

ACTUARIAL VALUATION REPORT



Easthampton Contributory Retirement System
January 1, 2012



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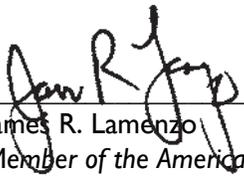
I. INTRODUCTION & CERTIFICATION

This report presents the results of the actuarial valuation of the Easthampton Contributory Retirement System. The valuation was performed as of January 1, 2012 pursuant to Chapter 32 of the General Laws of the Commonwealth of Massachusetts.

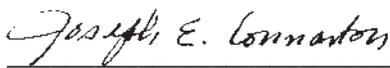
This valuation was based on member data as of December 31, 2011, which was supplied by the Retirement Board. Such tests as we deemed necessary were performed on the data to ensure accuracy. Asset information as of December 31, 2011 was provided in the Annual Statement for the Financial Condition as submitted to this office in accordance with G.L. c. 32, ss. 20(5)(h), 23(1) and 23(2)(e). Both the membership data and financial information were reviewed for reasonableness, but were not audited by us.

In our opinion, the actuarial assumptions used in this report are reasonable, are related to plan experience and expectations, and represent our best estimate of anticipated experience under the system. We believe this report represents an accurate appraisal of the actuarial status of the system performed in accordance with generally accepted actuarial principles and practices relating to pension plans.

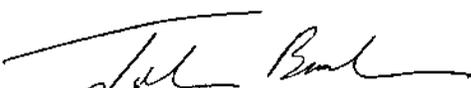
Respectfully submitted,
Public Employee Retirement Administration Commission



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November 9, 2012

2. EXECUTIVE SUMMARY

PART A | COSTS UNDER CURRENT VALUATION

The principal results of the January 1, 2012 actuarial valuation are shown below.

Present Value of Future Benefits

Actives	\$37,256,188
Retirees, Survivors, and Inactives	<u>24,994,416</u>
Total	\$62,250,604

Normal Cost

Total Normal Cost	\$1,307,655
Expected Employee Contributions	<u>779,279</u>
Net Normal Cost	<u>\$528,376</u>

Actuarial Liability and Development of Unfunded Actuarial Liability

Actives	\$25,143,288
Retirees, Survivors, and Inactives	<u>24,994,416</u>
Total	\$50,137,704
Assets	<u>31,095,891</u>
Unfunded Actuarial Liability	<u>\$19,041,813</u>

The Board recently adopted a funding schedule effective in FY13. The development of the appropriation for FY13 under this funding schedule is shown on page 7 and the complete funding schedule is shown on page 8.

2. EXECUTIVE SUMMARY *(continued)*

PART B | COMPARISON WITH PRIOR VALUATION

The last full valuation was performed by PERAC as of January 1, 2010. Our Local Experience Study Analysis (issued in March, 2002) forms the basis for the actuarial assumptions (other than the investment return assumption) used in this valuation. In addition, the mortality assumption has been modified to reflect future mortality improvement (see Part C). Below we have shown the comparison between the two valuations. Note that the 2010 figures reflect the \$14,000 COLA base which were included in our 2010 report, but not ultimately adopted. The 2010 results outlined in our May 22, 2012 letter were based on the \$12,000 COLA base.

	PERAC 1/1/12	PERAC 1/1/10	Increase (Decrease)	% Increase (Decrease)
Total Normal Cost	\$1,307,655	\$1,250,551	\$57,104	4.6%
Expected Employee Contributions	<u>779,279</u>	<u>732,762</u>	<u>46,517</u>	6.3%
Net Normal Cost	<u>\$528,376</u>	<u>\$517,789</u>	<u>\$10,587</u>	2.0%
Actuarial Liability				
Actives	\$25,143,288	\$25,287,980	(\$144,692)	(0.6%)
Retirees and Inactives	<u>24,994,416</u>	<u>20,883,495</u>	<u>4,110,921</u>	19.7%
Total	\$50,137,704	\$46,171,475	\$3,966,229	8.6%
Assets	<u>31,095,891</u>	<u>27,199,360</u>	<u>3,896,531</u>	14.3%
Unfunded Actuarial Liability	<u>\$19,041,813</u>	<u>\$18,972,115</u>	<u>\$69,698</u>	0.4%
Funded Ratio	62.0%	58.9%	3.1%	

