

Report of the
PUBLIC EMPLOYEE RETIREMENT
ADMINISTRATION COMMISSION
on the Examination of the
Lawrence
Contributory Retirement System
For the Four-Year Period
January 1, 2013 - December 31, 2016

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May 23, 2019

The Public Employee Retirement Administration Commission has completed an examination of the Lawrence Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2013 to December 31, 2016. This audit was conducted in accordance with the accounting and management standards established by the Public Employee Retirement Administration Commission in regulation 840 CMR 25.00. Additionally, all supplementary regulations approved by PERAC and on file at PERAC are listed in this report.

In our opinion, the financial records are being maintained and the management functions are being performed in conformity with the standards established by the Public Employee Retirement Administration Commission.

We commend the Lawrence Retirement Board for the exemplary operation of the system.

In closing, I acknowledge the work of examiners Carol Poladian and Walter Kloc who conducted this examination, and express appreciation to the Board of Retirement and staff for their courtesy and cooperation.

Sincerely,

John W. Parsons, Esq.
Executive Director

STATEMENT OF LEDGER ASSETS AND LIABILITIES

	AS OF DECEMBER 31,			
	2016	2015	2014	2013
Net Assets Available For Benefits:				
Cash	\$746,754	\$701,524	\$725,136	\$422,267
PRIT Cash Fund	701,292	500,462	1,100,198	1,800,152
PRIT Core Fund	194,964,599	181,778,132	179,367,113	167,338,666
Prepaid Expenses	8,042	7,665	7,300	6,947
Accounts Receivable	319,679	524,508	314,382	266,762
Accounts Payable	(1,274,456)	(852,017)	(935,386)	(855,327)
Total	<u>\$195,465,910</u>	<u>\$182,660,273</u>	<u>\$180,578,743</u>	<u>\$168,979,467</u>
Fund Balances:				
Annuity Savings Fund	\$69,352,655	\$67,456,045	\$63,519,962	\$61,241,553
Annuity Reserve Fund	18,103,469	17,104,331	17,275,476	16,654,028
Pension Fund	0	0	4,264	49,791
Military Service Fund	5,276	5,271	5,265	5,260
Expense Fund	0	0	0	0
Pension Reserve Fund	<u>108,004,511</u>	<u>98,094,626</u>	<u>99,773,775</u>	<u>91,028,836</u>
Total	<u>\$195,465,910</u>	<u>\$182,660,273</u>	<u>\$180,578,743</u>	<u>\$168,979,467</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 2013	\$57,349,439	\$17,375,369	(\$5,649,961)	\$5,255	\$0	\$79,098,778	\$148,178,880
Receipts	6,843,125	512,065	15,999,000	5	1,281,732	21,539,389	46,175,318
Interfund Transfers	(1,784,453)	1,711,548	9,682,236	0	0	(9,609,331)	0
Disbursements	(1,166,558)	(2,944,954)	(19,981,485)	0	(1,281,732)	0	(25,374,730)
Ending Balance 2013	61,241,553	16,654,028	49,791	5,260	0	91,028,836	168,979,467
Receipts	7,029,849	512,132	17,108,318	5	1,376,914	11,983,802	38,011,021
Interfund Transfers	(3,242,066)	3,204,181	3,276,747	0	0	(3,238,863)	0
Disbursements	(1,509,374)	(3,094,865)	(20,430,592)	0	(1,376,914)	0	(26,411,745)
Ending Balance 2014	63,519,962	17,275,476	4,264	5,265	0	99,773,775	180,578,743
Receipts	7,627,361	506,176	18,379,454	5	1,400,116	584,897	28,498,008
Interfund Transfers	(2,579,623)	2,512,195	2,331,474	0	0	(2,264,046)	0
Disbursements	(1,111,654)	(3,189,517)	(20,715,191)	0	(1,400,116)	0	(26,416,478)
Ending Balance 2015	67,456,045	17,104,331	0	5,271	0	98,094,626	182,660,273
Receipts	7,404,398	519,206	19,179,773	5	1,471,063	12,780,589	41,355,034
Interfund Transfers	(4,050,916)	4,023,008	2,898,612	0	0	(2,870,704)	0
Disbursements	(1,456,873)	(3,543,076)	(22,078,385)	0	(1,471,063)	0	(28,549,397)
Ending Balance 2016	\$69,352,655	\$18,103,469	\$0	\$5,276	\$0	\$108,004,511	\$195,465,910

