

Town of Natick Contributory Retirement System

Actuarial Valuation and Review as of January 1, 2021



This report has been prepared at the request of the Retirement Board to assist in administering the Town of Natick Contributory Retirement System. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Retirement Board and may only be provided to other parties in its entirety, unless expressly authorized by Segal. The measurements shown in this actuarial valuation may not be applicable for other purposes.

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November 1, 2021

Retirement Board
Town of Natick Contributory Retirement System
13 East Central Street
Natick, MA 01760

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of January 1, 2021. It summarizes the actuarial data used in the valuation, analyzes the preceding two years' experience, and establishes the funding requirements for fiscal 2022 and later years.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Board to assist in administering the Retirement System. The census information and financial information on which our calculations were based was prepared by the staff of the Town of Natick Contributory Retirement System. That assistance is gratefully acknowledged.

The actuarial calculations were directed under my supervision. I am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate. Further, in my opinion, the assumptions as approved by the Board are reasonably related to the experience of and the expectations for the Town of Natick Contributory Retirement System.

We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,
Segal

A handwritten signature in blue ink, appearing to read "Kathleen A. Riley", written over a horizontal line.

Kathleen A. Riley, FSA, MAAA, EA
Senior Vice President and Actuary

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report was prepared by Segal to present a valuation of the Town of Natick Contributory Retirement System as of January 1, 2021. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits. The measurements shown in this actuarial valuation may not be applicable for other purposes. In particular, the measures herein are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

The contribution requirements presented in this report are based on:

- The benefit provisions of Massachusetts General Law Chapter 32;
- The characteristics of covered active participants, inactive participants, and retired participants and beneficiaries as of December 31, 2020, provided by the staff of the Retirement System;
- The assets of the System as of December 31, 2020, provided by the staff of the Retirement System;
- Economic assumptions regarding future salary increases and investment earnings; and
- Other actuarial assumptions regarding employee terminations, retirement, death, etc.

Certain disclosure information required by GASB Statements No. 67 and 68 as of December 31, 2020 for the Town of Natick Contributory Retirement System is provided in a separate report.

Section 1: Actuarial Valuation Summary

Valuation highlights

1. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the unfunded actuarial accrued liability and the principal balance. The funding policy adopted by the Town of Natick Contributory Retirement System meets this standard.
2. The funded ratio (the ratio of the actuarial value of assets to actuarial accrued liability) is 70.42%, compared to the prior valuation funded ratio of 63.91%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio is 75.54%, compared to 60.23% as of the prior valuation date. These measurements are not necessarily appropriate for assessing the sufficiency of System assets to cover the estimated cost of settling the System's obligation or the need for or the amount of future contributions.
3. The rate of return on the market value of assets was 17.88% and 13.67% for the 2019 and 2020 plan years, respectively. The return on the actuarial value of assets for the 2019 and 2020 plan years was 6.95% and 10.03%, respectively. This resulted in an actuarial gain when measured against the assumed rate of return of 7.25%. Given the low fixed income interest rate environment, target asset allocation and expectations of future investment returns for various classes, we recommend and have revised the assumed long-term rate of return on investments to 7.00%.
4. The actuarial value of assets is 93.22% of the market value of assets. The investment experience in the past years has only been partially recognized in the actuarial value of assets. As the deferred net gain is recognized in future years, the cost of the Plan is likely to decrease unless the net gain is offset by future experience. The projected unfunded actuarial accrued liability in the funding schedule shown in Section 2 does not reflect the recognition of these deferred investment gains.
5. The following actuarial assumption was changed with this valuation:
 - The investment return assumption was decreased from 7.25% to 7.00%.
 - The administrative expense assumption was increased from \$280,000 for calendar 2019, increasing 3.25% per year to \$300,000 for calendar 2021, increasing 3.25% per year.

As a result of these assumption changes, the total normal cost increased by \$0.3 million and the actuarial accrued liability increased by \$6.5 million.

6. The unfunded liability was expected to decrease by \$5.6 million from \$85.4 million as of January 1, 2019 to \$79.8 million as of January 1, 2021. The actual unfunded liability as of January 1, 2021 is \$75.4 million, \$4.5 million lower than expected. The decrease is primarily due to the investment gains in 2019 and 2020 and net demographic gains, partially offset by the change in the investment return assumption.

Section 1: Actuarial Valuation Summary

7. The funding schedule included in this report and the prior valuation report each fully fund the System by June 30, 2030. In the prior funding schedule, total appropriations increased 8.00% per year. In the funding schedule included in this report, the fiscal 2023 and fiscal 2024 appropriations increase 6% per year, the fiscal 2025 through fiscal 2029 appropriations increase 4% per year, and the fiscal 2030 appropriation is the amount needed to eliminate the projected unfunded liability as of June 30, 2030. The fiscal 2022 appropriation is equal to the previously budgeted amount of \$12,307,258. The fiscal 2023 appropriation is \$13,045,693 and the fiscal 2024 is \$13,828,435.
8. It is important to note that this actuarial valuation is based on plan assets as of December 31, 2020. Due to the COVID-19 pandemic, market conditions have changed significantly since the onset of the Public Health Emergency. The plan's funded status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the plan year. Moreover, this actuarial valuation does not include any possible short-term or long-term impacts on mortality of the covered population that may emerge after December 31, 2020. While it is impossible to determine how the pandemic will affect market conditions and other demographic experience of the plan in future valuations, Segal is available to prepare projections of potential outcomes upon request.
9. Since the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. We have not been engaged to perform a detailed analysis of the potential range of the impact of risk relative to the System's future financial condition, but have included a brief discussion of some risks that may affect the System in Section 2. A more detailed assessment would provide the Board with a better understanding of the inherent risks. This could be important because relatively small changes in investment performance can produce large swings in the contribution requirements since the funding schedule is relatively short.

Section 1: Actuarial Valuation Summary

Summary of key valuation results

		2021	2019
Contributions for fiscal year beginning July 1:	• Actuarially Determined Contributions for fiscal year 2022 and 2020	\$12,307,258	\$10,551,490
	• Actuarially Determined Contributions for fiscal year 2023 and 2021	13,045,693	11,395,609
	• Actuarially Determined Contributions for fiscal year 2024 and 2022	13,828,435	12,307,258
Actuarial accrued liability for plan year beginning January 1:	• Retired participants and beneficiaries	\$136,218,341	\$123,084,293
	• Inactive vested participants	2,947,204	2,574,852
	• Inactive participants due a refund of employee contributions	1,405,867	1,521,453
	• Active participants	114,164,666	109,557,100
	• Total	254,736,078	236,737,698
	• Normal cost including administrative expenses for plan year beginning January 1	6,226,304	5,893,729
Assets for plan year beginning January 1:	• Market value of assets (MVA)	\$192,428,713	\$142,580,872
	• Actuarial value of assets (AVA)	179,380,498	151,300,155
	• Actuarial value of assets as a percentage of market value of assets	93.22%	106.12%
Funded status for plan year beginning January 1:	• Unfunded actuarial accrued liability on market value of assets	\$62,307,365	\$94,156,826
	• Funded percentage on MVA basis	75.54%	60.23%
	• Unfunded actuarial accrued liability on actuarial value of assets	\$75,355,580	\$85,437,543
	• Funded percentage on AVA basis	70.42%	63.91%
Key assumptions:	• Net investment return	7.00%	7.25%
	• Inflation rate	3.25%	3.25%
Demographic data for plan year beginning January 1:	• Number of retired participants and beneficiaries	414	419
	• Number of inactive vested participants	24	17
	• Number of inactive participants due a refund of employee contributions	180	144
	• Number of active participants	635	651
	• Total payroll	\$38,030,778	\$37,326,353
	• Average payroll	\$59,891	\$57,337

Notes:

Payroll figures are for the prior year and reflect annualized salaries for participants hired during the year.

Calendar year 2020 payroll figures were decreased for police and firefighters to reflect retroactive contract settlements.

Calendar year 2018 payroll figures were decreased for Police Superiors to reflect retroactive contract settlements and were increased for all other active union participants to reflect unsettled bargaining contracts.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Plan of benefits	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant data	An actuarial valuation for a plan is based on data provided to the actuary by the Board. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Assets	The valuation is based on the market value of assets as of the valuation date, as provided by the Board. The Board uses an “actuarial value of assets” that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal projects the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This projection requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year. In addition, the benefits projected to be paid for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The projected benefits are then discounted to a present value, based on the assumed rate of return that is expected to be achieved on the plan’s assets. There is a reasonable range for each assumption used in the projection and the results may vary materially based on which assumptions are selected. It is important for any user of an actuarial valuation to understand this concept. Actuarial assumptions are periodically reviewed to ensure that future valuations reflect emerging plan experience. While future changes in actuarial assumptions may have a significant impact on the reported results that does not mean that the previous assumptions were unreasonable.

Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

The actuarial valuation is prepared at the request of the Board. Segal is not responsible for the use or misuse of its report, particularly by any other party.

An actuarial valuation is a measurement of the plan's assets and liabilities at a specific date. Accordingly, except where otherwise noted, Segal did not perform an analysis of the potential range of future financial measures. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

Actuarial results in this report are not rounded, but that does not imply precision.

If the Board is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.

Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.

As Segal has no discretionary authority with respect to the management or assets of the System, it is not a fiduciary in its capacity as actuaries and consultants with respect to the System.

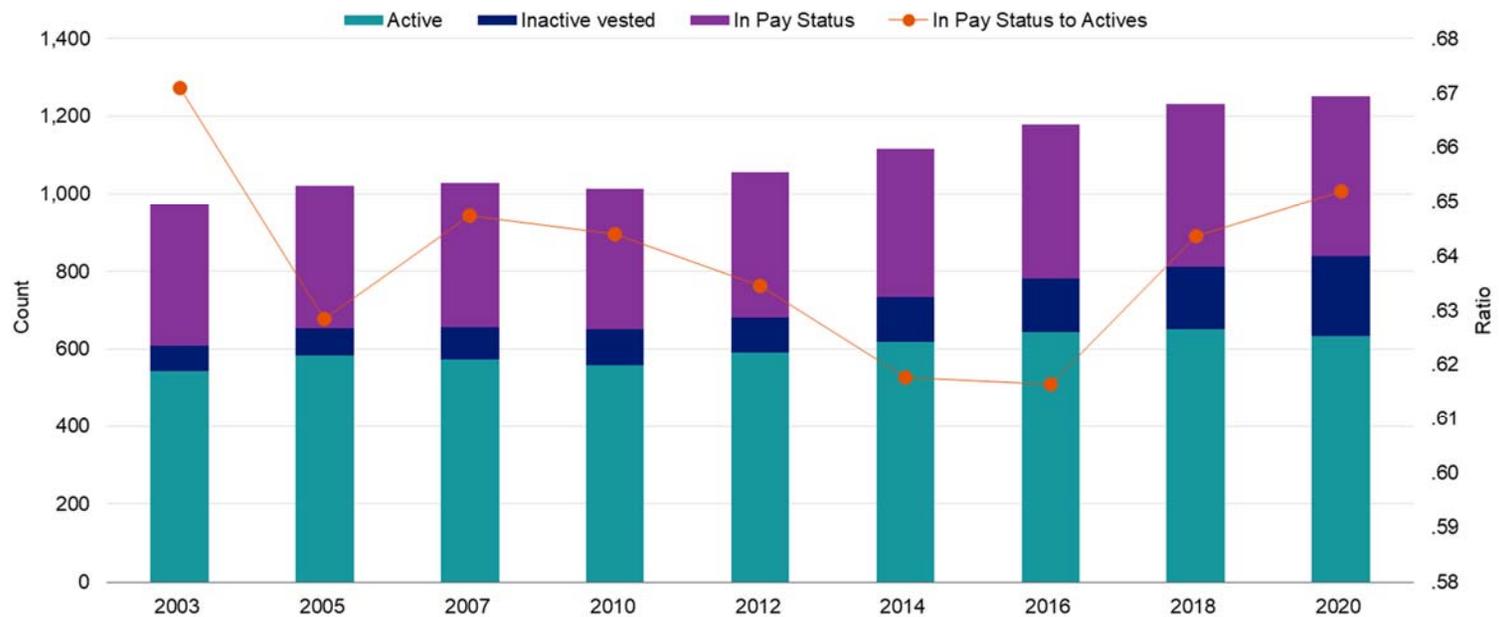
Section 2: Actuarial Valuation Results

Participant data

This section presents a summary of significant statistical data on covered participants.

More detailed information for this valuation year and the preceding valuation can be found in Section 3, Exhibits A and B.

Participant Population: 2003 – 2020



In Pay Status	365	367	371	360	375	383	397	419	414
Inactive Vested ¹	65	71	84	93	90	114	138	161	204
Active	544	584	573	559	591	620	644	651	635
Ratio	0.67	0.63	0.65	0.64	0.63	0.62	0.62	0.64	0.65

¹ Includes terminated participants due a refund of employee contributions

Section 2: Actuarial Valuation Results

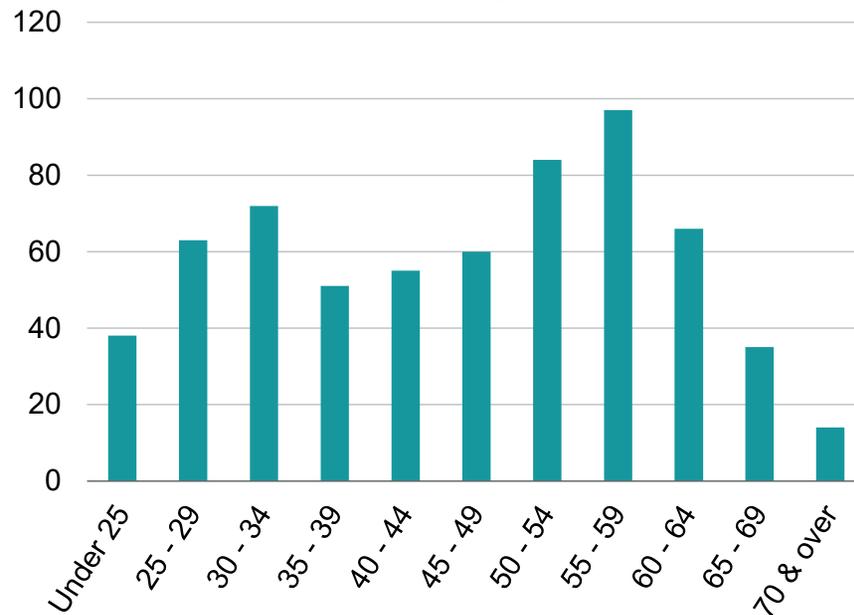
Active participants

As of December 31,	2020	2018	Change
Active participants	635	651	-2.5%
Average age	46.6	46.1	0.5
Average years of service	11.3	11.2	0.1
Average compensation	\$59,891	\$57,337	4.5%

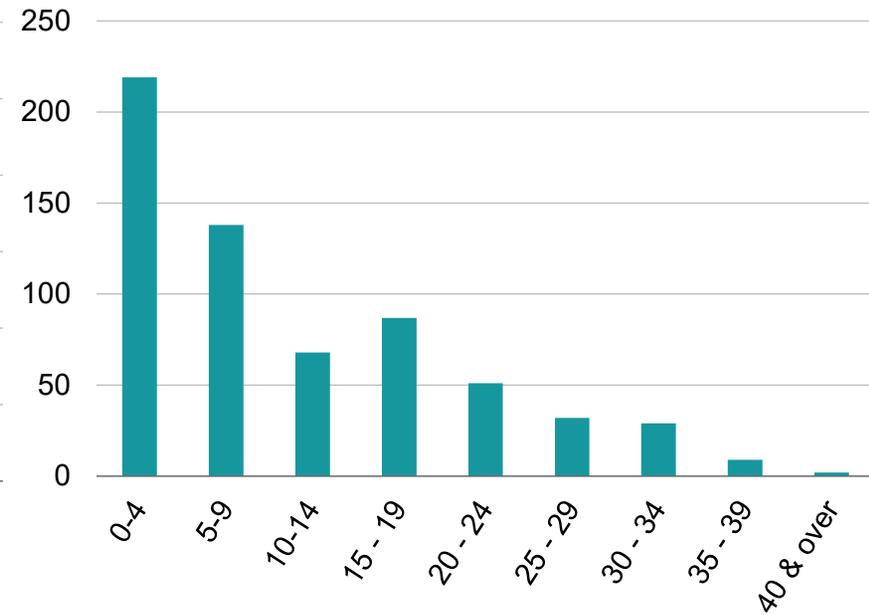
Among the active participants, there were none with unknown age and/or service information.

Distribution of Active Participants as of December 31, 2020

by Age



by Years of Service



Inactive participants

In this year's valuation, there were 24 participants with a vested right to a deferred or immediate vested benefit and 180 participants entitled to a return of their employee contributions.

