

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN**

**AUDITED FINANCIAL STATEMENTS**

**DECEMBER 31, 2023**

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN****TABLE OF CONTENTS**

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**LEITZELL & ECONOMIDIS, PC**  
CERTIFIED PUBLIC ACCOUNTANTS

## INDEPENDENT AUDITOR'S REPORT

The Township of Upper Providence  
Trustees, Upper Providence Township Police Pension Plan  
Upper Providence, Pennsylvania

### Report on the Audit of the Financial Statements

#### Opinion

We have audited the accompanying financial statements of the Upper Providence Township Police Pension Plan, Upper Providence, Pennsylvania as of and for the year ended December 31, 2023, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Upper Providence Township Police Pension Plan, Upper Providence, Pennsylvania, as of December 31, 2023, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

#### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence that we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Upper Providence Township Police Pension Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a

substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit 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 Plan's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

## **Other Matters**

### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that certain pension information on pages 13 through 15 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 audit 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.

*Leitzell & Economidis, PC*

LEITZELL & ECONOMIDIS, PC  
Certified Public Accountants

Newtown Square, Pennsylvania  
May 1, 2024

UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN

STATEMENT OF FIDUCIARY NET POSITION

DECEMBER 31, 2023

**ASSETS**

Investments, at fair value:

Pennsylvania State Association of Boroughs Municipal	
Retirement Trust (PSABMRT)	\$ 8,162,930
DROP Balance	152,994
Employee contribution receivable	3,602
Total assets	<u>8,319,526</u>

**LIABILITIES**

**FIDUCIARY NET POSITION**

Restricted - held in trust for pension benefits	<u>\$ 8,319,526</u>
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UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

FOR THE YEAR ENDED DECEMBER 31, 2023

**ADDITIONS:**

Contributions:

Employer	\$ 321,351
Employees	89,600
Commonwealth of Pennsylvania	163,181
Total contributions	<u>574,132</u>

Investment income:

Interest and dividends	156,358
Net appreciation in fair value of investments	<u>877,149</u>
	1,033,507
Less: investment expense	(27,472)
Net investment income	<u>1,006,035</u>
Total additions	<u>1,580,167</u>

**DEDUCTIONS**

Deductions in net position attributed to:

Benefits	401,149
Administrative expenses	46,489
Total deductions	<u>447,638</u>

Net increase 1,132,529

Fiduciary net position - beginning of the year 7,186,997  
Fiduciary net position - end of the year \$ 8,319,526

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

The Upper Providence Township Police Pension Plan is a single-employer defined benefit pension plan controlled by the provisions of Ordinance 145 adopted pursuant to Act 600 of the General Assembly of Pennsylvania. The Plan was established effective September 9, 1971, restated by Ordinance No. 398, effective January 1, 2003. The Plan is governed by the Council of Upper Providence Township, which is responsible for the management of Plan assets. The Council has delegated authority to manage certain Plan assets to the Pennsylvania State Association of Boroughs Municipal Retirement Trust (PSABMRT).

**NOTE I: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The Plan's policy is to prepare its financial statements on the accrual basis whereby revenue is recognized when earned and expenditures are recognized when incurred. Plan member contributions are recognized in the period in which the contributions are due. Employer and/or Commonwealth contributions are recognized in the period when due and a formal commitment has been made to provide the contribution. Expenditures include all costs incurred to provide administration and retirement benefits during the period. Refunds are recognized when due and payable in accordance with the terms of the Plan. Benefits are reflected in the financial statements upon payment.

**Method Used to Value Investments**

The Plan's investments are measured and reported at fair value and are classified according to the following hierarchy:

Level 1—Investments reflect prices quoted in active markets.

Level 2—Investments reflect prices that are based on a similar observable asset, either directly or indirectly, which may include inputs in markets that are not considered to be active.

Level 3—Investments which reflect prices based on unobservable resources.

