · In - Kind Revenue - UDR	-	-	-	-	-	0.00%
4151 · ILM Realized Gains / Losses	44,533	224,734	338,897	310,000	(28,897)	-8.53%
4152 · ILM Interest Income	(11,363)	(13,709)	24,116	-	(24,116)	-100.00%
4153 · ILM Unrealized Gains / Losses	(32,788)	15,712	15,132	-	(15,132)	-100.00%
4155 · General Interest Income	346	1,730	2,558	-	(2,558)	-100.00%
4200 · Seminar Profit/Loss	-	-	-	-	-	0.00%
Total Revenue	7,727	246,238	404,220	333,517	(70,703)	-17.49%
Expenses						
Program Services						
5002 · Meeting facility-internal only	795	2,130	2,498	2,498	-	0.00%
5025 · Temp Labor/Proctors	250	-	-	-	-	0.00%
5035 · Awards	-	65	113	-	(113)	-100.00%
5061 · LRE - Bar Support	-	-	-	-	-	0.00%
5063 · Special Event Expense	592	-	-	-	-	0.00%
5075 · Food & Bev-external costs only	1,217	1,657	4,731	4,968	237	5.00%
5076 · Food & beverage - internal only	1,405	2,554	768	806	38	5.00%
5079 · Soft Drinks	1,587	2,054	2,371	2,371	-	0.00%
5703 · Travel - Transportation/Parking	112	-	-	-	-	0.00%
5805 · ABA Annual Meeting	-	885	1,287	2,500	1,213	94.19%
5830 · Western States Bar Conference	-	-	1,469	1,200	(269)	-18.31%
5866 · Wellbeing Committee	-	100	-	-	-	0.00%
5960 · Overhead Allocation - Seminars	(27,943)	(29,928)	(14,926)	(22,361)	(7,435)	49.81%
Total Program Services Expenses	(21,984)	(20,483)	(1,688)	(8,018)	(6,329)	374.85%
Salaries & Benefits						
5510 · Salaries/Wages	441,465	450,087	550,274	530,231	(20,043)	-3.64%
5605 · Payroll Taxes	37,166	33,149	43,646	42,418	(1,228)	-2.81%
5610 · Health Insurance	44,250	41,629	49,525	63,753	14,228	28.73%
5620 · Health Ins/Medical Reimb	1	967	-	-	-	0.00%
5630 · Dental Insurance	1,720	2,455	2,906	3,173	267	9.17%
5640 · Life & LTD Insurance	3,374	2,525	2,904	2,779	(125)	-4.32%
5645 · Workman's Comp Insurance	2,102	2,620	2,400	2,520	120	5.00%
5650 · Retirement Plan Contributions	47,255	43,421	40,460	47,815	7,354	18.18%
5655 · Retirement Plan Fees & Costs	2,096	1,599	1,666	1,733	67	4.00%
5660 · Training/Development	955	40	-	-	-	0.00%
66000 · Payroll Expenses	(0)	(1)	21	21	-	0.00%
Total Salaries/Benefit Expenses	580,383	578,491	693,804	694,443	639	0.09%

Utah State Bar
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Based on Actual Results through 03/31/2024
04 - Bar Management

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
General & Administrative						
6680 · Commercial Credit Card Rebate	-	-	(2,030)	(2,071)	(41)	2.00%
7025 · Office Supplies	9,500	5,878	4,995	4,995	-	0.00%
7035 · Postage/Mailing, net	909	1,872	1,000	1,070	70	7.00%
7040 · Copy/Printing Expense	1,486	6,606	2,366	2,366	-	0.00%
7041 · Copy/Print revenue	-	-	-	-	-	0.00%
7050 · Computer Maintenance	9,505	22,582	37,012	37,012	-	0.00%
7055 · Computer Supplies & Small Equip	5,049	4,347	2,580	2,580	-	0.00%
7089 · Membership Database Fees	-	1,398	5,661	7,280	1,619	28.59%
7095 · Fax Equip & Supplies	(140)	-	-	-	-	0.00%
7100 · Telephone	6,129	5,992	6,051	3,608	(2,443)	-40.37%
7105 · Advertising	-	447	281	281	-	0.00%
7110 · Publications/Subscriptions	9,307	7,135	79	-	(79)	-100.00%
7120 · Membership/Dues	4,497	1,697	2,759	2,800	41	1.49%
7134 · Interest Expense	-	-	-	-	-	0.00%
7135 · Bank Service Charges	674	551	258	1,500	1,242	480.83%
7136 · ILM Service Charges	20,946	19,990	20,251	20,251	-	0.00%
7140 · Credit Card Merchant Fees	8,081	2,015	1,606	750	(856)	-53.31%
7141 · Credit Card surcharge	(144)	-	-	-	-	0.00%
7150 · E&O/Off & Dir Insurance	11,414	13,919	14,261	14,546	285	2.00%
7160 · Audit Expense	38,143	41,031	42,586	43,438	852	2.00%
7175 · O/S Consultants	12,281	6,979	4,303	4,303	-	0.00%
7176 · Bar Litigation	-	4,103	-	-	-	0.00%
7179 · Payroll Adm Fees	2,957	3,617	7,824	7,824	-	0.00%
7180 · Administrative Fee Expense	1,751	1,766	1,699	1,699	-	0.00%
7190 · Lease Interest Expense	144	-	36	-	(36)	-100.00%
7195 · Other Gen & Adm Expense	10,826	4,814	5,802	5,918	116	2.00%
Total General & Administrative Expenses	153,313	156,739	159,382	160,151	(75,623)	-47.45%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	1,704	1,508	1,509	1,509	-	0.00%
Building Overhead						
6015 · Janitorial Expense	2,610	3,038	3,018	2,532	(486)	-16.10%
6020 · Heat	2,122	2,960	3,202	2,686	(516)	-16.11%
6025 · Electricity	3,884	4,397	4,765	3,998	(767)	-16.10%
6030 · Water/Sewer	511	784	1,112	934	(178)	-16.01%
6035 · Outside Maintenance	1,955	3,516	2,436	2,345	(91)	-3.72%
6040 · Building Repairs	1,596	1,453	1,716	1,137	(579)	-33.76%
6045 · Bldg Mtnce Contracts	2,541	2,825	2,765	2,319	(446)	-16.12%
6065 · Bldg Insurance/Fees	1,714	2,277	2,250	1,926	(323)	-14.37%
6070 · Building & Improvements Depr	7,693	8,564	9,154	8,085	(1,069)	-11.68%
6075 · Furniture & Fixtures Depr	(851)	874	1,883	1,665	(219)	-11.62%
7065 · Computers, Equip & Sftwre Depr	6,793	5,895	4,837	2,825	(2,012)	-41.59%
Total Building Overhead Expenses	30,567	36,583	37,138	30,453	(6,686)	-18.00%
Total Expenses	743,983	752,839	890,144	878,538	(11,606)	-1.30%
Other Income/Expense						
4120 · Grant Income	-	-	-	-	-	0.00%
4300 · Gain (Loss) - Sales of Assets	(7,373)	(209)	-	-	-	-
Net Profit (Loss)	\$ (743,630)	\$ (506,810)	\$ (485,925)	\$ (545,021)	\$ (59,096)	12.16%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
05 - Property Management

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4039 · Room Rental-All parties	38,809	56,078	61,598	61,598	-	0.00%
4042 · Food & Beverage Rev-All Parties	27,554	67,071	96,368	101,187	4,818	5.00%
4043 · Setup & A/V charges-All parties	945	4,236	2,191	2,301	110	5.00%
4090 · Tenant Rent	18,446	20,032	24,000	42,000	18,000	75.00%
4095 · Miscellaneous Income	-	-	-	-	-	0.00%
Total Revenue	85,753	147,417	184,158	207,086	22,928	12.45%
Expenses						
Program Services						
5002 · Meeting facility-internal only	-	-	-	-	-	0.00%
5070 · Equipment Rental	945	1,124	4,273	1,200	(3,073)	-71.92%
5075 · Food & Bev-external costs only	23,112	61,299	76,185	79,994	3,809	5.00%
5076 · Food & beverage - internal only	1,906	-	227	238	11	5.00%
5079 · Soft Drinks	2,405	3,641	4,324	4,324	-	0.00%
5085 · Misc. Program Expense	-	-	7	-	(7)	-100.00%
Total Program Services Expenses	28,367	66,064	85,016	85,756	740	0.87%
Salaries & Benefits						
5510 · Salaries/Wages	109,715	122,477	128,353	128,682	330	0.26%
5605 · Payroll Taxes	9,360	10,091	10,367	10,295	(72)	-0.70%
5610 · Health Insurance	17,468	19,790	20,738	20,690	(48)	-0.23%
5620 · Health Ins/Medical Reimb	1,162	1,321	1,797	2,075	278	15.44%
5630 · Dental Insurance	913	961	962	964	3	0.27%
5640 · Life & LTD Insurance	738	926	945	945	1	0.07%
5650 · Retirement Plan Contributions	10,934	6,880	9,409	9,710	301	3.20%
5655 · Retirement Plan Fees & Costs	809	536	329	342	13	4.00%
Total Salaries/Benefit Expenses	151,100	162,983	172,899	173,704	804	0.47%
General & Administrative						
7015 · Office Equip Repairs	-	-	93	-	(93)	-100.00%
7025 · Office Supplies	1,178	870	2,194	2,194	-	0.00%
7033 · Operating Meeting Supplies	2,306	3,480	5,035	5,035	-	0.00%
7035 · Postage/Mailing, net	3,861	(24,989)	(0)	(0)	(0)	7.00%
7040 · Copy/Printing Expense	916	916	8,447	8,447	-	0.00%
7041 · Copy/Print revenue	(15,754)	(16,455)	(17,228)	(17,228)	-	0.00%
7050 · Computer Maintenance	2,366	6,193	7,017	7,017	-	0.00%
7055 · Computer Supplies & Small Equip	219	-	374	-	(374)	-100.00%
7089 · Membership Database Fees	-	-	1,705	1,744	39	2.29%
7100 · Telephone	4,166	4,038	3,512	5,773	2,261	64.39%
7110 · Publications/Subscriptions	125	-	-	-	-	0.00%
7140 · Credit Card Merchant Fees	65	152	1,860	1,897	37	2.00%
7175 · O/S Consultants	2,624	-	-	-	-	0.00%
7190 · Lease Interest Expense	-	3,205	2,808	2,864	56	2.00%
7195 · Other Gen & Adm Expense	40	240	-	-	-	0.00%
Total General & Administrative Expenses	2,112	(22,350)	15,815	17,741	3,471	21.95%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	16,587	18,327	14,245	14,245	-	0.00%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
05 - Property Management

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Building Overhead						
6015 · Janitorial Expense	12,699	12,462	12,382	14,879	2,497	20.17%
6020 · Heat	9,653	12,142	13,135	15,783	2,648	20.16%
6025 · Electricity	19,720	18,035	19,550	23,489	3,939	20.15%
6030 · Water/Sewer	2,706	3,215	4,562	5,489	927	20.32%
6035 · Outside Maintenance	8,976	12,780	11,636	13,778	2,142	18.40%
6040 · Building Repairs	9,097	5,960	5,398	6,678	1,279	23.70%
6045 · Bldg Mtncn Contracts	12,118	11,588	11,344	13,625	2,280	20.10%
6055 · Real Property Taxes	13,098	11,475	10,307	9,600	(707)	-6.86%
6060 · Personal Property Taxes	153	454	644	600	(44)	-6.83%
6065 · Bldg Insurance/Fees	10,775	9,342	9,449	11,319	1,870	19.79%
6070 · Building & Improvements Depr	37,842	35,127	37,581	47,503	9,922	26.40%
6075 · Furniture & Fixtures Depr	1,360	3,584	6,451	9,780	3,329	51.61%
7065 · Computers, Equip & Sftwre Depr	25,393	16,131	18,266	16,601	(1,665)	-9.12%
Total Building Overhead Expenses	163,592	152,295	160,705	189,123	28,418	17.68%
Total Expenses	361,758	377,318	448,679	480,568	31,889	7.11%
Other Income/Expense						
Net Profit (Loss)	\$ (276,005)	\$ (229,901)	\$ (264,521)	\$ (273,483)	\$ (8,961)	3.39%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
06 - Office of Prof Conduct

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4095 · Miscellaneous Income	5,001	1,400	4,969	4,969	-	0.00%
4200 · Seminar Profit/Loss	39,828	29,999	32,192	32,192	-	0.00%
Total Revenue	44,829	31,399	37,160	37,160	-	0.00%
Expenses						
Program Services						
5002 · Meeting facility-internal only	1,095	920	485	485	-	0.00%
5015 · Investigations	675	-	-	-	-	0.00%
5025 · Temp Labor/Proctors	90	-	-	-	-	0.00%
5040 · Witness & Hearing Expense	710	402	1,504	1,504	-	0.00%
5041 · Process Serving	706	645	1,049	1,049	-	0.00%
5046 · Court Reporting	15	30	-	-	-	0.00%
5076 · Food & beverage - internal only	136	543	831	873	42	5.00%
5079 · Soft Drinks	295	332	522	522	-	0.00%
5085 · Misc. Program Expense	-	105	190	-	(190)	-100.00%
5702 · Travel - Lodging	760	2,963	3,094	3,000	(94)	-3.04%
5703 · Travel - Transportation/Parking	832	2,888	2,610	1,800	(810)	-31.03%
5704 · Travel - Mileage Reimbursement	-	1,706	465	500	35	7.53%
5705 · Travel - Per Diems	-	1,016	477	250	(227)	-47.59%
5805 · ABA Annual Meeting	-	798	-	-	-	0.00%
Total Program Services Expenses	5,314	12,347	11,226	9,982	(1,244)	-11.08%
Salaries & Benefits						
5510 · Salaries/Wages	994,032	1,059,078	1,108,863	1,149,154	40,291	3.63%
5605 · Payroll Taxes	78,576	80,760	88,292	91,932	3,641	4.12%
5610 · Health Insurance	92,875	93,923	97,579	91,899	(5,680)	-5.82%
5620 · Health Ins/Medical Reimb	3,344	3,208	4,290	4,000	(290)	-6.76%
5630 · Dental Insurance	6,200	5,774	5,713	5,302	(411)	-7.19%
5640 · Life & LTD Insurance	6,268	6,480	6,582	6,981	400	6.08%
5650 · Retirement Plan Contributions	90,334	92,908	102,733	80,656	(22,077)	-21.49%
5655 · Retirement Plan Fees & Costs	3,770	4,123	3,869	4,024	155	4.00%
5660 · Training/Development	975	175	1,640	1,692	52	3.20%
Total Salaries/Benefit Expenses	1,276,374	1,346,427	1,419,560	1,435,640	16,081	1.13%
General & Administrative						
7025 · Office Supplies	4,608	5,521	5,449	5,449	-	0.00%
7035 · Postage/Mailing, net	6,190	6,287	5,717	6,117	400	7.00%
7040 · Copy/Printing Expense	15,020	12,857	12,417	12,417	-	0.00%
7045 · Internet Service	833	590	-	-	-	0.00%
7050 · Computer Maintenance	21,966	51,695	46,410	46,410	-	0.00%
7055 · Computer Supplies & Small Equip	1,376	1,406	375	375	-	0.00%
7089 · Membership Database Fees	8,000	8,000	20,392	20,392	-	0.00%
7095 · Fax Equip & Supplies	-	-	-	-	-	0.00%
7100 · Telephone	15,877	18,984	15,428	8,660	(6,769)	-43.87%
7105 · Advertising	279	196	197	250	53	26.90%
7106 · Public Notification	-	-	-	-	-	0.00%
7107 · Production Costs	-	568	-	-	-	0.00%
7110 · Publications/Subscriptions	11,235	11,712	8,820	9,335	515	5.84%
7120 · Membership/Dues	5,575	5,620	5,224	3,500	(1,724)	-33.00%
7140 · Credit Card Merchant Fees	-	21	75	77	2	2.00%
7150 · E&O/Off & Dir Insurance	15,882	18,616	19,413	19,801	388	2.00%
7175 · O/S Consultants	15,076	801	-	-	-	0.00%
7176 · Bar Litigation	-	7,782	2,616	2,668	52	2.00%
7195 · Other Gen & Adm Expense	1,201	1,200	695	709	14	2.00%
Total General & Administrative Expenses	123,120	151,856	143,228	136,159	7,768	5.42%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
06 - Office of Prof Conduct

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	6,021	7,010	6,965	6,130	(835)	-11.99%
6020 · Heat	4,896	6,830	7,388	6,503	(886)	-11.99%
6025 · Electricity	8,960	10,145	10,997	9,678	(1,319)	-11.99%
6030 · Water/Sewer	1,178	1,808	2,568	2,261	(307)	-11.94%
6035 · Outside Maintenance	4,510	7,189	6,545	5,676	(868)	-13.27%
6040 · Building Repairs	3,683	3,353	3,034	2,751	(283)	-9.32%
6045 · Bldg Mtnce Contracts	5,864	6,519	6,383	5,613	(769)	-12.05%
6065 · Bldg Insurance/Fees	3,954	5,255	5,183	4,663	(520)	-10.03%
6070 · Building & Improvements Depre	17,821	19,759	21,139	19,571	(1,568)	-7.42%
6075 · Furniture & Fixtures Depre	654	2,016	3,629	4,029	401	11.04%
7065 · Computers, Equip & Sftwre Depr	12,126	9,074	10,274	6,839	(3,435)	-33.43%
Total Building Overhead Expenses	69,667	78,956	84,105	73,716	(10,388)	-12.35%
Total Expenses	1,474,475	1,589,587	1,658,118	1,655,498	(2,620)	-0.16%
Other Income/Expense						
Net Profit (Loss)	\$ (1,429,646)	\$ (1,558,188)	\$ (1,620,958)	\$ (1,618,337)	\$ 2,620	-0.16%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
07 - General Counsel

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4200 · Seminar Profit/Loss	-	-	2,571	2,571	-	0.00%
Total Revenue	-	-	2,571	2,571	-	0.00%
Expenses						
Program Services						
5002 · Meeting facility-internal only	2,425	1,245	1,000	1,000	-	0.00%
5040 · Witness & Hearing Expense	(300)	(435)	-	-	-	0.00%
5075 · Food & Bev-external costs only	72	37	-	-	-	0.00%
5076 · Food & beverage - internal only	223	473	383	403	19	5.00%
5702 · Travel - Lodging	682	1,505	1,603	1,000	(603)	-37.60%
5703 · Travel - Transportation/Parking	529	1,356	712	700	(12)	-1.69%
5704 · Travel - Mileage Reimbursement	-	-	44	-	(44)	-100.00%
5705 · Travel - Per Diems	218	439	-	250	250	0.00%
5805 · ABA Annual Meeting	-	-	-	2,500	2,500	0.00%
Total Program Services Expenses	3,849	4,620	3,742	5,853	2,110	56.40%
Salaries & Benefits						
5510 · Salaries/Wages	199,348	247,281	264,770	259,317	(5,453)	-2.06%
5605 · Payroll Taxes	14,308	17,458	21,958	20,745	(1,213)	-5.52%
5610 · Health Insurance	18,604	15,932	8,606	7,506	(1,099)	-12.78%
5620 · Health Ins/Medical Reimb	2	1	570	900	330	57.99%
5630 · Dental Insurance	1,629	1,307	1,075	1,446	371	34.55%
5640 · Life & LTD Insurance	2,399	1,710	1,707	2,457	750	43.94%
5650 · Retirement Plan Contributions	5,239	20,771	8,242	25,646	17,404	211.16%
5655 · Retirement Plan Fees & Costs	945	1,324	1,633	1,698	65	4.00%
5660 · Training/Development	645	1,145	477	492	15	3.20%
Total Salaries/Benefit Expenses	243,119	306,927	309,037	320,208	11,171	3.61%
General & Administrative						
7025 · Office Supplies	416	9	47	48	1	2.00%
7035 · Postage/Mailing, net	36	60	67	71	5	7.00%
7040 · Copy/Printing Expense	201	1,256	13	13	0	2.00%
7045 · Internet Service	-	188	-	-	-	0.00%
7050 · Computer Maintenance	5,918	12,229	10,231	10,231	-	0.00%
7055 · Computer Supplies & Small Equip	376	18	86	88	2	2.00%
7089 · Membership Database Fees	2,817	4,000	3,477	3,204	(273)	-7.84%
7100 · Telephone	3,638	5,727	5,081	1,804	(3,277)	-64.50%
7105 · Advertising	-	87	49	-	(49)	-100.00%
7110 · Publications/Subscriptions	1,122	395	35	200	165	466.57%
7120 · Membership/Dues	791	835	703	1,204	501	71.27%
7140 · Credit Card Merchant Fees	-	-	1	-	(1)	-100.00%
7150 · E&O/Off & Dir Insurance	4,538	5,319	5,545	5,656	111	2.00%
7175 · O/S Consultants	3,936	-	-	-	-	0.00%
7176 · Bar Litigation	22,599	26,464	11,370	11,597	227	2.00%
7177 · UPL	5,433	10,434	-	-	-	0.00%
7195 · Other Gen & Adm Expense	300	-	-	-	-	0.00%
Total General & Administrative Expenses	52,118	67,021	36,705	34,116	10,694	29.13%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
07 - General Counsel

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	1,133	1,176	1,387	942	(445)	-32.07%
6020 · Heat	962	1,162	1,466	999	(467)	-31.82%
6025 · Electricity	1,637	1,720	2,188	1,487	(700)	-32.01%
6030 · Water/Sewer	208	304	519	348	(171)	-33.02%
6035 · Outside Maintenance	881	1,237	1,277	873	(404)	-31.66%
6040 · Building Repairs	613	571	596	423	(173)	-29.01%
6045 · Bldg Mtnce Contracts	1,119	1,129	1,253	863	(390)	-31.15%
6065 · Bldg Insurance/Fees	596	890	1,009	717	(292)	-28.97%
6070 · Building & Improvements Depre	3,339	3,354	4,205	3,008	(1,197)	-28.47%
6075 · Furniture & Fixtures Depre	124	342	736	619	(117)	-15.90%
7065 · Computers, Equip & Sftwre Depr	2,293	1,326	2,000	1,051	(948)	-47.43%
Total Building Overhead Expenses	12,906	13,211	16,636	11,331	(5,305)	-31.89%
Total Expenses	311,992	391,779	366,120	371,508	5,388	1.47%
Other Income/Expense						
Net Profit (Loss)	\$ (311,992)	\$ (391,779)	\$ (363,549)	\$ (368,937)	\$ (5,388)	1.48%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
07 - General Counsel: Ethics & Discipline

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Total Revenue	-	-	-	-	-	0.00%
Expenses						
Program Services						
5002 · Meeting facility-internal only	1,505	4,350	3,493	3,668	175	5.00%
5015 · Investigations	75	-	-	-	-	0.00%
5040 · Witness & Hearing Expense	-	-	(165)	(165)	-	0.00%
5075 · Food & Bev-external costs only	69	-	-	-	-	0.00%
5076 · Food & beverage - internal only	268	2,416	1,938	2,035	97	5.00%
5085 · Misc. Program Expense	-	397	-	-	-	0.00%
5702 · Travel - Lodging	-	1,302	1,678	1,762	84	5.00%
5703 · Travel - Transportation/Parking	402	1,545	1,464	1,537	73	5.00%
5705 · Travel - Per Diems	-	227	253	265	13	5.00%
Total Program Services Expenses	2,320	10,237	8,661	9,102	441	5.10%
Salaries & Benefits						
5510 · Salaries/Wages	144,449	156,455	175,369	186,771	11,402	6.50%
5605 · Payroll Taxes	12,838	13,404	13,954	14,942	988	7.08%
5610 · Health Insurance	3,244	11,165	16,780	21,311	4,530	27.00%
5620 · Health Ins/Medical Reimb	5	1	355	900	545	153.42%
5630 · Dental Insurance	154	538	882	482	(400)	-45.33%
5640 · Life & LTD Insurance	300	1,001	1,445	899	(546)	-37.82%
5650 · Retirement Plan Contributions	4,835	16,392	16,450	18,521	2,072	12.59%
5655 · Retirement Plan Fees & Costs	272	400	411	427	16	4.00%
5660 · Training/Development	275	1,600	1,071	1,105	34	3.20%
Total Salaries/Benefit Expenses	166,371	200,955	226,717	245,358	18,641	8.22%
General & Administrative						
7025 · Office Supplies	32	2	97	99	2	2.00%
7035 · Postage/Mailing, net	467	176	114	122	8	7.00%
7040 · Copy/Printing Expense	1,771	1,477	1,820	1,820	-	0.00%
7045 · Internet Service	247	86	-	-	-	0.00%
7050 · Computer Maintenance	1,297	6,587	9,482	9,482	-	0.00%
7055 · Computer Supplies & Small Equip	470	323	-	-	-	0.00%
7089 · Membership Database Fees	2,600	-	1,852	3,318	1,465	79.10%
7100 · Telephone	-	-	-	1,082	1,082	0.00%
7105 · Advertising	-	186	-	-	-	0.00%
7110 · Publications/Subscriptions	498	527	351	315	(36)	-10.26%
7120 · Membership/Dues	525	1,095	1,324	1,324	-	0.00%
7177 · UPL	-	-	-	-	-	0.00%
7195 · Other Gen & Adm Expense	-	334	716	-	(716)	-100.00%
Total General & Administrative Expenses	7,908	10,792	15,757	17,562	20,888	132.57%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	-	284	-	529	529	0.00%
6020 · Heat	-	261	-	561	561	0.00%
6025 · Electricity	-	393	-	835	835	0.00%
6030 · Water/Sewer	-	73	-	195	195	0.00%
6035 · Outside Maintenance	-	261	-	490	490	0.00%
6040 · Building Repairs	-	127	-	237	237	0.00%
6045 · Bldg Mtncn Contracts	-	229	-	484	484	0.00%
6065 · Bldg Insurance/Fees	-	205	-	402	402	0.00%
6070 · Building & Improvements Depre	-	763	-	1,688	1,688	0.00%
6075 · Furniture & Fixtures Depre	-	78	-	348	348	0.00%
7065 · Computers, Equip & Sftwre Depr	-	564	-	590	590	0.00%
Total Building Overhead Expenses	-	3,238	-	6,359	6,359	#DIV/0!
Total Expenses	176,599	225,222	251,134	278,381	27,247	10.85%
Other Income/Expense						
4120 · Grant Income	-	-	-	-	-	0.00%
4300 · Gain (Loss) - Sales of Assets	-	-	-	-	-	
Net Profit (Loss)	\$ (176,599)	\$ (225,222)	\$ (251,134)	\$ (278,381)	\$ (27,247)	10.85%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
08 - Computer/MIS/Internet

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Total Revenue	-	-	-	-	-	#DIV/0!
Expenses						
Program Services						
5070 · Equipment Rental	-	-	-	-	-	0.00%
5075 · Food & Bev-external costs only	66	241	335	-	(335)	-100.00%
5095 · Wills for Heroes	536	328	-	-	-	0.00%
5702 · Travel - Lodging	742	521	453	-	(453)	-100.00%
5703 · Travel - Transportation/Parking	1,195	411	408	-	(408)	-100.00%
5705 · Travel - Per Diems	126	277	241	-	(241)	-100.00%
Total Program Services Expenses	2,664	1,779	1,436	-	(1,436)	-100.00%
Salaries & Benefits						
5510 · Salaries/Wages	194,984	196,982	215,227	227,468	12,242	5.69%
5605 · Payroll Taxes	14,338	15,872	16,027	18,197	2,170	13.54%
5610 · Health Insurance	21,691	17,982	19,691	21,114	1,424	7.23%
5620 · Health Ins/Medical Reimb	-	2,165	3,318	3,995	676	20.38%
5630 · Dental Insurance	913	461	508	482	(26)	-5.09%
5640 · Life & LTD Insurance	1,222	1,275	1,385	1,372	(13)	-0.94%
5650 · Retirement Plan Contributions	18,987	13,792	13,336	22,522	9,185	68.87%
5655 · Retirement Plan Fees & Costs	809	800	788	820	32	4.00%
5660 · Training/Development	599	-	-	-	-	0.00%
Total Salaries/Benefit Expenses	253,544	249,328	270,280	295,970	25,690	9.50%
General & Administrative						
7025 · Office Supplies	1,092	659	292	298	6	2.00%
7040 · Copy/Printing Expense	-	886	-	-	-	0.00%
7041 · Copy/Print revenue	-	-	-	-	-	0.00%
7045 · Internet Service	3,229	4,005	6,301	6,427	126	2.00%
7050 · Computer Maintenance	17,993	40,616	50,069	50,069	-	0.00%
7055 · Computer Supplies & Small Equip	14,921	9,101	1,000	1,020	20	2.00%
7089 · Membership Database Fees	-	-	5,179	3,261	(1,919)	-37.04%
7100 · Telephone	5,726	4,004	2,727	1,443	(1,284)	-47.08%
7110 · Publications/Subscriptions	2,855	1,459	734	-	(734)	-100.00%
7120 · Membership/Dues	-	229	854	229	(625)	-73.19%
7175 · O/S Consultants	9,732	594	40,198	-	(40,198)	-100.00%
7176 · Bar Litigation	-	150	-	-	-	0.00%
7195 · Other Gen & Adm Expense	179	17	-	-	-	0.00%
Total General & Administrative Expenses	55,727	61,719	107,356	62,748	(20,355)	-18.96%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	856	997	991	872	(119)	-11.97%
6020 · Heat	696	972	1,052	925	(127)	-12.05%
6025 · Electricity	1,275	1,443	1,564	1,377	(187)	-11.96%
6030 · Water/Sewer	168	257	365	322	(44)	-11.92%
6035 · Outside Maintenance	642	1,023	932	807	(125)	-13.40%
6040 · Building Repairs	524	477	431	391	(40)	-9.23%
6045 · Bldg Mtncce Contracts	834	927	909	798	(110)	-12.12%
6065 · Bldg Insurance/Fees	562	747	739	663	(75)	-10.18%
6070 · Building & Improvements Depre	2,535	2,811	3,007	2,784	(223)	-7.41%
6075 · Furniture & Fixtures Depre	93	287	516	573	57	11.05%
Total Building Overhead Expenses	9,910	11,876	11,966	10,486	(1,481)	-12.37%
Total Expenses	321,845	324,701	391,039	369,204	(21,836)	-5.58%
Other Income/Expense						
Net Profit (Loss)	\$ (321,845)	\$ (324,701)	\$ (391,039)	\$ (369,204)	\$ 21,836	-5.58%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
CLE

