

LIMITED PROCEDURES ENGAGEMENT

Perkasie Borough Police Pension Plan Bucks County, Pennsylvania For the Period January 1, 2016 to December 31, 2018

January 2020



Commonwealth of Pennsylvania
Department of the Auditor General

Eugene A. DePasquale • Auditor General



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EUGENE A. DePASQUALE
AUDITOR GENERAL

The Honorable Mayor and Borough Council
Perkasie Borough
Bucks County
Perkasie, PA 18944

We conducted a Limited Procedures Engagement (LPE) of the Perkasie Borough Police Pension Plan for the period January 1, 2016 to December 31, 2018 to determine its compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies. We also evaluated compliance with some requirements subsequent to that period when possible. The LPE was conducted pursuant to authority derived from Section 402(j) of the Municipal Pension Plan Funding Standard and Recovery Act (P.L. 1005, No. 205, as amended, 53 P.S. § 895.101 et seq.) but was not conducted in accordance with *Government Auditing Standards* issued by the Comptroller General of the United States. The act established mandatory actuarial reporting and funding requirements and a uniform basis for the distribution of state aid to Pennsylvania's public pension plans. We believe that the evidence obtained provides a reasonable basis to support our LPE results.

Our LPE was limited to determining the following:

- Whether state aid was properly determined and deposited in accordance with Act 205 requirements by verifying the annual deposit date of state aid and determining whether deposits were made within 30 days of receipt for all years within the engagement period.
- Whether annual employer contributions were calculated and deposited in accordance with the plan's governing document and applicable laws and regulations by examining the municipality's calculation of the plan's annual financial requirements and minimum municipal obligation (MMO) and comparing these calculated amounts to amounts actually budgeted and deposited into the pension plan as evidenced by supporting documentation.
- Whether annual employee contributions were required during the engagement period and, if so, were calculated, deducted, and deposited into the pension plan in accordance with the plan's governing document and applicable laws and regulations by testing total members' contributions on an annual basis using the rates obtained from the plan's governing document in effect for all years within the engagement period and examining documents evidencing the deposit of these employee contributions into the pension plan.

- Whether retirement benefits calculated for plan members who retired during the engagement period represent payments to all (and only) those entitled to receive them and were properly determined and disbursed in accordance with the plan's governing document, applicable laws and regulations by recalculating the amount of the monthly pension benefit due to retired individuals and comparing these amounts to supporting documentation evidencing amounts determined and actually paid to recipients.
- Whether the January 1, 2015 and January 1, 2017 actuarial valuation reports were prepared and submitted by March 31, 2016 and 2018, respectively, in accordance with Act 205 and whether selected information provided on these reports is accurate, complete, and in accordance with plan provisions to ensure compliance for participation in the state aid program by comparing selected information to supporting source documentation.

Based on the results of our procedures performed during our LPE, nothing came to our attention indicating that the Perkasio Borough Police Pension Plan was not being administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies, except as noted in the following finding further discussed later in this report:


Finding – Incorrect Data On Certification Form AG 385 Resulting In An Underpayment Of State Aid

Our determination to perform a LPE for this engagement period does not preclude the Department from conducting an audit in accordance with *Government Auditing Standards* of the pension plan in subsequent periods. The borough should continue to maintain documentation related to this pension plan.

The accompanying supplementary information is presented for purposes of additional analysis. We did not audit the information or conclude on it and, accordingly, express no form of assurance on it.

The contents of this report were discussed with officials of Perkasio Borough and, where appropriate, their responses have been included in this report.

January 10, 2020


EUGENE A. DEPASQUALE
Auditor General

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PERKASIE BOROUGH POLICE PENSION PLAN
FINDING AND RECOMMENDATION

Finding – Incorrect Data On Certification Form AG 385 Resulting In An Underpayment Of State Aid

Condition: The borough failed to certify an eligible police officer (2 units) on the Certification Form AG 385 filed in 2016, 2017 and 2018 and understated payroll by \$38,129 on the Certification Form AG 385 filed in 2018. The data contained on these certification forms is based on prior calendar year information.

Criteria: Pursuant to Act 205, at Section 402(e)(2), an employee who has been employed on a full-time basis for at least six consecutive months and has been participating in a pension plan during the certification year is eligible for certification.

In addition, Section 4.4(a) of Article IV of the separately executed plan agreement with the plan custodian, states:

Any member who enters the uniformed service as defined by USERRA and returns to service as a Member within the authorized time period of the law, shall have the authorized time spent in such service credited to the Member’s employment record for pension or retirement benefits if the Member makes the required member contributions.