STATEMENT OF RECEIPTS

	FOR THE PERIOD ENDING DECEMBER 31,			
	2016	2015	2014	2013
Annuity Savings Fund:				
Members Deductions	\$6,715,430	\$6,670,122	\$6,210,800	\$6,106,561
Transfers from Other Systems	465,570	819,262	602,317	512,761
Member Make Up Payments and Re-deposits	136,043	36,290	137,735	143,296
Investment Income Credited to Member Accounts	<u>87,355</u>	<u>101,687</u>	<u>78,997</u>	<u>80,508</u>
Sub Total	<u>7,404,398</u>	<u>7,627,361</u>	<u>7,029,849</u>	<u>6,843,125</u>
Annuity Reserve Fund:				
Investment Income Credited to the Annuity Reserve Fund	<u>519,206</u>	<u>506,176</u>	<u>512,132</u>	<u>512,065</u>
Pension Fund:				
3 (8) (c) Reimbursements from Other Systems Received from Commonwealth for COLA and Survivor Benefits	177,505	168,785	171,245	158,242
Pension Fund Appropriation	340,692	320,522	207,508	369,425
Settlement of Workers' Compensation Claims	18,661,575	17,877,146	16,729,565	15,451,333
Recovery of 91A Overearnings	0	13,000	0	20,000
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Sub Total	<u>19,179,773</u>	<u>18,379,454</u>	<u>17,108,318</u>	<u>15,999,000</u>
Military Service Fund:				
Investment Income Credited to the Military Service Fund	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>
Expense Fund:				
Investment Income Credited to the Expense Fund	<u>1,471,063</u>	<u>1,400,116</u>	<u>1,376,914</u>	<u>1,281,732</u>
Pension Reserve Fund:				
Federal Grant Reimbursement	667,621	631,765	593,574	978,300
Interest Not Refunded	2,025	17,423	3,079	6,715
Miscellaneous Income	890	860	221	321
Excess Investment Income	<u>12,110,054</u>	<u>(65,151)</u>	<u>11,386,928</u>	<u>20,554,052</u>
Sub Total	<u>12,780,589</u>	<u>584,897</u>	<u>11,983,802</u>	<u>21,539,389</u>
Total Receipts, Net	<u>\$41,355,034</u>	<u>\$28,498,008</u>	<u>\$38,011,021</u>	<u>\$46,175,318</u>

STATEMENT OF DISBURSEMENTS

FOR THE PERIOD ENDING DECEMBER 31,				
	2016	2015	2014	2013
Annuity Savings Fund:				
Refunds to Members	\$893,348	\$688,910	\$874,780	\$621,043
Transfers to Other Systems	<u>563,525</u>	<u>422,744</u>	<u>634,595</u>	<u>545,515</u>
Sub Total	<u>1,456,873</u>	<u>1,111,654</u>	<u>1,509,374</u>	<u>1,166,558</u>
Annuity Reserve Fund:				
Annuities Paid	3,438,791	3,189,517	3,029,068	2,900,300
Option B Refunds	<u>104,286</u>	<u>0</u>	<u>65,797</u>	<u>44,655</u>
Sub Total	<u>3,543,076</u>	<u>3,189,517</u>	<u>3,094,865</u>	<u>2,944,954</u>
Pension Fund:				
Pensions Paid:				
Regular Pension Payments	13,981,919	13,386,025	13,105,100	12,659,811
Survivorship Payments	1,158,154	1,090,049	998,860	1,016,232
Ordinary Disability Payments	130,582	75,225	86,862	55,951
Accidental Disability Payments	4,223,728	3,986,794	3,924,911	4,004,304
Accidental Death Payments	1,088,775	1,125,608	1,197,747	1,227,281
Section 101 Benefits	224,471	213,443	188,478	167,478
3 (8) (c) Reimbursements to Other Systems	<u>1,270,756</u>	<u>838,048</u>	<u>928,633</u>	<u>850,427</u>
Sub Total	<u>22,078,385</u>	<u>20,715,191</u>	<u>20,430,592</u>	<u>19,981,485</u>
Expense Fund:				
Board Member Stipend	14,500	15,000	13,500	15,000
Salaries	223,365	221,947	208,705	203,945
Legal Expenses	40,711	50,126	52,551	22,564
Travel Expenses	4,080	3,748	5,028	3,952
Administrative Expenses	72,716	79,322	71,270	70,804
Actuarial Services	18,625	8,125	12,500	3,250
Accounting Services	9,300	9,000	7,500	7,400
Education and Training	1,800	1,620	1,925	1,890
Furniture and Equipment	2,781	0	250	254
Management Fees	998,309	929,797	922,274	872,791
Rent Expenses	40,187	39,399	39,399	39,399
Service Contracts	27,541	25,390	25,818	25,065
Fiduciary Insurance	<u>17,148</u>	<u>16,641</u>	<u>16,194</u>	<u>15,420</u>
Sub Total	<u>1,471,063</u>	<u>1,400,116</u>	<u>1,376,914</u>	<u>1,281,732</u>
Total Disbursements	<u>\$28,549,397</u>	<u>\$26,416,478</u>	<u>\$26,411,745</u>	<u>\$25,374,730</u>

