INSPECTOR GENERAL

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

November 16, 2015

MEMORANDUM

TO: Carol Waller Pope
Chairman

FROM: Dana Rooney
Inspector General

SUBJECT: Audit of the Federal Labor Relations Authority's Financial Statements for Fiscal Year 2015 (Report No. AR-16-01)

We contracted with the independent firm of Dembo, Jones, Healy, Pennington & Marshall, P.C. (DJHPM) to audit the financial statements of the Federal Labor Relations Authority (FLRA) as of September 30, 2015 and 2014, and for the years then ended. The contract required that the audit be performed in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States; and applicable provisions of Office of Management and Budget Bulletin No. 15-02 as amended, "Audit Requirements for Federal Financial Statements."

In its audit, DJHPM found:

- The financial statements present fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America;

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

- No instances of noncompliance with laws and regulations.

Evaluation and Monitoring of Audit Performance

We reviewed DJHPM's report and related documentation and made necessary inquiries 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, an accordingly we do not express, an opinion on FLRA's financial statements, the effectiveness of internal controls, whether FLRA's financial management systems substantially complied with the Federal Financial Management Improvement Act, or compliance with laws and regulations.

However, our monitoring review, as limited to the procedures listed above, disclosed no instances in which DJHPM did not comply, in all material respects with Government Auditing Standards.

We appreciate the courtesies and cooperation extended to DJHPM and the OIG during the audit. If you should have any questions concerning this report, please let me know.

Attachment

cc: Ernest DuBester, Member
Patrick Pizzella, Member
Sarah Whittle Spooner, Executive Director

Office of Inspector General

Financial Statement Audit

Financial Statement Audit of the Federal Labor Relations Authority

Fiscal Year 2015

Report No. AR-16-01

November 2015

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

TABLE OF CONTENTS

INDEPENDENT AUDITOR'S REPORT

Report of Independent Auditors

To Chairman Pope
Federal Labor Relations Authority

Report on the Financial Statements

We have audited the accompanying financial statements of the Federal Labor Relations Authority (FLRA), which comprise the balance sheet as of September 30, 2015 and 2014, and the related statements of net cost, changes in net position, and budgetary resources, for the years then ended.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in the U.S. Government Auditing Standards, issued by the Comptroller General of the United States; and Office of Management and Budget (OMB) Bulletin No. 15-02, *Audit Requirements for Federal Financial Statements*. Those standards and OMB Bulletin No. 15-02 require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit 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 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 agency'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 agency's internal control. Accordingly, we do not express such an opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

6010 Executive Blvd • Suite 900
Rockville, MD 20852
P 301.770.5100 • F 301.770.5202

Dembo, Jones, Healy, Pennington & Marshall, PC
A Member of PKF International, Limited
www.dembojones.com

6711 Columbia Gateway Drive • Suite 550
Columbia, MD 21046
P 410.995.5200 • F 410.995.5204

Opinion on Financial Statements

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Federal Labor Relations Authority as of September 30, 2015 and 2014, and its net costs; changes in net position; and budgetary resources for the years then ended in accordance with U.S. generally accepted accounting principles.

Consideration of Internal Control

In planning and performing our audit, we considered the Federal Labor Relations Authority's internal control over financial reporting as a basis for designing our auditing procedures and to comply with the Office of Management and Budget (OMB) audit guidance for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on internal control and compliance or on management's assertion on internal control included in MD&A. Accordingly, we do not express an opinion on internal control over financial reporting and compliance or on management's assertion on the effectiveness of the entity's internal control over financial reporting or on management's assertion on internal control included in the MD&A.

Our consideration of internal control over financial reporting was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses or significant deficiencies, as defined below.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis.

A significant deficiency is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness yet important enough to merit the attention of those charged with governance.

We noted other non-reportable matters involving internal control and its operation that we will communicate in a separate management letter to FLRA management.

