

CHELSEA

RETIREMENT SYSTEM

AUDIT REPORT

JAN. 1, 2017 - DEC. 31, 2020



PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION
COMMONWEALTH OF MASSACHUSETTS

TABLE OF CONTENTS

Letter from the Executive Director	1
Explanation of Findings and Recommendations	3
Board's Annual Statements (as submitted):	
Statement of Ledger Assets and Liabilities	6
Statement of Changes in Fund Balances	7
Statement of Receipts	8
Statement of Disbursements.....	9
Investment Income.....	10
Supplementary Information:	
Schedule of Allocation of Investments Owned	11
Summary of Plan Provisions	12
Significant Accounting Policies	19
Administration of the System.....	21
Board Regulations.....	21
Membership Exhibit	22
Leased Premises	23

PERAC

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

PHILIP Y. BROWN, ESQ., *Chair*

WILLIAM T. KEEFE, *Executive Director*

Auditor DIANA DIZOGLIO | KATHLEEN M. FALLON | KATE FITZPATRICK | JAMES J. GUIDO | RICHARD MACKINNON, JR. | JENNIFER F. SULLIVAN, ESQ.

September 29, 2025

The Public Employee Retirement Administration Commission has completed an examination of certain activities of the Chelsea Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2017 to December 31, 2020. Based on an assessment in accordance with the policy outlined in PERAC Memo #18/2019, the scope of this audit was modified as noted below and was conducted in accordance with the accounting and management standards established by the Public Employee Retirement Administration Commission in regulation 840 CMR 25.00.

The specific objectives of our audit were to determine: 1) that the Board is exercising appropriate fiduciary oversight, 2) that cash balances are accurately stated, 3) that investment balances are accurately stated, 4) that travel expenses were properly documented and accounted for, 5) that retirement contributions are accurately deducted, 6) that retirement allowances were correctly calculated, 7) that required member documentation is maintained, 8) that appropriations certified by PERAC for the fiscal years covered by the audit have been paid to the retirement system, and 9) that refunds issued by the system were correctly calculated.

To achieve these objectives, we inspected certain records of the Chelsea Retirement Board in the above areas. Specifically, we reviewed the minutes of the Board meetings for compliance with fiduciary oversight and verified cash balances and investment balances. We tested a sample of travel expenses for Board approvals, supporting documentation, and proper accounting. We tested the payroll records of a sample of active members to confirm that the correct percentage of regular compensation is being deducted, including the additional two percent over \$30,000. We also tested a sample of members who retired during our audit period to verify that their retirement allowance was calculated in accordance with the statute. We reviewed a sample of member files for accuracy and completeness. We reviewed appropriations received and compared to PERAC appropriation letters for the fiscal years during the audit period. We also tested refunds issued during the audit period and recalculated the interest portion of the refunds tested.



In our opinion, for those areas tested, the financial records are being maintained and the management functions are being performed in conformity with the standards established by PERAC with the exceptions noted in the findings presented in this report.

In closing, I acknowledge the work of the auditors who conducted this examination, and express appreciation to the Board and staff for their courtesy and cooperation.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bill Keefe".

William T. Keefe
Executive Director

EXPLANATION OF FINDINGS AND RECOMMENDATIONS

Follow-up of Prior Audit

1. Findings Updated:

The prior audit of the Chelsea Retirement Board (CRB) covered the period January 1, 2013 through December 31, 2016 and contained a number of audit findings. A follow up review was conducted in November 2021 and found one issue was resolved while the other issues were either not resolved or only partially resolved. The following describes the status of the open prior audit findings and discloses their current status.

a. Retiree Calculations

Our prior audit found that the CRB had errors in calculating retirement benefits for four retirees. We recommended that the CRB re-calculate the benefits for these retirees.

Our current audit found that retirement benefits for the four retirees have been recalculated. Pay adjustments have been made for two of them, another will be made in the current payroll. The last recalculation will be submitted to PERAC for approval. We consider this finding significantly resolved.

b. Refunds

Our prior audit found eight refunds that were paid incorrectly. Three of the refunds were overpaid totaling about \$4,800 while five were underpaid a total of about \$2,000. We recommended that the files be reviewed and either pay the money owed or collect the overpayment.

Our current audit found that two of the refunds were reviewed and corrections made. There are still six refunds that should be reviewed. Three refunds were originally paid out in 2013 and it is questionable whether these parties can be contacted. We provided the applicable names involved to the Executive Director.

Board Response:

Outstanding refund reviews will be conducted promptly.

c. Service Purchases

Our prior audit found five members had incorrect interest rates charged for purchasing other service credit. We recommended the files be reviewed to ensure the correct interest was being charged and make any necessary adjustments. Our follow up audit found that only one of the service purchases was reviewed and corrected.

Our current audit found that three of the accounts have been resolved. We also found that one member never purchased time, so there is no interest to be taken into account, though any future recalculation should be at the correct rate. This finding is resolved.

EXPLANATION OF FINDINGS AND RECOMMENDATIONS (Continued)

Current Audit Finding

2. New Retirees' Allowance Calculations:

We tested the retirement allowances of 16 new retirees during the audit period and found three members that were underpaid.

