INSPECTOR GENERAL

UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
WASHINGTON, D.C. 20424-0001

MEMORANDUM

DATE: November 15, 2018

TO: Colleen Duffy Kiko
Chairman

FROM: Dana Rooney
Inspector General

SUBJECT: Audit of the Federal Labor Relations Authority's Financial Statements for Fiscal Year 2018 (Report No. AR-19-01)

INTRODUCTION

The Chief Financial Officer's Act, as amended, requires the Federal Labor Relations Authority (FLRA) Inspector General or an independent auditor, as determined by the Inspector General, to audit FLRA's financial statements. We contracted with the independent certified public accounting firm of Dembo Jones, P.C. (Dembo Jones) to audit the financial statements of FLRA as of September 30, 2018 and 2017, and for the years then ended. The contract required that the audit be performed in accordance with U.S. generally accepted Government Auditing Standards and Office of Management and Budget Bulletin No. 19-01, *Audit Requirements for Federal Financial Statements*.

RESULTS OF INDEPENDENT AUDIT

In its audit of FLRA, Dembo Jones noted:

- The financial statements were fairly presented, in all material respects, in accordance with U.S. generally accepted accounting principles;

- No material weaknesses or significant deficiencies in internal control over financial reporting. Dembo Jones was not contracted for and did not provide an opinion on the effectiveness of FLRA's internal controls;

- Other non-reportable matters involving internal control and its operation that will be communicated in a separate management letter to FLRA management; and

- No instances of reportable noncompliance with laws and regulations.

EVALUATION OF AUDITORS' PERFORMANCE

In connection with the contract, we reviewed Dembo Jones report and related documentation and inquired of its representatives. Our review, as differentiated from an audit in accordance with U.S. generally accepted government auditing standards, was not intended to enable us to express, and we do not express, an opinion on FLRA's financial statements or conclusions about the effectiveness of internal control, whether FLRA's financial management systems substantially complied with the Federal Financial Management Improvement Act of 1996; and compliance with laws and regulations. Dembo Jones is responsible for the attached auditor's report dated November 15, 2018, and the conclusions expressed in the report. However, our review disclosed no instances where Dembo Jones did not comply, in all material respects, with U.S. generally accepted government auditing standards.

I appreciate the courtesy and cooperation extended to Dembo Jones during the audit. Should you or your staff have questions, you may contact me at (202) 218-7744.

Attachment

cc: Ernest DuBester, Member
James Abbott, Member
William Tosick, Executive Director
Gregory Mister, Director Budget and Finance

Office of Inspector General

Financial Statement Audit

FINANCIAL STATEMENT AUDIT OF THE FEDERAL LABOR RELATIONS AUTHORITY

FISCAL YEAR 2018

REPORT NO. AR-19-01

NOVEMBER 2018

Federal Labor Relations Authority
1400 K Street, N.W. Suite 250, Washington, D.C. 20424

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INDEPENDENT AUDITOR’S REPORT

DEMBO·JONES
CERTIFIED PUBLIC ACCOUNTANTS & ADVISORS

Independent Auditor's Report

The Honorable Colleen Duffy Kiko
Chairman
Federal Labor Relations Authority

In our audits of the Fiscal Years 2018 and 2017 financial statements of Federal Labor Relations Authority (FLRA) we found:

a) FLRA's financial statements as of and for the Fiscal Years ended September 30, 2018 and 2017, are presented fairly, in all material respects, in accordance with U.S. generally accepted accounting principles;

b) no material weaknesses in internal control over financial reporting based on the limited procedures we performed; and

c) no reportable noncompliance for Fiscal Year 2018 with provisions of applicable laws and regulations we tested.

The following sections discuss in more detail (1) our report on the financial statements, which includes required supplementary information (RSI), such as "Management's Discussion and Analysis"; (2) our report on internal control over financial reporting; (3) our report on compliance with laws and regulations; and (4) agency comments.

Report on the Financial Statements

In accordance with U.S. generally accepted government auditing standards (GAGAS) and Office of Management and Budget (OMB) Bulletin No. 19-01, *Audit Requirements for Federal Financial Statements*, we have audited FLRA's financial statements. FLRA's financial statements comprise the balance sheets as of September 30, 2018 and 2017; the related statements of net cost, changes in net position, and budgetary resources for the Fiscal Years then ended; and the related notes to the financial statements.

We conducted our audits in accordance with GAGAS. We believe that the audit evidence we obtained is sufficient and appropriate to provide a basis for our audit opinions.

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Management's Responsibility for the Financial Statements

FLRA's management is responsible for (1) the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles; (2) preparing, measuring, and presenting the RSI in accordance with U.S. generally accepted accounting principles; (3) preparing and presenting other information included in documents containing the audited financial statements and auditor's report, and ensuring the consistency of that information with the audited financial statements and the RSI; and (4) maintaining effective internal control over financial reporting, including the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. GAGAS require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. We are also responsible for applying certain limited procedures to RSI and other information included with the financial statements.

An audit of financial statements involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the auditor's assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit of financial statements also involves evaluating the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. Our audits also included performing such other procedures as we considered necessary in the circumstances.

Opinion on Financial Statements

In our opinion, FLRA's financial statements present fairly, in all material respects, FLRA's financial position as of September 30, 2018 and 2017, and its net costs of operations, changes in net position, and budgetary resources for the Fiscal Years then ended in accordance with U.S. generally accepted accounting principles.

