

COMPLIANCE AUDIT

Fountain Hill Borough Police Pension Plan Lehigh County, Pennsylvania For the Period January 1, 2016 to December 31, 2017

February 2019



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
Fountain Hill Borough
Lehigh County
Fountain Hill, PA 18015

We have conducted a compliance audit of the Fountain Hill Borough Police Pension Plan for the period January 1, 2016 to December 31, 2017. 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 that there were no benefit calculations prepared for the years covered by our audit period.
- 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 the terms of the contractual agreement with the Pennsylvania State Association of Boroughs were in accordance with the plan's governing document, if separately stated, and applicable laws and regulations by comparing the terms of the contractual agreement with the plan's governing document, if separately stated, and applicable laws and regulations.

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

Borough officials are responsible for establishing and maintaining effective internal controls to provide reasonable assurance that the Fountain Hill Borough 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 borough's internal controls as they relate to the borough'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 Fountain Hill Borough Police Pension Plan was administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies.

As previously noted, the objective of our audit of the Fountain Hill Borough Police Pension Plan was to determine compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies. Act 205 was previously amended on September 18, 2009, through the adoption of Act 44 of 2009. Among several provisions relating to municipal pension plans, the act provides for the implementation of a distress recovery program. Three levels of distress have been established:

<u>Level</u>	<u>Indication</u>	<u>Funding Criteria</u>
I	Minimal distress	70-89%
II	Moderate distress	50-69%
III	Severe distress	Less than 50%

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. However, **we are extremely concerned about the funded status of the plan contained in the schedule of funding progress included in this report which indicates the plan's funded ratio is 58.5% as of January 1, 2017, which is the most recent data available. Based on this information, the Municipal Pension Reporting Program issued a notification that the borough is currently in Level II moderate distress status.** We encourage borough officials to monitor the funding of the police pension plan to ensure its long-term financial stability.

The contents of this report were discussed with officials of Fountain Hill Borough and, where appropriate, their responses have been included in the report. We would like to thank borough officials for the cooperation extended to us during the conduct of the audit.

February 19, 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 Fountain Hill Borough 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 600 - Police Pension Fund Act, Act of May 29, 1956 (P.L. 1804, No. 600), as amended, 53 P.S. § 767 et seq.

The Fountain Hill Borough Police Pension Plan is a single-employer defined benefit pension plan locally controlled by the provisions of Ordinance No. 702, as amended, adopted pursuant to Act 600. The plan is also affected by the provisions of collective bargaining agreements between the borough and its police officers. The plan was established August 5, 1946. Active members are required to contribute 6 percent of compensation for 2016, and 7 percent of compensation for 2017 to the plan. As of December 31, 2017, the plan had 9 active members, no terminated members eligible for vested benefits in the future, and 8 retirees receiving pension benefits from the plan.

BACKGROUND – (Continued)

As of December 31, 2017, selected plan benefit provisions are as follows:

Eligibility Requirements:

Normal Retirement Age 55 and 25 years of service

Early Retirement None

Vesting 100% after 12 years of service

Retirement Benefit:

Benefit equals 50% of final 36 months average salary, plus a service increment of \$25 per month for each year of service in excess of 25 years, up to a maximum of \$100 per month.

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 75% of the member's final average salary at time of disability, but no less than 50% of the salary at the time of the disability was incurred, offset by Social Security disability benefits received for the same injury.

FOUNTAIN HILL BOROUGH 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 AND 2015

Total Pension Liability	2014	2015
Service Cost	\$ 113,097	\$ 99,705
Interest	263,953	289,039
Difference Between Expected And Actual Experience	-	272,545
Benefit Payments, Including Refunds Of Member		
Contributions	(301,878)	(278,084)
Net Change in Total Pension Liability	75,172	383,205
Total Pension Liability – Beginning	3,675,936	3,751,108
Total Pension Liability – Ending (a)	\$ 3,751,108	\$ 4,134,313
Plan Fiduciary Net Position		
Contributions – Employer	\$ 195,280	\$ 193,640
Contributions – Employee	19,697	26,296
Net Investment Income	143,373	(15,870)
Benefit Payments, Including Refunds Of Member		
Contributions	(301,878)	(278,084)
Administrative Expense	(17,326)	(21,186)
Net Change in Plan Fiduciary Net Position	39,146	(95,204)
Plan Fiduciary Net Position – Beginning	2,442,598	2,481,744
Plan Fiduciary Net Position – Ending (b)	\$ 2,481,744	\$ 2,386,540
Net Pension Liability – Ending (a-b)	\$ 1,269,364	\$ 1,747,773
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	66.2%	57.7%
Estimated Covered Employee Payroll	\$ 524,894	\$ 522,861
Net Pension Liability as a Percentage of Covered Employee Payroll	241.8%	334.3%