- One member was found to be missing a \$1,000 longevity payment from their accidental disability retirement calculation in 2017. Including this amount will increase the retirement benefit \$750 per year.
- One member was found to have compensation understated by \$558 from their accidental disability retirement calculation in 2018 from what appears to be a math error. Including this amount will increase their retirement benefit \$385 per year.
- One member was found to be missing 3 annual stipends totaling \$850 in determining average compensation. This member also had lower pay used for seven pay periods for a total of approximately 40 hours, when they worked less than their scheduled hours. Pursuant to G.L. c. 32, § 5(3)(b), the rate prior to the leave should be used in the calculation for the hours of leave time. Including these amounts would result in a larger benefit of \$318 per year.

We also found one member that is being paid a higher benefit than what was originally calculated by the board. The Executive Director believes this has to do with how an old transaction was handled and he will review.

Recommendation: The Retirement Board should review and recalculate the above noted retirement allowances. When calculating any amounts owed on allowances, interest must be applied.

Board Response:

- The Board agrees that Longevity was erroneously omitted from the identified calculation. The recalculation has been submitted to PERAC for approval. Upon receipt of the calculation approval from PERAC, the member's benefit will be adjusted and the member will be paid retroactive benefits with "corrections" interest.
- The Board agrees that the calculation understated the member's final year of earnings by \$557.82. The recalculation has been submitted to PERAC for approval. Upon receipt of calculation approval from PERAC, the member's benefit will be adjusted and the member will be paid retroactive benefits with "corrections" interest.
- The Board agrees that the identified member's retirement calculation had erroneously omitted 3 annual stipends totaling \$850. The Board agrees that the rate in effect should have been used in the calculation. The member's benefit will be adjusted and the member will be paid retroactive benefits with "corrections" interest.

EXPLANATION OF FINDINGS AND RECOMMENDATIONS (Continued)

- The Board agrees that the identified member has been paid a higher benefit based on an erroneously calculated high-three. The member's benefit will be adjusted, and overpayment will be recouped with "corrections" interest.

Final Determination:

PERAC auditors will follow-up in six (6) months to ensure that appropriate actions have been taken regarding all findings.

ANNUAL STATEMENTS (as submitted)

STATEMENT OF LEDGER ASSETS AND LIABILITIES

		AS OF DECEMBER 31,			
		2020	2019	2018	2017
Net Assets Available For Benefits:					
Cash		\$410,748	\$394,330	\$272,423	\$313,082
PRIT Cash Fund		150,040	120,835	51,111	433
PRIT Core Fund		225,543,287	195,903,421	165,010,768	165,956,805
Accounts Receivable		24,723	139,008	89,787	185,400
Accounts Payable		(1,142)	(5,012)	(228)	(293)
Total		<u>\$226,127,656</u>	<u>\$196,552,581</u>	<u>\$165,423,861</u>	<u>\$166,455,427</u>
Fund Balances:					
Annuity Savings Fund		\$44,663,475	\$42,153,901	\$39,709,858	\$38,629,195
Annuity Reserve Fund		8,972,533	8,956,341	9,143,590	8,326,329
Pension Fund		32,082,445	28,796,916	26,129,848	24,308,665
Military Service Fund		2,424	2,421	2,419	2,417
Expense Fund		0	0	0	0
Pension Reserve Fund		140,406,780	116,643,001	90,438,146	95,188,822
Total		<u>\$226,127,656</u>	<u>\$196,552,581</u>	<u>\$165,423,861</u>	<u>\$166,455,427</u>

ANNUAL STATEMENTS (as submitted) (Continued)

STATEMENT OF CHANGES IN FUND BALANCES

	Annuity Savings Fund	Annuity Reserve Fund	Pension Fund	Military Service Fund	Expense Fund	Pension Reserve Fund	Total All Funds
Beginning Balance 2017	\$37,960,099	\$7,002,515	\$22,261,780	\$2,414	\$0	\$71,798,148	\$139,024,956
Receipts	3,938,281	241,633	11,910,333	2	1,076,015	23,390,622	40,556,885
Interfund Transfers	(2,726,462)	2,726,409	0	0	0	52	0
Disbursements	(542,723)	(1,644,228)	(9,863,448)	0	(1,076,015)	0	(13,126,414)
Ending Balance 2017	38,629,195	8,326,329	24,308,665	2,417	0	95,188,822	166,455,427
Receipts	4,139,665	249,537	12,575,044	2	1,180,296	(4,764,629)	13,379,916
Interfund Transfers	(2,458,895)	2,444,942	0	0	0	13,953	0
Disbursements	(600,106)	(1,877,218)	(10,753,861)	0	(1,180,296)	0	(14,411,481)
Ending Balance 2018	39,709,858	9,143,590	26,129,848	2,419	0	90,438,146	165,423,861
Receipts	4,574,820	265,365	13,462,520	2	1,241,375	26,203,067	45,747,148
Interfund Transfers	(1,642,198)	1,640,409	0	0	0	1,789	0
Disbursements	(488,579)	(2,093,023)	(10,795,451)	0	(1,241,375)	0	(14,618,428)
Ending Balance 2019	42,153,901	8,956,341	28,796,916	2,421	0	116,643,001	196,552,581
Receipts	4,695,395	272,085	14,082,716	2	1,267,501	23,762,391	44,080,090
Interfund Transfers	(1,785,349)	1,783,961	0	0	0	1,388	0
Disbursements	(400,472)	(2,039,854)	(10,797,187)	0	(1,267,501)	0	(14,505,015)
Ending Balance 2020	<u>\$44,663,475</u>	<u>\$8,972,533</u>	<u>\$32,082,445</u>	<u>\$2,424</u>	<u>\$0</u>	<u>\$140,406,780</u>	<u>\$226,127,656</u>