The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and should not be perceived as the particular investment's risk.

The Plan considers all investments to be Level 1.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE I: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Investments are reported at fair market value. Fair market value is the price that would be received to sell an asset or paid to transfer a liability between market participants at the measurement date. Unrealized gains and/or losses due to fluctuations in market value are recorded in the financial statements. Securities traded on national exchanges are valued at the last reported sales price at current exchange rates. Realized gains or losses are recorded at the time of sale. Net appreciation or depreciation in the fair value of plan investments includes both realized and unrealized gains and losses and related fees as well as investment return.

The Plan assets are managed by the PSABMRT.

**Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**Concentrations**

At December 31, 2023, there were investments (other than U.S. Government and U.S. Government guaranteed obligations), in any one organization that represents five percent or more of net position available for benefits ( $\$8,319,526 \times .05 = \$415,976$ ):

Investment with PSAB Retirement Trust	\$ 8,162,930
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**Deposits and Investments**

The Governmental Accounting Standards Board, in Statements No. 3 and 40 (GASB 3 and 40), requires certain note disclosures about governmental entities' deposits with financial institutions, investments (including repurchase agreements) and reverse repurchase agreements. The disclosure required by GASB 3 and GASB 40 will provide readers with information about collateralization, credit risks and market risks.

The Plan's deposits and investments are governed by Title 20 of the Pennsylvania Consolidated Statutes, Chapter 73 Municipalities Investments Section 7302.

The Plan held no deposits that were exposed to custodial credit risk or foreign currency risk at December 31, 2023.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE I: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Credit risk is the risk that an issuer or other counter-party to an investment will not fulfill its obligations. PSABMRT is not rated by a nationally recognized statistical rating organization. However, PSABMRT has a formal investment policy requiring that any fixed income security maintained within its portfolio should be rated BBB- or higher at the time of purchase. Asset backed securities, mortgage-backed securities and collateralized mortgage obligations should be rated AAA or its equivalent at the time of purchase.

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment or deposit. Investments in mutual funds and certain investment pools are excluded from this requirement. The PSABMRT's formal investment policy states that the portfolio maintained in the Balanced Fund shall be broadly diversified by maturity with the maximum effective maturity of any single security not to exceed 40 years. For the Fixed Income Fund, the portfolio shall be limited to intermediate maturity instruments with effective maturities not to exceed 15 years.

Investments in external investment pools, in open-end mutual funds or in unallocated insurance contracts are disclosed but not rated applicable to their underlying debt securities.

Investment disclosures are organized by investment type as follows:

<b>Investment Type</b>	<b>Fair Value</b>
PSAB Retirement Trust	\$8,162,930

The Plan's investments with the Pennsylvania State Association of Boroughs Municipal Retirement Trust represent a pool of assets owned by over 200 municipalities within the Commonwealth of Pennsylvania. The Plan owns 2.32% of the total fund that was valued at \$351,643,183.

The Plan held no investments that were exposed to custodial credit risk, concentration of credit risk or foreign currency risk as of December 31, 2023.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE I: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

The Plan's investment policy has been delegated to the PSABMRT in regard to the allocation of invested Plan assets. The investment policy is established and may be amended by the PSABMRT Board of Trustees. The PSABMRT provides two investment options—the Balanced Fund and the Fixed Income Fund. The Plan participates in the Balanced Fund, the objective of which is long-term growth and income expected to earn returns comprised of long-term capital appreciation and substantial current income. The policy of the Board is to pursue an investment strategy that reduces risk through prudent diversification among its asset classes in order to maintain a fully funded status and meet the benefit and expense obligations when due. Following is the Board's adopted asset allocation policy as of December 31, 2023:

Asset Class	Target Allocation
Domestic equity	45.00%
International equity	15.00%
Fixed income	33.00%
Private real estate	7.00%
Cash	0.00%

For the year ended December 31, 2023, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 14.13%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Contributions**

