



NEW YORK CITY COMPTROLLER
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**Analysis of the Financial and
Operating Practices of Union-
Administered Benefit Funds'
Fiscal Year 2020**

FN22-088S | October 6, 2022



THE CITY OF NEW YORK
OFFICE OF THE COMPTROLLER
BRAD LANDER

October 6, 2022

To the Residents of the City of New York:

My office has analyzed the financial practices of 106 union-administered benefit funds that received approximately \$1.47 billion in City contributions during 2020. Benefit funds provide City employees, retirees and dependents with a variety of supplemental health benefits not provided under City-administered health insurance plans.

The purpose of this report is to provide a comparative analysis of the overall financial activities of union-administered benefit funds that received City contributions. The analyses contained in this report provide a means of comparing the operations of the funds and performance of fund trustees and administrators.

In summary, of the 106 funds, 15 were identified with more than one potential area of concern based on our review. None were identified to be at risk of financial insolvency. These financial risks fall into four categories:

- Funds operating at a deficit, which reduced their available reserves.
- Funds spending a large percentage of their revenue on administrative expenses.
- Funds with benefit expenses 20% lower than the average for that category of fund.
- Funds with large operating surpluses, resulting in high reserves.

The report also identified funds that did not comply with various aspects of Comptroller's Directive #12 and fund agreements with the City.

This report contains eight recommendations that are addressed to the funds' trustees and three recommendations to the Office of Labor Relations. The Audit Bureau will be requesting follow-up meetings with individual funds to discuss potential risk factors identified during this review.

If you have any questions concerning this report, please e-mail my Audit Bureau at audit@comptroller.nyc.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Lander".

Brad Lander

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IMPACT OF ANALYSIS

Summary of Findings

The purpose of this report is to provide a comparative analysis of the overall financial activities of union-administered benefit funds that received City contributions. Of the 106 funds, 15 were identified with more than one potential area of concern based on our review. None were identified to be at-risk of financial insolvency. The Comptroller's office will conduct follow-up meetings with funds identified as having potential risk factors to discuss the identified conditions and consider potential follow-up audits. The Office of Labor Relations should also review and follow up on the potential financial issues identified in this report. Table XX in the Appendix (page 38) lists the 15 funds with more than one financial risk. These financial risks fall into four categories:

- Funds operating at a deficit, due to expenses that exceeded revenues, which reduced their available reserves;
- Administrative expenses that exceeded 30% of the average for that category of fund;
- Benefit expenses that were 20% lower than the average for that category of fund; and
- Operating surpluses that resulted in higher-than-average reserves.

In addition to the financial issues identified above, the review also identified the following concerns:

- 18 funds received "qualified" opinions from their independent auditors.¹
- 51 funds did not submit their Directive #12 reports within the prescribed time frame.
- 57 funds did not use a certified public accountant (CPA) firm listed on the Comptroller's prequalified list as recommended by Directive #12 to audit their financial statements.
- One fund continues to delay benefit eligibility for new members in violation of its agreement with the City of New York.²

Intended Benefits

This analysis highlights potential risks and concerns for fund managers and trustees and provides a series of recommendations aimed at mitigating these in the future.

¹ CPAs may render one of the following opinions on a fund's audited financial statements: Unqualified, Qualified, Adverse, and Disclaimer. Descriptions of each of these types of CPA opinions can be found on page 17.

² District Council 9 Painters Industry Welfare Fund delays benefit eligibility for 90 days for new members.

INTRODUCTION

Background

New York City (the City) has provided health insurance benefits to its employees since 1947. Since 1966, the City has provided active employees, retirees, and their families with basic health and hospitalization coverage, among other benefits. As a result of collective bargaining with the unions that represent City employees, the City also agreed to the establishment of union-administered benefit funds, to which the City contributes, so that employees can have additional health and other benefits beyond those provided by the City. In some cases, separate funds were established for retirees. For certain workers, in addition to contributing to the union-administered welfare funds, the City contributes to union-administered annuity funds that provide lump sum payments at retirement.

Pursuant to collective bargaining agreements, the City's contributions to the union-administered benefit funds are placed in legally established trusts and are administered by trustees appointed by the unions or associations that represent the employees. City officials are not directly involved in the administration of such funds.

The determination of the types of benefits to be provided to members, the amounts paid, deductibles, and other terms of the operations and benefits provided, is at the discretion of the trustees. The benefits provided appear in fund agreements between the City and the unions. Some funds now provide legal assistance and educational activities in addition to health benefits. For example, the Uniformed Officers' Funds receive additional City contributions to provide various types of legal services to their members. Some funds are self-insured; while others provide most of their benefits through insurance companies.³ Typical benefits provided by funds to members and their families include:

- dental benefits—including regular exams;
- optical benefits for examinations and eyeglasses;
- prescription drug reimbursement;
- life insurance; and
- supplemental health and hospitalization.

Fund managers are fiduciaries and as such have a duty to provide optimum benefits to members, while keeping administrative costs to a minimum. A fund that accumulates excessive reserves or expends large amounts on administrative costs does not achieve its basic goal of providing optimum benefits to members.

³ Of the 106 funds, only three funds reported using insurance companies to provide more than 80% of their benefits. Together, those insured funds received only \$3.41 million (approximately 0.23%) of the \$1.47 billion in NYC Contributions paid in 2020. Insured funds pay premiums to insurance companies, such as The Hartford for life insurance; GHI Dental for dental benefits; Davis Vision for optical benefits; AFLAC for cancer benefits, and these insurance companies pay all member claims. The self-insured funds may also pay premiums to insurance companies for some of their benefits (up to 20% of total member benefits), but most member claims are paid directly by the funds. In addition, self-insured funds may employ a third-party company (i.e., Administrative Services Only) to process the claims.

In 2020, the City contributed approximately \$1.47 billion to 106 union-administered active and retiree welfare and annuity funds.⁴ The annual contribution to each welfare fund varied based on each union's collective bargaining agreement with the City. This year, 25 benefit funds that each received more than \$10 million from the City accounted for 85% (\$1.25 billion) of the City's total contributions. At the end of each fund's Fiscal Year 2020, net assets available for all 106 benefit funds totaled \$14.3 billion, including nearly \$4.1 billion for the 74 welfare funds and \$10.2 billion for the 32 annuity funds. Please refer to Tables I and II in the Appendix.

City Interest in the Operation of Benefit Funds

Although City officials do not regulate or administer the funds, their benefit fund agreements with OLR require all union-administered benefit funds that receive City contributions to comply with Directive #12. First published in 1977, Directive #12 provides uniform reporting and auditing requirements for all benefit funds. In 1997, Directive #12 was revised to include provisions that modified fund reporting requirements, required assessments of consultant services, modified the criteria for contracting services through competitive bids, and expanded the requirements for hiring independent certified public accountants (CPA) to audit the funds. Directive #12 was amended in December 2014 to update contact information and to include electronic submission of annual filings.

The benefit fund agreements, along with Directive #12 reporting requirements, help the City, the funds, and their members monitor the funds' financial and operating activities. Accordingly, the following requirements are imposed:

- The fund trustees are required to keep accurate records in conformity with generally accepted accounting principles (GAAP).
- Each fund must be audited annually by an independent CPA selected by the trustees. Directive #12 strongly recommends that funds select the CPAs through a competitive proposal process and that funds contract only with firms listed on the Comptroller's prequalified list of CPAs.
- Each fund must submit an annual membership report that summarizes its financial condition to all fund members.
- Nine months after the close of its fiscal year, each fund's trustees must submit its annual filing to the Comptroller's Office showing the fund's "condition and affairs" during its fiscal year.⁵ The filing must contain information as prescribed in Directive #12, including a CPA-audited financial statement and annual membership report.

In addition to providing a uniform reporting mechanism, Directive #12 requires that the funds' CPAs prepare and submit management letters commenting upon weaknesses in internal and management controls that were identified during their audits. Also, the funds must submit detailed information on administrative and benefit expenses. Further, Directive #12 requires that each fund submit an annual trustee representation letter signed by all trustees that provides key information about the fund including: a listing of all consultants and other outside professional service providers paid on a fee or commission basis; amounts paid to trustees and the highest paid fund

⁴ Some unions offer education, legal services, and disability benefits through separate funds. For purposes of this report, we consolidated these separate funds with the welfare-benefit funds for their respective unions.

⁵ The main component of the "condition and affairs" is the financial statements, which are audited and certified by an independent CPA firm. Most of the other documents (i.e., Administrative and Benefit Expense Schedules) include various calculations derived from information contained in the financial statements.

officers/employees; investment policies; travel policies; and fund tax returns. The funds may also be subject to further audit by the Comptroller's Office.

Objective

The objective of this report is to provide a comparative analysis of the overall financial activities of 90 of the 106 union-administered active and retiree welfare, education, legal, and annuity funds that received City contributions during the funds' Fiscal Year 2020 and submitted data to the Comptroller in accordance with Directive #12.⁶

⁶ At the end of the report, Exhibit B has financial data for 104 of 106 funds (excluding the two funds that failed to submit their Directive #12 filings). Although fiscal year ends vary by fund, most funds had fiscal years which ended in either June or December 2020.

DETAILED FINDINGS

Administrative Expenses

For purposes of this report, benefit expenses include costs directly associated with providing benefits to members, or other payments to professionals who provide direct services to members, such as attorneys who provide legal services to members, instructors who conduct in-house training for members, and physicians who examine members for worker's disability purposes. Administrative expenses include salaries for fund employees, insurance company retention fees,⁷ overhead costs involved in doing business (e.g., costs associated with processing claims), rent for office space and office expenses, professional fees paid for legal, accounting, and consultant services, and expenditures for travel and conferences. (See Exhibit C for a breakdown of Administrative Expenses.)

In 2020, nearly \$134.9 million (5.77% on average) of total revenue was spent on administering the 90 funds, as compared with \$118.1 million (5.28% on average) for 92 funds in 2019. The largest single component — salaries for administrative and clerical staff totaling \$60.2 million — represented 44.6% of total administrative expenses. Other major administrative expenses included \$18.9 million for consultant services, \$14.7 million for office-related expenses, \$12.5 million for investment and custodial services, \$11.7 million for rent, \$5.7 million for legal, accounting, and auditing services, \$2.3 million for insurance and \$437,372 for insurance retention (administrative) charges.

For comparison of fund expenses, operating deficits and reserve levels, the auditors categorized the funds into the following three groups:

- Self-insured welfare funds for active members and retirees;
- Insured welfare funds for active members and retirees (the auditors classified a fund as insured if at least 80% of its benefits were provided by insurance companies rather than directly by the fund); and
- Annuity funds.

Current fund agreements do not specify what portion of the funds' total revenue may be reasonably spent on administrative expenses. In the absence of such guidelines, the auditors calculated the average for each category (based on funds of similar size and type) to enable us to identify funds whose administrative expenses deviated significantly from these averages.

The average differed by category. For example, insured active and retiree welfare funds spent a much greater proportion of City contributions on administrative expenses than self-insured active and retiree welfare funds and annuity funds. On average, funds in this category spent 12.24% of their contributions on administrative expenses in 2020. This increased from a base of 10.22% in 2019.

Self-insured active and retiree welfare Funds spent less on average — 7.18% overall in 2020 versus 6.52% in 2019 — but when broken down by size of City contributions, smaller funds receiving up to \$1 million spent an average of 20.61% of contributions on administrative expenses, with outliers within this group spending as much as 26% on administrative expenses.

⁷ In health insurance, the retention fee is the fraction of the premium amount which goes toward administrative costs.

In general, funds receiving larger contributions spent less on average than groups with smaller contributions, but outliers exist in all categories. While the overall percentage for funds receiving between \$1 and \$3 million averaged 11.24%, outliers spent as much as 20.84%. While the overall average administrative expenditure for funds receiving between \$3 and \$10 million was 7.09%, outliers spent as much as 13.20% — nearly double the average — on administrative expenses.

Annuity funds spent far less on administrative expenses overall, but again, outliers are present. An average of 2.85% of City contributions were spent on administrative expenses, up from 2.46% in 2019, but outliers spent as much as 10.77% on administrative expenses.

Table III in the Appendix indicates, by category, the average amount and percentages of total revenue expended by the 90 funds on administrative costs and the range of such percentages in 2020.

Without full audits of the individual welfare or annuity funds, it is not possible to determine why these funds incurred higher or lower than average administrative costs when compared with their category averages. Nevertheless, as a general matter, reducing administrative expenses would increase the members' equity and may result in larger annuity payments to members.

Welfare Funds

Welfare funds provide benefits on a self-insured or insured basis. Whether a fund is self-insured or insured significantly affects the level of its reported administrative expenses. Self-insured funds categorize claim processing costs as administrative expenses, while insured funds include most claim processing costs as part of their insurance premiums and thus are categorized as benefit expenses. Therefore, reported administrative expenses of self-insured funds are generally higher than those of insured funds. To make comparisons between self-insured and insured funds more meaningful, the auditors transferred insurance company retention charges to administrative costs whenever possible. Table IV, in the Appendix, lists 12 self-insured welfare funds that spent at least 30% higher-than-average of their revenue on administrative expenses in 2020.

Categorically, self-insured funds that received contributions of \$1 million to \$3 million spent on average 11.24% of their revenue on administrative expenses; however, four funds in this category present as outliers that spent as much as 85.41% above their category average. Funds that received contributions of \$3 million to \$10 million spent on average 7.09% of their revenue on administrative expenses; however, four funds in this category present as outliers that spent as much as 86.18% above their category average. Funds that received contributions of \$10 million to \$20 million spent on average 8.25% of their revenue on administrative expenses; however, Local 237 Teamsters Welfare Fund spent as much as 55.39% above their category average. Similarly, Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM, which received more than \$20 million in contributions expended 64.25% above the 6.77% category average.

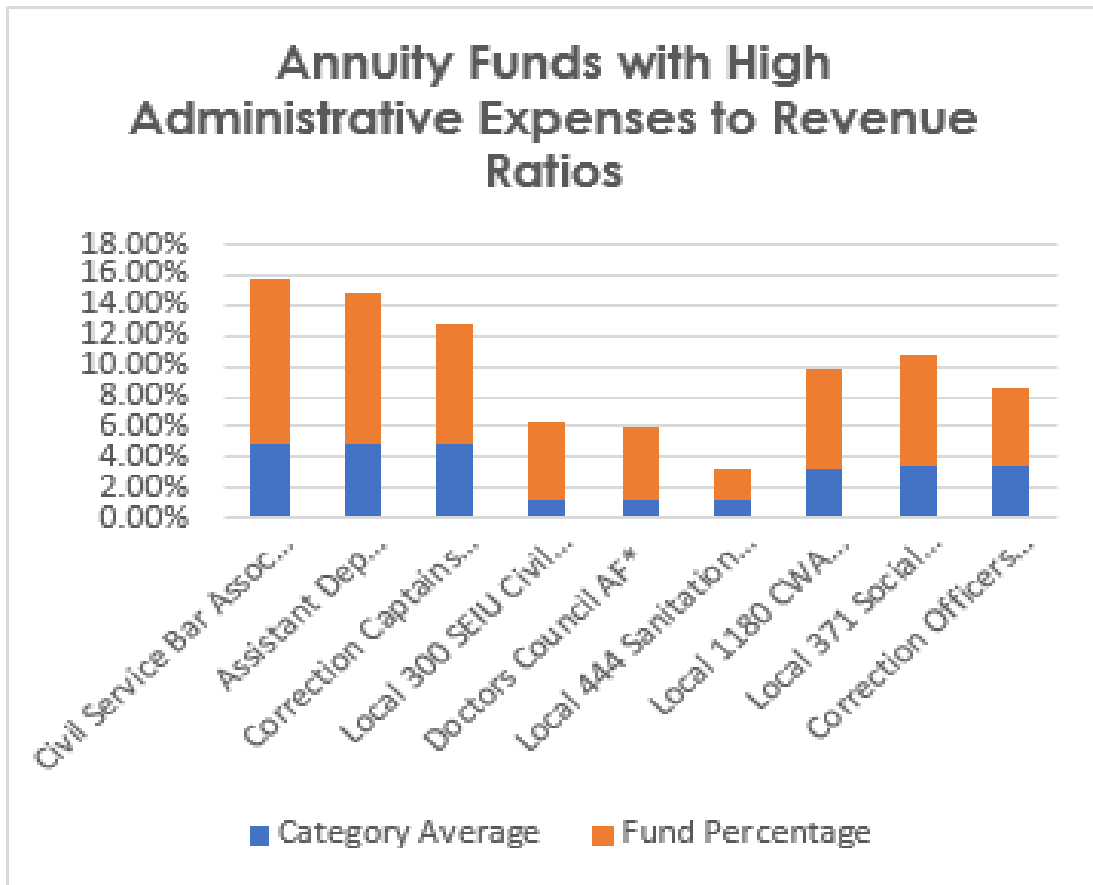
Table V, in the Appendix, lists 15 self-insured welfare funds that spent at least 30% below average of their revenue on administrative expenses in 2020. For example, NYC Municipal Plumbers & Pipefitters WF expended 1.79% of their revenue on administrative expenses which is 74.75% below their category average of 7.09%.

Annuity Funds

In addition to contributing to the active and retiree welfare funds, the City contributes to annuity funds for uniformed employees and other specific workers on active duty. These funds pay out annuities upon a covered employee's separation from City service. The amounts of the lump sum distributions are based on the value of the covered employees' accounts and can include City contributions plus interest and dividends, investment appreciation (depreciation), or other income.

Annuity funds differ from active and retiree welfare funds in that they derive a significant portion of their total revenue from investment income and generally provide only one type of benefit. The percentages of revenue that annuity funds spend on benefits and administration is not comparable to the percentages spent by active and retiree welfare funds; therefore, the auditors computed category averages for the 28 annuity funds covered in this report separately from those calculated for active and retiree welfare funds. Table VI, in the Appendix, highlights the 9 annuity funds that spent at least 30% higher-than-average of their revenue on administrative expenses in 2020.

Categorically, annuity funds that received contributions up to \$1 million spent on average 4.97% of their revenue on administrative expenses; however, three of six funds in this category are outliers which spent as much as 116.70% above their category average. Funds which received contributions of \$1 million to \$3 million spent on average 71.28% of their revenue on administrative expenses; however, three of four funds in this category had outliers which spent as much as 299.22% above their category average. Funds that received contributions of \$3 million to \$10 million spent on average 3.15% of their revenue on administrative expenses; however, Local 1180 CWA Members Annuity Fund spent as much as 114.60% above their category average. Similarly, Local 371 Social Service Employees Annuity Fund, which received contributions of \$10 million to \$20 million, expended 108.86% above the 3.50% category average.

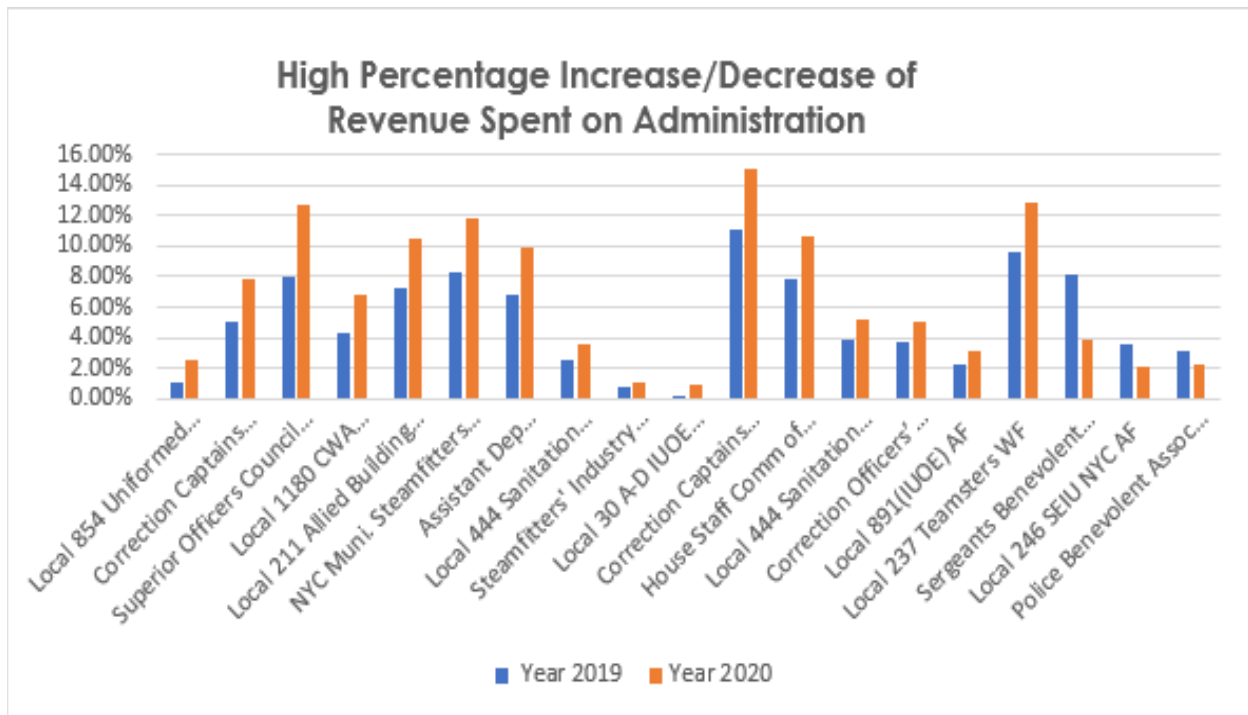


High Percentage Increases and Decreases in Revenue Spent on Administration

There may be many reasons why administrative expenses change significantly from one year to the next. For example, funds may contract with providers (e.g., accountants, attorneys, and consultants) in one year and not another, or trustees may change the basis of expense allocations between the union and the fund. Without full audits of the individual funds, it is not possible to determine whether changes in administrative expenses reflect improvement, deterioration, or something else. Table VII, in the Appendix, shows 16 funds that have increased the percentage of their revenues spent on administration by at least 30% from 2019 to 2020, whereas Table VIII, also found in the Appendix, shows three funds that reduced the percentage of their revenues spent on administration by at least 30% from 2019 to 2020.

In 2020, Local 237 Teamsters Welfare Fund increased the percentage of revenue spent on administrative expenses from 9.66% in 2019 to 12.8%, reflecting an increase of 33%. Additionally, Local 854 Uniformed Fire Officers Assoc AF increased the percentage of revenue spent on administrative costs by 146% by expending 1.02% in 2019 and 2.51% in 2020, respectively. Conversely, the Sergeants Benevolent Assoc (Police) AF decreased the amount of revenue spent on administrative expenses by approximately 52.16%, expending 8.09% in 2019 and 3.87% in 2020, respectively.