Therefore, it is the policy of the department to allow municipalities to certify police officers on intervening military service.

Cause: Plan officials were unaware that active members of the plan serving on qualified military duty were eligible for certification.

Effect: The data submitted on these certification forms is used, in part, to calculate the state aid due to the municipality for distribution to its pension plans. Because the borough’s state aid allocations were based on unit value, the borough received a total underpayment of state aid as identified below:

| <u>Year</u> | <u>Units Understated</u> | <u>Unit Value</u> | <u>State Aid Underpayment</u> |
|---------------------------------|--------------------------|-------------------|-------------------------------|
| 2016 | 2 | \$ 4,375 | \$ 8,750 |
| 2017 | 2 | 4,588 | 9,176 |
| 2018 | 2 | 4,684 | <u>9,368</u> |
| Total Underpayment of State Aid | | | <u><u>\$ 27,294</u></u> |

PERKASIE BOROUGH POLICE PENSION PLAN
FINDING AND RECOMMENDATION

Finding – (Continued)

Although the borough will be reimbursed for the underpayment of state aid due to the borough's certification errors, the full amount of the 2016, 2017 and 2018 state aid allocations were not available to be deposited timely and therefore were not available to pay operating expenses or for investment. It was also noted that a similar effect resulted from the years 2012, 2013, 2014 and 2015 and went undetected during the course of our prior engagement. This prior information was forwarded to the Department of the Auditor General, Municipal Pension & Fire Relief Programs Unit, accordingly, for those years.

Recommendation: We recommend that in the future, plan officials implement adequate internal control procedures, such as having at least two people review the data certified, to ensure compliance with the instructions that accompany Certification Form AG 385 and the plan's governing document to assist them in accurately reporting the required pension data.

Management's Response: Municipal officials agreed with the finding without exception.

Auditor's Conclusion: Compliance with the finding will be subject to verification through our next plan engagement.

PERKASIE BOROUGH POLICE PENSION PLAN
SUPPLEMENTARY INFORMATION
(UNAUDITED)

The supplementary information contained on Pages 3 through 6 reflects the implementation of GASB Statement No. 67, *Financial Reporting for Pension Plans*. The objective of this statement is to improve financial reporting by state and local governmental pension plans.

SCHEDULE OF CHANGES IN THE NET PENSION
LIABILITY AND RELATED RATIOS
FOR THE YEARS ENDED DECEMBER 31, 2014 AND 2015

| | <u>2014</u> | <u>2015</u> |
|--|---------------------|---------------------|
| Total Pension Liability | | |
| Service cost | \$ 323,097 | \$ 323,317 |
| Interest | 472,170 | 515,326 |
| Difference between expected and actual experience | 233,498 | - |
| Changes of assumptions | - | 21,989 |
| Benefit payments, including refunds of member contributions | (244,170) | (244,504) |
| Net Change in Total Pension Liability | <u>784,595</u> | <u>616,128</u> |
| Total Pension Liability – Beginning | 8,382,261 | 9,166,856 |
| Total Pension Liability – Ending (a) | <u>\$ 9,166,856</u> | <u>\$ 9,782,984</u> |
| | | |
| Plan Fiduciary Net Position | | |
| Contributions – employer | \$ 156,704 | \$ 204,552 |
| Contributions – member | 86,667 | 86,836 |
| Net investment income | 455,674 | (24,638) |
| Benefit payments, including refunds of member contributions | (244,170) | (244,504) |
| Administrative expense | (18,100) | (20,027) |
| Net Change in Plan Fiduciary Net Position | <u>436,775</u> | <u>2,219</u> |
| Plan Fiduciary Net Position – Beginning | 8,304,154 | 8,740,929 |
| Plan Fiduciary Net Position – Ending (b) | <u>\$ 8,740,929</u> | <u>\$ 8,743,148</u> |
| | | |
| Net Pension Liability – Ending (a-b) | <u>\$ 425,927</u> | <u>\$ 1,039,836</u> |
| | | |
| Plan Fiduciary Net Position as a Percentage of the Total Pension Liability | 95.35% | 89.37% |
| | | |
| Estimated Covered Employee Payroll | \$ 1,747,282 | \$ 1,740,255 |
| | | |
| Net Pension Liability as a Percentage of Covered Employee Payroll | 24.38% | 59.75% |