ANNUAL STATEMENTS (as submitted) (Continued)

STATEMENT OF RECEIPTS

FOR THE PERIOD ENDING DECEMBER 31,				
	2020	2019	2018	2017
Annuity Savings Fund:				
Members Deductions	\$4,297,650	\$4,254,514	\$3,847,075	\$3,589,053
Transfers from Other Systems	332,804	262,116	221,662	209,248
Member Make Up Payments and Re-deposits	21,052	16,997	8,391	99,295
Investment Income Credited to Member Accounts	<u>43,888</u>	<u>41,193</u>	<u>62,537</u>	<u>40,686</u>
Sub Total	<u>4,695,395</u>	<u>4,574,820</u>	<u>4,139,665</u>	<u>3,938,281</u>
Annuity Reserve Fund:				
Recovery of Annuity from Reinstatement	0	0	0	21,199
Investment Income Credited to the Annuity Reserve Fund	<u>272,085</u>	<u>265,365</u>	<u>249,537</u>	<u>220,434</u>
Sub Total	<u>272,085</u>	<u>265,365</u>	<u>249,537</u>	<u>241,633</u>
Pension Fund:				
3 (8) (c) Reimbursements from Other Systems	256,969	351,756	128,515	123,180
Received from Commonwealth for COLA and Survivor Benefits	151,733	174,137	192,914	208,093
Pension Fund Appropriation	13,674,014	12,936,626	12,239,003	11,579,000
Settlement of Workers' Compensation Claims	0	0	14,670	1
Recovery of 91A Overearnings	<u>0</u>	<u>0</u>	<u>(59)</u>	<u>59</u>
Sub Total	<u>14,082,716</u>	<u>13,462,520</u>	<u>12,575,044</u>	<u>11,910,333</u>
Military Service Fund:				
Investment Income Credited to the Military Service Fund	<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>
Expense Fund:				
Investment Income Credited to the Expense Fund	<u>1,267,501</u>	<u>1,241,375</u>	<u>1,180,296</u>	<u>1,076,015</u>
Pension Reserve Fund:				
Federal Grant Reimbursement	0	11,166	2,485	1,336
Miscellaneous Income	0	0	0	(378)
Excess Investment Income	<u>23,762,391</u>	<u>26,191,901</u>	<u>(4,767,114)</u>	<u>23,389,664</u>
Sub Total	<u>23,762,391</u>	<u>26,203,067</u>	<u>(4,764,629)</u>	<u>23,390,622</u>
Total Receipts, Net	<u>\$44,080,090</u>	<u>\$45,747,148</u>	<u>\$13,379,916</u>	<u>\$40,556,885</u>

ANNUAL STATEMENTS (as submitted) (Continued)

STATEMENT OF DISBURSEMENTS

FOR THE PERIOD ENDING DECEMBER 31,				
	2020	2019	2018	2017
Annuity Savings Fund:				
Refunds to Members	\$95,625	\$141,014	\$210,351	\$282,841
Transfers to Other Systems	<u>304,847</u>	<u>347,564</u>	<u>389,756</u>	<u>259,882</u>
Sub Total	<u>400,472</u>	<u>488,579</u>	<u>600,106</u>	<u>542,723</u>
Annuity Reserve Fund:				
Annuities Paid	1,941,813	1,825,398	1,767,204	1,543,197
Option B Refunds	<u>98,041</u>	<u>267,625</u>	<u>110,014</u>	<u>101,031</u>
Sub Total	<u>2,039,854</u>	<u>2,093,023</u>	<u>1,877,218</u>	<u>1,644,228</u>
Pension Fund:				
Pensions Paid:				
Regular Pension Payments	6,256,051	5,892,270	5,637,903	5,255,355
Survivorship Payments	433,418	478,103	495,878	499,934
Ordinary Disability Payments	64,252	66,680	95,999	108,011
Accidental Disability Payments	2,478,582	2,547,797	2,829,460	2,192,714
Accidental Death Payments	1,070,251	1,070,231	1,009,574	1,106,822
Section 101 Benefits	180,660	236,358	220,781	217,801
3 (8) (c) Reimbursements to Other Systems	<u>313,974</u>	<u>504,012</u>	<u>464,264</u>	<u>482,812</u>
Sub Total	<u>10,797,187</u>	<u>10,795,451</u>	<u>10,753,861</u>	<u>9,863,448</u>
Expense Fund:				
Board Member Stipend	20,250	16,505	16,250	16,000
Salaries	163,977	162,259	170,623	155,822
Legal Expenses	56,931	56,025	36,000	31,000
Medical Expenses	93	0	0	0
Travel Expenses	0	3,007	2,050	2,303
Administrative Expenses	11,935	13,881	11,660	16,553
Education and Training	0	866	1,336	1,200
Management Fees	967,054	932,311	888,542	798,643
Service Contracts	34,100	44,550	40,961	42,570
Fiduciary Insurance	<u>13,161</u>	<u>11,970</u>	<u>12,874</u>	<u>11,925</u>
Sub Total	<u>1,267,501</u>	<u>1,241,375</u>	<u>1,180,296</u>	<u>1,076,015</u>
Total Disbursements	\$14,505,015	\$14,618,428	\$14,411,481	\$13,126,414