2. EXECUTIVE SUMMARY *(continued)*

PART B | COMPARISON WITH PRIOR VALUATION *(continued)*

Actives	PERAC 1/1/12	PERAC 1/1/10	% Difference
Number	221	220	0.5%
Total Payroll	\$8,945,925	\$8,627,714	3.7%
Average Salary	\$40,479	\$39,217	3.2%
Average Age	48.0	49.3	(2.6%)
Average Service	12.4	13.1	(5.3%)

Retirees and Survivors	PERAC 1/1/12	PERAC 1/1/10	% Difference
Number	143	132	8.3%
Total Benefits*	\$2,560,133	\$2,155,625	18.8%
Average Benefits*	\$17,903	\$16,330	9.6%
Average Age	71.1	71.3	(0.3%)

*excluding State reimbursed COLA

2. EXECUTIVE SUMMARY *(continued)*

PART C | GAIN/LOSS ANALYSIS AND PLAN FUNDING SCHEDULE

Since the last valuation, there was a gain on plan liabilities of approximately \$2.3 million. Salary increases for continuing active members were less than assumed (average pay increased 2.1% per year for continuing actives).

There was an actuarial loss on plan assets since the actual rate of return was less than the 8.0% assumed rate over the 2-year period. The rates of return on a market value basis for 2010 and 2011 were 13.5% and 0.2% respectively. There was an asset loss on a market value basis of approximately \$941,000 over the 2-year period.

Assets are valued at market value. The Board considered an asset smoothing methodology to reduce the potential volatility in market value but maintained the market value approach. At this time, this is a conservative approach. We will revisit this issue when the next valuation is performed.

PERAC's standard investment return assumption continues to be 8.0%. This has been our standard assumption (assuming a reasonable asset allocation) for over 15 years. We believe this assumption continues to be reasonable. However, we constantly monitor this assumption and based on the current environment, asset allocation, and future expected returns, we might recommend in the next few years that the investment return assumption be decreased. The trend both in Massachusetts and across the country over the past 10 years has been to reduce this assumption.

A reduction in the investment return assumption would increase the plan's liabilities. However, we also expect that after we complete an experience analysis, the salary increase assumption will decrease and such a change will decrease plan liabilities. A change in the salary increase assumption would mitigate a portion of any increase in liability due to a change in the investment return assumption. We expect to examine these issues more carefully over the next few years and as part of the January 1, 2014 actuarial valuation.

In your 2010 actuarial valuation, we used the RP-2000 mortality table. This is a standard table we have used for the past 10 years and was based on an experience analysis of local systems we performed in 2002. A recent revision to the actuarial standards of practice requires that future mortality improvements (increased life expectancy) be considered in valuations performed after July 1, 2011. To begin recognizing this change, as part of our January 1, 2011 local valuations, we used the RP-2000 table adjusted 10 years with Scale AA to reflect improved mortality (increased life expectancy). For this valuation, to reflect future mortality improvement, we have extended this mortality improvement scale beyond 2012. These combined changes increased the total normal cost by approximately \$20,400 and increased the total actuarial accrued liability by approximately \$1.1 million.

The funding schedule presented in this report was recently adopted by the board. The FY13 payment and the amortization of the Early Retirement Incentive Programs (ERIs) are maintained from the current schedule. The schedule amortizes the unfunded actuarial liability through 2033 with payments increasing 4.0% each year.

