

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND
HUMAN RESOURCES

ENTERPRISE FUNDS
FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED JUNE 30, 2021



COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

Table of Contents

	Pages
INDEPENDENT AUDITORS' REPORT	1-3
MANAGEMENT'S DISCUSSION AND ANALYSIS	4-10
FINANCIAL STATEMENTS:	
STATEMENT OF NET POSITION	11
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION	12
STATEMENT OF CASH FLOWS	13
NOTES TO FINANCIAL STATEMENTS	14-45



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- American Institute of Certified Public Accountants
- Puerto Rico Society of Certified Public Accountants

INDEPENDENT AUDITORS' REPORT

**To the Honorable Secretary and Management
of the Commonwealth of Puerto Rico
Department of Labor and Human Resources
San Juan, Puerto Rico**

Report on the Financial Statements

We have audited the accompanying financial statements of the Disability Insurance Fund, the Drivers' Insurance Fund and the Vocational Rehabilitation Administration Fund of **the Department of Labor and Human Resources of the Commonwealth of Puerto Rico (the Department)**, as of and for the year ended June 30, 2021, and the related notes to the financial statements. We were engaged to audit the financial statements of the Unemployment Insurance Fund. These financial statements collectively comprise the **Department's** Enterprise Funds financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. This standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of 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 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 also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

Auditors' Responsibility (Continued)

Except for the matter described in the "Basis for Disclaimer of Opinions on Unemployment Insurance Fund" paragraph, we believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis for Disclaimer of Opinion on Unemployment Insurance Fund

As of the date of our report, the **Department** was unable to provide complete and accurate information associated with their determination of potential non-fraud and fraudulent overpayments within the CARES Act Unemployment Insurance Program (UI). The **Department's** records do not permit us, nor is it practical to extend other auditing procedures, to obtain sufficient appropriate audit evidence to conclude that the receivable and payable balances and other related activity in the Unemployment Insurance Fund were free of material misstatement. As a result of this matter, we were unable to determine whether further audit adjustments may have been necessary.

Disclaimer of Opinion on Unemployment Insurance Fund

Because of the significance of the matter described in the "Basis for Disclaimer of Opinion on Unemployment Insurance Fund" paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for audit opinions on the financial statements for the Unemployment Insurance Fund of the **Department**. Accordingly, we do not express an opinion on these financial statements.

Unmodified Opinion

In our opinion, based on our audits, the financial statements of the Disability Insurance Fund, the Drivers' Insurance Fund and the Vocational Rehabilitation Administration Fund of the **Department**, as of June 30, 2021, and the respective changes in financial position, and cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in **Note 1**, the financial statements of the Unemployment Insurance Fund, the Disability Insurance Fund, the Drivers' Insurance Fund and the Vocational Rehabilitation Administration Fund of the **Department**, are intended to present the financial position, the changes in financial position and, where applicable, cash flows of only that portion that is attributable to the transactions of the Enterprise Funds of the **Department**. Accordingly, they do not purport to, and do not, present fairly the financial position of the **Department** as of June 30, 2021, the changes in its financial position, or, where applicable, its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.



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INDEPENDENT AUDITORS' REPORT (CONTINUED)

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis on pages 4 through 10, be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context.

We have applied certain limited procedures to the required supplementary information in accordance with the auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because of the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.



LOPEZ VEGA, CPA, PSC

San Juan, Puerto Rico
March 31, 2023

Stamp No. 486958 of the
Puerto Rico Society of Certified
Public Accountants was affixed to
the record copy of this report.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

The **Department of Labor and Human Resources of the Commonwealth of Puerto Rico (the Department)** provides this Management's Discussion and Analysis (MD&A) to the readers of the **Department's** enterprise funds' financial statements. These financial statements include only the **Department's** Unemployment Insurance Fund, Disability Insurance Fund, Drivers' Insurance Fund, and the Vocational Rehabilitation Administration Fund (collectively the enterprise funds), proprietary funds of the **Department**. This MD&A provides a narrative overview and analysis of the financial activities of the **Department's** enterprise funds as of and for the fiscal year ended June 30, 2021.

The MD&A is designed to: (a) assist the reader in focusing on significant financial matters, (b) provide an overview of the **Department's** enterprise funds' financial activities and (c) highlight individual fund matters. Since the MD&A is designed to focus on the current year activities, resulting changes and currently known facts, it should be read in conjunction with the **Department's** enterprise funds' financial statements, including the notes thereto.

The Statement of Net Position provides information on the **Department's** assets, plus deferred outflows of resources less liabilities, plus deferred inflows of resources with the difference reported as net position. Over time, increases or decreases in the **Department's** net position may serve as a useful indicator of whether the financial position of the **Department** is improving or deteriorating because of the year's operations.

The Statement of Activities presents information on how the **Department's** net position changed during the reporting period. Changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, the current year's revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods.

FINANCIAL HIGHLIGHTS

- The total assets of the **Department's** enterprise funds exceeded its total liabilities by \$223,314,171 at the close of fiscal year 2021.
- Total assets of the **Department's** enterprise funds amounted to \$481,557,421 which represents a decrease of \$796,026,203 (62%) compared with fiscal year 2020. Total liabilities of the **Department's** enterprise funds amounted to \$258,243,250 which represents a decrease of \$927,436,267 (78%), as compared with fiscal year 2020.
- The net position of the **Department's** enterprise funds increased by \$137,545,890 (60%) when compared with fiscal year 2020.
- The operating revenue of the **Department's** enterprise funds amounted to \$577,306,995 which represents an increase of \$354,818,000 (159%) during the current fiscal year when compared with last fiscal year 2020 totals.
- Total operating expenses amounted to \$5,893,276,723 for the fiscal year ended June 30, 2021, which represents an increase of \$2,577,040,701 (76%), when compared to fiscal year 2020.
- Total benefits paid by the enterprise funds to eligible citizens during the year ended June 30, 2021, amounted to \$5,883,402,915 which represents an increase of approximately \$2,573,545,244 (78%) compared with fiscal year 2020.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021**

FINANCIAL HIGHLIGHTS (CONTINUED)

The following table presents the Condensed Statements of Net Position of the enterprise funds of the Department as of June 30, 2021 and 2020, in thousands:

Condensed Statements of Net Position

	Enterprise Funds		
	2021	2020	Change
Current assets	\$ 447,315	\$ 1,247,748	\$ (800,433)
Non-current assets	34,243	29,835	4,408
Total assets	<u>\$ 481,558</u>	<u>\$ 1,277,583</u>	<u>\$ (796,025)</u>
Deferred outflows of resources	9,637	4,288	5,349
Current liabilities	203,739	1,138,346	(934,607)
Non-current liabilities	54,504	47,333	7,171
Total liabilities	<u>\$ 258,243</u>	<u>\$ 1,185,679</u>	<u>\$ (927,436)</u>
Deferred inflows of resources	2,435	3,221	(786)
Net position:			
Invested in capital assets	2	6	(4)
Restricted for benefit payments	240,985	116,998	123,987
Deficit	(10,470)	(24,033)	13,563
Total net position	<u>\$ 230,517</u>	<u>\$ 92,971</u>	<u>\$ 137,546</u>

The following table presents the condensed Statements of Revenues, Expenses and Changes in Fund Net Position for the years ended June 30, 2021 and 2020, in thousands:

Condensed Statements of Revenues, Expenses and Changes in Net Position

	Enterprise Funds		
	2021	2020	Change
Operating revenues	\$ 577,084	\$ 222,266	\$ 354,818
Operating expenses	5,893,277	3,316,236	2,577,041
Operating income (loss)	(5,316,193)	(3,093,970)	(2,222,223)
Non-operating revenues	5,499,069	2,551,428	2,947,641
Income (loss) before transfers	182,876	(542,542)	725,418
Transfers from (to) other funds	(45,330)	(44,138)	(1,192)
Net change in net position	<u>137,546</u>	<u>(586,680)</u>	<u>724,226</u>
Net position (deficit), beginning of year, as restated	92,971	679,651	(586,680)
Net position - end of year	<u>\$ 230,517</u>	<u>\$ 92,971</u>	<u>\$ 137,546</u>

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

FINANCIAL HIGHLIGHTS (CONTINUED)

Net Position

The net position serves over time as a useful indicator of the **Department's** enterprise funds financial position at the end of the fiscal year and represents the residual interest in the assets after liabilities are deducted. The **Department's** enterprise funds reported combined ending fund net position amounting to \$230,516,543 at the close of the current fiscal year.

OVERVIEW OF THE ENTERPRISE FUNDS' FINANCIAL STATEMENTS

This Management's Discussion and Analysis requires supplementary information to the enterprise funds' financial statements and is intended to serve as an introduction to the financial statements of the **Department's** enterprise funds. The **Department's** enterprise funds' financial statements are comprised of: (1) fund financial statements and (2) notes to the financial statements. This report also contains other supplementary information in addition to the financial statements themselves. These components are described below.

Fund Financial Statements: A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The **Department's** enterprise funds, like other state departments, use fund accounting to ensure and demonstrate compliance with finance related legal requirements. The **Department's** funds are divided in three categories: governmental funds, enterprise funds, and agency funds. The **Department's** funds presented in these financial statements are only its enterprise funds.

Enterprise funds: The **Department** uses enterprise funds to account for the Unemployment Insurance, the Disability Insurance, Drivers' Social Security Insurance, and the Vocational Rehabilitation Administration Programs, which are all considered major funds. The Vocational Rehabilitation Administration functions, for all practical purposes, as an organizational component of the **Department**.

The **Department's** enterprise funds' financial statements can be found on pages **11** through **13** of this report.

Notes to Enterprise Funds' Financial Statements: The notes provide information that is essential to a full understanding of the data provided about the **Department's** enterprise funds. The notes to the enterprise funds' financial statements can be found on pages **14** through **45** of this report.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021**

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

The capital assets of the **Department's** enterprise funds are those assets that are used in the performance of its functions. The investment in capital assets (net of accumulated depreciation) as of June 30, 2021 amounted to a net book value of \$1,870. Actual depreciation expense for the year amounted to \$3,542. The following table summarizes capital assets, net of accumulated depreciation, for the enterprise funds for the fiscal years ended June 30, 2021 and 2020, in thousands:

	2021	2020	Change
Enterprise Funds:			
Buildings	\$ 1	\$ 3	\$ (2)
Furniture and equipment	1	2	(1)
Computer, equipment and software	-	-	-
Vehicles	-	-	-
Total capital assets	<u>\$ 2</u>	<u>\$ 5</u>	<u>\$ (3)</u>

Long-term Debt

The **Department's** enterprise funds' long-term liabilities increased by \$6,666 (13%), when compared to fiscal year 2020. The following table summarizes the long-term debt for the enterprise funds for the fiscal years ended June 30, 2021 and 2020, in thousands:

	2021	2020	Change
Enterprise Funds:			
Compensated Absences	\$ 677	\$ 760	\$ (83)
Other postemployment benefit liability	1,935	1,840	95
Total pension liability	<u>54,748</u>	<u>48,094</u>	<u>6,654</u>
	<u>\$ 57,360</u>	<u>\$ 50,694</u>	<u>\$ 6,666</u>

GASB Statements No. 73 and No. 75

In Fiscal Year 2020, the **Department** adopted the Statement No. 73, "Accounting and Financial Reporting for Pension and Related Assets that are not within the Scope of GASB Statement No. 68, and Amendments to Certain Provision issued by the Governmental Accounting Standards" and the Statement No. 75, "Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions", that replaces GASB Statement No. 45, "Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions", after fiscal year 2018, for other Postemployment benefits liability reporting.

The **Department's** pension plan is administered by the Employees' Retirement System Administration (ESR).

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

Deferred Outflows of Resources

Deferred outflows of resources, although similar to “assets”, are set apart because these items do not meet the technical definition of being an asset of the **Department** on the date of these financial statements. In other words, these amounts are not available to pay liabilities in the way assets are available. When all the recognition criteria are met, the deferred outflow of resources will become an expense/expenditure.

The most significant deferred outflow of resources reported are related to the implementation of GASB Statement No. 73, Accounting and Financial Reporting for Pensions and related assets that are not within the scope of GASB Statement 68, and amendments to certain provisions of GASB Statement Nos. 67 and 68, and GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions for total pension liability and total OPEB liability reporting. However, there may be some deferred outflows of resources attributable to the various components that impact pension changes, and can include investment changes amortization, changes due to actuarial assumptions, and differences between expected or actual experience.

Deferred Inflows of Resources

Deferred inflows of resources are the counterpart to deferred outflows of resources on the Statement of Net Position. Deferred inflows of resources are not technically liabilities of the **Department** as of the date of the financial statements. When all the recognition criteria are met, the deferred inflow of resources will become revenue or an increase to net position.

Deferred inflows of resources related to pensions represent a net amount attributable to the various components that impact pension changes, and can include investment changes amortization, changes due to actuarial assumptions, and differences between expected or actual experience.

More detailed information about the **Department's** deferred outflows of resources and deferred inflows of resources is presented in page 20 of this report.

ECONOMIC FACTORS

Worldwide pandemic of Coronavirus (COVID-19)

This event that has impact the **Department** is the Coronavirus Pandemic, known as COVID-19, which forced a worldwide outbreak causing, in this case, a government and business disruption through mandated and voluntary closings of multiple companies and governmental entities on the island. While the disruption is expected to be temporary, there was a considerable uncertainty around the duration of the closings. Due to this, the **Department** expects that this matter should have an impact in its oncoming operating results, cause by a reduction in the operating grants and contributions revenues included the enterprise funds operations.

On March 18, 2020, was signed into law the Families First Coronavirus Response Act (FFCRA), which provided additional flexibility for state unemployment insurance agencies and additional administrative funding to respond to the COVID-19 pandemic. The Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law on March 27.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

ECONOMIC FACTORS (CONTINUED)

Worldwide pandemic of Coronavirus (COVID-19) (Continued)

It expanded states' ability to provide unemployment insurance for many workers impacted by the COVID-19 pandemic, including for workers who are not ordinarily eligible for unemployment benefits. The CARES Act also gives states the option of extending unemployment compensation to independent contractors and other workers who are ordinarily ineligible for unemployment benefits. Three significant new unemployment insurance programs were created via the CARES Act: Pandemic Unemployment Assistance (PUA), Pandemic Emergency Unemployment Compensation (PEUC) and Federal Pandemic Unemployment Compensation (FPUC). Additional insurance programs were implemented during the fiscal period 2020-2021: Mixed Earner Unemployment Compensation (MEUC), Extended Benefits (EB), and First Week (FW).