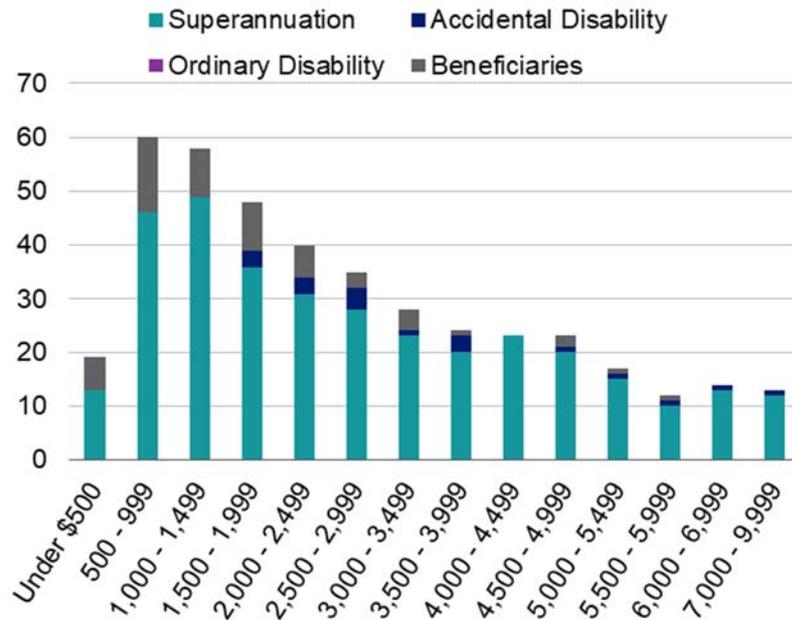
Section 2: Actuarial Valuation Results

Retired participants and beneficiaries

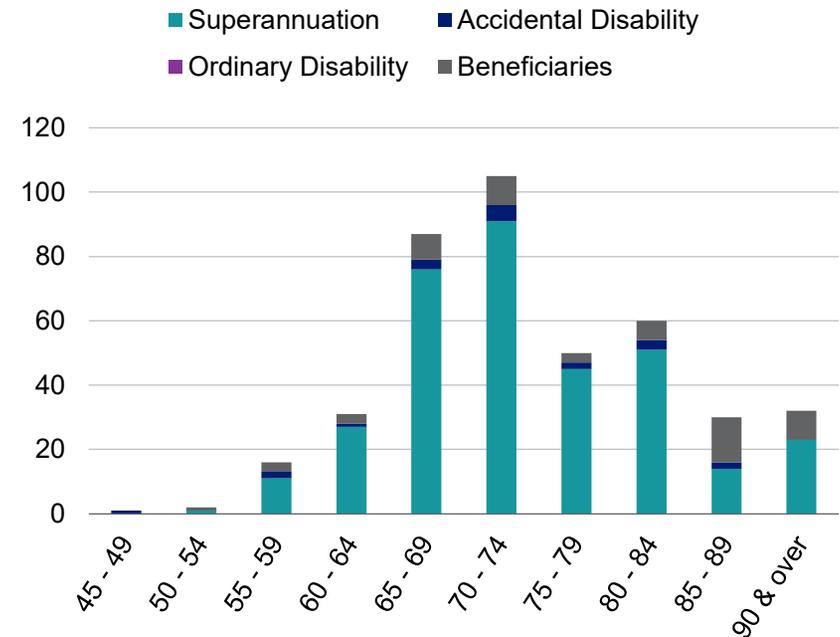
As of December 31,	2020	2018	Change
Retirees	358	363	-1.4%
Beneficiaries	56	56	0.0%
Average age	74.1	73.7	0.4
Average amount	\$2,735	\$2,472	10.6%
Total monthly amount	\$1,132,400	\$1,035,765	9.3%

Distribution of Retired Participants and Beneficiaries as of December 31, 2020

by Type and
Monthly Amount



by Type
and Age



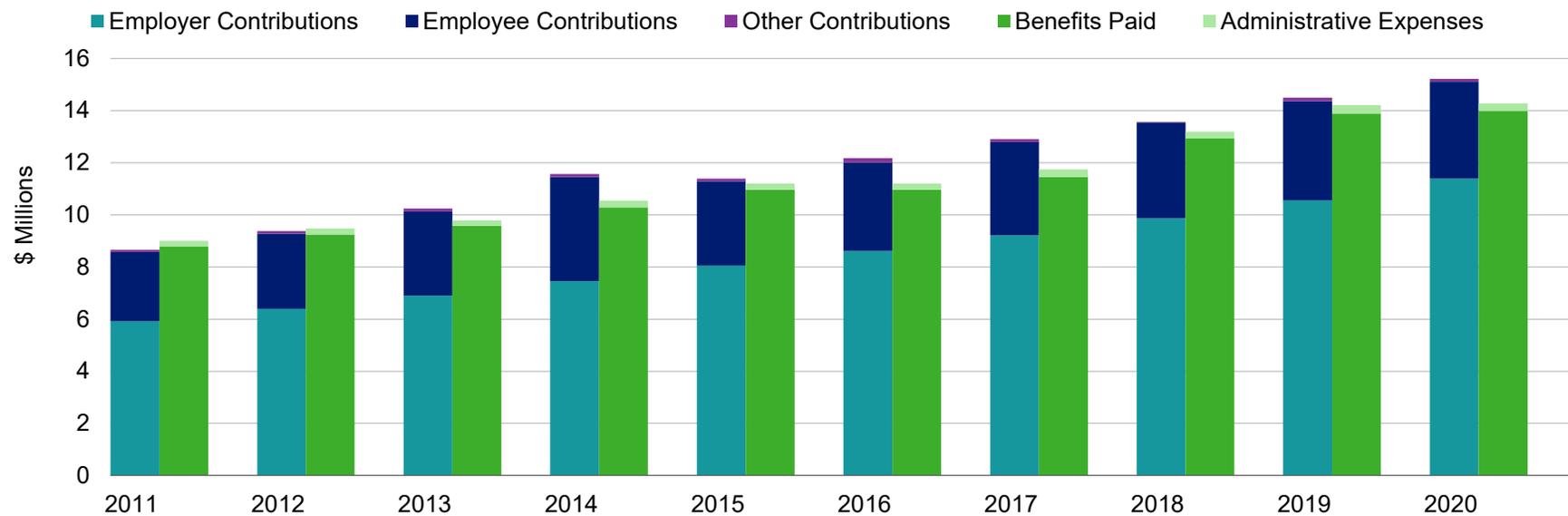
Section 2: Actuarial Valuation Results

Financial information

Retirement plan funding anticipates that, over the long term, both contributions (less administrative expenses) and investment earnings (less investment fees) will be needed to cover benefit payments. Retirement plan assets change as a result of the net impact of these income and expense components.

Additional financial information, including a summary of transactions for the valuation year, is presented in *Section 3*.

Comparison of Contributions with Benefits and Expenses
for Years Ended December 31, 2011 – 2020



Section 2: Actuarial Valuation Results

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Determination of Actuarial Value of Assets

	Year Ended			
			December 31, 2020	December 31, 2019
1 Market value of assets			\$192,428,713	\$168,402,053
2 Calculation of unrecognized return	Original Amount¹	Percent Deferred	Unrecognized Amount²	Unrecognized Amount²
(a) Year ended December 31, 2020	\$10,837,015	80%	\$8,669,612	N/A
(b) Year ended December 31, 2019	15,178,129	60%	9,106,878	\$12,142,503
(c) Year ended December 31, 2018	-16,582,533	40%	-6,633,014	-9,949,521
(d) Year ended December 31, 2017	9,523,696	20%	1,904,739	3,809,478
(e) Year ended December 31, 2016	1,379,795	0%	0	275,959
(k) Total unrecognized return			\$13,048,215	\$6,278,419
3 Preliminary actuarial value: (1) - (2k)			179,380,498	162,123,634
4 Adjustment to be within 20% corridor			N/A	N/A
5 Final actuarial value of assets (3) + (4)			\$179,380,498	\$162,123,634
6 Actuarial value as a percentage of market value: (5) ÷ (1)			93.22%	96.27%
7 Amount deferred for future recognition: (1) - (5)			\$13,048,215	\$6,278,419

