

# COMPLIANCE AUDIT

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## Plumstead Township Non-Uniformed Pension Plan Bucks County, Pennsylvania For the Period January 1, 2015 to December 31, 2018

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September 2019



Commonwealth of Pennsylvania  
Department of the Auditor General

Eugene A. DePasquale • Auditor General



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**EUGENE A. DePASQUALE  
AUDITOR GENERAL**

Board of Township Supervisors  
Plumstead Township  
Bucks County  
Plumsteadville, PA 18949

We have conducted a compliance audit of the Plumstead Township Non-Uniformed Pension Plan for the period January 1, 2015 to December 31, 2018. We also evaluated compliance with some requirements subsequent to that period when possible. The audit was conducted pursuant to authority derived from Section 402(j) of Act 205 and in accordance with the standards applicable to performance audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our conclusions based on our audit objective. We believe that the evidence obtained provides a reasonable basis for our conclusions based on our audit objective.

The objective of the audit was to determine if the pension plan was administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies.

Our audit was limited to the areas related to the objective identified above. To determine whether the pension plan was administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies, our methodology included the following:

- We determined 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 period under audit.
- We determined 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.

- We determined that there were no employee contributions required by the plan's governing document and applicable laws and regulations for the years covered by our audit period.
- We determined whether retirement benefits calculated for both plan members who retired during the current audit period, and through the completion of our fieldwork procedures, 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.
- We determined 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.

Plumstead Township contracted with an independent certified public accounting firm for annual audits of its basic financial statements which are available at the township's offices. Those financial statements were not audited by us and, accordingly, we express no opinion or other form of assurance on them.

The Plumstead Township Non-Uniformed Pension Plan participates in the Pennsylvania Municipal Retirement System (PMRS), which is an agent multiple-employer public employee retirement system that acts as a common investment and administrative agent for participating municipal pension plans. PMRS issues a separate Comprehensive Annual Financial Report, copies of which are available from the PMRS accounting office. PMRS's financial statements were not audited by us and, accordingly, we express no opinion or other form of assurance on them.

Township officials are responsible for establishing and maintaining effective internal controls to provide reasonable assurance that the Plumstead Township Non-Uniformed Pension Plan is administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies. In conducting our audit, we obtained an understanding of the township's internal controls as they relate to the township's compliance with those requirements and that we considered to be significant within the context of our audit objective, and assessed whether those significant controls were properly designed and implemented. Additionally and as previously described, we tested transactions, assessed official actions, performed analytical procedures, and interviewed selected officials to provide reasonable assurance of detecting instances of noncompliance with legal and regulatory requirements or noncompliance with provisions of contracts, administrative procedures, and local ordinances and policies that are significant within the context of the audit objective.

The results of our procedures indicated that, in all significant respects, the Plumstead Township Non-Uniformed Pension Plan was administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies.

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 Plumstead Township and, where appropriate, their responses have been included in the report.

September 12, 2019



EUGENE A. DEPASQUALE  
Auditor General

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## BACKGROUND

On December 18, 1984, the Pennsylvania Legislature adopted the Municipal Pension Plan Funding Standard and Recovery Act (P.L. 1005, No. 205, as amended, 53 P.S. § 895.101 et seq.). 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. Section 402(j) of Act 205 specifically requires the Auditor General, as deemed necessary, to make an audit of every municipality which receives general municipal pension system state aid and of every municipal pension plan and fund in which general municipal pension system state aid is deposited.

Annual state aid allocations are provided from a 2 percent foreign (out-of-state) casualty insurance premium tax, a portion of the foreign (out-of-state) fire insurance tax designated for paid firefighters and any investment income earned on the collection of these taxes. Generally, municipal pension plans established prior to December 18, 1984, are eligible for state aid. For municipal pension plans established after that date, the sponsoring municipality must fund the plan for three plan years before it becomes eligible for state aid. In accordance with Act 205, a municipality's annual state aid allocation cannot exceed its actual pension costs.

In addition to Act 205, the Plumstead Township Non-Uniformed Pension Plan is also governed by implementing regulations adopted by the former Public Employee Retirement Commission published at Title 16, Part IV of the Pennsylvania Code and applicable provisions of various other state statutes including, but not limited to, the following:

Act 15 - Pennsylvania Municipal Retirement Law, Act of February 1, 1974  
(P.L. 34, No. 15), as amended, 53 P.S. § 881.101 et seq.

The Plumstead Township Non-Uniformed Pension Plan is a single-employer defined benefit pension plan locally controlled by the provisions of Ordinance No. 2008-06, adopted pursuant to Act 15. The plan was established January 1, 1985. Active members are not required to contribute to the plan. As of December 31, 2018, the plan had 20 active members, 3 terminated members eligible for vested benefits in the future, and 1 retiree receiving pension benefits receiving benefits.

## **BACKGROUND – (Continued)**

As of December 31, 2018, selected plan benefit provisions are as follows:

### Eligibility Requirements:

Normal Retirement	Available at age 65 with 10 years credited service or at age 60 with 25 years credited service.
Early Retirement	None available.
Vesting	100% vesting available after 10 years of service.

### Retirement Benefit:

Benefit equals 1.75% times credited service times Final Average Salary (FAS) but in no event is the basic benefit greater than 50% of FAS. FAS based upon final 2 years annualized salary.

### Survivor Benefit:

If eligible to retire at the time of death, beneficiary receives present value of accrued benefit. At retirement, member may select a survivor benefit.

### Disability Benefit:

Service Related	A 50% disability benefit is provided to a member who is unable to perform gainful employment regardless of age or service, offset by available Workers' Compensation benefits.
Non-service related	A 30% disability benefit is provided to a member who has at least 10 years of service and who is unable to perform gainful employment.

