

**City of Lancaster**

**Fire Pension Fund**

Financial Statements and Required  
Supplementary Information

Years Ended December 31, 2015 and 2014 with  
Independent Auditor's Report

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# CITY OF LANCASTER FIRE PENSION FUND

YEARS ENDED DECEMBER 31, 2015 AND 2014

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## Independent Auditor's Report

To the Honorable J. Richard Gray, Mayor  
and Members of the Fire Pension Fund  
City of Lancaster, Pennsylvania

We have audited the accompanying financial statements of the Fire Pension Fund of the City of Lancaster as of and for the years ended December 31, 2015 and 2014, and the related notes to the financial statements, as listed in the table of contents.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Fire Pension Fund of the City of Lancaster as of December 31, 2015 and 2014, and the changes in the financial position thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

## **Other Matters**

### *Required Supplementary Information*

Management has omitted the Management's Discussion and Analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

Accounting principles generally accepted in the United States of America require that the historical pension plan information on pages 11 through 13 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

## **Emphasis of Matter**

As discussed in Note 1, the financial statements present only the Fire Pension Fund and do not purport to, and do not, present fairly the financial position of the City of Lancaster, as of December 31, 2015 and 2014, the changes in its financial position, or, where applicable, its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

*Maher Duessel*

Harrisburg, Pennsylvania  
September 15, 2016

**CITY OF LANCASTER**  
**FIRE PENSION FUND**

STATEMENTS OF PLAN NET POSITION

DECEMBER 31, 2015 AND 2014

	<u>2015</u>	<u>2014</u>
<hr/> <b>Assets</b> <hr/>		
Investments (at fair value):		
Money market funds	\$ 1,500,970	\$ 1,826,457
U.S. government obligations	4,115,009	4,016,991
U.S. government agency obligations	13,997	39,717
Corporate notes and bonds	7,386,069	7,337,089
Common stock	25,284,581	25,704,710
Accrued interest	<u>97,580</u>	<u>118,458</u>
<b>Total Assets</b>	<u>38,398,206</u>	<u>39,043,422</u>
<hr/> <b>Liabilities</b> <hr/>		
Unsettled investment purchases	<u>23,985</u>	<u>-</u>
<hr/> <b>Net Position</b> <hr/>		
Restricted for pension benefits	<u><u>\$ 38,374,221</u></u>	<u><u>\$ 39,043,422</u></u>

The accompanying notes are an integral part of these financial statements.

# CITY OF LANCASTER FIRE PENSION FUND

## STATEMENTS OF CHANGES IN PLAN NET POSITION YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
<b>Additions:</b>		
Contributions:		
Employees	\$ 290,678	\$ 293,263
Employer	2,059,043	1,623,658
Total contributions	2,349,721	1,916,921
Investment income:		
Net appreciation (depreciation) in fair value of investments	(294,114)	2,404,877
Interest and dividends	994,318	1,075,691
	700,204	3,480,568
Less: investment expenses	(168,828)	(168,184)
Net investment income	531,376	3,312,384
Total additions	2,881,097	5,229,305
<b>Deductions:</b>		
Benefits	3,517,597	3,163,900
Administrative expenses	32,701	5,690
Total deductions	3,550,298	3,169,590
<b>Change in Plan Net Position</b>	(669,201)	2,059,715
<b>Net Position:</b>		
Beginning of year	39,043,422	36,983,707
End of year	\$ 38,374,221	\$ 39,043,422

The accompanying notes are an integral part of these financial statements.

# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

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### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### General

The Fire Pension Fund (Fund) is a single-employer public employee retirement system established and administered by the City of Lancaster, Pennsylvania (City), to provide pension benefits for employees of its Bureau of Fire. The Fund is considered part of the City's financial reporting entity and is included in the City's financial reports as a pension trust fund. The accompanying financial statements do not include any other funds of the City and, therefore, do not present fairly the financial position and the changes in financial position of the City in conformity with accounting principles generally accepted in the United States of America.

