PEABODY

RETIREMENT SYSTEM
AUDIT REPORT
JAN. 1, 2018 - DEC. 31, 2021



TABLE OF CONTENTS

Letter from the Executive Director	1
Board's Annual Statements (as submitted):	
Statement of Ledger Assets and Liabilities	2
Statement of Changes in Fund Balances	3
Statement of Receipts	4
Statement of Disbursements	5
Investment Income	6
Supplementary Information:	
Schedule of Allocation of Investments Owned	7
Summary of Plan Provisions	8
Significant Accounting Policies	15
Administration of the System	17
Board Regulations	17
Membership Exhibit	18



COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

PHILIP Y. BROWN, ESO., Chair

WILLIAM T. KEEFE, Executive Director

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

December 2, 2024

The Public Employee Retirement Administration Commission has completed an examination of certain activities of the Peabody Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2018 to December 31, 2021. 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 retirement contributions are accurately deducted, 5) that retirement allowances were correctly calculated, and 6) that required member documentation is maintained.

To achieve these objectives, we inspected certain records of the Peabody Retirement Board in the above areas. Specifically, we reviewed the minutes of the Board meetings for compliance with fiduciary oversight and verified cash and investment balances. 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.

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.

We commend the Peabody Retirement Boad for the exemplary operation of the system.

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,

William T. Keefe Executive Director

U Keefe





ANNUAL STATEMENTS (as submitted)

STATEMENT OF LEDGER ASSETS AND LIABILITIES

		AS OF DECEMBER 31,					
	2021	2020	2019	2018			
Net Assets Available For Benefits:							
Cash	\$881,119	\$839,893	\$846,634	\$783,887			
PRIT Core Fund	210,139,497	178,022,998	164,151,396	144,046,426			
Accounts Receivable	5,483,251	6,139,027	4,602,881	4,945,116			
Accounts Payable	(<u>180</u>)	<u>0</u>	<u>0</u>	<u>0</u>			
Total	\$ <u>216,503,687</u>	\$ <u>185,001,918</u>	\$ <u>169,600,911</u>	\$ <u>149,775,429</u>			
Fund Balances:							
Annuity Savings Fund	\$53,414,070	\$52,656,947	\$51,374,090	\$50,225,864			
Annuity Reserve Fund	13,028,662	13,119,610	13,358,100	13,022,721			
Pension Fund	1,468,369	1,682,494	2,071,865	1,423,500			
Military Service Fund	346	346	346	345			
Expense Fund	0	0	0	0			
Pension Reserve Fund	148,592,239	117,542,521	102,796,511	85,102,999			
Total	\$ <u>216,503,687</u>	\$ <u>185,001,918</u>	\$ <u>169,600,911</u>	\$ <u>149,775,429</u>			

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 2018	\$48,275,178	\$13,064,153	\$1,589,560	\$345	\$0	\$93,260,899	\$156,190,134
Receipts	5,277,687	384,525	12,767,464	0	1,033,770	(4,078,581)	15,384,866
Interfund Transfers	(2,942,424)	2,942,424	4,079,319	0	0	(4,079,319)	0
Disbursements	(<u>384,577</u>)	(<u>3,368,381</u>)	(<u>17,012,843</u>)	<u>0</u>	(<u>1,033,770</u>)	<u>0</u>	(<u>21,799,571</u>)
Ending Balance 2018	50,225,864	13,022,721	1,423,500	345	0	85,102,999	149,775,429
Receipts	5,319,588	392,018	13,402,988	1	1,038,494	22,424,985	42,578,073
Interfund Transfers	(3,586,389)	3,586,389	4,731,473	0	0	(4,731,473)	0
Disbursements	(<u>584,973</u>)	(3,643,027)	(<u>17,486,096</u>)	<u>0</u>	(<u>1,038,494</u>)	<u>0</u>	(22,752,591)
Ending Balance 2019	51,374,090	13,358,100	2,071,865	346	0	102,796,511	169,600,911
Receipts	5,065,489	398,306	13,857,475	0	1,032,120	18,191,041	38,544,432
Interfund Transfers	(3,471,757)	3,152,213	3,764,575	0	0	(3,445,031)	0
Disbursements	(<u>310,875</u>)	(3,789,010)	(<u>18,011,420</u>)	<u>0</u>	(<u>1,032,120</u>)	<u>0</u>	(23,143,425)
Ending Balance 2020	52,656,947	13,119,610	1,682,494	346	0	117,542,521	185,001,918
Receipts	5,040,357	393,408	14,910,005	0	1,202,902	34,448,184	55,994,856
Interfund Transfers	(3,563,588)	3,569,565	3,392,489	0	0	(3,398,466)	0
Disbursements	(719,645)	(4,053,921)	(18,516,619)	<u>0</u>	(1,202,902)	<u>0</u>	(24,493,088)
Ending Balance 2021	\$ <u>53,414,070</u>	\$13,028,662	\$ <u>1,468,369</u>	\$ <u>346</u>	\$ <u>0</u>	\$ <u>148,592,239</u>	\$216,503,687