Other Matters

Required Supplementary Information

U.S. generally accepted accounting principles issued by the Federal Accounting Standards Advisory Board (FASAB) require that the RSI be presented to supplement the financial statements. Although the RSI is not a part of the financial statements, FASAB considers this information to be an essential part of financial reporting for placing the financial statements in appropriate operational, economic, or historical context. We have applied certain limited procedures to the RSI in accordance with GAGAS, which consisted of inquiries of management about the methods of preparing the RSI and comparing the information for consistency with management's responses to the auditor's inquiries, the financial statements, and other knowledge we obtained during the audit of the financial statements, in order to report omissions or material departures from FASAB guidelines, if any, identified by these limited procedures. We did not audit and we do not express an opinion or provide any assurance on the RSI because the limited procedures we applied do not provide sufficient evidence to express an opinion or provide any assurance.

Other Information

FLRA's other information contains a wide range of information, some of which is not directly related to the financial statements. This information is presented for purposes of additional analysis and is not a required part of the financial statements or the RSI. We read the other information included with the financial statements in order to identify material inconsistencies, if any, with the audited financial statements. Our audit was conducted for the purpose of forming an opinion on FLRA's financial statements. We did not audit and do not express an opinion or provide any assurance on the other information.

Report on Internal Control over Financial Reporting

In connection with our audits of the FLRA's financial statements, we considered the FLRA's internal control over financial reporting, consistent with our auditor's responsibility discussed below. We performed our procedures related to the FLRA's internal control over financial reporting in accordance with GAGAS.

Management's Responsibility

FLRA management is responsible for maintaining effective internal control over financial reporting, including the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

In planning and performing our audit of FLRA's financial statements as of and for the year ended September 30, 2018, in accordance with GAGAS, we considered the FLRA's internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the FLRA's internal control over financial reporting. Accordingly, we do not express an opinion on the FLRA's internal control over financial reporting. We are required to report all deficiencies that are considered to be significant deficiencies or material weaknesses. We did not consider all internal controls relevant to operating objectives, such as those controls relevant to preparing performance information and ensuring efficient operations.

Definition and Inherent Limitations of Internal Control over Financial Reporting

An entity's internal control over financial reporting is a process effected by those charged with governance, management, and other personnel, the objectives of which are to provide reasonable assurance that (1) transactions are properly recorded, processed, and summarized to permit the preparation of financial statements in accordance with U.S. generally accepted accounting principles, and assets are safeguarded against loss from unauthorized acquisition, use, or disposition, and (2) transactions are executed in accordance with provisions of applicable laws, including those governing the use of budget authority, regulations, contracts, and grant agreements, noncompliance with which could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent, or detect and correct, misstatements due to fraud or error.

Results of Our Consideration of Internal Control over Financial Reporting

Our consideration of internal control was for the limited purpose described above, and was not designed to identify all deficiencies in internal control that might be material weaknesses and significant deficiencies or to express an opinion on the effectiveness of the FLRA's internal control over financial reporting. Given these limitations, during our audit, we did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

During our 2018 audit, we identified deficiencies in FLRA's internal control over financial reporting that we do not consider to be material weaknesses. Nonetheless, these deficiencies warrant FLRA management's attention. We have communicated these matters to FLRA management and, where appropriate, will report on them separately.

Intended Purpose of Report on Internal Control over Financial Reporting

The purpose of this report is solely to describe the scope of our consideration of the FLRA's internal control over financial reporting and the results of our procedures, and not to provide an opinion on the effectiveness of the FLRA's internal control over financial reporting. This report is an integral part of an audit performed in accordance with GAGAS in considering internal control over financial reporting. Accordingly, this report on internal control over financial reporting is not suitable for any other purpose.

Report on Compliance with Laws and Regulations

In connection with our audits of FLRA's financial statements, we tested compliance with selected provisions of applicable laws and regulations consistent with our auditor's responsibility discussed below. We caution that noncompliance may occur and not be detected by these tests. We performed our tests of compliance in accordance with GAGAS.

Management's Responsibility

FLRA management is responsible for complying with laws and regulations applicable to FLRA.

Auditor's Responsibility

Our responsibility is to test compliance with selected provisions of applicable laws and regulations applicable to FLRA that have a direct effect on the determination of material amounts and disclosures in FLRA's financial statements, and perform certain other limited procedures. Accordingly, we did not test compliance with all laws and regulations applicable to FLRA.

Results of Our Tests for Compliance with Laws and regulations

Our tests for compliance with selected provisions of applicable laws and regulations disclosed no instances of noncompliance for Fiscal Year 2018 that would be reportable under GAGAS. However, the objective of our tests was not to provide an opinion on compliance with laws and regulations applicable to FLRA. Accordingly, we do not express such an opinion.

Intended Purpose of Report on Compliance with Laws and regulations

The purpose of this report is solely to describe the scope of our testing of compliance with selected provisions of applicable laws and regulations, and the results of that testing, and not to provide an opinion on compliance. This report is an integral part of an audit performed in accordance with GAGAS in considering compliance. Accordingly, this report on compliance with laws and regulations is not suitable for any other purpose.

Dembo Jones, P.C.