3. SUMMARY OF VALUATION RESULTS

A. Number of Members on Current Valuation Date	
Active Members	221
Vested Terminated Members	6
Retired Members and Survivors	<u>143</u>
Total	370
B. Total Regular Compensation of Active Members	
	\$8,945,925
C. Normal Cost	
Superannuation	\$900,866
Death	83,355
Disability	224,706
Termination	<u>98,728</u>
Total Normal Cost	\$1,307,655
Expected Employee Contributions	<u>779,279</u>
Net Employer Normal Cost	\$528,376
D. Actuarial Liability	
Active	
Superannuation	\$22,734,251
Death	517,067
Disability	1,483,737
Termination	<u>408,233</u>
Total Active	\$25,143,288
Vested Terminated Members	559,359
Non-Vested Terminated Members	169,606
Retirees and Survivors	<u>24,265,451</u>
Total Actuarial Liability	\$50,137,704
E. Actuarial Value of Assets	
	31,095,891
F. Unfunded Actuarial Liability: D – E	
	\$19,041,813
G. Funded Ratio: E/D	
	62.0%

4. APPROPRIATION DEVELOPMENT FOR FISCAL YEAR 2013

PART A | DERIVATION OF APPROPRIATION

Cost Under Current Funding Schedule

1. a. Normal Cost as of January 1, 2012	\$528,376
b. For FY13 (adjusted for timing)	\$553,034
c. Estimated Administrative Expenses	\$225,000
d. Total Employer Normal Cost (b+c)	\$778,034
2. a. Unfunded Actuarial Liability as of January 1, 2012	\$18,524,718
b. FY13 amortization payment (21-year, 4.0% increasing)*	\$1,290,688
3. a. Unfunded Liability due to 2003 ERI	\$517,095
b. FY13 amortization payment (8-year level)	\$87,205
4. Net 3(8)(c) payments	\$75,000
5. Total FY13 Payment [Sum of 1(d), 2(b), 3(b), and 4]	\$2,230,927

* FY13 appropriation was maintained at the same level as the prior schedule.

4. APPROPRIATION DEVELOPMENT FOR FISCAL YEAR 2013

(continued)

PART B | CURRENT FUNDING SCHEDULE

Fiscal Year	Normal Cost	Net 3(8)(c)	Amort. of UAL	Amort. of 2003 ERI	Total Cost	Unfunded Act. Liab.
2013	778,034	75,000	1,290,688	87,205	2,230,927	19,803,486
2014	816,935	75,000	1,366,188	87,205	2,345,328	19,909,119
2015	857,782	75,000	1,420,836	87,205	2,440,823	19,942,182
2016	900,671	75,000	1,477,669	87,205	2,540,545	19,919,247
2017	945,705	75,000	1,536,776	87,205	2,644,686	19,833,488
2018	992,990	75,000	1,598,247	87,205	2,753,442	19,677,440
2019	1,042,640	75,000	1,662,177	87,205	2,867,021	19,442,942
2020	1,094,772	75,000	1,728,664	87,205	2,985,640	19,121,080
2021	1,149,510	75,000	1,797,810		3,022,320	18,702,120
2022	1,206,986	75,000	1,869,723		3,151,708	18,269,023
2023	1,267,335	75,000	1,944,512		3,286,846	17,724,107
2024	1,330,702	75,000	2,022,292		3,427,994	17,055,340
2025	1,397,237	75,000	2,103,184		3,575,420	16,249,603
2026	1,467,099	75,000	2,187,311		3,729,410	15,292,602
2027	1,540,454	75,000	2,274,803		3,890,257	14,168,761
2028	1,617,476	75,000	2,365,796		4,058,272	12,861,124
2029	1,698,350	75,000	2,460,427		4,233,777	11,351,229
2030	1,783,268	75,000	2,558,845		4,417,112	9,618,992
2031	1,872,431	75,000	2,661,198		4,608,629	7,642,563
2032	1,966,052	75,000	2,767,646		4,808,699	5,398,181
2033	2,064,355	75,000	2,878,352		5,017,707	2,860,017
2034	2,167,573	75,000			2,242,573	0

All amounts assume payments will be made August 1 of each fiscal year.
 Amortization of unfunded liability on 4.0% annual increasing basis to FY33.
 FY13 appropriation was maintained at the same level as the prior schedule.