Fund managers should review increases and determine to what extent these are reasonable, and, where possible, take steps to reduce administrative expenses.



Administrative Expenses versus Total Expenses

Administrative expenses are directly related to benefit expenses and volume since an increased number of claims processed could result in a need for increased staffing, greater personnel costs, and more supplies and ancillary costs. Table IX, in the Appendix, illustrates the category average percentages of administrative expenses as they relate to total expenses.

Overall, on average, self-insured active and retiree welfare funds spent 9.86% of their total expenses on administrative expenses in 2020, versus 8.65% in 2019. Smaller funds spent a larger portion of their total expenses on administration, whereas larger funds spent a smaller portion of their total expenses on administration. When broken down by size of City contributions, smaller funds receiving up to \$1 million spent on average 24.80% of contributions on administrative expenses, with outliers within this group spending as much as 35.42% on administrative expenses. In general, funds receiving larger contributions spent less on average than groups with smaller contributions, but outliers exist in all categories. While the overall percentage for funds receiving between \$3 million and \$10 million averaged 9.47%, outliers spent as much as 19.02%. The overall average for funds receiving more than \$20 million was 9.43%, while outliers spent as much as 12.92% — nearly one and a half the average — on administrative expenses.

Annuity funds spend far less on administrative expenses overall, but again, outliers are present. An average of 5.02% of City contributions were spent on administrative expenses, down from 6.88% in 2019, but outliers such as funds receiving from \$10 million to \$20 million had 10.97% of their overall expenditures dedicated to administrative expenses.

Guidelines for Benefit Expenditures

The City has not established guidelines for welfare funds regarding the percentage of annual revenue that should be spent on benefits. In the absence of such guidelines, the auditors calculated category averages for the funds listed in Table X of the Appendix to illustrate the average amount and percentages of total revenue expended by funds on benefits. Wherever funds insured some or all their benefits, the auditors reduced the total premiums by the retention charges and other overhead costs involved in doing business (e.g., costs associated with processing claims) to calculate net benefit expenses.

In 2020, self-insured active and retiree welfare funds spent on average 65.66% of the total revenue received on benefits, compared to the 68.78% spent in 2019. On average, in terms of revenue spent on benefits, funds receiving up to \$1 million spent 62.50%, funds that received \$1 million to \$3 million spent 57.65%, funds that received \$3 million to \$10 million spent 67.74%, funds that received \$10 million to \$20 million spent 68.72%, and funds that received more than \$20 million spent 65.08%. Insured active and retiree welfare funds spent an overall average of 71.34% of contributions on benefits in 2020 and 68.49% in 2019, respectively.

Although these percentages do not indicate the quality of benefits provided, they do provide a benchmark for comparison and further study. (Exhibit D at the end of this report indicates the amounts expended and the types of benefits provided by each fund.)

Some funds spent more on benefits than the average for funds within their category and others spent less. Table XI in the Appendix lists 13 funds whose benefit expenses exceeded the averages in their respective categories by at least 20%. For example, the Doctors Council RWF expended 101.10% of revenue on benefits, although their category average was 62.50%, exceeding the category by 61.76%. Additionally, the Doctors Council Welfare Fund expended 71.83% of their contributions on benefits compared to their category average of 57.65%, exceeding the category average by 24.60%.

In contrast, Table XII in the Appendix lists 11 funds whose benefit expenses were below their respective category averages by at least 20%. In such instances, the funds may wish to consider enhancing their members' benefits, especially if their fund reserves are large. For example, Local 306 Municipal Employees WF expended 49.52% below their category average of 62.50% on member benefits. Specifically, the fund only used 31.55% of their contributions to pay benefit expenses to their members. The administrators of this fund should consider enhancing their members' benefits, since they maintain a reserve of 269%.

The benefit expenses for the funds listed in Table XIII of the Appendix exceeded total revenue, causing the fund to dip into their reserves. The use of reserves for benefits may indicate that the benefits provided were not evaluated in relation to the resources available to the fund.

Fund officials need to examine the relationship of benefit expenditures to total revenues to ensure the fund achieves a proper balance. If a fund overspends on benefits, it may use up necessary reserves. If a fund underspends on benefits, it may provide insufficient benefits for its members while building unnecessary reserves. The funds should achieve a proper balance.

Reserve Levels

Reserves held by self-insured and insured active and retiree welfare funds provide a cushion if claims for benefits exceed revenues in any particular year. Reserves accumulate when fund revenues exceed fund expenses. (See Exhibit B.) These amounts are separate and distinct from any amounts held by insurance carriers. Table XIV in the Appendix shows the reserve averages for each category.

On average, self-insured active and retiree welfare funds maintained reserves of \$43 million in 2020 and \$40 million in 2019, respectively. On average, smaller funds, such as funds which received up to \$1 million, maintained 294% of their contributions as reserves, whereas larger funds which received more than \$20 million in contributions maintained 149% of those contributions as reserves. Insured active and retiree welfare funds maintained reserves of approximately \$2 million in 2020 and \$812,276 in 2019, respectively. Like the self-insured active and retiree welfare funds, smaller funds, such as funds which received up to \$1 million, maintained 191% of their contributions as reserves, whereas the larger funds which received \$1 million to \$3 million in contributions maintained 126% of those contributions as reserves.

For insured active and retiree welfare funds, the auditors identified that all three funds had reserves greater than this amount in 2020 (using 100% of total annual revenue as a reasonable level for reserves), which are listed in Table XV in the Appendix.

For self-insured active and retiree welfare funds, the auditors identified 31 funds that had reserves greater than this amount in 2020 (using 200% of total annual revenue as a reasonable level for reserves), which are listed in Table XVI found in the Appendix. In addition, 25 of these funds also had reserves of more than 200% of total revenue in 2019. For example, the fund which maintained the highest percentage of reserves in 2020 was Local 14 –14B IUOE WF/RWF, which maintained a reserve of approximately \$1.2 million, or 830% of reserves when compared to their total revenue. Additionally, the Police Benevolent Assoc RWF maintained a reserve of \$143.3 million, or 253% of reserves, when compared to their total revenue, and has maintained a steady level of reserves since 2019.

Operating Deficits

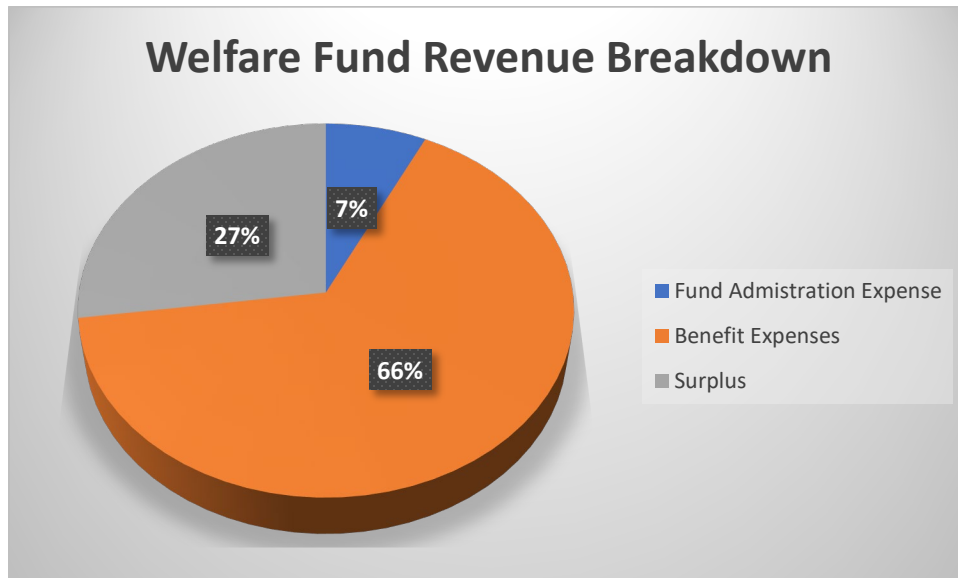
In 2020, four of the 62 (6%) active and retiree welfare funds in our analysis incurred operating deficits totaling \$338,099, as detailed in Table XVII found in the Appendix. Funds that incur operating deficits must dip into the reserves to cover the losses. In 2020, the Doctors Council RWF incurred an operating deficit of \$215,789 which resulted in a decline in reserves of 16.86%.

Additionally, the auditors identified six welfare funds that have significantly low levels of reserves in relation to their total expenses. In identifying these funds, the auditors considered the funds' year-end cash reserves, their 2020 years' operating result, and the ratios of their reserves to the funds' total expenses. Table XVIII found in the Appendix lists funds such as the Doctors Council RWF, mentioned above that may have future solvency problems due to maintaining a reserve level of 89.10%, indicating that if contributions ceased, the funds reserve could not cover 100% of the fund's expenses.

High reserve levels may indicate that funds do not spend enough of their total annual revenue on benefits. Low reserve levels may point to excessive amounts of revenue spent on benefits and administrative expenses.

Analysis of Total Revenue

In 2020, the 62 welfare funds in our survey had revenue totaling \$1.57 billion. Expenses for these funds totaled \$1.15 billion — \$113.1 million for fund administration and \$1.03 billion for benefits to members. The \$426.3 million surplus (revenues over expenses) increased the funds’ reserves.



In previous sections, the auditors analyzed the funds’ usage of their total revenues. Table XIX in the Appendix identifies two funds that, when compared with the average for their categories, have high administrative costs and low benefit costs. Specifically, when administrative expenses were compared to revenue, funds such as Local 300 Civil Service Forum WF had administrative expenses of 19.72%, which exceeded the category average of 11.24%. Additionally, the fund’s 38.42% of revenue expended on benefits fell way below its category average of 57.65%.

The basic objective of a welfare fund is to provide benefits to its members while keeping administrative costs to a minimum. Funds that accumulate excessive reserves or expend large amounts for administration at the expense of members’ benefits do not achieve their basic objective. Therefore, the trustees of these funds should evaluate how they expend total revenue and best ensure that the objective of the welfare fund is met.

Exceptions On Fund Operations

In accordance with Comptroller’s Directive #12, each fund must annually engage an independent CPA to issue an opinion on financial statements prepared by the funds. Accompanying that opinion, the CPA must issue a management letter that comments on the fund’s management practices and internal control systems. In 2020, some of the management letters identified internal control issues that could affect the financial statements. Based on our review of the funds’ financial statements, the opinions and management letters submitted by the CPAs, and the booklets distributed by the funds describing their benefits, the auditors found that several funds did not comply with certain aspects of Directive #12 and their agreements with the City.

CPA Opinions

As noted, CPAs audit, certify, and render opinions on the funds' financial statements. The fund agreements between the City and the unions require the preparation of each fund's financial statements on the accrual basis of accounting and in conformity with GAAP. CPAs may render one of the following opinions:

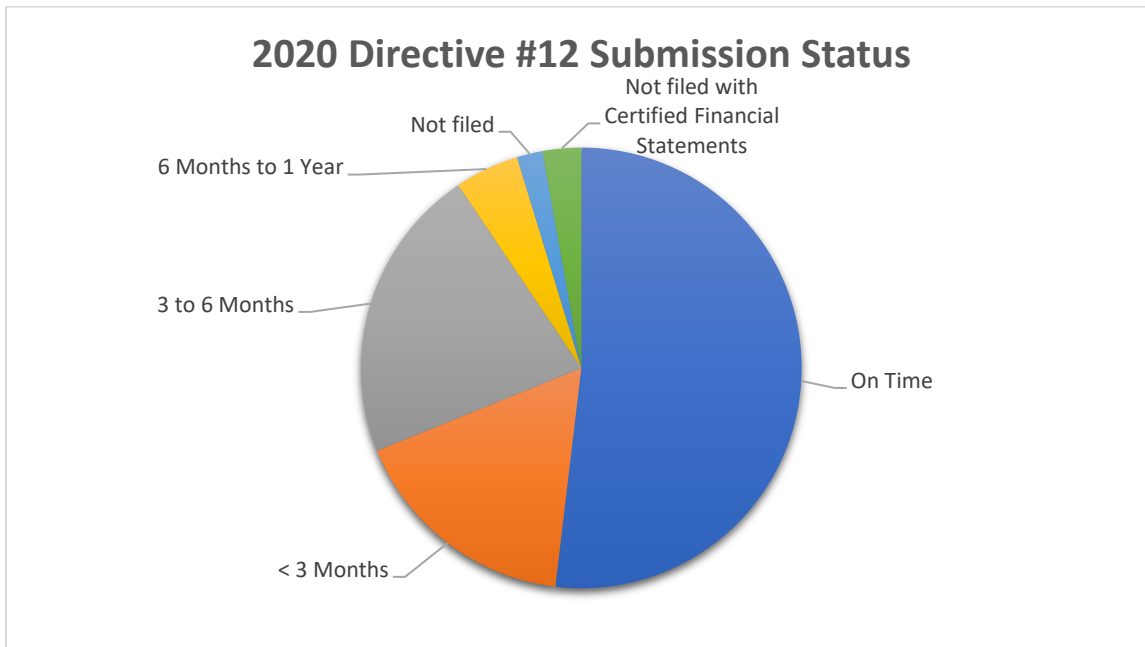
<u>Opinion</u>	<u>Description</u>
<i>Unqualified</i>	Financial statements present fairly, in all material respects, the financial position, results of operations, and cash flows of the entity in conformity with generally accepted accounting principles.
<i>Qualified</i>	Except for the effects of the matter(s) to which the qualification relates, the financial statements present fairly, in all material respects, the financial position, results of operations, and cash flows of the entity in conformity with generally accepted accounting principles.
<i>Adverse</i>	Financial statements do not present fairly the financial position, results of operations, or cash flows of the entity in conformity with generally accepted accounting principles.
<i>Disclaimer</i>	The auditor does not express an opinion on the financial statements.

Of the 90 funds in this analysis, 72 funds received unqualified opinions and 18 funds received qualified opinions. Table XXI of the Appendix identifies the 18 funds that received qualified opinions from their independent auditors in 2020. These included 16 funds that had financial statements that were not presented in accordance with GAAP, because post-retirement and other benefit obligations were excluded on the funds' financial statements; and two funds whose "[f]inancial statements do not present information regarding the Plan's accumulated plan benefits and changes in accumulated plan benefits." All 18 funds received qualified opinions from their independent auditors in 2019.

Funds that received qualified opinions from their independent auditors should take immediate action to correct these problems.

Late Submission of Directive #12 Reports

In 2020, 51 of the 106 funds (48.1%) in our analysis failed to make timely submissions of their Directive #12 reports to the Comptroller's Office. Comptroller's Directive #12 requires that within nine months after the close of a fund's fiscal year, each fund's trustees must submit a report to the City Comptroller showing the fund's condition and affairs during its preceding fiscal year. Included in the fund's annual Directive #12 filing is an audited financial statement and a CPA-prepared management letter commenting upon internal and management controls that were assessed during the CPA audit. Further, Directive #12 also requires that each fund comment on management matters such as investment policies, bidding practices, staff utilization, and accounting allocations. The Directive #12 reports provide a basis for a comparative analysis of fund operations and for the identification of deviations from the norm.



Of the 51 late submissions of Directive #12 reports:

- Five funds failed to submit their reports or submitted their reports without audited financial statements for 2020;
- Five funds submitted their reports between six months and one year after their due dates;
- 23 funds submitted their reports between three and six months after their due dates; and
- 18 funds submitted their reports less than three months after their due dates.

Table XXII in the Appendix lists the three funds that did not submit their Directive #12 reports in 2020 and the five funds that submitted their reports more than six months after their due dates.

Specifically, funds such as LEEBA AF and LEEBA WF/RWF have yet to submit any information regarding Directive #12 for more than two years. Whereas funds such as NYS Court Officers Assoc RWF submitted their Directive #12 filing a year after it was due.

Fund trustees and administrators have a contractual responsibility to submit their Directive #12 reports on time. The information generated because of a Directive #12 report provides a basis for our comparative analyses of fund operations to identify deviations from the norm. The timely release of this comparative analysis allows funds to take corrective action and evaluate how fund resources could be better used.

CPAs Were Not Selected from Comptroller's Prequalified List

Directive #12 strongly recommends that Benefit Funds only contract with firms included on the Office of the Comptroller's prequalified list of CPAs. CPAs on the prequalified list are registered

with the New York State Education Department to practice in the State of New York and have had a peer review within the last three years. Peer reviews are performed to determine whether the firm's system of quality control for its accounting and auditing practices are designed to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards, in all material respects, and whether it is in fact followed. The peer review must be conducted in accordance with American Institute of Certified Public Accountants (AICPA) Standards and the firm must receive a rating of *pass* or *pass with deficiencies*.

By contracting with a CPA firm found on the Comptroller's prequalified list, the funds will have assurance that the CPA firm has had a system peer review and received a passing peer review rating. Our review found that only 43 funds (43%) of the 101 funds that submitted a Directive #12 filing in 2020 selected a CPA firm on the Comptroller's prequalified list. (See Exhibit F for a list of the 57 funds that did not use a prequalified CPA firm.)

Eligibility Delay

The intent of the standard benefit fund agreements between the City and the unions is that welfare fund benefits will be available to all members of the collective bargaining unit during each member's entire period of employment with the City.

Specifically, the standard fund agreements between the City and the unions state:

The Union agrees to provide from the Fund for each Covered Employee the supplementary benefits described in the schedule annexed to this Agreement marked as Appendix 'C', for the period of employment with the City of each such Covered Employee during the term of this Agreement, whether or not any payment or payments made to the Union pursuant to the formula prescribed in section 2(c) of this Agreement actually included the full sum prescribed by Appendix 'B' on account of such Employee during the twenty-eight (28) day cycle for which such payment or payments are made.

Thus, funds should make their members eligible for benefits beginning on their first day of employment with the City. However, as has been repeatedly noted in prior years' Welfare Fund Reports, one fund (District Council 9 Painters Industry Welfare Fund) delays eligibility for its new members for 90 days.⁸ Since 2007, OLR has advised that fund that its eligibility rules are not in compliance with the welfare fund agreement signed by the parties and that the fund must provide coverage effective on a member's first day of employment. The auditors confirmed that the fund continues to delay eligibility for its members as stated in Note #1 of the fund's 2020 audited financial statement. Consequently, members or their dependents who may need benefits during the fund waiting period cannot obtain them.

⁸ Our analysis focused on the delay to new employees enrolled in welfare benefit funds (active) because the members of retiree funds and annuity funds already qualify to receive benefits when they leave active service.

RECOMMENDATIONS

The auditors make 11 recommendations — eight addressed to the trustees of individual funds and three addressed to the Office of Labor Relations (OLR) — to address the findings and conclusions which have resulted from this analysis.

1. Trustees of funds with higher-than-average administrative costs as a percentage of total revenue should reduce administrative expenses and determine whether the savings can be redirected to increased benefits for members.
2. Trustees of funds with lower-than-average benefit expenses as a percentage of total revenues should determine whether their revenues can support increased benefits for members.
3. Trustees of the fund that maintains a low reserve level should take steps to ensure that the fund remains solvent. To accomplish that goal, the fund should seek to reduce administrative expenses. If that is not possible or does not provide sufficient funds to ensure solvency, the trustees should attempt to reduce costs associated with benefits.
4. Trustees of the fund that incurred an operating deficit and maintained a low level of reserve should ensure that anticipated benefits and administrative expenses will not exceed projected total revenue.
5. Trustees of funds with high reserve levels, particularly those whose funds spend less than average amounts of their revenue on benefits, should consider enhancing their members' benefits.
6. Trustees of funds are required to submit to the Comptroller's Office an annual report showing the fund's condition and affairs in accordance with Directive #12, and that submission must be filed within nine months after the close of a fund's fiscal year-end. Trustees should ensure that these filings are submitted timely in accordance with Directive #12.
7. Trustees of funds should consider contracting with CPAs that are listed on the Comptroller's prequalified list.
8. Trustees of funds that delay members' eligibility for benefits beyond their first day of employment must revise their fund's policy to comply with their union's welfare fund agreement with the City.
9. OLR should use the information in this report to ensure that the trustees of the relevant funds correct the conditions cited in qualified opinions received from their independent accountants.
10. OLR should consider withholding City contributions from all delinquent funds that failed to submit their Directive #12 reports to the Comptroller's Office, or fail to otherwise abide by the terms of that Directive and/or their welfare fund agreements with the City.
11. OLR should recover from the fund the portion of the City's contributions that corresponds to the number of employees whose coverage was delayed and the period of such delay, whenever a fund improperly delays the provision of benefits to members after their first day of City employment.

Recommendations Follow-up

Follow-up will be conducted periodically to determine the implementation status of each recommendation contained in this report. Status updates are reported in the Audit Recommendations Tracker available here: <https://comptroller.nyc.gov/services/for-the-public/audit/audit-recommendations-tracker/>

SCOPE OF ANALYSIS

The purpose of this report is to provide a comparative analysis of the overall financial activities of the funds and their benefits. The individual analysis also supplements the independent CPA audits by providing additional information to assess the performance of the fund trustees and administrators with reference to fund expenditures. This report is based upon Fiscal Year 2020 financial reports and other information filed by the 104 funds with the Comptroller's Office, as required by Directive #12.⁹ (See Exhibit A for a list of funds with their official and abbreviated names.)

The auditors reviewed the financial information for the 104 benefit funds and limited the computation of category averages and other financial analyses to 90 funds, which received \$1.45 (98.8%) of \$1.47 billion in total City contributions, while providing benefits to the bulk of the City's work force during Fiscal Year 2020. The remaining 16 funds, which received a total of \$17.9 million (1.2%) of the City's contributions in 2020, were excluded for different reasons: six funds received more than 95% of their revenue from sources other than the City; one fund included other groups that received substantial revenue from sources other than the City; one College Scholarship Fund provided benefits only to public high school students; three funds had fiscal year-ends that differed from those of their associated welfare funds;¹⁰ two funds failed to submit the required 2020 Directive #12 filings, and three funds failed to submit audited financial statements for 2020. (See Exhibit B for Revenues, Expenses and Fund Balances information on the 101 funds.)

This report compares certain aspects of the 90 included funds and identifies operational norms and deviations during Fiscal Year 2020. The report's analyses are based on the financial activities of benefit funds receiving contributions from the City during Calendar Year 2020. To perform these analyses, the auditors computed 12 category averages to compare each of the 90 funds to funds of similar type and size of City contribution as shown in the chart below. The results can then be used by fund trustees and administrators to perform their own internal analyses. The specific categories determined by the auditors may be found on the "Categories of Similar Funds" table of this section.

