

*Financial Statements*

# **California Association of Professional Employees**

**December 31, 2023 and 2022**

(With Summarized Comparative Totals for 2022)

# CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES

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# Haynie & Company

(a professional corporation)

**Certified Public Accountants and Management Consultants**

4910 Campus Drive Newport Beach, California 92660-2119 (949) 724-1880 FAX (949) 724-1889

## INDEPENDENT AUDITORS' REPORT

To the Board of Directors

**California Association of Professional Employees**

Pasadena, California

### **Opinion**

We have audited the accompanying financial statements of California Association of Professional Employees (the "Association"), a non-profit organization, which comprise the statement of financial position as of December 31, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Association as of December 31, 2023, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

## INDEPENDENT AUDITORS' REPORT

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### **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

INDEPENDENT AUDITORS' REPORT

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**Report on Summarized Comparative Information**

We have previously audited the Associations' 2022 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated February 22, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2022, is consistent, in all material respects, with the audited financial statements from which it has been derived.

*HAYNIE & COMPANY*

December 10, 2024  
Newport Beach, California

# CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES

Statements of Financial Position  
December 31, 2023  
(With Summarized Comparative Totals for 2022)

	2023			2022	
	General Fund (Without donor restrictions)	Political Action Committee (With donor restrictions)	FAIR Political Action Committee (With donor restrictions)	Total	Total
<b><u>ASSETS</u></b>					
Cash and cash equivalents:					
Petty cash	\$ 451	\$ -	\$ -	\$ 451	\$ 451
Checking accounts	2,819,132	384,887	67,956	3,271,975	2,417,656
Money market fund and certificate of deposit	<u>779,164</u>	<u>-</u>	<u>-</u>	<u>779,164</u>	<u>778,663</u>
Total cash and cash equivalents	<u>3,598,747</u>	<u>384,887</u>	<u>67,956</u>	<u>4,051,590</u>	<u>3,196,770</u>
Other assets:					
Prepaid expenses	6,118	-	-	6,118	6,118
Other assets	<u>6,459</u>	<u>-</u>	<u>-</u>	<u>6,459</u>	<u>338</u>
Total other assets	<u>12,577</u>	<u>-</u>	<u>-</u>	<u>12,577</u>	<u>6,456</u>
Property and equipment:					
Office furniture and equipment	82,180	-	-	82,180	82,180
Computer hardware	64,607	-	-	64,607	64,607
Computer software	<u>12,536</u>	<u>-</u>	<u>-</u>	<u>12,536</u>	<u>12,536</u>
	159,323	-	-	159,323	159,323
Less accumulated depreciation	<u>(155,066)</u>	<u>-</u>	<u>-</u>	<u>(155,066)</u>	<u>(151,590)</u>
Total property and equipment	<u>4,257</u>	<u>-</u>	<u>-</u>	<u>4,257</u>	<u>7,733</u>
<b>Total assets</b>	<u>\$ 3,615,581</u>	<u>\$ 384,887</u>	<u>\$ 67,956</u>	<u>\$ 4,068,424</u>	<u>\$ 3,210,959</u>

See notes to financial statements.

**CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

Statements of Financial Position

December 31, 2023 and 2022

(With Summarized Comparative Totals for 2022)

	2023			2022	
	General Fund (Without donor restrictions)	Political Action Committee (With donor restrictions)	FAIR Political Action Committee (With donor restrictions)	Total	Total
<b><u>LIABILITIES AND NET ASSETS</u></b>					
Liabilities:					
Expenses payable	\$ 6,845	\$ -	\$ -	\$ 6,845	\$ 10,050
Accrued vacation benefits	<u>55,120</u>	<u>-</u>	<u>-</u>	<u>55,120</u>	<u>52,028</u>
Total liabilities	61,965	-	-	61,965	62,078
Net assets	<u>3,553,616</u>	<u>384,887</u>	<u>67,956</u>	<u>4,006,459</u>	<u>3,148,881</u>
<b>Total liabilities and net assets</b>	<b><u>\$ 3,615,581</u></b>	<b><u>\$ 384,887</u></b>	<b><u>\$ 67,956</u></b>	<b><u>\$ 4,068,424</u></b>	<b><u>\$ 3,210,959</u></b>

See notes to financial statements.

**CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

Statement of Activities and Net Assets

For the Year Ended December 31, 2023

(With Summarized Comparative Totals for 2022)

	2023			2022	
	General Fund (Without donor restrictions)	Political Action Committee (With donor restrictions)	FAIR Political Action Committee (With donor restrictions)	Total	Total
Revenues:					
Dues from members	\$ 2,004,131	\$ -	\$ -	\$ 2,004,131	\$ 1,837,824
Member contributions	-	61,830	3,408	65,238	67,985
Administration fees	109,632	-	-	109,632	109,632
Interest income	27,125	-	-	27,125	4,056
<b>Total revenues</b>	<u>2,140,888</u>	<u>61,830</u>	<u>3,408</u>	<u>2,206,126</u>	<u>2,019,497</u>
Expenses:					
Program services	971,649	1,550	50	973,249	1,053,609
Support services:					
General and administrative	375,299	-	-	375,299	456,837
<b>Total expenses</b>	<u>1,346,948</u>	<u>1,550</u>	<u>50</u>	<u>1,348,548</u>	<u>1,510,446</u>
<b>Increase in net assets</b>	793,940	60,280	3,358	857,578	509,051
Net assets, beginning of year	<u>2,759,676</u>	<u>324,607</u>	<u>64,598</u>	<u>3,148,881</u>	<u>2,639,830</u>
<b>Net assets, end of year</b>	<u>\$ 3,553,616</u>	<u>\$ 384,887</u>	<u>\$ 67,956</u>	<u>\$ 4,006,459</u>	<u>\$ 3,148,881</u>

See notes to financial statements.



# CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES

Statement of Functional Expenses  
For the Year Ended December 31, 2023  
(With Summarized Comparative Totals for 2022)

	Program Services	Support Activities		Total	
		General and Administrative	Fundraising	2023	2022
Salaries and wages	\$ 466,984	\$ 172,720	\$ -	\$ 639,704	\$ 648,104
Temporary help	1,340	495	-	1,835	65,490
Payroll taxes	39,389	14,569	-	53,958	55,752
Welfare benefits	83,348	30,828	-	114,176	123,460
401(k) retirement benefits	12,125	4,484	-	16,609	15,682
Legal fees and expenses	41,461	15,335	-	56,796	45,879
Accounting and auditing fees	-	4,221	-	4,221	11,045
Computer programming expenses	35,138	12,996	-	48,134	48,415
Admin fees for retirement plan	-	3,863	-	3,863	4,050
National Marine Engineers' Beneficial					
Association affiliation fees	45,944	-	-	45,944	40,853
Education expenses	383	142	-	525	72,723
Auto expenses	479	-	-	479	1,202
Meeting expenses	32,597	12,254	-	44,851	46,975
Member communications	32,126	-	-	32,126	14,045
Field program	11,994	-	-	11,994	7,582
Los Angeles County Coalition					
shared expenses	26,495	-	-	26,495	21,170
Elections	-	4,733	-	4,733	15,012
Political contributions	1,500	-	-	1,500	16,000
FPPC reports & FTB responses	100	-	-	100	100
Depreciation and amortization	2,537	939	-	3,476	5,406
Bank charges	-	921	-	921	938
Insurance expense	-	10,409	-	10,409	10,266
Office supplies and expenses	4,565	1,688	-	6,253	7,079
Payroll processing fees	-	31,973	-	31,973	31,902
Photocopier expense	3,115	1,152	-	4,267	5,477
Postage and delivery	6,296	2,328	-	8,624	7,821
Printing	1,688	624	-	2,312	671
Recruitment expenses	572	211	-	783	2,258
Rent expense	99,376	36,755	-	136,131	135,283
Repairs and maintenance	-	1,611	-	1,611	2,178
Subscriptions and publications	2,111	781	-	2,892	14,089
Taxes and licenses	-	673	-	673	494
Telephone	21,586	7,984	-	29,570	25,245
Miscellaneous expense	-	610	-	610	7,800
	<u>\$ 973,249</u>	<u>\$ 375,299</u>	<u>\$ -</u>	<u>\$ 1,348,548</u>	<u>\$ 1,510,446</u>

See notes to financial statements.

# CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES

Statements of Cash Flows - All Funds  
For the Years Ended December 31, 2023 and 2022  
(With Summarized Comparative Totals for 2022)

	<u>2023</u>	<u>2022</u>
<b>Cash flows from operating activities:</b>		
Changes in net assets:		
General fund	\$ 793,940	\$ 457,166
Political Action Committee	60,280	48,220
FAIR Political Action Committee	<u>3,358</u>	<u>3,665</u>
	857,578	509,051
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Loss on disposal of property and equipment		
Depreciation and amortization expense	3,476	5,406
(Increase) decrease in:		
Other assets	(6,121)	-
Increase (decrease) in:		
Expenses payable	(3,205)	6,325
Accrued vacation benefits	<u>3,092</u>	<u>(13,199)</u>
<b>Total from operating activities</b>	<u>854,820</u>	<u>507,583</u>
<b>Cash flows from investing activities:</b>		
Purchase of property and equipment	<u>-</u>	<u>(1,030)</u>
<b>Total from investing activities</b>	<u>-</u>	<u>(1,030)</u>
<b>Cash flows from financing activities:</b>	<u>-</u>	<u>-</u>
<b>Net increase</b>	854,820	506,553
Cash and cash equivalents, beginning of year	<u>3,196,770</u>	<u>2,690,217</u>
<b>Cash and cash equivalents, end of year</b>	<u>\$ 4,051,590</u>	<u>\$ 3,196,770</u>
<b>Supplemental disclosure of cash flow information:</b>		
Cash paid during the year for:		
Income taxes	<u>\$ -</u>	<u>\$ -</u>
Interest	<u>\$ -</u>	<u>\$ -</u>

See notes to financial statements.

# **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

## **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

### **1. DESCRIPTION OF ENTITY**

#### General Fund

The California Association of Professional Employees (the "Association") was formed in 1964 in Los Angeles, California, as a nonprofit corporation to initiate, sponsor, promote and carry out plans, policies and activities, which will tend to advance the health, comfort, morale and economic welfare of all member employees of public agencies or public corporations. The Association represents approximately 2,500 employees of the County of Los Angeles in collective bargaining matters and its primary source of revenues are dues from approximately 2,000 members.

#### Political Action Committee ("PAC")

The Association formed a Political Action Committee ("PAC") for the purpose of supporting state and local candidates to further the goals of organized labor and collective bargaining within the State of California. The PAC is funded by voluntary dues allocations from the General Fund and voluntary contributions from members of the Association. The monthly allocation of \$3 was raised to \$5 per member in 2015, and the PAC has been in effect since January 1, 1994.

#### FAIR Political Action Committee ("FAIR PAC")

In February 2005, the Board of Directors formed a second political action committee, the Fight Arnold's Irresponsible Reforms Political Action Committee ("FAIR PAC"), for the purpose of protecting the pension and post-retirement benefits of its members by supporting certain state-wide elections and propositions in California. FAIR PAC is funded by voluntary contributions from the Association's members, certain vendors of the Association and special events organized to further the goals of FAIR PAC.

### **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

#### Method of accounting

Dues from members, affiliation fees, interest income, reimbursements and other revenues are reported on the accrual basis. All expenses are reported on the accrual basis except for a nominal amount of recurring monthly expenses.

#### Functional allocation of expenses

The costs of providing programs and support services have been summarized on the statements of functional expenses. All revenues and expenses pertain to net assets without donor restrictions for the general fund. All revenue and expenses pertain to net assets with donor restrictions for the PAC and FAIR PAC.

## **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

### **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

### Use of estimates

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

### Fair value of financial instruments

The carrying value of cash and cash equivalents, receivables, prepaid expenses, and expenses payable approximate their fair values due to the short-term nature of these instruments.

### Tax-exempt status

No provision is made in the General Fund for federal or state income tax. The Association has received tax-exempt status from the federal government under Internal Revenue Code Section 501(c)(5) and the State of California under Revenue and Taxation Code Section 23701a. The Political Action Committees (PAC and FAIR-PAC) are subject to federal and California income taxes assessed on the lesser of investment earnings (net of a \$100 exclusion) or the amount of political contributions.