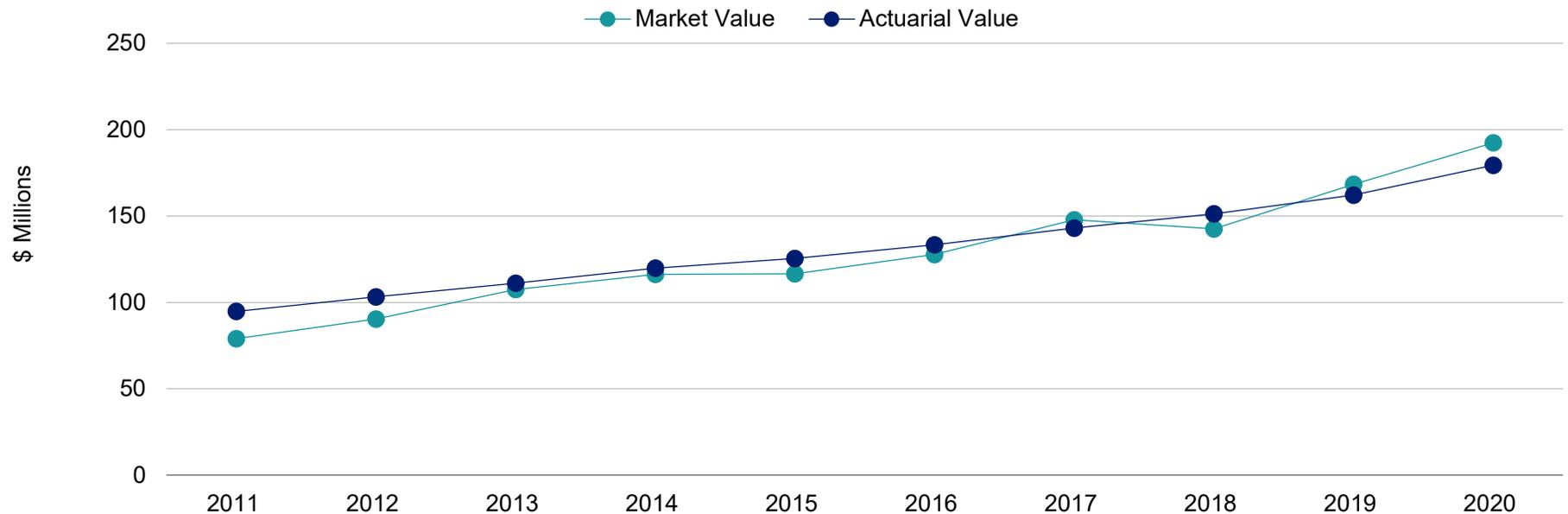
¹ Total return minus expected return on a market value basis

² Recognition at 20% per year over five years

Section 2: Actuarial Valuation Results

Both the actuarial value and market value of assets are representations of the Town of Natick Contributory Retirement System's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets. The actuarial asset value is significant because the Town of Natick Contributory Retirement System's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.

Market Value of Assets vs. Actuarial Value of Assets



Market Value ¹	\$79.02	\$90.31	\$107.45	\$116.26	\$116.58	\$127.72	\$147.87	\$142.58	\$168.40	\$192.43
Actuarial Value ¹	94.82	103.20	111.06	119.78	125.42	133.35	143.03	151.30	162.12	179.38

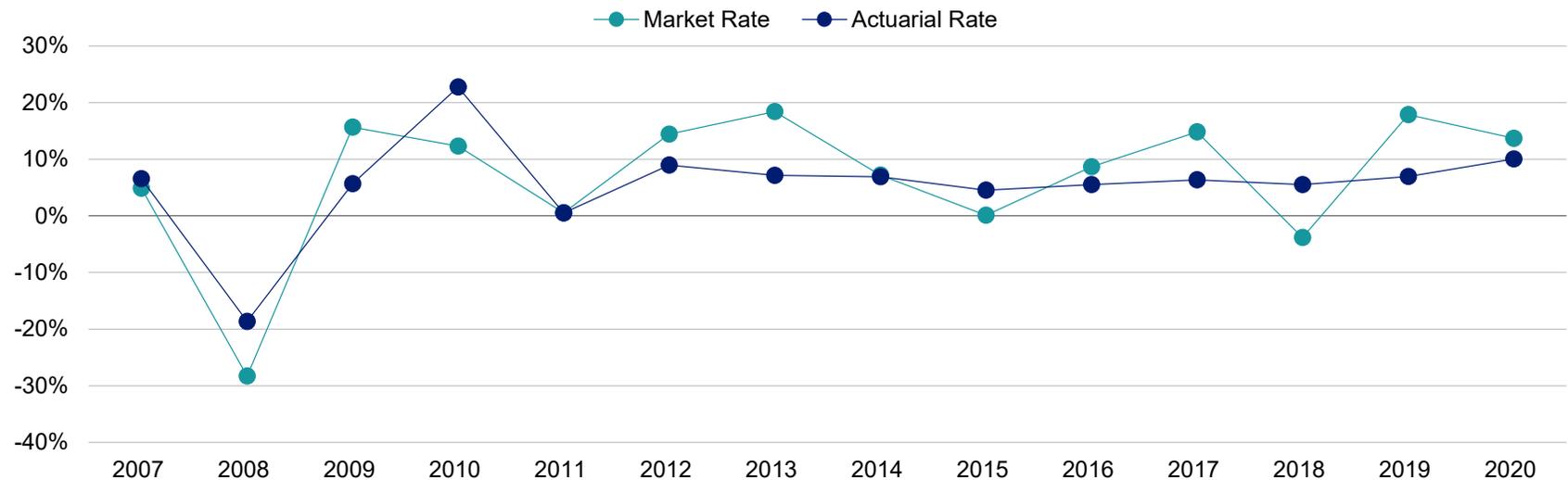
¹ In \$ millions

Section 2: Actuarial Valuation Results

Because actuarial planning is long term, it is useful to see how the assumed investment rate of return has followed actual experience over time. The chart below shows the rate of return on an actuarial basis compared to the actual market value investment return for the last 14 years, including averages over select time periods.

As described earlier in this section, the actuarial asset valuation method gradually recognizes fluctuations in the market value rate of return. The goal of this is to stabilize the actuarial rate of return and to produce more level pension plan costs.

Market and Actuarial Rates of Return for Years Ended December 31, 2007 - 2020



Market rate	4.86%	-28.31%	15.65%	12.34%	0.56%	14.44%	18.43%	7.20%	0.11%	8.68%	14.80%	-3.83%	17.88%	13.67%
Actuarial rate	6.55%	-18.65%	5.66%	22.73%	0.49%	8.96%	7.16%	6.89%	4.55%	5.52%	6.36%	5.51%	6.95%	10.03%

Average Rates of Return	Actuarial Value	Market Value
Most recent five-year average return:	7.00%	10.55%
Most recent ten-year average return:	6.42%	9.46%
Most recent 14-year average return:	5.74%	7.47%

Section 2: Actuarial Valuation Results

Actuarial experience

To calculate any Actuarially Determined Contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), any contribution requirement will decrease from the previous year. On the other hand, any contribution requirement will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience. If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years.

Actuarial Experience for Two-Year Period Ended December 31, 2020

1	Net gain from investments	\$4,070,683
2	Net loss from administrative expenses	-24,855
3	Net gain from other experience	<u>6,878,752</u>
4	Net experience gain: 1 + 2 + 3	\$10,924,580

Section 2: Actuarial Valuation Results

Investment experience

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the Town of Natick Contributory Retirement System's investment policy. The rate of return on the market value of assets for the 2020 and 2019 plan years was 13.67% and 17.88%, respectively.

For valuation purposes, the assumed rate of return on the actuarial value of assets was 7.25% for the 2020 and 2019 plan years. The actual rate of return on an actuarial basis for the 2020 and 2019 plan years was 10.03% and 6.95%, respectively. Since the actual return for the two-year period was greater than the assumed return, the Plan experienced an actuarial gain during the two-year period ending December 31, 2020 with regard to its investments.

Investment Experience

	Year Ended December 31, 2020		Year Ended December 31, 2019	
	Market Value	Actuarial Value	Market Value	Actuarial Value
1 Net investment income	\$23,080,463	\$16,310,667	\$25,525,945	\$10,528,243
2 Average value of assets	168,875,152	162,596,733	142,728,490	151,447,773
3 Rate of return: 1 + 2	13.67%	10.03%	17.88%	6.95%
4 Assumed rate of return	7.25%	7.25%	7.25%	7.25%
5 Expected investment income: 2 x 4	12,243,448	11,788,263	10,347,816	10,979,964
6 Actuarial gain/(loss): 1 - 5	\$10,837,015	\$4,522,404	\$15,178,129	-\$451,721

Section 2: Actuarial Valuation Results

Non-investment experience

Administrative expenses

- Administrative expenses for the years ended December 31, 2019 and December 31, 2020 were \$313,177 and \$288,593, respectively, compared to the assumption of \$280,000 for 2019 and \$289,100 for 2020. This resulted in a loss of \$24,855 for the two-year period, including an adjustment for interest. We have increased the assumption to \$300,000 for calendar year 2021.

