

# COMPLIANCE AUDIT

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## Hanover Borough Fire Drivers' Pension Plan York County, Pennsylvania For the Period January 1, 2015 to December 31, 2018

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November 2019



Commonwealth of Pennsylvania  
Department of the Auditor General

Eugene A. DePasquale • Auditor General



Commonwealth of Pennsylvania  
Department of the Auditor General  
Harrisburg, PA 17120-0018  
Facebook: Pennsylvania Auditor General  
Twitter: @PAAuditorGen  
www.PaAuditor.gov

EUGENE A. DePASQUALE  
AUDITOR GENERAL

The Honorable Mayor and Borough Council  
Hanover Borough  
York County  
Hanover, PA 17331

We have conducted a compliance audit of the Hanover Borough Fire Drivers' 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 both 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 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.

Hanover 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 Hanover Borough Fire Drivers' 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 Hanover Borough Fire Drivers' 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 Hanover 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.

October 7, 2019

A handwritten signature in black ink, appearing to read "Eugene A. DePasquale". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

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 Hanover Borough Fire Drivers' 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.

The Hanover Borough Fire Drivers' Pension Plan is a single-employer defined benefit pension plan locally controlled by the provisions of Ordinance No. 2146, as amended. The plan is also affected by the provisions of collective bargaining agreements between the borough and its firefighters. The plan was established July 1, 1966. Active members are required to contribute 3.7 percent of compensation to the plan until they have reached the age of 62 and have 10 years of service. As of December 31, 2018, the plan had 17 active members, no terminated members eligible for vested benefits in the future, and 14 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 55 and 25 years of service, but not later than age 62 and 10 years of service.
Early Retirement	None
Vesting	100% vesting available after 10 years of service

### Retirement Benefit:

Benefit equals 1.90% of average monthly compensation based on the highest consecutive 60 months out of the last 120 months times years of service.

### Survivor Benefit:

If 10 years of service and age plus service equals 60 or more, then 50% of accrued benefit to the surviving spouse or child under 19. If killed in service, then 100% of average monthly compensation.

### Service And Non-Service Related Disability Benefit:

A monthly benefit equal to 50% of the member's average monthly compensation during the last 12 months preceding the date of disability.

HANOVER BOROUGH FIRE DRIVERS' 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	\$ 92,224	\$ 103,899	\$ 109,094	\$ 122,036	\$ 136,679
Interest	410,195	414,642	426,339	459,512	488,774
Change of benefit terms	-	-	-	-	210,301
Difference between expected and actual experience	-	(112,264)	-	48,992	-
Changes of assumptions	-	-	-	242,550	-
Benefit payments, including refunds of member contributions	(319,985)	(356,611)	(356,656)	(375,372)	(401,574)
Net Change in Total Pension Liability	182,434	49,666	178,777	497,718	434,180
Total Pension Liability – Beginning	5,927,694	6,110,128	6,159,794	6,338,571	6,836,289
Total Pension Liability – Ending (a)	<u>\$ 6,110,128</u>	<u>\$ 6,159,794</u>	<u>\$ 6,338,571</u>	<u>\$ 6,836,289</u>	<u>\$ 7,270,469</u>
Plan Fiduciary Net Position					
Contributions – employer	\$ 66,988	\$ 64,277	\$ 37,805	\$ 46,440	\$ 42,787
Contribution – member	37,484	36,883	39,220	41,439	43,009
Net investment income	155,116	(25,197)	303,972	1,061,777	(420,640)
Benefit payments, including refunds of member contributions	(319,985)	(356,611)	(356,656)	(375,372)	(401,574)
Administrative expense	(1,800)	(6,500)	(3,800)	(6,100)	(4,000)
Net Change in Plan Fiduciary Net Position	(62,197)	(287,148)	20,541	768,184	(740,418)
Plan Fiduciary Net Position – Beginning	6,556,196	6,493,999	6,206,851	6,227,392	6,995,576
Plan Fiduciary Net Position – Ending (b)	<u>\$ 6,493,999</u>	<u>\$ 6,206,851</u>	<u>\$ 6,227,392</u>	<u>\$ 6,995,576</u>	<u>\$ 6,255,158</u>
Net Pension Liability – Ending (a-b)	<u>\$ (383,871)</u>	<u>\$ (47,057)</u>	<u>\$ 111,179</u>	<u>\$ (159,287)</u>	<u>\$ 1,015,311</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	106.28%	100.76%	98.25%	102.33%	86.04%
Estimated Covered Employee Payroll	\$ 962,980	\$ 1,020,433	\$ 1,080,471	\$ 1,081,258	\$ 1,208,992
Net Pension Liability as a Percentage of Covered Employee Payroll	(39.86%)	(4.61%)	10.29%	(14.73%)	83.98%



HANOVER BOROUGH FIRE DRIVERS' 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, 2016, 2017 and 2018, calculated using the discount rate of 7.0%, 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 (6.0%)	Current Discount Rate (7.0%)	1% Increase (8.0%)
Net Pension Liability – 12/31/14	\$ 234,473	\$ (383,871)	\$ (909,204)
Net Pension Liability – 12/31/15	\$ 598,387	\$ (47,057)	\$ (595,860)
Net Pension Liability – 12/31/16	\$ 763,381	\$ 111,179	\$ (443,431)
Net Pension Liability – 12/31/17	\$ 571,269	\$ (159,287)	\$ (778,446)
Net Pension Liability – 12/31/18	\$ 1,789,224	\$ 1,015,311	\$ 359,809

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	\$ 149,424	\$ 149,424	\$ -	\$1,018,549	14.67%
2010	150,422	150,422	-	1,035,282	14.53%
2011	188,128	188,128	-	983,929	19.12%
2012	187,994	187,994	-	967,608	19.43%
2013	203,763	203,763	-	913,768	22.30%
2014	66,988	66,988	-	962,980	6.96%
2015	64,277	64,277	-	1,020,433	6.30%
2016	37,805	37,805	-	1,080,471	3.50%
2017	46,440	46,440	-	1,081,258	4.29%
2018	42,787	42,787	-	1,208,992	3.54%

HANOVER BOROUGH FIRE DRIVERS' PENSION PLAN  
SUPPLEMENTARY INFORMATION  
(UNAUDITED)

SCHEDULE OF INVESTMENT RETURNS

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

2018	(6.14%)
2017	17.37%
2016	4.99%
2015	(0.39%)
2014	2.40%

HANOVER BOROUGH FIRE DRIVERS' 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	\$ 5,816,388	\$ 5,727,999	\$ (88,389)	101.5%
01-01-15	6,493,999	5,997,864	(496,135)	108.3%
01-01-17	6,227,391	6,630,113	402,722	93.9%

HANOVER BOROUGH FIRE DRIVERS' 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.

HANOVER BOROUGH FIRE DRIVERS' 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	14 years
Asset valuation method	Market value
Actuarial assumptions:	
Investment rate of return	7.0%
Projected salary increases	5.0%

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