

Financial Statements of

**WINDSOR-ESSEX COUNTY
HEALTH UNIT
MINISTRY OF CHILDREN,
COMMUNITY AND SOCIAL
SERVICES PROGRAM
INITIATIVES**

And Independent Auditor's Report thereon

Year ended March 31, 2025

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The accompanying financial statements of the Windsor-Essex County Health Unit ("Health Unit") Ministry of Children, Community and Social Services Program Initiatives are the responsibility of the Health Unit's management and have been prepared in compliance with legislation, and in accordance with Canadian public sector accounting standards for local governments established by the Public Sector Accounting Board of the Chartered Professional Accountants of Canada. A summary of the significant accounting policies are described in Note 1 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

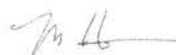
The Health Unit's management maintains a system of internal controls designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for the preparation of the financial statements. These systems are monitored and evaluated by management.

The Board of Health is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Board of Health carries out their responsibility for reviewing the financial statement principally through the Audit Committee. The members of the Audit Committee are not officers or employees of the Health Unit. The Audit Committee meets with management and the external auditors to review the financial statements and discuss any significant financial reporting or internal control matters prior to recommending approval of the financial statements to the Board of Health. The external auditors have full access to the Audit Committee with and without the presence of management.

The financial statements have been audited by KPMG LLP, independent external auditors appointed by the Corporation of the City of Windsor. The accompanying Independent Auditor's Report outlines their responsibilities, the scope of their examination and their opinion on the Health Unit's financial statements.



Dr. Ken Blanchette
Chief Executive Officer



Michael Horrobin
Director of Corporate Services & CFO



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INDEPENDENT AUDITORS' REPORT

To the Directors of Windsor-Essex County Health Unit

Opinion

We have audited the financial statements of Windsor-Essex County Health Unit Ministry of Children, Community and Social Services Program Initiatives (the Program), which comprise:

- the statement of financial position as at March 31, 2025
- the statement of operations and accumulated deficit for the year then ended
- the statement of changes in net debt for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements")

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Program as at March 31, 2025, and its results of operations and its cash flows for the year ended in accordance with Canadian generally accepted auditing standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibility under those standards are further described in the "***Auditors' Responsibilities for the Audit of the Financial Statements***" section of our auditors' report.

We are independent of the Program in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Responsibility of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Program's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Program or to cease operations or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Program's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, internal omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the Program's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



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- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to the events or conditions that may cast significant doubt on the Program's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Program's to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants, Licensed Public Accountants

Windsor, Canada

June 30, 2025

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
Financial assets		
Due from Windsor-Essex County Health Unit	\$ 33,298	\$ 500,146
Financial liabilities		
Accounts payable and accrued liabilities	3,118	9,964
Due to the Ministry of Children, Community and Social Services (note 5)	21,998	490,182
Employee future benefit liabilities (note 3)	247,431	239,254
	272,547	739,400
Net debt	(239,249)	(239,254)
Non-financial assets		
Tangible capital assets (note 2)	84,547	19,038
	84,547	19,038
Accumulated deficit (note 4)	\$ (154,702)	\$ (220,216)

See accompanying notes to financial statements.

On behalf of the Board:


_____ Director


_____ Director

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Statement of Operations and Accumulated Deficit

For the year-ended March 31, 2025, with comparative information 2024

	2025	2024
Sources of financing:		
Ministry of Children, Community and Social Services	\$ 3,075,136	\$ 2,671,347
French Language Services Grant	34,857	–
Other	23,923	23,949
	3,133,916	2,695,296
Expenses:		
Salaries and benefits	2,722,087	2,578,892
Program supplies	26,223	13,882
Program supplies – French Language Services	27,576	–
Amortization	16,558	16,408
Travel and mileage	44,982	45,496
Professional development	23,006	11,089
Professional fees	7,157	5,431
ISCIS	13,401	16,394
Purchased services	25,119	14,813
Rent	162,293	–
	3,068,402	2,702,405
Annual surplus (deficit)	65,514	(7,109)
Accumulated deficit, beginning of year	(220,216)	(213,107)
Accumulated deficit, end of year	\$ (154,702)	\$ (220,216)