Rockville, Maryland
November 15, 2018

FINANCIAL SECTION

FEDERAL LABOR RELATIONS AUTHORITY
BALANCE SHEET
AS OF SEPTEMBER 30, 2018 AND 2017
(In Dollars)

		2018		2017
Assets:				
Intragovernmental				
Fund Balance With Treasury (Note 2)	$	4,474,299	$	4,981,468
Accounts Receivable (Note 3)		10,114		9,966
Prepaid Expenses		18,141		5,429
Total Intragovernmental		4,502,554		4,996,863
Accounts Receivable, Net (Note 3)		-		424
Property, Equipment, and Software, Net (Note 4)		78,734		187,819
Total Assets	$	4,581,288	$	5,185,106
Liabilities:				
Intragovernmental				
Accounts Payable (Note 5)	$	328,155	$	298,123
Accrued Payroll and Benefits (Note 5)		187,829		150,021
FECA Unfunded (Note 5)		222,358		242,229
Total Intragovernmental		738,342		690,373
Accounts Payable (Note 5)		326,584		626,657
Unfunded Leave (Note 5)		1,102,800		1,239,740
FECA Actuarial Liability (Note 5)		1,249,217		1,254,731
Accrued Payroll and Benefits (Note 5)		792,746		588,668
Other Liabilities (Note 6)		261		-
Total Liabilities	$	4,209,950	$	4,400,169
Net Position:				
Unexpended Appropriations - Other Funds	$	2,864,908	$	3,333,393
Cumulative Results of Operations - Other Funds		(2,493,570)		(2,548,456)
Total Net Position		371,338		784,937
Total Liabilities and Net Position	$	4,581,288	$	5,185,106

The accompanying notes are an integral part of these statements.
Totals may not add due to rounding.

FEDERAL LABOR RELATIONS AUTHORITY
STATEMENT OF NET COST
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017
(In Dollars)

		2018		2017
Gross Program Costs:				
Authority:				
Intragovernmental Costs	$	6,039,210	$	5,802,070
Public Costs		9,121,750		8,801,998
Total Program Costs		15,160,960		14,604,068
Less: Earned Revenue		(1,239)		(12,806)
Net Program Costs	$	15,159,721	$	14,591,262
Federal Services Impasse Panel:				
Intragovernmental Costs	$	189,605	$	187,956
Public Costs		669,093		676,661
Total Program Costs		858,698		864,617
Less: Earned Revenue		-		-
Net Program Costs	$	858,698	$	864,617
Office of General Counsel:				
Intragovernmental Costs	$	2,757,467	$	2,552,444
Public Costs		8,531,298		8,625,612
Total Program Costs		11,288,765		11,178,056
Less: Earned Revenue		(7,199)		(14,562)
Net Program Costs	$	11,281,566	$	11,163,494
Total Gross Program Costs	$	27,308,423	$	26,646,741
Less: Total Earned Revenue		(8,438)		(27,368)
Net Cost of Operations	$	27,299,985	$	26,619,373

The accompanying notes are an integral part of these statements.
Totals may not add due to rounding.

FEDERAL LABOR RELATIONS AUTHORITY
STATEMENT OF CHANGES IN NET POSITION
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017
(In Dollars)

	2018	2017
Unexpended Appropriations:		
Beginning Balances	$ 3,333,393	$ 2,906,771
Budgetary Financing Sources:		
Appropriations Received	26,200,000	26,200,000
Other Adjustments	(519,592)	(207,127)
Appropriations Used	(26,148,893)	(25,566,251)
Total Budgetary Financing Sources	(468,485)	426,622
Total Unexpended Appropriations	$ 2,864,908	$ 3,333,393
Cumulative Results of Operations:		
Beginning Balances	$ (2,548,456)	$ (2,356,665)
Budgetary Financing Sources:		
Appropriations Used	26,148,893	25,566,251
Other Financing Sources (Non-Exchange):		
Imputed Financing Sources	1,205,978	861,331
Total Financing Sources	27,354,871	26,427,582
Net Cost of Operations	(27,299,985)	(26,619,373)
Net Change	54,886	(191,791)
Cumulative Results of Operations	$ (2,493,570)	$ (2,548,456)
Net Position	$ 371,338	$ 784,937

The accompanying notes are an integral part of these statements.
Totals may not add due to rounding.

FEDERAL LABOR RELATIONS AUTHORITY
STATEMENT OF BUDGETARY RESOURCES
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017
(In Dollars)

		2018		2017
Budgetary Resources:				
Unobligated balance from prior year budget authority, net	$	932,190	$	1,245,096
Appropriations		26,200,000		26,200,000
Spending authority from offsetting collections		12,323		27,313
Total Budgetary Resources	$	27,144,513	$	27,472,409
Memorandum (non-add) Entries:				
Net adjustments to unobligated balance brought forward, Oct. 1	$	(4,251,250)	$	(3,193,427)
Status of Budgetary Resources:				
New obligations and upward adjustments (Note 10)	$	26,408,865	$	26,218,588
Unobligated balance, end of year:				
Apportioned, unexpired account		9,108		66,825
Expired unobligated balance, end of year		726,540		1,186,996
Unobligated balance, end of year (total)		735,648		1,253,821
Total Budgetary Resources	$	27,144,513	$	27,472,409
Outlays, net:				
Outlays, net, (total)		26,187,577		25,458,707
Agency outlays, net	$	26,187,577	$	25,458,707

The accompanying notes are an integral part of these statements.
Totals may not add due to rounding.

