



2013 CONCORD ANNUAL TOWN REPORT

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Contributory Retirement Board

Peter J. Fulton, Chair

Gail Eagan-Henry, Town Accountant

Anthony T. Logalbo, Finance Director

Arnold Roth

Brian J. Whitney

Linda Boucher, Retirement System Administrator

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The Concord Retirement Board administers the Contributory Retirement System. The employee groups covered by the Retirement System include the Town of Concord (including non-teaching staff of the Concord K-8 School Department), the Concord-Carlisle Regional School District non-teaching staff and the Concord Housing Authority. The system covers all employees working at least 25 hours per week in permanent employment, except for teaching personnel (who are members of the State Teacher Retirement System). The Town Accountant by statute is a member of the Board of Retirement and is manager of the System's accounting records. The Town Treasurer is the Treasurer of the Retirement System. Staff of the Concord Town Treasurer and the Town Accountant provides administrative support for the System. The Retirement System operates on a calendar year fiscal period.

The Division of Public Retirement Administration Commission (PERAC) Annual Report for the year ending December 31, 2012, reported the following data regarding Concord's system:

PERAC DATA REGARDING CONCORD

	Concord Board	Composite (all boards)
annualized return 2012:	12.39%	13.84%
Concord's annualized return, 5 years:	3.02%	1.83%
Concord's annualized return, 1985-2012	8.58%	9.27%

As of the most recent biennial actuarial valuation (January 1, 2012), Concord's funded ratio (assets compared to system actuarial liabilities) was 76.7%, down from 85.3% two years earlier and 96.0% as of January 1, 2008. Total assets and accrued liabilities as of January 1, 2012 were reported as follows:

Actuarial Accrued Liability (AAL)	\$123,797,875
Actuarial Value of Assets (AVA)	94,996,144
Unfunded Actuarial Accrued Liability (AAL-AVA)	28,801,731
Funded ratio (AVA/AAL)	76.7%
Principal assumptions of the valuation were:	
7.50% annual assumed rate of return	
4.25% average annual salary increase	
3% COLA on first \$1,000 per month of pension, annually	

The ratio of the Market Value of Assets to the Actuarial Value of Assets at January 1, 2012 was 0.997. That is, the market value of assets, at \$94,704,818, was almost equal to the actuarial value of assets used to determine the funding ratio. This is a very important measure in evaluating the comparative position of the Fund.

Pursuant to this valuation, the Retirement Board adopted a funding schedule to amortize the remaining unfunded liability by 2030 using a 2% increasing annual amortization. The funding schedule determines the annual employer contributions to be paid by the Town of Concord, the Concord-Carlisle Regional School District and the Concord Housing Authority.

Comparatively, the State Retirement Board's funded ratio declined from 89.4% at January 1, 2008 to 73.8% at January 1, 2012. The state used an assumed rate of return of 8.25% through its 2012 valuation. Of the 106 Boards comprising the Massachusetts Retirement System, Concord's funded ratio ranked 13th highest on the listing published as of January 1, 2014 on PERAC's website.

The funding schedule is subject to revision based on the results of each biennial study. The investment results of calendar years 2012 and 2013 will be reflected in the next valuation with an effective date of January 1, 2014. Preliminary unaudited calendar year 2013 investment results indicate an earnings rate in excess of 15%.

At December 31, 2013, system membership was 507 active members and 269 retired members.

The Retirement System maintains the following fund balances:

The Annuity Savings Fund contains the accumulated contributions plus earnings of active member employees and terminated employees who have not withdrawn their balances. By law, interest earnings to be credited to the individual member account within this fund (and the Annuity Reserve Fund) is set by the state for the calendar year at the average passbook savings rate of the prior year, not at the earnings rate actually realized by the System.

The Annuity Reserve Fund contains the accumulated contributions and earnings of members receiving retirement or disability payments. Accumulated balances are transferred to this fund from the Annuity Savings Fund upon a member's retirement.

The Special Military Services Fund contains employer appropriations for certain armed services veterans who qualify for additional benefits under Massachusetts law.

The Pension Fund receives and maintains the employer contributions. Retirement benefits funded by employer contributions are disbursed from this fund.