See accompanying notes to financial statements.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Statement of Change in Net Debt

For the year-ended March 31, 2025, with comparative information for 2024

	2025	2024
Annual surplus (deficit)	\$ 65,514	\$ (7,109)
Acquisition of tangible capital assets	(82,067)	(14,738)
Amortization of tangible capital assets	16,558	16,408
Change in net debt	5	(5,439)
Net debt, beginning of year	(239,254)	(233,815)
Net debt, end of year	\$ (239,249)	\$ (239,254)

See accompanying notes to financial statements.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Statement of Cash Flows

For the year-ended March 31, 2025, with comparative information for 2024

	2025	2024
Cash provided by (used in):		
Operating activities:		
Annual surplus (deficit)	\$ 65,514	\$ (7,109)
Items not involving cash:		
Amortization of tangible capital assets	16,558	16,408
Change in employee future liabilities	8,177	5,439
Change in non-cash assets and liabilities:		
Due from Windsor-Essex County Health Unit	466,848	523,550
Accounts payable and accrued liabilities	(6,846)	(12,734)
Due to Ministry of Children, Community and Social Services	(468,184)	(510,816)
Net change in cash from operating activities	82,067	14,738
Capital activities:		
Cash used to acquire tangible capital assets	(82,067)	(14,738)
Net change in cash	-	-
Cash, beginning of year	-	-
Cash, end of year	\$ -	\$ -

See accompanying notes to financial statements.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements

For the year-ended March 31, 2025

Nature of the Program:

The Windsor-Essex County Health Unit ("Health Unit") administers the Healthy Babies Healthy Children Program which also encompasses our NP, who serves clients from prenatal to school-aged". (collectively referred to as the Programs). These Programs are funded entirely by the Ministry of Children, Community and Social Services (MCCSS). The operating budget for the fiscal year of April 1, 2024, to March 31, 2025, requires approval by the Board of Health prior to submission to the MCCSS.

1. Significant accounting policies:

The financial statements of the MCCSS Program Initiatives administered by the Health Unit are prepared by management in accordance with the Canadian public sector accounting standards as recommended by the Public Sector Accounting Board ("PSAB") of the Chartered Professional Accountants of Canada. Significant accounting policies adopted by the Health Unit are as follows:

(a) Basis of presentation:

The financial statements reflect the assets, liabilities, revenue and expenses of the MCCSS Program Initiatives administered by the Health Unit.

(b) Basis of accounting:

Sources of financing and expenses are reported on the accrual basis of accounting and reflected in the statement of operations and accumulated deficit.

The accrual basis of accounting recognizes revenues as they become available and measurable; expenses are recognized as they are incurred and measurable as a result of receipt of services and the creation of a legal obligation to pay.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

1. Significant accounting policies (continued):

(b) Basis of accounting (continued):

The Health Unit is funded by government transfers relating to the administration of the MCCSS Program Initiatives from the Province of Ontario, more specifically, the Ministry of Children, Community and Social Services (the "MCCSS"). Government transfers are recognized in the financial statements as revenue in the period in which events giving rise to the transfer occur, providing the transfers are authorized, any eligibility criteria have been met, and reasonable estimates of the amounts can be made. Government transfers not received at year-end are recorded as grants receivable due from the Ministry of Children, Community and Social Services on the statement of financial position.

(c) Non-financial assets:

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

Tangible capital assets

Tangible capital assets are recorded at cost which includes amounts that are directly attributed to acquisition, construction, development or betterment of the asset. Amortization is calculated on a straight-line basis over an asset's expected useful life for all classes. Residual values are assumed to be zero. Amortization will be taken at half rates in the year of acquisition.

Asset classification	Useful life (years)
Computer hardware	3
Furniture and fixtures	5
Medical equipment	5
Telephone and security	2

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

1. Significant accounting policies (continued):

(d) Employee future benefits:

(i) Pension plan:

The Health Unit sponsors a pension plan for all employees who retire through Ontario Municipal Employees Retirement System ("OMERS"). OMERS is a multi-employer, contributory, defined benefit pension plan established in 1962 by the Province of Ontario for employees of municipalities, local boards and school boards in Ontario. Both participating employers and employees are required to make contributions based on participating employees' contributory earnings.

