



# Connecticut Paid Leave

## CT Paid Family and Medical Leave Insurance Authority

(A Fiduciary Component Unit of the State of Connecticut)

Financial Statements with Supplementary Information  
For the Fiscal Years Ended June 30, 2025 and 2024

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

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## INDEPENDENT AUDITORS' REPORT

To the Board of Directors  
Connecticut Paid Family and Medical Leave Insurance Authority

### **Report on the Audit of the Financial Statements**

#### ***Opinion***

We have audited the financial statements of the Connecticut Paid Family and Medical Leave Insurance Authority (the “Authority”), a fiduciary component unit of the State of Connecticut, as of and for the years ended June 30, 2025 and 2024, and the related notes to the financial statements, which collectively comprise the Authority’s basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Authority as of June 30, 2025 and 2024, and the changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Authority and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### ***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 the Authority’s ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditors' 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 auditors' 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 GAAS and *Government 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 GAAS and *Government 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 the Authority'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 the Authority'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.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4 through 11 and the pension and OPEB schedules, as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial

statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated October 17, 2025, on our consideration of the Authority's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Authority's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Authority's internal control over financial reporting and compliance.

*Whittlesey PC*

Hartford, Connecticut  
October 17, 2025

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### OVERVIEW OF FINANCIAL STATEMENTS

The following discussion and analysis provide an overview of the financial position and activities of the Connecticut Paid Family and Medical Leave Insurance Authority (the “Authority” or “CT Paid Leave Authority”) for the years ended June 30, 2025 and 2024. This discussion has been prepared by management and should be read in conjunction with the financial statements and the notes thereto, which follow this section.

The mission of the CT Paid Leave Authority is to provide financial relief to Connecticut families, allowing individuals to care for a loved one, or themselves, without having to worry about lost income. Every day, we fulfill that mission by ensuring that Connecticut workers, employers and other stakeholders know about the CT Paid Leave program and that Connecticut workers can easily apply for the benefits they need. Since January 2022, the CT Paid Leave Authority has provided over \$1.2 billion in CT Paid Leave benefits to more than 244,000 workers in Connecticut. In fiscal year 2025 alone, the CT Paid Leave program received 102,519 applications, a 9.68% increase from the previous year. Of those applications 74.5% were approved, resulting in more than 76,000 workers receiving \$446 million in approved benefit payments.

A critical element of the Authority’s mission is safeguarding the solvency of the Connecticut Family and Medical Insurance Trust Fund (“Trust”). During fiscal year 2025, the Authority received over \$477 million in employee contributions, processed through payroll deductions. The Trust fund balance at the close of the fiscal year was \$585.9 million, again meeting the metrics for solvency developed by the Authority in consultation with actuaries.

This annual report consists of management’s discussion and analysis and the financial statements. The basic financial statements (Statement of Fiduciary Net Position and Statement of Changes in Fiduciary Net Position) present the financial position of the Authority at June 30, 2025, and 2024, and the changes in fiduciary net position for the years ended June 30, 2025, and 2024. The Statement of Fiduciary Net Position includes all the Authority’s assets, liabilities, and deferred inflows and outflows. The Statement of Changes in Fiduciary Net Position reflects the activities for the period on the accrual basis of accounting (i.e., when services are provided or obligations are incurred, not necessarily when cash is received or paid).

These financial statements report the Authority’s fiduciary net position and how it has changed. Fiduciary net position (the difference between assets and liabilities adjusted for deferred outflows and inflows) is one way to measure financial health or position. The financial statement footnotes include notes that explain information in the financial statements and provide more detailed data.

# **CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY**

## **MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)**

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### **FINANCIAL HIGHLIGHTS**

The Authority's financial position at June 30, 2025, consisted of assets of approximately \$724.8 million, deferred outflows of approximately \$19.9 million, liabilities of approximately \$117.6 million (of which \$28.9 million is related to GASB Statements No. 68 and 75), and deferred inflows of approximately \$4.1 million.

The Authority finished the year with additions of approximately \$11.4 million which include the effect of the Authority recording its pro-rata share of expenses under GASB Statements No. 68 and 75 as discussed in note 10. These expenses reflect changes to the pension and other post-employment benefits (OPEB) plans on a State level.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Summary of Assets and Liabilities

Summarized components of the Authority's Statement of Fiduciary Net Position as of June 30, 2025, 2024 and 2023, are presented below.

	2025 (In thousands)	2024 (In thousands)	2023 (In thousands)
Summary of assets, liabilities and fiduciary net position at June 30:			
Current assets	\$ 722,572	\$ 699,842	\$ 624,062
Capital assets, net	<u>2,215</u>	<u>2,419</u>	<u>7,630</u>
Total assets	<u><u>\$ 724,787</u></u>	<u><u>\$ 702,261</u></u>	<u><u>\$ 631,693</u></u>
Deferred amount for pensions	\$ 9,529	\$ 8,948	\$ 9,328
Deferred amount for OPEB	<u>10,369</u>	<u>14,107</u>	<u>11,504</u>
Total deferred outflows	<u><u>\$ 19,898</u></u>	<u><u>\$ 23,055</u></u>	<u><u>\$ 20,833</u></u>
Current liabilities	\$ 79,056	\$ 72,025	\$ 66,846
Long-term debt	9,612	11,214	12,816
Subscription liability	--	--	2,040
Pension liabilities	13,333	10,616	9,442
OPEB liabilities	<u>15,591</u>	<u>14,455</u>	<u>9,661</u>
Total liabilities	<u><u>\$ 117,592</u></u>	<u><u>\$ 108,310</u></u>	<u><u>\$ 100,805</u></u>
Deferred amount for pensions	345	11	13
Deferred amount for OPEB	<u>3,789</u>	<u>5,435</u>	<u>4,459</u>
Total deferred inflows	<u><u>\$ 4,134</u></u>	<u><u>\$ 5,446</u></u>	<u><u>\$ 4,472</u></u>
Fiduciary net position			
Restricted for participant benefits	\$ 622,959	\$ 611,560	\$ 547,247
Total fiduciary net position	<u><u>\$ 622,959</u></u>	<u><u>\$ 611,560</u></u>	<u><u>\$ 547,247</u></u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Assets and Liabilities

Assets include the following:

- *Contributions receivable* – This account represents contributions received from participating members and employers after year end that pertained to payroll periods prior to year-end. The increase between fiscal 2024 and 2025 by approximately \$2.4 million is attributed to increased contributions revenue from higher wages reported by employers year over year and increased outreach to employers, including fund recovery efforts, by the Authority which resulted in additional employer contributions to the Program. Total contributions receivable for fiscal 2025 were approximately \$120.4 million as compared to \$117.9 million in fiscal 2024 and \$111.9 million in fiscal 2023.
- *Due from State of CT* – This account represents employee contributions that were deposited to the State of Connecticut Common Cash Pool and are earmarked for the restricted use of the Family and Medical Insurance Trust Fund but have not yet been transferred to the Authority's Short-Term Investment Fund (STIF) account.
- *Prepaid expenses* – This account represents prepaid expenses for software licenses and liability insurance related to fiscal year 2026 service dates.
- *Investments* – Contributions received from employees are invested in the STIF account. This account of approximately \$568.2 million represents the account balance on June 30, 2025 as compared to an amount of \$548.4 million at the year ended June 30, 2024. The increased amount from the prior year represents the net activity of continued contributions and an increased interest rate as investment income being greater than benefits payments and operational expenses.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Assets and Liabilities (Continued)

Liabilities include the following:

- *Accounts payable and accrued expenses* – This account represents invoices that were paid after June 30, 2025 for services provided in fiscal year 2025. The increase in this account is driven by increased software license purchases and claims payable due to increased claim volume compared to fiscal year 2024. Similarly, between fiscal years 2023 and 2024, this line item increased in line with increased claim volume.
- *Bond funds payable* – Bond Funds Payable – As of June 30, 2025, the Bond Commission had approved a total allocation to \$16.0 million of the \$50 million authorized. A ten-year debt repayment schedule was determined by the Office of Policy & Management in conjunction with the Office of the Treasurer in June 2023. The balance at June 30, 2025 was \$11.2 million, of which \$1.6 million was classified as short term. At June 30, 2024, this account balance was \$12.8 million, and at June 30, 2023, this account balance was \$14.4 million.
- *OPEB and Pension liabilities* - The increase from June 30, 2024 to June 30, 2025 was due to changes in the Authority's OPEB and pension costs and changes to certain assumptions. This liability represents the Authority's proportional share of the State's OPEB and pension as actuarially determined based on the Authority's percentage of overall contributions.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Assets and Liabilities (Continued)

- *Benefit claims reserve* – A reserve of \$60.9 million as of June 30, 2025 was established for:
  - Case reserve: Reserve for approved open claims with outstanding payments remaining.
  - Pending claims reserve: Reserve for pending claims not yet adjudicated which are expected to be approved and result in payment.
  - Incurred but not reported claim reserve (“IBNR”): Reserve for claims that have already been incurred but are not yet known by the Authority.

The reserve increased from \$56.3 million at June 30, 2024 to a reserve of \$60.9 million at June 30, 2025 due to an increase in benefit claims incurred in fiscal year 2025, in addition to changes in actuarial assumptions based on historic data. The same factors contributed to the increase in fiscal year 2024 compared to fiscal year 2023.

#### Summary of the Changes in Fiduciary Net Position

Summarized components of the Authority's Statement of Changes in Fiduciary Net Position for the years ended June 30, 2025, 2024, and 2023 are presented below:

	2025 (In thousands)	2024 (In thousands)	2023 (In thousands)
Summary of additions and deductions for the period ended June 30:			
Additions:			
Contribution revenues and related revenues	\$ 479,406	\$ 465,244	\$ 442,942
Investment income	27,595	29,262	17,382
Deductions:			
Benefit claims expense	(451,063)	(385,700)	(313,537)
Other deductions	<u>(44,540)</u>	<u>(44,492)</u>	<u>(39,476)</u>
Net additions	<u>11,399</u>	<u>64,314</u>	<u>107,310</u>
Increase in fiduciary net position	<u>\$ 11,399</u>	<u>\$ 64,314</u>	<u>\$ 107,310</u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Additions

- *Contributions from participants* – Contributions recorded were approximately \$479.4 million for fiscal year 2025, \$465.2 million for fiscal year 2024, and \$442.9 million for fiscal year 2023, a \$14.2 million and \$22.3 million increase from fiscal 2025 and 2024, respectively. These increases are attributed to higher wages reported by employers, increases in the CT minimum wage, and continued fund recovery by the Authority which resulted in additional employers remitting contributions to the Program on behalf of employees. Overall contributions since inception have exceeded \$2.0 billion.

#### Deductions

Deductions are comprised of the following major categories:

- *Benefits* – This includes all payments to claimants for paid leave benefits made since they were initially available on January 1, 2022 in addition to the \$60.9 million of benefit claims reserve as of June 30, 2025. The increase in fiscal 2025 and 2024 is due to an increase in benefit claims and the increase in the minimum wage. The benefits paid for fiscal 2025 were approximately \$451.0 million. Overall benefits paid since inception were \$1.2 billion.
- *Benefit administration* – This is the fee that the Authority pays to a third-party service provider for the administration of claims submitted to the Authority for benefits, the determination of whether those claims should be paid, and the payment to those claimants who meet the qualifications for benefits as determined by the Authority, among other services. This fee totaled approximately \$23.1 during fiscal year 2025, \$22.8 during fiscal 2024 and \$22.4 million during fiscal 2023 for the services provided.
- *Salaries and benefits* – This account includes salaries, benefits (including pension), and payroll taxes for the Authority's employees. At the end of the period, June 30, 2025, the Authority had 45 full time staff members and expenses of approximately \$14.8 million. The \$1.9 million increase from fiscal 2024 to fiscal 2025 resulted from an increase in full time staff and annual compensation adjustments aligned with other State of Connecticut agencies. For fiscal year 2024, the Authority had approximately \$13.0 million in salaries and benefits as compared to \$9.0 million at the end of the period June 30, 2023. From fiscal year 2023 to fiscal year 2024, the Authority increased its staff by 8 full time staff members to a total of 44.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

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### FINANCIAL HIGHLIGHTS (CONTINUED)

#### Deductions (Continued)

- *IT expense* – This relates to software licenses and services for support and maintenance of the Authority's contribution software system.
- *Contracted services* – This line item relates to third party service providers that assist in the general operation of the Authority. Such expenses of the Authority include auditor, actuary, administrative support from related parties, and contact center for public inquiries, among others.

#### Capital Assets

At the end of June 30, 2025, the Authority had capital assets of approximately \$12.8 million before accumulated depreciation. These assets include an Employee Contribution system and the Authority's share of the State of CT Department of Labor's Benefit Appeals system.

#### Fiscal 2026 Outlook

The Authority will continue to collect employee contributions and make benefit payments to Connecticut employee claimants. The Authority regularly monitors its Trust fund balance, which was approximately \$585.9 million as of June 30, 2025. With the assistance of an independent actuary, it reviews metrics and models of various scenarios to certify the ongoing solvency of the Family and Medical Leave Insurance Trust Fund. Additionally, it has statutory authority to adjust the benefits offered to covered employees if necessary to ensure the solvency of the fund.

#### Contacting the Authority's Financial Management

This financial report provides the reader with a general overview of the Authority's finances and operations. If you have questions about this report or need additional financial information, please contact the CT Paid Leave Authority, Office of the Controller, Finance Department, 450 Columbus Blvd. Suite 1503, Hartford, Connecticut 06103.

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**STATEMENTS OF FIDUCIARY NET POSITION**

**JUNE 30, 2025 AND 2024**

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	2025	2024
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents (note 3)	\$ 32,176,834	\$ 30,461,309
Bond funds held by State of Connecticut	1,446,299	2,386,298
Investments (note 4)	568,218,716	548,447,987
Contributions receivable from participants, net of allowance for doubtful accounts (note 1)	120,353,572	117,913,170
Due from State of Connecticut (note 1)	131,884	266,599
Prepaid expenses	<u>244,464</u>	<u>366,543</u>
<b>Total Current Assets</b>	<u>722,571,769</u>	<u>699,841,906</u>
<b>Noncurrent Assets</b>		
Capital assets, net (note 7)	<u>2,214,969</u>	<u>2,418,766</u>
<b>Total Noncurrent Assets</b>	<u>2,214,969</u>	<u>2,418,766</u>
<b>Total Assets</b>	<u>\$ 724,786,738</u>	<u>\$ 702,260,672</u>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>		
Deferred amount for pensions (note 10)	\$ 9,529,013	\$ 8,947,587
Deferred amount for OPEB (note 10)	<u>10,369,093</u>	<u>14,107,249</u>
<b>Total Deferred Outflows of Resources</b>	<u>\$ 19,898,106</u>	<u>\$ 23,054,836</u>

*The accompanying notes are an integral part of these financial statements.*

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**STATEMENTS OF FIDUCIARY NET POSITION (CONTINUED)**

**JUNE 30, 2025 AND 2024**

	2025	2024
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Benefit claims reserve (note 1)	\$ 60,996,000	\$ 56,385,000
Accounts payable and accrued expenses	15,131,256	12,888,464
Accrued payroll and related expenses	426,122	354,431
Accrued compensated absences	900,920	794,769
Bond funds payable (note 8)	<u>1,601,974</u>	<u>1,601,974</u>
<b>Total Current Liabilities</b>	<u>79,056,272</u>	<u>72,024,638</u>
<b>Noncurrent Liabilities</b>		
Bond funds payable (note 8)	9,611,839	11,213,813
Pension liabilities (note 10)	13,332,914	10,615,804
OPEB liabilities (note 10)	<u>15,590,663</u>	<u>14,454,793</u>
<b>Total Noncurrent Liabilities</b>	<u>38,535,416</u>	<u>36,284,410</u>
<b>Total Liabilities</b>	<u><u>\$ 117,591,688</u></u>	<u><u>\$ 108,309,048</u></u>
<b>DEFERRED INFLOWS OF RESOURCES</b>		
Deferred amount for pensions (note 10)	\$ 344,597	\$ 10,792
Deferred amount for OPEB (note 10)	<u>3,789,244</u>	<u>5,435,191</u>
<b>Total Deferred Inflows of Resources</b>	<u><u>\$ 4,133,841</u></u>	<u><u>\$ 5,445,983</u></u>
<b>FIDUCIARY NET POSITION</b>		
Restricted for participant benefits	<u><u>\$ 622,959,315</u></u>	<u><u>\$ 611,560,477</u></u>
<b>Total Fiduciary Net Position</b>	<u><u>\$ 622,959,315</u></u>	<u><u>\$ 611,560,477</u></u>

*The accompanying notes are an integral part of these financial statements.*

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION**  
**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

	2025	2024
<b>ADDITIONS</b>		
Contributions from participants (note 5)	\$ 479,406,383	\$ 465,244,195
Net investment income	<u>27,595,472</u>	<u>29,261,839</u>
<b>Total Additions</b>	<u>507,001,855</u>	<u>494,506,034</u>
<b>DEDUCTIONS</b>		
Benefit claims expense	451,062,909	385,700,450
Benefit administration expense	23,122,638	22,755,612
Salaries and wages	5,356,799	4,533,190
Fringe benefits	9,479,471	8,482,972
Contracted services	2,141,703	2,265,028
Outreach	1,441,458	951,433
Depreciation	1,100,668	3,431,068
Information technology	971,153	1,104,437
Bond funds interest expense	448,552	504,621
Other expenses	<u>477,666</u>	<u>464,074</u>
<b>Total Deductions</b>	<u>495,603,017</u>	<u>430,192,885</u>
<b>Change in Fiduciary Net Position</b>	11,398,838	64,313,149
<b>Fiduciary Net Position Restricted for Participant Benefits - Beginning of the year</b>	<u>611,560,477</u>	<u>547,247,328</u>
<b>Fiduciary Net Position Restricted for Participant Benefits - End of the year</b>	<u>\$ 622,959,315</u>	<u>\$ 611,560,477</u>

*The accompanying notes are an integral part of these financial statements.*

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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### **NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

#### ***REPORTING ENTITY AND OPERATIONS***

The Connecticut Paid Family and Medical Leave Insurance Authority (the “Authority”) is a public instrumentality and political subdivision of the State of Connecticut (the “State”) and is, therefore, exempt from federal income taxes under Section 115 of the Internal Revenue Code of 1986. The Authority was established pursuant to Public Act 19-25. The purpose of the Authority is to establish and administer a paid leave program to eligible employees funded by the employees in accordance with the Connecticut Paid Family and Medical Leave Insurance Act (“CT Paid Leave” or the “Program”). The Program covers most employers in Connecticut with one or more employees, (with certain statutorily specified exclusions) and is accessible to all covered employees working in Connecticut who have met certain earned-wage thresholds. Those who are self-employed or are sole proprietors are also eligible to opt-in to the Program.

Unionized employees of the State and employees of the federal government, municipalities, local or regional boards of education, and non-public elementary or secondary schools, generally are not covered under the Program, with some exceptions.

Covered employees in the State are eligible for benefits under CT Paid Leave if they have earned wages of at least \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the “base period”) and are currently employed by a covered employer, or have been employed by a covered employer within the 12 weeks immediately preceding the claim. Self-employed individuals and sole proprietors (who must be Connecticut residents) are also eligible for benefits if they complete an enrollment with the Program and meet the earnings requirement. The Program started receiving contributions from employees and enrolled self-employed individuals and sole proprietors via the collection of wage deductions effective January 1, 2021.

The Family and Medical Leave Insurance Trust Fund (the “Trust”) is a non-lapsing fund held by the State Treasurer separate from other funds to hold all contributions and other amounts intended for the Trust. The amounts on deposit in the Trust shall not constitute property of the State and the Trust is not a department, institution, or agency of the State. The State has no obligation to pay the obligations of the Trust and all amounts obligated to be paid from the Trust are limited to amounts in the Trust. All assets of the Authority shall be considered restricted assets.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### **NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

##### ***REPORTING ENTITY AND OPERATIONS (CONTINUED)***

Employers submit employee contributions to the Authority at least quarterly, no later than the last business day of the month after the close of the quarter. Late payments may be subject to penalties and interest. In addition, if an employer does not remit required contributions after being notified that contributions are owed, the Authority may exercise its statutory authority to work with a state collection agency to collect the monies owed, including penalties and interest.

Employers may submit the contributions directly to the Authority, or a third-party administrator (i.e., payroll company) may submit on behalf of employers.

An employer may apply to the Program for permission to offer its own paid family and medical leave plan that provides its employees with all of the same rights, protections and benefits as provided by the Program, among other requirements. A majority of an employer's employees working in Connecticut need to vote in favor of the private plan in order for the employer to submit its private plan application. The private plan must be approved by the Authority.

Payment of benefits to eligible employees began on January 1, 2022. Eligible covered employees may receive compensation for up to 12 weeks of leave in a 12-month period for the reasons outlined in the Program, in connection with most leave reasons. Eligible employees who experience incapacitation during pregnancy may be entitled to receive up to 2 additional weeks of benefits. Eligible employees who seek benefits in connection with the Connecticut Family Violence Leave Act may receive only 12 days of benefits.

Pursuant to Section 31-49f of the Connecticut General Statutes, the Authority's board of directors consists of 13 voting members, nine appointed and four ex officio. The State Treasurer and State Comptroller, or their designees, also serve as nonvoting members. The Governor selects a board chair from among the members. Current members of the board are listed on the Authority's website.

Each original member of the board of directors was appointed pursuant to subdivisions (5) to (11), inclusive, of section 31-49f of the Connecticut General Statutes to serve an initial term of four years. Thereafter, each board member is appointed to hold office for a term of three years from July first in the year of his or her appointment. Members shall hold office until a successor member has been duly appointed. Any member who fails to attend three consecutive meetings or who fails to attend fifty percent of all meetings held during any calendar year shall be deemed to have resigned from the board.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### *BASIS OF PRESENTATION*

The financial statements include those assets, liabilities, revenue, and expense accounts reflected in the accounting records of the Authority.

The Authority's financial statements are prepared in accordance with accounting principles generally accepted in the United States of America as promulgated by Governmental Accounting Standards Board ("GASB"). The Authority uses the economic resources measurement focus and accrual basis of accounting. Under the accrual basis, revenues are recorded when earned and expenses recognized at the time liabilities are incurred, regardless of the timing of the related cash flows. Benefit liabilities to participants are recognized when an event has occurred that compels the Authority to disburse funds. Such liabilities are based on actuarial estimates.

#### *USE OF ESTIMATES*

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingencies at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### *CASH AND CASH EQUIVALENTS*

Cash includes cash held on behalf of the Authority by the State. Cash equivalents consist of cash and highly liquid short-term investments with an original maturity date of 90 days or less when purchased.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### **NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

##### ***CONTRIBUTIONS AND CONTRIBUTIONS RECEIVABLE FROM PARTICIPANTS***

Contributions represent wage deductions from employees working in the State who are participating in the Program. Contributions receivable represents the actual contributions received subsequent to June 30, 2025 and 2024, related to payroll periods ended prior to July 1, 2025 and 2024, respectively. The Authority recorded an allowance for uncollectible receivables of \$7,381,844 as of June 30, 2025 and \$5,995,090 as of June 30, 2024. Revenue is recognized in the payroll period from which the contributions were deducted.

##### ***INVESTMENTS AND RELATED INCOME***

Public Act 19-25 mandates that the State Treasurer shall be responsible for the receipt and investment of the funds held by the Trust.

Purchases and sales of securities are recorded on a trade-date basis. Dividend income is recognized as earned on the ex-dividend date. Interest income is recognized on the accrual basis.

As of June 30, 2025 and 2024, the majority of the Authority's investments were held in trust in the State Short-Term Investment Fund. Reference is made to Note 4.

##### ***DUE FROM STATE OF CONNECTICUT***

This account represents employee contributions that were deposited to the State of Connecticut Common Cash Pool and are earmarked for the restricted use of the Family and Medical Insurance Trust Fund but have not yet been transferred to the Authority's Short-Term Investment Fund (STIF) account.

##### ***FAIR VALUE OF FINANCIAL INSTRUMENTS***

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (an exit price) in the principal most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. GASB 72 establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available, based on how the market would price the asset or liability. The fair value hierarchy is categorized into three levels based on the inputs as follows:

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

##### *FAIR VALUE OF FINANCIAL INSTRUMENTS (CONTINUED)*

- *Level 1* – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Authority has the ability to access.
- *Level 2* – Inputs to the valuation methodology include:
  - Quoted prices for similar assets or liabilities in active markets;
  - Quoted prices for identical or similar assets or liabilities in inactive markets;
  - Inputs other than quoted prices that are observable for the asset or liability;
  - Inputs that are derived principally from or corroborated by observable market data by correlation or other means

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

- *Level 3* – Inputs to the valuation methodology are unobservable and significant to the fair value measurement. Unobservable inputs reflect the Authority's best estimate of what hypothetical market participants would use to determine a transaction price for the asset or liability at the reporting date.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to fair value measurement. The Authority utilizes valuation techniques that maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodology used for assets and liabilities measured at fair value and net asset value (“NAV”).

*Short-Term Investment Fund:* Valued at the daily net asset value of units of mixed investment pool accounts. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by mixed investment pool accounts less its liabilities. This practical expedient is not used when it is determined to be probable that the pooled separate account will sell the investment for an amount different than the reported NAV.

The carrying amounts reported in cash, cash equivalents, contributions receivable, accounts payable and accrued expenses approximate fair value given the short-term nature of the financial instruments.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

##### *CAPITAL ASSETS*

Property and equipment acquisitions exceeding \$5,000 are capitalized at cost. Maintenance and repairs are expensed as incurred. Depreciation is provided over the estimated useful life of each class of depreciable asset and is computed using the straight-line method. For the projects, including the development of computer software in progress, costs are capitalized as incurred during the development phase and depreciation begins once the assets are placed in service.

The estimated useful lives of capital assets being depreciated are as follows:

Asset	Years
Equipment and hardware	5 years
Furniture and fixtures	15 years
Software	3 years

##### *IMPAIRMENT OF LONG-LIVED ASSETS*

The Authority records impairment losses on long-lived assets when events and circumstances indicate that the assets might be impaired and the undiscounted cash flows estimated to be generated by those assets are less than the carrying amounts of those assets. No impairment loss was recognized for the years ended June 30, 2025 and 2024.

##### *LOSS OF DISPOSAL OF CAPITAL ASSET*

In June 2025, the Authority disposed of the Chatbot software project from fiscal year 2021 aligning with the State of Connecticut's roadmap and vision of implementing a context aware, AI assisted Chatbot. A projects in progress disposal loss of \$99,062 was recognized as a deletion, which is included in the other expenses on the statement of fiduciary net position for the year ended June 30, 2025.

##### *FUNDING AVAILABLE FOR BENEFITS*

The Authority's ability to make benefit payments is limited to the amount held in Trust. Pursuant to its enabling statute, the first contributions to the Trust Fund began the first calendar quarter of 2021. No benefits payments were made in 2021 in order to create funding for benefit payments that commenced on January 1, 2022. Contributions to the Trust Fund will continue each year in perpetuity, until such time that the Paid Leave Program ceases operations.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### **NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

##### ***FUNDING AVAILABLE FOR BENEFITS (CONTINUED)***

As of June 30, 2025 investments totaling \$568,218,716 were available to pay benefits and the Authority had contributions receivable of \$120,353,572, net of allowance for doubtful accounts. As of June 30, 2024, the Authority had investments totaling \$548,447,987 available to pay benefits and the Authority had contributions receivable of \$117,913,170, net of allowance for doubtful accounts.

Management believes that actuarial estimates suggest that the current contribution rates from employees (minus estimated expenses) should provide sufficient funding to meet expected benefit payments for the next three fiscal years. The Authority's actuarial consultants continually monitor the solvency of the Fund. Should there be a concern that funding is not sufficient, the Authority has statutory power to adjust benefit payment rates to assure the Trust Fund's solvency.

##### ***COMMITMENTS***

On June 21, 2021, the Authority entered into a contract with the American Family Life Assurance Company of Columbus ("Aflac") to administer the claims of the Program from December 2021 through December 2024 with total fees of approximately \$72 million over the contract period. The Authority exercised the contractual right to extend the contract 2 additional years through December 2026 with total fees of approximately \$47 million over the contract period.

##### ***BENEFIT CLAIMS RESERVE***

As of June 30, 2025 and 2024, the Authority recorded a benefit claims reserve of approximately \$60.9 million and \$56.4 million, respectively, which represents an estimate for future payments of incurred claims that have not yet been settled as of June 30, 2025 and 2024. The estimate was actuarially determined on a non-discounted basis based on a review of emerging claims experience from the Program, claims experience for similar programs in other states, and contributions received in prior quarters, factoring in estimated population changes and wage growth. This estimate includes the following three components: 1) reserve for approved open claims with outstanding payments remaining; 2) reserve for pending claims not yet adjudicated which are expected to be approved and result in payment and 3) reserve for claims that have already been incurred but are not yet known by the Authority. Such estimates and the resultant reserves are continually reviewed and updated. The actual loss experience could differ from those estimates. The Authority does not discount loss and loss adjustment expense reserves.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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### **NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

#### ***PENSION AND OPEB PLANS***

As described in Note 10, the Authority participates in the State Employees Retirement System (“SERS”) defined benefit pension and the State Employees Other Post Employment Benefit Plan (collectively, the “Plans”) which are accounted for in accordance with GASB Statement Numbers 68, Accounting and Financial Reporting for Pensions, and 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions, respectively. The Authority’s expenses, liabilities, deferred outflows and deferred inflows of resources related to the Plans were recorded as of June 30, 2025 and, 2024, based on amounts that were allocated to the Authority by the State. The allocations were based on actuarial valuations that were performed utilizing data as of June 30, 2024 and 2023 and projected forward to June 30, 2025 and 2024, respectively.

The 2025 and 2024 allocations to the Authority were based on the Authority’s proportionate share of contributions made to the Plans during the measurement periods of July 1, 2023 through June 30, 2024 and July 1, 2022 through June 30, 2023, respectively, in relation to the total contributions made to the Plans by the State of Connecticut and all other participating State agencies during the same periods.

Total contributions of \$2,452,807 were made to the Plans by the Authority during the year ended June 30, 2025, compared to \$2,578,699 for the year ended June 30, 2024.

Future adjustments to the amounts recorded in the June 30, 2025 and 2024 statements of fiduciary net position will be recognized as changes in estimates that will increase or decrease the Authority’s fringe benefits expense in future periods

#### ***DEFERRED OUTFLOWS/INFLows OF RESOURCES***

In addition to assets, the statement of fiduciary net position includes a separate section for deferred outflows of resources which represents a consumption of net position that applies to future periods and will not be recognized as an outflow of resources (expense) until then. The Authority reports deferred outflows related to pension and OPEB which result from differences between expected and actual experience, changes in assumptions or other inputs, and contributions after the measurement date. These amounts are deferred and other than contributions will be included in pension expense and OPEB expense in a systematic and rational manner over a period equal to the average of the expected remaining service lives of all employees that are provided with benefits.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 1 – DESCRIPTION OF REPORTING ENTITY AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### *DEFERRED OUTFLOWS/INFLows OF RESOURCES (CONTINUED)*

In addition to liabilities, the statement of fiduciary net position includes a separate section for deferred inflows of resources which represents an acquisition of net position that applies to a future period and will not be recognized as an inflow of resources (revenue) until that time. The Authority reports deferred inflows of resources related to pension and OPEB which result from differences between expected and actual experience, changes in assumptions or other inputs. These amounts are deferred and included in pension and OPEB expense in a systematic and rational manner over a period equal to the average of the expected remaining service lives of all employees that are provided with benefits.

#### *COMPENSATED ABSENCES*

The Authority's employees earn vacation and sick time at varying rates depending on their collective bargaining unit, when applicable. Employees may not receive payment for accumulated sick leave in excess of a specified maximum. Employees are not paid for accumulated sick leave if they leave before retirement. However, employees who retire from the Authority may convert accumulated vacation and sick leave to termination payments at varying rates, depending on the employee's contract. Unused vacation accruals are paid upon any type of separation. Amounts recorded on the statements of net position are based on historical experience. Certain fringe benefit costs associated with compensated absences are included in the pension liability and excluded from the compensated absences accrual in the accompanying statements of fiduciary net position.

#### *CERTAIN RISK DISCLOSURES*

The Authority provides paid leave benefits to Connecticut employees. The Authority (which is not part of the state's financial reporting entity) is constrained by Public Act No. 19-25 to collect a percentage of a Connecticut employee's eligible earnings, provided that the percentage shall not exceed one-half of one percent. Currently there is no certain risk to the Paid Leave Trust fund to meet the statute's obligation, and the Authority has a 3-year actuarial review and 10-year contribution rate analysis performed every year to ascertain the risk.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 2 – ACCOUNTING PRONOUNCEMENTS (CONTINUED)

##### ***RECENTLY ADOPTED ACCOUNTING PRONOUNCEMENTS***

Effective July 1, 2024, the Authority adopted GASB Statement No. 101, *Compensated Absences*. This Statement establishes a unified model for recognizing and measuring liabilities associated with all types of compensated absences as it applies to the Authority's employees, to enhance consistency in recognition and measurement across departments. Under GASB 101, a liability is recognized when:

- The leave is attributable to services already rendered,
- The leave accumulates and carries forward to future periods, and
- It is more likely than not to be used for time off or otherwise paid or settled.

This Statement amends the existing requirement to disclose the gross increases and decreases in a liability for compensated absences to allow governments to disclose only the net change in the liability.

Effective July 1, 2024, the Authority adopted GASB Statement No. 102, *Certain Risk Disclosures*. This Statement requires a government to assess whether a concentration or constraint makes the primary government reporting unit or other reporting units that report a liability for revenue debt vulnerable to the risk of a substantial impact. Additionally, this Statement requires a government to assess whether an event or events associated with a concentration or constraint that could cause the substantial impact have occurred, have begun to occur, or are more likely than not to begin to occur within 12 months of the date the financial statements are issued.

##### ***UPCOMING ACCOUNTING PRONOUNCEMENTS***

In April 2024, the GASB issued Statement No. 103, *Financial Reporting Model Improvements*. The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement also addresses certain application issues. This Statement requires that the information presented in MD&A be limited to the related topics discussed in five sections: (1) Overview of the Financial Statements, (2) Financial Summary, (3) Detailed Analyses, (4) Significant Capital Asset and Long-Term Financing Activity, and (5) Currently Known Facts, Decisions, or Conditions. Furthermore, this Statement stresses that the detailed analyses should explain why balances and results of operations changed rather than simply presenting the amounts or percentages by which they changed. Governments are required to display the inflows and outflows related to each unusual or infrequent item separately as the last presented flow(s) of resources prior to the net change in resource flows in the government-wide, governmental fund, and proprietary fund statements of resource flows. Additionally, this Statement requires that the proprietary fund statement of revenues, expenses, and changes in fund net position continue to distinguish between operating and nonoperating revenues and expenses.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 2 – ACCOUNTING PRONOUNCEMENTS (CONTINUED)

#### *UPCOMING ACCOUNTING PRONOUNCEMENTS (CONTINUED)*

This Statement requires governments to present each major component unit separately in the reporting entity's statement of net position and statement of activities if it does not reduce the readability of the statements. This Statement requires governments to present budgetary comparison information using a single method of communication—RSI. Governments also are required to present (1) variances between original and final budget amounts and (2) variances between final budget and actual amounts. An explanation of significant variances is required to be presented in notes to RSI. The requirements related to GASB 103 are effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter.

In September 2024, the GASB issued Statement No.104, *Disclosure of Certain Capital Assets*. The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets. This Statement establishes requirements for certain types of capital assets, such as Lease assets, Right to use assets, Subscriptions assets and Intangible assets to be disclosed separately in the capital assets note disclosures required by Statement No. 34, Basic Financial Statements—and Management's Discussion and Analysis—for State and Local Governments. It also establishes requirements for capital assets held for sale, including additional disclosures for those capital assets. The requirements of this Statement apply to the financial statements of all state and local governments.

### NOTE 3 – CASH AND CASH EQUIVALENTS

The following is a summary of cash and cash equivalents for the Authority at June 30:

	2025	2024
Checking	\$ 15,176,834	\$ 13,461,309
Imprest account	<u>17,000,000</u>	<u>17,000,000</u>
	<u>\$ 32,176,834</u>	<u>\$ 30,461,309</u>

The imprest account represents funds held by Aflac on behalf of the Authority to pay claims.

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# **CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY**

## **NOTES TO FINANCIAL STATEMENTS**

### **FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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#### **NOTE 4 – INVESTMENTS**

As described in Note 1, Public Act 19-25 places responsibility for the oversight and management of the Trust's investments with the State of Connecticut's Office of the Treasurer.

The Authority's investments as of June 30, 2025 and 2024, with fair value totaling \$568,218,716 and \$548,447,987, respectively, were held in a separate Trust fund. As of June 30, 2025 and 2024, the Authority's Trust fund was invested in the State's Short-Term Investment Fund, which is recorded at NAV and is not categorized at a level in the fair value hierarchy.

#### ***THE AUTHORITY'S SHORT-TERM INVESTMENT FUND***

The Authority's Short-Term Investment Fund is a Standard & Poor's rated AAAm investment pool of short-term money market instruments managed by the Cash Management Division of the State Treasurer's Office and operates in a manner similar to Money Market Mutual Funds. It is the investment vehicle for the operating cash of the State of Connecticut Treasury, state agencies and authorities, municipalities, and other political subdivisions of the State. The value of the Authority's STIF account has the same as the value of pool shares. Regulatory oversight is provided by an investment advisory council and the State's Cash Management Board.

#### ***INVESTMENT MATURITIES***

The Authority's Short-Term Investment Fund itself has no maturity date and is available for withdrawal on demand.

#### ***CUSTODIAL CREDIT RISK – INVESTMENTS***

For an investment, this represents the risk that, in the event of the failure of the counterparty, the Authority will not be able to recover the value of the investment.

#### ***CREDIT RISK***

Investment ratings for the Trust's investments are as follows:

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Standard  
& Poor's

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State of CT FMLIA Trust Fund's Short-Term Investment Fund

AAAm

#### ***CONCENTRATION OF CREDIT RISK***

The Trust was invested in the State Short-Term Investment Fund as of June 30, 2025 and 2024.

# **CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY**

## **NOTES TO FINANCIAL STATEMENTS**

### **FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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#### **NOTE 5 – CONTRIBUTIONS**

The Authority began collecting employee payroll deductions effective January 1, 2021 at 0.5 percent of wages (capped at the Social Security base, which is \$176,100 for 2025 and \$168,600 for 2024). For the years ended June 30, 2025 and 2024, the Authority recognized \$479,406,383 and \$465,244,195 of contribution revenue, respectively.

#### **NOTE 6 – BENEFIT PAYMENTS**

The Authority began paying benefit claims effective on January 1, 2022. Benefits are calculated as follows:

- If hourly wages are less than or equal to the Connecticut minimum wage multiplied by 40, the weekly benefit rate under the Connecticut Paid Leave Act is 95% of the recipient's base weekly earnings.
- If wages exceed the Connecticut minimum wage multiplied by 40, the weekly benefit rate will be 95% of the Connecticut minimum wage multiplied by 40 plus 60% of the amount that the base weekly earnings exceeds the Connecticut minimum wage multiplied by 40.
- In all circumstances, the weekly benefit is capped at 60 times the Connecticut minimum wage.
- Benefits are provided in connection with up to 12 weeks of leave in a 12 month period.

Benefit claims expense was \$451,062,909 and \$385,700,450 and cash paid for benefits totaled \$446,451,909 and \$381,289,451 for fiscal years 2025 and 2024, respectively. As described in Note 1, the Authority recorded a benefit claims reserve of approximately \$60.9 million and \$56.4 million as of June 30, 2025 and 2024, respectively.

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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**NOTE 7 – CAPITAL ASSETS, NET**

Capital assets activity for the years ended June 30, 2025 and 2024 are as follows:

	July 1, 2024	Additions	Deletions	June 30, 2025
<b>Capital Assets:</b>				
Projects in progress	\$ 508,514	\$ --	\$ (388,219)	\$ 120,295
Computer software	<u>11,489,114</u>	<u>1,285,091</u>	<u>--</u>	<u>12,774,205</u>
	11,997,628	1,285,091	(388,219)	12,894,500
Less accumulated depreciation	<u>(9,578,863)</u>	<u>(1,100,668)</u>	<u>--</u>	<u>(10,679,531)</u>
<b>Capital assets, net</b>	<b><u>\$ 2,418,766</u></b>	<b><u>\$ 184,423</u></b>	<b><u>\$ (388,219)</u></b>	<b><u>\$ 2,214,970</u></b>

	July 1, 2023	Additions	Deletions	June 30, 2024
<b>Capital Assets:</b>				
Projects in progress	\$ 2,116,462	\$ --	\$ (1,607,947)	\$ 508,514
Computer software	<u>9,084,079</u>	<u>2,405,035</u>	<u>--</u>	<u>11,489,114</u>
	11,200,541	2,405,035	(1,607,947)	11,997,628
Less accumulated depreciation	<u>(6,147,795)</u>	<u>(3,431,068)</u>	<u>--</u>	<u>(9,578,863)</u>
<b>Capital assets, net</b>	<b><u>\$ 5,052,746</u></b>	<b><u>\$ (1,026,033)</u></b>	<b><u>\$ (1,607,947)</u></b>	<b><u>\$ 2,418,766</u></b>

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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**NOTE 8 – DEBT**

***BOND FUNDS PAYABLE***

As per Section 13 of Public Act 20-1, the proceeds of the sale of the bonds described in sections 12 to 19 of that Act, shall be used for the purpose of providing financing for the projects, programs and purposes of the Authority not to exceed \$50 million. Of the \$50 million authorized, the Bond Commission allocated \$6,969,734 on July 21, 2020, \$5,250,001 on April 16, 2021, and an additional \$3,800,000 on May 26, 2022 for a total allocation to \$16,019,735, which was recognized as long term debt as of June 30, 2022. As of June 30, 2025 and 2024, \$1,446,299 and \$2,386,298, respectively, of these funds were not expended by the Authority and were held on behalf of the Authority by the State.

In June 2024, a ten year debt repayment schedule was determined by the State Office of Policy and Management in conjunction with the Office of the Treasurer. Interest is charged at the rate of 3.5% and began on July 1, 2022. The current year payment of \$2,050,526 was made with \$1,601,974 in principal and \$448,552 in interest repaid during the year end June 30, 2025.

The Authority has included the fourth principal payment due no later than June 30, 2026 in current liabilities with the remaining amount of the obligation in noncurrent liabilities on the 2025 statement of fiduciary net position.

Future minimum principal payments on bond funds payable are as follows for the years ending June 30:

2026	\$ 1,601,974
2027	1,601,974
2028	1,601,974
2029	1,601,974
2030	1,601,974
2031 - 2032	<u>3,203,943</u>
	<u><u>\$ 11,213,813</u></u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 9 – RELATED PARTY TRANSACTIONS

#### *STATE OF CONNECTICUT DEPARTMENT OF ADMINISTRATION SERVICES*

The Authority entered into a Memorandum of Understanding (“MOU”) with the Department of Administrative Services to provide for personnel, affirmative action, and information-technology support functions for the Authority. Expenditures for fiscal years ended June 30, 2025 and 2024 totaled \$75,557 and \$65,822, respectively. Of this amount, \$14,419 and \$474 are included in outreach expenses on the 2025 and 2024 statements of changes in fiduciary net position, respectively. No amounts were accrued as of June 30, 2025 and 2024.

#### *STATE OF CONNECTICUT DEPARTMENT OF LABOR*

The Authority also entered into a MOU with the Department of Labor for the adjudication of contested benefit claims or penalties. Costs related to these services total \$216,414 and \$312,750, for fiscal years ended June 30, 2025 and 2024, respectively. These amounts are included in contracted services on the 2025 and 2024 statements of changes in fiduciary net position. As of June 30, 2025 and 2024, \$50,000 and \$48,000, respectively, were accrued and included in accounts payable and accrued expenses line on the statements of fiduciary net position.

### NOTE 10 – PENSION AND OPEB PLANS

Employees of the Authority are eligible to participate in the SERS, a defined benefit pension plan that is administered by the State Employees’ Retirement Commission. Employees are also enrolled in the State Employee Other Post Employment Benefit Plan (“SEOPEBP”). Information on the plans’ total funding status and progress, contributions required, and trend information can be found in the State’s Annual Comprehensive Financial Report available on the State’s website. Information for the SERS and OPEB plans, in which the Authority holds liabilities under GASB 68 and GASB 75, respectively, is presented below.

#### *SERS PLAN DESCRIPTIONS*

Employees of the Authority are eligible to participate in the SERS, a defined benefit pension plan that is administered by the State Employees’ Retirement Commission. Employees are also enrolled in the State Employee Other Post Employment Benefit Plan (“SEOPEBP”). Information on the plans’ total funding status and progress, contributions required, and trend information can be found in the State’s Annual Comprehensive Financial Report available on the State’s website. Information for the SERS and OPEB plans, in which the Authority holds liabilities under GASB 68 and GASB 75, respectively, is presented below.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

#### *SERS PLAN DESCRIPTIONS (CONTINUED)*

Members who joined the retirement system prior to July 1, 1984 are enrolled in Tier I. Tier I employees who retire at or after age 65 with 10 years of credited service, or at or after age 55 with 25 years of service, or at age 55 with 10 years of credited service with reduced benefits are entitled to an annual retirement benefit payable monthly for life, in the amount of 2% of the annual average earnings (which are based on the three highest years of service) over \$4,800 plus 1% of \$4,800 for each year of credited service. Tier II and Tier IIA employees who retire at or after age 60 with 25 years of service, or at age 62 with 10 years of service, or at age 70 with 5 years of service, or at age 55 with 10 years of service with reduced benefits are entitled to 1.4% times average salary at or below the breakpoint in the year of retirement, for each year of credited service. Tier III covers employees first hired on or after July 1, 2011.

Tier III employees who retire at or after age 63 with 25 years of service, or at age 65 with 10 years of service, or at age 58 with 10 years of service with reduced benefits are entitled to 1.4% times average salary at or below the breakpoint in the year of retirement, for each year of credited service. All Tier I, Tier II, Tier IIA, and Tier III members are vested after ten years.

The State established the State of Connecticut Defined Contribution Tier IV Plan as of April 1, 2018. This plan is a defined contribution plan and is intended to meet the requirements of the Internal Revenue Code of 1986, as amended (the “Code”) and the Connecticut General Statutes, as supplemented, superseded, or amended by applicable collective bargaining agreements and arbitration awards. Employees first hired into State service on or after July 31, 2017 were automatically enrolled in Tier IV of SERS. Tier IV contributions for membership in the plan are based on the employee’s annual salary but are subject to certain limitations. Salary includes all pay employees receive for State service. Federal law imposes a limitation on earnings covered for retirement purposes, which is adjusted annually. The 10% premature distribution penalty tax applies to distributions taken before age 59½ unless a Code exception applies. Employees must begin distributions by April 1 following the calendar year in which they reach age 70½ or retire, whichever occurs later. Employee contributions are considered to be 100% available at all times. State contributions are considered to be vested at 100% after 3 years.

The 2011 State Employee Bargaining Agent Coalition (“SEBAC”) Agreement changed the benefit multiplier for the portion of the benefit below the breakpoint from 1.33% to 1.40%. This change was made effective for all active members who retire on or after July 1, 2013 in Tier II, IIA, and III, and the Hybrid Plan.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### *SERS PLAN DESCRIPTIONS (CONTINUED)*

A one-time decision was granted to members not eligible to retire by July 1, 2022 to elect to maintain the same normal retirement eligibility applicable to members eligible to retire before July 1, 2022. Employees who elected by July 1, 2013 to maintain their eligibility are required to make additional employee contributions for the length of their remaining active service with SERS. The additional contribution was up to 0.72% of pensionable earnings.

The pension liability recorded as of June 30, 2025 was based on the June 30, 2024 actuarial valuations.

##### *CONTRIBUTIONS MADE*

The Authority's SERS contribution is determined by applying a State-mandated percentage to eligible salaries and wages. The mandated total fringe benefit rate, which also includes allocations for retiree health care costs, roll forwards, and other adjustments, was 72.04% for the year ended June 30, 2025 compared to 70.28%, for the year ended June 30, 2024. For the year from July 1, 2024 through June 30, 2025 and the year from July 1, 2023 through June 30, 2024, the SERS contributions made compared to covered payroll were as follows:

	2025	2024
Total Authority payroll covered by SERS	\$ 5,237,458	\$ 4,384,094
Total Authority SERS contributions	\$ 1,790,810	\$ 1,835,436
Contributions as a percentage of covered payroll	34.2%	41.9%

##### *PENSION LIABILITIES, PENSION EXPENSE, DEFERRED OUTFLOWS OF RESOURCES, AND DEFERRED INFLOWS OF RESOURCES*

GASB 68 requires the Authority to recognize a net pension liability for the difference between the present value of the projected benefits for past service known as the Total Pension Liability ("TPL") and the restricted resources held in trust for the payment of pension benefits, known as the Fiduciary Net Position ("FNP").

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position of SERS and additions to/deductions from SERS fiduciary net position have been determined on the same basis as they are reported by SERS. For this purpose, benefit

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### **FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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#### **NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)**

##### ***PENSION LIABILITIES, PENSION EXPENSE, DEFERRED OUTFLOWS OF RESOURCES, AND DEFERRED INFLOWS OF RESOURCES (CONTINUED)***

payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit term. Investments are recorded at fair value.

At June 30, 2025 and 2024, the Authority recorded a SERS related liability of \$13,332,914 and \$10,615,804, respectively, for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2024 and 2023, respectively, and the total pension liability used to calculate the net pension liability was determined based on the actuarial valuation performed as of June 30, 2024 and 2023, respectively, rolled forward based on plan experience. The Authority's allocation of the net pension liability was based on the Authority's percentage of total overall contributions to the plan during the 2024 and 2023 fiscal years. At June 30, 2024 and 2023, the Authority's proportion of contributions were 0.070289% and 0.051170%, respectively.

For the years ended June 30, 2025 and 2024, the Authority recognized SERS pension expense of \$4,260,192 and \$3,379,025, respectively. The pension expense is reported in the Authority's financial statements as part of fringe benefits expense.

At June 30, 2025 and 2024, the Authority reported deferred outflows of resources and deferred inflows of resources related to the SERS plan from the following sources:

	2025		2024	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Proportionate allocation of pension expense	\$ --	\$ --	\$ --	\$ --
Authority contributions subsequent to measurement date	1,790,810	--	1,835,436	--
Changes in proportion and differences between employer contributions and proportionate share of contributions	6,631,562	--	5,800,422	--
Net difference between projected and actual earnings on pension plan investments	--	336,136	201,899	--
Difference between expected and actual experience	1,106,641	--	1,109,830	--
Changes in assumptions	--	8,461	--	10,792
	<u>\$ 9,529,013</u>	<u>\$ 344,597</u>	<u>\$ 8,947,587</u>	<u>\$ 10,792</u>

Differences between projected and actual investment earnings are amortized over a five-year, closed-end period beginning in the year in which the difference occurs and will be recognized as an increase or decrease to fringe benefits expense.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

#### *PENSION LIABILITIES, PENSION EXPENSE, DEFERRED OUTFLOWS OF RESOURCES, AND DEFERRED INFLOWS OF RESOURCES (CONTINUED)*

The contributions subsequent to the measurement date of the net pension liability but before the end of the reporting period will be recognized as a reduction of the net pension liability in the subsequent fiscal period. The amount recognized as deferred inflows and outflows of resources, representing the net difference between the expected and actual experiences and changes in assumptions and other inputs, is amortized over a five-year closed period beginning in the year which the difference occurs and will be recognized in expense as follows:

2026	\$ 2,957,391
2027	2,576,197
2028	1,031,950
2029	641,361
2030	<u>186,708</u>
	 <u>\$ 7,393,607</u>

#### *ACTUARIAL METHODS AND ASSUMPTIONS*

The total SERS pension liability in the June 30, 2023 actuarial valuations was determined based on the results of an actuarial experience study for the period July 1, 2015 - June 30, 2020. The key actuarial assumptions are summarized below:

Inflation:	2.50%
Salary increase:	3.00% - 11.50%, including inflation
Investment rate of return:	6.90%, net of pension plan investment expense, including inflation

The Pub-2010 Mortality Tables projected generationally with scale MP-2020:

#### Non-Hazardous

- Service Retirees: General, Above-Median, Healthy Retiree
- Disabled Retirees: General, Disabled Retiree
- Beneficiaries: General, Above-Median Contingent Annuitant
- Active Employees: General, Above-Median, Employee

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

#### *ACTUARIAL METHODS AND ASSUMPTIONS (CONTINUED)*

##### Hazardous

- Service Retirees: Public Safety, Above-Median, Healthy Retiree
- Disabled Retirees: Public Safety, Disabled Retiree
- Beneficiaries: Public Safety, Above-Median Contingent Annuitant
- Active Employees: Public Safety, Above-Median, Employee

#### ***DISCOUNT RATE***

The discount rate used to measure the total pension liability was the long-term expected rate of return of 6.90%. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rates and that the Authority's contributions will be made equal to the difference between the projected actuarially determined contribution and member contributions. Projected future benefit payments for all current plan members were projected through the year 2127.

#### ***EXPECTED RATE OF RETURN ON INVESTMENTS***

The long-term expected rate of return on pension plan investments was determined using a log-normal distribution analysis in which best estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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**NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)**

***EXPECTED RATE OF RETURN ON INVESTMENTS (CONTINUED)***

The target asset allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic Equity Fund	20%	5.4%
Developed Market Intl. Stock Fund	11%	6.4%
Emerging Market Intl. Stock Fund	9%	8.6%
Core Fixed Income Fund	13%	80.0%
Emerging Market Debt Fund	5%	3.8%
High Yield Bond Fund	3%	3.4%
Real Estate Fund	19%	5.2%
Private Equity	10%	9.4%
Private Credit	5%	6.5%
Alternative Investments	3%	3.1%
Liquidity Fund	<u>2%</u>	-0.4%
		<u>100%</u>

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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**NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)**

***CHANGES IN THE NET PENSION LIABILITY***

	<b>2024</b> <i>(in thousands)</i>	<b>2023</b> <i>(in thousands)</i>
Beginning balance - pension liability	<u>\$ 21,483</u>	<u>\$ 17,406</u>
Changes for the year:		
Service cost	349	237
Interest	1,972	1,390
Differences between expected and actual experience	165	384
Changes of assumptions	--	--
Benefit payments, including refunds of member contributions	(1,861)	(1,333)
Change in proportionate allocation of pension liability	<u>8,025</u>	<u>3,400</u>
Net change in pension liability	<u>8,649</u>	<u>4,077</u>
Ending balance - pension liability (a)	<u>\$ 30,133</u>	<u>\$ 21,483</u>
Beginning balance - fiduciary net position	<u>\$ 10,868</u>	<u>\$ 7,965</u>
Changes for the year:		
Contributions - employer	1,835	1,669
Contributions - employee	181	114
Net investment income	1,715	898
Benefit payments, including refunds of member contributions	(1,861)	(1,333)
Administrative expenses	(15)	--
Other	17	(1)
Change in proportionate allocation of fiduciary net position	<u>4,059</u>	<u>1,555</u>
Net change in fiduciary net position	<u>5,932</u>	<u>2,903</u>
Ending balance - fiduciary net position (b)	<u>\$ 16,800</u>	<u>\$ 10,868</u>
Authority's net pension liability - ending (a)-(b)	<u>\$ 13,333</u>	<u>\$ 10,616</u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### *SENSITIVITY OF THE AUTHORITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY TO CHANGES IN THE DISCOUNT RATE*

The following table presents the Authority's proportionate share of the net pension liability calculated using the discount rate of 6.90%, as well as the proportionate share of the net pension liability using a 1.00% increase or decrease from the current discount rate:

Authority's proportionate share of the net pension liability	1% Decrease (5.90%)	Discount Rate (6.90%)	1% Increase (7.90%)
<i>(in thousands)</i>			
2024	\$ 16,899	\$ 13,333	\$ 10,357
2023	\$ 13,176	\$ 10,616	\$ 8,481

#### **POSTEMPLOYMENT BENEFITS OTHER THAN PENSIONS**

In addition to the pension benefits, the State provides postemployment health care and life insurance benefits to Authority employees in accordance with Sections 5-257(d) and 5-259(a) of the Connecticut General Statutes. When employees retire, the State may pay up to 100% of their health care insurance premium cost (including dependents' coverage) based on the plan chosen by the employee. In addition, the State pays 100% of the premium cost for a portion of the employee's life insurance continued after retirement. The amount of life insurance continued at no cost to the retiree is determined by a formula based on the number of years of State service that the retiree had at the time of retirement.

#### **GENERAL INFORMATION ABOUT THE SEOPEBP**

*Plan description* – The State's defined benefit OPEB plan, the SEOPEBP, provides OPEB benefits for qualifying employees in accordance with sections 5-257(d) to 5-259(a) of the Connecticut General Statutes. All of the Authority's employees participate in the SEOPEBP.

The plan is primarily funded on a pay-as-you-go basis. The contribution requirements of the State are established by and may be amended by the State legislature, or by agreement between the State and employee unions, upon approval by the State legislature. Costs are passed to the Authority as part of its fringe benefit allocation, the rates for which are set each year by the State Comptroller's office. Information on the SEOPEBP's total funding status and progress, contributions required, and trend information can be found in the State's Annual Comprehensive Financial Report on the State's website.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### ***GENERAL INFORMATION ABOUT THE SEOPEBP (CONTINUED)***

*Benefits provided* – The SEOPEBP provides health care and life insurance benefits to eligible retired State employees and their spouses.

*Employees covered by benefit terms* – The Authority had forty-five and forty-four active employees participating in the SEOPEBP at June 30, 2025 and 2024, respectively. There were no inactive employees or beneficiaries currently receiving benefit payments and no inactive employees entitled to but not yet receiving benefit payments at June 30, 2024 and 2023.

##### ***NET SEOPEBP LIABILITY***

The Authority's OPEB liability of \$15,590,663 as of June 30, 2025 for its proportionate share of the net SEOPEBP liability was measured as of June 30, 2024 based on an actuarial valuation that was rolled forward to June 30, 2025. The Authority's OPEB liability of \$14,454,793 as of June 30, 2024 for its proportionate share of the net SEOPEBP liability was measured as of June 30, 2023 based on an actuarial valuation that was rolled forward to June 30, 2024. The Authority's proportion of the net SEOPEBP liability was based on the Authority's percentage of total overall contributions to the plan. At June 30, 2024 and 2023, the Authority's proportion of contributions was 0.096527% and 0.092667%, respectively.

##### ***ACTUARIAL METHODS AND ASSUMPTIONS***

The total OPEB liability in the June 30, 2024 and 2023 actuarial valuations was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Inflation:	2.50%
Payroll growth rate:	3.00%
Salary increase:	3.00% to 11.50%, vary by service and retirement system, including inflation
Discount rate:	6.90% for contributory members and 3.93% for non-contributory members as of June 30, 2024 and 3.65% for all members as of June 30, 2023

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### *ACTUARIAL METHODS AND ASSUMPTIONS (CONTINUED)*

###### Healthcare cost trends rates

Medical	-0.35%, then 5.75% decreasing by 0.25% each year to an ultimate level of 4.50% per year
Prescription Drug (Non-Medicare)	2.35%, then 6.50% decreasing by 0.25% each year to an ultimate level of 4.50% per year
Prescription Drug (Medicare)	43.03%, 60.47%, 24.36% then 5.75% decreasing by 0.25% each year to an ultimate level of 4.50% per year
Dental	2.60%, 4.45%, then an ultimate level of 3.00% per year
Part B	4.50% per year
Administrative expense	1.85%, 3.30% then 3.00% per year

Retirees' share of benefit-related costs Contributions, if required, are determined by plan, employee start date, and benefit type

The discount rate is a blend of long-term expected rate of return on OPEB Trust assets and a yield or index rate for 20-year, tax exempt general obligation municipal bonds with an average rate of AA/Aa or higher (3.93% as of June 30, 2024 and 3.65% as of June 30, 2023). The blending is based on the sufficiency of projected assets to make projected benefit payments.

For June 30, 2024 and 2023, mortality rates for healthy personnel were based on the Pub-2010 General, Above-Median, Healthy Retiree Headcount-weighted Mortality Table projected generationally using Scale MP-2020. For disabled employees, the Pub-2010 General, Disabled Retiree headcount-weighted Mortality Table projected generationally using Scale MP-2020 was used.

The actuarial assumptions used in the June 30, 2024 and 2023 valuation were based on the results of an actuarial experience study for the period July 1, 2015 through June 30, 2020.

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### *CONTRIBUTIONS MADE*

The Authority's OPEB contribution is determined by applying a State-mandated percentage to eligible salaries and wages. For the years ended June 30, 2025 and 2024, the OPEB contributions made compared to covered payroll were as follows:

	2025	2024
Total Authority payroll covered by SERS	\$ 5,237,458	\$ 4,384,093
Total Authority OPEB contributions	\$ 661,997	\$ 743,262
Contributions as a percentage of covered payroll	12.6%	17.0%

##### *CHANGES IN THE NET OPEB LIABILITY*

	2024 (in thousands)	2023 (in thousands)
Beginning balance - OPEB liability	\$ 14,455	\$ 9,661
Changes for the year:		
Service cost	443	576
Interest	1,005	652
Differences between expected and actual experience	(224)	(928)
Changes in assumptions or other inputs	312	770
Benefit payments	(560)	(581)
Change in proportionate allocation of OPEB liability	159	4,305
Net changes	1,136	4,794
Ending balance - OPEB liability	<u>\$ 15,591</u>	<u>\$ 14,455</u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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#### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

##### ***SENSITIVITY OF THE AUTHORITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY TO CHANGES IN THE DISCOUNT RATE***

The following table presents the Authority's proportionate share of the OPEB liability using the discount rate of 3.93% as well as the proportionate share of the net OPEB liability using a 1.00% increase or decrease from the current discount rate:

Net OPEB Liability	1% Decrease (2.93%)	Discount Rate (3.93%)	1% Increase (4.93%)
<i>(in thousands)</i>			
2024	\$ 18,136	\$ 15,591	\$ 13,503
2023	\$ 16,806	\$ 14,455	\$ 12,530

The following table presents the net OPEB liability of the Authority, as well as what the Authority's proportionate share of the net OPEB liability would be if it were calculated using health care cost trend rates that are 1% lower or 1% higher than the current health care cost trend rates:

Net OPEB Liability	Healthcare Cost Trend Rates		
	1% Decrease	Current Valuation	1% Increase
<i>(in thousands)</i>			
2024	\$ 13,329	\$ 15,591	\$ 18,377
2023	\$ 12,512	\$ 14,455	\$ 16,839

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

### **FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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#### **NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)**

##### ***OPEB EXPENSE AND DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES RELATED TO OPEB***

For the years ended June 30, 2025 and June 30, 2024, the Authority recognized OPEB expense of \$3,889,952 and \$2,652,001. At June 30, 2025 and 2024, the Authority reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	2025		2024	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
	(in thousands)		(in thousands)	
Changes in proportionate allocation of OPEB liability	\$ 8,786	\$ --	\$ 11,886	\$ --
Authority contributions subsequent to measurement date	662	--	743	--
Changes in assumptions or other inputs - outflows	837	--	1,236	--
Changes in assumptions or other inputs - inflows	--	2,874	--	4,447
Net difference between projected and actual earning on the OPEB Plan investments	--	7	91	--
Net difference between projected and actual experience	<u>84</u>	<u>908</u>	<u>151</u>	<u>988</u>
	<u><u>\$ 10,369</u></u>	<u><u>\$ 3,789</u></u>	<u><u>\$ 14,107</u></u>	<u><u>\$ 5,435</u></u>

The contributions subsequent to the measurement date of the net OPEB liability but before the end of the reporting period will be recognized as a reduction of the net OPEB liability in the subsequent fiscal period. The amount recognized as a deferred inflows and outflows of resources, representing the net difference between the expected and actual experiences and changes in assumptions and other inputs, is amortized over a five-year closed period beginning in the year which the difference occurs and will be recognized in expense as follows:

2026	\$ 3,822,087
2027	2,978,273
2028	1,581,402
2029	332,001
2030	<u>72,257</u>
	<u><u>\$ 8,786,020</u></u>

# CONNECTICUT PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY

## NOTES TO FINANCIAL STATEMENTS

FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024

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### NOTE 10 – PENSION AND OPEB PLANS (CONTINUED)

#### *EXPECTED RATE OF RETURN ON INVESTMENTS*

The long-term expected rate of return on SEOPEBP investments was determined using a log-normal distribution analysis in which best estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target asset allocation and best estimate of arithmetic real rates of return for each major asset class in the SEOPEBP are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Global Equity	37%	6.8%
Public Credit	2%	2.9%
Core Fixed Income Fund	13%	0.4%
Liquidity Fund	1%	-0.4%
Risk Mitigation	5%	0.1%
Private Equity	15%	11.2%
Private Credit	10%	6.1%
Real Estate	10%	6.2%
Infrastructure and Natural Resources	<u>7%</u>	<u>7.7%</u>
		<u>100%</u>

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE YEARS ENDED JUNE 30, 2025 AND JUNE 30, 2024**

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**NOTE 11 – SUBSEQUENT EVENTS**

The Authority has evaluated subsequent events through October 17, 2025, which represents the date the financial statements were available to be issued.

Effective October 1, 2025, employees of public-school operators and nonpublic elementary or secondary schools whose positions do not require certification pursuant to Chapter 166 of the CT General Statutes are covered by CT Paid Leave. Certified employees of public-school operators can negotiate through collective bargaining to be included.

On July 8, 2025, The Authority and Aflac agreed to renew the contract to continue to administer the claims of the program for an additional three (3) years. Effective January 1, 2027, the new contract will run through December 31, 2029. The contract services fees for the new contract are \$82,030,311.

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**SCHEDULE OF PROPORTIONATE SHARE OF THE  
NET PENSION PLAN LIABILITY**

**LAST FIVE FISCAL YEARS\***

	2025	2024	2023	2022	2021**
The Authority's portion of the net pension liability	0.070289%	0.051170%	0.042813%	0.025122%	0.001347%
The Authority's proportionate share of the net pension liability	\$ 13,332,914	\$ 10,615,804	\$ 9,441,653	\$ 5,341,593	\$ 319,531
The Authority's covered payroll	\$ 5,237,458	\$ 4,384,094	\$ 3,693,231	\$ 2,683,422	\$ 1,125,906
The Authority's proportionate share of the net pension liability as a percentage of its covered payroll	254.57%	242.14%	255.65%	199.06%	28.38%
Plan fiduciary net position as a percentage of the total pension liability	55.75%	50.59%	45.76%	44.55%	35.84%

\* Note: This schedule is intended to show information for ten years.  
Additional years' information will be displayed as it becomes available.

\*\* Note: For the period from January 1, 2020 through June 30, 2021.

*See independent auditors' report on accompanying required supplementary information.*

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**SCHEDULE OF PROPORTIONATE CONTRIBUTIONS TO THE  
STATE EMPLOYEES' RETIREMENT SYSTEM**

**LAST FIVE FISCAL YEARS\***

	2025	2024	2023	2022	2021**
Contractually required contributions	\$ 1,790,810	\$ 1,835,436	\$ 1,677,691	\$ 1,219,769	\$ 470,660
Contributions in relation to the contractually required contribution	<u>1,790,810</u>	<u>1,835,436</u>	<u>1,677,691</u>	<u>1,219,769</u>	<u>470,660</u>
Contribution deficiency	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>
The Authority's covered payroll	\$ 5,237,458	\$ 4,384,094	\$ 3,693,232	\$ 2,683,422	\$ 1,125,906
Contributions as a percentage of covered payroll	34.19%	41.87%	45.43%	45.50%	41.80%

\* Note: This schedule is intended to show information for ten years.  
Additional years' information will be displayed as it becomes available.

\*\* Note: For the period from January 1, 2020 through June 30, 2021.

*See independent auditors' report on accompanying required supplementary information.*

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**SCHEDULE OF PROPORTIONATE SHARE OF THE  
NET OPEB LIABILITY**

**LAST FIVE FISCAL YEARS\***

	2025	2024	2023	2022	2021**
The Authority's portion of the net OPEB liability	0.096527%	0.092667%	0.062333%	0.026382%	0.001586%
The Authority's proportionate share of the net OPEB liability	\$ 15,590,663	\$ 14,454,793	\$ 9,660,532	\$ 5,151,748	\$ 373,382
The Authority's covered payroll	\$ 5,237,458	\$ 4,384,094	\$ 3,693,232	\$ 2,683,422	\$ 1,125,906
The Authority's proportionate share of the net OPEB liability as a percentage of its covered payroll	297.68%	329.71%	261.57%	191.98%	33.16%
Plan fiduciary net position as a percentage of the total OPEB liability	16.22%	14.60%	12.63%	10.12%	6.13%

\* Note: This schedule is intended to show information for ten years.  
Additional years' information will be displayed as it becomes available.

\*\* Note: For the period from January 1, 2021 through June 30, 2022.

*See independent auditors' report on accompanying required supplementary information.*

**CONNECTICUT PAID FAMILY AND  
MEDICAL LEAVE INSURANCE AUTHORITY**

**SCHEDULE OF PROPORTIONATE CONTRIBUTIONS TO THE  
STATE EMPLOYEES' OTHER POST EMPLOYMENT BENEFIT PLAN**

**LAST FIVE FISCAL YEARS\***

	2025	2024	2023	2022	2021**
Contractually required contribution	\$ 661,997	\$ 743,263	\$ 788,067	\$ 528,560	\$ 242,770
Contributions in relation to the contractually required contribution	<u>661,997</u>	<u>743,263</u>	<u>788,067</u>	<u>528,560</u>	<u>242,770</u>
Contribution deficiency	<u>\$ --</u>				
The Authority's covered payroll	\$ 5,237,458	\$ 4,384,094	\$ 3,693,232	\$ 2,683,422	\$ 1,125,906
Contributions as a percentage of covered payroll	12.64%	16.95%	21.34%	19.70%	21.60%

\* Note: This schedule is intended to show information for ten years.  
Additional years' information will be displayed as it becomes available.

\*\* Note: For the period from January 1, 2020 through June 30, 2021.

*See independent auditors' report on accompanying required supplementary information.*

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER  
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS  
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN  
ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors  
Connecticut Paid Family and Medical Leave Insurance Authority

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Connecticut Paid Family and Medical Leave Insurance Authority (the “Authority”), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Authority’s basic financial statements, and have issued our report thereon dated October 17, 2025.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Authority’s internal control over financial reporting (“internal control”) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Authority’s internal control. Accordingly, we do not express an opinion on the effectiveness of the Authority’s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity’s financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

## **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Authority's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Authority's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Authority's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*Whittlesey PC*

Hartford, Connecticut

October 17, 2025