INVESTMENT INCOME

FOR THE PERIOD ENDING DECEMBER 31,				
	2016	2015	2014	2013
Investment Income Received From:				
Cash	\$2,002	\$1,753	\$2,282	\$2,520
Securities Litigation	0	0	20,265	2,646
Pooled or Mutual Funds	<u>5,331,955</u>	<u>4,718,863</u>	<u>4,889,061</u>	<u>4,541,889</u>
Total Investment Income	<u>5,333,957</u>	<u>4,720,616</u>	<u>4,911,608</u>	<u>4,547,055</u>
Plus:				
Realized Gains	5,255,078	\$6,571,087	\$7,729,843	\$7,329,820
Unrealized Gains	<u>15,934,694</u>	<u>9,477,364</u>	<u>11,104,543</u>	<u>18,911,339</u>
Sub Total	<u>21,189,772</u>	<u>16,048,451</u>	<u>18,834,386</u>	<u>26,241,159</u>
Less:				
Realized Loss	(103,217)	(87,714)	0	0
Unrealized Loss	<u>(12,232,830)</u>	<u>(18,738,520)</u>	<u>(10,391,017)</u>	<u>(8,359,851)</u>
Sub Total	<u>(12,336,047)</u>	<u>(18,826,235)</u>	<u>(10,391,017)</u>	<u>(8,359,851)</u>
Net Investment Income	<u>14,187,683</u>	<u>1,942,833</u>	<u>13,354,977</u>	<u>22,428,363</u>
Income Required:				
Annuity Savings Fund	87,355	101,687	78,997	80,508
Annuity Reserve Fund	519,206	506,176	512,132	512,065
Military Service Fund	5	5	5	5
Expense Fund	<u>1,471,063</u>	<u>1,400,116</u>	<u>1,376,914</u>	<u>1,281,732</u>
Total Income Required	<u>2,077,629</u>	<u>2,007,984</u>	<u>1,968,049</u>	<u>1,874,311</u>
Net Investment Income	<u>14,187,683</u>	<u>1,942,833</u>	<u>13,354,977</u>	<u>22,428,363</u>
Less: Total Income Required	<u>2,077,629</u>	<u>2,007,984</u>	<u>1,968,049</u>	<u>1,874,311</u>
Excess Income (Loss) To The Pension Reserve Fund	<u>\$12,110,054</u>	<u>(\$65,151)</u>	<u>\$11,386,928</u>	<u>\$20,554,052</u>

SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

AS OF DECEMBER 31, 2016		
	MARKET VALUE	PERCENTAGE OF TOTAL ASSETS
Cash	\$746,754	0.4%
PRIT Cash Fund	701,292	0.4%
PRIT Core Fund	<u>194,964,599</u>	<u>99.3%</u>
Grand Total	<u>\$196,412,645</u>	<u>100.0%</u>

For the year ending December 31, 2016, the rate of return for the investments of the Lawrence Retirement System was 8.09%. For the five-year period ending December 31, 2016, the rate of return for the investments of the Lawrence Retirement System averaged 9.15%. For the 32-year period ending December 31, 2016, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Lawrence Retirement System was 7.71%.