Mortality experience

- Mortality experience (more or fewer than expected deaths) yields actuarial gains or losses.
- The average number of deaths for nondisabled pensioners over the past two years was 16.5 per year compared to 13.0 projected deaths per year. The average number of deaths for disabled pensioners over the past two years was 2.0 per year compared to 1.0 projected deaths per year. The average number of deaths for beneficiaries over the past two years was 2.5 per year compared to 3.5 projected deaths per year.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- the extent of turnover among participants,
- retirement experience (earlier or later than projected),
- the number of disability retirements (more or fewer than projected), and
- salary increases (greater or smaller than projected).

The net gain from this other experience for the two-year period ending December 31, 2020 amounted to \$6,878,752, which is 2.8% of the actuarial accrued liability.

Liability Changes Due to Demographic Experience for Two-Year Period Ended December 31, 2020

Gain due to more deaths than expected among retired members and beneficiaries	\$392,722
Gain due to salary increases less than expected for continuing actives	3,952,905
Miscellaneous experience gain	<u>2,533,125</u>
Total	\$6,878,752

Section 2: Actuarial Valuation Results

Actuarial assumptions

The assumption change reflected in this report is:

- The investment return assumption was decreased from 7.25% to 7.00%.
- The administrative expense assumption was increased from \$280,000 for calendar 2019, increasing 3.25% per year to \$300,000 for calendar 2021, increasing 3.25% per year.

As a result of these assumption changes, the total normal cost increased by \$0.3 million and the actuarial accrued liability increased by \$6.5 million.

Details on actuarial assumptions and methods are in Section 4, Exhibit I.

Plan provisions

There were no changes in plan provisions since the prior valuation.

A summary of plan provisions is in Section 4, Exhibit II.

Section 2: Actuarial Valuation Results

Development of Unfunded Actuarial Accrued Liability

	Year Ended	
	December 31, 2020	December 31, 2019
1 Unfunded actuarial accrued liability at beginning of year	\$82,976,014	\$85,437,543
2 Normal cost at beginning of year	6,094,403	5,893,729
3 Total contributions	-15,218,906	-14,501,008
4 Interest on 1, 2 & 3	<u>5,958,284</u>	<u>6,145,749</u>
5 Expected unfunded actuarial accrued liability	\$79,809,795	\$82,976,014
6 Changes due to:		
(a) Net gain from investments	-\$4,070,683	--
(b) Net gain from other experience	-6,853,897	--
(c) Net increase from assumption change	<u>6,470,365</u>	--
Total changes	<u>-4,454,215</u>	--
7 Unfunded actuarial accrued liability at end of year	\$75,355,580	--

Section 2: Actuarial Valuation Results

Actuarially Determined Contribution

The Actuarially Determined Contribution is equal to the employer normal cost payment and a payment on the unfunded actuarial accrued liability. For fiscal 2022, the Actuarially Determined Contribution has been set equal to the previously budgeted amount of \$12,307,258.

The funding schedule included in this report and the prior valuation report each fully fund the System by June 30, 2030. In the prior funding schedule, total appropriations increased 8.00% per year. In the funding schedule included in this report, the fiscal 2023 and fiscal 2024 appropriations increase 6% per year, the fiscal 2025 through fiscal 2029 appropriations increase 4% per year, and the fiscal 2030 appropriation is the amount needed to eliminate the projected unfunded liability as of June 30, 2030. The fiscal 2023 appropriation is \$13,045,693 and the fiscal 2024 is \$13,828,435.

Actuarially Determined Contribution

	2021		2019	
	Amount	% of Projected Payroll	Amount	% of Projected Payroll
1 Total normal cost	\$5,946,304	14.98%	\$5,613,729	14.42%
2 Administrative expenses	300,000	0.76%	280,000	0.72%
3 Expected employee contributions	<u>-3,918,305</u>	<u>-9.87%</u>	<u>-3,809,257</u>	<u>-9.78%</u>
4 Employer normal cost: (1) + (2) + (3)	\$2,327,999	5.86%	\$2,084,472	5.35%
5 Actuarial accrued liability	\$254,736,078		\$236,737,698	
6 Actuarial value of assets	<u>179,380,498</u>		<u>151,300,155</u>	
7 Unfunded actuarial accrued liability: (5) - (6)	\$75,355,580		\$85,437,543	
8 Employer normal cost projected to July 1, 2021 and 2019, adjusted for timing	2,405,879	5.96%	2,155,462	5.45%
9 Projected unfunded actuarial accrued liability	77,948,418		88,480,466	
10 Payment on projected unfunded actuarial accrued liability, adjusted for timing	9,901,379	24.54%	8,396,028	21.22%
11 Actuarially Determined Contribution: (8) + (10)	\$12,307,258	30.50%	\$10,551,490	26.67%
12 Projected payroll	\$40,347,690		\$39,562,457	

Notes:

Actuarially Determined Contributions are set equal to the budgeted amounts determined with the prior valuation. Actuarially Determined Contributions are assumed to be paid on July 1 and December 31.

Section 2: Actuarial Valuation Results

Funding Schedule

(1) Fiscal Year Ended June 30	(2) Employer Normal Cost	(3) Amortization of Unfunded Actuarial Accrued Liability	(4) Actuarially Determined Contribution (ADC): (2) + (3)	(5) Unfunded Actuarial Accrued Liability at Beginning of Fiscal Year	(6) Percent Increase in ADC Over Prior Year
2022	\$2,385,210	\$9,901,379	\$12,307,258	\$77,948,418	--
2023	2,472,246	10,552,106	13,045,693	72,988,027	6.00%
2024	2,562,436	11,243,965	13,828,435	66,995,808	6.00%
2025	2,655,892	11,702,930	14,381,572	59,856,262	4.00%
2026	2,752,732	12,180,614	14,956,835	51,734,092	4.00%
2027	2,853,077	12,677,779	15,555,109	42,540,820	4.00%
2028	2,957,054	13,195,218	16,177,313	32,180,976	4.00%
2029	3,064,792	13,733,757	16,824,406	20,551,569	4.00%
2030	3,176,429	7,670,178	10,873,304	7,541,531	-35.37%
2031	3,292,105	0	3,319,668	0	-69.47%

Notes:

Actuarially Determined Contributions are assumed to be paid on July 1 and December 31.

Assumes contribution of budgeted amount for fiscal year 2022.

Item (2) reflects 3.25% growth in payroll, as well as a 0.15% adjustment to total normal cost to reflect the effects of mortality improvements due to the generational mortality assumption.

Amortization payments of unfunded liability increase 6.00% per year for two years and 4.00% for the following five years.

Projected normal cost does not reflect the future impact of pension reform for future hires.

Projected unfunded actuarial accrued liability does not reflect the recognition of deferred investment gains.

Section 2: Actuarial Valuation Results

Risk

Since the actuarial valuation results are dependent on a given set of assumptions and data as of a specific date, there is a risk that emerging results may differ significantly as actual experience differs from the assumptions.

This report does not contain a detailed analysis of the potential range of future measurements, but does include a brief discussion of some risks that may affect the System. This discussion is focused on funding-related risks, but similar concerns may apply to risks regarding the level of expense and liabilities reported for System accounting purposes as well.

A more detailed assessment would provide the Board with a better understanding of the risks inherent in the System. This assessment may include scenario testing, sensitivity testing, stress testing and stochastic modeling.

- Investment Risk (the risk that returns will be different than expected)

The market value rate of return over the last 14 years has ranged from a low of -28.31% to a high of 18.43%.

- Longevity Risk (the risk that mortality experience will be different than expected)

The actuarial valuation includes an expectation of future improvement in life expectancy. Emerging plan experience that does not match these expectations will result in either an increase or decrease in the Actuarially Determined Contribution.

- Contribution Risk (the risk that actual contributions will be different from Actuarially Determined Contribution)

Massachusetts General Law requires payment of the Actuarially Determined Contribution. If future experience matches the current assumptions, we project the unfunded actuarial accrued liability will be paid off in 9 years.

- Demographic Risk (the risk that participant experience will be different than assumed)

Examples of this risk include:

- Actual retirements occurring earlier or later than assumed. The value of retirement plan benefits is sensitive to the rate of benefit accruals and any early retirement subsidies that apply.
- More or less active participant turnover than assumed.
- Disability experience greater or less than expected.
- Salary increases greater or less than projected.

Section 2: Actuarial Valuation Results

- Actual Experience and Implications for the Future

Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past five valuations:

The investment gain(loss) has ranged from a loss of \$16.6 million to a gain of \$15.2 million.

The non-investment gain(loss) has ranged from a loss of \$6.2 million to a gain of \$6.9 million.

The funded percentage on the actuarial value of assets has ranged from a low of 60.8% to a high of 70.4%.

- Maturity Measures

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities.

