

# AUDIT REPORT



CITY OF NEW YORK  
OFFICE OF THE COMPTROLLER  
BUREAU OF FINANCIAL AUDIT  
**WILLIAM C. THOMPSON, JR., COMPTROLLER**

## **Analysis of the Financial and Operating Practices of Union-Administered Benefit Funds With Fiscal Years Ending in Calendar Year 2003**

*FM05-087S*

**September 27, 2005**



THE CITY OF NEW YORK  
OFFICE OF THE COMPTROLLER  
1 CENTRE STREET  
NEW YORK, N.Y. 10007-2341

WILLIAM C. THOMPSON, JR.  
COMPTROLLER

## To the Citizens of the City of New York

Ladies and Gentlemen:

Pursuant to Chapter 5, Section 93, of the New York City Charter, my office performed a comparative analysis on the overall financial activities of union-administered benefit funds whose fiscal years ended in calendar year 2003. New York City contributed approximately \$894.3 million to 116 welfare, retiree, and annuity funds whose fiscal years ended in calendar year 2003.

Reviews such as this provide fund trustees and other interested parties with a means of comparing the administrative and benefit expenses of similar-sized funds.

I trust that this report contains information that is of interest to you. If you have any questions concerning this report, please contact my audit bureau at 212-669-3747 or e-mail us at [audit@Comptroller.nyc.gov](mailto:audit@Comptroller.nyc.gov).

Very truly yours,

A handwritten signature in cursive script that reads "William C. Thompson, Jr.".

William C. Thompson, Jr.

WCT/gr

**Report: FM05-087S**  
**Filed: September 27, 2005**

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**RESULTS IN BRIEF**

**Background**

New York City contributed approximately \$894.3 million to the 116 union-administered annuity, active and retiree welfare funds with fiscal years ending during calendar year 2003. The benefit funds were established under the provisions of collective bargaining agreements between the unions and the City of New York. Benefit funds provide City employees, retirees, and dependents with a variety of supplemental health benefits not provided under City-administered health insurance plans, including dental care, optical care, and prescription drug benefits. Other benefits are provided at the discretion of the individual funds. Annual contributions to the welfare funds ranged from \$1,100 to \$1,525 per employee during 2003.

Accountability for fund expenditures is a contractual requirement: the funds must be audited annually by a certified public accountant (retained by the funds); they must submit an annual statement showing their “condition and affairs” in the form prescribed by the City Comptroller; and they must provide an annual report to each employee covered by the fund.

In November 1977, the Comptroller’s Office published the first Internal Control and Accountability Directive #12, which contained uniform reporting and auditing requirements for benefit funds. In 1997, Directive #12 was revised to include provisions that modified fund reporting requirements, required assessments of consultant services, modified the criteria for contracting services through competitive bids, and expanded the requirements for hiring independent certified public accountants to audit the funds.

These reporting requirements provide a basis for our comparative analyses of fund operations to identify deviations from the norm. To perform these analyses, we compute certain expense and benefit category averages that are used to compare funds of similar size; our results can then be used by fund trustees and administrators to perform their own internal analysis.

This is the Comptroller's 24th annual report related to the data received in response to Directive #12. The analysis is based on the financial activities of 116 benefit funds receiving contributions from the City during calendar year 2003. Annual reports from these funds are usually delayed at least one year because, according to Directive #12, the funds have up to nine months after the close of their fiscal years (some of which end on December 31<sup>st</sup>) to submit the required data.

We reviewed the financial information provided by 116 funds that received City contributions during Fiscal Year 2003. (Exhibit A at the end of this report lists each fund by its official and its abbreviated name.) However, the computation of category averages and our other financial analyses were limited to 97 funds that received approximately \$865.2 million in total City contributions during each fund's 2003 Fiscal Year (most of the funds' Fiscal Years ended in either June or September of 2003)—15 funds that received a substantial portion of their revenues from sources other than the City, one College Scholarship Fund that does not provide benefits to union members or their dependents, one annuity fund that incurred a substantial loss on its investments that offset its total revenue (putting its revenue in "negative" terms and making a calculation of ratios impossible) and two funds with a different fiscal year-ends than their associated welfare funds were not included in either the computation of category averages or in the financial analyses, since they would have distorted the results. (These funds are listed separately in Exhibit B.)

As of the end of their 2003 Fiscal Years, the welfare funds' net assets available for plan benefits totaled \$796.3 million, and the annuity funds had a net fund balance of approximately \$1.04 billion.

### **Objective of Analysis**

Our objective was to provide comparative data on the overall financial activities of the 97 union-administered active and retiree welfare, education, and annuity funds which received City contributions during Fiscal Year 2003. (Most of the funds' fiscal years ended in either June or September 2003.)

### **Observations**

As in previous reviews of the financial data submitted by the funds for the past 24 years, there were variations in the amounts spent for administrative purposes although, in certain instances, there was a clear indication that these expenses were reduced. Some of the funds cited in our 2002 report for spending higher-than-average amounts on administration remain in that same category in 2003, while other funds were added to this category because their administrative costs increased in 2003. In 2003, \$70.55 million (7.05%) of total revenue for all funds was spent on administration, as compared to \$63.8 million (7.55%) spent on administration in 2002. The percentage of total revenue spent on administration varied among funds, reflecting the broad discretion exercised by each fund's Board of Trustees.

As before, several funds expended lower-than-average amounts for benefits and maintained high reserves. In addition, the benefit expenditures of each of 12 funds exceeded their individual total revenues, causing the funds to dip into their reserves. The use of reserves to provide

benefits may indicate that the benefits provided were not evaluated in relation to the resources available to the funds. Reserves held by funds provide a cushion if claims for benefits exceed revenues in any given year. In the past, the Comptroller's Office has used general guidelines of 100 percent of revenue for insured funds and 200 percent of revenue for self-insured funds as reasonable levels for welfare fund reserves. High reserves are an indication of a fund's financial viability, but may also indicate that a fund is not providing as many benefits to its members as it could. Furthermore, in 2003, 29 of 74 active and retiree welfare funds in our analysis incurred operating deficits totaling \$30.23 million, which reduced their available reserves. The deficits ranged from \$141 to \$16.7 million.

In summary, we identified the following financial issues that should be addressed:

- **The expenses of certain funds exceeded their revenues, resulting in operating deficits.** Operating deficits could deplete fund reserves, which could ultimately lead to insolvency.
- **Certain funds spent a large percentage of their revenue on administrative expenses.** Reducing administrative expenses would allow funds to increase benefits for members.
- **Certain funds had large operating surpluses resulting in high reserves.** Excess reserves may indicate that funds should increase members' benefits.

The chart on the following page lists those funds with financial issues (indicated in the shaded areas of the chart) that should be addressed by fund management.

**Funds with Potential Problems**  
**(Problem Areas Highlighted)**

FUNDS	TOTAL REVENUE	OVERALL EXPENSES	SURPLUS OR OPERATING (DEFICIT)	ADMINISTRATIVE EXPENSE		BENEFITS EXPENSE		FUND BALANCE			RISK OF INSOLVENCY (SEE LEGEND)
				Total	% of Rev.	Total	% of Rev.	Total	% of Rev.	Balance / Deficit*	
Fire Alarm Dispatchers Benevolent Assoc WF	\$ 163,842	\$ 290,016	\$(126,174)	\$ 54,305	33.14%	\$ 235,711	143.86%	\$ 313,176	191.15%	248.21%	MT
Local 211 Allied Building Inspectors WF	1,894,159	1,169,494	724,665	140,982	7.44	1,028,512	54.30	3,820,992	201.72	-	
Local 806 Structural Steel Painters RWF	57,120	28,697	28,423	821	1.44	27,876	48.80	234,470	410.49	-	
Local 806 Structural Steel Painters WF	73,097	34,010	39,087	976	1.34	33,034	45.19	367,800	503.17	-	
Local 14A-14B IUOE WF RWF	81,749	84,122	(2,373)	28,439	34.79	55,683	68.11	478,680	585.55	-	
Local 15A-C Operating Engineers WF/RWF	651,090	380,029	271,061	137,758	21.16	242,271	37.21	4,625,763	710.46	-	
NYC Deputy Sheriffs Assoc WF	151,725	213,341	(61,616)	12,317	8.12	201,024	132.49	96,593	63.66	156.77	ST
Local 1183 CWA Board of Elections Benefit Fund WF	538,861	625,910	(87,049)	104,585	19.41	521,325	96.75	94,618	17.56	108.70	ST
Local 30 A-C Operating Municipal Engineers WF	1,214,000	1,489,369	(275,369)	97,753	8.05	1,391,616	114.63	468,794	38.62	170.24	ST
Local 831 Uniformed Sanitationmen's Assoc. RWF	9,079,376	11,260,564	(2,181,188)	499,061	5.50	10,761,503	118.53	3,910,860	43.07	179.30	ST
Local 371 Social Service Employees WF	23,108,564	26,177,888	(3,069,324)	2,283,645	9.88	23,894,243	103.40	4,250,629	18.39	138.49	ST
Professional Staff Congress CUNY WF/RWF	26,422,173	29,834,085	(3,411,912)	1,865,775	7.06	27,968,310	105.85	5,327,579	20.16	156.15	ST

**Legend**

I - Insolvency

N - Currently not at Risk of Insolvency

P - Possible Risk of Insolvency in less than 1 year

ST - Short-term Risk of Insolvency within 1 - 2 years

MT - Mid-term Risk of Insolvency between 2- 3 years

LT - Long-term Risk of Insolvency greater than 3 years

\*A ratio estimating the number of years that a fund can operate before being "in the red" if all factors remain constant. For example, number "101%" would indicate the fund has approximately one year before becoming insolvent.



Fund managers have a fiduciary responsibility to provide optimum benefits to members while keeping administrative costs to a minimum. A fund that accumulates excessive reserves or expends large amounts for administrative costs does not achieve its basic goal of providing optimum benefits to members. The trustees of these funds should evaluate how their funds could be better operated.

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

## **Other Issues**

### **Improper Eligibility Delay**

The intent of the standard benefit fund agreements between the City and the unions is that welfare fund benefits be available during each member's entire period of employment with the City. Thus, the funds should make their members eligible for benefits, beginning on their first day of employment with the City. However, two funds (Local 237 Teamsters' Welfare Fund and District Council 9 Painters Industry Welfare Fund) improperly delay eligibility for their members to receive benefits from 30 and 90 days, respectively. Consequently, members or their dependents that may be in need of benefits during the funds' waiting periods are precluded from obtaining such benefits.

### **CPA Opinions**

Directive #12 requires that all welfare, retiree, annuity, and affiliated funds receiving City contributions have their financial statements audited annually by certified public accountants. Each audit must include a complete examination in accordance with generally accepted auditing standards whereby an opinion is expressed on the financial statements taken as a whole. Furthermore, the fund agreements between the City and the unions require the preparation of each fund's financial statements on the accrual basis of accounting and in conformance with generally accepted accounting principles (GAAP). Of the 97 funds reviewed, 10 funds received adverse opinions, and six funds received qualified opinions because their financial statements were not in compliance with GAAP. (The 16 funds as well as the specific issues raised in the CPA reports are detailed on pages 37 to 39 of this report.)

### **Consolidation of Professional Services**

Most funds receiving City contributions enter into contracts with various professional providers for services such as accounting/auditing and legal counsel. Many funds use the same professional service provider for similar services. (Appendix D lists the funds using the same providers for similar professional services.) Trustees of funds using the same providers for similar services may reduce their funds' administrative expenses by negotiating future contracts jointly.

## **RECOMMENDATIONS**

- Trustees of funds with high percentages of administrative costs to total revenue and/or low percentages of benefit expenses to total revenue should reduce administrative expenses and increase benefits to members.
- Trustees of funds using the same professional service providers for similar services should consider jointly negotiating future contracts with these providers to reduce administrative expenses through economies of scale.
- Trustees of funds with low reserve levels should take steps to ensure that their funds remain solvent. To accomplish this goal, funds should endeavor to reduce administrative expenses. If this is not possible or does not provide sufficient funds to ensure solvency, the Trustees should attempt to reduce costs associated with benefits.
- Trustees of funds that are incurring significant operating deficits, particularly those with low reserve levels, should ensure that anticipated benefit and administrative expenses will not exceed projected total revenue.
- Trustees of funds with high reserve levels, particularly those whose funds spend less than average amounts of their revenue on benefits, should consider enhancing their members' benefits.
- Trustees of funds that delay members' eligibility for benefits beyond their first day of employment should revise their fund's policy to comply with their union's welfare fund agreement with the City.
- OLR (Office of Labor Relations) should use the information in this report to ensure that the trustees of the funds cited herein correct the adverse and qualified opinions received from their independent accounts
- OLR should recover the portion of City contributions from those funds that do not provide benefits to members from their first day of employment.

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of Union-Administered Benefit Funds  
Whose Fiscal Years Ended  
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**INTRODUCTION**

**Background**

New York City has provided various health insurance benefits to its employees since 1947. Since 1966, the City has provided its active employees, their families, and retirees with basic health and hospitalization coverage.

As a result of collective bargaining with the Uniformed Sanitationmen's Association in 1962, the City agreed to contribute \$56.50 per employee to the Union's welfare fund allowance, in addition to health insurance benefits it provided directly. This allowance provided additional health insurance benefits. By 1971, managerial employees and most full-time employees represented by collective bargaining units received this benefit. In 1973, retirees and part-time employees became eligible to receive additional health benefits, subject to certain restrictions. In some cases separate funds were established for the retirees.

By 2003, the annual contributions to 116 union-administered welfare funds ranged from \$1,100 to \$1,525 per employee per year; the aggregate annual cost to the City (including contributions to annuity funds) was approximately \$894.3 million.

Pursuant to the collective bargaining agreements, City contributions are placed in legally established trusts administered by trustees appointed by the unions or associations. City officials, therefore, are not directly involved in fund administration.

The determination of types of benefits, amounts, deductibles, etc., is left to the trustees' discretion. The benefits provided are listed in the fund agreements between the City and the unions. Some funds now provide legal assistance and educational activities, in addition to health benefits. Other funds, such as the Uniformed Officers' Funds, receive additional City contributions to operate

Civil Legal Representation Funds that provide protection for their members from civil lawsuits. Some funds are self-insured; other funds provide most of their benefits through insurance companies. Typical benefits provided by funds to employees and their families include the following:

- dental benefits—including regular exams, cleaning, X-rays, fluoride treatments, fillings, extractions, crowns, root canals, orthodontics, and other dental procedures;
- optical benefits for examinations and eyeglasses;
- prescription drug reimbursement;
- life insurance; and
- supplemental health and hospitalization.

In addition to contributing to the various welfare funds, the City contributes a dollar (or more) to annuity funds for each workday of uniformed employees and certain other workers on active duty. Upon retirement, death, or termination, an employee receives a lump sum distribution consisting of the City's contributions to the employee's annuity fund, plus any interest or other income earned, in addition to the employee's statutory City pension.

Twenty-four funds received between \$1 million and \$3 million in City contributions in 2003, and 40 funds received more than \$3 million each. Of the 40 funds receiving more than \$3 million, the following 16 funds received more than \$10 million each from the City, accounting for approximately 74.3 percent of the City's contributions to benefit funds in 2003, as shown on Table I on the next page.

**TABLE I****Funds Receiving More Than \$10 Million\* in City Contributions in 2003**

<u>Fund Name</u>	<u>Total Revenue</u>	<u>NYC Contributions**</u>
District Council 37 WF	\$232,001,114	\$213,038,108
Local 2 United Federation of Teachers WF	208,212,570	201,744,883
Patrolmen's Benevolent Association WF	38,551,842	34,986,794
Local 237 Teamster's WF	36,039,502	29,236,753
Patrolmen's Benevolent Association RWF	28,335,229	28,119,754
Professional Staff Congress CUNY WF/RWF	26,422,173	26,382,746
Local 371 Social Service Employees WF	23,108,564	22,624,681
Local 94 Uniformed Firefighter's Association RWF	13,243,411	13,248,408
Corrections Officer's Benevolent Association WF	13,251,794	13,181,222
Sergeants Benevolent Association (Police) WF/RWF	12,779,761	12,604,113
Patrolmen's Benevolent Association AF	15,691,045	12,300,600
Local 94 Uniformed Firefighter's Association WF	14,714,206	12,053,499
Local 237 Teamsters RWF	11,960,036	11,436,406
Local 94 Uniformed Firefighter's Association AF	22,338,420	11,358,774
Local 1180 CWA Municipal Management WF	13,637,461	10,999,577
Local 237 Teamsters AF	<u>19,259,966</u>	<u>10,930,343</u>
Total	<u>\$729,547,094</u>	<u>\$664,246,661</u>

\*This cutoff figure is arbitrary and used for descriptive purposes only. A cutoff to \$9 million would add another two funds to the list.

\*\*The difference between Total Revenue and New York City contributions consists of revenue from interest, dividends, other employer contributions, investments, miscellaneous income and losses on investments.

RWF = Retiree Welfare Fund

WF = Welfare Fund

AF = Annuity Fund

We categorized the 116 funds covered in this report by size, as follows:

**TABLE II**

Number and Categories of Benefit Plans in Survey

<u>NYC Contributions</u>	<u>Active and Retiree Plans</u>	<u>Annuity</u>	<u>Total</u>
Less than \$100,000	5	2	7
\$100,000 to \$300,000	8	1	9
\$300,000 to \$ 1 million	15	2	17
\$1 million to \$3 million	17	7	24
\$3 million to \$10 million*	16	8	24
\$10 million to \$20 million	6	3	9
More than \$20 million*	7	0	7
Certain funds were excluded from this analysis because they would have distorted the results.	<u>13</u>	<u>6</u>	<u>19</u>
Total	<u>87</u>	<u>29</u>	<u>116</u>

\*Local 621 SEIU Active and Retiree Welfare Funds are administered by Local 237 Teamsters' Welfare and Retiree Welfare Funds, respectively. Therefore, Local 621's financial information was incorporated into the Local 237 fund's financial information.

The 40 funds (insured, self-insured, and annuity) with City contributions of more than \$3 million (including the 16 listed in Table I with contributions of more than \$10 million) received approximately \$811.5 million from the City and provided benefits to the bulk of the City's work force (Exhibit B details the revenues and expenses of all funds). Fifteen funds that received a substantial portion of their revenues from sources other than the City, one College Scholarship Fund that does not provide benefits to union members or their dependents, one annuity fund that incurred a substantial loss on its investments that offset its total revenue (putting its revenue in "negative" terms and making a calculation of ratios impossible) and two funds with different fiscal year-ends than their associated welfare funds were not included in either the computation of category averages or in the financial analyses, since they would have distorted the results. (These funds are listed separately in Exhibit B.)

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

## **Oversight Mechanism**

The funds' agreements with the City's Office of Labor Relations (OLR) provide the following oversight mechanisms to monitor the funds' financial and operating activities:

- The trustees are required to keep accurate records in conformance with generally accepted accounting principles. The funds are audited annually by a certified public accountant (CPA) selected by the trustees. Comptroller's Directive #12 strongly recommends that funds select independent certified public accounts through a competitive proposal process and that funds contract only with firms listed on the Comptroller's prequalified list of CPAs. Each CPA audit report must be submitted to the City Comptroller within nine months after the close of each fund's fiscal year. Funds are also subject to further audit by the City Comptroller.
- Nine months after the close of its fiscal year, each fund's trustees must file a report with the City Comptroller showing the fund's "condition and affairs" during its fiscal year.<sup>1</sup> The report must contain information as prescribed in Comptroller's Directive #12. In addition, an annual membership report must be mailed to all fund members. This report summarizes the financial condition of the fund.

In 1977, the Comptroller's Office published the first Directive #12, which provided uniform reporting and auditing requirements for the Benefit Funds. (The Comptroller's Directives are used to establish policies governing internal controls, accountability, and financial reporting.)

In addition to providing a uniform reporting mechanism, Directive #12 requires that the funds' CPAs prepare management letters commenting upon weaknesses in internal and management controls that were identified during their audits. Further, the Directive requests comments on management matters, such as investment policies, bidding practices, staff utilization, and accounting allocations. Directive #12 also requires that each fund report the percentage of administrative costs to total revenue annually. On an overall basis, this percentage is expected to be "reasonable."

The revised Directive #12 in use during Fiscal Year 2003, which is attached as Appendix A, became effective on July 1, 1997, and is the most current version of Comptroller's Directive #12.

## **Scope of Analysis**

This is the 24<sup>th</sup> report issued by the Comptroller's Office on the financial operations of union-administered welfare, retiree welfare, and annuity funds. This report is based upon Fiscal Year 2003 financial reports and other information filed by the various funds with the City Comptroller's Office, as required by Comptroller's Directive #12.

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<sup>1</sup> The main component of the "condition and affairs" is the financial statements, which are audited and certified by an independent CPA firm. Most of the other documents (i.e., Administrative and Benefit Expense Schedules) include various calculations derived from information contained in the financial statements.

The purpose of this report is to provide comparative analysis on the overall financial activities of the funds and their benefits. The analyses also provide a means of viewing accountability of the fund trustees and administrators in reference to fund expenditures, by supplementing each fund's required CPA audit.

We reviewed the financial information provided by 116 funds that received City contributions during Fiscal Year 2003. (Exhibit A at the end of this report lists each fund by their official and abbreviated names.) However, the computation of category averages and our other financial analysis was limited to 97 funds, which received approximately \$865.2 million in total City contributions during each fund's 2003 Fiscal Year (most of the funds' Fiscal Years ended in either June or September of 2003)—15 funds were excluded since they receive a substantial portion of their revenues from sources other than the City; one College Scholarship Fund was excluded since it does not provide benefits to union members or their dependents; one fund was excluded because it incurred a substantial loss on their investments that offset their total revenue (putting their revenue in "negative" terms and making a calculation of ratios impossible); and two funds, with different fiscal year-ends than their associated welfare fund, were not included in this financial analysis because they would have distorted the results.

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

## **FUND EXPENSES**

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

In 2003, about \$70.55 million (7.05%) of total revenue was spent on administering the funds as compared to \$63.8 million (7.55%) in 2002. The largest single component—salaries for administrative and clerical staff—totaling \$29.4 million—represented 41.6 percent of total administrative expenses in 2003. Other major administrative expenses included \$5.5 million for rent, \$7 million for office expenses, \$817,253 for insurance retention charges, \$4.6 million for investment and custodial services, \$13.0 million for consultant services, and \$3.5 million for legal, accounting, and auditing services.

Funds provide benefits on an insured or self-insured basis. Whether a fund is insured or self-insured affects the level of its reported administrative expenses significantly. Self-insured funds categorize claims processing costs as administrative expenses. In contrast, insured funds include



most claims processing costs as part of their insurance premiums and thus categorize them as benefit expenses. Therefore, reported administrative expenses of insured funds are generally lower than those of self-insured funds. To make insured and self-insured funds more comparable, we transferred insurance company retention charges to administrative costs wherever possible.

For comparison purposes, we categorized the funds into the following three groups:

- insured active and retiree welfare funds (we classified a fund as insured if at least 80 percent of its benefits were provided by insurance companies rather than directly by the fund),
- self-insured active and retiree welfare funds, and
- annuity funds.

Current City contracts do not specify what portion of the funds' total revenue may be reasonably spent on administrative expenses. In the absence of such standards, we calculated the average for each fund category (based on funds of similar size), thus enabling us to isolate those funds whose administrative expenses deviated significantly from the averages. Tables III and IV indicate, by category, the average amount and percentages of total revenue expended by the 97 funds on administrative costs and the range of such percentages in 2003.

**TABLE III**

Average Amount and Percentage of Total Revenue  
Spent by 97 Funds on Administration

<u>City Revenue</u>	<u>Insured Active and Retiree Welfare Funds</u>			<u>Self-Insured Active and Retiree Welfare Funds</u>			<u>Annuity Funds</u>		
	<u>Number<sup>(A)</sup></u>	<u>Amount</u>	<u>Percent</u>	<u>Number</u>	<u>Amount</u>	<u>Percent</u>	<u>Number</u>	<u>Amount</u>	<u>Percent</u>
Less than \$100,000	(3)	\$ 10,079	14.26%	(2)	\$ 10,609	12.78%	(2)	\$ 27,490	18.42%
\$100,000 to \$300,000	(0)	N/A	N/A	(8)	25,431	14.13	(1)	39,557	4.75
\$300,000 to \$1 million	(5)	67,904	15.13	(10)	91,544	13.74	(2)	31,974	3.68
\$1 million to \$3 million	(0)	N/A	N/A	(17)	203,062	11.48	(7)	218,743	6.28
\$3 million to \$10 million	(0)	N/A	N/A	(16)	560,505	7.86	(8)	414,603	3.73
\$10 million to \$20 million	(0)	N/A	N/A	(6)	1,101,922	8.31	(3)	500,470	2.62
More than \$20 million	(1)	1,865,775	7.06	(6)	6,938,921	7.35	(0)	N/A	N/A
Overall Average 2003	(9)	\$ 248,392	7.74%	(65)	\$ 950,851	7.74%	(23)	\$282,953	3.75%
Overall Average 2002	(10)	\$ 130,982	5.57%	(63)	\$ 940,878	7.63%	(14)	\$229,500	7.10%

N/A = not applicable

(A) Figures in parenthesis represent the number of funds in each category.

**TABLE IV**

Ranges of Percentages of Total Revenue  
Spent by 97 Funds on Administration

<u>City Revenue</u>	<u>Insured Active And Retiree Welfare Funds</u>	<u>Self-Insured Active and Retiree Welfare Funds</u>	<u>Annuity Funds</u>
Less than \$100,000	1.34% to 34.79%	5.91% to 17.38%	0.00% to 21.95%
\$100,000 to \$300,000	---	7.07 to 33.14	4.75
\$300,000 to \$1 million	8.61 to 21.16	8.06 to 19.76	0.00 to 8.51
\$1 million to \$3 million	---	5.25 to 18.17	1.16 to 13.46
\$3 million to \$10 million	---	3.16 to 13.76	0.00 to 9.67
\$10 million to \$20 million	---	3.55 to 12.48	1.42 to 4.44
<u>More than \$20 million</u>	<u>7.06</u>	<u>5.54 to 9.88</u>	<u>---</u>
Overall Average 2003	7.74%	7.55%	3.75%
Overall Average 2002	5.57%	7.63%	7.10%

**High Percentage of Revenue Spent on Administration  
By Certain Active and Retiree Welfare Funds**

Tables V and VI list selected insured and self-insured active and retiree welfare funds with significantly higher percentages of revenue spent on administration than their respective category averages for 2003.

**TABLE V**

**Insured Active and Retiree Welfare Funds with  
High Administrative Expense-To-Revenue Ratios**

<u>Fund Name</u>	<u>Category Average</u>	<u>Fund</u>	<u>Percentage Deviation From Category Average</u>
<b><u>Under \$100,000</u></b>			
Local 14A-14B IUOE WF/RWF*	14.26%	34.79%	143.97%

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\* This fund also incurred higher than average administrative costs in 2002.

**TABLE VI**

Self-Insured Active and Retiree Welfare Funds  
With High Administrative Cost-To-Revenue Ratios

<u>Fund Name</u>	<u>Category Average</u>	<u>Actual</u>	<u>Percentage Deviation From Category Average</u>
<b><u>\$100,000 - \$300,000</u></b>			
Fire Alarm Dispatchers Association WF*	14.13%	33.14%	134.54%
<b><u>\$300,000 to \$1 million</u></b>			
Local 1183 CWA Board of Elections WF*	13.74	19.41	41.27
United Probation Officers Association RWF*	13.74	19.76	43.81
<b><u>\$1 million to \$3 million</u></b>			
House Staff Committee of Interns & Residents WF	11.48	17.68	54.01
United Probation Officers Association WF*	11.48	18.17	58.28
<b><u>\$3 million to \$10 million</u></b>			
Local 1180 CWA Municipal Management RWF*	7.86	13.76	75.06
<b><u>\$10 Million to \$20 Million</u></b>			
Local 237 Teamsters RWF*	8.31	12.29	47.89
Local 1180 CWA Municipal Management WF*	8.31	12.48	50.18
<b><u>Over \$20 Million</u></b>			
Local 371 Social Service Employees WF	7.35	9.88	34.42

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\*These funds also incurred higher-than-average administrative costs in 2002.

Without full audits of the individual funds, it is impossible to determine why these funds' administrative costs exceeded their category averages.

Other funds, as shown in Table VII below, have increased the percentage of their revenues spent on administration.

**TABLE VII**

High Percentage Increase of Revenue  
Spent on Administration

<u>Fund Name</u>	<u>Administrative Expense Percentages</u>		<u>Percentage</u>
	<u>2002</u>	<u>2003</u>	<u>Increase</u>
NYC Deputy Sheriff Association WF	5.87%	8.12%	38.33%
Local 854 Uniformed Fire Officers RWF	3.61	7.68	112.74
Local 300 Civil Service Forum RWF	7.74	16.53	113.57
Fire Alarm Dispatchers Benevolent Association WF	17.55	33.14	88.83
Professional Staff Congress CUNY WF/RWF	4.70	7.06	50.21
NYC Muni Steamfitters & Steamfitter Helpers WF	5.80	8.33	43.62

Without full audits of the individual funds, it is impossible to determine why these funds' administrative costs increased in 2003.

**Low Percentages of Revenue  
Spent on Administration**

Tables VIII and IX show selected insured and self-insured welfare and retiree welfare funds operating with substantially lower-than-average percentages of revenue spent on administration than their respective category averages for 2003.

**TABLE VIII**

**Insured Active and Retiree Welfare Funds  
With Low Administrative Cost-To-Revenue Ratios**

<u>Fund Name</u>	<u>Category Average</u>	<u>Administrative Expense Percentages</u>	
		<u>Actual</u>	<u>Percentage Deviation From Category Average</u>
Local 806 Structural Steel Painters WF*	14.26%	1.34%	(90.60%)
Local 806 Structural Steel Painters RWF*	14.26	1.44	(89.90)

\*Both funds received less than \$100,000 in total revenue and also had lower-than-average administrative costs in 2002.

**TABLE IX**

Self-Insured Active and Retiree Welfare Funds  
With Low Administrative Cost-To-Revenue Ratios

<u>Fund Name</u>	<u>Category</u> <u>Average</u>	<u>Administrative Expense Percentages</u>	
		<u>Actual</u>	<u>Percentage</u> <u>Deviation</u> <u>From Category</u> <u>Average</u>
<b><u>Less than \$100,000</u></b>			
NYC Deputy Sheriff's Association RWF	12.78%	5.91%	(53.76%)
<b><u>\$100,000 to \$300,000</u></b>			
NYC Municipal Steam-fitter and Steam-fitter Helpers WF*	14.13	8.33	(41.05)
NYC Deputy Sheriff's Association WF	14.13	8.12	(42.53)
District Council 1 MEBA Benefit Fund WF/AF	14.13	7.07	(49.96)
<b><u>\$300,000 to \$1 million</u></b>			
Local 3 IBEW City Employees WF	13.74	8.06	(41.34)
<b><u>\$1 million to \$3 million</u></b>			
Local 444 Sanitation Officers WF*	11.48	5.25	(54.27)
<b><u>\$3 million to \$10 million</u></b>			
New York City Retiree WF*	7.86	3.16	(59.80)
Superior Officers Council (Police) RWF*	7.86	4.45	(43.38)
<b><u>\$10 million to \$20 million</u></b>			
Correction Officers Benevolent Association WF*	8.31	3.55	(57.28)

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\*These funds also had lower than average administrative costs in 2002.