Pandemic Unemployment Assistance (PUA), which provided unemployment benefits for workers not otherwise eligible for regular unemployment benefits, self-employed individuals, contract workers, and business owners. Individuals who qualify for PUA must self-certify weekly that they are unemployed, partially employed, or unable or unavailable to work because of a COVID-19 related reason.

Pandemic Emergency Unemployment Compensation (PEUC), which provided an additional 13 weeks of unemployment benefits for unemployed workers who have exhausted regular unemployment benefits.

Federal Pandemic Unemployment Compensation (FPUC), which provided an additional \$600 per week to all unemployed workers receiving traditional unemployment compensation, PUA, or PEUC. To qualify to receive the FPUC payment, a claimant had to be eligible to receive at least \$1 of compensation through the traditional unemployment insurance, PEUC, or PUA program for that week.

Mixed Earner Unemployment Compensation (MEUC), which provided an additional \$100 weekly benefit to eligible individuals receiving regular state unemployment, Pandemic Emergency Unemployment Compensation (PEUC), or Trade Readjustment Allowances (TRA). Eligibility requirements: 1) Earned at least \$5,000 or more in net self-employment income during the most recent taxable year ending prior to your application for state unemployment insurance and 2) Submit financial proof of self-employment.

Extended Benefits (EB), provides up to 20 weeks of additional Unemployment Insurance (UI) benefits to workers who have exhausted their regular unemployment compensation and Federal Pandemic Emergency Unemployment Compensation (PEUC).

First Week (FW), provides full federal funding of the first week of regular UC for states with no waiting week. States that provide compensation to individuals for their first week of unemployment (i.e., states which do not require a waiting week), and that enter into an agreement with the **Department** will receive 100 percent federal funding for the total amount of regular UC paid to individuals for their first week of regular UC. This funding is available for weeks of unemployment beginning after the date on which the state enters into an agreement with the **Department** and ends with weeks of unemployment ending on or before December 31, 2020.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

ENTERPRISE FUNDS FINANCIAL STATEMENTS
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

ECONOMIC FACTORS (CONTINUED)

Worldwide pandemic of Coronavirus (COVID-19) (Continued)

On August 8, 2020 a Presidential Memorandum Authorizing the Other Needs Assistance Program for Major Disaster Declarations Related to Coronavirus Disease 2019 was issued instructing the Secretary of Homeland Security through FEMA to make available other needs assistance (ONA) for lost wages in accordance with Section 408(e)(2) of the Stafford Act (42 U.S.C. 5174(e)(2)). LWA will be administered by States and territories through a grant agreement with FEMA. States and territories will distribute the funds through their UI system, as a supplemental payment.

Lost Wages Assistance (LWA), which provided a \$300 weekly supplemental benefit to eligible claimants. Eligibility requirements include: (a) a self-certification from claimant that he or she is unemployed or partially unemployed due to disruptions caused by the COVID-19, and (b) who is eligible to a weekly benefit of at least \$100 from one of the UC programs available for the week of unemployment for which LWA is claimed.

Joint Circular Letter 2022-01

As described on **Note 15**, on January 27, 2022, the Commonwealth of Puerto Rico issued Joint Circular Letter 2022-01 related to Obligations of the Government Entities under the confirmation order of the Adjustment Plan of the Commonwealth of Puerto Rico and the Ordered Transfers by the U.S. District Court for Puerto Rico. Such Circular Letter notified the Court approval of the fiscal plan and the amounts to be transferred by each governmental agency under Title III Joint Plan. As a result of this decision, on February 2022 the **Department** transferred \$185,000,000 to the Commonwealth of Puerto Rico.

Normative Letter No. 1-2023

As described on **Note 15**, on February 21, 2023, the Office of the Administration and Transformation of Human Resources of the Government of Puerto Rico issued the Normative Letter No. 1-2023 in order to comply with the provisions and requirement of Law 8-2017 enacted on February 4, 2017. Law No. 8-2017, as amended, known as the "Law for the Administration and Transformation of Human Resources in the Government of Puerto Rico," establishes the Government of Puerto Rico as the Sole Employer, which means that public employees will be employees of the Central Government and not of the agencies. In addition, it centralizes the human resources administration system, eliminating from the category of individual administrators all those agencies and public instrumentalities of the Government of Puerto Rico, to guarantee the best use of the services offered by public servants.

As of the date of the financial statements, the economic impact, if any, of the implementation of the Normative Letter No. 1-2023 described above has not been determined.

REQUESTS FOR INFORMATION

This report is designed to provide a general overview of the **Department's** finances and to demonstrate the accountability of the funds administered by the **Department**. For questions regarding the information provided or additional financial information requests please, contact the Assistant Secretary of Management Affairs of the **Department of Labor and Human Resources**, P.O. Box 19540, San Juan, Puerto Rico 00919-5540.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**STATEMENT OF NET POSITION - ENTERPRISE FUNDS
JUNE 30, 2021**

	Unemployment Insurance Fund	Disability Insurance Fund	Drivers' Insurance Fund	Vocational Rehabilitation Administration	Total
Assets:					
Current assets:					
Cash and cash equivalents in commercial banks	\$ -	\$ 647	\$ 317	\$ 5,401	\$ 6,365
Cash held by PR Secretary of Treasury	11,616,575	32,554,799	4,105,983	-	48,277,357
Receivables, net					
Due from federal government	14,505,163	-	-	-	14,505,163
Insurance premiums	55,977,530	3,352,694	1,322,430	13,411	60,666,065
Accrued insurance penalties, charges and interest	-	42,737	-	-	42,737
Accrued investment interest	-	162,476	-	-	162,476
Other	5,105	60,286	-	-	65,391
Inventories	-	-	-	122,654	122,654
Prepaid expenses	-	-	-	90	90
Restricted assets:					
Cash held by US Treasury Department-restricted	309,923,945	-	-	-	309,923,945
Cash and cash equivalents in commercial banks	1,858,043	2,251,961	9,432,782	-	13,542,786
Total current assets	393,886,361	38,425,600	14,861,512	141,556	447,315,029
Noncurrent assets:					
Due from other funds	1,122,549	-	-	-	1,122,549
Restricted investments	-	33,117,973	-	-	33,117,973
Capital assets, net of accumulated depreciation	-	-	-	1,870	1,870
Total assets	395,008,910	71,543,573	14,861,512	143,426	481,557,421
Deferred outflows of resources:					
OPEB related	-	96,702	45,259	-	141,961
Pension related	-	6,467,946	3,027,194	-	9,495,140
Total deferred outflows of resources	-	6,564,648	3,072,453	-	9,637,101
Liabilities:					
Current liabilities:					
Accounts payable	132,041	77,687	99,458	24,383	333,569
Due to other funds	-	-	-	151,123	151,123
Insurance benefits payable	168,289,246	484,227	105,451	-	168,878,924
Unearned revenue	29,921,471	1,584,525	13,016	-	31,519,012
Compensated absences	-	143,346	58,661	26,905	228,912
Total other postemployment benefit liability	-	96,702	45,259	-	141,961
Total pension liability	-	1,692,927	792,341	-	2,485,268
Total current liabilities	198,342,758	4,079,414	1,114,186	202,411	203,738,769
Noncurrent liabilities:					
Compensated absences	-	340,693	107,789	-	448,482
Total other postemployment benefit liability	-	1,221,357	571,632	-	1,792,989
Total pension liability	-	35,600,771	16,662,239	-	52,263,010
Total liabilities	198,342,758	41,242,235	18,455,846	202,411	258,243,250
Deferred inflows of resources:					
Pension related	-	1,658,501	776,228	-	2,434,729
Net position:					
Invested in capital assets	-	-	-	1,870	1,870
Restricted for payment of insurance benefits	196,666,152	34,886,354	9,432,782	-	240,985,288
Deficit	-	321,131	(10,730,891)	(60,855)	(10,470,615)
Total net position	\$ 196,666,152	\$ 35,207,485	\$ (1,298,109)	\$ (58,985)	\$ 230,516,543

The accompanying notes are an integral part of this financial statement.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION (DEFICIT) - ENTERPRISE FUNDS
FOR THE FISCAL YEAR ENDED JUNE 30, 2021**

	Unemployment Insurance Fund	Disability Insurance Fund	Drivers' Insurance Fund	Vocational Rehabilitation Administration	Total
Operating revenues:					
Insurance premiums	\$ 558,738,364	\$ 12,463,217	\$ 6,079,638	\$ -	\$ 577,281,219
Net sales	-	-	-	25,776	25,776
Total operating revenue	558,738,364	12,463,217	6,079,638	25,776	577,306,995
Cost of sales					
Material, direct labor, indirect cost	-	-	-	222,979	222,979
Total cost of sales	-	-	-	222,979	222,979
Excess of costs over sales	-	-	-	(197,203)	(197,203)
Operating expenses:					
Insurance benefits	5,881,584,467	1,227,365	591,083	-	5,883,402,915
General and administrative expenses	6,228,217	1,335,398	2,221,818	88,375	9,873,808
Total operating expenses	5,887,812,684	2,562,763	2,812,901	88,375	5,893,276,723
Operating income (loss)	(5,329,074,320)	9,900,454	3,266,737	(285,578)	(5,316,192,707)
Non-operating revenues (expenses):					
Contributions from federal government	5,488,745,694	-	-	-	5,488,745,694
Interest and investment earnings	6,461,735	3,857,257	-	-	10,318,992
Other	-	-	3,933	-	3,933
Total non-operating revenues	5,495,207,429	3,857,257	3,933	-	5,499,068,619
Income before transfers	166,133,109	13,757,711	3,270,670	(285,578)	182,875,912
Transfers from other funds	-	-	-	521,906	521,906
Transfers to other funds	(45,851,928)	-	-	-	(45,851,928)
Net change in net position	120,281,181	13,757,711	3,270,670	236,328	137,545,890
Net position (deficit) - beginning of year	76,384,971	21,449,774	(4,568,779)	(295,313)	92,970,653
Net position (deficit) - end of year	\$ 196,666,152	\$ 35,207,485	\$ (1,298,109)	\$ (58,985)	\$ 230,516,543

The accompanying notes are an integral part of this financial statement.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**STATEMENT OF CASH FLOWS - ENTERPRISE FUNDS
FOR THE FISCAL YEAR ENDED JUNE 30, 2021**

	Unemployment Insurance Fund	Disability Insurance Fund	Drivers' Insurance Fund	Vocational Rehabilitation Administration	Total
CASH FLOWS FROM OPERATING ACTIVITIES					
Receipts from insurance taxes	575,268,076	13,775,134	5,675,554	-	594,718,764
Payments from customers	-	-	-	32,609	32,609
Payments to suppliers	(537,295,126)	(1,336,440)	(1,130,773)	(295,336)	(540,057,675)
Advances from (to) other funds	-	-	-	(261,545)	(261,545)
Payments to employees	-	(2,832,204)	(1,587,959)	-	(4,420,163)
Payments for insurance benefits	(6,298,545,372)	(1,120,469)	(569,503)	-	(6,300,235,344)
Net cash provided by (used in) operating activities	(6,260,572,422)	8,486,021	2,387,319	(524,272)	(6,250,223,354)
CASH FLOWS FROM NON-CAPITAL FINANCING ACTIVITIES					
Contributions from federal government	6,007,588,981	-	-	-	6,007,588,981
Contributions from appropriations central government	-	-	-	521,906	521,906
Transfer from (to) primary government	(48,550,448)	3,062,119	622,643	-	(44,865,686)
Net cash provided by financing activities	5,959,038,533	3,062,119	622,643	521,906	5,963,245,201
CASH FLOWS FROM INVESTING ACTIVITIES					
Interest proceeds from US Treasury Department cash account	6,461,735	-	-	-	6,461,735
Proceeds from sales and maturities of investments	-	569,198	-	-	569,198
Net cash provided by investing activities	6,461,735	569,198	-	-	7,030,933
Net change in cash and cash equivalents	(295,072,154)	12,117,338	3,009,962	(2,366)	(279,947,220)
Cash and cash equivalents - Beginning of year	618,470,717	22,690,069	10,529,120	7,767	651,697,673
Cash and cash equivalents - End of year	323,398,563	34,807,407	13,539,082	5,401	371,750,453
Reconciliation of operating income (loss) to Net cash provided by operating activities:					
Operating income (loss)	(5,329,074,320)	9,900,454	3,266,737	236,328	(5,315,670,801)
Adjustments to reconcile income (loss) to net cash provided by (used in) operating activities:					
Depreciation expenses	-	-	-	3,542	3,542
Changes in operating assets and liabilities:					
Decrease (increase) in accounts receivable	1,005,538	973,571	(362,694)	6,833	1,623,248
Increase (decrease) in inventories	-	-	-	23,448	23,448
Increase (decrease) in deferred outflow of resources	-	(3,643,756)	(1,705,386)	-	(5,349,142)
Increase (decrease) accounts payable and accrued liabilities	(531,066,909)	(143,805)	(59,879)	(10,772)	(531,281,365)
Increase (decrease) in due to other funds	-	-	-	(261,745)	(261,745)
Increase (decrease) in unearned revenues	15,524,174	338,346	(9,831)	-	15,852,689
Increase (decrease) in due to other governmental entities	-	-	-	(521,906)	(521,906)
Increase (decrease) in compensated absences	-	(44,631)	(41,267)	-	(85,898)
Increase (decrease) in voluntary termination benefits	-	-	-	-	-
Increase (decrease) in insurance benefits payable	(416,960,905)	106,896	21,580	-	(416,832,429)
Increase (decrease) in other postemployment benefits	-	64,340	30,113	-	94,453
Increase (decrease) in pension liability	-	1,470,483	1,498,753	-	2,969,236
Increase (decrease) in deferred inflow of resources	-	(535,877)	(250,807)	-	(786,684)
Total adjustments	(931,498,102)	(1,414,433)	(879,418)	(760,600)	(934,552,553)
Net cash provided by (used in) operating activities	(6,260,572,422)	8,486,021	2,387,319	(524,272)	(6,250,223,354)

The accompanying notes are an integral part of this financial statement.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The **Department of Labor and Human Resources of the Commonwealth of Puerto Rico (the Department)** is an Executive Department of the Commonwealth of Puerto Rico created by Act 15 of April 14, 1931, as amended, to promote the working class welfare, improve the job conditions, and help reduce unemployment in Puerto Rico. The Governor of the Commonwealth of Puerto Rico appoints the Secretary of the **Department**.

