

*Your Union. Your Benefits.*



# Annual Report

# '23

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IT IS THE POLICY OF THE CSEA EMPLOYEE BENEFIT FUND TO AFFORD EQUAL OPPORTUNITY FOR EMPLOYMENT REGARDLESS OF RACE, COLOR, RELIGION, AGE, SEX, NATIONAL ORIGIN, SEXUAL ORIENTATION OR PHYSICAL DISABILITY. THE FUND HAS TAKEN, AND WILL CONTINUE TO TAKE, AFFIRMATIVE ACTION TO ENSURE THAT THE PRINCIPLES INVOLVED IN THIS POLICY OF EQUAL OPPORTUNITY ARE IMPLEMENTED IN PROMOTION, TRAINING, BENEFITS AND ALL OTHER PERSONNEL ACTION.

# 01 — CSEA Employee Benefit Fund Board of Trustees



**Mary E. Sullivan** | CHAIRPERSON

CSEA President Mary E. Sullivan began her career as an employee of the Herkimer County Department of Social Services. She advanced through the union ranks, serving first as President of the Herkimer County Employees Unit and then of Herkimer County Local 822. She also served in several elected offices for CSEA's Central Region. Mary was the first local government official to serve in CSEA statewide office when she was chosen by CSEA statewide Board of Directors to fill a vacancy as Treasurer. She went on to twice win overwhelming re-election. In 1994, Mary was elected Executive Vice President and became an EBF Trustee. In 2019, she moved up to the position of CSEA President and EBF Chair, becoming only the second woman to lead our union, and the first from the local government division. In 2020, she was elected to her first full term as president. Mary has been a driving force behind CSEA's Labor Education and Development (LEAD) program, helping to mold and mentor the next generation of union leaders. She has been an elected AFSCME International Vice President since 1996 and was elected a Vice President of the New York State AFL-CIO in 2020. For her service and achievement, she has received numerous awards from labor organizations, constituency groups and community groups, in which she has remained very active.

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**Lester I. Crockett** | TREASURER

Lester began his union career at the NYS Insurance Fund in 1981. In 1983, he was appointed Shop Steward for the Payroll Audit Department. In 1992, Lester was elected President of Local 351. He served as President of the Local from 1992 to 2011. In October of 2011, Lester assumed the position of President of CSEA Metropolitan Region 2. In 2012, he was re-elected as President, a position he still holds. He has also served as an AFSCME delegate since 1992. His union service includes serving as a Trustee for the CSEA Political Action Fund (2008-2019), Executive Board Member of the NYC Central Labor Council, member of the CSEA Board of Directors for 20 years, and member of the following statewide and regional committees: Men and Women's Education, Political Action, ADM, Constitution and Bylaws, Health & Safety. Lester was elected as a member of the CSEA Employee Benefit Fund Board of Trustees in September 2016.

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**Shana Davis** | SECRETARY

Shana, an employee of the NYS Department of Taxation & Finance, has been a member of CSEA Albany Tax Local 690 since 1989. She was appointed as a Shop Steward in her local in April 2004. Shana is a 2005 graduate of the CSEA Leadership Education & Development Program (LEAD). Shana was appointed as the Local 690 Woman's Committee Chairperson in 2006. In May of 2008, she was appointed as a Delegate of Local 690 and then elected as the Local Secretary in June of 2013. Shana was elected Treasurer of CSEA Capital Region IV in February 2016, and then elected as CSEA Capital Region IV Executive Vice-President in February 2020. She has served on 3 CSEA Statewide Negotiation Teams- 2011, 2016 and 2022. Shana serves as a representative on the CSEA Statewide Joint Committee on Health Benefits, CSEA Statewide Temporary and Seasonal Committee, and the CSEA Political Action Fund. Her other union activities include President of the Capital District Chapter Coalition of Black Trade Unionists and board member of the Capital District Areas Labor Federation. Shana holds a bachelor's degree in public administration from the University of Phoenix and is a member and volunteer at Life Church/Albany. She also volunteers for many other community and charitable organizations as well.



### Richard Bebo

Rich was elected as a trustee to the Employee Benefit Fund in July of 2020. He became a member of CSEA in 1999. In 2006 he was appointed to the position of Vice President for Local 687 Department of Transportation. During his term he was a graduate of the third installment of the CSEA LEAD program. He also served as the chair for the local Membership Committee and a co-chair for the Regional Membership Committee. In 2013, Rich was elected President of his local and later that year appointed as 3rd Vice President for Capital Region 4. He was elected Executive Vice President for Capital Region 4 from 2016 to 2020. During that time, he served as the Officer Liaison of the Region 4 Membership Committee and PEOPLE Committee. He was a member of the Statewide Minority Issues Committee and a member of the Coalition of Black Trade Unionists (CBTU), of which he is still a member. In 2019 Rich received the Region 4 Presidents Award for his continued service to the members of the Capital Region. In 2020 Rich was elected as the CSEA Statewide Secretary, a position he still holds. As well as serving as Secretary he is the officer liaison for the Statewide Minority Issues Committee, Membership Committee, Resolutions Committee and Constitution and Bylaws Committee. Most recently, Rich was the recipient of the Jim Bell Big Apple Award for his commitment and dedication to labor and community.

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### Kenny Greenleaf

Kenny has been an active member of CSEA since 1996 and became the Central Region 5 President on November 29, 2018, upon the retirement of Colleen Wheaton. Prior to becoming the Region 5 President, he was employed by the Hannibal Central Schools, where he served as the CSEA Unit President for 20 years. Kenny also served as the CSEA Oswego County Local 838 Treasurer for 8 years prior to being elected President in 2009. He served as his Local President and Statewide Board of Directors Representative for 9 years before resigning to assume his current office. Kenny became a Region Vice President in 2011 before moving up the ranks to Region Executive Vice President. He has also served on the CSEA Statewide Appeals, Personnel and Schools Committees. In 2010 Kenny was selected to participate in the fourth CSEA Leadership Education and Development (LEAD) Program, graduating in August 2011. He is a member of the Oswego County Labor Council and was elected in 2018 as a Vice President to the Central New York Area Labor Federation (ALF) where he serves as the Executive Vice President. Kenny was elected to a four-year term as the CSEA Central Region 5 President commencing on March 1, 2020, and was then elected to serve as a member of the CSEA Employee Benefit Fund Board of Trustees. He was elected to his second four-year term as CSEA Central Region 5 President commencing on March 1, 2024.

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### Bob Pazik

Bob currently is employed by the New York State Unified Court System. He started with the Courts in 1988 but was already a member of CSEA Local 815 since 1978 while employed with the Erie County Auto Bureau. After joining the CSEA Judiciary Local 335 his activism career began as a delegate, then moving up to 2nd Vice President and eventually President. He served for 2 terms and represented 1200 members across 14 counties which covered both the 7th and 8th Judicial Districts. Bob also currently serves as the Treasurer of Western Region 6 and is a member of the CSEA Board of Directors where he sits and chairs some of the committees. Bob was appointed as a Trustee to the Employee Benefit Fund July of 2020.

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### Lynne Gamache

Lynne serves as the President of the Dutchess County Educational Local 867 and was previously an officer for the same Local. Working for over 30 years in the Arlington School District, she has continuously been a well-respected activist and advocate not only with her members but with management as well. She is also a member of the CSEA Board of Directors. Lynne has served on the Southern Region 3 Women's Committee, Polar Plunge Committee, the Education & Training Committee, along with working on many other events throughout the years. In 2022, she was the recipient of the Nadra Floyd award for Organizing. Dedicated to her community, Lynne serves as an EMT with the Putnam County Lake Carmel Volunteer Fire Department. Her passion and dedication are helping others, whether it be in the community, on the job or in her union is second to none. Lynne was appointed as a Trustee to the Employee Benefit Fund in April of 2023.

# 02 — A Message From the Chairperson and Director

Brothers and Sisters, we are pleased to provide you with the CSEA Employee Benefit Fund (EBF) Annual Report for the Fiscal Year 2023.

In 2023, the EBF continued our efforts to use technology solutions to better serve our membership. The EBF made significant changes to our online portals that serve members, providers, and participating employers. We continue to increase the number of members registered on the portal platform, a factor that helps to facilitate a more efficient connection to our membership. In 2023, the EBF also enhanced both the New York State and Unified Court System benefit offerings in ways that demonstrate that we are listening to our members in increasing the allowances for highly utilized services.

In November 2023, the EBF also updated its claims system software with no interruption of service to our members or providers. The EBF will undertake another software upgrade in the last quarter of 2024. Our Dental participating provider panel continues to grow. We are continuing to add quality providers to our panels and have enhanced our efforts to recruit dental providers in rural and out-of-state locations – the latter to help better serve our growing retiree membership.

The EBF staff is dedicated to serving the CSEA membership. It is an honor to work on behalf of our members. In 2023, the Fund celebrated 44 years of service. In 2024, we will implement even more changes to improve the EBF. At the EBF, we will always aim to combine high-quality benefits with top-tier service.