Compliance With Laws and Regulations

As part of obtaining reasonable assurance about whether the Federal Labor Relations Authority financial statements are free from material misstatement, we also performed tests of its compliance with certain provisions of laws and regulations for fiscal year 2015. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests of compliance disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards.

Consistency of Other Information

The information in the Management's Discussion and Analysis is not a required part of the financial statements, but is supplementary information required by U.S. generally accepted accounting principles. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of this information. However, we did not audit this information and, accordingly, we express no opinion on it.

The information in the Chairman's Message, Performance Section, and Other Accompanying Information is presented for purposes of additional analysis and is not required as part of the financial statements. This information has not been subjected to auditing procedures and, accordingly, we express no opinion on it.

Dembo, Jones, Healy, Pennington & Marshall, P.C.

Rockville, Maryland
November 16, 2015

FINANCIAL SECTION

Federal Labor Relations Authority
BALANCE SHEET
(in dollars)

As of September 30, 2015 and 2014

	2015	**2014**
Assets:		
Intragovernmental:		
Fund balance with the Treasury (Note 2)	$3,479,882	$3,626,652
Accounts receivable (Note 3)	16,903	0
Prepaid expenses	0	46,494
Total intragovernmental	3,496,785	3,673,146
Accounts receivable, net (Note 3)	2,061	3,634
Property, equipment and software, net (Note 4)	448,644	588,076
Total Assets	**$3,947,490**	**$4,264,856**
Liabilities:		
Intragovernmental:		
Accounts payable	$267,290	$18,265
Accrued payroll and benefits	118,387	0
FECA unfunded (Note 5)	219,897	216,609
Total intragovernmental	605,574	234,874
Accounts payable	305,023	153,535
Unfunded leave (Note 5)	1,374,235	1,511,241
FECA actuarial liability (Note 5)	1,068,706	1,126,026
Accrued payroll and benefits	470,366	510,906
Total Liabilities	**$3,823,904**	**$3,536,582**
Net Position:		
Unexpended appropriations – other funds	$2,321,812	$2,991,329
Cumulative results of operations – other funds	(2,198,226)	(2,263,055)
Total Net Position	**$123,586**	**$728,274**
Total Liabilities and Net Position	**$3,947,490**	**$4,264,856**

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
(in dollars)

For the Years Ended September 30, 2015 and 2014

	2015	2014
Gross Program Costs:		
Authority:		
Intragovernmental costs	$6,104,434	$4,346,447
Public costs	7,952,340	10,412,911
Total program costs	14,056,774	14,759,358
Less: Earned revenue	(10,537)	(2,851)
Net Program Costs	**$14,046,237**	**$14,756,507**
Office of the General Counsel:		
Intragovernmental costs	$2,451,572	$0
Public costs	9,536,749	9,942,518
Total program costs	11,988,321	9,942,518
Less: Total earned revenue	(16,477)	(20,039)
Net Program Costs	**$11,971,844**	**$9,922,479**
Federal Service Impasses Panel:		
Intragovernmental costs	$181,752	$0
Public costs	868,353	763,268
Total program costs	1,050,105	763,268
Less: Total earned revenue	(756)	0
Net Program Costs	**$1,049,349**	**$763,268**
Total gross program costs	$27,095,200	$25,465,144
Less: Total earned revenue	(27,770)	(22,890)
Net Cost of Operations	**$27,067,430**	**$25,442,254**

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
(in dollars)

For the Years Ended September 30, 2015 and 2014

	2015	**2014**
Cumulative Results of Operations:		
Beginning balance	$(2,263,055)	$(2,587,087)
Budgetary financing sources:		
Appropriations used	25,917,906	24,365,987
Other financing sources (non-exchange):		
Imputed financing	1,215,100	1,400,299
FOIA collections	(747)	0
Total financing sources	27,132,259	25,766,286
Net cost of operations	(27,067,430)	(25,442,254)
Net change	64,829	324,032
Cumulative Results of Operations	**$(2,198,226)**	**$(2,263,055)**
Unexpended Appropriations:		
Beginning balance	$2,991,329	$2,071,393
Budgetary financing sources:		
Appropriations received	25,548,000	25,500,000
Other adjustments	(299,611)	(214,077)
Appropriations used	(25,917,906)	(24,365,987)
Total budgetary financing sources	(669,517)	919,936
Total Unexpended Appropriations	**$2,321,812**	**$2,991,329**
Net Position	**$123,586**	**$728,274**