STATEMENT OF RECEIPTS

		OR THE PERIOD E	NDING DECEMBER	
	2021	2020	2019	2018
Annuity Savings Fund:				
Members Deductions	\$4,754,502	\$4,722,644	\$4,861,197	\$4,504,919
Transfers from Other Systems	122,936	312,478	304,243	506,663
Member Make Up Payments and Re-deposits	99,021	(29,368)	55,514	166,441
Member Payments from Rollovers	7,179	0	22,367	38,046
Investment Income Credited to Member Accounts	<u>56,719</u>	59,736	76,266	61,619
Sub Total	5,040,357	5,065,489	5,319,588	5,277,687
Annuity Reserve Fund:				
Investment Income Credited to the Annuity Reserve				
Fund	393,408	398,306	392,018	384,525
Pension Fund:				
3 (8) (c) Reimbursements from Other Systems	530,861	516,789	516,072	401,574
Received from Commonwealth for COLA and	,	,	•	,
Survivor Benefits	146,337	163,617	177,809	203,854
Pension Fund Appropriation	14,224,740	13,171,069	12,709,107	12,162,036
Settlement of Workers' Compensation Claims	8,066	6,000	0	0
Recovery of 91A Overearnings	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Sub Total	14,910,005	13,857,475	13,402,988	12,767,464
Military Service Fund:				
Investment Income Credited to the Military Service				
Fund	<u>0</u>	<u>0</u>	<u>1</u>	0
Expense Fund:	<u> </u>	_	_	_
Investment Income Credited to the Expense Fund	1,202,902	1,032,120	1,038,494	1,033,770
Pension Reserve Fund:				
Federal Grant Reimbursement	20,488	20,319	19,919	18,764
Miscellaneous Income	309	0	100	1,202
Excess Investment Income	34,427,387	18,170,722	22,404,965	(4,098,547)
Sub Total	34,448,184	18,191,041	22,424,985	(<u>4,078,581</u>)
Total Receipts, Net	\$55,994,856	\$38,544,432	\$42,578,073	\$15,384,866