This report's charts, exhibits, and appendices can be a starting point for fund trustees and administrators to identify areas for cost reduction or other appropriate action to ensure financial solvency. No conclusions should be drawn from any single exhibit in this report. For example, even though an exhibit might show that a particular fund's benefit expenses exceeded its revenues, it may not be a problem if the fund has sufficient or high reserves. On the other hand, funds incurring high administrative costs relative to other funds of a similar size should review their costs carefully and reduce them wherever possible.

Our examination was performed in accordance with the City Comptroller's responsibilities under Chapter 5, §93, of the New York City Charter, and under the provisions of agreements between the City and the individual unions.

⁹ Directive #12 filings are generally received during the following calendar year because, according to Directive #12, the funds have up to nine months after the close of their fiscal year (some of which end on December 31) to submit the required documents.

¹⁰ These three funds, the Captains Endowment Association CLRF, Detectives Endowment Associate CLRF, and one Education fund, had different fiscal year-end dates than their associated welfare funds, so that consolidation would have distorted the information reported.

Categories of Similar Funds

CAT	FUND TYPE		CITY CONTRIBUTION	FUNDS	TOTAL
1	Active & Retiree Welfare Funds	Self- Insured Benefits	Up to \$1 million	9	
2			\$1 million to \$3 million	17	
3			\$3 million to \$10 million	13	
4			\$10 million to \$20 million	10	
5			More than \$20 million	10	
6		Insured	Up to \$1 million	2	
7		Benefits	\$1 million to \$3 million	1	
8	Annuity Funds		Up to \$1 million	6	
9			\$1 million to \$3 million	4	
10			\$3 million to \$10 million	13	
11			\$10 million to \$20 million	4	
12			More than \$20 million	1	
TOTAL					90

APPENDIX

Table I

Fund Receiving More Than \$10 Million
In City Contributions in 2020

<u>Fund Name**</u>	<u>Total Revenue</u>	<u>NYC Contribution***</u>
Local 2 United Federation of Teachers WF/RWF	\$441,747,428	\$410,305,698
DC 37 WF	\$350,946,430	\$321,545,822
Detectives Endowment Assoc WF/RWF/ADM	\$64,585,829	\$49,346,121
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	\$53,599,259	\$48,972,597
Police Benevolent Assoc RWF	\$56,581,047	\$46,617,924
Police Benevolent Assoc WF/CLRF	\$48,370,524	\$45,025,815
Local 371 Social Service Employees WF/ED/Legal/ADM	\$43,881,561	\$42,478,434
Correction Officers' Benevolent Assoc WF/CLRF	\$23,659,759	\$23,208,147
Local 831 Uniformed Sanitationmen's Assoc AF	\$32,821,464	\$21,229,906
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	\$28,815,987	\$20,334,878
Local 94 Uniformed Firefighters Assoc RWF	\$40,751,175	\$20,079,608
Correction Officers' Benevolent Assoc RWF	\$21,543,548	\$19,843,005
Local 831 Uniformed Sanitationmen's Assoc WF	\$18,999,747	\$18,500,939
New York State Nurses Assoc WF	\$18,154,600	\$16,227,327
Local 1 Council of Supervisors & Admin WF	\$16,010,021	\$15,237,069
Local 94 Uniformed Firefighters Assoc WF	\$21,432,460	\$15,071,310
Local 30 A-D IUOE Engineers AF	\$40,072,742	\$14,866,573
Professional Staff Congress CUNY WF/RWF	\$52,661,124	\$14,567,218
Organization of Staff Analysts WF/RWF/ED	\$16,650,641	\$14,091,271
Local 371 Social Service Employees AF	\$16,369,748	\$13,772,651
Local 1 Council of Supervisors & Admin RWF	\$15,715,961	\$13,141,340
Local 237 Teamsters WF	\$44,046,969	\$12,334,139
DC 37 AFSCME AF	\$27,310,350	\$11,235,683
Superior Officers Council (Police) RWF	\$11,379,778	\$10,613,452
Correction Officers' Benevolent Assoc AF	\$20,675,044	\$10,285,265
Total (25 Funds)	\$1,526,783,196	\$1,248,932,192
Total (all 106 Funds)****		\$1,465,806,060
Percent of Total		85%

* This cutoff figure is arbitrary and used for descriptive purposes only.

** Fund Abbreviations: ADM= Administration Fund; AF= Annuity Fund; CLRF= Civil Legal Representation Fund; ED= Education Fund; Legal= Legal Services Fund; RWF= Retiree Welfare Fund; and WF= Welfare Fund.

*** The difference between Total Revenue and New York City (NYC) contributions consists of revenue from interest, dividends, other employer contribution, miscellaneous income, and gains/losses on investments.

**** The \$1.47 billion in total contributions excludes NYC contributions made to two funds (LEEBA AF and LEEBA WF/RWF) that failed to submit complete Directive #12 filings since 2018 as required.

Table II
Number and Categories of
Benefit Plans in Survey in 2020

<u>NYC Contributions</u> <u>Revenue Category</u>	<u>Active and</u>			<u>Total NYC</u>
	<u>Retiree</u>	<u>Annuity</u>	<u>Total</u>	<u>Contributions</u>
Up to \$1 million	11	6	17	\$9,196,949
\$1 million to \$3 million	18	4	22	41,006,133
\$3 million to \$10 million	13	13	26	148,746,353
\$10 million to \$20 million	10	4	14	199,787,242
More than \$20 million	10	1	11	1,049,144,950
Funds in Survey	62	28	90	\$1,447,881,627
Funds excluded from this analysis because they would have distorted the results	12	4	16	\$17,924,433
Total All Funds	74	32	106	\$1,465,806,060

Table III**Average Amount, Percentage of Total Revenue and Percentage Range
Spent on Administration* by Fund Category****Self-Insured Active and Retiree Welfare Funds:**

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Average Amount</u>	<u>Percent</u>	<u>Percentage Range</u>
Up to \$1 million	9	\$117,528	20.61%	10.79 to 26.00%
\$1 million to \$3 million	17	260,498	11.24	6.40 to 20.84
\$3 million to \$10 million	13	727,777	7.09	1.79 to 13.20
\$10 million to \$20 million	10	1,952,647	8.25	4.13 to 12.82
More than \$20 million	10	7,810,377	6.77	2.89 to 11.12
Overall Average 2020	59	\$1,908,094	7.18%	
Overall Average 2019	60	\$1,686,665	6.52%	

Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Average Amount</u>	<u>Percent</u>	<u>Percentage Range</u>
Up to \$1 million	2	\$107,048	12.93%	12.06 to 13.43%
\$1 million to \$3 million	1	\$260,780	11.72%	11.72%
Overall Average 2020	3	\$158,292	12.24%	
Overall Average 2019	4	\$52,780	10.22%	

Annuity Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Average Amount</u>	<u>Percent</u>	<u>Percentage Range</u>
Up to \$1 million	6	\$98,448	4.97%	2.25 to 10.77%
\$1 million to \$3 million	4	472,888	1.28	0.99 to 5.11
\$3 million to \$10 million	13	1,133,083	3.15	0.98 to 6.76
\$10 million to \$20 million	4	914,424	3.50	0.83 to 7.31
More than \$20 million	1	943,569	2.87	2.87%
Overall Average 2020	28	\$779,057	2.85%	
Overall Average 2019	28	\$595,436	2.46%	

* Our analysis of the administrative expenses reported on the financial statements is uniformly evaluated for the purpose of our report. At times, the auditors may be required to reclassify specific expenses (i.e., insurance retention) to ensure that all funds are evaluated uniformly.

Table IVActive and Retiree Welfare Funds with
High Administrative Expense-to Revenue Ratios

<u>Fund Name</u>	<u>Fund</u>	<u>Category Average</u>	<u>Deviation from Category Average</u>
<u>Self-Insured: \$1 million to \$3 million</u>			
United Probation Officers Assoc WF	11.24	20.84	85.41
Local 300 Civil Service Forum WF	11.24	19.72	75.44
Doctors Council WF	11.24	19.70	75.27
Correction Captains Assoc WF/CLRF	11.24	15.17	34.96
<u>Self-Insured: \$3 million to \$10 million</u>			
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	7.09	13.20	86.18
Superior Officers Council (Police) WF/CLRF	7.09	12.66	78.56
House Staff Comm of Interns & Residents WF/Legal	7.09	10.72	51.20
Local 237 Teamsters RWF	7.09	9.43	33.00
<u>Self-Insured: \$10 million to \$20 million</u>			
Local 237 Teamsters WF	8.25	12.82	55.39
Organization of Staff Analysts WF/RWF/ED*	8.25	12.79	55.03
<u>Self-Insured: More than \$20 million</u>			
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM*	6.77	11.12	64.25
Local 371 Social Service Employees WF/ED/Legal/ADM*	6.77	8.99	32.79

* These funds also incurred higher-than-average administrative costs in 2019.

Table VActive and Retiree Welfare Funds with
Low Administrative Expense-to-Revenue Ratios

<u>Fund Name</u>	<u>Category Average</u>	<u>Fund</u>	<u>Percentage Deviation from Category Average</u>
<u>Self-Insured: Up to \$1 million</u>			
Local No. 5 MNCPL Employees Benefit Trust Fund	20.61%	12.28%	(40.42)%
NYC Muni. Steamfitters & Steamfitter Helpers RWF*	20.61	11.99	(41.82)
NYC Muni. Steamfitters & Steamfitter Helpers WF*	20.61	10.79	(47.65)
<u>Self-Insured: \$1 million to \$3 million</u>			
DC 9 Painting Industry WF/RWF (Local 1969)*	11.24	6.40	(43.06)
Local 1181 CWA Supervisory Employees WF/RWF	11.24	7.16	(36.30)
1199 SEIU NYC Ed/Child & Eldercare Fund	11.24	7.66	(31.85)
<u>Self-Insured: \$3 million to \$10 million</u>			
NYC Municipal Plumbers & Pipefitters WF*	7.09	1.79	(74.75)
New York State Nurses Assoc Ed Fund *	7.09	2.97	(58.11)
New York City RWF*	7.09	4.59	(35.26)
New York State Nurses Assoc Child/Elder Care Fund*	7.09	4.60	(35.12)
<u>Self-Insured: \$10 million to \$20 million</u>			
Correction Officers' Benevolent Assoc RWF*	8.25	4.13	(49.94)
New York State Nurses Assoc WF*	8.25	5.30	(35.76)
Local 94 Uniformed Firefighters Assoc WF*	8.25	5.39	(34.67)
<u>Self-Insured: More Than \$20 million</u>			
Local 94 Uniformed Firefighters Assoc RWF*	6.77	2.89	(57.31)
Correction Officers' Benevolent Assoc WF/CLRF	6.77	3.70	(45.35)

* These funds also incurred lower-than-average administrative costs in 2019.

Table VIAnnuity Funds with High Administrative
Expense-to-Revenue Ratios

<u>Fund Name</u>	<u>Category Average</u>	<u>Fund</u>	<u>Percentage Deviation from Category Average</u>
<u>Up to \$1 million</u>			
Civil Service Bar Assoc AF*	4.97%	10.77%	116.70%
Assistant Dep Wardens/Dep Wardens AF*	4.97	9.88	98.79
Correction Captains Assoc AF	4.97	7.86	58.15
<u>\$1 million to \$3 million</u>			
Local 300 SEIU Civil Service Forum AF*	1.28	5.11	299.22
Doctors Council AF*	1.28	4.75	271.09
Local 444 Sanitation Officers Supplemental AF	1.28	1.93	50.78
<u>\$3 million to \$10 million</u>			
Local 1180 CWA Members AF*	3.15	6.76	114.60
<u>\$10 million to \$20 million</u>			
Local 371 Social Service Employees AF*	3.50	7.31	108.86
Correction Officers Benevolent Assoc AF*	3.50	5.11	46.00

* These funds also incurred higher-than-average administrative costs in 2019.

Table VII
High Percentage Increase of
Revenue Spent on Administration

<u>Fund Name</u>	<u>Administrative Expense</u> <u>Percent of Total Revenue</u>		<u>Percentage</u> <u>Increase</u>
	<u>2019</u>	<u>2020</u>	
Local 854 Uniformed Fire Officers Assoc AF	1.02%	2.51%	146%
Correction Captains Assoc AF	4.97	7.86	58
Superior Officers Council (Police) WF/CLRF	8.01	12.66	58
Local 1180 CWA Members AF	4.28	6.76	58
Local 211 Allied Building Inspectors WF	7.23	10.55	46
NYC Muni. Steamfitters & Steamfitter Helpers RWF	8.31	11.99	44
Assistant Dep Wardens/Dep Wardens AF	6.86	9.88	44
Local 444 Sanitation Officers AF	2.54	3.57	41
Steamfitters' Industry Supplemental AF	0.71	0.99	39
Local 30 A-D IUOE Engineers AF	0.06	0.83	38
Correction Captains Assoc WF/CLRF	11.10	15.17	37
House Staff Comm of Interns & Residents WF/Legal	7.88	10.72	36
Local 444 Sanitation Officers RWF	3.82	5.19	36
Correction Officers' Benevolent Assoc AF	3.78	5.11	35
Local 891(IUOE) AF	2.30	3.10	35
Local 237 Teamsters WF	9.66	12.82	33

Table VIII
High Percentage Decrease in
Revenue Spent on Administration

<u>Fund Name</u>	<u>Administrative Expense</u> <u>Percent of Total Revenue</u>		<u>Percentage</u> <u>Decrease</u>
	<u>2019</u>	<u>2020</u>	
Sergeants Benevolent Assoc (Police) AF	8.09%	3.87%	(52.16%)
Local 246 SEIU NYC AF	3.62	2.06	(43.09)
Police Benevolent Assoc AF	3.18	2.22	(30.19)

Table IX

Administrative Expenses as a Percentage of
Total Expenses

Self-Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Percentage of Expenses</u>	<u>Category Range</u>
Up to \$1 million	9	24.80%	11.59 to 35.42
\$1 million to \$3 million	17	16.32	8.45 to 33.92
\$3 million to \$10 million	13	9.47	1.77 to 19.02
\$10 million to \$20 million	10	10.72	4.50 to 17.74
More than \$20 million	10	9.43	3.58 to 12.92
Overall Average 2020	59	9.86%	
Overall Average 2019	60	8.65%	

Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Percentage of Expenses</u>	<u>Category Range</u>
Up to \$1 million	2	14.60%	14.02 to 14.92
\$1 million to \$3 million	1	14.67	14.64
Overall Average 2020	3	14.64%	
Overall Average 2019	4	12.98%	

Annuity Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Percentage of Expenses</u>	<u>Category Range</u>
Up to \$1 million	6	8.91%	4.46 to 15.58
\$1 million to \$3 million	4	1.39	1.01 to 21.58
\$3 million to \$10 million	13	6.37	1.75 to 19.62
\$10 million to \$20 million	4	10.97	4.08 to 16.66
More than \$20 million	1	3.47	3.47
Overall Average 2020	28	5.02%	
Overall Average 2019	28	6.88%	

Table X

Percentage of Total Revenue
Spent on Benefits by Fund Category

Self-Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Percentage of Revenue</u>
Up to \$1 million	62.50%
\$1 million to \$3 million	57.65
\$3 million to \$10 million	67.74
\$10 million to \$20 million	68.72
More than \$20 million	65.08
	<hr/>
	Overall Average 2020 65.66%
	Overall Average 2019 68.78%

Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Percentage of Revenue</u>
Up to \$1 million	75.62%
\$1 million to \$3 million	68.16
	<hr/>
	Overall Average 2020 71.34%
	Overall Average 2019 68.49%

Table XI

Self-Insured and Insured
Active and Retiree Welfare Funds
With High Benefit-to-Revenue Ratios

<u>Fund Name</u>	<u>Category</u> <u>Average</u>	<u>Benefits as a Percentage of</u> <u>Total Revenue</u>	
		<u>Fund</u>	Percentage Deviation from Category <u>Average</u>
Doctors Council RWF	62.50%	101.10%	61.76%
Local 14 –14B IUOE WF/RWF*	62.50	92.72	48.35
NYC Municipal Plumbers & Pipefitters WF*	67.74	99.27	46.55
1199 SEIU NYC Ed/Child & Eldercare Fund*	57.65	83.01	43.99
Local 444 Sanitation Officers RWF	67.74	95.62	41.16
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	57.65	80.71	40.00
NYC Muni. Steamfitters & Steamfitter Helpers RWF	62.50	85.91	37.46
NYC Muni. Steamfitters & Steamfitter Helpers WF	62.50	82.31	31.70
Local 891 School Custodian & Engineers WF/RWF/ED	57.65	75.26	30.55
Correction Captains Assoc WF/CLRF*	57.65	73.91	28.20
Correction Officers' Benevolent Assoc RWF	68.72	87.59	27.46
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	65.08	81.91	25.86
Doctors Council WF	57.65	71.83	24.60

* These funds also incurred higher-than-average benefit costs in 2019.

Table XII

Self-Insured and Insured
Active and Retiree Welfare Funds
With Low Benefit-to-Revenue Ratios

<u>Fund Name</u>	<u>Category</u>	<u>Benefits as a Percentage of Total Revenue</u>	
		<u>Average</u>	<u>Fund</u>
			<u>Percentage Deviation from Category Average</u>
Local 306 Municipal Employees WF*	62.50%	31.55%	(49.52%)
Local No. 5 MNCPL Employees Benefit Trust Fund*	62.50	34.88	(44.19)
New York City RWF	67.74	41.05	(39.40)
Local 246 SEIU WF	57.65	35.84	(37.83)
Local 300 Civil Service Forum WF	57.65	38.42	(33.36)
Local 15, 15A, 15C Operating Engineers WF/RWF	62.50	45.78	(26.75)
Local 211 Allied Building Inspectors WF	57.65	43.99	(23.69)
United Probation Officers Assoc RWF	62.50	48.05	(23.12)
Local 94 Uniformed Firefighters Assoc WF	68.72	53.18	(22.61)
Local 246 SEIU RWF	57.65	45.59	(20.92)
Superior Officers Council (Police) WF/CLRF	67.74	53.91	(20.42)

* These funds also incurred lower-than-average benefit costs in 2019.

Table XIII

Self-Insured and Insured
Active and Retiree Welfare Funds with
Benefit Expenses That Exceeded Their Revenue

<u>Fund Name</u>	<u>Total Revenue</u>	<u>Benefit Expense</u>	<u>Percentage of Revenue Spent on Benefits</u>	<u>2019-2020 Percentage Decrease in Reserves</u>	<u>Ending Fund Balance 2020</u>
<u>Self-Insured: Up to \$1 million</u>					
Doctors Council RWF	978,529	989,265	101.10	(0.84)	1,064,155

Table XIV

Average Amount of Reserves
and Percentage of Reserves to
Annual Revenue by Category

Self-Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Average Amount</u>	<u>Percent of Total Revenue</u>
Up to \$1 million	9	\$1,675,669	294%
\$1 million to \$3 million	17	5,854,104	253
\$3 million to \$10 million	13	20,916,420	204
\$10 million to \$20 million	10	42,676,199	180
More than \$20 million	10	172,104,570	149
Overall Average 2020	59	\$42,954,609	162%
Overall Average 2019	60	\$40,039,419	137%

Insured Active and Retiree Welfare Funds:

<u>NYC Contributions Revenue Category</u>	<u>Funds</u>	<u>Average Amount</u>	<u>Percent of Total Revenue</u>
Up to \$1 million	2	\$1,582,530	191%
\$1 million to \$3 million	1	2,811,306	126
Overall Average 2020	3	\$1,992,122	154%
Overall Average 2019	4	\$812,276	157%

Table XV

Insured Active and Retiree
Welfare Funds Reserves in Excess
of 100 Percent of Revenue

<u>Fund Name</u>	<u>Fund Reserves</u>	<u>Percentage of Reserves to Total Revenue</u>
Fire Alarm Dispatchers Benevolent Assoc WF*	\$773,648	128%
Local 333 United Marine Division WF/RWF*	2,391,412	227
Civil Service Bar Assoc WF	2,811,306	126

* These funds also had reserves of more than 100 percent to total revenue in 2019.

Table XVI

Self-Insured Active and Retiree
Welfare Funds Reserves in Excess
of 200% of Revenue

<u>Fund Name</u>	<u>Fund Reserves</u>	<u>Percentage of Reserves to Total Revenue</u>
Local 14 –14B IUOE WF/RWF*	\$1,158,857	830%
Local No. 5 MNCPL Employees Benefit Trust Fund*	1,783,660	606
Local 15, 15A, 15C Operating Engineers WF/RWF*	5,079,108	535
1199 SEIU Licensed Practical Nurses WF*	7,500,002	476
Local 211 Allied Building Inspectors WF*	13,382,870	461
Local 444 Sanitation Officers WF*	9,870,234	436
NYC Muni. Steamfitters & Steamfitter Helpers WF*	1,426,940	434
Local 444 Sanitation Officers RWF*	15,757,059	383
New York State Nurses Assoc Child/Elder Care Fund*	17,456,301	369
Local 94 Uniformed Firefighters Assoc WF*	77,747,961	363
Local 3 IBEW Electricians WF*	10,091,760	346
New York City RWF*	39,690,025	344
Local 831 Uniformed Sanitation-men's Assoc RWF*	46,566,165	335
Organization of Staff Analysts WF/RWF/ED*	51,952,410	312
1199 SEIU NYC Ed/Child & Eldercare Fund*	5,080,539	292
Local 1 Council of Supervisors & Admin RWF*	45,789,281	291
NYC Muni. Steamfitters & Steamfitter Helpers RWF*	740,391	280
Local 306 Municipal Employees WF*	450,249	269
New York State Nurses Assoc WF*	46,886,700	258
New York State Nurses Assoc Ed Fund*	17,555,497	254
Police Benevolent Assoc RWF*	143,288,003	253
DC 9 Painting Industry WF/RWF (Local 1969)*	7,384,417	250
Local 891 School Custodian & Engineers WF/RWF/ED*	7,588,413	242
Superior Officers Council (Police) RWF*	26,414,669	232
Local 94 Uniformed Firefighters Assoc RWF*	90,080,205	221
Local 246 SEIU RWF	6,579,718	221
Correction Captains Assoc WF/CLRF	3,460,484	221
Local 237 Teamsters RWF	61,400,937	213
Police Benevolent Assoc WF/CLRF	102,557,160	212
Local 854 Uniformed Fire Officers Assoc WF	11,514,186	211
Local 246 SEIU WF	7,719,829	208

* These funds also had reserves of more than 200% of total revenue in 2019.