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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	\$ 96,125	\$ 102,314
Interest	112,809	126,627
Difference between expected and actual experience	84,209	(27)
Changes of assumptions	-	(12,619)
Benefit payments, including refunds of member contributions	(82,851)	(12,080)
Net Change in Total Pension Liability	<u>210,292</u>	<u>204,215</u>
Total Pension Liability – Beginning	<u>1,999,449</u>	<u>2,209,741</u>
Total Pension Liability – Ending (a)	<u><u>\$ 2,209,741</u></u>	<u><u>\$ 2,413,956</u></u>
Plan Fiduciary Net Position		
Contributions – employer	\$ 87,947	\$ 111,485
Contributions – member	7,163	7,421
PMRS investment income	96,101	107,084
Market Value Investment Loss	(1,735)	(181,614)
Benefit payments, including refunds of member contributions	(82,851)	(12,080)
Administrative expense	(4,126)	(4,904)
Net Change in Plan Fiduciary Net Position	<u>102,499</u>	<u>27,392</u>
Plan Fiduciary Net Position – Beginning	<u>1,765,637</u>	<u>1,868,136</u>
Plan Fiduciary Net Position – Ending (b)	<u><u>\$ 1,868,136</u></u>	<u><u>\$ 1,895,528</u></u>
Net Pension Liability – Ending (a-b)	<u><u>\$ 341,605</u></u>	<u><u>\$ 518,428</u></u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	84.54%	78.52%
Estimated Covered Employee Payroll	\$ 887,810	\$ 948,417
Net Pension Liability as a Percentage of Covered Employee Payroll	38.48%	54.66%



PLUMSTEAD TOWNSHIP NON-UNIFORMED PENSION PLAN  
SUPPLEMENTARY INFORMATION  
(UNAUDITED)

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

	<u>2016</u>	<u>2017</u>
Total Pension Liability		
Service cost	\$ 111,861	\$ 120,783
Interest	136,491	153,658
Difference between expected and actual experience	133,520	-
Changes of assumptions	95,053	-
Benefit payments, including refunds of member contributions	<u>(79,695)</u>	<u>(560)</u>
Net Change in Total Pension Liability	397,230	273,881
Total Pension Liability – Beginning	<u>2,413,956</u>	<u>2,811,186</u>
Total Pension Liability – Ending (a)	<u>\$ 2,811,186</u>	<u>\$ 3,085,067</u>
Plan Fiduciary Net Position		
Contributions – employer	\$ 115,633	\$ 137,045
Contributions – member	9,582	9,630
PMRS investment income	111,072	120,529
Market Value Investment Loss	103,158	266,333
Benefit payments, including refunds of member contributions	<u>(79,695)</u>	<u>(560)</u>
Administrative expense	<u>(5,842)</u>	<u>(6,003)</u>
Net Change in Plan Fiduciary Net Position	253,908	526,974
Plan Fiduciary Net Position – Beginning	<u>1,895,528</u>	<u>2,149,436</u>
Plan Fiduciary Net Position – Ending (b)	<u>\$ 2,149,436</u>	<u>\$ 2,676,410</u>
Net Pension Liability – Ending (a-b)	<u>\$ 661,750</u>	<u>\$ 408,657</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	76.46%	86.75%
Estimated Covered Employee Payroll	\$ 1,093,113	\$ 1,112,535
Net Pension Liability as a Percentage of Covered Employee Payroll	60.54%	36.73%

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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 township as of December 31, 2014 and 2015 calculated using the discount rate of 5.50%, as well as what the township'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:

	1% Decrease (4.50%)	Current Discount Rate (5.50%)	1% Increase (6.50%)
Net Pension Liability – 12/31/14	\$ 674,891	\$ 341,605	\$ 56,879
Net Pension Liability – 12/31/15	\$ 884,095	\$ 518,428	\$ 207,469

In addition, the following presents the net pension liability of the township as of December 31, 2016 and 2017, calculated using the discount rate of 5.25%, as well as what the township'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:

	1% Decrease (4.25%)	Current Discount Rate (5.25%)	1% Increase (6.25%)
Net Pension Liability – 12/31/16	\$ 1,082,086	\$ 661,750	\$ 303,228
Net Pension Liability – 12/31/17	\$ 869,944	\$ 408,657	\$ 15,206

SCHEDULE OF INVESTMENT RETURNS

Annual Money-Weighted Rate of Return, Net of Investment Expense:

2018	17.84%
2017	8.23%
2016	(0.27)%
2015	5.20%
2014	7.28%

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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	\$ 87,927	\$ 87,947	\$ (20)	\$ 887,810	9.91%
2015	111,465	111,485	(20)	948,417	11.75%
2016	115,533	115,633	(100)	1,093,113	10.58%
2017	137,025	137,045	(20)	1,112,535	12.35%
2018	145,334	145,334	-		

\* Due to the timing of this audit, covered-employee payroll for 2018 was not provided in this schedule.

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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	\$ 1,615,683	\$ 1,815,032	\$ 199,349	89.0%
01-01-15	1,895,847	2,209,741	313,894	85.8%
01-01-17	2,268,626	2,811,186	542,560	80.7%

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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.

PLUMSTEAD TOWNSHIP NON-UNIFORMED 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	13 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

PLUMSTEAD TOWNSHIP NON-UNIFORMED PENSION PLAN  
REPORT DISTRIBUTION LIST

This report was initially distributed to the following:

**The Honorable Tom W. Wolf**  
Governor  
Commonwealth of Pennsylvania

**Mr. Brian Trymbiski**  
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**Mr. Darren Carroll**  
Asst. Secretary/Treasurer

**Ms. Carolyn McCreary**  
Township Manager

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