STATEMENT OF DISBURSEMENTS

		OR THE PERIOD E	NDING DECEMBER	2 31
	2021	2020	2019	2018
Annuity Savings Fund:	2021	2020	2019	2010
Refunds to Members	\$357,997	\$64,424	\$323,858	\$186,224
Transfers to Other Systems	361,648	246,451	261,115	198,353
Sub Total	719,645	310,875	584,973	384,577
Annuity Reserve Fund:	<u> </u>	<u>= :=;===</u>	<u> </u>	<u> </u>
Annuities Paid	3,940,082	3,749,968	3,534,602	3,345,197
Option B Refunds	113,839	39,042	108,426	23,184
Sub Total				
	<u>4,053,921</u>	<u>3,789,010</u>	3,643,027	<u>3,368,381</u>
Pension Fund:				
Pensions Paid:	44.074.004	40.700.000	40.057.404	40.704.000
Regular Pension Payments	14,374,284	13,793,986	13,257,434	12,724,962
Survivorship Payments	1,216,947	1,277,493	1,286,173	1,245,385
Ordinary Disability Payments	106,737	119,600	137,112	185,563
Accidental Disability Payments Accidental Death Payments	1,671,194 420,706	1,691,101	1,669,143 412,304	1,687,744
Section 101 Benefits	'	415,117	,	457,689
3 (8) (c) Reimbursements to Other Systems	134,256 592,496	138,470 575,654	140,460 583,469	137,179 574,321
Sub Total	18,516,619	18,011,420	17,486,096	17,012,843
	10,010,010	10,011,420	17,400,000	17,012,040
Expense Fund:	40.007	20,000	00.475	00.764
Board Member Stipend	18,207	20,999	22,175	22,764
Salaries	161,564 1,092	155,789 2,010	155,206 925	147,265 6,309
Legal Expenses	1,092	2,010	32	0,309
Medical Expenses Travel Expenses	0	0	1,550	1.982
Administrative Expenses	7,112	10,345	10,591	17,330
Actuarial Services	2,500	10,000	2,500	9,500
	2,300	0,000	1,070	960
Education and Training Furniture and Equipment	0	773	1,070 812	960 857
Management Fees	962,949	786,591	799,639	795,004
Service Contracts	38,508	34,830	33,330	31,799
Benefits	10,857	10,782	10,664	01,799
Sub Total	1,202,902	1,032,120	1,038,494	1,033,770
Total Disbursements	\$24,493,088	\$23,143,425	\$22,752,591	\$ <u>21,799,571</u>

INVESTMENT INCOME

FOR THE PERIOD ENDING DECEMBER 31.					
		2021	2020	2019	2018
Investment Income Received From:				_,	
Cash		\$967	\$2,692	\$7,135	\$6,265
Pooled or Mutual Funds		4,525,298	3,675,722	<u>4,145,873</u>	<u>4,120,921</u>
Total Investment Ir	ncome	4,526,265	3,678,414	4,153,007	4,127,187
Plus:	İ				
Realized Gains		15,034,796	7,808,202	7,735,996	6,961,877
Unrealized Gains		21,051,242	<u>29,605,381</u>	<u>18,798,373</u>	<u>5,399,981</u>
Sul	b Total	36,086,038	37,413,583	26,534,369	12,361,857
Less:	ĺ				
Realized Loss		0	(1,077,545)	0	0
Unrealized Loss		<u>(4,531,888)</u>	<u>(20,353,568)</u>	(6,775,633)	<u>(19,107,677)</u>
Sul	b Total	(<u>4,531,888</u>)	(<u>21,431,112</u>)	(<u>6,775,633</u>)	(<u>19,107,677</u>)
Net Investment Ir	ncome	36,080,416	19,660,885	23,911,744	(2,618,633)
Income Required:	Ì				
Annuity Savings Fund		56,719	59,736	76,266	61,619
Annuity Reserve Fund		393,408	398,306	392,018	384,525
Military Service Fund		0	0	1	0
Expense Fund		<u>1,202,902</u>	<u>1,032,120</u>	<u>1,038,494</u>	<u>1,033,770</u>
Total Income Re	quired	1,653,029	<u>1,490,162</u>	<u>1,506,779</u>	<u>1,479,914</u>
Net Investment Income		36,080,416	19,660,885	23,911,744	(<u>2,618,633</u>)
Less: Total Income Required		1,653,029	1,490,162	1,506,779	<u>1,479,914</u>
Excess Income (Loss) To The Pension					
Reserve Fund		\$34,427,387	\$ <u>18,170,722</u>	\$22,404,965	(\$4,098,547)

SUPPLEMENTARY INFORMATION

SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

		AS OF DECEMBER 31, 2021				
			PERCENTAGE OF TOTAL			
		MARKET VALUE				
Cash PRIT Core Fund		\$881,119 <u>210,139,497</u>	0.4% <u>99.6</u> %			
	Grand Total	<u>\$211,020,616</u>	<u>100.0</u> %			

For the year ending December 31, 2021, the rate of return for the investments of the Peabody Retirement System was 20.39%. For the ten-year period ending December 31, 2021, the rate of return for the investments of the Peabody Retirement System averaged 11.02%. For the 37-year period ending December 31, 2021, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Peabody Retirement System was 9.11%.