ANNUAL STATEMENTS (as submitted) (Continued)

INVESTMENT INCOME

FOR THE PERIOD ENDING DECEMBER 31,				
	2020	2019	2018	2017
Investment Income Received From:				
Cash	\$669	\$1,851	\$1,844	\$327
Pooled or Mutual Funds	<u>4,520,964</u>	<u>4,841,696</u>	<u>4,616,345</u>	<u>4,207,321</u>
Total Investment Income	<u>4,521,633</u>	<u>4,843,547</u>	<u>4,618,189</u>	<u>4,207,648</u>
Plus:				
Realized Gains	9,693,035	8,987,215	7,719,758	6,883,971
Unrealized Gains	<u>36,697,363</u>	<u>21,725,291</u>	<u>1,904,249</u>	<u>13,635,182</u>
Sub Total	<u>46,390,398</u>	<u>30,712,506</u>	<u>9,624,007</u>	<u>20,519,153</u>
Less:				
Paid Accrued Interest on Fixed Income Securities				
Realized Loss	(1,276,563)	0	0	0
Unrealized Loss	<u>(24,289,601)</u>	<u>(7,816,218)</u>	<u>(17,516,938)</u>	<u>0</u>
Sub Total	<u>(25,566,164)</u>	<u>(7,816,218)</u>	<u>(17,516,938)</u>	<u>0</u>
Net Investment Income	<u>25,345,867</u>	<u>27,739,835</u>	<u>(3,274,742)</u>	<u>24,726,801</u>
Income Required:				
Annuity Savings Fund	43,888	41,193	62,537	40,686
Annuity Reserve Fund	272,085	265,365	249,537	220,434
Military Service Fund	2	2	2	2
Expense Fund	<u>1,267,501</u>	<u>1,241,375</u>	<u>1,180,296</u>	<u>1,076,015</u>
Total Income Required	<u>1,583,477</u>	<u>1,547,934</u>	<u>1,492,372</u>	<u>1,337,137</u>
Net Investment Income	<u>25,345,867</u>	<u>27,739,835</u>	<u>(3,274,742)</u>	<u>24,726,801</u>
Less: Total Income Required	<u>1,583,477</u>	<u>1,547,934</u>	<u>1,492,372</u>	<u>1,337,137</u>
Excess Income (Loss) To The Pension Reserve Fund	<u>\$23,762,391</u>	<u>\$26,191,901</u>	<u>(\$4,767,114)</u>	<u>\$23,389,664</u>

SUPPLEMENTARY INFORMATION

SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

AS OF DECEMBER 31, 2020		
	MARKET VALUE	PERCENTAGE OF TOTAL ASSETS
Cash	\$410,748	0.2%
PRIT Cash Fund	150,040	0.1%
PRIT Core Fund	<u>225,543,287</u>	<u>99.8%</u>
Grand Total	<u>\$226,104,076</u>	<u>100.0%</u>

For the year ending December 31, 2020, the rate of return for the investments of the Chelsea Retirement System was 12.53%. For the ten-year period ending December 31, 2020, the rate of return for the investments of the Chelsea Retirement System averaged 8.97%. For the 36-year period ending December 31, 2020, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Chelsea Retirement System was 8.22%.

The composite rate of return for all retirement systems for the year ending December 31, 2020, was 12.80%. For the ten-year period ending December 31, 2020, the composite rate of return for the investments of all retirement systems averaged 8.93%. For the 36-year period ending December 31, 2020, since PERAC began evaluating the returns of the retirement systems, the composite rate of return on the investments of all retirement systems averaged 9.31%.

SUPPLEMENTARY INFORMATION (Continued)

SUMMARY OF PLAN PROVISIONS

The plan is a contributory defined benefit plan covering all Chelsea Retirement System member unit employees deemed eligible by the retirement board, with the exception of school department employees who serve in a teaching capacity. The Teachers' Retirement Board administers the pensions of such school employees.

ADMINISTRATION

There are 104 contributory retirement systems for public employees in Massachusetts. Each system is governed by a retirement board and all boards, although operating independently, are governed by Chapter 32 of the Massachusetts General Laws. This law in general provides uniform benefits, uniform contribution requirements and a uniform accounting and funds structure for all systems.

PARTICIPATION

Participation is mandatory for all full-time employees. Eligibility with respect to part-time, provisional, temporary, seasonal or intermittent employment is governed by regulations promulgated by the retirement board, and approved by PERAC. Membership is optional for certain elected officials.

There are 4 classes of membership in the retirement system, but one of these classes, Group 3, is made up exclusively of the State Police. The other 3 classes are as follows:

Group 1:

General employees, including clerical, administrative, technical and all other employees not otherwise classified.