#### Basis of Accounting

These financial statements are prepared using the accrual basis of accounting. Fire Pension Plan (Plan) member contributions are recognized as revenues in the period in which the contributions are due. Employer contributions are recognized when due and the employer has a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

#### Investments

Investments are recorded at fair value. Securities traded on a national exchange are valued at quoted market prices.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Net appreciation (depreciation) in fair value of investments includes both realized and unrealized gains and losses.

#### Use of Estimates

The process of preparing financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions regarding certain types of assets, liabilities, additions to net position restricted for pension benefits, and deductions from net position restricted for pension benefits. Such estimates primarily relate to unsettled transactions and events as of the date of the financial statements. Accordingly, upon settlement, actual results may differ from estimated amounts.

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# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

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### Pending Changes in Accounting Principles

In February of 2015, the Governmental Accounting Standards Board (GASB) issued Statement No. 72, "*Fair Value Measurement and Application.*" This Statement addresses accounting and financial reporting issues related to fair value measurements. The provisions of GASB Statement No. 72 are effective for the Fund's December 31, 2016 financial statements.

In June of 2015, the GASB issued Statement No. 76, "*The Hierarchy of Generally Accepted Accounting Principles for State and Local Governments.*" This Statement identifies the hierarchy of generally accepted accounting principles in the context of the current governmental financial reporting environment. The provisions of GASB Statement No. 76 are effective for the Fund's December 31, 2016 financial statements.

In March of 2016, the GASB issued Statement No. 82, "*Pension Issues – An Amendment of GASB Statements No. 67, No. 68, and No. 73.*" This Statement addresses certain issues that have been raised with respect to previous pension standards. The provisions of GASB Statement No. 82 are effective for the Fund's December 31, 2017 financial statements.

The effect of implementation of these Statements has not yet been determined.

## **2. PLAN DESCRIPTION AND CONTRIBUTION INFORMATION**

### Plan Participants

Membership of the Plan consisted of the following at December 31, 2015 and 2014:

	<u>2015</u>	<u>2014</u>
Inactive plan members or beneficiaries currently receiving benefits	128	141
Inactive plan members entitled to but not yet receiving benefits	2	3
Active plan members	<u>62</u>	<u>60</u>
	<u>192</u>	<u>204</u>

### Plan Description and Administration

The Plan is a single-employer defined benefit pension plan that covers all full-time members of the City's Bureau of Fire. The Plan provides retirement, disability, and death benefits to Plan members and their beneficiaries. Plan provisions are established and may be amended

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# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

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through the collective bargaining process. The Plan is governed by the City of Lancaster Fire Pension Board (Board), which consists of the Mayor, Director of Administrative Services, Director of Public Safety, City Controller, Chief of Fire, and two members of the fire department.

### Normal Retirement

A participant is eligible for normal retirement after completion of 25 years of services. The normal retirement pension is payable monthly during the participant's lifetime, with payments continuing after the participants' death to the surviving spouse, or to dependent children under the age of 18, or to the member's dependent parents equal to 100% of the initial amount payable to the participant.

The amount of monthly pension is equal to 50% of the final month's salary plus longevity, plus a service increment of 2.5% of the benefit multiplied by years of service in excess of 20, but not more than \$500 additional.

### Disability Retirement

In the event of occupational disability, the pension is paid regardless of years of service. In the event of non-occupational disability, the pension is paid after five years of service and is prorated for service less than 20 years.

### Survivor Benefit

A spouse's pension is payable in the event a retired member dies, in the event an active member dies after completing 20 years of service, or in the event an active member dies in the line of duty, regardless of service. The spouse's pension is equal to 100% of the pension the member was receiving or would have received had he/she been retired.

