



The TOWN OF NORWOOD

Commonwealth of Massachusetts

RETIREMENT BOARD

THE CONTRIBUTORY RETIREMENT SYSTEM

NOTICE OF NORWOOD RETIREMENT BOARD MEETING AND AGENDA WEDNESDAY, JULY 21, 2021 @ 9:00 AM

In accordance with the provisions of Chapter 30A, ss 20(b) of the General Laws, notice is hereby given that a Norwood Retirement Board Meeting will be held at 900B Washington Street, Norwood, MA AND REMOTELY AT GO TO MEETING

CALL 1-872-240-3212 ENTER ACCESS CODE 211-635-525

EDMUND W. MULVEHILL JR., *Chairperson*
THOMAS J. MCQUAID, *Ex-Officio Member*
THOMAS F. O'TOOLE, *Elected Member*
EILEEN P. HICKEY, *Elected Member*
THOMAS A. RORRIE, *Appointed Member*
DEBRA A. WILKES, *Executive Director*

1. Minutes of June 23, 2021
3 Needed for payrolls:Cont. Approx \$1,300,000.00
3. Unfinished business:
 - a. Software - ongoing work and updating with respect to MUNIS and conversion
 - b. Actuarial Val - Need full valuation 1/1/22
 - c. Mandatory Education - Ongoing
 - d. Rotation of Chairperson - Discussion in January 2022
 - e. Board Members - Eileen Hickey's term expires 10/15/2022
Tom O'Toole's term expires 12/01/2023
Ted Mulvehill appointed by Selectmen no term limit on April 15, 2008
Fifth Member - Thom Rorrie's term expires 09/03/2022
 - f. Board Attendance - provide attendance record
 - g. Membership - ongoing review
 - h. Budget - Tabled
 - i. Office Staff - Tabled
 - j. Retiree COLA - COLA will be processed for all eligible retirees as of July 1, 2021
4. Approval of Vouchers Warrant #INV07
5. Applications for Superannuation:
 - a. Peter Pendergast - July 31, 2021 - Option B
6. PERAC Memos
 - a. Memo #19 - 3rd Q Mandatory Education Training for Board Members
 - b. Memo #20 - Tobacco Company List
7. Pension Bonds Discussion on Quincy's Approval of a Pension Bond
8. 2020 Investment Report from PERAC
9. Any and All Other Business That May Properly Come Before the Board

I certify that on this date, this Notice was posted as "Norwood Retirement Board Meeting" at www.norwoodma.gov


Debra A. Wilkes, Executive Director


Date

RECEIVED

BOARD MEMBER ATTENDANCE 2021

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Thomas O'Toole	P-R	P-R	P-R	P-R	P-R	P						
Eileen Hickey	P-R	P-R	P	P	P	P						
Thomas Rorrie	P-R	P-R	P-R	P-R	P-R	P						
Thomas McQuaid	P	P	P	P	P	P						
Edmund Mulvehill	P-R	A	P-R	P-R	P-R	P-R						

P = Present

E = Excused

A = Absent

P-R = Remote

PERAC

69.

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

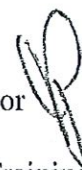
PHILIP Y. BROWN, ESQ., *Chairman*

JOHN W. PARSONS, ESQ., *Executive Director*

Auditor SUZANNE M. BUMP | KATHLEEN M. FALLON | KATE FITZPATRICK | JAMES M. MACHADO | RICHARD MacKINNON, Jr. | JENNIFER F. SULLIVAN

MEMORANDUM

TO: All Retirement Boards

FROM: John W. Parsons, Esq., Executive Director 

RE: Mandatory Retirement Board Member Training – 3rd Quarter, 2021

DATE: June 30, 2021

Chapter 32 mandates retirement board members to complete training during each year of service on the retirement board. This requirement has two elements: 18 credits over the course of the member's term and at least 3 credits in each year of the term. Failure to meet either of these statutory standards will prohibit the member from serving beyond the conclusion of the term for which the training requirement was not met. We urge board members to utilize the full array of training choices in order to remain eligible to serve. All classes, webinars, seminars, and conferences listed will earn **three credits each**, unless otherwise noted.

