

LIMITED PROCEDURES ENGAGEMENT

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

February 2020



Commonwealth of Pennsylvania
Department of the Auditor General

Eugene A. DePasquale • Auditor General



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EUGENE A. DePASQUALE
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Board of Township Supervisors
Lancaster Township
Lancaster County
Lancaster, PA 17603

We conducted a Limited Procedures Engagement (LPE) of the Lancaster Township Non-Uniformed Pension Plan for the period January 1, 2015 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 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 Lancaster Township Non-Uniformed Pension Plan was not being administered in compliance with applicable state laws, regulations, contracts, administrative procedures, and local ordinances and policies.

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 township 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 Lancaster Township and, where appropriate, their responses have been included in this report. We would like to thank township officials for the cooperation extended to us during the conduct of this LPE.

January 24, 2020



EUGENE A. DEPASQUALE
Auditor General

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

The supplementary information contained on Pages 1 through 4 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	\$ 95,093	\$ 123,033
Interest	176,187	186,325
Difference between expected and actual experience	41,707	-
Changes of assumptions	-	15,516
Benefit payments, including refunds of member contributions	(152,864)	(160,439)
Net Change in Total Pension Liability	<u>160,123</u>	<u>164,435</u>
Total Pension Liability - Beginning	<u>3,183,708</u>	<u>3,343,831</u>
Total Pension Liability - Ending (a)	<u><u>\$ 3,343,831</u></u>	<u><u>\$ 3,508,266</u></u>
Plan Fiduciary Net Position		
Contributions - employer	\$ 81,134	\$ 126,970
Contributions - PMRS assessment	-	500
PMRS investment income	162,601	172,328
Market value investment income	36,479	(157,908)
Benefit payments, including refunds of member contributions	(152,864)	(160,439)
PMRS administrative expense	(520)	(500)
Additional administrative expense	(6,236)	(7,184)
Net Change in Plan Fiduciary Net Position	<u>120,594</u>	<u>(26,233)</u>
Plan Fiduciary Net Position - Beginning	<u>2,947,219</u>	<u>3,067,813</u>
Plan Fiduciary Net Position - Ending (b)	<u><u>\$ 3,067,813</u></u>	<u><u>\$ 3,041,580</u></u>
Net Pension Liability - Ending (a-b)	<u><u>\$ 276,018</u></u>	<u><u>\$ 466,686</u></u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	91.75%	86.70%
Estimated Covered Employee Payroll	\$ 501,961	\$ 680,576
Net Pension Liability as a Percentage of Covered Employee Payroll	54.99%	68.57%

LANCASTER 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, 2017 AND 2018

	<u>2016</u>	<u>2017</u>	<u>2018</u>
Total Pension Liability			
Service cost	\$ 129,913	\$ 157,145	\$ 161,900
Interest	195,488	201,304	209,749
Difference between expected and actual experience	17,345	-	195,757
Changes of assumptions	86,793	-	-
Benefit payments, including refunds of member contributions	<u>(169,994)</u>	<u>(183,555)</u>	<u>(221,613)</u>
Net Change in Total Pension Liability	259,545	174,894	345,793
Total Pension Liability - Beginning	<u>3,508,266</u>	<u>3,767,811</u>	<u>3,942,705</u>
Total Pension Liability - Ending (a)	<u>\$ 3,767,811</u>	<u>\$ 3,942,705</u>	<u>\$ 4,288,498</u>
 Plan Fiduciary Net Position			
Contributions - employer	\$ 135,281	\$ 155,597	\$ 174,927
Contributions - PMRS assessment	540	560	580
PMRS investment income	180,830	190,636	190,523
Market value investment income	118,570	374,968	(317,830)
Benefit payments, including refunds of member contributions	<u>(169,994)</u>	<u>(183,555)</u>	<u>(221,613)</u>
PMRS administrative expense	(520)	(520)	(540)
Additional administrative expense	<u>(8,859)</u>	<u>(8,767)</u>	<u>(8,502)</u>
Net Change in Plan Fiduciary Net Position	255,848	528,919	(182,455)
Plan Fiduciary Net Position - Beginning	<u>3,041,580</u>	<u>3,297,428</u>	<u>3,826,347</u>
Plan Fiduciary Net Position - Ending (b)	<u>\$ 3,297,428</u>	<u>\$ 3,826,347</u>	<u>\$ 3,643,892</u>
 Net Pension Liability - Ending (a-b)	<u>\$ 470,383</u>	<u>\$ 116,358</u>	<u>\$ 644,606</u>
 Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	87.52%	97.05%	84.97%
 Estimated Covered Employee Payroll	\$ 713,091	\$ 808,613	\$ 833,081
 Net Pension Liability as a Percentage of Covered Employee Payroll	65.96%	14.39%	77.38%

LANCASTER 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, 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 - 12/31/15	\$ 805,188	\$ 466,686	\$ 173,843

In addition, the following presents the net pension liability of the township as of December 31, 2016, 2017 and 2018, 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	\$ 852,158	\$ 470,383	\$ 141,579
Net Pension Liability - 12/31/17	\$ 515,854	\$ 116,358	\$ (227,709)
Net Pension Liability - 12/31/18	\$ 1,068,139	\$ 644,606	\$ 278,352

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

SCHEDULE OF CONTRIBUTIONS

<u>Year Ended December 31</u>	<u>Actuarially Determined Contribution</u>	<u>Actual Contributions</u>	<u>Contribution Deficiency (Excess)</u>	<u>Covered- Employee Payroll</u>	<u>Contributions as a Percentage of Covered- Employee Payroll</u>
2014	\$ 80,452	\$ 81,134	\$ (682)	\$ 501,961	16.16%
2015	127,470	127,470	-	680,576	18.73%
2016	135,801	135,821	(20)	713,091	19.05%
2017	156,117	156,157	(40)	808,613	19.31%
2018	175,476	175,507	(40)	833,081	21.07%

LANCASTER 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	\$ 3,025,741	\$ 3,074,674	\$ 48,933	98.4%
01-01-15	3,142,987	3,343,831	200,844	94.0%
01-01-17	3,547,679	3,767,811	220,132	94.2%

LANCASTER TOWNSHIP NON-UNIFORMED PENSION PLAN
SUPPLEMENTARY INFORMATION
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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.

LANCASTER 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	9 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.

LANCASTER 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. Thomas H. Schaller
Chairman, Board of Township Supervisors

Mr. Steven P. Elliott
Vice-Chairman, Board of Township Supervisors

Mr. Benjamin H. Bamford
Township Treasurer

Mr. William M. Laudien
Township Manager

Ms. Diana Hess
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