In solidarity,



Mary E. Sullivan,  
Chairperson

Fraternally,



Bill Howard,  
Director

# 03 Independent Auditor's Report

## Financial Statements as of March 31, 2023 and 2022. Together with Independent Auditor's Report.

September 20, 2023

The Board of Trustees, CSEA Employee Benefit Fund:

### Opinion

We have audited the accompanying financial statements of CSEA Employee Benefit Fund (the Fund), which comprise the statements of benefit obligations and net assets available for benefits as of March 31, 2023 and 2022, and the related statements of changes in benefit obligations and net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of CSEA Employee Benefit Fund as of March 31, 2023 and 2022, and the changes in benefit obligations and net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CSEA Employee Benefit Fund and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Change in Accounting Principle

As discussed in Note 2 to the financial statements, the Fund adopted Accounting Standards Codification 842, Leases, as of April 1, 2022. Our opinion is not modified with respect to this matter.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CSEA Employee Benefit Fund's ability to continue as a going concern within one year after the date that the financial statements are available to be issued. [ *Continued...* ]

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# Independent Auditor's Report *continued...*

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## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

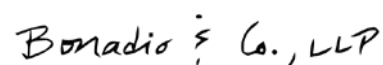
In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of CSEA Employee Benefit Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about CSEA Employee Benefit Fund's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

## Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of administrative expenses presented in Schedule I is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



## CSEA Employee Benefit Fund

STATEMENTS OF BENEFIT OBLIGATIONS AND NET ASSETS AVAILABLE FOR BENEFITS

March 31, 2023 and 2022

BENEFIT OBLIGATIONS	2023	2022
<b>Claims Payable and Claims Incurred, but Not Reported:</b>		
Dental	\$9,637,300	\$9,794,500
Drug	100,600	94,400
Vision	1,872,419	1,828,928
Miscellaneous and administrative	715,800	702,900
	<b>12,326,119</b>	<b>12,420,728</b>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
<b>Assets – Investments, at Fair Value:</b>	<b>224,495,780</b>	<b>215,525,450</b>
<b>Assets – Receivables:</b>		
Participating employers' contributions, net	1,225,053	987,375
Other receivables	196,937	204,752
Accrued interest and dividends	820,047	692,509
	<b>2,242,037</b>	<b>1,884,636</b>
<b>Assets – Other:</b>		
Cash and cash equivalents	1,815,558	5,996,561
Prepaid expenses and other assets	580,186	636,883
Prepaid pension benefits	15,292,559	13,326,108
Property and equipment, net	378,356	264,469
Finance lease right-of-use-asset	9,244	–
Operating lease right-of-use-asset	405,689	–
	<b>18,481,592</b>	<b>20,224,021</b>
<b>TOTAL ASSETS</b>	<b>245,219,409</b>	<b>237,634,107</b>
<b>Liabilities:</b>		
Accounts payable and accrued liabilities	1,032,264	866,600
Deferred employer contributions	1,150,212	894,572
Accrued post-retirement benefits	1,947,984	3,826,268
Finance lease liabilities	9,364	–
Operating lease liabilities	405,689	–
<b>TOTAL LIABILITIES</b>	<b>4,545,513</b>	<b>5,587,440</b>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<b>240,673,896</b>	<b>232,046,667</b>
<b>EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS</b>	<b>\$228,347,777</b>	<b>\$219,625,939</b>



## CSEA Employee Benefit Fund

STATEMENTS OF CHANGES IN BENEFIT OBLIGATIONS AND NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended March 31, 2023 and 2022

NET CHANGE IN BENEFIT OBLIGATIONS	2023	2022
<b>Change During the Year Attributed to:</b>		
Claims reported and approved for payment	\$(123,837,033)	\$(121,817,378)
Claims paid	123,931,642	122,931,153
	<b>94,609</b>	<b>1,113,775</b>
<b>NET CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS:</b>		
<b>Additions:</b>		
Employer contributions	150,330,668	147,701,271
Investment income:		
Net (depreciation) appreciation in fair value of investments	(10,635,189)	(14,509,796)
Interest, dividends and realized gain (loss) on sale of investments	161,988	5,022,689
Total investment income (loss)	(10,473,201)	(9,487,107)
Less: Investment expenses	(154,777)	(126,166)
Net investment income (loss)	(10,627,978)	(9,613,273)
<b>TOTAL ADDITIONS</b>	<b>139,702,690</b>	<b>138,087,998</b>
<b>Deductions:</b>		
Payments for: Dental claims	108,184,538	105,347,139
Vision care claims	11,512,144	12,871,378
Drug claims	1,939,328	2,300,014
Miscellaneous plan	2,295,632	2,412,622
Total payments for claims	123,931,642	122,931,153
Workplace security insurance premiums	35,843	65,003
Third party administration fees	685,597	774,207
Administrative expenses	12,219,051	11,635,352
<b>TOTAL DEDUCTIONS</b>	<b>136,872,133</b>	<b>135,405,715</b>
Change in Net Assets Available for Benefits Before Non-Operating Expenses	2,830,557	2,682,283
Non-Operating Expenses: Other components (benefit) of net periodic pension and postretirement costs	(418,665)	(588,021)
Change in Net Assets Available for Benefits	3,249,222	3,270,304
Increase in Excess of Net Assets Available for Benefits Over Benefit Obligations	3,343,831	4,384,079
Other Change in Net Assets: Pension and Other Post Retirement Related Changes Other than Net Periodic Pensions Cost	5,378,007	3,044,066
<b>EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS:</b>		
<b>Beginning of Year</b>	<b>219,625,939</b>	<b>212,197,794</b>
<b>End of Year</b>	<b>\$228,347,777</b>	<b>\$219,625,939</b>

# CSEA Employee Benefit Fund

NOTES TO FINANCIAL STATEMENTS

March 31, 2023 and 2022

## 1. THE FUND

The CSEA Employee Benefit Fund (Fund) was formed on May 4, 1979, under an agreement between the Civil Service Employees Association, Inc., (CSEA, Inc.), and the State of New York (State). The purpose of the Fund is to provide health and welfare benefits to certain public employees in the State of New York and their eligible dependents.

The Fund receives employer contributions pursuant to the aforementioned and subsequent agreements between CSEA, Inc. and the State to provide specified benefits to administrative, operational, and institutional service units, and the Division of Military and Naval Affairs. These agreements provide for quarterly contributions from the State for each covered employee, and resulted in revenue of approximately \$62 million and \$66 million for the years ended March 31, 2023 and 2022, respectively. The Fund has also entered into similar agreements with various other state, county, and political subdivisions. These agreements with state, county, and political subdivisions resulted in revenue of approximately \$88 million and \$81 million for the years ended March 31, 2023 and 2022, respectively.

The following description of the benefits that the Fund presently provides is general information only. Participants should refer to the applicable plan descriptions for more complete information on the benefits provided by the Fund:

- » **Dental Benefit Coverage Plan** - The dental benefit coverage plan (Plan) is totally self-insured. Dental benefits are extended according to a reimbursement schedule specified in the Plan. Dental benefits are subject to a \$3,000 limit per plan, per employee or dependent, per calendar year, and management review and determination before work begins, if treatments are expected to exceed \$500. The Plan covers up to two implants a year and the cost of these are not included in the range dollar limit stated above. Retiree members are eligible for coverage of up to two implants a year and the cost of these are not included in the range dollar limit stated above.
- » **Vision Care Benefit Plan** - The vision care benefit plan (Plan) is totally self-insured and is administered by a third-party administrator. The Plan allows for covered employees and eligible dependents to receive optical services once every 24-month period. Employees whose job duties require 50% or more of their work hours either working on a computer, driving a vehicle or working outdoors may be eligible for a second pair of glasses. Benefits are obtained either through a participating optometrist or the employee may claim directly for reimbursement of vision care expenses if a non-participating optometrist is used. The Fund reimburses these claims based upon the Plan's established schedule of standard rates.
- » **Medical Prescription Benefit Plan** - The medical prescription benefit plan is a self-insured plan with a third-party administrator. Under this arrangement, prescription drugs are available from participating pharmacists at no cost to the members.
- » **Miscellaneous Benefit Plan** - This multi-benefit plan is offered to political subdivisions and includes coverage for legal, prescription drug co-pay, health insurance co-pay, maternity, hearing aids, and annual physicals. The State of New York offers a prescription drug co-pay benefit. Members are reimbursed up to a maximum of \$400 per family per calendar year after incurred prescription drug copays exceed \$200 in that year.
- » **Workplace Security Plan** - The workplace security plan's benefits are paid for from an insurance contract. Under this plan, benefits are paid for injuries or death caused by assault or captivity while performing job-related duties.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### Basis of Accounting

The Fund's financial statements have been prepared in conformity with accounting principles generally accepted in the U.S.

### Recently Adopted Accounting Guidance - Leases

In February 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Codification (ASC) 842, Leases to increase transparency and comparability among organizations by requiring the recognition of right-of-use (ROU) assets and lease liabilities on the balance sheet. Most prominent among the changes in the standard is the recognition of ROU assets and lease liabilities by lessees for those leases classified as operating leases. Under the standard, disclosures are required to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases.

(Continued)

The Fund adopted the standard effective April 1, 2022 using the modified retrospective approach and comparative financial information has not been restated. In addition, lease disclosures for the year ended March 31, 2023 are made under prior lease guidance in FASB ASC 840.

The Fund elected the available practical expedients to account for the existing capital leases and operating leases as finance leases and operating leases, respectively, under the new guidance, without reassessing (a) whether the contracts contain leases under the new standard, (b) whether classification of capital leases or operating leases would be different in accordance with the new guidance, or (c) whether the unamortized initial direct costs before transition adjustments would have met the definition of initial direct costs in the new guidance at lease commencement.

As a result of the adoption of the new lease accounting guidance, the Fund recognized on April 1, 2022 an operating and finance lease liability of \$629,050 and \$13,510, respectively, and an operating and finance right-of-use asset of \$629,050 and \$13,510, respectively. The standard did not have an impact on the statements of changes in benefit obligations and net assets available for benefits.

#### **Use of Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates, and such differences may be significant.

#### **Estimated Claims Payable**

Fund liabilities for claims incurred but not reported are estimated by the Fund's actuary in accordance with generally accepted actuarial principles. Management believes these estimates are adequate to cover the ultimate cost of claims incurred through March 31. Such estimates, however, may be more or less than the amount ultimately paid when the majority of claims are settled during the next year.

#### **Cash and Cash Equivalents**

Cash and cash equivalents include bank demand deposit accounts, money market accounts and all highly liquid debt instruments purchased with a maturity of three months or less. The Fund's cash balances may at times exceed federally insured limits. The Fund has not experienced any losses in these accounts and believes it is not exposed to any significant risk with respect to cash and cash equivalents.

#### **Investments**

The Fund invests in various types of investment securities which are stated at fair value based on quoted market prices. Investment securities are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the accompanying financial statements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Fund's gains and losses on investments bought and sold as well as held during the year.

#### **Receivables**

Employer contributions receivable represent amounts due from local governmental units for contributions billed but not received. This balance is stated at the amount billed, which is due on the first of each month. Unpaid contributions with invoice dates over 60 days old are considered delinquent. Payments received are allocated to the specific invoices identified or, if unspecified, are applied to the earliest unpaid invoices.

