



Connecticut Paid Family and Medical Leave Insurance Authority

Audit Results

June 30, 2025



Agenda

- Whittlesey Engagement Team
- Overview of Audit Results
- Required Communications
- Significant Audit Areas
- Technical Updates



Whittlesey Engagement Team

	Role	Phone	Email
Tom Goldfuss	Engagement Partner	860.524.4489	tgoldfuss@WAdvising.com
Lisa Wills	Concurring Partner	860.524.4412	lwills@WAdvising.com
Katrina Olson	Audit Senior Manager	860.524.4487	kolson@WAdvising.com
Eduarda Vale	Audit Senior Associate	202.848.2412	evale@WAdvising.com
Chris Wisneski	IT Security Assurance Manager	860.524.4434	cwisneski@WAdvising.com



Overview of Audit Results

- We have issued an unmodified opinion on the financial statements.
- We reported no compliance findings or significant deficiencies in internal control over compliance.
- As part of the audit, an IT controls specialist at Whittlesey reviewed the Authority's IT environment and general IT related internal controls.
- This was our 2nd year auditing the Authority. We encountered no difficulties in dealing with management and completing the audit. All information requested from management was provided promptly allowing us to complete the audit on schedule.
- No findings were reported in the *Government Auditing Standards* report on internal control and compliance.
- There were no misstatements that required correction.

Required Communications

Matters to be Communicated	Whittlesey Responses
Auditor Responsibilities Under Generally Accepted Auditing Standards and <i>Government Auditing Standards</i>	Communicated in our engagement letter dated April 18, 2024, and further discussed in this presentation.
Our Judgments About the Authority's Accounting Policies	Significant accounting policies are appropriate and have been consistently applied. The Authority adopted GASB Statement No. 101 <i>Compensated Absences</i> and GASB Statement No. 102 <i>Certain Risk Disclosures</i> in 2025.
Management Representations	Management representations are obtained prior to issuance of the financial statements on October 17, 2025.
Accounting Estimates	We have evaluated the methods, assumptions and data used to develop the accounting estimates and found them to be reasonable in relation to the financial statements taken as a whole. We identified significant estimates to be the allowance for uncollectible receivables, reserve for benefit claims, net pension liability, and net OPEB liability.
Significant Audit Adjustments or Unadjusted Audit Differences	There were no unadjusted differences or audit adjustments.
Fraud and Illegal Acts	We noted no instances of fraud or illegal acts.
Material Weaknesses in Internal Control	No material weaknesses were identified.
Disagreements with Management	None.
Difficulties Encountered in Dealing with Management when Performing the Audit	None. The entire audit was completed through sharing of information through our secure portal and meetings or discussions over the phone or through Microsoft Teams. We were able to complete the audit timely with no delays in reporting results to the Committee.
Management Consultation with Other Accountants	None.
Independence	We confirm to you that we are independent with respect to the Authority under all relevant professional and regulatory standards.



Required Communications

Other Information	Whittlesey Responses
Required supplementary information (RSI)	<p>With respect to the required supplementary information (RSI) accompanying the financial statements, we made certain inquiries of management about the methods of preparing the RSI, including whether the RSI has been measured and presented in accordance with prescribed guidelines, whether the methods of measurement and preparation have been changed from the prior period and the reasons for any such changes, and whether there were any significant assumptions or interpretations underlying the measurement or presentation of the RSI. We compared the RSI for consistency with management's responses to the foregoing inquiries, the basic financial statements, and other knowledge obtained during the audit of the basic financial statements. Because these limited procedures do not provide sufficient evidence, we did not express an opinion or provide any assurance on the RSI.</p>



Significant Audit Areas and Transactions

Significant Audit Areas	Audit Procedures
Cash and Cash Equivalents	We confirmed 100% of cash accounts held by the Authority and tested bank reconciliations for accuracy and reconciling items.
Investments	We confirmed 100% of the investments held by the Authority and tested the fair value of the portfolio.
Contributions Receivable and Revenue	Contributions receivable represent actual contributions received subsequent to June 30, related to payroll periods ended prior to July 1. We tested subsequent cash receipts and the assumptions and method used to estimate the allowance for uncollectible accounts. We selected a sample of employers and confirmed contributions remitted for the fiscal year. We also performed a detailed test of controls over a sample of cash receipts.
Benefit claims expense and reserve liability	We performed detailed testing of controls over a sample of benefit claims. We also gained an understanding of the Authority's monthly random claims quality assurance audit process. We reviewed the assumptions used by the Authority's Actuary to determine the benefit claims reserve and agreed the reserve recorded in the financial statements to the actuarial estimate. We met with Spring to discuss the retrospective review of the benefit reserve based on subsequent claim activity.
Net Pension Liability and Net OPEB Liability	We reviewed the actuarial assumptions used by the State of Connecticut's actuaries and agreed the liabilities recorded in the financial statements to the Plan's audited Schedule of Employers Allocations to ensure proper allocation and reconciliation. We reviewed the State Auditor's reports covering the Schedule of Component Unit Allocations to verify accuracy and completeness of presentation in the audited financial statements of the Authority.



Contributions

	<i>(in thousands)</i>			
	2025	2024	\$ Change	% Change
Contributions from participants	\$ 479,406	\$ 465,244	\$ 14,162	3%
Contributions receivable from participants	127,735	123,908	3,827	3%
Allowance for uncollectible receivables	(7,382)	(5,995)	(1,387)	23%
Months contributions in receivables	3.2	3.2		
Allowance as a % of receivables	6%	5%		

- Contributions remitted on a quarterly basis
- Receivable represents actual contributions received subsequent to fiscal year end that are related to payroll periods prior to July 1.



Benefit Claims

	<i>(in thousands)</i>			
	2025	2024	\$ Change	% Change
Benefit claims expense	\$ 451,063	\$ 385,700	\$ 65,363	17%
Benefit claims reserve liability	\$ 60,996	\$ 56,385	\$ 4,611	8%
Reserve as a % of total benefit expense	14%	15%		

- Benefit claims reserve represents:
 - Open claims with outstanding payments
 - Pending claims which are expected to be approved
 - Claims incurred but not yet reported to the Authority



Technical Updates

- GASB No. 101 *Compensated Absences* updates the recognition and measurement guidance for compensated absences (effective July 1, 2024)
- GASB No. 102 *Certain Risk Disclosures* provides users of government financial statements with essential information about risks related to vulnerabilities due to certain concentrations and constraints. (effective July 1, 2024)
- GASB No. 103 *Financial Reporting Model Improvements* improves key components of the financial reporting model to enhance effectiveness essential for decision making and accountability. (effective July 1, 2025)
- GASB No. 104 *Disclosure of Certain Capital Assets* requires certain types of capital assets (ie: leases, right-to-use, subscriptions, intangibles, held-for-sale) to be disclosed separately in the capital assets footnote disclosure. (effective July 1, 2025)



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Headquarters

280 Trumbull Street, 24th Floor
Hartford, CT 06103
860.522.3111

One Hamden Center
2319 Whitney Avenue, Suite 2A
Hamden, CT 06518
203.397.2525

14 Bobala Road, 3rd floor
Holyoke, MA 01040
413.536.3970

WAdvising.com