Group 2:

Certain specified hazardous duty positions.

Group 4:

Police officers, firefighters, and other specified hazardous positions.

SUPPLEMENTARY INFORMATION (Continued)

MEMBER CONTRIBUTIONS

Member contributions vary depending on the most recent date of membership:

Prior to 1975:	5% of regular compensation
1975 - 1983:	7% of regular compensation
1984 to 6/30/96:	8% of regular compensation
7/1/96 to present:	9% of regular compensation
1979 to present:	an additional 2% of regular compensation in excess of \$30,000.

In addition, members of Group 1 who join the system on or after April 2, 2012 will have their withholding rate reduced to 6% after achieving 30 years of creditable service.

RATE OF INTEREST

Interest on regular deductions made after January 1, 1984 is a rate established by PERAC in consultation with the Commissioner of Banks. The rate is obtained from the average rates paid on individual savings accounts by a representative sample of at least 10 financial institutions.

RETIREMENT AGE

The mandatory retirement age for some Group 2 and Group 4 employees is age 65. Most Group 2 and Group 4 members may remain in service after reaching age 65. Group 4 members who are employed in certain public safety positions are required to retire at age 65. There is no mandatory retirement age for employees in Group 1.

SUPERANNUATION RETIREMENT

A person who became a member before April 2, 2012 is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- completion of 20 years of service, or
- attainment of age 55 if hired prior to 1978, or if classified in Group 4, or
- attainment of age 55 with 10 years of service, if hired after 1978, and if classified in Group 1 or 2.

A person who became a member on or after April 2, 2012 is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- attainment of age 60 with 10 years of service if classified in Group 1, or
- attainment of age 55 with 10 years of service if classified in Group 2, or
- attainment of age 55 if classified in Group 4.

SUPPLEMENTARY INFORMATION (Continued)

AMOUNT OF BENEFIT

A member's annual allowance is determined by multiplying average salary by a benefit rate related to the member's age and job classification at retirement, and the resulting product by his creditable service. The amount determined by the benefit formula cannot exceed 80% of the member's highest three year (or five year as discussed below) average salary. For veterans as defined in G.L. c. 32, s. 1, there is an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

For employees who become members after January 1, 2011, regular compensation is limited to 64% of the federal limit found in 26 U.S.C. 401(a)(17). In addition, regular compensation will be limited to prohibit "spiking" of a member's salary to increase the retirement benefit.

- For persons who became members prior to April 2, 2012, Average Salary is the average annual rate of regular compensation received during the 3 consecutive years that produce the highest average, or, if greater, during the last 3 years (whether or not consecutive) preceding retirement.
- For persons who became members on or after April 2, 2012, Average Salary is the average annual rate of regular compensation received during the 5 consecutive years that produce the highest average, or, if greater, during the last 5 years (whether or not consecutive) preceding retirement.
- The Benefit Rate varies with the member's retirement age. For persons who became members prior to April 2, 2012 the highest rate of 2.5% applies to Group 1 employees who retire at or after age 65, Group 2 employees who retire at or after age 60, and to Group 4 employees who retire at or after age 55. A .1% reduction is applied for each year of age under the maximum age for the member's group. For Group 2 employees who terminate from service under age 55, the benefit rate for a Group 1 employee shall be used.
- For persons who became members on or after April 2, 2012 and retire with less than 30 years of creditable service, the highest rate of 2.5% applies to Group 1 employees who retire at or after age 67, Group 2 employees who retire at or after age 62, and to Group 4 employees who retire at or after age 57. A .15% reduction is applied for each year of age under the maximum age for the member's group.
- For persons who became members on or after April 2, 2012 and retire with more than 30 years of creditable service, the highest rate of 2.5% applies to Group 1 employees who retire at or after age 67, Group 2 employees who retire at or after age 62, and to Group 4 employees who retire at or after age 57. A .125% reduction is applied for each year of age under the maximum age for the member's group.

DEFERRED VESTED BENEFIT

A participant who has attained the requisite years of creditable service can elect to defer his or her retirement until a later date. Certain public safety employees cannot defer beyond age 65. All participants must begin to receive a retirement allowance or withdraw their accumulated deductions no later than April 15 of the calendar year following the year they reach age 73.

SUPPLEMENTARY INFORMATION (Continued)

WITHDRAWAL OF CONTRIBUTIONS

Member contributions may be withdrawn upon termination of employment. The interest rate for employees who first become members on or after January 1, 1984 who voluntarily withdraw their contributions with less than 10 years of service will be 3%. Interest payable on all other withdrawals will be set at regular interest.

DISABILITY RETIREMENT

The Massachusetts Retirement Plan provides 2 types of disability retirement benefits:

ORDINARY DISABILITY

Eligibility: Non-veterans who become totally and permanently disabled by reason of a non-job related condition with at least 10 years of creditable service (or 15 years creditable service in systems in which the local option contained in G.L. c. 32, s. 6(1) has not been adopted).

Veterans with ten years of creditable service who become totally and permanently disabled by reason of a non-job related condition prior to reaching “maximum age”. “Maximum age” applies only to those employees classified in Group 4 who are subject to mandatory retirement.