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
(in dollars)

For the Years Ended September 30, 2015 and 2014

	2015	2014
Budgetary Resources:		
Unobligated balance, brought forward, October 1	$778,379	$903,324
Recoveries of prior year unpaid obligations	1,213,338	33,362
Other changes in unobligated balance	(299,611)	(214,077)
Unobligated balance from prior year budget authority, net	1,692,106	722,609
Appropriation	25,548,000	25,500,000
Spending authority from offsetting collections	31,199	43,086
Total budgetary resources	**$27,271,305**	**$26,265,695**
Status of Budgetary Resources:		
Obligations incurred (Note 9)	$25,627,780	$25,487,316
Unobligated balance, end of year:		
Apportioned	45,212	107,618
Unapportioned	1,598,313	670,761
Total obligated balance, end of year	1,643,525	778,379
Total budgetary resources	**$27,271,305**	**$26,265,695**
Change in Obligated Balance:		
Unpaid obligations:		
Unpaid obligations, brought forward, October 1	$2,850,934	$2,587,584
Obligations incurred	25,627,780	25,487,316
Outlays (gross)	(25,425,919)	(25,190,604)
Recoveries of prior year unpaid obligations	(1,213,338)	(33,362)
Unpaid obligations, end of year	1,839,457	2,850,934
Uncollected payments:		
Uncollected payments, federal sources, brought forward, October 1	(2,661)	(3,085)
Change in uncollected payments, federal sources	(439)	424
Uncollected payments, federal sources, end of year	(3,100)	(2,661)
Memorandum (non-add) entries:		
Obligated balance, start of year	**$2,848,273**	**$2,584,500**
Obligated balance, end of year	**$1,836,357**	**$2,848,273**
Budget Authority and Outlays, Net:		
Budget authority, gross	$25,579,199	$25,543,086
Actual offsetting collections	(30,760)	(43,510)
Change in uncollected payments, federal sources	(439)	424
Budget authority, net (total)	**$25,548,000**	**$25,500,000**
Outlays, gross	$25,425,919	$25,190,604
Actual offsetting collections	(30,760)	(43,510)
Outlays, net (total)	25,395,159	25,147,094
Agency Outlays, Net	**$25,395,159**	**$25,147,094**

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

NOTES TO THE FINANCIAL STATEMENTS

NOTE 1: 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 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 occurs 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 the 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 the 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 Treasury for collection, which occurs 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. The 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 2014 and FY 2015 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 reimburse the Department of Labor (DoL) two years after the actual payment of expenses. Future revenues are used for 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)-covered employee is transferred to the 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 7 percent of each employee's salary and contributes 7 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 2014 was $17,500 and FY 2015 was $18,000. 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 (OASDI) up to a specified wage ceiling and 0.8 percent of an employee’s gross earnings for retirement. In FY 2015, the FLRA matched the retirement withholdings with a contribution equal to 13.2 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 11.1 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 1 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 5 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 2014 was $25,500,000; the agency's annual appropriation for FY 2015 was $25,548,000.

(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) Transactions with Related Parties – In the course of its operations, the FLRA has relationships and conducts financial transactions with numerous Federal agencies. The most prominent of these relationships are with the Treasury, the DoL, the Department of the Interior, the Department of Transportation, the Department of Homeland Security, and the General Services Administration (GSA).

(p) 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.

(q) 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.