OMERS is a defined benefit plan. However, as OMERS does not segregate its pension assets and liabilities information by individual employer, there is not sufficient information to enable the Health Unit to account for the plan as a defined benefit plan. As such, OMERS is accounted for as a defined contribution pension plan. Obligations for contributions to this defined contribution pension plan are recorded as wage and benefits expense on the statement of operations and accumulated deficit.

(ii) Employee future benefits, other than pension:

The Health Unit sponsors a defined benefit plan for certain health, dental and life insurance benefits on behalf of all employees who retire from active service with an unreduced OMERS pension. The Health Unit accrues its obligations under the defined benefit plans as employees render their services necessary to earn these benefits. The cost of future benefits earned by employees is actuarially determined using the projected benefit method prorated on service and incorporates management's best estimates with respect to mortality, termination rates, retirement age and expected inflation rate with respect to employee benefit costs.

Actuarial gains (losses) on the accrued benefit obligation arise from the differences between actual and expected experience and from changes in the actuarial assumptions used to determine the accrued benefit obligation. The excess actuarial gains (losses) are amortized over the average remaining service period of active employees, which is 12.6 years.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

1. Significant accounting policies (continued):

(d) Employee future benefits (continued):

(ii) Employee future benefits, other than pension (continued):

Gains and losses determined upon a plan settlement or curtailment are accounted for in the period of the settlement or curtailment in the statement of operations and accumulated deficit.

Expenses associated with the defined benefits plan have been recognized as part of salaries and benefits expense on the statement of operations and accumulated deficit and the associated liability has been recognized as part of employee future benefit liabilities on the statement of financial position.

(iii) Accrued sick leave:

The Health Unit accrues its liability for unused sick leave which is payable to employees in accordance with their collective bargaining agreements. The cost of accrued sick leave is actuarially determined using the projected benefit method similar to employee future benefits, other than pension. Costs associated with unused sick leave are recognized as part of salaries and benefits expense on the statement of operations and accumulated deficit and the associated liability is recognized as part of employee future benefit liabilities on the statement of financial position.

(iv) Accrued vacation entitlements:

The Health Unit accrues its liability for accrued vacation entitlements as employees render their services necessary to earn these benefits.

(e) Liability for contaminated sites:

The Health Unit recognizes a liability associated with the remediation of contaminated sites when contamination exceeds an environmental standard, the Health Unit has direct or has accepted responsibility for the remediation and a reasonable estimate can be made of the costs to remediate.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

1. Significant accounting policies (continued):

(f) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date and the reported amounts of revenue and expenses during the year. Significant assumptions include the valuation of employee future benefit obligations and certain other payroll related accruals. Actual results could differ from those estimates.

(g) Future accounting policy changes:

Effective for fiscal periods beginning on or after April 1, 2023, all governments will be required to adopt PSAS 3400, *Revenue*. PSAS 3400 establishes standards on how to account for and report revenue. Specifically, it differentiates between revenue arising from transactions that include performance obligations and transactions that do not have performance obligations.

The Health Unit has currently adopted this standard; however, this has resulted in no financial impact.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

2. Tangible capital assets:

Cost	Balance at March 31, 2024	Additions	Disposals	Balance at March 31, 2025
Computer hardware	\$ 134,879	\$ 74,787	\$ 17,856	\$ 191,802
Furniture and fixtures	72,548	7,280	1,211	78,617
Medical equipment	16,367	-	-	16,367
Telephone and security	6,105	-	843	5,262
Total	\$ 229,899	\$ 82,067	\$ 19,910	\$ 292,048

Accumulated amortization	Balance at March 31, 2024	Disposals	Amortization expense	Balance at March 31, 2025
Computer hardware	\$ 131,732	\$ 17,856	\$ 14,122	\$ 127,998
Furniture and fixtures	69,251	1,211	1,460	69,501
Medical equipment	6,400	-	222	6,622
Telephone and security	3,469	843	754	3,380
Total	\$ 210,852	\$ 19,910	\$ 16,558	\$ 207,501

Net book value	Balance at March 31, 2024			Balance at March 31, 2025
Computer hardware	\$ 3,138			\$ 63,804
Furniture and fixtures	3,297			9,116
Medical equipment	9,967			9,745
Telephone and security	2,636			1,882
Total	\$ 19,038			\$ 84,547