Retirement Allowance: For persons who became members prior to April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she is entitled.

For persons in Group 1 who became members on or after April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 60. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 60, he or she will receive not less than the superannuation allowance to which he or she would have been entitled had they retired for superannuation.

For persons in Group 2 and Group 4 who became members on or after April 2, 2012, the benefit is equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she would have been entitled had they retired for superannuation.

SUPPLEMENTARY INFORMATION (Continued)

ACCIDENTAL DISABILITY

Eligibility: Applies to members who become permanently and totally unable to perform the essential duties of the position as a result of a personal injury sustained or hazard undergone while in the performance of duties. There are no minimum age or service requirements.

Retirement Allowance: 72% of salary plus an annuity based on accumulated member contributions, with interest. This amount is not to exceed 100% of pay. For those who became members in service after January 1, 1988 or who have not been members in service continually since that date, the amount is limited to 75% of pay. There is an additional pension of \$980.88 per year (or \$312 per year in systems in which the local option contained in G.L. c. 32, s. 7(2)(a)(iii) has not been adopted), per child who is under 18 at the time of the member's retirement, with no age limitation if the child is mentally or physically incapacitated from earning. The additional pension may continue up to age 22 for any child who is a full time student at an accredited educational institution. For systems that have adopted Chapter 157 of the Acts of 2005, veterans as defined in G.L. c. 32, s. 1 receive an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

ACCIDENTAL DEATH

Eligibility: Applies to members who die as a result of a work-related injury or if the member was retired for accidental disability and the death was the natural and proximate result of the injury or hazard undergone on account of which such member was retired.

Allowance: An immediate payment to a named beneficiary equal to the accumulated deductions at the time of death, plus a pension equal to 72% of current salary and payable to the surviving spouse, dependent children or the dependent parent, plus a supplement of \$980.88 per year, per child (or \$312 per year in systems in which the local option contained in G.L. c. 32, s. 9(2)(d)(ii) has not been adopted), payable to the spouse or legal guardian until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

The surviving spouse of a member of a police or fire department or any corrections officer who, under specific and limited circumstances detailed in the statute, suffers an accident and is killed or sustains injuries while in the performance of his duties that results in his death, may receive a pension equal to the maximum salary for the position held by the member upon his death. In addition, an eligible family member may receive a one-time payment of \$300,000 from the State Retirement Board. This lump sum payment is also available to the family of a public prosecutor in certain, limited circumstances.

SUPPLEMENTARY INFORMATION (Continued)

DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

Effective November 7, 1996, Accidental Disability retirees were allowed to select Option C at retirement and provide a benefit for an eligible survivor. For Accidental Disability retirees prior to November 7, 1996, who could not select Option C, if the member's death is from a cause unrelated to the condition for which the member received accidental disability benefits, a surviving spouse will receive an annual allowance of \$6,000. For Systems that accept the provisions of Section 28 of Chapter 131 of the Acts of 2010, the amount of this benefit is \$9,000. For Systems that accept the provisions of Section 63 of Chapter 139 of the Acts of 2012, the amount of this benefit is \$12,000.

DEATH IN ACTIVE SERVICE (OPTION D)

Allowance: An immediate allowance equal to that which would have been payable had the member retired and selected Option C on the day before his or her death. For a member who became a member prior to April 2, 2012 whose death occurred prior to the member's superannuation retirement age, the age 55 benefit rate is used. For a member classified in Group 1 who became a member on or after April 2, 2012 whose death occurred prior to the member's superannuation retirement age, the age 60 benefit rate is used. If the member died after age 60, the actual age is used. For a member classified in Group 2 or Group 4, whose death occurred prior to the member's minimum superannuation retirement age, the benefit shall be calculated using an age 55 age factor. The minimum annual allowance payable to the surviving spouse of a member in service who dies with at least two years of creditable service is \$3,000 unless the retirement system has accepted the local option increasing this minimum annual allowance to \$6,000, provided that the member and the spouse were married for at least one year and living together on the member's date of death.

The surviving spouse of such a member in service receives an additional allowance equal to the sum of \$1,440 per year for the first child and \$1,080 per year for each additional child until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

COST OF LIVING

If a system has accepted Chapter 17 of the Acts of 1997, and the Retirement Board votes to pay a cost-of-living increase (COLA) for that year, the percentage is determined based on the increase in the Consumer Price Index used for indexing Social Security benefits, but cannot exceed 3.0%. Section 51 of Chapter 127 of the Acts of 1999, if accepted, allows boards to grant COLA increases greater than that determined by CPI but not to exceed 3.0%. Only a certain portion of a retiree's total allowance is subject to a COLA. The total COLA for periods from 1981 through 1996 is paid for by the Commonwealth of Massachusetts.

Under the provisions of Chapter 32, Section 103(j) inserted by Section 19 of Chapter 188 of the Acts of 2010, systems may increase the maximum base on which the COLA is calculated in multiples of \$1,000. For many years the COLA base was calculated based upon the first \$12,000 of a retiree's allowance. Now the maximum base upon which the COLA is calculated varies from system to system. Each increase in the base must be accepted by a majority vote of the Retirement Board and approved by the legislative body.