These results may indicate that some funds operate in a significantly less costly manner than others.



**Funds With Improved Administrative Expenses to Revenue Ratios**

Four funds significantly reduced the percentage of their revenues spent on administration. As shown in Table X, below, these funds reduced their administrative expense percentages between 40.19 and 75.94 percent. There may be several reasons why administrative expenses decrease significantly from one year to the next. For example, funds may contract with less costly providers (e.g., accountants, attorneys, and consultants), or trustees may change the basis of expense allocations between the union and the fund. However, without full audits of the individual funds, it is impossible to determine how these funds reduced their administrative expenses.

**TABLE X**

**Funds with Lower Percentages of Revenue Spent on Administrative Expenses**

<u>Fund Name</u>	<u>Administrative Expense Percentages*</u>		<u>Percentage Decrease</u>
	<u>2002</u>	<u>2003</u>	
NYC Deputy Sheriffs Association RWF	24.56%	5.91%	(75.94%)
Local 3 IBEW City Employees WF	20.06	8.06	(59.82)
Local 211 Allied Building Inspectors WF	13.73	7.44	(45.81)
District Council 1 MEBA WF	11.82	7.07	(40.19)

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

**Annuity Funds: Administrative Expenses**

In addition to contributing to the active and retiree welfare funds, the City contributes to annuity funds for uniformed employees and other specific workers on active duty. Upon termination from City service, covered employees receive lump sum distributions based on the value of their accounts. These distributions can include City contributions plus interest and dividends, investment appreciation (depreciation), or other income.

Annuity funds differ from active and retiree welfare funds in that they derive a significant portion of their total revenue from investment income and generally provide only one type of benefit. The percentage of revenue that annuity funds spend on benefits and administration is not comparable to the percentages spent by active and retiree welfare funds. Therefore, we computed category averages for the 23 annuity funds covered in this report separately from those amounts calculated for active and retiree welfare funds. Table XI below highlights eight of the 23 annuity funds with high administrative cost-to-revenue ratios. Three funds (NYC Deputy Sheriff's Association, Local 300 SEIU Civil Service Forum, and Local 371 Social Service Employees) were not included in the Table since their administrative costs were paid by either the Welfare Fund or the Union.

**TABLE XI**

**Annuity Funds With High Administrative Cost-To-Revenue Ratios**

<u>Fund Name</u>	<u>Category Average</u>	<u>Administrative Expense Percentages</u>	
		<u>Actual</u>	<u>Percentage Deviation From Category Average</u>
Sergeants Benevolent Association (Police)*	3.73%	9.67%	159.25%
Local 3 NYC Communications Electricians*	3.68	8.51	131.25
District Council 37*	6.28	13.46	114.33
Superior Officers Council (Police)*	3.73	6.50	74.26
Correction Officers Benevolent Association*	3.73	6.43	72.39
Patrolmen's Benevolent Association*	2.62	4.44	69.47
Local 333 United Marine Division	18.42	21.95	19.16
Local 831 Uniformed Sanitationmens' Association	3.73	4.33	16.09

\*These funds incurred significantly higher-than average administrative costs in 2003.

Reducing administrative expenses would increase the members' equity and result in larger annuity payments to members.

**Consolidation of Professional Services**

Most funds receiving City contributions enter into contracts with various professionals for services such as accounting/auditing and legal counsel. Many funds use the same professional service provider for similar services. One CPA firm, for example, Gould, Kobrick & Schlapp, provides accounting services for 13 different unions representing 34 separate funds. (Appendix D lists the funds using the same providers for similar professional services.)

Trustees of funds using the same providers for similar services may reduce their funds' administrative expenses by negotiating future contracts jointly.

**Administrative Expenses vs. Total Expenses**

Administrative expenses are directly related to benefit expenses and volume (i.e., the more claims processed, the greater the expense for salaries, stationery, printing, etc.).

Table XII illustrates the category average percentages of administrative expenses to total expenses and restates the category average percentages of administrative expenses to total revenue (from page 15):

**TABLE XII**

**Administrative Expenses as a Percentage of  
Total Revenue and Total Expenses**

<u>Revenue Category</u>	<u>Insured Active and Retiree Welfare Funds</u>		<u>Self-Insured Active and Retiree Welfare Funds</u>	
	<u>Administrative as a Percentage of</u>			
	<u>Total Expenses</u>	<u>Total Revenue</u>	<u>Total Expenses</u>	<u>Total Revenue</u>
Less than \$100,000	20.59%	14.26%	14.64%	12.78%
\$100,000 to \$300,000	NA	NA	12.35	14.13
\$300,000 to \$1 million	18.27	15.13	14.65	13.74
\$1 million to \$3 million	NA	NA	12.22	11.48
\$3 million to \$10 million	NA	NA	8.05	7.86
\$10 million to \$20 million	NA	NA	9.00	8.31
More than \$20 million	<u>6.25</u>	<u>7.06</u>	<u>7.63</u>	<u>7.35</u>
Overall Average	<u>7.02%</u>	<u>7.74%</u>	<u>8.06%</u>	<u>7.74%</u>

NA- Not Applicable

## EXPENDITURES FOR BENEFITS

The City has not established guidelines on the percentage of annual revenue that should be spent on benefits. In the absence of such guidelines, we calculated category averages for the funds listed below in Table XIII. Wherever funds insured some or all of their benefits, we reduced the total premiums by the retention charges (overhead costs involved in doing business, i.e., costs associated with processing claims) to calculate net benefit expenses.

**TABLE XIII**

Percentage of Total Revenue Spent on Benefits, by Fund Category

<u>Total Revenue</u>	<u>Insured Active and Retiree Welfare Funds</u>	<u>Self-Insured Active and Retiree Welfare Funds</u>
Less than \$100,000	55.01%	74.47%
\$100,000 - \$300,000	---	100.34
\$300,000 - \$1 million	67.67	80.04
\$1 million - \$3 million	---	82.45
\$3 million - \$10 million	---	89.78
\$10 million - \$20 million	---	83.95
More than \$20 million	<u>105.85</u>	<u>89.02</u>
Overall Average (Not Weighted)	<u>102.51%</u>	<u>88.32%</u>

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

Some funds spent more than their category average for benefits; others spent less. Table XIV lists selected funds whose benefit expenses significantly exceeded the respective category averages. However, when a fund's expenses exceed the category average, this does not necessarily represent a problem. For example, Fire Alarm Dispatchers Benevolent Association WF exceeded the category average but still had sufficient reserves to ensure its continued financial stability.

**TABLE XIV**

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

<u>Fund Name</u>	<u>Benefits as a Percentage of Total Revenue</u>		
	<u>Category</u> <u>Average</u>	<u>Actual</u>	<u>Percentage</u> <u>Deviation</u> <u>From Category</u> <u>Average</u>
Local 1181 CWA Supervisory Employees WF	67.67%	99.81%	47.50%
Fire Alarm Dispatchers Benevolent Association WF	100.34	143.86	43.37
Local 30A-C Operating Municipal Engineers WF*	82.45	114.63	39.03
NYC Deputy Sheriff's Association WF*	100.34	132.49	32.04
Local 831 Uniformed Sanitationmens Association RWF*	89.78	118.53	32.02

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\*These funds also spent more than the category average in 2002.

In contrast, several funds spent less than the category averages for benefits, as shown in Table XV.

**TABLE XV**

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

<u>Fund Name</u>	<u>Benefits as a Percentage of Total Revenue</u>		
	<u>Category Average</u>	<u>Actual</u>	<u>Percentage Deviation From Category Average</u>
Local 15 A-C Operating Engineers Employees WF/RWF*	67.67%	37.21%	(45.01%)
Local 3 IBEW City Employees WF	80.04	46.93	(41.37)
Patrolmen's Benevolent Association RWF	89.02	57.56	(35.34)
Local 211 Allied Building Inspectors WF	82.45	54.30	(34.14)
Local 832 Teamsters WF	80.04	57.55	(28.10)

\*This fund also spent less than the category average in 2002.

The benefit expenses for the 12 funds listed in Table XVI exceeded total revenue, causing the funds to dip into their reserves. The use of reserves for benefits may indicate that the benefits provided were not evaluated in relation to the resources available to the funds.

**TABLE XVI**

**Self-Insured and Insured Active and Retiree Welfare Funds**  
**With Benefit Expenses that Exceeded their Revenue**

<u>Fund Name</u>	<u>Total Revenue</u>	<u>Benefit Expenses</u>	<u>Percentage of Revenue Spent on Benefits</u>	<u>2002 - 2003 Percentage Decrease in Reserve</u>	<u>Ending Fund Balance 2003</u>
<b><u>\$100,000 to \$300,000</u></b>					
NYC Deputy Sheriff's Assoc. WF	\$ 151,725	\$ 201,024	132.49%	38.95%	\$ 96,593
District Council 1 MEBA Beneficial Fund Trust WF*	133,147	158,351	118.93	5.57	586,635
Fire Alarm Dispatchers Benevolent Association WF	163,842	235,711	143.86	28.72	313,176
Local Lodge 5 Municipal Blacksmiths and Boilermakers WF	148,635	165,516	111.36	16.74	205,060
<b><u>\$1 Million to \$3 Million</u></b>					
Local 30A-C Operating Municipal Engineers WF	1,214,000	1,391,616	114.63	37.00	468,794
DC 9 Painters Industry Civil Service Division WF/RWF*	1,114,730	1,148,359	103.02	4.17	3,223,872
<b><u>\$3 Million to \$10Million</u></b>					
Local 831 Uniformed Sanitation-men's Association RWF	9,079,376	10,761,503	118.53	35.80	3,910,860
New York State Nurses Assoc. WF	8,879,707	9,875,069	111.21	13.82	11,222,234
Local 854 Uniformed Fire Officers RWF*	6,237,996	6,567,164	105.28	9.37	6,515,169
Superior Officers Council (Police) RWF	5,632,893	5,681,854	100.87	30.48	2,137,335
<b><u>Over \$20 Million</u></b>					
Professional Staff Congress CUNY WF/RWF	26,422,173	27,968,310	105.85	37.37	5,327,579
Local 371 Social Service Employees WF	23,108,564	23,894,243	103.40	41.93	4,250,629

\*These funds also had high reserves (fund balances) in relation to annual revenue (see Table XIX), so the benefit spending in excess of revenue is not a major concern

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

## RESERVE LEVELS

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

**TABLE XVII**

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

<u>Total Revenue</u>	<u>Insured Active and Retiree Welfare Funds</u>		<u>Self-Insured Active and Retiree Welfare Funds</u>	
	<u>Amount</u>	<u>Percent</u>	<u>Amount</u>	<u>Percent</u>
Less than \$100,000	\$ 360,317	509.96%	\$ 178,026	214.38%
\$100,000 - \$300,000	437,147	137.41	467,528	259.82
\$300,000 - \$1 million	1,319,219	293.91	1,169,841	175.61
\$1 million - \$3 million	-	-	2,352,702	132.99
\$3 million - \$10 million	-	-	10,048,153	140.84
\$10 million - \$20 million	-	-	12,658,584	95.43
More than \$20 million	5,327,579	20.16	81,794,722	18.39
Overall Average	\$1,444,958	45.03%	\$12,050,475	86.67%



Using 100 percent of total annual revenue as a reasonable level for reserves for insured active and retiree welfare funds, we identified six funds with excess reserves. (See Exhibit B.) The six funds listed in Table XVIII have reserves in excess of 100 percent of revenue.

**TABLE XVIII**

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

<u>Fund Name</u>	<u>Fund Reserves</u>	<u>Percentage of Reserves to Total Revenue</u>
Local 15 A-C Operating Engineers WF/RWF*	\$4,625,763	710.46%
Local 14A – 14B IUOE WF/RWF*	478,680	585.55
Local 806 Structural Steel Painters WF*	367,800	503.17
Local 806 Structural Steel Painters RWF*	234,470	410.49
Local 333 United Marine Division RWF*	714,305	209.08
Local 1181 CWA Supervisory Employees RWF*	437,147	137.41

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\*Also identified in 2002 Survey of Benefit Funds Report as having more than 100 percent of reserves to total revenue.

Using 200 percent of total annual revenue as a reasonable level for reserves for self-insured funds, we identified 17 funds, listed in Table XIX, that had reserves in excess of this amount.

**TABLE XIX**

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

<u>Fund Name</u>	<u>Fund Reserves</u>	<u>Percentage of Reserves to Total Revenue</u>
NYC Municipal Steam-fitter & Steam-fitter Helper WF*	\$ 1,332,828	538.49%
NYC Municipal Steam-fitter & Steam-fitter Helpers RWF*	711,121	526.58
District Council 1 MEBA Beneficial Fund Trust WF*	586,635	440.59
NYC Municipal Plumbers & Pipefitters WF*	3,325,500	362.34
Doctors Council RWF	2,092,554	294.78
District Council 9 Painting Industry WF/RWF*	3,223,872	289.21
Local 1180 CWA Municipal Management RWF*	31,815,188	262.56
Doctors Council WF*	4,269,038	258.19
Local 3 IBEW Electricians WF*	3,372,967	233.11
Local 306 Municipal Employees WF	229,464	230.93
Local 721 Licensed Practical Nurses WF*	4,225,658	227.40
Local 444 Sanitation Officers RWF*	7,690,394	224.32
Local 30 (IUOE) Municipal Employees RWF*	1,639,728	210.23
Local 3 IBEW City Employees WF*	1,075,612	210.07
Local 211 Allied Building Inspectors WF*	3,820,992	201.72
Local 854 Uniformed Fire Officers Association WF	7,550,464	201.45
Detectives Endowment Association WF	17,522,857	200.12

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\*Also identified in the 2002 Survey of Benefit Funds Report as having more than 200 percent of reserves to total revenue.

## OPERATING DEFICITS

In 2003, 29 of the 74 active and retiree welfare funds in our analysis incurred operating deficits totaling \$30.23 million, as shown in Table XX. The deficits ranged from \$141 to \$16.7 million. One of these funds, Local 1183 CWA Board of Elections Benefit Fund, significantly reduced its reserves by 47.92 percent as of December 31, 2003.

**TABLE XX**

Funds with Operating Deficits and Declining Reserves

<u>Fund Name</u>	2003 <u>Operating Deficit</u>	2003 <u>Reserves</u>	2002 <u>Reserves</u>	2002 – 2003 Percentage Decrease in <u>Reserves</u>
Local 2 United Federation of Teachers WF*	\$16,763,874	\$148,633,106	\$162,712,073	(8.65%)
Professional Staff Congress CUNY WF/RWF*	3,411,912	5,327,579	8,506,822	(37.37)
Local 371 Social Service Employees WF	3,069,324	4,250,629	7,319,953	(41.93)
Local 831 Uniformed Sanitationmens Assoc. RWF*	2,181,188	3,910,860	6,092,048	(35.80)
New York State Nurses Association WF*	1,835,645	11,222,234	13,021,150	(13.82)
Local 854 Uniformed Fire Officers RWF*	808,520	6,515,169	7,188,409	(9.37)
Local 237 Teamsters RWF	510,395	9,709,303	10,219,698	(4.99)
Superior Officers Council (Police) RWF	299,815	2,137,335	3,074,601	(30.48)
Local 30A-C Operating Municipal Engineers WF*	275,369	468,794	744,163	(37.00)
DC-9 Painting Industry Civil Service Division WF/RWF	140,181	3,223,872	3,364,053	(4.17)
Fire Alarm Dispatchers Benevolent Assoc. WF*	126,174	313,176	439,350	(28.72)
Local 1 Council of Supervisors & Admin. WF	92,377	11,084,387	11,176,764	(0.83)
Local 1183 CWA Board of Election Benefit Fund WF*	87,049	94,618	181,667	(47.92)
Local 300 Civil Service Forum RWF	86,382	415,161	502,800	(17.43)
Local 1181 CWA Supervisory Employees WF	80,760	447,980	528,740	(15.27)
Local 246 SEIU RWF*	66,669	831,596	898,265	(7.42)
Civil Service Bar Association WF*	61,927	1,028,164	1,102,228	(6.72)
NYC Deputy Sheriffs Association WF*	61,616	96,593	158,209	(38.95)
Local 891 School Custodian Engineers WF/RWF	53,864	2,024,679	2,016,693	**
Assistant Deputy Wardens Assoc. WF/RWF*	47,916	666,757	714,673	(6.70)
United Probation Officers Association RWF	43,010	636,926	679,933	(6.33)
Local Lodge 5 MNCPL Blacksmiths & Boilermakers WF	41,231	205,060	246,291	(16.74)
District Council 1 MEBA Beneficial Fund Trust WF/AF	34,612	586,635	621,247	( 5.57)
House Staff Comm. of Interns & Residents WF	31,526	5,016,470	5,047,893	(0.62)
Local 300 Civil Service Forum WF*	10,433	1,367,488	1,447,718	(5.54)
Local 30 IUOE Municipal Employees RWF	2,913	1,639,728	1,642,641	(0.18)
Local 14A-14B IUOE WF/RWF	2,373	478,680	481,053	(0.49)
Local 1181 CWA Supervisory Employees RWF*	1,995	437,147	439,142	(0.45)
Local 306 Municipal Employees WF	<u>141</u>	<u>229,464</u>	<u>229,605</u>	<u>(0.06)</u>
Total	<u>\$30,229,191</u>	<u>\$222,999,590</u>	<u>\$250,797,882</u>	<u>(11.08%)</u>

\*These funds also incurred operating deficits and declining reserves in 2002.

\*\*This fund's operating deficits was offset by a decrease in the fund's prior year's benefit obligation.

We identified insured and self-insured welfare funds that are approaching low levels of reserves. In identifying these funds, we considered the dollar amount of reserves, the ratio of reserves to the funds' total annual revenue, whether the funds are insured or self-insured, and recent years' operating results. Table XXI highlights funds that, provided that the current trend of utilizing reserves for operations continues, may have current, as well as future, solvency problems.

**TABLE XXI**

Funds with Low Reserve Levels

<u>Fund Name</u>	<u>Excess of Revenue Over Expenses</u>	<u>Fund Reserves</u>	<u>Percentage of Reserves to Total Revenue</u>	<u>Category Average for Percentage of Reserves to Total Revenue</u>	<u>Percentage Deviation from Category Average</u>
Local 832 Teamster's RWF*	\$ 7,473	\$12,048	6.61%	259.82%	(97.46%)
Local 1183 CWA Board of Elections Benefit Fund WF*	(87,049)	94,618	17.56	175.61	(90.00)
Local 371 Social Service Employees WF*	(3,069,324)	4,250,629	18.39	86.67	(78.78)
Local 94 Uniformed Firefighters Assoc RWF*	750,874	3,341,495	25.23	95.43	(73.56)
Superior Officers Council (Police) RWF	(299,815)	2,137,335	37.94	140.84	(73.06)
Local 30A – C Operating Municipal Engineers WF*	(275,369)	468,794	38.62	132.99	(70.96)
Local 831 Uniformed Sanitationmens Association RWF	(2,181,188)	3,910,860	43.07	140.84	(69.42)
Local 300 Civil Service Forum RWF*	(86,382)	415,161	54.18	175.61	(69.15)
Local 246 SEIU RWF*	(66,669)	831,596	57.58	132.99	(56.70)
Professional Staff Congress CUNY WF/RWF*	(3,411,912)	5,327,579	20.16	20.16	NA

\*Indicates those funds whose expenses exceeded revenue in 2002.

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

## ANALYSIS OF TOTAL REVENUE

In 2003, the 74 active and retiree welfare funds in our survey had revenue totaling \$827.2 million. Expenses for these funds totaled \$798.7 million—\$64 million for fund administration, and \$734.7 million for benefits to members. The \$28.5 million excess of revenue over expenses increased the funds' reserves.

In previous sections, we analyzed funds' use of their total revenues. Table XXII lists funds that, compared to category averages, have high administrative costs and/or low benefit costs.

**TABLE XXII**

Insured and Self-Insured Active and Retiree Welfare Funds  
With High Administrative Expenses  
And/or Low Benefit Costs

<u>Fund Name</u>	<u>Total Revenue</u>	<u>Percentage of Administrative Expenses to Total Revenue</u>		<u>Percentage of Benefit Expenses to Total Revenue</u>	
		<u>Category Average</u>	<u>Fund Actual</u>	<u>Category Average</u>	<u>Fund Actual</u>
Local 14A-14B IUOE WF/RWF*	\$ 81,749	14.26%	<b>34.79%</b>	55.01%	68.11%
Local 3 IBEW City Employees WF*	512,014	13.74	8.06	80.04	<b>46.93</b>
United Probation Officers WF*	1,527,688	11.48	18.17	82.45	72.87
Local 832 Teamsters RWF*	182,391	14.13	17.36	100.34	78.54
Fire Alarm Dispatchers Benevolent Assoc. WF*	163,842	14.13	<b>33.14</b>	100.34	143.86
Local 15A-C Operating Engineers WF/ RWF*	651,090	15.13	<b>21.16</b>	67.67	<b>37.21</b>
Local 806 Structural Steel Painters WF	73,097	14.26	1.34	55.01	45.19
Doctors Council WF*	1,653,435	11.48	14.86	82.45	62.52
Organization of Staff Analysts WF*	8,431,068	7.86	10.58	89.78	73.43
Local 211 Allied Building Inspectors WF	1,894,159	11.48	7.44	82.45	54.30
Local 832 Teamsters WF	616,228	13.74	10.96	80.04	57.55
Patrolmen's Benevolent Association RWF	28,335,229	7.35	8.71	89.02	57.56
Local 806 Structural Steel Painters RWF	57,120	14.26	1.44	55.01	48.80
Local 333 United Marine Division RWF	341,638	15.13	12.45	67.67	54.86

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\*Indicates those funds having high administrative costs and/or low expenditures for benefits in 2002.

The basic objective of a welfare fund is to provide benefits to members. This can be better achieved by keeping administrative costs to a minimum. Funds that accumulate excessive reserves or expend large amounts for administration at the expense of members' benefits do not achieve their basic objective. Therefore, the trustees of these funds should evaluate how they expend total revenue.

**Certain Funds Should Address Financial and Operating Issues to Ensure Maximum Use of Revenue and Continued Financial Stability**

In summary, we identified certain financial issues that in our opinion should be addressed by the fund management, specifically:

- **The expenses of certain funds exceeded their revenues, resulting in operating deficits.** Operating deficits could deplete fund reserves, which could ultimately lead to insolvency.
- **Certain funds spent a large percentage of their revenue on administrative expenses.** Reducing administrative expenses would provide funds to increase benefits for members.
- **Certain funds had large operating surpluses resulting in high reserves.** Excess reserves may indicate that funds should increase members' benefits.

Table XXIII lists those funds with financial issues (as indicated in the shaded areas of the table) that, in our opinion, should be addressed.

**TABLE XXIII**  
**Funds with Potential Problems**  
**(Problem Areas Highlighted)**

FUNDS	TOTAL REVENUE	OVERALL EXPENSES	SURPLUS OR OPERATING (DEFICIT)	ADMINISTRATIVE EXPENSE		BENEFITS EXPENSE		FUND BALANCE			RISK OF INSOLVENCY (SEE LEGEND)
				Total	% of Rev.	Total	% of Rev.	Total	% of Rev.	Balance / Deficit*	
Fire Alarm Dispatchers Benevolent Assoc WF	\$ 163,842	\$ 290,016	\$(126,174)	\$ 54,305	33.14%	\$ 235,711	143.86%	\$ 313,176	191.15%	248.21%	MT
Local 211 Allied Building Inspectors WF	1,894,159	1,169,494	724,665	140,982	7.44	1,028,512	54.30	3,820,992	201.72	-	
Local 806 Structural Steel Painters RWF	57,120	28,697	28,423	821	1.44	27,876	48.80	234,470	410.49	-	
Local 806 Structural Steel Painters WF	73,097	34,010	39,087	976	1.34	33,034	45.19	367,800	503.17	-	
Local 14A-14B IUOE WF RWF	81,749	84,122	(2,373)	28,439	34.79	55,683	68.11	478,680	585.55	-	
Local 15A-C Operating Engineers WF/RWF	651,090	380,029	271,061	137,758	21.16	242,271	37.21	4,625,763	710.46	-	
NYC Deputy Sheriffs Assoc WF	151,725	213,341	(61,616)	12,317	8.12	201,024	132.49	96,593	63.66	156.77	ST
Local 1183 CWA Board of Elections Benefit Fund WF	538,861	625,910	(87,049)	104,585	19.41	521,325	96.75	94,618	17.56	108.70	ST
Local 30 A-C Operating Municipal Engineers WF	1,214,000	1,489,369	(275,369)	97,753	8.05	1,391,616	114.63	468,794	38.62	170.24	ST
Local 831 Uniformed Sanitationmen's Assoc. RWF	9,079,376	11,260,564	(2,181,188)	499,061	5.50	10,761,503	118.53	3,910,860	43.07	179.30	ST
Local 371 Social Service Employees WF	23,108,564	26,177,888	(3,069,324)	2,283,645	9.88	23,894,243	103.40	4,250,629	18.39	138.49	ST
Professional Staff Congress CUNY WF/RWF	26,422,173	29,834,085	(3,411,912)	1,865,775	7.06	27,968,310	105.85	5,327,579	20.16	156.15	ST

**Legend**

I - Insolvency

N - Currently not at Risk of Insolvency

P - Possible Risk of Insolvency in less than 1 year

ST - Short-term Risk of Insolvency within 1 - 2 years

MT - Mid-term Risk of Insolvency between 2- 3 years

LT - Long-term Risk of Insolvency greater than 3 years

\*A ratio estimating the number of years that a fund can operate before being "in the red" if all factors remain constant. For example, number "101%" would indicate the fund has approximately one year before becoming insolvent.

Fund managers have a fiduciary responsibility to provide optimum benefits to members while keeping administrative costs to a minimum. A fund that accumulates excessive reserves or expends large amounts for administrative costs is not achieving its basic goal of providing optimum benefits to members while achieving financial stability. Accordingly, the trustees of the funds listed in Table XXIII should evaluate how fund resources could be better used.

## **EXCEPTIONS ON FUND OPERATIONS**

Certified Public Accountants hired by the benefit funds issue opinions on financial statements prepared by the funds and write management letters commenting on management practices and internal control systems of the funds, in accordance with Comptroller's Directive #12. Some management letters noted various exceptions to fund operations. Based on our review of the funds' financial statements, the opinions and management letters submitted by the CPAs, and the booklets distributed by the funds describing their benefits, we found that a number of funds did not comply with certain aspects of Directive #12 and their agreements with the City.

### **Improper Eligibility Delay**

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

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

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

Thus, the funds should make their members eligible for benefits, beginning on their first day of employment with the City. However, benefit booklets distributed by some funds and telephone confirmations with fund officials revealed that two funds (Local 237 Teamsters' Welfare Fund and District Council 9 Painting Industry Welfare Fund) delay eligibility for their members from 30 and 90 days, respectively.<sup>2</sup> Thus, these funds are improperly delaying the eligibility of their members for benefits. Consequently, members or their dependents who may be in need of benefits during the fund waiting periods are precluded from obtaining such benefits.

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<sup>2</sup> Our analysis focused on the delay to new employees enrolled in Welfare Benefit Funds (active) since the members of Retiree Funds and Annuity Funds qualify to receive benefits once they leave active service.



The Office of Labor Relations should take appropriate action, such as delaying the contributions made by the City to these two funds and recouping past contributions for the periods of time when City employees were not covered for benefits.

### **CPA Opinions**

Certified Public Accountants audit and render opinions on the funds' financial statements. The Fund Agreements between the City and the unions require the preparation of each fund's financial statements on the accrual basis of accounting and in conformity with generally accepted accounting principles (GAAP). CPAs may render one of the following opinions:

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

Eighty-one of the 97 funds reviewed received unqualified opinions, six funds received qualified opinions, and 10 funds received adverse opinions from their independent auditors. The financial statements of 14 of the 16 funds with qualified or adverse opinions were not presented in accordance with GAAP. GAAP requires that post-retirement and other benefit obligations be presented on the fund's financial statements.

Local 1183 CWA Board of Elections Health and Welfare Fund financial statements, as of September 30, 2003, did not include as an outstanding debt of \$257,099 and \$233,906 due from the CWA Local 1183 Retiree Fund and the CPA firm that audited the financial statements of Local 3 NYC Communications Electricians indicated that it could not opine upon whether the fund had adequate retroactive contributions to pay benefits.

<b>FUND</b>	<b>OPINION</b>	<b>COMMENTS</b>
Local 1183 CWA Board of Elections Benefit Fund WF	Qualified	As of September 30, 2003, the Fund was owed \$491,005 from the CWA Local 1183 Health and Welfare Retiree Fund (\$257,099 from Fiscal Year 2002 and \$233,906 from Fiscal Year 2001). The auditor stated that the collection of these amounts was in doubt since there is no provision in the Retiree Fund's financial statements for such payment.
Local 3 NYC Communications Electricians AF	Qualified	New York City did not provide sufficient documentation that would allow a reconciliation of retroactive contributions for the periods prior to January 1, 2002; therefore, the auditors were unable to form an opinion regarding the amount of contributions available for benefits.
Local 444 Sanitation Officers RWF	Qualified	The Fund provides benefits from current income instead of accruing the liability for benefits payable on an actuarially determined basis.
Local 444 Sanitation Officers Welfare Fund	Qualified	The Fund provides benefits from current income instead of accruing the liability for benefits payable on an actuarially determined basis.
Local 94 Uniformed Firefighter's Assoc. RWF	Qualified	The Fund excluded post-retirement benefit obligations from their financial statements.
Assistant Deputy Wardens/ Deputy Wardens Association WF/RWF	Qualified	The Fund provides benefits from current income instead of estimating the liability for the benefits on an actuarially determined basis.
Organization of Staff Analysts WF	Adverse	The Fund excluded post-retirement benefit obligations in their financial statements.
Local 3 IBEW Electricians RWF	Adverse	The Fund excluded post-retirement benefit obligations and its present value of death benefits from their financial statements.

<b>FUND</b>	<b>OPINION</b>	<b>COMMENTS</b>
Local 806 Structural Steel Painters RWF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements.
Correction Officers Benevolent Association RWF	Adverse	The Fund excluded post-retirement benefit obligations and its present value of death benefits from their financial statements.
Detectives Endowment Association RWF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements.
Correction Captains Association RWF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements.
Local 1182 CWA Parking Enforcement Agents WF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements.
Local 300 Civil Service Forum RWF	Adverse	The Fund excluded post-retirement benefit and obligations from their financial statements.
Local 1180 CWA Municipal Management RWF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements.
Sergeants Benevolent Association (Police) WF/RWF	Adverse	The Fund excluded post-retirement benefit obligations from their financial statements

Funds receiving adverse or qualified opinions should take immediate action to correct these problems.

