

COMPLIANCE AUDIT

Northern York County Regional Police Pension Plan York County, Pennsylvania For the Period January 1, 2015 to December 31, 2018

December 2019



Commonwealth of Pennsylvania
Department of the Auditor General

Eugene A. DePasquale • Auditor General



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**EUGENE A. DePASQUALE
AUDITOR GENERAL**

Northern York County Regional Police Commission
Northern York County
York County
Dover, PA 17315

We have conducted a compliance audit of the Northern York County Regional Police 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 whether annual employee contributions 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 period under audit and examining documents evidencing the deposit of these employee contributions into the pension plan.
- We determined whether retirement benefits calculated for all three of the plan members who retired during the current audit 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. We also determined whether retirement benefits calculated for both of the plan members who elected to vest during the current audit period, represent payments to all (and only) those entitled to receive them and were properly determined in accordance with the plan's governing document, applicable laws and regulations by recalculating the amount of the pension benefit due to retired individuals and comparing these amounts to supporting documentation evidencing amounts determined.
- 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.
- We determined whether all annual special ad hoc postretirement reimbursements received by the municipality were authorized and appropriately deposited in accordance with Act 147 by tracing information to supporting documentation maintained by plan officials.
- We determined whether provisions of the Deferred Retirement Option Plan (DROP) were in accordance with the provisions of Act 205 by examining provisions stated in the plan's governing documents.

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

Commission officials are responsible for establishing and maintaining effective internal controls to provide reasonable assurance that the Northern York County Regional Police 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 regional's internal controls as they relate to the regional'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 Northern York County Regional Police 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 the Northern York County Regional Police Commission and, where appropriate, their responses have been included in the report. We would like to thank regional officials for the cooperation extended to us during the conduct of the audit.

December 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 Northern York County Regional Police 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 147 - Special Ad Hoc Municipal Police and Firefighter Postretirement Adjustment Act, Act of December 14, 1988 (P.L. 1192, No. 147), as amended, 53 P.S. § 896.101 et seq.

Act 600 - Police Pension Fund Act, Act of May 29, 1956 (P.L. 1804, No. 600), as amended, 53 P.S. § 767 et seq.

The Northern York County Regional Police Pension Plan is a single-employer defined benefit pension plan locally controlled by the provisions of Resolution No. 02-2009, as amended, adopted pursuant to Act 600. The plan is also affected by the provisions of collective bargaining agreements between the regional and its police officers. The plan was established January 1, 1975. Active members were required to contribute 4 percent of compensation to the plan during the year 2015, and 5 percent of compensation to the plan during the years 2016 through 2018. As of December 31, 2018, the plan had 48 active members, 4 terminated members eligible for vested benefits in the future, and 40 retirees receiving pension benefits from the plan.

BACKGROUND – (Continued)

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

Eligibility Requirements:

Normal Retirement	Age 50 and 25 years of service.
Early Retirement	None
Vesting	100% vesting available after 12 years of service.

Retirement Benefit:

Monthly benefit equals 63% (if hired before 1-1-1998) or 50% (if hired on or after 1-1-1998) of average monthly pay based on the last 36 months plus an incremental pension (maximum \$100) of \$25 per month times years of benefit service over 25 years.

Survivor Benefit:

Before Retirement Eligibility	Refund of member contributions plus interest.
After Retirement Eligibility	A monthly benefit equal to 50% of the pension the member was receiving or was entitled to receive on the day of the member's death.

Service Related Disability Benefit:

Benefit equals 63% (if hired before 1-1-1998) or 50% (if hired on or after 1-1-1998) of monthly pay at the date of disability reduced by Social Security benefits received by the member for the same injury.

NORTHERN YORK COUNTY REGIONAL POLICE PENSION PLAN
SUPPLEMENTARY INFORMATION
(UNAUDITED)

The supplementary information contained on Pages 3 through 5 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, 2015, 2016, 2017, AND 2018