5. GASB STATEMENT NO. 25: ACTUARIAL INFORMATION

The actuarial information required by Governmental Accounting Standards Board (GASB) Statement No. 25 is shown below.

Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL)* (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a % of Cov. Payroll ((b-a)/c)
1/1/2012	\$31,095,891	\$50,137,704	\$19,041,813	62.0%	\$8,945,925	212.9%
1/1/2010	\$27,199,360	\$46,171,475	\$18,972,115	58.9%	\$8,627,714	219.9%
1/1/2008	\$31,926,729	\$41,080,626	\$9,153,897	77.7%	\$8,640,336	105.9%

*excludes State reimbursed COLA

Notes To Schedules

Additional information as of the latest actuarial valuation follows.

Valuation Date	January 1, 2012
Actuarial Cost Method	Individual entry age normal
Amortization Method	4.0% increasing
Remaining Amortization Period	21 years
Asset Valuation Method	Market value

Principal Actuarial Assumptions:

Investment Rate of Return	8.0%
Projected Salary Increases	Service based table with ultimate rates of 4.75%, 5.00%, and 5.25% for groups 1, 2, and 4 respectively.

6. PLAN ASSETS

A | BREAKDOWN OF ASSETS BY INVESTMENT TYPE

Cash and Cash Equivalents	\$152,974
PRIT Cash	110,029
PRIT Fund	30,809,099
Accounts Receivable	24,076
Accounts Payable	<u>(287)</u>
Total	\$31,095,891

B | BREAKDOWN OF ASSETS BY FUND

Annuity Savings Fund	\$8,842,989
Annuity Reserve Fund	3,098,775
Military Fund	5,269
Pension Fund	2,322,590
Pension Reserve Fund	<u>16,826,268</u>
Total	\$31,095,891

C | MARKET VALUE OF ASSETS \$31,095,891

D | ACTUARIAL VALUE OF ASSETS \$31,095,891

7. INFORMATION ON SYSTEM MEMBERSHIP

A critical element of an actuarial valuation is accurate and up-to-date membership information. PERAC conducted an extensive review of member data submitted for this valuation.

PART A | ACTIVE MEMBERS

	Actives	Vested Terminations
Number of Members	221	6
Average Age	48.0	58.6
Average Service	12.4	19.3
Average Salary	\$40,479	\$27,000
Average Annuity Savings Fund Balance	\$38,242	\$27,425

Age by Service Distribution of Active Members

Present Age	Years of Service							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
0 - 24	7							7
25 - 29	10	1						11
30 - 34	10	5	2	1				18
35 - 39	7	3	1	4				15
40 - 44	12	6	7	6	5			36
45 - 49	8	3	5	4	8	2		30
50 - 54	10	3	7	3	4	6	1	34
55 - 59	4	6	7	6	4	3	2	32
60 - 64	2	5	5	5	2	6	4	29
65+	0	0	4	1	0	1	3	9
Total	70	32	38	30	23	18	10	221

7. INFORMATION ON SYSTEM MEMBERSHIP *(continued)*

PART A | ACTIVE MEMBERS *(continued)*

Salary by Age Distribution of Active Members

Present Age	Number of Members	Total Salary	Average Salary
0 - 24	7	\$202,055	\$28,865
25 - 29	11	\$437,839	\$39,804
30 - 34	18	\$811,996	\$45,111
35 - 39	15	\$648,078	\$43,205
40 - 44	36	\$1,658,209	\$46,061
45 - 49	30	\$1,303,058	\$43,435
50 - 54	34	\$1,315,386	\$38,688
55 - 59	32	\$1,256,964	\$39,280
60 - 64	29	\$1,006,776	\$34,716
65+	9	\$305,564	\$33,952
Total	221	\$8,945,925	\$40,479

7. INFORMATION ON SYSTEM MEMBERSHIP *(continued)*

PART B | RETIREES AND SURVIVORS

	Superannuation	Ordinary Disability	Accidental Disability	Survivors	Total
Number of Members	105	6	10	22	143
Average Age	72.1	63.0	66.3	70.8	71.1
Average Annual Benefit	\$19,001	\$11,975	\$32,313	\$9,508	\$18,176

