

**BRISTOL COUNTY CONTRIBUTORY
RETIREMENT SYSTEM**

Report on Examination of Basic Financial
Statements and Additional Information

Year Ended December 31, 2019



BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

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INDEPENDENT AUDITORS' REPORT

To the Honorable Bristol County Retirement Board
Bristol County Contributory Retirement System
Taunton, Massachusetts

We have audited the accompanying financial statements of the Bristol County Contributory Retirement System (the "System") as of and for the year ended December 31, 2019 and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the System's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the System as of December 31, 2019, and the changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedules listed under the required supplementary information section in the accompanying table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context.

We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued a report dated October 28, 2020 on our consideration of the System's internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control over financial reporting and compliance.



Roselli, Clark & Associates
Certified Public Accountants
Woburn, Massachusetts
October 28, 2020

MANAGEMENT’S DISCUSSION AND ANALYSIS

Our discussion and analysis of the Bristol County Contributory Retirement System’s (the “System”) financial performance provides an overview of the System’s financial activities for the calendar year ended December 31, 2019. You should read it in conjunction with the basic financial statements, footnotes and required supplementary information that follows this discussion.

Financial Highlights

The System’s funding objective is to meet long-term benefit obligations through contributions and investment income. The System’s actuary estimates that the System is approximately 61.2% funded at December 31, 2019.

The System’s fiduciary net position increased approximately \$100.1 million in 2019 to approximately \$744.9 million. Current year additions of approximately \$174.2 million exceeded deductions of approximately \$74.1 million. The current year increase in fiduciary net position was far more favorable than the prior year’s reported decrease of approximately \$35.7 million. The System’s investment performance for 2019, net of investment management fees, was approximately 16.9% versus -4.6% in 2018. The 2019 net investment return for the System exceeded its long-term expected discount rate, which is currently 7.5%.

Overview of the Financial Statements

The basic financial statements are comprised of the Statement of Fiduciary Net Position, Statement of Changes in Fiduciary Net Position, Notes to Financial Statements and Required Supplementary Information. The basic financial statements are prepared in accordance with accounting principles generally accepted in the United States of America, or GAAP; specifically, GASB Statement No. 67, *Financial Reporting for Pension Plans*.

The Statement of Fiduciary Net Position reports the System’s assets, deferred outflows of resources, liabilities, deferred inflows of resources and fiduciary net position restricted for pensions. This statement reflects the System’s investments at fair value, as well as cash, receivables and other assets and liabilities. Over time, the increase or decrease in fiduciary net position serves as a useful indicator of the System’s financial health and condition.

The Statement of Changes in Fiduciary Net Position reports additions to and deductions from the System during the year. This statement reflects contributions by members and participating employers along with deductions for retirement benefits, refunds, withdrawals and administrative expenses. Investment income, including realized and unrealized gains, during the year is also presented.

The Notes to the Financial Statements provide additional information that is essential for the reader to gain a full understanding of the data provided in the financial statements.

This report also includes Required Supplementary Information following the Notes to the Financial Statements that consist of the schedules of changes in net pension liability and related ratios, investment returns and contributions and the notes to the schedule of contributions.

Financial Analysis

The condensed comparative Statements of Net Position for the two most recent years are as follows:

	December 31,		Dollar	Percent
	2019	2018	Change	Change
Assets:				
Cash and cash equivalents	\$ 9,617,938	\$ 9,254,962	\$ 362,976	3.9%
Investments, at fair value	736,322,850	637,896,017	98,426,833	15.4%
Receivables and other assets	3,297,908	3,159,837	138,071	4.4%
Total Assets	<u>749,238,696</u>	<u>650,310,816</u>	<u>98,927,880</u>	15.2%
Liabilities	<u>4,360,411</u>	<u>5,524,577</u>	<u>(1,164,166)</u>	-21.1%
Fiduciary Net Position	<u>\$ 744,878,285</u>	<u>\$ 644,786,239</u>	<u>\$ 100,092,046</u>	15.5%

Total assets at December 31, 2019 approximated \$749.2 million and principally consisted of investments recorded at fair value. Total asset increased by approximately \$98.9 million in 2019, which was due primarily to a positive investment portfolio performance of approximately 17.3%.

The System's liabilities primarily consist of amounts due to other Massachusetts public pension systems.

The condensed comparative Statements of Changes in Fiduciary Net Position for the two most recent years are as follows:

	Year Ended December 31,		Dollar	Percent
	2019	2018	Change	Change
Additions:				
Contributions	\$ 63,911,621	\$ 59,477,022	\$ 4,434,599	7.5%
Investment income, net	110,062,479	(24,949,798)	135,012,277	541.1%
Other income	223,213	73,761	149,452	202.6%
Total Additions	<u>174,197,313</u>	<u>34,600,985</u>	<u>139,596,328</u>	403.4%
Deductions:				
Benefits and refunds to Plan members	73,100,746	69,387,571	3,713,175	5.4%
Administrative and other expenses	1,004,521	961,161	43,360	4.5%
Total Deductions	<u>74,105,267</u>	<u>70,348,732</u>	<u>3,756,535</u>	5.3%
Change in Fiduciary Net Position	<u>\$ 100,092,046</u>	<u>\$ (35,747,747)</u>	<u>\$ 135,839,793</u>	380.0%

Fiduciary net position increased nearly \$100.1 million in 2019 primarily as a result of net investment income of approximately \$110.1 million for the year.

Contributions to the System's Fiduciary Net Position primarily include employer and employee contributions in addition to transfers from other retirement systems. Contributions for 2019 totaled approximately \$63.9 million versus \$59.5 million in 2018.

Employer contributions represent the largest source of System contributions. In 2019, employer contributions totaled approximately \$43.0 million, or 67%, of total contributions, which was consistent with the prior year's ratio of 66%. Employer contributions are actuarially determined. Employee contributions totaled approximately \$17.2 million in 2019, which was approximately \$970,000, or 6%, greater than the prior year. This increase was due primarily to an increase in the number of active members within the System coupled with the effect normal pay raises.

Other contributions decreased approximately \$280,000 year-over-year.

Investment income is presented net of associated investment management expenses. In 2019, the System reported nearly \$110.1 million in net investment income versus a loss of approximately \$25.0 million in 2018. The System's money-weighted rates of return for 2019 and 2018 were approximately 16.9% and -4.6%, respectively.

Other income increased approximately \$149,000 year-over-year.

Deductions to the System's Fiduciary Net Position primarily include pension benefits to members and beneficiaries, refunds to inactive members, transfers and reimbursements to other Massachusetts public retirement systems and administrative expenses. Total deductions in 2019 increased approximately 5.3% from the prior year.

Pension benefits to members and beneficiaries represents the largest deduction from Fiduciary Net Position for the System. Pension benefits to members and beneficiaries represented approximately 91% and 90% of total 2019 and 2018 deductions, respectively. Pension benefits to members and beneficiaries increased approximately \$3.8 million, or 6.0%, in 2019. This increase was due to a greater average number of beneficiaries paid year-over-year coupled with the normal annual cost-of-living adjustments paid by the System.

The increase in pension benefits to members and beneficiaries was offset by an approximate \$89,000 decrease in transfers and reimbursements to other Massachusetts public retirement systems, which is a function of timing and employment trends/movements.

Administrative expenses were relatively consistent year-over-year.

Overall Financial Position

The System's actuarially estimated funding ratio decreased from approximately 63% at December 31, 2018 to 61% at December 31, 2019. This decrease was due primarily to changes in actuarial assumptions made in 2019; the most notable assumption change was a decrease in the discount rate used in the most recent actuarial valuation from 7.75% to 7.5%.

The System maintains a large portion of its investments in pooled funds. Approximately 30% of these funds invest in private equity, venture capital and hedge funds. The determination of the value of these investments is very subjective and the ultimate amount of gains and losses in some of these funds will not be determined until the underlying assets (i.e., the real estate or stock in the private companies) are sold. Furthermore, these types of investments are not as liquid as investments in savings accounts, money markets, certificates of deposits, government securities or debt and equity securities in publicly held U.S. corporations. You should refer to Notes 2 and 4 to these financial statements.

Although the System has been successful in garnering the yields necessary to achieve fully funded status in the required time frame, the System (like so many other institutional investors) has experienced a great deal of volatility in its investments. Management believes that the volatility in the worldwide markets may continue for the foreseeable future. Accordingly, management intends to actively monitor the System's investment positions to best maximize returns while mitigating risk as best as it can.

Contacting the System's Financial Management Personnel

Our discussion and analysis is designed to provide the Bristol County Retirement Board, participating employers, their membership, taxpayers, investors and creditors with a general overview of the System's financial results and to demonstrate the System's accountability for the funding it receives. If you have any questions about this report or need additional financial information, please contact the Retirement Board at 645 County Street, Taunton, Massachusetts 02780.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

STATEMENT OF FIDUCIARY NET POSITION

DECEMBER 31, 2019

Assets:

Cash and cash equivalents	\$ 9,617,938
Investments, at fair value:	
Fixed income securities	54,713,510
Equity securities	121,924,881
Mutual funds	341,485,833
Private equity and venture capital funds	130,015,290
PRIT funds	<u>88,183,336</u>
Total investments	<u>736,322,850</u>

Receivables:

Employer contributions	60,431
Employee contributions	731,787
Due from other Massachusetts public pension systems	1,808,392
Open trades	54,730
Dividends, distributions and interest income	<u>532,030</u>
Total receivables	<u>3,187,370</u>

Prepaid expenses	7,888
Capital assets, net of accumulated depreciation	<u>102,650</u>

Total Assets 749,238,696

Liabilities:

Accounts payable and accrued expenses	139,852
Due to other Massachusetts public pension systyems	2,838,773
Open trades	<u>1,381,786</u>
Total liabilities	<u>4,360,411</u>

Net Position Restricted for Pensions \$ 744,878,285

See accompanying notes to basic financial statements.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION YEAR ENDED DECEMBER 31, 2019

Additions:

Employer contributions	\$ 42,994,728
Employee contributions	17,213,829
Other contributions	<u>3,703,064</u>
Total contributions	<u>63,911,621</u>

Investment income:

Interest and dividends	17,032,148
Net appreciation in fair value of investments	100,040,009
Less investment management fees	<u>(7,009,678)</u>

Total net investment income	<u>110,062,479</u>
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Other income	<u>223,213</u>
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Total Additions	<u>174,197,313</u>
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Deductions:

Benefits and refunds to Plan members:

Benefits to retirees and survivors	67,405,640
Member refunds	1,198,594
Transfers and reimbursements to other systems	4,496,512

Administrative expenses:

Operations payroll and related personnel costs	611,940
Other	<u>392,581</u>

Total Deductions	<u>74,105,267</u>
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Net Change in Net Position	100,092,046
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Net Position Restricted for Pensions:

Beginning of the year	<u>644,786,239</u>
End of the year	<u>\$ 744,878,285</u>

See accompanying notes to basic financial statements.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

NOTES TO THE FINANCIAL STATEMENTS

AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2019

1. DESCRIPTION OF THE PLAN

General – The Bristol County Contributory Retirement System (the “System”) is a cost-sharing, multiple-employer defined benefit pension plan established and administered by the Bristol County Retirement Board under the provisions of Chapter 32 of the Massachusetts General Laws.

Membership in the System is mandatory upon the commencement of permanent full-time employment for all eligible employees of the governments participating in the System. Teachers and certain other education employees are covered by a separate public employee pension system administered by the Massachusetts Teachers’ Retirement Board. Members do not participate in the federal Social Security system.

At December 31, 2019, membership in the System consisted of:

Retirees and beneficiaries currently receiving benefits	2,626
Active plan members	3,328
Inactive plan members	<u>709</u>
Membership totals	<u>6,663</u>
Participating employers	<u>39</u>

There are two special purpose districts that enrolled in the System in 2019; however, neither of these employers made appropriation payments into the System in 2019.

Plan Benefits – Massachusetts contributory retirement system benefits are uniform from one public pension system to another. For employees with service dates beginning before April 2, 2012, the System provides for retirement allowance benefits up to a maximum of 80% of a participant’s highest consecutive three-year average annual rate of regular compensation. For those employees who began their service on or after April 2, 2012, the System provides for retirement allowance benefits up to a maximum of 80% of a participant’s highest consecutive five-year average annual rate of regular compensation. Benefit payments are based upon a participant’s age, length of creditable service, level of compensation and group classification.

The retirement allowance consists of two parts – an annuity and a pension. Participants’ accumulated total deductions and a portion of the interest they generate constitute the annuity. The difference between the total retirement benefit and the annuity is the pension.

Participants who resign from service and who are not eligible to receive a retirement allowance are entitled to request a refund of their accumulated total contributions. In addition, depending upon the number of years of creditable service, such employees may be entitled to receive interest, which has accrued on those contributions. A vested employee who has not reached their eligible retirement age and elects to leave their accumulated total deductions on deposit may apply for benefits upon reaching their eligible retirement age.

Survivor benefits are extended to eligible beneficiaries of participants whose death occurs prior to or following retirement.

Retirement Requirements – In order to receive retirement benefits, participants must meet one of the following two categories:

- 1) **Normal Retirement** – Generally, normal retirement occurs between ages 65 and 67. However, most participants with a hire date before April 2, 2012, may retire after twenty years of creditable service or at any time after attaining age 55. For most participants hired on or after April 2, 2012, they must attain the age of 60 before they can retire. Participants with hire dates subsequent to January 1, 1978 must have a minimum of ten years' creditable service in order to retire at age 55 or 60, as applicable. Participants become vested after ten years of creditable service. Benefits commencing before age 65 are generally provided at a reduced rate. However, members working in certain occupations may retire with full benefits earlier than age 65.
- 2) **Disability Retirements** – The System provides for both an ordinary and accidental disability retirement. An ordinary disability retirement is where a participant is permanently incapacitated from a cause unrelated to employment. An accidental disability retirement is where the disability is the result of an injury or illness received or aggravated in the performance of their duty.

The amount of benefits to be received in such cases is dependent upon several factors, including the age at which the disability retirement occurs, the years of creditable service, average compensation and veteran status. In addition, certain provisions are in place relative to death benefits for beneficiaries of employees who die in active service.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The financial statements of the System have been prepared on the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer is legally required to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the pension plan.

Use of Estimates – The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America, or GAAP, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents – Cash and cash equivalents include cash on hand, demand deposits and short-term holdings with original maturities of three months or less from the date of acquisition.

Investments – The carrying amounts of the System's investments approximate their fair value. When actively quoted observable prices are not available, the System generally uses either implied pricing from similar investments or valuation models based on net present values of estimated future cash flows (adjusted as appropriate for liquidity, credit, market and/or other risk factors).

The System categorizes its fair value measurements within the fair value hierarchy established by GAAP. This hierarchy is based on valuation inputs used to measure the fair value of the asset or liability. The three levels of the hierarchy are as follows:

- *Level 1* – Inputs are quoted prices in active markets for identical investments at the measurement date.

- *Level 2* – Inputs (other than quoted prices included in Level 1) are either directly or indirectly observable for the investment through correlation with market data at the measurement date and for the duration of the instrument’s anticipated life.
- *Level 3* – Inputs reflect the System’s best estimate of what market participants would use in pricing the investment at the measurement date.

The remaining investments not categorized under the fair value hierarchy are shown at net asset value (“NAV”). These are investments in nongovernmental entities for which a readily determinable fair value is not available, such as member units or an ownership interest in partners’ capital to which a proportionate share of net assets is attributed. Investments at NAV are commonly calculated by subtracting the fair value of liabilities from the fair value of assets.

The following table presents the fair value of the System’s investments by type as of December 31, 2019:

	Fair	Fair Value Measurements Using		
Investments by Fair Value Level	Value	Level 1	Level 2	Level 3
Fixed income securities:				
U.S. Treasury notes	\$ 14,521,718	\$ 14,521,718	\$ -	\$ -
Other U.S. government issues	2,790,160	-	2,790,160	-
Corporate bonds	25,169,553	-	25,169,553	-
TIPS	12,232,079	-	12,232,079	-
Total fixed income securities	54,713,510	14,521,718	40,191,792	-
Equity securities	121,924,881	119,062,463	-	2,862,418
Mutual funds	181,481,214	148,242,458	33,238,756	-
Total investments by fair value	358,119,605	\$ 281,826,639	\$ 73,430,548	\$ 2,862,418
Investments measured at NAV:				
Mutual funds	160,004,619			
Private equity and venture capital funds	130,015,290			
PRIT funds	88,183,336			
Total investments measured at NAV	378,203,245			
Total investments measured at fair value	\$ 736,322,850			
Investments Measured at NAV				
By Asset Class	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Mutual funds	\$ 160,004,619	\$ -	Daily	1 to 10 days
Private equity and venture capital funds	130,015,290	21,632,528	Ineligible	N/A
PRIT private equity funds	37,262,970	35,248,638	Ineligible	N/A
PRIT hedge fund	50,920,366	-	Quarterly	45 to 90 days
	\$ 378,203,245	\$ 56,881,166		

Investments measured at NAV include mutual funds, pooled funds in private equity or venture capital funds, and investments in Massachusetts Pension Reserve Investment Trust Fund, or PRIT. The System maintains six mutual funds whose fair values are determined using NAV.

Private equity and venture capital funds generally include investments in which the System is a general partner in a private equity, venture capital fund, real estate investment trust or similar investment vehicle. The value of these investments are recorded at values determined in good faith by the general partners of the private equity and venture capital firms after consideration of pertinent information, including current financial position and operative results, price-earnings multiples and available market prices of similar companies' securities, the nature of the securities, marketability, restrictions on disposition and other appropriation and do not necessarily represent amounts which might ultimately be realized, since such amounts depend on future circumstances and cannot reasonably be determined until individual securities are liquidated. In addition, some investment managers will determine fair values of their funds based on independent, third-party appraisals. By their very nature, these investments are illiquid and typically cannot be resold or redeemed. Distributions from each fund will be received as the underlying investments are liquidated. It is expected that the underlying assets for the funds will be liquidated over an average of ten years.

The PRIT funds are administered by the Commonwealth of Massachusetts' Pension Reserve Investment Management Board. The specific investments held by the System include the PRIT hedge fund and six private equity funds, each of which consists of a diverse set of investments that include private equity, venture capital and real estate. The determination of the fair value of these investments is very subjective and the period-end values are reported to the System as NAV. Investments in the PRIT hedge fund is more liquid than investments in the PRIT private equity funds, which cannot be withdrawn until (and then only to the extent that) the individual portfolios are liquidated, which is expected to be between ten and fifteen years. Withdrawals from the PRIT hedge fund are made on the first business day of each calendar quarter upon thirty or more days' notice.

Because of the inherent uncertainty of valuations used in many of the System's investments measured at NAV, estimated values may differ significantly from the values that would have been used had a readily available market for positions in privately held companies or the real estate existed at December 31, 2019. These differences could have a material adverse effect on the System's financial statements.

Capital Assets – The System reports capital assets net of accumulated depreciation. Capital assets include two commercial condominium units that serve as the System's principal offices purchased in 1995 and 1997 with historical costs of \$253,900 and accumulated depreciation of \$151,250. The condominium units are being depreciated on a straight-line basis over their estimated useful lives (39 years). Depreciation expense of \$6,510 for the year ended December 31, 2019 is included in other administrative expenses.

3. SYSTEM ADMINISTRATION

The System is administered by a five-person Retirement Board consisting of the Bristol County Treasurer (ex-officio member), a second member appointed by the governing authority, two members elected by the System's membership and a fifth member appointed by the advisory council.

At the time of this report, the Retirement Board was comprised as follows:

		<u>Term Expires</u>
Ex-Officio Member:	Mr. Christopher T. Saunders (Chair)	No date specified
Appointed Member:	Mr. John T. Saunders	No date specified
Elected Member:	Mr. Stephen J. Rivard	January 5, 2024
Elected Member:	Mr. William M. Downey	December 31, 2022
Board Appointed Member:	Ms. Christine DeFontes	December 31, 2020

The Retirement Board is required to meet monthly and keep a record of all its proceedings. The Retirement Board must file an annual statement of financial condition to the Massachusetts Public Employee Retirement Administration Commission, or PERAC.

4. DEPOSITS AND INVESTMENTS

MGL and PERAC regulations require the System to invest funds only in preapproved investment instruments.

Custodial Credit Risk: Deposits – Deposits are subject to the risk of bank failure. The System may be unable to recover the full amount of its deposits in any one bank institution in the event of a bank failure. The System's policy for custodial credit risk of deposits is to rely on Federal Deposit Insurance Corporation and other depository insurance coverage. At December 31, 2019, all the System's bank deposits were fully insured.

Custodial Credit Risk: Investments – Custodial credit risk for investments is the risk that, in the event of a failure of the counterparty, the System will not be able to recover the value of its investments or collateral securities that are in the possession of the outside party. The System's policy for custodial credit risk of investments intends that all investments are either insured and/or registered in the name of the System. At December 31, 2019, the System was not exposed to custodial credit risk on its investments.

Investment Policy – The Retirement Board is responsible for the establishing and amending investment policy decisions. The Retirement Board adopted the investment policy in 2019. According to its investment policy, the System's primary investment objective is to maximize the total rate of return subject to the preservation of capital, which is seeks to achieve through diversification of its investments across asset classes. The current investment policy establishes a custom index to benchmark its investment performance by asset class. The investment policy seeks to generate long-term investment performance that exceeds its actuarially targeted rates of return. The current target allocations based on the investment policy are as follows:

Asset Class	Target Policy Range	Long-Term Expected Real Rate of Return
Domestic equities	22.0%	4.9%
International equities	11.0%	5.2%
Emerging markets equities	11.0%	7.3%
Global REITs	2.0%	4.4%
Core fixed income	5.0%	1.8%
High yield fixed income	3.0%	3.6%
Emerging markets fixed income	4.0%	4.0%
Global fixed income	3.0%	1.5%
Private equity	12.0%	8.0%
Hedge funds	4.0%	3.6%
Real estate	11.0%	4.0%
Timber	3.0%	4.8%
Farmland	3.0%	5.9%
Infrastructure	6.0%	5.3%

Rate of Return – The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. The 2019 money-weighted rate of return was approximately 16.94%.

Interest Rate Risk: Investments – Debt securities are subject to interest rate risk. Debt securities may be adversely affected by changes in interest rates, which may negatively affect the fair value of individual debt instruments. The System does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. Interest rate risk is managed within the portfolio using effective duration methodology.

At December 31, 2019, the System has the following investments and maturities:

Investment Type	Fair Value	Investment Maturities			
		Less than 1 year	1 to 5 years	6 to 10 years	More than 10 year
U.S. Treasury notes	\$ 14,521,718	\$ -	\$ 6,452,093	\$ 1,181,470	\$ 6,888,155
Other U.S. government issues	2,790,160	476,041	60,724	347,124	1,906,271
Corporate bonds	25,169,553	626,599	9,393,970	5,381,565	9,767,419
TIPS	12,232,079	66,708	5,782,295	6,383,076	-
Investments with maturities	54,713,510	\$ 1,169,348	\$ 21,689,082	\$ 13,293,235	\$ 18,561,845
Equity securities	121,924,881				
Mutual funds	341,485,833				
Private equity and venture capital funds	130,015,290				
PRIT funds	88,183,336				
Investments without maturities	681,609,340				
Total investments	\$ 736,322,850				

Securities Credit Risk: Investments – In the case of investments, there is the risk that in the event of an invested party will be unable to fulfill its obligations, such as to provide required payments to investors, to meet current or future performance expectations, to abide by industry regulations and proper operational practices, ceasing to exist, or filing for bankruptcy. In those instances, the System may not be able to recover the full amount of its principal investment and/or investment earnings. As previously noted, PERAC and Massachusetts statutory regulations have been enacted to reduce this risk. In evaluating its credit risk, the System relies on credit ratings assigned by Moody's Investor Services, Inc. and Standard and Poor's Financial Services LLC. The System does voluntarily self-impose certain investment restrictions; however, those can be changed at the Board's discretion.

Credit quality ratings of the System's investments in debt securities at December 31, 2019 were as follows:

Quality Rating (Moody's)	U.S. Treasury	Other U.S. Government	Corporate	TIPS	Total
	Notes	Issues	Bonds		
Aaa	\$ 14,521,718	\$ -	\$ 6,125,004	\$ 12,232,079	\$ 32,878,802
Aa1	-	-	203,674	-	203,674
Aa2	-	372,787	215,351	-	588,137
Aa3	-	60,724	599,576	-	660,300
A1	-	302,494	539,004	-	841,499
A2	-	476,041	482,713	-	958,754
A3	-	-	1,633,818	-	1,633,818
Baa1	-	-	1,760,339	-	1,760,339
Baa2	-	-	2,409,311	-	2,409,311
Baa3	-	-	1,993,737	-	1,993,737
Ba2	-	-	468,781	-	468,781
Not Rated	-	1,578,114	8,738,245	-	10,316,359
	<u>\$ 14,521,718</u>	<u>\$ 2,790,160</u>	<u>\$ 25,169,553</u>	<u>\$ 12,232,079</u>	<u>\$ 54,713,510</u>

Concentration of Credit Risk: Investments – The following individual investments held by the System at December 31, 2019 represent approximately 23.2% of the System's total investments:

PRIM Hedge Fund	6.9%
PIMCO Diversified Income Fund Institutional Class	5.7%
Lazard/Wilmington Emerging Markets Portfolio Class A	5.4%
Aberdeen Emerging Markets Equity Fund	5.2%

Foreign Currency Risk: Investments – The System did not hold any specific individual security denominated in a foreign currency at December 31, 2019.

5. FUNDING

Employer Contributions – Under MGL, participating employers are assessed their share of the total retirement cost based on an independent actuarial study. Employer contributions totaled \$42,994,728 in 2019.

Employee Contributions – Employee contribution rates vary based on when an employee commenced their creditable service. Active members contribute 5%, 7%, 8% or 9% of their gross regular compensation depending on when their creditable service commenced. Active members hired on or after January 1, 1979 contribute an additional 2% of their regular gross compensation over \$30,000.

Cost of Living Adjustments – Cost-of-living adjustments granted between 1981 and 1997 and any increase in other pension benefits imposed by the Commonwealth of Massachusetts during those years are the financial responsibility of the Commonwealth. The Commonwealth is expected to continue funding the cost-of-living amounts granted over this period for the duration of their selected retirement option. Cost-of-living adjustments granted after 1997 must be approved and funded by the System. Cost-of-living adjustments cannot exceed the greater of CPI or 3%. The System approved a 3% cost-of-living adjustment on the first \$18,000 of pension benefits.

6. NET PENSION LIABILITY

The components of the net pension liability at December 31, 2019 (dollar amounts in thousands) were as follows:

Total pension liability	\$ 1,216,191
Plan fiduciary net position	<u>744,878</u>
Net pension liability	<u>\$ 471,313</u>
Plan fiduciary net position as a percentage of total pension liability	61.2%

The total pension liability was determined by an actuarial valuation as of January 1, 2020 and a measurement date of December 31, 2019. The significant actuarial assumptions used in this valuation were as follows:

Actuarial cost method:	Entry age normal
Investment rate of return:	7.5%, net of expenses (previously 7.75%)
Projected salary increases:	3.0%
Cost of living adjustments:	3.0% on the first \$18,000 of benefits
Mortality:	RP-2014 table adjusted to 2006 and projected generationally with MP-2019 (gender distinct). During employment, the healthy employee mortality table is used. Post-employment, the healthy annuitant table is used.
	For disabled retirees, mortality follows same table as non-disabled retirees, set forward two years. Death is assumed to be due to same cause as disability 40% of the time.

Expected Real Rate of Return – The long-term expected rate of return on System investments was determined using a building-block method in which best-estimate ranges of expected future rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the System’s target allocation as of December 31, 2019 are summarized in the investment policy table in Note 4.

Discount Rate – The discount rate used to measure the total pension liability in the December 31, 2019 actuarial valuation report was 7.5%. The projection of cash flows used to determine the discount rate assumed plan member contributions were made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates and the member rate. Based on those assumptions, the System’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity Analysis – The following illustrates the net pension liability at December 31, 2019 calculated using the current discount rate of 7.5%, as well as the projection of what the net pension liability would be if it were calculated using a discount rate that is 1.0% lower or higher than the current discount rate (dollar amounts in thousands):

Current Discount Rate	Net Pension Liability At		
	1% Decrease	Current Rate	1% Increase
7.50%	\$ 606,945	\$ 471,313	355,932

7. LEGALLY REQUIRED RESERVE ACCOUNTS

Net position restricted for pensions, as of December 31, 2019 were comprised of the following legally required reserve funds:

Description	Amount	Purpose
Annuity Savings Fund	\$ 165,988,318	Balance of active members' contributions
Annuity Reserve Fund	54,701,297	Balance of retired members' contributions
Pension Fund	8,854,426	Amounts appropriated to fund future retirement
Military Service Fund	75,659	Amounts appropriated to fund military service time
Pension Reserve Fund	<u>515,258,585</u>	Remaining fiduciary net position
	<u>\$ 744,878,285</u>	

8. COMMITMENTS AND CONTINGENCIES

The System is subject to a variety of claims that arise from time to time during the ordinary course of business. Although management of the System currently believes that resolving claims against the System, individually or in aggregate, will not have a material adverse effect on the System's financial position or its results of operations, these matters are subject to inherent uncertainties and management's views of these matters may change in the future.

* * * * *

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

REQUIRED SUPPLEMENTARY INFORMATION - UNAUDITED

SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS

(dollar amounts are in thousands)

	2019	2018	2017	2016	2015	2014
Total pension liability:						
Service cost	\$ 17,397	\$ 16,890	\$ 16,359	\$ 15,729	\$ 15,124	\$ 16,427
Interest	77,387	75,601	70,979	69,257	68,495	68,539
Changes in benefit terms	-	-	-	-	8,063	-
Differences between expected and actual experience	72,974	-	39,173	-	23,511	-
Changes in assumptions	101,902	-	-	-	(13,808)	-
Benefit payments, including refunds	(69,229)	(69,388)	(65,483)	(61,383)	(62,046)	(56,582)
Net change in total pension liability	200,431	23,103	61,028	23,603	39,339	28,384
Total pension liability - beginning of year	1,015,759	992,656	931,628	908,025	868,686	840,302
Total pension liability - end of year (a)	<u>\$ 1,216,190</u>	<u>\$ 1,015,759</u>	<u>\$ 992,656</u>	<u>\$ 931,628</u>	<u>\$ 908,025</u>	<u>\$ 868,686</u>
Plan fiduciary net position:						
Contributions - employee	\$ 17,214	\$ 16,244	\$ 15,692	\$ 15,081	\$ 14,178	\$ 13,676
Contributions - employer	42,995	39,176	37,652	36,312	34,411	32,676
Contributions - nonemployer contributing entities	3,703	3,984	3,512	3,570	4,062	2,957
Net investment income	110,063	(24,950)	92,188	33,680	(5,680)	26,655
Benefit payments, including refunds	(73,101)	(69,388)	(65,483)	(61,383)	(59,773)	(54,446)
Administrative expenses	(1,005)	(961)	(919)	(1,150)	1,405	(1,049)
Other	223	73	182	76	31	46
Net change in plan fiduciary net position	100,092	(35,822)	82,824	26,186	(11,366)	20,515
Plan fiduciary net position - beginning of year	644,786	680,608	597,784	571,598	582,964	562,449
Plan fiduciary net position - end of year (b)	<u>\$ 744,878</u>	<u>\$ 644,786</u>	<u>\$ 680,608</u>	<u>\$ 597,784</u>	<u>\$ 571,598</u>	<u>\$ 582,964</u>
Net pension liability - end of year (a) - (b)	<u>\$ 471,312</u>	<u>\$ 370,973</u>	<u>\$ 312,048</u>	<u>\$ 333,844</u>	<u>\$ 336,427</u>	<u>\$ 285,722</u>
Plan fiduciary net position as a percentage of the total pension liability	61.25%	63.48%	68.56%	64.17%	62.95%	67.11%
Covered payroll	\$ 173,667	\$ 165,459	\$ 164,457	\$ 155,392	\$ 152,407	\$ 141,877
Net pension liability as a percentage of covered payroll	271.39%	224.21%	189.74%	214.84%	220.74%	201.39%

These schedules are presented to illustrate the requirement to show information for ten years. However, until a full ten-year trend is completed, information is presented for those years in which information is available.

See accompanying independent auditors' report.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

REQUIRED SUPPLEMENTARY INFORMATION - UNAUDITED

SCHEDULE OF CONTRIBUTIONS

(dollar amounts are in thousands)

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Actuarially-determined contribution	\$ 42,962	\$ 39,176	\$ 37,652	\$ 35,952	\$ 33,761
Contributions in relation to the actuarially-determined contribution	<u>42,995</u>	<u>39,176</u>	<u>37,652</u>	<u>36,312</u>	<u>34,411</u>
Contribution deficiency (excess)	<u>\$ (33)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (360)</u>	<u>\$ (650)</u>
Covered payroll (fiscal year basis)	\$ 176,680	\$ 165,459	\$ 164,457	\$ 155,392	\$ 152,407
Contribution as a percentage of covered payroll	24.33%	23.68%	22.89%	23.37%	22.58%
	<u>2014</u>				
Actuarially-determined contribution	\$ 32,216				
Contributions in relation to the actuarially-determined contribution	<u>32,216</u>				
Contribution deficiency (excess)	<u>\$ -</u>				
Covered payroll	\$ 141,877				
Contribution as a percentage of covered payroll	22.71%				

SCHEDULE OF INVESTMENT RETURNS

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Annual money-weighted rate of return, net of investment expense	16.94%	-4.61%	15.65%	2.94%	-0.55%
	<u>2014</u>				
Annual money-weighted rate of return, net of investment expense	5.29%				

These schedules are presented to illustrate the requirement to show information for ten years. However, until a full ten-year trend is completed, information is presented for those years in which information is available.

See accompanying independent auditors' report.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2019

A. CHANGES OF BENEFIT TERMS

The Bristol County Contributory Retirement System (the “System”) may be amended or terminated in whole or in part at any time by the Massachusetts Legislature, provided that no such modification, amendment or termination shall be made that would deprive a current member of superannuation pension rights or benefits provided under applicable laws of Massachusetts, if such member has paid the stipulated contributions specified in sections or provisions of such laws. There were no significant changes to the System’s benefit terms in 2019.

B. SIGNIFICANT ACTUARIAL ASSUMPTIONS AND METHODS

The significant actuarial assumptions used in the latest actuarial valuation were as follows:

Actuarial cost method:	Entry age normal
Investment rate of return:	7.5%, net of expenses (previously 7.75%)
Projected salary increases:	3.0%
Cost of living adjustments:	3.0% on the first \$18,000 of benefits
Mortality:	RP-2014 table adjusted to 2006 and projected generationally with MP-2019 (gender distinct). During employment, the healthy employee mortality table is used. Post-employment, the healthy annuitant table is used. For disabled retirees, mortality follows same table as non-disabled retirees, set forward two years. Death is assumed to be due to same cause as disability 40% of the time.

C. CHANGES TO ACTUARIAL ASSUMPTIONS AND METHODS

In 2019, the System decreased the discount rate used in its actuarial valuation to 7.5% from 7.75%. Additionally, the mortality rates for pre-retirement, post-retirement and disabilities were modified.



**INDEPENDENT AUDITORS' REPORT ON AUDIT OF SPECIFIC ELEMENTS,
ACCOUNTS AND ITEMS OF FINANCIAL STATEMENTS**

To the Honorable Bristol County Retirement Board
Bristol County Contributory Retirement System
Taunton, Massachusetts

We have audited the accompanying schedule of employer allocations of the Bristol County Contributory Retirement System (the "System") as of and for the year ended December 31, 2019. We have also audited the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources and total pension expense (specified column totals) included in the accompanying schedule of pension amounts by employer of the System as of and for the year ended December 31, 2019, and the related notes thereto.

Management's Responsibility for the Schedules

Management is responsible for the preparation and fair presentation of these schedules in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Audit Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of employer allocations and specified column totals included in the schedule of pension amounts by employer are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the schedule of employer allocations and the specified column totals included in the schedule of pension amounts by employer.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense for the total of all participating entities of the System as of and for the year ended December 31, 2019, in accordance with accounting principles generally accepted in the United States of America.

Other Matters

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of the System as of and for the year ended December 31, 2019, and our report thereon, dated October 28, 2020, expressed an unmodified opinion on those financial statements.

A handwritten signature in black ink that reads "Roselli, Clark & Associates". The signature is written in a cursive, flowing style.

Roselli, Clark & Associates
Certified Public Accountants
Woburn, Massachusetts
October 28, 2020

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF EMPLOYER ALLOCATIONS YEAR ENDED DECEMBER 31, 2019

Employer	FY 2020 Pension Fund Appropriation	ERI, Sheriffs' Liability and Other	FY 2020 Total Appropriation	Proportion of Contribution Effort		Proportion of Net Pension Liability
				FY 2020 Pension Fund Appropriation	FY 2020 Total Appropriation	
Bristol County	\$ 1,469,956	\$ 3,049,770	\$ 4,519,726	3.7692%	10.5123%	6.7363%
Town of Acushnet	1,285,093	17,742	1,302,835	3.2951%	3.0302%	3.1876%
Acushnet Housing Authority	24,945	-	24,945	0.0640%	0.0580%	0.0617%
Town of Berkley	571,648	10,062	581,710	1.4658%	1.3530%	1.4193%
Town of Dartmouth	4,775,652	330,750	5,106,402	12.2454%	11.8768%	11.9739%
Dartmouth Housing Authority	82,010	-	82,010	0.2103%	0.1907%	0.2027%
Dartmouth Fire District No. 1	59,854	-	59,854	0.1535%	0.1392%	0.1480%
Dartmouth Fire District No. 2	20,243	-	20,243	0.0519%	0.0471%	0.0500%
Dartmouth Fire District No. 3	109,472	-	109,472	0.2807%	0.2546%	0.2706%
Town of Dighton	697,840	45,003	742,843	1.7893%	1.7278%	1.7425%
Dighton Housing Authority	13,798	-	13,798	0.0354%	0.0321%	0.0341%
Dighton-Rehoboth Regional School	892,739	-	892,739	2.2891%	2.0764%	2.2069%
Dighton Water District	96,237	-	96,237	0.2468%	0.2238%	0.2379%
Town of Easton	4,562,583	-	4,562,583	11.6990%	10.6120%	11.2787%
Easton Housing Authority	86,387	-	86,387	0.2215%	0.2009%	0.2135%
Town of Freetown	1,111,921	59,728	1,171,649	2.8511%	2.7251%	2.7772%
Freetown-Lakeville Regional School	814,753	-	814,753	2.0891%	1.8950%	2.0141%
Town of Mansfield	4,777,954	67,500	4,845,454	12.2513%	11.2699%	11.8373%
Mansfield Housing Authority	56,688	-	56,688	0.1454%	0.1318%	0.1401%
Bristol County Mosquito Control	125,091	19,092	144,183	0.3207%	0.3354%	0.3209%
Town of Norton	2,936,745	-	2,936,745	7.5302%	6.8305%	7.2596%
Norton Housing Authority	41,528	-	41,528	0.1065%	0.0966%	0.1027%
Town of Raynham	2,032,854	95,587	2,128,441	5.2125%	4.9505%	5.0838%
Raynham Housing Authority	47,486	886	48,372	0.1218%	0.1125%	0.1174%
Raynham Water District	138,295	-	138,295	0.3546%	0.3217%	0.3419%
Town of Rehoboth	1,021,495	-	1,021,495	2.6192%	2.3759%	2.5251%
Town of Seekonk	2,661,072	89,174	2,750,246	6.8233%	6.3967%	6.6128%
Seekonk Housing Authority	19,599	6,878	26,477	0.0503%	0.0616%	0.0527%
Seekonk Water District	90,429	-	90,429	0.2319%	0.2103%	0.2235%
Town of Somerset	3,421,613	-	3,421,613	8.7734%	7.9582%	8.4582%
Somerset Housing Authority	71,161	1,328	72,489	0.1825%	0.1686%	0.1759%
Somerset Berkley Schools	287,282	-	287,282	0.7366%	0.6682%	0.7102%
Town of Swansea	2,000,733	56,960	2,057,693	5.1301%	4.7859%	4.9807%
Swansea Housing Authority	16,976	7,306	24,282	0.0435%	0.0565%	0.0464%
Swansea Water District	82,530	16,250	98,780	0.2116%	0.2297%	0.2140%
Town of Westport	2,482,749	120,816	2,603,565	6.3661%	6.0555%	6.2115%
Westport Housing Authority	12,256	229	12,485	0.0314%	0.0290%	0.0303%
Total	<u>\$ 38,999,667</u>	<u>\$ 3,995,061</u>	<u>\$ 42,994,728</u>	<u>100.0000%</u>	<u>100.0000%</u>	<u>100.0000%</u>

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER YEAR ENDED DECEMBER 31, 2019

	Bristol County	Town of Acushnet	Acushnet Housing Authority	Town of Berkley
Net Pension Liability at December 31, 2019	\$ 31,748,821	\$ 15,023,642	\$ 290,630	\$ 6,689,232
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 4,942,707	\$ 2,338,904	\$ 45,246	\$ 1,041,390
Changes of assumptions	5,569,233	2,635,379	50,981	1,173,394
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>3,294</u>	<u>190,351</u>	<u>332</u>	<u>66,231</u>
Total Deferred Outflows of Resources	<u>\$ 10,515,234</u>	<u>\$ 5,164,634</u>	<u>\$ 96,559</u>	<u>\$ 2,281,015</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 1,277,388	\$ 604,464	\$ 11,693	\$ 269,136
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>5,747,065</u>	<u>2,328</u>	<u>2,009</u>	<u>67</u>
Total Deferred Inflows of Resources	<u>\$ 7,024,453</u>	<u>\$ 606,792</u>	<u>\$ 13,702</u>	<u>\$ 269,203</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 5,247,344	\$ 2,482,562	\$ 48,024	\$ 1,105,355
Net amortization of deferred amounts from changes in proportion	<u>(968,120)</u>	<u>38,545</u>	<u>8,703</u>	<u>(177,835)</u>
Total Employer Pension Expense	<u>\$ 4,279,224</u>	<u>\$ 2,521,107</u>	<u>\$ 56,727</u>	<u>\$ 927,520</u>
Covered payroll	\$ 5,219,012	\$ 5,916,623	\$ 64,577	\$ 3,750,230
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 1,166,424	\$ 1,229,418	\$ 21,577	\$ 563,468
June 30, 2022	862,524	1,089,271	20,153	474,905
June 30, 2023	1,106,693	1,201,786	22,331	524,944
June 30, 2024	85,023	708,935	12,736	305,353
June 30, 2025	<u>270,117</u>	<u>328,432</u>	<u>6,060</u>	<u>143,142</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 3,490,781</u>	<u>\$ 4,557,842</u>	<u>\$ 82,857</u>	<u>\$ 2,011,812</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 36,861,006	\$ 19,492,915	\$ 377,384	\$ 8,677,298
Current discount rate (7.5%)	\$ 31,748,821	\$ 15,023,642	\$ 290,630	\$ 6,689,232
1% increase (8.5%)	\$ 27,437,639	\$ 11,254,639	\$ 217,470	\$ 5,012,665

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Town of Dartmouth	Dartmouth Housing Authority	Dartmouth Fire District No. 1	Dartmouth Fire District No. 2
Net Pension Liability at December 31, 2019	\$ 56,434,697	\$ 955,486	\$ 697,350	\$ 235,848
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 8,785,843	\$ 148,752	\$ 108,565	\$ 36,717
Changes of assumptions	9,899,517	167,607	122,326	41,371
Changes in proportion and differences between employer contributions and proportionate share of contributions	884	80,408	125,286	52,644
Total Deferred Outflows of Resources	<u>\$ 18,686,244</u>	<u>\$ 396,767</u>	<u>\$ 356,177</u>	<u>\$ 130,732</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 2,270,603	\$ 38,443	\$ 28,057	\$ 9,489
Changes in proportion and differences between employer contributions and proportionate share of contributions	898,961	-	3,060	3
Total Deferred Inflows of Resources	<u>\$ 3,169,564</u>	<u>\$ 38,443</u>	<u>\$ 31,117</u>	<u>\$ 9,492</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 9,325,519	\$ 157,887	\$ 115,231	\$ 38,973
Net amortization of deferred amounts from changes in proportion	352	12,123	37,551	5,851
Total Employer Pension Expense	<u>\$ 9,325,871</u>	<u>\$ 170,010</u>	<u>\$ 152,782</u>	<u>\$ 44,824</u>
Covered payroll	\$ 19,966,707	\$ 339,894	\$ 100,114	\$ 202,800
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 4,245,058	\$ 95,166	\$ 81,189	\$ 32,933
June 30, 2022	3,709,773	84,858	77,643	28,038
June 30, 2023	4,136,996	92,011	82,855	29,798
June 30, 2024	2,300,037	60,713	59,999	22,042
June 30, 2025	1,124,816	25,576	23,374	8,429
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 15,516,680</u>	<u>\$ 358,324</u>	<u>\$ 325,060</u>	<u>\$ 121,240</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 73,043,370	\$ 1,240,699	\$ 905,509	\$ 306,249
Current discount rate (7.5%)	\$ 56,434,697	\$ 955,486	\$ 697,350	\$ 235,848
1% increase (8.5%)	\$ 42,428,357	\$ 714,962	\$ 521,806	\$ 176,478

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Dartmouth Fire District No. 3	Town of Dighton	Dighton Housing Authority	Dighton- Rehoboth Regional School
Net Pension Liability at December 31, 2019	\$ 1,275,442	\$ 8,212,694	\$ 160,758	\$ 10,401,167
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 198,563	\$ 1,278,565	\$ 25,027	\$ 1,619,270
Changes of assumptions	223,732	1,440,633	28,200	1,824,525
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>242,440</u>	<u>11,221</u>	<u>49,403</u>	<u>183,803</u>
Total Deferred Outflows of Resources	<u>\$ 664,735</u>	<u>\$ 2,730,419</u>	<u>\$ 102,630</u>	<u>\$ 3,627,598</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 51,316	\$ 330,431	\$ 6,468	\$ 418,482
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>-</u>	<u>58,945</u>	<u>5</u>	<u>160</u>
Total Deferred Inflows of Resources	<u>\$ 51,316</u>	<u>\$ 389,376</u>	<u>\$ 6,473</u>	<u>\$ 418,642</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 210,759	\$ 1,357,100	\$ 26,564	\$ 1,718,725
Net amortization of deferred amounts from changes in proportion	<u>24,915</u>	<u>(35,232)</u>	<u>(4,010)</u>	<u>(52,798)</u>
Total Employer Pension Expense	<u>\$ 235,674</u>	<u>\$ 1,321,868</u>	<u>\$ 22,554</u>	<u>\$ 1,665,927</u>
Covered payroll	\$ 768,318	\$ 4,010,854	\$ 97,577	\$ 4,306,770
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 162,031	\$ 645,682	\$ 25,711	\$ 874,636
June 30, 2022	143,654	556,701	22,207	763,687
June 30, 2023	153,178	618,803	23,404	841,342
June 30, 2024	111,330	351,217	18,150	499,350
June 30, 2025	<u>43,226</u>	<u>168,640</u>	<u>6,685</u>	<u>229,941</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 613,419</u>	<u>\$ 2,341,043</u>	<u>\$ 96,157</u>	<u>\$ 3,208,956</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 1,656,161	\$ 10,639,629	\$ 208,745	\$ 13,505,918
Current discount rate (7.5%)	\$ 1,275,442	\$ 8,212,694	\$ 160,758	\$ 10,401,167
1% increase (8.5%)	\$ 954,375	\$ 6,166,024	\$ 120,291	\$ 7,782,884

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Dighton Water District	Town of Easton	Easton Housing Authority	Town of Freetown
Net Pension Liability at December 31, 2019	\$ 1,121,243	\$ 53,157,963	\$ 1,006,482	\$ 13,089,300
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 174,557	\$ 8,275,716	\$ 156,691	\$ 2,037,763
Changes of assumptions	196,683	9,324,727	176,552	2,296,065
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>55,062</u>	<u>997,894</u>	<u>655</u>	<u>520,518</u>
Total Deferred Outflows of Resources	<u>\$ 426,302</u>	<u>\$ 18,598,337</u>	<u>\$ 333,898</u>	<u>\$ 4,854,346</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 45,112	\$ 2,138,767	\$ 40,495	\$ 526,637
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>60</u>	<u>26,080</u>	<u>41,892</u>	<u>28,861</u>
Total Deferred Inflows of Resources	<u>\$ 45,172</u>	<u>\$ 2,164,847</u>	<u>\$ 82,387</u>	<u>\$ 555,498</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 185,279	\$ 8,784,007	\$ 166,316	\$ 2,162,930
Net amortization of deferred amounts from changes in proportion	<u>(40,643)</u>	<u>218,141</u>	<u>29,131</u>	<u>287,589</u>
Total Employer Pension Expense	<u>\$ 144,636</u>	<u>\$ 9,002,148</u>	<u>\$ 195,447</u>	<u>\$ 2,450,519</u>
Covered payroll	\$ 672,848	\$ 18,694,869	\$ 310,626	\$ 4,081,794
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 108,748	\$ 4,408,693	\$ 66,116	\$ 1,129,222
June 30, 2022	88,536	3,930,564	61,632	1,029,150
June 30, 2023	96,956	4,328,033	69,145	1,128,005
June 30, 2024	60,194	2,582,032	36,049	701,249
June 30, 2025	<u>26,696</u>	<u>1,184,168</u>	<u>18,569</u>	<u>311,222</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 381,130</u>	<u>\$ 16,433,490</u>	<u>\$ 251,511</u>	<u>\$ 4,298,848</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 1,455,934	\$ 69,025,628	\$ 1,306,917	\$ 16,956,318
Current discount rate (7.5%)	\$ 1,121,243	\$ 53,157,963	\$ 1,006,482	\$ 13,089,300
1% increase (8.5%)	\$ 838,993	\$ 39,776,525	\$ 753,120	\$ 9,828,187

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Freetown- Lakeville Regional School	Town of Mansfield	Mansfield Housing Authority	Bristol County Mosquito Control
Net Pension Liability at December 31, 2019	\$ 9,492,564	\$ 55,790,610	\$ 660,463	\$ 1,512,526
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 1,477,817	\$ 8,685,571	\$ 102,822	\$ 235,472
Changes of assumptions	1,665,142	9,786,534	115,855	265,320
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>424,649</u>	<u>1,427,747</u>	<u>1,521</u>	<u>7,617</u>
Total Deferred Outflows of Resources	<u>\$ 3,567,608</u>	<u>\$ 19,899,852</u>	<u>\$ 220,198</u>	<u>\$ 508,409</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 381,925	\$ 2,244,689	\$ 26,573	\$ 60,855
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>168</u>	<u>794</u>	<u>84,408</u>	<u>12,237</u>
Total Deferred Inflows of Resources	<u>\$ 382,093</u>	<u>\$ 2,245,483</u>	<u>\$ 110,981</u>	<u>\$ 73,092</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 1,568,585	\$ 9,219,043	\$ 109,138	\$ 249,939
Net amortization of deferred amounts from changes in proportion	<u>(125,187)</u>	<u>12,074</u>	<u>(24,814)</u>	<u>(23,179)</u>
Total Employer Pension Expense	<u>\$ 1,443,398</u>	<u>\$ 9,231,117</u>	<u>\$ 84,324</u>	<u>\$ 226,760</u>
Covered payroll	\$ 4,460,412	\$ 22,555,995	\$ 298,911	\$ 771,918
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 876,551	\$ 4,785,345	\$ 33,836	\$ 123,848
June 30, 2022	751,092	4,198,620	26,415	101,917
June 30, 2023	821,965	4,616,763	31,338	113,538
June 30, 2024	509,824	2,787,538	9,646	64,893
June 30, 2025	<u>226,083</u>	<u>1,266,103</u>	<u>7,982</u>	<u>31,121</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 3,185,515</u>	<u>\$ 17,654,369</u>	<u>\$ 109,217</u>	<u>\$ 435,317</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 12,326,096	\$ 72,407,289	\$ 857,612	\$ 1,947,565
Current discount rate (7.5%)	\$ 9,492,564	\$ 55,790,610	\$ 660,463	\$ 1,512,526
1% increase (8.5%)	\$ 7,103,003	\$ 41,777,518	\$ 494,205	\$ 1,145,651

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Town of Norton	Norton Housing Authority	Town of Raynham	Raynham Housing Authority
Net Pension Liability at December 31, 2019	\$ 34,215,571	\$ 483,836	\$ 23,960,424	\$ 553,252
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 5,326,734	\$ 75,324	\$ 3,730,197	\$ 86,131
Changes of assumptions	6,001,939	84,872	4,203,028	97,049
Changes in proportion and differences between employer contributions and proportionate share of contributions	708,668	16,049	57,170	3,539
Total Deferred Outflows of Resources	<u>\$ 12,037,341</u>	<u>\$ 176,245</u>	<u>\$ 7,990,395</u>	<u>\$ 186,719</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 1,376,635	\$ 19,467	\$ 964,028	\$ 22,260
Changes in proportion and differences between employer contributions and proportionate share of contributions	552	2	18,083	76,511
Total Deferred Inflows of Resources	<u>\$ 1,377,187</u>	<u>\$ 19,469</u>	<u>\$ 982,111</u>	<u>\$ 98,771</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 5,653,900	\$ 79,952	\$ 3,959,324	\$ 91,422
Net amortization of deferred amounts from changes in proportion	242,102	3,463	56,942	(2,287)
Total Employer Pension Expense	<u>\$ 5,896,002</u>	<u>\$ 83,415</u>	<u>\$ 4,016,266</u>	<u>\$ 89,135</u>
Covered payroll	\$ 13,082,140	\$ 222,445	\$ 8,714,670	\$ 195,449
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 2,879,837	\$ 42,526	\$ 1,890,801	\$ 26,750
June 30, 2022	2,542,070	37,245	1,677,146	22,506
June 30, 2023	2,797,974	40,855	1,857,753	25,249
June 30, 2024	1,674,351	24,940	1,075,368	7,063
June 30, 2025	765,922	11,210	507,216	6,380
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 10,660,154</u>	<u>\$ 156,776</u>	<u>\$ 7,008,284</u>	<u>\$ 87,948</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 44,428,927	\$ 628,262	\$ 31,030,245	\$ 718,398
Current discount rate (7.5%)	\$ 34,215,571	\$ 483,836	\$ 23,960,424	\$ 553,252
1% increase (8.5%)	\$ 25,602,495	\$ 362,040	\$ 17,998,338	\$ 413,982

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER YEAR ENDED DECEMBER 31, 2019

	Raynham Water District	Town of Rehoboth	Town of Seekonk	Seekonk Housing Authority
Net Pension Liability at December 31, 2019	\$ 1,611,254	\$ 11,901,283	\$ 31,166,759	\$ 248,201
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 250,843	\$ 1,852,811	\$ 4,852,091	\$ 38,640
Changes of assumptions	282,639	2,087,669	5,467,131	43,538
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>290,563</u>	<u>748,738</u>	<u>1,830</u>	<u>-</u>
Total Deferred Outflows of Resources	<u>\$ 824,045</u>	<u>\$ 4,689,218</u>	<u>\$ 10,321,052</u>	<u>\$ 82,178</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 64,827	\$ 478,838	\$ 1,253,969	\$ 9,986
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>-</u>	<u>18,346</u>	<u>457,628</u>	<u>36,185</u>
Total Deferred Inflows of Resources	<u>\$ 64,827</u>	<u>\$ 497,184</u>	<u>\$ 1,711,597</u>	<u>\$ 46,171</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 266,248	\$ 1,966,608	\$ 5,150,112	\$ 41,015
Net amortization of deferred amounts from changes in proportion	<u>49,229</u>	<u>159,993</u>	<u>(8,731)</u>	<u>(72)</u>
Total Employer Pension Expense	<u>\$ 315,477</u>	<u>\$ 2,126,601</u>	<u>\$ 5,141,381</u>	<u>\$ 40,943</u>
Covered payroll	\$ 592,130	\$ 4,268,080	\$ 12,821,079	\$ 57,425
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 200,290	\$ 1,096,657	\$ 2,341,922	\$ 10,258
June 30, 2022	177,957	1,002,139	2,064,935	8,951
June 30, 2023	190,051	1,091,139	2,299,224	10,905
June 30, 2024	137,311	700,311	1,279,421	3,062
June 30, 2025	<u>53,609</u>	<u>301,788</u>	<u>623,953</u>	<u>2,831</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 759,218</u>	<u>\$ 4,192,034</u>	<u>\$ 8,609,455</u>	<u>\$ 36,007</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 2,092,214	\$ 15,453,820	\$ 40,421,385	\$ 316,362
Current discount rate (7.5%)	\$ 1,611,254	\$ 11,901,283	\$ 31,166,759	\$ 248,201
1% increase (8.5%)	\$ 1,205,654	\$ 8,905,377	\$ 23,362,195	\$ 190,720

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Seekonk Water District	Town of Somerset	Somerset Housing Authority	Somerset Berkley Schools
Net Pension Liability at December 31, 2019	\$ 1,053,575	\$ 39,864,694	\$ 829,086	\$ 3,347,079
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 164,022	\$ 6,206,199	\$ 129,073	\$ 521,079
Changes of assumptions	184,813	6,992,883	145,434	587,129
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>38,713</u>	<u>502,304</u>	<u>33,142</u>	<u>413,010</u>
Total Deferred Outflows of Resources	<u>\$ 387,548</u>	<u>\$ 13,701,386</u>	<u>\$ 307,649</u>	<u>\$ 1,521,218</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 42,390	\$ 1,603,923	\$ 33,358	\$ 134,667
Changes in proportion and differences between employer contributions and proportionate share of contributions	<u>41</u>	<u>118,121</u>	<u>2,617</u>	<u>19</u>
Total Deferred Inflows of Resources	<u>\$ 42,431</u>	<u>\$ 1,722,044</u>	<u>\$ 35,975</u>	<u>\$ 134,686</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 174,097	\$ 6,587,380	\$ 137,002	\$ 553,083
Net amortization of deferred amounts from changes in proportion	<u>(42,953)</u>	<u>463,470</u>	<u>21,031</u>	<u>(56,035)</u>
Total Employer Pension Expense	<u>\$ 131,144</u>	<u>\$ 7,050,850</u>	<u>\$ 158,033</u>	<u>\$ 497,048</u>
Covered payroll	\$ 674,413	\$ 12,090,246	\$ 217,651	\$ 1,457,988
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 98,029	\$ 3,150,112	\$ 71,862	\$ 370,484
June 30, 2022	80,542	2,890,092	66,151	325,973
June 30, 2023	88,435	3,188,391	70,791	350,977
June 30, 2024	53,842	1,879,698	43,449	241,008
June 30, 2025	<u>24,269</u>	<u>871,049</u>	<u>19,421</u>	<u>98,090</u>
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 345,117</u>	<u>\$ 11,979,342</u>	<u>\$ 271,674</u>	<u>\$ 1,386,532</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 1,368,067	\$ 51,764,316	\$ 1,076,568	\$ 4,346,183
Current discount rate (7.5%)	\$ 1,053,575	\$ 39,864,694	\$ 829,086	\$ 3,347,079
1% increase (8.5%)	\$ 788,359	\$ 28,829,567	\$ 620,380	\$ 2,504,520

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

YEAR ENDED DECEMBER 31, 2019

	Town of Swansea	Swansea Housing Authority	Swansea Water District	Town of Westport
Net Pension Liability at December 31, 2019	\$ 23,474,676	\$ 218,878	\$ 1,008,456	\$ 29,275,665
Deferred Outflows of Resources:				
Differences between actual and expected experience	\$ 3,654,575	\$ 34,075	\$ 156,998	\$ 4,557,683
Changes of assumptions	4,117,821	38,395	176,899	5,135,408
Changes in proportion and differences between employer contributions and proportionate share of contributions	287,395	201	24,590	108,651
Total Deferred Outflows of Resources	<u>\$ 8,059,791</u>	<u>\$ 72,671</u>	<u>\$ 358,487</u>	<u>\$ 9,801,742</u>
Deferred Inflows of Resources:				
Net difference between projected and actual investment earnings on pension plan investments	\$ 944,484	\$ 8,806	\$ 40,574	\$ 1,177,885
Changes in proportion and differences between employer contributions and proportionate share of contributions	8,362	27,427	2,500	4,411
Total Deferred Inflows of Resources	<u>\$ 952,846</u>	<u>\$ 36,233</u>	<u>\$ 43,074</u>	<u>\$ 1,182,296</u>
Pension Expense:				
Proportionate share of plan pension expense	\$ 3,879,048	\$ 36,169	\$ 166,643	\$ 4,837,772
Net amortization of deferred amounts from changes in proportion	(47,995)	(875)	(78,376)	16,538
Total Employer Pension Expense	<u>\$ 3,831,053</u>	<u>\$ 35,294</u>	<u>\$ 88,267</u>	<u>\$ 4,854,310</u>
Covered payroll	\$ 9,006,505	\$ 83,625	\$ 860,076	\$ 11,261,475
Future Amortization of Deferred Outflows/(Inflows):				
June 30, 2021	\$ 1,913,172	\$ 10,955	\$ 96,934	\$ 2,339,936
June 30, 2022	1,698,898	8,693	71,136	2,057,545
June 30, 2023	1,875,222	10,433	78,939	2,278,116
June 30, 2024	1,106,762	3,592	46,641	1,321,770
June 30, 2025	512,891	2,765	21,763	622,079
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 7,106,945</u>	<u>\$ 36,438</u>	<u>\$ 315,413</u>	<u>\$ 8,619,446</u>
Discount Rate Sensitivity:				
1% decrease (6.5%)	\$ 30,432,788	\$ 277,917	\$ 1,295,478	\$ 37,910,124
Current discount rate (7.5%)	\$ 23,474,676	\$ 218,878	\$ 1,008,456	\$ 29,275,665
1% increase (8.5%)	\$ 17,606,797	\$ 169,090	\$ 766,407	\$ 21,994,098

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER YEAR ENDED DECEMBER 31, 2019

	Westport Housing Authority	TOTALS
Net Pension Liability at December 31, 2019	\$ 142,793	\$ 471,312,400
Deferred Outflows of Resources:		
Differences between actual and expected experience	\$ 22,230	\$ 73,374,663
Changes of assumptions	25,048	82,675,471
Changes in proportion and differences between employer contributions and proportionate share of contributions	1,696	7,678,219
Total Deferred Outflows of Resources	<u>\$ 48,974</u>	<u>\$ 163,728,353</u>
Deferred Inflows of Resources:		
Net difference between projected and actual investment earnings on pension plan investments	\$ 5,745	\$ 18,962,865
Changes in proportion and differences between employer contributions and proportionate share of contributions	311	7,678,219
Total Deferred Inflows of Resources	<u>\$ 6,056</u>	<u>\$ 26,641,084</u>
Pension Expense:		
Proportionate share of plan pension expense	\$ 23,596	\$ 77,882,651
Net amortization of deferred amounts from changes in proportion	1,399	-
Total Employer Pension Expense	<u>\$ 24,995</u>	<u>\$ 77,882,651</u>
Covered payroll	\$ 42,272	\$ 172,238,518
Future Amortization of Deferred Outflows/(Inflows):		
June 30, 2021	\$ 11,592	\$ 37,227,769
June 30, 2022	10,456	32,763,775
June 30, 2023	11,237	36,305,575
June 30, 2024	6,564	20,891,463
June 30, 2025	3,069	9,898,687
Total Future Amortization of Deferred Outflows/(Inflows)	<u>\$ 42,918</u>	<u>\$ 137,087,269</u>
Discount Rate Sensitivity:		
1% decrease (6.5%)	\$ 185,416	\$ 606,944,712
Current discount rate (7.5%)	\$ 142,793	\$ 471,312,400
1% increase (8.5%)	\$ 106,848	\$ 355,931,659

See notes to schedule of employer allocation and schedule of pension amounts by employer.

BRISTOL COUNTY CONTRIBUTORY RETIREMENT SYSTEM

NOTES TO PENSION PLAN SCHEDULES

AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2019

A. INTRODUCTION

GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, establishes financial reporting requirements for governments that provide employees with pension benefits. GASB 68 requires employers to recognize a net pension liability or net pension asset as employees earn pension benefits. Employers participating in the Bristol County Contributory Retirement System (the “System”) will recognize their proportionate share of the collective pension amounts for all benefits provided by the System.

B. METHOD OF PROPORTIONATE SHARE ALLOCATION

The basis for the proportionate share allocation by employer as found in the *Proportion of Net Pension Liability* column of the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer is consistent with the manner in which regular employer contributions to the System are determined, subject to adjustments. The net pension liability, deferred outflows of resources, deferred inflows of resources and pension expense is based upon actual historical employer contributions adjusted for the effects of nonproportional employer contributions like retired county sheriff employees and the effects of early retirement incentives.

C. PENSION AMOUNTS BY EMPLOYER

The Schedule of Pension Amounts by Employer presents the net pension liability, the various categories of deferred outflows and inflows of resources, pension expense and other metrics for each of the System’s participating employers. Reference is hereby made to the System’s audited financial statements for the year ended December 31, 2019 for complete disclosure on the actuarial methods and assumptions used to determine these amounts.