Table XVII**Funds with Operating Deficits and Declining Reserves**

<u>Fund Name</u>	2020 Operating <u>Deficit</u>	2020 <u>Reserves</u>	2019 <u>Reserves</u>	2019-2020 Percentage Decrease in <u>Reserves</u>
Doctors Council RWF	\$215,789	\$1,064,155	\$1,279,944	(16.86%)
NYC Municipal Plumbers & Pipefitters WF*	68,842	4,628,828	4,697,670	(1.47)
Local 444 Sanitation Officers RWF	33,167	15,757,059	15,790,226	(0.21)
Local 14 –14B IUOE WF/RWF	20,301	1,158,857	1,179,158	(1.72)
	<u>\$338,099</u>	<u>\$22,608,899</u>	<u>\$22,946,998</u>	<u>(1.47%)</u>

Table XVIII**Funds with Low Reserve Levels**

<u>Fund Name</u>	2020 <u>Reserves</u>	Excess of Revenue Over <u>Expenses*</u>	Percentage of Reserves to Total <u>Expenses</u>
Doctors Council RWF	\$1,064,155	(\$215,789)	89.10%
NYC Municipal Plumbers & Pipefitters WF**	4,628,828	(68,842)	70.39
Local 1182 CWA Security Benefits Fund VF/RWF/Legal**	5,288,877	767,463	81.12
Local 831 Uniformed Sanitationmen's Assoc WF**	11,089,347	2,698,167	68.03
Correction Officers' Benevolent Assoc RWF**	14,039,517	1,783,760	71.05
Local 1180 CWA Municipal Mgt VF/RWF/Legal/ED/ADM**	42,583,186	3,737,506	85.40

* Negative amounts indicate funds with operating deficits in 2020.

** Indicates funds who also had low reserve levels in 2019.

Table XIX
Self-Insured and Insured, Active and Retiree Welfare Funds with
High Administration Expenses and Low Benefit Expenses
as a Percentage of Total Revenue

<u>Fund Name</u>	<u>Total Revenue</u>	<u>Percentage of Administrative Expenses to Total Revenue</u>		<u>Percentage of Benefit Expenses to Total Revenue</u>	
		<u>Category Average</u>	<u>Fund</u>	<u>Category Average</u>	<u>Fund</u>
Local 300 Civil Service Forum WF	\$ 2,051,814	11.24	19.72	57.65	38.42
Superior Officers Council (Police) WF/CLRF	\$ 5,616,237	7.09	12.66	67.74	53.91

Table XX

**Summary of the 15 Funds with Potential Financial Problems Identified in this Report
(Problem Areas Highlighted)**

FUND	TOTAL REVENUE	OVERALL EXPENSES	SURPLUS OR OPERATING (DEFICIT)	BENEFITS EXPENSE		ADMINISTRATIVE EXPENSE		FUND BALANCE			CPA OPINIONS	RISK OF INSOLVENCY (SEE LEGEND)
				TOTAL	% OF REVENUE	TOTAL	% OF REVENUE	TOTAL	% OF REVENUE	BALANCE/ DEFICIT*		
Doctors Council RWF	\$978,529	\$1,194,318	\$(215,789)	\$989,265	101%	\$205,053	21%	\$1,064,155	109%	-493%	Qualified	N
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	\$53,599,259	\$49,861,753	\$3,737,506	\$43,902,223	82%	\$5,959,530	11%	\$42,583,186	79%	N/A	Qualified**	N
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	\$7,287,209	\$6,519,746	\$767,463	\$5,557,488	76%	\$962,258	13%	\$5,288,877	73%	N/A	Qualified**	N
Local 15, 15A, 15C Operating Engineers WF/RWF	\$949,831	\$662,043	\$287,788	\$434,808	46%	\$227,235	24%	\$5,079,108	535%	N/A		N
Local 211 Allied Building Inspectors WF	\$2,903,291	\$1,583,681	\$1,319,610	\$1,277,286	44%	\$306,395	11%	\$13,382,870	461%	N/A		N
Local 246 SEIU RWF	\$2,981,010	\$1,657,524	\$1,323,486	\$1,358,976	46%	\$298,548	10%	\$6,579,718	221%	N/A		N
Local 300 Civil Service Forum WF	\$2,164,419	\$1,258,287	\$906,132	\$831,537	38%	\$426,750	20%	\$3,141,340	145%	N/A	Qualified	N
Local 306 Municipal Employees WF	\$167,405	\$81,790	\$85,615	\$52,820	32%	\$28,970	17%	\$450,249	269%	N/A		N
Local 444 Sanitation Officers RWF	\$4,112,566	\$4,145,733	\$(33,167)	\$3,932,408	96%	\$213,325	5%	\$15,757,059	383%	-47,508%	Qualified	N
Local No. 5 MNCPL Employees Benefit Trust Fund	\$294,286	\$138,776	\$155,510	\$102,648	35%	\$36,128	12%	\$1,783,660	606%	N/A		N
Local 246 SEIU WF	\$3,705,081	\$1,720,486	\$1,984,595	\$1,327,905	36%	\$392,581	11%	\$7,719,829	208%	N/A		N
Local 94 Uniformed Firefighters Assoc WF	\$21,432,460	\$12,553,734	\$8,878,726	\$11,398,448	53%	\$1,155,286	5%	\$77,747,961	363%	N/A		N
NYC Municipal Plumbers & Pipefitters WF	\$6,506,670	\$6,575,512	\$(68,842)	\$6,458,887	99%	\$116,625	2%	\$4,628,828	71%	-6,724%		N
New York City RWF	\$18,971,924	\$8,658,914	\$10,313,010	\$7,788,775	42%	\$870,139	5%	\$39,690,025	209%	N/A	Qualified**	N
Superior Officers Council (Police) RWF	\$16,650,641	\$12,003,951	\$4,646,690	\$9,874,025	59%	\$2,129,926	13%	\$51,952,410	312%	N/A	Qualified**	N

Legend

N - Currently Not at Risk of Insolvency
 ST – Short-term Risk of Insolvency within 1 - 3 years
 LT - Long-term Risk of Insolvency greater than 3 years
 N/A – Not Applicable

* A ratio estimating the number of years that a fund can operate before being "in the red" if all factors remain constant. For example, the number "101" would indicate the fund has approximately one year before becoming insolvent.
 ** See Table XXI where the specific issue for each fund with a "Qualified" opinion is detailed. CPAs may render one of the following opinions: Unqualified, Qualified, Adverse, or a Disclaimer..

Table XXI

**Funds that Received Qualified Opinions or Disclaimers
from their Independent Auditors**

FUND	OPINION	INDEPENDENT AUDITOR COMENTS
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	Qualified	Excludes postretirement benefit obligations.*
Correction Captains Assoc RWF	Qualified	Excludes postretirement benefit obligations.*
Correction Officers' Benevolent Assoc RWF	Qualified	Excludes postretirement benefit obligations.*
Detectives Endowment Assoc WF/RWF/ADM	Qualified	Excludes postretirement benefit obligations.*
Doctors Council RWF	Qualified	Excludes postretirement benefit obligations.*
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	Qualified	Excludes postretirement benefit obligations.*
Local 1181 CWA Supervisory Employees WF/RWF	Qualified	Excludes postretirement benefit obligations.*
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	Qualified	Excludes postretirement benefit obligations.*
Local 3 IBEW Electricians RWF	Qualified	Excludes postretirement benefit obligations.*
Local 300 Civil Service Forum RWF	Qualified	Excludes postretirement benefit obligations.*
Local 333 United Marine Division WF/RWF	Qualified	Excludes postretirement benefit obligations.*
Local 444 Sanitation Officers RWF	Qualified	Excludes postretirement benefit obligations.*
Local 891 School Custodian & Engineers WF/RWF/ED	Qualified	Excludes postretirement benefit obligations.*
Local 94 Uniformed Firefighters Assoc RWF	Qualified	Excludes postretirement benefit obligations.*
Organization of Staff Analysts WF/RWF/ED	Qualified	Excludes postretirement benefit obligations.*
Superior Officers Council (Police) RWF	Qualified	Financial statements do not present information regarding the Plan's accumulated plan benefits and the changes in accumulated plan benefits.
Superior Officers Council (Police) WF/CLRF	Qualified	Financial statements do not present information regarding the Plan's accumulated plan benefits and the changes in accumulated plan benefits.
United Probation Officers Assoc RWF	Qualified	Excludes postretirement benefit obligations.*

* These funds' financial statements received qualified opinions because they continued to exclude postretirement benefit obligations contrary to Government Accounting Standards Board Statement No. 43, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans ("GASB No. 43").

Table XXII

Funds That Did Not Submit or Significantly Delayed

Submission of a Directive #12 Filings

<u>Fund Name</u>	<u>2020 Fiscal Year Ended</u>	<u>Directive #12 Due 9 Months After the Fund's Fiscal Year-End</u>	<u>Date Received</u>	<u>Number of Days Past Due</u>
<u>Did not Submit: (5 Funds)</u>				
LEEBA AF	12/31/20	09/30/21		>2 years
LEEBA WF/RWF	12/31/20	09/30/21		>2 years
NYC Deputy Sheriffs Assoc RWF*	06/30/20	03/31/21	-	>2 years
NYC Deputy Sheriffs Assoc WF*	06/30/20	03/31/21	-	>2 years
NYC Deputy Sheriffs Assoc AF*	06/30/20	03/31/21	-	>2 years
<u>6 months - 1 year late: (5 Funds)</u>				
NYS Court Officers Assoc RWF	03/31/20	12/31/20	12/31/21	365
Fire Alarm Dispatchers Benevolent Assoc WF	06/30/20	03/31/21	03/21/22	355
Local 94 Uniformed Firefighters Assoc WF*	06/30/20	03/31/21	10/28/21	211
Local 94 Uniformed Firefighters Assoc RWF*	06/30/20	03/31/21	10/28/21	211
Local 94 Uniformed Firefighters Assoc AF*	12/31/20	09/30/21	04/07/22	189

* Funds did not submit audited financial statements.

2020 SCHEDULE OF OFFICIAL FUND NAMES

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
Assistant Dep Wardens/Dep Wardens AF	Assistant Deputy Wardens/Deputy Wardens Association Annuity Fund
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	Assistant Deputy Wardens/Deputy Wardens Association Security Benefit Fund
* Captains Endowment Assoc CLRF	Captains Endowment Association - Civil Legal Representation Fund
Civil Service Bar Assoc AF	Civil Service Bar Association Annuity Trust Fund
Civil Service Bar Assoc WF	Civil Service Bar Association Security Benefits Fund
* Committee of Interns and Residents ED	Committee of Interns and Residents Educational Expenses Reimbursement Trust a.k.a. Professional
Correction Captains Assoc AF	Correction Captains Association Annuity Fund
Correction Captains Assoc RWF	Correction Captains Association Security Benefits Fund - Retirees
Correction Captains Assoc WF/CLRF	Correction Captains Association Security Benefits Fund/Civil Legal Representation Fund
Correction Officers' Benevolent Assoc AF	Correction Officers Benevolent Association Annuity Fund
Correction Officers' Benevolent Assoc RWF	Correction Officers Benevolent Association Security Benefits Fund – Retirees
Correction Officers' Benevolent Assoc WF/CLRF	Correction Officers Benevolent Association Security Benefits Fund – Actives
Council of Supervisors and Administrators AF	CSA Compensation Accrual Fund
DC 37 AFSCME AF	District Council 37 AFSCME Annuity Fund Plan
DC 37 WF	District Council 37 Benefits Fund Trust and Affiliated Funds
DC 9 Painting Industry AF (Local 1969)	Painting Industry Annuity Fund
DC 9 Painting Industry WF/RWF (Local 1969)	Painting Industry Insurance Fund and Subsidiary
Detectives Endowment Assoc AF	Detectives' Endowment Association Annuity Fund
* Detectives Endowment Assoc CLRF	Detectives' Endowment Association Civil Legal Representation Fund
Detectives Endowment Assoc WF/RWF/ADM	Detectives' Endowment Association Welfare/Retiree Welfare/Administration Funds
Doctors Council AF	Doctors Council Annuity Fund
Doctors Council RWF	Doctors Council Retiree Welfare Fund
Doctors Council WF	Doctors Council Welfare Fund
Fire Alarm Dispatchers Benevolent Assoc WF	Fire Alarm Dispatchers' Benevolent Association, Inc. - Welfare Fund
House Staff Comm of Interns & Residents WF/Legal	House Staff Benefits Plan of the Committee of Interns and Residents
* LEEBA AF	Law Enforcement Employees Benevolent Association (LEEBA) Annuity Fund
* LEEBA WF/RWF	Law Enforcement Employees Benevolent Association (LEEBA) Welfare Fund and Retiree Welfare Fund

FUND ABBREVIATIONS:

ADM-Administrative; AF-Annuity; Assoc-Association; CLRF-Civil Legal Representation; ED-Education; Legal-Legal Benefits; RWF-Retirees Welfare; and WF-Welfare.

2020 SCHEDULE OF OFFICIAL FUND NAMES

Name of Fund Used in this Report

Official Name of Fund

Local 1 Council of Supervisors & Admin RWF
Local 1 Council of Supervisors & Admin WF
Local 1180 CWA Members AF

CSA Retiree Welfare Fund
CSA Welfare Fund
Communications Workers of America Local 1180 Members' Annuity Fund

Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM

CWA Local 1180 Security Benefits Fund/Retirees Benefits Fund/Legal Benefits Fund/Education Fund/Administrative Fund

Local 1181 CWA Supervisory Employees WF/RWF
Local 1182 CWA Security Benefits Fund WF/RWF/Legal
* Local 1199 Nat Ben Fund Hosp Health Care WF/RWF
Local 1199 SEIU Licensed Practical Nurses WF
Local 1199 SEIU NYC Ed/Child & Eldercare Fund
Local 14 –14B IUOE WF/RWF

CWA Local 1181 Security Benefits Fund
CWA Local 1182 & Local 1183 Security Benefits Fund
1199 SEIU National Benefit Fund for Health and Human Service Employees
1199 SEIU Licensed Practical Nurses Welfare Fund
1199 SEIU/City of New York Education, Child and Eldercare Fund
International Union of Operating Engineers Local 14 –14B Welfare Fund City of New York Employees

Local 15, 15A, 15C (IUOE) Operating Muni Engineers AF

Annuity Trust Fund of the International Union of Operating Engineers Union Local 15, 15A, 15C, 15D AFL-CIO - City of New York Participants

Local 15, 15A, 15C Operating Engineers WF/RWF
Local 2 United Federation of Teachers WF/RWF
Local 211 Allied Building Inspectors WF
Local 237 Teamsters AF
Local 237 Teamsters RWF
Local 237 Teamsters WF
Local 246 SEIU NYC AF
Local 246 SEIU RWF
Local 246 SEIU WF

International Union of Operating Engineers Local Union 15, 15A, 15C, AFL-CIO, Municipal Employees
United Federation of Teachers Welfare Fund
Allied Building Inspectors Local Union No. 211 I.U.O.E Welfare Fund
Teamsters Local 237 Additional Security Benefit Fund
Teamsters Local 237 Retirees' Benefit Fund
Teamsters Local 237 Welfare Fund
New York City, Local 246, S.E.I.U. Annuity Fund
New York City Local 246 Retiree Welfare Fund
New York City Local 246 Welfare Fund

Local 3 IBEW Communications Electricians AF
* Local 3 IBEW Electrical Workers Industry AF
Local 3 IBEW Electricians RWF
Local 3 IBEW Electricians WF
Local 30 A-C Operating Municipal Engineers WF/RWF
Local 30 A-D IUOE Engineers AF

IBEW Local 3 NYC Communication Electricians Annuity Plan
Annuity Plan of the Electrical Industry
IBEW Local 3 NYC Electrical Division Health & Welfare Fund – Retired
IBEW Local 3 NYC Electrical Division Health & Welfare Fund – Active
Operating Engineers Union Local 30 Municipal Employees Welfare Trust Fund
International Union of Operating Engineers Local 30 City Employees Annuity Fund

FUND ABBREVIATIONS:

ADM-Administrative; AF-Annuity; Assoc-Association; CLRF-Civil Legal Representation; ED-Education; Legal-Legal Benefits; RWF-Retirees Welfare; and WF-Welfare.

2020 SCHEDULE OF OFFICIAL FUND NAMES

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
Local 300 Civil Service Forum RWF	Local 300 SEIU, AFL-CIO Civil Service Forum Retired Employees' Welfare Fund
Local 300 Civil Service Forum WF	Local 300 SEIU, AFL-CIO Civil Service Forum Active Employees' Welfare Fund
Local 300 SEIU Civil Service Forum AF	Service Employees International Union, Local 300 Civil Service Forum Annuity Fund
Local 306 Municipal Employees WF	Local 306 Health and Welfare Fund for Municipal Employees
Local 333 United Marine Division WF/RWF	IOMMP Supplemental Benefits Fund for New York City Employees (the Plan)
Local 371 Social Service Employees AF	Social Service Employees Union Local 371 Annuity Fund
Local 371 Social Service Employees WF/ED/Legal/ADM	Social Service Employees Union Local 371 Welfare Fund/Educational/Legal/Administrative
* Local 40 Iron Workers AF	Iron Workers Locals 40, 361 and 417 Annuity Fund
* Local 40 Iron Workers WF	Iron Workers Locals 40, 361 & 417 Health Fund
Local 444 Sanitation Officers AF	Local 444 Sanitation Officers' Compensation Accrual Fund
Local 444 Sanitation Officers RWF	Local 444 Sanitation Officers' Retirees Welfare Fund
Local 444 Sanitation Officers Supplemental AF	Local 444 Sanitation Officers' Supplemental Annuity Fund
Local 444 Sanitation Officers WF	Local 444 Sanitation Officers' Security Benefits Fund
Local 831 Uniformed Sanitationmen's Assoc AF	Uniformed Sanitationmen's Association Compensation Accrual Fund
Local 831 Uniformed Sanitationmen's Assoc RWF	Uniformed Sanitationmen's Association Retirees' Welfare Fund
Local 831 Uniformed Sanitationmen's Assoc WF	Uniformed Sanitationmen's Association Security Benefits Fund
Local 854 Uniformed Fire Officers Assoc AF	Uniformed Fire Officers Association Annuity Fund
Local 854 Uniformed Fire Officers Assoc RWF	Uniformed Fire Officers Association Retired Fire Officers Family Protection Plan
Local 854 Uniformed Fire Officers Assoc WF	Uniformed Fire Officers Association Family Protection Plan
Local 891 School Custodian & Engineers WF/RWF/ED	Local 891 International Union of Operating Engineers, School Custodians and School Custodian Engineers Welfare Fund
Local 891(IUOE) AF	International Union of Operating Engineers, Local 891 Annuity Fund
Local 94 Uniformed Firefighters Assoc AF	Compensation Accrual Fund of the Uniformed Firefighters Association and Subsidiary
Local 94 Uniformed Firefighters Assoc RWF	Retired Firefighters Security Benefit Fund of the Uniformed Firefighters Association
Local 94 Uniformed Firefighters Assoc WF	Security Benefit Fund of the Uniformed Firefighters Association
Local No. 5 MNCPL Employees Benefit Trust Fund	Local No. 5 Municipal Employees Benefit Trust Fund

FUND ABBREVIATIONS:

ADM-Administrative; AF-Annuity; Assoc-Association; CLRF-Civil Legal Representation; ED-Education; Legal-Legal Benefits; RWF-Retirees Welfare; and WF-Welfare.

2020 SCHEDULE OF OFFICIAL FUND NAMES

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
* NYC DC of Carpenters AF	New York City District Council of Carpenters Annuity Fund
* NYC DC of Carpenters WF/RWF	New York City District Council of Carpenters Welfare Fund
NYC Deputy Sheriffs Assoc AF	New York City Deputy Sheriffs Association Annuity Fund
NYC Deputy Sheriffs Assoc RWF	New York City Deputy Sheriffs Association Security Benefits Fund -Retirees
NYC Deputy Sheriffs Assoc WF	New York City Deputy Sheriffs Association Security Benefits Fund
NYC Muni. Steamfitters & Steamfitter Helpers RWF	New York City Municipal Steamfitters and Steamfitter Helpers Retirees Health and Welfare Fund
NYC Muni. Steamfitters & Steamfitter Helpers WF	New York City Municipal Steamfitters and Steamfitter Helpers Health and Welfare Fund
NYC Municipal Plumbers & Pipefitters WF	New York City Municipal Plumbers and Pipefitters Health and Welfare Fund
New York City RWF	New York City Retirees Benefits Fund
* NYS Court Officers Assoc RWF	New York State Court Officers Association Security Benefit Fund and Subsidiary
New York State Nurses Assoc WF	New York State Nurses Association Welfare Plan for New York City Employed Registered Nurses
New York State Nurses Assoc Child/Elder Care Fund	New York State Nurses Association Child Care and Elder Care Fund
New York State Nurses Assoc Ed Fund	New York State Nurses Association Tuition and Continuing Education Fund
Organization of Staff Analysts WF/RWF/ED	Organization of Staff Analysts Welfare and Education Funds
Police Benevolent Assoc AF	Annuity Fund of the Police Benevolent Association of the City of New York
Police Benevolent Assoc RWF	Retiree Health and Welfare Fund of the Police Benevolent Association of the City of New York
Police Benevolent Assoc WF/CLRF	Health and Welfare Fund of the Police Benevolent Association of the City of New York
* Pavers & Road Builders District Council WF	Pavers and Road Builders District Council Welfare Fund
Professional Staff Congress CUNY WF/RWF	PSC - CUNY Welfare Fund
Sergeants Benevolent Assoc (Police) AF	Sergeants Benevolent Association of the City of New York, Inc. Annuity Fund
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	Sergeants Benevolent Association of the City of New York, Inc. Health and Welfare Fund/CLRF
Superior Officers Council (Police) AF	Superior Officers Council Annuity Trust Fund
Superior Officers Council (Police) RWF	Superior Officers Council Retiree Health and Welfare Fund
Superior Officers Council (Police) WF/CLRF	Superior Officers Council Health and Welfare Fund/Civil Legal Representation Fund
* UFT Albert Shanker College Scholarship Fund	Albert Shanker College Scholarship Fund of the United Federation of Teachers
United Probation Officers Assoc RWF	United Probation Officers Association Retirement Welfare Fund
United Probation Officers Assoc WF	United Probation Officers Association Welfare Fund

FUND ABBREVIATIONS:

ADM-Administrative; AF-Annuity; Assoc-Association; CLRF-Civil Legal Representation; ED-Education; Legal-Legal Benefits; RWF-Retirees Welfare; and WF-Welfare.