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4051 · Meeting - Registration	-	(285)	-	-	-	0.00%
4052 · Meeting - Sponsor Revenue	11,675	35,700	52,198	52,198	-	0.00%
4053 · Meeting - Vendor Revenue	500	-	-	-	-	0.00%
4081 · CLE - Registrations	274,008	454,234	461,270	475,000	13,730	2.98%
4082 · CLE - Video Library Sales	205,831	144,469	36,436	36,436	-	0.00%
4093 · Law Day Revenue	(48)	1,500	2,468	2,468	-	0.00%
4095 · Miscellaneous Income	-	100	45	-	(45)	-100.00%
4200 · Seminar Profit/Loss	63,815	127,611	87,666	87,666	-	0.00%
Total Revenue	555,781	763,328	640,083	653,768	13,685	2.14%
Expenses						
Program Services						
5001 · Meeting Facility-external only	19,496	40,314	26,150	27,458	1,308	5.00%
5002 · Meeting facility-internal only	4,445	3,990	6,718	6,718	-	0.00%
5030 · Speaker Fees & Expenses	26,321	49,058	28,370	12,000	(16,370)	-57.70%
5031 · Speaker Reimb. - Receipt Req'd	-	-	9,987	7,000	(2,987)	-29.91%
5035 · Awards	2,021	6,307	2,971	2,500	(471)	-15.86%
5037 · Grants/ contributions - general	9,000	6,000	8,125	10,000	1,875	23.08%
5060 · Program Special Activities	-	-	-	-	-	0.00%
5062 · Law Day	11,440	13,311	11,252	11,252	-	0.00%
5063 · Special Event Expense	24,553	43,478	29,109	10,000	(19,109)	-65.65%
5064 · MCLE Fees Paid	45,887	48,996	37,190	37,190	-	0.00%
5070 · Equipment Rental	1,869	1,124	4,781	10,000	5,219	109.16%
5075 · Food & Bev-external costs only	107,110	239,779	199,063	209,016	9,953	5.00%
5076 · Food & beverage - internal only	6,308	15,373	21,457	22,530	1,073	5.00%
5085 · Misc. Program Expense	1,355	579	-	-	-	0.00%
5095 · Wills for Heroes	65	-	-	-	-	0.00%
5702 · Travel - Lodging	13,949	18,628	19,708	19,708	-	0.00%
5703 · Travel - Transportation/Parking	4,448	13,079	1,608	5,000	3,392	210.87%
5704 · Travel - Mileage Reimbursement	595	2,008	305	500	195	63.81%
5705 · Travel - Per Diems	-	-	198	100	(98)	-49.37%
5850 · Leadership Academy	-	-	-	-	-	0.00%
5960 · Overhead Allocation - Seminars	(22,058)	(27,215)	(27,639)	(27,639)	(0)	0.00%
5970 · Event Revenue Sharing - 3rd Pty	78,605	83,770	93,066	93,066	-	0.00%
Total Program Services Expenses	335,408	558,579	472,420	456,399	(16,021)	-3.39%
Salaries & Benefits						
5510 · Salaries/Wages	142,067	129,326	134,446	135,864	1,418	1.05%
5605 · Payroll Taxes	11,823	10,794	11,223	10,869	(354)	-3.15%
5610 · Health Insurance	6,773	822	2,116	8,479	6,363	300.74%
5620 · Health Ins/Medical Reimb	1	2	46	-	(46)	-100.00%
5630 · Dental Insurance	610	77	121	482	362	300.00%
5640 · Life & LTD Insurance	1,118	575	979	798	(181)	-18.46%
5650 · Retirement Plan Contributions	10,822	10,909	11,674	13,745	2,071	17.74%
5655 · Retirement Plan Fees & Costs	809	525	753	783	30	4.00%
5660 · Training/Development	835	310	135	139	4	3.20%
Total Salaries/Benefit Expenses	174,860	153,339	161,493	171,160	9,667	5.99%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
CLE

	Actual FY 2022	Actual FY 2023	Projected FY 2024	FINAL Budget FY 2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
General & Administrative						
7025 · Office Supplies	927	503	513	524	10	2.00%
7035 · Postage/Mailing, net	1,063	981	-	-	-	0.00%
7040 · Copy/Printing Expense	3,303	3,534	3,807	3,883	76	2.00%
7045 · Internet Service	9,242	12,118	11,754	11,754	-	0.00%
7050 · Computer Maintenance	5,803	9,230	12,275	12,275	-	0.00%
7055 · Computer Supplies & Small Equip	2,655	2,069	2,313	2,313	-	0.00%
7089 · Membership Database Fees	-	3,998	3,351	3,261	(90)	-2.68%
7100 · Telephone	2,646	3,164	2,571	1,443	(1,128)	-43.87%
7105 · Advertising	123	49	-	-	-	0.00%
7107 · Production Costs	-	3,338	-	-	-	0.00%
7110 · Publications/Subscriptions	1,137	1,160	258	-	(258)	-100.00%
7120 · Membership/Dues	745	530	547	547	-	0.00%
7140 · Credit Card Merchant Fees	20,191	22,257	23,035	23,496	461	2.00%
7141 · Credit Card surcharge	-	12	-	-	-	0.00%
7175 · O/S Consultants	3,936	-	15,888	-	(15,888)	-100.00%
7195 · Other Gen & Adm Expense	133	2,453	1,267	-	(1,267)	-100.00%
Total General & Administrative Expenses	51,905	65,394	77,577	59,494	(24,482)	-31.56%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	419	488	485	427	(58)	-12.05%
6020 · Heat	341	476	516	453	(63)	-12.14%
6025 · Electricity	624	707	765	674	(91)	-11.89%
6030 · Water/Sewer	82	126	178	158	(21)	-11.72%
6035 · Outside Maintenance	314	501	455	395	(59)	-13.06%
6040 · Building Repairs	257	234	211	192	(19)	-9.05%
6045 · Bldg Mtncn Contracts	408	454	444	391	(53)	-11.93%
6055 · Real Property Taxes	9,823	8,607	7,733	7,200	(533)	-6.89%
6060 · Personal Property Taxes	115	341	487	450	(37)	-7.60%
6065 · Bldg Insurance/Fees	275	366	357	325	(32)	-8.89%
6070 · Building & Improvements Depre	1,241	1,376	1,473	1,363	(110)	-7.44%
6075 · Furniture & Fixtures Depre	46	140	253	281	28	11.05%
7065 · Computers, Equip & Sftwre Depr	845	632	716	476	(239)	-33.43%
Total Building Overhead Expenses	14,791	14,447	14,072	12,785	(1,287)	-9.14%
Total Expenses	576,964	791,760	725,562	699,838	(25,724)	-3.55%
Other Income/Expense						
Net Profit (Loss)	\$ (21,182)	\$ (28,432)	\$ (85,479)	\$ (46,070)	\$ 39,409	-46.10%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
10 - Summer Convention

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4051 · Meeting - Registration	142,748	124,858	50,077	50,077	-	0.00%
4052 · Meeting - Sponsor Revenue	14,750	33,700	1,000	1,000	-	0.00%
4053 · Meeting - Vendor Revenue	14,100	11,300	-	-	-	0.00%
4055 · Meeting - Sp Ev Registration	13,235	1,200	-	-	-	0.00%
4095 · Miscellaneous Income	13,192	-	10	10,000	9,990	99900.00%
Total Revenue	198,025	171,058	51,087	61,077	9,990	19.55%
Expenses						
Program Services						
5001 · Meeting Facility-external only	19,831	15,481	-	-	-	0.00%
5002 · Meeting facility-internal only	285	290	160	168	8	5.00%
5030 · Speaker Fees & Expenses	2,438	8,693	-	-	-	0.00%
5035 · Awards	300	3,190	-	-	-	0.00%
5060 · Program Special Activities	-	207	(10,000)	-	10,000	-100.00%
5063 · Special Event Expense	5,487	8,108	-	-	-	0.00%
5064 · MCLE Fees Paid	3,191	4,637	2,429	2,429	-	0.00%
5070 · Equipment Rental	4,444	3,112	-	-	-	0.00%
5075 · Food & Bev-external costs only	94,549	168,573	9,458	9,931	473	5.00%
5076 · Food & beverage - internal only	3	150	718	754	36	5.00%
5079 · Soft Drinks	-	-	731	-	(731)	-100.00%
5085 · Misc. Program Expense	401	249	-	-	-	0.00%
5090 · Commission Expense	-	250	-	-	-	0.00%
5702 · Travel - Lodging	10,899	9,162	-	-	-	0.00%
5703 · Travel - Transportation/Parking	229	3,313	-	-	-	0.00%
5704 · Travel - Mileage Reimbursement	2,880	1,954	-	-	-	0.00%
5705 · Travel - Per Diems	2,431	1,305	-	-	-	0.00%
5707 · Travel - Commission Mtgs	(208)	841	-	-	-	0.00%
5960 · Overhead Allocation - Seminars	20,000	27,143	12,857	20,000	7,143	55.56%
Total Program Services Expenses	167,161	256,658	16,353	33,281	16,928	103.52%
Salaries & Benefits						
5510 · Salaries/Wages	14,078	1,900	654	675	21	3.20%
5605 · Payroll Taxes	1,067	168	56	54	(2)	-4.15%
5620 · Health Ins/Medical Reimb	1	-	-	-	-	0.00%
5650 · Retirement Plan Contributions	1,341	180	25	25	-	0.00%
Total Salaries/Benefit Expenses	16,486	2,247	736	755	19	2.53%
General & Administrative						
7025 · Office Supplies	229	-	125	128	3	2.00%
7035 · Postage/Mailing, net	-	-	-	-	-	0.00%
7040 · Copy/Printing Expense	262	943	461	471	9	2.00%
7045 · Internet Service	-	-	-	-	-	0.00%
7089 · Membership Database Fees	-	3,998	-	-	-	0.00%
7100 · Telephone	-	-	-	-	-	0.00%
7110 · Publications/Subscriptions	-	-	-	-	-	0.00%
7140 · Credit Card Merchant Fees	4,541	4,396	2,370	2,418	47	2.00%
7175 · O/S Consultants	-	483	-	-	-	0.00%
7195 · Other Gen & Adm Expense	80	1,531	73	-	(73)	-100.00%
Total General & Administrative Expenses	5,112	11,351	3,030	3,016	26,923	888.62%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	188,760	270,256	20,118	37,052	16,933	84.17%
Other Income/Expense						
Net Profit (Loss)	\$ 9,265	\$ (99,198)	\$ 30,969	\$ 24,025	\$ (6,943)	-22.42%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
11 - Fall Forum

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4051 · Meeting - Registration	86,005	42,875	56,150	176,150	120,000	213.71%
4052 · Meeting - Sponsor Revenue	900	1,000	23,900	23,900	-	0.00%
4053 · Meeting - Vendor Revenue	1,000	3,000	8,875	8,875	-	0.00%
4095 · Miscellaneous Income	-	-	5,000	5,000	-	0.00%
Total Revenue	87,905	46,875	93,925	213,925	120,000	127.76%
Expenses						
Program Services						
5001 · Meeting Facility-external only	-	7,500	3,500	3,675	175	5.00%
5002 · Meeting facility-internal only	205	-	-	-	-	0.00%
5030 · Speaker Fees & Expenses	-	-	-	-	-	0.00%
5031 · Speaker Reimb. - Receipt Req'd	-	-	-	-	-	0.00%
5035 · Awards	375	499	787	787	-	0.00%
5063 · Special Event Expense	-	7,167	-	-	-	0.00%
5064 · MCLE Fees Paid	5,689	1,709	2,156	2,199	43	2.00%
5070 · Equipment Rental	-	-	9,410	9,881	471	5.00%
5075 · Food & Bev-external costs only	-	38,787	37,865	39,758	1,893	5.00%
5703 · Travel - Transportation/Parking	-	1,024	1,824	1,915	91	5.00%
5707 · Travel - Commission Mtgs	-	775	-	-	-	0.00%
5960 · Overhead Allocation - Seminars	15,000	15,000	15,000	15,000	-	0.00%
5970 · Event Revenue Sharing - 3rd Pty	-	-	-	-	-	0.00%
Total Program Services Expenses	21,269	72,460	70,542	73,215	2,673	3.79%
Salaries & Benefits						
5510 · Salaries/Wages	2,886	1,770	1,596	1,647	51	3.20%
5605 · Payroll Taxes	241	134	116	132	15	13.33%
5620 · Health Ins/Medical Reimb	-	-	9	-	(9)	-100.00%
5650 · Retirement Plan Contributions	286	155	158	163	5	3.20%
Total Salaries/Benefit Expenses	3,413	2,060	1,879	1,941	63	3.33%
General & Administrative						
7025 · Office Supplies	-	79	617	629	12	2.00%
7040 · Copy/Printing Expense	2	245	336	343	7	2.00%
7055 · Computer Supplies & Small Equip	-	192	-	-	-	0.00%
7089 · Membership Database Fees	3,998	3,998	-	-	-	0.00%
7140 · Credit Card Merchant Fees	2,387	1,269	2,338	2,385	47	2.00%
7195 · Other Gen & Adm Expense	-	284	-	-	-	0.00%
Total General & Administrative Expenses	6,386	6,067	3,291	3,356	2,801	85.13%
In Kind Expenses						
Building Overhead	-	-	-	-	-	#DIV/0!
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	31,068	80,587	75,711	78,512	2,801	3.70%
Other Income/Expense						
Net Profit (Loss)	\$ 56,837	\$ (33,712)	\$ 18,214	\$ 135,413	\$ 117,199	643.44%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
12 - Spring Convention

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4051 · Meeting - Registration	63,930	88,195	90,435	170,435	80,000	88.46%
4052 · Meeting - Sponsor Revenue	-	18,250	10,300	10,300	-	0.00%
4053 · Meeting - Vendor Revenue	4,750	7,550	15,650	15,650	-	0.00%
4055 · Meeting - Sp Ev Registration	-	1,500	1,700	1,700	-	0.00%
4095 · Miscellaneous Income	-	-	-	5,000	5,000	0.00%
Total Revenue	68,680	115,495	118,085	203,085	85,000	71.98%
Expenses						
Program Services						
5001 · Meeting Facility-external only	-	7,435	6,915	7,260	346	5.00%
5030 · Speaker Fees & Expenses	-	13,811	-	-	-	0.00%
5031 · Speaker Reimb. - Receipt Req'd	-	-	8,345	8,345	-	0.00%
5035 · Awards	152	266	475	475	-	0.00%
5037 · Grants/ contributions - general	-	-	2,450	2,450	-	0.00%
5060 · Program Special Activities	-	-	(4,574)	-	4,574	-100.00%
5063 · Special Event Expense	-	7,317	-	-	-	0.00%
5064 · MCLE Fees Paid	5,211	3,214	3,201	3,265	64	2.00%
5070 · Equipment Rental	-	-	4,500	4,725	225	5.00%
5075 · Food & Bev-external costs only	46	38,153	47,054	49,406	2,353	5.00%
5085 · Misc. Program Expense	-	700	-	-	-	0.00%
5702 · Travel - Lodging	-	9,071	4,614	4,845	231	5.00%
5703 · Travel - Transportation/Parking	-	-	294	308	15	5.00%
5704 · Travel - Mileage Reimbursement	-	6,386	2,946	3,093	147	5.00%
5705 · Travel - Per Diems	-	1,013	729	765	36	5.00%
5866 · Wellbeing Committee	-	51	-	-	-	0.00%
5960 · Overhead Allocation - Seminars	15,000	15,000	15,000	15,000	-	0.00%
5970 · Event Revenue Sharing - 3rd Pty	-	-	-	-	-	0.00%
Total Program Services Expenses	20,409	102,416	91,947	99,938	7,991	8.69%
Salaries & Benefits						
5510 · Salaries/Wages	2,232	3,739	7,706	7,953	247	3.20%
5605 · Payroll Taxes	200	308	637	636	(0)	-0.06%
5620 · Health Ins/Medical Reimb	-	25	68	72	3	5.00%
5650 · Retirement Plan Contributions	223	290	520	536	17	3.20%
Total Salaries/Benefit Expenses	2,654	4,362	8,931	9,197	266	2.98%
General & Administrative						
7025 · Office Supplies	-	678	40	41	1	2.00%
7040 · Copy/Printing Expense	150	469	711	725	14	2.00%
7055 · Computer Supplies & Small Equip	-	-	80	82	2	2.00%
7089 · Membership Database Fees	3,998	3,998	-	-	-	0.00%
7120 · Membership/Dues	-	600	-	-	-	0.00%
7135 · Bank Service Charges	-	-	1	-	(1)	-100.00%
7140 · Credit Card Merchant Fees	1,974	2,982	2,955	3,014	59	2.00%
7195 · Other Gen & Adm Expense	-	1,079	819	836	16	2.00%
Total General & Administrative Expenses	6,121	9,805	4,605	4,697	13,349	289.88%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	29,185	116,584	105,483	113,832	8,349	7.91%
Other Income/Expense						
Net Profit (Loss)	\$ 39,495	\$ (1,089)	\$ 12,602	\$ 89,253	\$ 76,651	608.26%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
13 - Bar Journal

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4061 · Advertising Revenue	214,672	203,946	210,063	220,566	10,503	5.00%
4062 · Subscriptions	60	30	-	-	-	0.00%
4071 · Mem Benefits - Lexis	-	329	-	-	-	0.00%
4072 · Royalty Inc - Bar J, MBNA, LM,M	3,228	624	4,061	4,061	-	0.00%
4095 · Miscellaneous Income	117	-	-	-	-	0.00%
Total Revenue	218,076	204,929	214,125	224,628	10,503	4.91%
Expenses						
Program Services						
5002 · Meeting facility-internal only	285	1,140	1,108	1,108	-	0.00%
5075 · Food & Bev-external costs only	-	12	-	-	-	0.00%
5076 · Food & beverage - internal only	652	2,977	3,311	3,477	166	5.00%
5090 · Commission Expense	36,049	39,550	44,725	44,725	-	0.00%
Total Program Services Expenses	36,985	43,680	49,144	49,310	166	0.34%
Salaries & Benefits						
5510 · Salaries/Wages	31,187	30,716	33,373	31,474	(1,899)	-5.69%
5605 · Payroll Taxes	2,263	2,327	2,480	2,518	37	1.51%
5610 · Health Insurance	3,389	4,192	4,812	7,621	2,809	58.37%
5620 · Health Ins/Medical Reimb	0	1	-	-	-	0.00%
5630 · Dental Insurance	457	461	475	121	(354)	-74.62%
5640 · Life & LTD Insurance	451	468	471	117	(354)	-75.15%
5650 · Retirement Plan Contributions	3,340	3,401	3,668	3,116	(552)	-15.05%
5655 · Retirement Plan Fees & Costs	337	200	243	252	10	4.00%
5660 · Training/Development	800	-	213	220	7	3.20%
Total Salaries/Benefit Expenses	42,223	41,765	45,735	45,438	(297)	-0.65%
General & Administrative						
7025 · Office Supplies	60	-	-	-	-	0.00%
7035 · Postage/Mailing, net	37,296	42,954	45,845	49,055	3,209	7.00%
7040 · Copy/Printing Expense	90,060	95,896	100,764	100,764	-	0.00%
7045 · Internet Service	415	312	306	325	19	6.05%
7050 · Computer Maintenance	692	1,640	1,943	1,943	-	0.00%
7055 · Computer Supplies & Small Equip	151	-	-	-	-	0.00%
7089 · Membership Database Fees	-	-	240	436	195	81.29%
7100 · Telephone	662	791	643	361	(282)	-43.87%
7110 · Publications/Subscriptions	-	153	-	-	-	0.00%
7140 · Credit Card Merchant Fees	1,704	3,170	5,129	5,232	103	2.00%
7175 · O/S Consultants	656	-	-	-	-	0.00%
Total General & Administrative Expenses	131,695	144,917	154,872	158,115	3,113	2.01%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	173	202	199	176	(23)	-11.58%
6020 · Heat	141	196	211	187	(24)	-11.50%
6025 · Electricity	258	292	317	278	(38)	-12.13%
6030 · Water/Sewer	34	52	75	65	(9)	-12.74%
6035 · Outside Maintenance	130	207	189	163	(26)	-13.57%
6040 · Building Repairs	106	96	88	79	(9)	-10.03%
6045 · Bldg Mtncn Contracts	169	187	183	161	(21)	-11.71%
6065 · Bldg Insurance/Fees	114	151	151	134	(16)	-10.90%
6070 · Building & Improvements Depre	512	568	609	563	(46)	-7.57%
6075 · Furniture & Fixtures Depre	19	58	104	116	11	10.92%
7065 · Computers, Equip & Sftwre Depre	349	261	295	197	(99)	-33.42%
Total Building Overhead Expenses	2,003	2,270	2,421	2,120	(301)	-12.43%
Total Expenses	212,907	232,631	252,171	254,983	2,812	1.11%
Other Income/Expense						
Net Profit (Loss)	\$ 5,169	\$ (27,702)	\$ (38,047)	\$ (30,355)	\$ 7,692	-20.22%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
14 - Committees

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4095 - Miscellaneous Income	30	30	23	23	(37)	-160.87%
4200 - Seminar Profit/Loss	3,793	2,061	995	1,000	846	85.07%
Total Revenue	3,823	2,091	1,018	1,023	809	79.51%
Expenses						
Program Services						
5002 - Meeting facility-internal only	2,175	2,960	2,013	2,013	-	0.00%
5061 - LRE - Bar Support	64,182	60,000	60,000	70,000	10,000	16.67%
5075 - Food & Bev-external costs only	-	51	-	-	-	0.00%
5076 - Food & beverage - internal only	1,759	3,903	3,263	3,427	163	5.00%
5085 - Misc. Program Expense	-	30	-	-	-	0.00%
5095 - Wills for Heroes	-	230	-	-	-	0.00%
5702 - Travel - Lodging	-	561	-	-	-	0.00%
5703 - Travel - Transportation/Parking	-	617	-	-	-	0.00%
5705 - Travel - Per Diems	-	259	-	-	-	0.00%
5866 - Wellbeing Committee	63,295	100,462	120,323	30,323	(90,000)	-74.80%
5970 - Event Revenue Sharing - 3rd Pty	-	-	-	-	-	0.00%
Total Program Services Expenses	131,411	169,072	185,600	105,763	(79,837)	-43.02%
Salaries & Benefits						
5510 - Salaries/Wages	24,808	25,617	26,687	31,474	4,787	17.94%
5605 - Payroll Taxes	1,444	1,542	1,595	2,518	923	57.83%
5610 - Health Insurance	3,389	4,192	4,812	7,621	2,809	58.37%
5620 - Health Ins/Medical Reimb	5	3	-	-	-	0.00%
5630 - Dental Insurance	-	-	-	241	241	0.00%
5640 - Life & LTD Insurance	-	-	-	234	234	0.00%
5650 - Retirement Plan Contributions	2,153	2,267	2,363	3,116	753	31.86%
5655 - Retirement Plan Fees & Costs	68	200	159	165	6	4.00%
Total Salaries/Benefit Expenses	31,867	33,821	35,616	45,369	9,753	27.38%
General & Administrative						
7025 - Office Supplies	11	11	-	-	-	0.00%
7035 - Postage/Mailing, net	41	76	26	27	2	7.00%
7040 - Copy/Printing Expense	649	407	109	109	-	0.00%
7045 - Internet Service	450	623	619	646	28	4.46%
7050 - Computer Maintenance	692	1,640	2,063	2,063	-	0.00%
7089 - Membership Database Fees	-	-	240	436	195	81.29%
7100 - Telephone	662	791	643	361	(282)	-43.87%
7110 - Publications/Subscriptions	60	-	-	-	-	0.00%
7140 - Credit Card Merchant Fees	1	-	-	-	-	0.00%
7175 - O/S Consultants	656	-	-	-	-	0.00%
7195 - Other Gen & Adm Expense	-	-	-	-	-	0.00%
Total General & Administrative Expenses	3,221	3,548	3,700	3,643	(69,332)	-1874.01%
In Kind Expenses						
Building Overhead						
6015 - Janitorial Expense	173	202	199	176	(23)	-11.58%
6020 - Heat	141	196	211	187	(24)	-11.50%
6025 - Electricity	258	292	317	278	(38)	-12.13%
6030 - Water/Sewer	34	52	75	65	(9)	-12.74%
6035 - Outside Maintenance	130	207	189	163	(26)	-13.57%
6040 - Building Repairs	106	96	88	79	(9)	-10.03%
6045 - Bldg Mtncn Contracts	169	187	183	161	(21)	-11.71%
6065 - Bldg Insurance/Fees	114	151	151	134	(16)	-10.90%
6070 - Building & Improvements Depr	512	568	609	563	(46)	-7.57%
6075 - Furniture & Fixtures Depr	19	58	104	116	11	10.92%
7065 - Computers, Equip & Sftwre Depr	349	261	295	197	(99)	-33.42%
Total Building Overhead Expenses	2,003	2,270	2,421	2,120	(301)	-12.43%
Total Expenses	168,502	208,710	227,336	156,894	(70,442)	-30.99%
Other Income/Expense						
Net Profit (Loss)	\$ (164,680)	\$ (206,619)	\$ (226,318)	\$ (155,871)	\$ 71,252	-31.48%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
15 - Member Benefits

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4071 · Mem Benefits - Lexis	1,303	1,051	957	957	-	0.00%
4072 · Royalty Inc - Bar J, MBNA, LM,M	6,594	8,978	7,101	7,101	-	0.00%
4095 · Miscellaneous Income	-	-	-	-	-	0.00%
Total Revenue	7,898	10,029	8,058	8,058	-	0.00%
Expenses						
Program Services						
5047 · Casemaker	51,453	50,876	52,646	54,291	1,645	3.12%
5099 · Blomquist Hale	89,644	177,681	406,747	-	(406,747)	-100.00%
5100 · Wellness Benefits	-	-	-	325,560	325,560	0.00%
5866 · Wellbeing Committee	-	48,142	-	-	-	0.00%
Total Program Services Expenses	141,098	276,699	459,393	379,851	(79,543)	-17.31%
Salaries & Benefits						
5510 · Salaries/Wages	-	-	-	-	-	0.00%
5605 · Payroll Taxes	-	-	-	-	-	0.00%
5650 · Retirement Plan Contributions	-	-	-	-	-	0.00%
Total Salaries/Benefit Expenses	-	-	-	-	-	#DIV/0!
General & Administrative						
7040 · Copy/Printing Expense	-	-	-	-	-	0.00%
Total General & Administrative Expenses	-	-	0	0	0	2.00%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	141,098	276,699	459,393	379,851	(79,543)	-17.31%
Other Income/Expense						
Net Profit (Loss)	\$ (133,200)	\$ (266,670)	\$ (451,335)	\$ (371,792)	\$ 79,543	-17.62%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
16 - Section Support

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4010 · Section/Local Bar Support fees	84,399	85,974	88,299	90,065	1,766	2.00%
Total Revenue	84,399	85,974	88,299	90,065	1,766	2.00%
Expenses						
Program Services						
Total Program Services Expenses	-	-	-	-	-	#DIV/0!
Salaries & Benefits						
5510 · Salaries/Wages	16,957	26,239	28,401	45,440	17,039	59.99%
5605 · Payroll Taxes	1,470	2,207	2,497	3,635	1,138	45.58%
5610 · Health Insurance	-	4,159	4,210	9,499	5,288	125.61%
5630 · Dental Insurance	-	384	359	241	(118)	-32.92%
5640 · Life & LTD Insurance	-	223	229	234	5	2.25%
5650 · Retirement Plan Contributions	1,696	2,094	2,697	-	(2,697)	-100.00%
5655 · Retirement Plan Fees & Costs	405	400	394	410	16	4.00%
Total Salaries/Benefit Expenses	20,526	35,706	38,787	59,459	20,672	53.30%
General & Administrative						
7050 · Computer Maintenance	1,969	4,035	3,143	3,143	-	0.00%
7089 · Membership Database Fees	-	-	935	954	19	2.00%
7100 · Telephone	1,323	1,582	1,285	722	(563)	-43.82%
7175 · O/S Consultants	271	-	-	-	-	0.00%
Total General & Administrative Expenses	3,562	5,617	5,363	4,818	20,127	375.34%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	246	286	286	250	(35)	-12.39%
6020 · Heat	200	279	302	266	(36)	-12.04%
6025 · Electricity	366	414	448	395	(53)	-11.75%
6030 · Water/Sewer	48	74	106	92	(13)	-12.70%
6035 · Outside Maintenance	184	294	268	232	(36)	-13.40%
6040 · Building Repairs	150	137	124	112	(11)	-9.13%
6045 · Bldg Mtnce Contracts	240	266	261	229	(32)	-12.12%
6055 · Real Property Taxes	9,823	8,607	7,733	7,200	(533)	-6.89%
6060 · Personal Property Taxes	115	341	487	450	(37)	-7.60%
6065 · Bldg Insurance/Fees	162	215	214	190	(23)	-10.92%
6070 · Building & Improvements Depre	728	807	862	799	(63)	-7.27%
6075 · Furniture & Fixtures Depre	27	82	148	165	16	11.11%
7065 · Computers, Equip & Sftwre Depr	495	371	420	279	(140)	-33.43%
Total Building Overhead Expenses	12,784	12,172	11,657	10,661	(996)	-8.55%
Total Expenses	36,873	53,495	55,807	74,938	19,131	34.28%
Other Income/Expense						
Net Profit (Loss)	\$ 47,526	\$ 32,479	\$ 32,492	\$ 15,127	\$ (17,365)	-53.44%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
17 - Consumer Assistance

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Total Revenue	-	-	-	-	-	#DIV/0!
Expenses						
Program Services						
Total Program Services Expenses	-	-	-	-	-	#DIV/0!
Salaries & Benefits						
5510 · Salaries/Wages	91,510	87,544	63,948	47,575	(16,373)	-25.60%
5605 · Payroll Taxes	7,604	7,393	5,936	3,806	(2,130)	-35.88%
5610 · Health Insurance	10,410	11,201	8,549	8,676	127	1.49%
5630 · Dental Insurance	457	461	199	-	(199)	-100.00%
5640 · Life & LTD Insurance	653	670	454	391	(63)	-13.90%
5650 · Retirement Plan Contributions	9,438	9,338	5,242	3,533	(1,709)	-32.60%
5655 · Retirement Plan Fees & Costs	405	400	394	410	16	4.00%
5660 · Training/Development	180	-	28	29	1	3.20%
Total Salaries/Benefit Expenses	120,657	117,008	84,750	64,420	(20,330)	-23.99%
General & Administrative						
7025 · Office Supplies	187	252	271	271	-	0.00%
7035 · Postage/Mailing, net	171	179	79	84	6	7.00%
7040 · Copy/Printing Expense	5	3	12	12	-	0.00%
7050 · Computer Maintenance	1,383	3,434	3,584	3,584	-	0.00%
7055 · Computer Supplies & Small Equip	154	104	1,562	-	(1,562)	-100.00%
7089 · Membership Database Fees	-	-	481	872	391	81.31%
7100 · Telephone	2,816	2,715	1,647	722	(925)	-56.17%
7105 · Advertising	-	-	49	-	(49)	-100.00%
7120 · Membership/Dues	625	615	612	625	13	2.12%
7175 · O/S Consultants	1,312	-	-	-	-	0.00%
Total General & Administrative Expenses	6,652	7,302	8,297	6,170	(22,457)	-270.67%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	-	-	-	-	-	0.00%
Building Overhead						
6015 · Janitorial Expense	220	256	254	88	(166)	-65.37%
6020 · Heat	179	249	270	93	(177)	-65.38%
6025 · Electricity	327	370	399	139	(260)	-65.15%
6030 · Water/Sewer	43	66	94	33	(62)	-65.52%
6035 · Outside Maintenance	164	262	242	82	(160)	-66.22%
6040 · Building Repairs	134	122	110	40	(70)	-63.92%
6045 · Bldg Mtncn Contracts	214	238	232	81	(151)	-65.22%
6065 · Bldg Insurance/Fees	144	192	193	67	(126)	-65.20%
6070 · Building & Improvements Depre	650	721	772	281	(490)	-63.54%
6075 · Furniture & Fixtures Depre	24	74	132	58	(74)	-56.24%
7065 · Computers, Equip & Sftwre Depr	442	331	375	98	(276)	-73.75%
Total Building Overhead Expenses	2,541	2,879	3,073	1,060	(2,013)	-65.51%
Total Expenses	129,850	127,189	96,119	71,649	(24,470)	-25.46%
Other Income/Expense						
Net Profit (Loss)	\$ (129,850)	\$ (127,189)	\$ (96,119)	\$ (71,649)	\$ 24,470	-25.46%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
18 - Access to Justice