PERKASIE BOROUGH POLICE PENSION PLAN
SUPPLEMENTARY INFORMATION
(UNAUDITED)

SCHEDULE OF CHANGES IN THE NET PENSION
LIABILITY AND RELATED RATIOS
FOR THE YEARS ENDED DECEMBER 31, 2016, 2017 AND 2018

| | <u>2016</u> | <u>2017</u> | <u>2018</u> |
|--|----------------------|----------------------|----------------------|
| Total Pension Liability | | | |
| Service cost | \$ 266,269 | \$ 334,112 | \$ 339,613 |
| Interest | 546,196 | 582,863 | 610,722 |
| Difference between expected and actual experience | 267,812 | - | 549,715 |
| Changes of assumptions | 356,959 | - | - |
| Benefit payments, including refunds of member contributions | <u>(240,039)</u> | <u>(429,773)</u> | <u>(352,912)</u> |
| Net Change in Total Pension Liability | 1,197,197 | 487,202 | 1,147,138 |
| Total Pension Liability – Beginning | <u>9,782,984</u> | <u>10,980,181</u> | <u>11,467,383</u> |
| Total Pension Liability – Ending (a) | <u>\$ 10,980,181</u> | <u>\$ 11,467,383</u> | <u>\$ 12,614,521</u> |
| | | | |
| Plan Fiduciary Net Position | | | |
| Contributions – employer | \$ 195,291 | \$ 243,719 | \$ 254,236 |
| Contributions – member | 86,191 | 96,105 | 117,410 |
| Net investment income | 734,848 | 1,609,132 | (444,933) |
| Benefit payments, including refunds of member contributions | <u>(240,039)</u> | <u>(429,773)</u> | <u>(352,912)</u> |
| Administrative expense | <u>(25,600)</u> | <u>(23,801)</u> | <u>(24,669)</u> |
| Net Change in Plan Fiduciary Net Position | 750,691 | 1,495,382 | (450,868) |
| Plan Fiduciary Net Position – Beginning | <u>8,743,148</u> | <u>9,493,839</u> | <u>10,989,221</u> |
| Plan Fiduciary Net Position – Ending (b) | <u>\$ 9,493,839</u> | <u>\$ 10,989,221</u> | <u>\$ 10,538,353</u> |
| | | | |
| Net Pension Liability – Ending (a-b) | <u>\$ 1,486,342</u> | <u>\$ 478,162</u> | <u>\$ 2,076,168</u> |
| | | | |
| Plan Fiduciary Net Position as a Percentage of the Total Pension Liability | 86.46% | 95.83% | 83.54% |
| | | | |
| Estimated Covered Employee Payroll | \$ 1,723,828 | \$ 1,999,600 | \$ 2,032,523 |
| | | | |
| Net Pension Liability as a Percentage of Covered Employee Payroll | 86.22% | 23.91% | 102.15% |

PERKASIE BOROUGH POLICE PENSION PLAN
 SUPPLEMENTARY INFORMATION
 (UNAUDITED)

Sensitivity Of The Net Pension Liability To Changes In The Discount Rate

The following presents the net pension liability of the borough as of December 31, 2014 and 2015, calculated using the discount rate of 5.50%, as well as what the borough's net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

| | <u>1% Decrease (4.5%)</u> | <u>Current Discount Rate (5.5%)</u> | <u>1% Increase (6.5%)</u> |
|----------------------------------|-------------------------------|---|-------------------------------|
| Net Pension Liability – 12/31/14 | \$ 1,736,116 | \$ 425,927 | \$ (662,495) |
| Net Pension Liability – 12/31/15 | \$ 2,446,288 | \$ 1,039,836 | \$ (121,918) |

In addition, the following presents the net pension liability of the borough as of December 31, 2016, 2017 and 2018, calculated using the discount rate of 5.25%, as well as what the borough's net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

| | <u>1% Decrease (4.25%)</u> | <u>Current Discount Rate (5.25%)</u> | <u>1% Increase (6.25%)</u> |
|----------------------------------|--------------------------------|--|--------------------------------|
| Net Pension Liability – 12/31/16 | \$ 3,103,163 | \$ 1,486,342 | \$ 155,441 |
| Net Pension Liability – 12/31/17 | \$ 2,166,723 | \$ 478,162 | \$ (911,793) |
| Net Pension Liability – 12/31/18 | \$ 3,902,959 | \$ 2,076,168 | \$ 566,746 |