FEDERAL LABOR RELATIONS AUTHORITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Reporting Entity

The FLRA is an independent, administrative Federal agency created by Title VII of the Civil Service Reform Act of 1978, with a mission to carry out five statutory responsibilities: (1) determining the appropriateness of units for labor organization representation; (2) resolving complaints of unfair labor practices; (3) adjudicating exceptions to arbitrators' awards; (4) adjudicating legal issues relating to duty to bargain; and (5) resolving impasses during negotiations. The agency consists of three components: the Authority, the Office of the General Counsel, and the Federal Service Impasses Panel.

B. Basis of Accounting and Presentation

The financial statements have been prepared to report the financial position, net cost of operations, changes in net position, and budgetary resources of the FLRA in accordance with the Chief Financial Officers Act of 1990, the Government Management Reform Act of 1994, and the Accountability of Tax Dollars Act of 2002. The statements have been prepared from agency financial records in accordance with U.S. Generally Accepted Accounting Principles (GAAP), in accordance with guidance issued by the Federal Accounting Standards Advisory Board (FASAB) and the Office of Management and Budget (OMB), as prescribed in OMB Circular A-136, Financial Reporting Requirements, and pursuant to the requirements of 31 U.S.C. § 3515(b). These financial statements include all funds and accounts under the control of the FLRA.

The accounting structure of Federal agencies is designed to reflect both accrual and budgetary accounting transactions. Under the accrual method of accounting, revenues are recognized when earned, and expenses are recognized when incurred, without regard to the receipt or payment of cash. The budgetary accounting principles, on the other hand, are designed to recognize the obligation of funds according to legal requirements, which in many cases occur before an accrual-based transaction takes place. The recognition of budgetary accounting transactions is essential for compliance with legal constraints and controls over the use of Federal funds. The accompanying financial statements are prepared on the accrual basis of accounting.

C. Budget Authority

The Congress passes appropriations annually that provide the FLRA with authority to obligate funds for necessary salaries and expenses to carry out mandated program activities. These funds are available until expended, subject to OMB apportionment and to Congressional restrictions on the expenditure of funds. Also, the FLRA places internal restrictions on fund expenditures to ensure the efficient and proper use of all funds.

D. Fund Balance with Treasury

FLRA receipts and disbursements are processed by the Department of the Treasury. Fund balances with the Treasury consist of appropriated funds that are available to pay current liabilities and to finance authorized purchase commitments. No cash is held in commercial bank accounts.

E. Accounts Receivable

Accounts receivable consists of amounts owed to FLRA by other federal agencies and the public. Amounts due from federal agencies are considered fully collectible and consist of interagency agreements. An allowance for uncollectible accounts receivable from the public is established when either (1) management determines that collection is unlikely to occur after a review of outstanding accounts and the failure of all collection efforts, or (2) an account for which no allowance has been established is submitted to the Department of the Treasury for collection, which takes place when it becomes 120 days delinquent. Based on historical experience, all receivables are considered collectible and no allowance is provided.

F. General Property and Equipment (P&E)

This category consists of equipment and internal use software. The basis for recording purchased P&E is full cost, including all costs incurred to bring FLRA P&E to and from a location suitable for its intended use. P&E is depreciated using the straight-line method over the estimated useful life of the asset. Statement of Federal Financial Accounting Standards (SFFAS) No. 10, Accounting for Internal Use Software, provides accounting standards for internal use software used by each agency. The standards provide for capitalized property to continue to be reported on the Balance Sheet. P&E that are not capitalized because they are under the capitalization threshold are expensed in the year of acquisition.

The FLRA's capitalization threshold for individual purchases is $25,000. Bulk purchases of similar items that individually are worth less than $25,000, but collectively are worth more than $100,000 are also capitalized using the same general P&E categories and useful lives as capital acquisitions. Major building alterations and renovations are capitalized, while maintenance and repair costs are charged to expense as incurred.

General P&E Category	Service Life
Software	3 Years
Computer Equipment	5 Years
Office Equipment	7 Years
Office Furniture	15 Years
Leasehold Improvements	Life of lease

G. Liabilities

Liabilities represent the amount of monies or other resources likely to be paid by the FLRA as a result of transactions or events that have already occurred. Liabilities are recognized when they are incurred, regardless of whether they are covered by available budgetary resources. FLRA reports its liabilities under two categories, Intragovernmental and With the Public. Intragovernmental liabilities represent funds owed to another government agency. Liabilities with the Public represent funds owed to any entity or person that is not a federal agency, including private sector firms and federal employees. Each of these categories may include liabilities that are covered by budgetary resources and liabilities not covered by budgetary resources. No liability can be paid, however, absent an appropriation. Liabilities for which an appropriation has not been enacted are, therefore, classified as not covered by budgetary resources, since there is no certainty that the appropriation will be enacted. Liabilities that are covered by budgetary resources consist of intragovernmental and public accounts payable and accrued funded payroll. Liabilities not covered by budgetary resources in FY 2017 and FY 2018 consist of accrued and actuarial Federal Employees Compensation Act (FECA) compensation and unfunded employee leave. The Federal government, acting in its sovereign capacity, can abrogate liabilities other than contracts.

H. FECA Liabilities

An accrued FECA liability is recorded for actual and estimated future payments to be made for workers' compensation pursuant to the FECA. The actual costs incurred are reflected as a liability because agencies will reimburse the Department of Labor (DOL) two years after the actual payment of expenses. Future revenues will be used for their reimbursement to the DOL. The liability consists of: (1) the unreimbursed cost paid by the DOL for compensation to recipients under the FECA; and (2) the net present value of estimated future payments calculated by the DOL.