2020 SCHEDULE OF FINANCIAL DATA

NAME OF FUND	NUMBER OF NYC MEMBERS	NYC CONTRIBUTION REVENUE	OTHER REVENUE	TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	PERCENTAGE OF FUND BAL/ TOTAL REV	DEVIATION FROM CAT. AVERAGE
SELF-INSURED WF & RWF											
NYC CONTRIBUTION UP TO \$1 MILLION											
Local 14 –14B IUOE WF/RWF	72	\$131,567	\$8,018	\$139,585	\$129,426	\$30,460	\$159,886	(20,301)	\$1,158,857	830%	182.49%
Local No. 5 MNCPL Employees Benefit Trust Fund	177	\$157,520	\$136,766	\$294,286	\$102,648	\$36,128	\$138,776	155,510	\$1,783,660	606%	106.23%
Local 306 Municipal Employees WF	N/A	\$167,405	\$0	\$167,405	\$52,820	\$28,970	\$81,790	85,615	\$450,249	269%	-8.48%
NYC Muni. Steamfitters & Steamfitter Helpers RWF	144	\$237,817	\$26,611	\$264,428	\$227,179	\$31,714	\$258,893	5,535	\$740,391	280%	-4.73%
NYC Muni. Steamfitters & Steamfitter Helpers WF	153	\$255,519	\$73,000	\$328,519	\$270,409	\$35,463	\$305,872	22,647	\$1,426,940	434%	47.79%
Local 15, 15A, 15C Operating Engineers WF/RWF	308	\$520,981	\$428,850	\$949,831	\$434,808	\$227,235	\$662,043	287,788	\$5,079,108	535%	81.95%
United Probation Officers Assoc RWF	442	\$845,120	\$38,912	\$884,032	\$424,746	\$229,826	\$654,572	229,460	\$1,296,655	147%	-50.09%
Doctors Council RWF	581	\$905,776	\$72,753	\$978,529	\$989,265	\$205,053	\$1,194,318	(215,789)	\$1,064,155	109%	-63.00%
Local 300 Civil Service Forum RWF	539	\$991,880	\$133,011	\$1,124,891	\$575,874	\$232,905	\$808,779	316,112	\$2,081,004	185%	-37.05%
TOTAL UP TO \$1 MILLION CATEGORY	9 FUNDS:	\$4,213,585	\$917,921	\$5,131,506	\$3,207,175	\$1,057,754	\$4,264,929	866,577	\$15,081,019	294%	
NYC CONTRIBUTION \$1 TO \$3 MILLION											
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	573	\$1,047,260	\$101,365	\$1,148,625	\$927,005	\$131,745	\$1,058,750	89,875	\$1,814,099	158%	-37.49%
1199 SEIU Licensed Practical Nurses WF	619	\$1,116,605	\$459,929	\$1,576,534	\$1,051,778	\$174,227	\$1,226,005	350,529	\$7,500,002	476%	88.28%
Local 1181 CWA Supervisory Employees WF/RWF	702	\$1,273,439	\$143,540	\$1,416,979	\$924,123	\$101,511	\$1,025,634	391,345	\$2,647,122	187%	-26.06%
Correction Captains Assoc WF/CLRF	747	\$1,309,257	\$259,991	\$1,569,248	\$1,159,775	\$237,991	\$1,397,766	171,482	\$3,460,484	221%	-12.72%
United Probation Officers Assoc WF	825	\$1,607,109	\$53,925	\$1,661,034	\$854,494	\$346,178	\$1,200,672	460,362	\$2,986,075	180%	-28.85%
Doctors Council WF	668	\$1,625,301	\$160,492	\$1,785,793	\$1,282,730	\$351,795	\$1,634,525	151,268	\$2,746,110	154%	-39.14%
1199 SEIU NYC Ed/Child & Eldercare Fund	1,949	\$1,727,008	\$11,118	\$1,738,126	\$1,442,828	\$133,109	\$1,575,937	162,189	\$5,080,539	292%	15.69%
Local 444 Sanitation Officers WF	1,098	\$1,872,541	\$393,100	\$2,265,641	\$1,365,892	\$192,344	\$1,558,236	707,405	\$9,870,234	436%	72.42%
Local 246 SEIU RWF	1,139	\$1,995,515	\$985,495	\$2,981,010	\$1,358,976	\$298,548	\$1,657,524	1,323,486	\$6,579,718	221%	-12.64%
Local 300 Civil Service Forum WF	1211	\$2,043,331	\$121,088	\$2,164,419	\$831,537	\$426,750	\$1,258,287	906,132	\$3,141,340	145%	-42.56%
Local 211 Allied Building Inspectors WF	1,282	\$2,097,900	\$805,391	\$2,903,291	\$1,277,286	\$306,395	\$1,583,681	1,319,610	\$13,382,870	461%	82.44%
Local 3 IBEW Electricians WF	1,333	\$2,150,353	\$767,745	\$2,918,098	\$1,580,913	\$240,285	\$1,821,198	1,096,900	\$10,091,760	346%	36.87%
Local 3 IBEW Electricians RWF	1262	\$2,184,424	\$344,712	\$2,529,136	\$1,654,646	\$223,329	\$1,877,975	651,161	\$4,736,537	187%	-25.88%
DC 9 Painting Industry WF/RWF (Local 1969)	1,032	\$2,387,634	\$564,399	\$2,952,033	\$1,507,396	\$188,952	\$1,696,348	1,255,685	\$7,384,417	250%	-1.00%
Local 246 SEIU WF	1,581	\$2,616,562	\$1,088,519	\$3,705,081	\$1,327,905	\$392,581	\$1,720,486	1,984,595	\$7,719,829	208%	-17.54%
Local 891 School Custodian & Engineers WF/RWF/ED	1,430	\$2,715,708	\$417,019	\$3,132,727	\$2,357,730	\$323,592	\$2,681,322	451,405	\$7,588,413	242%	-4.13%
Local 30 A-C Operating Municipal Engineers WF/RWF	1,581	\$2,901,018	\$39,342	\$2,940,360	\$1,800,577	\$359,136	\$2,159,713	780,647	\$2,790,222	95%	-62.44%
TOTAL \$1 TO \$3 MILLION CATEGORY	17 FUNDS:	\$32,670,965	\$6,717,170	\$39,388,135	\$22,705,591	\$4,428,468	\$27,134,059	12,254,076	\$99,519,771	253%	
NYC CONTRIBUTION \$3 TO \$10 MILLION											
Correction Captains Assoc RWF	1,903	\$3,030,044	\$627,243	\$3,657,287	\$2,748,793	\$253,597	\$3,002,390	654,897	\$6,148,994	168%	-17.46%
Local 444 Sanitation Officers RWF	2,380	\$3,553,949	\$558,617	\$4,112,566	\$3,932,408	\$213,325	\$4,145,733	(33,167)	\$15,757,059	383%	88.10%
Local 237 Teamsters RWF	2,888	\$3,639,072	\$25,252,035	\$28,891,107	\$18,896,476	\$2,723,094	\$21,619,570	7,271,537	\$61,400,937	213%	4.34%
House Staff Comm of Interns & Residents WF/Legal	2,317	\$3,993,522	\$5,357,404	\$9,350,926	\$6,771,874	\$1,002,258	\$7,774,132	1,576,794	\$13,211,471	141%	-30.64%
New York State Nurses Assoc Child/Elder Care Fund	8,885	\$3,994,809	\$730,484	\$4,725,293	\$3,345,453	\$217,373	\$3,562,826	1,162,467	\$17,456,301	369%	81.37%
Superior Officers Council (Police) WF/CLRF	2,485	\$4,719,804	\$896,433	\$5,616,237	\$3,027,548	\$711,190	\$3,738,738	1,877,499	\$9,702,585	173%	-15.18%
Local 854 Uniformed Fire Officers Assoc WF	2,627	\$4,958,145	\$498,097	\$5,456,242	\$3,520,920	\$429,056	\$3,949,976	1,506,266	\$11,514,186	211%	3.60%
New York State Nurses Assoc Ed Fund	8,885	\$6,206,010	\$702,305	\$6,908,315	\$4,990,241	\$204,893	\$5,195,134	1,713,181	\$17,555,497	254%	24.76%
NYC Municipal Plumbers & Pipefitters WF	680	\$6,296,373	\$210,297	\$6,506,670	\$6,458,887	\$116,625	\$6,575,512	(68,842)	\$4,628,828	71%	-65.07%
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	4,003	\$7,216,743	\$70,466	\$7,287,209	\$5,557,488	\$962,258	\$6,519,746	767,463	\$5,288,877	73%	-64.37%
Local 854 Uniformed Fire Officers Assoc RWF	4,817	\$8,674,282	\$9,416,630	\$18,090,912	\$12,116,396	\$1,028,571	\$13,144,967	4,945,945	\$22,992,534	127%	-37.60%
Local 831 Uniformed Sanitationmen's Assoc RWF	7,300	\$9,530,787	\$4,388,420	\$13,919,207	\$11,267,202	\$728,720	\$11,995,922	1,923,285	\$46,566,165	335%	64.24%
New York City RWF	5,656	\$9,907,560	\$9,064,364	\$18,971,924	\$7,788,775	\$870,139	\$8,658,914	10,313,010	\$39,690,025	209%	2.71%
TOTAL \$3 TO \$10 MILLION CATEGORY	13 FUNDS:	\$75,721,100	\$57,772,795	\$133,493,895	\$90,422,461	\$9,461,099	\$99,883,560	\$33,610,335	\$271,913,459	204%	

2020 SCHEDULE OF FINANCIAL DATA

NAME OF FUND	NUMBER OF NYC MEMBERS	NYC CONTRIBUTION REVENUE	OTHER REVENUE	TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	PERCENTAGE OF FUND BAL/ TOTAL REV	DEVIATION FROM CAT. AVERAGE
SELF-INSURED WF & RWF (continued)											
NYC CONTRIBUTION \$10 TO \$20 MILLION											
Superior Officers Council (Police) RWF	5,984	\$10,613,452	\$766,326	\$11,379,778	\$6,577,072	\$855,868	\$7,432,940	\$3,946,838	\$26,414,669	232%	28.69%
Local 237 Teamsters WF	8,043	\$12,334,139	\$31,712,830	\$44,046,969	\$35,365,729	\$5,646,178	\$41,011,907	\$3,035,062	\$46,901,608	106%	-40.97%
Local 1 Council of Supervisors & Admin RWF	8,023	\$13,141,340	\$2,574,621	\$15,715,961	\$8,732,612	\$1,471,481	\$10,204,093	\$5,511,868	\$45,789,281	291%	61.53%
Organization of Staff Analysts WF/RWF/ED	7,945	\$14,091,271	\$2,559,370	\$16,650,641	\$9,874,025	\$2,129,926	\$12,003,951	\$4,646,690	\$51,952,410	312%	72.98%
Professional Staff Congress CUNY WF/RWF	7,072	\$14,567,218	\$38,093,906	\$52,661,124	\$33,459,725	\$3,195,470	\$36,655,195	\$16,005,929	\$86,853,668	165%	-8.56%
Local 94 Uniformed Firefighters Assoc WF	8,391	\$15,071,310	\$6,361,150	\$21,432,460	\$11,398,448	\$1,155,286	\$12,553,734	\$8,878,726	\$77,747,961	363%	101.11%
Local 1 Council of Supervisors & Admin WF	6,608	\$15,237,069	\$772,952	\$16,010,021	\$9,719,917	\$1,376,030	\$11,095,947	\$4,914,074	\$19,086,833	119%	-33.91%
New York State Nurses Assoc WF	8,885	\$16,227,327	\$1,927,273	\$18,154,600	\$14,127,317	\$962,447	\$15,089,764	\$3,064,836	\$46,886,700	258%	43.18%
Local 831 Uniformed Sanitationmen's Assoc WF	6,600	\$18,500,939	\$498,808	\$18,999,747	\$14,457,807	\$1,843,773	\$16,301,580	\$2,698,167	\$11,089,347	58%	-67.64%
Correction Officers' Benevolent Assoc RWF	9,676	\$19,843,005	\$1,700,543	\$21,543,548	\$18,869,774	\$890,014	\$19,759,788	\$1,783,760	\$14,039,517	65%	-63.87%
TOTAL \$10 TO \$20 MILLION CATEGORY	10 FUNDS:	\$149,627,070	\$86,967,779	\$236,594,849	\$162,582,426	\$19,526,473	\$182,108,899	\$54,485,950	\$426,761,994	180%	
NYC CONTRIBUTION MORE THAN \$20 MILLION											
Local 94 Uniformed Firefighters Assoc RWF	10,500	\$20,079,608	\$20,671,567	\$40,751,175	\$31,653,860	\$1,176,406	\$32,830,266	\$7,920,909	\$90,080,205	221%	48.08%
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	12,755	\$20,334,878	\$8,481,109	\$28,815,987	\$20,488,175	\$1,682,379	\$22,170,554	\$6,645,433	\$38,648,301	134%	-10.15%
Correction Officers' Benevolent Assoc WF/CLRF	8,072	\$23,208,147	\$451,612	\$23,659,759	\$16,871,619	\$874,517	\$17,746,136	\$5,913,623	\$23,270,089	98%	-34.11%
Local 371 Social Service Employees WF/ED/Legal/ADM	20,215	\$42,478,434	\$1,403,127	\$43,881,561	\$26,584,920	\$3,944,980	\$30,529,900	\$13,351,661	\$46,997,718	107%	-28.25%
Police Benevolent Assoc WF/CLRF	23,357	\$45,025,815	\$3,344,709	\$48,370,524	\$30,935,074	\$3,490,339	\$34,425,413	\$13,945,111	\$102,557,160	212%	42.04%
Police Benevolent Assoc RWF	25,093	\$46,617,924	\$9,963,123	\$56,581,047	\$36,185,537	\$3,492,200	\$39,677,737	\$16,903,310	\$143,288,003	253%	69.65%
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	15,190	\$48,972,597	\$4,626,662	\$53,599,259	\$43,902,223	\$5,959,530	\$49,861,753	\$3,737,506	\$42,583,186	79%	-46.78%
Detectives Endowment Assoc WF/RWF/ADM	19,262	\$49,346,121	\$15,239,708	\$64,585,829	\$42,067,280	\$3,314,673	\$45,381,953	\$19,203,876	\$122,297,797	189%	26.85%
DC 37 WF	153,093	\$321,545,822	\$29,400,608	\$350,946,430	\$210,691,504	\$25,528,512	\$236,220,016	\$114,726,414	\$476,739,994	136%	-9.00%
Local 2 United Federation of Teachers WF/RWF	198,378	\$410,305,698	\$31,441,730	\$441,747,428	\$290,989,533	\$28,640,231	\$319,629,764	\$122,117,664	\$634,583,246	144%	-3.77%
TOTAL MORE THAN \$20 MILLION CATEGORY	10 FUNDS:	\$1,027,915,044	\$125,023,955	\$1,152,938,999	\$750,369,725	\$78,103,767	\$828,473,492	\$324,465,507	\$1,721,045,699	149%	
TOTAL SELF-INSURED FUNDS	59 FUNDS:	\$1,290,147,764	\$277,399,620	\$1,567,547,384	\$1,029,287,378	\$112,577,561	\$1,141,864,939	425,682,445.00	\$2,534,321,942	162%	
INSURED WF & RWF											
NYC CONTRIBUTION UP TO \$1 MILLION											
Fire Alarm Dispatchers Benevolent Assoc WF	350	\$429,649	\$172,595	\$602,244	\$445,319	\$72,627	\$517,946	\$84,298	\$773,648	128%	-32.80%
Local 333 United Marine Division WF/RWF	468	\$820,344	\$233,121	\$1,053,465	\$806,652	\$141,469	\$948,121	\$105,344	\$2,391,412	227%	18.75%
TOTAL UP TO \$1 MILLION CATEGORY	2 FUNDS:	\$1,249,993	\$405,716	\$1,655,709	\$1,251,971	\$214,096	\$1,466,067	\$189,642	\$3,165,060	191%	
NYC CONTRIBUTION \$1 TO \$3 MILLION											
Civil Service Bar Assoc WF	1	1,108	\$2,160,240	\$64,681	\$2,224,921	\$1,516,480	\$260,780	\$1,777,260	\$447,661	\$2,811,306	126%
TOTAL INSURED FUNDS	3 FUNDS:	\$3,410,233	\$470,397	\$3,880,630	\$2,768,451	\$474,876	\$3,243,327	\$637,303	\$5,976,366	154%	
TOTAL SELF-INSURED AND INSURED FUNDS	62 FUNDS:	\$1,293,557,997	\$277,870,017	\$1,571,428,014	\$1,032,055,829	\$113,052,437	\$1,145,108,266	\$426,319,748	\$2,540,298,308	162%	

2020 SCHEDULE OF FINANCIAL DATA

NAME OF FUND	NUMBER OF NYC MEMBERS	NYC CONTRIBUTION REVENUE	OTHER REVENUE	TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	PERCENTAGE OF FUND BAL/ TOTAL REV	DEVIATION FROM CAT. AVERAGE	
ANNUITY FUNDS												
NYC CONTRIBUTION UP TO \$1 MILLION												
Assistant Dep Wardens/Dep Wardens AF	131	\$469,375	\$276,849	\$746,224	\$662,058	\$73,704	\$735,762	\$10,462	\$7,831,334	1049%	46.90%	
DC 9 Painting Industry AF (Local 1969)	1,032	\$476,062	\$2,536,739	\$3,012,801	\$1,615,341	\$75,479	\$1,690,820	\$1,321,981	\$19,417,900	645%	-9.78%	
Civil Service Bar Assoc AF	1,147	\$600,804	\$330,276	\$931,080	\$556,220	\$100,271	\$656,491	\$274,589	\$7,518,232	807%	13.03%	
Local 3 IBEW Communications Electricians AF	85	\$678,565	\$1,229,631	\$1,908,196	\$829,661	\$59,900	\$889,561	\$1,018,635	\$11,329,545	594%	-16.89%	
Local 15, 15A, 15C (IUOE) Operating Muni Engineers AF	478	\$684,739	\$1,696,731	\$2,381,470	\$1,140,677	\$53,598	\$1,194,275	\$1,187,195	\$14,988,214	629%	-11.90%	
Correction Captains Assoc AF	1,186	\$823,826	\$2,074,180	\$2,898,006	\$1,234,298	\$227,734	\$1,462,032	\$1,435,974	\$23,767,558	820%	14.80%	
TOTAL UP TO \$1 MILLION CATEGORY	6 FUNDS:	\$3,733,371	\$8,144,406	\$11,877,777	\$6,038,255	\$590,686	\$6,628,941	\$5,248,836	\$84,852,783	714%		
NYC CONTRIBUTION \$1 TO \$3 MILLION												
Local 444 Sanitation Officers Supplemental AF	1,180	\$1,080,149	\$576,515	\$1,656,664	\$389,395	\$31,950	\$421,345	\$1,235,319	\$4,826,981	291%	-42.05%	
Local 300 SEIU Civil Service Forum AF	755	\$1,263,257	\$2,588,531	\$3,851,788	\$715,301	\$196,823	\$912,124	\$2,939,664	\$24,821,556	644%	28.17%	
Steamfitters' Industry Supplemental AF	157	\$1,375,026	\$134,264,796	\$135,639,822	\$131,334,738	\$1,340,175	\$132,674,913	\$2,964,909	\$649,796,310	479%	-4.72%	
Doctors Council AF	1,305	\$2,456,496	\$4,330,689	\$6,787,185	\$1,710,605	\$322,604	\$2,033,209	\$4,753,976	\$64,336,601	948%	88.54%	
TOTAL \$1 TO \$3 MILLION CATEGORY	4 FUNDS:	\$6,174,928	\$141,760,531	\$147,935,459	\$134,150,039	\$1,891,552	\$136,041,591	\$11,893,868	\$743,781,448	503%		
NYC CONTRIBUTION \$3 TO 10 MILLION												
Local 891(IUOE) AF	996	\$3,233,536	\$6,985,746	\$10,219,282	\$1,907,589	\$317,212	\$2,224,801	\$7,994,481	\$62,952,307	616%	22.52%	
Local 246 SEIU NYC AF	2,664	\$3,246,872	\$6,463,595	\$9,710,467	\$2,798,729	\$200,415	\$2,999,144	\$6,711,323	\$55,935,153	576%	-41.06%	
Local 1180 CWA Members AF	15,359	\$3,524,228	\$15,068,736	\$18,592,964	\$5,148,012	\$1,256,469	\$6,404,481	\$12,188,483	\$118,584,785	638%	-34.74%	
Detectives Endowment Assoc AF	17,245	\$3,635,350	\$33,917,682	\$37,553,032	\$19,502,427	\$1,459,143	\$20,961,570	\$16,591,462	\$265,882,617	708%	-27.55%	
Local 854 Uniformed Fire Officers Assoc AF	4,397	\$4,575,199	\$10,141,981	\$14,717,180	\$13,513,189	\$369,454	\$13,882,643	\$834,537	\$285,216,302	1938%	98.30%	
Superior Officers Council (Police) AF	5,065	\$4,702,900	\$22,115,685	\$26,818,585	\$21,618,719	\$384,707	\$22,003,426	\$4,815,159	\$519,125,426	1936%	98.06%	
Council of Supervisors and Administrators AF	6,360	\$4,707,736	\$4,708,602	\$9,416,338	\$1,687,841	\$148,573	\$1,836,414	\$7,579,924	\$56,298,298	598%	-38.82%	
Local 444 Sanitation Officers AF	1,127	\$5,210,791	\$8,582,065	\$13,792,856	\$9,308,533	\$493,092	\$9,801,625	\$3,991,231	\$90,899,452	659%	-32.57%	
Local 94 Uniformed Firefighters Assoc AF	5,720	\$6,087,140	\$36,757,078	\$42,844,218	\$13,467,305	\$421,296	\$13,888,601	\$28,955,617	\$232,534,610	543%	-44.47%	
Sergeants Benevolent Assoc (Police) AF	8,313	\$6,424,745	\$15,100,462	\$21,525,207	\$13,298,374	\$832,767	\$14,131,141	\$7,394,066	\$280,431,073	1303%	33.30%	
Local 237 Teamsters AF	8,619	\$8,588,097	\$53,556,346	\$62,144,443	\$20,388,572	\$2,060,923	\$22,449,495	\$39,694,948	\$370,912,660	597%	-38.93%	
Local 3 IBEW Electrical Workers Industry AF	1,300	\$9,197,825	\$157,322,555	\$166,520,380	\$83,743,215	\$6,037,016	\$89,780,231	\$76,740,149	\$1,925,935,632	1157%	18.34%	
Police Benevolent Assoc AF	27,499	\$9,890,834	\$23,906,921	\$33,797,755	\$10,299,477	\$749,017	\$11,048,494	\$22,749,261	\$305,730,871	905%	-7.44%	
TOTAL \$3 TO \$10 MILLION CATEGORY	13 FUNDS:	\$73,025,253	\$394,627,454	\$467,652,707	\$216,681,982	\$14,730,084	\$231,412,066	\$236,240,641	\$4,570,439,186	977%		
NYC CONTRIBUTION \$10 TO \$20 MILLION												
Correction Officers' Benevolent Assoc AF	15,868	\$10,285,265	\$10,389,779	\$20,675,044	\$8,500,784	\$1,055,592	\$9,556,376	\$11,118,668	\$117,608,625	569%	-7.89%	
DC 37 AFSCME AF	83,200	\$11,235,683	\$16,074,667	\$27,310,350	\$5,366,908	\$1,073,090	\$6,439,998	\$20,870,352	\$155,186,613	568%	-7.99%	
Local 371 Social Service Employees AF	20,215	\$13,772,651	\$2,597,097	\$16,369,748	\$7,994,443	\$1,196,127	\$9,190,570	\$7,179,178	\$166,363,537	1016%	64.56%	
Local 30 A-D IUOE Engineers AF	1,387	\$14,866,573	\$25,206,169	\$40,072,742	\$7,822,485	\$332,885	\$8,155,370	\$31,917,372	\$205,767,891	513%	-16.86%	
TOTAL MORE THAN \$10 MILLION CATEGORY	4 FUNDS:	\$50,160,172	\$54,267,712	\$104,427,884	\$29,684,620	\$3,657,694	\$33,342,314	\$71,085,570	\$644,926,666	618%		
NYC CONTRIBUTION MORE THAN \$20 MILLION												
Local 831 Uniformed Sanitationmen's Assoc AF	1	6,700	\$21,229,906	\$11,591,558	\$32,821,464	\$26,218,469	\$943,569	\$27,162,038	\$5,659,426	\$263,348,158	802%	29.92%
TOTAL ANNUITY FUNDS	28 FUNDS:	\$154,323,630	\$610,391,661	\$764,715,291	\$412,773,365	\$21,813,585	\$434,586,950	\$330,128,341	\$6,307,348,241	825%		
GRAND TOTAL	90 FUNDS:	\$1,447,881,627	\$888,261,678	\$2,336,143,305	\$1,444,829,194	\$134,866,022	\$1,579,695,216	\$756,448,089	\$8,847,646,549	379%		