SUPPLEMENTARY INFORMATION (Continued)

METHODS OF PAYMENT

A member may elect to receive his or her retirement allowance in one of 3 forms of payment.

Option A: Total annual allowance, payable in monthly installments, commencing at retirement and terminating at the member's death.

Option B: A reduced annual allowance, payable in monthly installments, commencing at retirement and terminating at the death of the member, provided, however, that if the total amount of the annuity portion received by the member is less than the amount of his or her accumulated deductions, including interest, the difference or balance of his accumulated deductions will be paid in a lump sum to the retiree's beneficiary or beneficiaries of choice.

Option C: A reduced annual allowance, payable in monthly installments, commencing at retirement. At the death of the retired employee, 2/3 of the allowance is payable to the member's designated beneficiary (who may be the spouse, or former spouse who has not remarried, child, parent, sister, or brother of the employee) for the life of the beneficiary. For members who retired on or after January 12, 1988, if the beneficiary pre-deceases the retiree, the benefit payable increases (or "pops up" to Option A) based on the factor used to determine the Option C benefit at retirement. For members who retired prior to January 12, 1988, if the System has accepted Section 288 of Chapter 194 of the Acts of 1998 and the beneficiary pre-deceases the retiree, the benefit payable "pops up" to Option A in the same fashion. The Option C became available to accidental disability retirees on November 7, 1996.

ALLOCATION OF PENSION COSTS

If a member's total creditable service was partly earned by employment in more than one retirement system, the cost of the "pension portion" is allocated between the different systems pro rata based on the member's service within each retirement system. In certain circumstances, if a member received regular compensation concurrently from two or more systems on or after January 1, 2010, and was not vested in both systems as of January 1, 2010, such a pro-rata may not be undertaken. This is because such a person may receive a separate retirement allowance from each system.

SUPPLEMENTARY INFORMATION (Continued)

SIGNIFICANT ACCOUNTING POLICIES

The accounting records of the System are maintained on a calendar year basis in accordance with the standards and procedures established by the Public Employee Retirement Administration Commission.

Cash accounts are considered to be funds on deposit with banks and are available upon demand.

Short Term Investments are highly liquid investments that will mature within twelve months from the date of acquisition.

Investments are reported at their fair value. Securities traded on recognized exchanges are valued at the most recent sales price at year end. If no sale was reported, the mean of the bid and asked price is used when available, or the most recent bid price. Mutual, commingled and pooled funds are valued based on the net asset or unit value at year end. Real estate and alternative investments are valued based on estimates provided by the managers of those respective investments. Purchases and sales of securities are reflected on the date the trade is initiated. Realized gain or loss is largely based on the difference between the cost or the value at the prior year end and the funds realized upon liquidation. Dividend income is generally recorded when received. Interest income is recorded as earned on an accrual basis. Income from alternative investments is recorded as reported by the managing partner. Appreciation or depreciation in the value of investments consists of the unrealized gains and losses reported as the difference between the previous period and the current value.

The system makes estimates and assumptions that affect the reported values of assets and liabilities and the reported amounts added and deducted during the reporting periods. The fair value of real estate and alternative investment holdings are generally estimated in the absence of reliable exchange values. The actual funds realized upon liquidation may differ from these estimates.

The provisions of Massachusetts General Laws Chapter 32, § 23(2) generally govern the investment practices of the system. The Board primarily relies upon the investment strategy of the PRIM Board to maintain their progress toward full funding of the system. That strategy seeks to balance the exposure to common deposit and investment risks related to custody, credit concentrations, interest rate and foreign currency fluctuations.

Operating expenses include the ordinary and necessary cost of investment and professional services and the other miscellaneous administrative expenses of the system.

SUPPLEMENTARY INFORMATION (Continued)

The Annuity Savings Fund is the fund in which members' contributions are deposited. Voluntary contributions, re-deposits, and transfers to and from other systems, are also accounted for in this fund. Members' contributions to the fund earn interest at a rate determined by PERAC. Interest for some members who withdraw with less than ten years of service is transferred to the Pension Reserve Fund. Upon retirement, members' contributions and interest are transferred to the Annuity Reserve Fund. Dormant account balances must be transferred to the Pension Reserve Fund after a period of ten years of inactivity.

The Annuity Reserve Fund is the fund to which a member's account is transferred upon retirement from the Annuity Savings Fund and Special Military Service Credit Fund. The annuity portion of the retirement allowance is paid from this fund. Interest is credited monthly to this fund at the rate of 3% annually on the previous month's balance.

The Special Military Service Credit Fund contains contributions and interest for members while on a military leave for service in the Armed Forces who will receive creditable service for the period of that leave.

The Expense Fund contains amounts transferred from investment income for the purposes of administering the retirement system.

The Pension Fund contains the amounts appropriated by the governmental units as established by PERAC to pay the pension portion of each retirement allowance.

The Pension Reserve Fund contains amounts appropriated by the governmental units for the purposes of funding future retirement benefits. Any profit or loss realized on the sale or maturity of any investment or on the unrealized gain of a market valued investment as of the valuation date is credited to the Pension Reserve Fund. Additionally, any investment income in excess of the amount required to credit interest to the Annuity Savings Fund, Annuity Reserve Fund, and Special Military Service Credit Fund is credited to this Reserve account.

The Investment Income Account is credited with all income derived from interest and dividends of invested funds. At year-end the interest credited to the Annuity Savings Fund, Annuity Reserve Fund, Expense Fund, and Special Military Service Credit Fund is distributed from this account and the remaining balance is transferred to the Pension Reserve Fund.

SUPPLEMENTARY INFORMATION (Continued)

ADMINISTRATION OF THE SYSTEM

The System is administered by a five-person Board of Retirement consisting of the Chief Financial Officer who shall be a member ex-officio, a second member appointed by the governing authority, a third and fourth member who shall be elected by the members in or retired from the service of such system, and a fifth member appointed by the other four board members.

Ex-officio Member: Edward M. Dunn

Appointed Member: Cheryl Watson Fisher Term Expires: 05/21/27

Elected Member: Joseph Siewko, Chairperson Term Expires: 12/17/26

Elected Member: Richard Carroccino Term Expires: 10/11/25

Appointed Member: Carolyn Russo Term Expires: 01/28/27

The Board members are required to meet at least once a month. The Board must keep a record of all of its proceedings. The Board must annually submit to the appropriate authority an estimate of the expenses of administration and cost of operation of the system. The board must annually file a financial statement of condition for the system with the Executive Director of PERAC.

The investment of the system's funds is the responsibility of the Board. All retirement allowances must be approved by the Retirement Board. The PERAC Actuary performs verification prior to payment, unless the system has obtained a waiver for superannuation calculations allowing them to bypass this requirement. All expenses incurred by the System must be approved by a majority vote of the Board. Payments shall be made only upon vouchers signed by two persons designated by the Board.

Retirement board members and employees are bonded by an authorized agent representing a company licensed to do business in Massachusetts. Fidelity insurance is the only required policy coverage under Ch. 32 §21 and §23 as well as 840 CMR 17.01. The policy is designed to cover specific intentional acts such as theft, fraud or embezzlement and also specify who commits such acts, most commonly employees of the system. This coverage reimburses the system for the losses it suffers as a result of its employees' actions. It does not insure the employees for their illegal acts. Statutorily required coverage is provided by the current fidelity insurance policy to a limit of \$1,000,000 with a \$10,000 deductible issued through Travelers Casualty and Surety Company. The system also has Fiduciary coverage to a limit of \$50,000,000 under a blanket policy issued through the Massachusetts Association of Contributory Retirement Systems.

BOARD REGULATIONS

The Chelsea Retirement Board has adopted Regulations which are available on the PERAC website at <https://mass.gov/Chelsea-retirement-board-regulations>.

SUPPLEMENTARY INFORMATION (Continued)

MEMBERSHIP EXHIBIT

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Retirement in Past Years										
Superannuation	14	15	13	9	11	18	26	20	17	18
Ordinary Disability	0	1	0	0	1	0	0	0	0	0
Accidental Disability	3	2	1	0	3	2	5	2	3	0
Total Retirements	17	18	14	9	15	20	31	22	20	18
 Total Retirees, Beneficiaries and Survivors	427	409	380	370	371	372	388	392	393	394
 Total Active Members	657	675	664	664	671	689	706	725	759	773
Pension Payments										
Superannuation	\$4,376,447	\$4,335,342	\$4,375,575	\$4,554,748	\$4,672,185	\$4,974,815	\$5,255,355	\$5,637,903	\$5,892,270	\$6,256,051
Survivor/Beneficiary Payments	466,281	478,598	542,682	553,141	497,926	490,891	499,934	495,878	478,103	433,418
Ordinary Disability	26,920	126,204	132,381	116,097	105,002	108,416	108,011	95,999	66,680	64,252
Accidental Disability	1,883,929	1,986,155	1,972,361	1,981,589	2,012,727	2,157,295	2,192,714	2,829,460	2,547,797	2,478,582
Other	<u>1,565,272</u>	<u>1,456,972</u>	<u>1,460,444</u>	<u>1,621,670</u>	<u>1,602,831</u>	<u>1,664,179</u>	<u>1,807,436</u>	<u>1,694,620</u>	<u>1,810,601</u>	<u>1,564,885</u>
Total Payments for Year	<u>\$8,318,849</u>	<u>\$8,383,271</u>	<u>\$8,483,444</u>	<u>\$8,827,243</u>	<u>\$8,890,671</u>	<u>\$9,395,596</u>	<u>\$9,863,448</u>	<u>\$10,753,861</u>	<u>\$10,795,451</u>	<u>\$10,797,187</u>

SUPPLEMENTARY INFORMATION (Continued)

LEASED PREMISES

The Chelsea Retirement Board leases approximately 727 square feet of space for its offices located at 90 Everett Avenue in Chelsea. The lease was signed November 22, 2022 and goes through December 31, 2027. The landlord is NC 90E Chelsea LLC.

The following schedule displays the minimum lease obligations on non-cancellable operating leases:

<u>For the year ending:</u>	<u>Annual Rent</u>
2023	\$17,084
2024	17,812
2025	18,539
2026	19,266
2027	<u>19,992</u>
Total future minimum lease payments required	<u>\$92,693</u>

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COMMONWEALTH OF MASSACHUSETTS

Public Employee Retirement Administration Commission

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