The accompanying financial statements of the **Department** are presented in conformity with U.S. Generally Accepted Accounting Principles (U.S. GAAP) for governments as prescribed by the Governmental Accounting Standards Board (GASB).

Also, the accompanying financial statements present the financial position, the results of operations and the cash flows of only that portion that is attributable to the transaction of of the **Department's** enterprise funds.

A. Reporting Entity

The **Department** is included for financial reporting purposes as an instrumentality of the Commonwealth of Puerto Rico ("the Commonwealth") financial statements, while its proprietary funds financial data is included as part of the business-type activities for enterprise funds of the Commonwealth. The accompanying enterprise funds' financial statements include only the proprietary funds of the **Department**, which are the Unemployment Insurance Fund, the Disability Insurance Fund, the Drivers' Insurance Fund and the Vocational Rehabilitation Fund (collectively the "enterprise funds").

Unemployment Insurance Fund – It was created by Act 74 on June 21, 1956. It is used to account for contributions made by employers to provide unemployment benefits under the State Unemployment Insurance Program.

Disability Insurance Fund – It was created by Act 139 on June 26, 1968. It is used to account for disability benefits to remedy temporarily the loss of income as a result of disability caused by sickness or accident unrelated to the employment under the Temporary Non-occupational Disability Insurance Program.

Drivers' Insurance Fund – It was created by Act 428 on June 15, 1950. It is used to account for contributions made by the Drivers' and their employers to provide a social security plan for the benefit of the drivers in Puerto Rico under the Drivers' Social Security Insurance Program. The plan also includes benefits for health and life insurance.

State Unemployment Insurance Program – The structure of the Federal-State UI Program partnership is based upon federal law; however, it is implemented primarily through state law. Unless otherwise noted, responsibilities of the U.S. Department of Labor (U.S. DOL) include: (1) allocating available administrative funds among states; (2) administering the Unemployment Trust Fund (UTF) through the U.S. Treasury and monitoring activities of the UTF; (3) establishing program performance measures; (4) monitoring state performance; (5) ensuring conformity and substantial compliance of state law and operations with federal law; and (6) setting broad overall policy for program administration. State UI program operations are accounted for in the **Department's** Unemployment Insurance Fund.

State responsibilities include: (1) establishing specific, detailed policies and operating procedures which comply with the requirements of federal laws and regulations; (2) determining the State UI tax structure; (3) collecting State UI contributions from employers (commonly called "unemployment taxes"); (4) determining claimant eligibility and disqualification provisions; (5) making payment of Regular Unemployment (UC) benefits to claimants; (6) managing the program's revenue and benefit administrative functions; (7) administering the programs in accordance with established policies and procedures; and (8) enacting State UC law that conforms with Federal UC law.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

A. Reporting Entity (Continued)

The Federal Unemployment Tax Act (FUTA) imposes a federal tax on covered employers. Currently, the FUTA tax on covered employment (generally employment subject to a State UI tax) is 6.2 percent of the first \$7,000 of covered employee wages. Employers, however, receive two credits against the FUTA tax. One credit is equal to the amount of State UI tax paid by the employer. The employer receives this credit when the State UI law, and its application, conforms and substantially complies with FUTA requirements.

A second credit is awarded only to employers in states, which have a federally approved experience-rate State UI tax system. All states currently meet the federal criteria for both credits to be applicable to the states' employers. The two credits combined cannot exceed 5.4 percent of taxable employee wages.

FUTA revenues, from the remaining 0.8 percent, are collected by the IRS and deposited into the general fund of the US Treasury, which by statute are appropriated to the UTF. FUTA revenues are used primarily to finance federal and state administrative expenses, the federal share of Extended Benefits (EB) and advances to states whose UTF account balances are low or exhausted. U.S. DOL allocates available administrative grant funds (as appropriated by Congress) to states based on forecasted workload and costs and adjusted for increases or decreases in workload during the current year.

The quarterly tax rate imposed for the State UI Program is computed based on experience rates determined for each employer individually. In addition, a special tax of 1% of taxable compensation will be collected from all nongovernmental employers to promote activities related to the creation of jobs and other related working initiatives. However, the total tax imposed will never be more than 5.4% of the taxable salaries as established by federal regulations.

Unemployment benefits are provided under UC and the EB programs as follows:

UC provides benefits to workers generally after a waiting period of one week of unemployment, provided that each claimant has worked during a base period generally established as the first 4 of the last 5 completed calendar quarters prior to filing the claim. A waiting period is defined as a non-compensable period of unemployment for such acts as leaving voluntarily without good cause, discharge for misconduct connected with work, and refusal of suitable work. The normal benefit will be dependable on the worker's age and weeks of work covered employment in the base period.

EB provides benefits for claimants that have exhausted the UC. To be eligible for a work of EB, a claimant must apply for and be able to and available to accept suitable work, if offered. What constitutes suitable work is dependent on a required evaluation of the claimant's employment prospects and as part of this process the claimant must make a "systematic and sustained effort" to seek work and must provide "tangible evidence" that he or she has done so.

Temporary Non-occupational Disability Insurance Program – This program consists of a benefit plan for workers. A tax of .6% is levied by the program of which the employer and employee pays .3% each. Taxable amount is limited to the first \$9,000 of the employee's yearly salary. Contributions received under the program are accounted for in the **Department's** Disability Insurance Fund and are deposited in an interest bearing account to provide for future claims, as established by law.

Disability benefits are provided for a maximum of 26 weeks to workers that have suffered accidents or illness not related to the work place. Disbursements per week will range from \$12 to \$113 and are dependent on the claimant's salary. In order to qualify for benefits, claimants must also comply with certain working time as established in the regulations.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

A. Reporting Entity (Continued)

Drivers' Social Security Insurance Program – This program provides benefits to workers that use motor vehicles as part of their job duties. The program's benefits include payments to claimants due to death, disability and other benefits to dependents. Funding for the program is provided by a quarterly contribution of eighty cents per employee of which the employer pays thirty cents and fifty cents are paid by the employee. The program's operations are accounted for in the **Department's** Drivers' Insurance Fund. Workers claiming benefits under this program must have worked at least 25 weeks prior to any claim related to disability benefits, and at least 10 weeks for death benefits. Benefits payable are calculated in a similar fashion as benefits paid in the disability program, but claimants under the Drivers' Insurance program must be workers that use a motor vehicle as part of their primary job duties.

Taxes and contributions of all programs are due the next day following the levy date, although a 30 day grace period is provided. All of the above taxes and contributions are recognized as operating revenue in the corresponding enterprise fund.

The accompanying enterprise funds' financial statements of the **Department** have been prepared in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) as prescribed by the Governmental Accounting Standards Board (GASB). The enterprise funds' financial statements of the **Department** are presented as of June 30, 2021, and for the fiscal year then ended. Such enterprise funds' financial statements do not purport to, and do not present fairly the financial position of the **Department** as of June 30, 2021, and the changes in its financial position, or where applicable its cash flows for the year then ended in conformity with U.S. GAAP.

B. Fund Financial Statements

Fund accounting is designed to demonstrate legal compliance and to aid financial management by segregating transactions related to certain government functions or activities. A fund is a separate accounting entity with a self-balancing set of accounts.

C. Measurement Focus, Basis of Accounting and Financial Statements Presentation

The financial statements of the enterprise funds are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recognized when earned and expenses are recognized when incurred, regardless of the timing of related cash flows.

Enterprise funds distinguish between operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services in connection with an enterprise fund's principal ongoing operations. The major operating revenues of the **Department's** enterprise funds are as follows:

- Unemployment Insurance Fund - Amounts for charges made to individual employers for payment of unemployment benefits.
- Disability Insurance Fund - Amounts for charges made to individual employers for payment of temporary non-occupational disability benefits.
- Drivers' Insurance Fund - Amounts for charges made to individual employers for payment of benefits for drivers in Puerto Rico. Also, provides benefits for health and life insurance.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

C. Measurement Focus, Basis of Accounting and Financial Statements Presentation (Continued)

- Vocational Rehabilitation Administration - Accounts for operating revenues of the program for the Industry of Blind and Physical, Mental and Development Disabilities Persons.

Revenues and expenses that do not result from principal ongoing operations are reported as non-operating revenues and expenses. The major non-operating revenues of the **Department's** enterprise funds are mainly contributions from the federal government under various extended unemployment benefits programs.

D. Cash and Cash Equivalents

The **Department** considers currency on hand, demand deposits and highly liquid investments (including restricted cash purchased with a maturity of three (3) months or less) to be cash equivalents).

All securities pledged as collateral are held by the Secretary of the PR Treasury. As required by federal law, all resources not necessary for current benefit payments are placed on deposit in Unemployment Trust Fund (UTF) of the U.S. Treasury.

E. Restricted Investments

Restricted investments include mainly US Government and agencies obligations, mortgage backed securities, and corporate debt and equities. Investment securities are presented at fair value. Changes in the fair value of investments are presented as investment earnings in the Statement of Revenues, Expenses, and Changes in Net Position – Enterprise Funds. Fair value is determined based on quoted market prices. When securities are not listed on national exchanges, quotations are obtained from brokerage firms.

F. Receivables

Unemployment, disability and drivers' insurance receivables in the enterprise funds are stated net of estimated allowance for uncollectible accounts, which are determined based upon past collection experience. Due from federal governmental primarily represents amounts owed to the **Department's** Unemployment Insurance Fund for reimbursement of expenditures incurred pursuant to the federally funded programs.

G. Inventory

The Vocational Rehabilitation Administration's Inventory is stated at average cost and reported as cost when individual inventory items are sold.

H. Restricted Assets

Funds set aside for specified purposes are classified as restricted assets, since their use is limited for a specific purpose by applicable agreements or required by law. Restricted assets in the enterprise funds mainly include amounts set aside for the payment of unemployment and disability insurance benefits.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

I. Capital Assets

Capital assets include land, buildings, building improvements, equipment (including software), vehicles, construction in process, and infrastructure assets, and are reported in the applicable business-type Activities, and discretely presented component unit columns in the proprietary fund financial statements. The **Department** defines capital assets as assets that (i) have an initial, individual cost of \$25,000 or more at the date of acquisition and (ii) have a useful life of more than one year. Capital assets are recorded at historical cost or at estimated historical cost if actual historical cost is not available.

Capital assets donated by third parties are recorded at fair value at the time of donation. Those capital assets donated by related parties are recorded at the carrying value existing at the transferor's records. Major outlays for capital assets and improvements are capitalized as projects are constructed. Interest costs are capitalized during the construction period only for enterprise funds activities and most component units. The costs of normal maintenance and repairs that do not add value to the assets or materially extend asset lives are not capitalized.

Depreciation expense is recorded in the proprietary funds and discretely presented component units' financial statements. Capital assets of the **Department's** enterprise funds are depreciated on the straight-line method over the assets estimated useful life. There is no depreciation recorded for land and construction in progress. The estimated useful life of capital assets is as follows:

	Years
Building and building improvements	20-50
Equipment, furniture, fixtures, vehicles and software	5-15
Infrastructure	50

The capital assets of the discretely presented component units are recorded in accordance with the applicable standards of the discretely presented component units and under their own individual capitalization thresholds, which includes capitalization of interest. Depreciation has been recorded when required by these standards based on the types of assets, use, and estimated useful lives of the respective assets, and on the nature of each of the discretely presented component unit's operations. The estimated useful lives of capital assets reported by the discretely presented component units are as follows:

	Years
Building and building improvements	3-50
Equipment, furniture, fixtures, vehicles and software	3-20
Intangibles, other than software	3-5
Infrastructure	10-50

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

I. Capital Assets (Continued)

In the case of capital assets under service concession arrangements pursuant to GASB Statement No. 60, Accounting and Financial Reporting for Service Concession Arrangements (mostly attributed to PRPA and PRHTA), these are maintained on their books and stated at cost or at estimated historical cost. Construction in progress made by the third-party operators under these service concession arrangements is not recorded by the aforementioned discretely presented component units while such construction is still in progress and not ready for use and operation; at which time such constructed assets and improvements will be recognized at their corresponding fair value. These capital assets are not being depreciated after the closing date of their respective service concession arrangements because such agreements require the third-party operators to return the related facilities to these discretely presented component units in its original or enhanced condition. Such capital assets continue to apply existing capital asset guidance, including depreciation through the closing date of the respective service concession arrangements. Under these service concession arrangements, the aforementioned discretely resented component units have received from the third-party operator either an upfront compensation fee or capital assets (or the commitment to construct them under the agreement) or both. These resources, net of any contractual obligation from the discretely presented component units, are considered a deferred inflow of resources, which is recognized into revenue under the straight-line method over the term of the respective agreements.

The **Department's** enterprise funds follow the provisions of GASB Statement No. 42, Accounting and Financial Reporting for Impairment of Capital Assets and for Insurance Recoveries – an amendment of GASB Statement No. 34. This statement establishes guidance for accounting and reporting for the impairment of capital assets and for insurance recoveries. In accordance with these provisions, governments are required to evaluate prominent events or changes in circumstances affecting capital assets to determine whether impairment of a capital asset has occurred. Such events or changes in circumstances that may be indicative of impairment include evidence of physical damage, enactment or approval of laws or regulations or other changes in environmental factors, technological changes or evidence of obsolescence, changes in the manner or duration of use of a capital asset, and construction stoppage among others.

As of June 30, 2021, capital assets amounted to \$1,870.

J. Unearned Revenue

Unearned revenue arises only when resources are received before the **Department's** enterprise funds has a legal claim to them. In subsequent periods, when the **Department's** enterprise funds have a legal claim to the resources, the liability for unearned revenue is removed from the statement of net position and revenue is recognized.

K. Benefits Payable

Benefits payable arise from participants' insurance benefit claims of the Unemployment, Disability and Drivers' insurance programs in the enterprise funds. Liabilities for incurred but unpaid benefits and for benefit adjustment expenses are based on the ultimate cost of settling the benefits. Insurance benefit claim liabilities are reevaluated periodically to take into consideration recently settled claims, the frequency of claims, and other economic and social factors.

L. Long-term Obligations

The liabilities reported include the **Department's** enterprise funds compensated absences obligations (vacation and sick leave), other post employments liability, and total pension liability.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

M. Compensated Absences

Prior to April 29, 2017, the **Department's** employees accumulate vacation leave at a rate of 2.5 days per month up to a maximum of 60 days. Unpaid vacation time accumulated is fully vested to the employees from the first day of work. The **Department's** employees accumulate sick leave at a rate of 1.5 days per month up to a maximum of 90 days. Upon retirement, an employee receives compensation for all accumulated vacation time at the current rate, if the employee has at least 10 years of service with the **Department**. Accrued compensated benefits are accrued when incurred in the government-wide financial statements, and in the enterprise funds financial statements, when the employee meets such criteria. Such compensated benefits accrual also includes related estimated payroll taxes.