The composite rate of return for all retirement systems for the year ending December 31, 2016 was 8.08%. For the five-year period ending December 31, 2016, the composite rate of return for the investments of all retirement systems averaged 9.12%. For the 32-year period ending December 31, 2016, since PERAC began evaluating the returns of the retirement systems, the composite rate of return on the investments of all retirement systems averaged 9.11%.

SUPPLEMENTARY INVESTMENT REGULATIONS

The Lawrence Retirement System voted to invest all of the system's assets with the PRIT fund. As a result of that motion, the supplemental investment regulations submitted and previously approved by the Public Employee Retirement Administration Commission were effectively rescinded.

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – SUMMARY OF PLAN PROVISIONS

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

NOTES TO FINANCIAL STATEMENTS (Continued)

MEMBER CONTRIBUTIONS

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

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

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

RATE OF INTEREST

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

RETIREMENT AGE

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

SUPERANNUATION RETIREMENT

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

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

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

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

NOTES TO FINANCIAL STATEMENTS (Continued)

AMOUNT OF BENEFIT

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

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

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

DEFERRED VESTED BENEFIT

A participant who has attained the requisite years of creditable service can elect to defer his or her retirement until a later date. Certain public safety employees cannot defer beyond age 65. All participants must begin to receive a retirement allowance or withdraw their accumulated deductions no later than April 15 of the calendar year following the year they reach age 70½.

NOTES TO FINANCIAL STATEMENTS (Continued)

WITHDRAWAL OF CONTRIBUTIONS

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

DISABILITY RETIREMENT

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

ORDINARY DISABILITY

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

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

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

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

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

NOTES TO FINANCIAL STATEMENTS (Continued)

ACCIDENTAL DISABILITY

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

Retirement Allowance: 72% of salary plus an annuity based on accumulated member contributions, with interest. This amount is not to exceed 100% of pay. For those who became members in service after January 1, 1988 or who have not been members in service continually since that date, the amount is limited to 75% of pay. There is an additional pension of \$871.56 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 \$871.56 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 \$150,000.00 from the State Retirement Board. This lump sum payment is also available to the family of a public prosecutor in certain, limited circumstances.

NOTES TO FINANCIAL STATEMENTS (Continued)

DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

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

DEATH IN ACTIVE SERVICE

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.

NOTES TO FINANCIAL STATEMENTS (Continued)

METHODS OF PAYMENT

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

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

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

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

ALLOCATION OF PENSION COSTS

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

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

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

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

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

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

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

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

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

NOTES TO FINANCIAL STATEMENTS (Continued)

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

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

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

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

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

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

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

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS

The Lawrence Retirement System submitted the following supplementary membership regulations, which were approved by the Public Employee Retirement Administration Commission:

Membership:

July 25, 2007

Upon becoming a member of the Lawrence Retirement System, any member may purchase any past service rendered as a part-time, provisional, temporary, temporary provisional, seasonal or intermittent employee, provided that the member remits to the Lawrence Retirement Board the appropriate amount of contributions that would have been withheld, together with regular interest, had he or she been a member of the System at the time the service was rendered. It shall be the sole responsibility of the member to obtain and provide to the Board verification of this past service rendered, including but not limited to W-2 Forms and payroll records verified by the payroll coordinator for the employer or any other employee who has the similar duties of the payroll coordinator indicating the amount of compensation received and amount of hours worked for each calendar year in which service is sought to be purchased. In the event that any or all of such original documentation is unavailable, the Board may exercise its discretion pursuant to M.G.L. c. 32, § 20(5) (c)(l), on a case by case basis, to accept alternative documentation to verify said service and compensation.

May 21, 2003

Any individual who is permanently employed for a minimum of twenty (20) hours per week by the City of Lawrence, Lawrence Public Schools or any member unit of the Lawrence Retirement System ("System"), shall immediately become a member of the System. So-called "permanent" and/or "long-term" substitute teachers shall not be considered permanent employees and shall not be eligible for new membership in the Lawrence Retirement System. Individuals who are appointed, rather than elected by a direct vote of the people, to boards, commissions and similar entities in the City of Lawrence shall not be eligible to join the system.