An estimated actuarial liability for future workers' compensation benefits is included. The liability estimate is based on the DOL's FECA actuarial model that takes the amount of benefit payments over the last twelve quarters and calculates the annual average of payments for medical expenses and compensation. This average is then multiplied by the liabilities-to-benefits paid ratios for the whole FECA program. The ratios may vary from year to year as a result of economic assumptions and other factors, but the model calculates a liability approximately twelve times the annual payments.

I. Annual, Sick and Other Leave

Amounts associated with the payment of annual leave are accrued while leave is being earned by employees, and this accrual is reduced as leave is taken. Each year the balance in the accrued annual leave account is adjusted to reflect current pay rates. To the extent that current or prior-year appropriations are not available to finance annual leave, future financing sources will be used. Sick leave and other types of non-vested leave are expensed as taken.

Any liability for sick leave that is accrued but not taken by a Civil Service Retirement System (CSRS) or a Civil Service Retirement System Offset (CSRS offset)-covered employee is transferred to the Office of Personnel Management (OPM) upon the retirement of that individual. Federal Employees Retirement System (FERS)-covered employees were not entitled to use unused sick leave for additional service credit until October 28, 2009. For retirements effective between October 28, 2009 and December 31, 2013, 50 percent of unused sick leave can be used for additional service credit. For retirements effective after December 31, 2013, 100 percent of unused sick leave can be credited.

J. Net Position

The components of net position are unexpended appropriations and cumulative results of operations. Unexpended appropriations include undelivered orders and unobligated balances. Undelivered orders reflect the amount of goods and services ordered that have yet to be actively or constructively received. Unobligated balances are the amount of appropriations or other authority remaining after deducting the cumulative obligations from the amount available for obligation. The cumulative results of operations represent the net results of operations since inception, the cumulative amount of prior-period adjustments, the remaining book value of capitalized assets, and future funding requirements.

K. Retirement Plans

The FLRA's employees participate in the CSRS or the FERS. For CSRS employees, hired prior to January 1, 1984, the FLRA withholds seven percent of each employee's salary and contributes seven percent of the employee's basic salary to the CSRS Retirement and Disability Fund. These employees may also contribute, on a tax-deferred basis, to a defined contribution plan – the Thrift Savings Plan (TSP). The regular Internal Revenue Service limit in FY 2017 and FY 2018 was $18,000 and $18,500, respectively. The FLRA is not required to and does not contribute any matching amounts for CSRS employees.

The FERS was established by enactment of Public Law 99-335. Pursuant to this law, the FERS and Social Security automatically cover most employees hired after December 31, 1983. Employees hired before January 1, 1984 elected either to join the FERS and Social Security or to remain in the CSRS. For FERS employees, the FLRA withholds 6.2 percent in old age survivors and disability insurance up to a specified wage ceiling and 0.8 percent of an employee's gross earnings for retirement. In FY 2018, the FLRA matched the retirement withholdings with a contribution equal to 13.7 percent of the employee's taxable salary. Due to enactment of the FERS Revised Annuity Employee and Further Revised Annuity Employee programs, the agency matched with a contribution equal to 11.9 percent for employees hired during and after calendar year 2013.

All employees are eligible to contribute to the TSP. For employees under the FERS, a TSP account is automatically established. The FLRA is required to make a mandatory contribution of one percent of the base salary for each employee under the FERS. The agency is required to match the employee's contribution up to a maximum of five percent of his or her salary. Matching contributions are not made to the TSP accounts established by CSRS employees. The FLRA does not report on its financial statements information pertaining to the retirement plans covering its employees. Reporting amounts such as plan assets, accumulated plan benefits, and related unfunded liabilities, if any, are the responsibility of the OPM.

FERS employees and certain CSRS reinstatement employees are eligible to participate in the Social Security program after retirement. CSRS employees who are 65 or older are eligible for Social Security payments (even if they have not retired). In these instances, the FLRA remits the employer's share of the required contribution.

L. Imputed Financing from Costs Absorbed by Others

The FASAB's SFFAS No. 5, Accounting for Liabilities of the Federal Government, requires that employer agencies recognize the full cost of pension, health, and life insurance benefits during their employees' active years of service. The OPM, as administrator of the CSRS and FERS plans, the Federal Employees Health Benefits Program, and the Federal Employees Group Life Insurance Program, must provide the "cost factors" that adjust the agency contribution rate to the full cost for the applicable benefit programs. An imputed financing source and corresponding imputed personnel cost is reflected in the Statement of Changes in Net Position and the Statement of Net Cost.

M. Revenue and Other Financing Sources

The FLRA's revenues are derived from reimbursable work agreements, Freedom of Information Act collections, and a direct annual appropriation. The FLRA recognizes reimbursable work when earned, i.e., services have been provided. Each reimbursable work agreement specifies the dollar value of the agreement and is based on estimated resources needed to perform the specified services.

The agency receives an annual Salaries and Expenses appropriation from the Congress. Annual appropriations are used, within statutory limits, for salaries and administrative expenses and for operating and capital expenditures for essential P&E. Appropriations are recognized as non-exchange revenues at the time the related program expenses are incurred. Appropriations expended for capitalized P&E are recognized as expenses when an asset is consumed in operations. The FLRA's annual appropriation for FY 2017 and FY 2018 was $26,200,000.