The Association files income tax returns in the U.S. federal and California jurisdictions. Generally, the Association's tax returns remain open for federal income tax examination for three years from the date of filing and four years for California.

The Association follows the provisions of uncertain tax positions as addressed in FASB Accounting Standards Codification 740-10-65-1. The Association recognized no increase in the liability for unrecognized tax benefits. The Association has no tax position as of December 31, 2023 and 2022, for which the ultimate deductibility is highly certain but for which there is uncertainty about the timing of such deductibility. The Association recognizes interest accrued related to unrecognized tax benefits in interest expense and penalties in operating expenses. No such interest or penalties were recognized during the periods presented. The Association had no accruals for interest and penalties as of December 31, 2023 and 2022.

## **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

### **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

### Contributions

The Association adopted the Financial Accounting Standards Board ("FASB") authoritative guidance in connection with accounting for contributions received and contributions made. The guidance by the FASB requires the Association to recognize contributions when the donor makes a promise to give to the Association that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions.

### Cash and cash equivalents

Cash and cash equivalents consists of cash on hand and cash deposited with financial institutions in checking accounts and money market funds. For purposes of the statement of cash flows, the Association considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents. The Association, from time to time, maintains cash balances in excess of Federal Deposit Insurance Corporation (FDIC) insurance coverage limits. As of December 31, 2023 and 2022, the aggregate balances that exceeded these limits approximated \$3,357,000 and \$2,482,000, respectively. The Association performs reviews of the relative credit rating of its banks to lower its risk.

### Investments

The Association has adopted the FASB authoritative guidance in connection with accounting for certain investments held by not-for-profit organizations. Accordingly, investments are stated at market value as of the balance sheet date. Fluctuations between the market value and the historical cost are reported as unrealized gains or losses in the statement of activities. The Association, from time to time, maintains certain concentrations that exceed the Securities Investor Protection Corporation limits.

### Property and equipment

Property and equipment are stated at cost. Depreciation is determined for related groups of assets under the straight-line and accelerated methods based upon their estimated useful lives, ranging from three to ten years. Minor renewals or replacements and maintenance and repairs are expensed. Major replacements and improvements are capitalized.

# **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

## **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

### **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

#### Long-lived assets

Management reviews long-lived assets for impairment when circumstances indicate the carrying amount of an asset may not be recoverable based on the undiscounted future cash flows of the asset. If the carrying amount of an asset may not be recoverable, a write-down to fair value is recorded. Fair values are determined based on the discounted cash flows, quoted market values, or external appraisals, as applicable. Long-lived assets are reviewed for impairment at the individual asset or the asset group level for which the lowest level of independent cash flows can be identified. Management has evaluated the long-lived assets and has not identified any impairment as of December 31, 2023 and 2022.

#### Recently adopted accounting pronouncement

Effective January 1, 2022, the Association adopted Financial Accounting Standards Board ASC 842, Leases. The new standard establishes a right of use (ROU) model that requires a lessee to record an ROU asset and a lease liability on the balance sheet for all leases with terms longer than 12 months. Leases are classified as either finance or operating, with classification affecting the pattern of expense recognition in the income statement. Leases with a term of less than 12 months will not record a right of use asset and lease liability and the payments will be recognized into profit or loss on a straight-line basis over the lease term. When a lease includes renewal options which can extend the lease term, only those options that are reasonably expected to be exercised and that the Association can exercise at its sole discretion are included in the measurement of lease assets and liabilities. The adoption of the new lease standard did not result in a significant impact to the Association's financial statements.

On January 1, 2023, the Association adopted Accounting Standards Update 2016-13, Financial Instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments (ASC 326). This standard replaced the incurred loss methodology with an expected loss methodology that is referred to as the current expected credit loss (“CECL”) methodology. CECL requires an estimate of credit losses for the remaining estimated life of the financial asset using historical experience, current conditions, and reasonable and supportable forecasts and generally applies to financial assets measured at amortized cost, including loan receivables and certain other financial assets. Financial assets measured at amortized cost will be presented at the net amount expected to be collected by using an allowance for credit losses. The Association adopted ASC 326 and all related subsequent amendments thereto effective January 1, 2023, using the modified retrospective approach for all financial assets measured at amortized cost and determined that the adoption did not have a material impact to the previously reported allowance amounts.