Act 205 of 1984, *The Municipal Pension Plan Funding Standard and Recovery Act*, requires that annual contributions be based upon the minimum municipal obligations (MMO). The MMO is based upon the Plan's actuarial valuations. During 2023, employees were required to contribute 5% of compensation to the Plan. The Commonwealth provides an allocation of funds that must be used for pension funding. Any financial requirements established by the MMO which exceeds the state and employee contributions must be funded by the employer in accordance with Act 205.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE II: DESCRIPTION OF PLAN**

**Plan Membership**

Employees covered by benefit terms as of December 31, 2023:

Active employees	14
Retirees, disabled members and	
beneficiaries currently receiving benefits	11
Vested terminated employees	
	<u>25</u>

**Benefit Provisions**

The Police Pension Plan's benefit provisions as of December 31, 2023 were as follows:

- Eligibility Requirements—normal retirement date shall be the first day of the month following the 50<sup>th</sup> birthday, provided the participant has completed 25 years of service; or age 55 with 20 years of service; if hired on or after January 1, 2018, age 52 and 25 years of service.
- Retirement Benefit—normal retirement benefit shall be equal to 50 percent of the monthly average of fixed compensation received during the final 36 months of employment preceding normal retirement date; plus \$100 per month for the 26<sup>th</sup> and 27<sup>th</sup> year of service and \$50 per month for each additional year of service, not to exceed \$350.
- Survivor Benefit—if an officer is killed in the line of duty, 50% of the pension which the retired member was receiving or which an active member would have received if he had been retired. If eligible for vesting, refund of contributions with interest or 50% of vested benefit payable at the officer's retirement date.
- Member Contributions—as noted above, members contribute to the plan at the rate of 5 percent of compensation; interest rate credited to member contributions is five percent per annum compounded annually.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE III: MINIMUM MUNICIPAL OBLIGATION PAYMENTS**

The Township Minimum Municipal Obligation (MMO) for 2023 was \$484,532. During this period, the Township was itself required to contribute \$321,351 beyond that which it received (\$163,181) from the Commonwealth relative to Act 205 of 1984, *The Municipal Pension Plan Funding Standard and Recovery Act*.

**NOTE IV: NET PENSION LIABILITY OF UPPER PROVIDENCE TOWNSHIP**

The components of the net pension liability of the Township at December 31, 2023 were as follows:

Total pension liability	\$ 13,311,562
Plan fiduciary net position	<u>8,319,526</u>
Township's net pension liability	<u>\$ 4,992,036</u>

Plan fiduciary net position as a percent of the total pension liability: 62.50%

*Actuarial assumptions*

The total pension liability was determined by an actuarial valuation as of January 1, 2023; update procedures were used to roll forward to the Plan's year ending December 31, 2023 using the following actuarial assumptions applied to all periods in the measurement:

Inflation	2.25%
Salary increases	4.50%
Investment rate of return	7.25%

Mortality rates for healthy lives were based on the PUBS-2010 Safety Amount Weighted Mortality Tables.

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE IV: NET PENSION LIABILITY OF UPPER PROVIDENCE TOWNSHIP**  
(continued)

*Long term expected rate of return*

The long-term expected rate of return on pension plan investments was determined by using an asset allocation study conducted by the Plan's investment management consultant in December 2023. Best estimate ranges were developed of expected future real rates of return for each major assets class (net of pension plan investment expense and inflation). The ranges were 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 adding estimated inflation. The long-term rate of return on assets (including inflation) is expected to be approximately 7.3 percent per year. The total long term expected real rates of return excludes the inflation expectation of 2.5% and averages 4.8%.