The "Public Service Personnel Law" required the **Department** unit to pay annually the accumulated vacation and sick leave earned in excess of the limits mentioned above. As a result of Act No. 66 of June 17, 2014 (also known as the Fiscal Operation and Sustainability Act) some of these excess accumulations are no longer going to be payable to employers.

On April 29, 2017, Act No. 26 to create the "Fiscal Plan Compliance Act", in order to take measures as necessary to adjust the existing legal and juridical framework so as to allow the fullest compliance with the Fiscal Plan approved by the Financial Oversight Board, created by virtue of the Federal Law PROMESA; establish a uniform fringe benefit system, which includes the Christmas bonus and the healthcare plan contribution, for all the government employees and officials of the agencies, instrumentalities, and public corporations of the Government of Puerto Rico, except for the University of Puerto Rico. Among other measures, the Act reduces accumulation of vacation leave to a new rate of 1.25 days per month up to a maximum of 60 days and 8 hours of sick leave (12 days per year).

On December 16, 2019, the Government enacted Act No. 176 to increase annual vacation days to 30 days. Also, increased sick leave days to 18 days for employees hire before the effectiveness of this Act.

N. Deferred outflows/inflows of resources

In addition to assets, the statement of net position (deficit) reports a separate section for deferred outflows of resources. These separate financial statements element represents a consumption of net position (deficit) that applies to a future period and will not be recognized as an outflow of resources (expense/expenditure) until then. On the proprietary funds' statement of net position (deficit), the **Department** has two items that qualify for reporting in this category: (i) certain pension related items, and (ii) certain other postemployment benefits related items. Of the pension related items, changes in proportional share of contributions and differences between expected and actual experience, are capitalized and recognized over a period equal to the expected remaining working lifetime of active and inactive participants. Net differences between projected and actual earnings on pension plan investments is deferred and recognized over a five-year period. Pension contributions made subsequent to the measurement date will be recognized as a reduction of the net pension liability after the next measurement date. Of the other postemployment benefits related items only other postemployment benefits payments made subsequent to the measurement date are presented as a deferred outflow item, which will be recognized as a reduction of the total other postemployment benefits (OPEB) liability after the next measurement date.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

O. Interfund and Intra-entity Transactions

The **Department's** enterprise funds have the following types of transactions among funds:

Interfund Transfer – Legally required transfers are reported when incurred as transfer in by the recipient and as transfer out by the disbursing fund, with receivables and payables presented as amounts due to and due from other funds. Advances between funds are also presented as amounts due to and due from other funds. However, these advances, transfers, and related amounts receivable and payable are considered internal balances and activities that have been eliminated in the government wide financial statements. Interfund receivables are stated net of estimated allowances for uncollectible accounts, which are determined based upon past collection experience and current economic conditions.

Intraentity Transactions – There are two types of intraentity transactions: First, the flow of resources between the **Department's** and its discretely presented component units, and among the discretely presented component units. This flow of resources and the related outstanding balances are reported as if they were external transactions. However, flow of resources between the **Department** and blended component units are classified as interfund activity, as described above. Second, the intraentity balances between the **Department** and discretely presented component units which are equivalent to long-term debt financing.

The **Department's** liability is reported in the statement of net position, the proceeds in the **Department's** statement of revenue, expenditures and changes in fund balance governmental funds, and the asset in the discretely presented component units' statement of net position. Amounts due from discretely presented component units are stated net of estimated allowances for uncollectible accounts, which are determined based upon past collection experience and current economic conditions.

P. Risk Management

The **Department's** carries commercial insurance to cover property and casualty theft, tort claims and other losses for the **Department**. Insurance policies are negotiated by the PR Treasury and costs are allocated among all the governmental units of the Commonwealth. The current insurance policies have not been cancelled or terminated.

For workers' compensation, the State Insurance Fund Corporation, a component unit of the Commonwealth, provides workmen's compensation insurance to cover all **Department** employees. In the past years, the **Department** has not settled claims that exceed insurance coverage.

Q. Use of Estimates

The preparation of the **Department's** enterprise funds financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021**

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

R. Future Adoption of Accounting Pronouncements

The GASB has issued the following governmental accounting standards that have effective date after June 30, 2021:

- GASB Statement No. 87, Leases. The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This Statement increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financing of the right to use an underlying asset. Under this Statement, a lessee is required to recognize a lease liability and an intangible right-to-use lease asset, and a lessor is required to recognize a lease receivable and a deferred inflow of resources, thereby enhancing the relevance and consistency of information about governments' leasing activities. The requirements of this Statement are effective for reporting periods beginning after June 15, 2021.
- GASB Statement No. 89, Accounting for Interest Cost Incurred before the End of a Construction Period. This Statement establishes accounting requirements for interest cost incurred before the end of a construction period. Such interest cost includes all interest that previously was accounted for in accordance with the requirements of paragraphs 5-22 of GASB Statement No. 62, Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements, which are superseded by this Statement. This Statement requires that interest cost incurred before the end of a construction period be recognized as an expense in the period in which the cost is incurred for financial statements prepared using the economic resources measurement focus. As a result, interest cost incurred before the end of a construction period will not be included in the historical cost of a capital asset reported in a business-type activity or enterprise fund. This Statement also reiterates that in the financial statements prepared using the current financial resources measurement focus, interest cost incurred before the end of a construction period should be recognized as an expenditure on a basis consistent with governmental fund accounting principles. The requirements of this Statement are effective for reporting periods beginning after December 15, 2020. Earlier application is encouraged.
- GASB Statement No. 91, Conduit Debt Obligations. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (i) commitments extended by issuers, (ii) arrangements associated with conduit debt obligations, and (iii) related note disclosures. This Statement achieves those objectives by clarifying the existing definition of a conduit debt obligation; establishing that a conduit debt obligation is not a liability of the issuer; establishing standards for accounting and financial reporting of additional commitments and voluntary commitments extended by issuers and arrangements associated with conduit debt obligations; and improving required note disclosures.
- GASB Statement No. 92, Omnibus 2020. The requirements of this Statement are effective as follows: (1) The requirements related to the effective date of Statement 87 and Implementation Guide 2019-3, reinsurance recoveries, and terminology used to refer to derivative instruments are effective upon issuance; (2) The requirements related to intra-entity transfers of assets and those related to the applicability of Statements 73 and 74 are effective for fiscal years beginning after June 15, 2021; (3) The requirements related to application of Statement 84 to postemployment benefit arrangements and those related to nonrecurring fair value measurements of assets or liabilities are effective for reporting periods beginning after June 15, 2021; (4) The requirements related to the measurement of liabilities (and assets, if any) associated with asset retirement obligations in a government acquisition are effective for government acquisitions occurring in reporting periods beginning after June 15, 2021. Earlier application is encouraged and is permitted by topic.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

R. Future Adoption of Accounting Pronouncements (Continued)

- GASB Statement No. 93, Replacement of Interbank Offered Rates. As delayed by GASB Statement No. 95, the removal of LIBOR as an appropriate benchmark interest rate is effective for reporting periods ending after December 31, 2022. All other requirements of this Statement are effective for reporting periods beginning after June 15, 2021 (fiscal year ended June 30, 2022). Earlier application is encouraged.
- GASB Statement No. 94, Public-Private and Public-Public Partnerships and Availability Payment Arrangements. The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements (“PPPs”). A PPP is an arrangement in which a government (the transferor) contracts with an operator (a governmental or nongovernmental entity) to provide public services by conveying control of the right to operate or use a nonfinancial asset, such as infrastructure or other capital asset (the underlying PPP asset), for a period of time in an exchange or exchange-like transaction. Some PPPs meet the definition of a service concession arrangement (“SCA”); (1) the operator collects and is compensated by fees from third parties; (2) the transferor determines or has the ability to modify or approve which services the operator is required to provide, to whom the operator is required to provide the services, and the prices or rates that can be charged for the services; and (3) the transferor is entitled to significant residual interest in the service utility of the underlying PPP asset at the end of the arrangement. This Statement also provides guidance for accounting and financial reporting for availability payment arrangements (“APAs”). An APA is an arrangement in which a government compensates an operator for services that may include designing, constructing, financing, maintaining, or operating an underlying nonfinancial asset for a period of time in an exchange or exchange-like transaction. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022, and all reporting periods thereafter. Earlier application is encouraged.
- GASB Statement No. 96, Subscription-Based Information Technology Arrangements. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (“SBITAs”) for government end users (governments). This Statement (1) defines a SBITA; (2) establishes that a SBITA results in a right-to-use subscription asset—an intangible asset—and a corresponding subscription liability; (3) provides the capitalization criteria for outlays other than subscription payments, including implementation costs of a SBITA; and (4) requires note disclosures regarding a SBITA. To the extent relevant, the standards for SBITAs are based on the standards established in GASB Statement No. 87, Leases, as amended. The requirements of this Statement are effective for reporting periods beginning after June 15, 2022. Earlier application is encouraged.
- GASB Statement No. 97, Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans—an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32. The requirements of this Statement are effective as follows: The requirements of this Statement that (1) exempt primary governments that perform the duties that a governing board typically performs from treating the absence of a governing board the same as the appointment of a voting majority of a governing board in determining whether they are financially accountable for defined contribution pension plans, defined contribution OPEB plans, or other employee benefit plans and (2) limit the applicability of the financial burden criterion in paragraph 7 of Statement 84 to defined benefit pension plans and defined benefit OPEB plans that are administered through trusts that meet the criteria in paragraph 3 of Statement 67 or paragraph 3 of Statement 74, respectively, are effective immediately. The requirements of this Statement that are related to the accounting and financial reporting for Section 457 plans are effective for fiscal years beginning after June 15, 2021. For purposes of determining whether a primary government is financially accountable for a potential component unit, the requirements of this Statement that provide that for all other arrangements, the absence of a governing board be treated the same as the appointment of a voting majority of a governing board if the primary government performs the duties that a governing board typically would perform, are effective for reporting periods beginning after June 15, 2021. Earlier application of those requirements is encouraged and permitted by requirement as specified within this Statement.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE FISCAL YEAR ENDED JUNE 30, 2021

NOTE 1 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

R. Future Adoption of Accounting Pronouncements (Continued)

- GASB Statement No. 98, The Annual Comprehensive Financial Report. This Statement amends National Council on Governmental Accounting Statement 1, Governmental Accounting and Financial Reporting Principles, Summary Statement of Principles No. 12, paragraphs 4, 12, 128, 135, 138, 139, 143, 155, 157, 173, and 175, and footnote 22; Statement No. 6, Accounting and Financial Reporting for Special Assessments, paragraph 13; Statement No. 14, The Financial Reporting Entity, paragraph 50; Statement No. 30, Risk Financing Omnibus, paragraph 7; Statement No. 34, Basic Financial Statements—and Management’s Discussion and Analysis—for State and Local Governments, footnote 7; NCGA Interpretation 10, State and Local Government Budgetary Reporting, paragraph 14; Implementation Guide No. 2015-1, Questions 2.4.1, 3.35.2, 4.28.11, 4.43.2, 7.5.1, 7.5.2, 7.48.2, 7.69.1, 7.91.3, 9.2.1, 9.2.2, 9.14.2, and 9.33.3; and Implementation Guide No. 2016-1, Implementation Guidance Update—2016, Question 5.10. Establishes the term annual comprehensive financial report and its acronym ACFR. That new term and acronym replace instances of comprehensive annual financial report and its acronym in generally accepted accounting principles for state and local governments. The requirements of this Statement are effective for fiscal years ending after December 15, 2021. Earlier application is encouraged.
- GASB Statement No. 99, Omnibus 2022. The requirements of this Statement that are effective as follows: (1) the requirements related to extension of the use of LIBOR, accounting for SNAP distributions, disclosures of nonmonetary transactions, pledges of future revenues by pledging governments, clarification of certain provisions in Statement 34, as amended, and terminology updates related to Statement 53 and Statement 63 are effective upon issuance. (April 2022); (2) the requirements related to leases, PPPs, and SBITAs are effective for fiscal years beginning after June 15, 2022, and all reporting periods thereafter (fiscal year ended June 30, 2023), and (3) the requirements related to financial guarantees and the classification and reporting of derivative instruments within the scope of Statement 53 are effective for fiscal years beginning after June 15, 2023, and all reporting periods thereafter.
- GASB Statement No. 100, Accounting Changes and Error Corrections—an amendment of GASB Statement No. 62. This Statement defines accounting changes as changes in accounting principles, changes in accounting estimates, and changes to or within the financial reporting entity and describes the transactions or other events that constitute those changes. As part of those descriptions, for (1) certain changes in accounting principles and (2) certain changes in accounting estimates that result from a change in measurement methodology, a new principle or methodology should be justified on the basis that it is preferable to the principle or methodology used before the change. That preferability should be based on the qualitative characteristics of financial reporting— understandability, reliability, relevance, timeliness, consistency, and comparability. This Statement also addresses corrections of errors in previously issued financial statements. The requirements of this Statement are effective for accounting changes and error corrections made in fiscal years beginning after June 15, 2023, and all reporting periods thereafter. Earlier application is encouraged.
- GASB Statement No. 101, Compensated Absences. This Statement requires that liabilities for compensated absences be recognized for (1) leave that has not been used and (2) leave that has been used but not yet paid in cash or settled through noncash means. A liability should be recognized for leave that has not been used if (a) the leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Leave is attributable to services already rendered when an employee has performed the services required to earn the leave. Leave that accumulates is carried forward from the reporting period in which it is earned to a future reporting period during which it may be used for time off or otherwise paid or settled.

The impact of these statements on the **Department’s** enterprise funds’ financial statements has not yet been determined.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 2 — CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of demand deposits, interest bearing accounts and short-term investments. The carrying amount of deposits of the **Department's** enterprise funds at June 30, 2021 consists of the following:

	Carrying Amount			Depository Bank Balance
	Unrestricted	Restricted	Total	
Commercial banks	\$ 6,365	\$ 13,542,786	\$ 13,549,151	\$ 62,905,968
PR Secretary of Treasury	48,277,357	-	48,277,357	48,277,357
US Treasury Department-restricted	-	309,923,945	309,923,945	309,923,945
	\$ 48,283,722	\$ 323,466,731	\$ 371,750,453	\$ 421,107,270

Custodial credit risk is the risk that in the event of bank failure, the **Department's** enterprise funds' deposits might not be recovered. The Commonwealth requires that public funds deposited in commercial banks in Puerto Rico must be fully collateralized for the amount deposited in excess of federal depository insurance. All securities pledged as collateral are held by banks in the Commonwealth's name. There is no formal policy for custodial credit risk for cash accounts with commercial banks outside Puerto Rico.