Creditable Service:

May 1, 2013

Members of the Lawrence Retirement System shall receive creditable service, in whole month increments, consistent with this regulation in the following manner:

- For a member in service who is employed in a full-time capacity, he/she will receive one (1) month of creditable service for each full month for which the employee receives regular compensation and remits the appropriate contributions to the Lawrence Retirement System, with said service not to exceed one (1) year of creditable service in any calendar year.
- For a member in service who is employed in a part-time capacity throughout his/her entire career, he/she will receive one (1) month of creditable service for each full month for which the employee receives regular compensation and remits the appropriate contributions to the Lawrence Retirement System, with said service not to exceed one (1) year of creditable service in any calendar year.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS (Continued)

- For a member who has rendered membership service in the Lawrence Retirement System in both a full-time and part-time capacity, the member shall receive full credit for all full-time service and prorated credit for part-time service based on the full-time equivalency of 35 hours per week.
- In the case of School Department employees whose full-time employment requires them to work from on or about September 1st to on or about June 30th, including but not limited to cafeteria workers, clerical and secretarial staff, teacher's assistant and teaching professionals, such as therapists, said employees shall receive one month of creditable service for each full month the employee is receiving regular compensation, with ten (10) months being the equivalent of one (1) year of creditable service. School Department employees who are employed in a part-time capacity shall have their creditable service prorated in the same manner as all members of the Lawrence Retirement System as set forth in this regulation.
- The Board recognizes that certain School Department employees, including but not limited to custodians and secretaries, are required to work the entire calendar year, and in such a situation, said employee's creditable service will be calculated based on a twelve (12) month year.
- Members who previously rendered service in a member unit of the Lawrence Retirement System, and who were not previously eligible to participate in the Lawrence Retirement System, shall be eligible to purchase such past non-membership service rendered, in monthly increments, consistent with the provisions of M.G.L. c. 32, Section 4(2)(b). Members who previously rendered service in a governmental unit other than the System in a temporary, provisional or substitute capacity and who were not eligible for membership in the retirement system which had jurisdiction over the employee, may purchase this past service rendered, consistent with the provisions of M.G.L. c. 32, Section 3(5). Creditable service shall be granted and calculated for non-membership service based on 170 hours being the equivalent of one (1) month of creditable service.

July 25, 2007

For members who purchase such past service rendered as a part-time, provisional, temporary, temporary provisional, seasonal or intermittent employee, creditable service shall be calculated based on 1040 hours of compensated employment in the aggregate being the equivalent of one (1) year of creditable service. Members shall be credited with full months and full years of past service rendered and purchased

July 5, 2007

Any member who received remuneration or payment in the form of cash for services rendered will not be considered an employee and will be precluded from purchasing any such past service rendered. The Board does not permit the purchase of past service rendered as a coach, assistant coach, referee, sports time keeping, life guard, substitute teachers, crossing guards, appointed officials or any other position which is paid via 1099 Form rather than a W-2 form.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS (Continued)

Miscellaneous:

Correction of Errors

October 25, 2016

In all cases in which a benefit calculation error occurs that results in an underpayment or non-payment of a pension or benefit to a member or beneficiary, or in the event of any overpayment as the result of an error to a member or beneficiary, the Board shall, consistent with the provisions of M.G.L. c. 32, § 20(5)(c) pay to or collect from the member or beneficiary, as the case may be, the actuarial equivalent of the benefit paid or received in error. Pursuant to the Supreme Judicial Court's decision in *Herrick v. Essex Regional Retirement Board*, 465 Mass. 801 (2013) and PERAC Memorandum #32/2013, the Board has determined that the actuarial equivalent requires that the interest to be applied will be calculated for each calendar year based on the 10-year Treasury rate in effect on January 1st of each year.

Travel Regulations:

The Lawrence Retirement System has adopted Travel Supplemental Regulations under the provisions of G.L. c. 7, § 50 and G.L. c. 32, § 21(4). Regulations available upon written request, and are also available on the PERAC website <http://www.mass.gov/perac/Lawrence>.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 4 - ADMINISTRATION OF THE SYSTEM

The System is administered by a five-person Board of Retirement consisting of the City Comptroller 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: Ramona Ceballos

Appointed Member: Thomas M. Cuddy Serves until a successor is appointed

Elected Member: Kevin Loughlin Term Expires: 07/01/19

Elected Member: Gina Rizzo Term Expires: 10/15/21

Appointed Member: William Bateman, Chairman Term Expires: 01/28/22

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.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 5 - ACTUARIAL VALUATION AND ASSUMPTIONS

The most recent actuarial valuation of the System was prepared by Stone Consulting Inc., as of January 1, 2018.