2020 SCHEDULE OF FINANCIAL DATA

16 FUNDS EXCLUDED FROM ANALYSIS OF FINANCIAL AND OPERATING PRACTICES

<u>NAME OF FUND</u>	<u>REASON FUND IS EXCLUDED (SEE NOTE)</u>	<u>REF</u>	<u>NUMBER OF NYC MEMBERS</u>	<u>NYC CONTRIBUTION REVENUE</u>	<u>TOTAL REVENUE</u>	<u>NYC % OF TOTAL REVENUE</u>	<u>FUND BALANCE</u>
NYS Court Officers Assoc RWF	(1)	91	1	\$830	\$1,550,360	0.05%	\$14,304,434
Pavers & Road Builders District Council WF	(1)	100	49	\$91,485	\$67,788,667	0.13%	\$133,744,350
Local 40 Iron Workers WF	(1)	118	92	\$155,337	\$126,908,895	0.12%	\$221,697,131
Local 40 Iron Workers AF	(1)	111	42	\$2,053,336	\$134,374,151	1.53%	\$1,111,099,525
NYC DC of Carpenters WF/RWF	(1)	88	1,255	\$2,296,366	\$444,198,780	0.52%	\$803,973,511
Local 1199 Nat Ben Fund Hosp Health Care WF/RWF	(1)	35	2,602	\$4,351,384	\$1,873,616,780	0.23%	\$391,221,479
NYC DC of Carpenters AF	(2)	116	569	\$5,062,712	\$247,081,870	2.05%	\$2,819,838,840
UFT Albert Shanker College Scholarship Fund	(3)	40	N/A	\$1,002,290	\$1,012,979	98.94%	\$470,206
Captains Endowment Assoc CLRF	(4)	106.1	N/A	\$52,084	\$52,084	100.00%	\$199,381
Detectives Endowment Assoc CLRF	(4)	16.1	6,091	\$421,730	\$1,116,646	37.77%	\$6,312,306
Committee of Interns and Residents ED	(4)	122	2,314	\$1,880,342	\$2,541,951	73.97%	\$5,945,262
LEEBA AF	(5)	134	N/A	N/A	N/A	N/A	N/A
LEEBA WF/RWF	(5)	135	N/A	N/A	N/A	N/A	N/A
NYC Deputy Sheriffs Assoc RWF	(6)	12	88	\$119,776	\$117,646	101.81%	\$175,100
NYC Deputy Sheriffs Assoc WF	(6)	13	131	\$210,649	\$210,899	99.88%	\$137,002
NYC Deputy Sheriffs Assoc AF	(6)	11	131	\$226,112	\$284,100	79.59%	\$2,649,640

Total NYC Contribution \$17,924,433

N/A - information is either not available or not applicable.

NOTE: The above listed funds have been excluded from this analysis because:

- (1) These funds received a substantial portion of their revenues from sources other than the City.
- (2) This fund would distort the category average since it includes other groups' that received a substantial portion of their revenues from sources other than the City.
- (3) Under the United Federation of Teachers' collective bargaining agreement, scholarship benefits are paid only to public high school students.
- (4) These funds had different fiscal year-end dates than their associated welfare funds so that consolidation would have distorted the information reported.
- (5) These funds failed to submit Directive #12 filings for 2020, as required.
- (6) These funds failed to submit audited financial statements for 2020, as required.

2020 SCHEDULE OF ADMINISTRATIVE EXPENSES

NAME OF FUND	TOTAL ADMIN. EXPENSE	RENT	SALARIES	FEES & COMMSN	LEGAL	ACCT'G	TRAVEL & CONF.	TELEPHONE	OFFICE EQUIP & RENTAL	OTHER OFFICE EXPENSE	INSURANCE	REPAIRS & MAINT	OTHER	INSURANCE RETENTION	INVEST & CUSTODIAL SERVICES
SELF-INSURED WF & RWF															
NYC CONTRIBUTION UP TO \$1 MILLION															
Local 14 –14B IUOE WF/RWF	\$30,460	\$4,481	\$15,702	\$0	\$0	\$3,490	\$0	\$337	\$2,221	\$846	\$3,383	\$0	\$0	\$0	\$0
Local No. 5 MNCPL Employees Benefit Trust Fund	\$36,128	\$0	\$30,000	\$0	\$0	\$4,400	\$0	\$0	\$0	\$1,728	\$0	\$0	\$0	\$0	\$0
Local 306 Municipal Employees WF	\$28,970	\$0	\$0	\$9,600	\$9,600	\$7,000	\$93	\$0	\$0	\$0	\$2,372	\$0	\$305	\$0	\$0
NYC Muni. Steamfitters & Steamfitter Helpers RWF	\$31,714	\$0	\$0	\$0	\$5,000	\$12,000	\$0	\$0	\$0	\$0	\$3,549	\$0	\$11,165	\$0	\$0
NYC Muni. Steamfitters & Steamfitter Helpers WF	\$35,463	\$0	\$0	\$0	\$5,000	\$12,000	\$0	\$0	\$0	\$0	\$5,323	\$0	\$13,140	\$0	\$0
Local 15, 15A, 15C Operating Engineers WF/RWF	\$227,235	\$6,727	\$158,371	\$0	\$15,900	\$18,000	\$209	\$713	\$2,789	\$1,148	\$3,900	\$0	\$1,506	\$0	\$17,972
United Probation Officers Assoc RWF	\$229,826	\$25,897	\$86,681	\$9,718	\$13,993	\$16,501	\$1,308	\$2,588	\$59,002	\$4,456	\$7,818	\$0	\$1,564	\$0	\$300
Doctors Council RWF	\$205,053	\$18,739	\$61,022	\$61,708	\$5,947	\$21,984	\$0	\$52	\$8,307	\$17,809	\$1,858	\$0	\$2,370	\$0	\$5,257
Local 300 Civil Service Forum RWF	\$232,905	\$32,543	\$34,047	\$118,219	\$10,000	\$14,000	\$777	\$0	\$1,091	\$6,806	\$3,509	\$636	\$3,158	\$0	\$8,119
TOTAL UP TO \$1 MILLION CATEGORY 9 FUNDS:	\$1,057,754	\$88,387	\$385,823	\$199,245	\$65,440	\$109,375	\$2,387	\$3,690	\$73,410	\$32,793	\$31,712	\$636	\$33,208	\$0	\$31,648
NYC CONTRIBUTION \$1 TO \$3 MILLION															
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	\$131,745	\$16,000	\$45,052	\$22,569	\$8,500	\$10,000	\$2,801	\$0	\$0	\$6,910	\$0	\$0	\$7,123	\$0	\$12,790
1199 SEIU Licensed Practical Nurses WF	\$174,227	\$0	\$49,167	\$73,208	\$15,412	\$14,506	\$706	\$24	\$0	\$2,673	\$1,003	\$114	\$17,413	\$0	\$0
Local 1181 CWA Supervisory Employees WF/RWF	\$101,511	\$0	\$0	\$44,221	\$9,600	\$26,200	\$0	\$4,150	\$0	\$256	\$4,654	\$0	\$3,927	\$0	\$8,503
Correction Captains Assoc WF/CLRF	\$237,991	\$10,858	\$12,225	\$100,298	\$57,256	\$14,250	\$1,795	\$2,697	\$865	\$1,403	\$1,734	\$0	\$5,213	\$9,334	\$20,063
United Probation Officers Assoc WF	\$346,178	\$87,882	\$86,679	\$18,843	\$7,163	\$21,242	\$2,442	\$5,638	\$109,672	\$8,317	\$13,640	\$0	-\$15,640	\$0	\$300
Doctors Council WF	\$351,795	\$23,645	\$76,981	\$77,991	\$25,962	\$30,203	\$1,971	\$70	\$12,336	\$21,789	\$3,283	\$0	\$8,694	\$56,929	\$11,942
1199 SEIU NYC Ed/Child & Eldercare Fund	\$133,109	\$0	\$0	\$0	\$13,272	\$15,485	\$0	\$0	\$0	\$14,420	\$4,363	\$0	\$85,569	\$0	\$0
Local 444 Sanitation Officers WF	\$192,344	\$2,046	\$26,149	\$118,686	\$10,010	\$14,700	\$232	\$415	\$0	\$775	\$2,228	\$0	\$1,800	\$0	\$15,304
Local 246 SEIU RWF	\$298,548	\$20,805	\$77,271	\$108,872	\$15,833	\$8,500	\$5,987	\$1,809	\$2,930	\$2,422	\$10,965	\$0	\$5,470	\$0	\$37,685
Local 300 Civil Service Forum WF	\$426,750	\$32,543	\$64,637	\$263,622	\$13,800	\$14,000	\$1,401	\$0	\$1,091	\$11,326	\$6,794	\$636	\$6,861	\$0	\$10,039
Local 211 Allied Building Inspectors WF	\$306,395	\$37,958	\$173,711	\$22,000	\$10,015	\$28,950	\$0	\$3,543	\$0	\$17,431	\$12,787	\$0	\$0	\$0	\$0
Local 3 IBEW Electricians WF	\$240,285	\$2,093	\$111,774	\$18,114	\$20,010	\$16,000	\$3,257	\$2,346	\$4,239	\$8,097	\$2,417	\$2,235	\$7,740	\$0	\$41,963
Local 3 IBEW Electricians RWF	\$223,329	\$6,307	\$111,524	\$32,629	\$8,004	\$16,000	\$1,945	\$2,384	\$3,161	\$11,819	\$2,378	\$0	\$8,997	\$0	\$18,181
DC 9 Painting Industry WF/RWF (Local 1969)	\$188,952	\$3,540	\$140,663	\$9,750	\$0	\$3,773	\$0	\$0	\$0	\$12,092	\$0	\$0	\$5,598	\$0	\$13,536
Local 246 SEIU WF	\$392,581	\$27,579	\$98,981	\$158,981	\$22,667	\$8,500	\$6,141	\$2,399	\$3,883	\$9,627	\$7,468	\$0	\$9,703	\$0	\$36,652
Local 891 School Custodian & Engineers WF/RWF/ED	\$323,592	\$73,883	\$43,458	\$64,608	\$27,597	\$43,000	\$1,490	\$454	\$3,942	\$17,692	\$4,134	\$0	\$2	\$0	\$43,332
Local 30 A-C Operating Municipal Engineers WF/RWF	\$359,136	\$16,864	\$130,026	\$88,839	\$48,775	\$31,454	\$482	\$0	\$15,642	\$10,268	\$5,858	\$0	\$10,928	\$0	\$0
TOTAL \$1 TO \$3 MILLION CATEGORY 17 FUNDS:	\$4,428,468	\$362,002	\$1,248,298	\$1,223,231	\$313,876	\$316,763	\$30,650	\$25,929	\$157,761	\$157,317	\$83,706	\$2,985	\$169,398	\$66,263	\$270,290
NYC CONTRIBUTION \$3 TO \$10 MILLION															
Correction Captains Assoc RWF	\$253,597	\$20,261	\$22,815	\$121,143	\$12,000	\$11,000	\$730	\$5,034	\$1,615	\$4,425	\$1,889	\$0	\$10,479	\$7,576	\$34,630
Local 444 Sanitation Officers RWF	\$213,325	\$2,046	\$26,149	\$89,947	\$10,000	\$14,250	\$232	\$415	\$0	\$2,443	\$5,329	\$0	\$0	\$0	\$62,515
Local 237 Teamsters RWF	\$2,723,094	\$148,328	\$1,477,872	\$482,160	\$60,275	\$36,000	\$11,042	\$22,093	\$23,399	\$188,072	\$25,125	\$0	\$100,798	\$0	\$147,930
House Staff Comm of Interns & Residents WF/Legal	\$1,002,258	\$722	\$555,378	\$212,393	\$55,453	\$32,650	\$19,877	\$5,533	\$39,971	\$20,301	\$7,583	\$0	\$1,446	\$0	\$50,951
New York State Nurses Assoc Child/Elder Care Fund	\$217,373	\$12,000	\$50,000	\$30,000	\$25,081	\$18,150	\$4,403	\$0	\$27,000	\$3,810	\$8,797	\$0	\$0	\$0	\$38,132
Superior Officers Council (Police) WF/CLRF	\$711,190	\$198,000	\$391,824	\$132,749	\$0	\$175,265	\$0	\$2,415	\$12,651	\$21,211	\$63,725	\$0	-\$297,389	\$0	\$10,739
Local 854 Uniformed Fire Officers Assoc WF	\$429,056	\$23,941	\$144,234	\$50,821	\$10,000	\$21,240	\$11,547	\$0	\$0	\$11,731	\$130,305	\$0	\$25,237	\$0	\$0
New York State Nurses Assoc Ed Fund	\$204,893	\$12,000	\$50,000	\$20,000	\$25,000	\$19,825	\$4,649	\$0	\$27,000	\$0	\$8,864	\$0	\$0	\$0	\$37,555
NYC Municipal Plumbers & Pipefitters WF	\$116,625	\$0	\$0	\$83,949	\$9,132	\$13,000	\$280	\$0	\$0	\$28	\$5,240	\$0	\$0	\$0	\$4,996
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	\$962,258	\$84,709	\$412,522	\$280,412	\$36,000	\$24,300	\$4,068	\$5,975	\$12,315	\$12,672	\$15,826	\$31,695	\$17,935	\$0	\$23,829
Local 854 Uniformed Fire Officers Assoc RWF	\$1,028,571	\$38,305	\$240,845	\$50,821	\$11,000	\$22,304	\$13,711	\$0	\$0	\$615,014	\$7,450	\$0	\$29,121	\$0	\$0
Local 831 Uniformed Sanitationmen's Assoc RWF	\$728,720	\$29,324	\$201,672	\$278,248	\$22,500	\$30,500	\$0	\$7,000	\$704	\$12,547	\$791	\$0	\$60,776	\$0	\$84,658
New York City RWF	\$870,139	\$0	\$0	\$712,960	\$15,250	\$19,500	\$1,945	\$0	\$0	\$9,601	\$3,045	\$0	\$53,249	\$0	\$54,589
TOTAL \$3 TO \$10 MILLION CATEGORY 13 FUNDS:	\$9,461,099	\$569,636	\$3,573,311	\$2,545,603	\$291,691	\$437,984	\$72,484	\$48,465	\$144,655	\$901,855	\$283,969	\$31,695	\$1,652	\$7,576	\$550,524
SELF-INSURED WF & RWF (continued)															
NYC CONTRIBUTION \$10 TO \$20 MILLION															
Superior Officers Council (Police) RWF	\$855,868	\$78,000	\$156,641	\$84,537	\$0	\$17,530	\$0	\$966	\$102,947	\$10,868	\$23,196	\$0	\$0	\$363,533	\$17,650
Local 237 Teamsters WF	\$5,646,178	\$920,285	\$3,051,894	\$605,418	\$185,605	\$60,000	\$79	\$139,300	\$186,383	\$114,636	\$78,784	\$103,479	\$39,664	\$0	\$160,651
Local 1 Council of Supervisors & Admin RWF	\$1,471,481	\$116,763	\$1,064,340	\$20,600	\$7,200	\$40,260	\$8,944	\$19,756	\$46,457	\$33,771	\$37,677	\$0	\$10,775	\$0	\$64,938
Organization of Staff Analysts WF/RWF/ED	\$2,129,926	\$261,061	\$1,452,959	\$316,886	\$12,000	\$25,000	\$0	\$0	\$12,228	\$30,732	\$17,040	\$0	\$2,021	\$0	\$0
Professional Staff Congress CUNY WF/RWF	\$3,195,470	\$280,159	\$2,130,528	\$294,398	\$82,800	\$44,300	\$6,735	\$22,409	\$32,038	\$95,275	\$48,129	\$0	\$71,556	\$0	\$87,143
Local 94 Uniformed Firefighters Assoc WF	\$1,155,286	\$50,731	\$326,873	\$218,631	\$18,000	\$16,000	\$984	\$7,259	\$43,398	\$8,431	\$9,149	\$1,517	\$37,267	\$0	\$417,046