If an active member dies other than in the line of duty and has completed more than ten years of service but less than 20 years, the surviving spouse shall receive a pension based on the normal retirement benefit, multiplied by a fraction equal to the years of service divided by 20. If there is no surviving spouse, then the pension is paid to children under the age of 18. If there are no such children, the pension is paid to the dependent parents of the member, if any.

### Deferred Retirement Option Program (DROP)

An active member who has attained age 51 and completed 25 years of service may elect to participate in the DROP. As of December 31, 2015 and 2014, there were 11 and 15

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# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

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participants in the DROP, respectively. As of December 31, 2015 and 2014, the balances held by the Plan pursuant to the DROP totaled \$1,599,264 and \$1,992,629, respectively.

### Contributions

Plan members are required to contribute 5% of their pay and longevity plus \$5.00 per month for the service increment. The City is required to make actuarially determined periodic contributions at rates that, for individual employees, increase over time so that sufficient assets will be available to pay benefits when due.

The annual required contribution is determined annually during the budgeting process. The results of actuarial valuations are used in budgeting for future years.

The City made contributions to the Plan of \$2,059,043 and \$1,623,658 for the years ended December 31, 2015 and 2014, respectively.

### Administrative Expenses

Administration costs are financed through investment income.

### Net Pension Liability

The components of the net pension liability at December 31, 2015 and 2014 were as follows:

	<u>2015</u>	<u>2014</u>
Total pension liability	\$ 52,532,579	\$ 52,077,188
Plan fiduciary net position	<u>(38,374,221)</u>	<u>(39,043,422)</u>
Net pension liability	<u>\$ 14,158,358</u>	<u>\$ 13,033,766</u>
Plan fiduciary net position as a percentage of the total pension liability	73.05%	74.97%

The net pension liability was measured as of December 31, 2015 and 2014 and was determined by rolling forward the liabilities from actuarial valuations as of January 1, 2015 and January 1, 2013, respectively. No significant events or changes occurred between the valuation dates and the fiscal year-ends.

*Actuarial Assumptions* – The January 1, 2015 actuarial valuation used the entry age normal actuarial cost method and RP2000 mortality table. The actuarial assumptions include: a)

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# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

8.00% investment rate of return, b) a projected salary increase of 5.00%, c) 3.00% inflation rate, d) level dollar closed amortization method, and e) 8-year remaining amortization period. These assumptions were applied to all periods included in the measurement of total pension liability. The January 1, 2013 actuarial assumptions were consistent with the January 1, 2015 assumptions with the exception of the amortization period, which was 9 years.

*Investment Policy* – The Plan’s policy in regard to the allocation of invested assets is established and may be amended by the Board. The Board seeks to optimize the total return of the Plan’s portfolio through a policy of balanced investments, structured to achieve the maximum returns possible, as measured on the total portfolio, consistent with a policy that emphasizes the prudent management of risk.

*Long-Term Expected Rate of Return* – The long-term expected rate of return on Plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class as of December 31, 2015 and 2014 are summarized in the following tables:

	2015	
Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic equity	66.0%	5.5-7.5%
Fixed income	30.0%	1.0-3.0%
Cash	4.0%	0.0-1.0%
	100.0%	

	2014	
Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic equity	65.0%	7.0%
Fixed income	30.0%	2.5%
Cash	5.0%	0.0%
	100.0%	

# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

*Rate of Return* – The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. For the years ended December 31, 2015 and 2014, the annual money-weighted rate of return on Plan investments, net of investment expense, were 1.30% and 9.42%, respectively.