Benefit by Payment and Retirement Type

	Superannuation	Ordinary Disability	Accidental Disability	Survivors	Total
Total Annuity	\$350,678	\$10,405	\$29,785	\$26,472	\$417,340
Pension (excluding State reimbursed COLA)	\$1,617,586	\$60,270	\$289,866	\$175,071	\$2,142,793
State reimbursed COLA	\$26,801	\$1,175	\$3,480	\$7,634	\$39,090
Total	\$1,995,065	\$71,850	\$323,131	\$209,177	\$2,599,223

7. INFORMATION ON SYSTEM MEMBERSHIP *(continued)*

PART B | RETIREES & SURVIVORS *(continued)*

Benefit by Age Distribution

Present Age	Number of Members	Total Benefits	Average Benefits
Less than 40	2	\$2,342	\$1,171
40 - 44	0	\$0	\$0
45 - 49	0	\$0	\$0
50 - 54	1	\$18,192	\$18,192
55 - 59	14	\$377,054	\$26,932
60 - 64	29	\$604,426	\$20,842
65 - 69	33	\$638,334	\$19,343
70 - 74	12	\$216,003	\$18,000
75 - 79	22	\$387,688	\$17,622
80 - 84	10	\$120,136	\$12,014
85 - 89	10	\$93,426	\$9,343
90+	10	\$141,622	\$14,162
Totals	143	\$2,599,223	\$18,176

8. VALUATION COST METHODS

PART A | ACTUARIAL COST METHOD

The Actuarial Cost Method which was used to determine pension liabilities in this valuation is known as the *Entry Age Normal Cost Method*. Under this method the *Normal Cost* for each active member on the valuation date is determined as the level percent of salary, which, if paid annually from the date the employee first became a member of the retirement system, would fully fund by retirement, death, disability or termination, the projected benefits which the member is expected to receive. The *Actuarial Liability* for each member is determined as the present value as of the valuation date of all projected benefits which the member is expected to receive, minus the present value of future annual Normal Cost payments expected to be made to the fund. Since only active members have a Normal Cost, the Actuarial Liability for inactives, retirees and survivors is simply equal to the present value of all projected benefits. The sum of Normal Cost and Actuarial Liability for each member is equal to the Normal Cost and Actuarial Liability for the Plan. The *Unfunded Actuarial Liability* is the Actuarial Liability less current assets.

The Normal Cost for a member will remain a level percent of salary for each year of membership except for changes in provisions of the Plan or the actuarial assumptions employed in projection of benefits and present value determinations. The Normal Cost for the entire system will also change due to the addition of new members or the retirement, death or termination of members. The Actuarial Liability for a member will increase each year to reflect the additional accrual of Normal Cost. It will also change if the Plan provisions or actuarial assumptions are changed.

Differences each year between the actual experience of the Plan and the experience projected by the actuarial assumptions are reflected by adjustments to the Unfunded Actuarial Liability. An experience difference which increases the Unfunded Actuarial Liability is called an *Actuarial Loss* and one which decreases the Unfunded Actuarial Liability is called an *Actuarial Gain*.

PART B | ASSET VALUATION METHOD

Assets are valued at market value.

9. ACTUARIAL ASSUMPTIONS

INVESTMENT RETURN 8.0% per year

INTEREST RATE CREDITED TO THE ANNUITY SAVINGS FUND 3.5% per year

COST OF LIVING INCREASES 3.0% per year (of the first \$12,000)

SALARY INCREASE

Service	Group 1	Group 2	Group 4
0	7.00%	7.00%	8.00%
1	6.50%	6.50%	7.50%
2	6.50%	6.50%	7.00%
3	6.00%	6.00%	6.50%
4	6.00%	6.00%	6.00%
5	5.50%	5.50%	6.00%
6	5.50%	5.50%	5.50%
7	5.00%	5.00%	5.50%
8	5.00%	5.00%	5.25%
9	4.75%	5.00%	5.25%
10+	4.75%	5.00%	5.25%

MORTALITY

Pre-retirement rates reflect the RP-2000 Employees table projected 10 years with Scale AA (gender distinct). Post-retirement rates reflect the RP- 2000 Healthy Annuitant table projected 10 years with Scale AA (gender distinct). The liabilities are then increased .75% to approximate mortality improvement to 2020 for active members and 2015 for retirees. For disabled retirees, this table is set forward 2 years. It is assumed that 55% of pre-retirement deaths are job-related for Group 1 and 2 members and 90% are job-related for Group 4 members. For members retired under an Accidental Disability, 40% of deaths are assumed to be from the same cause as the disability.