## **CONCLUSIONS AND RECOMMENDATIONS**

### **Administrative and Benefit Expenses**

#### **Conclusion**

There continues to be a variance in administrative costs as a percentage of total revenue for funds in each revenue category. Concurrently, some funds spend a significantly lower percentage of their revenue on benefits compared to other funds.

#### **Recommendations**

1. Trustees of funds with high percentages of administrative costs to total revenue and/or low percentages of benefit expenses to total revenue should reduce administrative expenses and increase benefits to members.
2. Trustees of funds using the same professional service providers for similar services should consider jointly negotiating future contracts with these providers to reduce

administrative expenses through economies of scale.

## **Reserves**

### **Conclusion**

Several funds have incurred operating deficits and maintain very low levels of reserves, which may indicate potential future solvency problems. Other funds continue to maintain extremely high levels of reserves.

### **Recommendations**

3. Trustees of funds with low reserve levels should take steps to ensure that their funds remain solvent. To accomplish this goal, funds should endeavor to reduce administrative expenses. If this is not possible or does not provide sufficient funds to ensure solvency, the Trustees should attempt to reduce costs associated with benefits.
4. Trustees of funds that are incurring significant operating deficits, particularly those with low reserve levels, should ensure that anticipated benefit and administrative expenses will not exceed projected total revenue.
5. Trustees of funds with high reserve levels, particularly those whose funds spend less than average amounts of their revenue on benefits, should consider enhancing their members' benefits.

## **Exceptions on Fund Operations**

### **Conclusion**

As in previous years, we identified various funds that do not comply with all aspects of their unions' agreements with the City and with Comptroller's Directive #12.

### **Recommendations**

6. Trustees of funds that delay members' eligibility for benefits beyond their first day of employment should revise their fund's policy to comply with their union's welfare fund agreement with the City.
7. OLR should use the information in this report to ensure that the trustees of the funds cited herein correct the adverse and qualified opinions received from their independent accounts.
8. OLR should recover the portion of City contributions from those funds that do not provide benefits to members from their first day of employment.

SURVEY OF BENEFIT FUNDS  
SCHEDULE OF OFFICIAL FUND NAMES – 2003

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
Assistant Deputy Wardens/Deputy Wardens Association Annuity Fund	Assistant Deputy Warden's/Deputy Warden's Association Annuity Fund
Assistant Deputy Wardens/Deputy Wardens Association WF/RWF/CLRF	Assistant Deputy Warden's/Deputy Warden's Association Security Benefits Fund
Civil Service Bar Association Welfare Fund	Civil Service Bar Association Security Benefits Fund
Committee of Interns and Residents Education Fund	Professional Educational Plan of the Committee of Interns and Residents
Correction Captains Association Annuity Fund	Correction Captains Association Annuity Fund
Correction Captains Association Retiree Welfare Fund	Correction Captains Association Security Benefits Fund – Retirees
Correction Captains Association Welfare Fund/CLRF	Correction Captains Association Security Benefits Fund
Correction Officers Benevolent Association Annuity Fund	Correction Officers' Benevolent Association, Inc. Annuity Fund
Correction Officers Benevolent Association Retiree Welfare Fund	Correction Officers' Benevolent Association, Inc. Security Benefits Fund – Retirees
Correction Officers Benevolent Association Welfare Fund/CLRF	Correction Officers' Benevolent Association, Inc. Security Benefits Fund
Detectives Endowment Association Annuity Fund	Detectives' Endowment Association Annuity Fund
Detectives Endowment Association Retiree Welfare Fund	Detectives' Endowment Association Health Benefits Fund – Retirees
Detectives Endowment Association Welfare Fund & CLRF	Health Benefits Fund of the Detectives' Endowment Association
District Council 1 MEBA Beneficial Fund Trust WF/AF	District Council 1 MEBA Beneficial Fund Trust WF
District Council 37 Annuity Fund	District Council 37 Annuity Fund
District Council 37 Welfare Fund	District Council 37 Benefits Fund Trust
District Council 9 Painting Industry Annuity Fund	Painting Industry annuity Fund District Council 9
District Council 9 Painting Industry Welfare Fund/RWF	District Council 9 Painting Industry Insurance Fund – Civil Services Welfare Account
Doctors Council Retiree Welfare Fund	Doctors Council Retirees Welfare Fund
Doctors Council Welfare Fund	Doctors Council Welfare Fund
Doctors Council Annuity Fund	Doctors Council Annuity Fund
Fire Alarm Dispatchers Benevolent Association Welfare Fund	Fire Alarm Dispatchers Benevolent Association, Inc. Welfare Fund
House Staff Committee of Interns and Residents Welfare Fund/Legal	House Staff Benefits Plan of the Committee of Interns and Residents
Local 1 Council of Supervisors and Administrators Retiree Welfare Fund	Council of Supervisors and Administrators Retiree Welfare Fund
Local 1 Council of Supervisors and Administrators Welfare Fund	Council of Supervisors and Administrators Welfare Fund Local 1
Local 1 Plumbing Industry Annuity Fund	Plumbing Industry Board Plumbers Local Union No. 1 Additional Security Benefits Fund
Local 1180 CWA Members Annuity Fund	Communications Workers of America Local 1180 Members' Annuity Fund
Local 1180 CWA Municipal Management Education Fund	Communication Workers of America Local 1180 Education Fund
Local 1180 CWA Municipal Management Retiree Welfare Fund	Communication Workers of America Local 1180 Retirees Welfare Fund
Local 1180 CWA Members Management Welfare Fund	Communication Workers of America Local 1180 Security Benefits Fund
Local 1181 CWA Supervisory Employees Retiree Welfare Fund	Communication Workers of America Local 1181 Supervisory Employees Security Benefits Fund – Retirees
Local 1181 CWA Supervisory Employees Welfare Fund	Communication Workers of America Local 1181 Supervisory Employees Security Benefits Fund
Local 1182 CWA Parking Enforcement Agents Welfare Fund/Legal	Parking Enforcement Agents Local 1182 Communication Workers of America, Security Benefits Fund
Local 14A – 14B IUOE Welfare Fund/RWF	International Union of Operating Engineers Local 14 – 14B Welfare Fund
Local 15 A-C Operating Engineers Welfare Fund/RWF	International Union of Operating Engineers Local 15, 15A, 15C Municipal Employees Welfare Fund
Local 15A-C (IUOE) Operating Municipal Engineers Annuity Fund	Municipal Employees Operating Engineers Union Local 15, 15A, 15C
Local 2 United Federation of Teachers Welfare Fund	United Federation of Teachers Welfare Fund Local 2
Local 211 Allied Building Inspectors Welfare Fund	Allied Building Inspectors Local 211, International Union of Operating Engineers Welfare Fund

SURVEY OF BENEFIT FUNDS  
SCHEDULE OF OFFICIAL FUND NAMES – 2003

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
Local 237 Teamsters Annuity Fund	Teamsters Local 237 Additional Security Benefit Fund
Local 237 Teamsters Retiree Welfare Fund	Teamsters Local 237 Retirees Benefit Fund
Local 237 Teamsters Welfare Fund	Teamsters Local 237 Welfare Fund
Local 246 SEIU Retiree Welfare Fund	New York City Local 246 Service Employees International Union Retirees Welfare Fund
Local 246 SEIU Annuity Fund	New York City Local 246 Service Employees International Union Annuity Fund
Local 246 SEIU Welfare Fund	New York City Local 246 Service Employees International Union Welfare Fund
Local 3 IBEW City Employees Welfare Fund	City Employees Welfare Fund Local Union No. 3, IBEW AFL-CIO
Local 3 IBEW Electrical Workers Industry Annuity Fund	Annuity Plan of the Electrical Industry
Local 3 IBEW Electricians Retiree Welfare Fund	New York City Electricians Retirees Health and Welfare Fund Local 3 International Brotherhood of Electrical Workers
Local 3 IBEW Electricians Welfare Fund	New York City Electricians Health and Welfare Fund Local 3, I.B.E.W. Active Members
Local 3 NYC Communication Electricians Annuity Fund	I.B.E.W Local 3 New York City Communication Electricians Annuity Plan
Local 30 A-C Operating Municipal Engineers Welfare Fund	Municipal Employees Welfare Trust Fund Local 30, 30A, 30B, 30C, 30D International Union of Operating Engineers
Local 30 A-D International Union of Operating Engineers Annuity Fund	Local 30 International Union of Operating Engineers Annuity Fund
Local 30 IUOE Municipal Employees Retiree Welfare Fund	Local 30 Municipal Retired Employees Welfare Trust Fund
Local 300 SEIU Civil Service Forum Annuity Fund	S.E.I.U., Local 300 Civil Service Forum Annuity Fund.
Local 300 Civil Service Forum Retiree Welfare Fund	Local 300 S.E.I.U., AFL-CIO Civil Service Forum Retired Employees Welfare Fund.
Local 300 Civil Service Forum Welfare Fund	Local 300 S.E.I.U., AFL-CIO Civil Service Forum Employees Welfare Fund.
Local 306 Municipal Employees Welfare Fund	Local 306 International Alliance of Theatrical Stage Employees Municipal Health and Welfare Fund
Local 333 United Marine Division Annuity Fund	United Marine Division Local 333 International Longshoremen's Association Beneficial Fund Annuity Plan
Local 333 United Marine Division Retiree Welfare Fund	United Marine Division Local 333 International Longshoremen's Association Retiree Welfare Fund
Local 333 United Marine Division Welfare Fund	United Marine Division Local 333 International Longshoremen's Association Welfare Fund
Local 371 Social Service Employees Welfare Fund/Legal/EF/Admin Education/Administrative	Social Service Employees Union Local 371 Education, Legal and Welfare Funds
Local 371 Social Service Employees Annuity Fund	Social Service Employees Union Local 371 Annuity Fund
Local 40 Iron Workers Annuity Fund	Iron workers Local 40 Health & Annuity Fund
Local 40 Iron Workers Welfare Fund	Iron Workers Local 40, 361, & 417 Union Security Funds
Local 444 Sanitation Officers Annuity Fund	Local 444 Sanitation Officers' Compensation Accrual Fund
Local 444 Sanitation Officers Line of Duty Disability Fund	Local 444 Sanitation Officers Line of Duty Disability Fund
Local 444 Sanitation Officers Retiree Welfare Fund	Local 444 Sanitation Officers' Retirees Welfare Fund
Local 444 Sanitation Officers Welfare Fund	Local 444 Sanitation Officers' Security Benefits Fund
Local 621 SEIU Foreman Retiree Welfare Fund	Local 621 Service Employees International Union Retirees Welfare Fund
Local 621 SEIU Foreman Welfare Fund	Local 621 Service Employees International Union Active Welfare Fund
Local 721 Licensed Practical Nurses Welfare Fund	Licensed Practical Nurses Welfare Fund Local 721
Local 806 Structural Steel Painters Annuity Fund	Structural Steel Painters Retirement Fund
Local 806 Structural Steel Painters Retiree Welfare Fund	Structural Steel and Bridge Painters Local 806 Retiree Welfare Fund
Local 806 Structural Steel Painters Welfare Fund	Structural Steel and Bridge Painters Local 806 Municipal Employees Welfare Trust Fund
Local 831 Uniformed Sanitationmen's Association Annuity Fund	Uniformed Sanitationmen's Association – Compensation Accrual Fund Local 831
Local 831 Uniformed Sanitationmen's Association Retiree Welfare Fund	Uniformed Sanitationmen's Association Retirees Welfare Fund Local 831
Local 831 Uniformed Sanitationmen's Association Welfare Fund	Uniformed Sanitationmen's Association Security Benefit Fund Local 831

SURVEY OF BENEFIT FUNDS  
SCHEDULE OF OFFICIAL FUND NAMES – 2003

<u>Name of Fund Used in this Report</u>	<u>Official Name of Fund</u>
Local 832 Teamsters Retiree Welfare Fund	Retiree Security Benefit Fund Local 832 International Brotherhood of Teamsters
Local 832 Teamsters Welfare Fund	Security benefit Fund Local 832 International Brotherhood of Teamsters
Local 854 Uniformed Fire Officers Association Annuity Fund	Uniformed Fire Officers Association Annuity Fund Local 854
Local 1183 CWA Board of Elections Welfare Fund	CWA-Local 1183 Board of Elections Health & Welfare Fund
Local 854 Uniformed Fire Officers Association Retiree Welfare Fund	Uniformed Fire Officers Association – Retired Fire Officers Family Protection Plan Local 854
Local 854 Uniformed Fire Officers Association Retiree Welfare Fund	Uniformed Fire Officers Association – Retired Fire Officers Family Protection Plan Local 854
Local 854 Uniformed Fire Officers Association Welfare Fund	Uniformed Fire Officers Association – Family Protection Plan Local 854
Local 858 IBT, OTB Branch Office Managers Welfare Fund	Local 858 International Brotherhood of Teamsters, OTB, Branch Office Managers Welfare Fund
Local 891 School Custodian and Custodian Engineers Welfare Fund and Retiree Welfare Fund	Local 891 International Union of Operating Engineers AFL-CIO School Custodian and Custodian Engineers Welfare Fund
Local 891(IUOE) Annuity Fund	International Union of Operating Engineers, Local 891 Annuity Fund City of New York Employees
Local 94 Uniformed Firefighters Association Annuity Fund	Compensation Accrual Fund of the Uniformed Firefighters Association, Local 94
Local 94 Uniformed Firefighters Association Retiree Welfare Fund	Retired Firefighters Security Benefit Fund of the Uniformed Firefighters Association, Local 94
Local 94 Uniformed Firefighters Association Welfare Fund	Security Benefit Fund of the Uniformed Firefighters Association Local 94
Local Lodge 5 Municipal Blacksmiths and Boilermakers Welfare Fund and Retiree Welfare Fund	Local Lodge 5 Municipal Boilermakers Benefit Trust Fund
New York City Deputy Sheriffs Association Annuity Fund	New York City Deputy Sheriffs’ Association Annuity Fund
New York City Deputy Sheriffs Association Retiree Welfare Fund	New York City Deputy Sheriffs’ Association Security Benefits Fund – Retiree
New York City Deputy Sheriffs Association Welfare Fund	New York City Deputy Sheriffs’ Association Security Benefits Fund
New York City District Council of Carpenters Annuity Fund	New York City District Council of Carpenters Annuity Fund
New York City District Council of Carpenters Welfare Fund	New York City District Council of Carpenters Welfare Fund
New York City Municipal Plumbers and Pipefitters Welfare Fund	New York City Municipal Plumbers and Pipefitters Health and Welfare Fund
New York City Municipal Steamfitters and Steamfitter Helpers Welfare Fund	New York City Municipal Steamfitters and Steamfitter Helpers Health and Welfare Fund
New York City Retiree Welfare Fund	New York City Retirees Health and Welfare Fund
New York State Court Clerks Association Retiree Welfare Fund	New York State Court Clerks Association Retirees’ Security Benefits Fund
New York State Court Officers Association Retiree Welfare Fund	New York State Court Officers Association Security Benefits Fund and Legal Affairs Fund
New York State Nurses Association Welfare Fund	N.Y.S. Nurses Assoc. Welfare Plan for Registered Professional Nurses Employed by the City of N.Y. and HHC
NYC Municipal Steamfitters and Steamfitter Helpers Retiree Welfare Fund	New York City Municipal Steamfitters and Steamfitter Helpers Retiree Health and Welfare Fund
NYS Supreme Court Uniformed Officers Association Retiree Welfare Fund	New York State Supreme Court Officers Association Security Benefits Fund
Organization of Staff Analysts Welfare Fund	Organization of Staff Analysts Welfare Fund
Patrolmen’s Benevolent Association Annuity Fund	Patrolmen’s Benevolent Association of the City of New York Annuity Fund
Patrolmen’s Benevolent Association Retiree Welfare Fund	Patrolmen’s Benevolent Association of the City of New York Inc. Retiree Health and Welfare Fund
Patrolmen’s Benevolent Association Welfare Fund/CLRF	Patrolmen’s Benevolent Association of the City of New York, Inc. Health and Welfare Fund
Pavers and Roadbuilders District Council Welfare Fund	Pavers and Roadbuilders District Council Welfare Fund
Professional Staff Congress CUNY WF/RWF	Professional Staff Congress City University of New York Welfare and Retiree Welfare Fund
Sergeants Benevolent Association (Police) Annuity Fund	Sergeants Benevolent Association (Police) Annuity Fund
Sergeants Benevolent Association (Police) Welfare Fund/RWF/CLRF	Sergeants Benevolent Association (Police) Welfare Fund/RWF
Superior Officers Council (Police) Annuity Fund	Superior Officers Council of the New York City Police Department Annuity Trust Fund
Superior Officers Council (Police) Retiree Welfare Fund	Superior Officers Council of the New York City Police Department Retiree Health and Welfare Fund
Superior Officers Council (Police) Welfare Fund/CLRF	Superior Officers Council of the New York City Police Department Health and Welfare Fund

**SURVEY OF BENEFIT FUNDS**  
**SCHEDULE OF OFFICIAL FUND NAMES – 2003**

**Surrogates and Supreme Court Reporters Association Retiree Welfare Fund**

**UFT Albert Shanker College Scholarship Fund**

**United Probation Officers Association Retiree Welfare Fund**

**United Probation Officers Association Welfare Fund**

**Welfare Fund of the Retirees of the Association of Surrogate's and Supreme Court Reporters  
within the City of New York**

**Albert Shanker College Scholarship Fund of the United Federation of Teachers**

**United Probation Officers Association Retirement Welfare Fund**

**United Probation Officers Association Welfare Fund**



EXHIBIT B  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF FINANCIAL DATA  
 2003

NAME OF FUND	REF	NUMBER OF NYC MEMBERS	NYC \$ PER FULL TIME MEMBER	NYC CONTRIBUTION			TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	FUND BAL. TOTAL REV.	DEVIATION FROM CAT. AVERAGE
				REVENUE	OTHER REVENUE	REVENUE								
SELF-INSURED WF & RWF UNDER \$100,000														
LOCAL 306 MUNICIPAL EMPLOYEES WF	56	73	4,396	97,552	1,614	99,366	82,236	17,271	99,507	-141	229,497	230,535	7.22%	
NYC DEPUTY SHERIFFS ASSOC RWF	12	34	4,300	47,613	19,102	66,715	41,442	3,946	45,388	21,327	126,584	189,745	-11.49%	
TOTAL UNDER \$100,000 CATEGORY				145,165	20,916	166,081	123,678	21,217	144,895	21,186	356,051	214,280%		
NYC CONTRIBUTION \$100,000 TO \$300,000														
NYC DEPUTY SHERIFFS ASSOC WF	13	137	1,100	147,145	4,580	151,725	201,024	12,317	213,341	-61,616	96,593	63,66%	-15.50%	
LOCAL 888 INT. (OT) BEAUCH OFFICE MANAGERS WF	79	185	1,435	265,510	11,712	277,222	239,325	37,553	276,878	344	482,759	174,14%	-32.98%	
LOCAL 892 TEAMSTERS RWF	74	340	1,425	182,219	172	182,391	143,256	31,662	174,918	7,472	12,028	6.61%	-87.46%	
NYC WME STEAMFITTERS & STEAMFITTER HELPERS RWF	81	91	1,275	120,488	14,550	135,036	104,758	13,220	117,976	17,070	711,121	526.58%	102.67%	
DISTRICT COUNCIL 1 MEGA BENE FUND TRUST WFMF	18	90	1,475	117,863	15,464	133,327	158,331	9,408	167,739	-34,612	588,635	440.59%	89.54%	
NYC MOBIL STEAMFITTERS & STEAMFITTER HELPERS WF	86	178	1,275	225,535	247,512	473,047	186,425	20,629	207,054	30,458	1,332,628	536.69%	107.26%	
FIRE ALARMPATCHERS BENEVOLENT ASSOC WF	23	167	1,475	246,163	-82,321	163,842	235,711	-54,305	109,406	-126,114	313,176	191.15%	-26.43%	
LCI LODGE 5 MNCPL BLACKSMITHS & BOWLEMAKERS WF	84	130	1,475	106,654	42,081	148,635	185,516	24,350	210,866	-41,231	205,060	137.95%	-46.90%	
TOTAL \$100,000 TO \$300,000 CATEGORY				1,411,277	26,283	1,437,560	1,444,384	203,444	1,647,828	-208,268	3,760,220	259.82%		
NYC CONTRIBUTION \$300,000 TO \$1 MILLION														
LOCAL 3 BENEV GRY EMPLOYEES WELFARE FUND	46	211	1,200	458,468	53,546	512,014	240,264	41,253	281,517	230,497	1,075,642	210.07%	19.62%	
LOCAL 300 CIVIL SERVICE FORUM RWF	54	584	1,275	728,985	37,204	766,289	695,027	126,644	821,671	-48,382	415,161	54.18%	-69.15%	
LOCAL 300 HOE MUNICIPAL EMPLOYEES RWF	53	512	1,475	755,027	24,948	779,975	695,834	67,055	762,889	-2,913	1,639,728	210.23%	19.71%	
LOCAL 832 TEAMSTERS WF	75	500	1,475	565,833	50,393	616,226	564,649	67,319	631,968	194,080	429,527	60.70%	-60.31%	
UNITED PROTECTION OFFICERS ASSOCIATION RWF	140	366	1,475	490,513	15,337	505,850	448,693	99,967	548,660	-43,010	636,923	126.91%	-28.30%	
ASSISTANT DEPUTY WARDENS ASSOC. WF RWF/CFLR	2	472	1,475	530,446	6,907	537,353	505,888	79,400	585,289	47,916	686,757	124.06%	-29.33%	
LOCAL 3 BENEV ELECTRICAL RWF	50	520	1,350	643,075	134,075	777,179	484,202	63,254	547,456	207,723	1,322,029	170.11%	-3.11%	
DOCTORS CONNAIL WF	21	447	1,325	519,281	-346	518,935	554,545	110,218	674,763	33,699	294,783	284.75%	97.80%	
LOCAL 1183 CVA BOARD OF ELECTIONS BENEFIT FUND WF	34	430	1,475	539,207	-346	538,861	521,325	104,585	625,910	-87,049	94,618	17.56%	-90.00%	
NYC MUNICIPAL PLUMBERS & PIPEFITTERS WF	85	699	1,275	834,859	62,928	897,786	790,499	113,481	903,980	13,806	3,325,500	382.34%	106.33%	
TOTAL \$300,000 TO \$1 MILLION CATEGORY				6,085,724	375,077	6,460,801	5,332,046	915,440	6,247,486	418,915	11,098,409	170.61%		
NYC CONTRIBUTION \$1 MILLION TO \$3 MILLION														
LOCAL 246 SEIU RWF	46	782	1,475	1,397,006	47,302	1,444,308	1,379,102	131,876	1,510,977	-66,669	631,586	57.88%	-66.30%	
LOCAL 246 SEIU WELFARE FUND	5	1,199	1,325	1,474,150	32,947	1,507,097	1,196,228	139,776	1,336,004	171,093	1,235,884	83.20%	-37.44%	
CORRECTION CAPTAINS ASSOCIATION W/CFLR	5	879	1,325	1,155,552	35,121	1,190,673	883,076	128,012	1,011,088	81,585	1,670,581	140.31%	5.50%	
LOCAL 300 CIVIL SERVICE FORUM WF	55	914	1,275	1,287,871	84,487	1,372,358	1,202,752	150,239	1,353,000	-18,752	1,567,488	98.92%	-25.62%	
LOCAL 1182 CVA PARKING ENFORCE. AGENT W/LEGAL	33	1,891	1,475	2,525,889	404,419	2,930,308	2,320,045	358,905	2,678,950	251,342	2,310,821	78.65%	-40.70%	
LOCAL 300-C OPERATING MUNICIPAL ENGINEERS WF	57	808	1,275	1,064,794	8,206	1,073,000	1,391,816	97,763	1,489,580	-417,580	466,784	38.62%	-70.95%	
LOCAL 246 SEIU WELFARE FUND	47	1,514	1,275	2,449,560	77,520	2,527,080	2,280,985	205,104	2,486,089	-117,981	1,789,189	71.22%	-46.45%	
LOCAL 893 SCHOOL CLERK & CLERK ENGINEERS W/FRWF	80	1,404	1,475	1,929,133	87,943	2,017,076	1,903,024	167,916	2,070,940	-53,864	2,024,679	100.50%	-24.52%	
HOUSE STAFF COMMNGR INTERNS & RESIDENT S W/LEGAL	24	1,404	1,475	2,271,069	1,082,239	3,353,308	2,775,376	588,458	3,363,834	-31,528	5,016,470	150.36%	43.11%	
LOCAL 246 SEIU WELFARE FUND	80	1,404	1,475	1,421,057	25,874	1,446,931	997,891	188,277	1,186,168	259,803	3,372,967	233.11%	75.28%	
LOCAL 893 SCHOOL CLERK & CLERK ENGINEERS W/FRWF	24	1,404	1,475	2,271,069	1,082,239	3,353,308	2,775,376	588,458	3,363,834	-31,528	5,016,470	150.36%	43.11%	
LOCAL 246 SEIU WELFARE FUND	51	1,031	1,475	1,083,082	570,383	1,653,465	1,033,265	246,709	1,279,980	374,045	4,269,038	258.39%	94.14%	
DOCTORS CONNAIL WF	22	882	1,475	1,473,444	54,244	1,527,688	1,431,242	299,737	1,730,980	-197,292	1,390,347	139.37%	4.65%	
UNITE PROBATION OFFICERS ASSOCIATION WF	109	1,087	1,475	1,629,464	228,322	1,857,786	1,482,732	89,389	1,572,121	285,665	1,184,986	68.61%	-47.68%	
LOCAL 721 LICENSED PRACTICAL NURSES WF	65	1,087	1,475	1,651,772	382,773	2,034,545	1,408,512	140,982	1,549,494	485,051	3,820,992	201.72%	51.86%	
LOCAL 444 SANITATION OFFICERS WF	66	1,020	1,475	1,311,588	382,773	1,694,361	1,235,030	156,967	1,391,997	461,927	1,020,184	71.30%	-41.86%	
LOCAL 211 ALLIED BUILDING INSPECTORS WF	42	770	1,475	1,269,045	149,494	1,418,539	1,148,359	106,552	1,254,911	-140,181	3,223,672	288.21%	117.47%	
CIVIL SERVICE BLD ASSOC WF	3	830	1,275	1,044,197	68,533	1,112,730	1,148,359	106,552	1,254,911	-140,181	3,223,672	288.21%	117.47%	
DC & PRINTING INDUSTRY CIVIL SERVICE DIVISION W/FRWF	20	830	1,275	1,044,197	68,533	1,112,730	1,148,359	106,552	1,254,911	-140,181	3,223,672	288.21%	117.47%	
TOTAL \$1 MILLION TO \$3 MILLION CATEGORY				26,797,451	3,281,418	30,078,869	28,795,867	3,452,050	32,247,917	1,825,953	39,995,926	132.99%		

EXHIBIT B  
SURVEY OF BENEFIT FUNDS  
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2003

NAME OF FUND	REF	NUMBER OF NYC MEMBERS	NYC \$ PER FULL MEMBER	NYC CONTRIBUTION REVENUE	OTHER REVENUE	TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	FUND BAL. TOTAL REV.	DEVIANC FROM CAT. AVERAGE
NYC CONTRIBUTION \$3 MILLION TO \$10 MILLION													
LOCAL 444 SANITATION OFFICERS RWF	54	2,426	1,425	3,034,694	393,550	3,428,244	2,579,306	185,274	2,764,579	663,665	7,690,394	224,324	69.27%
SUPERIOR OFFICERS COUNCIL (POLICE) WFLC/RF	106	2,411	1,200	3,014,771	362,147	3,376,918	2,766,449	231,542	2,997,991	378,927	5,437,379	161,023	14.33%
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOC WF	77	2,408	1,410	3,082,237	365,838	3,748,075	3,027,956	235,187	3,263,143	484,932	7,550,484	201,453	43.03%
CORRECTION OFFICERS BENEVOLENT ASSOC RWF	7	5,768	1,415	5,377,502	36,276	5,413,638	4,292,047	333,102	4,625,149	781,689	3,593,382	42,873	42.87%
NEW YORK STATE NURSES ASSOCIATION WF	92	6,813	1,225	8,360,857	618,850	8,979,707	6,875,069	840,283	7,715,352	1,264,355	11,222,234	126,383	-10.27%
LOCAL 631 UNIFORMED SANITATIONMEN'S ASSOC WF	73	5,900	1,325	7,944,668	690,304	8,634,972	6,243,981	1,567,454	7,811,435	823,537	6,819,513	105,073	-25.40%
LOCAL 1180 CMA MUNICIPAL MANAGEMENT'S ASSOC WF	29	6,326	1,475	8,320,774	2,796,575	12,117,349	9,687,808	1,687,454	11,375,262	582,087	31,815,188	282,536	86.43%
LOCAL 1 COUNCIL OF SUPERVISORS & ADMIN WF	25	4,508	1,428	6,338,666	782,169	7,120,835	7,059,477	633,716	7,693,192	-562,357	11,084,387	145,633	3.54%
LOCAL 854 UNIFORMED FIRE OFFICERS RWF	78	4,541	1,410	5,784,251	435,745	6,220,000	4,567,164	479,352	5,046,516	1,173,484	6,515,189	104,449	16.30%
ORGANIZATION OF STAFF ANALYSTS WF	93	4,021	1,475	6,184,542	218,528	6,403,070	5,190,862	892,144	6,082,996	1,320,074	13,808,888	163,793	1.04%
LOCAL 1 COUNCIL OF SUPERVISORS & ADMIN RWF	26	6,064	1,275	6,364,490	631,576	6,996,066	6,596,005	670,942	7,266,947	366,315	12,135,534	173,293	23.03%
SUPERIOR OFFICERS COUNCIL (POLICE) RWF	105	4,212	1,200	5,029,334	603,562	5,632,896	5,661,634	250,834	5,912,468	-289,815	2,137,335	37,943	-73.06%
LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOC RWF	72	7,000	1,325	8,778,807	300,569	9,079,376	6,079,376	499,061	6,578,437	2,500,939	3,910,860	43,073	49.43%
NEW YORK CITY RETIRE WF	80	3,795	1,475	5,333,214	90,482	5,923,696	5,557,780	187,521	5,745,301	189,392	8,468,164	142,659	1.37%
DETECTIVES EMPLOYMENT ASSOCIATION RWF	16	6,618	1,253	7,311,103	805,116	8,116,219	7,370,951	465,651	7,836,602	279,617	17,522,857	200,123	42.09%
DETECTIVES EMPLOYMENT ASSOCIATION RWF	15	8,012	1,258	9,390,899	673,315	10,064,214	8,807,913	527,007	9,334,920	629,294	9,010,750	89,533	-6.43%
TOTAL \$3 MILLION TO \$10 MILLION CATEGORY				104,374,591	9,773,589	114,148,180	102,486,724	6,988,050	109,474,774	2,993,318	160,170,452	140,643	
NYC CONTRIBUTION \$10 MILLION TO \$20 MILLION													
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOC RWF	61	9,185	1,475	13,248,605	-4,907	13,243,698	11,674,578	817,859	12,492,437	750,874	3,341,495	25,323	-73.56%
SERGEANTS BENEVOLENT ASSOCIATION WFRW/FLC/RF	113	9,881	1,425	12,604,113	176,648	12,779,761	11,314,542	1,094,808	12,409,350	373,633	8,270,283	64,713	-32.18%
LOCAL 237 TEAMSTERS RWF	444	7,480	1,415	11,436,406	523,630	11,960,036	11,000,076	1,470,555	12,470,631	-510,595	9,709,303	81,786	-44.93%
LOCAL 1180 CMA MUNICIPAL MANAGEMENT WFLC/CA/CD	28,630	7,480	1,415	10,899,877	2,637,884	13,537,761	10,106,534	1,702,605	11,809,139	1,728,622	17,710,145	129,563	35.08%
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION WF	83	8,226	1,480	12,953,499	2,890,749	15,844,248	14,714,286	1,055,740	15,770,026	2,544,154	28,483,800	180,065	88.68%
CORRECTION OFFICERS BENEVOLENT ASSOC WFLC/RF	9	8,600	1,480	13,181,222	70,572	13,251,794	11,514,312	1,059,989	12,574,301	1,677,493	20,426,478	78,693	-47.55%
TOTAL \$10 MILLION TO \$20 MILLION CATEGORY				73,629,225	6,069,444	79,698,669	66,810,601	6,611,534	73,422,135	6,164,474	75,951,504	96,433	
NYC CONTRIBUTION OVER \$20 MILLION													
DC 37 WF	10	159,857	1,475	233,034,708	18,963,006	252,001,114	203,633,566	12,957,629	216,581,195	15,509,919	198,913,933	85,743	-1.07%
LOCAL 2 UNITED FEDERATION OF TEACHERS WF	41	153,172	1,520	201,144,883	6,467,667	208,212,570	207,283,778	17,687,666	224,971,444	-16,768,874	148,633,106	71,393	-47.63%
PATROLMEN'S BENEVOLENT ASSOC RWF	96	20,544	1,400	28,119,754	28,335,229	56,454,983	16,314,009	2,487,279	18,801,288	9,556,554	28,983,268	106,823	22.10%
PATROLMEN'S BENEVOLENT ASSOC WFLC/RF	97	23,631	1,400	34,886,794	3,651,048	38,537,842	24,794,588	3,537,074	28,331,662	10,206,200	30,342,868	99,403	14.78%
LOCAL 237 TEAMSTERS WF	46,667	18,086	1,397	25,236,253	6,802,749	32,039,002	28,133,226	2,699,934	30,833,160	5,206,342	70,642,747	188,013	126.18%
LOCAL 37 SOCIAL SERVICE EMPLOYEES WFLC/CA/CF	62	15,230	1,475	22,624,681	483,833	23,108,514	23,894,243	2,283,645	26,177,888	-3,069,374	4,250,824	18,393	-78.78%
TOTAL OVER \$20 MILLION CATEGORY				529,750,973	36,437,248	566,288,221	504,055,489	41,633,527	545,689,017	20,559,814	490,769,332	86,673	
TOTAL SELF-INSURED FUNDS				742,083,495	50,241,136	792,324,631	705,048,820	51,605,592	756,654,412	31,470,430	788,280,894	98,123	