N. Expired Accounts and Cancelled Authority

Unless otherwise specified by law, annual budget authority expires for incurring new obligations at the beginning of the subsequent fiscal year. The account into which the annual authority is placed is called an expired account. For five fiscal years, the expired account is available for expenditure to liquidate valid obligations incurred during the unexpired period. Adjustments are allowed to increase or decrease valid obligations incurred during the unexpired period that were not previously reported. At the end of the fifth expired year, the account is cancelled and any remaining money is returned to the Treasury.

O. Contingencies

A contingency is an existing condition, situation, or set of circumstances involving uncertainty as to possible gain or loss to the agency. The uncertainty will ultimately be resolved when one or more future events occur or fail to occur. With the exception of pending, threatened, or potential litigation, a contingent liability is recognized when a past transaction or event has occurred, a future outflow or other sacrifice of resources is more likely than not, and the related future outflow or sacrifice of resources is measurable. For pending, threatened, or potential litigation, a liability is recognized when a past transaction or event has occurred, a future outflow or other sacrifice of resources is likely, and the related future outflow or sacrifice of resources is measurable.

P. Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues, and expenses. Actual results could differ from those estimates.

Q. Advances and Prepayments

Advance payments are generally prohibited by law. There are some exceptions, such as reimbursable work agreements, subscriptions, and payments to contractors and employees. Payments made in advance of the receipt of goods and services are recorded as advance payments and recognized as expenses when the related goods and services are received.

NOTE 2: FUND BALANCE WITH TREASURY

U.S. government cash is accounted for on an overall consolidated basis by the Treasury. The amounts shown on the Balance Sheet represent the FLRA's right to draw on the Treasury for valid expenditures. The fund balance as shown on the FLRA records is reconciled monthly with records from the Treasury. Fund Balance with Treasury account balances as of September 30, 2018 and 2017 were as follows (In Dollars):

	2018	2017
Status of Fund Balance with Treasury:		
Unobligated Balance		
Available	$ 9,108	$ 66,825
Unavailable	726,540	1,186,996
Obligated Balance Not Yet Disbursed	3,738,651	3,727,647
Total	$ 4,474,299	$ 4,981,468

No discrepancies exist between the Fund Balance reflected on the Balance Sheet and the balances in the Treasury accounts.

The available unobligated fund balances represent the current-period amount available for obligation or commitment. At the start of the next fiscal year, this amount will become part of the unavailable balance as described in the following paragraph.

The unavailable unobligated fund balances represent the amount of appropriations for which the period of availability for obligation has expired. These balances are available for upward adjustments of obligations incurred only during the period for which the appropriation was available for obligation or for paying claims attributable to the appropriations.

The obligated balance not yet disbursed includes accounts payable, accrued expenses, unfilled orders, and undelivered orders that have reduced unexpended appropriations but have not yet decreased the fund balance on hand.

NOTE 3: ACCOUNTS RECEIVABLE

The reported amount for accounts receivable consists of amounts owed to the FLRA by other Federal agencies (intragovernmental) and the public. There are no amounts that are deemed uncollectible as of September 30, 2018 and 2017. Accounts Receivable balances as of September 30, 2018 and 2017 were as follows (In Dollars):

	2018		2017	
Intragovernmental				
Accounts Receivable	$	10,114	$	9,966
Total Intragovernmental Accounts Receivable	$	10,114	$	9,966
With the Public				
Accounts Receivable	$	-	$	424
Total Public Accounts Receivable	$	-	$	424
Total Accounts Receivable	$	10,114	$	10,390

NOTE 4: PROPERTY, EQUIPMENT, AND SOFTWARE, NET

Schedule of Property, Equipment, and Software as of September 30, 2018 (In Dollars):

Major Class		Acquisition Cost		Accumulated Amortization/ Depreciation		Net Book Value
Computer Equipment	$	455,885	$	377,756	$	78,129
Office Equipment		202,231		202,231		-
Office Furniture		453,695		453,090		605
Total	$	1,111,811	$	1,033,077	$	78,734

Schedule of Property, Equipment, and Software as of September 30, 2017 (In Dollars):

Major Class		Acquisition Cost		Accumulated Amortization/ Depreciation		Net Book Value
Computer Equipment	$	455,885	$	286,579	$	169,306
Office Equipment		202,231		202,231		-
Office Furniture		453,695		435,182		18,513
Total	$	1,111,811	$	923,992	$	187,819

NOTE 5: LIABILITIES COVERED AND NOT COVERED BY BUDGETARY RESOURCES

Unfunded FECA liabilities consist of workers’ compensation claims payable to the DOL, which will be funded in a future year, and an unfunded estimated liability for future workers’ compensation claims based on data provided from the DOL. The actuarial calculation is based on benefit payments made over twelve quarters, and calculates the annual average of payments. For medical expenses and compensation, this average is then multiplied by the liability-to-benefit paid ratio for the whole FECA program.

Unfunded leave represents a liability for earned leave and is reduced when leave is taken. At the end of each month the balance in the unfunded leave account is adjusted to reflect the liability at current pay rates and leave balances. Unfunded leave is paid from future funding sources and, accordingly, is reflected as a liability not covered by budgetary resources. Sick and other leave is expensed as taken. All other liabilities are considered to be covered by budgetary resources.