9. ACTUARIAL ASSUMPTIONS *(continued)*

WITHDRAWAL

Based on analysis of past experience. Annual rates are based on years of service. Sample annual rates for Groups 1 and 2 are shown below. For Group 4 members the rate is 0.015 each year for service up to and including 10 years. No withdrawal is assumed thereafter.

Service	Groups 1 & 2
0	0.150
5	0.076
10	0.054
15	0.033
20	0.020

DISABILITY

Based on an analysis of past experience. It is also assumed that the percentage of job-related disabilities is 55% for Groups 1 & 2 and 90% for Group 4.

Age	Groups 1 & 2	Group 4
20	0.00010	0.0010
30	0.00030	0.0030
40	0.00101	0.0030
50	0.00192	0.0125
60	0.00280	0.0085

ADMINISTRATIVE EXPENSES

An amount of \$225,000 has been included in the Normal Cost for FY13. This amount includes estimated administrative expenses and a portion of the investment related expenses. This amount is assumed to increase by 5% each year.

9. ACTUARIAL ASSUMPTIONS *(continued)*

RETIREMENT (SUPERANNUATION)

Age	Groups 1 & 2		Group 4
	Male	Female	
45-49	0.000	0.000	0.010
50	0.010	0.015	0.020
51	0.010	0.015	0.020
52	0.010	0.020	0.020
53	0.010	0.025	0.050
54	0.020	0.025	0.075
55	0.020	0.055	0.150
56	0.025	0.065	0.100
57	0.025	0.065	0.100
58	0.050	0.065	0.100
59	0.065	0.065	0.150
60	0.120	0.050	0.200
61	0.200	0.130	0.200
62	0.300	0.150	0.250
63	0.250	0.125	0.250
64	0.220	0.180	0.300
65	0.400	0.150	1.000
66	0.250	0.200	1.000
67	0.250	0.200	1.000
68	0.300	0.250	1.000
69	0.300	0.200	1.000
70 and after	1.000	1.000	1.000

10. SUMMARY OF PLAN PROVISIONS

ADMINISTRATION

There are 105 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 3 classes of membership in the retirement system:

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.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

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 2 and 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 hired prior to 1978, or if classified in Group 4.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

AMOUNT OF BENEFIT

A member's annual allowance is determined by multiplying average salary by a benefit rate related to the member's age and job classification at retirement, and the resulting product by his creditable service. The amount determined by the benefit formula cannot exceed 80% of the member's highest three year (or five year salary 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.

- Salary is defined as gross regular compensation. 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 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 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 55. A .125% reduction is applied for each year of age under the maximum age for the member's group.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

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. Group 4 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 70½.

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 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.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

ORDINARY DISABILITY *(continued)*

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 is entitled

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 \$751.80 per year (or \$312.00 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 \$751.80 per year, per child (or \$312.00 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 \$100,000.00 from the State Retirement Board.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

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

DEATH IN ACTIVE SERVICE

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 I who became a member on or after April 2, 2012 whose death occurred, the age 60 benefit rate is used. If the member died after age 60, the actual age is used. 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%. The first \$12,000 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. . Each increase must be accepted by a majority vote of the Retirement Board and approved by the legislative body.

10. SUMMARY OF PLAN PROVISIONS *(continued)*

METHODS OF PAYMENT

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

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

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

Option C: A reduced annual allowance, payable in monthly installments, commencing at retirement. At the death of the retired employee, 2/3 of the allowance is payable to the member's designated beneficiary (who may be the spouse, or former spouse who is unmarried at the time of retirement for a member whose retirement becomes effective on or after February 2, 1992, 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. 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 will not be undertaken. This is because such a person will receive a separate retirement allowance from each system.