In 2020, benefits paid were \$946,197 less than contributions received. As the Plan matures, cash may be needed from the investment portfolio to meet benefit payments.

Section 3: Supplemental Information

Exhibit A: Table of Plan Demographics

Category	Year Ended December 31		Change From Prior Year
	2020	2018	
Active participants in valuation:			
• Number	635	651	-2.5%
• Average age	46.6	46.1	0.5
• Average years of service	11.3	11.2	0.1
• Total payroll	\$38,030,778	\$37,326,353	1.9%
• Average payroll	59,891	57,337	4.5%
• Account balances	36,610,724	34,836,607	5.1%
Inactive participants:			
• Inactive participants due a refund of employee contributions	180	144	25.0%
• Inactive participants with a vested right to a deferred or immediate benefit	24	17	41.2%
Retired participants:			
• Number in pay status	339	342	-0.9%
• Average age	73.7	73.4	0.3
• Average monthly benefit	\$2,852	\$2,580	10.5%
Disabled participants:			
• Number in pay status	19	21	-9.5%
• Average age	71.6	70.4	1.2
• Average monthly benefit	\$3,518	\$3,022	16.4%
Beneficiaries:			
• Number in pay status	56	56	0.0%
• Average age	77.7	77.4	0.3
• Average monthly benefit	\$1,760	\$1,606	9.6%

Notes:

Payroll figures are for the prior year and reflect annualized salaries for participants hired during the year.

Calendar year 2020 payroll figures were decreased for police and firefighters to reflect retroactive contract settlements.

Calendar year 2018 payroll figures were decreased for Police Superiors to reflect retroactive contract settlements and were increased for all other active union participants to reflect unsettled bargaining contracts.

Section 3: Supplemental Information

Exhibit B: Participants in Active Service as of December 31, 2020 by Age, Years of Service, and Average Payroll

Age	Years of Service									
	Total	0-4	5-9	10-14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & over
Under 25	38	37	1	--	--	--	--	--	--	--
	\$39,053	\$38,094	\$74,541	--	--	--	--	--	--	--
25 - 29	63	51	12	--	--	--	--	--	--	--
	\$45,199	\$42,223	\$57,850	--	--	--	--	--	--	--
30 - 34	72	32	36	4	--	--	--	--	--	--
	\$60,932	\$52,117	\$66,652	\$79,977	--	--	--	--	--	--
35 - 39	51	17	13	15	6	--	--	--	--	--
	\$64,104	\$43,942	\$64,027	\$82,406	\$75,647	--	--	--	--	--
40 - 44	55	17	11	10	11	5	1	--	--	--
	\$73,194	\$56,103	\$80,531	\$76,483	\$87,673	\$77,236	\$70,656	--	--	--
45 - 49	60	16	8	10	13	7	6	--	--	--
	\$66,190	\$39,935	\$47,418	\$69,628	\$90,406	\$88,506	\$77,002	--	--	--
50 - 54	84	24	20	4	13	9	9	5	--	--
	\$62,189	\$46,240	\$40,662	\$55,574	\$69,824	\$82,450	\$108,668	\$90,160	--	--
55 - 59	97	12	20	7	19	13	7	15	4	--
	\$67,108	\$41,832	\$46,521	\$51,887	\$65,380	\$70,485	\$91,058	\$101,333	\$99,500	--
60 - 64	66	8	10	12	14	7	5	7	3	--
	\$59,665	\$37,508	\$41,178	\$48,507	\$52,594	\$58,595	\$82,094	\$118,204	\$86,535	--
65 - 69	35	4	4	5	9	7	1	2	1	2
	\$50,157	\$36,494	\$54,628	\$45,229	\$40,739	\$49,995	\$71,675	\$55,695	\$83,079	\$91,048
70 & over	14	1	3	1	2	3	3	--	1	--
	\$44,204	\$43,398	\$26,176	\$72,775	\$27,629	\$49,310	\$69,395	--	\$12,786	--
Total	635	219	138	68	87	51	32	29	9	2
	\$59,891	\$44,162	\$55,929	\$65,936	\$67,836	\$70,042	\$88,701	\$100,331	\$83,719	\$91,048

Section 3: Supplemental Information

Exhibit C: Summary Statement of Income and Expenses on a Market Value Basis

	Year Ended December 31, 2020	Year Ended December 31, 2019
Net assets at market value at the beginning of the year	\$168,402,053	\$142,580,872
Contribution income:		
• Employer contributions	\$11,395,609	\$10,551,491
• Employee contributions	3,709,168	3,809,108
• Other contributions	114,129	140,409
• Less administrative expenses	<u>-288,593</u>	<u>-313,177</u>
Net contribution income	\$14,930,313	\$14,187,831
Investment income:	<u>\$23,080,463</u>	<u>\$25,525,945</u>
Total income available for benefits	\$38,010,776	\$39,713,776
Less benefit payments:		
• Pensions, annuities, refunds and net transfers	<u>-\$13,979,911</u>	<u>-\$13,882,932</u>
• Net 3(8)(c) reimbursements	<u>-4,205</u>	<u>-9,663</u>
Net benefit payments	-\$13,984,116	-\$13,892,595
Change in reserve for future benefits	\$24,026,660	\$25,821,181
Net assets at market value at the end of the year	192,428,713	\$168,402,053

Section 3: Supplemental Information

Exhibit D: Department Results as of January 1, 2021

Category	Housing	Public Safety	Water & Sewer Enterprise Fund	Sassamon Trace Enterprise Fund	All Others	Total
1 Demographics:						
Actives	11	155	28	4	437	635
Inactives	0	10	3	3	188	204
Retired	<u>4</u>	<u>140</u>	<u>15</u>	<u>1</u>	<u>254</u>	<u>414</u>
Total	15	305	46	8	879	1,253
2 Total normal cost	\$79,750	\$2,696,373	\$195,735	\$22,425	\$2,952,021	\$5,946,304
3 Administrative expenses	4,024	136,036	9,875	1,131	148,934	300,000
4 Expected employee contributions	<u>-70,006</u>	<u>-1,367,555</u>	<u>-196,054</u>	<u>-18,960</u>	<u>-2,265,730</u>	<u>-3,918,305</u>
5 Employer normal cost: (2) + (3) + (4)	\$13,768	\$1,464,854	\$9,556	\$4,596	\$835,225	\$2,327,999
6 Employer normal cost as a percent of payroll	1.91%	10.74%	0.49%	2.42%	3.60%	5.86%
7 Actuarial accrued liability	\$4,744,952	\$119,878,313	\$11,005,954	\$360,407	\$118,746,452	\$254,736,078
8 Actuarial value of assets	<u>3,337,515</u>	<u>84,320,272</u>	<u>7,741,392</u>	<u>457,177</u>	<u>83,524,142</u>	<u>179,380,498</u>
9 Unfunded actuarial accrued liability: (7) – (8)	\$1,407,437	\$35,558,041	\$3,264,562	-\$96,770	\$35,222,310	\$75,355,580
10 Projected payroll as of January 1, 2021	720,732	13,642,313	1,962,555	190,045	23,191,956	39,707,601
11 Fiscal Year 2022 Actuarially Determined Contributions	188,696	6,263,028	414,292	12,974	5,428,268	12,307,258
12 Fiscal Year 2023 Actuarially Determined Contributions	209,663	6,513,708	461,938	5,006	5,781,447	12,971,762
13 Fiscal Year 2024 Actuarially Determined Contributions	216,637	6,730,342	477,301	5,173	5,973,732	13,403,185

Notes:

Actuarial value of assets allocated in proportion to liabilities, except for Sassamon Trace Enterprise Fund where actuarial value of assets is estimated from prior valuation plus employer and employee contributions, less benefit payments.

Because Sassamon Trace Enterprise Fund is overfunded as of January 1, 2021, its Actuarially Determined Contribution for Fiscal Year 2023 consists of only normal cost and administrative expenses. The unfunded liability amortization payments for the other departments are allocated in proportion to their liabilities.

Actuarially Determined Contributions are assumed to be paid on July 1 and December 31.

Fiscal year 2022 appropriation based on the January 1, 2019 valuation report dated October 23, 2019.