	Actual FY 2020 7/1/2019 6/30/2020	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue							
4063 · Modest Means revenue	10,525	11,425	9,050	8,760	5,000	(5,525)	-63.07%
4200 · Seminar Profit/Loss	850	694	(3,279)	2,700	6,000	5,150	190.74%
Total Revenue	11,375	12,119	5,771	11,460	11,000	(375)	-3.27%
Expenses							
Program Services							
5002 · Meeting facility-internal only	760	95	204	-	-	-	0.00%
5030 · Speaker Fees & Expenses	-	-	-	576	250	(326)	-56.60%
5035 · Awards	-	1,500	188	2,670	250	(2,420)	-90.64%
5037 · Grants/ contributions - general	1,000	-	-	3,000	-	(3,000)	-100.00%
5062 · Law Day	-	426	-	107	1,000	894	838.97%
5063 · Special Event Expense	-	266	-	240	-	(240)	-100.00%
5075 · Food & Bev-external costs only	619	300	381	1,877	2,000	123	6.55%
5076 · Food & beverage - internal only	5,062	1,012	2,746	3,052	3,205	153	5.00%
5079 · Soft Drinks	-	12	11	-	-	-	0.00%
5085 · Misc. Program Expense	-	-	398	-	-	-	0.00%
5702 · Travel - Lodging	-	235	895	5,133	5,389	257	5.00%
5703 · Travel - Transportation/Parking	77	1,435	2,124	4,943	5,191	247	5.00%
5704 · Travel - Mileage Reimbursement	-	-	369	1,983	2,082	99	5.00%
5705 · Per Diems	-	-	-	-	-	-	0.00%
5705 · Travel - Per Diems	-	264	266	990	1,445	456	46.03%
5805 · ABA Annual Meeting	-	-	-	245	245	-	0.00%
5960 · Overhead Allocation - Seminars	-	-	-	(293)	-	293	-100.00%
Total Program Services Expenses	7,884	5,544	7,581	24,522	21,057	(3,466)	-14.13%
Salaries & Benefits							
5510 · Salaries/Wages	141,467	155,330	177,807	256,473	179,174	(77,299)	-30.14%
5605 · Payroll Taxes	12,434	12,202	13,670	21,359	14,334	(7,025)	-32.89%
5610 · Health Insurance	13,318	21,663	26,398	26,497	17,155	(9,342)	-35.26%
5620 · Health Ins/Medical Reimb	76	1,096	80	-	-	-	0.00%
5630 · Dental Insurance	1,235	1,256	1,269	1,799	964	(835)	-46.42%
5640 · Life & LTD Insurance	1,321	1,173	1,183	1,577	888	(689)	-43.70%
5650 · Retirement Plan Contributions	2,115	7,274	12,233	15,124	12,740	(2,384)	-15.76%
5655 · Retirement Plan Fees & Costs	298	541	800	698	726	28	4.00%
5660 · Training/Development	835	550	1,814	5,559	5,737	178	3.20%
Total Salaries/Benefit Expenses	173,099	201,085	235,254	329,086	231,717	(97,369)	-29.59%
General & Administrative							
7025 · Office Supplies	100	469	423	569	569	-	0.00%
7035 · Postage/Mailing, net	71	527	59	149	159	10	7.00%
7040 · Copy/Printing Expense	636	679	1,067	515	525	10	2.00%
7045 · Internet Service	592	592	395	46	47	1	2.00%
7050 · Computer Maintenance	8,735	13,336	18,908	26,714	26,714	-	0.00%
7055 · Computer Supplies & Small Equip	246	320	-	784	800	16	2.00%
7089 · Membership Database Fees	-	-	7,528	4,030	4,019	(10)	-0.26%
7100 · Telephone	3,125	3,969	4,746	3,858	1,443	(2,415)	-62.59%
7105 · Advertising	240	128	443	49	50	1	2.00%
7107 · Production Costs	-	8,000	-	-	-	-	0.00%
7110 · Publications/Subscriptions	-	205	175	422	430	8	2.00%
7120 · Membership/Dues	434	1,070	1,612	1,309	150	(1,159)	-88.54%
7140 · Credit Card Merchant Fees	452	510	464	841	841	-	0.00%
7150 · E&O/Off & Dir Insurance	14,478	15,882	18,616	19,413	19,801	388	2.00%
7175 · O/S Consultants	6,740	3,700	9,175	14,222	5,000	(9,222)	-64.84%
7195 · Other Gen & Adm Expense	467	342	300	870	-	(870)	-100.00%
Total General & Administrative Expenses	36,315	49,729	63,911	73,789	60,549	(108,924)	-147.62%
In Kind Expenses							

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	Actual FY 2020 7/1/2019 6/30/2020	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Building Overhead							
6015 - Janitorial Expense	563	710	827	822	692	(130)	-15.85%
6020 - Heat	398	577	805	871	734	(137)	-15.74%
6025 - Electricity	914	1,057	1,196	1,297	1,092	(205)	-15.83%
6030 - Water/Sewer	172	139	213	303	255	(48)	-15.90%
6035 - Outside Maintenance	366	532	848	773	640	(133)	-17.16%
6040 - Building Repairs	378	434	395	358	310	(48)	-13.40%
6045 - Bldg Mtncn Contracts	866	691	769	753	633	(120)	-15.88%
6050 - Bldg Mtncn Supplies	-	-	-	-	-	-	0.00%
6065 - Bldg Insurance/Fees	405	466	620	610	526	(84)	-13.80%
6070 - Building & Improvements Depr	1,195	2,101	2,330	2,493	2,208	(285)	-11.44%
6075 - Furniture & Fixtures Depr	195	77	238	428	455	27	6.25%
7065 - Computers, Equip & Sftwre Depr	3,069	1,430	1,070	1,212	772	(440)	-36.32%
Total Building Overhead Expenses	8,520	8,215	9,310	9,920	8,316	(1,604)	-16.17%
Total Expenses	225,819	264,573	316,055	437,317	321,639	(115,678)	-26.45%
Other Income/Expense							
4120 - Grant Income	41,739	27,178	140,739	101,109	53,141	(47,968)	-47.44%
4300 - Gain (Loss) - Sales of Assets	-	-	-	-	-	-	0.00%
Net Profit (Loss)	\$ (172,705)	\$ (225,276)	\$ (169,545)	\$ (324,748)	\$ (257,498)	\$ 67,335	-20.73%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
20 - Legislative

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Total Revenue	-	-	-	-	-	#DIV/0!
Expenses						
Program Services						
5002 · Meeting facility-internal only	-	-	-	-	-	0.00%
5055 · Legislative Expense	60,000	62,134	63,708	63,708	-	0.00%
5820 · ABA Annual Delegate	-	3,241	-	-	-	0.00%
Total Program Services Expenses	60,000	65,374	63,708	63,708	-	0.00%
Salaries & Benefits						
5510 · Salaries/Wages	2,658	12,683	3,100	3,199	99	3.20%
5605 · Payroll Taxes	223	963	253	256	3	1.15%
5620 · Health Ins/Medical Reimb	-	-	14	15	1	5.00%
5650 · Retirement Plan Contributions	179	1,268	263	272	8	3.20%
Total Salaries/Benefit Expenses	3,060	14,915	3,631	3,742	111	3.06%
General & Administrative						
7170 · Lobbying Rebates	335	65	52	53	1	2.00%
Total General & Administrative Expenses	335	65	52	53	112	215.91%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	63,395	80,354	67,391	67,503	112	0.17%
Other Income/Expense						
Net Profit (Loss)	\$ (63,395)	\$ (80,354)	\$ (67,391)	\$ (67,503)	\$ (112)	0.17%

Utah State Bar
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Based on Actual Results through 03/31/2024
21 - Commission/Sp Projects

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Budget FY 2024 7/1/2023 6/30/2024	YTD Actual FY 2024 7/1/2023 3/31/2024	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue								
4051 Meeting - Registration	-	(425)	-	-	-	-	-	0.00%
Total Revenue	-	(425)	-	-	-	-	-	#DIV/0!
Expenses								
Program Services								
5001 Meeting Facility-external only	3,388	-	-	-	-	-	-	0.00%
5002 Meeting facility-internal only	965	1,135	1,320	480	810	3,000	2,190	270.37%
5031 Speaker Reimb. - Receipt Req'd	-	-	-	-	-	-	-	0.00%
5035 Awards	4,025	531	990	83	331	500	169	51.23%
5037 Grants/ contributions - general	351,780	32,500	25,500	19,600	19,600	23,600	4,000	20.41%
5042 Operations Audit	-	26,150	-	-	-	-	-	0.00%
5062 Law Day	-	895	500	500	500	500	-	0.00%
5063 Special Event Expense	310	-	-	-	-	-	-	0.00%
5075 Food & Bev-external costs only	1,963	4,696	4,699	12,407	13,581	-	(13,581)	-100.00%
5076 Food & beverage - internal only	1,892	1,772	1,825	473	929	3,000	2,071	222.88%
5085 Misc. Program Expense	2,685	1,630	4,315	-	(0)	-	0	-100.00%
5090 Commission Expense	-	-	-	-	-	-	-	0.00%
5702 Travel - Lodging	1,933	8,711	8,304	-	2,076	3,000	924	44.51%
5703 Travel - Transportation/Parking	2,264	8,345	8,345	-	2,086	3,000	914	43.80%
5704 Travel - Mileage Reimbursement	1,318	546	546	-	-	-	-	0.00%
5705 Travel - Per Diems	310	1,284	1,284	-	-	-	-	0.00%
5707 Travel - Commission Mtgs	37,512	69,816	27,000	21,483	29,983	26,500	(3,483)	-11.62%
5805 ABA Annual Meeting	-	3,015	1,622	2,776	2,776	2,000	(776)	-27.97%
5810 ABA Mid Year Meeting	2,871	745	878	4,277	4,277	4,000	(277)	-6.48%
5815 Commission/Education	12,210	7,700	7,700	8,700	8,700	18,000	9,300	106.90%
5820 ABA Annual Delegate	2,608	2,199	3,500	-	-	2,000	2,000	0.00%
5830 Western States Bar Conference	20,465	17,154	25,000	3,970	15,220	15,220	-	0.00%
5840 President's Expense	18,000	18,000	18,000	13,500	18,000	18,000	-	0.00%
5850 Leadership Academy	8,056	12,440	10,000	7,160	9,660	16,000	6,340	65.63%
5855 Bar Review	8,934	53	-	-	-	-	-	0.00%
5865 Retreat	22,281	32,051	42,000	41,519	41,519	42,000	481	1.16%
5866 Wellbeing Committee	-	188	-	-	-	-	-	0.00%
5867 Bar Membership Survey	7,750	7,750	-	-	-	-	-	0.00%
5868 UCLI Support	-	2,000	3,000	-	-	-	-	0.00%
Total Program Services Expenses	513,519	261,305	196,328	136,928	170,049	180,320	10,271	6.04%
Salaries & Benefits								
5510 Salaries/Wages	274	61	280	-	-	-	-	0.00%
5605 Payroll Taxes	24	5	24	-	-	-	-	0.00%
5620 Health Ins/Medical Reimb	5	1	5	-	-	-	-	0.00%
5650 Retirement Plan Contributions	27	6	28	-	-	-	-	0.00%
5660 Training/Development	850	-	-	-	-	-	-	0.00%
Total Salaries/Benefit Expenses	1,181	72	337	-	-	-	-	#DIV/0!
General & Administrative								
7025 Office Supplies	223	-	200	-	-	-	-	0.00%
7035 Postage/Mailing, net	534	49	124	254	468	250	(218)	-46.58%
7040 Copy/Printing Expense	3,378	3,275	2,894	214	938	938	-	0.00%
7055 Computer Supplies & Small Equip	166	-	166	-	-	-	-	0.00%
7100 Telephone	8	-	-	-	-	-	-	0.00%
7120 Membership/Dues	248	585	635	-	(0)	-	0	-100.00%
7145 Commission Election Expense	3,013	3,050	3,050	-	3,050	3,050	-	0.00%
7150 E&O/Off & Dir Insurance	6,876	8,600	8,700	6,675	8,850	9,027	177	2.00%
7195 Other Gen & Adm Expense	4,121	4,054	5,000	20	1,270	5,500	4,230	332.91%
Total General & Administrative Expenses	18,567	19,612	20,769	7,163	14,575	18,764	14,460	99.21%
In Kind Expenses								
Building Overhead	-	-	-	-	-	-	-	#DIV/0!
Total Building Overhead Expenses	-	-	-	-	-	-	-	#DIV/0!
Total Expenses	533,268	280,989	217,434	144,092	184,624	199,084	14,460	7.83%
Other Income/Expense								
Net Profit (Loss)	\$ (533,268)	\$ (281,414)	\$ (217,434)	\$ (144,092)	\$ (184,624)	\$ (199,084)	\$ (14,460)	7.83%

Utah State Bar
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Based on Actual Results through 03/31/2024
22 - Public Education

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4061 · Advertising Revenue	-	-	500	1,000	500	100.00%
Total Revenue	-	-	500	1,000	500	100.00%
Expenses						
Program Services						
5075 · Food & Bev-external costs only	72	-	560	-	(560)	-100.00%
5085 · Misc. Program Expense	-	-	129	-	(129)	-100.00%
5702 · Travel - Lodging	-	647	507	532	25	5.00%
5703 · Travel - Transportation/Parking	-	1,287	155	1,200	1,045	674.19%
5704 · Travel - Mileage Reimbursement	-	-	43	45	2	5.00%
5705 · Travel - Per Diems	-	141	167	175	8	5.00%
Total Program Services Expenses	72	2,224	1,560	1,952	392	25.12%
Salaries & Benefits						
5510 · Salaries/Wages	68,549	72,899	74,840	75,313	474	0.63%
5605 · Payroll Taxes	5,270	5,490	5,744	6,025	281	4.89%
5610 · Health Insurance	10,107	10,555	10,156	8,479	(1,677)	-16.51%
5630 · Dental Insurance	457	461	475	482	7	1.51%
5640 · Life & LTD Insurance	454	460	468	460	(8)	-1.73%
5650 · Retirement Plan Contributions	6,519	6,852	7,186	7,457	271	3.77%
5655 · Retirement Plan Fees & Costs	405	400	394	410	16	4.00%
Total Salaries/Benefit Expenses	91,786	97,117	99,263	98,626	(637)	-0.64%
General & Administrative						
7025 · Office Supplies	-	-	20	20	0	2.00%
7040 · Copy/Printing Expense	72	1,174	23	23	-	0.00%
7045 · Internet Service	3,106	1,779	1,994	2,362	368	18.46%
7050 · Computer Maintenance	2,240	3,280	4,266	4,266	-	0.00%
7055 · Computer Supplies & Small Equip	818	192	106	108	2	2.00%
7089 · Membership Database Fees	-	-	481	872	391	81.31%
7100 · Telephone	1,323	1,582	1,285	722	(563)	-43.82%
7105 · Advertising	34,412	21,378	19,485	16,000	(3,485)	-17.89%
7107 · Production Costs	18,500	1,075	1,116	-	(1,116)	-100.00%
7110 · Publications/Subscriptions	1,701	933	1,403	1,200	(203)	-14.48%
7120 · Membership/Dues	(45)	665	107	-	(107)	-100.00%
7175 · O/S Consultants	1,312	7,442	13,236	13,501	265	2.00%
7195 · Other Gen & Adm Expense	-	483	-	-	-	0.00%
Total General & Administrative Expenses	63,438	39,983	43,522	39,074	(4,693)	-10.78%
In Kind Expenses						
Building Overhead						
6015 · Janitorial Expense	235	205	203	179	(24)	-11.73%
6020 · Heat	171	199	217	190	(27)	-12.44%
6025 · Electricity	375	296	319	282	(37)	-11.55%
6030 · Water/Sewer	53	53	74	66	(8)	-11.35%
6035 · Outside Maintenance	160	210	191	166	(25)	-13.14%
6040 · Building Repairs	184	98	90	80	(10)	-10.71%
6045 · Bldg Mtncn Contracts	222	190	186	164	(22)	-11.78%
6065 · Bldg Insurance/Fees	227	153	156	136	(20)	-12.85%
6070 · Building & Improvements Depr	704	576	616	571	(45)	-7.25%
6075 · Furniture & Fixtures Depr	25	59	106	118	12	11.14%
7065 · Computers, Equip & Sftwre Depr	469	265	300	200	(100)	-33.41%
Total Building Overhead Expenses	2,825	2,304	2,456	2,151	(306)	-12.44%
Total Expenses	158,122	141,628	146,801	141,803	(4,998)	-3.40%
Other Income/Expense						
Net Profit (Loss)	\$ (158,122)	\$ (141,628)	\$ (146,301)	\$ (140,803)	\$ 5,498	-3.76%

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22 - Public Education:Licensed Lawyer

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
Total Revenue	-	-	-	-	-	#DIV/0!
Expenses						
Program Services						
Total Program Services Expenses	-	-	-	-	-	#DIV/0!
Salaries & Benefits						
Total Salaries/Benefit Expenses	-	-	-	-	-	#DIV/0!
General & Administrative						
7050 · Computer Maintenance	-	350	-	-	-	0.00%
7089 · Membership Database Fees	-	-	8,850	9,027	177	2.00%
7195 · Other Gen & Adm Expense	-	-	431	-	(431)	-100.00%
Total General & Administrative Expenses	-	350	9,281	9,027	(254)	-2.74%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	-	350	9,281	9,027	(254)	-2.74%
Other Income/Expense						
4120 · Grant Income	-	-	-	-	-	0.00%
4300 · Gain (Loss) - Sales of Assets	-	-	-	-	-	
Net Profit (Loss)	\$ -	\$ (350)	\$ (9,281)	\$ (9,027)	\$ 254	-2.74%

Utah State Bar
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Based on Actual Results through 03/31/2024
23 - Young Lawyers Division

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4051 · Meeting - Registration	-	(375)	-	-	-	0.00%
4081 · CLE - Registrations	450	370	-	-	-	0.00%
4200 · Seminar Profit/Loss	(107)	(29)	(21)	-	21	-100.00%
Total Revenue	343	(34)	(21)	-	21	-100.00%
Expenses						
Program Services						
5001 · Meeting Facility-external only	2,958	250	3,212	2,500	(712)	-22.17%
5002 · Meeting facility-internal only	-	895	776	575	(201)	-25.90%
5030 · Speaker Fees & Expenses	600	-	-	-	-	0.00%
5035 · Awards	5,101	2,541	1,419	1,000	(419)	-29.51%
5037 · Grants/ contributions - general	7,420	3,000	7,550	5,500	(2,050)	-27.15%
5060 · Program Special Activities	5,481	1,000	-	-	-	0.00%
5062 · Law Day	-	-	225	900	675	300.00%
5063 · Special Event Expense	2,864	-	1,675	3,500	1,825	108.96%
5064 · MCLE Fees Paid	2,113	41	2,877	2,877	-	0.00%
5075 · Food & Bev-external costs only	8,344	10,817	29,666	19,624	(10,042)	-33.85%
5076 · Food & beverage - internal only	-	2,377	1,060	276	(784)	-73.95%
5085 · Misc. Program Expense	472	668	1,225	125	(1,100)	-89.80%
5095 · Wills for Heroes	831	794	1,153	1,250	97	8.39%
5702 · Travel - Lodging	502	1,593	7,157	6,200	(957)	-13.37%
5703 · Travel - Transportation/Parking	952	1,418	2,483	2,900	417	16.79%
5704 · Travel - Mileage Reimbursement	-	-	88	350	263	300.00%
5705 · Travel - Per Diems	141	125	364	-	(364)	-100.00%
5706 · Travel - Meals	-	-	225	900	675	300.00%
5805 · ABA Annual Meeting	225	-	50	200	150	300.00%
5810 · ABA Mid Year Meeting	-	2,671	-	3,500	3,500	0.00%
5815 · Commission/Education	-	-	625	2,500	1,875	300.00%
5820 · ABA Annual Delegate	-	1,579	-	500	500	0.00%
5865 · Retreat	-	-	825	3,300	2,475	300.00%
Total Program Services Expenses	38,004	29,769	62,654	58,477	(4,177)	-6.67%
Salaries & Benefits						
Total Salaries/Benefit Expenses	-	-	-	-	-	#DIV/0!
General & Administrative						
7025 · Office Supplies	-	-	50	-	(50)	-100.00%
7040 · Copy/Printing Expense	-	-	75	100	25	33.33%
7045 · Internet Service	323	323	323	-	(323)	-100.00%
7050 · Computer Maintenance	-	-	978	978	-	0.00%
7110 · Publications/Subscriptions	-	593	-	-	-	0.00%
7120 · Membership/Dues	258	490	-	-	-	0.00%
7140 · Credit Card Merchant Fees	14	11	14	-	(14)	-100.00%
7195 · Other Gen & Adm Expense	298	211	1,305	-	(1,305)	-100.00%
Total General & Administrative Expenses	893	1,628	2,745	1,078	(5,823)	-212.17%
In Kind Expenses						
Building Overhead						
Total Building Overhead Expenses	-	-	-	-	-	#DIV/0!
Total Expenses	38,897	31,396	65,398	59,555	(5,844)	-8.94%
Other Income/Expense						
Net Profit (Loss)	\$ (38,554)	\$ (31,430)	\$ (65,419)	\$ (59,555)	\$ 5,865	-8.97%

Utah State Bar
FY25 FINAL Budget - Summary by Account
Based on Actual Results through 03/31/2024
25 - LSI

	Actual FY 2022 7/1/2021 6/30/2022	Actual FY 2023 7/1/2022 6/30/2023	Projected FY 2024 7/1/2024 6/30/2024	FINAL Budget FY 2025 7/1/2024 6/30/2025	\$ Change 2024 Projected vs 2025 Budget	% Change 2024 Projected vs 2025 Budget
Revenue						
4005 · Admissions - Application Forms	-	-	6,875	5,500	5,500	80.00%
4022 · Lic Fees < 3 Years	-	-	-	-	-	0.00%
4095 · Miscellaneous Income	-	-	-	-	-	0.00%
Total Revenue	-	-	6,875	5,500	5,500	80.00%
Expenses						
Program Services						
5002 · Meeting facility-internal only	-	-	-	-	-	0.00%
5075 · Food & Bev-external costs only	-	-	378	1,000	622	164.49%
5076 · Food & beverage - internal only	-	-	(292)	-	292	-100.00%
5079 · Soft Drinks	-	-	(5)	-	5	-100.00%
5085 · Misc. Program Expense	-	-	-	-	-	0.00%
5703 · Travel - Transportation/Parking	-	-	84	100	16	18.64%
Total Program Services Expenses	-	-	166	1,100	934	563.13%
Salaries & Benefits						
5510 · Salaries/Wages	-	-	117,686	149,990	32,303	27.45%
5605 · Payroll Taxes	-	-	8,378	11,999	3,621	43.22%
5610 · Health Insurance	-	-	8,041	15,452	7,411	92.16%
5620 · Health Ins/Medical Reimb	-	-	371	1,200	829	223.04%
5630 · Dental Insurance	-	-	595	964	369	62.00%
5640 · Life & LTD Insurance	-	-	653	1,028	375	57.35%
5650 · Retirement Plan Contributions	-	-	2,049	14,850	12,802	624.82%
5655 · Retirement Plan Fees & Costs	-	-	-	800	800	0.00%
5660 · Training/Development	-	-	125	500	375	300.00%
Total Salaries/Benefit Expenses	-	-	137,899	196,783	58,884	42.70%
General & Administrative						
7025 · Office Supplies	-	-	138	200	62	45.17%
7035 · Postage/Mailing, net	-	-	251	268	18	7.00%
7040 · Copy/Printing Expense	-	-	336	250	(86)	-25.55%
7045 · Internet Service	-	-	188	-	(188)	-100.00%
7050 · Computer Maintenance	-	-	6,370	6,370	-	0.00%
7055 · Computer Supplies & Small Equip	-	-	537	250	(287)	-53.46%
7089 · Membership Database Fees	-	-	15,014	9,261	(5,753)	-38.32%
7100 · Telephone	-	-	375	1,443	1,068	284.88%
7105 · Advertising	-	-	49	-	(49)	-100.00%
7175 · O/S Consultants	-	-	4,358	4,000	(358)	-8.21%
Total General & Administrative Expenses	-	-	27,615	22,043	5,424	196.43%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	-	-	-	-	-	0.00%
Building Overhead						
6015 · Janitorial Expense	-	-	-	657	657	0.00%
6020 · Heat	-	-	-	696	696	0.00%
6025 · Electricity	-	-	-	1,037	1,037	0.00%
6030 · Water/Sewer	-	-	-	242	242	0.00%
6035 · Outside Maintenance	-	-	-	608	608	0.00%
6040 · Building Repairs	-	-	-	295	295	0.00%
6045 · Bldg Mtncn Contracts	-	-	-	601	601	0.00%
6065 · Bldg Insurance/Fees	-	-	-	499	499	0.00%
6070 · Building & Improvements Depre	-	-	-	2,096	2,096	0.00%
6075 · Furniture & Fixtures Depre	-	-	-	432	432	0.00%
7065 · Computers, Equip & Sftwre Depr	-	-	-	733	733	0.00%
Total Building Overhead Expenses	-	-	-	7,895	7,895	#DIV/0!
Total Expenses	-	-	165,680	227,821	62,140	37.51%
Other Income/Expense						
4120 · Grant Income	-	-	136,000	-	(136,000)	-100.00%
Net Profit (Loss)	\$ -	\$ -	\$ (158,805)	\$ (222,321)	\$ (56,640)	35.67%

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of March 31, 2024
and for the nine months then ended

FINANCIAL STATEMENT HIGHLIGHTS

Year-to-Date (YTD) Net Profit – Accrual Basis:

	Actual	Budget	Fav (unfav) \$ Variance	Fav (unfav) % Variance
YTD Revenue	6,967,563	6,913,286	54,277	1%
YTD Expenses	5,882,285	5,869,670	(12,615)	0%
YTD Net Profit/(Loss)	1,085,278	1,043,616	41,662	4%

YTD net profit is \$1,085,278 and is \$41,662 more than budgeted.

YTD Net Profit –Cash Basis: Adding back year-to-date depreciation expense of \$114,546.08 and deducting capital expenditures of \$120,465, the cash basis year-to-date net profit is approximately \$(5,919.07) lower.

Explanations for Departments with Net Profit Variances more than \$10k and 5% Over/Under Budget:

Admissions: Admissions is currently reporting a (\$14,497) unfavorable variance compared to the budget. Revenues are up 11% from budget, or \$55,614. Expenses are 18%, or \$75,111 over budget, attributable to Program Services, Salaries & Benefits, and General & Administrative equally.

NLTP: NLTP revenues are at 135% of the budget, and expenses are favorable at 80% of budget among all three functional expenses categories, creating a \$27,783 favorable variance YTD.

CLE: CLE is reporting a (\$18,889) loss YTD. Revenues and expenses are at 89% and 90%, respectively. In-person CLE registrations are \$12,693 favorable, while video library sales are unfavorable (\$71,670).

Summer Convention: The Summer Convention performed (\$12,158) lower than expected YTD, although a profit of \$32,338 has been booked. A \$29,000 shortfall of sponsor revenue compared to budget, resulting from the online format change, and allocated expenses YTD coming in favorably at 46% to offset net to the unfavorability in revenue.

Member Services: Total YTD Revenue is unfavorable (\$33,690), mainly attributed to a drop in advertising revenue. Program services and salaries are currently over budget, which nets to a (\$38,389) unfavorability. This is attributable to Tava's huge success since its inception.

Public Services: Fiscal year 2024 budgeted grant revenue of \$109,539 in July 2023, which required recognition in fiscal year 2023. This was recognized as required, and thus contributes to the understatement of revenues of 33% of budget YTD. Total expenses are currently under budget by \$41,729 or 93%.

TAB 2

1. Innovation Committee was asked to look at Decisis prior to the upcoming renewal of the FastCase contract.
2. Background. Fastcase recently purchased Casemaker, leaving Fastcase as the only bar association option. Lexis stepped in with Decisis to provide an alternative.
3. Summary of comparison of Decisis vs. Fastcase.
 - a. Compared to the existing Fastcase product, Decisis is a clear winner (advantages enumerated below).
 - b. Fastcase was recently acquired by V/Lex, and a revamp is underway. A 25-minute preview was shown to the Innovation Committee. There were some interesting improvements, but the most interesting ones (AI-related) were not included with the “free” option, and none of the other improvements were guaranteed to be in the release product.
 - c. The committee requested credentials to the pre-release version, but V/Lex was unable to provide them before our meeting.
 - d. Based on the pre-release demo, without the optional AI products, it seemed that Fastcase probably still fell short of Decisis. Given that none of the pre-release features are guaranteed, Decisis is the unanimous favorite of the Innovation Committee based on the best information available to us.
4. Advantages of Decisis
 - a. Very clean interface.
 - b. Search results that will be familiar to LexisNexis users. E.g., seminal cases in top search results (versus nowhere to be found in FC search results)
 - c. Natural language search along with search operators intelligently deciphered in the same search.
 - d. Negative treatment of cases handled by the Shepard's Citations Service.
 - e. 24/7 support available, vs weekdays with FC.
 - f. They have been VERY responsive and motivated to facilitate our requests. Stark contrast with FC's very slow/non-responsiveness.
 - g. Decisis would be slightly cheaper (\$52k vs \$54k for FC).
 - i. FWIW, it was our understanding at the time of the evaluation that Fastcase would be slightly cheaper than Decisis, though with recent pricing adjustments, that is no longer the case. Nevertheless, the committee felt Decisis was well worth a small increase in cost over Fastcase. Decisis being cheaper is just icing on the cake.
5. Possible advantages of the future Fastcase
 - a. While Decisis was unable to commit that any of the LexisNexis legal AI features would be available as optional paid add-ons to Decisis, Fastcase plans to offer their impressive legal AI features as paid add-ons to future Fastcase users.
 - b. Fastcase's new interface looks to be much updated and cleaner, similar to Decisis' interface—on par, but not necessarily better.
 - c. Promised enhancement to negative treatment of cases using “Cert.” Claimed to be better than Lexis and West. We were not able to access this promised feature, and were unable to run comparisons.