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

2. Tangible capital assets (continued):

Cost	Balance at March 31, 2023	Additions	Disposals	Balance at March 31, 2024
Computer hardware	\$ 149,518	\$ –	\$ 14,648	\$ 134,870
Furniture and fixtures	69,654	3,663	769	72,548
Medical equipment	5,292	11,075	–	16,367
Telephone and security	6,105	–	–	6,105
Total	\$ 230,569	\$ 14,738	\$ 15,417	\$ 229,890

Accumulated amortization	Balance at March 31, 2023	Disposals	Amortization expense	Balance at March 31, 2024
Computer hardware	\$ 132,199	\$ 14,648	\$ 14,181	\$ 131,732
Furniture and fixtures	69,654	769	366	69,251
Medical equipment	5,292	–	1,108	6,400
Telephone and security	2,716	–	753	3,469
Total	\$ 209,861	\$ 15,417	\$ 16,408	\$ 210,852

Net book value	Balance at March 31, 2023		Balance at March 31, 2024
Computer hardware	\$ 17,319		\$ 3,138
Furniture and fixtures	–		3,297
Medical equipment	–		9,967
Telephone and security	3,389		2,636
Total	\$ 20,708		\$ 19,038

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

3. Employee future benefits:

(a) Pension agreements:

The Health Unit makes contributions to the Ontario Municipal Employees Retirement System ("OMERS"), on behalf of members of its staff. The plan is a multi-employer defined-benefit plan which specifies the amount of retirement benefit to be received by the employees based on the length of service and rates of pay. The multi-employer plan is valued on a current market basis for all plan assets. The amount contributed to OMERS for current service for the year ended March 31, 2025, was \$195,039 (2024 - \$207,433) and is included in salaries and benefits expense on the statement of operations and accumulated deficit.

(b) Employee future benefits liabilities:

Employee future benefit liabilities recognized on the statement of financial position, are future liabilities of the Health Unit to its employees and retirees for benefits earned but not taken as at March 31, 2025. The employee future benefits liabilities consist of the following:

	2025	2024
Accrued vacation entitlements	\$ 70,948	\$ 35,082
Post-retirement benefits	113,662	109,799
Sick leave entitlements	62,821	94,373
	\$ 247,431	\$ 239,254

(i) Accrued vacation entitlements:

Accrued vacation entitlements consist of vacation entitlements that accumulate, and employees would be entitled to cash payment equal to the value of their unused entitlement if they were to terminate their employment with the Health Unit. Carryforward of vacation entitlements from prior years is limited to 10 days and is consistent with the terms of the collective bargaining agreements. Total accrued vacation entitlements at March 31, 2025, are \$70,948 (2024 - \$35,082) and are included in employee future benefits liabilities on the statement of financial position.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

3. Employee future benefits (continued):

(b) Employee future benefits liabilities (continued):

(ii) Post retirement benefits:

The post-retirement benefit liability is based on an actuarial valuation performed by the Health Unit's actuaries. The date of the most recent actuarial valuation for the other post-retirement benefit plan is March 31, 2024, with results extrapolated to March 31, 2025. The significant actuarial assumptions adopted in estimating the Health Unit's liability are as follows:

Discount Rate	4.5% (2024 – 4.85%)
Health Care Trend Rate	5.5% (2024 – 5.5%) in 2025; decreasing to an ultimate rate of 4.0% over 15 years
Dental Care Trend Rate	4.0% (2024 – 4.0%)

Information about the Health Unit's future obligations with respect to these costs is as follows:

	2025	2024
Accrued benefit liability, beginning of year	\$ 109,799	\$ 110,762
Current service costs	5,479	4,132
Interest cost	6,664	3,761
Contributions paid	(10,675)	(6,363)
Amortization of actuarial gains	2,395	(2,493)
Accrued benefit liability, end of year	113,662	109,799
Unamortized net actuarial losses	32,379	30,205
Accrued benefit obligations, end of year	\$ 146,041	\$ 140,004

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

3. Employee future benefits (continued):

(b) Employee future benefits liabilities (continued):

(ii) Post-retirement benefits (continued):