*Discount Rate* – The discount rate used to measure the total pension liability as of December 31, 2015 and 2014 was 8.00%. The Plan’s fiduciary net position is projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the Net Pension Liability to Changes in the Discount Rate* – The following presents the net pension liability of the Plan calculated using the discount rate described above, as well as what the Plan’s net pension liabilities would be if they were calculated using a discount rate that is one-percentage-point lower or higher than the current rates:

December 31, 2015:

1% Decrease (7.00%)	Current Discount Rate (8.00%)	1% Increase (9.00%)
\$ 19,333,128	\$ 14,158,358	\$ 9,764,599

December 31, 2014:

1% Decrease (7.00%)	Current Discount Rate (8.00%)	1% Increase (9.00%)
\$ 18,176,103	\$ 13,033,766	\$ 8,670,077

### 3. DEPOSITS AND INVESTMENTS

The deposit and investment policy of the Fund is administered by the trustees and the Fire Pension Board. The Fund adheres to state statutes, the Third Class City Code, and prudent business practice.

# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

Investments consist of the following as of December 31:

	2015	2014
Money market funds	\$ 1,500,970	\$ 1,826,457
U.S. government obligations	4,115,009	4,016,991
U.S. government agency obligations	13,997	39,717
Corporate notes and bonds	7,386,069	7,337,089
Common stock	25,284,581	25,704,710
Total investments	\$ 38,300,626	\$ 38,924,964

*Custodial Credit Risk.* Custodial credit risk is the risk that the financial institution or the counterparty to an investment transaction will fail and the government will not recover the value of the investment or collateral securities that are in possession of an outside party. The Fund does not have an investment policy for custodial credit risk. All of the Fund's investments are uninsured, registered investments for which the securities are held by the broker or dealer, or by its trust department or agent in the Fund's name.

*Concentration of Credit Risk.* The Fund places no limit on the amount the Fund may invest in any one issuer. At December 31, 2015, none of the Fund's investments were more than five percent of the Fund's total asset value.

*Credit Risk.* The Fund does not have a formal policy that would limit its investment choices with regard to credit risk. The Fund's money market and fixed income investments had the following level of exposure to credit risk as of December 31, 2015:

	Fair Value	Rating
Money market funds	\$ 1,500,970	AA
U.S. government agency obligations	13,997	AA+
Corporate notes and bonds	787,162	AAA
Corporate notes and bonds	182,178	AA+
Corporate notes and bonds	461,392	AA
Corporate notes and bonds	2,345,910	AA-
Corporate notes and bonds	945,718	A+
Corporate notes and bonds	1,234,675	A
Corporate notes and bonds	1,429,034	A-

# CITY OF LANCASTER FIRE PENSION FUND

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

*Interest Rate Risk.* The Fund does not have a formal policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. The average maturity of the Fund's money market funds at December 31, 2015 was less than one year. The average maturities for the Fund's fixed income investments as of December 31, 2015 were as follows:

	Fair Value	Investment Maturity			Subsequent to 2026
		2016	2017-2021	2022-2026	
U.S. government obligations	\$ 4,115,009	\$ 3,735,764	\$ 302,409	\$ 76,836	\$ -
U.S. government agency obligations	13,997	1,648	-	4,228	8,121
Corporate notes and bonds	7,386,069	-	6,152,665	1,233,404	-
	<u>\$ 11,515,075</u>	<u>\$ 3,737,412</u>	<u>\$ 6,455,074</u>	<u>\$ 1,314,468</u>	<u>\$ 8,121</u>