Liabilities Covered and Not Covered by Budgetary Resources as of September 30, 2018 consist of the following (In Dollars):

	Covered	Not Covered	Total
Intragovernmental Liabilities			
Accounts Payable	$ 328,155	$ -	$ 328,155
Accrued Payroll and Benefits	187,829	-	187,829
Unfunded FECA	-	222,358	222,358
Total Intragovernmental Liabilities	$ 515,984	$ 222,358	$ 738,342
Public Liabilities			
Accounts Payable	$ 326,584	$ -	$ 326,584
Unfunded Leave	-	1,102,800	1,102,800
FECA Actuarial Liability	-	1,249,217	1,249,217
Accrued Payroll and Benefits	792,746	-	792,746
Other	261	-	261
Total Public Liabilities	$ 1,119,591	$ 2,352,017	$ 3,471,608
Total Liabilities	$ 1,635,575	$ 2,574,375	$ 4,209,950

Liabilities Covered and Not Covered by Budgetary Resources as of September 30, 2017 consist of the following (In Dollars):

	Covered	Not Covered	Total
Intragovernmental Liabilities			
Accounts Payable	$ 298,123	$ -	$ 298,123
Accrued Payroll and Benefits	150,021	-	150,021
Unfunded FECA	-	242,229	242,229
Total Intragovernmental Liabilities	$ 448,144	$ 242,229	$ 690,373
Public Liabilities			
Accounts Payable	$ 626,657	$ -	$ 626,657
Unfunded Leave	-	1,239,740	1,239,740
FECA Actuarial Liability	-	1,254,731	1,254,731
Accrued Payroll and Benefits	588,668	-	588,668
Other	-	-	-
Total Public Liabilities	$ 1,215,325	$ 2,494,471	$ 3,709,796
Total Liabilities	$ 1,663,469	$ 2,736,700	$ 4,400,169

NOTE 6: OTHER LIABILITIES

Other liabilities as of September 30, 2018 consisted of the following (In Dollars):

	Current	Non-Current	2018 Total
With the Public			
Advances and Prepayments	$ 261	$ -	$ 261
Total Other Liabilities	$ 261	$ -	$ 261

There were no other liabilities as of September 30, 2017.

NOTE 7: LEASES

The FLRA has operating leases for rental of office space and equipment. As a Federal agency, the FLRA is not liable for any lease terms beyond one year. All leases are federal.

Current Operating Leases

233 Peachtree Street NE, Atlanta, GA

The FLRA has an interagency agreement with the General Services Administration for office space at 233 Peachtree Street NE, Atlanta, GA. The term is for 120 months beginning on or about January 18, 2012. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

10 Causeway Street, Boston, MA

The FLRA has an interagency agreement with the General Services Administration for office space at 10 Causeway Street, Boston, MA. The term is for 48 months beginning on or about May 15, 2016. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

224 S. Michigan Avenue, Suite 445, Chicago, IL

The FLRA has an interagency agreement with the General Services Administration for office space at 224 S. Michigan Avenue, Suite 445, Chicago, IL. The term is for 120 months beginning on or about June 16, 2012. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

525 Griffin Street, Dallas, TX

The FLRA had an interagency agreement with the General Services Administration for office space at 525 Griffin Street, Dallas, TX. The term was for 120 months beginning on or about October 1, 2017. FLRA terminated this lease effective September 30, 2018.

1244 Speer Boulevard, Denver, CO

The FLRA has an interagency agreement with the General Services Administration for office space at 1244 Speer Boulevard, Denver, CO. The previous term of 57 months began on July 1, 2013 and expired on March 24, 2018. The term for the current agreement is for 120 months beginning on or about March 25, 2018. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

1400 K Street NW, Washington, DC
The FLRA has an interagency agreement with the General Services Administration for office space at 1400 K Street NW, Washington, DC. The term is for 87 months beginning on or about June 1, 2014. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

901 Market Street, San Francisco, CA

The FLRA has an interagency agreement with the General Services Administration for office space at 901 Market Street, San Francisco, CA. The term is for 120 months beginning on or about August 1, 2011. FLRA has the right to terminate the lease based on the availability of funds or with a four month notice at any point after the first twelve months of occupancy.

NOTE 8: COMMITMENTS AND CONTINGENCIES

The FLRA is, at times, a party in various administrative proceedings, legal actions, and claims brought by or against the agency. In the opinion of FLRA management, the ultimate resolution of any proceedings, actions, and claims will not materially affect financial position or results of operations of the FLRA. The agency examined its FY 2013 obligations prior to cancellation, and believes that it does not have any outstanding commitments or contingencies that will require future resources to liquidate.

NOTE 9: INTRAGOVERNMENTAL COSTS AND EXCHANGE REVENUE

The classification of revenue or cost as “intragovernmental” or “with the public” is determined on a transaction by transaction basis. Preceding transactions in the lifecycle of a product will not have an impact on subsequent transactions. If the FLRA purchases goods or services from another Federal entity, capitalizes them into inventory, and later resells them to the public, the cost of the original purchase of resale assets from the other Federal entity will be classified as “intragovernmental” at the time of the purchase. At ultimate sale to the end user, the resulting cost of goods will be classified as “with the public.” The purpose of this classification is to enable the Federal government to provide consolidated financial statements, and not to match public and intragovernmental revenue with costs that are incurred to produce public and intragovernmental revenue.