## **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

### **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

#### **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

##### Prior-period comparative information

The financial statements include certain prior-period summarized comparative information in total, but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with GAAP. Accordingly, such information should be read in conjunction with the Association's financial statements for the year ended December 31, 2022, from which the summarized information was derived.

##### Subsequent events

Subsequent events have been evaluated through December 10, 2024, which is the date the financial statements were available.

#### **3. INVESTMENTS**

The authoritative guidance issued by FASB relating to fair value measurements, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 consists of unadjusted quoted prices in active markets for identical assets and have the highest level of reliability, level 2 inputs are those that are observable, either directly or indirectly, for the asset or liability other than quoted prices included in level 1, and level 3, which are unobservable, are used when level 1 and 2 inputs are not available. As of December 31, 2023 and 2022, the Association's investments consist of certificates of deposits and are categorized using level 1 inputs.

Fair values of investments are measured using valuation techniques under a market, income or cost approach. The Association uses a market approach for valuing its investments wherein prices or relevant information derived from market transactions for identical or comparable assets are used in determining the respective fair values.

#### **4. LEASE COMMITMENTS**

In 2014, the Association entered into a new five year lease agreement with a related party for office space in Pasadena, California. Based on the terms of the agreement, the Association's initial rent is approximately \$10,000 per month and will be adjusted annually based on the changes in the U.S. Consumer Price Index. The lease agreement expired in March 2019 and converted to a month-to-month tenancy. The total rent expense was approximately \$135,000 and \$135,000 for the years ended December 31, 2023 and 2022, respectively.

## **CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

### **Notes to Financial Statements**

(With Summarized Comparative Totals for 2022)

#### **4. LEASE COMMITMENTS (CONTINUED)**

The Association leases postal equipment under a five year operating lease expiring in April of 2017, with monthly payments of \$222 extended through July 2023. After July 2023, the lease transitioned to month-to-month payments without a new lease agreement. Lease expense in connection with office equipment approximated \$3,600 and \$4,000 for the years ended December 31, 2023 and 2022, respectively.

#### **5. RELATED PARTY TRANSACTIONS-BENEFIT TRUST ADMINISTRATION**

The Association established the California Association of Professional Employees Benefit Trust (the "Trust") to provide alternative health and welfare coverage for its members and other participants affiliated with the County of Los Angeles. The Trust is governed by a board of trustees consisting of 5 members appointed by the officers of the Association.

The Association charges the Trust an administrative fee based on an estimate of the costs incurred by the Association to administer the Trust. Administration fees for the years ended December 31, 2023 and 2022 approximated \$110,000, for both years.

The Association also is a contributing employer to the Trust. Total employer contributions to the Trust for health and welfare benefits for the years ended December 31, 2023 and 2022 were approximately \$97,000 and \$107,000, respectively.

As indicated in note 4, the Association pays monthly rent to the Trust.

#### **6. RETIREMENT PLAN**

The Association has a retirement savings 401(k) plan covering substantially all employees. The plan provides that employees who have attained age 21 and completed one year of service with the Association may voluntarily contribute up to the maximum amount allowable by law of their compensation for the plan year. Employer contributions are equal to 100% of the employee's contributions up to 4% of that employee's compensation. Employer contributions were approximately \$16,000 and \$16,000 for the years ended December 31, 2023 and 2022, respectively.



# CALIFORNIA ASSOCIATION OF PROFESSIONAL EMPLOYEES

## Notes to Financial Statements

(With Summarized Comparative Totals for 2022)

### 7. LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the Statement of Financial Position date, comprise the following:

	<u>2023</u>	<u>2022</u>
Financial assets at year-end:		
Petty cash	\$ 451	\$ 451
Checking accounts	3,271,975	2,417,656
Money market fund and certificate of deposit	<u>779,164</u>	<u>778,663</u>
Subtotal	4,051,590	3,196,770
Less those unavailable for general expenditures		
Within one year:		
Donor restricted funds	<u>(452,843)</u>	<u>(389,205)</u>
financial assets available to meet cash needs for general expenditures within one year	<u>\$ 3,598,747</u>	<u>\$ 2,807,565</u>