The **Department's** enterprise funds' bank balance in commercial bank was covered by federal depository insurance or by collateral held by Secretary of the PR Treasury in the Commonwealth's name. The deposits with the U.S. Treasury from unemployment insurance taxes are uninsured and uncollateralized. The deposits with the U.S. Treasury from unemployment insurance taxes in the UTF can only be invested in obligations of the U.S. or obligations guaranteed by the U.S.

NOTE 3 — RESTRICTED INVESTMENTS

As required by law, the principal purpose of the Disability and Drivers' insurance funds is to cover payments for benefit claimed as established by both program to comply with the obligations of such enterprise funds, aside from the insurance premiums collections, an adequate investment of the required reserves is necessary to ensure the solvency of these enterprise funds.

The **Department's** investment policies for such enterprise funds establish limitations and other guidelines on amounts to be invested in the investment categories and by issuer/counterparty and on exposure by country. Such policies provide guidelines on the institutions with which investment transactions can be entered into. In addition, the investment committee and the Secretary of the **Department** will determine, from time to time, other transactions that such enterprise funds may enter into.

Inherent rate risk — In accordance with its investment policy, the Disability Insurance Fund manages its exposure to declines in fair values by establishing a long-term maturity of the investment portfolio of more than five years.

Credit risk — The **Department's** investment policy for the Disability Insurance Fund is to limit its investments pool rating of obligations and equities, not guaranteed by the U.S. or its agencies, to not less than AAA by the Standard and Poor's (S&P) or AAA by the Moody's Investors Service (Moody's) and of corporate debt securities to the top three ratings by the S&P and Moody's.

Concentration of credit risk — The **Department's** investment policies for the Disability Insurance Fund does not allow for investment in debt securities in excess of 20% of the **Department's** enterprise funds fixed income investments and in small companies' equities in excess of 50% of the total equities investments.

Custodial credit risk — The risk that, in the event of the failure of the counterparty to the transaction, the **Department's** Disability Insurance Fund may not be able to recover the value of the investment or collateral securities that are in the possession of an outside party. At June 30, 2021, securities investments were registered in the name of the Commonwealth and were held in the possession the Commonwealth's custodian bank.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 3 — RESTRICTED INVESTMENTS (CONTINUED)

Foreign currency risk — The **Department's** investment policy for the Disability Insurance Fund limits the investment in emerging countries to 50% of the total international equities. All of the **Department's** investments of the Disability Insurance Fund in U.S. Treasury securities and mortgage-backed securities guaranteed by Government National Mortgage Association (GNMA) carry the explicit guarantee of the U.S. government and are presented as AAA to A- in the credit risk tables. The fair value by investment type, credit quality ratings and maturity of the restricted investments reported by the enterprise funds at June 30, 2021 consist of the following:

Investment type	Rating							Total
	AAA	AA+ to AA-	A+ to A-	BBB	BB+ to BB-	B+ to B-	Not Rated	
Mortgage and asset-backed securities:								
FNMA	\$ 1,373,983	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,373,983
FHLMC	544,286	-	-	-	-	-	-	544,286
Commercial mortgages	70,023	-	-	-	-	-	244,297	314,320
Asset-backed securities	-	-	-	-	-	-	312,789	312,789
U.S. corporate bonds and notes	-	-	-	-	-	-	244,078	244,078
U.S. corporate bonds and notes	307,657	1,134,983	3,899,032	5,388,525	201,020	462,237	254,460	11,647,914
Foreign government bonds and notes	-	-	-	327,477	204,458	-	-	531,935
U.S. municipal notes	723,590	98,438	2,665	-	-	-	117,622	942,315
Total debt securities	\$ 3,019,539	\$ 1,233,421	\$ 3,901,697	\$ 5,716,002	\$ 405,478	\$ 462,237	\$ 1,173,246	\$ 15,911,620

	Maturity (in years)			
	After One year	After one to five years	After five to ten years	Total
U.S. government securities	\$ 1,482,317	\$ 553,371	\$ 1,663,693	\$ 3,699,381
Mortgage and asset-backed securities:				
GNMA	-	-	578,587	578,587
FNMA	1,452	-	1,372,531	1,373,983
FHLMC	34,310	-	509,976	544,286
Commercial mortgages	-	-	314,320	314,320
Asset-backed securities	312,789	-	-	312,789
Short Term Bills and Note	-	624,862	-	624,862
Other	-	-	244,078	244,078
U.S. corporate bonds and notes	4,803,152	4,479,063	2,365,699	11,647,914
Foreign government bonds and notes	165,628	366,307	-	531,935
U.S. municipal notes	21,182	-	921,133	942,315
Total debt securities	\$ 6,820,830	\$ 6,023,603	\$ 7,970,017	\$ 20,814,450

Equity securities:	
MFC Vanguard Emerging MKTS ETF	
MFC Vanguard Developed MKTS ETF	4,074,871
MFC ISHARES TR Russell 2000 EFT	2,070,064
MFC VANGUARD Index Funds S&P 500 EFT	6,158,588
Total	\$ 33,117,973

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 3 — RESTRICTED INVESTMENTS (CONTINUED)

Fair Value of Investments - The **Department** measures and records its investments using fair value measurement guidelines established by generally accepted accounting principles. These guidelines recognize a three-tiered fair value hierarchy, as follows:

- Level 1: Quoted prices for identical investments in active markets;
- Level 2: Observable inputs other than quoted market prices; and,
- Level 3: Unobservable inputs.

	Fair Value Measurement Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
U.S. government securities	\$ -	\$ 3,699,381		\$ 3,699,381
Mortgage and asset-backed securities:				
GNMA	-	578,587	-	578,587
FNMA	-	1,373,983	-	1,373,983
FHLMC	-	544,286	-	544,286
Commercial mortgage	-	314,320	-	314,320
Asset-backed securities	-	312,789	-	312,789
Short Term Bills and Note	-	624,862	-	624,862
Other	-	244,078	-	244,078
U.S. corporate bonds and notes	-	11,647,914	-	11,647,914
Foreign government bonds and notes	-	531,935	-	531,935
U.S. municipal notes	-	942,315	-	942,315
Total investments measured at fair value	<u>\$ -</u>	<u>\$ 20,814,450</u>	<u>\$ -</u>	<u>\$ 20,814,450</u>
Equity securities:				
MFC VANGUARD index				12,303,523
Total investments				<u>\$ 33,117,973</u>

The **Department's** carry its investments at fair value. The investment managers generally use the market approach to value its investment securities, which uses prices and other relevant information generated by market transactions involving identical or similar assets, liabilities or a group of assets and liabilities. As show in the table above, all the **Department's** debt and equity securities were classified in Level 2 of the fair value hierarchy. They are valued using either a bid evaluation or a matrix pricing technique. Bid evaluations may include market quotations, yields, maturities, call features and ratings. Matrix pricing is used to value securities' relationship to benchmark quoted prices.

NOTE 4 — RECEIVABLES

Insurance tax premiums are levied each quarter to employers registered under the State Unemployment Insurance, the Temporary Non-occupational Disability Insurance and the Drivers' Social Security Insurance Programs.

In addition, receivables in the **Department's** enterprise funds include receivables from the federal government of approximately \$14,505,163 and other miscellaneous.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 5 — RELATED-PARTY TRANSACTIONS

As of June 30, 2021, inter-fund receivable and payable represent amounts due from/to other **Department's** governmental funds as follows:

Receivable by Fund	Payable by Fund	Amount
Unemployment Insurance	Work Opportunity Incentive	\$ 1,122,549
Other Governmental Funds	Vocational Rehabilitation Administration	151,123

Transfers from/to other Department's governmental funds for the year ended June 30, 2021, are as follows:

Transferor Fund	Tranferee Fund	Amount
Unemployment Insurance	Work Opportunity Incentive	\$ 45,851,928

As of June 30, 2021, this amount represents transfers made by the unemployment insurance fund related to the distribution of surplus cash to the Work Opportunity Incentive Fund for the reimbursement of work incentives and administrative expenses amounting to \$45,851,928, as required by law.

NOTE 6 – CAPITAL ASSETS

Capital assets activity of the **Department's** enterprise funds for the fiscal year ended June 30, 2021 was as follows:

	Beginning Balance	Additions Total	Retirements Total	Ending Balance Total
Capital Assets, being depreciated:				
Buildings	\$ 450,153	\$ -	\$ -	\$ 450,153
Furniture and equipment	340,903	-	-	340,903
Computer, equipment and software	108,318	-	-	108,318
Vehicles	213,224	-	-	213,224
	1,112,598	-	-	1,112,598
Total capital assets, being depreciated				
Less accumulated depreciation for:				
Buildings	447,010	1,879	-	448,889
Furniture and equipment	338,634	1,663	-	340,297
Computer, equipment and software	108,318	-	-	108,318
Vehicles	213,224	-	-	213,224
	1,107,186	3,542	-	1,110,728
Total accumulated depreciation				
Business-type activities capital assets, net	\$ 5,412	\$ (3,542)	\$ -	\$ 1,870

Depreciation expense amounting to \$3,542 was charged to enterprise funds.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 7 – UNEARNED REVENUES

Unearned revenue arises only when resources are received before the **Department's** enterprise funds has a legal claim to them. Total unearned revenues as of June 30, 2021 amounted to \$31,519,012, and are presented in the following enterprise funds as follows:

Enterprise funds:	
Unemployment Insurance	\$ 29,921,471
Disability Insurance	1,584,525
Drivers Insurance	<u>13,016</u>
Total Unearned Revenues	<u>\$ 31,519,012</u>

NOTE 8 – LONG-TERM LIABILITIES

Long-term liability activity of the **Department's** enterprise funds for the fiscal year ended June 30, 2021, was as follows:

	Beginning Balance	Additions	Payments	Ending Balance	Due within one year	Long-term portion
Compensated absences	\$ 759,492	\$ -	\$ (82,098)	\$ 677,394	\$ 228,912	\$ 448,482
Other postemployment benefit liability	1,840,497	94,453	-	1,934,950	141,961	1,792,989
Total pension liability	<u>48,094,281</u>	<u>6,653,997</u>	<u>-</u>	<u>54,748,278</u>	<u>2,485,268</u>	<u>52,263,010</u>
Total	<u>\$ 50,694,270</u>	<u>\$ 6,748,450</u>	<u>\$ (82,098)</u>	<u>\$ 57,360,622</u>	<u>\$ 2,856,141</u>	<u>\$ 54,504,481</u>

Christmas Bonus

The accrued Christmas bonus for the enterprise funds amounted to approximately \$73,800, which was recorded as part of accounts payable and accrued expenses in the enterprise funds' financial statements.

NOTE 9 — OTHER POSTEMPLOYMENT BENEFITS (OPEB)

In addition to the pension benefits described in **Note 10** the Commonwealth provides other retirement benefits, such as Christmas Bonus, and healthcare benefits for its retired employees in accordance with local laws. Substantially, all of the employees may become eligible for these benefits if they reach normal retirement age while working for the Commonwealth.

Healthcare Benefits

The **Department** accounts for OPEB under the provisions of GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions, that replaces GASB Statement No. 45, Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions, changes similar to those implemented on GASB No. 67, Financial Reporting for Pension Plans, and No. 68, Accounting and Financial Reporting for Pensions should be made. This statement has substantially revised the accounting requirements previously mandated under GASB Statements No. 43 and 45. The most notable change is that the Annual Required Contribution (ARC) has been eliminated and the Net OPEB Liability will be an item on the employer's financial statement rather than a footnote entity.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 9 — OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

GASB Number 75 governs the specifics of accounting for public OPEB plan obligation for participating employers and is required to be implemented for employer fiscal years beginning after June 15, 2017 (Fiscal Year 2017-2018). GASB No. 75 requires a liability for OPEB obligations, known as the Net OPEB Liability (Total OPEB Liability for unfunded plans), to be recognized on the statement of financial position of participating employers. Changes in the Net OPEB Liability (Total OPEB Liability for unfunded plans) will be immediately recognized as OPEB Expense on the income statement or reported as deferred inflows/outflows of resources depending on the nature of the change.

As PRGERS is a multiple employer plan and the benefits are not funded by an OPEB trust, GASB No. 75 applies to the OPEB provided to each participating employer's own employees. The Central Government and its component units are considered to be one employer. Other employers also participate in PRGERS. Because certain employers that are component units of the Central Government prepare individual financial statements, a proportionate share of OPEB expense is determined for these employers.

Funding Policy – the contribution requirement of ERS Medical Insurance Plan (MIP), are established by Act No. 95-1963. Its benefit consists of a maximum of \$100 per month per retiree or disabled member. There are no member or employer contributions on behalf of the MIPC. These benefits are financed on a "Pay-As-You-Go" basis from the General Fund of the Commonwealth of Puerto Rico and municipalities

Christmas Bonus Benefits

The Christmas Bonus was \$200 per retiree pursuant to Act No. 3-2013. This benefit is recorded as expenditures when paid in the General Fund of the Commonwealth of Puerto Rico.

Relationship Between Valuation Date, Measurement Date, and Reporting Date

The Valuation Date is July 1, 2019. This is the date as of which the actuarial valuation is performed. The Measurement Date is June 30, 2020. This is the date on which the Total OPEB Liability is determined. The Reporting Date is the employer's fiscal year ending date. This report is for measurement year July 1, 2019 to June 30, 2020 for reporting period ending June 30, 2021.

Deferred Inflows and Outflows of Resources

Because all participants are inactive, there are no deferred inflows of resources as changes in actuarial assumptions or demographic gains and losses are recognized immediately during the measurement year. A deferred outflow of resources of \$141,961 was presented for payments made after June 30, 2021 to the plan.

Total OPEB Liability

The Total OPEB Liability was determined by an actuarial valuation as of the valuation date, calculated based on the discount rate and actuarial assumptions below, and was then projected forward to the measurement date. Any significant changes during this period have been reflected as prescribed by GASB No. 75.

NOTE 10 — RETIREMENT PLAN

After the approval of Act No. 106-2017, with the elimination of the Board of Trustees and the liquidation of plan assets, the GASB No. 73, Accounting and Financial Reporting for Pensions and Related Assets that are not Within the Scope of GASB Statement 68, and Amendments to Certain Provisions of GASB Statement 67 and 68, was implemented instead of GASB No. 68 effective on July 1, 2018. Accordingly, Total Pension Liability, Deferred Outflows/Inflows of Resources is presented. The

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 10 — RETIREMENT PLAN (CONTINUED)

information related to the Total Pension Liability presented is as of June 30, 2021.