While the State of Emergency ended June 15, all offerings will continue to be offered virtually this quarter. One of the webinars offered this quarter will be presented by representatives from the Office of the Inspector General. I would like to thank their office for customizing the content specifically for retirement board members. In addition, there will be no Emerging Issues Forum this September. As the Commonwealth continues to emerge from the pandemic, we will be considering in-person training options for the fourth quarter.

Ways to receive your credits:

- Credits for attending *live* PERAC webinars are updated by PERAC staff approximately one week after the event.
- **The registration process for these webinars was updated earlier this year:**
All attendees must register through the links available on our website. Board members – it is important that you register with your full name and the email address we have on record so we can accurately update your account. Viewing a recorded session will continue to require a Training Affidavit, which must be submitted through PROSPER.
- If a Certificate of Completion is offered for any training not directly provided by PERAC, you must submit the certificate through PROSPER for proper credit.
- You must submit a completed Training Affidavit in PROSPER for all other trainings, including pre-recorded PERAC webinars and pre-approved webinar and conference attendance. Any session listed under sections I through V are pre-approved.
- **New this quarter** – PERAC Cybersecurity Training. See section II for details on obtaining credit.



I. Training Offered by PERAC (pre-registration is required)

Date	Topic/Organization	Location / Registration Information
July/August	Self-Guided Cybersecurity Training	Online Tutorial – register by July 15 th
	PERAC	https://www.mass.gov/forms/perac-cybersecurity-training
July 28	Fiduciary Duty for Board Members; Fraud Awareness & Prevention	Webinar
10:00 a.m.	Office of the Inspector General/PERAC	https://tinyurl.com/perac-0728
September 28	The Retirement Onramp	Webinar
	New board members and employees are encouraged to attend	(this session will be recorded)
10:00 a.m.	PERAC	https://tinyurl.com/PERAC-0930

II. PERAC Cybersecurity Training

PERAC will be offering retirement board members and staff the opportunity to participate in a self-led cybersecurity training this summer through a company called Wizer. Please go to <https://www.mass.gov/forms/perac-cybersecurity-training> by July 15th to register.

Once you register, you will receive a unique link to take a self-guided training on your own time in approximately one week. You will have until the end of August to complete this training. Board members who complete the training will need to upload their completion certificate into PROSPER to receive three educational credits.

III. Recently Added PERAC Produced Online Training (available on demand)**Topics**

Liability in Certain Situations / Dual Membership

Additional recorded webinars presented by PERAC are available on the website at <https://www.mass.gov/service-details/perac-online-training>

IV. Training Offered by Other Organizations (pre-registration required)

Date	Topic/Organization	Location / Registration Information
July 13	Demystifying Operational Due Diligence	Webinar
1:00 p.m.	NCPERS	https://tinyurl.com/NCPERS-0713
July 19	Open Meeting Law	Webinar
4:00 p.m.	Office of the MA Attorney General	https://tinyurl.com/AGO-OML-0719
July 22	Conflict of Interest Law Training*	Webinar
12:00 p.m.	State Ethics Commission	https://tinyurl.com/0722-ethics
July 26-28	Trustee Workshop	Virtual Conference, Cost: \$600
	NCTR	https://nctr.org/upcoming-events/trustee-workshop/
August 4	How to Navigate an Investigation by an Oversight Agency	Webinar, Cost: \$29
10:30 a.m.	MCPPO	https://tinyurl.com/MCPPO-0804
August 22-24	2021 Public Pension Funding Forum	Conference, Cost: see website
Scottsdale, AZ	NCPERS	https://tinyurl.com/finra21
August 31	Public Sector Ethics	Webinar, Cost \$29
10:30 a.m.	MCPPO	https://tinyurl.com/MCPPO-0831
September 9	Open Meeting Law	Webinar
6:00 p.m.	Office of the MA Attorney General	https://tinyurl.com/AGO-OML-0909
September 23	Conflict of Interest Training*	Webinar
10:00 a.m.	State Ethics Commission	https://tinyurl.com/ethics-0923
September 26	FALL Conference	Virtual Conference, Cost: see website
	NCPERS	https://www.ncpers.org/fall-conference

* Board members must complete the Conflict of Interest Law training once every two years. A certificate of completion is *required* to receive credit for the Conflict of Interest training. Board members may receive credit for attending the live session every year.