II. GLOSSARY OF TERMS

ACTUARIAL ACCRUED LIABILITY

That portion of the Actuarial Present Value of pension plan benefits which is not provided by future Normal Costs or employee contributions. It is the portion of the Actuarial Present Value attributable to service rendered as of the Valuation Date.

ACTUARIAL ASSUMPTIONS

Assumptions, based upon past experience or standard tables, used to predict the occurrence of future events affecting the amount and duration of pension benefits, such as: mortality, withdrawal, disablement and retirement; changes in compensation; rates of investment earnings and asset appreciation or depreciation; and any other relevant items.

ACTUARIAL COST METHOD (OR FUNDING METHOD)

A procedure for allocating the Actuarial Present Value of all past and future pension plan benefits to the Normal Cost and the Actuarial Accrued Liability.

ACTUARIAL GAIN OR LOSS (OR EXPERIENCE GAIN OR LOSS)

A measure of the difference between actual experience and that expected based upon the set of Actuarial Assumptions, during the period between two Actuarial Valuation dates.

Note: The effect on the Accrued Liability and/or the Normal Cost resulting from changes in the Actuarial Assumptions, the Actuarial Cost Method or pension plan provisions would be described as such, not as an Actuarial Gain (Loss).

ACTUARIAL PRESENT VALUE

The dollar value on the valuation date of all benefits expected to be paid to current members based upon the Actuarial Assumptions and the terms of the Plan.

AMORTIZATION PAYMENT

That portion of the pension plan appropriation which represents payments made to pay interest on and the reduction of the Unfunded Accrued Liability.

II. GLOSSARY OF TERMS *(continued)*

ANNUAL STATEMENT

The statement submitted to PERAC each year that describes the asset holdings and Fund balances as of December 31 and the transactions during the calendar year that affected the financial condition of the retirement system.

ANNUITY RESERVE FUND

The fund into which total accumulated deductions, including interest, is transferred at the time a member retires, and from which annuity payments are made.

ANNUITY SAVINGS FUND

The fund in which employee contributions plus interest credited are held for active members and for former members who have not withdrawn their contributions and are not yet receiving a benefit (inactive members).

ASSETS

The value of securities as described in Section VIII.

COST OF BENEFITS

The estimated payment from the pension system for benefits for the fiscal year. This is the minimum amount payable during the first six years of some Funding Schedules.

FUNDING SCHEDULE

The schedule based upon the most recently approved actuarial valuation which sets forth the amount which would be appropriated to the pension system in accordance with Section 22(6A), Section 22D or Section 22F of M.G.L. Chapter 32.

GASB

Governmental Accounting Standards Board

II. GLOSSARY OF TERMS *(continued)*

NORMAL COST

Total Normal Cost is that portion of the Actuarial Present Value of pension plan benefits, which is to be paid in a single fiscal year. The Employee Normal Cost is the amount of the expected employee contributions for the fiscal year. The Employer Normal Cost is the difference between the Total Normal Cost and the Employee Normal Cost.

PENSION FUND

The fund into which appropriation amounts as determined by PERAC are paid and from which pension benefits are paid.

PENSION RESERVE FUND

The fund which shall be credited with all amounts set aside by a system for the purpose of establishing a reserve to meet future pension liabilities. These amounts would include excess interest earnings.

SPECIAL FUND FOR MILITARY SERVICE CREDIT

The fund which is credited with amounts paid by the retirement board equal to the amount which would have been contributed by a member during a military leave of absence as if the member had remained in active service of the retirement board. In the event of retirement or a non-job related death, such amount is transferred to the Annuity Reserve Fund. In the event of termination prior to retirement or death, such amount shall be transferred to the Pension Fund.

UNFUNDED ACCRUED LIABILITY

The excess of the Actuarial Accrued Liability over the Assets.

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