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 SURVEY OF BENEFIT FUNDS  
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INSURED W/F & RWF	NAME OF FUND	RFE	NUMBER OF NYC MEMBERS	NYC'S PER FULL TIME MEMBERS	NYC CONTRIBUTION		TOTAL REVENUE	BENEFIT EXPENSES	ADMIN EXPENSES	TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES	FUND BALANCE	FUND BAL / TOTAL REV	DEVIATION FROM CAT. AVERAGE
					REVENUE	OTHER REVENUE								
<b>NYC CONTRIBUTION UNDER \$100,000</b>														
LOCAL 606 STRUCTURAL STEEL PAINTERS RWF		69	36	1,475	56,697	1,023	57,720	27,676	824	28,697	29,423	234,470	410.49%	-19.53%
LOCAL 608 STRUCTURAL STEEL PAINTERS W/F		70	48	1,475	71,493	1,604	73,097	33,034	976	34,010	39,087	367,800	503.17%	-1.33%
LOCAL 148-148 WIDE W/FRWF		37	85	907	79,759	1,990	81,749	55,683	26,439	84,122	-2,373	478,688	585.55%	14.82%
<b>TOTAL UNDER \$100,000 CATEGORY</b>					<b>207,349</b>	<b>4,617</b>	<b>211,966</b>	<b>146,393</b>	<b>30,236</b>	<b>146,829</b>	<b>65,137</b>	<b>1,080,950</b>	<b>509.96%</b>	
<b>NYC CONTRIBUTION \$200,000 TO \$1 MILLION</b>														
LOCAL 1181 CWA SUPERVISORY EMPLOYEES W/F		32	359	1,275	494,822	8,148	502,970	502,039	81,691	583,730	-80,760	447,980	89.07%	-89.69%
LOCAL 158-C OPERATING ENGINEERS W/FRWF		38	320	1,438	446,854	201,236	651,090	242,271	137,758	380,029	271,061	4,625,763	710.46%	141.73%
LOCAL 333 UNITED MASHINE DIVISION W/F		80	283	1,275	428,078	2,356	430,434	294,168	50,143	344,311	85,153	370,902	86.16%	-70.68%
LOCAL 333 UNITED MASHINE DIVISION RWF		59	238	1,275	337,121	4,517	341,638	187,435	42,586	229,981	114,657	714,305	209.08%	-28.66%
LOCAL 1181 CWA SUPERVISORY EMPLOYEES RWF		31	150	1,475	305,406	12,718	318,124	297,736	27,383	320,119	-4,995	437,147	137.41%	-53.25%
<b>TOTAL \$200,000 TO \$1 MILLION CATEGORY</b>					<b>2,015,261</b>	<b>229,005</b>	<b>2,244,266</b>	<b>1,518,649</b>	<b>339,521</b>	<b>1,858,170</b>	<b>386,118</b>	<b>6,596,097</b>	<b>293.11%</b>	
<b>NYC CONTRIBUTION OVER \$20 MILLION</b>														
PROFESSIONAL STAFF CONGRESS CUNY W/FRWF		101	14,454	1,245	26,382,746	39,427	26,422,173	27,965,310	1,585,175	29,834,085	-3,411,912	5,327,579	20.16%	0.00%
<b>TOTAL OVER \$20 MILLION CATEGORY</b>					<b>26,382,746</b>	<b>39,427</b>	<b>26,422,173</b>	<b>27,965,310</b>	<b>1,585,175</b>	<b>29,834,085</b>	<b>-3,411,912</b>	<b>5,327,579</b>	<b>20.16%</b>	
<b>TOTAL INSURED FUNDS</b>														
					<b>28,695,318</b>	<b>273,046</b>	<b>29,028,425</b>	<b>29,603,552</b>	<b>2,235,532</b>	<b>31,639,084</b>	<b>-2,960,659</b>	<b>13,094,826</b>	<b>45.03%</b>	
<b>TOTAL SELF-INSURED AND INSURED FUNDS</b>														
					<b>770,688,782</b>	<b>56,514,185</b>	<b>827,202,967</b>	<b>734,652,372</b>	<b>64,040,824</b>	<b>798,693,196</b>	<b>25,509,771</b>	<b>796,285,520</b>	<b>96.28%</b>	

EXHIBIT B  
 SURVEY OF BENEFIT FUNDS  
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NAME OF FUND	REF	NUMBER OF NYC MEMBERS	NYC PER FULL TIME MEMBER	NYC CONTRIBUTION		TOTAL REVENUE	BENEFIT EXPENSES		TOTAL EXPENSES	EXCESS OF REVENUE OVER EXPENSES		FUND BALANCE	FUND BAL. TOTAL REV.	DEVIATION FROM CMT. AVERAGE
				REVENUE	OTHER REVENUE		BENEFIT EXPENSES	ADMIN EXPENSES		REVENUE OVER EXPENSES	BALANCE			
<b>ANNUITY FUNDS</b>														
<b>NYC CONTRIBUTION UNDER \$100,000</b>														
LOCAL 333 UNITED MARINE DIVISION ANNUITY FUND	58	883	250	68,178	182,278	250,452	295,434	54,980	350,414	-99,962	2,517,776	1,005,296	0.62%	
NYC DEPUTY SHERIFFS ASSOC ANNUITY FUND	11	157	271	37,734	10,293	48,027	59,728	0	59,728	-11,701	464,198	966,548	-3.26%	
TOTAL UNDER \$100,000 CATEGORY				105,910	192,569	298,479	355,162	54,980	410,142	-111,663	2,981,974	999,056		
<b>NYC CONTRIBUTION \$100,000 TO \$300,000</b>														
ASSISTANT DEPUTY WARDENS ASSOC ANNUITY FUND	1	146	928	134,374	697,697	832,071	284,036	39,557	333,593	498,478	4,673,300	561,658	0.00%	
TOTAL \$100,000 TO \$300,000 CATEGORY				134,374	697,697	832,071	284,036	39,557	333,593	498,478	4,673,300	561,658		
<b>NYC CONTRIBUTION \$300,000 TO \$1 MILLION</b>														
LOCAL 300 SEIU CIVIL SERVICE FORUM ANNUITY FUND	125	1,377	261	867,495	121,056	988,461	97,374	0	97,374	891,086	3,169,486	320,658	-19.84%	
LOCAL 3 NYC COMMUNICATIONS ELECTRICIANS AF	127	58	10,024	581,409	169,685	751,094	134,890	63,947	198,797	552,297	3,780,504	504,403	26.10%	
TOTAL \$300,000 TO \$1 MILLION CATEGORY				1,448,814	290,741	1,739,555	232,221	63,947	296,168	1,443,387	6,951,982	399,999		
<b>NYC CONTRIBUTION \$1 MILLION TO \$3 MILLION</b>														
LOCAL 154-C (UNION) OPERATING MUNICIPAL ENGINEERS AF	117	468	3,831	1,023,917	943,625	1,967,542	707,993	132,964	840,957	1,126,585	11,770,988	899,918	47.61%	
LOCAL 444 SANITATION OFFICERS ANNUITY FUND	63	1,089	1,740	2,834,235	1,893,554	4,727,789	2,086,131	144,957	2,231,088	2,496,701	22,923,349	484,805	2.26%	
DISTRICT COUNCIL 37 AFSCME ANNUITY FUND	121	77,172	1,270	2,888,682	3,179,386	6,068,038	1,702,026	815,675	2,517,705	3,550,337	41,272,406	681,005	43.64%	
LOCAL 248 SEIU NYC ANNUITY FUND	128	4,480	1,212	2,894,825	132,440	3,027,265	167,770	32,877	200,647	2,826,618	5,630,577	206,935	-56.38%	
DIRECTORS COLLEGE ANNUITY FUND	124	1,325	3,193	2,384,041	276,013	2,660,054	124,613	139,414	264,027	2,400,027	8,330,556	314,255	-33.72%	
CORRECTION CAPTAINS ASSOC ANNUITY FUND	4	681	890	2,435,322	2,197,349	4,632,671	1,507,517	184,928	1,692,445	2,940,225	18,449,384	396,245	-16.01%	
LOCAL 89 (UNION) ANNUITY FUND	126	1089	1,283	1,088,902	394,919	1,483,821	100,555	80,383	180,938	4,303,853	4,894,625	329,645	-30.86%	
TOTAL \$1 MILLION TO \$3 MILLION CATEGORY				15,352,924	9,017,256	24,370,180	6,796,235	1,531,199	8,327,434	16,042,746	115,551,885	474,155		

EXHIBIT B  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF FINANCIAL DATA  
 2003

NAME OF FUND	REF	NUMBER OF NYC MEMBERS	NYC'S PER FULL TIME MEMBER	NYC CONTRIBUTION		OTHER REVENUE		TOTAL REVENUE		BENEFIT EXPENSES		ADMIN EXPENSES		TOTAL EXPENSES		EXCESS OF REVENUE OVER EXPENSES		FUND BALANCE		FUND BAL. / TOTAL REV.		DEVIATION FROM CNT. AVERAGE
				REVENUE	REVENUE	REVENUE	REVENUE	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES			
ANNUITY FUNDS (cont'd)																						
NYC CONTRIBUTION \$3 MILLION TO \$10 MILLION																						
CORRECTIONS OFFICERS BENEVOLENT ASSOC AF	8	7,000	566	4,110,589	3,757,465	7,668,054	4,924,775	506,294	5,431,069	2,436,685	60,024,215	839,14%	25.39%									
SERGEANT'S BENEVOLENT ASSOCIATION (POLICE) AF	112	5,010	1,198	5,478,797	1,175,964	6,654,761	6,285,474	643,876	6,929,350	-253,589	108,540,526	1630.78%	143.69%									
SUPERIOR OFFICERS COUNCIL (POLICE) AF	104	2,418	1,198	4,485,533	6,581,756	11,067,291	10,750,635	717,951	11,468,586	-431,295	127,582,993	1155.93%	72.73%									
LOCAL 304-D JUDE ENGINEERS ANNUITY FUND	114	1,032	4,726	4,877,300	5,138,664	10,015,964	863,883	50,818	914,701	9,101,463	36,821,264	387.62%	-45.07%									
LOCAL 1780 CYA MEMBERS ANNUITY FUND	119	19,512	522	3,793,677	1,573,635	5,367,312	906,218	155,697	1,056,915	4,310,397	18,649,169	351.05%	-47.84%									
DETECTIVES ENDOWMENT ASSOC ANNUITY FUND	14	6,552	916	5,765,214	27,699,225	33,464,439	9,419,730	663,219	10,282,949	23,171,490	152,838,632	459.85%	-31.28%									
LOCAL 831 UNIFORMED SERVICES ASSOC AF	71	6,306	4,370	8,656,774	-113,905	8,542,869	4,956,118	378,970	5,335,088	3,207,781	72,067,683	824.21%	23.16%									
LOCAL 371 SOCIAL SERVICE EMPLOYEES AF	123	16,225	478	5,576,959	209,878	5,786,837	377,436	0	377,436	5,410,999	11,428,306	197.40%	-70.50%									
TOTAL \$3 MILLION TO \$10 MILLION CATEGORY				42,908,392	46,024,880	88,933,272	38,488,289	3,316,825	41,805,084	47,120,728	598,151,988	689.21%										
NYC CONTRIBUTION \$10 MILLION TO \$20 MILLION																						
LOCAL 237 TEAMSTERS ANNUITY FUND	43	12,308	678	10,930,843	8,328,623	19,259,466	3,311,024	488,252	3,800,276	15,459,690	64,690,115	320.50%	-40.98%									
PATROLMEN'S BENEVOLENT ASSOC ANNUITY FUND	95	27,414	522	12,390,600	3,390,445	15,691,045	8,806,749	636,048	9,302,797	6,188,248	164,228,568	1027.51%	99.33%									
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION AF	82	8,712	1,304	11,358,774	10,978,648	22,337,422	6,244,520	316,111	6,560,631	15,171,789	85,000,556	393.94%	-27.41%									
TOTAL \$10 MILLION TO \$20 MILLION CATEGORY				34,599,217	22,699,714	57,298,931	18,362,293	1,501,414	19,863,704	37,425,227	310,917,239	542.71%										
TOTAL ANNUITY FUNDS																						
				94,540,131	78,922,857	173,462,986	64,526,216	6,507,919	71,036,135	102,426,853	1,036,234,328	587.38%										
GRAND TOTAL																						
				895,228,913	135,437,042	1,030,665,955	799,180,588	70,548,743	869,729,331	130,936,624	1,832,316,848	183.13%										

EXHIBIT B  
SURVEY OF BENEFIT FUNDS  
SCHEDULE OF FINANCIAL DATA  
2003

NAME OF FUND	REF	NYC'S PER FULL TIME MEMBER	CONTRIBUTION REVENUE	NYC % OF TOTAL REVENUE	TOTAL REVENUE	FUND BALANCE
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOCIATION AF (4)	76	\$1,603	\$3,736,611	-37.71%	(\$9,909,460)	86,194,875
NYS SUPREME COURT UNIFORMED OFFICERS RWF (1)	107	\$930	\$4,960	0.25%	\$1,985,172	1,542,760
LOCAL (199) NATIONAL BEN FUND HOSP HEALTH CARE WF(1)	35	\$1,475	\$3,068,995	0.40%	\$768,459,264	376,396,302
LOCAL 40 IRON WORKERS WELFARE FUND (4)	118	\$1,416	\$110,329	0.13%	\$61,767,465	39,506,232
NYS COURT OFFICERS ASSOCIATION RWF (1)	91	\$630	\$9,822	0.53%	\$1,851,032	3,983,090
NYC DISTRICT COUNCIL OF CARPENTERS WF (1)	88	\$1,275	\$2,289,900	1.35%	\$169,927,932	761,016,575
LOCAL 3 ELECTRICAL WORKERS INDUSTRY ANNUITY (4)	49	\$1,044	\$1,461,680	1.73%	\$84,596,674	840,419,333
DC 9 PAINTING INDUSTRY ANNUITY FUND (4)	19	\$532	\$309,141	0.94%	\$32,986,025	220,782,225
LOCAL 40 IRON WORKERS ANNUITY FUND (1)	111	*	\$791,616	1.42%	\$55,847,708	395,401,325
PAYERS & ROADBUILDERS DISTRICT COUNCL WF (1)	100	\$909	\$398,858	3.16%	\$12,627,525	23,024,994
SUBROGATES & SUPREME COURT REPORTERS ASSOC RWF (1)	108	\$785	\$5,233	3.22%	\$162,661	\$29,446
LOCAL 444 SANITATION OFFICERS' LOD DISABILITY BENEFIT FUND (1)	115	\$0	\$0	0.00%	\$178	
LOCAL 806 STRUCTURAL STEEL PAINTERS ANNUITY FUND (3)	120	*	\$241,410	3.87%	\$6,228,568	36,384,604
NEW YORK STATES COURT CLERK ASSOCIATION WF(2)	90	\$930	\$57,738	5.36%	\$1,076,755	1,823,812
NYC DISTRICT COUNCIL OF CARPENTERS AF (2)	116	*	\$1,428,673	9.95%	\$11,4307,033	767,707,444
LOCAL 1 PLUMBING INDUSTRY ANNUITY FUND (2)	27	\$6,264	\$2,389,132	7.56%	\$31,588,582	111,898,524
UFT ALBERT SHANKER COLLEGE SCHOLARSHIP FUND (3)	40	NA	\$1,000,000	90.32%	\$1,000,796	2,059
DETECTIVES RETIREMENT ASSOC CLAF FUND (5)	-	\$75	\$506,129	137.36%	\$368,475	3,868,507
PROFESSIONAL EDUCATIONAL PLAN OF THE COMMITTEE OF INTERNS AND RESIDENTS (5)	122	\$664	\$1,222,158	91.10%	\$1,341,519	1,880,411
<b>TOTAL</b>			<b>\$29,032,005</b>			

\* Annual rate not provided  
NA = Not applicable

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

- (1) These funds were excluded from our analysis because they received a substantial portion of their revenues from sources other than the City.
- (2) These funds would distort the specific groups' category averages since they maintain other groups' health plans that receive substantial revenues not contributed by the City of New York,
- (3) This fund did not pay benefits to union members or their dependents,
- (4) This fund incurred a substantial loss on investments that offset total revenue, putting their revenue in the negative. This fund was excluded because it would distort the specific group's category averages.
- (5) These funds had a different fiscal year-end than their welfare funds, consolidation of these two funds would have distorted the information reported.

EXHIBIT C  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF ADMINISTRATIVE EXPENSES  
 2003

NAME OF FUND	TOTAL ADMIN. EXP.	RENT	SALARIES	FEES & COMMISSION	LEGAL	ACCTG	TRAVEL & EXP	TELEPHONE	OFFICE EQUIP & MAINT	OTHER OFFICE EXPENSES	INSURANCE	REPAIRS & MAINT	OTHER	RETENTION	INVEST DISTRI
SELF-INSURED WF & RWF															
UNDER \$100,000															
LOCAL 306 MUNICIPAL EMPLOYEES W/F	17,271	0	0	8,329	0	4,807	0	0	0	0	0	3,577	0	558	0
NYC DEPUTY SHERIFFS ASSOC W/F	3,946	0	0	0	0	2,900	0	0	0	1,046	0	0	0	0	0
TOTAL UNDER \$100,000 CATEGORY	21,217	0	0	8,329	0	7,707	0	0	0	1,046	0	3,577	0	558	0
NYC CONTRIBUTION \$100,000 TO \$300,000															
NYC DEPUTY SHERIFFS ASSOC W/F	12,317	5,000	0	0	0	2,900	0	0	0	193	0	0	4,224	0	
LOCAL 824 TOTTEN BANCH OFFICE MANAGERS W/F	37,553	5,400	11,862	2,145	7,661	5,359	220	422	46	910	0	0	1,246	0	
LOCAL 822 TEAMSTERS W/F	34,662	0	0	28,175	0	1,580	0	0	0	1,587	0	0	0	0	
NYC MBI STEAMFITTERS & STEAMFITTER HELPERS W/F	13,220	0	0	4,849	500	5,276	0	0	0	0	0	2,220	0	375	
DISTRICT COUNCIL 1 MIBA BENE. FUND TRUST W/F	9,406	0	0	3,749	0	3,417	0	0	0	0	0	0	0	0	
NYC MUNI STEAMFITTERS & STEAMFITTER HELPERS W/F	20,629	0	0	14,442	1,000	3,177	0	0	0	32	0	2,167	0	732	
FIRE ALARM DISPATCHERS BENEVOLENT ASSOC W/F	54,305	7,092	17,846	0	0	5,276	0	5,850	1,543	5,084	0	0	8,588	0	
LCL LODGE 5 MNPCL BLACKSMITHS & BOILERMAKERS W/F	24,350	2,214	14,428	488	0	5,000	417	893	0	870	188	0	55	0	
TOTAL \$100,000 TO \$300,000 CATEGORY	203,444	19,705	44,136	50,848	9,161	33,129	3,879	6,965	1,889	9,066	6,894	0	15,272	2,562	
NYC CONTRIBUTION \$300,000 TO \$1 MILLION															
LOCAL 3 BEGGY CITY EMPLOYEES WELFARE FUND	41,253	0	0	23,512	2,983	8,644	2,317	0	325	0	3,904	0	1,968	0	
LOCAL 306 CIVIL SERVICE FORUM RWF	126,844	10,383	0	46,359	7,100	16,950	7,659	0	0	13,137	0	0	23,332	0	
LOCAL 30 BHOE MUNICIPAL EMPLOYEES W/F	87,055	3,588	44,278	1,500	12,000	7,750	1,473	874	1,949	10,203	0	0	3,380	0	
LOCAL 832 TEAMSTERS W/F	67,519	0	0	62,485	0	3,000	0	0	0	0	0	0	0	2,054	
UNITE PREPARATION OFFICERS ASSOCIATION RWF	89,967	316	0	60,000	3,625	5,720	0	613	21,033	5,498	881	0	2,301	0	
ASSOCIATE PREPARATION OFFICERS ASSOC. W/F W/F	78,401	14,406	20,698	15,309	14,113	3,500	2,984	2,806	1,215	3,656	600	0	52	0	
LOCAL 3 BEGGY CITY EMPLOYEES WELFARE FUND	85,254	406	35,598	16,234	2,413	4,500	1,350	1,535	1,800	1,626	450	120	639	0	
DOCTORS COUNCIL RWF	110,281	0	0	30,480	4,626	6,100	0	443	0	13,066	3,821	0	0	9,855	
LOCAL 1185 CWA BOARD OF ELECTIONS BENEFIT FUND W/F	104,585	0	0	16,253	0	22,829	0	0	1,261	0	0	0	0	0	
NYC MUNICIPAL PLUMBERS & PIPEFITTERS W/F	113,481	0	0	68,894	7,514	8,015	8,600	0	0	14,445	3,148	0	3,056	64,222	
TOTAL \$300,000 TO \$1 MILLION CATEGORY	915,440	39,573	151,165	322,773	64,023	85,028	24,383	6,371	24,702	49,912	12,844	120	34,726	64,222	
NYC CONTRIBUTION \$1 MILLION TO \$3 MILLION															
LOCAL 246 SEU W/F	131,875	16,421	64,774	25,954	7,625	4,900	4,760	3,129	0	3,927	384	0	0	0	
CORRECTION CAPTAINS ASSOCIATION W/F	130,176	17,682	12,254	71,886	5,378	7,000	5,378	1,577	0	5,068	1,535	0	195	5,673	
CORRECTION CAPTAINS ASSOCIATION W/F	120,012	17,682	12,254	54,374	5,354	7,000	4,000	5,092	1,577	5,537	1,535	0	2,589	4,309	
LOCAL 306 CIVIL SERVICE FORUM W/F	190,039	0	34,694	73,000	16,300	18,950	13,256	0	1,581	12,584	3,615	0	10,383	7,126	
LOCAL 1182 CWA PARKING ENFORCE. AGENT W/F	358,905	47,479	181,779	21,919	28,400	10,000	10,671	6,371	5,335	11,337	12,521	10,405	2,350	0	
LOCAL 304-C OPERATING MUNICIPAL ENGINEERS W/F	97,753	3,854	49,201	1,500	16,375	8,250	4,899	974	4,605	6,344	1,956	0	0	0	
LOCAL 246 SEU WELFARE FUND	205,104	20,590	85,509	49,462	17,135	4,900	12,392	3,140	9,392	14,793	5,201	0	0	0	
LOCAL 881 SCHOOL CUSTODI & CUSTOD ENGINEERS W/F	167,916	0	0	56,469	21,825	28,000	29,828	1,871	11,674	64,566	27,573	1,182	-50,077	0	
HOUSE STAFF COAM OF INTERNS & RESIDENTS W/F	589,658	107,237	237,061	35,654	5,025	26,616	29,828	3,117	7,817	14,154	3,092	986	1,659	0	
LOCAL 3 BEGGY CITY EMPLOYEES WELFARE FUND	188,277	823	92,072	35,412	2,571	8,500	4,066	908	255	28,377	7,816	0	2,104	0	
DOCTORS COUNCIL W/F	245,709	26,019	74,288	57,408	16,619	9,180	631	908	0	14,893	2,590	0	478	0	
UNITE PREPARATION OFFICERS ASSOCIATION W/F	277,590	816	200,000	0	7,000	22,060	750	0	27,480	10,018	8,194	981	3,024	0	
LOCAL 444 LICENSED PRACTICAL NURSES W/F	239,737	21,261	134,268	30,285	15,000	9,700	2,371	0	749	10,018	1,540	0	0	0	
LOCAL 444 SARTATION OFFICERS W/F	89,396	20,800	0	0	7,624	5,700	0	0	0	4	5,611	0	0	0	
LOCAL 211 ALLIED BUILDING INSPECTORS W/F	140,832	23,924	56,144	12,550	9,000	13,000	2,395	0	11,688	6,600	7,336	0	1,231	0	
CIVIL SERVICE BAR ASSOC W/F	156,967	750	6,000	427,069	0	11,825	1,775	100	314	950	7,336	0	0	0	
DC 9 PARKING INDUSTRY CIVIL SERVICE DIVISION W/F	108,552	3,245	51,920	35,179	0	3,766	244	100	0	100	0	0	0	11,714	
TOTAL \$1 MILLION TO \$3 MILLION CATEGORY	3,452,690	332,540	1,291,374	749,595	178,740	189,737	99,726	43,512	136,706	199,489	89,145	13,554	-26,164	9,992	
	100.90%	9.63%	37.58%	21.64%	5.08%	5.79%	2.89%	1.27%	4.02%	5.73%	2.58%	0.39%	-0.76%	0.29%	