6. Conclusions

- a. The Innovation Committee unanimously recommends that the Bar switch to Decisis as the provided legal research tool.
- b. A reevaluation of V/Lex-Fastcase may be warranted in a year or two when their revamped product is available for in-depth comparison.

Decisis v. Fastcase

Switch or Renew?

April 19, 2024



Innovation in Law Practice Committee | Christine Hashimoto, Dave Duncan

Decisis v. Fastcase

Background

- Fastcase recently purchased Casemaker
- Left Fastcase as the only bar association option
- Lexis stepped in with Decisis to provide an alternative
- Fastcase renewal looms. Innovation committee asked to compare them
- Multiple members of the committee use Fastcase to various degrees



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Summary of comparison of Decisis vs. Fastcase

- Compared to the existing Fastcase product, Decisis is a clear winner
- Fastcase
 - recently acquired by V/Lex, and a revamp is underway
 - 25-minute preview was shown to the Innovation Committee.
 - most interesting improvements (AI-related) were not included with the “free” option
 - none of the other improvements were guaranteed to be in the release product.
- The committee requested credentials to the pre-release version, but V/Lex was unable to provide them before our meeting.
- Based on the pre-release demo, without the optional AI products
 - Fastcase still fell short of Decisis
 - Given that none of the pre-release features are guaranteed
 - Decisis is the unanimous favorite of the Innovation Committee based on the best information available to us.



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Brief Decisis Demo



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Advantages of Decisis

- Very clean interface.
- Familiar search results to LexisNexis users
 - Results ordering, seminal cases, e.g.
- Smart search with natural language and search operators detection
- Shepard's Citations Service for negative treatment
- 24/7 support available, vs weekdays with FC
- They have been VERY responsive and motivated to facilitate our requests
 - Stark contrast with FC's very slow/non-responsiveness
- Decisis would be slightly cheaper (\$52k vs \$54k for FC)



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Possible advantages of the future Fastcase

- Fastcase plans to offer their impressive legal AI features as paid add-ons to future Fastcase users
 - Decisis was unable to commit that any of the LexisNexis legal AI features would be available as optional paid add-ons to Decisis
- Fastcase's new interface looks to be much updated and cleaner
 - (similar to Decisis' interface—on par, but not necessarily better)
- Promised enhancement to negative treatment of cases using “Cert”
 - Claimed to be better than Lexis and West
 - We were not able to access this promised feature, and were unable to run comparisons to verify



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Conclusions

- The Innovation Committee unanimously recommends that the Bar switch to Decisis as the provided legal research tool.
- A reevaluation of V/Lex-Fastcase may be warranted in a year or two when their revamped product is available for in-depth comparison.



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Questions?



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TAB 3

Articles

Violence Against the Utah Legal Profession – a Statewide Survey

by Stephen D. Kelson

I. Introduction

When a sensational act of violence against the legal profession occurs somewhere in the United States, we see repeated updates on television, websites, and in newspapers and magazines for the next week or two. Legal commentators quickly appear and voice their opinions that the latest incident is just another example of increasing violence against the legal profession. However, after a week or two, the event is generally forgotten as media attention is turned to the next new big story. Such was the situation in early 2005 with the media coverage of the slaying of U.S. Judge Joan Lefkow's husband and mother in Chicago, Illinois, on February 28, 2005, and the courtroom slayings of Judge Rowland Barnes, a court reporter and deputy in Atlanta, Georgia, on March 11, 2005. Such acts of violence are soon forgotten and the legal profession continues with its daily activities. Many members of the Utah legal profession assume that similar acts of violence are too remote to occur in Utah or won't happen to them. Think again.

Whether you are aware of it or not, many attorneys in Utah regularly experience workplace violence. From January 17th through February 17th, 2006, the Utah State Bar performed the first state-wide survey (the "Survey") concerning violence against members of the legal profession. The results of the Survey present a vivid and perhaps shocking picture of the nature and level of violence against the Utah legal profession. This article presents and examines the results of the Utah State Bar's Survey on Violence. Contrary to public perception, members of the Bar are not exempt from workplace violence, but in fact regularly face danger from opposing parties, interested parties, and their own clients, at anyplace and at anytime.¹

II. Studies of Violence Against the Legal Profession

While there is no national method for reporting attacks against the legal profession, the few existing studies show that a substantial amount of violence regularly occurs. For example, statistics gathered by the U.S. Marshals Service provide a thorough study of violence against federal judicial officials in the United States. From October 1, 1980 to September 30, 1993, there were a total of 3,096 inappropriate communications or threats and assaults

reportedly made against federal judges – an average of 238 per year.² In comparison, 1,207 inappropriate communications or threats were reported in 1998 and 1999.³ To date, threats against federal judges have drastically increased to an average of 700 annually.⁴

It has been represented that threats against the legal profession at the state and local courts are far more serious and occur more frequently than those at the federal level.⁵ A 1999 survey by the Administrative Office of Pennsylvania Courts found that of 1,029 judges, 23 percent reported that they had received explicit threats; 17 percent reported actual physical assaults; and 44 percent reported inappropriate approaches.⁶ In 2001, the federal Bureau of Justice Statistics (BJS) conducted the first and only published study examining workplace aggression as it relates to prosecutors and office personnel.⁷ It reported that 81 percent of large state prosecutors' offices reported work-related threats or assaults in that year alone.⁸ A recent 2005 Canadian study of 1,152 lawyers in Vancouver and British Columbia indicated that 59.2 percent, 583 lawyers, reported varying degrees and numbers of threats.⁹

Closer to home, in December 2000, the Davis County Bar Association of Utah conducted a survey of its 161 members.¹⁰ In total, 130 members, representing 81 percent of the county bar, responded to the survey. Of the respondents, 13 percent reported that they had been physically assaulted at least once. Moreover, 59 percent reported having been threatened at least once by a client, the opposing party, or other interested persons in a legal action. Of 94 incidents of violence reported in the Davis County Bar Association survey, 12 incidents were perpetrated against lawyers by their own clients, and 69 incidents of violence were

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perpetrated by the opposing party in a case.¹¹ Interestingly enough, the survey also revealed that 3 assaults and 1 threat were perpetrated by opposing counsel.¹² These statistics clearly showed that violence against the Utah legal profession was not as uncommon as previously believed.

III. The Utah State Bar's Statewide Survey of Violence Against the Legal Profession

From January 17th through February 17th, 2006, the Utah State Bar conducted the first statewide survey of violence against the legal profession in the United States. During the relevant time period of the Survey, the Utah State Bar consisted of 8,745 members, including 6770 active and 1975 inactive members.

The 2006 Utah Bar Survey

The Survey was conducted online through www.surveymonkey.com. All members of the Utah State Bar with available e-mail addresses were requested to respond. The Survey itself was a hybrid of the prior 1999 survey performed by the Administrative Office of the Pennsylvania Courts, the 2001 Davis County Bar Association Survey, and the 2005 survey conducted of lawyers in Vancouver and British Columbia, Canada. It consisted of thirteen closed-ended questions with open-ended responses provided in two of the questions as they related to the category of law practiced and types of violence experienced. One descriptive question was also provided, wherein respondents could provide a brief description of any threat(s) or physical assault event(s).

Of the Survey's thirteen close-ended questions, five were demographic in nature and sought information from Bar members regarding:

- Gender
- In-state or out-of-state practitioners
- Age
- Area of practice
- Years of practice

The remaining eight close-ended questions sought responses regarding:

- Whether respondent had ever received threats or been the victim of violence
- Number of threats received
- Types of threats and/or violence
- Location of threats or violent acts
- Association between threat and violent act
- Relationship with perpetrator
- Reported to police

- Change in conduct

For purposes of the Survey, a "threat" was defined as: "A written or verbal intention to physically hurt or punish another, and (or) a written or verbal indication of impending physical danger or harm."

The Result: Threats and Violence.

The Survey received a total of 984 responses out of 8,745 members of the Utah Bar, representing 11.25 percent of its total membership. Where the Survey's responses present sufficient results to provide a thorough analysis of each of the close-ended questions as they relate to the five demographic close-ended questions, for purposes of length, this article focuses on the responses to the questions themselves and to the demographic questions solely as they apply to whether respondents have ever been the recipient of threats and/or violence.

1. Threats and Acts of Physical Violence.

The Survey's first question, and its primary focus, asked members to identify whether they had ever been the recipient of threats and/or acts of violence. Of the 984 responses to this question, 452 or 45.9 percent of the total respondents reported that they had been threatened and/or physically assaulted at least once. Respondents to the survey identified over three hundred examples of threats and/or acts of violence that have been perpetrated against them in response to the two open-ended responses in the Survey. Although there are far too many examples to list in this article, a few examples are provided to provide a sense of the kinds of violence attorneys in Utah have experienced:

- Over the years various telephone threats of bodily harm; vulgar notes, signed and unsigned;
- Numerous incidents of vandalism of my house and car, all by husbands who didn't like me representing abused spouses in divorces;
- I was told by gang detectives after visiting the prison that two gangs had placed a hit out for me;
- Struck by the brief case of opposing counsel who was attempting to remove confidential documents from my office;
- Individual ran me off the road after court. Did not actually hurt me but made threats and really scared me;
- I have had a defendant post a statement on his web site that he intended to kill me and my family;
- Night before trial, [client's] motel window was shot out with a bb gun. I was sitting at my desk the same evening preparing for trial and a bb shot went through my window whizzing past my ear;

- Pro se opposing party who called to tell me he was on his way to my office with a gun to kill us all;
- Client threatened to have me killed because she was not happy with the outcome of her auto/PI case;
- As I was going back into the courtroom I was 'body slammed' against the wall by the defendant's brother;
- A fake bomb placed in my mail box;
- I was meeting with this client who became upset and slugged me in the chin;
- Telephone messages left with details of my movements and places and times that I could be vulnerable to attack with threats of violence if I didn't change my position on a case;
- During recess from a custody trial – Woman I was examining threatened to kill me and was later arrested trying to smuggle a gun into the courtroom;

These responses represent only the tip of the iceberg, and represent actual situations of threats and violence that members of the Bar experience.

2. Number of Threats Received.

The Survey's second question requested those respondents who had identified themselves as recipients of threats and/or violence to identify the number of threats received. A total of 443 respondents reported in the Survey that they had received threats in the practice of law. As shown in Table 1, the largest number of respondents, 159 (35.9 percent), identified that they had only received one threat. A total of 114 (25.7 percent) reported receiving two threats. Another 50 respondents (11.3 percent) reported having received three threats. Only 12 (2.7 percent) reported four threats. However, 108 (24.4 percent) of the respondents reported having received more than four threats during their legal career.

Table 1: Threats Experienced n=443		
	# of Respondents	Percentage
One	159	35.9
Two	114	25.7
Three	50	11.3
Four	12	2.7
More than 4	108	24.4
Total	443	100%

In total, 284 members of the Utah legal profession or 28.9 percent of the Survey's total respondents reported receiving more than one threat during their legal career. The responses to this question show that attorneys in Utah, as a whole, receive a significant number of work-related threats.

3. Types of Threats.

The Survey's third question asked respondents to identify the type(s) of threats and/or acts of violence received as it/they related to the recipients' responsibilities as a legal practitioner. (See Table 2). The 430 affirmative responses to this question identified 754 different kinds of threats that occurred, including: 229 inappropriate, menacing, troubling communications (*e.g.* letter, phone, fax, verbal); 270 threatening communications (*e.g.* verbal, letter, phone, fax); 164 inappropriate approaches (*e.g.* followed, face-to-face confrontation or attempts); 25 physical assaults; and 66 incidents of a combination of two or more of the above kinds of threats/acts of violence.

Table 2: Types of Threats / Inappropriate Communications n=754		
	# of Type	Percentage
Inappropriate Communications	229	30.4
Threatening Communications	270	35.8
Inappropriate Approaches	164	21.8
Physical Assaults	25	3.3
Combination of two or more of the above	66	8.7
Total	754	100%

4. Location of Threats.

The Survey's fourth question asked members of the Bar to identify the location of the experienced threats or violent acts. (See Table 3). Not surprisingly, the Survey responses identify that the most prominent locations of threats or violence have been the business office and courthouse. Of 674 reported locations of incidents, 280 (41.6 percent) occurred in the office, 205 (30.4 percent) occurred at the courthouse, 59 (8.8 percent) occurred at the attorney's residence, and 65 (9.6 percent) occurred at other locations. An additional 65 responses (9.6 percent) identified a combination of the other responses.

Table 3: Where Threats/Violence Occurs n=674		
	# of Respondents	Percentage
Office	280	41.6
Courthouse	205	30.4
Residence	59	8.8
Elsewhere	65	9.6
Combination	65	9.6
Total	674	100%

The responses to this question show that although threats and violence predominantly occur at an attorney's work-related environment, it also occurs beyond the office and courthouse, including at home and other locations. For example, after prevailing in a case, one attorney found over a pound of nails spread in his driveway. Another attorney stated that an opposing party tried to hit him with golf balls while he was at a golf course. Many attorneys reported threatening telephone calls to their residence.

5. Threats and Subsequent Assaults.

In the Survey's fifth question, those members of the Bar who reported that they had received threats were asked to identify if the author or an individual connected to the author of an inappropriate or threatening communication subsequently physically assaulted the respondent. A total of 57 incidents of subsequent physical assaults were reported, and respondents reported an additional 6 incidents where they were unsure if the threats and subsequent assaults were related.

Table 4: Perpetrators of Threats / Assaults n=412		
	# of Respondents	Percentage
Opposing/Associate of Client	197	47.8
Relative/Association of Opposing Party	82	19.9
Clients	65	15.8
Relatives of Client	24	5.8
Unknown	17	4.1
Opposing Counsel	27	6.6
Total	412	100%

6. Relationship with the Perpetrators of Threats/Assaults.

The Sixth question asked members of the Utah Bar to identify their relationship with the individuals who threatened/assaulted them. (See Table 4). Of 412 affirmative respondents, 197 (47.8 percent) of the incidents were perpetrated by the opposing/associate of the client, 82 (19.9 percent) of the incidents were by the relative/associate of an opposing party, 65 (15.8 percent) were perpetrated by clients, and 24 or 5.8 percent by relatives of a client. In 17 (4.1 percent) of the incidents, the relationship with the individual that threatened/assaulted a Bar member was unknown. The most interesting statistic was that 27 (6.6 percent) of reported incidents were perpetrated by opposing counsel.

These responses show that threats and violence are primarily perpetrated by opposing parties, their associates and relatives, and an attorney's own client. They also show that threats and violence can occur from any individual involved in a legal case, including other members of the Bar.

7. Responses to Threats/Physical Assaults.

The Survey's seventh question asked those respondents that received threats or have been the victim of a physical assault if it was reported to the police. Only 144 or 31.9 percent of the 452 members of the Bar who identified themselves as the recipients of threats or as the victims of violent acts reported such incidents to the police. Related thereto, the Survey's eighth question asked those members of the Utah Bar that identified themselves as recipients of threats and/or physical assault, if such violence altered the way they conducted their legal business. Only 28 respondents indicated that incidents had affected their conduct a great deal, and 168 stated that their conduct had somewhat been affected.

C. Demographic Survey Results.

The Survey's five demographic questions provide additional information regarding the distribution of threats and violence against members of the Utah legal profession by gender, in-state/out-of-state membership, age, area of practice, and years of practice.

1. Threats by Gender.

During the time period the Survey was conducted, the Utah State Bar consisted of 1269 active and 602 inactive female attorneys, who jointly represent 21.4 percent of the total membership (8745) of the Utah State Bar. In response to the Survey, 252 respondents identified themselves as female, representing 26 percent of the total respondents who identified their gender. Of this number, 115 or 45.6 percent of female attorneys who responded to the Survey identified that they had been the recipient of threats and/or the victim of violence during the course of their legal careers. Female attorneys represented 25.6 percent of the total respondents

who identified that they had been the recipients of threats and/or violence. (See Table 5).

During the same time period, male attorneys represented 6874 or 78.6 percent of the total membership of the Utah State Bar. Of those attorneys who responded to the Survey, 717 identified themselves as male, which represents 74 percent of the respondents and 334 or 46.6 percent of the male attorneys stated they had been the recipient of threats and/or violence at some time during the course of their legal careers. See Chart 5 below.

The Survey revealed that although slightly more female attorneys, or slightly fewer male attorneys, responded to the Survey than representative of their total Bar membership, the percentage of male and female attorneys who identify themselves as recipients of threats and/or violence is approximately the same (46.6% and 45.6%).

(48.5 percent) of out-of-state members indicated that they had been the recipient of threats and/or violence arising from their work in the legal profession.

A review of these Survey's results reveals that a disproportionately lower number of out-of-state members responded to the Survey than those in-state. The greater number of responses from in-state members arguably provides a more realistic representation of the level of threats and violence against the legal profession within the state; however, a greater response from out-of-state members would have provided a more accurate representation of threats and violence against the entire membership of the Utah State Bar.

3. Age.

Members of the Utah Bar were asked to identify their age as part of the Survey. 972 members responded as follows; 97 members indicated that they are 30 years and under, 311 members indicated

Table 5 Threats / Violence by Gender						
	# of Bar Members	% of Bar Members	# of Respondents	% of Respondents	# of Threats/ Violence (all attnys)	% of Threats/ Violence (all attnys)
Female Attorneys	1871	21.4	252	26.0	115	45.6
Male Attorneys	6874	78.6	716	74.0	334	46.6
Total	8745	100%	968	100%	449	100%

2. In-State/Out-of-State Members

As previously set forth, during the time period of the Survey, the Utah State Bar consisted of 8,745 members. This total included approximately 6832 in-state and 1913 out-of-state members (or 28 percent of the total membership in the Bar). A total of 972 respondents identified themselves as in-state or out-of-state members of the Utah Bar. Of the respondents, 904 (93 percent) identified themselves as in-state members, and 68 (7 percent) identified themselves as out-of-state members. Furthermore, 417 (46.1 percent) of the responding in-state members, and 33

that they were between 31 and 40 years old, 265 indicated that they were between 41 and 50 years old, and 299 indicated that they were 51 years or older. Of 97 respondents 30 years and under, 19 identified that they had been the recipient of threats and/or violence. Of the 311 respondents between the ages of 31 and 40, 113 identified that they had been the recipient of threats and/or violence. Of the 265 respondents between the ages of 41 and 50, 143 identified that they had been the recipient of threats and/or violence. And of the 299 respondents ages 51 and over, 174 iden-

Table 6 Threats / Violence by Age Grouping				
	# of Respondents	% of Respondents	# of Threats/ Violence	% of Threats/ Violence
30 and Under	97	10.0	19	4.2
31 to 40	311	32.0	113	25.2
41 to 50	265	27.3	143	31.8
51 and Over	299	30.7	174	38.8
Total	972	100%	449	100%

tified that they had been the recipient of threats and/or violence. These results are more easily characterized in Table 6 below.

A simple examination of the Survey's results reveals what appears to be a correlation between the rising number of respondents who identify themselves as recipients of threats and violence and their reported age. While one might assume that the older respondents are the longer they have practiced law, and the more likely they are to be the recipient of threats and/or violence, such is not the case. As shown in Table 6, the number of threats and violence experienced by members of the Bar by age does not directly correspond with the number of years an attorney has practiced.

4. Area of Law.

The Survey also requested that respondents identify what area of law comprises a majority of their legal practice, and were provided the following options to choose from:

- Criminal Defense;
- State/Federal Prosecution;
- Family/Divorce;
- Wills/Estates;
- Administrative;
- Corporate/Commercial/Real Estate;
- General Litigation;
- Labor/Employment/Civil Rights;
- Other

A total of 971 respondents identified their primary area of practice, and of those, 448 or 46.1 percent indicated that they were recipients of threats and/or violence. Table 7 below, identifies the number of respondents in each area of law with their corresponding responses of threats and/or violence related to their involvement as legal practitioners, and represents the following: 33 (63.5 percent) of the 52 members who identified Criminal Defense; 75 (68.2 percent) of the 110 who identified State/Federal Prosecution; 57 (68.7 percent) of 83 who identified Family/Divorce; 6 (24 percent) of the 25 who identified Wills/Estates; 10 (34.5 percent) of 29 who identified Administrative; 52 (32.5 percent) of 160 who identified Corporate/Commercial/Real Estate; 114 (46.3 percent) of 246 who identified General Litigation; 18 (47.4 percent) of 38 who identified Labor/Employment/Civil Rights; and 84 (58.3 percent) of 228 who identified their primary area of law as Other.

The results show that by percentage, attorneys that practice in the areas of Criminal Defense, State/Federal Prosecution and Family/Divorce received the greatest numbers of threats and/or violence. However, the results also show that a significant number of threats and violence occur in all of the Survey's other identified areas of law, as well as in other unidentified areas of law.

5. Years of Practice.

Lastly, Respondents were asked to identify the number of years that they have been in practice. Of the 969 members who responded

Table 7 Threats / Violence by Area of Practice n=971			
	# of Respondents	% of Respondents	% of Threats/Violence per Category
Criminal Defense	52	5.4	63.5
State/Federal Prosecution	110	11.3	68.2
Family/Divorce	83	8.5	68.7
Wills/Estates	25	2.6	24.0
Administrative	29	3.0	34.5
Corporate/Commercial/ Real Estate	160	16.5	32.5
General Litigation	246	25.3	46.3
Labor/Employment/ Civil Rights	38	3.9	47.4
Other	228	23.5	36.8
Total	971	100%	449

to this question, 448 or 46.1 percent identified that they were recipients of threats and/or violence. Table 8 below, identifies the number of respondents who indicated that they had experienced threats and/or violence with respect to the number of years they have been in practice: 4 or 8.7 percent of 46 with less than 1 year; 58 or 30.4 percent of 191 with 1 – 5 years; 62 or 37.8 percent of 164 with 6 – 10 years; 74 or 53.6 percent of 138 with 11 – 15 years; 78 or 65 percent of 120 with 16 – 20 years; 116 or 52.3 percent of 222 with 21 – 30 years; and 57 or 64.8 percent of 88 with more than 31 years in practice.

The Survey's results show a strong increase in the percentage of violence that was reported by attorneys that have been practicing for 20 years or less. Interestingly enough, there is a significant decrease of threats and/or violence reported by attorneys that have practiced for 21 to 30 years, then another rise for attorneys that have practiced for more than 31 years. It could be argued that these changes in the percentage of threats that were reported by attorneys who have practiced for more than 20 years might be related to the fact that violence in the legal profession has been increasing since the 1980's. Although, the Survey was not designed to examine this issue, and the results do not provide sufficient information to make any conclusion, it is possible that such a dynamic might explain the gradual rise of threats/violence against Utah Bar members who have been practicing during the past 20 years.

IV. Conclusion

The results of the Utah Bar's 2006 survey of violence against the legal profession shows that contrary to public perception and those of the Utah legal community, a large percentage of members of the Bar regularly face threats and/or violence in their practice. Although the amount of violence experienced by the Bar varies due

to factors such as the age, area of practice, and years of practice of an attorney, the Survey's results clearly show that threats and/or violence can come from clients, opposing parties, interested parties, and even opposing counsel in any field of the legal profession at any place and at any time – and no member of the Utah Bar is necessarily immune from the potential of workplace violence. So the next time the media reports an unfortunate but sensational act of violence against the legal profession somewhere else in the United States, take note, it doesn't mean that something similar cannot happen here.

1. I would like to thank Lincoln Mead of the Utah Bar for his help in organizing the Violence Survey and for its distribution to members of the Bar.
2. FREDERICK S. CALHOUN, *HUNTERS AND HOWLERS: THREATS AND VIOLENCE AGAINST FEDERAL JUDICIAL OFFICIALS IN THE UNITED STATES, 1789-1993*, 51 (U.S. Marshals Service, 1998).
3. See Kim Smith, *Threat Investigator Works to Keep Judges from Harm*, LAS VEGAS SUN, August 10, 1999, available at <http://www.lasvegassun.com/sunbin/.../509159941.html>; see also Andrew Woldison, *Judges, Prosecutors Feel Vulnerable: Capps Killing Illustrates Perils They Face at Work, Home*, THE COURIER-JOURNAL LOCAL NEWS, June 13, 2000, available at <http://www.courier-journal.com/localnews/2000/0006/13/000613fear.html>.
4. *In Courts, Threats Become Alarming Fact of Life*, NEW YORK TIMES, March 20, 2005, at 11, available at 2005 WLNR 4309270.
5. Calhoun, note 9, at 29.
6. Don Hardenbergh & Neil Allen Weiner, Preface, in *THE ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE* 2001: 576, 13-15 (Alan W. Heston, et al. eds., July 2001).
7. DeFrances, C.J., "State Court Prosecutors in Large Districts, 2001," Bureau of Justice Statistics Bulletin. Washington, DC: U.S. Department of Justice (2001); De Frances, C. J., "Prosecutors in State Courts, 2002," Bureau of Justice Statistics Bulletin. Washington, DC: U.S. Department of Justice. (2002).
8. *Id.*
9. Karen N. Brown, *An Exploratory Analysis of Violence and Threats Against Lawyers* (2005) (unpublished M.A. thesis, Simon Fraser University) (on file with the Simon Fraser University), available at <http://ir.lib.sfu.ca/retrieve/21110/etd1740.pdf>.
10. Stephen Kelson, *An Increasingly Violent Profession*, 14 UTAH BAR J. 13, March 2001, at 9.
11. *Id.*
12. *Id.*

Table 8 Threats / Violence by Years of Practice				n=969
	# of Respondents	% of Respondents	# of Threats/Violence	% of Threats/Violence per Category
Less than 1	46	4.8	4	8.7
1 – 5	191	19.7	58	30.4
6 – 10	164	16.9	62	37.8
11 – 15	138	14.2	74	53.6
16 – 20	120	12.4	78	65.0
21 – 30	222	22.9	116	52.3
31 and over	88	9.1	57	64.8
Total	969	100%	449	

VIOLENCE AGAINST THE LEGAL PROFESSION
SURVEY QUESTIONS (2006)

1. What is your gender?
 - Male
 - Female
2. Are you an In-State or Out-of-State practitioner in the Utah legal profession?
 - In-State
 - Out-of-State
3. What is your age?
 - 30 years or under
 - 31 to 40
 - 41 to 50
 - 51 and over
4. What area of law comprises the majority of your legal practice (check one that is most applicable):
 - Criminal defense
 - State/Federal Prosecution
 - Family/Divorce
 - Wills/Estates
 - Administrative
 - Corporate/Commercial/Real Estate
 - General Litigation
 - Labor/Employment/Civil Rights
 - Other
5. Year(s) of Practice?
 - Less than 1
 - 1 – 5
 - 6 – 10
 - 11 – 15
 - 16 – 20
 - 21 – 30
 - 31 and over

6. While serving as a practitioner in the legal profession, have you ever been the recipient of a threat or been the victim of a violent act?

For purposes of the survey, a “threat” is defined as: “A written or verbal intention to physically hurt or punish another, and (or) a written or verbal indication of impending physical danger or harm.”

- Yes
- No

7. Number of threats received?

- None
- One
- Two
- Three
- More than four

8. Types of threats and/or violence

- Inappropriate, menacing, troubling communications (e.g. verbal, letter, phone, fax)
- Threatening communication (e.g. verbal, letter, phone, fax)
- Inappropriate approach (e.g. followed, face-to-face confrontation, or attempts)
- Physical assault
- Combination of two or more of the above

9. Please indicate the location(s) where threat(s) and violence occurred?

- Office
- Courthouse
- Residence
- Elsewhere
- Combination

10. If you received a threat and were later assaulted, was the individual who threatened you the same person or connected to the person who most recently assaulted you?

- Yes
- No
- Do not know
- Not applicable

11. What was the relationship with the individual who most recently threatened and/or assaulted you?
- Opposing/Associate of Client
 - Relative/Associate of Opposing Party
 - Client
 - Relatives of Client
 - Opposing party
 - Unknown
 - Opposing Counsel
12. If you have received a threat or been the victim of a physical assault, was it reported to the police?
- Yes
 - No
 - Not Applicable
13. If you have received a threat or been the victim of a physical assault, did the experience(s) alter the way you conduct your legal practice?
- Not at all
 - Somewhat
 - A great deal
14. Please provide a brief description of threat(s) or violence you have experienced as a practitioner in the Utah legal profession.

VIOLENCE AGAINST THE LEGAL PROFESSION

PROPOSED SURVEY QUESTIONS (FOR 2026)

INTRO

For more than 30 years, the media and legal profession have identified an increase of work-related threats and violence against the legal profession. This anonymous survey has been created to help ascertain the nature and frequency of threats and violence against practitioners in the Utah legal profession. The survey will close on _____, 2026, at _____ MST. The results will be submitted as a proposed article to the Utah Bar Journal. Estimated completion time is less than 10 minutes.

1. (Optional) What is your gender?
 - Male
 - Female
 - Transgender
 - Non-Binary
 - If not listed above, please identify

2. Are you an In-State or Out-of-State practitioner in the Utah legal profession?
 - In-State
 - Out-of-State

3. Are you on Active status with the Utah Bar Association?
 - Yes
 - No

4. What is your age?
 - 30 years or under
 - 31 to 40
 - 41 to 50
 - 51 to 60
 - 61 to 70
 - 71 or older

5. What area of law comprises the majority of your legal practice (check one that is most applicable):
 - Criminal defense
 - City/State/Federal Prosecution
 - Family/Divorce
 - Wills/Estates/Probate
 - Administrative
 - Corporate/Commercial/Real Estate
 - Judge
 - General Litigation

- Labor/Employment/Civil Rights
 - Oil and Gas
 - Other
6. Year(s) of Practice?
- Less than 1
 - 1 – 5
 - 6 – 10
 - 11 – 15
 - 16 – 20
 - 21 – 30
 - 31 and over
7. While serving as a practitioner in the legal profession, have you ever been the recipient of a threat or been the victim of a violent act?

For purposes of the survey, a “threat” is defined as: A written or verbal intention to physically hurt or punish another, and/or a written or verbal indication of impending physical danger or harm.

- Yes
 - No
8. Types of threats and/or violence
- Inappropriate/threatening communications (e.g. verbal, letter, phone, email, social media post, etc.)
 - Inappropriate approach (e.g. followed, face-to-face confrontation, or attempts)
 - Physical assault
 - Property damage
 - Other (please specify)
9. Number of threats received?
- None
 - One
 - Two
 - Three
 - Four
 - Five to ten
 - More than ten
10. Did the most recent threat(s) and/or violence occur while you were employed as a public or private attorney?
- Public (i.e. employment with state, county, city, etc.)
 - Private
 - Both

11. Please indicate the location(s) where threat(s) and violence occurred?
- Your business office
 - Residence
 - Courthouse
 - Elsewhere (please specify location)
12. If you received a threat and were later assaulted, was the individual who threatened you the same person or connected to the person who most recently assaulted you?
- Yes
 - No
 - Do not know
 - Not applicable
13. What was the relationship with the individual who most recently threatened and/or assaulted you?
- Client
 - Relative/Associate of client
 - Opposing party
 - Relative/Associate of opposing party
 - Opposing counsel
 - Unknown
 - Other
14. If you have received a threat or been the victim of a physical assault, was it reported to the police?
- Yes
 - No
 - Not Applicable
15. If you have received a threat or been the victim of a physical assault, did the experience(s) alter the way you conduct your legal practice?
- Not at all
 - Somewhat
 - A great deal
16. When did you last receive a work-related threat or became a victim of a work-related physical assault?
- Within the past year
 - 1 – 5 years ago
 - 6 – 10 years ago

- 11 – 15 years ago
- 15 – 20 years ago
- More than 20 years ago

17. Please provide a brief description of threat(s) or violence you have experienced as a practitioner in the Utah legal profession.