1) Description of the Plan and Basis of Presentation

The Defined Benefit Pension Plan for Participants of the Employees' Retirement System of the Government of the Commonwealth of Puerto Rico (ERS) was created by Act No. 447, approved on May 15, 1951, as amended (Act No. 447-1951) and began operation on January 1, 1952, at which date, contributions by employers and participating employees commenced, to provide pension and other benefits to retired employees of the Commonwealth, its public corporations and municipalities. Prior to the effect of Act No. 106 of August 23, 2017 (Act No. 106-2017) the ERS was administered by the Board of Trustees of the ERS. Effective July 1, 2017, all employer contributions were eliminated pursuant to Act No. 106-2017 and the Commonwealth implemented a "Pay-As-You-Go" ("Pay-Go") system for the payment of pensions. Also pursuant to Act No. 106-2017, the ERS was required to liquidate its assets and transfer the net proceeds to the Department of Treasury of the Commonwealth to pay pension benefits make any contributions to ERS, and ERS will be funded on a "Pay-As-You-Go" basis.

After that, new employees hired July 1, 2017 and later will not become ERS members, current ERS members will no longer As a result of the implementation of the "Pay-Go" system, the Plan does not meet the criteria in paragraph 4 of GASB No. 68, Accounting and Financial Reporting for Pension, to be considered a plan that is administered through a trust or equivalent arrangement and, therefore, is required to apply the guidance in GASB No. 73, Accounting and Financial Reporting for Pensions and Related Assets That Are Not within the Scope of GASB 68, and Amendments to Certain Provisions of GASB Statements 67 and 68. Under the guidance of GASB No. 73, the Commonwealth and its component units are considered to be one employer, and are classified for financial reporting purposes as a single-employer defined benefit pension plan.

2) Pension Benefits

The benefits provided to the ERS participants are established by Commonwealth law and may be amended only by the Legislature with the Governor's approval, or by court decision. Certain provisions are different for the three groups of members who entered the ERS prior to July 1, 2013 as described below:

- Members of Act No. 447-1951 are generally those members hired before April 1, 1990 (Contributory, Defined Benefit Program).
- Members of Act No. 1 are generally those members hired on or after April 1, 1990 (Act No. 1-1990) and on or before December 31, 1999 (Contributory, Defined Benefit Program).
- Members of Act No. 305 are generally those members hired on or after January 1, 2000 and on or before June 30, 2013 (Define Contributory Hybrid Program). Each member has a no forfeitable right to the value of his/her account. Members have three options to invest their contributions. Investment income is credited to the member's account semiannually. The Commonwealth does not guarantee benefits at retirement age.

All regular employees hired for the first time on or after July 1, 2013, and former employees who participated in the defined benefit program and the System 2000 program, and were rehired on or after July 1, 2013, become members of the Contributory Hybrid Program as a condition to their employment.

In addition, employees who on June 30, 2013, were participants of previous programs became part of the Contributory Hybrid Program on July 1, 2013. Also, Act No. 3-2013 froze all retirement benefits accrued through June 30, 2013 under the defined benefit program and, thereafter, all future benefits accrued under the defined contribution formula used for the System 2000 program participants.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 10 — RETIREMENT PLAN (CONTINUED)

a) Service Retirement Eligibility Requirements

1. Eligibility for Act No. 447-1951 Members: Act No. 447-1951 members who were eligible to retire as of June 30, 2013 continue to be eligible to retire at any time. Prior to July 1, 2013, Act No. 447-1951 members could retire upon (1) attainment of age 55 with 25 years of Credited Service, (2) attainment of age 58 with 10 years of Credited Service, (3) any age with 30 years of Credited Service, (4) for Public Officers in High Risk Positions (the Commonwealth Police and Firefighter Corps, the Municipal Police and Firefighter Corps and the Custody Office Corps), attainment of age 50 with 25 years of Credited Service, and (5), for Mayors of municipalities, attainment of age 50 with 8 years of Credited Service as a Mayor. In addition, Act No. 447-1951 members who attained 30 years of Credited Service by December 31, 2013 are eligible to retire at any time. Act No. 447-1951 members who were not eligible to retire as of June 30, 2013 and did not attain 30 years of Credited Service by December 31, 2013 are eligible to retire upon attainment of the retirement eligibility age.

Act No. 447-1951 Public Officers in High Risk Positions who were not eligible to retire as of June 30, 2013 and did not attain 30 years of Credited Service by December 31, 2013 are eligible to retire directly from active service upon the attainment of age 55 with 30 years of Credited Service.

2. Eligibility for Act No. 1-1990 Members: Act No. 1-1990 members who were eligible to retire as of June 30, 2013, continue to be eligible to retire at any time. Prior to July 1, 2013, Act No. 1- 1990 members could retire upon (1) attainment of age 55 with 25 years of Credited Service, (2) attainment of age 65 with 10 years of Credited Service, (3) for Public Officers in High Risk Positions, any age with 30 years of Credited Service, and (4) for Mayors, attainment of age 50 with 8 years of Credited Service as a Mayor.

Act No. 1-1990 members who were not eligible to retire as of June 30, 2013 are eligible to retire upon attainment of age 65 with 10 years of Credited Service. In addition, Act No. 1-1990 Public Officers in High Risk Positions who were not eligible to retire as of June 30, 2013 are eligible to retire directly from active service upon the attainment of age 55 with 30 years of Credited Service.

3. Eligibility for System 2000 Members: System 2000 members who were eligible to retire as of June 30, 2013 continue to be eligible to retire at any time. Prior to July 1, 2013, System 2000 members could retire upon attainment of age 55 for Public Officers in High Risk Positions and attainment of age 60 otherwise.

System 2000 members who were not eligible to retire as of June 30, 2013 are eligible to retire upon attainment of age 55 for Public Officers in High Risk Positions and upon attainment of the retirement eligibility age.

4. Eligibility for Members Hired after June 30, 2013: Attainment of age 58 if a Public Officer in a High-Risk Position and attainment of age 67 otherwise.

b) Compulsory Retirement

All Act No. 447-1951 and Act No. 1-1990 Public Officers in High Risk Positions must retire upon attainment of age 58 and 30 years of Credited Service. A two-year extension may be requested by the member from the Superintendent of the Puerto Rico Police, the Chief of the Firefighter Corps, or supervising authority as applicable.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

c) Service Retirement Annuity Benefits

An annuity payable for the lifetime of the member equal to the annuitized value of the balance in the hybrid contribution account at the time of retirement, plus, for Act No. 447-1951 and Act No. 1-1990 members, the accrued benefit determined as of June 30, 2013. If the balance in the hybrid contribution account is \$10,000 or less, it shall be paid as a lump sum instead of as an annuity. For System 2000 participants this service retirement annuity benefit is not available.

1. Accrued Benefit as of June 30, 2013 for Act No. 447-1951 Members – The accrued benefit as of June 30, 2013, shall be determined based on the average compensation, as defined, for Act No. 447-1951 members, the years of Credited Service, and the attained age of the member all as of June 30, 2013. For Act No. 447-1951 Mayors, the highest compensation, as defined, as a Mayor is determined as of June 30, 2013.

If the Act No. 447-1951 member had at least 30 years of Credited Service as of June 30, 2013, the accrued benefit equals 65% of average compensation if the member was under age 55 as of June 30, 2013 or 75% of average compensation if the member was at least age 55 as of June 30, 2013. For participants selecting to coordinate with social security (the Coordination Plan), the benefit is re-calculated at the Social Security Retirement Age (SSRA), as defined, as 1.5% of average compensation up to \$6,600 multiplied by years of Credited Service, up to 30 years, plus 65% (75% if member was at least age 55 as of June 30, 2013) of average compensation in excess of \$6,600.

If the Act No. 447-1951 member had less than 30 years of Credited Service as of June 30, 2013, and attains 30 years of Credited Service by December 31, 2013, the accrued benefit equals 55% of average compensation if the member was under age 55 as of June 30, 2013 or 60% of average compensation if the member was at least age 55 as of June 30, 2013.

For participants selecting the Coordination Plan, the benefit is re-calculated at SSRA as 1.5% of average compensation up to \$6,600 multiplied by years of Credited Service, up to 30 years, plus 55% (60% if member was at least age 55 as of June 30, 2013) of average compensation in excess of \$6,600. Member contributions received from Act No. 447-1951 members eligible for this transitory benefit during the period beginning July 1, 2013 and ending upon the attainment of 30 years of Credited Service are considered pre-July 1, 2013 contributions; the contributions to the hybrid contribution account begin after the member attains 30 years of Credited Service.

If the Act No. 447-1951 member had less than 30 years of Credited Service as of December 31, 2013, the accrued benefit equals 1.5% of average compensation multiplied by years of Credited Service up to 20 years, plus 2% of average compensation multiplied by years of Credited Service in excess of 20 years. Maximum benefit is 75% of average compensation. Except for Commonwealth Police and Commonwealth participants selecting the Coordination Plan, the basic benefit is re-calculated at SSRA as 1% of average compensation up to \$6,600 multiplied by years of Credited Service up to 20 years, plus 1.5% of average compensation in excess of \$6,600 multiplied by years of Credited Service up to 20 years, plus 2.0% of average compensation in excess of \$6,600 multiplied by years of Credited Service in excess of 20 years. Except for Police and Firefighters, the benefit is actuarially reduced for each year payment commences prior to age 58.

For Act No. 447-1951 Mayors with at least 8 years of Credited Service as a mayor, the accrued benefit will not be less than 5% of highest compensation, as defined, as a Mayor for each year of Credited Service as a Mayor up to 10 years, plus 1.5% of highest compensation as Mayor for each year of non-Mayor Credited Service up to 20 years, plus 2.0% of highest compensation as Mayor for each year of non-Mayor Credited Service in excess of 20 years. Non-Mayor Credited Service includes service earned as a Mayor in excess of 10 years. Maximum benefit is 90% of highest compensation as a Mayor.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

c) Service Retirement Annuity Benefits

2. Accrued Benefit as of June 30, 2013 for Act No. 1-1990 Members: The accrued benefit as of June 30, 2013 shall be determined based on the average compensation for Act No. 1 member, the years of Credited Service, and the attained age of the member all as of June 30, 2013. For Act No. 1-1990 Mayors, the highest compensation as a Mayor is determined as of June 30, 2013.

If the Act No. 1-1990 member is a police officer or firefighter with at least 30 years of Credited Service as of June 30, 2013, the accrued benefit equals 65% of average compensation if the member was under age 55 as of June 30, 2013 or 75% of average compensation if the member was at least age 55 as of June 30, 2013. For all other Act No. 1-1990 members, the accrued benefits equal 1.5% of Average Compensation multiplied by years of Creditable Service. The benefit is actuarially reduced for each year payment commences prior to age 65.

For Act No. 1-1990 Mayors with at least 8 years of Credited Service as a mayor, the accrued benefit will not be less than 5% of highest compensation as a Mayor for each year of Credited Service as a Mayor up to 10 years, plus 1.5% of highest compensation as Mayor for each year of non-Mayoral Credited Service up to 20 years, plus 2.0% of highest compensation as Mayor for each year of non-Mayoral Credited Service in excess of 20 years. Non-Mayoral Credited Service includes service earned as a Mayor in excess of 10 years. Maximum benefit is 90% of highest compensation as a Mayor.

d) Special Benefits

1. Minimum Benefits
 - Past Ad hoc Increases: The Legislature, from time to time, increases pensions for certain retirees as described in Act No. 124-1973 and Act No. 23-1983.
 - Minimum Benefit for Members who retired before July 1, 2013: The minimum monthly lifetime income for members who retired or become disabled before July 1, 2013 is \$500 per month effective July 1, 2013 (\$400 per month effective July 1, 2007 and \$300 per month up to June 30, 2007). (Act No. 156-2003, Act No. 35-2007, and Act No. 3-2013)
 - Coordination Plan Minimum Benefit: A minimum monthly benefit is payable upon attainment of SSRA such that the benefit, when added to the Social Security Benefit, is not less than the benefit payable prior to SSRA.
2. Cost-of-Living Adjustments (COLA) to Pension Benefits

The Legislature, from time to time, increases pensions by 3% for retired and disabled members. Beneficiaries are not entitled to COLAs granted after the retiree's death. The first increase was granted by Act No. 10-1992. Subsequent 3% increases have been granted every third year since 1992, with the latest 3% increase established on April 24, 2007 and effective July 1, 2007 (retroactive to January 1, 2007) for retired and disabled members that were receiving a monthly benefit on or before January 1, 2004 (Act No. 35-2007). In addition, effective July 1, 2008, any retired or disabled member that was receiving a monthly annuity on or before January 1, 2004 less than \$1,250 per month received an increase of up to 3% without exceeding the limit of \$1,250 per month (Act No. 35-2007).

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

3. Special “Bonus” Benefits

- Christmas Bonus: An annual bonus of \$200 for each retiree, beneficiary, and disabled member paid in December provided the member retired prior to July 1, 2013. (Act No. 144-2005, as Amended by Act No. 3-2013)
- Medication Bonus: An annual bonus of \$100 for each retiree, beneficiary, and disabled member to cover health costs paid in July provided the member retired prior to July 1, 2013. (Act No. 155-2003, as Amended by Act No. 3-2013)

e) Changes in Plan Provisions since Prior Valuation

Act No. 106-2017 closed participation in ERS to new members effective July 1, 2017 and moved prospective accruals for all current active members to a separate defined contribution plan outside of ERS. The following contributions were eliminated July 1, 2017 by Act No. 106-2017:

- Act No. 116-2011 Employer Contributions.
- Act No. 32-2013 Additional Uniform Contribution.
- Act No. 3-2013 Supplemental Contributions Member Contributions.

3) Allocation Methodology

GASB Statement No. 73 requires that the primary government and the component units that provide pensions through the same defined benefits pension plan of its co, recognize their proportionate share of the total pension liability, deferred outflows of resources, deferred inflows of resources, and pension expense (benefit). The employer allocation percentage presented in the schedule of employer allocations and applied to amounts presented in the schedule of pension amounts by employer are based on the ration of each participating entity’s actual benefit payments for allocation to the aggregate total of benefit payments for allocation paid by all participating entities during the year ending on the measurement date. Employer allocation percentages have been rounded for presentation purposes; therefore, amounts presented in the schedule of pension amounts by employer may result in immaterial differences.