The carrying amount of employer contributions receivable is reduced by a valuation allowance that reflects management's best estimate of the amounts that will not be collected. Management individually reviews all contributions receivable balances that exceed 60 days from invoice date and estimates the portion, if any, of the balance that will not be collected. Management has reviewed the balances and believes an allowance of \$60,000 at March 31, 2023 and 2022 is adequate.

**Property and Equipment**

Property and equipment is stated at cost, less accumulated depreciation. Depreciation is provided using the straight-line method over the estimated useful lives of the related assets, which range from 3 to 10 years. Leasehold improvements are amortized over the shorter of the estimated life of the asset or the remaining lease term.

Expenditures for maintenance, repairs, and renewals of relatively minor items are generally charged to expense as incurred while replacements of significant items are capitalized. The cost and accumulated depreciation of property items sold or retired are eliminated from the accounts, and the resulting profit or loss is included in income.

**Lease Policy**

The Fund determines if an arrangement is a lease at inception. Right-of-use ("ROU") assets represent the Fund's right to use an underlying asset for the lease term and lease liabilities represent an obligation to make lease payments arising from the lease. Lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. The lease may include renewal and termination options, which are included in the lease term when the Fund is reasonably certain to exercise these options.

For all underlying classes of assets, the Fund has elected to not recognize ROU assets and lease liabilities for short-term leases that have a lease term of 12 months or less at lease commencement and do not include an option to purchase the underlying asset that the Fund is reasonably certain to exercise. The Fund recognizes fixed short-term lease cost on a straight-line basis over the lease term and variable lease cost in the period in which the obligation is incurred.

The Fund elected for all classes of underlying assets, to use the risk-free rate as the discount rate if the implicit rate in the lease contract is not readily determinable.

Variable lease costs paid to or on behalf of the lessor, consisting mainly of property taxes, are excluded from the measurement of the right-of-use asset and lease liability and are expensed in the period incurred.

In evaluating contracts to determine if they qualify as a lease, the Fund considers factors such as if the Fund obtained substantially all of the rights to the underlying asset through exclusivity, if it can direct the use of the asset by making decisions about how and for what purpose the asset will be used and if the lessor has substantive substitution rights. This evaluation may require significant judgment.

In allocating consideration in the contract to the separate lease components and the non-lease components, the Fund uses the standalone prices of the lease and non-lease components. Observable standalone prices are used, if available. If the standalone price for a component has a high level of variability or uncertainty, this allocation may require significant judgment.

**Revenue Recognition (Contributions)**

The Fund derives its revenue primarily through the collection of employer contributions for health and welfare benefits based on a per member per month contribution rate using the agreements signed between Civil Services Employees Association, Inc. (CSEA, Inc.) and the State of New York (State). In return for their contributions, the Fund provides specified benefits to administrative, operational, and institutional service units, the Division of Military and Naval Affairs for the State as well as with various other state, county, and political subdivisions (Local Governmental Units). Contributions are provided on a quarterly basis from the State and on a monthly basis from other Local Governmental Units. Therefore, revenue from contributions is recognized ratably over the course of the agreement period as the related performance obligations are provided consistently throughout the period. The transaction price is the amount of employer contributions to which the Fund expects to be entitled in exchange for providing the health and welfare benefits, which are established in the Fund's agreement with the State and each Local Governmental Unit.

For the years ended March 31, 2023 and 2022 revenue from one member group made up approximately 41% and 44%, respectively, of total revenue.

**Disaggregation & Timing of Revenue Recognition**

All contract revenues are for goods and services earned over time. A breakdown of goods and services transferred over time as of March 31 is as follows:

Contribution by Local	2023	2022
New York State	\$61,791,884	\$65,472,484
Local Government	88,538,784	82,228,787
<b>TOTAL</b>	<b>\$150,330,668</b>	<b>\$147,701,271</b>

#### Contract Balances

The timing of revenue recognition may not align with the right to invoice the participating group. The Fund records accounts receivable when it has the unconditional right to issue an invoice and receive payment, regardless of whether revenue has been recognized. If revenue has not yet been recognized, unearned revenue (a contract liability) is also recorded. Contract balances were as follows at March 31:

Contract Liabilities	2023	2022	2021
Unearned revenue - deferred employer contributions	\$1,150,212	\$894,572	\$1,463,776

#### Concentrations of Credit Risk

Financial instruments that potentially subject the Fund to concentrations of credit risk consist of the employer receivables from New York State.

#### Tax Status

The Fund is a not-for-profit corporation and is exempt from income taxes as an organization qualified under Section 501(c)(9) of the Internal Revenue Code. The Organization has also been classified by the Internal Revenue Service as an entity that is not a private foundation.

#### Reclassifications

Certain reclassifications have been made to the prior year information to conform to the current year presentation.

### 3. INVESTMENTS

The Fund's investments are held at a brokerage firm and managed under a separate contract by an investment management company. The following presents the fair values of investments as of March 31:

	2023	2022
Mutual funds	\$124,966,376	\$125,742,920
Corporate bonds	57,833,402	50,727,716
U.S. treasury securities	30,859,202	36,188,164
U.S. government and government agencies	2,836,800	2,866,650
Limited Partnerships	8,000,000	—
<b>TOTAL</b>	<b>\$224,495,780</b>	<b>\$215,525,450</b>

### 4. PROPERTY AND EQUIPMENT, NET

The following is a summary of property and equipment at cost, less accumulated depreciation and amortization, at March 31:

	2023	2022
Furniture and fixtures	\$964,959	\$886,157
Leasehold improvements	8,707	10,571
Computer equipment	2,874,906	2,717,211
	3,848,572	3,613,939
Less: Accumulated depreciation and amortization	(3,470,216)	(3,349,470)
<b>NET PROPERTY AND EQUIPMENT</b>	<b>\$378,356</b>	<b>\$264,469</b>

Depreciation and amortization expense for 2023 and 2022 was \$126,335 and \$125,040, respectively.

## 5. LEASES

The Fund leases its office facilities from the Civil Service Employees Association, Inc. The lease is an operating lease and expires in 2024. The lease does not contain renewal options.

The Fund leases various copy, fax and print equipment through September 2024 and May 2025, at which time title will transfer to the Fund.

The components of total lease cost for the year ended March 31, are as follows:

	2023
Operating lease cost	\$235,806
Variable lease cost	52,580
Finance lease cost:	
Amortization of the right-of-use asset	4,266
Interest on lease liabilities	294
<b>TOTAL</b>	<b>\$292,946</b>

Supplemental cash flow information related to leases for the year ended March 31, 2023 areas follows:

Cash paid for amounts included in the measurement of lease liabilities:

Operating cash flows from operating leases	\$235,806
Operating cash flows from finance leases	273
Financing cash flows from finance leases	4,167
	<b>\$240,246</b>

ROU assets obtained in exchange for lease obligations:

Operating leases	\$629,050
Finance leases	13,510
	<b>\$642,560</b>

Other information related to leases as of March 31, 2023, is as follows:

Weighted-average remaining lease term:

Operating leases	1.97%
Finance leases	2.17%

Weighted-average discount rate:

Operating leases	2.47%
Finance leases	2.61%

Maturities of lease liabilities are as follows for the years ending March 31:

	Operating	Finance
2024	\$235,806	\$4,440
2025	135,434	4,440
2026	35,062	740
2027	8,766	—
Total lease payments	415,068	9,620
Less: Interest	(9,379)	(256)
Total present value of lease liabilities	405,689	9,364
Less: Current portion	235,806	4,440
<b>Long-Term Portion of Lease Liabilities</b>	<b>\$169,883</b>	<b>\$4,924</b>

(Continued)

Maturities of lease liabilities as of March 31, 2022 were as follows:

	Operating
2023	\$200,743
2024	200,743
2025	100,372
<b>TOTAL</b>	<b>\$501,858</b>

Rental expense was \$213,877 for the year ended March 31, 2022, including amounts for occupancy costs and real estate taxes.

## 6. PENSION AND POST-RETIREMENT BENEFIT PLANS

The Fund maintains a non-contributory defined benefit pension plan, (Plan) that covers substantially all Fund employees, based upon length of service requirements.

The Fund provides health care benefits for its employees, spouses or domestic partners and their dependents upon retirement. The benefits for union employees are based on contractual agreements, providing for an annual contribution of 100% of individual coverage. For those union employees who retire at normal retirement age and with twenty or more years of service, the Fund will provide health coverage to a spouse or domestic partner at no cost during the lifetime of the retiree. Payments for management confidential employees are calculated based on longevity based cost-sharing formula for health insurance coverage.

OBLIGATIONS AND FUNDED STATUS	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
<b>Change in Benefit Obligation:</b>				
Benefit obligation at beginning of year	\$29,801,542	\$31,337,400	\$23,064,960	\$23,320,650
Service cost	1,479,426	1,630,611	982,466	1,027,474
Interest cost	1,003,924	962,206	800,295	700,351
Plan participants' contributions	-	-	34,051	23,150
Actuarial gain	(7,501,840)	(1,843,155)	(4,419,251)	(1,556,361)
Benefits paid to participants	(292,562)	(2,285,520)	(544,006)	(450,304)
<b>BENEFIT OBLIGATION AT END OF YEAR</b>	<b>\$24,490,490</b>	<b>\$29,801,542</b>	<b>\$19,918,515</b>	<b>\$23,064,960</b>
<b>Change in Plan Assets:</b>				
Fair value at beginning of year	\$43,127,650	\$43,411,755	\$19,238,692	\$19,344,979
Actual investment returns	(3,052,039)	2,001,415	(1,268,161)	(106,287)
Benefits paid to participants	(292,562)	(2,285,520)	-	-
Fair value at end of year	\$39,783,049	\$43,127,650	\$17,970,531	\$19,238,692
<b>FUNDED STATUS AT END OF YEAR</b>	<b>\$15,292,559</b>	<b>\$13,326,108</b>	<b>\$(1,947,984)</b>	<b>\$(3,826,268)</b>

Amounts recognized in the statements of benefit obligations and net assets available for benefits as of March 31 consist of:

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
Asset / (Liability) for benefits	\$15,292,559	\$13,326,108	\$(1,947,98)	\$(3,826,268)
Net assets available for benefits -				
Prior service cost	-	-	940,085	1,085,555
(Gains) / Losses	\$(2,687,133)	\$45,041	\$(968,327)	\$1,532,036

Components of net periodic benefit cost and other amounts recognized in net assets are as follows:

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
Asset / (Liability) for benefits	\$15,292,559	\$13,326,108	\$(1,947,984)	\$1,049,036
Net assets available for benefit -				
Prior service cost	—	—	940,085	1,085,555
Losses (gains)	(2,687,133)	45,041	(968,327)	1,532,036

Components of net periodic benefit cost and other amounts recognized in nets assets are as follows:

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
<b>Net Periodic Benefit Cost:</b>				
Service cost benefits earned during the year	\$1,479,426	\$1,630,611	\$982,466	\$1,027,474
Interest cost on projected benefit obligation	1,003,924	962,206	800,295	700,351
Expected return on Plan assets	(1,717,627)	(1,728,565)	(769,547)	(773,800)
Amortization of prior service cost / (credit)	—	—	145,470	145,470
Amortization of net (gain) / loss	—	—	118,820	106,317
<b>NET PERIODIC BENEFIT COST</b>	<b>\$765,723</b>	<b>\$864,252</b>	<b>\$1,277,504</b>	<b>\$1,205,812</b>

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
<b>Other Changes in Plan Assets and Benefit Obligations recognized in Net Assets:</b>				
Change in unamortized items:				
Actuarial (gain) / loss	\$(2,732,174)	\$(2,116,005)	\$(2,381,543)	\$(676,274)
Amortization of:				
Prior service cost / (credit)	—	—	(145,470)	(145,470)
Actuarial (gain) / loss	—	—	(118,820)	(106,317)
Total changes recognized in net assets	(2,732,174)	(2,116,005)	(2,645,833)	(928,061)
<b>TOTAL RECOGNIZED IN NET PERIODIC BENEFIT COST AND NET ASSETS</b>	<b>\$(1,966,451)</b>	<b>\$(1,251,753)</b>	<b>\$(1,368,329)</b>	<b>\$277,751</b>

The service cost component of net periodic pension and post retirement benefit costs are included in operating expenses as part of administrative costs within other employee compensation costs. The other components of the net periodic pension and post retirement benefit costs are classified as non-operating expenses on the face of the statement of changes in benefit obligations and net assets available for benefits.

#### Changes in Actuarial Assumptions - Post-retirement Benefits

The following changes in actuarial assumptions have been implemented for the year ended March 31, 2023:

- » As of April 1, 2022, the census data was refreshed to reflect changes in the population between the prior and current valuation dates.
- » As of April 1, 2022, the baseline claims used to project future retiree healthcare costs were updated to reflect the plan design and actuarial models for the current valuation date.
- » As of April 1, 2022, the annual claim cost premiums were updated to reflect the recent model updates. Decreased premiums resulted in less than expected increases in retiree contributions.



- » As of March 31, 2023, the discount rate was increase from 3.39% to 4.65%. As of March 31, 2023, the annual rate of increase in healthcare costs was revised to better reflect future expectations, including updating long-term rates based on the SOA Long Term Healthcare Cost Trends Model v2023\_1f (the Getzen model). A review of published Nation trend survey data in relation to the retiree health plan offerings was the basis for this change.

#### Changes in Actuarial Assumptions - Pension Benefits

The following changes in actuarial assumptions have been implemented for the year ended March 31, 2023:

- » As of March 31, 2023, the discount rate was increased from 3.39% to 4.65%.

The expected effect of unamortized items in the unrestricted net assets in the next fiscal year is as follows:

	Pension Benefits	Postretirement Benefits
	2024	2024
Prior service cost	\$-	\$940,085
(Gains) / losses	(2,687,133)	(968,327)
<b>TOTAL</b>	<b>\$(2,687,133)</b>	<b>\$(28,242)</b>

#### Weighted Average Actuarial Assumptions

The weighted average actuarial assumptions used to determine benefit obligations as of March 31, were as follows:

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
Discount rate	4.65%	3.39%	4.65%	3.39%
Compensation increase	5.00%	5.00%	n / a	n / a
Long-term rate of return	4.00%	4.00%	4.00%	4.00%

The weighted average actuarial assumptions used to determine net periodic pension cost / (income) for the years ended March 31, were as follows:

	Pension Benefits		Postretirement Benefits	
	2023	2022	2023	2022
Discount rate	3.39%	3.09%	3.39%	3.07%
Compensation increase	5.00%	5.00%	n / a	n / a
Long-term rate of return	4.00%	4.00%	4.00%	4.00%

For measurement purposes, the 2023 estimates of pre-65 medical trend rates and post-65 medical trend rates for post-retirement costs assumed an inflation rate of 7.750% and 4.500%, respectively. The 2023 estimate of drug trend rates assumed an inflation rate of 7.750% for prescription drug costs. The rates for pre-65 and post-65 medical are assumed to decrease gradually to 4.037%, reaching that rate in fiscal year 2075 and are expected to remain level thereafter. The rates for prescription drug are assumed to decrease gradually to 4.037% reaching that rate in fiscal year 2075 and are expected to remain level thereafter.

#### Determination of Investment Policy

The general direction of the investments will be to achieve the optimum return while preserving principal and providing income and appreciation. The portfolio will maintain a balanced allocation of equities and fixed income securities unless directed otherwise by the Fund sponsor. A balanced allocation will be defined as an equity allocation ranging from 30% to 70% of the total portfolio.

Investments in companies currently on AFL-CIO "boycott" list shall be avoided. Commercial paper must have a minimum rating from Standard & Poor's or Moody's of A-2 or P-2, respectively.

#### Expected 2023-2024 Contributions

For the year ending March 31, 2024, the Fund is not expected to make a contribution to the pension fund.

For the year ending March 31, 2024, the Fund is expected to make a \$571,158 contribution to the post-retirement fund.

#### Allocation of Plan Assets

The fair values of the Fund's pension and post-retirement benefit plan assets and allocation of plan assets at March 31, 2023, by asset category are as follows:

<b>Pension Benefits</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Total</b>
Money market funds	\$857,243	\$—	\$—	\$857,243
U.S. government issues	—	6,430,125	—	6,430,125
Corporate bonds	—	3,617,199	—	3,617,199
Domestic common stocks	6,878,429	—	—	6,878,429
Foreign stocks	1,077,735	—	—	1,077,735
Mutual funds - equity	14,605,915	—	—	14,605,915
Mutual funds - fixed income	6,316,403	—	—	6,316,403
<b>TOTAL</b>	<b>\$29,735,725</b>	<b>\$10,047,324</b>	<b>\$—</b>	<b>\$39,783,049</b>

<b>Postretirement Benefits</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Total</b>
Money market funds	\$261,288	\$—	\$—	\$261,288
Mutual funds	—	11,007,247	—	11,007,247
Corporate bonds	—	5,907,163	—	5,907,163
Common stocks - Closed end stock funds	794,833	—	—	794,833
<b>TOTAL</b>	<b>\$1,056,121</b>	<b>\$16,914,410</b>	<b>\$—</b>	<b>\$17,970,531</b>

The estimated fair values of Level 1 investments are determined using quoted market prices that are readily available. The fair value for Level 2 investments are determined using quoted market prices for similar assets in active markets.

The fair values of the Fund's pension and postretirement benefit plan assets and allocation of plan assets at March 31, 2022, by asset category are as follows:

<b>Pension Benefits</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Total</b>
Money market funds	\$1,557,908	\$—	\$—	\$1,557,908
U.S. government issues	—	5,635,600	—	5,635,600
Corporate bonds	—	4,093,275	—	4,093,275
Domestic common stocks	7,886,159	—	—	7,886,159
Foreign stocks	1,540,590	—	—	1,540,590
Mutual funds - equity	15,632,382	—	—	15,632,382
Mutual funds - fixed income	6,781,736	—	—	6,781,736
<b>TOTAL</b>	<b>\$33,398,775</b>	<b>\$9,728,875</b>	<b>\$—</b>	<b>\$43,127,650</b>

<b>Postretirement Benefits</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Total</b>
Money market funds	\$397,694	\$—	\$—	\$397,694
Mutual funds	—	11,996,790	—	11,996,790
Corporate bonds	—	4,869,418	—	4,869,418
Common stocks - Closed end stock funds	1,974,790	—	—	1,974,790
<b>TOTAL</b>	<b>\$2,372,484</b>	<b>\$16,866,208</b>	<b>\$—</b>	<b>\$19,238,692</b>

#### **Estimated Future Benefit Payments**

The following are the estimated future benefits expected to be paid, which reflect future service, as appropriate:

	<b>Pension Benefits</b>	<b>Postretirement Benefits</b>
2024	\$575,248	\$571,158
2025	581,647	604,008
2026	676,907	689,270
2027	696,790	688,219
2028	720,391	733,231
2029 - 2033	5,963,781	4,618,314
<b>TOTAL</b>	<b>\$9,214,764</b>	<b>\$7,904,200</b>

The Fund also offers a qualified, defined contribution 401(k) retirement plan for employees with more than three months of service.

#### **7. FAIR VALUE MEASUREMENTS**

The fund follows FASB ASC 820, Fair Value of Measurements and Disclosures. FASB ASC 820 establishes a common definition for fair values to be applied to U.S. GAAP requiring use of fair value, establishes a framework for measuring fair value, and expands disclosure about such fair value measurements. FASB ASC 820 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (exit price). FASB ASC 820 classifies the inputs used to measure fair value into the following hierarchy:

**Level 1:** Unadjusted quoted prices in active markets for identical assets or liabilities;

**Level 2:** Unadjusted quoted prices in active markets for similar assets or liabilities, or unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs that are derived principally from or corroborated by observable market data by correlation or other means, or inputs other than quoted prices that are observable for the asset or liability;

**Level 3:** Unobservable inputs for the asset or liability based on the Fund's own assumptions.

The methods described above may produce a fair value estimate that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Fund believes its valuation methodologies are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

During the years ended March 31, 2023 and 2022, there were no changes in the valuation methodologies used to determine fair value.