TAB 4

UTAH STATE BAR COMMISSION MEETING

MINUTES

Thursday, March 14, 2024

In Attendance: President Erik Christiansen, President-elect Cara Tangaro, and Commissioners Tom Bayles, Kim Cordova, Greg Hoole, Matt Hansen, Mark Morris, Chrystal Mancuso-Smith, and Tyler Young.

Ex-Officio Members: Nate Alder, Ashley Biehl, Tony Graf, Katie Lawyer, Margaret Plane, Katie Woods

Not in Attendance: Commissioners J. Brett Chambers, Shawn Newell, and Rick Hoffman. Ex-Officio members Anaya Gayle, Dean Elizabeth Warner, Dean David Moore, and Ezzy Khaosanga.

Also in Attendance: Executive Director Elizabeth A. Wright, General Counsel Maribeth LeHoux, Utah State Bar IT Director David Clark, State Court Administrator Ron Gordon.

1. President's Welcome and Reports

1.1 Review Spring Convention Schedule

Ms. Tangaro went over the conference agenda, including the opening reception tonight. And Justice for All silent auction begins during the reception as well. She discussed the keynote speaker, Justin Brooks, who is presenting tomorrow morning. YLD President Ashley Biehl spoke about the YLD events at the Convention, which include a CLE tomorrow morning and a social event tomorrow at Big Shots (6-9 pm).

1.2 New Commissioners and President-Elect

Mr. Christiansen discussed the commission elections. All of the elections are uncontested, including Ms. Cordova running as President-Elect. There is an additional opening for commissioner due to Traci Gunderson resignation. Mr. Christiansen noted that there will be a retention election for Ms. Cordova, pursuant to the rule. The Commission swearing in on July 12th at the Bar.

1.3 Report on Legislative Session

Mr. Christiansen talked about the 2024 legislative session. He stated that the GRC did a great job reviewing a large amount of legislation and that over 500 bills were passed this legislative session. The Bar opposed two bills – one involving judicial selection by litigating parties and the other made changes to the composition of CCJJ. The Commission discussed future lobbying endeavors and how they can get involved sooner in the legislative process. Ms. Cordova stated that the Commission needs to be more involved throughout the year and maintain good relationships with legislators. She suggested creating a subcommittee to be more involved throughout the year. Ms. Woods talked about her experience working with the legislature last year on the changes made to the judicial nominating committee. She suggested the Commission should also focus on non-lawyers to whom they can provide education about legal and judicial matters. She

stated the Commission so do more communicating with the public through the news/media.

1.4 Report on License Fee Meeting with the Court

Mr. Christiansen discussed the meeting with the Supreme Court regarding licensing fees for the upcoming renewal period. The Bar had all the costs from every program to present to the Court. Mr. Christiansen said that they told the Court the Bar was not going to raise fees, even though the current fees do not cover all the Bar's costs. Ms. Tangaro talked about how much work Nathan, Finance Director at the Bar, had done for the meeting and the audit.

1.5 Report of Chief Disciplinary Counsel Search

Ms. Wright provided an update, stating that the hiring committee will meet next week. The position had 28 applicants and there is a good committee for reviews and interviews. Sharadee Fleming is acting interim chief.

1.6 Looking Ahead

1.6.1 Admissions ceremony: The Ceremony will be May 20, 2024 at the Salt Palace.

1.6.2 June 21, 2024: Will be the Past President and 50-year pin lunch, which will be held at the Bar.

1.6.3 July 12: Will be the annual meeting and swearing in of new commissioners.

2. Action Items

2.1 Table for 10 at Law Day Luncheon

Mr. Christiansen discussed the Commission purchasing a table for 10 for \$500 for the Law Day Lunch on May 3, 2024.

Ms. Tangaro made a motion to buy a table for \$500 for the Law Day Lunch. Ms. Cardova seconded, and the motion was unanimously approved.

3. Information Items

3.1 Judicial Council Report

Mr. Ron Gordon, the state court administrator, presented. He discussed the new judges that have been added, including home court pilot program for homeless and the Fourth district juvenile court judge in American Fork. In October 2024 the Business and Chancery court, which is a new court level, will begin operating.

He discussed the proposed rules on Manner of Appearance, which allow both remote and in-person appearance. The Supreme Court is currently working on rules which will be finalized in the next 2-3 months. Judges will get to decide how people need to appear, and people can challenge. Judges will grant the party's challenge unless there's a reason not to.

He also discussed the impact of HJR 8, which changes the rules of procedure and allows parties to strike judges in civil matters. The legislation says "sides," not parties, so presumably each case could only have two strikes. Weber, Davis, Salt Lake and Utah Counties have enough judges where it will apply. It will be public which party filed the

request.

Mr. Gordon also discussed changes to courthouses, including building a new courthouse in Manti which will be completed in early 2025. The courts are also asking for a new courthouse in Davis County to consolidate all the courthouses into one. The funding request was \$139 million. The project did not receive the funding this year, but the courts know it may take several years to secure the funding.

3.2 Decisis Free Legal Research – David Clark, USB

Mr. Clark presented on Decisis, a potential new tool for case law research for Bar licensees. The Innovation in Law Committee is reviewing the tool and will be meeting with both Decisis and Fast Case to help evaluate. Decisis allows users to have access to all cases within Lexis Nexis. Fast Case utilization is 13% of bar membership, but could jump with Decisis.

Several Commissioners were interested in demo-ing Decisis, and asked Mr. Clark for login information so they could try the tool.

Other Items

The Commission noted the need to put together a committee for Summer Convention, including planning for an in-person Convention in 2025.

Adjournment.

The Commission adjourned at 11:35 am.

Consent Agenda.

The Commission approved by consent the following items:

- Minutes of the February 9, 2024 Commission Meeting.
- Approve changes to Paralegal Division Bylaws

TAB 5

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of March 31, 2024
and for the nine months then ended

Bar Operations: Bar Operations has seen a \$23,352 favorable variance to budgeted expenses YTD. Netted against a very favorable investment income, there is currently \$235,426 favorability YTD compared to budget.

Facilities: With a combination of rental revenues being at 81%, or \$(26,890) less than budgeted, and a current overspend for Program Services and G&A, an unfavorable variance of \$(73,979) is being recognized YTD.

Legal Services Innovation: The Sandbox has hired an additional full-time employee, and thus is reporting an unfavorable result of (\$17,594) YTD. However, application forms are now being processed. Albeit small, admissions revenues are expected to start covering the costs of the Sandbox.

ADDITIONAL COMMENTS

Board Designated Reserves: In consultation with Bar Management and the Budget & Finance Committee, the Commission informally targeted the following reserve amounts:

Operations Reserve - 4 Months' Operations	\$2,699,823
Capital Replacement Reserve – Equipment	200,000
Capital Replacement Reserve – Building	600,000
Technology/Contracts Reserve - Database & Tava Contracts	<u>378,000</u>
Total	\$3,877,823
 Estimated current cash reserve as of March 31, 2024	 <u>\$4,285,165</u>
Sufficient/ (Deficient) Cash Reserve	<u>\$ 407,342</u>

Utah State Bar
Income Statement - Consolidated By Account
March 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 - Admissions - Student Exam Fees	131,675	192,525	135,441	57,084	142%	146,472	131%
4002 - Admissions - Attorney Exam Fees	52,975	61,825	63,894	(2,069)	97%	71,069	87%
4003 - Admissions - Retake Fees	26,500	16,825	38,741	(21,916)	43%	39,729	42%
4004 - Admissions - Laptop Fees	38,130	91,258	58,793	32,465	155%	101,129	90%
4005 - Admissions - Application Forms	6,000	10,325	16,974	(6,649)	61%	20,099	51%
4006 - Transfer App Fees	40,050	62,500	53,635	8,865	117%	69,972	89%
4008 - Attorney - Motion	107,950	97,775	104,575	(6,800)	93%	141,219	69%
4009 - House Counsel	26,350	16,150	28,366	(12,216)	57%	32,028	50%
4010 - Section/Local Bar Support fees	102,492	107,281	104,022	3,259	103%	104,713	102%
4011 - Admissions LPP	1,200	1,400	1,441	(41)	97%	2,602	54%
4012 - Admissions Military Spouse	-	-	-	-	-	-	0%
4020 - NLTP Fees	41,250	63,450	46,401	17,049	137%	62,883	101%
4021 - Lic Fees > 3 Years	3,831,800	3,896,530	3,926,609	(30,079)	99%	3,967,112	98%
4022 - Lic Fees < 3 Years	195,330	209,485	225,575	(16,090)	93%	238,702	88%
4023 - Lic Fees - House Counsel	53,380	59,335	59,316	19	100%	62,149	95%
4024 - Lic Fees LPP	3,850	5,360	4,673	687	115%	5,202	103%
4025 - Pro Hac Vice Fees	137,750	171,975	143,733	28,242	120%	222,539	77%
4026 - Lic Fees - Inactive/FS	119,845	119,160	123,058	(3,898)	97%	123,058	97%
4027 - Lic Fees - Inactive/NS	222,810	220,815	228,099	(7,284)	97%	229,337	96%
4029 - Prior Year Lic Fees	-	-	-	-	-	-	0%
4030 - Certs of Good Standing	14,880	15,100	17,435	(2,335)	87%	23,338	65%
4039 - Room Rental-All parties	41,305	37,245	68,090	(30,845)	55%	92,443	40%
4042 - Food & Beverage Rev-All Parties	39,351	55,895	57,456	(1,561)	97%	97,929	57%
4043 - Setup & A/V charges-All parties	1,124	1,161	372	789	312%	1,402	83%
4051 - Meeting - Registration	206,545	194,968	209,635	(14,667)	93%	216,742	90%
4052 - Meeting - Sponsor Revenue	84,400	84,950	72,180	12,770	118%	76,600	111%
4053 - Meeting - Vendor Revenue	22,250	24,525	27,075	(2,550)	91%	27,450	89%
4054 - Meeting - Material Sales	-	-	-	-	-	-	0%
4055 - Meeting - Sp Ev Registration	2,600	1,700	1,306	394	130%	1,400	121%
4060 - E-Filing Revenue	6,483	17,061	2,803	14,258	609%	6,483	263%
4061 - Advertising Revenue	168,209	167,773	199,420	(31,647)	84%	241,960	69%
4062 - Subscriptions	30	-	60	(60)	0%	60	0%
4063 - Modest Means revenue	6,800	6,275	7,515	(1,240)	83%	10,000	63%
4071 - Mem Benefits - Lexis	1,054	632	1,054	(422)	60%	1,379	46%
4072 - Royalty Inc - Bar J, MBNA, LM,M	8,064	9,723	12,593	(2,870)	77%	14,033	69%
4081 - CLE - Registrations	282,935	291,907	279,418	12,489	104%	449,231	65%
4082 - CLE - Video Library Sales	63,162	30,244	101,914	(71,670)	30%	233,106	13%
4090 - Tenant Rent	14,274	19,000	14,274	4,726	133%	19,032	100%
4093 - Law Day Revenue	500	500	984	(484)	51%	2,952	17%
4095 - Miscellaneous Income	6,730	13,894	16,071	(2,178)	86%	23,902	58%
4096 - Late Fees	81,100	85,800	97,310	(11,510)	88%	106,600	80%
4200 - Seminar Profit/Loss	67,259	60,274	49,882	10,392	121%	114,060	53%
Investment income	164,739	320,769	125,554	195,215	255%	185,488	173%
Total Revenue	6,423,131	6,843,370	6,725,747	117,623	102%	7,585,604	90%
Program Service Expenses							
5001 - Meeting Facility-external only	129,130	67,588	97,619	30,031	69%	104,128	65%
5002 - Meeting facility-internal only	17,685	20,201	19,568	(633)	103%	26,456	76%
5013 - ExamSoft	17,623	29,929	17,623	(12,306)	170%	17,623	170%
5014 - Questions	73,983	65,836	73,982	8,146	89%	73,982	89%
5015 - Investigations	704	675	1,229	554	55%	1,629	41%
5016 - Credit Checks	922	1,815	811	(1,004)	224%	2,169	84%
5017 - Medical Exam	320	160	160	-	100%	320	50%
5020 - Exam Scoring	-	-	-	-	-	-	0%
5025 - Temp Labor/Proctors	3,522	8,002	3,710	(4,293)	216%	3,772	212%
5030 - Speaker Fees & Expenses	43,393	12,713	30,139	17,426	42%	54,400	23%
5031 - Speaker Reimb. - Receipt Req'd	1,367	12,295	7,111	(5,184)	173%	9,148	134%
5035 - Awards	11,093	5,378	8,052	2,674	67%	11,492	47%
5037 - Grants/ contributions - general	37,000	34,100	22,500	(11,600)	152%	35,500	96%
5040 - Witness & Hearing Expense	338	266	1,564	1,298	17%	2,756	10%
5041 - Process Serving	470	894	414	(480)	216%	569	157%
5046 - Court Reporting	30	2,243	1,110	(1,133)	202%	1,470	153%
5047 - Casemaker	38,157	40,149	37,503	(2,646)	107%	50,000	80%
5055 - Legislative Expense	47,134	48,708	47,134	(1,574)	103%	62,134	78%
5060 - Program Special Activities	-	(17,287)	-	17,287	-	-	0%
5061 - LRE - Bar Support	60,000	60,000	60,000	-	100%	60,000	100%
5062 - Law Day	595	500	1,451	951	34%	13,159	4%
5063 - Special Event Expense	49,747	21,690	38,026	16,336	57%	49,947	43%
5064 - MCLE Fees Paid	27,230	34,975	31,448	(3,527)	111%	58,017	60%
5070 - Equipment Rental	9,718	33,111	14,581	(18,530)	227%	15,217	218%
5075 - Food & Bev-external costs only	382,203	287,789	205,559	(82,230)	140%	360,097	80%
5076 - Food & beverage - internal only	25,385	37,250	30,353	(6,896)	123%	41,948	89%
5079 - Soft Drinks	4,434	6,460	4,149	(2,311)	156%	5,649	114%
5085 - Misc. Program Expense	3,886	4,402	7,454	3,052	59%	9,853	45%
5090 - Commission Expense	28,764	33,544	28,886	(4,658)	116%	40,067	84%
5095 - Wills for Heroes	917	829	975	145	85%	1,315	63%
5096 - UDR Support	-	-	-	-	-	-	0%
5099 - Blomquist Hale	104,139	244,911	229,164	(15,747)	107%	391,000	63%
5702 - Travel - Lodging	49,311	33,544	42,020	8,476	80%	58,184	58%
5703 - Travel - Transportation/Parking	29,018	12,016	27,410	15,394	44%	40,125	30%
5704 - Travel - Mileage Reimbursement	10,409	4,893	7,145	2,252	68%	10,112	48%
5705 - Travel - Per Diems	5,590	3,114	4,835	1,721	64%	6,250	50%
5706 - Travel - Meals	-	-	675	675	0%	900	0%
5707 - Travel - Commission Mtgs	63,935	27,783	20,250	(7,533)	137%	27,000	103%
5805 - ABA Annual Meeting	4,107	4,309	4,099	(210)	105%	4,554	95%

Utah State Bar
Income Statement - Consolidated By Account
March 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
5810 - ABA Mid Year Meeting	4,780	4,277	4,159	(118)	103%	4,378	98%
5815 - Commission/Education	1,400	-	7,650	7,650	0%	10,200	0%
5820 - ABA Annual Delegate	7,019	-	6,366	6,366	0%	7,241	0%
5830 - Western States Bar Conference	7,526	3,970	19,844	15,874	20%	26,459	15%
5840 - President's Expense	13,000	13,500	13,500	-	100%	18,000	75%
5841 - President's Reimbursement	-	-	-	-	-	-	0%
5845 - Reg Reform Task Force	-	-	-	-	-	-	0%
5850 - Leadership Academy	9,664	7,160	7,500	340	95%	10,000	72%
5855 - Bar Review	53	-	-	-	-	-	0%
5865 - Retreat	26,554	41,519	33,975	(7,544)	122%	45,300	92%
5866 - Wellbeing Committee	90,061	90,242	70,860	(19,382)	127%	101,100	89%
5867 - Bar Membership Survey	7,750	-	-	-	-	-	0%
5868 - UCLI Support	2,000	-	2,250	2,250	0%	3,000	0%
5960 - Overhead Allocation - Seminars	-	-	3,156	3,156	0%	704	0%
5970 - Event Revenue Sharing - 3rd Ply	-	-	-	-	-	-	0%
Total Program Service Expenses	38,418	45,997	39,870	(6,127)	115%	86,939	53%
	1,516,635	1,391,451	1,337,837	(53,614)	104%	1,964,263	71%
Salaries & Benefit Expenses							
5510 - Salaries/Wages	2,345,087	2,664,086	2,644,297	(19,789)	101%	3,543,762	75%
5605 - Payroll Taxes	181,587	212,623	208,016	(4,607)	102%	281,711	75%
5610 - Health Insurance	203,614	230,727	229,186	(1,541)	101%	309,533	75%
5620 - Health Ins/Medical Reimb	4,360	9,653	4,434	(5,219)	218%	5,659	171%
5630 - Dental Insurance	11,813	13,074	13,912	838	94%	18,608	70%
5640 - Life & LTD Insurance	14,573	16,057	16,860	803	95%	22,421	72%
5645 - Workman's Comp Insurance	1,675	2,395	1,675	(720)	143%	1,680	143%
5650 - Retirement Plan Contributions	199,315	196,718	216,577	19,859	91%	288,770	68%
5655 - Retirement Plan Fees & Costs	4,348	4,500	4,820	320	93%	13,966	32%
5660 - Training/Development	4,193	3,860	9,854	5,994	39%	13,828	28%
Total Salaries & Benefit Expenses	2,970,565	3,353,715	3,349,630	(4,084)	100%	4,499,937	75%
General & Administrative Expenses							
7025 - Office Supplies	13,019	14,887	18,078	3,191	82%	21,985	68%
7015 - Office Equip Repairs	-	93	-	(93)	-	-	0%
7033 - Operating Meeting Supplies	2,038	4,065	1,368	(2,697)	297%	2,338	174%
7035 - Postage/Mailing, net	22,165	40,987	40,942	(45)	100%	52,816	78%
7040 - Copy/Printing Expense	103,339	110,373	108,411	(1,962)	102%	138,367	80%
7041 - Copy/Print revenue	(12,299)	(13,406)	(11,315)	2,091	118%	(15,137)	89%
7045 - Internet Service	19,974	17,977	20,944	2,967	86%	22,386	80%
7050 - Computer Maintenance	158,095	170,209	186,103	15,894	91%	262,786	65%
7055 - Computer Supplies & Small Equip	15,826	9,811	29,123	19,311	34%	35,414	28%
7089 - Membership Database Fees	50,273	110,756	82,034	(28,723)	135%	112,450	98%
7095 - Fax Equip & Supplies	-	-	-	-	-	-	0%
7100 - Telephone	49,206	37,743	49,250	11,507	77%	63,334	60%
7105 - Advertising	17,007	9,172	35,913	26,741	26%	47,414	19%
7106 - Public Notification	-	-	-	-	-	-	0%
7107 - Production Costs	4,607	-	11,990	11,990	0%	15,106	0%
7110 - Publications/Subscriptions	18,496	10,001	22,662	12,661	44%	30,241	33%
7115 - Public Relations	-	-	-	-	-	-	0%
7120 - Membership/Dues	14,353	13,871	15,449	1,579	90%	16,188	86%
7135 - Bank Service Charges	578	297	828	531	36%	790	38%
7136 - ILM Service Charges	15,538	15,742	15,730	(12)	100%	20,239	78%
7138 - Bad debt expense	-	-	-	-	-	-	0%
7140 - Credit Card Merchant Fees	55,744	84,502	51,872	(32,629)	163%	148,940	57%
7141 - Credit Card surcharge	(19,632)	(3,001)	(4,889)	(1,889)	61%	(4,989)	60%
7145 - Commission Election Expense	3,050	2,288	2,288	-	0%	3,050	0%
7150 - E&O/Off & Dir Insurance	52,791	55,998	51,075	(4,923)	110%	68,103	82%
7160 - Audit Expense	41,031	42,586	42,031	(555)	101%	42,031	101%
7170 - Lobbying Rebates	55	-	284	284	0%	336	0%
7175 - O/S Consultants	14,263	73,135	48,176	(24,959)	152%	64,778	113%
7176 - Bar Litigation	22,743	7,319	22,546	15,228	32%	29,213	25%
7177 - UPL	10,434	-	15,867	15,867	0%	15,867	0%
7178 - Offsite Storage/Backup	-	-	-	-	-	-	0%
7179 - Payroll Adm Fees	2,858	6,785	2,848	(3,937)	238%	3,603	188%
7180 - Administrative Fee Expense	1,250	1,212	1,179	(33)	103%	1,666	73%
7190 - Lease Interest Expense	2,437	2,224	1,961	(263)	113%	2,581	86%
7191 - Lease Sales Tax Expense	-	-	-	-	-	-	0%
7195 - Other Gen & Adm Expense	-	-	-	-	-	-	0%
Total General & Administrative Expenses	688,702	832,820	875,840	43,020	95%	1,219,170	68%
In Kind Expenses							
7103 - InKind Contrib-UDR & all other	15,691	11,577	15,821	4,244	73%	19,998	58%
Total In Kind Expenses	15,691	11,577	15,821	4,244	73%	19,998	58%
Building Overhead Expenses							
6015 - Janitorial Expense	23,935	23,427	24,959	1,532	94%	32,407	72%
6020 - Heat	22,002	24,944	20,600	(4,344)	121%	28,356	88%
6025 - Electricity	33,187	36,770	33,584	(3,186)	109%	45,489	81%
6030 - Water/Sewer	6,117	9,549	5,751	(3,799)	166%	7,550	126%
6035 - Outside Maintenance	21,416	18,822	20,036	1,214	94%	29,801	63%
6040 - Building Repairs	10,745	10,472	8,766	(1,706)	119%	12,146	86%
6045 - Bldg Mince Contracts	19,281	18,918	18,770	(148)	101%	28,089	67%
6050 - Bldg Mince Supplies	-	-	-	-	-	-	0%
6055 - Real Property Taxes	22,073	18,820	23,203	4,383	81%	30,156	62%
6060 - Personal Property Taxes	328	1,300	126	(1,174)	1032%	444	293%
6065 - Bldg Insurance/Fees	17,312	17,186	17,404	218	99%	23,417	73%
6070 - Building & Improvements Depre	64,322	70,558	63,653	(6,905)	111%	86,658	81%

Utah State Bar
Income Statement - Consolidated By Account
March 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
6075 - Furniture & Fixtures Depre	6,546	14,641	4,865	(9,775)	301%	6,487	226%
7065 - Computers, Equip & Sftwre Depr	47,592	29,348	48,827	19,479	60%	65,101	45%
Total Building Overhead Expenses	294,859	294,754	290,542	(4,211)	101%	396,101	74%
Total Expenses	5,486,451	5,884,315	5,869,670	(14,645)	100%	8,099,469	73%
Other							
4300 - Gain (Loss) - Disposal Of Assets	-	-	-	-	-	-	0%
4120 - Grant Income	39,500	124,193	187,539	63,346	66%	213,539	58%
	39,500	124,193	187,539	63,346	66%	213,539	58%
Net Profit (Loss)	\$ 976,180	\$ 1,083,248	\$ 1,043,616	\$ 39,632	104%	\$ (300,326)	-361%

**Utah State Bar
Licensing
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	17,148	19,620	17,609	2,011	111%	17,662	111%
4004 · Admissions - Laptop Fees	230	58	235	(178)	24%	235	24%
4006 · Transfer App Fees	-	-	-	-	0%	-	0%
4011 · Admissions LPP	1,200	1,400	1,364	36	103%	2,500	56%
4021 · Lic Fees > 3 Years	3,831,800	3,896,530	3,926,609	(30,079)	99%	3,967,112	98%
4020 · NLTP Fees	2,400	-	-	-	0%	-	0%
4022 · Lic Fees < 3 Years	195,330	209,485	223,325	(13,840)	94%	235,702	89%
4023 · Lic Fees - House Counsel	53,380	59,335	59,316	19	100%	62,149	95%
4025 · Pro Hac Vice Fees	137,750	171,975	143,733	28,242	120%	222,539	77%
4024 · Lic Fees LPP	3,850	5,360	4,673	687	115%	5,202	103%
4026 · Lic Fees - Inactive/FS	119,845	119,160	123,058	(3,898)	97%	123,058	97%
4027 · Lic Fees - Inactive/NS	222,810	220,815	228,099	(7,284)	97%	229,337	96%
4029 · Prior Year Lic Fees	-	-	-	-	0%	-	0%
4030 · Certs of Good Standing	14,880	15,100	17,435	(2,335)	87%	23,338	65%
4061 · Advertising Revenue	140	-	143	(143)	0%	143	0%
4081 · CLE - Registrations	200	-	204	(204)	0%	204	0%
4095 · Miscellaneous Income	30	230	12	218	1917%	67	343%
4096 · Late Fees	67,900	64,100	76,545	(12,445)	84%	79,700	80%
Total Revenue	4,668,893	4,783,168	4,822,360	(39,193)	99%	4,968,948	96%
Expenses							
Program Services	29,389	20,217	29,405	9,188	69%	29,405	-
Salaries & Benefits	88,001	91,236	89,714	(1,522)	102%	118,727	77%
General & Administrative	20,168	57,139	27,452	(29,687)	208%	116,365	49%
Building Overhead	9,437	9,491	9,230	(261)	103%	12,530	76%
Total Expenses	146,995	178,083	155,801	(22,282)	114%	277,027	64%
Net Profit (Loss)	\$ 4,521,899	\$ 4,605,085	\$ 4,666,560	\$ (61,475)	99%	\$ 4,691,921	98%

Note: Includes LPP staff time and exam expense

**Utah State Bar
Admissions
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	131,675	192,525	135,441	57,084	142%	146,472	131%
4002 · Admissions - Attorney Exam Fees	52,975	61,825	63,894	(2,069)	97%	71,069	87%
4003 · Admissions - Retake Fees	26,500	16,825	38,741	(21,916)	43%	39,729	42%
4004 · Admissions - Laptop Fees	37,900	91,200	58,558	32,642	156%	100,894	90%
4005 · Admissions - Application Forms	6,000	6,575	7,599	(1,024)	87%	7,599	87%
4006 · Transfer App Fees	40,050	62,500	53,635	8,865	117%	69,972	89%
4008 · Attorney - Motion	107,950	97,775	104,575	(6,800)	93%	141,219	69%
4009 · House Counsel	26,350	16,150	28,366	(12,216)	57%	32,028	50%
4011 · Admissions LPP	-	-	77	(77)	0%	102	0%
4095 · Miscellaneous Income	3,855	4,115	3,926	189	105%	5,947	69%
4096 · Late Fees	13,200	21,700	20,765	935	105%	26,900	81%
4200 · Seminar Profit/Loss	-	-	-	-		(144)	0%
Total Revenue	446,455	571,190	515,577	55,614	111%	641,787	70%
Expenses							
Program Services	128,748	153,012	135,555	(17,457)	113%	143,133	107%
Salaries & Benefits	189,160	243,754	202,830	(40,924)	120%	275,322	89%
General & Administrative	58,151	71,932	55,677	(16,255)	129%	81,930	88%
Building Overhead	16,732	16,830	16,354	(475)	103%	22,217	76%
Total Expenses	392,792	485,527	410,416	(75,111)	118%	522,602	93%
Net Profit (Loss)	\$ 53,663	\$ 85,663	\$ 105,160	\$ (19,497)	81%	\$ 119,185	72%

**Utah State Bar
NLTP
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4020 · NLTP Fees	38,850	63,450	46,401	17,049	137%	62,883	101%
4081 · CLE - Registrations	-	-	-	-		-	
4095 · Miscellaneous Income	-	-	303	(303)	0%	404	0%
4096 · Late Fees	-	-	-	-		-	
4200 · Seminar Profit/Loss	-	(237)	-	(237)		(1,388)	17%
Total Revenue	38,850	63,213	46,704	16,509	135%	61,899	102%
Expenses							
Program Services	-	1,607	4,275	2,668	38%	5,700	28%
Salaries & Benefits	27,761	31,020	34,910	3,890	89%	49,636	62%
General & Administrative	13,560	13,568	19,386	5,819	70%	24,982	54%
Building Overhead	3,567	3,588	3,485	(103)	103%	4,736	76%
Total Expenses	44,888	49,782	62,056	12,274	80%	85,054	59%
Net Profit (Loss)	\$ (6,038)	\$ 13,431	\$ (15,352)	\$ 28,783	-87%	\$ (23,155)	-58%

**Utah State Bar
OPC
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4095 · Miscellaneous Income	700	2,469	2,500	(32)	99%	5,000	49%
4200 · Seminar Profit/Loss	17,026	17,575	19,183	(1,608)	92%	33,800	52%
Total Revenue	17,726	20,043	21,683	(1,640)	92%	38,800	52%
Expenses							
Program Services	7,421	7,112	8,946	1,834	79%	13,235	54%
Salaries & Benefits	1,007,058	1,062,290	1,061,590	(700)	100%	1,418,860	75%
General & Administrative	110,044	109,508	142,977	33,469	77%	179,240	61%
Building Overhead	62,024	62,384	60,634	(1,751)	103%	82,354	76%
Total Expenses	1,186,548	1,241,294	1,274,147	32,853	97%	1,693,689	73%
Net Profit (Loss)	\$ (1,168,822)	\$ (1,221,250)	\$ (1,252,464)	\$ 31,213	98%	\$ (1,654,889)	74%

**Utah State Bar
CLE
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	-	-	-	-		-	
4052 · Meeting - Sponsor Revenue	33,700	49,750	41,252	8,498	121%	43,700	114%
4053 · Meeting - Vendor Revenue	-	-	1,125	(1,125)	0%	1,500	0%
4054 · Meeting - Material Sales	-	-	-	-		-	
4055 · Meeting - Sp Ev Registration	-	-	-	-		-	
4081 · CLE - Registrations	282,735	291,907	279,214	12,693	105%	448,577	65%
4082 · CLE - Video Library Sales	63,162	30,244	101,914	(71,670)	30%	233,106	13%
4083 · CLE - Material Sales	-	-	-	-		-	
4084 · Business Law Book Sales	-	-	-	-		-	
4093 · Law Day Revenue	500	500	984	(484)	51%	2,952	17%
4095 · Miscellaneous Income	100	20	100	(80)	20%	100	20%
4200 · Seminar Profit/Loss	56,656	38,692	39,102	(410)	99%	88,076	44%
Total Revenue	436,852	411,113	463,691	(52,578)	89%	818,011	50%
Expenses							
Program Services	294,831	254,646	295,527	40,881	86%	528,380	48%
Salaries & Benefits	114,206	118,678	128,260	9,582	93%	171,075	69%
General & Administrative	43,209	46,297	44,231	(2,066)	105%	66,911	69%
Building Overhead	11,041	10,381	11,227	845	92%	14,917	70%
Total Expenses	463,286	430,003	479,245	49,242	90%	781,283	55%
Net Profit (Loss)	\$ (26,434)	\$ (18,889)	\$ (15,554)	\$ (3,336)	121%	\$ 36,728	-51%