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

Fund Balance with the Treasury		
As of September 30,	**2015**	**2014**
General funds	$3,482,175	$3,625,753
Other fund types	(2,293)	899
Total	**$3,479,882**	**$3,626,652**

Status of Fund Balance with the Treasury		
As of September 30,	**2015**	**2014**
Unobligated balance available	$45,212	$107,618
Unobligated balance unavailable	1,598,313	670,761
Obligated balance not yet distributed	1,836,357	2,848,273
Total	**$3,479,882**	**$3,626,652**

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. 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, 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, 2015 and 2014.

Accounts Receivable		
As of September 30,	**2015**	**2014**
Intragovernmental	$16,903	$0
With the public	2,061	3,634
Total	**$18,964**	**$3,634**

NOTE 4: Property, Equipment and Software, Net

All assets in the software and leasehold improvement major classes were retired in FY 2015.

Category	Service Life	Acquisition Value	Accumulated Depreciation	2015 Net Book Value	2014 Net Book Value
Software	3 years	$0	$0	$0	$0
Computer equipment	5 years	455,885	(374,689)	81,196	485,966
Office equipment	7 years	202,231	(184,252)	17,979	36,491
Office furniture	15 years	453,695	(104,226)	349,469	65,619
Leasehold improvements	Life of lease	0	0	0	0
Total		**$1,111,811**	**$(663,167)**	**$448,644**	**$588,076**

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 12 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 Not Covered By Budgetary Resources		
For the Years ended September 30,	**2015**	**2014**
Intragovernmental – Unfunded FECA liabilities	$219,897	$216,609
Federal employee benefits – FECA actuarial liability	1,068,706	1,126,026
Unfunded leave	1,374,235	1,511,241
Total	**$2,662,838**	**$2,853,876**

NOTE 6: 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. The agency has an occupancy agreement with the GSA for office space at the following locations.

(a) ***1400 K Street NW, Washington, DC*** **–** The term is for 87 months beginning on June 1, 2014. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(b) ***223 Peachtree Street NE, Atlanta, GA*** **–** The term is for 120 months beginning on January 18, 2012. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(c) ***10 Causeway Street, Boston, MA*** **–** The term is for 55 months beginning on October 1, 2015. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(d) ***224 S. Michigan Avenue, Chicago, IL*** **–** The term is for 120 months beginning on or June 16, 2012. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(e) ***525 Griffin Street, Dallas, TX*** **–** The term is for 120 months beginning on October 1, 2007. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(f) ***1244 Speer Boulevard, Denver, CO*** **–** The term is for 57 months beginning on July 1, 2013. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

(g) ***901 Market Street, San Francisco, CA*** **–** The term is for 112 months beginning on April 1, 2012. The FLRA has the right to terminate the lease based on the availability of funds, or with a 4-month notice at any point after the first 12 months of occupancy.

NOTE 7: 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 2010 obligations prior to cancellation, and believes that it does not have any outstanding that will require future resources to liquidate.

NOTE 8: Intragovernmental Costs and Exchange Revenue

The classification of revenue or costs 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 9: Apportionment Categories of Obligations Incurred

All obligations incurred are characterized as Category A, quarterly apportioned, on the Statement of Budgetary Resources.

Obligations Incurred		
For the Years Ended September 30,	**2015**	**2014**
Direct obligations – Category A	$25,602,425	$25,463,310
Reimbursable obligations – Category A	25,355	24,006
Total	**$25,627,780**	**$25,487,316**

NOTE 10: Undelivered Orders at the End of the Period

The amount of budgetary resources obligated for undelivered orders at the end of September 30, 2015 and 2014 was $678,391 and $2,168,227 respectively.

NOTE 11: Explanation of Differences between the Statement of Budgetary Resources 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 2016 President's Budget, with actual amounts for FY 2014, has been reconciled to the Statement of Budgetary Resources. The FY 2017 President's Budget, with actual amounts for FY 2015, will not be published until February 2016.

NOTE 12: Incidental Custodial Collections

Custodial collections are reflected in the Fund Balance with the 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. There were no custodial collections for the years ended September 30, 2015 and 2014. Custodial collections are transferred to the Treasury General Fund on September 30, and are not reflected in the financial statements of the agency.

NOTE 13: 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, 2015 and 2014 are shown in the following table.

FEDERAL LABOR RELATIONS AUTHORITY
RECONCILIATION OF NET COST OF OPERATIONS TO BUDGET
AS OF SEPTEMBER 30, 2015 AND 2014
(In Dollars)

	2015	2014
Resources Used to Finance Activities:		
Budgetary Resources Obligated		
Obligations Incurred	$25,627,780	$25,487,316
Spending Authority From Offsetting Collections and Recoveries	$ (1,244,537)	$ (76,095)
Obligations Net of Offsetting Collections and Recoveries	$24,383,243	$25,411,221
Net Obligations	$24,383,243	$25,411,221
Other Resources		
Imputed Financing From Costs Absorbed By Others	$ 1,215,100	$ 1,400,299
Other Resources	$ (747)	$ -
Net Other Resources Used to Finance Activities	$ 1,214,353	$ 1,400,299
Total Resources Used to Finance Activities	$25,597,596	$26,811,520
Resources Used to Finance Items Not Part of the Net Cost of Operations:		
Change In Budgetary Resources Obligated For Goods,		
Services and Benefits Ordered But Not Yet Provided	$ 1,534,663	$ (998,644)
Resources That Fund Expenses Recognized In Prior Periods	$ (196,786)	$ (42,488)
Resources That Finance the Acquisition of Assets	$ -	$ (455,885)
Total Resources Used to Finance Items Not Part of Net Cost of Operations	$ 1,337,877	$ (1,497,017)
Total Resources Used to Finance the Net Cost of Operations	$26,935,473	$25,314,503
Components of the Net Cost of Operations That Will Not Require or		
Generate Resources in the Current Period:		
Components Requiring or Generating Resources in Future Periods		
Increase In Annual Leave Liability	$ -	$ 99,150
Other	$ 5,749	$ (59,745)
Total Components of Net Cost of Operations That Will Require or		
Generate Resources In Future Periods	$ 5,749	$ 39,405
Components Not Requiring or Generating Resources		
Depreciation and Amortization	$ 139,432	$ 80,442
Other	$ (13,224)	$ 7,904
Total Components of Net Cost of Operations That Will Not Require or		
Generate Resources	$ 126,208	$ 88,346
Total Components of Net Cost of Operations That Will Not Require or		
Generate Resources In The Current Period	$ 131,957	$ 127,751
Net Cost of Operations	$27,067,430	$25,442,254

Opinion on Financial Statements

In our opinion, the financial statements present fairly, in all material respects, the financial position of the **Federal Labor Relations Authority** as of **September 30, 2014 and 2013**, and its net costs; changes in net position; and budgetary resources for the years then ended.

Consideration of Internal Control

In planning and performing our audit, we considered the **Federal Labor Relations Authority's** internal control over financial reporting as a basis for designing our auditing procedures and to comply with the Office of Management and Budget (OMB) audit guidance for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on internal control and compliance or on management's assertion on internal control included in MD&A. Accordingly, we do not express an opinion on internal control over financial reporting and compliance or on management's assertion on the effectiveness of the entity's internal control over financial reporting or on management's assertion on internal control included in the MD&A.

Our consideration of internal control over financial reporting was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses or significant deficiencies, as defined below.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis.

A significant deficiency is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness yet important enough to merit the attention of those charged with governance.

We noted other non-reportable matters involving internal control and its operation that we will communicate in a separate management letter to **FLRA** management.

Compliance With Laws and Regulations

As part of obtaining reasonable assurance about whether the **Federal Labor Relations Authority** financial statements are free from material misstatement, we also performed tests of its compliance with certain provisions of laws and regulations for fiscal year 2014. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests of compliance disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards.

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