Fair values of assets measured on a recurring basis at March 31, 2023 are as follows:

<b>Description</b>	<b>Level 1 Inputs</b>	<b>Level 2 Inputs</b>	<b>Level 3 Inputs</b>	<b>Total</b>
Money market funds	\$3,339,751	\$—	\$—	\$3,339,751
U.S. government and government agencies	—	2,836,800	—	2,836,800

U.S. treasury securities	30,859,202	—	30,859,202	61,718,404
Corporate bonds	—	57,833,402	—	57,833,402
Mutual funds	—	—	8,000,000	8,000,000
1825 Capital Enhanced Income Strategy, LLC	—	124,966,376	—	124,966,376
<b>TOTAL</b>	<b>\$34,198,953</b>	<b>\$185,636,578</b>	<b>\$ 38,859,202</b>	<b>\$258,694,733</b>

The following table presents a reconciliation of Level 3 assets held during the year ended March 31, 2023:

Balance - beginning of year	\$—
Purchases	\$8,000,000
Balance - end of year	\$8,000,000

	Fair Value	Unfunded Commitments	Remaining Life	Redemption Frequency <i>(If currently eligible)</i>	Trade Date to Settlement Terms	Redemption Notice Period
Limited Partnerships	\$8,000,000	\$—	N/A	Monthly	N/A	N/A

Management reviews the fair value measurement valuation policies and procedures, including those for Level 3 measurements. Quantitative unobservable inputs are not developed by CSEA Employee Benefit Fund in measuring fair value. Third party pricing information is used without adjustment.

	Fair Value at 3/31/2023	Valuation Techniques	Unobservable Inputs
Limited Partnerships	\$8,000,000	Undiscounted cash flows	Enterprise value of a portfolio company

Fair values of assets measured on a recurring basis at March 31, 2022 are as follows:

Description	Level 1 Inputs	Level 2 Inputs	Level 3 Inputs	Total
Money market funds	\$7,838,353	\$—	\$—	\$7,838,353
U.S. government and government agencies	—	2,866,650	—	2,866,650
U.S. treasury securities	—	36,188,164	—	36,188,164
Corporate bonds	—	50,727,716	—	50,727,716
Mutual funds	125,742,920	—	—	125,742,920
<b>TOTAL</b>	<b>\$133,581,273</b>	<b>\$89,782,530</b>	<b>\$—</b>	<b>\$223,363,803</b>

## 8. RISKS AND UNCERTAINTIES

### Collective Bargaining Agreement

Approximately 75% of the Fund's employees are covered by a collective bargaining agreement. The labor contract with the Office & Professional Employees International Union - Local 153 - AFL-CIO covers a 4-year period ending June 30, 2024.

## 9. SUBSEQUENT EVENTS

Subsequent events have been evaluated through September 20, 2023, which is the date these financial statements were available to be issued.

## CSEA Employee Benefit Fund

### SCHEDULE OF ADMINISTRATIVE EXPENSES

For the Years Ended March 31, 2023 and 2022

## Schedule I

	2023	2022
Salaries and fringe benefits	\$8,699,106	\$8,383,737
Services	743,125	686,219
Post-retirement benefits	472,511	600,320
Printing expense	283,677	182,166
Administrative expenses	261,921	77,480
Shipping and postage	260,942	272,328
Legal and audit fees	236,425	238,003
Office rent	215,379	213,877
Bank charges	190,266	187,629
Insurance expense	176,962	167,665
Consultants	155,815	133,738
Depreciation and amortization	126,335	125,040
Promotional items	81,408	54,136
Telephone	79,721	101,057
Data processing	79,257	75,001
Office supplies	64,720	64,191
Equipment rental	52,580	53,823
Trustee time and expense	17,776	1,651
Bad debt expense	10,426	3,155
Miscellaneous expenses	10,699	14,136
<b>TOTAL</b>	<b>\$12,219,051</b>	<b>\$11,635,352</b>

# 04 Participating Bargaining Units

Dental	Vision	Other	
* Sunrise	△ Silver	☞ Emerald Drug	ρ Physician Co-Pay
■ Horizon	▽ Gold	○ Hearing	● Legal, Hearing, Maternity, Rx Co-Pay
♣ Equinox	⌘ Platinum	£ Legal Plan	→ Physician, Rx Co-Pay, Maternity
♠ Dutchess	▼ EBF Member Plus	◆ Rx Co-Pay	¥ Legal, Maternity, Hearing
▲ EBF Member Plus	∞ State		
∫ State	□ Unified Court System		
- Unified Court System			



Groupname	Dental	Vision	Misc
Albany Co. Social Services	*	▽	VDT / o
Albany Co. DPW	*	▽	VDT / o
Albany County DCS	*	▽	VDT / o
Albany County Clerks	*	▽	VDT / o
Albany Co Health Dept	*	▽	VDT / o
Albany Co. Sheriffs	*	▽	VDT / o
Albany County Mental Health	*	▽	o
Albany Housing Authority		⌘	
Albany Public Library	▲	▼	
Albany County Water Purification Unit	*	▽	VDT / o
Albion CSD	▲		
Alden CSD	*	△	
Altmar Parish Williamsville		▽	VDT
Amsterdam Waste Water	*	⌘	
Amityville Library	■	⌘	
Amityville SD	*	▼	
APW Central School		▽	VDT
Ardley CSD	♠	⌘	
Arlington CSD	♣		
Atlantic Beach Water		△	
Ausable Valley CSD	▲	▼	
Avoca S.D.	▲	⌘	
Baldwin Library	▲	▼	
Baldwin Public Library	*	△	
Baldwin SD Cafeteria	▲	▼	
Baldwin SD Custodial		⌘	
Baldwin S.D. (Monitor/Health)	*	▼	
Baldwin Special Education Unit	▲	▼	
Baldwin UFSD (Clerical)	■	⌘	
Ballston Spa CSD	*		
Bath Municipal Utilities Commission	♣	⌘	
Bath Haverling CSD Custodial	♠	⌘	
Bath Haverling CSD Transportation	♠	⌘	
Bath Haverling CSD Part-Timers	♠	⌘	
Bayport Blue Point Teacher Aides & Teacher Assistants	▲	▼	
Beacon City SD	▲	▼	
Bedford CSD	♣		
Bellmore SD	▲	▼	
Belleville-Henderson CSD	▲	▼	
Berne-Knox Westerlo	*		o
Bethlehem Public Library Full Time	▲	▼	
Bethlehem Public Library Part Time	▲	▼	
Binghamton City SD	▲	▼	

Groupname	Dental	Vision	Misc
Bolivar-Richburg CSD	▲	⌘	
Brentwood Library	♠	⌘	
Brentwood UFSD		⌘	♣
Bridgehampton SD	♣	▽	VDT
Bronxville Public Library	♠	⌘	
Buffalo Sewer Authority		▼	
Byram Hills SD	■	▽	VDT
Cairo Durham CSD	▲	▼	
Campbell-Savona CSD		▼	
Catskill CSD		▽	VDT
Cattaraugus County P/T	▲	▼	
Cattaraugus County Sheriffs Unit	▲	▽	VDT
Cattaraugus County Supervisors Unit	▲		
Cattaraugus County General	*	▽	VDT
Cayuga/Onondaga BOCES	▲		
Central Islip Public Lib.	■	⌘	
Chappaqua Public Schools	♠	⌘	
Chateaugay CSD	▲	▼	
Chazy CSD	▲	▼	
Cheektowaga SD	*		
Chemung County Library		⌘	
Chemung County		⌘	
Chemung County Sewer District		⌘	
Chester UFSD	■	⌘	VDT
City of Albany BRC	*	▼	
City of Albany BRC Part-Timers	▲	▼	
City of Auburn Profess.	■	⌘	
City of Auburn	■	⌘	
City of Cohoes Clerical	♠	⌘	o
City of Cohoes DPW	♠	⌘	o
City of Corning	▲	⌘	
City of Corning DPW		⌘	
City of Cortland	▲	▼	
City of Elmira		⌘	
City of Glen Cove Housing	♣	△	
City of Glen Cove	♠	⌘	
City of Gloversville		⌘	
City of Hudson	♣	▽	VDT
City of Johnstown	*	△	
City of Long Beach	♠	⌘	VDT / ●
City of Long Beach Part-Time	▲	▼	
City of Mechanicville	*	▽	VDT
City of Middletown	♠	⌘	

Groupname	Dental	Vision	Misc
City of Mt. Vernon		⌘	
City of No Tonawanda	*		o
City of Newburgh	*	⌘	
City of New Rochelle	♣	⌘	●/ρ
City of Oneida		▽	
City of Oneonta	■	⌘	
City of Ogdensburg	■	⌘	VDT
City of Port Jervis	■	▽	VDT
City of Poughkeepsie		▽	VDT
City of Rye Clerical		▽	VDT / o
City of Rye DPW		▽	VDT / o
City of Schenectady		▽	VDT
City of Syracuse Crossing Guards	▲	▼	
City of Saratoga Springs		⌘	
City of Saratoga Springs DPW		△	
City of Watervliet		▽	VDT
City of White Plains		⌘	VDT
Clarkstown SD Nurses	■	⌘	
Clarkstown SD Cafeteria	■	⌘	
Clarkstown SD Buildings and Grounds	■	⌘	
Clarkstown Secretary/Aides/Monitors	♣	⌘	
Cleveland Hills SD	*	△	
Clinton County	▲	▼	
Clinton County Community College	▲	▼	
Clinton County Sheriff's	▲	▼	
Clinton Essex Franklin Lib		△	
Cohoes City SD	*	△	
Connetquot SD Transportation		⌘	
Copiague Memorial Library	♣	⌘	
Copiague Memorial Library Part-Timers	▲	▼	
Copiague SD	▲	▼	
Copiague SD Part-Timers	▲	▼	
Copiague SD Clerical	♠		
Copiague SD Clerical Part-Timers	▲	▼	
Copiague SD Supervisors	♠		
Copiague SD TA	▲	▼	
Corning Community College	▲	▼	
Corning Painted Post		⌘	
Cornwall SD Maintenance	*	⌘	
Cornwall SD Cafeteria	*	⌘	
Cortland County	▲	▼	
Cortland Housing Authority	▲	▼	
Croton Harmon SD Custodial	♠	⌘	