NOTE 10: APPORTIONMENT CATEGORIES OF OBLIGATIONS INCURRED

All obligations incurred are characterized as Category A, quarterly apportioned, on the Statement of Budgetary Resources. Obligations incurred and reported in the Statement of Budgetary Resources in fiscal years 2018 and 2017 consisted of the following:

FEDERAL LABOR RELATIONS AUTHORITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017

	2018	2017
Direct Obligations, Category A	$ 26,395,924	$ 26,191,275
Reimbursable Obligations, Category A	12,942	27,313
Total Obligations Incurred	$ 26,408,865	$ 26,218,588

NOTE 11: UNDELIVERED ORDERS AT THE END OF THE PERIOD

The amount of budgetary resources obligated for undelivered orders at the end of September 30, 2018 consisted of the following (In Dollars):

	Federal	Non-Federal	Total
Paid Undelivered Orders	$ 18,141	$ -	$ 18,141
Unpaid Undelivered Orders	(299,939)	2,411,319	2,111,380
Total Undelivered Orders	$ (281,798)	$ 2,411,319	$ 2,129,521

The amount of budgetary resources obligated for undelivered orders at the end of September 30, 2017 consisted of the following (In Dollars):

	Federal	Non-Federal	Total
Paid Undelivered Orders	$ 5,429	$ -	$ 5,429
Unpaid Undelivered Orders	(252,563)	2,326,707	2,074,144
Total Undelivered Orders	$ (247,134)	$ 2,326,707	$ 2,079,573

NOTE 12: EXPLANATION OF DIFFERENCES BETWEEN THE SBR AND THE BUDGET OF THE U.S. GOVERNMENT

SFFAS No. 7, Accounting for Revenue and Other Financing Sources and Concepts for Reconciling Budgetary and Financial Accounting, calls for explanation of material differences between amounts reported in the Statement of Budgetary Resources and the actual balances published in the Budget of the U.S. Government (the President’s Budget). The FY 2019 President’s Budget, with actual amounts for FY 2017, has been reconciled to the Statement of Budgetary Resources. The FY 2020 President’s Budget, with actual amounts for FY 2018, will not be published until February 2019.

NOTE 13: INCIDENTAL CUSTODIAL COLLECTIONS

Custodial collections are reflected in Fund Balance with Treasury during the year. While these collections are considered custodial, they are neither primary to the mission of the agency nor material to the overall financial statements. FLRA's custodial collections are $ 1 for the year ended September 30, 2018, and $ 1 for the year ended September 30, 2017. Custodial collections are transferred to the Treasury General Fund on September 30 and are not reflected in the financial statements of the Agency.

FEDERAL LABOR RELATIONS AUTHORITY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEARS ENDED SEPTEMBER 30, 2018 AND 2017

NOTE 14: RECONCILIATION OF NET COST OF OPERATIONS TO BUDGET

Details of the relationship between budgetary resources obligated and the net costs of operations for the fiscal years ended September 30, 2018 and 2017 are shown in the following table:

FEDERAL LABOR RELATIONS AUTHORITY
RECONCILIATION OF NET COST AND BUDGET OUTLAYS
FOR THE YEAR ENDED SEPTEMBER 30, 2018
(In Dollars)

	Intra-governmental	With the Public	Total
Net Operating Cost (SNC)	**8,979,083**	**18,320,902**	**27,299,985**
Components of Net Operating Cost Not Part of the Budgetary Outlays			
Property, plant, and equipment depreciation		(109,085)	(109,085)
Increase/(decrease) in assets:			
Accounts receivable	148	(424)	(276)
Other assets	12,712	-	12,712
(Increase)/decrease in liabilities not affecting Budget Outlays:			
Accounts payable	(30,032)	299,811	269,779
Salaries and benefits	(37,808)	(204,077)	(241,885)
Other liabilities	19,871	142,454	162,325
Other financing sources:			
Federal employee retirement benefit costs	(1,205,978)		(1,205,978)
Total Components of Net Operating Cost Not Part of the Budget Outlays	**(1,241,087)**	**128,679**	**(1,112,408)**
Components of the Budget Outlays That Are Not Part of Net Operating Cost			
Other	1	(1)	-
Total Components of the Budget Outlays That Are Not Part of Net Operating Cost	**1**	**(1)**	-
Net Outlays (Calculated Total)	**7,737,997**	**18,449,580**	**26,187,577**
Related Amounts on the Statement of Budgetary Resources			
Outlays, net, (total) (SBR 4190)			26,187,577
Distributed offsetting receipts (SBR 4200)			-
Outlays, Net (SBR 4210)			**26,187,577**

CONTACTING THE OFFICE OF INSPECTOR GENERAL

IF YOU BELIEVE AN ACTIVITY IS WASTEFUL, FRAUDULENT, OR ABUSIVE OF FEDERAL FUNDS, CONTACT THE:

HOTLINE (800)331-3572

HTTP://WWW.FLRA.GOV/OIG-HOTLINE

EMAIL: OIGMAIL@FLRA.GOV
CALL: (202)218-7970 FAX: (202)343-1072
WRITE TO: 1400 K Street, N.W. Suite 250, Washington, D.C. 20424

The complainant may remain confidential; allow their name to be used; or anonymous. If the complainant chooses to remain anonymous, FLRA OIG cannot obtain additional information on the allegation, and also cannot inform the complainant as to what action FLRA OIG has taken on the complaint. Confidential status allows further communication between FLRA OIG and the complainant after the original complaint is received. The identity of complainants is protected under the provisions of the Whistleblower Protection Act of 1989 and the Inspector General Act of 1978. To learn more about the FLRA OIG, visit our Website at http://www.flra.gov/oig

UNITED STATES FEDERAL LABOR RELATIONS AUTHORITY

Office of Inspector General

Financial Statement Audit