*Discount rate*

The discount rate used to measure the total pension liability was 7.25%. Based on the Plan's current target investment allocation and the associated long-term expected investment returns, the Plan's fiduciary net position is projected to be available to make all projected future benefit payments of current Plan members. The long-term expected rate of return on 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*

Following presents the net pension liability of the Township if calculated using different discount rates as presented by actuarial determination (unaudited):

	1% Decrease 6.25%	Current Rate 7.25%	1% Increase 8.25%
Net pension liability	\$ 6,327,921	\$ 4,992,036	\$ 3,430,854

**UPPER PROVIDENCE TOWNSHIP  
POLICE PENSION PLAN  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2023**

**NOTE V. DEFERRED RETIREMENT OPTION PROGRAM (DROP)**

The Plan participates in the Deferred Retirement Option Program (DROP) which allows an active member who has met the eligibility for normal retirement to elect to take part in this plan for 36 months and continue to work. The monthly pension is calculated as of the date of participation in the DROP. At the end of the DROP period, the DROP account balance is distributed to the member in a lump sum. As of December 31, 2023, there were two members participating in the DROP program with a DROP balance of \$152,994. During the year, \$92,705 was transferred to the DROP program from the primary Plan account.

**NOTE VI. SIGNIFICANT UNCERTAINTY**

As a result of economic factors, certain uncertainties have arisen including the volatility of the stock market. This event has resulted in a risk of decline of market value of the investments in the Pension Plan. The ultimate financial impact of the economic and market conditions is unknown at this time.

**NOTE VII. SUBSEQUENT EVENTS**

Trustees of the Plan have evaluated subsequent events through May 1, 2024, the date on which the financial statements were available to be issued.

**REQUIRED SUPPLEMENTARY INFORMATION**

**UPPER PROVIDENCE TOWNSHIP POLICE PENSION PLAN**  
**SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION**  
**DECEMBER 31, 2023**  
**(UNAUDITED)**  
**SCHEDULE OF CHANGES IN**  
**NET PENSION LIABILITY AND RELATED RATIOS**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
<i>Total Pension Liability</i>										
Service cost	\$ 158,476	\$ 177,024	\$ 182,335	\$ 164,936	\$ 170,598	\$ 164,553	\$ 171,958	\$ 189,358	\$ 212,225	\$ 354,295
Interest	423,631	477,045	508,058	544,671	583,875	607,840	648,434	646,305	646,252	862,895
Changes in benefit terms	-	43,023	-	-	50,869	-	-	-	-	-
Differences between expected and actual experience	-	-	137,976	-	40,082	-	(185,467)	-	(239,255)	411,160
Changes in assumptions	-	-	371,641	-	18,522	-	-	-	23,510	2,512,638
Benefit payments	(258,061)	(248,305)	(243,427)	(243,427)	(243,427)	(243,427)	(233,655)	(892,914)	(401,149)	(401,149)
Net change in total pension liability	324,046	958,404	446,966	524,784	561,915	343,499	586,737	(62,996)	457,328	3,739,839
Total pension liability - beginning	5,431,040	5,755,086	6,713,490	7,160,456	7,685,240	8,247,155	8,590,654	9,177,391	9,114,395	9,571,723
Total pension liability - ending	\$5,755,086	\$6,713,490	\$7,160,456	\$7,685,240	\$8,247,155	\$8,590,654	\$9,177,391	\$9,114,395	\$9,571,723	\$13,311,562
<i>Plan Fiduciary Net Position</i>										
Contributions - Township and state aid	\$ 201,554	\$ 229,129	\$ 346,959	\$ 355,821	\$ 446,514	\$ 436,002	\$ 445,552	\$ 451,037	\$ 478,731	\$ 484,532
Contributions - employee	63,095	69,613	73,068	79,306	68,649	64,828	71,902	87,841	89,638	89,600
Net investment income	252,972	(55,212)	207,364	625,391	(266,264)	871,301	666,586	929,626	(992,377)	1,006,035
Benefit payments	(258,061)	(248,305)	(243,427)	(243,427)	(243,427)	(243,427)	(233,655)	(892,914)	(401,149)	(401,149)
Administrative expense	(38,401)	(14,000)	(28,511)	(34,190)	(30,495)	(37,390)	(35,680)	(44,525)	(43,211)	(46,489)
Net change in fiduciary net position	221,159	(18,775)	385,453	782,901	(25,023)	1,091,314	914,705	531,065	(868,368)	1,132,529
Plan fiduciary net position - beginning	4,202,567	4,423,726	4,404,951	4,760,404	5,543,305	5,518,282	6,609,596	7,524,300	8,055,365	7,186,987
Plan fiduciary net position - ending	\$4,423,726	\$4,404,951	\$4,760,404	\$5,543,305	\$5,518,282	\$6,609,596	\$7,524,301	\$8,055,365	\$7,186,987	\$ 8,319,526
Upper Providence Township net pension liability	\$1,331,360	\$2,308,559	\$2,400,052	\$2,141,935	\$2,728,873	\$1,981,058	\$1,653,090	\$1,059,030	\$2,384,726	\$ 4,992,036
Plan fiduciary net position as a percentage of total pension liability	76.90%	65.61%	66.48%	72.13%	66.91%	76.94%	81.99%	88.38%	75.09%	62.50%
Covered employee payroll	\$1,261,892	\$1,263,752	\$1,335,295	\$1,434,534	\$1,568,628	\$1,288,286	\$1,357,636	\$1,430,000	\$1,610,958	\$ 1,681,958
Plan's net pension liability as a percentage of covered employee payroll	105.50%	182.70%	179.74%	149.31%	173.97%	153.77%	121.76%	74.06%	148.03%	296.80%