EXHIBIT C  
SURVEY OF BENEFIT FUNDS  
SCHEDULE OF ADMINISTRATIVE EXPENSES  
2003

NAME OF FUND	REF	TOTAL ADMIN. EXP.	RENT	SALARIES	FEES & COMMISSION	LEGAL	ACCOUNTING	TRAVEL & CONF.	TELEPHONE	OFFICE EQUIP. & MAINT.	OTHER OFFICE EXPENSE	INSUR. & FINANCE	REPAIRS & MAINT	OTHER	RETENTION	INVEST CUSTODIAL SVCS
<b>NYC CONTRIBUTION \$3 MILLION TO \$10 MILLION</b>																
LOCAL 444 SANITATION OFFICERS RWFF	64	186,274	20,000	21,938	86,750	5,800	9,700	2,171	0	0	4,863	6,512	0	0	0	25,537
SUPERIOR OFFICERS COUNCIL (POLICE) VFF/CLRF	106	231,562	21,620	90,139	80,522	0	8,400	1,305	6,182	5,511	9,304	4,872	0	677	0	0
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOC WF	77	235,187	13,461	91,484	0	12,448	9,900	6,259	1,136	5,016	7,375	9,421	0	0	76,217	0
CORRECTION OFFICERS BENEVOLENT ASSOC RWFF	7	333,162	37,905	131,505	125,587	2,440	13,475	0	7,205	11,777	0	166	0	2,222	0	1,900
NEW YORK STATE NURSES ASSOCIATION WF	92	840,263	64,750	75,250	0	15,000	15,460	9,638	0	10,500	17,920	222,720	0	0	331,852	73,413
LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOC WF	73	857,958	359,434	183,256	76,083	0	22,478	0	3,984	5,318	102,595	48,191	29,511	4,341	0	17,010
LOCAL 1180 CWA MUNICIPAL MANAGEMENT RWFF	29	1,687,454	159,154	562,934	116,356	63,674	20,025	3,990	3,654	226,814	190,688	18,191	24,975	114,777	0	110,524
LOCAL 1 COUNCIL OF SUPERVISORS & ADMN WF	25	633,715	53,648	454,735	10,741	4,900	7,730	6,392	2,647	23,337	21,779	12,893	0	2,584	0	29,918
LOCAL 854 UNIFORMED FIRE OFFICERS RWFF	78	479,832	21,524	138,466	0	19,760	9,900	8,392	3,619	9,281	17,774	16,884	0	4,271	244,730	0
ORGANIZATION OF STAFF ANALYSTS WF	93	892,144	133,884	500,580	0	0	14,500	0	4,971	19,187	14,967	5,283	0	1,360	0	0
LOCAL 1 COUNCIL OF SUPERVISORS & ADMN RWFF	28	683,940	63,659	477,167	46,024	4,800	8,400	0	4,192	0	11,404	4,777	0	0	0	12,599
LOCAL 1 COUNCIL OF SUPERVISORS & ADMN RWFF	105	250,934	21,620	90,139	80,522	0	27,504	1,305	6,182	0	4,777	0	0	0	0	0
SUPERIOR OFFICERS COUNCIL (POLICE) RWFF	72	499,061	45,089	113,542	298,301	21,244	27,504	12,094	6,182	0	4,137	6,796	0	1,000	49,712	2,851
LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOC RWFF	88	187,521	0	0	148,134	2,500	13,111	0	0	14,883	0	0	0	0	0	0
NEW YORK CITY RETIREE WF	16	465,881	0	375,725	0	6,280	10,125	0	0	0	18,867	0	0	0	0	1,060
DETECTIVES ENDOWMENT ASSOCIATION RWFF	15	527,007	0	0	273,883	6,280	10,125	0	0	0	8,153	5,438	0	0	0	0
TOTAL \$3 MILLION TO \$10 MILLION CATEGORY		6,989,090	975,748	3,316,895	1,781,576	203,200	211,302	69,633	97,254	370,806	441,999	323,604	64,486	122,903	742,884	275,701
		100.00%	10.88%	38.99%	19.64%	2.27%	2.36%	0.72%	1.08%	4.15%	4.93%	3.61%	0.61%	1.37%	8.28%	3.07%
<b>NYC CONTRIBUTION \$10 MILLION TO \$20 MILLION</b>																
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOC RWFF	61	817,959	26,325	148,956	333,839	7,250	12,000	5,791	15,891	235,117	18,956	4,945	0	5,293	0	4,546
SERGEANTS BENEVOLENT ASSOCIATION VFF/WFF/CLRF	113	1,095,888	0	364,333	526,320	64,980	23,486	0	35,089	8,544	33,287	2,838	0	71,076	0	0
LOCAL 2327 TEAMSTERS RWFF	44	1,470,355	103,088	796,155	250,929	32,799	15,070	21,613	0	0	154,604	12,228	0	51,152	0	7,213
LOCAL 1180 CWA MUNICIPAL MANAGEMENT VFF/LEGAL/ED	288,39	4,702,805	226,348	1,143,186	1,39,265	59,854	23,550	29,094	66,659	446,841	186,683	42,623	0	689,380	0	44,785
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION WF	83	1,055,740	26,325	259,970	312,632	28,982	13,500	9,799	14,589	-161,568	35,283	5,659	270	607,984	0	103,992
CORRECTION OFFICERS BENEVOLENT ASSOC VFF/CLRF	9	469,989	37,905	131,525	231,924	0	33,900	0	14,581	11,777	908	2,305	0	5,154	0	0
TOTAL \$10 MILLION TO \$20 MILLION CATEGORY		6,911,534	421,991	2,844,157	1,773,912	171,805	121,436	66,497	150,122	345,056	433,241	70,628	270	51,879	0	160,540
		100.00%	6.38%	43.02%	26.83%	2.80%	1.84%	1.01%	2.27%	5.27%	6.55%	1.07%	0.90%	0.78%	0.00%	2.43%
<b>NYC CONTRIBUTION OVER \$20 MILLION</b>																
DC 37 WF	10	12,857,629	700,291	6,960,169	67,063	357,985	384,558	2,763,566	108,840	386,262	638,088	155,376	105,582	-31,017	0	282,356
DC 37 WF	44	17,637,658	1,636,840	7,493,916	5,574,700	107,644	46,375	28,883	1,487,453	546,309	96,187	264,761	57,773	0	0	219,509
LOCAL 2 UNITED FEDERATION OF TEACHERS WF	36	2,460,378	389,044	1,288,076	365,044	37,500	46,300	1,476	23,366	116,870	49,165	114,239	0	0	0	0
PATROLMEN'S BENEVOLENT ASSOC RWFF	97	3,657,074	582,955	1,381,451	392,267	75,000	59,300	2,335	35,045	162,911	187,519	34,003	66,354	29,928	0	0
LOCAL 237 TEAMSTERS WF	45,667	2,699,934	65,384	1,077,102	716,304	103,838	40,000	14,366	22,571	83,275	254,690	45,903	38,882	178,393	0	176,257
LOCAL 371 SOCIAL SERVICE EMPLOYEES WFF/LEGAL/VE	62	2,283,845	131,958	1,253,503	483,936	66,671	41,290	9,314	53,054	133,917	232,360	21,266	0	100,058	0	28,161
TOTAL OVER \$20 MILLION CATEGORY		41,633,527	3,381,724	20,086,511	7,590,311	765,626	618,353	2,818,923	348,463	2,374,694	2,013,165	372,032	528,754	361,208	0	686,713
		100.00%	8.12%	48.18%	17.54%	1.84%	1.49%	6.77%	0.84%	5.70%	4.84%	0.89%	1.27%	0.87%	0.00%	1.65%
<b>TOTAL SELF-INSURED FUNDS</b>																
		61,696,282	5,174,279	27,714,823	11,988,649	1,379,555	1,278,202	3,084,041	652,997	3,250,643	3,146,336	678,884	595,184	580,184	817,188	1,303,536
		100.00%	8.37%	44.84%	19.37%	2.23%	2.07%	4.99%	1.06%	5.27%	5.09%	1.42%	0.94%	1.32%	2.11%	



EXHIBIT C  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF ADMINISTRATIVE EXPENSES  
 2013

INSURED WF & RWF	NAME OF FUND	REF	TOTAL ADMIN. EXP.	RENT	SALARIES	FEES & COMMISSION	LEGAL	ACCOUNTING	TRAVEL & CONF.	TELEPHONE	OFFICE EQUIP & RENTAL	OTHER OFFICE EXPENSE	INSUR. AVOID.	REPAIRS & MAINT	OTHER	DEPRECIATION	INVEST CUSTODIAL SFS	
NYC CONTRIBUTION UNDER \$100,000																		
69	LOCAL 696 STRUCTURAL STEEL PAINTERS RWF	821	0	0	0	0	0	700	0	0	0	0	120	0	0	0	0	
70	LOCAL 696 STRUCTURAL STEEL PAINTERS WF	976	0	0	0	0	0	775	0	0	0	0	185	0	0	0	65	
37	LOCAL 144-148 UDE WFRWF	28,439	738	25,432	0	0	0	2,000	0	0	0	-383	652	0	0	0	0	
TOTAL UNDER \$100,000 CATEGORY			30,236	738	25,432	0	0	3,475	0	0	0	-383	908	0	0	0	65	
			100.00%	2.44%	84.14%	0.00%	0.00%	11.43%	0.00%	0.00%	0.00%	-1.27%	3.00%	0.00%	0.00%	0.21%	0.00%	
NYC CONTRIBUTION \$300,000 TO \$1 MILLION																		
32	LOCAL 1181 CWA SUPERVISORY EMPLOYEES WF	81,681	19,908	0	0	982	7,673	4,200	33,039	1,532	0	7,293	0	0	5,883	0	303	
38	LOCAL 154-C OPERATING ENGINEERS WFRWF	137,798	6,113	0	0	0	5,750	7,500	0	0	20,861	111	7,235	0	79,000	0	11,208	
60	LOCAL 333 UNITED MARINE DIVISION WF	50,143	390	31,749	0	0	0	9,100	0	2,349	4,084	2,251	0	0	240	0	0	
59	LOCAL 333 UNITED MARINE DIVISION RWF	42,546	306	25,007	0	0	0	9,100	0	1,851	4,084	1,824	0	0	384	0	0	
31	LOCAL 1181 CWA SUPERVISORY EMPLOYEES RWF	27,383	9,888	0	0	0	1,667	2,200	4,351	916	0	1,714	0	0	0	0	637	
TOTAL \$300,000 TO \$1 MILLION CATEGORY			339,531	36,603	56,756	982	15,090	32,100	37,400	37,400	6,645	22,989	19,193	7,235	0	86,517	0	12,148
			100.00%	10.78%	16.72%	0.29%	4.44%	9.45%	11.02%	1.96%	8.53%	5.66%	2.13%	0.00%	0.00%	25.48%	0.00%	3.58%
NYC CONTRIBUTION OVER \$20 MILLION																		
101	PROFESSIONAL STAFF CONGRESS CUNY WFRWF	1,856,775	109,057	932,477	498,354	45,927	45,500	11,538	9,884	6,411	113,603	31,235	0	58,859	0	0	4,900	
TOTAL OVER \$20 MILLION CATEGORY			1,856,775	109,057	932,477	498,354	45,927	45,500	11,538	9,884	6,411	113,603	31,235	0	58,859	0	4,900	
			100.00%	5.85%	49.98%	26.71%	2.48%	2.44%	0.62%	0.53%	0.34%	6.09%	1.67%	0.00%	3.05%	0.00%	0.26%	
TOTAL INSURED FUNDS																		
			2,235,532	146,398	1,014,666	499,216	61,017	81,075	48,938	16,532	35,380	132,813	39,378	0	143,406	5	17,048	
			100.00%	6.55%	45.39%	22.33%	2.73%	3.63%	2.19%	0.74%	1.58%	5.92%	1.76%	0.00%	6.41%	0.00%	0.76%	
TOTAL SELF-INSURED AND INSURED FUNDS																		
			64,040,824	5,317,877	28,728,893	12,487,889	1,440,572	1,357,277	3,132,979	689,519	3,291,323	3,279,351	916,262	995,184	703,580	617,253	1,320,585	

EXHIBIT C  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF ADMINISTRATIVE EXPENSES  
 2003

NAME OF FUND	REF	TOTAL ADM. EXP.	RENT	SALARIES	FEES & COMMISSION	LEGAL	ACCT'G	TRAVEL & CONVE.	TELEPHONE	OFFICE EQUIP. & RENTAL	OTHER OFFICE EXPENSE	INSURANCE	REPAIRS & MAINT	OTHER	RETENTION	INVEST CUSTODIAL FEE
<b>ANNUITY FUNDS</b>																
<b>NYC CONTRIBUTION UNDER \$100,000</b>																
LOCAL 383 UNITED MARINE DIVISION ANNUITY FUND	58	54,980	0	0	21,206	0	5,120	0	0	0	0	0	0	0	0	47,672
NYC DEPUTY SHERIFFS ASSOC ANNUITY FUND	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL UNDER \$100,000 CATEGORY</b>		<b>54,980</b>	<b>0</b>	<b>0</b>	<b>21,206</b>	<b>0</b>	<b>5,120</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>47,672</b>
<b>NYC CONTRIBUTION \$100,000 TO \$300,000</b>																
ASSISTANT DEPUTY WARDENS ASSOC ANNUITY FUND	1	39,557	0	0	7,200	4,250	4,500	0	0	0	0	2,560	0	0	0	20,918
<b>TOTAL \$100,000 TO \$300,000 CATEGORY</b>		<b>39,557</b>	<b>0</b>	<b>0</b>	<b>7,200</b>	<b>4,250</b>	<b>4,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,560</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20,918</b>
<b>NYC CONTRIBUTION \$300,000 TO \$1 MILLION</b>																
LOCAL 300 SEAU CIVIL SERVICE FORUM ANNUITY FUND	125	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LOCAL 3 NYC COMMUNICATIONS ELECTRICIANS AF	127	63,947	0	0	8,100	6,242	7,500	0	0	0	0	5,052	0	700	0	36,353
<b>TOTAL \$300,000 TO \$1 MILLION CATEGORY</b>		<b>63,947</b>	<b>0</b>	<b>0</b>	<b>8,100</b>	<b>6,242</b>	<b>7,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,052</b>	<b>0</b>	<b>700</b>	<b>0</b>	<b>36,353</b>
<b>NYC CONTRIBUTION \$1 MILLION TO \$3 MILLION</b>																
LOCAL 15A-C (MOC) OPERATING MUNICIPAL ENGINEERS AF	117	132,984	1,128	0	48,000	10,600	6,500	0	0	25,040	2,844	3,915	0	0	0	37,736
LOCAL 444 SANITATION OFFICERS ANNUITY FUND	63	144,957	20,000	0	9,581	3,400	19,400	2,171	0	55,817	0	16,561	0	0	0	74,044
DISTRICT COUNCIL 57 ASSOC ANNUITY FUND	121	815,875	0	0	0	16,983	24,748	136	0	0	20,010	12,429	0	274,040	0	409,514
LOCAL 246 SEIU NYC ANNUITY FUND	128	32,877	0	13,281	9,000	5,925	3,500	0	0	0	1,471	0	0	0	0	14,000
DISTRICT COUNCIL ANNUITY FUND	124	139,414	0	0	1,507	16,690	7,000	0	0	0	91,319	4,098	0	0	0	106,811
CORRECTION CAPTAINS ASSOC ANNUITY FUND	4	184,829	17,662	42,284	12,084	7,115	8,500	4,061	5,092	1,577	5,085	0	0	0	0	40,586
LOCAL 891 (RUC) ANNUITY FUND	126	80,383	0	0	11,588	9,000	15,000	0	0	0	3,888	150	0	201	0	80,271
<b>TOTAL \$1 MILLION TO \$3 MILLION CATEGORY</b>		<b>1,531,198</b>	<b>38,791</b>	<b>28,545</b>	<b>89,840</b>	<b>70,831</b>	<b>84,248</b>	<b>6,968</b>	<b>5,092</b>	<b>82,434</b>	<b>124,407</b>	<b>46,151</b>	<b>0</b>	<b>274,241</b>	<b>0</b>	<b>682,671</b>
		100.00%	2.53%	1.67%	5.87%	4.62%	5.50%	0.46%	0.33%	5.38%	8.12%	3.01%	0.00%	17.91%	0.00%	44.58%

EXHIBIT D  
SURVEY OF BENEFIT FUNDS  
SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<b>SELF- INSURED UNDER \$100,000</b>								
NYC DEPUTY SHERIFFS ASSOCIATION RETIREE WELFARE FUND	12	41,442	X		Group Life & A.D.D. Insurance	X		
				X	Prescription Drugs	X		
			X		Optical	X		
			X		Dental	X	X	X
				X	Permit Reimbursement	X		
LOCAL 306 MUNICIPAL EMPLOYEES WELFARE FUND	56	82,236	X		Life Insurance, A.D.D.	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
<b>SELF- INSURED \$100,000 TO \$300,000 CATEGORY</b>								
NYC DEPUTY SHERIFFS ASSOC. WELFARE FUND	13	201,024	X		Life & Accidental Death,	X		
				X	Re-imbusement - Tax	X		
				X	Re-imbusement - Prescription Drugs	X		
			X		Dental	X	X	X
			X		Optical	X		
LOCAL 858, IBT OTB BRANCH OFFICE MANAGERS WELFARE FUND	79	239,325	X		Life Insurance	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS RETIREE WELFARE FUND	87	104,756	X		Life Insurance	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Legal	X		
				X	Hearing Aid	X	X	X
LOCAL 832 TEAMSTERS RETIREE WELFARE FUND	74	143,256		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Podiatry	X	X	X
			X		Limited Medical Insurance	X	X	X
				X	Death Benefits	X	X	X
				x	Legal Service Plan	x	x	
DISTRICT COUNCIL 1 MEBA BENEFICIAL FUND TRUST WF/AF	18	158,351	X		Life Insurance	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Training	X		
				X	Severance/Death	X		
				X	Prepaid Legal	X		
			X		Reimbursement of Medical/dental	X	X	X
LOCAL LODGE 5 MUNICIPAL BLACKSMITHS AND BOILERMAKERS RWF & WF	84	165,516	X		Dental	X	X	X
			X		Dental - Supplemental	X	X	X
			X		Optical	X	X	X
				X	Optical - Direct	X	X	X
				X	Prescription Card	X	X	X
			X		Life Insurance	X		
FIRE ALARM DISPATCHERS BENEVOLENT ASSOCIATION WELFARE FUND	23	235,711	X	x	Life Insurance	X	X	X
			X	X	Dental	X	X	X
			X	X	Optical	X	X	X
				X	Retirement Benefit	X		
NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS WELFARE FUND	86	196,425	X		Life Insurance	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Legal	X		
				X	Social Security & Medicare	X		

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<b>SELF- INSURED</b>								
<b>\$300,000 TO \$1 MILLION CATEGORY</b>								
LOCAL 3 IBEW CITY EMPLOYEES WELFARE FUND	48	240,264	X		Life Insurance	X	X	X
				X	Optical	X	X	X
				X	Dental	X	X	X
				X	Legal Services	X		
				X	Chiropractor	X	X	X
				x	Hearing	X	X	X
				X	Social Sec. Taxes for Prepaid Legal	X		
LOCAL300 CIVIL SERVICE FORUM RWF	54	726,027		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Prepaid Legal Services	X	X	X
				X	Hearing Aid	X	X	X
				X	Death	X		
LOCAL 3 IBEW ELECTRICIANS RETIREE WELFARE FUND	50	484,202		X	Death	X	X	X
				X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Hearing	X	X	X
ASST DEPUTY WARDENS ASSOC WELFARE FUND/RWF/CLRF	2	505,868	X		Life Insurance	X	X	X
				X	Optical	X	X	X
				X	Dental	X	X	X
				X	Supplementary Medical	X	X	X
				X	Pharmacy	X	X	X
				X	Legal	X		
				X	Maternity	X	X	
				X	Retirement Counselling	X		
				X	Civil Legal	X		
				X	Legal Criminal Defense	X		
LOCAL 832 TEAMSTERS WELFARE FUND	75	354,649		X	Death Benefit	X	X	X
				X	Dental Utilization	X	X	X
				X	Disability Wages	X		
				X	Prescription Drugs	X	X	X
				X	Optical & Eyeglasses	X	X	X
				X	Podiatry	X	X	X
				X	Maternity	X	X	
			X		Limited Medical Ins.	X	X	X
				X	Legal Services	X	X	
				X	Retiree Assoc. Membership	X		
LOCAL 30 IUOE MUNICIPAL EMPLOYEES RETIREE WELFARE FUND	53	695,834		X	Death Benefit	X	X	
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Dental	X	X	X
				X	Chiropractic	X	X	X
				X	Medicare, Part B Reimb.	X	X	

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT		SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
		EXPENSE	INSURED			Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$300,000 TO \$1 MILLION CATEGORY - cont'd</u>								
UNITED PROBATION OFFICERS RETIREE WELFARE FUND	110	448,893			Dental	X	X	
					Optical	X	X	
					Prescription Drugs	X	X	
					Hearing Aids	X	X	
					Podiatry	X	X	
					Mammography	X	X	
					Emergency Room	X	X	
					Medical	X	X	
					Therapy	X	X	
					In-Hospital Indemnity	X	X	
					Prosthetic Appliance	X	X	
					Anesthesia	X	X	
					2nd Dental Opinon Program	X	X	
					Nursing at home/ Pvt Duty Nursing	X	X	
LOCAL 1183 CWA BOARD OF ELECTIONS BENEFIT FUND WF/RWF	34	521,325			Prescription Plan	X	X	X
					Dental Plan	X	X	X
					Optical Plan	X	X	X
					Disability Insurance	X		
					Legal Plan	X		
DOCTORS COUNCIL RETIREE WELFARE FUND	21	564,485			Dental	X	X	X
					Psychiatric	X	X	
					Optical	X	X	X
					Physical Examination	X	X	
					Pvt. Duty Nursing	X	X	
					Hearing Aid	X	X	
					Podiatry	X	X	
					Legal Services	X	X	
					Mammogram	X or	X	
					Health Reimbursement	X		
					Benefit Payroll Tax	X		
<u>SELF-INSURED</u>								
<u>\$1 MILLION TO \$3 MILLION CATEGORY</u>								
NYC MUNICIPAL PLUMBERS AND PIPEFITTERS WELFARE FUND	85	790,499	X		Life Insurance	X	X	X
					Dental	X	X	X
					Optical	X	X	X
					Hearing Aid	X	X	X
					Orthotics	X		
					Chiropractic	X	X	X
					Asbestos Screening	X		
					Social Security & Medicare	X		
CORRECTION CAPTAINS ASSOC. WELFARE FUND/ CLRF	6	983,076	X		Life Insurance	X	X	X
					Dental	X	X	X
					Optical	X	X	X
					Prescription Drugs	X	X	X
					Hearing Aid	X	X	X
					Maternity	X	or X	
					Catastrophic Insurance	X	X	X
					In-hospital	X	X	X
					Anesthesia	X	X	X
					Emergency Room	X	X	X
					Ambulance Benefit	X	X	X
					Appliance	X	X	X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$1 MILLION TO \$3 MILLION CATEGORY - Cont'd</u>								
CORRECTION CAPTAINS ASSOC RETIREE WELFARE FUND	5	1,196,228	X		Life Insurance	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Drug Benefits	X	X	X
			X		Catastrophic Insurance	X	X	X
				X	Hearing Aid	X	X	X
				X	In-Hospital	X	X	X
				X	Anesthesia	X	X	X
LOCAL 30A-C OPERATING MUNICIPAL ENGINEERS WELFARE FUND	57	1,391,616		X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Legal	X	X	
			X	X	Dental	X	X	X
				X	Death	X	X	
LOCAL 3 IBEW ELECTRICIANS WF	51	967,851		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drug	X	X	X
				X	Disability	X		
				X	Death	X	X	X
DOCTORS COUNCIL WELFARE FUND	22	1,033,681	X		Life Insurance	X		
				X	Disability	X		
				X	Dental	X	X	X
				X	Legal	X	X	
				X	Podiatry	X	X	
				X	Hearing Aid	X	X	
				X	Optical	X	X	X
				X	Maternity	X or	X	
				X	Psychiatric Counseling	X	X	X
				X	Physical Exam	X	X	
				X	Mammogram	X or	X	
				X	Nursing	X	X	
				X	Health Reimbursement	X	X	X
				X	Benefit Payroll Tax	X		
LOCAL 246 SEIU RETIREE WELFARE FUND	46	1,379,102		X	Death Benefit	X		
				X	Dental	X		
				X	Prescription Drugs	X		
				X	Optical	X		
				X	Hearing Aid	X		

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<b>SELF-INSURED</b>								
<b><u>\$1 MILLION TO \$3 MILLION CATEGORY - Cont'd</u></b>								
LOCAL 721 LICENSED PRACTICAL NURSES WELFARE FUND	68	1,431,242	X		Life Insurance	X	X	X
				X	Prescription Drugs	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	LT Disability	X		
			X		Disability Insurance Premiums	X		
				X	Prepaid Legal Services	X	X	X
LOCAL 246 SEIU WELFARE FUND	47	2,203,995		X	Death Benefit	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Prepaid Legal Services	X	X	X
				X	Hearing Aid	X		
LOCAL 1182 CWA PARKING ENFORCEMENT AGENTS WELFARE FUND/LEGAL	33	2,320,041		X	Disability	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Prepaid Legal Services	X	X	X
				X	Podiatry	X		
			X		Life Insurance	X		
LOCAL 891 SCHOOL CUSTODIAN AND CUSTODIAN ENGINEERS WELFARE FUND	80	1,903,024	X		Life Insurance	X		
				X	Dental	X	X	X
			X		Catastrophic	X	X	X
				X	Optical	X	X	X
				X	Prescription Drug	X	X	X
				X	Hearing Aid	X	X	X
				X	COBRA Premium Reimbursement	X	X	
				X	Legal Benefits	X	X	
				X	Variable Benefit	X	X	
UNITED PROBATION OFFICERS ASSOCIATION WELFARE FUND	109	1,113,250		X	Life Insurance	X	X	
				X	Dental	X	X	
				X	Optical	X	X	
				X	Prescription Drugs	X	X	
				X	Disability	X	X	
				X	Anesthesia	X	X	
				X	Podiatry	X	X	
				X	Medical	X	X	
				X	Mammography	X	X	
				X	Hearing Aid	X	X	
				X	2nd Dental Opinon Program	X	X	
				X	In Hospital Indemnity	X	X	
				X	Emergency Room	X	X	
				X	Other	X	X	
LOCAL 444 SANITATION OFFICERS WELFARE FUND	65	1,482,732		X	Death Benefit	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Legal	X	X	
				X	Supplementary Medical	X	X	X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$1 MILLION TO \$3 MILLION CATEGORY - Cont'd</u>								
DISTRICT COUNCIL 9 PAINTING INDUSTRY CIVIL SERVICE DIVISION WF/RWF.	20	1,148,359	X		Life Insurance	X		
			X		Disability	X		
			X		Dental	X	X	X
				X	Medical Spending	X	X	X
				X	Optical	X	X	X
				X	Hearing	X	X	X
LOCAL 300 CIVIL SERVICE FORUM WF	55	1,202,752	X		Life Insurance	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Podiatry	X	X	
				X	Hearing Aid	X	X	X
				X	Prepaid Legal Service	X	X	X
				X	Disability	X		
HOUSE STAFF COMMITTEE OF INTERNS & RESIDENTS WELFARE/LEGAL FUND	24	2,775,376	X		Life Insurance	X	X	
			X		Dental	X	X	X
				X	Optical	X	X	X
				X	Outpatient Psychiatric Care	X	X	X
				X	Major Medical	X	X	X
				X	Childbirth Educ	X	X	X
				X	Pediatrics & Circumcision			X
				X	Maternity	X or	X	
			X	X	Disability	X		
			X	X	Disability Insurance	X		
				X	Conferences & Books WMC	X		
				X	Obstetrics	X	X	
				X	Prescription Drugs	X	X	X
				X	Hearing Aids	X	X	X
				X	Social Security On Life Ins Bnft	X		
				X	Substance Abuse	X	X	X
				X	Conferences - HHC	X		
LOCAL 211 ALLIED BUILDING INSPECTORS WELFARE FUND	42	1,028,512		X	Death Benefit	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Hearing Aid	X	X	X
				X	Podiatry	X	X	X
				X	Chiropractic	X	X	X
				X	Prepaid Legal Services.	X		
				X	Disability	X		
CIVIL SERVICE BAR ASSOC WELFARE FUND	3	1,235,030	X		Life Insurance	X		
			X		Disability	X		
				X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Nursery			X
				X	Other Benefits	X	X	
				X	Hearing Aids	X	X	
<u>SELF-INSURED</u>								
<u>\$3 MILLION TO \$10 MILLION CATEGORY</u>								
LOCAL 444 SANITATION OFFICERS RETIREE WELFARE FUND & FUND 115 - LINE OF DUTY DISABILITY FUND	64	2,579,308		X	Death Benefit	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Supplemental Medical	X	X	X
				X	High Option Rider/Reimb. Drug	X		



EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$3 MILLION TO \$10 MILLION CATEGORY - Cont'd</u>								
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOC PLAN WELFARE FUND	77	3,027,956	X		Life Insurance	X		
			X	X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Hearing Aids		X	X
DETECTIVES ENDOWMENT ASSOCIATION WELFARE FUND/CLRF	16	7,370,951		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Nursery	X	X	X
			X		Hospital Rider	X		
				X	Catastrophic deductible	X	X	X
				X	Death Benefit	X		
				X	Hearing Aid	X	X	X
			X		Medical Co-payment Refund	X	X	X
				X	Appliances Benefit	X	X	X
				X	Insurance Premiums	X	X	X
SUPERIOR OFFICERS COUNCIL (POLICE) WELFARE FUND/CLRF	106	2,766,449	X		Dental - Comprehensive	X	X	X
				X	Dental -Insurance Schedule	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Hearing Aid	X	X	X
			X		Catastrophic Health Ins. (GHI)	X	X	X
			X		Extended Health Ins., (HIP)	X		
NEW YORK CITY RETIREE WELFARE FUND	89	5,557,780		X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
			X		Life Insurance	X		
				X	Dental	X	X	X
				X	Prepaid Legal	X		
				X	Hearing Aid	X	X	X
				X	Podiatry	X	X	X
LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOC RETIREE WELFARE FUND	72	10,761,503		X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Supplemental Medical	X	X	X

EXHIBIT D  
SURVEY OF BENEFIT FUNDS  
SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$3 MILLION TO \$10 MILLION CATEGORY - cont'd</u>								
SUPERIOR OFFICERS COUNCIL (POLICE)	105	5,681,854	X		Dental Comprehensive	X	X	X
RETIREE WELFARE FUND			X		Dental Insurance Schedule	X	X	X
					Hospitalization	X	X	X
				X	Prescription Drug Benefits	X	X	
				X	Death Benefit	X		
				X	Catastrophic Reimbursement	X	X	X
				X	Health Rider Reimbursement	X	X	X
				X	Optical	X	X	X
			X		Catastrophic Health (G.H.I.)	X	X	X
CORRECTION OFFICERS BENEVOLENT ASSOC RETIREE WELFARE FUND	7	4,292,847	X	X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Legal	X	X	X
				X	Death Benefit	X		
				X	Health	X	X	X
LOCAL 1180 CWA MUNICIPAL MANAGEMENT RETIREE WELFARE FUND	29	9,867,808		X	Direct Optical Benefits	X	X	
				X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
			X		Pension Counseling	X		
				X	Hearing Aid	X	X	
				X	Podiatry	X	X	
			X		Direct Legal Service Benefits	X	X	
			X		Retiree Division Program	X	X	X
				X	General Medical Benefit	X	X	
				X	Clinical	X	X	
				X	Direct Dental Benefits	X	X	
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOCIATION RETIREE WELFARE FUND	78	6,567,164	X		Life Insurance	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
			X		Prescription Drugs	X	X	X
				X	Hearing Aid	X	X	X
				X	Death Benefit	X		
			X		Medical - GHI	X	X	X
ORGANIZATION OF STAFF ANALYSTS WELFARE FUND	93	6,190,862	X		LT Disability	X		
			X		Life Insurance	X		
				X	Survivor Benefits	X		
				X	Pension Counseling	X		
			X		Optional and COBRA Life	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Major Medical	X	X	X
				X	Drug Rider Reimbursements	X	X	X
				X	Drug Subsidy Payments	X	X	X
LOCAL 1 COUNCIL OF SUPERVISORS & ADMINISTRATORS RETIREE WELFARE FUND	26	5,745,802		X	Dental - Schedule of Allowances	X	X	X
			X		Dental - DHMO	X	X	X
				X	Optical	X	X	X
				X	Hearing Aid	X	X	X
			X		Ext. Hospitalization-Ext. of Basic	X	X	X
				X	Major Medical Supp. To Basic	X	X	X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$3 MILLION TO \$10 MILLION CATEGORY - cont'd</u>								
NYS NURSES ASSOC WELFARE FUND	92	9,875,069	X		Life/Disability	X	X	X
				X	Optical	X	X	X
				X	Podiatry	X	X	X
				X	Long-Term Disability	X		
				X	(COBRA) Extended Benefits	X		
				X	Hearing Aids	X		
				X	Major Medical Dental	X	X	X
				X	Prescription Drug	X	X	X
				X	(PCS) Rebate, Drug	X	X	X
LOCAL 831 UNIFORMED SANITATIONMENS ASSOCIATION WELFARE FUND	73	6,243,981	X		Group Life Insurance	X	X	X
			X		Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	General Medical	X	X	X
				X	Optical	X	X	X
				X	Limited Medical	X	X	X
				X	Line of Duty Injury	X		
				X	Resident Health & Benefit Svcs.	X	X	X
LOCAL 1 COUNCIL OF SUPERVISORS & ADMINISTRATORS WELFARE FUND	25	7,059,477		X	Life Insurance	X		
			X	X	Dental - Schedule of Allowances	X	X	X
				X	Dental - DHMO	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Hearing Aid	X	X	X
				X	Survivors Insured Coverage		X	X
				X	Major Medical - Suppl. to Basic	X	X	X
DETECTIVES ENDOWMENT ASSOCIATION RETIREE WELFARE FUND	15	8,897,913		X	Death Benefit	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Catastrophic Deductible	X	X	X
				X	Medical Co-payment Refund	X	X	X
				X	Hearing Aid	X	X	X
			X		Hospital Rider	X		
			X		Appliance Rider	X	X	X
			X		Catastrophic	X	X	X
DETECTIVES ENDOWMENT ASSOCIATION WELFARE FUND/CLRF	16	7,370,951	X		Insurance Premiums/Medical & Hosp.	X	X	X
				X	Appliance Benefit	X	X	X
				X	Prescription Drugs	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Catastrophic Deductible	X	X	X
				X	Hearing Aid	X	X	X
<u>SELF-INSURED</u>								
<u>\$10 MILLION TO \$20 MILLION CATEGORY</u>								
SERGEANTS BENEVOLENT ASSOC WF/RWF/CLRF	113	11,311,842		X	Dental	X	X	X
				X	Prescription Drugs	X	X	X
				X	Optical	X	X	X
				X	Death Benefit		X or	X
				X	Catastrophic Health	X	X	X
			X		Expanded Medical	X	X	X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$10 MILLION TO \$20 MILLION CATEGORY - cont'd</u>								
LOCAL 1180 CWA MUNICIPAL MANAGEMENT WELFARE FUND/LLEGAL/EDUCATION	28/30	10,106,544	X		Life Insurance	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Disability	X		
				X	Hearing Aid	X	X	X
				X	Psychiatry	X	X	X
				X	Maternity	X or	X	
				X	Legal Services	X	X	X
				X	Podiatry	X	X	
				X	Adult Education	X		
				X	Other	X	X	X
				X	Day Care			X
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOC RETIREE WELFARE FUND	81	11,674,578		X	Dental	X	X	X
				X	Optical	X	X	X
			X		GHI (Widows)		X	X
				X	Prescription Drugs	X	X	X
				X	Hearing Aid	X	X	X
			X		Life Insurance	X		
				X	Prescription Drugs (Widows)		X	
				X	Maintenance Drug Program	X	X	X
			X		HIP - widows (COBRA)		X	X
LOCAL 237 TEAMSTERS RETIREE WELFARE FUND (includes Fund 66, Local 621 RWF)	44/66	11,000,076		X	Death Benefit	X		
				X	Dental	X	X	
				X	Optical	X	X	
				X	Prescription Drugs	X	X	
				X	Education Program	X		
				X	Social Program	X		
				X	Hearing Aid	X	X	
				X	Legal Services	X		
				X	Supplemental Medical	X	X	
				X	HMO Drug Rider Premiums			
				X	Retirement Planning	X		

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED</u>								
<u>\$10 MILLION TO \$20 MILLION CATEGORY - cont'd</u>								
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION WELFARE FUND	83	11,114,312	X	X	Dental Dentcare Optical Prescription Drugs Prescription Drugs (Widows) Obstetrical Anesthesia Surgical Anesthesia Maintenance Prescription Drugs UFA/UFOA Welfare Fund GHI Med-Mobile Screening Life Insurance GHI Widows HIP Widows (COBRA) US Healthcare HIP- Extended Coverage Cigna Healthcare	X X X X X X X X X X X X X X X X	X X X X X X X X X X X X X X X X	X X X X X X X X X X X X X X X X
CORRECTION OFFICERS BENEVOLENT ASSOCIATION WELFARE FUND/CLRF	9	11,603,309	X	X	Life Insurance Pension Counseling Dental Optical Prescription Drugs Legal Services Civil Legal Representation Other Health Benefits	X X X X X X X X	X X X X X X X X	X X X X X X X X
<u>SELF-INSURED OVER \$20 MILLION CATEGORY</u>								
LOCAL 371 SOCIAL SERVICE EMPLOYEES WELFARE FUND/LEGAL/EDUCATION/ADMIN	62	23,109,413	X	X	Dental Prescription Drugs Disability Life Insurance Optical Prosthetic Appliances Health & Safety Coordinator Podiatry Burial Diagnostic Exam Pension Counseling Hearing Aid Abortion Civil Matters Criminal Representation F.I.C.A. Expense Court Costs Bail Bond Tuition Reimbursements Job Related Conferences Dues for Professional Org Civil Service Exam Prep Courses	X X	X X	X X
PATROLMEN'S BENEVOLENT RETIREE WELFARE FUND	96	16,311,099		X	Dental Prescription Drugs Optical Other Supplemental Benefits Supplemental Hospitalization Pension Counseling Benefit	X X X X X X	X X X X X X	X X X X X X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>SELF-INSURED OVER \$20 MILLION CATEGORY - cont'd</u>								
PATROLMEN'S BENEVOLENT ASSOCIATION WELFARE FUND/CLRF	97	24,794,568		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
			X	X	Catastrophic Claims	X	X	X
				X	Life Insurance	X		
				X	Office Visit Co-payment	X	X	X
				X	Other Benefits	X	X	X
				X	Pension Counseling	X		
				X	Legal Services Benefit	X		
LOCAL 237 TEAMSTERS WELFARE FUND (includes fund 67, local 621 WF)	45/67	28,133,226		X	Death Benefit	X	X	
				X	Dental	X	X	
				X	Optical	X	X	
				X	Prescription Drugs	X	X	
				X	Short Term Disability	X		
				X	Legal Service	X		
				X	Hearing Aid & Other	X	X	
				X	Pret. Pension Counseling Svcs.	X		
				X	Training & Education		X	
LOCAL 2 UNITED FEDERATION OF TEACHERS WELFARE FUND (Includes active and retiree security funds)	41	207,288,778		X	Death Benefit	X		
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Disability	X		
				X	Hearing Aids	X	X	X
				X	Retiree Program	X	X	
			X	X	Retiree - Legal Service	X	X	
				X	Prescription Drugs	X	X	X
				X	Prescription Appliances / Other	X	X	X
				X	Optional Rider Reimbursement	X	X	
				X	SLOAC	X		
DC 37 WELFARE FUND	10	203,633,566		X	Dental Claims	X	X	
				X	Disability	X		
				X	Prescription Drugs	X	X	
				X	Death	X		
				X	Optical Claims	X	X	
				X	Podiatry	X		
				X	Audiology	X		
				X	Second Surgical Consultation	X	X	
				X	Health & Pension Services Unit	X	X	
				X	Legal Services	X	X	
				X	Social Service Crisis Intervention Program	X	X	
				X	Dental Centers	X	X	
				X	Optical Centers	X	X	
				X	Catastrophic Medical	X	X	
				X	Accidental Death & Dismemberment	X		

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>INSURED UNDER \$100,000 CATEGORY</u>								
LOCAL 806 STRUCTURAL STEEL PAINTERS RETIREE WELFARE FUND	69	27,876	X		Life Insurance	X		
				X	Optical	X	X	
			X		Dental	X	X	X
LOCAL 806 STRUCTURAL STEEL PAINTERS WELFARE FUND	70	33,034	X		Life Insurance	X		
			X		Dental	X	X	X
				X	Health Benefits	X	X	X
LOCAL 14 A-14B IUOE WELFARE FUND/RWF	37	55,683	X		Dental	X	X	X
				X	Optical	X	X	X
				X	Death Benefits	X		
<u>INSURED \$300,000 TO \$1 MILLION CATEGORY</u>								
LOCAL 1181 CWA SUPERVISORY EMPLOYEES RETIREE WELFARE FUND	31	292,736	X		Life Insurance	X		
			X		Drugs	X	X	X
			X		Dental	X	X	X
			X		Vision	X	X	X
			X		Legal Benefit	X	X	X
LOCAL 333 UNITED MARINE DIVISION RETIREE WELFARE FUND	59	187,435	X		Insurance Premiums	X		
				X	Vision	X		
LOCAL 1181 CWA SUPERVISORY EMPLOYEES WELFARE FUND	32	502,039	X		Life Insurance	X		
			X		Dental	X	X	X
			X		Optical	X	X	X
			X		Prescription Drugs	X	X	X
				X	Legal Services	X	X	X
LOCAL 15A-C OPERATING ENGINEERS WELFARE FUND/RWF	38	242,271	X		Dental	X	X	X
			X		Optical	X	X	X
			X		Life Insurance Premiums	X		
LOCAL 333 UNITED MARINE DIVISION WELFARE FUND	60	294,168	X		Life Insurance	X		
			X		Dental	X	X	X
				X	Vision	X	X	X

EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
<u>INSURED OVER \$ 20 MILLION CATEGORY</u>								
PROFESSIONAL STAFF CONGRESS CUNY WELFARE FUND/RWF	101	27,968,310	X		Life Insurance	X		
			X		Disability	X		
			X		Major Medical	X	X	X
			X		Dental	X	X	X
			X		Basic Health Benefits	X		
			X		Optical	X	X	X
			X		Prescription Drugs	X	X	X
			X		Hearing Aids	X	X	X
			X		Well Care Programs	X		
<u>NYC CONTRIBUTIONS LESS THAN 5% OF TOTAL REVENUE OR WILL DISTORT THE GROUPS' CATEGORY AVERAGE</u>								
SURROGATES & SUPREME COURT REPORTERS ASSOCIATION RETIREE WELFARE FUND	108	116,696		X	Dental	X	X	X
				X	Optical	X	X	X
				X	Life Insurance	X		
NYS COURT CLERKS ASSOCIATION RETIREE WELFARE FUND	90	1,074,514	X	X	Dental	X	X	X
				X	Burial	X	X	
				X	Optical	X	X	X
				X	Multi Physical Exam	X	X	
				X	Hearing Aid	X	X	
				X	Hospital	X	X	X
				X	Health Insurance	X		
				X	Subscription-Retirement Mag.	X		
NEW YORK STATE COURT OFFICERS ASSOCIATION ACTIVE / RETIREE WELFARE FUND	91	1,253,469		X	Chiropractic	X		
				X	Dental	X	X	X
				X	Vision	X	X	X
			X		Life Insurance	X	X	X
				X	Prepaid Legal	X	X	
				X	Maternity	X or	X	
				X	Hospital Income	X		
				X	Death Benefit	X	X	X
				X	Elderly Day Care	X	X	
				X	Dental facility costs	X	X	X
				X	Appliance benefit	X	X	X
				X	Death benefit	X	X	X
SUPREME COURT UNIFORM OFFICERS RETIREE WELFARE FUND	107	1,756,782		X	Dental	X	X	X
				X	Death Benefit (Retiree)	X		
			X		Life and AD&D	X	X	
				X	Vision Coverage	X	X	X
				X	Medical Reimbursement	X	X	X
				X	Maternity	X or	X	
				X	Hospital Income	X	X	
				X	Disability Benefit	X		
				X	Hearing Aid	X		
				X	Claims Paying Fees	X		



EXHIBIT D  
 SURVEY OF BENEFIT FUNDS  
 SCHEDULE OF SELF-INSURED, INSURED WELFARE AND RETIREE WELFARE FUNDS & EDUCATION FUNDS  
 AVAILABLE BENEFITS 2003

FUND NAME (BY REVENUE CATEGORY)	REF	TOTAL BENEFIT EXPENSE	INSURED	SELF- INSURED	TYPE OF BENEFIT	COVERAGE		
						Member	Spouse	Children
NYC CONTRIBUTIONS LESS THAN 5% OF TOTAL REVENUE OR WILL DISTORT THE GROUPS' CATEGORY AVERAGE - cont'd								
NYC DISTRICT COUNCIL OF CARPENTERS WELFARE FUND / RETIREE	88	158,602,867	X		Hospitalization & Death	X	X	X
				X	Prescription Drugs	X	X	X
				X	Medical and Dental	X	X	X
				X	Disability	X		
				X	Scholarship Awards			X
PAVERS & ROAD BUILDERS DISTRICT COUNCIL WELFARE FUND	100	11,678,791		X	Medical	X	X	X
				X	Hospital Room and Board	X	X	X
				X	Hospital Other	X	X	X
				X	NYS Surcharge	X		
				X	Surgical	X	X	X
				X	Diagnostic/Lab tests	X	X	X
				X	Major Medical	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescriptions	X	X	X
				X	Interpretations	X	X	X
				X	Chemotherapy Treatments	X	X	X
				X	Consultation	X	X	X
				X	Medicare Reimbursement	X		
				X	Death and Dismemberment	X		
			X		Disability	X		
				X	Legal	X	X	X
LOCAL 40 IRON WORKERS WELFARE FUND	118	19,222,164		X	Medical	X	X	X
				X	Dental	X	X	X
				X	Optical	X	X	X
				X	Prescription Drugs	X	X	X
				X	Legal Services	X	X	X
				X	Supplementary Medicare	X	X	
				X	Preferred Provider Organization	X	X	X
LOCAL 1199 NATIONAL BENEFIT FUND HOSPITAL HEALTH CARE WF	35	738,025,094		X	Hospital	X	X	X
				X	Disability	X		
				X	Medical	X	X	X
				X	Dental	X	X	X
				X	Surgical	X	X	X
				X	Prescriptions	X	X	X
			X		Life Insurance	X		
				X	Hypertension	X		
				X	Laboratory and X-ray	X	X	X
				X	Vision care	X	X	X
				X	Emergency room	X	X	X
				X	Ambulatory care	X	X	X
				X	Anesthesia	X	X	X
				X	Medicare premiums	X	X	
				X	Camps, scholarships, etc.			X
				X	Change in actuarial reserve	X	X	X
				X	Hip	X	X	X
				X	Youth Mentoring Program			X
				X	Citizenship Program	X		
				X	Burial	X		
			X		AD&D Insurance	X		
				X	Health First 65 Plus Benefits	X		



**EXHIBIT E**  
**SURVEY OF BENEFIT FUNDS**  
**BENEFIT FUND RATIOS**  
**2003**

NAME OF FUND	REF	TOTAL BEN	DEVIATION FROM CAT. AVERAGE		TOTAL ADV BEN	DEVIATION FROM CAT. AVERAGE		TOTAL BEN EXP	DEVIATION FROM CAT. AVERAGE		TOTAL ADM EXP	DEVIATION FROM CAT. AVERAGE		TOTAL EXCESS BEN	DEVIATION FROM CAT. AVERAGE	
			BEN EXP	FROM CAT. AVERAGE		ADM EXP	FROM CAT. AVERAGE		BEN EXP	FROM CAT. AVERAGE		ADM EXP	FROM CAT. AVERAGE			
<b>SELF-INSURED WF &amp; RWF (cont'd)</b>																
<b>NYC CONTRIBUTION \$3 MILLION TO \$10 MILLION</b>																
LOCAL 444 SANITATION OFFICERS RWF	64	75,23%	-16.21%	5,40%	-31.30%	93.30%	1.47%	6,70%	-16.77%	19.36%	720.34%					
SUPERIOR OFFICERS COUNCIL (POLICE) WFLCRLF	106	61.92%	-4.75%	6.88%	-12.72%	92.28%	0.36%	7.72%	-4.10%	11.22%	375.92%					
LOCAL 854 UNIFORMED FIRE OFFICERS ASSOC WF	17	80.70%	-10.01%	6.27%	-20.23%	92.79%	0.94%	7.24%	-10.43%	12.94%	448.23%					
CORRECTION OFFICERS BENEVOLENT ASSOC RWF	7	79.30%	-11.67%	6.18%	-21.18%	92.80%	0.92%	7.20%	-10.55%	14.55%	516.53%					
NEW YORK STATE NURSES ASSOCIATION WF	92	111.24%	23.87%	9.65%	20.36%	92.16%	-4.36%	7.84%	-2.61%	-20.67%	976.27%					
LOCAL 391 UNIFORMED SANITATIONMEN'S ASSOC WF	73	73.88%	-17.71%	10.15%	29.13%	87.92%	-6.97%	12.06%	50.05%	13.96%	103.39%					
LOCAL 1360 CMA MUNICIPAL MANAGEMENT RWF	29	81.44%	-9.20%	13.75%	75.06%	85.54%	-0.21%	8.44%	-2.95%	4.80%	576.27%					
LOCAL 1 COUNCIL OF SUPERVISORS & ADMIN. WF	25	92.88%	3.45%	7.58%	6.11%	91.76%	0.11%	8.24%	-1.22%	-1.22%	451.59%					
LOCAL 654 UNIFORMED FIRE OFFICERS RWF	78	103.28%	17.26%	10.58%	-2.29%	93.20%	-1.95%	6.80%	-15.53%	-12.66%	577.51%					
ORGANIZATION OF STAFF ANALYSTS WF	93	73.45%	-18.21%	10.58%	34.61%	87.40%	-4.95%	12.60%	56.52%	15.89%	246.07%					
LOCAL 1 COUNCIL OF SUPERVISORS & ADMIN. RWF	28	82.13%	-8.52%	9.75%	24.05%	89.39%	-2.78%	10.61%	31.80%	8.42%	325.42%					
SUPERIOR OFFICERS COUNCIL (POLICE) RWF	105	100.87%	12.55%	4.45%	-43.30%	95.17%	4.15%	4.23%	-47.48%	-5.52%	24.02%					
LOCAL 891 UNIFORMED SANITATIONMEN'S ASSOC RWF	72	73.53%	-13.02%	5.50%	-30.03%	95.57%	3.94%	4.43%	-44.87%	-24.02%	111.80%					
NEW YORK CITY RETIREE WF	80	93.65%	4.31%	3.16%	-59.80%	94.05%	5.21%	3.26%	-59.50%	3.19%	35.17%					
DETECTIVES ENDOWMENT ASSOCIATION WF	16	84.18%	-6.24%	5.32%	-32.32%	94.05%	2.29%	5.94%	-26.41%	10.50%	344.97%					
DETECTIVES ENDOWMENT ASSOCIATION RWF	15	88.41%	-4.53%	5.24%	-31.33%	94.44%	2.69%	5.59%	-30.56%	6.55%	169.07%					
<b>TOTAL \$3 MILLION TO \$10 MILLION CATEGORY</b>		<b>89.78%</b>		<b>7.86%</b>		<b>91.95%</b>		<b>6.05%</b>		<b>2.58%</b>						
<b>NYC CONTRIBUTION \$10 MILLION TO \$20 MILLION</b>																
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOC RWF	81	88.15%	5.00%	6.48%	-25.63%	93.45%	2.89%	6.55%	-27.22%	5.67%	-26.64%					
SERGEANTS BENEVOLENT ASSOCIATION WFRWFLCRLF	113	88.51%	5.43%	8.57%	3.13%	91.18%	0.20%	8.82%	-2.00%	2.92%	-82.32%					
LOCAL 277 TEAMSTERS RWF	44866	91.57%	-11.72%	12.29%	47.89%	86.21%	-3.07%	11.73%	31.00%	-4.71%	-153.10%					
LOCAL 1180 CMA MUNICIPAL MANAGEMENT UNREGULATED	28830	74.11%	-14.72%	12.44%	50.18%	85.58%	-5.96%	14.42%	60.22%	13.41%	73.03%					
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION WF	83	75.59%	-10.03%	7.17%	-13.72%	91.33%	0.36%	8.87%	-3.67%	17.29%	123.16%					
CORRECTION OFFICERS BENEVOLENT ASSOC WFLCRLF	9	67.50%	4.30%	3.55%	-67.28%	96.11%	5.62%	3.89%	-56.78%	8.89%	14.71%					
<b>TOTAL \$10 MILLION TO \$20 MILLION CATEGORY</b>		<b>83.95%</b>		<b>6.31%</b>		<b>91.00%</b>		<b>9.00%</b>		<b>7.55%</b>						
<b>NYC CONTRIBUTION OVER \$20 MILLION</b>																
DC 37 WF	10	87.77%	-1.40%	5.54%	-24.63%	94.06%	1.63%	5.94%	-22.15%	6.89%	84.50%					
LOCAL 2 UNITED FEDERATION OF TEACHERS WF	43	89.50%	11.84%	8.80%	45.65%	92.14%	-4.25%	7.66%	-8.05%	-8.05%	324.26%					
PATROLMEN'S BENEVOLENT ASSOC WFLCRLF	96	87.56%	-35.34%	8.71%	78.50%	88.86%	-6.97%	13.14%	72.21%	33.73%	829.20%					
PATROLMEN'S BENEVOLENT ASSOC WFLCRLF	97	84.31%	-27.76%	9.43%	28.30%	87.21%	-5.99%	12.79%	67.69%	26.35%	523.14%					
LOCAL 237 TEAMSTERS WF	45867	78.00%	-12.31%	7.49%	1.90%	91.24%	-1.22%	8.76%	14.81%	14.45%	296.07%					
LOCAL 371 SOCIAL SERVICE EMPLOYEES WFLCRLF	62	103.40%	16.15%	9.68%	34.42%	94.28%	-1.18%	8.72%	14.29%	-13.28%	465.84%					
<b>TOTAL OVER \$20 MILLION CATEGORY</b>		<b>89.03%</b>		<b>7.35%</b>		<b>92.37%</b>		<b>7.63%</b>		<b>3.63%</b>						
<b>TOTAL SELF-INSURED FUNDS</b>		<b>88.32%</b>		<b>7.74%</b>		<b>91.84%</b>		<b>8.09%</b>		<b>3.94%</b>						

**EXHIBIT E**  
**SURVEY OF BENEFIT FUNDS**  
**BENEFIT FUND RATIOS**  
**2003**

NAME OF FUND	REF	BEN EXP/ FROM CAT. AVERAGE	DEVIATION FROM CAT. AVERAGE	ADM EXP/ TOTAL REV	DEVIATION FROM CAT. AVERAGE	BEN EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADM EXP/ TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS/ TOTAL REV	DEVIATION FROM CAT. AVERAGE	
												BEN EXP/ FROM CAT. AVERAGE
<b>INSURED W/F &amp; RWF</b>												
<b>NYC CONTRIBUTION UNDER \$100,000</b>												
LOCAL 806 STRUCTURAL STEEL PAINTERS RWF	69	48.80%	-14.29%	1.44%	-89.90%	97.14%	22.33%	2.88%	-86.11%	46.78%	61.83%	
LOCAL 806 STRUCTURAL STEEL PAINTERS WF	70	45.19%	-17.85%	1.34%	-80.60%	97.13%	22.31%	2.87%	-86.06%	53.47%	74.09%	
LOCAL 144-148 RIDE WFRWF	37	68.11%	23.81%	54.79%	143.97%	68.19%	-16.65%	33.81%	64.21%	-2.90%	-109.44%	
<b>TOTAL UNDER \$100,000 CATEGORY</b>		<b>55.01%</b>		<b>14.28%</b>		<b>78.61%</b>		<b>20.59%</b>		<b>30.73%</b>		

<b>NYC CONTRIBUTION \$369,000 TO \$1 MILLION</b>												
LOCAL 1181 CWA SUPERVISORY EMPLOYEES WF	32	99.81%	47.80%	16.24%	7.34%	68.61%	5.24%	13.89%	-23.43%	-16.08%	-193.37%	
LOCAL 154-C OPERATING ENGINEERS WFRWF	38	37.21%	-45.01%	21.16%	39.85%	63.75%	-22.00%	36.25%	98.41%	41.63%	142.85%	
LOCAL 333 UNITED MARINE DIVISION WF	60	68.34%	0.99%	14.65%	-23.06%	85.44%	4.54%	14.56%	-20.31%	20.01%	16.34%	
LOCAL 333 UNITED MARINE DIVISION RWF	59	54.88%	-18.33%	12.45%	-17.71%	81.59%	-0.28%	18.50%	1.26%	32.68%	90.00%	
LOCAL 1181 CWA SUPERVISORY EMPLOYEES RWF	31	92.02%	35.88%	8.61%	-43.06%	91.45%	14.89%	8.59%	-53.20%	-0.63%	-103.68%	
<b>TOTAL \$369,000 TO \$1 MILLION CATEGORY</b>		<b>67.67%</b>		<b>18.13%</b>		<b>81.73%</b>		<b>18.27%</b>		<b>17.20%</b>		

<b>NYC CONTRIBUTION OVER \$20 MILLION</b>												
<b>PROFESSIONAL STAFF CONGRESS CMTY WFRWF</b>												
101	106.85%	0.00%	7.06%	0.00%	93.75%	93.75%	0.00%	6.25%	0.00%	-12.81%	0.00%	
<b>TOTAL OVER \$20 MILLION CATEGORY</b>	<b>106.85%</b>		<b>7.06%</b>		<b>93.75%</b>		<b>6.25%</b>		<b>-12.81%</b>		<b>0.00%</b>	
<b>TOTAL INSURED FUNDS</b>												
	<b>102.51%</b>		<b>7.74%</b>		<b>92.98%</b>		<b>7.02%</b>		<b>-10.25%</b>			
<b>TOTAL SELF-INSURED AND INSURED FUNDS</b>												
	<b>88.81%</b>		<b>7.74%</b>		<b>91.98%</b>		<b>6.02%</b>		<b>3.43%</b>			

**EXHIBIT E  
SURVEY OF BENEFIT FUNDS  
BENEFIT FUND RATIOS  
2003**

NAME OF FUND	REF	BEN EXP. TOTAL REV	DEVIATION FROM CAT. AVERAGE	ADM EXP. TOTAL REV	DEVIATION FROM CAT. AVERAGE	BEN EXP. TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADM EXP. TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS TOTAL REV	DEVIATION FROM CAT. AVERAGE	
<b>ANNUITY FUNDS</b>												
<b>NYC CONTRIBUTION UNDER \$100,000</b>												
LOCAL 333 UNITED MARRIAGE DIVISION ANNUITY FUND	\$8	117.95%	-0.87%	21.95%	-19.16%	84.31%	-2.63%	15.69%	-17.00%	-39.01%	6.65%	
NYC DEPUTY SHERIFFS ASSOC ANNUITY FUND	11	124.05%	4.51%	0.00%	-100.00%	100.00%	15.49%	0.00%	-100.00%	-24.36%	-34.85%	
<b>TOTAL UNDER \$100,000 CATEGORY</b>		<b>118.99%</b>		<b>18.42%</b>		<b>86.59%</b>		<b>13.41%</b>		<b>-37.41%</b>		
<b>NYC CONTRIBUTION \$100,000 TO \$300,000</b>												
ASSISTANT DEPUTY WARDENS ASSOC ANNUITY FUND	1	35.54%	0.00%	4.75%	0.00%	88.14%	0.00%	11.86%	0.00%	59.91%	0.00%	
<b>TOTAL \$100,000 TO \$300,000 CATEGORY</b>		<b>35.54%</b>		<b>4.75%</b>		<b>88.14%</b>		<b>11.86%</b>		<b>59.91%</b>		
<b>NYC CONTRIBUTION \$300,000 TO \$1 MILLION</b>												
LOCAL 300 SEU CNVL SERVICE FORUM ANNUITY FUND	125	9.95%	-26.22%	0.00%	-100.00%	100.00%	27.43%	0.00%	-100.00%	90.15%	8.65%	
LOCAL 3 NYC COMMUNICATIONS ELECTRICIANS AF	127	17.95%	34.48%	8.51%	131.25%	67.83%	-43.49%	32.17%	49.00%	73.53%	-11.35%	
<b>TOTAL \$300,000 TO \$1 MILLION CATEGORY</b>		<b>13.95%</b>		<b>3.68%</b>		<b>78.41%</b>		<b>21.59%</b>		<b>82.97%</b>		
<b>NYC CONTRIBUTION \$1 MILLION TO \$3 MILLION</b>												
LOCAL \$54-C (UNDE) OPERATING MUNICIPAL ENGINEERS AF	117	35.88%	29.01%	6.70%	7.84%	84.19%	3.16%	15.81%	-14.03%	57.26%	-13.02%	
LOCAL 444 SANITATION OFFICERS ANNUITY FUND	83	44.42%	58.19%	3.07%	-51.11%	93.50%	14.57%	6.50%	-64.65%	52.81%	-19.75%	
DISTRICT COUNCIL 57 ASSCHE ANNUITY FUND	124	28.09%	0.72%	13.46%	114.43%	67.60%	-17.17%	32.40%	76.18%	86.45%	-11.21%	
LOCAL 248 SEU NYC ANNUITY FUND	128	5.83%	-76.74%	1.16%	-81.53%	63.61%	2.45%	16.39%	-0.290%	82.90%	41.12%	
DOCTORS COUNCIL ANNUITY FUND	124	4.67%	-43.28%	5.22%	-16.88%	47.20%	-42.16%	52.80%	-197.11%	90.11%	36.65%	
CORRECTION CAPTAINS ASSOC ANNUITY FUND	4	41.17%	47.62%	3.99%	-38.66%	91.15%	11.70%	8.84%	-51.93%	54.84%	-15.69%	
LOCAL 89 (UNDE) ANNUITY FUND	126	6.77%	-75.13%	5.41%	-13.83%	53.58%	-31.90%	44.42%	141.54%	87.81%	33.39%	
<b>TOTAL \$1 MILLION TO \$3 MILLION CATEGORY</b>		<b>27.89%</b>		<b>6.28%</b>		<b>81.81%</b>		<b>18.39%</b>		<b>65.83%</b>		

EXHIBIT E  
 SURVEY OF BENEFIT FUNDS  
 BENEFIT FUND RATIOS  
 2003

NAME OF FUND	BENEFIT FROM CAT. TOTAL REV	DEVIATION FROM CAT. AVERAGE	ADM EXP. TOTAL REV	DEVIATION FROM CAT. AVERAGE	BENEFIT FROM CAT. TOTAL EXP	DEVIATION FROM CAT. AVERAGE	ADM EXP. TOTAL EXP	DEVIATION FROM CAT. AVERAGE	EXCESS TOTAL REV	DEVIATION FROM CAT. AVERAGE	
											BENEFIT FROM CAT. TOTAL REV
<b>ANNUITY FUNDS (cont'd)</b>											
<b>NYC CONTRIBUTION \$3 MILLION TO \$10 MILLION</b>											
CORRECTIONS OFFICERS BENEFICIENT ASSOC AF	8	62.59%	44.82%	6.43%	72.39%	80.88%	-1.51%	9.32%	17.53%	30.97%	-41.56%
SERGEANTS BENEFICIENT ASSOCIATION (POLICE) AF	112	94.14%	117.41%	9.67%	159.25%	90.68%	-1.51%	9.32%	17.53%	-3.81%	-107.19%
SUPERIOR OFFICERS COUNCIL (POLICE) AF	104	97.40%	125.05%	6.50%	74.28%	93.74%	1.81%	6.26%	-21.96%	-3.91%	-107.30%
LOCAL 39A-D UOJE ENGINEERS ANNUITY FUND	114	8.62%	-80.88%	0.51%	-86.33%	94.44%	2.57%	5.56%	90.87%	90.87%	71.49%
LOCAL 1180 CWA MEMBERS ANNUITY FUND	119	18.77%	-81.35%	2.90%	-22.25%	88.25%	-7.43%	14.75%	86.00%	80.33%	\$1.59%
DETECTIVES ENDOWMENT ASSOC ANNUITY FUND	14	26.16%	-34.94%	2.58%	-30.35%	91.61%	-0.50%	6.39%	5.80%	69.26%	30.70%
LOCAL 831 UNIFORMED SANITATION MEMS ASSOC AF	74	57.02%	31.75%	4.33%	16.09%	92.94%	0.94%	7.05%	-10.97%	35.64%	-27.08%
LOCAL 371 SOCIAL SERVICE EMPLOYEES AF	123	6.52%	-84.94%	0.00%	-100.00%	100.00%	8.57%	0.00%	-100.00%	93.48%	76.41%
<b>TOTAL \$3 MILLION TO \$10 MILLION CATEGORY</b>		<b>40.28%</b>		<b>3.73%</b>		<b>92.07%</b>		<b>7.93%</b>		<b>52.99%</b>	
<b>NYC CONTRIBUTION \$10 MILLION TO \$20 MILLION</b>											
LOCAL 237 TEAMSTERS ANNUITY FUND	43	17.19%	-46.37%	2.54%	-3.05%	87.13%	-3.05%	12.67%	70.24%	80.27%	22.87%
PATROLMENS BENEFICIENT ASSOC ANNUITY FUND	95	56.13%	75.43%	4.44%	69.47%	92.68%	69.47%	7.32%	-3.17%	39.44%	-39.83%
LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION AF	82	27.95%	-12.79%	1.49%	-45.60%	95.18%	-45.60%	4.82%	-36.24%	70.63%	8.11%
<b>TOTAL \$10 MILLION TO \$20 MILLION CATEGORY</b>		<b>32.05%</b>		<b>2.62%</b>		<b>92.44%</b>		<b>7.56%</b>		<b>65.33%</b>	
<b>TOTAL ANNUITY FUNDS</b>											
		<u>37.26%</u>		<u>3.75%</u>		<u>90.84%</u>		<u>9.16%</u>		<u>59.05%</u>	
<b>GRAND TOTAL</b>		<b>79.85%</b>		<b>7.05%</b>		<b>91.89%</b>		<b>8.11%</b>		<b>13.08%</b>	

THE CITY OF NEW YORK  
OFFICE OF THE COMPTROLLER

INTERNAL CONTROL AND ACCOUNTABILITY DIRECTIVES

**DIRECTIVE 12 - EMPLOYEE BENEFIT FUNDS - UNIFORM REPORTING AND  
AUDITING REQUIREMENTS**

**INTRODUCTION AND SUMMARY**

This Directive sets forth accounting, auditing and financial guidelines for employee and retiree Benefit Funds which receive contributions from the City of New York. It also establishes detailed information reporting requirements for the funds and their boards of trustees. All Benefit Funds that receive contributions from the City of New York are required to conform with this Directive's provisions.

The accounting, auditing and reporting requirements prescribed herein vary in accordance with the amount of funding the Benefit Fund receives from the City. Benefit Funds are divided into two funding level categories: those with New York City Contributions less than \$300,000 (Level I); and those with \$300,000 or more in New York City Contributions (Level II).

**1.0 GENERAL INFORMATION**

**1.1 Organization**

- 1.0 General Information
- 2.0 Definitions
- 3.0 General Guidelines and Requirements
- 4.0 Annual Reporting Requirements
- 5.0 Independent Annual Audit
- 6.0 Trustee Representation Letter
- 7.0 Federal ERISA Reporting Requirements
- 8.0 Annual Report to Fund Membership
- 9.0 Supporting Schedules

**Exhibits:**

- A - Administrative Expense Schedule
- B - Benefit Expense Schedule
- C - Key Ratio Schedule

## 1.2 Effective Date

This directive is effective for Benefit Fund plan years beginning on or after July 1, 1997.

## 1.3 Notice

In reissuing this directive, the Office of the Comptroller has undertaken to clarify, whenever possible the prior version's text. In reissuing this directive, there is no intent to change the existing interpretation of any subject unless explicitly stated in the text.

## 1.4 Assistance

Requests for additional copies and questions concerning this Directive should be addressed to: Joseph Trapani, Chief, Bureau of Management and Accounting Systems, (669-8201), 1 Centre Street, Municipal Building, Room 1005, New York, NY 10007.

## 2.0 DEFINITIONS

The following define the key terms used in this Directive:

### 2.1 Benefit Fund

Benefit Funds consist of any welfare or annuity fund that receives contributions from the City of New York. Examples of Benefit Funds include supplemental health care, educational, legal benefit, annuity, and civil/legal representation funds. Benefit Funds may be for either active or retired New York City employees.

### 2.2 New York City Contribution

The New York City Contribution is the total of the direct payments the City of New York is required, pursuant to applicable collective bargaining agreements, to make to a Benefit Fund on behalf of relevant employees and retirees.

The City of New York, as used herein, is a reference to its constituent agencies which are defined in the Charter of The City of New York, Chapter 52, Section 1150, subdivision 2, as a city, county, borough, or other office, position, administration, department, division, bureau, board or commission, corporation, institution or agency of government, the expenses of which are paid in whole or in part from the City's treasury.

### 2.3 Benefit Expense

Benefit expenses, as used herein, are the direct costs of providing benefits. These costs include:

- Claims paid by the fund for self-insured benefits.



- Insurance premium payments less any retention charges.
- The cost of providing medical referral services.
- Salaries or other payments to:
  - Attorneys who provide direct legal services to members.
  - Instructors who conduct in-house training for members.
  - Physicians who examine members for workers' disability purposes.
  - Other professionals and consultants who provide services directly to members.

#### **2.4 Administrative Expense**

Administrative Expenses are all those costs that are not Benefit Expenses, including, but not limited to:

- Salaries and allowances for the fund's administrative support staff.
- Rents and other occupancy costs.
- Insurance policies for offices, equipment and other general business purposes.
- Fees paid to third party or fund administrators for administrative purposes.
- Miscellaneous fees and commissions.
- Insurance company retention charges.

#### **2.5 Insurance Retention Charges**

Insurance Retention Charges represent the portion of the insurance premiums retained by an insurance company to recover the administrative costs of handling benefit payments. Retention charges are applicable only to insured welfare plans.

### **3.0 GENERAL GUIDELINES AND REQUIREMENTS**

#### **3.1 Supplementary Benefit Agreements**

The supplementary benefit agreements between the City of New York and the labor unions establish the Comptroller's authority to audit and request specific information from the Benefit Funds, and describe the Funds' underlying reporting responsibilities.

The agreements require, in part, that Benefit Funds maintain accurate records and books of account in conformance with generally accepted accounting principles, file annual trustees' statements with the Office of the Comptroller containing substantiation and other information that the Comptroller shall from time to time prescribe, as per individual Fund

supplemental agreements, and obtain annual independent audits of their financial statements. The agreements also specify the Comptroller's right to audit all Benefit Fund expenditures.

The agreements also set forth conflict of interest guidelines. These guidelines provide that Benefit Funds, and all fund trustees, officers and employees are prohibited from directly or indirectly receiving, in connection with the solicitation, sale, service or administration of a Benefit Fund contract, any payment, commission, loan or other thing of value from any entity or individual; and that Benefit Fund trustees, officers or employees may not directly or indirectly receive any payment, commission, loan service or any other thing of value from the Benefit Fund, except that such person may receive employee benefits to which he or she is otherwise entitled, and reasonable compensation for necessary services and expenses rendered or incurred in connection with official duties.

Many of the financial, accounting, auditing and reporting guidelines in this directive replicate, or are derived from, supplementary benefit agreement terms and conditions.

### **3.2 Accounting Standards**

Every Benefit Fund which receives New York City Contributions is required to maintain adequate books of account and related records that will enable it to prepare complete and auditable financial statements on an accrual basis of accounting in conformity with Generally Accepted Accounting Principles.

### **3.3 Comptroller's Internal Control and Accountability Directives**

It is recommended that all Benefit Funds for which the New York City Contribution is \$300,000 or greater (Level II Funds) comply, where applicable, with the Internal Control and Accountability Directives issued by the Office of the Comptroller.

### **3.4 Spending Guidelines**

Benefit Funds should insure that New York City Contributions are spent appropriately and monitored carefully. This includes:

- Restricting their use only for expenditures and programs that directly or indirectly benefit fund members.
- Carefully controlling Administrative Expenses and insuring that they do not exceed a reasonable percentage of total Benefit Fund revenue.
- Insuring that spending for Benefit Fund employee salaries, fees paid to trustees and fees or commissions paid to professionals and service providers are not excessive or unreasonable in relation to the service or product received.
- Using competitive processes to the greatest degree practicable to procure goods and services.

In addition:

- Political and charitable contributions of any kind paid from the New York City Contribution or related investment earnings are prohibited.
- Payments on Benefit Fund contracts or other obligations generally must be made by check drawn on the fund payable directly to the creditor, beneficiary or obligee. Payments, that are not customarily paid by check, including, but not limited to, electronic transfers and imprest fund expenditures, are permissible.

### **3.5 Service Provider Assessments**

The services rendered by consultants shall be assessed at least once every two years. The assessments shall be reported in the board's official minutes and attached to the trustees' representation letter.

It is further recommended, that the work of consultants and all individuals or organizations, with the exception of medical service providers, that are paid for services rendered on a fee or commission basis, be assessed each year with the results reported in the board's official minutes and attached to the trustees' representation letter.

### **3.6 Investment Policy and Procedures**

#### **3.6.1 Trustee Representation Letter**

Level II Benefit Funds must attach a copy of their investment policy to the trustee representation letter along with the trustees' certification that the fund has complied with its policy and procedures.

#### **3.6.2 Investment Policy Recommendation**

To insure that idle monies are invested judiciously, appropriately safeguarded and accounted for fully, it is recommended that the board of trustees:

- Insure that the fund has a written investment policy which describes the permissible types of investments and the guidelines to be adhered to for each investment type. The policies and procedures should also cover, as appropriate, compliance with ERISA investment guidelines and any statutory or legal restrictions, collateralization, the use and selection of financial institutions such as depositories, custodians and trusts, and the use and selection of financial advisors.
- Conduct annual reviews of the fund's compliance with the investment policies and procedures.
- Insure that the investment policy and procedures are periodically reviewed and revised as necessary to reflect changes in available investment opportunities and market conditions.
- Establish a trustee investment committee, that includes the fund's chief fiscal

officer, to oversee the investment function.

- Insure that internal accounting and procedural controls provide an environment which encourages adherence to the fund's investment policies and procedures. The internal controls should:
  - Separate the investment authorization and accounting functions.
  - Insure that investment transactions are fully recorded at an appropriate level of detail.
  - Mandate that all transactions are based on written authorizations.
  - Regularly report on all investment activity to Trustees.
  - Provide for the bonding of appropriate Benefit Fund staff.

### **3.7 Travel Policy**

The board of trustees must establish a written travel policy which sets forth reasonable standards for all out-of-town travel and attendance at conferences, seminars and other events. In addition to establishing guidelines describing when, and for what purposes travel is appropriate, and expenditure limitations for transportation, lodging, meals and other expenses, the policy must require the board of trustees' advance authorization of all out-of-town travel.

#### **3.7.1 Travel Policy Minimum Requirements**

The travel policy, at a minimum, must:

- Prohibit first-class travel.
- Provide that reimbursement of expenses will be made only upon submission of a completed request with supporting documents attached.
- Require persons authorized to travel on Benefit Fund business to report to the board of trustees describing the benefits derived from the trip. The reports must be incorporated in the board's official minutes. It is recommended that the reports be in writing.

In addition, it is recommended that the travel policy:

- Place limitations on the number of individuals who attend, as well as the number of times individuals may travel each year for non-essential purposes such as attending general purpose training and educational courses, attending professional development, or industry conferences, or trade shows.
- Establish reasonable per diem rates such as the Federal General Services

Administration's per diem rates, by locality, for normal daily travel expenditures.

State that Level II funds comply with the Comptroller's Internal Control and Accountability Directive 6, *Authorization, Reimbursement and Audit of Travel, Meals, Lodging and Miscellaneous Agency Expenses*.

### 3.7.2 Travel Reporting Requirements

A copy of the fund's travel policy must be attached to the trustee representation letter. In addition, a summary of all trustee/staff expenditures for conference attendance and out-of-town travel must be submitted annually as part of the trustee representation letter.

## 3.8 Cost and Expense Allocations

Benefit Funds that share premises with related or other entities will have common Administrative Expenses such as rent, utilities, general management and other general expenses. These costs should be allocated equitably for reporting and accountability purposes. The allocation must be made systematically, applied consistently from year-to-year, and must be reviewed annually. Staff salaries should be apportioned based on records which document the efforts devoted to each entity. An explanation of the fund's allocation methodologies must be attached to the trustee representation letter.

## 3.9 Competitive Proposals for Insured Benefits and Other Services

Contracts for insured benefits, except for basic medical and hospital augmentations negotiated with the same insurer, must be awarded using a competitive proposal process. Benefit Funds must solicit at least three firms with the appropriate size, experience and qualifications to provide such benefits or services. The board of trustees must prepare a certification for each benefit or service contract which states that a minimum of three proposals were solicited and discloses the date on which the fund solicited the proposals and the names of all companies solicited. The certification must be included in the board's official minutes and be attached to the trustee representation letter.

It is recommended that Benefit Funds, with the exception of medical service providers, use a similar competitive proposal process to choose third party administrators and all other professional service providers.

Additionally, funds should consider using the guidance provided in the City of New York Procurement Policy Board Rules and the Mayor's Office of Contracts' Rules Implementation Memoranda to assist in developing appropriate competitive proposal processes.

## 3.10 Comptroller's Audits

The fund's books, records and accounts, including the full minutes of the board of trustees' meetings, are subject to review and audit by the Office of the Comptroller.

**4.0 ANNUAL REPORTING REQUIREMENTS**

This Directive requires Benefit Funds to prepare and submit a number of reports, copies of documents and other materials to the Office of the Comptroller. All required filings must be submitted annually, no later than nine months after the close of the Benefit Funds' fiscal year.

**4.1 Funding Levels Defined**

Fund filing requirements vary according to the size of the New York City Contribution as indicated below:

- Level I - Benefit Funds for which New York City Contributions are less than \$300,000.
- Level II - Benefit Funds for which New York City Contributions are \$300,000 or more.

**4.2 Reporting Requirements Summary**

Subsequent sections of this Directive establish Benefit Fund reporting requirements which vary among the two funding levels. To assist boards of trustees and Benefit Funds, a synopsis of reporting responsibilities and requirements, by funding level, along with references to the appropriate sections of the Directive, is provided here:

**Annual Independent Auditor's (CPA) Report**

- 1) Statement of Net Assets Available for Benefits
- 2) Statmnt. of Changes in Net Assets Avail. for Benefits
- 3) Footnotes to financial statements
- 4) Auditor's opinion on the financial statements
- 5) Administrative Expense Schedule
- 6) Benefit Expense Schedule

**Auditor's Management Letter**

**Trustee Representation Letter**

<b>DIRECTIVE REFERENCE</b>	<b>LEVEL I</b>	<b>LEVEL II</b>
5.0	Yes	Yes
5.3	Yes	Yes
5.3	Yes	Yes
5.3	Yes	Yes
5.4	Yes	Yes
5.3/9.1	Yes <sup>1</sup>	Yes
5.3/9.2	Yes <sup>1</sup>	Yes
5.7	Yes	Yes
6.0	No	Yes

<sup>1</sup> Fund must provide schedule, however, independent audit is at the fund's option.

**APPENDIX A**  
**Comptroller's Directive #12**

- a) Fund name, address, etc.
- b) Trustee names, addresses, etc.
- c) Fund administrator, name, address, etc.
- d) New York City Contribution
- e) Total Benefit Fund revenue
- f) Number of City employees/retirees
- g) Percent NYC employees to total fund enrollment
- h) Allocation methodologies
- i) Travel policy
- j) Trustee/staff travel report
- k) Payments to trustees
- l) Payments to top five officers/trustees/staff
- m) Fee/commission payments
- n) Benefit plan amendments
- o) Insurer changes
- p) IRS 5500, 5500c or 990
- q) Investment policies and procedures
- r) Audit contract

**ERISA Reports 5500 & 5500C (If filed)**

Level I Fund addendum

**Annual Membership Report**

**Exhibits**

A - Administrative Expense Schedule

B - Benefit Expense Schedule

C - Key Ratios Schedule

DIRECTIVE REFERENCE	LEVEL I	LEVEL II
6.1.1	No	Yes
6.1.2	No	Yes
6.1.3	No	Yes
6.1.4	No	Yes
6.1.5	No	Yes
6.1.6	No	Yes
6.1.7	No	Yes
3.8/6.1.8	No	Yes
3.7/6.1.9	No	Yes
3.7.2/6.1.10	No	Yes
6.1.11	No	Yes
6.1.12	No	Yes
3.5/3.9/6.1.13	No	Yes
6.1.14	No	Yes
6.1.15	No	Yes
7.0/6.1.16	No	Yes
3.6/6.1.17	No	Yes
5.5/6.1.18	No	Yes
7.0/6.1.16	Yes	Yes
7.0	Yes	No
8.0	Yes	Yes
9.1	Yes <sup>1</sup>	Yes
9.2	Yes <sup>1</sup>	Yes
9.3	Yes	Yes

### 4.3 Filing Address

All filings required by the Directive must be submitted to:

Mr. Henry Lockworth  
The City of New York  
Office of the Comptroller  
Bureau of Financial Audit  
1 Centre Street, 13<sup>th</sup> Floor, Room 1300 North  
New York, NY 10007  
(212) 669-8258

## 5.0 INDEPENDENT ANNUAL AUDITS

All Benefit Funds must prepare annual financial statements in accordance with Generally Accepted Accounting Principles (GAAP). Each year's financial statements must be audited annually by independent Certified Public Accountants (CPA).

### 5.1 Auditor Selection

It is strongly recommended that independent certified public accountants be selected through the use of a competitive proposal process. Requests for proposals should be sent to at least three firms with the appropriate size, experience and qualifications to perform the audit. Requests for proposals should incorporate a copy of this directive.

In addition, it is recommended that:

- The audit selection process be completed no later than 60 days after the beginning of the Benefit Fund's calendar or fiscal year. Timeliness in engaging CPAs is important to insure that there is no break in continuity in the auditing process and, if necessary, to facilitate the transfer of information from one firm to its successor.
- Benefit Funds contract only with firms included on the Office of the Comptroller's prequalified list of CPAs. A copy of the list may be obtained from the filing address listed in §4.3 above.

### 5.2 Audit Standards

The audit must be conducted in accordance with generally accepted auditing standards (GAAS) as promulgated by the American Institute of Certified Public Accountants.



### **5.3 Audit Scope**

The scope of the independent audit for all Benefit Funds must include the following:

- (1) Statement of net assets available for benefits
- (2) Statement of changes in net assets available for benefits
- (3) Footnotes to financial statements

Funds where City contributions are \$300,000 or greater (Level II) are additionally required to provide an Administrative Expense Schedule (Exhibit A) and Benefit Expense Schedule (Exhibit B) which have been audited as part of the independent audit of the basic financial statements.

### **5.4 Audit Opinion**

The auditor's opinion must state whether the financial statements are presented fairly in accordance with generally accepted accounting principles.

### **5.5 Audit Contract**

It is strongly recommended that audit contracts not exceed four years in length. After four years, a new request for proposals should be issued. Additionally, for Level II funds, if the same firm is awarded the contract in a subsequent four year period, the audit firm should be required to assign a different senior manager and partner-in-charge. Benefit funds are strongly encouraged not to award contracts to the same firm for more than two consecutive four-year periods.

The audit contract must require that the audit report be issued within nine months after the close of the fund's calendar or fiscal year and must incorporate procedures, established by the Comptroller, for the Comptroller's audit of the fund. Additionally, for Level II funds, a copy of the audit contract must be attached to the trustee representation letter, and must specify that the audit work papers are subject to review by the Comptroller's Office.

### **5.6 Peer Review**

The independent auditor must provide the Benefit Fund with copies of any peer reviews performed in accordance with the AICPA's guidelines. The Benefit Fund should use the peer reviews as part of their evaluation in selecting an independent auditor.

### **5.7 Management Letter**

Audit contract terms must include a requirement that the auditor issue a management letter when, in the CPA's professional judgment and as per AICPA guidelines, one is merited. The management letter must comment on any material weaknesses or reportable conditions in any of the five elements which make up the Benefit Fund's internal control structure: control environment, risk assessment, information and communication, control

activities and monitoring. When appropriate, the management letter should contain recommendations to fund management on how to improve the noted conditions.

In gaining an understanding of the funds internal control structure, the auditor should take special note of the following areas:

- Adequacy of expenditure documentation and approval processes.
- Expense allocations for Benefit Funds that share their premises with other organizations.
- The adequacy and propriety of the fund's investment policies and procedures and of the fund's compliance with them.
- Competitive procurement practices.
- Staff utilization including the reasonableness of staffing in relation to workload requirements.
- All other matters that the auditors consider appropriate for disclosure to the trustees.

If the independent auditors conclude that there are no material weaknesses, the management letter should so indicate.

## **6.0 TRUSTEE REPRESENTATION LETTER**

The boards of trustees of Level II funds must submit a trustee representation letter to the Comptroller annually which summarizes the Benefit Fund's management policies and activities and provides key information about the fund's operation. The trustee representation letter must be signed by all of the fund's trustees and must include an affirmation that, under the penalties for perjury, in accordance with the supplemental agreement, the report is a true and accurate reflection of management's policies and the state of the fund's affairs for the reporting period.

Level I funds have abbreviated requirements which are described in §7.0.

### **6.1 Trustee Representation Letter Requirements**

The trustee representation letter must contain:

- 6.1.1 The Benefit Fund's name, address and telephone number.
- 6.1.2 The names and business addresses of all board of trustee members.
- 6.1.3 The fund administrator's name, address, and telephone number.

6.1.4 The total amount of New York City Contributions for the fund's fiscal or calendar year.

6.1.5 Total Benefit Fund revenue from all sources.

6.1.6 The number of City employee and retiree members at year end.

6.1.7 The number of City employees or retirees expressed as a percentage of the total number of covered Benefit Fund members.

6.1.8 For Benefit Funds that share premises, staff or other expenses with related or other entities, a description of all cost or expense allocation formulas, including an explanation of the allocation methodology and the basis for distribution. (§3.8.)

6.1.9 A copy of the fund's travel policy. (§3.7)

6.1.10 A summary of all expenditures for out-of-town travel and attendance at conferences for trustees and staff. The summary should include the name and position of the traveler/attendee, the dates of travel, the destination, the reason for the trip and the total expenditure. (§3.7)

6.1.11 A listing of all amounts paid to any trustee and a description of the work or services rendered.

6.1.12 A statement disclosing the total remuneration for the five most highly paid individuals from among trustees, officers and staff.

6.1.13 The identification of all individuals or organizations paid on a fee or commission basis, including administrators, investment managers, attorneys, accountants and other professional service providers. For each individual or organization, the provider's name and address, a description of the relationship, the fees paid and, if applicable, the amount of funds held or managed must be provided.

For consultants, a copy of the official board minutes authorizing the hiring of each consultant and the trustees' biennial assessment of the consultants' performance. (§3.5)

For insured benefit contracts, certification of the competitive selection process as described in §3.9.

6.1.14 If any amendments were made to the benefit plan during the year, a copy of the new benefit booklet or other member notification. If there were no changes the representation letter must state so.

6.1.15 If any benefits were changed from third party insured to self-insured or vice-versa during the year, the reasons for the change, including a detailed explanation of the advantages and any expected cost savings.

6.1.16 If required to file with the IRS, a copy of IRS Form 5500 or 5500C (or IRS Form 990).

6.1.17 A copy of the Benefit Fund's investment policy and procedures and the certification described in §3.6.1.

6.1.18 A copy of the independent audit contract. (§5.5)

## **6.2 Substitution of Statements or Filings**

Funds may, in lieu of any specific requirement in §6.1 above, substitute copies of statements or filings made pursuant to State or Federal Law. Each substitution must be clearly referenced to its corresponding requirement in §6.1.

## **7.0 FEDERAL ERISA REPORTING REQUIREMENTS**

Funds may choose to comply with the Employee Retirement Income Security Act of 1974's (ERISA) reporting guidelines for Benefit Fund expenditures and activities. ERISA requires that certain Benefit Funds, depending on membership size, file Internal Revenue Service Forms 5500 or 5500C. Funds choosing to comply with ERISA and which are required, under ERISA, to file 5500 or 5500C should provide an information copy to the Comptroller's Office with the trustee representation letter. At the Fund's discretion, a copy of IRS Tax Form 990 filing may be submitted, to the Comptroller's Office, instead of Forms 5500 or 5500C.

Funds with New York City Contributions under \$300,000, (Level I) must attach an addendum to the Comptroller's copy of Form 5500 or 5500C (or Form 990) with the following information:

- The number of City employee members and retirees at year-end.
- Total New York City Contributions for the year.
- Amendments to benefits. If amendments were made, a copy of the new benefit booklet or other membership notification. If there were no amendments, a statement to that effect.

## **8.0 ANNUAL REPORT TO FUND MEMBERSHIP**

Each fund is required to issue an annual report to its membership. A copy of the annual report, with cover letter, must be sent to each member of the fund and be filed with the Office of the

Comptroller. The annual report must advise the membership of the financial condition and operations of the fund and advise the membership of significant changes and other important matters. At a minimum, the annual report must include a copy or a condensed version of the most recent independently audited financial statements. This requirement may be fulfilled by publishing the cover letter and report in a fund authorized publication provided that the publication is mailed to each member individually.

## **9.0 SUPPORTING SCHEDULE REQUIREMENTS**

All Benefit Funds are required to provide the following supporting schedules:

### **9.1 Administrative Expense Schedule**

This schedule compares the Benefit Fund's Administrative Expenses for the last two fiscal years, however, three fiscal years of comparable data is required for any year that the result of the Benefit Fund's operations shows a deficit that exceeds five times the fund balance. The format is provided in Exhibit A. A narrative must also be provided by the board of trustees as an attachment, explaining any adverse trends from year to year, or any expense fluctuations in excess of plus or minus fifteen percent from the prior year. This schedule also requires the computation of Administrative Expenses as a percentage of total Benefit Fund revenue.

Benefit Funds with New York City Contributions under \$300,000 (Level I) must attach this schedule to the Comptroller's copy of the ERISA reporting described in Section 7.0. All other funds (Level II) must have this schedule independently audited and included as part of the annual audit report.

### **9.2 Benefit Expense Schedule**

This schedule requests specific information for each benefit provided by the fund. The format is provided in Exhibit B.

Benefit Funds with New York City Contributions under \$300,000 (Level I) must attach this schedule to the Comptroller's copy of the ERISA reporting described in §7.0. All other funds (Level II) must have this schedule independently audited and included as part of the annual audit report submission.

### **9.3 Key Ratio Schedule**

The Key Ratio Schedule requests the comparative analysis of certain Benefit Fund financial indicators for each of the last two years. The format is provided in Exhibit C. Each fund (Levels I and II) must submit this analysis as part of its annual reporting submission, due no later than nine months after the close of its fiscal year.

**THE CITY OF NEW YORK  
OFFICE OF THE COMPTROLLER**

**INTERNAL CONTROL AND  
ACCOUNTABILITY DIRECTIVE 12 SUPPLEMENT**

**FOR FUNDS NOT ESTABLISHED AND MAINTAINED BY  
MUNICIPAL LABOR COMMITTEE UNIONS**

This supplement adds Section 9.4, *Multi-Employer Analysis Schedule*, to Section 9.0 of Comptroller's Internal Control and Accountability Directive #12 which was issued on February 28, 1997.

The benefit funds established and maintained by Municipal Labor Committee (MLC) unions pursuant to collective bargaining agreements with the City of New York, have agreed to provide this supplemental information in a separate submission to the Comptroller's Office. All other funds must submit it as part of the annual reporting requirements described in Section 4.0 of the directive.

**9.4 Multi-Employer Analysis Schedule**

The Multi-Employer Analysis Schedule requires funds to provide:

The number of covered New York City employee and retiree members at year end.

1.1 The number of employee and retiree members for each of the fund's five largest non-City contributors at year end.

The number of trustee and/or benefit fund employee members at year end.

The employee and/or retiree member contribution rate for each of the fund's five largest non-City contributors and for the trustees and/or benefit funds.

The format is provided in Exhibit D. Each fund (Level I and II) must submit this analysis as part of its annual reporting submission, due no later than nine months after the close of its fiscal year.

Exhibit A

**ADMINISTRATIVE EXPENSE SCHEDULE**

DESCRIPTION	1993*	1994	1995
Salaries			
% of total Administrative Expense			
Fringe Benefits			
Investment and Custodial Services			
Legal			
Accountant			
Fees and Commissions - Other			
Rent			
Travel and Conference			
Telephone			
Insurance Retention Charges			
Office Equipment and Rental			
Stationery, Printing, Postage, Office Supplies			
Insurance			
Repairs & Maintenance			
Others (Please Describe):			
<b>Total Administrative Expense</b>			
<b>Total Benefit Fund Revenue</b>			
<b>% Administrative/Revenue</b>			

\* Required if Fund has a current year's operating deficit in excess of five times its fund balance.

**EXPLANATION OF EXPENSE CATEGORIES**

<b>EXPENSE CATEGORY</b>	<b>EXPENSES INCLUDED</b>
Salaries	Salaries, Payroll Taxes, Employment Agency Fees
Fringe Benefits	Employee Fringe Benefits and Severance Pay
Investment and Custodial Services	Investment Management and Custodial Services
Legal	Attorney Fees
Accounting	Accountant Fees
Fees and Commissions - Other	Consulting, Third Party Administrators (e.g. Claims Processing), Communications and Publicity, Security, Actuary, Computer Software Design
Rent	Rent, Utilities, Storage, Building and Moving Expenses
Travel and Conference	Trustee Allowances, Meeting Expenses, Dues, Subscriptions, Awards, Auto Expenses
Telephone	Telephone and Telegrams
Insurance Retention Charges	Insurance Company Administrative Charge to handle benefit payments
Office Equipment and Rental	Depreciation, Amortization, Computer Hardware, Furniture and Equipment
Stationery, Printing, Postage, Office Supplies	Publications, Advertising, Messenger, Petty Cash, Microfilm, Records, Photocopy, Computer Supplies
Insurance	Fiduciary Liability, Bonding, Office Insurance
Repairs and Maintenance	Office Cleaning, Repairs and Maintenance
Other	Any other expense that does not fall in above categories. Each expense must be listed separately and described.





**BENEFIT FUND  
KEY RATIO SCHEDULE**

	1994	1995
Total Revenue		
Administrative Expense		
% of Revenue		
Benefit Expense		
% of Revenue		
Total Expense		
Net Surplus/(Deficit)		
Fund Balance Year-End		
% of Total Revenue		

Exhibit D

MULTI-EMPLOYER ANALYSIS SCHEDULE

Reporting Year _____		
EMPLOYERS	NUMBER OF EMPLOYEE AND/OR RETIREE MEMBERS	CONTRIBUTION PER EMPLOYEE AND/OR RETIREE
New York City		
Five Largest Non-City Contributors: (enter name)		
1)		
2)		
3)		
4)		
5)		
Benefit Fund/Trustee		

**COMMONLY FOUND UNACCEPTABLE PRACTICES OF WELFARE FUND**

<b><u>AREA</u></b>	<b><u>UNACCEPTABLE PRACTICE</u></b>
<ul style="list-style-type: none"><li>• Benefit processing system weaknesses</li></ul>	<ul style="list-style-type: none"><li>- Benefit payments are made without being reviewed and approved by an individual other than the claims processor.</li><li>- Coordination of benefits provisions are not properly applied.</li></ul>
<ul style="list-style-type: none"><li>• Benefit administration</li></ul>	<ul style="list-style-type: none"><li>- Funds do not maintain sufficient information concerning members' usage of benefits such as legal services and are therefore unable to assess the prudence of continuing to provide such benefits.</li></ul>
<ul style="list-style-type: none"><li>• Allocation of common expenses</li></ul>	<p>Expenses are allocated between funds and related entities without:</p> <ul style="list-style-type: none"><li>- establishing a reasonable basis for the allocation (i.e. contribution rate, number of participants, actual usage).</li><li>- supporting documentation substantiating the percentage allocated.</li></ul>
<ul style="list-style-type: none"><li>• Documentation for expenditures</li></ul>	<p>Amounts expended by Funds do not have supporting documentation such as approved vouchers, bills and receipts.</p>
<ul style="list-style-type: none"><li>• Competitive bidding for professional and benefit services</li></ul>	<p>Funds do not competitively bid or consider alternative providers for the following types of services:</p> <ul style="list-style-type: none"><li>- consultants (actuary, computer, investments).</li><li>- attorneys.</li><li>- fiduciary liability and bonding insurance.</li></ul>

COMMONLY FOUND UNACCEPTABLE PRACTICES OF WELFARE FUND

<u>AREA</u>	<u>UNACCEPTABLE PRACTICE</u>
	- insurance companies providing benefits.
• Written contracts	Funds do not maintain written contract or agreements with: <ul style="list-style-type: none"><li>- consultants.</li><li>- accountants.</li><li>- attorneys.</li></ul>
• Travel and conference expenditures	Funds do not follow the following guidelines: <ul style="list-style-type: none"><li>- The number of conference attendees is not kept to an absolute minimum.</li><li>- Airfares or group rates are not paid directly to the sponsoring organization, or to the airlines or hotels. Reimbursements to trustees are made without adequate documentation.</li><li>- Coach airfare or group rates are not used.</li><li>- Reimbursements are made for personal expenditures (flowers, entertainment, etc.)</li><li>- Meal advances are not strictly limited.</li><li>- Reimbursement for local transportation and meals are made despite failure to present properly documented expense vouchers.</li><li>- Persons attending conferences failed to submit written reports on the sessions they attended.</li><li>- Summary reports were not discussed or recorded at Board of Trustees' meetings.</li></ul>

COMMONLY FOUND UNACCEPTABLE PRACTICES OF WELFARE FUND

AREA

UNACCEPTABLE PRACTICE

- Funds' per diem expenses for trustees exceeded IRS guidelines.
  - Fund officials routinely have business lunches during the day with their staff.
- Internal Control
  - Funds do not maintain an adequate set of accounting records, including the following:
    - general ledger.
    - cash disbursements journal.
    - cash receipts journal.
  - Funds fail to:
    - stamp paid on all vouchers (indicating date and check number).
    - segregate incompatible duties between personnel.
    - prohibit writing checks to cash or bearer.
- Retention charges for insured benefits
  - The funds do not have a formal package in writing of all the solicitation materials including a complete description of benefits, estimated retentions, and all conditions which the successful bidder must meet.
  - 
  - The person responsible for preparing bid specifications and/or compiling experience data needed for the formal bid solicitation is an independent consultant, dependent on commissions for his compensation.

**COMMONLY FOUND UNACCEPTABLE PRACTICES OF WELFARE FUND**

**AREA**

**UNACCEPTABLE PRACTICE**

- Payments to trustees
  - Retention charges, expressed as percentage of premiums are higher than the limits established by the NYS Insurance Department.
  - Commissions expressed as a percentage of premiums are higher than guidelines established by the NYS Insurance Department.
  - Trustees received fixed monthly allowances.
  - Trustees did not submit documentation for such allowances.
  - Insufficient guidelines for paying trustees for performing Fund work.
- Other
  - Cost savings analyses are not performed prior to major purchases (i.e. computer).
  - Work logs are not maintained by professionals to determine actual work performed and time spent.

**Comptroller's Audit Reports on Benefit Funds**  
**Issued in Fiscal Years 1985 to 2004**

<b><u>Report Number</u></b>	<b><u>Title</u></b>	<b><u>Date Issued</u></b>
C 84-202	Allied Building Inspectors Local 211 - International Union of Operating Engineers Welfare Fund	12/14/84
C 83-203	Local 144 Civil Service Division Welfare Fund	01/14/85
C 83-208	Parking Enforcement Agents Local 1182 Security Benefits Fund	03/12/85
C 84-204	New York City Local 246 Service Employees International Union Welfare Fund	04/19/85
C 85-203	Local 300 Service Employees International Union Civil Service Forum Employees Welfare Fund	02/27/86
C 85-202	Correction Officers' Benevolent Association, Inc. Security Benefits Fund	04/07/86
C 85-207	Correction Captains Association Security Benefits Fund	06/25/86
C 83-206	House Staff Benefits Plan of the Committee of Interns and Residents	07/25/86
C 86-202	Superior Officers Council of the New York City Police Department Retiree Health and Welfare Fund	10/03/86
C 86-201	Uniformed Sanitationmen's Association Retirees Welfare Fund Local 831	10/15/86
C 86-203	New York State Court Clerk's Association Retirees Security Benefits Fund	10/22/86
C 86-204	Uniformed Fire Officers Association - Retired Fire Officers Family Protection Plan Local 854	11/18/86
C 86-205	Local 858 International Brotherhood of Teamsters, OTB Branch Office Managers Welfare Fund	05/05/87
C 85-206	Security Benefit Fund Local 832 International Brotherhood of Teamsters	05/08/87
C 86-208	Doctors Council Welfare Fund	08/11/87
C 86-213	Local 721 Licensed Practical Nurses Welfare Fund	11/20/87
C 87-202	Health Benefits Fund and the Retiree's Health and Welfare Fund of the Detectives Endowment Association	05/11/88



**Comptroller's Audit Reports on Benefit Funds**  
**Issued in Fiscal Years 1985 to 2004**

<b><u>Report Number</u></b>	<b><u>Title</u></b>	<b><u>Date Issued</u></b>
C 88-200	Patrolmen's Benevolent Association of the City of New York Retiree Health and Welfare Fund	06/06/88
C 88-203	Local 1182 CWA Parking Enforcement Agents Welfare Fund	09/22/88
C 87-203	Professional Staff Congress - CUNY Welfare and Retiree Welfare Funds	10/13/88
C 88-205	Civil Service Bar Association Welfare Fund	10/19/88
C 88-201	Local 333 United Marine Division Welfare and Retiree Welfare Funds	01/12/89
C 88-207A2	Housing Patrolmen's Benevolent Association Welfare and Retiree Welfare Funds - Legal Services	04/06/89
C 88-204	Local 444 Sanitation Officers Association Welfare and Retiree Welfare Funds	04/20/89
C 88-207B	Housing Patrolmen's Benevolent Association Welfare, Retiree Welfare and Annuity Funds	06/30/89
C 89-205	Correction Officers Benevolent Association Annuity Fund	03/28/90
C 89-203	Local 1180 Communication Workers of America Security Benefits and Education Funds - Benefit Expenditures	04/27/90
C 90-205	NYC Retirees Welfare Fund	06/14/90
C 90-207	Uniformed Fire Officers Association Family Protection Plan	06/18/90
C 90-202	Social Service Employees Union Local 371 Administrative, Welfare, Legal Services and Education Funds	06/28/90
C 90-203	Local 211 International Union of Operating Engineers Allied Building Inspectors Welfare Fund	06/28/90
C 90-209	Local 2 United Federation of Teachers WF	05/06/91
C 90-210	Local 94 Uniformed Firefighters Assoc. RWF	05/04/91

**Comptroller's Audit Reports on Benefit Funds**  
**Issued in Fiscal Years 1985 to 2004**

<b><u>Report Number</u></b>	<b><u>Title</u></b>	<b><u>Date Issued</u></b>
C 90-211	Local 1 Council of Supervisors & Administrators WF	01/23/91
S 91-02	United Probation Officers Association Welfare and Retirement Welfare Fund	10/22/91
7I 93-099	System Audit Report on the General Controls for the Health and Welfare Applications of the Patrolmen's Benevolent Association Health and Welfare Fund	08/30/94
4D 93-050	Patrolmen's Benevolent Association Health and Welfare Fund (Including the Civil Legal Representation Fund)	09/02/94
FL95-129A	Financial & Operating Practices of the NYC Transit Police Officers Security Benefit Fund	06/20/95
FL95-130A	Financial & Operating Practices of Local 858 - International Brotherhood of Teamsters	06/09/95
FR95-068A	CUNY Faculty Welfare Fund for Retirees Under Agreement No. 3080 7/1/93 - 12/31/93	01/10/95
FR95-115A	The NYC Board of Education United Federation of Teachers (UFT) Welfare Fund Payments Under Agreement (#132)	03/01/95
FR96-059A	NYC Police Department Welfare Fund Payments for Active Employees Covered Under Agreements #A-2145 and #A-2146 - July 1, 1994 to April 7, 1995	12/29/95
FL96-058A	Financial and Operating Practices of the Parking Enforcement Agents Local 1182 Communication Workers of America Security Benefits Fund	06/10/96
FL96-153A	Doctor's Council Welfare Fund	06/20/96
FL96-178A	Fraudulent Claims Paid by the Doctors Council Welfare Fund	06/27/96
FL96-161A	Audit Report on the Financial and Operating Practices of the Local 144 Civil Service Division Welfare Fund July 1, 1993 to June 30, 1994	04/07/97
FL97-077A	Audit Report on the Financial and Operating Practices of the Operating Engineers, Local 30 A-C Municipal Employees Welfare Fund - July 1, 1994 to June 30, 1995	05/08/97

**Comptroller's Audit Reports on Benefit Funds**  
**Issued in Fiscal Years 1985 to 2004**

<b><u>Report Number</u></b>	<b><u>Title</u></b>	<b><u>Date Issued</u></b>
FR97-128A	Audit Report on the NYC Finance Department Welfare Fund Payments for Active Employees Covered Under Agreements #A-3412 and #A-3412-1 for the Period from July 1, 1995, to July 26, 1996	06/24/97
FR98-082F	follow-up Audit Report on the NYC Office of Labor Relations Welfare Fund Retirees Benefit Payments Under Agreements A-1 Through A-127 for the Period March 1996 - August 1996	04/14/98
FR98-083A	Audit Report on Payments Made to Various Welfare Benefit Funds by the New York City Board of Education, for Active Employees and Retirees, for the Period September 1, 1996 to August 31, 1997	06/22/98
FR98-100A	Audit Report on the Financial and Operating Practices of Local 832 International Brotherhood of Teamsters Security Benefits Fund January 1, 1996 to December 31, 1996	06/24/98
FL98-101A	Audit Report on the Financial and Operating Practices of Local 300 Service Employees International Union Civil Service Forum Retiree Welfare Fund July 1, 1994 - June 30, 1995	06/03/98
FL98-090A	Audit Report on the Financial and Operating Practices of Local 1183 Board of Elections Communication Workers of America Welfare Fund October 1, 1994 - September 30, 1995	06/09/98
FL98-143A	Audit Report on the Financial and Operating Practices of Local 1183 Board of Elections Communication Workers of America Retiree Fund October 1, 1994 - September 30, 1995	06/09/98
FL98-194Ab	Audit Report on District Council 37 Benefits Fund Trust and Affiliated Funds' Data Processing Preparation for the Year 2000	03/03/99
FL99-161A	Audit Report on the Financial and Operating Practices of District Council 37 Education Fund July 1, 1996 – June 30, 1997	06/30/99
FL00-074A	Audit Report on the Financial and Operating Practices of the Correction Officers' Benevolent Association Retirees Welfare Fund January 1, 1998 – December 31, 1998	06/05/00
FL00-075A	Audit Report on the Financial and Operating Practices of the Correction Officers' Benevolent Association Welfare Fund January 1, 1998 – December 31, 1998	06/05/00

**Comptroller's Audit Reports on Benefit Funds**  
**Issued in Fiscal Years 1985 to 2004**

<b><u>Report Number</u></b>	<b><u>Title</u></b>	<b><u>Date Issued</u></b>
FL99-162A	Audit Report on the Financial and Operating Practices of District Council 37 Health and Security Plan Trust July 1, 1996 – June 30, 1997	06/12/00
FL00-165A	District Council 37 Benefits Fund Trust	12/22/00
FM00-178A	International Union of Operating Engineers Local 891 Welfare Fund	01/26/01
FL01-095A	Doctor Council Welfare Fund	03/02/01
FL01-094A	Doctors Council Retiree Welfare Fund	03/02/01
FR01-170A	House Staff Benefits Plan and Legal Services Plan of the Committee of Interns and Residents	06/26/01
FL01-085F	Board of Elections Local 1183 Communication Workers of America Retiree Fund	06/22/01
FL01-084F	Board of Elections Local 1183 Communication Workers of America Welfare Fund	06/22/01
FL02-083A	Communication Workers Association Local 1182 Security Benefits Fund	04/12/02
FL02-085A	Detectives Endowment Association Health Benefit Fund-Active Employees	04/23/02
FL02-086A	Detectives Endowment Association Health Benefit Fund-Retirees	04/26/02
FL03-087A	Local 300 SEIU Civil Service Forum Welfare Fund	06/10/03
FL03-088A	Local 300 SEIU Civil Service Forum Retired Employees Welfare Fund	06/10/03
FL03-086A	Sergeant Benevolent Association Health and Welfare Fund	06/30/03
FL03-151A	Local 444 Sanitation Officers Security Benefit Fund	06/30/03
FL04-093A	Local 721 Licensed Practical Nurses Welfare Fund	06/30/04
FL04-094A	Uniformed Fire Officers Association Family Protection Plan	06/30/04
FL04-095A	Uniformed Fire Officers Association Retired Fire Officers Family Protection Plan	06/30/04

TYPE OF SERVICEFUNDS USING COMMON PROFESSIONAL SERVICE PROVIDERS2003FUND NAMEAUDITING

BERDON LLP, CPA & ADVISORS	DISTRICT COUNCIL 9 PAINTING INDUSTRY CIVIL SERVICE DIVISION (WF/RWF)
BERDON LLP, CPA & ADVISORS	LOCAL 237 TEAMSTERS (RWF)
BERDON LLP, CPA & ADVISORS	LOCAL 237 TEAMSTERS (WF)
BERDON LLP, CPA & ADVISORS	LOCAL 237 TEAMSTERS (AF)
BERDON LLP, CPA & ADVISORS	PROFESSIONAL STAFF CONGRESS CUNY (WF/RWF)
BUCHBINDER TUNICK & COMPANY LLP, CPA	DISTRICT NO.1 MEBA CITY EMPLOYEES BENEFICIAL FUND TRUST (WF/AF)
BUCHBINDER TUNICK & COMPANY LLP, CPA	LOCAL 2 UNITED FEDERATION OF TEACHER (WF)
BUCHBINDER TUNICK & COMPANY LLP, CPA	LOCAL 891 SCHOOL CUSTODIAN & CUSTODIAN ENGINEERS (WF/RWF)
BUCHBINDER TUNICK & COMPANY LLP, CPA	LOCAL 891 IUOE (AF)
DAVID TARLOW & CO., P. C. CPA	LOCAL 1 COUNCIL OF SUPERVISORS AND ADMINISTRATORS (WF)
DAVID TARLOW & CO., P. C. CPA	LOCAL 1 COUNCIL OF SUPERVISORS AND ADMINISTRATORS (RWF)
EDWARD SIMMONS JR., CPA	LOCAL 1181 CWA SUPERVISORY EMPLOYEES (RWF)
EDWARD SIMMONS JR., CPA	LOCAL 1181 CWA SUPERVISORY EMPLOYEES (WF)
ERNST & YOUNG, L.L.P	PATROLMEN'S BENEVOLENT ASSOCIATION (AF)
ERNST & YOUNG, L.L.P	PATROLMEN'S BENEVOLENT ASSOCIATION (RWF)
ERNST & YOUNG, L.L.P	PATROLMEN'S BENEVOLENT ASSOCIATION (WF/CLRF)
FURMAN & HAUSWIRTH., CPA	SERGEANTS BENEVOLENT ASSOCIATION (POLICE) (AF)
FURMAN & HAUSWIRTH., CPA	SERGEANTS BENEVOLENT ASSOCIATION (POLICE) (WF/RWF/CLRF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CIVIL SERVICE BAR ASSOCIATION (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION CAPTAINS ASSOCIATION (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION CAPTAINS ASSOCIATION (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION CAPTAINS ASSOCIATION (WF/CLRF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION OFFICERS BENEVOLENT ASSOCIATION (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION OFFICERS BENEVOLENT ASSOCIATION (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	CORRECTION OFFICERS BENEVOLENT ASSOCIATION (WF/CLRF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	DETECTIVES ENDOWMENT ASSOCIATION (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	DETECTIVES ENDOWMENT ASSOCIATION (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	DETECTIVES ENDOWMENT ASSOCIATION (WF/CLRF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 1180 CWA MUNICIPAL MANAGEMENT (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 1180 CWA MEMBERS (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 1180 CWA MUNICIPAL MANAGEMENT (WF/LEGAL/EF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 1182 CWA PARKING ENFORCEMENT AGENTS (WF/LEGAL)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 3 IBEW ELECTRICIANS (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 3 IBEW ELECTRICIANS (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 300 CIVIL SERVICE FORUM (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 300 CIVIL SERVICE FORUM (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 300 SEIU CIVIL SERVICE FORUM (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 371 SOCIAL SERVICE EMPLOYEES (WF/LEGAL/EF/ADMIN)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 371 SOCIAL SERVICE EMPLOYEES (AF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 721 LICENSED PRACTICAL NURSES (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 806 STRUCTURAL STEEL PAINTERS (RWF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 806 STRUCTURAL STEEL PAINTERS (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	ORGANIZATION OF STAFF ANALYSTS (WF)
GOULD , KOBRICK & SCHLAPP, P.C., CPA	LOCAL 3 NYC COMMUNICATIONS ELECTRICIANS (AF)
HIRSCHHORN & RAPOPORT CPA, P.C.	LOCAL 832 TEAMSTERS (RWF)

TYPE OF SERVICEFUNDS USING COMMON PROFESSIONAL SERVICE PROVIDERS2003FUND NAMEAUDITING (CONTINUED)

HIRSCHHORN & RAPOPORT CPA, P.C.	LOCAL 832 TEAMSTERS (WF)
IRVINGS ROTH & RUBIN, PLLC	DISTRICT COUNCIL 37 (WF)
IRVINGS ROTH & RUBIN, PLLC	DISTRICT COUNCIL 37 AFSCME (AF)
JERRY B. KLEIN, CPA	LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (AF)
JERRY B. KLEIN, CPA	LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (RWF)
JERRY B. KLEIN, CPA	LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (WF)
KLEIMAN & WEINSHANK, LLP, CPA	SUPERIOR OFFICERS COUNCIL (POLICE) (AF)
KLEIMAN & WEINSHANK, LLP, CPA	SUPERIOR OFFICERS COUNCIL (POLICE) (RWF)
KLEIMAN & WEINSHANK, LLP, CPA	SUPERIOR OFFICERS COUNCIL (POLICE) (WF/CLRF)
LOOZIS & WEGENER, CPA	NEW YORK CITY DEPUTY SHERIFFS ASSOCIATION (AF)
LOOZIS & WEGENER, CPA	NYC DEPUTY SHERIFFS ASSOCIATION (RWF)
LOOZIS & WEGENER, CPA	NYC DEPUTY SHERIFFS ASSOCIATION (WF)
METIS GROUP, LLC, CPA	DOCTORS COUNCIL RWF
METIS GROUP, LLC, CPA	DOCTORS COUNCIL WF
MOORE STEPHENS, CPA, P.C.	LOCAL 333 UNITED MARINE DIVISION (RWF)
MOORE STEPHENS, CPA, P.C.	LOCAL 333 UNITED MARINE DIVISION (WF)
NOVAK FRANCELLA, LLC, CPA	LOCAL 94 UNIFORM FIREFIGHTERS ASSOCIATION (RWF)
NOVAK FRANCELLA, LLC, CPA	LOCAL 94 UNIFORM FIREFIGHTERS ASSOCIATION (WF)
NOVAK FRANCELLA, LLC, CPA	LOCAL 94 UNIFORM FIREFIGHTERS ASSOCIATION (AF)
OWEN PETERSON & CO., LLP, CPA	LOCAL 854 UNIFORMED FIRE OFFICERS ASSOCIATION (WF)
OWEN PETERSON & CO., LLP, CPA	LOCAL 854 UNIFORMED FIRE OFFICERS ASSOCIATION (RWF)
ROCCO J. RICCIARDI, CPA	ASSISTANT DEPUTY WARDENS ASSOCIATION (AF)
ROCCO J. RICCIARDI, CPA	ASSISTANT DEPUTY WARDENS ASSOCIATION (WF/RWF/CLRF)
ROCCO J. RICCIARDI, CPA	LOCAL 444 SANITATION OFFICERS (AF)
ROCCO J. RICCIARDI, CPA	LOCAL444 SANITATION OFFICERS (RWF/LODDF)
ROCCO J. RICCIARDI, CPA	LOCAL 444 SANITATION OFFICERS (WF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 14A-14B IUOE (WF/RWF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 15A-C OPERATING ENGINEERS (WF/RWF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 211 ALLIED BUILDING INSPECTORS (WF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 30 IUOE MUNICIPAL EMPLOYEES (RWF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 30A-C OPERATING MUNICIPAL ENGINEERS (WF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 30A-D INTERNATIONAL UNION OF OPERATING ENGINEERS (AF)
SCHULTHEIS & PANETTIERI, CPA	LOCAL 15A-C (IUOE) OPERATING MUNICIPAL ENGINEERS (AF)
STEINBERG, STECKLER & PICCIURRO, CPA	LOCAL 3 IBEW CITY EMPLOYEES (WF)
STEINBERG, STECKLER & PICCIURRO, CPA	LOCAL 306 MUNICIPAL EMPLOYEES (WF)
STEINBERG, STECKLER & PICCIURRO, CPA	LOCAL 858 I.B.T. (O.T.B) BRANCH OFFICE MANAGERS (WF)
STEINBERG, STECKLER & PICCIURRO, CPA	NEW YORK CITY MUNICIPAL PLUMBERS AND PIPEFITTERS (WF)
STEINBERG, STECKLER & PICCIURRO, CPA	NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS (WF)
STEINBERG, STECKLER & PICCIURRO, CPA	NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS (RWF)
STEINBERG, STECKLER & PICCIURRO, CPA	NEW YORK CITY RETIREES (WF)
STEVEN H. HABER, CPA	UNITED PROBATION OFFICERS ASSOCIATION (WF)
STEVEN H. HABER, CPA	UNITED PROBATION OFFICERS ASSOCIATION (RWF)
WENDEL-WALOWITZ ASSOCIATES, INC.	LOCAL 246 SEIU (RWF)
WENDEL-WALOWITZ ASSOCIATES, INC.	LOCAL 246 SEIU (WF)
WENDEL-WALOWITZ ASSOCIATES, INC.	LOCAL 246 SEIU (AF)

TYPE OF SERVICE

FUNDS USING COMMON PROFESSIONAL SERVICE PROVIDERS

2003

FUND NAME

LEGAL COUNSEL

ADAM IRA KLEIN, P.C	LOCAL 211 ALLIED BUILDING INSPECTORS (WF)
ADAM IRA KLEIN, P.C	LOCAL 444 SANITATION OFFICERS (AF)
ADAM IRA KLEIN, P.C	LOCAL 444 SANITATION OFFICERS (WF)
ADAM IRA KLEIN, P.C	LOCAL 444 SANITATION OFFICERS (RWF/LODDF)
BRUCE K. BYRANT	LOCAL 1 COUNCIL OF SUPERVISORS & ADMINISTRATORS (WF)
BRUCE K. BYRANT	LOCAL 1 COUNCIL OF SUPERVISORS & ADMINISTRATORS (RWF)
HOLM & O'HARA, LLP	CORRECTION CAPTAINS ASSOCIATION (AF)
HOLM & O'HARA, LLP	CORRECTION CAPTAINS ASSOCIATION (RWF)
HOLM & O'HARA, LLP	CORRECTION CAPTAINS ASSOCIATION (WF/CLRF)
HOLM & O'HARA, LLP	LOCAL 3 NYC COMMUNICATIONS ELECTRICIANS (AF)
MICHAEL T. MURRAY P.C	PATROLMEN'S BENEVOLENT ASSOCIATION (AF)
MICHAEL T. MURRAY P.C	PATROLMEN'S BENEVOLENT ASSOCIATION (RWF)
MICHAEL T. MURRAY P.C	PATROLMEN'S BENEVOLENT ASSOCIATION (WF/CLRF)
MIRKIN & GORDON, P.C.	ASSISTANT DEPUTY WARDEN'S ASSOCIATION (AF)
MIRKIN & GORDON, P.C.	ASSISTANT DEPUTY WARDENS ASSOCIATION (WF/RWF/CLRF)
MIRKIN & GORDON, P.C.	LOCAL 2 UNITED FEDERATION OF TEACHER (WF)
MIRKIN & GORDON, P.C.	LOCAL 246, SEIU (RWF)
MIRKIN & GORDON, P.C.	LOCAL 246, SEIU (WF)
MIRKIN & GORDON, P.C.	LOCAL 246, SEIU NYC (AF)
MIRKIN & GORDON, P.C.	LOCAL 300 CIVIL SERVICE FORUM (RWF)
MIRKIN & GORDON, P.C.	LOCAL 300 CIVIL SERVICE FORUM (WF)
MIRKIN & GORDON, P.C.	LOCAL 371 SOCIAL SERVICE EMPLOYEES (WF/LEGAL/EF/ADMIN)
MIRKIN & GORDON, P.C.	LOCAL 371 SOCIAL SERVICE EMPLOYEES (AF)
MIRKIN & GORDON, P.C.	LOCAL 891 SCHOOL CUSTODIAN AND CUSTODIAN ENGINEER (WF/RWF)
MIRKIN & GORDON, P.C.	LOCAL 891 IUOE (AF)
MIRKIN & GORDON, P.C.	DETECTIVES ENDOWMNET ASSOCIATION (AF)
MITCHEL B. CRANER	LOCAL 721 LICENSED PRACTICAL NURSES (WF)
MITCHEL C. CRANER	LOCAL 3 IBEW CITY EMPLOYEES (WF)
MITCHEL CRANER	NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS (WF)
MITCHEL CRANER	NYC MUNICIPAL STEAMFITTERS AND STEAMFITTER HELPERS (RWF)
LIPTON, WATANABLE & SPIVAK	LOCAL 1181 CWA SUPERVISORY EMPLOYEES (RWF)
LIPTON, WATANABLE & SPIVAK	LOCAL 1181 CWA SUPERVISORY EMPLOYEES (WF)
PRYOR, CASHMAN, SHERMAN, & FLYNN	LOCAL 854 UNIFORMED FIRE OFFICERS ASSOCIATION (WF)
PRYOR, CASHMAN, SHERMAN, & FLYNN	DOCTORS COUNCIL (WF)
PRYOR, CASHMAN, SHERMAN, & FLYNN	DOCTORS COUNCIL (AF)
SPIVAK, LIPTON, WATANABE & SPIVAK	LOCAL 1180 CWA MUNICIPAL MANAGEMENT (WF/LEGAL/EF)
SPIVAK, LIPTON, WATANABE & SPIVAK	LOCAL 1180 CWA MUNICIPAL MANAGEMENT (RWF)
SPIVAK, LIPTON, WATANABE & SPIVAK	LOCAL 1182 CWA PARKING ENFORCEMENT AGENTS (WF/LEGAL)
SPIVAK, LIPTON, WATANABE & SPIVAK	LOCAL 1180 CWA MEMBERS (AF)
STROOCK & STROOCK & LAVAN, LLP	LOCAL 237 TEAMSTERS (AF)
STROOCK & STROOCK & LAVAN, LLP	LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (AF)
STROOCK & STROOCK & LAVAN, LLP	LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (RWF)

TYPE OF SERVICEFUNDS USING COMMON PROFESSIONAL SERVICE PROVIDERS2003FUND NAMELEGAL COUNSEL (CONTINUED)

STROOCK &amp; STROOCK &amp; LAVAN, LLP

STROOCK &amp; STROOCK &amp; LAVAN, LLP

STROOCK &amp; STROOCK &amp; LAVAN, LLP

SULLIVIAN &amp; LIAPAKIS

SULLIVIAN &amp; LIAPAKIS

SULLIVIAN &amp; LIAPAKIS

SOLOMAN, RICHMAN, GREENBERG, P.C

SOLOMAN, RICHMAN, GREENBERG, P.C

SOLOMAN, RICHMAN, GREENBERG, P.C

SOLOMAN, RICHMAN, GREENBERG, P.C

SOLOMAN, RICHMAN, GREENBERG, P.C

LOCAL 831 UNIFORMED SANITATIONMEN'S ASSOCIATION (WF)

LOCAL 237 TEAMSTERS (RWF)

LOCAL 237 TEAMSTERS (WF)

LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION (RWF)

LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION (AF)

LOCAL 94 UNIFORMED FIREFIGHTERS ASSOCIATION (WF)

LOCAL 3 IBEW ELECTRICIANS (RWF)

LOCAL 3 IBEW ELECTRICIANS (WF)

LOCAL 30 IUOE MUNICIPAL EMPLOYEES (RWF)

LOCAL 30A-C OPERATING MUNICIPAL ENGINEERS (WF)

LOCAL 30A-D INTERNATIONAL UNION OF OP.ENGINEERS (AF)

AF = ANNUITY FUND

WF = WELFARE FUND

RWF = RETIRE WELFARE FUND

EF = EDUCATION FUND

PLSF = PREPAID LEGAL SERVICES FUND

LODDF = LINE OF DUTY DISABILITY FUND

CLRF = CIVIL LEGAL REPRESENTATION FUND

ADMIN = ADMINISTRATIVE