V. Other Recently Added or Recurring Pre-Approved Online Training (available on demand)

Organization	Topic	How to find webinar:
National Council on Public Employee Retirement Systems	The Fallacies of Asset Allocation	https://www.youtube.com/watch?v=QxUsiaN4a5k
State Ethics Commission	Conflict of Interest Law* select either State and County or Municipal links	https://go.usa.gov/xpPx5 and view appropriate webinar
Office of the Inspector General	Inspector General Videos You must watch all three videos	https://www.mass.gov/service-details/inspector-general-educational-videos
Office of the Attorney General	Open Meeting Law Training You must watch all six videos	https://go.usa.gov/xpPx5

* Board members must complete the Conflict of Interest Law training once every two years. A certificate of completion is *required* to receive credit for the Conflict of Interest training. Credit for the recorded session may only be awarded once every two years.

VI. Other Opportunities to Obtain Educational Credit

The Commission is willing to approve other educational credits for a variety of events sponsored by "...local, state, regional and national organizations recognized by the Commission as having expertise in retirement issues of importance to retirement board members or other entities..."

Additionally, the Commission has approved education credit for participating in webinars. In 2021, we will again entertain requests for credit in relation to *relevant* webinars provided that such a request is made well in advance of the session.

Approval for credit must take place well in advance of the date of the event or webinar. This will enable the Commission to analyze the program and provide a general notice to other retirement board members to maximize participation. Once approved, you must complete the Training Affidavit in PROSPER to ensure proper credit. Board members experiencing Extenuating Circumstances in meeting educational requirements should review Memo 15 of 2019 and contact PERAC with any questions.

The following list of local and national organizations provide additional educational opportunities that may be relevant for retirement board members:

- American Society of Pension Professionals and Actuaries (ASPPA)
- City/Town Sponsored Conflict of Interest or Open Meeting Law Training
- Government Finance Officers Association (GFOA)
- International Foundation of Employee Benefit Plans (IFEBC)
- MA Association of School Committees Open Meeting Law Training
- MA Town Clerks Association Ethics Training
- National Association of State Retirement Administrators (NASRA)
- National Conference on Public Employee Retirement Systems (NCPERS)
- National Council on Teacher Retirement (NCTR)
- National Pension Education Association (NPEA)

The Commission would be remiss if we did not thank all the members of the retirement boards who are making a good faith effort to fulfill their duties and responsibilities. Your continued engagement this past year is to be commended.

MEMORANDUM

TO: All Retirement Boards

FROM: Thomas J. O'Donnell, Compliance Director

RE: Tobacco Company List

DATE: June 30, 2021

On October 22, 1997 PERAC Memo #37/1997 informed you of the adoption of Chapter 119 of the Acts of 1997. That statute prohibits retirement systems from making any new investments in stocks, securities, or other obligations of any company which derives more than 15% of its revenue from the sale of tobacco products. On December 18, 1997 PERAC sent Memo #48 regarding the implementation of Chapter 119 and the first Tobacco Company List.

Enclosed please find a Tobacco Company List dated July 2021. This list replaces any other Tobacco Company List previously sent to your board and is effective upon receipt by the retirement boards. Most of these companies appeared on previous lists and such investments were prohibited from the time the companies first appeared on the list. Please forward a copy to your investment advisors or inform them that this list is available on the PERAC website. In communicating with your investment advisors, please inform them that the Tobacco Company List is only for their Massachusetts public fund clients and that any other use of the list is strictly prohibited.

As part of its audit process, PERAC will assess the portfolio of each board to determine compliance. That review will determine if the board, after January 13, 1998, has purchased stock, securities, or other obligations of any company which derives more than 15% of its revenue from the sale of tobacco products. In the event a portfolio is not in compliance, the board must bring the portfolio into compliance by divesting in a prudent manner. Prior to taking any action, the board shall consult with PERAC.

In applying the statute to pooled funds, PERAC will assess the 15% rule against the entire pool as the board is purchasing shares in the pool not the individual holdings of the pool. Thus a pooled fund, if in violation of this standard, will be included on the list.

If you have any questions, please contact this office.

Enclosure

/cjc



TOBACCO COMPANY LIST
JULY 2021

<u>COMPANY</u>	<u>COUNTRY</u>
22 nd Century Group, