

**GASB Statements No. 67 and 68
Report for Fiscal Year 2016**

Lawrence Retirement System

**Lawrence B. Stone
President**



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June 3, 2016

Lawrence Retirement Board
354 Merrimack Street
Suite 302
Lawrence, MA 01843

Dear Members of the Board:

For the purpose of satisfying the requirements of the Government Accounting Standards Board (GASB) Statements No. 67 and 68, Stone Consulting, Inc. has prepared a set of illustrative tables and other Required Supplementary Information (RSI) based on the January 1, 2014 actuarial valuation of the Lawrence Retirement System performed by Stone Consulting, Inc. The valuation and this report were prepared using generally accepted actuarial principles and practices and meet the parameters set by the Governmental Accounting Standards Board (GASB).

For GASB 67 the results are as of a valuation date of January 1, 2014 and a reporting date of December 31, 2015. For GASB 68 the results are as of a valuation date of January 1, 2014, a measurement date of December 31, 2015 and a reporting date of June 30, 2016. To the best of our knowledge, this report is complete and accurate, and the assumptions used represent our best estimate of anticipated experience of the system. The methods, assumptions, and plan provisions used to prepare these exhibits are consistent with those used in the valuation, and are outlined in the January 1, 2014 funding valuation report, except where noted in this report.

We are pleased to present these exhibits. If the Lawrence Board has any questions on the content of this report, we would be glad to respond. Please note that this report is meant to be used in its entirety. Use of excerpts of this report may result in a misleading or inaccurate understanding of the results.

The undersigned is a consultant for Stone Consulting, Inc. and a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,
STONE CONSULTING, INC.
Actuaries for the Plan



Lawrence B. Stone
Member, American Academy of Actuaries

GASB Statements No. 67 and 68 – Net Pension Liability

The components of the Net Pension Liability of the Lawrence Retirement System as of December 31, 2015 were as follows:

Total Pension Liability (TPL)	\$ 415,175,624
Plan Fiduciary Net Position (FNP)	<u>182,660,273</u>
System's Net Pension Liability (NPL)	\$ 232,515,351
Plan FNP as a percentage of the TPL	44.0%
Covered Payroll	\$ 74,624,910
Plan NPL as a percentage of Covered Payroll	311.6%

Changes to the Net Pension Liability [GASB 68, Paragraph 44]

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)
Balances at beginning of Measurement Period (1/1/2015)	\$ 399,310,255	\$ 180,578,743	\$ 218,731,512
Changes for the Year:			
Service Cost	8,829,413		8,829,413
Interest	30,713,326		30,713,326
Change in benefit terms	0		0
Differences between expected and actual experience	0		0
Change in assumptions	0		0
Contributions - employer		18,508,911	(18,508,911)
Contributions - employee		6,706,412	(6,706,412)
Net investment income		1,013,895	(1,013,895)
Benefit payments, including refunds of employee contributions	(23,677,370)	(23,677,370)	0
Administrative expense		(470,318)	470,318
Other changes		0	0
Net Changes	<u>15,865,369</u>	<u>2,081,530</u>	<u>13,783,839</u>
Balances at end of Measurement Period (12/31/2015)	\$ 415,175,624	\$ 182,660,273	\$ 232,515,351

Update procedures were used to roll the Total Pension Liability forward from the valuation date (1/1/2014) to the measurement date (12/31/2015). [GASB Statement No. 68, Paragraph 45 a.]

Projection of the Net Pension Liability

TOTAL PENSION LIABILITY (TPL)

The Total Pension Liability at the beginning of the measurement period (1/1/2015) is set equal to the TPL from the end of the last measurement period, as shown in the GASB Statement No. 67 and 68 report for Fiscal Year 2015.

The TPL is projected to the end of each measurement period (12/31/2015) by adding all of the changes resulting from experience, assumption changes, and changes to plan provisions. Interest is given to the beginning of year TPL, Service Cost, and paid benefits, and added to the total, less the projected benefit payments for the year. The service cost for 2015 was based on the amount from the 1/1/2014 valuation, increased by 4.25% for salary adjustment.

In valuation years, the projected TPL is compared with the Actuarial Accrued Liability (AAL) from the valuation. Any differences between projected amounts and the actual value that are not the result of changes in assumptions or plan provisions will be recognized as "Differences between actual and expected experience". Changes arising from experience or assumptions will be recognized over the average working lifetime of the current employees, while any additional liability incurred by a change in benefit provisions is recognized immediately [GASB Statement No. 68, Paragraph 33a].

PLAN FIDUCIARY NET POSITION (FNP)

GASB Statement No. 68, Paragraph 20 requires that Market Value of Assets be used for the Fiduciary Net Position. Net investment income is the portion of the change in assets during the measurement period not attributed to employee/employer contributions, benefits payments, administrative expense, or other changes. While actual returns are used in calculating the FNP, projected returns are used for the Pension Expense, with differences between expected and actual gains on pension plan assets being recognized over a five-year period [GASB Statement No. 68, Paragraph 33b]. This is shown on pages 7-8.

The projected Net Pension Liability (NPL) for the end of the year is the portion of the TPL not covered by the FNP. This amount is presented as a percentage of covered employee payroll. The NPL ratio for Lawrence is 311.6%.

Distribution of the Member Population

As of January 1, 2014, the following employees were covered by the benefits terms:

Inactive employees or beneficiaries currently receiving benefits	879
Inactive employees entitled to a return of contributions	309
Active employees	<u>1,519</u>
TOTAL	2,707

Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions [GASB 68, Paragraph 44 h.]

	Deferred Outflows Of Resources	Deferred Inflows Of Resources
Differences between expected and actual experience	\$ 0	\$ 0
Changes of assumptions	0	0
Net difference between projected and actual earnings on pension plan investments	<u>10,731,829</u>	<u>0</u>
Total	\$ 10,731,829	\$ 0

Year Ending December 31, *	Recognition
2016	\$ 2,709,121
2017	2,709,121
2018	2,709,121
2019	2,604,466
2020	0
Thereafter	0

*The years are based on measurement date. For GASB 68, the reporting date is six months later, so the year ending December 31, 2016 is Fiscal 2017.

Development of Exhibits

DISCOUNT RATE

Projections were made using a discount rate assumption of 7.75%, which is consistent with the assumption used in the valuation. One of the objectives of the provisions introduced by GASB 68 is to examine how benefit payments and plan contributions and investment earnings interact on a cash flow basis. GASB requires that these amounts be calculated with Market Value of Assets and using the Entry Age Normal cost method.

Projected contributions for each year are the sum of the projected normal cost, the amortization of the unfunded liability, administrative expense, and other benefit costs such as 3(8)(c) payments. The amortization bases and periods are consistent with those seen in the valuation report. Administrative expenses are increased by 4.25% per year. Lawrence's Fiduciary Net Position was projected to be available to make all future benefit payments of current active and inactive employees. Thus, the long-term expected rate of return on investments was applied for all benefit periods when calculating the Net Pension Liability.

The long-term rate of return which was used to develop the discount rate of 7.75% includes the effect of inflation (not subtracted out as in the real rates of return). It is based on a combination of expected rates of return on the mix of current and expected investments over a long-term period. These expectations are based on current market conditions, historical experience and future expectations. It assumes a rebalancing of assets on an ongoing basis as well as a constant monitoring of asset allocation and manager performance.

GASB Statement No. 67, Paragraph 30 b. 4 requires that a return rate for the measurement period be developed using the market value of assets at the beginning of the measurement period, along with monthly cash flows. This has been done for the 2014 calendar year, and is shown on the following page and on page 11.

Calendar Year	2015
Money-Weighted Rate of Return	0.59%

Discount Sensitivity [GASB 68, Paragraph 42 g.]

The following presents Lawrence's Net Pension Liability calculated at the valuation discount rate of 7.75%, as well as at discount rates one percent higher (8.75%) and one percent lower (6.75%).

Fiscal Year	1% Decrease (6.75%)	Current Discount Rate (7.75%)	1% Increase (8.75%)
2016	\$ 280,775,556	\$ 232,515,351	\$ 194,936,906

Long-Term Expected Real Rate of Return

The long-term expected real rate of return reflects the expected rate of return on plan assets minus the expected rate of inflation. Note that the discount rate includes the effect of inflation. The long-term real rate of return removes the effect of inflation on the return amounts. It is a long-term assumption and is meant to reflect a best estimate of future experience, based on the expected asset allocation. The allocation percentages are based on information provided by the Lawrence Retirement System and the Pension Reserves Investment Trust. Real rates of return are based on 30-year return estimates provided by PRIT, adjusted using a 3.00% inflation assumption.

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return (Geometric Average)
Global Equity	40.0%	4.88%
Large Cap Equities	14.5%	4.37%
Small/Mid Cap Equities	3.5%	4.61%
International Equities	16.0%	4.85%
Emerging Equities	6.0%	6.31%
Core Fixed Income	13.0%	0.70%
Core Bonds	5.0%	0.76%
20+ yr Treasuries	5.0%	0.49%
TIPS	3.0%	0.97%
Value-Added Fixed income	10.0%	3.75%
High-Yield Bonds	1.5%	2.67%
Bank Loans	1.5%	2.91%
EMD (external)	1.0%	2.91%
EMD (local currency)	2.0%	3.40%
Private Debt	4.0%	4.85%
Private Equity	10.0%	6.31%
Real Estate	10.0%	3.40%
Timberland	4.0%	3.95%
Hedge Funds	9.0%	3.40%
Portfolio Completion	4.0%	3.09%

Schedule of Changes in Lawrence's
Net Pension Liability and Related Ratios

(Amounts in Thousands)

Fiscal Year *	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
TOTAL PENSION LIABILITY										
Service cost	8,829	8,469								
Interest	30,713	29,607								
Change of benefit terms	-	-								
Differences between expected and actual experience	-	-								
Change of assumptions	-	-								
Benefit payments, including refunds of employee contributions	(23,677)	(24,653)								
Net change in total pension liability	15,865	13,424								
Total pension liability - beginning	399,310	385,887								
Total pension liability - ending	415,176	399,310								
PLAN FIDUCIARY NET POSITION										
Contributions - employer	18,509	17,323								
Contributions - employee	6,706	6,951								
Net Investment Income	1,014	12,433								
Benefit payments, including refunds of employee contributions	(23,677)	(24,653)								
Administrative expense	(470)	(455)								
Other	-	-								
Net change in plan fiduciary net position	2,082	11,599								
Plan fiduciary net position - beginning	180,579	168,979								
Plan fiduciary net position - end	182,660	180,579								
Lawrence net pension liability - ending	232,515	218,732								
Plan fiduciary net position as a percentage of the total pension liability	44.0%	45.2%								
Covered-employee payroll	74,625	71,253								
Lawrence's net pension liability as a percentage of covered employee payroll	311.6%	307.0%								

* Information not available for years prior to 2015

Note: sums may not total due to rounding

Schedule of Plan Contributions

(Amounts in Thousands)

Fiscal Year	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
Actuarially determined contribution	\$ 18,515	\$ 17,121								
Contributions in relation to the actuarially determined contribution	<u>(18,515)</u>	<u>(17,033)</u>								
Contribution deficiency / (excess)	-	\$ 88								
Covered-employee payroll	\$ 74,625	\$ 72,939								
Contributions as a percentage of covered-employee payroll	24.8%	23.4%								

* Information not available for years prior to 2015

Components of Lawrence’s Pension Expense for the Fiscal Year Ended June 30, 2016 [GASB 68, Paragraph 33]

NOTE*	Description	Fiscal 2016
A	Service Cost	\$ 8,829,413
A, B	Interest on the Total Pension Liability	30,713,326
C	Differences between Expected and Actual Experience	0
D	Changes of Assumptions	0
D	Changes to Benefit Provisions	0
A	Employee Contributions	(6,706,412)
E	Projected Earnings on Pension Plan Investments	(14,036,223)
F	Differences between Projected and Actual Earnings on Plan Investments	2,709,121
A	Pension Plan Administrative Expense	470,318
A	Other Changes in Fiduciary Net Position	0
	Total Pension Expense	\$ 21,979,543

* Notes shown on following page. Amounts are based on the following dates:
 Valuation date: January 1 ; Measurement date: December 31 ; Reporting date: following June 30

CHANGES IN METHODS, ASSUMPTIONS, AND PLAN PROVISIONS

The assumptions and methods used to generate these exhibits are consistent with those used in the January 1, 2014 actuarial valuation of Lawrence performed by Stone Consulting, Inc. unless otherwise noted. There are no changes in assumptions or benefit provisions to reflect since the last valuation. Any gains or losses resulting from future changes will be recognized over the average service lifetime of plan members.

RESULTS BY EMPLOYER

Exhibits are provided beginning on page 12 which provide individual results for the various employers that make up the Lawrence Retirement System. Pension expense, as well as any deferred inflows and outflows of resources, have been allocated to the various employers in the same manner as the portion of the FY2016 appropriation that is not related to ERI payments. However, per GASB 68, the change in proportionality from FY2015 to FY2016 of the individual employers’ NPL and deferred inflows/outflows need to be allocated to the individual employers. This is calculated on page 14. These amounts are then recognized over the average working lifetime, which is 6.9 years, and finally added to the pro rata expenses on page 12. The contribution excess generated by Federal Grants has been allocated to the employers which received those payments. The Net Pension Liability for the individual employers has been calculated in the following manner: the present value of all future ERI payments was removed from the Net Pension Liability, with the remainder then being allocated using the same employer percentages as the non-ERI portion of the FY2016 appropriation. The Net Pension Liabilities for any employers with ERI payments are then increased by the present value of those payments.

NOTES

- A. See the RSI schedule of changes to the net pension liability, on page 1.
- B. Events that impact the total pension liability are assumed to happen evenly throughout the period. In addition, the amount of interest on the total pension liability is calculated using an interest rate equal to the discount rate that was used to determine the service cost. The amount is determined as follows:

Description	Amount for Period (a)	Portion of Period (b)	Interest Rate (c)	Interest on the Total Pension Liability (a) x (b) x (c)
Beginning total pension liability	\$ 399,310,255	100%	7.75%	\$ 30,946,545
Service cost	8,829,413	100%	7.75%	684,280
Benefit payments	(23,677,370)	50%	7.75%	(917,498)
Total interest on the net pension liability				\$ 30,713,326

- C. Differences between expected and actual experience recognized in the current period in accordance with paragraph 33a of Statement 68. For the detailed calculation of this amount, see the schedule on page 9.
- D. Assumption changes recognized in pension expense in the current period in accordance with paragraph 33a of Statement 68. For detailed calculations of these amounts, see the schedule on page 9.
- E. Changes in the amounts invested are assumed to occur evenly throughout the period. In addition, the amount of projected earnings on pension plan investments is calculated using the assumed rate of return on pension plan investments as of the beginning of the period. The amount is determined as follows:

Description	Amount for Period (a)	Portion of Period (b)	Projected Rate of Return (c)	Projected Earnings (a) x (b) x (c)
Beginning plan fiduciary net position	\$ 180,578,743	100%	7.75%	\$ 13,994,853
Employer contributions	18,508,911	50%	7.75%	717,220
Employee contributions	6,706,412	50%	7.75%	259,873
Benefit payments, including refunds of employee contributions	(23,677,370)	50%	7.75%	(917,498)
Administrative expense and other	470,318	50%	7.75%	(18,225)
Total projected earnings				\$ 14,036,223

- F. Differences between projected and actual earnings recognized in the current period in accordance with paragraph 33b of Statement 68. For detailed calculation of this amount, see the schedule on page 9.

Increase / (Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences between Expected and Actual Experience

Year	Differences between actual and expected experience	Recognition period (years)	2016	2017	2018	2019	2020	2021	2022	2023
2014	\$ -	0								
2015	\$ -	6.9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ -	6.9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net increase (decrease) in pension expense			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

* Information not available for years prior to 2015

Increase / (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions

Year	Change of assumptions	Recognition period (years)	2016	2017	2018	2019	2020	2021	2022	2023
2014	\$ -	0								
2015	\$ -	6.9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ -	6.9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net increase (decrease) in pension expense			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

* Information not available for years prior to 2015

Increase / (Decrease) in Pension Expense Arising from the Recognition of Differences between Expected and Actual Earnings on Pension Plan Investments

Year	Differences between projected and actual earnings on pension plan investments	Recognition period (years)	2014	2015	2016	2017	2018	2019	2020
2014	\$ -	5							
2015	\$ 523,278	5	\$ -	\$ 104,656	\$ 104,656	\$ 104,656	\$ 104,656	\$ 104,656	\$ -
2016	\$ 13,022,328	5	\$ -	\$ -	\$ 2,604,466	\$ 2,604,466	\$ 2,604,466	\$ 2,604,466	\$ 2,604,466
Net increase (decrease) in pension expense			\$ -	\$ 104,656	\$ 2,709,121	\$ 2,709,121	\$ 2,709,121	\$ 2,709,121	\$ 2,604,466

* Information not available for years prior to 2015

Deferred Outflows and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Experience Losses (a)	Experience Gains (b)	Amounts Recognized in Pension Expense through June 30, 2016 (c)	BALANCES AT JUNE 30, 2016	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2014			* Information not available for years prior to 2015		
2015	\$ -	\$ -		\$ -	\$ -
2016	\$ -	\$ -		\$ -	\$ -
TOTAL				\$ -	\$ -

Deferred Outflows and Deferred Inflows of Resources Arising from Changes of Assumptions

Year	Increases in the Total Pension Liability (a)	Decreases in the Total Pension Liability (b)	Amounts Recognized in Pension Expense through June 30, 2016 (c)	BALANCES AT JUNE 30, 2016	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2014			* Information not available for years prior to 2015		
2015	\$ -	\$ -		\$ -	\$ -
2016	\$ -	\$ -		\$ -	\$ -
TOTAL				\$ -	\$ -

Deferred Outflows and Deferred Inflows of Resources Arising from Differences between Expected and Actual Earnings on Pension Plan Investments

Year	Investment Earnings Less than Projected (a)	Investment Earnings More than Projected (b)	Amounts Recognized in Pension Expense through June 30, 2016 (c)	BALANCES AT JUNE 30, 2016	
				Deferred Outflows of Resources (a) - (c)	Deferred Inflows of Resources (b) - (c)
2014			* Information not available for years prior to 2015		
2015	\$ 523,278	\$ -	209,311	\$ 313,967	\$ -
2016	\$ 13,022,328	\$ -	2,604,466	\$ 10,417,862	\$ -
TOTAL			NET TOTAL	\$ 10,731,829	\$ -

**GASB Statement No. 67, Paragraph 30 b. (4)
Money-Weighted Rate of Return, 2015**

NET INVESTMENT AMOUNTS					
	Beginning of month	Middle of Month	End of Month	Periods Invested**	Investment with Interest
Starting Value* (12/31/2014)	\$ 181,199,746.81			12	\$ 182,262,393.75
<i>Cash Flows:</i>					
January	86,636.13	652,491.68	-2,095,110.54	11	(1,363,068.14)
February	52,237.39	483,151.15	-2,518,307.53	10	(1,992,461.08)
March	31,830.58	607,649.85	-2,081,793.97	9	(1,448,488.44)
April	46,391.02	509,948.11	-1,915,515.59	8	(1,364,337.77)
May	4,265.41	506,325.37	-2,210,322.28	7	(1,705,413.25)
June	0.00	883,956.33	-1,974,641.72	6	(1,093,662.86)
July	16,264,718.64	488,312.94	-1,765,702.10	5	15,031,955.27
August	61,757.00	505,380.74	-2,083,045.48	4	(1,518,711.77)
September	1,595,720.72	666,137.90	-2,121,904.10	3	141,100.71
October	0.00	651,797.54	-2,047,535.17	2	(1,396,939.55)
November	0.00	568,293.13	-1,974,964.94	1	(1,407,218.88)
December	0.00	929,121.25	-2,045,644.74	0	(1,116,297.09)
Ending Value* (12/31/2015)	\$183,028,850.92			Sum:	\$ 183,028,850.92

* Value shown does not include any payables or receivables, except those related to investments.

** Middle of period cash flows are given an additional half period of interest, and beginning of period cash flows are given an additional full period.

Return Rate:	0.59%
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Results by Employer

Employer	Covered payroll*	Proportionate Share of NPL	Proportionate share of NPL as a percentage of covered payroll*	Proportionate share of NPL Discount Sensitivity	
				1% Increase (8.75%)	1% Decrease (6.75%)
City of Lawrence	\$ 68,450,129	\$ 211,615,277	309.2%	\$ 177,475,260	\$ 255,459,673
Greater Lawrence Regional Vocational Tech	\$ 2,715,876	\$ 9,214,495	339.3%	\$ 7,730,146	\$ 11,120,773
Lawrence Housing Authority	\$ 3,218,233	\$ 10,902,148	338.8%	\$ 9,079,594	\$ 13,242,768
M. V. R. T. A.	\$ 240,671	\$ 783,431	325.5%	\$ 651,906	\$ 952,341
TOTAL	\$ 74,624,910	\$ 232,515,351	311.6%	\$ 194,936,906	\$ 280,775,556

Employer	Proportion	Proportionate Share of Pension Expense***	Proportion changes and differences between employer contributions and proportionate share recognized as expense	Total Pension Expense
Greater Lawrence Regional Vocational Tech	3.95%	\$ 871,118	\$ (33,404)	\$ 837,714
Lawrence Housing Authority	4.85%	\$ 1,032,948	\$ 12,147	\$ 1,045,095
M. V. R. T. A.	0.35%	\$ 74,248	\$ -	\$ 74,248
TOTAL	100.00%	\$ 21,979,543		

Employer	Actuarially determined contribution FY2016	Contributions made FY 2016	Contribution deficiency (excess)	Contributions as a percentage of covered payroll**
Greater Lawrence Regional Vocational Tech	\$ 734,375	\$ (734,375)	\$ -	27.0%
Lawrence Housing Authority	\$ 860,254	\$ (860,254)	\$ -	26.7%
M. V. R. T. A.	\$ 61,757	\$ (61,757)	\$ -	25.7%
TOTAL	\$ 18,515,120	\$ (18,508,911)	\$ 6,209	24.8%

* Covered payroll is projected for Calendar Year 2015, based on employee data as of 12/31/2013

** Here the payroll amount is projected for Fiscal Year 2016

*** Figures have been adjusted to reflect the effect of ERI payments

Deferred Outflows of Resources and Deferred Inflows of Resources by Employer

Deferred Outflows of Resources

Employer	Differences between expected and actual experience	Changes of assumptions	Net difference between projected and actual earnings on pension investments	Changes in proportion and differences between employer contributions and proportionate share of contributions	Employer contributions subsequent to the measurement date	Total Deferred Outflows of Resources
City of Lawrence	\$ -	\$ -	\$ 9,749,867	\$ 125,418	\$ -	\$ 9,875,285
Greater Lawrence Regional Vocational Tech	\$ -	\$ -	\$ 423,907	\$ -	\$ -	\$ 423,907
Lawrence Housing Authority	\$ -	\$ -	\$ 520,494	\$ 71,668	\$ -	\$ 592,161
M. V. R. T. A.	\$ -	\$ -	\$ 37,561	\$ -	\$ -	\$ 37,561
TOTAL	\$ -	\$ -	\$ 10,731,829	\$ N/A	\$ -	\$ 10,928,915