The difference between the actual benefits payments’ column and the benefits payments for allocation in the schedule of employer allocations represents lump-sum distributions of accumulated benefits that were not considered for allocation purposes.

4) Pension Liabilities, Pension Expenses, and Deferred Outflows/Inflows of Resources Related to Pensions

After the approval of Act No. 106-2017, the ERS assets are liquidated and GASB No. 73 is now implemented in substitution of GASB No. 68. The **Department’s** Total Pension Liability was measured as of June 30, 2021 based on the audited financial information of July 14, 2022 and actuarial valuation as July 6, 2022.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

a) Total Pension Liability

Effective July 1, 2014, the **Department** implemented the provisions of GASB Statement No. 68, Accounting and Financial Reporting for Pensions – an amendment of GASB Statement No. 27, and GASB Statement No. 71, Pension Transition for Contributions Made Subsequent to the Measurement Date—an amendment of GASB Statement No. 68, which significantly changed the **Department's** accounting for pension amounts. The information disclosed below is presented in accordance with GASB No 73, after the implementation of Act No. 106-2017. The **Department's** Total Pension Liability was measured as of June 30, 2021. The measurement Date is June 30, 2020, date as of which the Total Pension Liability is determined. The Reporting Date is for periods ending July 1, 2020 through June 30, 2021.

As June 30, 2021, the **Department** reported \$54,748,278 as Total Pension Liability of Enterprise funds for its proportionate shares of the Total Pension Liability of ERS.

b) Pension Expense

For the year ended June 30, 2021 the **Department** recognized on the Governmental General Fund pension expense of \$26,082,913 of total pensions payments of the “Pay-As-You-Go” system.

c) Deferred Outflows/Inflow of Resources

As of June 30, 2021, the **Department** reported the following Deferred Outflows of Resources and Deferred Inflows of Resources of Enterprise funds related to pensions:

- Deferred Inflows of Resources: \$2,434,729
- Deferred Outflows of Resources: \$9,637,101

d) Actuarial Methods and Assumptions

Actuarial Cost Method

The plan's actuarial cost method is the entry age normal method. Under this method, a projected benefit is determined at each active participant's assumed retirement age assuming future compensation increases. The plan's normal cost is the sum of each active participant's annual cost for the current year of service determined such that, if it were calculated as a level percentage of his compensation each year, it would accumulate at the valuation interest rate over his total prior and future years of service to his assumed retirement date into an amount sufficient to fund his projected benefit. The plan's accrued liability is the sum of (a) the accumulation of each active participant's normal costs attributable to all prior years of service plus (b) the present value of each inactive participant's future benefits.

Because of Act No. 106-2017, no future benefits (except for the additional benefits due to death or disability for reasons specified in Act No. 127-1958) will be earned by ERS members. As a result, the GASB Statement No. 73 Total Pension Liability equals the present value of all non-Act No. 127-1958 projected benefits. The normal cost only reflects the anticipated future Act No. 127-1958 benefits.

Liability Determination

The results as of June 30, 2021 are based on projecting the System obligations determined as of the census data collection date of July 1, 2020 for one year using roll-forward methods, assuming no liability gains or losses. Due to Act No. 106-2017, the non-Act No. 127-1958 benefits are considered fully accrued and the only normal cost going forward will be due to Act No. 127-1958 benefits.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

A summary of the actuarial assumptions and methods used to calculate the total pension liability as of June 30, 2021 is provided below, including any assumptions that differ from those used in the June 30, 2020 actuarial valuation. Total pension liability represents the portion of the actuarial present value of projected benefit payments attributable to past periods of service for current and inactive employees. The actuarial valuation used the following actuarial assumptions:

Municipal Bond Rate: 2.21% per annum (Bond Buyer General Obligation 20-Bond Municipal Bond Index)

GASB No. 73 Discount Rate: 2.21% per annum

Compensation Increases: 3.0% per year. No compensation increases are assumed until July 1, 2021 as a result of the Act 3-2017 four-year extension of the Act 66-2014 salary freeze and the current general economy. Based on professional judgement and System input.

Defined Contribution Hybrid Contribution Account: No member contributions will be made to the Defined Contribution Account after June 30, 2017. Based on the liquidation of Systems assets and move to "Pay-As-You-Go" funding under Act 106-2017, no future interest credits are assumed after June 30, 2017.

Basis for demographic assumptions: The post-retirement health and disabled mortality assumptions used in the evaluation are based on a study of the plan's experience from 2007 to 2012 and updated expectations regarding future mortality improvement. Most other demographic assumptions used in the evaluation are based on a 2009 experience study using data as of June 30, 2003, June 30, 2005 and June 30, 2007.

Certain demographic assumptions (e.g. termination and retirement) were impacted by the Act No. 3-2013 pension reforms and were revised based on the new retirement eligibility and expected future experience. All assumptions were reviewed with ERS staff for reasonableness and are documented in this Section.

Pre-retirement Mortality: For general employees not covered under Act No. 127-1958, RP-2014 Employee Mortality Rates for males and females adjusted to reflect Mortality improvement Scale MP-2020 from the 2006 base year and projected forward using MP-2020 on a generational basis. For members covered under Act No. 127-1958, RP-2014 Employee Mortality Rates with blue collar adjustments for males and females adjusted to reflect Mortality Improvement Scales MP-2020 from the 2006 base year and projected forward using MP-2020 on a generational basis. As generational tables, they reflect mortality improvements both before and after the measurement date.

100% of deaths while in active service are assumed to be occupational for members covered under Act No. 127-1958

Post-retirement Health Mortality: Rates which vary by gender are assumed for healthy retirees and beneficiaries based on a study of plan's experience from 2007 to 2012 and updated expectations regarding future mortality improvement. The 2010 base rates are equal to 92% of the rates from the UP-1994 Mortality Table for Males and 95% of the rates from the UP-1994 Mortality Table for Females, both projected from 1994 to 2010 using Scales AA. These base rates are projected using Mortality Improvement Scales MP-2020 on a generational. As generational tables, it reflects mortality improvements before and after the measurement date.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

Post-retirement Disabled Mortality: Rates which vary by gender are assumed for disabled retirees based on a study of plan's experience from 2007 to 2012 and updated expectations regarding future mortality improvement. The 2010 base rates are 105% of the rates from the UP-1994 Mortality Table for Males and 115% of the rates from the UP-1994 Mortality Table for Females. These base rates are projected using Mortality Improvement Scales MP-2020 on a generational. As generational tables, it reflects mortality improvements both before and after the measurement date.

Marriage: 100% of current active members covered under Act No. 127-1958 who die in service or become disabled are assumed to have qualifying beneficiaries receiving the maximum benefits possible, which are approximated by a spouse with males 4 years older than females.

Form of Payment: For members retiring after June 30, 2013 (other than under Act No. 127- 1958), upon disability an immediate lump sum distribution of the Defined Contribution Hybrid Contribution Account plus, for Act No. 447-1951 and Act No. 1-1990 members, a modified cash refund of the accrued benefit as a June 30, 2013 commencing at retirement eligibility; otherwise, a modified cash refund.

For members retiring after June 30, 2013 under Act No. 127-1958, a Joint & 100% Survivor benefit of the Act No. 127-1958 Disability benefit.

Marital status was provided as of July 1, 2016 but was not provided as of July 1, 2017 for retired and disabled members who retired prior to July 1, 2013. With the exception of annuitants with future benefits payable as a result of Act No. 211-1958, for those indicated as married as of July 1, 2016, and any new retirees as of July 1, 2017, a joint and survivor annuity was assumed (as shown in the following table), with an adjustment for the probability the spouse has predeceased the retiree as of the valuation date. Annuitants with future benefits payable as a result of Act No. 211-1958 and those not married were assumed to have a modified cash refund (as shown in the following table). The spouse's date of birth was imputed based on an assumed age difference of 4 years with males older than females.

Discount Rate

After June 30, 2017, the Commonwealth enacted legislation that changed the structure of pension administration managed by ERS. For further information regarding such pension legislation. The discount rate was based on the Bond Buyer General Obligation 20-Bond Municipal Index.

Fiscal Plan for Puerto Rico

The Fiscal Plan for Puerto Rico was approved by the Oversight Board of PROMESA on April 23, 2021. The approval was conditioned on the Puerto Rico government and the Board reaching an agreement to reduce benefit payments of the following systems by 8.5% in the aggregate to beneficiaries of more to \$1,500 of monthly benefits:

- Puerto Rico Government Employees' Retirement System
- Puerto Rico Judiciary Retirement System
- Puerto Rico Teachers' Retirement System

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

The details of the reduction methodology, which will determine how the reductions impact each system, are not final at this time. A multi-year delay in implementation is also anticipated. These potential reductions are not reflected in the June 30, 2018 valuation. Also, note that the Fiscal Plan anticipates that ERS will be funded on a “Pay-As-You-Go” basis.

“Pay-As-You-Go” Funding

On June 27, 2017, the Treasury Department issued Circular Letter No. 1300-46-17 in order to convey to the central government agencies, public corporations and municipalities the new implementation procedures to adopt, effective July 1, 2017, a new “Pay-As-You-Go” (“Pay-Go”) mechanism for the ERS.

Subsequently, on August 23, 2017, the Governor signed into law the “Act to Guarantee the Payment to Our Pensioners and Establish a New Plan for Defined Contributions for Public Servants” (Act No. 106-2017), which reformed the Commonwealth Retirement Systems. Act No. 106-2017 terminated the previously existing pension programs for the ERS’s participants as of June 30, 2017. The members of the prior programs and new system members hired on and after July 1, 2017 are now enrolled in a new defined contributions program. Act No. 106-2017 also established by law the “Pay-Go” mechanism for the payment of accumulated pension benefits and eliminated employers’ contributions and other analogous contributions. Approximately \$2 billion was allocated for the payment of “Pay-Go” benefits in each of the budgets for fiscal years 2018 through 2021.

Furthermore, Act No. 106-2017 modified the ERS’s governance. Under Act No. 106-2017, the ERS’ Board of Trustees was substituted with a new Retirement Board, which is currently responsible for governing all of the Commonwealth’s Retirement Systems.

Act No. 106-2017 also ordered a suspension of the ERS’s loan programs and ordered a merger of the administrative structures of the retirement systems. At the Retirement Board’s discretion, the servicing of the ERS’s existing loan portfolio may be externalized. Pursuant to Act No. 106-2017, the employees of the ERS that are not retained under the new administrative structure will be transferred to other public agencies in conformity with Act No. 8-2017.

At a basic level, ERS will need to hold some level of operating cash to account for any ongoing timing issues between receipt and disbursement of funds. The “Pay-Go” funding needed in a given year is the difference between actual contributions and actual disbursements:

- Contributions to ERS are primarily based on statutory percentage of payroll.
- Disbursements are comprised of benefit payments, administrative expenses, and Pension Obligation Bond debt service.

Contributions and disbursements will experience natural variation due to emerging demographic experience. Contributions and disbursements can also be greatly impacted by specific management decisions, such as an early retirement incentive program or other workforce reduction. A major issue that needs to be addressed by ERS and the Commonwealth is determining what the process of ERS budgeting for “Pay-Go” funding will be. While the ERS can set an expected “Pay-Go” amount at the time of budgeting for an upcoming fiscal year, both actual contributions and disbursements can vary from expectations during the fiscal year:

- If the budget is set based on expected contributions and disbursements, in the event of adverse experience during the fiscal year, should provide for additional funds from the sponsoring employers.
- If the ERS be permitted to develop a budget request of a “Pay-Go” amount for the fiscal year that includes a margin to provide a buffer against adverse outcomes and how the impacts of specific management decisions would be handled.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 10 — RETIREMENT PLAN (CONTINUED)

There are certainly many more operational details to be considered. “Pay-go” operation is a complex issue that requires careful thought and planning, constant monitoring, and the ability to respond to emerging events quickly. The Employees’ Retirement System of the Government of the Commonwealth of Puerto Rico issue publicly available financial report that includes financial statements and required supplementary information for ERS, as a component unit of the Commonwealth.

That report may be obtained by writing to the Administration at PO Box 42003, Minillas Station, San Juan, P.R. 00940-2003.

NOTE 11 — COMMITMENTS

The **Department** has several operating leases, including those with the Public Buildings Authority of the Commonwealth of Puerto Rico, primarily for regional **Department's** facilities that expire over minimum terms of less than one year, and can be renewed for additional terms, as provided in each contract. Annual rental payments to the PBA are determined based on the debt service requirements of the related debt to be paid with the rental proceeds, plus the facilities operating costs allocation.

For the year ended June 30, 2021, rent expenditures of the **Department** amounted to approximately \$4.7 million under such operating leases. The future minimum lease payments for 2022 amounted to approximately \$107,911.

NOTE 12 — CONTINGENCIES

Litigations

The **Department** is a defendant or co-defendant in various pending litigations. The **Department's** management, after consultation within house legal counsel, has determined that the probable outcome of these cases will not have a material impact on the accompanying enterprise funds’ financial statements. The Commonwealth of Puerto Rico Act 104 of June 30, 1955, as amended, known as Claims and Lawsuits against the State, provides that lawsuits initiated against an agency or instrumentality of the Commonwealth, present and former employees, directors, mayors and others may be represented by the Department of Justice of the Commonwealth of Puerto Rico. Any adverse claim to the defendants is to be paid by the General Fund of the Commonwealth.

Federal Awards

The **Department** participates in federal programs received from the US DOL to promote the working-class welfare and to finance the administration costs of the State Unemployment Insurance Program. Expenditures financed by federal grants are subject to program compliance audits by the grantor agencies in order to assure compliance with grant requirements. If expenditures are disallowed due to noncompliance with grant program requirements, the **Department** may be required to reimburse the grantor agency. Accordingly, the **Department's** compliance with applicable grant requirements will be established at a future date. Nevertheless, the **Department's** management is of the opinion that the amount of expenditures, which may be disallowed by the granting agencies from such audits, will be immaterial to the **Department's** enterprise funds’ financial statements.

NOTE 13 – THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ACT

The Coronavirus Aid, Relief, and Economic Security Act, also known as the CARES Act, is an economic stimulus bill passed by the 116th U.S. Congress and signed into law on March 27, 2020, in response to the economic fallout of the COVID disease. The spending primarily includes one-time cash payments to individual people who submit a tax return in America (with most single adults receiving \$1,200 and families with children receiving more, increased unemployment benefits, and the creation of the Paycheck Protection Program.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 13 – THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ACT (CONTINUED)

Three significant new unemployment insurance programs were created via the CARES Act: Pandemic Unemployment Assistance (PUA), Pandemic Emergency Unemployment Compensation (PEUC) and Federal Pandemic Unemployment Compensation (FPUC).

Pandemic Unemployment Assistance (PUA)

The PUA provided unemployment benefits for workers not otherwise eligible for regular unemployment benefits, self-employed individuals, contract workers, and business owners. Individuals who qualify for PUA must self-certify weekly that they are unemployed, partially employed, or unable or unavailable to work because of a COVID-19 related reason. Individuals were required to self-certify that they were unemployed, partially employed, unable to work, or unavailable for work due to the effects of COVID-19. Benefits were calculated based on previous earnings with a formula from the Disaster Unemployment Assistance program under the Stafford Act.

PUA Eligibility

The individuals were required to provide self-certification that they were able to work and available for work. Other eligibility criteria included being unemployed, partially employed, unable to work, or unavailable for work due to one of the following COVID-19-related situations:

- The individual was diagnosed with or showed symptoms and were trying to get diagnosed with COVID-19.
- A member of the individual's household was diagnosed with COVID-19.
- The individual provided care for someone diagnosed with COVID-19.
- The individual provided care for a child or other household member who couldn't attend school or go to a care facility because of a COVID-19 closure.
- The individual was quarantined or advised by a healthcare provider to self-quarantine.
- The individual was scheduled to start a job and no longer had or couldn't reach it due to COVID-19.
- The individual became the primary earner for a household because the head of the household died as a direct result of COVID-19.
- The individual quit a job as a direct result of COVID-19.
- The individual's place of employment closed as a direct result of COVID-19.
- The individual met other criteria set forth by the U.S. labor secretary.

Benefit amounts were calculated based on previous earnings, using a formula from the Disaster Unemployment Assistance program under the Robert T. Stafford Disaster Relief and Emergency Assistance Act.

Pandemic Emergency Unemployment Compensation (PEUC)

The Pandemic Emergency Unemployment Compensation (PEUC) was an emergency program designed to allow people who had exhausted their unemployment compensation benefits to receive up to 13 additional weeks of benefits, provided they were "able to work, available to work, and actively seeking work."

Benefits under the PEUC program were due to expire on December 31, 2020 but were extended to March 14, 2021, and the number of weeks that an individual could claim PEUC benefits was increased from 13 to 24 by the Consolidated Appropriations Act (CAA), 2021. The American Rescue Plan Act of 2021 further extended the PEUC 29 weeks for up to 53 weeks through September 6, 2021.

**COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES**

**NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021**

NOTE 13 – THE CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ACT (CONTINUED)

States were required to offer flexibility to applicants in meeting PEUC eligibility requirements related to "actively seeking work" if an applicant's ability to find work was affected by COVID-19.

Federal Pandemic Unemployment Compensation (FPUC)

The FPUC is an emergency program established by the CARES Act to increase unemployment benefits for Americans who are out of work because of the COVID-19 pandemic. The FPUC provided an additional \$600 per week to all unemployed workers receiving traditional unemployment compensation, PUA, or PEUC. To qualify to receive the FPUC payment, a claimant had to be eligible to receive at least \$1 of compensation through the traditional unemployment insurance, PEUC, or PUA program for that week. Under the Consolidated Appropriations Act and the American Rescue Plan Act (ARPA), the FPUC was extended at a reduced rate, allowing unemployed individuals to receive an additional \$300 per week.

All pandemic-related federal unemployment benefits expired on September 6, 2021.

On May 15, 2020, the Governor of Puerto Rico issued the Executive Order No. 2020-040 to approve and adopt the Strategic Disbursement Plan for the Coronavirus Relief Fund (the "CRF Disbursement Plan"), developing a plan for the use of the funds allocated to the Government of Puerto Rico through the Coronavirus Relief Fund ("CRF") established under the Coronavirus Aid, Relief, and Economic Security Act, Public Law 116-136 ("CARES Act")

As part of the measures within the CRF Disbursement Plan, an Allocation to the Trust Fund of the Unemployment Fund of the **Department** was established in order to support and provide liquidity to the Unemployment Insurance Fund Trust of the **Department** to cover disbursements to people who have applied for state unemployment benefits due to the emergency of COVID-19. The funds can only be used to finance the state portion of unemployment benefits related to COVID-19. These funds should not be used to increase the current level of benefits. These funds may not be used for expenses that have been or will be reimbursed by other federal programs, including through other provisions of the CARES Act. This Transfer Program represents an initial investment of \$150 million from the CRF.

NOTE 14 - OTHER FEDERAL PROGRAMS

Pandemic Unemployment Assistance (PUA)

Benefits under the PUA program expired on December 31, 2020 under the Coronavirus Aid, Relief, and Economic Security Act, but were extended by the Consolidated Appropriations Act to March 14, 2021. The American Rescue Plan Act also extended the PUA benefits to weeks of unemployment ending on or before September 6, 2021.

Temporary Full Federal Funding of the First Week of Compensable Regular Unemployment for States with No Waiting Week

The Temporary Full Federal Funding of the First Week of Compensable Regular Unemployment for States with No Waiting Week applied for States that provides compensations to individuals for their first week of unemployment and entered in an agreement with the Department of the United States to provide full reimbursement of regular UC paid to individuals by the state for their first week of unemployment, as well as any additional administrative expenses incurred by the state because of the agreement. Originally this provision expired on December 31, 2020, and by the Consolidated Appropriations Act and The American Rescue Plan Act was amended to provide funding to States through weeks of unemployment ending on or before September 6, 2021.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 14 - OTHER FEDERAL PROGRAMS (CONTINUED)

Extended Benefits

The enactments of the Emergency Unemployment Insurance Stabilization and Access Act (EUISAA), and the Coronavirus Aid, Relief, and Economic Security Act (CARES) implement certain temporary changes of the Extended Benefit (EB) program. The EB program is payable only after the exhaustion of PEUC and other unemployment compensation (UC) as explained below. During the period that PEUC is available, an individual must have exhausted PEUC entitlement before commencing receipt of EB. To qualify for EB the individual must have:

- exhausted all rights to regular UC under state law;
- no rights to regular UC with respect to any UC law of another state or Canada;
- exhausted PEUC;
- wages in the base period (with respect to the regular UC claim that was exhausted) that includes one of the following: (a) 20 weeks of full-time covered employment; (b) wages higher than 40 times the individual's most recent weekly benefit amount; or (c) total wages in the base period equal to or greater than 1.5 times the highest quarter (refer to Section 202(a)(5), EUCA);
- no disqualifications that would prevent the individual from being eligible for EB (refer to Section 202(a)(4), EUCA); and
- at least one week in the benefit year that begins in an EB eligibility period (refer to Section 203(c), EUCA).

EUISAA provides that, for states receiving both allotments of the emergency administrative grants and also meeting the thresholds to trigger on to EB, the Federal Government will pay 100 percent of sharable regular compensation and sharable extended compensation for weeks of unemployment ending before December 31, 2020. Later on, the program was extended by the Consolidated Appropriations Act and the American Rescue Plan Act to continue providing funding to States through weeks of unemployment ending or on before September 6, 2021.

The Consolidated Appropriations Act

The provisions of the Consolidated Appropriations Act (CAA), enacted on December 27, 2020 are titled on the Continued Assistance for Unemployed Workers Act of 2020 (Continued Assistance Act). The Continued Assistance Act reauthorizes and expands the enhanced UI benefits created under the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) enacted on March 27, 2020; extends the authorization for additional temporary UI provisions first authorized under the CARES Act and the Families First Coronavirus Response Act (FFCRA) enacted on March 18, 2020); creates additional program integrity requirements for the temporary, enhanced UI benefits and creates the Mixed Earners Unemployment Compensation (MEUC) program.

Mixed Earners Unemployment Compensation

On Section 2104 of the CARES Act, which authorizes the FPUC program, the Continued Assistance Act adds authorization for the MEUC program, which provides certain individuals with an additional \$100 supplemental payment each week, in addition to the FPUC payment. Eligible individuals must:

- have received at least \$5,000 of self-employment income in the most recent taxable year prior to the individual's application for regular UC,
- be receiving a UI benefit (other than PUA) for which FPUC is payable, and
- submit documentation substantiating their self-employment income. This additional payment does not apply to individuals collecting PUA.

MEUC is payable beginning with weeks of unemployment no earlier than the week ending on January 2, 2021 and through weeks of unemployment ending on or before September 6, 2021 with the program provision extension by the American Rescue Plan Act.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 14 - OTHER FEDERAL PROGRAMS (CONTINUED)

Presidential Memorandum on Authorizing the Other Needs Assistance Program for Major Disaster Declarations Related to Coronavirus Disease 2019 (COVID-19)

The Presidential Memo was issued on August 8, 2020 instructing the Secretary of Homeland Security, acting through the Federal Emergency Management Agency (FEMA), to make available other needs assistance (ONA) for lost wages in accordance with Section 408(e)(2) of the Stafford Act (42 U.S.C. 5174(e)(2)). The Lost Wages Assistance program (LWA) will be administered by States and territories through a grant agreement with FEMA. The states and territories will distribute the funds through their UI system, as a supplemental payment.

Lost Wages Assistance (LWA)

The LWA program is a supplementary benefit in addition to the unemployment compensation that is available to eligible claimants. Eligibility requirements to receive the LWA supplementary benefit include:

- the individual provides a self-certification that he or she is unemployed or partially unemployed due to disruptions caused by COVID-19,
- the claimant is eligible for at least \$100 of regular UC or any of the following UC programs for the week of unemployment with respect to which LWA is requested,
- the claimant is eligible to one of the following UC programs: Unemployment Compensation for Federal Employees (UCFE); Unemployment Compensation for Ex-Servicemembers (UCX); Pandemic Emergency Unemployment Compensation (PEUC); Pandemic Unemployment Assistance (PUA); Extended Benefits (EB); Short-Time Compensation (STC); Trade Readjustment Allowances (TRA); and Payments under the Self-Employment Assistance (SEA) program.

LWA is not payable to individuals receiving Disaster Unemployment Assistance (DUA) or Additional Benefits (AB). LWA was available for weeks of unemployment ending on or after August 1, 2020, through weeks of unemployment ending before December 27, 2020 contingent upon sufficient balances remaining in the Disaster Relief Fund (DRF).

NOTE 15— SUBSEQUENT EVENT

The **Department** has evaluated events and transactions for potential recognition or disclosures through March 31, 2023, the date the financial statements were available to be issued. No significant events that should have been recorded or disclosed in the financial statements were noted, except for those described in the following paragraphs.

Joint Circular Letter 2022-01

On January 27, 2022, the Commonwealth of Puerto Rico issued Joint Circular Letter 2022-01 related to Obligations of the Government Entities under the confirmation order of the Adjustment Plan of the Commonwealth of Puerto Rico and the Ordered Transfers by the U.S. District Court for Puerto Rico. Such Circular Letter notified the Court approval of the fiscal plan and the amounts to be transferred by each governmental agency under Title III Joint Plan. As a result of this decision, on February 2022 the **Department** transferred \$185,000,000 to the Commonwealth of Puerto Rico.

COMMONWEALTH OF PUERTO RICO
DEPARTMENT OF LABOR AND HUMAN RESOURCES

NOTES TO FINANCIAL STATEMENTS - ENTERPRISE FUNDS (CONTINUED)
FOR THE YEAR ENDED JUNE 30, 2021

NOTE 15— SUBSEQUENT EVENT (CONTINUED)

Normative Letter No. 1-2023

On February 21, 2023, the Office of the Administration and Transformation of Human Resources of the Government of Puerto Rico issued the Normative Letter No. 1-2023 in order to comply with the provisions and requirement of Law 8-2017 enacted on February 4, 2017. Law No. 8-2017, as amended, known as the "Law for the Administration and Transformation of Human Resources in the Government of Puerto Rico," establishes the Government of Puerto Rico as the Sole Employer, which means that public employees will be employees of the Central Government and not of the agencies. In addition, it centralizes the human resources administration system, eliminating from the category of individual administrators all those agencies and public instrumentalities of the Government of Puerto Rico, to guarantee the best use of the services offered by public servants. Also, Law No. 8-2017, in its Article 4, creates the System of Administration and Transformation of Human Resources of the Government of Puerto Rico (hereinafter, Human Resources System) which will be administered by the Office of Administration and Transformation of Human Resources of the Government of Puerto Rico (hereinafter, OATRHR by its Spanish acronym) with the main purpose of achieving a job classification system aimed at applying, strengthening, evaluating and protecting the Merit Principle in public service. In addition, Law No. 8-2017 gave the OATRHR the responsibility of centralizing and unifying the job classification plans of the agencies and public instrumentalities attached to the Central Government.

The classification of positions is based on criteria of uniformity, which is the basis of the equal and fair treatment that the Merit Principle would enter into public service. A job classification plan is a system by which the duties, responsibilities and authorities of positions are studied, analyzed and ordered and grouped into classes or series of classes. Accordingly, uniform treatment of posts and the employees occupying them is ensured in all matters relating to human resources administration. Among the advantages offered by a job classification plan are the following:

- Facilitates the job classification process.
- Establishes the basis for the recruitment and selection of job candidates, as the class specifications contain the minimum requirements required for classes.
- Provides for the determination of training needs to employees.
- Facilitates the preparation of the budget.
- Facilitates the processes of promotions, transfers and descents.
- Establishes uniform occupational terminology.
- Serves as an instrument for solving problems that may arise in the organization.

The OATRHR shall establish and maintain a rational structure of functions that tends to the greatest possible uniformity and that serves as a basis for the different human resources actions in the Central Government, as a Single Employer. The functions for carrying out government programs will be organized in such a way that logical units of work can be identified. These, in turn, will be integrated by groups of duties and responsibilities that will constitute the basic unit of work, that is, the position.

In accordance with the above, the OATRHR developed the Job Classification Plans for the Career Service and the Trust Service (hereinafter, Classification Plans) of the Central Government, by virtue of the legal authority conferred on this Office by Article 4, Section 4.3, subsection (2) (o) and (p) of Law No. 8-2017. The implementation of the Classification Plans was effective as of July 1, 2019. In these Rules to Complete the Implementation Process of the Job Classification Plan of the Central Government Career Service, effective July 1, 2019 and the New Salary Structure that will govern the Career Service of the Central Government, effective January 1, 2023 (hereinafter, the Rules), explains the process of implementing job classification and the new salary structure of the Central Government Career Service.

As of the date of the financial statements, the economic impact, if any, of the implementation of the job classification system described above has not been determined by the **Department**.