2020 SCHEDULE OF ADMINISTRATIVE EXPENSES

NAME OF FUND	TOTAL ADMIN. EXPENSE	RENT	SALARIES	FEES & COMMSN	LEGAL	ACCT'G	TRAVEL & CONF.	TELE-PHONE	OFFICE EQUIP & RENTAL	OTHER OFFICE EXPENSE	INSUR-ANCE	REPAIRS & MAINT	OTHER	INSURANCE RETENTION	INVEST & CUSTODIAL SERVICES
Local 1 Council of Supervisors & Admin WF	\$1,376,030	\$96,193	\$981,169	\$30,900	\$7,200	\$52,245	\$4,370	\$16,275	\$34,679	\$23,325	\$24,159	\$0	\$85,251	\$0	\$20,264
New York State Nurses Assoc WF	\$962,447	\$64,750	\$75,250	\$45,425	\$45,000	\$17,740	\$20,388	\$7,000	\$10,500	\$19,717	\$460,496	\$0	\$160,553	\$0	\$35,628
Local 831 Uniformed Sanitationmen's Assoc WF	\$1,843,773	\$267,839	\$463,043	\$750,836	\$50,530	\$30,250	\$0	\$5,038	\$41,342	\$81,773	\$11,458	\$76,116	\$52,729	\$0	\$12,819
Correction Officers' Benevolent Assoc RWF	\$890,014	\$59,944	\$218,820	\$455,082	\$0	\$25,000	\$0	\$0	\$13,814	\$65,411	\$0	\$0	\$51,943	\$0	\$0
TOTAL \$10 TO \$20 MILLION CATEGORY 10 FUNDS:	\$19,526,473	\$2,195,725	\$9,921,517	\$2,822,713	\$408,335	\$328,325	\$41,500	\$218,003	\$523,786	\$483,939	\$710,088	\$181,112	\$511,759	\$363,533	\$816,139
NYC CONTRIBUTION MORE THAN \$20 MILLION															
Local 94 Uniformed Firefighters Assoc RWF	\$1,176,406	\$50,730	\$378,398	\$270,315	\$9,700	\$16,000	\$984	\$7,258	\$43,391	\$11,516	\$8,357	\$1,515	\$43,027	\$0	\$335,215
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	\$1,682,379	\$7,926	\$758,224	\$435,047	\$132,000	\$46,338	\$8,762	\$0	\$10,391	\$62,258	\$85,864	\$0	\$135,569	\$0	\$0
Correction Officers' Benevolent Assoc WF/CLRF	\$874,517	\$94,943	\$284,488	\$300,301	\$0	\$45,000	\$0	\$0	\$13,814	\$89,437	\$0	\$0	\$46,535	\$0	\$0
Local 371 Social Service Employees WF/ED/Legal/ADM	\$3,944,980	\$428,426	\$2,495,478	\$378,220	\$164,000	\$59,000	\$49,720	\$52,968	\$294,108	\$118,962	\$37,584	\$108,243	-\$350,096	\$0	\$108,367
Police Benevolent Assoc WF/CLRF	\$3,490,339	\$299,351	\$2,109,067	\$601,948	\$128,520	\$65,810	\$0	\$12,395	\$57,030	\$26,793	\$28,002	\$67,217	\$89,613	\$0	\$4,593
Police Benevolent Assoc RWF	\$3,492,200	\$318,076	\$2,055,661	\$769,694	\$81,000	\$49,909	\$0	\$12,486	\$57,069	\$44,151	\$30,883	\$68,831	\$0	\$0	\$4,440
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	\$5,959,530	\$417,201	\$3,032,188	\$897,561	\$122,654	\$66,250	\$14,723	\$36,210	\$522,162	\$149,819	\$44,331	\$20,239	\$560,000	\$0	\$76,192
Detectives Endowment Assoc WF/RWF/ADM	\$3,314,673	\$90,000	\$2,473,106	\$43,114	\$185,013	\$87,500	\$0	\$14,935	\$157,486	\$61,626	\$8,710	\$0	-\$36,527	\$0	\$229,710
DC 37 WF	\$25,528,512	\$1,153,778	\$10,342,683	\$866,385	\$375,455	\$165,851	\$113,842	\$128,189	\$5,695,720	\$978,387	\$273,614	\$107,202	\$5,031,247	\$0	\$296,159
Local 2 United Federation of Teachers WF/RWF	\$28,640,231	\$4,574,516	\$15,219,328	\$6,052,236	\$158,832	\$58,000	\$29,684	\$190,176	\$211,119	\$585,834	\$130,626	\$559,849	\$517,932	\$0	\$352,099
TOTAL MORE THAN \$20 MILLION CATEGORY 10 FUNDS:	\$78,103,767	\$7,434,947	\$39,148,621	\$10,614,821	\$1,357,174	\$659,658	\$217,715	\$454,617	\$7,062,290	\$2,128,783	\$647,971	\$933,096	\$6,037,300	\$0	\$1,406,775
TOTAL SELF-INSURED FUNDS 59 FUNDS:	\$112,577,561	\$10,650,696	\$54,277,570	\$17,405,613	\$2,436,516	\$1,852,105	\$364,736	\$750,704	\$7,961,902	\$3,704,687	\$1,757,445	\$1,149,524	\$6,753,316	\$437,372	\$3,075,376
INSURED WF & RWF															
NYC CONTRIBUTION UP TO \$3 MILLION															
Fire Alarm Dispatchers Benevolent Assoc WF	\$72,627	\$7,875	\$34,920	\$0	\$0	\$15,900	\$0	\$3,384	\$0	\$1,498	\$0	\$149	\$8,901	\$0	\$0
Local 333 United Marine Division WF/RWF	\$141,469	\$2,151	\$65,149	\$1,350	\$14,000	\$40,804	\$0	\$1,576	\$4,189	\$1,351	\$7,498	\$3,252	\$150	\$0	\$0
TOTAL UP TO \$1 MILLION CATEGORY 2 FUNDS:	\$214,096	\$10,026	\$100,069	\$1,350	\$14,000	\$56,704	\$0	\$4,960	\$4,189	\$2,849	\$7,498	\$3,401	\$9,051	\$0	\$0
NYC CONTRIBUTION \$1 TO \$3 MILLION															
Civil Service Bar Assoc WF	\$260,780	\$0	\$6,000	\$210,324	\$12,780	\$15,750	\$0	\$0	\$0	\$1,703	\$7,920	\$0	\$6,303	\$0	\$0
TOTAL INSURED CATEGORY 3 FUNDS:	\$474,876	\$10,026	\$106,069	\$211,674	\$26,780	\$72,454	\$0	\$4,960	\$4,189	\$4,552	\$15,418	\$3,401	\$15,354	\$0	\$0
TOTAL SELF-INSURED AND INSURED FUNDS 62 FUNDS:	\$113,052,437	\$10,660,722	\$54,383,639	\$17,617,287	\$2,463,296	\$1,924,559	\$364,736	\$755,663	\$7,966,090	\$3,709,238	\$1,772,863	\$1,152,925	\$6,768,670	\$437,372	\$3,075,376
ANNUITY FUNDS															
NYC CONTRIBUTION UP TO \$1 MILLION															
Assistant Dep Wardens/Dep Wardens AF	\$73,704	\$0	\$0	\$7,200	\$6,500	\$5,500	\$0	\$0	\$0	\$0	\$4,323	\$0	\$0	\$0	\$50,181
DC 9 Painting Industry AF (Local 1969)	\$75,479	\$712	\$14,960	\$635	\$1,191	\$2,046	\$31	\$87	\$0	\$2,406	\$3,183	\$987	\$179	\$0	\$49,062
Civil Service Bar Assoc AF	\$100,271	\$0	\$0	\$78,355	\$6,563	\$12,000	\$0	\$0	\$0	\$0	\$3,081	\$0	\$272	\$0	\$0
Local 3 IBEW Communications Electricians AF	\$59,900	\$0	\$0	\$8,338	\$9,531	\$8,500	\$0	\$0	\$0	\$0	\$8,759	\$0	\$0	\$0	\$24,772
Local 15, 15A, 15C (IUOE) Operating Muni Engineers AF	\$53,598	\$2,386	\$30,754	\$0	\$2,298	\$2,332	\$108	\$348	\$5,467	\$2,892	\$3,076	\$0	\$0	\$0	\$3,937
Correction Captains Assoc AF	\$227,734	\$10,476	\$11,647	\$15,000	\$21,499	\$12,200	\$730	\$2,577	\$723	\$1,219	\$5,931	\$0	\$3,961	\$0	\$141,771
TOTAL UP TO \$1 MILLION CATEGORY 6 FUNDS:	\$590,686	\$13,574	\$57,361	\$109,528	\$47,582	\$42,578	\$869	\$3,012	\$6,190	\$6,517	\$28,353	\$987	\$4,412	\$0	\$269,723
NYC CONTRIBUTION \$1 TO \$3 MILLION															
Local 444 Sanitation Officers Supplemental AF	\$31,950	\$0	\$0	\$10,000	\$0	\$4,500	\$0	\$0	\$0	\$0	\$1,653	\$0	\$0	\$0	\$15,797
Local 300 SEIU Civil Service Forum AF	\$196,823	\$4,900	\$7,308	\$24,000	\$9,000	\$22,000	\$977	\$0	\$141	\$3,316	\$177	\$150	\$1,922	\$0	\$122,932
Steamfitters' Industry Supplemental AF	\$1,340,175	\$96,549	\$891,062	\$66,226	\$17,329	\$19,507	-\$979	\$2,274	\$122,552	\$12,301	\$20,044	\$94,876	-\$1,566	\$0	\$0
Doctors Council AF	\$322,604	\$46,418	\$153,707	\$2,730	\$32,332	\$14,947	\$0	\$130	\$12,290	\$0	\$20,881	\$0	\$21,937	\$0	\$17,232
TOTAL \$1 TO \$3 MILLION CATEGORY 4 FUNDS:	\$1,891,552	\$147,867	\$1,052,077	\$102,956	\$58,661	\$60,954	-\$2	\$2,404	\$134,983	\$15,617	\$42,755	\$95,026	\$22,293	\$0	\$155,961
NYC CONTRIBUTION \$3 TO 10 MILLION															
Local 891(IUOE) AF	\$317,212	\$11,934	\$24,780	\$11,325	\$12,000	\$20,000	\$0	\$0	\$2,559	\$534	\$16,040	\$0	\$0	\$0	\$218,040
Local 246 SEIU NYC AF	\$200,415	\$0	\$0	\$18,000	\$28,524	\$8,500	\$1,265	\$0	\$0	\$1,108	\$8,484	\$0	\$0	\$0	\$134,534
Local 1180 CWA Members AF	\$1,256,469	\$532,375	\$0	\$99,450	\$48,000	\$20,000	\$0	\$0	\$0	\$0	\$24,485	\$0	\$260,293	\$0	\$271,866

2020 SCHEDULE OF ADMINISTRATIVE EXPENSES

<u>NAME OF FUND</u>	<u>TOTAL ADMIN. EXPENSE</u>	<u>RENT</u>	<u>SALARIES</u>	<u>FEES & COMMSN</u>	<u>LEGAL</u>	<u>ACCT'G</u>	<u>TRAVEL & CONF.</u>	<u>TELE-PHONE</u>	<u>OFFICE EQUIP & RENTAL</u>	<u>OTHER OFFICE EXPENSE</u>	<u>INSUR-ANCE</u>	<u>REPAIRS & MAINT</u>	<u>OTHER</u>	<u>INSURANCE RETENTION</u>	<u>INVEST & CUSTODIAL SERVICES</u>
Detectives Endowment Assoc AF	\$1,459,143	\$30,000	\$69,702	\$24,057	\$23,022	\$38,100	\$0	\$0	\$0	\$1,468	\$22,654	\$0	\$22,909	\$0	\$1,227,231
Local 854 Uniformed Fire Officers Assoc AF	\$369,454	\$39,103	\$213,203	\$79,092	\$0	\$15,000	\$624	\$0	\$9,422	\$3,212	\$9,798	\$0	\$0	\$0	\$0
Superior Officers Council (Police) AF	\$384,707	\$39,000	\$76,963	\$0	\$88,432	\$16,500	\$15,000	\$483	\$41,527	\$28,659	\$17,333	\$0	\$1,402	\$0	\$59,408
Council of Supervisors and Administrators AF	\$148,573	\$0	\$0	\$26,456	\$24,000	\$12,000	\$0	\$0	\$0	\$7,899	\$7,056	\$0	\$0	\$0	\$71,162
Local 444 Sanitation Officers AF	\$493,092	\$1,489	\$21,192	\$25,855	\$10,010	\$25,000	\$169	\$302	\$0	\$564	\$17,344	\$0	\$0	\$0	\$391,167
Local 94 Uniformed Firefighters Assoc AF	\$421,296	\$27,599	\$212,406	\$66,952	\$9,700	\$9,000	\$0	\$8,532	\$2,445	\$3,554	\$29,147	\$1,961	\$0	\$0	\$50,000
Sergeants Benevolent Assoc (Police) AF	\$832,767	\$3,964	\$152,544	-\$253,985	\$48,000	\$22,425	\$0	\$0	\$0	\$14,106	\$17,053	\$31,285	\$2	\$0	\$797,373
Local 237 Teamsters AF	\$2,060,923	\$0	\$0	\$1,930	\$109,180	\$40,000	\$2,130	\$0	\$8,291	\$53,637	\$58,369	\$0	\$306,620	\$0	\$1,480,766
Local 3 IBEW Electrical Workers Industry AF	\$6,037,016	\$95,821	\$2,881,575	\$0	\$61,380	\$96,491	\$0	\$12,379	\$251,075	\$129,410	\$154,708	\$0	\$765,313	\$0	\$1,588,864
Police Benevolent Assoc AF	\$749,017	\$16,885	\$154,323	\$3,031	\$6,480	\$41,602	\$0	\$493	\$1,973	\$4,197	\$26,083	\$2,351	\$0	\$0	\$491,599
TOTAL \$3 TO \$10 MILLION CATEGORY 13 FUNDS:	\$14,730,084	\$798,170	\$3,806,688	\$102,163	\$468,728	\$364,618	\$19,188	\$22,189	\$317,292	\$248,348	\$408,554	\$35,597	\$1,356,539	\$0	\$6,782,010
NYC CONTRIBUTION \$10 TO \$20 MILLION															
Correction Officers' Benevolent Assoc AF	\$1,055,592	\$48,328	\$107,377	\$141,072	\$21,099	\$28,000	\$0	\$0	\$4,605	\$63,541	\$0	\$0	\$0	\$0	\$641,570
DC 37 AFSCME AF	\$1,073,090	\$0	\$237,772	\$630,977	\$7,124	\$30,000	\$0	\$0	\$169	\$5,216	\$35,319	\$0	\$0	\$0	\$126,513
Local 371 Social Service Employees AF	\$1,196,127	\$18,126	\$395,988	\$25,340	\$36,000	\$20,000	\$0	\$28,184	\$5,000	\$43,043	\$8,768	\$0	\$1,458	\$0	\$614,220
Local 30 A-D IUOE Engineers AF	\$332,885	\$5,048	\$44,846	\$41,880	\$18,000	\$27,902	\$0	\$0	\$11,802	\$10,652	\$12,271	\$0	\$0	\$0	\$160,484
TOTAL MORE THAN \$10 MILLION CATEGORY 4 FUNDS:	\$3,657,694	\$71,502	\$785,983	\$839,269	\$82,223	\$105,902	\$0	\$28,184	\$21,576	\$122,452	\$56,358	\$0	\$1,458	\$0	\$1,542,787
NYC CONTRIBUTION MORE THAN \$20 MILLION															
Local 831 Uniformed Sanitationmen's Assoc AF	\$943,569	\$25,381	\$105,660	\$81,451	\$22,556	\$32,000	\$0	\$0	\$0	\$10,053	\$442	\$0	\$0	\$0	\$666,026
TOTAL ANNUITY FUNDS 28 FUNDS:	\$21,813,585	\$1,056,495	\$5,807,769	\$1,235,367	\$679,750	\$606,052	\$20,055	\$55,789	\$480,041	\$402,987	\$536,462	\$131,610	\$1,384,702	\$0	\$9,416,507
GRAND TOTAL 90 FUNDS:	\$134,866,022	\$11,717,217	\$60,191,408	\$18,852,654	\$3,143,046	\$2,530,611	\$384,791	\$811,452	\$8,446,131	\$4,112,225	\$2,309,325	\$1,284,535	\$8,153,372	\$437,372	\$12,491,883

2020 SCHEDULE OF WELFARE FUND AVAILABLE BENEFITS

FUND NAME (BY REVENUE CATEGORY)	TOTAL BENEFIT EXPENSE	MEMBER BENEFITS PROVIDED BY EACH WELFARE FUND *																								OTHER BENEFITS Self-Insured unless (Ins) is specified				
		Dental		Optical		Prescription Drugs		Audiology/ Hearing Aids		Life and/or ADD Insurance		Legal Services		Supplemental/ Major Medical		Death		Short/Long Term Disability		Podiatry and/or Orthotics		Medical/Drug Reimbursements		Catastrophic			Education		Retirement/Pensio n Counseling	
		Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self		Ins	Self		
INSURED NYC CONTRIBUTION UP TO \$1 MILLION (2 FUNDS)																														
Fire Alarm Dispatchers Benevolent Assoc WF	\$445,319	X		X														X												AFLAC Cancer Insurance (Ins)
Local 333 United Marine Division WF/RWF	\$806,652	X								X																				
INSURED NYC CONTRIBUTION \$1 TO \$3 MILLION (1 FUND)																														
Civil Service Bar Assoc WF	\$1,516,480		X		X	X			X	X								X												Nurse Helpline, and Nursery
SELF-INSURED NYC CONTRIBUTION UP TO \$1 MILLION (9 FUNDS)																														
Local 14 –14B IUOE WF/RWF	\$129,426	X			X									X		X														
Local No. 5 MNCPL Employees Benefit Trust Fund	\$102,648		X		X		X																							
Local 306 Municipal Employees WF	\$52,820		X		X				X	X												X								
NYC Muni. Steamfitters & Steamfitter Helpers RWF	\$227,179		X		X				X	X									X											
NYC Muni. Steamfitters & Steamfitter Helpers WF	\$270,409		X		X				X	X									X											
Local 15, 15A, 15C Operating Engineers WF/RWF	\$434,808		X						X													X								
United Probation Officers Assoc RWF	\$424,746		X		X		X		X		X		X		X		X				X									Emergency Room and Rehabilitative Services
Doctors Council RWF	\$989,265		X		X				X	X		X									X									Mammogram, Physical Examinations, and Psychiatric
Local 300 Civil Service Forum RWF	\$575,874		X		X		X				X					X														

* Each benefit is identified as either Insured (Ins) or Self-Insured (Self).
Insured Benefits are listed in the shaded columns.

2020 SCHEDULE OF WELFARE FUND AVAILABLE BENEFITS

FUND NAME (BY REVENUE CATEGORY)	TOTAL BENEFIT EXPENSE	MEMBER BENEFITS PROVIDED BY EACH WELFARE FUND *																				OTHER BENEFITS Self-Insured unless (Ins) is specified									
		Dental		Optical		Prescription Drugs		Audiology/ Hearing Aids		Life and/or ADD Insurance		Legal Services		Supplemental/ Major Medical		Death		Short/Long Term Disability		Podiatry and/or Orthotics			Medical/Drug Reimbursements		Catastrophic		Education		Retirement/Pensio n Counseling		
		Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self		Ins	Self	Ins	Self	Ins	Self	Ins	Self	
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	\$927,005	X	X	X				X	X			X	X			X														X	Full Body Scan, Health and Wellness, Maternity and New Dependent
1199 SEIU Licensed Practical Nurses WF	\$1,051,778	X		X				X								X										X			Social Services		
Local 1181 CWA Supervisory Employees WF/RWF	\$924,123	X		X				X				X																			
Correction Captains Assoc WF/CLRF	\$1,159,775	X		X				X	X					X										X					Ambulance, Body Scans, In-Hospital and Maternity		
United Probation Officers Assoc WF	\$854,494	X		X								X	X			X		X		X									Emergency Room, Health& Wellness Symposium, Maternity and Personal Protective Equipment.		
Doctors Council WF	\$1,282,730	X		X				X	X									X		X		X							Mammogram, Maternity, Physical Examinations, and Psychiatric		
1199 SEIU NYC Ed/Child & Eldercare Fund	\$1,442,828																									X			Child and Eldercare		
Local 444 Sanitation Officers WF	\$1,365,892	X		X				X				X																	Body Scans, COVID-19 Masks and Identity Theft Protection (Ins)		
Local 246 SEIU RWF	\$1,358,976	X		X				X																							
Local 300 Civil Service Forum WF	\$831,537	X		X				X				X		X						X								X	Heart Scans		
Local 211 Allied Building Inspectors WF	\$1,277,286	X		X				X						X		X															
Local 3 IBEW Electricians WF	\$1,580,913	X		X								X				X	X												Employee Assistance and Heart Scanning		
Local 3 IBEW Electricians RWF	\$1,654,646	X		X				X						X						X									Heart Scans		
DC 9 Painting Industry WF/RWF (Local 1969)	\$1,507,396	X		X				X	X					X															<i>Note: New members receive delayed benefits.</i>		
Local 246 SEIU WF	\$1,327,905	X		X				X						X																	
Local 891 School Custodian & Engineers WF/RWF/ED	\$2,357,730	X		X				X	X			X												X		X			Variable and Survivor Continuation,		
Local 30 A-C Operating Municipal Engineers WF/RWF	\$1,800,577	X		X										X								X									

* Each benefit is identified as either Insured (Ins) or Self-Insured (Self).
Insured Benefits are listed in the shaded columns.

2020 SCHEDULE OF WELFARE FUND AVAILABLE BENEFITS

FUND NAME (BY REVENUE CATEGORY)	TOTAL BENEFIT EXPENSE	MEMBER BENEFITS PROVIDED BY EACH WELFARE FUND *																								OTHER BENEFITS Self-Insured unless (Ins) is specified				
		Dental		Optical		Prescription Drugs		Audiology/ Hearing Aids		Life and/or ADD Insurance		Legal Services		Supplemental/ Major Medical		Death		Short/Long Term Disability		Podiatry and/or Orthotics		Medical/Drug Reimbursements		Catastrophic			Education		Retirement/Pensio n Counseling	
		Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self		Ins	Self	Ins	Self
SELF-INSURED NYC CONTRIBUTION \$3 TO \$10 MILLION (13 FUNDS)																														
Correction Captains Assoc RWF	\$2,748,793		X		X				X	X												X	X							
Local 444 Sanitation Officers RWF	\$3,932,408	X	X		X		X	X														X								
Local 237 Teamsters RWF	\$18,896,476	X	X		X		X				X	X		X												X				
House Staff Comm of Interns & Residents WF/Legal	\$6,771,874	X	X		X		X	X			X	X		X	X						X				X					
New York State Nurses Assoc Child/Elder Care Fund	\$3,345,453																													
Superior Officers Council (Police) WF/CLRF	\$3,027,548	X	X		X		X																X							
Local 854 Uniformed Fire Officers Assoc WF	\$3,520,920	X	X		X		X		X																					
New York State Nurses Assoc Ed Fund	\$4,990,241																									X				
NYC Municipal Plumbers & Pipefitters WF	\$6,458,887	X	X				X	X							X	X		X			X									
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	\$5,557,488	X	X		X	X		X			X				X	X														
Local 854 Uniformed Fire Officers Assoc RWF	\$12,116,396	X	X		X		X				X																			
Local 831 Uniformed Sanitationmen's Assoc RWF	\$11,267,202	X	X		X								X																	
New York City RWF	\$7,788,775	X	X		X		X	X			X	X																		
SELF-INSURED NYC CONTRIBUTION \$10 TO \$20 MILLION (10 FUNDS)																														
Superior Officers Council (Police) RWF	\$6,577,072	X	X		X		X							X							X	X								
Local 237 Teamsters WF	\$35,365,729		X		X		X				X			X	X											X				
Local 1 Council of Supervisors & Admin RWF	\$8,732,612	X	X		X							X																		
Organization of Staff Analysts WF/RWF/ED	\$9,874,025	X	X		X		X	X				X		X							X				X		X			
Professional Staff Congress CUNY WF/RWF	\$33,459,725	X	X		X		X	X			X	X		X	X															
Local 94 Uniformed Firefighters Assoc WF	\$11,398,448	X	X		X		X	X																						
Local 1 Council of Supervisors & Admin WF	\$9,719,917	X	X		X		X		X				X																	
New York State Nurses Assoc WF	\$14,127,317	X	X		X		X	X				X			X	X														
Local 831 Uniformed Sanitationmen's Assoc WF	\$14,457,807	X	X		X		X					X																		
Correction Officers' Benevolent Assoc RWF	\$18,869,774	X			X		X	X			X																			

* Each benefit is identified as either Insured (Ins) or Self-Insured (Self).
Insured Benefits are listed in the shaded columns.

2020 SCHEDULE OF WELFARE FUND AVAILABLE BENEFITS

FUND NAME (BY REVENUE CATEGORY)	TOTAL BENEFIT EXPENSE	MEMBER BENEFITS PROVIDED BY EACH WELFARE FUND *																								OTHER BENEFITS Self-Insured unless (Ins) is specified				
		Dental		Optical		Prescription Drugs		Audiology/ Hearing Aids		Life and/or ADD Insurance		Legal Services		Supplemental/ Major Medical		Death		Short/Long Term Disability		Podiatry and/or Orthotics		Medical/Drug Reimbursements		Catastrophic			Education		Retirement/Pensio n Counseling	
		Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self	Ins	Self		Ins	Self		

SELF-INSURED NYC CONTRIBUTION MORE THAN \$20 MILLION (10 FUNDS)

Local 94 Uniformed Firefighters Assoc RWF	\$31,653,860	X	X	X	X	X	X																											Emblem Health/G.H.I.- Widows (Ins) and H.I.P.-Widows (COBRA) (Ins.)
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	\$20,488,175	X	X	X	X	X				X	X			X										X										Body Scan
Correction Officers' Benevolent Assoc WF/CLRF	\$16,871,619	X		X	X	X	X				X																							
Local 371 Social Service Employees WF/ED/Legal/ADM	\$26,584,920	X	X	X	X	X				X				X	X	X									X		X						Diagnostic examinations, Health and Safety, and Prosthetic Appliances	
Police Benevolent Assoc WF/CLRF	\$30,935,074	X	X	X					X			X												X										Other Supplemental Benefits and Supplemental Hospitalization
Police Benevolent Assoc RWF	\$36,185,537	X	X	X																														Other Supplemental Benefits
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	\$43,902,223	X	X	X	X	X	X		X	X		X			X	X	X								X		X		X					Clinical, Maternity, Pension Counseling and Retiree Division Programs
Detectives Endowment Assoc WF/RWF/ADM	\$42,067,280	X	X	X	X									X										X										Body Scans, and Hospital Rider
DC 37 WF	\$210,691,504	X	X	X	X	X	X		X				X	X										X	X		X		X				Consulting, Crisis Intervention and Health Services, Pension Counseling and Retiree Outreach	
Local 2 United Federation of Teachers WF/RWF	\$290,989,533	X	X	X	X			X					X	X					X															Anesthesia, Parental Leave, Private Duty Nursing, Retiree Programs, and SLOAC (Ins).