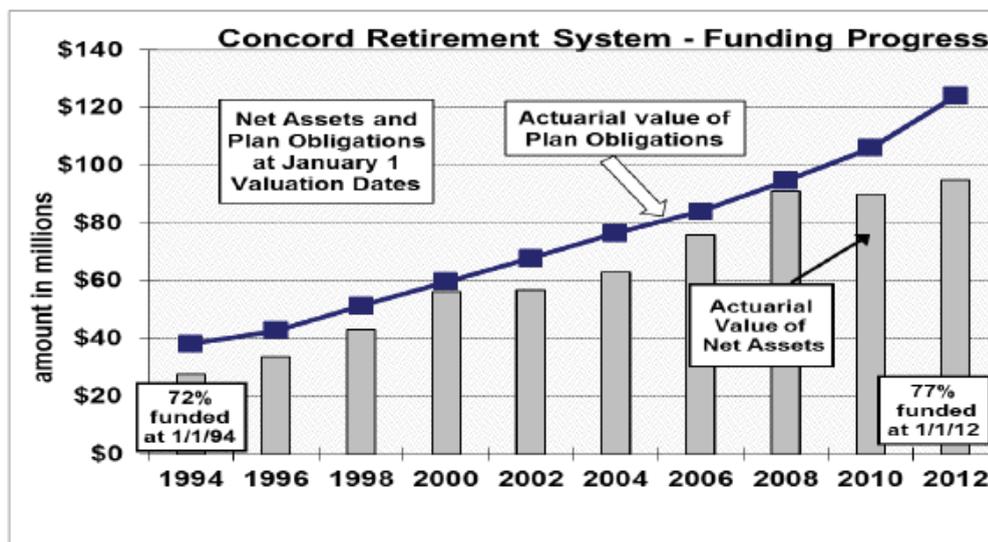
The Pension Reserve Fund receives excess investment income (if any) after allocations are made to all other funds. This fund also receives any pension assessments made against federal grants and any forfeit of accumulated interest by a member withdrawing from the

system before 5 years (all annuity account interest is forfeited) or ten years (50% of annuity account interest is forfeited).

The Expense Fund receives and disburses monies associated with the Retirement Board's administrative expenses.

A Three Year Comparison of Total Assets by Fund –December 31

	2011	2012	2013
Annuity Savings Fund	\$24,482,322	\$25,757,015	\$27,130,580
Annuity Reserve Fund	4,700,242	4,809,082	5,227,530
Military Service Fund	4,466	4,470	4,475
Pension Fund	2,221,360	2,133,913	230,444
Pension Reserve Fund	<u>63,296,428</u>	<u>73,135,534</u>	<u>89,562,335</u>
TOTAL at market value	\$94,704,818	\$105,840,014	\$122,155,364



TOWN OF CONCORD
 CONTRIBUTORY RETIREMENT SYSTEM
 Statement of Revenues, Transfers Expenses and Changes in Fund Equity Balance
 December 31, 2013 (unaudited)
 (with comparison to prior years, audited)

OPERATING REVENUE	2011	2012	2013
Employer contributions	\$3,352,832	\$3,430,345	\$3,943,818
Employee contributions	2,437,165	2,527,825	2,654,762
Commonwealth of Mass. (COLA)	106,096	100,856	73,694
Interest and Investment Income	<u>2,870,600</u>	<u>11,712,412</u>	<u>16,367,970</u>
Total operating revenue	\$8,766,693	\$17,771,438	\$23,040,244
OPERATING EXPENSES			
Retirement benefits paid	5,405,727	5,692,766	5,936,898
Administrative expenses	183,641	207,696	191,518
Investment management and custodial fees	<u>425,579</u>	<u>456,116</u>	<u>530,367</u>
Total operating expenses	\$6,014,947	\$6,356,578	\$6,658,783
Operating Income	\$2,751,746	\$11,414,860	\$16,381,461
NON-OPERATING INCOME (EXPENSE)			
Net transfers from (to) other systems	289,862	(54,408)	(38,143)
Refunds to members	(415,834)	(229,700)	(27,969)
Miscellaneous	<u>4,630</u>	<u>4,444</u>	<u>0</u>
Net income	\$2,630,404	\$11,135,196	\$16,315,349
Fund Equity, Beginning of Year	\$92,074,414	\$94,704,818	\$105,840,014
Fund Equity, End of Year	\$94,704,818	\$105,840,014	\$122,155,363