Groupname	Dental	Vision	Misc
Croton Harmon SD Clerical	♠	▽	VDT
Deer Park UFSD	*	△	
Deruyter CSD	▲	▼	
Dolgeville CSD	▲	▼	
Dormitory Authority of The State of NY	▲	▼	
Dover UFSD	■		
Dutchess County		⌘	
Eastchester UFSD	*	△	
East Greenbush CSD	*	▽	VDT
East Meadow SD Custodial	■		
East Moriches UFSD	♣	⌘	
Eastern Suffolk BOCES		△	
Eastport So. Manor	*		
Eastport So. Manor Clerical	*		
Edgemont UFSD	♠	⌘	
Edgemont UFSD Custodial	■	⌘	
Edgemont UFSD TA's	■	⌘	
Eden CSD	▲		
Elmira Water Board		⌘	
Elmsford SD	♠	⌘	
Enlarged City SD of Troy		▼	
Erie County	*/▲		
Erie County Community College	*/▲		
Erie County Medical Center	*/▲		
Erie County Water Authority	♠		
Essex County	▲		
Farmingdale Public Library	♠	⌘	
Farmingdale UFSD	♠	▽	VDT
Farmingdale SD Monitors		△	
Fillmore CSD		⌘	
Franklin Essex Hamilton BOCES	▲	▼	
Franklin Square Library	■	▽	VDT
Franklin Square SD-TA's	▲	▼	
Franklin Square SD Custodial	▲	▼	
Floral Park UFSD	■	△	
Freeport HA	♠	⌘	VDT
Freeport SD Cafeteria & Secretary	*	⌘	
Freeport UFSD	*	⌘	
Friendship CSD	▲		
Friendship CSD		⌘	
Fulton City SD (Custodial)		▽	VDT
Fulton City SD	▲	▼	
Fulton County	*		



Groupname	Dental	Vision	Misc
Galway SD	▲	△	
Gananda CSD	▲	▼	
Garden City UFSD	■		
Genesee County	▲	▼	
Genesee Valley SD	▲	⌘	
Geneseo CSD		⌘	
Geneva CSD	▲	▼	
Glens Falls City SD	■	△	
Gloversville Enlarged City SD Teachers Assistants	▲		
Goshen CSD	■	▽	VDT
Goshen CSD Retirees	■	▽	VDT
Greater Amsterdam SD Custodial/Maintenance	▲	▼	
Greater Amsterdam SD Clerical	▲	▼	
Greater Amsterdam SD Aides	▲	▼	
Greater Johnstown SD	♠		
Greene County Dispatch & Probation	▲	▼	
Greenport SD	*		
Groton CSD		▼	
Guernsey Memorial Library	■		
Guilderland Pub Library		▽	VDT
Guilderland Public Library Unit 1		▽	VDT
Haldane CSD	♠	⌘	
Hampton Bays SD		▼	
Hannibal CSD	▲	▼	
Harrison SD Aides	■	⌘	
Hastings on Hudson SD Clerical		⌘	
Hastings on Hudson SD Custodial		⌘	
Hendrick Hudson SD	■	△	
Herkimer CSD FT Non-Teaching Unit		▽	VDT
Herkimer County	▲	▼	
Herkimer County BOCES	▲	▼	
Hermon-DeKalb CSD		▽	VDT
Heuvelton SD		▽	VDT
Hewlett Woodmere Public Library	♠	⌘	
Hicksville Pub Library	■	▽	VDT
Hicksville SD		▼	
Horseheads SD (Custodial & Clerical)		⌘	
Horseheads CSD Secretaries		⌘	
Horseheads SD Transportation		⌘	VDT
Hudson City SD Clerical	▲	▽	
Hudson City SD Aides		△	
Hudson City SD Custodial	▲	▽	
Hudson-Black River Region	♠	⌘	VDT

Groupname	Dental	Vision	Misc
Huntington Pub Library	♠	⌘	
Hyde Park CSD	■		
Hyde Park CSD	▲	▼	
Ichabod Crane SD	*		
Irvington SD Custodial	♠		
Irvington SD Clerical DWF	▲/♠	▼	
Island Tree Public Library	▲	▼	
Island Tree Custodial	■		
Island Tree SD	■		
Jefferson-Lewis-Hamilton-Herkimer-Oneida BOCES	▲		
Johnsburg CSD	▲		
Kingston CSD		△	
Lackawanna CSD Education	*		
Lackawanna HA	*	⌘	
Lackawanna HA White	*	⌘	
Lake George CSD	▲	▼	
Lakeland SD	▲	▼	
Laurens CSD	▲	▼	
Levittown FT/New Hire	*	△	
Levittown PT/New Hire		△	
Levittown PT to FT	*	⌘	
Levittown PT		⌘	
Levittown Regulars	♣	⌘	○
Lewis County Sheriff's		▽	VDT
Lewis County	*		
Lewis County General Hospital		▼	
Lindenhurst Library	■	⌘	
Lindenhurst SD Custodial	*	▽	VDT
Lindenhurst SD	*	▽	VDT
Little Falls CSD	▲	▼	
Livingston County	▲		
Livingston County Water & Sewer	*	▽	VDT
Liverpool Public Library		▼	
Locust Valley SD	♠		
Locust Valley SD Transportation	♣		
Long Beach Housing Authority	♠	⌘	VDT / ●
Long Lake SD	*	⌘	VDT
Longwood CSD	*	△	
Longwood Public Library	■	⌘	
Longwood Public Library Part-Time	▲	▼	
Lynbrook UFSD	*		
Madison County Blue Collar		▽	VDT
Madison County White Collar		▽	VDT

Groupname	Dental	Vision	Misc
Madison County White Collar Retirees		▼	
Malverne UFSD	■	▽	VDT
Malone SD	♠	⌘	
Mamaroneck Public Library	■	▽	VDT
Mamaroneck UFSD	♣	▽	VDT
Mamaroneck UFSD Retirees	♣		
Manchester-Shortsville CSD	▲	▼	
Manhasset Lakeville Water	■	▽	VDT
Massapequa Water District	♠	⌘	
Massapequa SD Custodial	♣		
Massapequa UFSD Café	▲		
Massena Memorial Hospital		⌘	
Mastic-Moriches-Shirley Public Library	▲	▼	
McGraw CSD		▼	
Mechanicville City SD	*	▽	VDT
Merrick UFSD	♣	▽	VDT
Middle Country SD	*		
Middle Country SD Transportation	*		
Middle Country SD Heads	*		
Middle Country SD Maintenance	*		
Middletown SD	■	▽	VDT
Millbrook CSD	*		
Minerva CSD	♠	⌘	VDT
Minerva CSD Retirees	♠	⌘	
Monroe-Woodbury CSD	*	△	
Morristown CSD	■	△	
Mt. Pleasant CSD	♠	⌘	
Mt. Pleasant CSD Custodial	♠	⌘	
Mt. Pleasant Public Library	■	△	
Mt. Sinai SD Non-Instructional	*		
Nanuet SD	♠	▽	VDT
Nanuet SD Café	■	⌘	
Nassau Co. BOCES	♠		
Nassau Co. BOCES Part-Timers	▲	▼	
Nassau Co. Bridge Auth.		⌘	
Nassau Library System	■		
Newfane CSD	▲	▼	
New Hyde Park Garden City Custodial	■	⌘	
New Hyde Park Garden City Nurses	■	⌘	
New Hyde Park Garden City Clerical	■	⌘	
New Rochelle HA	♣	⌘	
New Rochelle Public Library	■	▽	VDT
New Rochelle SD	▲	▼	

Groupname	Dental	Vision	Misc
New York State Bridge Authority Casual Employees	▲	▼	
NYS Teachers Retirement System	*		
Newburgh CSD	*	⌘	
Niagara Falls City SD	▲	▼	
North Babylon		⌘	
North Castle Public Library	♠	▽	VDT
North Collins CSD	▲		
North Colonie SD Aides	▲	▼	
North Colonie SD Non-Instructional	▲	▼	
North Country Community College	▲		
North Salem CSD	■	⌘	VDT
North Tonawanda SD Custodial		⌘	VDT
North Tonawanda SD Clerical	▲	⌘	VDT
Northeastern Clinton CSD	▲	▼	
Northern Adirondack CSD	▲	▼	
Norwood-Norfolk CSD	▲	▼	
Oceanside SD Cafeteria Lunch Employees		▼	
Oceanside SD Clerical			£
Oceanside Sanitary District #7	♠		
Ogdensburg Bridge & Port Authority	*	⌘	VDT
Ogdensburg CSD		▽	VDT
Ogdensburg HA	*	⌘	
Olean HA	▲		
Oneonta City Schools	■	⌘	
Orleans Niagara BOCES Educational	▲	▼	
Orleans Niagara BOCES Custodial	▲	▼	
Ossining Library	♠	⌘	£ / o
Ossining UFSD		▽	VDT
Oswego County CO-OP	*	▽	VDT
Oswego County BLUE	■	⌘	VDT
Otsego County	▲	▼	
Oyster Bay East Norwich	♠	⌘	VDT
Oyster Bay East Norwich Custodial	♠		
Oyster Bay HA	♠	⌘	
Patchogue Medford UFSD	♣	▽	VDT
Patchogue Medford Library		⌘	
Pawling CSD	*		
Pearl River Public Library	♣	⌘	VDT
Pearl River UFSD			◆
Peekskill HA	■	⌘	
Pelham SD Clerical & Teaching	♣	⌘	
Pelham SD Custodial	■		
Peninsula Public Library		△	

Groupname	Dental	Vision	Misc
Penn Yan SD	■	⌘	
Peru CSD	▲	▽	VDT
Peru CSD	▲	▼	
Plainedge SD Custodial	♣		
Plattsburgh CSD		△	
Pocantico Hills CSD		▽	VDT
Pocantico Hills CSD	*		
Poland CSD		▼	
Port Chester HA	♣	⌘	
Port Jervis City Schools	♣	⌘	
Port Jervis CSD Part-Time	▲	▼	
Port of Oswego	*	▽	VDT
Port Washington SD	♣	⌘	VDT
Potsdam CSD	▲	▽	VDT
Poughkeepsie Public Library	▲	▼	
Poughkeepsie SD Clerical	♣	⌘	
Pulaski Academy & CSD		▼	
Putnam County	♣	▽	VDT
Ravena-Coeymans-Selkirk	■	▽	VDT
Remsen SD		▽	VDT / E
Riverhead SD	♣		£
Riverhead SD Aides	♣		
Riverhead SD Non Instructional Café P/T	▲	▼	
Riverhead BOCES	♣		
Rockland County	♣	⌘	
Rockville UFSD	*	△	
Romulus CSD		▽	VDT
Rondout Valley CSD Custodial	▲	⌘	
Rondout Valley CSD Cafeteria	▲	⌘	
Rondout Valley CSD Custodial	▲		
Rondout Valley CSD Cafeteria	▲		
Roosevelt Public Library	♣	⌘	
Roscoe SD	■		
Royalton-Hartland CSD Classified Employees	▲		
Salmon River CSD	▲	▼	
Sanitary District No. 1		⌘	
Saranac SD	▲	△	
Saranac SD Part-Time		▼	
Saranac Lake CSD		▼	
Saratoga Springs SD	*		
Saugerties CSD		⌘	
Sayville Library	♣	▽	VDT
Seaford UFSD Monitors	▲	▼	

Groupname	Dental	Vision	Misc
Seneca County	⌘		
Scarsdale Public Library	*	▽	VDT
Scarsdale UFSD	▲	▼	
Schenectady County	*		
Schenectady County CC	*		
Schenectady County Communications Unit	*		
Schenevus	▲	▼	
Schodack CSD	*	▽	VDT
Schoharie County		⌘	
Schuylerville CSD	*		
Scio SD	▲	⌘	
Shenendehowa SD P/T	■		
Shenendehowa SD	■	▽	VDT
Sherburne Earlville CSD		▼	
Smithtown Library	♣	⌘	VDT / ●
So. Farmingdale Water District	♣	▽	VDT
Southern Cayuga CSD	▲	▼	
South Colonie CSD	▲	▼	
South Colonie CSD	*		
South Glens Falls SD	*		
South Jefferson SD		⌘	
South Orangetown SD		△	
Southold SD	♣		
St. Lawrence County	■	⌘	
Starpoint CSD Buildings & Grounds	■	⌘	
Starpoint SD Clerical/Aides	■		
Stamford CSD		△	
Steuben Co. Corrections Officers	■	⌘	
Steuben County	*	⌘	
Stillwater CSD	▲	▼	
Suffolk County BOCES II		△	
Suffolk Coop. Library	*		
Syracuse HA	♣	⌘	VDT
Syracuse HA Retirees	♣	⌘	
Tarrytown UFSD Unit 1	*		
Tarrytown UFSD Unit 2	*		
Tioga County	▲	▼	
Tompkins County Blue	*	⌘	
Tompkins Cortland CC	♣	⌘	
Tompkins County White	♣	⌘	
Tompkins County Public Library	♣	⌘	
Town of Albion		▽	
Town of Altamont (Tupper Lake)		⌘	

Groupname	Dental	Vision	Misc
Town of Andes	♣	⌘	
Town of Babylon	♠	⌘	VDT / ●
Town of Babylon Retirees	♠	⌘	
Town of Barre	*	△	
Town of Beekmantown Highway	▲	⌘	
Town of Bellmont	■	▽	VDT / £
Town of Big Flats		⌘	VDT
Town of Bolton	♣	△	
Town of Brighton	♠	△	
Town of Brookhaven Retirees	♠	⌘	
Town of Brookhaven	♠	⌘	VDT / ●
Town of Brunswick		⌘	
Town of Callicoon	♣	⌘	
Town of Camillus	▲		
Town of Canajoharie	*		
Town of Carmel	♠	⌘	
Town of Caroline	♠	⌘	
Town of Catskill	*	⌘	
Town of Clarence Blue	■	▽	VDT
Town of Clarence White	■	⌘	
Town of Clarkstown	■	⌘	VDT / ◆
Town of Clarkstown Special	■	⌘	VDT
Town of Clarkstown PT		⌘	VDT
Town of Chester		▽	VDT
Town of Clifton Park DPW		⌘	VDT
Town of Clifton Park Town Hall		⌘	VDT
Town of Clinton	■	▽	VDT
Town of Cochecton	*	▼	
Town of Coeymans	*	▼	
Town of Colonie Unit B	■	▽	VDT
Town of Colonie Unit C	■	▽	VDT
Town of Colonie Unit D	■	▽	VDT
Town of Corning	♠	⌘	
Town of Cornwall	■	▽	VDT
Town of Crawford	■		
Town of Danby	*		
Town of Dannemora	■	▽	VDT
Town of Delaware	♣	⌘	
Town of Dryden	♠	⌘	
Town of East Fishkill	♠	⌘	
Town of East Greenbush	■	▽	VDT
Town of East Hampton	♠	△	
Town of Eastchester		△	

Groupname	Dental	Vision	Misc
Town of Ellenburg Highway	▲	△	
Town of Erwin		⌘	
Town of Glenville	♠	▽	VDT
Town of Goshen Hwy.	■	⌘	
Town of Greenburgh		△	
Town of Greenport	♠	⌘	
Town of Greenwood	*	▽	
Town of Hamburg Blue		△	
Town of Hancock	*	▽	VDT
Town of Hamburg White		△	
Town of Harrison		⌘	VDT / ¥
Town of Horicon	*	▽	VDT
Town of Huntington	♠	⌘	VDT / ●
Town of Huntington Retirees	♠	⌘	
Town of Hyde Park	■	⌘	
Town of Hyde Park Highway	■	⌘	
Town of Ithaca	♠		
Town of LaGrange	♠	⌘	
Town of LaGrange Retirees	♠	⌘	
Town of Lancaster Blue	■	⌘	
Town of Lancaster White	■	⌘	
Town of Lansing	♠	⌘	
Town of Lloyd	▲	⌘	
Town of Malone Highway	*	⌘	
Town of Mamaroneck		⌘	VDT
Town of Middletown	♣		
Town of Mooers		▼	
Town of Mooers Highway	▲		
Town of Moreau		▽	VDT
Town of Montgomery Highway	*	▽	VDT
Town of Mt. Pleasant Blue	♣	▽	VDT
Town of Mt. Pleasant White	♣	▽	VDT
Town of N. Hempstead		⌘	
Town of New Castle	■	▽	VDT
Town of New Windsor	♣	⌘	VDT
Town of New Windsor Retirees	♣	⌘	VDT
Town of Newburgh	*	△	
Town of Newfield	■	⌘	VDT
Town of Niagara		△	
Town of Niskayuna		⌘	
Town of North Castle	♠	▽	VDT
Town of North Castle Highway	♠	▽	VDT
Town of North Castle Library	♠		

Groupname	Dental	Vision	Misc
Town of North Greenbush	*	▽	VDT
Town of Orangetown	♣	⌘	VDT
Town of Orchard Park Blue	■		
Town of Orchard Park White	■		
Town of Ossining		⌘	
Town of Otsego	▲	▼	
Town of Owasco	■	▽	VDT
Town of Oyster Bay		⌘	
Town of Patterson	*	▽	VDT
Town of Peru Highway	▲	▼	
Town of Phillipstown	■		
Town of Poughkeepsie		⌘	VDT
Town of Putnam Valley	♠	⌘	
Town of Ramapo Retirees	♠	⌘	♦/ρ
Town of Ramapo	♠	⌘	♦/ρ/VDT
Town of Richmondville	*	▽	VDT
Town of Rotterdam		⌘	
Town of Saranac Highway	▲	▼	
Town of Schodack	*	▽	VDT
Town of Shandaken	*	▽	VDT
Town of Shelby		⌘	
Town of Smithtown	♠	⌘	VDT / ●
Town of Smithtown FD	♠		
Town of Southampton	*	△	
Town of Southeast	♠	⌘	VDT
Town of Southold	♠	⌘	VDT / ●
Town of Southold Retirees	♠	⌘	VDT / ●
Town of Stillwater	♠	▽	VDT
Town of Stony Point		⌘	VDT
Town of Ticonderoga	♠		
Town of Tusten	*	▼	
Town of Union	♠	⌘	
Town of Wallkill	♠	⌘	
Town of Wallkill Sup	♠	⌘	
Town of Wallkill Unit 2	♠	⌘	
Town of Wappingers Highway	♠	⌘	
Town of Warwick	♠	⌘	
Town of Webb	▲	▽	
Town of West Seneca Blue	*	⌘	VDT
Town of West Seneca White	*	⌘	
Town of Yorktown		⌘	
Troy HA		⌘	VDT
Tuckahoe Commons SD	♣		

Groupname	Dental	Vision	Misc
Tupper Lake CSD		⌘	
Union Springs CSD	▲	▼	
Valley CSD	■	▽	VDT
Village of Alexandria Bay	▲	▼	
Village of Amityville	■	⌘	VDT
Village of Arcade	*		
Village of Attica	▲	▼	
Village of Babylon	♠		
Village of Bayville Member Plus	▲	▼	
Village of Blasdell		⌘	o
Village of Briarcliff Manor		⌘	
Village of Canajoharie	*	△	
Village Of Cayuga Heights	♠	⌘	
Village of Cornwall	*	⌘	
Village of Corinth	*	▽	VDT
Village of Dansville	■	⌘	
Village of Depew Blue	♣	⌘	
Village of Depew White	*	⌘	VDT
Village of East Aurora	♠	⌘	VDT
Village of East Hills	▲	▼	
Village of East Rockaway	■	△	
Village of Elmsford	*	△	
Village of Endicott Light Department	♠	▽	VDT
Village of Farmingdale	■	⌘	VDT
Village of Floral Park	■	△	
Village of Floral Park Supervisors	♠	⌘	
Village of Freeport	♠	⌘	VDT
Village of Freeport PT	▲	▼	
Village of Freeport Housing Authority	♠	⌘	
Village of Goshen		⌘	VDT
Village of Granville	*	⌘	
Village of Greenport	♣	△	VDT
Village of Great Neck Estates	■	⌘	
Village of Great Neck Plaza	■	⌘	
Village of Hamburg Guards		⌘	
Village of Hamburg DPW	♠	⌘	VDT / o
Village of Haverstraw	♠	▽	VDT
Village of Hempstead	♣	⌘	VDT
Village of Hempstead HA	♣	⌘	
Village of Homer	♣	⌘	
Village of Horseheads		⌘	
Village of Hudson Falls		▽	VDT
Village of Irvington		▽	VDT