WELFARE FUNDS BENEFITS SUMMARY (62 FUNDS)

SUBTOTAL (Insured vs. Self-Insured)	21	51	3	55	4	41	2	42	28	7	8	24	2	20	1	17	11	14	0	10	1	12	5	4	0	10	0	7
TOTAL	72	58	45	44	35	32	22	18	25	10	13	9	10	7														

* Each benefit is identified as either Insured (Ins) or Self-Insured (Self). Insured Benefits are listed in the shaded columns.

2020 SCHEDULE OF BENEFIT FUND RATIOS

NAME OF FUND	BEN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	BEN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE
SELF-INSURED WF & RWF										
NYC CONTRIBUTION UP TO \$1 MILLION										
Local 14 -14B IUOE WF/RWF	92.72%	48.35%	21.82%	5.87%	80.95%	7.65%	19.05%	-23.19%	-14.54%	-186.09%
Local No. 5 MNCPL Employees Benefit Trust Fund	34.88%	-44.19%	12.28%	-40.42%	73.97%	-1.64%	26.03%	4.96%	52.84%	212.85%
Local 306 Municipal Employees WF	31.55%	-49.52%	17.31%	-16.01%	64.58%	-14.12%	35.42%	42.82%	51.14%	202.78%
NYC Muni. Steamfitters & Steamfitter Helpers RWF	85.91%	37.46%	11.99%	-41.82%	87.75%	16.69%	12.25%	-50.60%	2.09%	-87.63%
NYC Muni. Steamfitters & Steamfitter Helpers WF	82.31%	31.70%	10.79%	-47.65%	88.41%	17.57%	11.59%	-53.27%	6.89%	-59.21%
Local 15, 15A, 15C Operating Engineers WF/RWF	45.78%	-26.75%	23.92%	16.06%	65.68%	-12.66%	34.32%	38.39%	30.30%	79.40%
United Probation Officers Assoc RWF	48.05%	-23.12%	26.00%	26.15%	64.89%	-13.71%	35.11%	41.57%	25.96%	53.70%
Doctors Council RWF	101.10%	61.76%	20.96%	1.70%	82.83%	10.15%	17.17%	-30.77%	-22.05%	-230.55%
Local 300 Civil Service Forum RWF	51.19%	-18.10%	20.70%	0.44%	71.20%	-5.32%	28.80%	16.13%	28.10%	66.37%
UP TO \$1 MILLION CATEGORY AVERAGE 9 FUNDS:	62.50%		20.61%		75.20%		24.80%		16.89%	
NYC CONTRIBUTION \$1 TO \$3 MILLION										
Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	80.71%	40.00%	11.47%	2.05%	87.56%	4.64%	12.44%	-23.77%	7.82%	-74.86%
1199 SEIU Licensed Practical Nurses WF	66.71%	15.72%	11.05%	-1.69%	85.79%	2.52%	14.21%	-12.93%	22.23%	-28.54%
Local 1181 CWA Supervisory Employees WF/RWF	65.22%	13.13%	7.16%	-36.30%	90.10%	7.67%	9.90%	-39.34%	27.62%	-11.22%
Correction Captains Assoc WF/CLRF	73.91%	28.20%	15.17%	34.96%	82.97%	-0.85%	17.03%	4.35%	10.93%	-64.87%
United Probation Officers Assoc WF	51.44%	-10.77%	20.84%	85.41%	71.17%	-14.95%	28.83%	76.65%	27.72%	-10.90%
Doctors Council WF	71.83%	24.60%	19.70%	75.27%	78.48%	-6.21%	21.52%	31.86%	8.47%	-72.77%
1199 SEIU NYC Ed/Child & ElderCare Fund	83.01%	43.99%	7.66%	-31.85%	91.55%	9.40%	8.45%	-48.22%	9.33%	-70.01%
Local 444 Sanitation Officers WF	60.29%	4.58%	8.49%	-24.47%	87.66%	4.76%	12.34%	-24.39%	31.22%	0.35%
Local 246 SEIU RWF	45.59%	-20.92%	10.01%	-10.94%	81.99%	-2.02%	18.01%	10.36%	44.40%	42.72%
Local 300 Civil Service Forum WF	38.42%	-33.36%	19.72%	75.44%	66.08%	-21.03%	33.92%	107.84%	41.86%	34.55%
Local 211 Allied Building Inspectors WF	43.99%	-23.69%	10.55%	-6.14%	80.65%	-3.62%	19.35%	18.57%	45.45%	46.09%
Local 3 IBEW Electricians WF	54.18%	-6.02%	8.23%	-26.78%	86.81%	3.74%	13.19%	-19.18%	37.59%	20.83%
Local 3 IBEW Electricians RWF	65.42%	13.48%	8.83%	-21.44%	88.11%	5.29%	11.89%	-27.14%	25.75%	-17.23%
DC 9 Painting Industry WF/RWF (Local 1969)	51.06%	-11.43%	6.40%	-43.06%	88.86%	6.19%	11.14%	-31.74%	42.54%	36.74%
Local 246 SEIU WF	35.84%	-37.83%	10.60%	-5.69%	77.18%	-7.77%	22.82%	39.83%	53.56%	72.16%
Local 891 School Custodian & Engineers WF/RWF/ED	75.26%	30.55%	10.33%	-8.10%	87.93%	5.08%	12.07%	-26.04%	14.41%	-53.68%
Local 30 A-C Operating Municipal Engineers WF/RWF	61.24%	6.23%	12.21%	8.63%	83.37%	-0.37%	16.63%	1.90%	26.55%	-14.66%
\$1 TO \$3 MILLION CATEGORY AVERAGE 17 FUNDS:	57.65%		11.24%		83.68%		16.32%		31.11%	
NYC CONTRIBUTION \$3 TO \$10 MILLION										
Correction Captains Assoc RWF	75.16%	10.95%	6.93%	-2.26%	91.55%	1.13%	8.45%	-10.77%	17.91%	-28.87%
Local 444 Sanitation Officers RWF	95.62%	41.16%	5.19%	-26.80%	94.85%	4.77%	5.15%	-45.62%	-0.81%	-103.22%
Local 237 Teamsters RWF	65.41%	-3.44%	9.43%	33.00%	87.40%	-3.46%	12.60%	33.05%	25.17%	-0.04%
House Staff Comm of Interns & Residents WF/Legal	72.42%	6.91%	10.72%	51.20%	87.11%	-3.78%	12.89%	36.11%	16.86%	-33.04%
New York State Nurses Assoc Child/Elder Care Fund	70.80%	4.52%	4.60%	-35.12%	93.90%	3.72%	6.10%	-35.59%	24.60%	-2.30%
Superior Officers Council (Police) WF/CLRF	53.91%	-20.42%	12.66%	78.56%	80.98%	-10.55%	19.02%	100.84%	33.43%	32.76%
Local 854 Uniformed Fire Officers Assoc WF	64.53%	-4.74%	7.86%	10.86%	89.14%	-1.54%	10.86%	14.68%	27.61%	9.65%
New York State Nurses Assoc Ed Fund	72.24%	6.64%	2.97%	-58.11%	96.06%	6.11%	3.94%	-58.39%	24.80%	-1.51%
NYC Municipal Plumbers & Pipefitters WF	99.27%	46.55%	1.79%	-74.75%	98.23%	8.51%	1.77%	-81.31%	-1.06%	-104.21%
Local 1182 CWA Security Benefits Fund WF/RWF/Legal	76.26%	12.58%	13.20%	86.18%	85.24%	-5.84%	14.76%	55.86%	10.53%	-58.18%
Local 854 Uniformed Fire Officers Assoc RWF	66.98%	-1.12%	5.69%	-19.75%	92.18%	1.82%	7.82%	-17.42%	27.34%	8.58%
Local 831 Uniformed Sanitationmen's Assoc RWF	80.95%	19.50%	5.24%	-26.09%	93.93%	3.76%	6.07%	-35.90%	13.82%	-45.12%
New York City RWF	41.05%	-39.40%	4.59%	-35.26%	89.95%	-0.64%	10.05%	6.12%	54.36%	115.89%
\$3 TO \$10 MILLION CATEGORY AVERAGE 13 FUNDS:	67.74%		7.09%		90.53%		9.47%		25.18%	

2020 SCHEDULE OF BENEFIT FUND RATIOS

NAME OF FUND	BEN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	BEN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE
SELF-INSURED WF & RWF (continued)										
NYC CONTRIBUTION \$10 TO \$20 MILLION										
Superior Officers Council (Police) RWF	57.80%	-15.89%	7.52%	-8.85%	88.49%	-0.88%	11.51%	7.37%	34.68%	50.59%
Local 237 Teamsters WF	80.29%	16.84%	12.82%	55.39%	86.23%	-3.42%	13.77%	28.45%	6.89%	-70.08%
Local 1 Council of Supervisors & Admin RWF	55.57%	-19.14%	9.36%	13.45%	85.58%	-4.14%	14.42%	34.51%	35.07%	52.28%
Organization of Staff Analysts WF/RWF/ED	59.30%	-13.71%	12.79%	55.03%	82.26%	-7.86%	17.74%	65.49%	27.91%	21.19%
Professional Staff Congress CUNY WF/RWF	63.54%	-7.54%	6.07%	-26.42%	91.28%	2.24%	8.72%	-18.66%	30.39%	31.96%
Local 94 Uniformed Firefighters Assoc WF	53.18%	-22.61%	5.39%	-34.67%	90.80%	1.70%	9.20%	-14.18%	41.43%	79.90%
Local 1 Council of Supervisors & Admin WF	60.71%	-11.66%	8.59%	4.12%	87.60%	-1.88%	12.40%	15.67%	30.69%	33.26%
New York State Nurses Assoc WF	77.82%	13.24%	5.30%	-35.76%	93.62%	4.86%	6.38%	-40.49%	16.88%	-26.70%
Local 831 Uniformed Sanitationmen's Assoc WF	76.09%	10.72%	9.70%	17.58%	88.69%	-0.66%	11.31%	5.50%	14.20%	-38.34%
Correction Officers' Benevolent Assoc RWF	87.59%	27.46%	4.13%	-49.94%	95.50%	6.97%	4.50%	-58.02%	8.28%	-64.05%
\$10 TO \$20 MILLION CATEGORY AVERAGE 10 FUNDS:	68.72%		8.25%		89.28%		10.72%		23.03%	
NYC CONTRIBUTION MORE THAN \$20 MILLION										
Local 94 Uniformed Firefighters Assoc RWF	77.68%	19.36%	2.89%	-57.31%	96.42%	6.46%	3.58%	-62.04%	19.44%	-30.92%
Sergeants Benevolent Assoc (Police) WF/RWF/CLRF	71.10%	9.25%	5.84%	-13.74%	92.41%	2.03%	7.59%	-19.51%	23.06%	-18.05%
Correction Officers' Benevolent Assoc WF/CLRF	71.31%	9.57%	3.70%	-45.35%	95.07%	4.97%	4.93%	-47.72%	24.99%	-11.19%
Local 371 Social Service Employees WF/ED/Legal/ADM	60.58%	-6.91%	8.99%	32.79%	87.08%	-3.85%	12.92%	37.01%	30.43%	8.14%
Police Benevolent Assoc WF/CLRF	63.95%	-1.74%	7.22%	6.65%	89.86%	-0.78%	10.14%	7.53%	28.83%	2.45%
Police Benevolent Assoc RWF	63.95%	-1.74%	6.17%	-8.86%	91.20%	0.70%	8.80%	-6.68%	29.87%	6.15%
Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	81.91%	25.86%	11.12%	64.25%	88.05%	-2.78%	11.95%	26.72%	6.97%	-75.23%
Detectives Endowment Assoc WF/RWF/ADM	65.13%	0.08%	5.13%	-24.22%	92.70%	2.35%	7.30%	-22.59%	29.73%	5.65%
DC 37 WF	60.04%	-7.74%	7.27%	7.39%	89.19%	-1.52%	10.81%	14.63%	32.69%	16.17%
Local 2 United Federation of Teachers WF/RWF	65.87%	1.21%	6.48%	-4.28%	91.04%	0.52%	8.96%	-4.98%	27.64%	-1.78%
MORE THAN \$20 MILLION CATEGORY AVERAGE 10 FUNDS:	65.08%		6.77%		90.57%		9.43%		28.14%	
SELF-INSURED FUNDS AVERAGE 59 FUNDS:	65.66%		7.18%		90.14%		9.86%		27.16%	
INSURED WF & RWF										
NYC CONTRIBUTION UP TO \$1 MILLION										
Fire Alarm Dispatchers Benevolent Assoc WF	73.94%	-2.22%	12.06%	-6.73%	85.98%	0.68%	14.02%	-3.97%	14.00%	22.27%
Local 333 United Marine Division WF/RWF	76.57%	1.26%	13.43%	3.87%	85.08%	-0.37%	14.92%	2.19%	10.00%	-12.66%
INSURED FUNDS AVERAGE 2 FUNDS:	75.62%		12.93%		85.40%		14.60%		11.45%	
NYC CONTRIBUTION \$1 TO \$3 MILLION										
Civil Service Bar Assoc WF			68.16%		11.72%		85.33%		14.67%	20.12%
TOTAL INSURED FUNDS 3 FUNDS:	71.34%		12.24%		85.36%		14.64%		16.42%	
SELF-INSURED AND INSURED FUNDS AVERAGE 62 FUNDS:	65.68%		7.19%		90.13%		9.87%		27.13%	

2020 SCHEDULE OF BENEFIT FUND RATIOS

NAME OF FUND	BEN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE	BEN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADMIN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS/ TOTAL REV.	DEVIATION FROM CAT. AVERAGE
ANNUITY FUNDS										
NYC CONTRIBUTION UP TO \$1 MILLION										
Assistant Dep Wardens/Dep Wardens AF	88.72%	74.51%	9.88%	98.79%	89.98%	-1.22%	10.02%	12.46%	1.40%	-96.83%
DC 9 Painting Industry AF (Local 1969)	53.62%	5.47%	2.51%	-49.50%	95.54%	4.89%	4.46%	-49.94%	43.88%	-0.70%
Civil Service Bar Assoc AF	59.74%	17.51%	10.77%	116.70%	84.73%	-6.98%	15.27%	71.38%	29.49%	-33.27%
Local 3 IBEW Communications Electricians AF	43.48%	-14.48%	3.14%	-36.82%	93.27%	2.39%	6.73%	-24.47%	53.38%	20.80%
Local 15, 15A, 15C (IUOE) Operating Muni Engineers AF	47.90%	-5.78%	2.25%	-54.73%	95.51%	4.85%	4.49%	-49.61%	49.85%	12.81%
Correction Captains Assoc AF	42.59%	-16.23%	7.86%	58.15%	84.42%	-7.32%	15.58%	74.86%	49.55%	12.13%
TOTAL UP TO \$1 MILLION CATEGORY 6 FUNDS:	50.84%		4.97%		91.09%		8.91%		44.19%	
NYC CONTRIBUTION \$1 TO \$3 MILLION										
Local 444 Sanitation Officers Supplemental AF	23.50%	-74.08%	1.93%	50.78%	92.42%	-6.28%	7.58%	445.32%	74.57%	827.49%
Local 300 SEIU Civil Service Forum AF	18.57%	-79.52%	5.11%	299.22%	78.42%	-20.47%	21.58%	1452.52%	76.32%	849.25%
Steamfitters' Industry Supplemental AF	96.83%	6.78%	0.99%	-22.66%	98.99%	0.39%	1.01%	-27.34%	2.19%	-72.76%
Doctors Council AF	25.20%	-72.21%	4.75%	271.09%	84.13%	-14.68%	15.87%	1041.73%	70.04%	771.14%
TOTAL \$1 TO \$3 MILLION CATEGORY 4 FUNDS:	90.68%		1.28%		98.61%		1.39%		8.04%	
NYC CONTRIBUTION \$3 TO \$10 MILLION										
Local 891(IUOE) AF	18.67%	-59.70%	3.10%	-1.59%	85.74%	-8.43%	14.26%	123.86%	78.23%	54.85%
Local 246 SEIU NYC AF	28.82%	-37.79%	2.06%	-34.60%	93.32%	-0.33%	6.68%	4.87%	69.11%	36.80%
Local 1180 CWA Members AF	27.69%	-40.23%	6.76%	114.60%	80.38%	-14.15%	19.62%	208.01%	65.55%	29.75%
Detectives Endowment Assoc AF	51.93%	12.09%	3.89%	23.49%	93.04%	-0.63%	6.96%	9.26%	44.18%	-12.55%
Local 854 Uniformed Fire Officers Assoc AF	91.82%	98.19%	2.51%	-20.32%	97.34%	3.96%	2.66%	-58.24%	5.67%	-88.78%
Superior Officers Council (Police) AF	80.61%	73.99%	1.43%	-54.60%	98.25%	4.93%	1.75%	-72.53%	17.95%	-64.47%
Council of Supervisors and Administrators AF	17.92%	-61.32%	1.58%	-49.84%	91.91%	-1.84%	8.09%	27.00%	80.50%	59.34%
Local 444 Sanitation Officers AF	67.49%	45.67%	3.57%	13.33%	94.97%	1.43%	5.03%	-21.04%	28.94%	-42.72%
Local 94 Uniformed Firefighters Assoc AF	31.43%	-32.16%	0.98%	-68.89%	96.97%	3.57%	3.03%	-52.43%	67.58%	33.77%
Sergeants Benevolent Assoc (Police) AF	61.78%	33.35%	3.87%	22.86%	94.11%	0.51%	5.89%	-7.54%	34.35%	-32.01%
Local 237 Teamsters AF	32.81%	-29.18%	3.32%	5.40%	90.82%	-3.00%	9.18%	44.11%	63.88%	26.44%
Local 3 IBEW Electrical Workers Industry AF	50.29%	8.55%	3.63%	15.24%	93.28%	-0.37%	6.72%	5.49%	46.08%	-8.79%
Police Benevolent Assoc AF	30.47%	-34.23%	2.22%	-29.52%	93.22%	-0.44%	6.78%	6.44%	67.31%	33.23%
TOTAL \$3 TO \$10 MILLION CATEGORY 13 FUNDS:	46.33%		3.15%		93.63%		6.37%		50.52%	
NYC CONTRIBUTION MORE THAN \$10 MILLION										
Correction Officers' Benevolent Assoc AF	41.12%	44.64%	5.11%	46.00%	88.95%	-0.09%	11.05%	0.73%	53.78%	-20.99%
DC 37 AFSCME AF	19.65%	-30.88%	3.93%	12.29%	83.34%	-6.39%	16.66%	51.87%	76.42%	12.27%
Local 371 Social Service Employees AF	48.84%	71.79%	7.31%	108.86%	86.99%	-2.29%	13.01%	18.60%	43.86%	-35.57%
Local 30 A-D IUOE Engineers AF	19.52%	-31.34%	0.83%	-76.29%	95.92%	7.74%	4.08%	-62.81%	79.65%	17.01%
TOTAL MORE THAN \$10 MILLION CATEGORY 4 FUNDS:	28.43%		3.50%		89.03%		10.97%		68.07%	
NYC CONTRIBUTION MORE THAN \$20 MILLION										
Local 831 Uniformed Sanitationmen's Assoc AF	79.88%		2.87%		96.53%		3.47%		17.24%	
ANNUITY FUNDS AVERAGE 28 FUNDS:	53.98%		2.85%		94.98%		5.02%		43.17%	
GRAND TOTAL 90 FUNDS:	61.85%		5.77%		91.46%		8.54%		32.38%	

2020 FUNDS THAT DO NOT USE CPAs
FROM THE COMPTROLLER'S PREQUALIFIED CPA LIST*

1. Assistant Dep Wardens/Dep Wardens AF	20. Local 1182 CWA Security Benefits Fund WF/RWF/Legal	39. Local 444 Sanitation Officers Supplemental AF
2. Assistant Dep Wardens/Dep Wardens WF/RWF/CLRF	21. Local 14 –14B IUOE WF/RWF	40. Local 444 Sanitation Officers WF
3. Civil Service Bar Assoc AF	22. Local 15, 15A, 15C (IUOE) Operating Muni Engineers AF	41. Local 831 Uniformed Sanitationmen's Assoc AF
4. Civil Service Bar Assoc WF	23. Local 15, 15A, 15C Operating Engineers WF/RWF	42. Local 831 Uniformed Sanitationmen's Assoc RWF
5. Committee of Interns and Residents ED	24. Local 211 Allied Building Inspectors WF	43. Local 831 Uniformed Sanitationmen's Assoc WF
6. Correction Captains Assoc AF	25. Local 246 SEIU NYC AF	44. Local 94 Uniformed Firefighters Assoc AF
7. Correction Captains Assoc RWF	26. Local 246 SEIU RWF	45. Local 94 Uniformed Firefighters Assoc RWF
8. Correction Captains Assoc WF/CLRF	27. Local 246 SEIU WF	46. Local 94 Uniformed Firefighters Assoc WF
9. Council of Supervisors and Administrators AF	28. Local 3 IBEW Communications Electricians AF	47. Local No. 5 MNCPL Employees Benefit Trust Fund
10. DC 37 AFSCME AF	29. Local 3 IBEW Electricians RWF	48. New York State Nurses Assoc Child/Elder Care Fund
11. DC 37 WF	30. Local 3 IBEW Electricians WF	49. New York State Nurses Assoc Ed Fund
12. Doctors Council AF	31. Local 300 Civil Service Forum RWF	50. New York State Nurses Assoc WF
13. Doctors Council RWF	32. Local 300 Civil Service Forum WF	51. NYC DC of Carpenters WF/RWF
14. Doctors Council WF	33. Local 300 SEIU Civil Service Forum AF	52. NYS Court Officers Assoc RWF
15. Fire Alarm Dispatchers Benevolent Assoc WF	34. Local 333 United Marine Division WF/RWF	53. Organization of Staff Analysts WF/RWF/ED
16. House Staff Comm of Interns & Residents WF/Legal	35. Local 371 Social Service Employees AF	54. Pavers & Road Builders District Council WF
17. Local 1180 CWA Members AF	36. Local 371 Social Service Employees WF/ED/Legal/ADM	55. Steamfitters' Industry Supplemental AF
18. Local 1180 CWA Municipal Mgt WF/RWF/Legal/ED/ADM	37. Local 444 Sanitation Officers AF	56. United Probation Officers Assoc RWF
19. Local 1181 CWA Supervisory Employees WF/RWF	38. Local 444 Sanitation Officers RWF	57. United Probation Officers Assoc WF



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