Deferred Inflows of Resources

Employer	Differences between expected and actual experience	Changes of Assumptions	Net Difference between projected and actual earnings on pension plan investments	Changes in proportion and differences between employer contributions and proportionate share of contributions	Employer contributions subsequent to the measurement date	Total Deferred Inflows of Resources
City of Lawrence	\$ -	\$ -	\$ -	\$ -	N/A	\$ -
Greater Lawrence Regional Vocational Tech	\$ -	\$ -	\$ -	\$ 197,086	N/A	\$ 197,086
Lawrence Housing Authority	\$ -	\$ -	\$ -	\$ -	N/A	\$ -
M. V. R. T. A.	\$ -	\$ -	\$ -	\$ -	N/A	\$ -
TOTAL	\$ -	\$ -	\$ -	\$ N/A	\$ -	\$ 197,086

Amounts to Be Recognized in Subsequent Years

Employer	AMOUNT TO BE RECOGNIZED FOR THE YEAR ENDED DECEMBER 31,					Thereafter
	2016 (Fiscal 2017)	2017 (Fiscal 2018)	2018 (Fiscal 2019)	2019 (Fiscal 2020)	2020 (Fiscal 2021)	
City of Lawrence	\$ 2,479,413	\$ 2,479,413	\$ 2,479,413	\$ 2,384,334	\$ 18,177	\$ 34,535
Greater Lawrence Regional Vocational Tech	\$ 78,447	\$ 78,447	\$ 78,447	\$ 74,313	\$ (28,563)	\$ (54,270)
Lawrence Housing Authority	\$ 141,779	\$ 141,779	\$ 141,779	\$ 136,703	\$ 10,387	\$ 19,735
M. V. R. T. A.	\$ 9,482	\$ 9,482	\$ 9,482	\$ 9,116	\$ -	\$ -
TOTAL	\$ 2,709,121	\$ 2,709,121	\$ 2,709,121	\$ 2,604,466	\$ (9)	\$ (9)

Effects of Changes in Proportion on Employers' Proportionate Share of NPL, and Deferred Inflows and Deferred Outflows of Resources

Employer	Prior proportion				Current proportion			
	Prior Proportion	Net Pension Liability*	Deferred outflows of resources	Deferred inflows of resources	Net Pension Liability*	Deferred outflows of resources	Deferred inflows of resources	Deferred inflows of resources
City of Lawrence	90.78%	\$ 190,597,433	\$ 380,025	\$ -	\$ 190,744,402	\$ 380,318	\$ -	\$ -
Greater Lawrence Regional Vocational Tech	4.06%	\$ 8,524,186	\$ 16,996	\$ -	\$ 8,293,235	\$ 16,536	\$ -	\$ -
Lawrence Housing Authority	4.81%	\$ 10,098,851	\$ 20,136	\$ -	\$ 10,182,833	\$ 20,303	\$ -	\$ -
M. V. R. T. A.	0.355%	\$ 734,844	\$ 1,465	\$ -	\$ 734,844	\$ 1,465	\$ -	\$ -

Employer	Difference			
	Net Pension Liability*	Deferred outflows of resources	Deferred inflows of resources	TOTAL
City of Lawrence	\$ 146,969	\$ 293	\$ -	\$ 146,676
Greater Lawrence Regional Vocational Tech	\$ (230,951)	\$ (460)	\$ -	\$ (230,490)
Lawrence Housing Authority	\$ 83,982	\$ 167	\$ -	\$ 83,815
M. V. R. T. A.	\$ -	\$ -	\$ -	\$ -
				Recognized as Pension Expense
				\$ 21,257
				\$ (33,404)
				\$ 12,147
				\$ -
				Deferred for later recognition
				\$ 125,418
				\$ (197,086)
				\$ 71,668
				\$ -

* NPL used is net of liabilities associated with ERI payments, which are not allocated proportionately.