**Utah State Bar
Summer Convention
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	82,125	50,077	55,000	(4,923)	91%	55,000	91%
4052 · Meeting - Sponsor Revenue	33,700	1,000	15,000	(14,000)	7%	15,000	7%
4053 · Meeting - Vendor Revenue	11,300	-	15,000	(15,000)	0%	15,000	0%
4054 · Meeting - Material Sales	-	-	-	-		-	
4055 · Meeting - Sp Ev Registration	1,200	-	-	-		-	
4095 · Miscellaneous Income	-	10	-	10		-	
Total Revenue	128,325	51,087	85,000	(33,913)	60%	85,000	60%
Expenses							
Program Services	228,042	16,353	27,107	10,754	60%	27,107	60%
Salaries & Benefits	2,022	736	3,996	3,260	18%	3,996	18%
General & Administrative	7,939	1,661	9,401	7,740	18%	11,520	14%
Building Overhead	-	-	-	-		-	
Total Expenses	238,003	18,749	40,504	21,755	46%	42,623	44%
Net Profit (Loss)	\$ (109,678)	\$ 32,338	\$ 44,496	\$ (12,158)	73%	\$ 42,377	76%

**Utah State Bar
Fall Forum
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	42,875	56,150	67,492	(11,342)	83%	67,492	83%
4052 · Meeting - Sponsor Revenue	1,000	23,900	1,900	22,000	1258%	1,900	-
4053 · Meeting - Vendor Revenue	3,400	8,875	3,400	5,475	261%	3,400	261%
4054 · Meeting - Material Sales	-	-	-	-	-	-	-
4055 · Meeting - Sp Ev Registration	-	-	-	-	-	-	-
4095 · Miscellaneous Income	-	5,000	-	5,000	0%	-	-
Total Revenue	47,275	93,925	72,792	21,133	129%	72,792	129%
Expenses							
Program Services	72,460	70,542	63,201	(7,341)	112%	63,201	112%
Salaries & Benefits	2,060	1,879	2,162	283	87%	2,162	87%
General & Administrative	6,067	3,291	7,430	4,139	44%	7,430	44%
Building Overhead	-	-	-	-	-	-	-
Total Expenses	80,587	75,711	72,793	(2,918)	104%	72,793	104%
Net Profit (Loss)	\$ (33,312)	\$ 18,214	\$ (1)	\$ 18,215	-1821424%	\$ (1)	-1821424%

**Utah State Bar
Spring Convention
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	81,545	90,435	87,143	3,292	104%	94,250	96%
4052 · Meeting - Sponsor Revenue	16,000	10,300	14,028	(3,728)	73%	16,000	64%
4053 · Meeting - Vendor Revenue	7,550	15,650	7,550	8,100	207%	7,550	207%
4054 · Meeting - Material Sales	-	-	-	-		-	0%
4055 · Meeting - Sp Ev Registration	1,400	1,700	1,306	394	130%	1,400	121%
4095 · Miscellaneous Income	-	-	-	-		-	0%
Total Revenue	106,495	118,085	110,027	8,058	107%	119,200	99%
Expenses							
Program Services	93,886	90,431	69,207	(21,224)	131%	103,810	87%
Salaries & Benefits	4,362	6,864	4,134	(2,730)	166%	6,201	111%
General & Administrative	4,799	4,605	6,125	1,520	75%	9,188	50%
Building Overhead	-	-	-	-		-	0%
Total Expenses	103,048	101,900	79,466	(22,434)	128%	119,199	85%
Net Profit (Loss)	\$ 3,447	\$ 16,185	\$ 30,561	\$ (14,376)	53%	\$ 1	1618508%

**Utah State Bar
Member Services
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	85,344	87,661	86,413	1,248	101%	87,051	101%
4051 · Meeting - Registration	-	-	-	-		-	
4052 · Meeting - Sponsor Revenue	-	-	-	-		-	
4061 · Advertising Revenue	168,069	167,773	199,277	(31,504)	84%	241,817	69%
4062 · Subscriptions	30	-	60	(60)	0%	60	0%
4071 · Mem Benefits - Lexis	1,054	632	1,054	(422)	60%	1,379	46%
4072 · Royalty Inc - Bar J, MBNA, LM,M	8,064	9,723	12,593	(2,870)	77%	14,033	69%
4081 · CLE - Registrations	-	-	-	-		450	0%
4093 · Law Day Revenue	-	-	-	-		-	
4095 · Miscellaneous Income	-	-	89	(89)	0%	119	0%
4200 · Seminar Profit/Loss	(29)	(21)	(28)	7	75%	(28)	75%
Total Revenue	262,533	265,768	299,458	(33,690)	89%	344,881	77%
Expenses							
Program Services	258,725	403,168	377,170	(25,998)	107%	611,630	66%
Salaries & Benefits	144,402	140,221	151,874	11,653	92%	199,069	70%
General & Administrative	152,924	166,331	175,170	8,839	95%	223,307	74%
Building Overhead	12,847	12,198	13,006	808	94%	17,342	70%
Total Expenses	568,898	721,919	717,220	(4,699)	101%	1,051,348	69%
Net Profit (Loss)	\$ (306,365)	(456,151)	\$ (417,762)	\$ (38,389)	109%	\$ (706,467)	65%

**Utah State Bar
Public Services
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	-	-	-	-		-	
4051 · Meeting - Registration	-	(1,694)	-	(1,694)			
4063 · Modest Means revenue	6,800	6,275	7,515	(1,240)	83%	10,000	63%
4093 · Law Day Revenue	-	-	-	-		-	
4095 · Miscellaneous Income	10	10	7	3	143%	20	50%
4120 · Grant Income	39,500	29,500	109,539	(80,039)	27%	109,539	27%
4200 · Seminar Profit/Loss	(6,394)	1,694	(8,375)	10,069	-20%	(6,256)	-27%
Total Revenue	39,916	35,785	108,686	(72,901)	33%	113,303	32%
Expenses							
Program Services	141,253	171,401	143,568	(27,833)	119%	181,785	94%
Salaries & Benefits	280,882	308,805	369,648	60,843	84%	508,601	61%
General & Administrative	56,183	66,794	75,844	9,050	88%	104,324	64%
Building Overhead	11,359	11,425	11,095	(330)	103%	15,083	76%
Total Expenses	489,677	558,425	600,155	41,729	93%	809,793	69%
Net Profit (Loss)	\$ (449,762)	\$ (522,640)	\$ (491,469)	\$ (31,171)	106%	\$ (696,490)	75%

**Utah State Bar
Bar Operations
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4031 · Enhanced Web Revenue	-	-	-	-		-	
4051 · Meeting - Registration	-	-	-	-		-	
4052 · Meeting - Sponsor Revenue	-	-	-	-		-	
4053 · Meeting - Vendor Revenue	-	-	-	-		-	
4060 · E-Filing Revenue	6,483	17,061	2,803	14,258	609%	6,483	263%
4061 · Advertising Revenue	-	-	-	-		-	
4103 · In - Kind Revenue - UDR	-	-	-	-		-	
4095 · Miscellaneous Income	2,035	2,040	2,009	31	102%	2,745	74%
4200 · Seminar Profit/Loss	-	2,571	-	2,571		-	
Investment Income	164,739	320,769	125,554	195,215	255%	185,488	173%
Total Revenue	173,257	342,440	130,366	212,074	263%	194,716	89%
Expenses							
Program Services	222,894	140,040	147,776	7,736	95%	196,661	71%
Salaries & Benefits	990,616	1,117,725	1,107,568	(10,157)	101%	1,489,029	75%
General & Administrative	239,176	259,675	289,132	29,456	90%	361,449	72%
In Kind	1,134	1,138	1,125	(13)	101%	1,496	76%
Building Overhead	48,627	49,503	45,833	(3,670)	108%	64,883	76%
Total Expenses	1,502,447	1,568,081	1,591,433	23,352	99%	2,113,518	74%
Net Profit (Loss)	\$ (1,329,190)	(1,225,641)	\$ (1,461,067)	\$ 235,426	84%	\$ (1,918,802)	64%

**Utah State Bar
Facilities
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4039 · Room Rental-All parties	41,305	37,245	68,090	(30,845)	55%	92,443	40%
4042 · Food & Beverage Rev-All Parties	39,351	55,895	57,456	(1,561)	97%	97,929	57%
4043 · Setup & A/V charges-All parties	1,124	1,161	372	789	312%	1,402	83%
4090 · Tenant Rent	14,274	19,000	14,274	4,726	133%	19,032	100%
4095 · Miscellaneous Income	-	-	-	-		-	
4103 · In - Kind Revenue - UDR	-	-	-	-		-	
Total Revenue	96,055	113,302	140,192	(26,890)	81%	210,806	54%
Expenses							
Program Services	38,986	62,461	31,564	(30,897)	198%	54,166	115%
Salaries & Benefits	120,035	130,704	126,584	(4,120)	103%	168,779	77%
General & Administrative	(23,519)	11,342	(3,891)	(15,233)	-291%	(3,350)	-339%
In Kind	14,557	10,439	14,696	4,257	71%	18,502	56%
Building Overhead	119,225	118,953	117,857	(1,096)	101%	159,608	75%
Total Expenses	269,284	333,899	286,810	(47,089)	116%	397,705	84%
Net Profit (Loss)	\$ (173,229)	\$ (220,597)	\$ (146,618)	\$ (73,979)	150%	\$ (186,899)	118%

**Utah State Bar
Innovation in Law
March 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4005 · Admissions - Application Forms	-	3,750	9,375	(5,625)	40%	12,500	30%
4022 · Lic Fees < 3 Years	-	-	2,250	(2,250)	0%	3,000	0%
4095 · Miscellaneous Income	-	-	7,125	(7,125)	0%	9,500	0%
4120 · Grant Income	-	94,693	78,000	16,693	121%	104,000	91%
4103 · In - Kind Revenue - UDR	-	-	-	-		-	
Total Revenue	-	98,443	96,750	1,693	102%	129,000	76%
Expenses							
Program Services	-	462	4,538	4,075	10%	6,050	8%
Salaries & Benefits	-	99,804	66,360	(33,444)	150%	88,480	113%
General & Administrative	-	18,647	26,906	8,259	69%	35,874	52%
In Kind	-	-	-	-		-	
Building Overhead	-	-	1,823	1,823	0%	2,431	0%
Total Expenses	-	118,913	99,626	(19,287)	119%	132,835	90%
Net Profit (Loss)	\$ -	\$ (20,470)	\$ (2,876)	\$ (17,594)	712%	\$ (3,835)	534%

Utah State Bar Balance Sheet

	3/31/2024	6/30/2023
ASSETS		
Current Assets		
Petty Cash	-	492
Cash in Bank	245,448	1,615,702
Invested Funds	4,000	7,846,747
Total Cash/Investments	6,208,734	9,462,941
Accounts Receivable	71,803	87,469
Prepaid Expenses	265,299	301,765
A/R - Sections	121,060	80,113
Total Other Current Assets	458,161	469,347
Total Current Assets	6,666,895	9,932,288
Fixed Assets		
Property & Equipment	5,222,948	5,107,752
Accumulated Depreciation	(4,338,614)	(4,229,508)
Land	633,142	633,142
Total Fixed Assets	1,517,476	1,511,385
TOTAL ASSETS	\$ 8,184,370	\$ 11,443,673
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
AP Trade	96,068	324,674
Other Accounts Payable	3,140	215,334
Accrued Payables	494,455	521,733
Cap Lease Oblig - ST	2,048	1,669
A/P - Sections	(85)	306,425
Deferred Revenue	48,532	3,617,316
Total Current Liabilities	644,158	4,987,151
Long Term Liabilities		
Capital Lease Oblig	7,271	8,859
Total Long Term Liabilities	7,271	8,859
Total Liabilities	651,429	4,996,010
Equity		
Unrestricted Net Assets (R/E)	6,447,663	6,601,662
Fund Balance - Current Year	1,085,278	(153,998)
Total Equity	7,532,941	6,447,663
TOTAL LIABILITIES & EQUITY	\$ 8,184,370	\$ 11,443,673

Balance Sheet Classification

ILM-UT ST BAR (3176)

Base Currency: USD As of 03/29/2024

Dated: 04/01/2024

CE

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
38141W273	GOLDMAN:FS GOVT INST	2,778,328.01	AAA	5.210	03/29/2024	5.210	5.210	2,778,328.01	0.00	1.0000	12,051.27	2,790,379.28
38141W273	GOLDMAN:FS GOVT INST	2,778,328.01	AAA	5.210	03/29/2024	5.210	5.210	2,778,328.01	0.00	1.0000	12,051.27	2,790,379.28

ST

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
89114X2E2	TORONTO-DOMINION BANK	250,000.00	A+	5.150	05/24/2024	4.197	5.767	250,347.05	-591.55	99.9022	1,287.50	251,043.00
3130AM5J7	FEDERAL HOME LOAN BANKS	500,000.00	AAA	0.375	04/29/2024	5.500	5.121	497,955.82	71.68	99.6055	786.46	498,813.96
3130AQUU5	FEDERAL HOME LOAN BANKS	500,000.00	AAA	1.610	09/04/2024	5.415	5.363	492,046.90	42.60	98.4179	581.39	492,670.89
3130APDV4	FEDERAL HOME LOAN BANKS	500,000.00	AAA	0.650	10/07/2024	5.414	5.330	487,910.41	191.59	97.6204	1,561.81	489,663.81
3130AUEK6	FEDERAL HOME LOAN BANKS	400,000.00	AAA	5.000	12/27/2024	5.550	5.378	398,424.00	455.20	99.7198	5,166.67	404,045.87
74256LET2	PRINCIPAL LIFE GLOBAL FUNDING II	350,000.00	A+	1.375	01/10/2025	5.921	5.471	338,068.06	1,113.79	96.9091	1,069.44	340,251.29
---	---	2,500,000.00	AA+	---	09/10/2024	5.399	5.366	2,464,752.24	1,283.31	---	10,453.26	2,476,488.81

LT

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
525ESC1Y5	LEHMAN ESCROW	300,000.00	NA	0.000	01/01/2049	---	2,881.316	0.00	420.00	0.1400	0.00	420.00
949764HB3	Wells Fargo Bank, National Association	250,000.00	AA+	5.400	10/31/2025	5.453	5.452	249,801.64	0.00	99.9207	1,109.59	250,911.23
637639AB1	NATIONAL SECURITIES CLEARING CORP	350,000.00	AAA	1.500	04/23/2025	5.630	5.190	335,259.50	1,501.75	96.2175	2,289.58	339,050.83
254676BR9	Discover Bank	100,000.00	A	5.400	11/07/2025	5.453	5.445	99,919.59	0.00	99.9196	2,115.62	102,035.21
---	---	1,000,000.00	AA+	---	08/05/2025	5.540	7.067	684,980.73	1,921.75	---	5,514.79	692,417.27

Summary

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
---	---	6,278,328.01	AA+	---	08/02/2024	5.327	5.491	5,928,060.97	3,205.07	---	28,019.32	5,959,285.36

* Grouped by: BS Class 2. * Groups Sorted by: BS Class 2. * Weighted by: Base Market Value + Accrued, except Book Yield by Base Book Value + Accrued. * Holdings Displayed by: Lot.

UTAH STATE BAR
Membership Statistics
March 31, 2024

<u>STATUS</u>	<u>03/31/23</u>	<u>03/31/24</u>	<u>Change</u>
Active	9,014	9,223	209
Active under 3 years	882	927	45
Active Emeritus	301	342	41
In House Counsel	127	140	13
Foreign Legal Counsel	4	4	-
LPP	25	28	3
Military Spouse	-	-	-
Subtotal - Active	10,353	10,664	311
Inactive - Full Service	834	839	5
Inactive - No Service	2,072	2,065	(7)
Inactive Emeritus	472	529	57
Inactive House Counsel	12	13	1
Inactive LPP	-	3	3
Subtotal - Inactive	3,390	3,449	59
Total Active and Inactive	13,743	14,113	370
<u>Supplemental Information</u>			
Paralegals	147	164	17
<u>Active Attorneys by Region</u>			
1st Division (Logan - Brigham)	210	220	10
2nd Division (Davis - Weber)	1,013	1,019	6
3rd Division (Salt Lake)	5,588	5,688	100
4th Division (Utah)	1,412	1,511	99
5th Division (Southern Utah)	583	592	9
Out of State	1,547	1,634	87
Total Active Attorneys	10,353	10,664	311

Ethics & Discipline Committee

of the Utah Supreme Court

645 South 200 East, Suite 310

Salt Lake City, UT 84111

801-531-9077 • ethics@utahethicscomm.org

Christine T.
Greenwood
Chair

Katherine E. Venti
Vice Chair

Brian J. Pattison
Vice Chair

Corbin B. Gordon
Vice Chair

Amy Hayes
Kennedy
Vice Chair

April 4, 2024

Chief Justice Matthew B. Durrant
UTAH SUPREME COURT
450 South State Street
Salt Lake City, UT 84114

Re: Ethics & Discipline Committee Report for the 2023 Calendar Year

Dear Chief Justice Durrant:

This letter reports on the activities of the Utah Supreme Court Ethics and Discipline Committee (the “Committee”) for the period from January 1, 2023, through December 31, 2023.

INTRODUCTION

In 2023, the Committee in 2023 had 32 members, consisting of myself, four vice chairs (Katherine E. Venti, Mark F. James, Bryan J. Pattison, and Corbin B. Gordon), and 28 screening panel members, including twenty licensed lawyers and eight non-lawyer public members. The screening panel members are divided into four hearing panels, each of which participates in up to five days of hearings per year. Although each panel has five lawyer members and two public members, by rule only four lawyer members and one public member may appear at each screening panel hearing. Below is a full listing of the 2023 Committee members. The table indicates the locations of the members who reside and primarily practice outside of Salt Lake City.

Chair	Employer / Occupation
Christine Greenwood	Ethics & Discipline Committee
Vice Chairs	
Bryan Pattison	Blanchard Pattison LLC (St. George)
Katherine E. Venti	Parsons Behle & Latimer
Mark F. James	James Dodge Russell & Stephens, P.C.
Corbin Gordon	Gordon Law Group (Heber City)
Panel A	
J. Gregory Hardman, Chair	Snow Jensen & Reece (St. George)
Kimberly Neville, Vice Chair	Franklin Covey
Derek Williams	Campbell Williams Beech & Hall
Matthew J. Hansen	Davis County Attorney’s Office
Beth E. Kennedy (through July 2023)	Utah State Bar / Zimmerman Booher

Chief Justice Matthew B. Durrant
 UTAH SUPREME COURT
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 April 4, 2024

Sarah Sandberg, Public Member	College application consultant, active civic and community volunteer
Jonathan Bone, Public Member	Salt City Psychology, PLLC; faculty at University of Utah School of Medicine
Panel B	
Lara A. Swensen, Chair	James Dodge Russell & Stephens, P.C.
Cassie J. Medura, Vice Chair	Jennings & Medura, LLC
J. Thomas Beckett	Parsons Behle & Latimer
Lynda L. Viti	Summit County Attorney's Office (Park City)
Michael C. Barnhill	Michael Best & Friedrich LLP
Joel Campbell, Public Member	BYU Associate Professor, Communications Studies, former reporter
Daphne Williams, Public Member	Retired board member and volunteer coordinator with Salt Lake City School District, Salt Lake Education Foundation, and Guadalupe Educational Programs
Panel C	
Kasey Wright, Chair	Wright Law Firm, P.C. (Nephi)
Jennifer Fraser Parrish, Vice Chair	Magleby Cataxinos & Greenwood PC
Mitchell A. Stephens	James Dodge Russell & Stephens, P.C.
Debra M. Nelson (through July 2023)	Indigent Appellate Defense Division
Scott R. Sabey	Fabian VanCott
Kari Stuart Jones, Public Member	Executive Director of Pediatrics, Intermountain Children's Health Acute Services
William D. Johnson, Public Member	Business Relationship Manager, Mountain States Insurance Group
Panel D	
David W. Tufts, Chair	Dentons
Darcy M. Goddard, Vice Chair	Strong & Hanni
Robert R. Harrison	Stilling & Harrison PLLC
Ruth J. Hackford-Peer	United States Attorney's Office
Zakia Richardson	Pluralsight LLC
Charles Haussler	Retired special agent and police officer
Jane Olsen	HR Professional, Jordan School District

COMMITTEE WORK

I. Screening Panels

The Committee schedules a total of twenty hearing days per year, such that each screening panel has up to five hearing days per year. Up to four separate cases may be scheduled on a given hearing day. The screening panel members receive the hearing files in advance and are expected to have reviewed the files – which in some cases are voluminous and complex – by the time of the hearings. The screening panel chair assigns one panel member to lead the questioning for each hearing. The chair also manages the conduct and duration of the hearings, including deciding whether to allow late-submitted evidence and whether to permit additional hearing time,

Chief Justice Matthew B. Durrant
 UTAH SUPREME COURT
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coordinating the decision-making among the panel, completing the decision sheets, and, when needed, preparing findings of fact and conclusions of law.

Following a hearing, a screening panel may (i) dismiss a case or dismiss with a caution to the respondent; (ii) refer a case to the Professionalism and Civility Counseling Board; (iii) recommend discipline in the form of a public reprimand or a private admonition; or (iv) instruct the OPC to file an Action¹ against the respondent in district court. *See* RDDS 11-531(i). With respect to the last alternative, the panels essentially serve as determiners of probable cause. *See* RDDS 11-531(i)(5) (“The OPC must file an Action against the Respondent if the panel finds probable cause to believe there are grounds for public discipline that merit an Action.”).

The OPC presents cases to the screening panels when “a Complaint . . . alleges facts that, by their very nature, should be brought before the screening panel, or if good cause otherwise exists to bring the matter before the screening panel.” RDDS 11-530(e). The OPC also submits to the screening panels cases that the Committee chair or a vice chair remands following a complainant’s appeal of an initial dismissal by the OPC. *See id.* 11-530(g)(2)(C).

A. Hearing Outcomes

The table immediately below summarizes the total number of cases heard by the panels and the cases’ outcomes for the year 2023.

Panel	Dismissals	Dismissals with Caution	Admonitions	Reprimands	Action in District Court	Totals
A	2	0	1	1	2	6
B	0	0	0	0	6	6
C	3	0	0	0	1	4
D	0	2	2	0	7	11
Totals	5	2	3	1	16	27

The hearing outcomes for 2022 were as follows:

Panel	Dismissals	Dismissals with Caution	Admonitions	Reprimands	Action in District Court	Total
A	0	0	1	2	4	7
B	0	0	0	0	7	7
C	1	1	2	0	5	9
D	1	1	1	0	4	7
Totals	2	2	4	2	20	30

¹ “Action” is defined in Rule 11-502(a) as “a lawsuit filed by the OPC in district court alleging Lawyer misconduct or seeking to transfer a Lawyer to disability status.”

Chief Justice Matthew B. Durrant
 UTAH SUPREME COURT
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 April 4, 2024

For the second year in a row, cases sent to the screening panels for hearings were substantially fewer in number than in previous years, with just 27 cases in 2023 and 30 cases in 2022.² By contrast, the screening panels held hearings in 65 cases in 2021, 50 cases in 2019-2020, and 51 cases in 2018-2019. The average number of cases heard per year from 2012 through 2021 is 55. Adding in 2022 and 2023 reduces the average to 50. Because the number of hearings the Committee holds per year depends on how many cases the OPC presents to the panels for hearing, I am not certain of the reasons for the low numbers.

The screening panel results for 2003 were not otherwise remarkable. As is typical of most years, the most common result (sixteen cases) following screening panel hearings in 2023 was to require the OPC to file an Action against the respondent in district court. The next most common result (seven cases) was for the panels to dismiss or dismiss with a caution to the respondent. The low amount of public reprimands (one case) and private admonitions (three cases) is consistent with 2022 and corresponds with the overall low number of cases presented to the panels.

B. Rule 11-542(f) Determinations

Complaints filed under Rule 11-542(f) of the RDDS also fall to the screening panels for resolution. Rule 11-542(f) applies to disciplinary complaints filed against members of the Committee, Bar Commissioners, lawyers employed by the Utah State Bar, and OPC attorneys. Under the rule, I am to assign these complaints to a screening panel chair or vice chair, who essentially stands in the shoes of the OPC for purposes of screening and, if warranted, conducting a preliminary investigation. The screening panel chair or vice chair must determine whether a complaint should be dismissed or presented to a screening panel. In the latter situation, I am required to submit a request to the Supreme Court to appoint a special counsel to prosecute the case and, if needed, a special screening panel to conduct a hearing on the case.

In 2023, just two complaints were filed under Rule 11-542(f). Although different individuals filed the complaints, both were directed against the same Committee member. I assigned both complaints to a screening panel chair, who has yet to issue her rulings. In late 2022, another individual filed a complaint against a member of the Board of Bar Commissioners. A panel vice chair dismissed the complaint in January 2023.

II. Work of the Chair and Vice Chairs

The duties of the Committee chair and vice chairs include ruling on appeals at two different stages of the disciplinary process, ruling on various motions that arise during the process, and handling other issues involving management of the screening panels and the Committee generally. The former two categories of this work are addressed below, in roughly the order they occur over the course of a disciplinary case.

² A table showing the number of screening panel hearings and the hearing outcomes for the years 2012 through 2023 is attached as Exhibit A.

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A. Appeals from OPC Dismissals

When the OPC receives a complaint against a Lawyer,³ it conducts an initial review to assess whether the complaint should be dismissed or whether additional investigation should be conducted. *See* RDDS 11-530(c). The summary review is conducted by three OPC attorneys and focuses on whether (i) the OPC has jurisdiction; (ii) the complaint states a claim; (iii) the complaint alleges conduct that would not amount to an ethical violation, even if true; or (iv) the matter would be more appropriately addressed in a different forum. *See* OPC Annual Report Feb. 2024 (“OPC Report”) at 6. The main purpose of the review is to assess the likelihood that sufficient evidence can be obtained to establish by a preponderance a violation of the Rules of Professional Conduct. *See id.*

If the OPC determines that a complaint should not be summarily dismissed, it moves to the next phase of its screening process, which typically includes obtaining a response from the respondent and conducting a preliminary investigation. At that point, the OPC may dismiss, decline to prosecute,⁴ or present the case to a screening panel for hearing. The OPC will prepare a Notice for cases it elects to present to the screening panels. A “Notice” is defined as “the notice the OPC sends to the Respondent after a preliminary investigation, which identifies the possible violation(s) of the Rules of Professional Conduct . . . raised by the Complaint as the OPC has preliminarily determined.” RDDS 11-501(n).

Complainants may appeal the OPC’s dismissals, including declinations to prosecute, under Rule 11-530(g)(2) of the RDDS. On appeal, the Committee chair or a vice chair “will conduct a *de novo* review of the file [and] either affirm the dismissal or require the OPC to prepare a Notice (if necessary)[] and set the matter for hearing by a screening panel.” RDDS 11-530(g)(2)(C).

Complainants filed an all-time high of 95 appeals from OPC dismissals in 2023. This number continues a substantial upward trend, with 71 appeals filed in 2022 and 66 appeals in 2021. In addition to the 95 appeals filed in 2023, 30 appeals filed in 2022 remained outstanding as of January 1, 2023. During 2023, we completed rulings on the 30 outstanding appeals from 2022 and 42 of the appeals filed in 2023, for a total of 72 appeal rulings. This means that, as of January 1,

³ As defined in the RDDS, the term “Lawyer” includes both lawyers licensed to practice law in any jurisdiction of the United States, foreign legal consultants, and licensed paralegal practitioners.” RDDS 11-502(k). Although the Committee has jurisdiction to hear complaints against licensed paralegal practitioners, to my knowledge no such complaint has yet been filed.

⁴ No express parameters apply to the OPC’s ability to decline to prosecute a disciplinary complaint under the RDDS. However, the OPC reports that it generally declines to prosecute when (i) there is a lack of nexus between the allegations and the lawyer’s practice; (ii) where a lawyer previously has been disciplined for similar misconduct and the lawyer is unlikely to receive a greater discipline than what was already imposed; or (iii) where the lawyer has taken immediate action to cure the alleged misconduct. The OPC also may decline to prosecute by referring a matter to the Professionalism and Civility Counseling Board. *See* OPC Report at 8-9.

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2024, 51⁵ of the 95 appeals filed in 2023 remained outstanding. The outcome in each case, with just one exception, was affirmance of the OPC's dismissals. In the remaining appeal, a vice chair reversed based on one possible violation of the Rules of Professional Conduct. That case has yet to be set for hearing by a screening panel.

In the Committee report for 2022, I addressed the large and seemingly rising numbers of appeals and suggested certain reforms aimed at curbing the increasing numbers. After briefly addressing these issues with the Court, I raised the issues with the Office of Professional Conduct Oversight Committee (the Oversight Committee). Following some discussion, the Oversight Committee agreed to recommend to the Court a revision to the standard of review applicable to these appeals, from *de novo* to a more deferential standard such as arbitrary and capricious. Additionally, the Oversight Committee will likely recommend requiring complainants who file appeals to articulate the bases for their appeals and expressly placing the burden on complainants to establish that the OPC's dismissal was improper. These revisions may help to simplify and thus speed up the appeal process, but they are less likely to impact the overall number of appeals. Therefore, to the extent possible, I intend to continue to advocate for additional reforms to the process, such as adjustments to the OPC intake process, clarifying the standards governing dismissals and the scope of the OPC's discretion to decline to prosecute, and possible changes to the procedures applicable to appeals that the Committee chair or vice chairs reverse.

B. Abeyances

Under RDDS 11-533(c), a respondent or the OPC may request that a case be held in abeyance when it involves matters of substantial similarity to the allegations of a pending criminal or civil case.

In 2023, the Committee received four requests to place disciplinary cases into abeyance and three requests to remove cases from abeyance, for a total of seven requests. All requests were submitted by the OPC. I granted three of the four requests to place matters in abeyance. The lone denial was based on the procedural status of a request for certiorari review. I granted all three requests to remove matters from abeyance.

C. Continuances

Parties to disciplinary proceedings sometimes request to continue screening panel hearings that have already been scheduled. Although these requests are not governed by a particular rule, we typically utilize a "good cause" standard based on factors such as the timing of the request, the reasons for the request, and the impact of a continuance on the screening panel, the OPC, and the other parties.