The actuarial liability for active members was	\$182,247,103
The actuarial liability for inactive members was	6,051,549
The actuarial liability for retired members and beneficiaries was	<u>243,143,059</u>
The total actuarial liability was	\$431,441,711
System assets as of that date were (actuarial value)	<u>227,442,528</u>
The unfunded actuarial liability was	<u>\$203,999,183</u>
The ratio of system's assets to total actuarial liability was	52.7%
As of that date the total covered employee payroll was	\$71,471,870

The normal cost for employees on that date was 9.3% of payroll
 The normal cost for the employer was 4.3% of payroll

The principal actuarial assumptions used in the valuation are as follows:

Investment Return: 7.50% per annum
 Rate of Salary Increase: 3.75% ultimate plus 4% steps for first 5 years of service

SCHEDULE OF FUNDING PROGRESS AS OF JANUARY 1, 2018

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a % of Cov. Payroll ((b-a)/c)
1/1/2018	\$227,443	\$431,442	\$203,999	52.7%	\$71,472	285.4%
1/1/2016	\$182,660	\$398,032	\$215,372	45.9%	\$69,996	307.7%
1/1/2014	\$168,979	\$379,183	\$210,204	44.6%	\$67,767	310.2%
1/1/2012	\$132,575	\$336,057	\$203,482	39.5%	\$55,767	364.9%
1/1/2010	\$120,292	\$307,626	\$187,334	39.1%	\$57,831	323.9%

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 6 - MEMBERSHIP EXHIBIT

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Retirement in Past Years										
Superannuation	18	32	29	40	24	36	19	36	34	38
Ordinary Disability	1	0	0	1	0	0	1	1	1	1
Accidental Disability	2	1	4	3	4	0	0	1	1	2
Total Retirements	21	33	33	44	28	36	20	38	36	41
Total Retirees, Beneficiaries and Survivors	919	916	876	867	883	887	866	869	886	893
Total Active Members	1,569	1,538	1,528	1,442	1,498	1,421	1,620	1,715	1,818	1,734
Pension Payments										
Superannuation	\$9,429,291	\$9,691,083	\$10,365,554	\$11,280,081	\$11,797,882	\$12,282,529	\$12,659,811	\$13,105,100	\$13,386,025	\$13,981,919
Survivor/Beneficiary Payments	955,681	972,169	973,736	998,965	984,449	1,015,239	1,016,232	998,860	1,090,049	1,158,154
Ordinary Disability	102,163	85,703	64,690	54,794	46,341	47,689	55,951	86,862	75,225	130,582
Accidental Disability	3,568,794	3,592,934	3,677,299	3,827,659	3,919,434	4,007,201	4,004,304	3,924,911	3,986,794	4,223,728
Other	1,613,388	1,755,087	1,862,541	1,912,958	2,047,184	2,266,688	2,245,186	2,314,858	2,177,098	2,584,002
Total Payments for Year	\$15,669,317	\$16,096,976	\$16,943,820	\$18,074,457	\$18,795,290	\$19,619,346	\$19,981,485	\$20,430,592	\$20,715,191	\$22,078,385

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 7 – LEASED PREMISES

The Lawrence Retirement Board leases approximately 2,000 square feet of space for its offices located at 354 Merrimack Street, Lawrence, MA, 01843. The original 5-year lease commenced June 1, 2005. A fourth amendment extension was signed for an additional 3-year term which will expire May 31, 2022, with an annual 2% increase as of June 1, 2020. A rent abatement for the month of July, 2019 was included in the lease extension. The lessor is S&N Lawrence, LLC.

The following schedule displays the minimum lease obligations on non-cancelable operating leases as of December 31, 2016:

<u>For the Year Ending</u>	<u>Annual Rent</u>
2017	\$ 41,053
2018	41,875
2019	38,701
2020	42,712
2021	43,566
2022 (5 months)	<u>18,302</u>
Total future minimum lease payments required	<u>\$ 226,209</u>