Groupname	Dental	Vision	Misc
Village of Lake Grove	■		
Village of Lake Success	■	▽	VDT
Village of Lancaster	♠	⌘	VDT
Village of Larchmont	♣		
Village of Liberty	▲	△	
Village of Lindenhurst	*	▼	
Village of Lloyd Harbor	♠	⌘	VDT / ●
Village of Lloyd Harbor Retirees	♠	⌘	
Village of Lynbrook	♠	⌘	
Village of Malone Clerical	♣	⌘	
Village of Malone DPW		⌘	
Village of Malverne DPW	■	△	
Village of Mamaroneck		⌘	
Village of Manorhaven	*	▽	VDT
Village of Massapequa Park	♣	⌘	VDT
Village of Massena	■	⌘	
Village of Medina	■		
Village of New Hyde Park	♠	⌘	
Village of Ocean Beach	♣	⌘	VDT
Village of Old Brookville	♠		
Village of Owego		⌘	
Village of Pelham	♠	▽	VDT
Village of Pelham Manor	♣	⌘	
Village of Perry General	♣	⌘	
Village of Perry Police	♠	⌘	
Village of Pleasantville	♠	⌘	
Village of Port Chester		△	VDT
Village of Port Jefferson	♣	⌘	
Village of Quogue	♠	▽	VDT
Village of Russell Garden	■	⌘	
Village of Rouses Point	▲	▽	VDT
Village of S. Glen Falls		⌘	VDT
Village of Sag Harbor	■	⌘	
Village of Scarsdale	*	▽	VDT
Village of Sea Cliff	■	⌘	
Village of Sloan	■	⌘	VDT
Village of Southampton	♠	⌘	VDT / ●
Village of Spring Valley	♠	⌘	
Village of Spring Valley	♠	▽	VDT

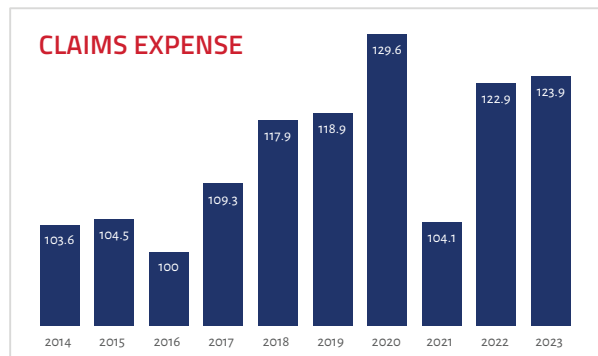
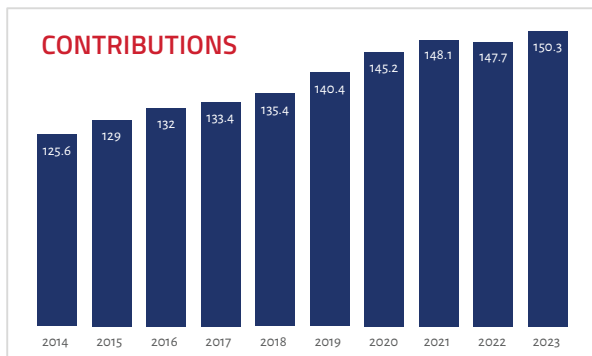
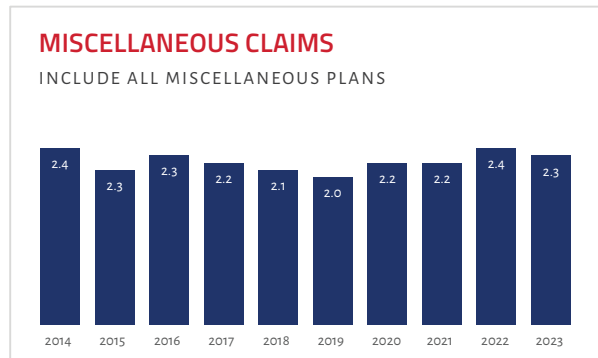
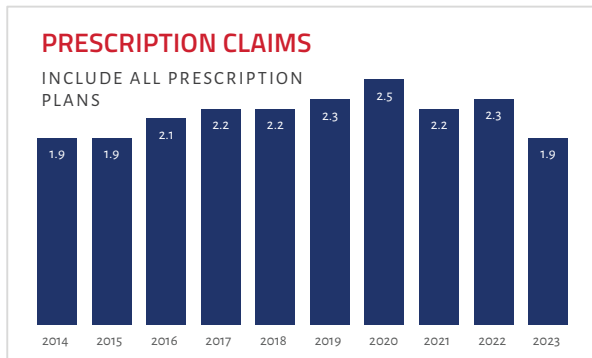
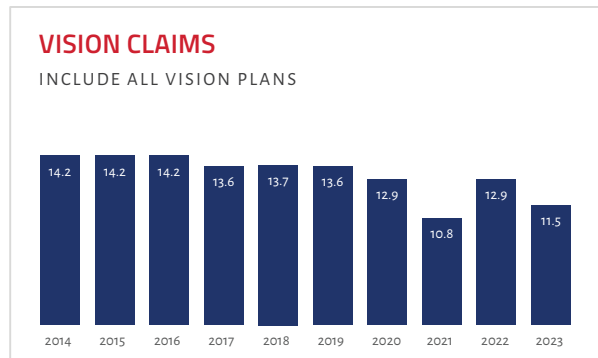
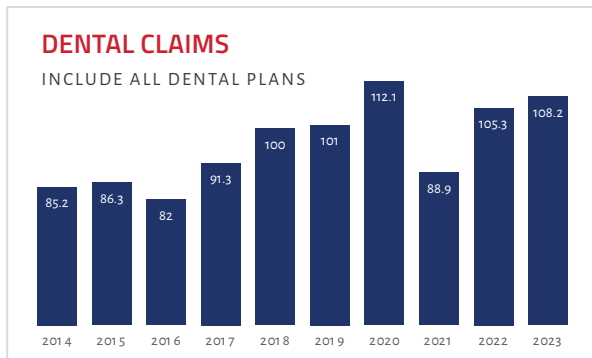
Groupname	Dental	Vision	Misc
Village of Tarrytown		⌘	VDT
Village of Walden	♣	⌘	
Village of Wappingers Falls	♠	⌘	£ / o
Village of Wappingers Falls Clerical	♠	⌘	£ / o
Village of Warsaw Police	*	▽	VDT
Village of Watkins Glen	♠	⌘	
Village of Westbury	♠		
Village Of Woodridge	*	▼	
Vocational Ed & Ext Board Nassau	♠		
Town of West Seneca Blue	*	⌘	
Town of West Seneca White	*	⌘	
Wallkill CSD	■	⌘	
Wantagh UFSD	*	▼	
Warren County	▲	▼	
Warrensburg SD	*		
Warwick Valley CSD	■	▽	VDT
Warwick Valley CSD Part-Time	▲	▼	
Watervliet Housing	*	▽	VDT
Wayland SD		⌘	o
Wead Library		⌘	
Webutuck SD	♣		
Weedsport CSD		▼	
Wellsville CSD	▲	⌘	
Williamsville CSD	▲		
West Babylon SD	*		
West Canada Valley CSD		▽	
West Canada Valley CSD Retirees		▽	
West Long Beach		△	
West Seneca CSD	▲	▼	
Western Suffolk BOCES Aides-Food Service	▲	▼	
White Plains CSD	■	△	
White Plains HA		⌘	VDT
Willsboro CSD	▲	▼	
Wilson SD	*		
Wyoming County Employee Unit		▼	
Yates County	▲	▼	
Yonkers Parking Authority	♠	⌘	
Yonkers SD	■	▽	VDT / ◆
Yorktown CSD	*	⌘	

# 04 Participating Bargaining Units Continued... (Statewide)

Groupname	Dental	Vision	Misc
State ASU, ISU, OSU	f	∞	◆
Div. of Military Naval Affairs	f	∞	◆
NYS Bridge Authority	♠	⌘	
NYS Canal Corp	f	∞	
NYS Liquidation Bureau	f	∞	◆
Unified Court System	-	□	£/o/→
Unified Court System Retirees	-	□	£/o/→
Unified Court System P/T	-		
ORDA	f	⌘	
Roswell Park Cancer	f	∞	◆
State University Construction	♣	▽	VDT
NYS Thruway Authority	■		
Waterfront Commission of NY Harbor	■	⌘	

Dental	Vision	Other
* Sunrise	△ Silver	👁️ Emerald Drug
■ Horizon	▽ Gold	⦿ Hearing
♣ Equinox	⌘ Platinum	£ Legal Plan
♠ Dutchess		◆ Rx Co-Pay
▲ EBF Member Plus	▼ EBF Member Plus	ρ Physician Co-Pay
f State	∞ State	● Legal, Hearing, Maternity, Rx Co-Pay
- Unified Court System	□ Unified Court System	→ Physician, Rx Co-Pay, Maternity
		¥ Legal, Maternity, Hearing

# 05 Employee Benefit Fund Plans





# 06

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## Administrative Staff

Bill Howard, Director

Lisa A. Brennan, Director of Finance

Jane Balander, Director of Human Resources

Geoffrey Switts, Director of Marketing

Lea J. Guisti, Sr. Dental Supervisor

Cassandra Hope John, Accounting Supervisor

William Ryan, Member Services Supervisor

## Consultants & Third Party Administrators

Prescription Plan Administrators: Magellan Rx Management

Dental Consultants and Workplace Security Plan: Pearl Insurance

Consulting Actuary: Charles C. DeWeese, FSA, MAAA

Certified Public Accountants: Bonadio & Co., LLP

Investment Manager: Keybank N.A.

Counsel: Whiteman Osterman & Hanna LLP



# Annual Report '23

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