⁵ Two appeals filed in 2023 were resolved by means other than a ruling. A complainant withdrew one appeal and we terminated the second appeal after the respondent passed away.

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In 2023, we received four requests for continuance. I granted two requests and denied two. The requests I denied involved respondents who appeared to be seeking the delays solely for the purpose of delay, rather than for legitimate reasons.

D. Exceptions to Screening Panel Determinations

The RDDs use the term “exception” for an appeal from a determination or recommendation of a Committee screening panel. *See generally* RDDs 11-532. Exceptions are decided by the Committee chair or a vice chair. The party who files an exception bears the burden to show that “the determination or recommendation of the screening panel is unsupported by substantial evidence or is arbitrary, capricious, legally insufficient, or otherwise clearly erroneous.” *Id.* 11-532(e)(4). The chair or vice chair will hold an exception hearing if requested by a party. *Id.* 11-532(e)(2).

Respondents are permitted to file exceptions to screening panel recommendations of admonitions or public reprimands. The OPC may file exceptions to screening panel dismissals, dismissals with caution, referrals to the Professionalism and Civility Counseling Board, or recommendations of admonitions or public reprimands. Neither respondents nor the OPC may file an exception when the screening panel determines that an Action should be filed in district court. Complainants are not permitted to file exceptions.

In 2023, the OPC filed two exceptions and respondents filed two exceptions. In the first case, I denied the OPC’s exception and affirmed the screening panel’s dismissal of the complaint. In the second case, the respondent filed an exception to the screening panel’s recommendation of a public reprimand, and a vice chair affirmed the recommendation. The respondent then filed an appeal to the Supreme Court, which remains pending as of this writing. The third case involved an allegation that the respondent aided his son, a licensed California lawyer, in the unauthorized practice of law in Utah. The respondent filed an exception to the screening panel’s recommendation of a private admonition. I granted the exception and dismissed the case in January 2024. We have not yet ruled on the exception in the fourth case.

Please let me know if you have any questions or would like additional or different information regarding the Committee’s work. I appreciate the work and dedication of all those involved in the lawyer discipline system, including the OPC, the Committee clerk, and all members of the Committee. I also appreciate the opportunity to serve the Court in the capacity of Committee chair.

Sincerely,



Christine T. Greenwood
Chair

EXHIBIT A – SCREENING PANEL OUTCOMES

2023

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Action in District Court	Totals
A	2	0	1	1	2	6
B	0	0	0	0	6	6
C	3	0	0	0	1	4
D	0	2	2	0	7	11
Totals	5	2	3	1	16	27

2022

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Action in District Court	Totals
A	0	0	1	2	4	7
B	0	0	0	0	7	7
C	1	1	2	0	5	9
D	1	1	1	0	4	7
Totals	2	2	4	2	20	30

2021

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	8	2	0	1	2	13
B	1	2	2	4	9	18
C	6	3	2	0	5	16
D	1	1	2	2	12	18
Totals	16	8	6	7	28	65

2019-2020

Panel	Diversions	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	0	2	1	2	3	9	17
B	0	1	2	2	2	6	13
C	0	2	2	1	0	7	12
D	0	0	0	1	0	7	8
Totals	0	5	5	6	5	29	50

2018-2019

Panel	Diversions	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	0	0	1	2	0	9	12
B	0	1	2	2	1	10	16
C	0	0	1	2	0	4	11
D	0	1	0	0	0	10	12
Totals	0	2	4	6	1	33	51

2017-2018

Panel	Diversions	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	0	1	1	0	5	12	19
B	0	0	2	0	1	9	12
C	0	0	2	5	2	10	19
D	0	1	0	8	0	8	17
Totals	0	2	5	13	8	39	67

2016-2017

Panel	Diversions	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	0	3	3	3	2	5	16
B	0	0	1	0	3	6	10
C	0	0	1	4	3	9	17
D	0	0	0	5	2	10	17
Totals	0	3	5	12	10	30	60

2015-2016

Panel	Diversions	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	1	0	1	3	2	6	13
B	0	2	2	2	2	6	14
C	0	2	2	1	2	10	17
D	1	1	3	1	0	11	17
Totals	2	5	8	8	6	33	61

2014-2015

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	1	3	3	0	3	10
B	0	0	0	0	1	1
C	0	1	0	2	14	17
D	2	0	1	1	9	13
Totals	3	4	4	3	27	41

2013-2014

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	2	1	3	5	4	15
B	0	4	0	0	6	10
C	4	4	1	3	4	16
D	4	1	2	2	3	12
Totals	10	10	6	10	17	53

2012-2013

Panel	Dismissals	Dismissals with caution	Admonitions	Reprimands	Formals	Totals
A	0	2	2	0	8	12
B	0	0	3	1	6	10
C	0	0	1	4	4	9
D	2	4	2	2	5	15
Totals	2	6	8	7	23	46

OFFICE OF PROFESSIONAL CONDUCT

ANNUAL REPORT February 2024



INTRODUCTION

This report on the Office of Professional Conduct (“OPC”) will focus on the following areas: (I) staff composition; (II) Lawyer misconduct case process and procedure; (III) statistics for January 1, 2023 to December 31, 2023 (“year 2023”); (IV) progress and goals on cases; (V) performance metrics; and (VI) goals for January 1, 2024 to December 31, 2024 (“year 2024”).

Rule 11-501, as part of Article 5 of the Utah Supreme Court Rules of Professional Practice, authorizes the OPC Oversight Committee that reports to the Utah Supreme Court. This rule makes clear that the OPC is under the administrative oversight of that Committee.

The OPC Oversight Committee is required to have five voting members, including at least one judge, one member of the public, and one past chair or vice-chair of the Ethics and Discipline Committee. At least one of the members must have an accounting background. The Executive Director of the Bar is an ex-officio, non-voting member of the OPC Oversight Committee. The current voting members of the OPC Oversight Committee are:

- Art Berger – Chair, Attorney
- Margaret Plane – Attorney
- Judge Laura Scott – Third District Court
- Roger Smith – Accountant
- Magistrate Judge Brooke Wells – United States District Court for the District of Utah

The OPC has a separate website independent of the Bar at opcutah.org. The website is designed to provide the ease of obtaining information in the following specific areas: the purpose of the OPC, annual report archives, OPC directory, rules, filing a

Complaint, case status update, Lawyer public discipline, disciplinary history requests, OPC speaker requests, and OPC contacts.

In addition to the regulation of attorneys for professional misconduct, the Utah Supreme Court has promulgated Rules Governing Licensed Paralegal Practitioners (“LPPs”). The OPC also has regulatory authority over LPPs. LPPs are included in the definition of “Lawyer” for regulation so references in this report will be to “Lawyer” rather than “Attorney” to reflect the change of regulation of LPPs^A. Currently there are 30 LPPs who are licensed to practice in Utah (with 3 on inactive status). The OPC has one case regarding LPPs in this reporting period.

I. STAFF COMPOSITION

The staff for year 2023 consisted of 12 full-time employees. These 12 full-time employees include Chief Disciplinary Counsel, a Deputy Chief Disciplinary Counsel, four Assistant Disciplinary Counsel, four Paralegals, one Investigator, and one Intake Secretary.

II. LAWYER MISCONDUCT CASE PROCESS AND PROCEDURE

A) Rules

The Utah Supreme Court rules are set forth in its Rules of Professional Practice related to the Discipline, Disability and Sanctions Rules (“RDDS”). Rules 11-520 and 11-521 of the RDDS are the overall authority for the OPC and Chief Disciplinary Counsel as head of the OPC.

^A Rule 11-502(k) defines Lawyer to include those licensed to practice law in any jurisdiction in the United States, foreign legal consultants and LPPs. Since status as a Lawyer is based on licensing, the sanction of Disbarment is referred to as Delicensure and a readmission from Disbarment/Delicensure is referred to as Relicensure.

B) Ethics and Discipline Committee

Pursuant to Rule 11-510 of the RDDS, a minimum of 21 and a maximum of 25 Lawyers and a minimum of 4 to a maximum of 8 non-Lawyers are appointed by the Utah Supreme Court to serve on an administrative body called the Ethics and Discipline Committee (“Committee”). The Committee’s function is to consider Lawyer discipline cases that are appropriately referred to it under the RDDS.

The Utah Supreme Court appoints a paid full-time Committee Chair; the remaining Committee members are appointed as volunteers. Of the Lawyer members, three to four are designated as Committee Vice-Chairs. The Committee Chair is responsible for the oversight of the Committee and the Committee Vice-Chairs assist the Committee Chair in this task. The remaining Lawyers and non-Lawyers do their main work in subcommittees called Screening Panels. A Chair and a Vice-Chair is appointed to each Screening Panel. The year 2023 composition of the Committee was as follows:

Christine T. Greenwood, Chair, Ethics and Discipline Committee

Katherine E. Venti (Parsons Behle & Latimer), Vice-Chair, Ethics and Discipline Committee

Mark F. James (James Dodge Russell & Stephens, PC), Vice-Chair, Ethics and Discipline Committee

Bryan J. Pattison (Blanchard Pattison LLC), Vice-Chair, Ethics and Discipline Committee

Corbin B. Gordon (Gordon Law Group), Vice Chair, Ethics and Discipline Committee

Connor Hess, Clerk, Ethics and Discipline Committee

Panel A

J. Gregory Hardman (Snow Jensen & Reece), Chair
 Kimberly A. Neville (Franklin Covey), Vice-Chair
 Matthew J. Hansen (Davis County Attorney's Office)
 Beth E. Kennedy (Zimmerman Booher)
 Derek Williams (Campbell Williams Ference & Hall)
 Jonathan Bone, Public Member
 Sarah Sandberg, Public Member

Panel B

Lara Swensen (James Dodge Russell & Stephens PC), Chair
 Cassie J. Medura (Jennings & Medura, LLC), Vice-Chair
 Michael C. Barnhill (Michael Best & Friedrich, LLP)
 J. Thomas Beckett (Parsons Behle & Latimer)
 Lynda L. Viti (Utah Attorney General's Office)
 Joel Campbell, Public Member
 Daphne Williams, Public Member

Panel C

Kasey L. Wright (Wright Law Firm, PC), Chair
 Jennifer Fraser Parrish (Magleby Cataxinos & Greenwood PC), Vice-Chair
 Debra M. Nelson (Utah Indigent Defense Services)
 Scott R. Sabey (Fabian VanCott)
 Mitchell A. Stephens (James Dodge Russell & Stephens PC)
 William D. Johnson, Public Member
 Kari Stuart Jones, Public Member

Panel D

David W. Tufts, (Dentons Durham Jones Pinegar PC), Chair
 Darcy Goddard (Strong & Hanni), Vice-Chair
 Ruth J. Hackford-Peer (US Attorney's Office)
 Robert R. Harrison (Stilling & Harrison PLLC)
 Zakia A. Richardson (Pluralsight, LLC)
 Charles Haussler, Public Member
 Jane Olsen, Public Member

The majority of Screening Panel work is done by conducting hearings. The Screening Panel hearings must be presided over by either the Screening Panel Chair or the Screening Panel Vice-Chair. All Panel hearings must have five members present.

C) How the OPC Addresses Information That Comes to Its Attention

Specifically addressing the processing of cases, the pertinent provisions of Rule 11-521(a) of the RDDS state that OPC has the power and duty to:

- (1) Screen all information coming to the attention of the OPC to determine whether it is within the jurisdiction of the OPC in that it relates to misconduct by a Lawyer or to the incapacity of a Lawyer;
- (2) Investigate all information coming to the attention of the OPC which, if true, would be grounds for discipline or transfer to disability status and investigate all facts pertaining to petitions for reinstatement or relicensure;
- (3) Choose to dismiss, decline to prosecute, refer non-frivolous and substantial Complaints to the Committee for hearing, or petition the District Court for transfer to disability status;
- (4) Prosecute before the Screening Panels, the District Courts and the Supreme Court all disciplinary cases and proceedings for transfer to or from disability status.

Pursuant to Rule 11-530 of the RDDS, a person can start a Complaint by delivering it to the OPC in hard copy or electronic form, or through the OPC's website at opcutah.org. The Complaint must be signed by the Complainant, include his/her address and contain an unsworn declaration as to the accuracy of the information contained in the Complaint. If the OPC receives information that does not have the unsworn declaration requirement, the OPC notifies the Complainant that this is needed. The substance of the Complaint does not have to be in any particular form, however, the OPC does provide a form that can be used through its website.

Additionally, pursuant to Rule 11-521(a) and Rule 11-530 of the RDDS, the OPC can start Lawyer misconduct investigations and Complaints on its own initiative based on information that comes to its attention. The most common circumstance where this happens is when the OPC reviews information that has been disseminated through the media or is part of a published court case. The OPC categorizes these cases as Media/Court. Other circumstances where the OPC becomes the Complainant is where information is submitted by a judge where the judge does not want to be the Complainant, or where the Complainant stops cooperating and there is enough information to proceed.

An OPC initiated Complaint filing is complete when OPC delivers the Complaint to the Lawyer in hard copy or electronic form. The OPC initiated Complaint does not have to have an unsworn declaration.

1) **Summary Review**

Process

The OPC's Summary Review is staffed by three attorneys who are assigned to review all Complaints received to determine whether the matter should be appropriately closed by a dismissal (which includes a declination to prosecute) or whether the matter should be processed for further investigation.^B The criteria used is looking at the "four corners" of the Complaint: whether OPC has jurisdiction, whether the Complaint states a claim, whether the Complaint lacks merit in that the alleged conduct even if true is not an ethical violation, or whether the matter should be addressed in another forum. This criteria, including the other forum review, looks at the totality of the allegations presented by the Complaint and determines the likelihood that evidence can be produced to find by a preponderance that there has been a violation of the Rules of Professional Conduct for sanctions.

The OPC, at the end of this Summary Review, will summarily dismiss the case if this criteria is not met. There is no need to contact the Lawyer for information. Both the Complainant and the Lawyer receive a dismissal letter and a copy of the Complaint is sent to the Lawyer. Summary Review dismissals are not reviewed at weekly case meetings described below, however, Complainants have a right to appeal Summary Review dismissals as detailed below.

^B Not all cases go through Summary Review (i.e, complaints from judges, self-report complaints, reports from financial institutions, etc.)

Based upon the Summary Review criteria, if the Complaint cannot be dismissed without, at minimum, a response from the Lawyer or other documentation, the Complaint moves to OPC's further investigation stage. The case is kept and proceeds like other investigative cases where responses are needed as described below.

2) Investigations

Complaints not resolved by Summary Review and the further decisions made on these cases are made jointly by the OPC attorneys at weekly staff meetings. Therefore, notwithstanding individual case assignments, all the attorneys in the office are actually involved in the investigation and prosecution decisions of most of the cases received by the OPC.

Preliminary Investigation

For Complaints that are not dismissed through the Summary Review process, the OPC conducts a preliminary investigation. The preliminary investigation is to ascertain whether the Complaint is sufficiently clear as to the allegations. If it is not, the OPC will seek additional facts from the Complainant. Thereafter, the OPC will usually proceed to obtain an informal response from the Lawyer.

Settlement

At any point during the investigation, the OPC is willing to conduct settlement discussions with the Lawyer; however, once the OPC files an Action as explained below, by policy the OPC will not conduct settlement discussions until an Answer is made to that Action.

Notice

After the preliminary investigation and the request for informal responses, if the OPC determines that an official response is needed from the Lawyer to reach an appropriate resolution of the Complaint in accordance with the RDDS, including the possibility of a Screening Panel hearing, the OPC will serve on the Lawyer a “Notice.” The Notice will contain a true copy of the signed Complaint. The Notice will also identify with particularity the possible violations of the Rules of Professional Conduct raised by the Complaint as preliminarily determined by the OPC. The Lawyer has 21 days after service of the Notice to file with the OPC a written and signed answer setting forth in full an explanation of the facts surrounding the Complaint, together with all defenses and responses to the claims of possible misconduct.

The OPC sends the Complainant a copy of the Lawyer’s response to the Notice and, in most cases, continues its investigation by obtaining a reply from the Complainant to the Lawyer’s response. Further, where appropriate to ascertain the facts necessary to assess the charges, the OPC will seek additional responses and/or contact witnesses. The OPC always examines all documents submitted by all participants. Upon completion of the investigation as outlined above, the OPC determines whether the Complaint sets forth facts which by their very nature should be brought before a Screening Panel or if good cause otherwise exists to bring the matter before a Screening Panel. These are “non-frivolous” and “substantial” Complaints within the meaning of RDDS 11-521(a)(3) and are required to be presented to Screening Panels consistent with RDDS 11-530(e).

Dismissal/Declination to Prosecute

If upon completion of this investigation the OPC determines that the Complaint is not substantial or is frivolous (i.e., the factual allegations made by the Complainant that can be proven do not constitute a violation of the Rules of Professional Conduct or the evidence is insufficient to establish probable cause that the Lawyer violated the Rules of Professional Conduct), the OPC dismisses the Complaint consistent with RDDS 11-530(g)(1). Additionally, as part of its dismissal authority, consistent with the language in Rule 11-530(g)(1) of the RDDS, the OPC can determine that a Complaint is barred by the statute of limitations based on discovery of the acts allegedly constituting a violation of the Rules of Professional Conduct, or is more adequately addressed in another forum, or the OPC can decline to prosecute a Complaint.

The OPC does not arbitrarily decide to decline to prosecute a Complaint. Occasionally, due to the nature of a Complaint (i.e., the remedy sought by a Complainant; ongoing proceedings and the possible disruption of those proceedings that a disciplinary case could have; the OPC resources needed to process a Complaint compared to the OPC resources needed if the matters are first addressed elsewhere), it is in everyone's best interests to resolve the disciplinary matter by declining to prosecute the Complaint. Generally, the OPC standards for declining to prosecute Complaints are as follows:

- The OPC may decline to prosecute Complaints where there is a question as to the nexus between the allegations and the Lawyer's practice.
- The OPC may decline to prosecute Complaints where the Lawyer has already been disciplined in a Lawyer discipline matter for similar misconduct committed during the same period. In these Complaints, it is unlikely the misconduct will result in discipline greater than what has already been imposed in a Lawyer discipline matter.

- The OPC may decline to prosecute Complaints where the Lawyer has taken immediate action to remedy the alleged misconduct and that remedy has likely negated a violation of the Rules of Professional Conduct.
- The OPC may decline to prosecute a Complaint by a referral to the Professionalism Counseling Board. The Professionalism Counseling Board is a Utah Supreme Court Committee charged with addressing violations of the Standards of Professionalism and Civility set forth in Chapter 14, Article 3 of the Utah Supreme Court Rules of Professional Practice.

3) **Diversions**

Diversion is an alternative to discipline that is entered into by agreement in Lawyer discipline cases. Pursuant to Rule 11-550 to 11-555 of the RDDS, diversions are authorized as a resolution of a Lawyer discipline matter. If the Lawyer consents to a Diversion Agreement, the OPC may dismiss Complaints involving minor violations of the Rules of Professional Conduct. The specific types of Complaints that are not appropriate for diversion are: when the Lawyer is accused of misappropriating client funds; the Lawyer's behavior will, or is likely to, result in substantial prejudice to a client or other person absent adequate provisions for restitution; the Lawyer has previously been sanctioned in the immediately preceding three years; the current misconduct is of the same type for which the Lawyer has previously been sanctioned; the misconduct involved dishonesty, deceit, fraud, or misrepresentation; the misconduct constitutes a substantial threat of irreparable harm to the public; the misconduct is a felony or a misdemeanor that reflects adversely on the Lawyer's honesty, trustworthiness, or fitness as a Lawyer; or, the Lawyer has engaged in a pattern of similar misconduct.

To be eligible for diversion, the presumptive sanction must not be more severe than a public reprimand. Further, all involved must make an assessment of whether participation in diversion is likely to improve the Lawyer's future behavior, whether aggravating or mitigating factors exist, and whether diversion already has been attempted. The OPC by policy has enhanced its use of diversions by implementing a Lawyer wellness/wellbeing component to all of the Complaints it feels are appropriate to be resolved by diversion.

Possible program areas of diversion are as follows: Fee Arbitration; Mediation; Law Office Management Assistance; Psychological and Behavioral Counseling; Monitoring; Restitution; Continuing Legal Education Programs, including Ethics or Law Practice Management/Trust Accounting School; and, any other program or corrective course of action agreed to by the responding Lawyer necessary to address a Lawyer's conduct.

The OPC notifies a Lawyer of the diversion option when a Complaint is received. A Complainant is notified of any proposed decision to refer a Lawyer to diversion and that Complainant may comment, however, a decision to divert is not appealable by a Complainant.

Upon entering into the diversion contract, the Complaint against the Lawyer is stayed pending completion of diversion. If diversion is successful, the Complaint is dismissed and all information regarding the terms of the diversion is kept confidential. Further, successful completion of diversion is a bar to disciplinary prosecution based on the same allegations. However, a material breach (as determined by the OPC) of the diversion contract is cause for terminating the agreement and subjects the Lawyer to appropriate discipline as if diversion had never been an option.

4) **Informal Appeals**

Pursuant to Rule 11-530(g)(2) of the RDDS, a Complainant can appeal within 21 days to the Committee Chair the OPC's dismissals and declinations to prosecute, of any Complaint, including those Complaints resolved by Summary Review. When the OPC dismisses a Complaint after investigation or declines to prosecute a Complaint, it gives notice to the Complainant of the language in Rule 11-530(g)(2) of the RDDS and allows the Complainant the opportunity to appeal the decision. If the Complainant files an appeal, the Committee Chair or a Vice-Chair conducts a de novo review of the OPC file and either affirms the dismissal or remands the matter and the OPC will prepare the Complaint for a Screening Panel hearing.

5) **Screening Panel**

If after investigation, the OPC determines that the allegations of the Complaint are non-frivolous and substantial, or if the Chair or Vice-Chair of the Committee remands a case after an informal appeal, the OPC refers the Complaint to a Screening Panel. The Notice described in section 2 above is the official notice that is required for the OPC to bring the case before a Screening Panel.

A Screening Panel reviews all the facts developed by the Complaint, the Lawyer's answer, the OPC's investigation and the information obtained during the Screening Panel hearing. After this review, the Screening Panel may make any of the following determinations or recommendations:

- Dismissal for lack of merit;
- Dismissal with a letter of caution;
- Dismissal by referral to Professionalism Counseling Board;

- Recommendation that the Lawyer be (privately) admonished or publicly reprimanded;
 - If the Screening Panel recommends an admonition or public reprimand, the Lawyer can file an exception to the recommendation with the Committee Chair.
 - Additionally, if the Screening Panel recommends a public reprimand, a Lawyer may elect a trial de novo with the District Court by notifying the Committee Chair which authorizes the OPC to file an Action consistent with section 6 below.
 - The OPC can file an exception to any of the determinations or recommendations with the Committee Chair.
 - Following the Screening Panel Hearing, or upon completion of the Exception Hearing if an exception has been filed, the Committee Chair issues a formal determination and can either sustain, dismiss, or modify the Screening Panel's determination or recommendation of discipline.
 - After final written determination of the Committee Chair, where an exception has been filed, the OPC or a Lawyer can appeal by filing a request for review with the Supreme Court for reversal or modification. The OPC refers to these as Administrative Appeals.
- A finding of probable cause that an Action be filed with the District Court.
 - A determination that an Action be filed is not appealable.

If the Screening Panel determines that the Complaint should be filed as an Action, Rule 11-536 of the RDDS requires the OPC, in accordance with the Rules of Civil Procedure, to file the Action in the District Court and give notice of the Screening Panel recommendation and a copy of the pleadings to the Committee Chair. Often the Lawyer has more than one Complaint pending against him/her. If there is more than one Complaint involved, a Complaint may also pass through the Screening Panel process and can be combined into a single Action ("Combined with Action"). Once an Action is filed, if a Lawyer has other Complaints, in lieu of the Screening Panel process the OPC may elect to hold the cases for presentation at any sanctions hearing resulting from the Action ("Hold for Sanctions"), pursuant to Rule 11-561(a)(3) of the RDDS.

6) Actions

An Action must be filed in the county where the alleged misconduct occurred, or in the county where the Lawyer resides or practices law or last practiced law. Once an Action is filed with the District Court, if no settlement can be reached, the case is prepared for a bench trial. The bench trial is bifurcated, the first portion of which involves the adjudication of misconduct (i.e., Rules of Professional Conduct violations). If the judge does not dismiss the case and finds misconduct, the second stage of the trial is a sanctions hearing. At the end of the sanctions hearing, the judge can order sanctions and remedies that may include, but are not limited to, the following dispositions:

- | | |
|------------------------|---------------|
| ➤ Admonition | ➤ Probation |
| ➤ CLE or Ethics School | ➤ Suspension |
| ➤ Public Reprimand | ➤ Delicensure |
| ➤ Restitution | ➤ Diversion |

7) Formal Appeals

All appeals from District Court orders are directed to the Utah Supreme Court. Only the Lawyer or the OPC can appeal from the District Court order. The Utah Supreme Court, under its constitutional authority to regulate the practice of law, has the responsibility to consider appeals of all Lawyer discipline cases.

8) Monitored Cases

Monitored cases include probation cases, disability cases and trusteeship cases. Where appropriate, probation cases require someone to docket reminder dates, and follow-up to ensure that the Lawyer meets the probation requirements. Disability cases generally require someone to investigate the extent of the disability, to process the case through District Court, and to monitor the continuing status of the Lawyer. Trusteeship cases generally require that someone inventory the Lawyer's files, notify the Lawyer's

clients of the trusteeship, and assist with distribution of client files to the clients. Additionally, trusteeship cases require someone to inventory unclaimed files, prepare a notice for publication of potential destruction of the files, prepare a request to the District Court to approve destruction of unclaimed files, and ultimately to destroy the files.

When the OPC has to undertake a trusteeship, it takes a significant amount of resources and time. It is preferable to the OPC that a Lawyer or firm outside of the OPC be appointed to manage trusteeships. However, since in most trusteeship cases there is little or no money for the recoupment of costs and fees, there are not always Lawyers or firms that are willing and able to oversee a trusteeship.

9) Interim Discipline/Suspension and Disability

Pursuant to Rule 11-563 of the RDDDS as determined by the OPC, if a Lawyer poses a threat of serious harm to the public and has committed a violation of the Rules of Professional Conduct, the OPC will file a petition for interim discipline. The remedies available could be an interim suspension from the practice of law or an order limiting the Lawyer's practice area or placing the Lawyer on supervision pending disposition of the disciplinary proceeding.

Additionally, pursuant to Rule 11-564 of the RDDDS as determined by the OPC, if a Lawyer has been found guilty of or has entered a plea of guilty or no contest for a felony or misdemeanor that reflects adversely on the Lawyer's honesty, trustworthiness or fitness as a Lawyer, the OPC will file a petition for interim suspension. And finally, pursuant to Rule 11-568 of the RDDDS as determined by the OPC, if the Lawyer is under a disability as defined in the RDDDS, the OPC may file a petition for disability. All of these petitions described under Rules 11-563, 11-564 and 11-568, are immediate filings in the District Court and need not go through the Screening Panel process outlined above.

10) Abeyances

Lawyer discipline Complaints may be continued, stayed and held in abeyance when there is related pending litigation (i.e., criminal or civil) and the alleged misconduct is substantially similar to the issues of the pending litigation. The request for abeyance can be made by either the OPC or the Lawyer. The request has to be filed with the Committee Clerk pursuant to Rule 11-533(c) of the RDDS if the discipline Complaint is pending prior to the filing of an Action. These abeyances must be made before any Screening Panel hearing is held. The request is made to the judge pursuant to Rule 11-542(d) of the RDDS if the discipline case is pending in the District Court as part of an Action.

11) Special Prosecutor Complaints

Special Prosecutor Complaints are Complaints filed against either OPC staff, Bar staff, Bar Commissioners or Committee members. Pursuant to Rule 11-542(f) of the RDDS, these Complaints have to be prosecuted outside of the OPC.

12) Final Dispositions

Until a Complaint reaches a “final” disposition, the OPC considers it an active Complaint. Final dispositions are Complaints where the result has been determined to be dismissal, declination to prosecute, dismissal with caution, admonition, public reprimand, delicensure, resignation with discipline pending, time-specified suspension, trusteeship where the OPC is not the trustee, probation and Complaints in which no appeal is pending.

III. STATISTICS – Year 2023

A) Case Activity

Active cases as of January 1, 2023.....405
(against 322 Lawyers)

1)	<u>Cases opened</u>	<u># of Lawyers</u>
	Complaint	631 (507)
	Contempt.....	1 (1)
	Media/Court Information	5 (5)
	Notice of Insufficient Funds	31 (30)
	Reciprocal Discipline	3 (3)
	Reinstatement	8 (8)
	Special Prosecutor	3 (2)
	Trusteeship.....	2 (2)
	Cases opened during period	684 (558)
	Total cases processed during period	1,089
2)	<u>Complaints Closed Without Discipline</u>	
	By Dismissal	540
	By Dismissal with Caution	38
	By Declination to Prosecute	18
	By Declination to Prosecute w/Caution.....	2
	By Dismissal – Duplicate	6
	By Declination to Prosecute (Hold for Reinstatement).....	2
	Total.....	606
3)	<u>Media/Court Information Closed Without Discipline</u>	
	By Dismissal	1
	Total.....	1
4)	<u>Reinstatement</u>	
	Petition Withdrawn.....	1
	Total.....	1
5)	<u>Special Prosecutor Closed Without Discipline</u>	
	By Dismissal	1
	Total.....	1
6)	<u>Notice of Insufficient Funds Closed Without Discipline</u>	
	By Declination to Prosecute	7
	By Declination to Prosecute with Caution.....	19
	By Declination to Prosecute (Hold for Reinstatement).....	1
	Total.....	27

7) <u>Orders Entered (21 Orders for 21 Closed Cases)</u>	<u># of Lawyers</u>
Public Reprimand	2 (2)
Admonition.....	3 (3)
Suspension.....	3 (3)
Delicensure.....	4 (4)
Probation	2 (2)
Probation (Probation Terminated)	3 (3)
Reinstatement	1 (1)
Reinstatement Denied	1 (1)
Resignation with Discipline Pending.....	1 (1)
Trusteeship Terminated.....	1 (1)
Total.....	21 (21)

8) Cases Combined with Actions and Part of Global Settlements

Total..... 10

Total case closures during period..... 667

Active cases as of January 1, 2024..... 422
 (Open cases minus closures for year 2023) (against 332 Lawyers)

9) Case Activity as Recorded During the Year 2023:

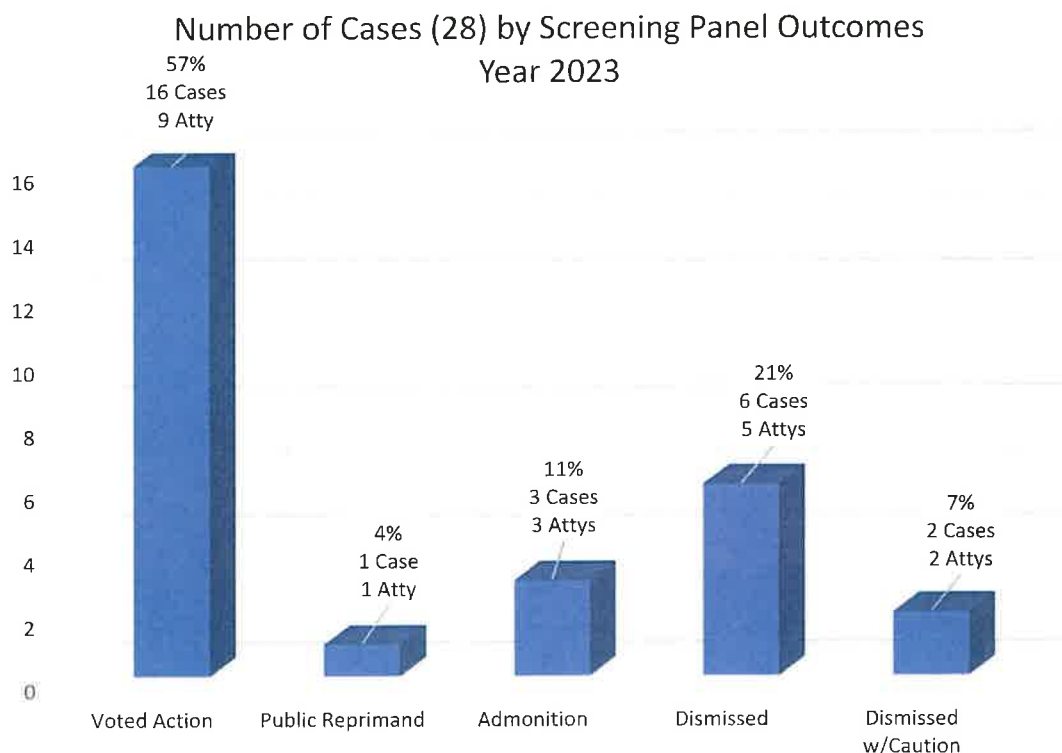
Diversions.....	5
Abeyances Requested	4
Abeyances Granted	6
Abeyances Denied	1
Informal Appeals Filed.....	95
Informal Appeals Granted.....	1
Informal Appeals Denied	73
Screening Panel Exception by OPC.....	2
Screening Panel Exception by Respondent	2
Actions in Court ^c	22
Complaints Combined with Actions	17

10) <u>Stipulations</u>	<u># of Lawyers</u>
Public Reprimand	1 (1)
Suspension.....	2 (2)
Delicensure.....	2 (2)
Resignation with Discipline Pending.....	4 (4)
Probation	3 (3)
Total.....	12 (12)

^c It should be noted that the OPC filed or defended a significant number of new Actions with the District Court. In this respect, the OPC defended eight reinstatements, filed two trusteeships, and filed twelve Actions with the District Court (the twelve Actions include seventeen underlying Complaints).