Benefit expense recorded in the statement of operations and accumulated deficit is as follows:

	2025	2024
Current service cost	\$ 5,479	\$ 4,132
Interest cost	6,664	3,761
Amortization of actuarial gains	2,395	(2,493)
Benefit expense	\$ 14,538	\$ 5,400

The approximate effect on the accrued benefit obligation if the health care and dental trend rate assumption was increased or decreased by 1% is as follows:

1% increase in trend rate	\$ 13,000	\$ 12,000
1% decrease in trend rate	(10,000)	(10,000)

The approximate effect on the accrued benefit obligation if the discount rate assumption was increased or decreased by 1% is as follows:

1% increase in discount rate	\$ (12,500)	\$ (12,000)
1% decrease in discount rate	14,600	14,000

(iii) Sick leave entitlements:

As it relates to the ONA sick leave plan, effective January 1, 2013, full-time employees are credited 12 sick days. These sick days do not accumulate from year-to-year. Upon separation from the Health Unit, ONA members will be entitled to be paid in cash one half of the accumulated sick leave credit at their current wage rate up to a maximum of six-months salary. ONA member sick leave banks were frozen prior to January 1, 2013.

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

3. Employee future benefits (continued):

(b) Employee future benefits liabilities (continued):

(iii) Sick leave entitlements (continued):

As it relates to CUPE sick leave plan, effective September 30, 2015, the sick leave bank was capped at 150 days. One half of the banks were frozen at September 30, 2015 wage rates. The remaining one-half has no commuted cash value and will remain in the members' sick bank for future use, if required. Of the frozen portion, one-half or \$18,552 was paid out in November of 2015 with the remainder to be paid out upon separation of those members from the Health Unit.

The sick leave liability is based on an actuarial valuation performed by the Health Unit's actuaries. The date of the most recent actuarial valuation for the sick leave liability is March 31, 2022. The significant actuarial assumptions adopted in estimating the Health Unit's liability are as follows:

Discount Rate 3.95% (2024 – 4.95%)

Information about the Health Unit's future obligations with respect to these costs is as follows:

	2025	2024
Accrued benefit liability, beginning of year	\$ 94,373	\$ 92,877
Current service cost	5,814	5,489
Interest cost	3,532	4,393
Benefits paid	(40,691)	(8,056)
Amortization of actuarial gains	(207)	(330)
Accrued benefit liability, end of year	62,821	94,373
Unamortized net actuarial gains	(19,472)	(1,778)
Accrued benefit obligations, end of year	\$ 43,349	\$ 92,595

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

3. Employee future benefits (continued):

(b) Employee future benefits liabilities (continued):

(iii) Sick leave entitlements (continued):

Benefit expense recorded in the statement of operations and accumulated deficit is as follows:

	2025	2024
Current service cost	\$ 5,814	\$ 5,849
Interest cost	3,532	4,393
Amortization of actuarial gains	(207)	(330)
Benefit expense	\$ 9,139	\$ 9,552

The approximate effect on the accrued benefit obligation if the discount rate assumption was increased or decreased by 1% is as follows:

	2025	2024
1% increase in discount rate	\$ (1,800)	\$ (2,800)
1% decrease in discount rate	2,000	3,100

4. Accumulated deficit:

Accumulated deficit consists of the following:

	2025	2024
Invested in tangible capital assets (Net Book Value)	\$ 84,547	\$ 19,038
Amounts to be recovered in future years:		
Net Debt	(239,249)	(239,254)
Accumulated deficit	\$ (154,702)	\$ (220,216)

WINDSOR-ESSEX COUNTY HEALTH UNIT MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES PROGRAM INITIATIVES

Notes to Financial Statements (continued)

For the year-ended March 31, 2025

5. Reconciliation of annual surplus to surplus reported to the Ministry on the year-end settlement:

	2025	2024
Annual surplus (deficit)	\$ 65,514	\$ (7,109)
Amortization expense	16,558	16,408
Assets capitalized but expensed for Ministry reporting	(82,067)	(14,738)
Change in employee future liabilities	8,177	5,439
Excess of funding over expenditures	13,816	223,494
Surplus reported to Ministry	\$ 21,998	\$ 223,494