**Required Supplementary  
Information**

# CITY OF LANCASTER FIRE PENSION FUND

## SCHEDULE OF CHANGES IN PLAN NET PENSION LIABILITY AND RELATED RATIOS

	2015*	2014*
<b>Total Pension Liability:</b>		
Service cost	\$ 668,547	\$ 646,693
Interest	3,963,234	3,820,058
Changes for experience	(658,793)	-
Benefit payments, including refunds	(3,517,597)	(3,163,900)
<b>Net Changes in Total Pension Liability</b>	455,391	1,302,851
<b>Total Pension Liability - Beginning</b>	52,077,188	50,774,337
<b>Total Pension Liability - Ending (a)</b>	<u>\$ 52,532,579</u>	<u>\$ 52,077,188</u>
<b>Plan Fiduciary Net Position:</b>		
Contributions - employer	\$ 2,059,043	\$ 1,623,658
Contributions - employees	290,678	293,263
Net investment income	531,376	3,312,384
Benefit payments, including refunds	(3,517,597)	(3,163,900)
Administrative expense	(32,701)	(5,690)
<b>Net Change in Plan Fiduciary Net Position</b>	(669,201)	2,059,715
<b>Plan Fiduciary Net Position - Beginning</b>	39,043,422	36,983,707
<b>Plan Fiduciary Net Position - Ending (b)</b>	<u>\$ 38,374,221</u>	<u>\$ 39,043,422</u>
<b>Net Pension Liability - Ending (a-b)</b>	<u>\$ 14,158,358</u>	<u>\$ 13,033,766</u>
<b>Plan Fiduciary Net Position as a Percentage of the Total Pension Liability</b>	<u>73.05%</u>	<u>74.97%</u>
<b>Covered Employee Payroll</b>	<u>\$ 4,521,715</u>	<u>\$ 4,122,312</u>
<b>Net Pension Liability as a Percentage of Covered Employee Payroll</b>	<u>313.12%</u>	<u>316.18%</u>

\* This schedule is intended to illustrate information for 10 years. However, until a full 10-year trend is compiled, the City is presenting information for those years only for which information is available.

See accompanying note to required supplementary information - pension plan.



# CITY OF LANCASTER FIRE PENSION FUND

## SCHEDULE OF CITY CONTRIBUTIONS AND INVESTMENT RETURNS

<u>Schedule of City Contributions</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>
Actuarially determined contribution under Act 205	\$ 2,059,043	\$ 1,623,658	\$ 1,623,453	\$ 1,075,765	\$ 1,154,230	\$ 1,068,751	\$ 1,002,631	\$ 980,923	\$ 527,673	\$ 643,594
Contributions in relation to the actuarially determined contribution	<u>2,059,043</u>	<u>1,623,658</u>	<u>1,623,453</u>	<u>1,075,765</u>	<u>1,154,230</u>	<u>1,183,751</u>	<u>1,002,631</u>	<u>980,923</u>	<u>527,673</u>	<u>6,284,151</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (115,000)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (5,640,557)</u>
Covered employee payroll	<u>\$ 4,521,715</u>	<u>\$ 4,122,312</u>								
Contributions as a percentage of covered employee payroll	45.54%	39.39%								

(1) Includes contribution under the City's retirement incentive program.

(2) Includes contributions received from the Commonwealth of Pennsylvania and 2006 pension bond issue proceeds

### Investment Returns

Annual money-weighted rate of return, net of investment expense	1.30%	9.42%
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\* This schedule is intended to illustrate information for 10 years. However, until a full 10-year trend is compiled, the City is presenting information for those years only for which information is available.

See accompanying note to required supplementary information - pension plan.

# CITY OF LANCASTER FIRE PENSION FUND

## NOTE TO REQUIRED SUPPLEMENTARY INFORMATION – PENSION PLAN

### 1. ACTUARIAL METHODS AND ASSUMPTIONS

The information presented in the required supplementary information was determined as part of the actuarial valuations at the dates indicated. Methods and assumptions used to determine contribution rates required under Act 205 are as follows:

Contribution Year	12/31/2015	12/31/2014
Actuarial valuation date	1/1/2013	1/1/2011
Actuarial cost method	Entry age normal	Entry age normal
Amortization method	Level dollar closed	Level dollar closed
Remaining amortization period	9 years	10 years
Asset valuation method	Smoothed value with a corridor of 80% to 120% of market value	Smoothed value with a corridor of 70% to 130% of market value
Actuarial assumptions:		
Investment rate of return	8.0%	8.0%
Projected salary increases	5.0%	5.0%
Underlying inflation rate	3.0%	3.0%
Mortality table	RP2000 mortality table	RP2000 mortality table