Section 3: Supplemental Information

Exhibit E: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Actuarial Accrued Liability for Actives:	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial Accrued Liability for Retirees and Beneficiaries:	Actuarial Present Value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial Cost Method:	A procedure allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability that are used to determine the Actuarially Determined Contribution.
Actuarial Gain or Loss:	A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially Equivalent:	Of equal Actuarial Present Value, determined as of a given date and based on a given set of Actuarial Assumptions.
Actuarial Present Value (APV):	<p>The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. Each such amount or series of amounts is:</p> <p>Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)</p> <p>Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and</p> <p>Discounted according to an assumed rate (or rates) of return to reflect the time value of money.</p>
Actuarial Present Value of Future Benefits:	The Actuarial Present Value of benefit amounts expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The Actuarial Present Value of Future Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

Section 3: Supplemental Information

Actuarial Valuation:	The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan, as well as Actuarially Determined Contributions.
Actuarial Value of Assets (AVA):	The value of the Plan's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the Actuarially Determined Contribution.
Actuarially Determined:	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the Plan.
Actuarially Determined Contribution (ADC):	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The ADC consists of the Employer Normal Cost and the Amortization Payment.
Amortization Method:	A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the Amortization Payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the Unfunded Actuarial Accrued Liability. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization Payment:	The portion of the pension plan contribution, or ADC, that is intended to pay off the Unfunded Actuarial Accrued Liability.
Assumptions or Actuarial Assumptions:	The estimates upon which the cost of the Plan is calculated, including: <u>Investment return</u> - the rate of investment yield that the Plan will earn over the long-term future; <u>Mortality rates</u> - the rate or probability of death at a given age for employees and retirees; <u>Retirement rates</u> - the rate or probability of retirement at a given age or service; <u>Disability rates</u> - the rate or probability of disability retirement at a given age; <u>Withdrawal rates</u> - the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; <u>Salary increase rates</u> - the rates of salary increase due to inflation, real wage growth and merit and promotion increases.
Closed Amortization Period:	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See Open Amortization Period.
Decrements:	Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.

Section 3: Supplemental Information

Defined Benefit Plan:	A retirement plan in which benefits are defined by a formula based on the member's compensation, age and/or years of service.
Defined Contribution Plan:	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.
Employer Normal Cost:	The portion of the Normal Cost to be paid by the employer. This is equal to the Normal Cost less expected member contributions.
Experience Study:	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded Ratio:	The ratio of the Actuarial Value of Assets (AVA) to the Actuarial Accrued Liability (AAL). Plans sometimes also calculate a market funded ratio, using the Market Value of Assets (MVA), rather than the AVA.
GASB 67 and GASB 68:	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.
Investment Return:	The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Net Pension Liability (NPL):	The Net Pension Liability is equal to the Total Pension Liability minus the Plan Fiduciary Net Position.
Normal Cost:	The portion of the Actuarial Present Value of Future Benefits allocated to a valuation year by the Actuarial Cost Method. Any payment with respect to an Unfunded Actuarial Accrued Liability is not part of the Normal Cost (see Amortization Payment). For pension plan benefits that are provided in part by employee contributions, Normal Cost refers to the total of member contributions and employer Normal Cost unless otherwise specifically stated.
Open Amortization Period:	An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the Amortization Period.
Plan Fiduciary Net Position:	Market value of assets.
Total Pension Liability (TPL):	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.

Section 3: Supplemental Information

Unfunded Actuarial Accrued Liability:	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative, in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus or an Overfunded Actuarial Accrued Liability.
Valuation Date or Actuarial Valuation Date:	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.

Section 4: Actuarial Valuation Basis

Exhibit I: Actuarial Assumptions, Methods and Models

Net Investment Return: 7.00%, net of investment expenses (previously, 7.25%, net of investment expenses).
 The net investment return assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as well as the System's target asset allocation.

Salary Increases:	Years of Service	Group 1	Group 2	Group 4
	0	6.00%	6.00%	7.00%
	1	5.50%	5.50%	6.50%
	2	5.50%	5.50%	6.00%
	3	5.25%	5.25%	5.75%
	4	5.25%	5.25%	5.25%
	5	4.75%	4.75%	5.25%
	6	4.75%	4.75%	4.75%
	7	4.50%	4.50%	4.75%
	8	4.50%	4.50%	4.75%
	9	4.25%	4.50%	4.75%
	10	4.25%	4.50%	4.75%
	11 and later	4.00%	4.25%	4.50%

Salary increases include an assumed inflation rate of 3.25%.
 The salary increase assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment.

Interest on Employee Contributions: 3.50%

Administrative Expenses: \$300,000 for calendar 2021, increasing 3.25% per year (previously, \$280,000 for calendar 2019, increasing 3.25% per year).
 The administrative expense assumption is based on recent experience and professional judgment.

Section 4: Actuarial Valuation Basis

Mortality Rates:

Healthy Participant: RP-2014 Blue Collar Employee Mortality Table set forward one year for females projected generationally with Scale MP-20162D

Healthy Retiree: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year for females projected generationally with Scale MP-20162D

Disabled Retiree: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward 1 year projected generationally using Scale MP-2016

The underlying tables with the generational projection to the ages of the participants as of the measurement date reasonably reflect the mortality experience of the Plan as of the measurement date. As part of the analysis, a comparison was made between the actual number of retiree deaths and the projected number based on the prior valuations' assumptions over the five most recent valuations. These mortality tables were then adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

Termination Rates Before Retirement:

Age	Groups 1 and 2 – Rate (%)		
	Mortality		
	Male	Female	Disability
20	0.05	0.02	0.01
25	0.06	0.02	0.02
30	0.06	0.03	0.03
35	0.07	0.03	0.06
40	0.08	0.05	0.10
45	0.13	0.08	0.15
50	0.22	0.14	0.19
55	0.36	0.20	0.24
60	0.61	0.30	0.28

Notes: Mortality rates shown are for the base table and do not reflect generational projection
 55% of the disability rates shown represent accidental disability.
 40% of the accidental disabilities will die from the same cause as the disability.
 55% of the death rates shown represent accidental death.

Section 4: Actuarial Valuation Basis

Termination Rates Before Retirement:

Age	Group 4 – Rate (%)		
	Mortality		
	Male	Female	Disability
20	0.05	0.02	0.10
25	0.06	0.02	0.20
30	0.06	0.03	0.30
35	0.07	0.03	0.30
40	0.08	0.05	0.30
45	0.13	0.08	1.00
50	0.22	0.14	1.25
55	0.36	0.20	1.20
60	0.61	0.30	0.85

Notes:

Mortality rates shown are for the base table and do not reflect generational projection.

90% of the disability rates shown represent accidental disability.

60% of the accidental disabilities will die from the same cause as the disability.

90% of the death rates shown represent accidental death.

The disability rates were based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of disability retirements and the projected number based on the prior valuations' assumptions over the five most recent valuations.

Section 4: Actuarial Valuation Basis

Withdrawal Rates:

		Rate per year (%)		
Years of Service	Groups 1 and 2	Years of Service	Group 4	
0	15.0	0 – 10	1.5	
1	12.0	11+	0.0	
2	10.0			
3	9.0			
4	8.0			
5 – 9	7.6			
10 – 14	5.4			
15 – 19	3.3			
20 – 24	2.0			
25 - 29	1.0			
30+	0.0			

The termination rates were based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations and the projected number based on the prior valuations' assumptions over the five most recent valuations

Section 4: Actuarial Valuation Basis

Retirement Rates:

Years of Service	Rate per year (%)		
	Groups 1 and 2		Group 4
	Males	Females	
50 – 51	1.0	1.5	2.0
52	1.0	2.0	2.0
53	1.0	2.5	5.0
54	2.0	2.5	7.5
55	2.0	5.5	15.0
56 – 57	2.5	6.5	10.0
58	5.0	6.5	10.0
59	6.5	6.5	15.0
60	12.0	5.0	20.0
61	20.0	13.0	20.0
62	30.0	15.0	25.0
63	25.0	12.5	25.0
64	22.0	18.0	30.0
65	40.0	15.0	100.0
66 – 67	25.0	20.0	--
68	30.0	25.0	--
69	30.0	20.0	--
70	100.0	100.0	--

The retirement rates were based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior valuations' assumptions over the five most recent valuations.

Section 4: Actuarial Valuation Basis

Retirement Rates for Inactive Vested Participants:	Age 60 for Group 1 and Group 2 members and age 55 for Group 4 members hired prior to April 2, 2012. For members hired April 2, 2012 or later, age 60 for Group 1 members, age 55 for Group 2 members and age 50 for Group 4 members. The retirement age for inactive vested participants was based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment.
Unknown Data for Participants:	Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.
Family Composition:	85% of participants are assumed to be married. None are assumed to have dependent children. Females are assumed to be three years younger than their spouses.
Benefit Election:	All participants are assumed to elect Option A. The benefit election reflects the fact that all benefit options are actuarially equivalent.
Total Service:	Total creditable service provided in the data.
Net 3(8)(c) Liability	No liability is valued for benefits paid to or received from other municipal retirement systems.
2020 Salary	2020 salaries are equal to salaries provided in the data. Calendar year 2020 payroll figures were decreased for police and firefighters to reflect retroactive contract settlements
Actuarial Value of Assets:	Market value of assets as reported in the System's Annual Statement less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the expected market return, and is recognized over a five-year period, further adjusted, if necessary, to be within 20% of the market value
Actuarial Cost Method:	Entry Age Normal Actuarial Cost Method. Entry Age is the attained age of the participant minus total creditable service. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by salary. Normal Cost is determined by using the plan of benefits applicable to each participant.
Models	Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.
Justification for Change in Actuarial Assumptions:	Based on past experience and future expectations, the following actuarial assumptions were changed: <ul style="list-style-type: none"> • The investment return assumption was decreased from 7.25% to 7.00%. • The administrative expense assumption was increased from \$280,000 for calendar 2019, increasing 3.25% per year to \$300,000 for calendar 2021, increasing 3.25% per year.