FOUNTAIN HILL 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 AND 2017

Total Pension Liability	2016	2017
Service Cost	\$ 104,690	\$ 167,674
Interest	297,282	305,814
Difference Between Expected and Actual Experience	-	(95,660)
Change Of Assumptions	-	340,725
Benefit Payments, Including Refunds of Member		
Contributions	(282,061)	(277,297)
Net Change in Total Pension Liability	119,911	441,256
Total Pension Liability – Beginning	4,134,313	4,254,224
Total Pension Liability – Ending (a)	\$ 4,254,224	\$ 4,695,480
Plan Fiduciary Net Position		
Contributions – Employer	\$ 249,453	\$ 265,129
Contributions – Employee	39,144	48,763
Net Investment Income	109,200	319,492
Benefit payments, Including Refunds of Member		
Contributions	(282,061)	(277,297)
Administrative Expense	(17,830)	(21,924)
Net Change in Plan Fiduciary Net Position	97,906	334,163
Plan Fiduciary Net Position – Beginning	2,386,540	2,484,446
Plan Fiduciary Net Position – Ending (b)	\$ 2,484,446	\$ 2,818,609
Net Pension Liability – Ending (a-b)	\$ 1,769,778	\$ 1,876,871
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	58.4%	60.0%
Estimated Covered Employee Payroll	\$ 661,478	\$ 764,709
Net Pension Liability as a Percentage of Covered Employee Payroll	267.5%	245.4%

FOUNTAIN HILL 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, 2015 and 2016 calculated using the discount rate of 7.25%, 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:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability – 12/31/14	\$ 1,755,754	\$ 1,269,364	\$ 865,422
Net Pension Liability – 12/31/15	\$ 2,252,772	\$ 1,747,773	\$ 1,328,428
Net Pension Liability – 12/31/16	\$ 2,294,359	\$ 1,769,778	\$ 1,334,025

In addition, the following presents the net pension liability of the borough as of December 31, 2017 calculated using the discount rate of 6.75%, 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:

	1% Decrease (5.75%)	Current Discount Rate (6.75%)	1% Increase (7.75%)
Net Pension Liability – 12/31/17	\$ 2,502,609	\$ 1,876,871	\$ 1,362,207

FOUNTAIN HILL 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*
2008	\$ 125,120	\$ 125,120	\$ -	\$ 556,555	22.5%
2009	161,164	161,164	-	-	-
2010	167,988	167,988	-	643,160	26.1%
2011	183,491	183,491	-	-	-
2012	221,357	221,357	-	598,685	37.0%
2013	213,908	213,908	-	-	-
2014	195,280	195,280	-	524,894	37.2%
2015	193,640	193,640	-	552,861	37.0%
2016	249,453	249,453	-	661,478	37.7%
2017	265,129	265,129	-	764,709	34.7%

* 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 odd years prior to 2014.

FOUNTAIN HILL 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	\$ 2,223,776	\$ 3,546,792	\$ 1,323,016	62.7%
01-01-15	2,411,048	4,023,653	1,612,605	59.9%
01-01-17	2,630,022	4,499,289	1,869,267	58.5%

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 4-year averaging period which will be limited to a maximum of 120 percent and a minimum of 80 percent of the fair 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.

Also noted, while Act 205 amortization requirements are designed to eventually bring the funded ratio to 100%, the change of funding from valuation to valuation will not generally be steady because of normally expected fluctuations due to experience gains and losses, benefit changes, or assumption changes.

FOUNTAIN HILL 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.

FOUNTAIN HILL 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, closed
Remaining amortization period	13 years
Asset valuation method	4-year smoothing and the actuarial value of assets will be limited to a maximum of 120%, and a minimum of 80% of the fair value of assets
Actuarial assumptions:	
Investment rate of return	6.75%
Projected salary increases	5.0%
Cost-of-living adjustments	2.75%

FOUNTAIN HILL BOROUGH POLICE PENSION PLAN
REPORT DISTRIBUTION LIST

This report was initially distributed to the following:

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