## UPPER PROVIDENCE TOWNSHIP POLICE PENSION PLAN

### SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

#### DECEMBER 31, 2023 (UNAUDITED)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Annual money-weighted rate of return	6.15%	-0.69%	4.71%	13.14%	-4.80%	16.19%	10.59%	13.21%	-12.32%	14.13%
net of investment expense										

### SCHEDULE OF CONTRIBUTIONS

	Actuarially determined contribution	Contributions in relation to actuarially determined contribution	Contribution excess (deficiency)	Covered employee payroll	Contributions as a percentage of covered payroll
2014	\$ 200,040	\$ 200,040	\$ -	\$ 1,261,892	15.85%
2015	\$ 228,829	\$ 228,829	\$ -	\$ 1,263,752	18.11%
2016	\$ 346,859	\$ 346,859	\$ 100	\$ 1,335,295	25.98%
2017	\$ 355,821	\$ 355,821	\$ -	\$ 1,434,534	24.80%
2018	\$ 446,514	\$ 446,514	\$ -	\$ 1,568,628	28.47%
2019	\$ 430,199	\$ 430,199	\$ -	\$ 1,288,286	33.39%
2020	\$ 445,552	\$ 445,552	\$ -	\$ 1,357,636	32.82%
2021	\$ 451,037	\$ 451,037	\$ -	\$ 1,430,000	31.54%
2022	\$ 478,731	\$ 478,731	\$ -	\$ 1,610,598	29.72%
2023	\$ 484,532	\$ 484,532	\$ -	\$ 1,681,958	28.81%

**UPPER PROVIDENCE TOWNSHIP POLICE PENSION PLAN**

**REQUIRED SUPPLEMENTARY INFORMATION**

**NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**

**DECEMBER 31, 2023**

**(UNAUDITED)**

The plan employs CBIZ as its actuary which prepared the necessary disclosures on the Pension Plan to meet requirements of the Government Accounting Standards Board. The following information is provided by the actuary and is unaudited.

<b>ITEM</b>	<b>RESPONSE</b>
Date of most recent valuation	January 1, 2023
Actuarial cost method used	Entry age
Asset Value Method	Smoothing per Section 210(a) of Act 44 Ten years
Remaining amortization period	
Amortization method	Level dollar