Section 4: Actuarial Valuation Basis

Exhibit II: Summary of Plan Provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year: January 1 through December 31

Plan Status: Ongoing

Retirement Benefits: Employees covered by the Contributory Retirement Law are classified into one of four groups depending on job classification. Group 1 comprises most positions in state and local government. It is the general category of public employees. Group 4 comprises mainly police and firefighters. Group 2 is for other specified hazardous occupations. (Officers and inspectors of the State Police are classified as Group 3.)

For employees hired prior to April 2, 2012, the annual amount of the retirement allowance is based on the member's final three-year average salary multiplied by the number of years and full months of creditable service at the time of retirement and multiplied by a percentage according to the following table based on the age of the member at retirement:

Age Last Birthday at Date of Retirement			
Percent	Group 1	Group 2	Group 4
2.5	65 or over	60 or over	55 or over
2.4	64	59	54
2.3	63	58	53
2.2	62	57	52
2.1	61	56	51
2.0	60	55	50
1.9	59	--	49
1.8	58	--	48
1.7	57	--	47
1.6	56	--	46
1.5	55	--	45

A member's final three-year average salary is defined as the greater of the highest consecutive three-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last three years of creditable service prior to retirement.

Section 4: Actuarial Valuation Basis

For employees hired on April 2, 2012 or later, the annual amount of the retirement allowance is based on the member's final five-year average salary multiplied by the number of years and full months of creditable service at the time of retirement and multiplied by a percentage according to the following tables based on the age and years of creditable service of the member at retirement:

**For members with less than 30 years of creditable service:
Age Last Birthday at Date of Retirement**

Percent	Group 1	Group 2	Group 4
2.50	67 or over	62 or over	57 or over
2.35	66	61	56
2.20	65	60	55
2.05	64	59	54
1.90	63	58	53
1.75	62	57	52
1.60	61	56	51
1.45	60	55	50

**For members with 30 years of creditable service or greater:
Age Last Birthday at Date of Retirement**

Percent	Group 1	Group 2	Group 4
2.500	67 or over	62 or over	57 or over
2.375	66	61	56
2.250	65	60	55
2.125	64	59	54
2.000	63	58	53
1.875	62	57	52
1.750	61	56	51
1.625	60	55	50

A member's final five-year average salary is defined as the greater of the highest consecutive five-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last five years of creditable service prior to retirement.

Section 4: Actuarial Valuation Basis

For employees who became 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 for members who retire after April 2, 2012 will be limited to prohibit “spiking” of a member’s salary to increase the retirement benefit.

For all employees, the maximum annual amount of the retirement allowance is 80 percent of the member’s final average salary. Any member who is a veteran also receives an additional yearly retirement allowance of \$15 per year of creditable service, not exceeding \$300. The veteran allowance is paid in addition to the 80 percent maximum.

Employee Contributions:

Date of Hire	Contribution Rate
Prior to January 1, 1975	5%
January 1, 1975 – December 31, 1983	7%
January 1, 1984 – June 30, 1996	8%
July 1, 1996 onward	9%

In addition, employees hired after December 31, 1978 contribute an additional 2 percent of salary in excess of \$30,000.

Employees hired after 1983 who voluntarily withdraw their contributions with less than 10 ten years of credited service receive 3% interest on their contributions.

Employees in Group 1 hired on or after April 2, 2012 with 30 years of creditable service or greater will pay a base contribution rate of 6%.

Retirement Benefits (Superannuation):

Members of Group 1, 2 or 4 hired prior to April 2, 2012 may retire upon the attainment of age 55. For retirement at ages below 55, twenty years of creditable service is required.

Members hired prior to April 2, 2012 who terminate before age 55 with ten or more years of creditable service are eligible for a retirement allowance upon the attainment of age 55 (provided they have not withdrawn their accumulated deductions from the Annuity Savings Fund of the System).

Members of Group 1 hired April 2, 2012 or later may retire upon the attainment of age 60. Members of Group 2 or 4 hired April 2, 2012 or later may retire upon the attainment of age 55. Members of Group 4 may retire upon attainment of age 50 with ten years of creditable service.

Members hired April 2, 2012 or later who terminate before age 55 (60 for members of Group 1) with ten or more years of creditable service are eligible for a retirement allowance upon the attainment of age 55 (60 for members of Group 1) provided they have not withdrawn their accumulated deductions from the Annuity Savings Fund of the System.

Section 4: Actuarial Valuation Basis

Ordinary Disability Benefit:	A member who is unable to perform his or her job due to a non-occupational disability will receive a retirement allowance if he or she has ten or more years of creditable service and has not reached age 55. The annual amount of such allowance shall be determined as if the member retired for superannuation at age 55 (age 60 for Group 1 members hired on or after April 2, 2012), based on the amount of creditable service at the date of disability. For veterans, there is a minimum benefit of 50 percent of the member's most recent year's pay plus an annuity based on his or her own contributions.
Accidental Disability Benefit:	For a job-connected disability, the benefit is 72 percent of the member's most recent annual pay plus an annuity based on his or her own contributions, plus additional amounts for surviving children. Benefits are capped at 75 percent of annual rate of regular compensation for employees who become members after January 1, 1988.
Death Benefits:	<p>In general, the beneficiary of an employee who dies in active service will receive a refund of the employee's own contributions. Alternatively, if the employee were eligible to retire on the date of death, a spouse's benefit will be paid equal to the amount the employee would have received under Option C. The surviving spouse of a member who dies with two or more years of credited service has the option of a refund of the employee's contributions or a monthly benefit regardless of eligibility to retire, if they were married for at least one year. There is also a minimum widow's pension of \$500 per month, and there are additional amounts for surviving children.</p> <p>If an employee's death is job-connected, the spouse will receive 72 percent of the member's most recent annual pay, in addition to a refund of the member's accumulated deductions, plus additional amounts for surviving children. However, in accordance with Section 100 of Chapter 32, the surviving spouse of a police officer, firefighter or corrections officer is killed in the line of duty will be eligible to receive an annual benefit equal to the maximum salary held by the member at the time of death.</p> <p>Upon the death of a job-connected disability retiree who retired prior to November 7, 1996 and could not elect an Option C benefit, a surviving spouse will receive an allowance of \$9,000 per year if the member dies for a reason unrelated to cause of disability.</p>
"Heart And Lung Law" And Cancer Presumption:	Any case of hypertension or heart disease resulting in total or partial disability or death to a uniformed fireman, permanent member of a police department, or certain employees of a county correctional facility is presumed to have been suffered in the line of duty, unless the contrary is shown by competent evidence. Any case of disease of the lungs or respiratory tract resulting in total disability or death to a uniformed fireman is presumed to have been suffered in the line of duty, unless the contrary is shown by competent evidence. There is an additional presumption for uniformed firemen that certain types of cancer are job-related if onset occurs while actively employed or within five years of retirement.
Options:	Members may elect to receive a full retirement allowance payable for life under Option A. Under Option B a member may elect to receive a lower monthly allowance in exchange for a guarantee that at the time of death any contributions not expended for annuity payments will be refunded to the beneficiary. Option C allows the member to take a lesser retirement allowance in exchange for providing a survivor with two-thirds of the lesser amount. Option C pensioners will have benefits converted from a reduced to a full retirement if the beneficiary predeceases the retiree.

Section 4: Actuarial Valuation Basis

Post-Retirement Benefits:	The Board has adopted the provisions of Section 51 of Chapter 127 of the Acts of 1999, which provide that the Retirement Board may approve an annual COLA in excess of the Consumer Price Index but not to exceed a 3% COLA on the first \$13,000 of a retirement allowance. Cost-of-living increases granted prior to July 1, 1998 are reimbursed by the Commonwealth and not reflected in this report.
Changes in Plan Provisions:	There have been no changes in plan provisions since the last valuation.