The composite rate of return for all retirement systems for the year ending December 31, 2021 was 19.51%. For the ten-year period ending December 31, 2021, the composite rate of return for the investments of all retirement systems averaged 10.86%. For the 37-year period ending December 31, 2021, since PERAC began evaluating the returns of the retirement systems, the composite rate of return on the investments of all retirement systems averaged 9.58%.

SUMMARY OF PLAN PROVISIONS

The plan is a contributory defined benefit plan covering all Peabody 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.

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.

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.

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.

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 \$1,010.28 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 \$1,010.28 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.

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.

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-ration may not be undertaken. This is because such a person may receive a separate retirement allowance from each system.

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.

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

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

<u>Investments</u> 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. <u>Realized gain or loss</u> is largely based on the difference between the cost or the value at the prior year end and the funds realized upon liquidation. <u>Dividend</u> income is generally recorded when received. <u>Interest</u> 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 <u>unrealized gains and losses</u> 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 <u>administrative expenses</u> of the system.

The <u>Annuity Savings Fund</u> 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 <u>Annuity Reserve Fund</u> 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 <u>Special Military Service Credit Fund</u> 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 <u>Expense Fund</u> contains amounts transferred from investment income for the purposes of administering the retirement system.

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

The <u>Pension Reserve Fund</u> 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 <u>Investment Income Account</u> 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.

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: Michael Gingras

Appointed Member: Edward J. Lomasney, III Serves until successor is appointed

Elected Member: Henry Hogan Term Expires: 01/10/2025

Elected Member: Andrea Trefry Term Expires: 01/10/2025

Appointed Member: Richard A. Yagjian, Chairperson Term Expires: 07/16/2027

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 Peabody Retirement Board has adopted Supplemental Regulations which are available on the PERAC website at https://www.mass.gov/peabody-retirement-board-regulations

MEMBERSHIP EXHIBIT

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Retirement in Past Years										
Superannuation	30	19	34	29	31	37	30	30	33	37
Ordinary Disability	0	0	0	1	1	0	1	0	0	0
Accidental Disability	0	1	1	1	1	1	0	0	1	0
Total Retirements	30	20	35	31	33	38	31	30	34	37
Total Retirees, Beneficiaries										
and Survivors	766	767	767	767	762	751	763	777	766	770
Total Active Members	788	805	820	836	857	868	867	850	836	837
Pension Payments										
Superannuation	\$10,345,911	\$10,368,151	\$11,181,599	\$11,622,566	\$12,347,721	\$12,572,438	\$12,724,962	\$13,257,434	\$13,793,986	\$14,374,284
Survivor/Beneficiary Payments	1,018,966	1,038,428	1,035,802	1,056,918	1,078,531	1,151,969	1,245,385	1,286,173	1,277,493	1,216,947
Ordinary Disability	89,556	86,818	83,651	82,938	87,940	92,254	185,563	137,112	119,600	106,737
Accidental Disability	1,667,782	1,595,417	1,648,981	1,675,704	1,690,547	1,649,819	1,687,744	1,669,143	1,691,101	1,671,194
Other	897,707	1,318,837	984,258	973,895	1,006,381	<u>1,181,099</u>	1,169,189	1,136,234	1,129,240	<u>1,147,458</u>
Total Payments for Year	\$ <u>14,019,922</u>	\$ <u>14,407,651</u>	\$ <u>14,934,291</u>	\$ <u>15,412,021</u>	\$ <u>16,211,120</u>	\$ <u>16,647,579</u>	\$ <u>17,012,843</u>	\$ <u>17,486,096</u>	\$ <u>18,011,420</u>	\$ <u>18,516,619</u>