PERKASIE BOROUGH POLICE PENSION PLAN
 SUPPLEMENTARY INFORMATION
 (UNAUDITED)

SCHEDULE OF CONTRIBUTIONS

| Year Ended December 31 | Actuarially Determined Contribution | Actual Contributions | Contribution Deficiency (Excess) | Covered- Employee Payroll | Contributions as a Percentage of Covered- Employee Payroll |
|---------------------------|---|-------------------------|--|---------------------------------|--|
| 2014 | \$ 152,533 | \$ 156,704 | \$ (4,171) | \$1,747,282 | 8.97% |
| 2015 | 204,552 | 204,552 | - | 1,740,255 | 11.75% |
| 2016 | 195,271 | 195,291 | (20) | 1,723,828 | 11.33% |
| 2017 | 243,679 | 243,719 | (40) | 1,999,600 | 12.19% |
| 2018 | 254,236 | 254,236 | - | 2,032,523 | 12.51% |

PERKASIE BOROUGH POLICE PENSION PLAN
 SUPPLEMENTARY INFORMATION
 (UNAUDITED)

SCHEDULE OF FUNDING PROGRESS

Historical trend information about the plan is presented herewith as supplementary information. It is intended to help users assess the plan’s funding status on a going-concern basis, assess progress made in accumulating assets to pay benefits when due, and make comparisons with other state and local government retirement systems.

The actuarial information is required by Act 205 biennially. The historical information, beginning as of January 1, 2013, is as follows:

| | (1) | (2) | (3) | (4) |
|--------------------------|----------------------------------|--|---|-------------------------|
| Actuarial Valuation Date | Actuarial Value of Assets (a) | Actuarial Accrued Liability (AAL) - Entry Age (b) | Unfunded (Assets in Excess of) Actuarial Accrued Liability (b) - (a) | Funded Ratio (a)/(b) |
| 01-01-13 | \$ 8,094,236 | \$ 7,864,546 | \$ (229,690) | 102.9% |
| 01-01-15 | 8,921,853 | 9,166,856 | 245,003 | 97.3% |
| 01-01-17 | 10,152,613 | 10,980,181 | 827,568 | 92.5% |

PERKASIE BOROUGH POLICE PENSION PLAN
SUPPLEMENTARY INFORMATION
(UNAUDITED)

The comparability of trend information is affected by changes in actuarial assumptions, benefit provisions, actuarial funding methods, accounting policies, and other changes. Those changes usually affect trends in contribution requirements and in ratios that use the actuarial accrued liability as a factor.

Analysis of the dollar amount of the actuarial value of assets, actuarial accrued liability, and unfunded (assets in excess of) actuarial accrued liability in isolation can be misleading. Expressing the actuarial value of assets as a percentage of the actuarial accrued liability (Column 4) provides one indication of the plan's funding status on a going-concern basis. Analysis of this percentage, over time, indicates whether the system is becoming financially stronger or weaker. Generally, the greater this percentage, the stronger the plan.

PERKASIE BOROUGH POLICE PENSION PLAN
 SUPPLEMENTARY INFORMATION
 NOTES TO SUPPLEMENTARY SCHEDULES
 (UNAUDITED)

The information presented in the supplementary schedules was determined as part of the actuarial valuation at the date indicated. Additional information as of the latest actuarial valuation date follows:

| | |
|-------------------------------|--|
| Actuarial valuation date | January 1, 2017 |
| Actuarial cost method | Entry age normal |
| Amortization method | Level dollar |
| Remaining amortization period | 11 years |
| Asset valuation method | The Actuarial Value of Assets equals the plan's member, municipal, DROP (if applicable) reserve accounts plus the retiree actuarial liability. This asset smoothing is based on the unique legislative structure of PMRS and the administrative rules adopted by the PMRS Board in conjunction with Pennsylvania Municipal Retirement Law, all of which are subject to comply with the Actuarial Standards of Practice No. 44, Selection and Use of Asset Valuation Methods when defining the actuarial Value of Assets. |
| Actuarial assumptions: | |
| Investment rate of return | 5.25%, compounded annually, net of investment and administration expenses. |
| Salary scale | Total rate (including inflation) (e.g. age 25 – 7.05%; age 35 – 4.55%; age 45 – 3.97%; age 55 – 3.44%; age 65 – 2.80%). |
| Cost-of-living adjustments | 2.8% per year, subject to plan limitations. |

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