	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Total Pension Liability					
Service Cost	\$ 548,235	\$ 522,046	\$ 548,148	\$ 564,071	\$ 592,275
Interest	1,883,961	1,974,343	2,077,850	2,232,436	2,353,186
Difference between expected and actual experience	-	(127,636)	-	(53,136)	-
Changes of assumptions	-	-	-	617,748	-
Benefit payments, including refunds of member contributions	(965,687)	(1,299,397)	(1,372,357)	(1,292,336)	(1,607,721)
Net Change in Total Pension Liability	1,466,509	1,069,356	1,253,641	2,068,783	1,337,740
Total Pension Liability – Beginning	22,527,712	23,994,221	25,063,577	26,317,218	28,386,001
Total Pension Liability – Ending (a)	<u>\$ 23,994,221</u>	<u>\$ 25,063,577</u>	<u>\$ 26,317,218</u>	<u>\$ 28,386,001</u>	<u>\$ 29,723,741</u>
Plan Fiduciary Net Position					
Contributions – employer	\$ 1,042,939	\$ 1,303,577	\$ 1,225,985	\$ 1,238,945	\$ 1,239,936
Contributions – member	124,205	157,921	242,847	215,450	224,664
Net investment income	419,626	146,988	1,208,684	2,593,234	(1,171,347)
Benefit payments, including refunds of member contributions	(965,687)	(1,299,397)	(1,372,357)	(1,292,336)	(1,607,721)
Administrative expense	(4,000)	(12,500)	(6,000)	(7,400)	(6,000)
Net Change in Plan Fiduciary Net Position	617,083	296,589	1,299,159	2,747,893	(1,320,468)
Plan Fiduciary Net Position – Beginning	16,462,011	17,079,094	17,375,683	18,674,842	21,422,735
Plan Fiduciary Net Position – Ending (b)	<u>\$ 17,079,094</u>	<u>\$ 17,375,683</u>	<u>\$ 18,674,842</u>	<u>\$ 21,422,735</u>	<u>\$ 20,102,267</u>
Net Pension Liability – Ending (a-b)	<u>\$ 6,915,127</u>	<u>\$ 7,687,894</u>	<u>\$ 7,642,376</u>	<u>\$ 6,963,266</u>	<u>\$ 9,621,474</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	71.18%	69.33%	70.96%	75.47%	67.63%
Estimated Covered Employee Payroll	\$ 4,045,667	\$ 4,034,098	\$ 4,737,704	\$ 4,291,253	\$ 4,540,950
Net Pension Liability as a Percentage of Covered Employee Payroll	170.93%	190.57%	161.31%	162.27%	211.88%

NORTHERN YORK COUNTY REGIONAL 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 regional as of December 31, 2014, 2015, 2016, 2017 and 2018, calculated using the discount rate of 8.50%, as well as what the regional'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 (7.50%)</u>	<u>Current Discount Rate (8.50%)</u>	<u>1% Increase (9.50%)</u>
Net Pension Liability – 12/31/14	\$ 9,654,719	\$ 6,915,127	\$ 4,603,656
Net Pension Liability – 12/31/15	\$ 10,518,551	\$ 7,687,894	\$ 5,296,161
Net Pension Liability – 12/31/16	\$ 10,586,047	\$ 7,642,376	\$ 5,152,460
Net Pension Liability – 12/31/17	\$ 10,164,375	\$ 6,963,266	\$ 4,267,597
Net Pension Liability – 12/31/18	\$ 12,951,955	\$ 9,621,474	\$ 6,815,029

NORTHERN YORK COUNTY REGIONAL 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
2009	\$ 546,518	\$ 546,518	\$ -	\$ -	
2010	567,983	567,983	-	-	
2011	823,049	823,049	-	-	
2012	838,454	838,980	(526)	-	
2013	1,073,766	1,073,766	-	-	
2014	1,042,939	1,042,939	-	4,045,667	25.78%
2015	1,303,577	1,303,577	-	4,034,098	32.31%
2016	1,225,985	1,225,985	-	4,267,784	28.73%
2017	1,238,945	1,238,945	-	4,291,253	28.87%
2018	1,239,936	1,239,936	-	4,540,950	27.31%

* Due to GASB Statement No. 67, *Financial Reporting for Pension Plans*, being implemented only recently, the amount of Covered-Employee Payroll was not provided for years prior to 2014.

NORTHERN YORK COUNTY REGIONAL 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	\$ 14,231,758	\$ 21,156,894	\$ 6,925,136	67.3%
01-01-15	17,426,033	23,866,585	6,440,552	73.0%
01-01-17	19,796,685	26,881,830	7,085,145	73.6%

Note: The market values of the plan’s assets at 01-01-13, 01-01-15, and 01-01-17 have been adjusted to reflect the smoothing of gains and/or losses over a 5-year averaging period subject to a corridor between 80 to 120 percent of the market value of assets. This method will lower contributions in years of less than expected returns and increase contributions in years of greater than expected returns. The net effect over long periods of time is to have less variance in contribution levels from year to year.

NORTHERN YORK COUNTY REGIONAL 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.

NORTHERN YORK COUNTY REGIONAL 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	10 years
Asset valuation method	5-year smoothing, plan assets are valued using the method described in Section 210 of Act 205, as amended, subject to a corridor between 80-120% of the market value of assets.
Actuarial assumptions:	
Investment rate of return	8.5%
Projected salary increases	5.0%

NORTHERN YORK COUNTY REGIONAL POLICE PENSION PLAN
REPORT DISTRIBUTION LIST

This report was initially distributed to the following:

The Honorable Tom W. Wolf
Governor
Commonwealth of Pennsylvania

Ms. Loretta Wilhide
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Mr. David Brown
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