11) Screening Panel Outcomes

For the year 2023, the Ethics and Discipline Committee held a Screening Panel hearing for 28 matters, involving 20 Lawyers. The outcomes of those hearings were:



12) Notice of Insufficient Funds

As part of the OPC case activity, Rule 1.15(a) of the Rules of Professional Conduct requires that Lawyers maintain their trust accounts in financial institutions that agree to report to the OPC “in the event any instrument in properly payable form is presented against a Lawyer trust account containing insufficient funds (NSF), irrespective of whether the instrument is honored.” Pursuant to this rule the OPC opened 31 new NSF cases in year 2023. The OPC dismissed 27 NSF cases in year 2023. The usual reasons for dismissals of NSF cases are accounting errors, bank errors, depositing errors, or drawing on the account before a deposit clears.

14) Summary

Of the 1,089 cases the OPC processed in year 2023, 646 or approximately 59% were resolved by dismissals, declinations to prosecute or combined with Action. Of the 1,089 cases, approximately 1.4% of the cases resulted in 15 Orders of Discipline. Eighty percent (80%) of the Orders of Discipline were by stipulation. Finally, approximately 4% of the cases that could have been referred to a Screening Panel in year 2023 were heard by Screening Panels.

B) Miscellaneous

1) CLE

Rule 11-521(a)(11) of the RDDS requires that the OPC provide informal guidance to promote ethical conduct by Bar members. The OPC attorneys make Continuing Legal Education (“CLE”) ethics presentations. During year 2023, the OPC’s CLE presentations totaled 29 hours.

Two of the CLE presentations are usually at the Ethics School conducted by the OPC. The OPC titles the Ethics School the Adam C. Bevis Memorial Ethics School (What You Didn’t Learn in Law School). Some Lawyers are required to be there as a condition of a disciplinary case, but the OPC usually opens it to the entire Bar. At the school, the OPC covers a number of topics, including the Lawyer discipline process, law office management, malpractice, conflicts of interests, Lawyer trust fund accounting and hot topics of ethical issues. The OPC also usually tries to have at least one judge as a guest speaker to talk about civility and professionalism or a qualified Lawyer to make a Lawyer wellness presentation. The Ethics School was hybrid (in person and remote) in March and in person in September of year 2023 for six CLE hours each. In March 2023, Ethics School was attended by 157 Lawyers; and in September 2023, Ethics School was

attended by 62 Lawyers.

Included in OPC CLE presentations this reporting year, the OPC also held a six-hour Law Practice Management and Trust Account Seminar. This seminar was held in January 2023. In addition to law practice management as the overall focus, the seminar specifically covered how to handle fees and trust accounting. It was attended by 79 Lawyers. The OPC plans to continue to hold this seminar every year.

Finally, with respect to ethical guidance, in the past the OPC has provided written guidance to Lawyers through publication of Utah Bar Journal articles on common ethics topics, and in brochures available to Bar members and the public. As the need arises, the OPC anticipates continuing to publish articles on ethics topics.

The rule requiring the OPC to give ethical guidance makes clear that the OPC provides informal guidance to Lawyers through seminars, the formulation of diversion programs, the monitoring of probations and the dissemination of disciplinary results through the Utah Bar Journal while maintaining the confidentiality of Lawyers subject to private discipline.

2) Committees

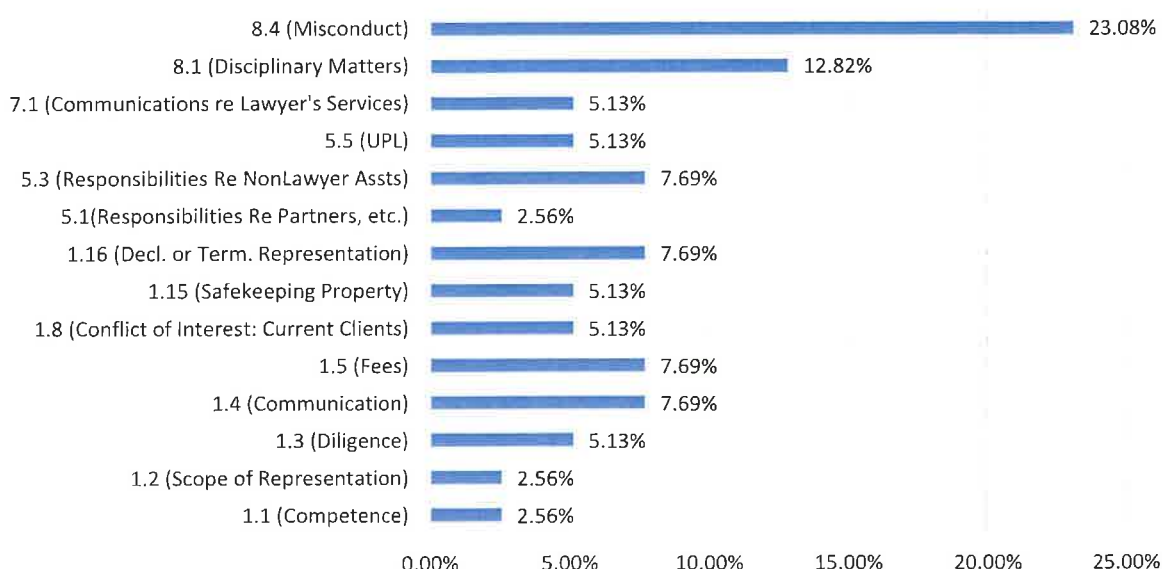
The OPC participates in committees with respect to Lawyer conduct. Chief Disciplinary Counsel of the OPC sits as a non voting member of the Utah Supreme Court's Advisory Committee on the Rules of Professional Practice. OPC counsel sits as a voting member on the Utah State Bar's Ethics Advisory Opinion Committee.

3) Rule Violations and Source of Information

The OPC has collected and categorized other data regarding its cases. Specifically, the data collected provide statistics on the rule violations.

(a) For example, using data from the 15 orders of discipline entered in the year 2023, which resulted in a finding of 39 total rule violations, we can see the frequency with which various rules were violated:

Rule Violations as Percentage of 39 Total Violations
found in DisciplineOrders (Year 2023)



The OPC's impression is that some of the violations of the rules are derived from the following:

Rule 8.4 (Misconduct) commonly arise from criminal conduct, deceitful or fraudulent conduct or conduct prejudicial to the administration of justice.

Rule 8.1(b) (Bar Admission and Disciplinary Matters) usually are based upon Lawyers failing to respond to the OPC's lawful requests for information in the course of disciplinary investigations with the most common failure as a violation of this Rule being the failure to timely respond to the Notice.

Rule 7.1 (Communications Concerning a Lawyers Services) usually arises from making misleading communications about a Lawyer's services.

Rule 5.5 (UPL-Unauthorized Practice of law) usually arises from a lawyer practicing law in a jurisdiction who is not licensed in that jurisdiction.

Rule 5.1 (Responsibilities Re Partners, etc.) usually a Lawyer possessing comparable managerial authority in a law firm, shall make reasonable efforts to ensure that the firm conforms to the Rules of Professional Conduct.

Rule 1.16 (Declining or Terminating Representation) commonly results from Lawyers withholding the client file upon termination of the representation.

Rule 1.15 (Safekeeping Property) often arises from Lawyers failing to keep their earned money separate from clients' money or failing to promptly provide an accounting of how fees were used.

Rule 1.8 (Conflict of Interest: Current Clients) usually when a Lawyer enters into a business transaction with a client, the terms of which are not fair.

Rule 1.5 (Fees) commonly arise from Lawyers collecting fees without performing meaningful work.

Rule 1.4 (Communication) commonly derives from Lawyers not keeping clients apprised of the work that they are doing and/or responding to reasonable requests for information.

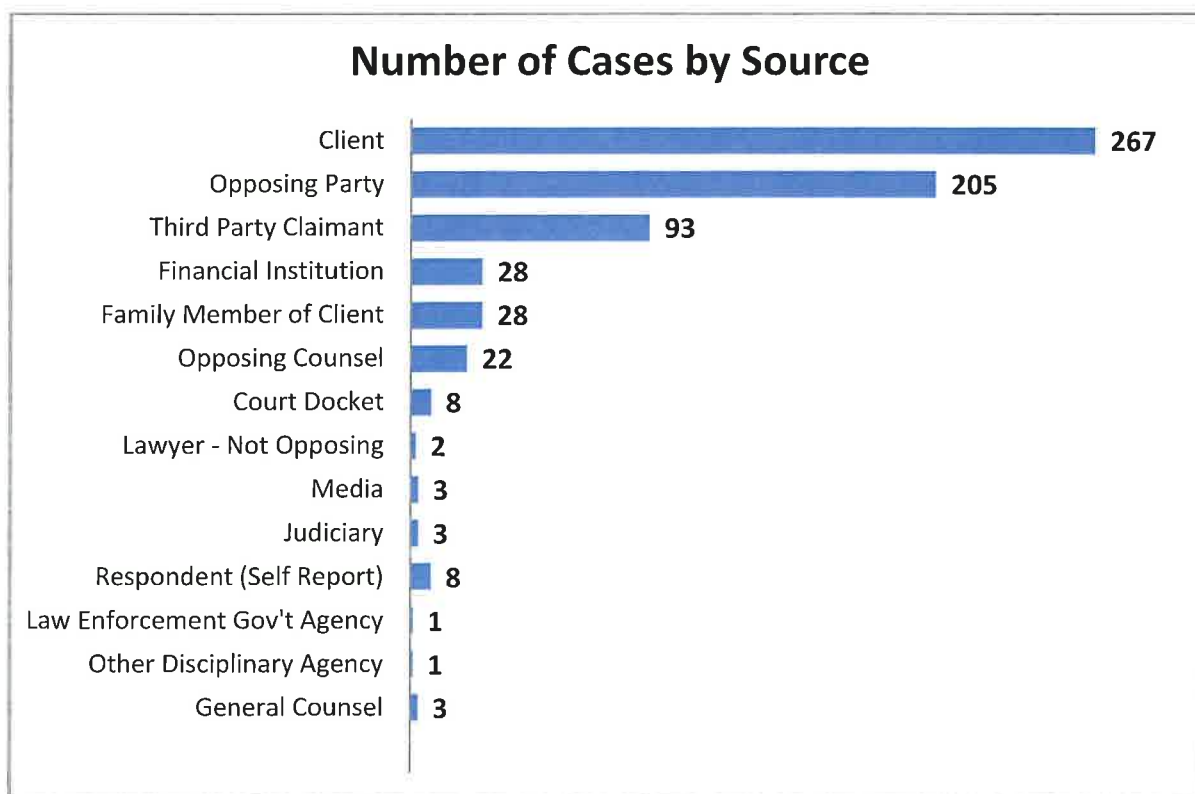
Rule 1.3 (Diligence) commonly derives from Lawyers failing to meet deadlines.

Rule 1.2 (Scope of Representation) usually when the Lawyer does not abide by the client's decision concerning the objectives of representation.

Rule 1.1 (Competence) commonly derives from Lawyers missing court appearances.

Accordingly, the OPC's CLE presentations often focus on helping practitioners avoid these particular problems.

(b) In year 2023, information regarding possible Lawyer misconduct was received from the following sources:

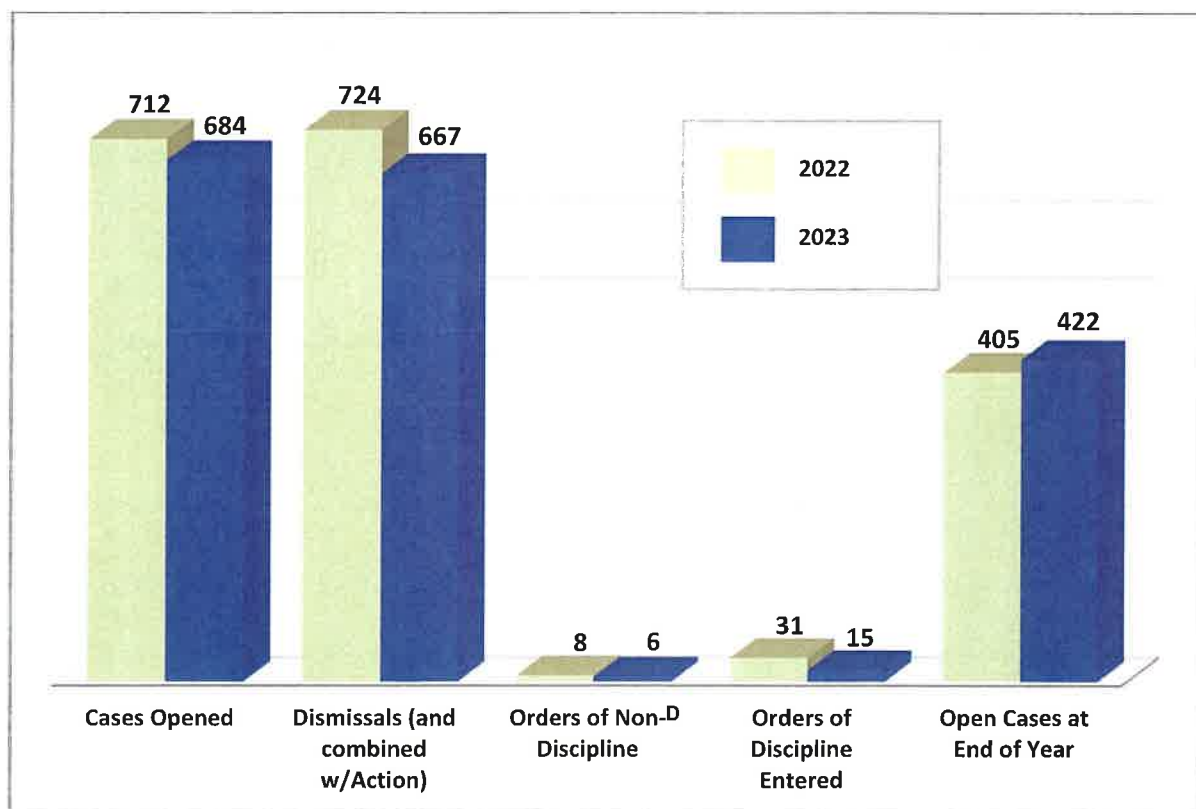


IV. PROGRESS AND GOALS ON CASES

The OPC, like every other state bar disciplinary authority, has and will continue to have unfinished work. Furthermore, the OPC, like every other Lawyer disciplinary authority, has and will continue to have a percentage of its unfinished work accumulate at the informal stage. The reason for this is the nature of the work. In this regard, the OPC processes disciplinary Complaints against Lawyers who are often determined to use every means at their disposal to protect their license to practice law. This sometimes makes investigating and processing cases analogous to a criminal proceeding. In these cases, it tends to lengthen the processing at both the informal and post-informal stages. Notwithstanding the nature of the work, it should be noted that the OPC's overriding mission is to perform its responsibility in a professional and civil manner.

The OPC case progress goal is to have a system in place that keeps Complaints moving so the unfinished work at the informal stage is in percentage numbers as small as possible. This goal must be accomplished while simultaneously, and as expeditiously as possible, moving to resolution the larger percentage of Complaints that are at the post-informal stage (i.e., cases before Screening Panels or the District Court; cases on appeal; cases holding for resolution of a companion Action; or Complaints held in abeyance pending related litigation).

As progress points of comparison of year 2022 with year 2023:



^D 1 Reinstatements, 1 Reinstatements Denied, and 1 Trusteeship Terminated, 2 Trusteeships, 1 Reinstatement Withdrawn.

As can be seen from the chart:

- (1) Cases opened this year decreased by approximately 4%;
- (2) Dismissals (and combined with Action) this year decreased by approximately 8%;
- (3) Orders of non-discipline entered this year decreased by two (from eight in 2022 to six in 2023);
- (4) Orders of discipline entered decreased by 52%; and
- (5) Active case numbers at the end of this year increased by approximately 4%.

The OPC has a baseline goal to not have an increase of its active case number each year by closing at least as many cases in a year as the office receives in that year. This year, the OPC did not accomplish this goal, by a small amount of cases, because it opened 684 cases and closed 667^E cases. We think this goal was not reached due to a number of personnel changes during the year.

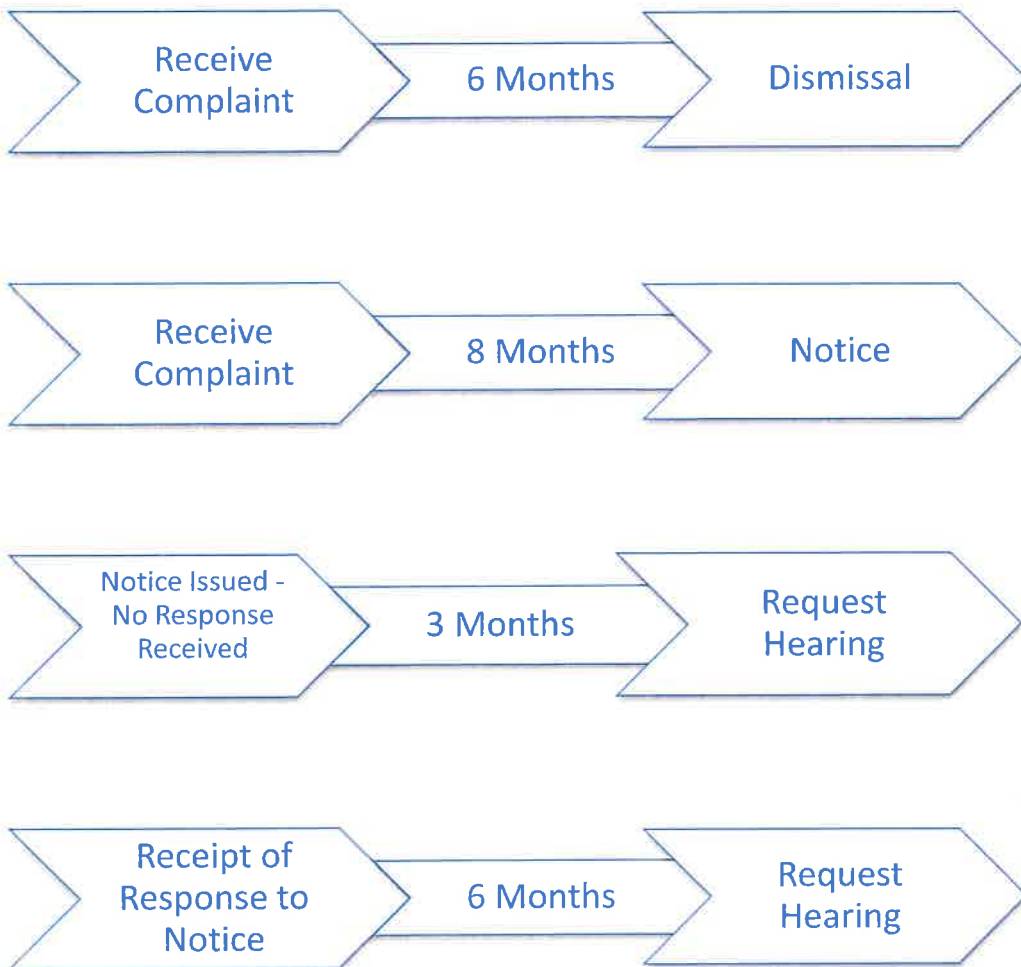
V. PERFORMANCE METRICS

Consistent with the responsibilities of the OPC Oversight Committee and specifically Rule 11-503(b)(2)(A) of the RDDS, the OPC has developed and implemented realistic performance metrics for tracking individual case processing.

^E The total of Dismissals (and Combined w/Action) and all Orders (discipline and non-discipline).

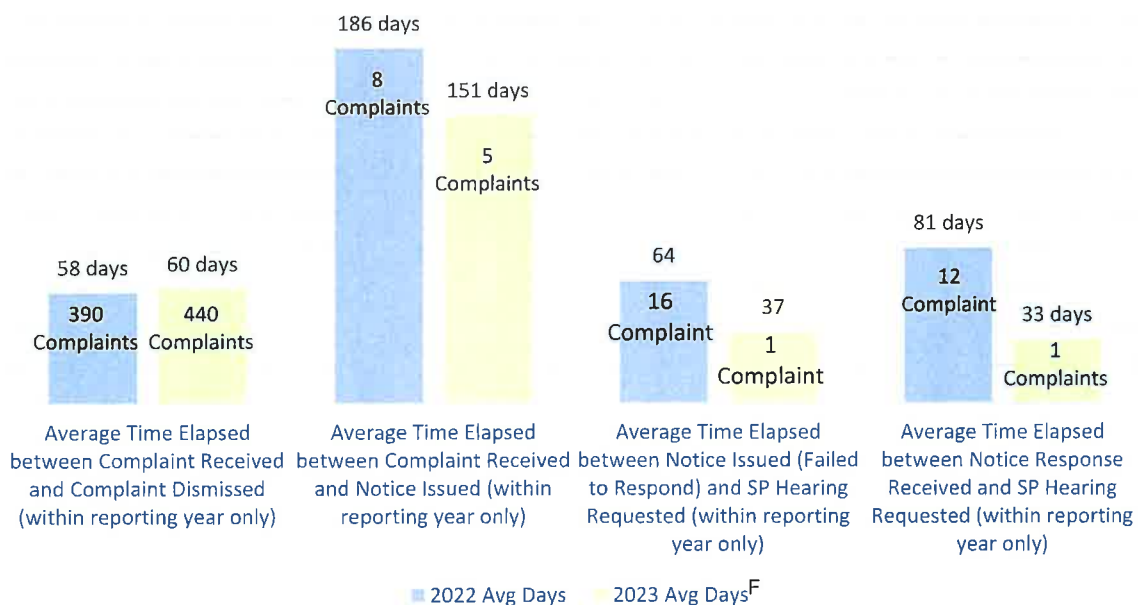
In each matter the OPC receives, the procedural process is guided by the RDDS as the OPC determines several factors: Does the initial Complaint have merit or should it be summarily dismissed or declined? Does more investigation need to be conducted? Does the Lawyer need to submit a reply? Should the matter be presented to a Screening Panel?

Each case is different, but the OPC has attempted to create proposed metrics which capture reasonable time frames for most Complaints. Initially, the OPC attempted to create performance metrics based upon time periods which were solely in the OPC's control. For example, the time between when the OPC makes a determination to dismiss a case and when the case is actually dismissed. However, due to the complexity of the system, this approach led to overly complicated metrics with too many individual segments. Ultimately the OPC determined that time periods which also capture events outside the OPC's control (for example, the weeks it may take to locate a witness, get information from a complainant or obtain a reply from a Lawyer) are better metrics for generally tracking the OPC's Complaint processing and are more in line with metrics the ABA Center for Professional Responsibility gathers for caseload statistics. The guidelines are charted below.



The OPC performance metric statistics for this reporting period are below. Additionally, for comparison purposes the OPC is providing performance metric statistics for the previous annual reporting period.

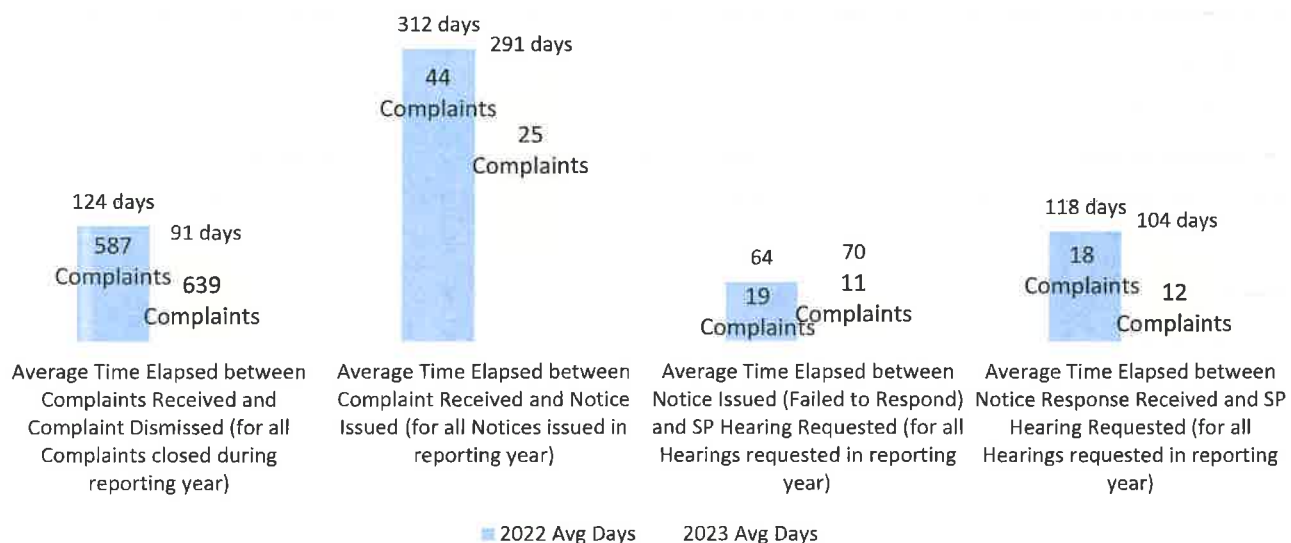
Performance Metrics



Please note the above chart focuses on the reporting year metrics, which means we are talking about Complaints received on or after January 1 and number of days to reach the respective stage before December 31. The chart below focuses on the number of days to reach the respective stage each year based on when the Complaint was received even though the Complaint may have been received outside the reporting year.

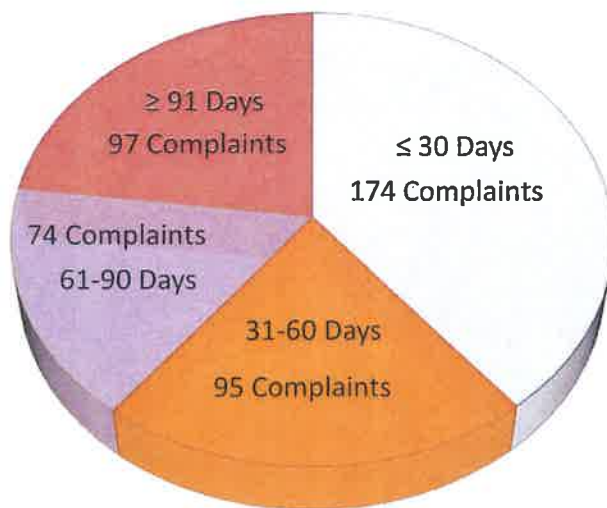
^F For the remaining Complaints that the OPC received during this reporting year (186) that do not either make it to a dismissal, a Notice, or request for hearing, in January 2% of the complaints were received; February 2% were received; March 5% were received; April 4% were received; May 3% were received; June 6% were received; July 5% were received; August 10% were received; September 8% were received; October 21% were received; November 15% were received; and December 19% were received. Thus, approximately 78% of the Complaints in this category were not received until July of this reporting year.

Performance Metrics



**YEAR 2023
(440 CASES)**

**NUMBER OF DAYS ELAPSED BETWEEN
COMPLAINT RECEIPT DATE AND DISMISSAL DATE**



VI. GOALS FOR YEAR 2023

The OPC does not simply concentrate its efforts on older cases: it attempts to provide expedited and efficient work on all cases, new and old. This work method is intended to keep cases progressing.

The Summary Review System greatly aids case processing goals. Summary Review enables the OPC to address all information coming to its attention and to quickly and efficiently determine the appropriate track for the Complaints. Evidence of this is that of the Complaints OPC received in 2023, that went through Summary Review, 208 were summarily dismissed and 370 went on to further investigation. This leaves more resources to address Complaints raising more serious ethical allegations, resulting in quicker Complaint processing for all cases.

The OPC will continue to work toward the goals outlined in this report. Specifically, the OPC has a responsibility to resolve disciplinary Complaints in a uniform, expeditious, professional, civil and systematic way to protect the public, clients, and the legal profession from the professional misconduct of Lawyers. The overriding goal is to continue to develop the OPC Complaint processing system to ensure that the majority of resources are utilized to more quickly prosecute those Complaints where it is appropriate to address Actions with the District Court.

CONCLUSION

The OPC staff is excellent and continues its hard work. The OPC will continue its efforts towards efficiency in the expedition of cases. The OPC looks forward to another productive year.

A handwritten signature in cursive script, reading "Billy L. Walker". The signature is written in dark ink and is positioned above a horizontal line.

Billy L. Walker
Chief Disciplinary Counsel
Office of Professional Conduct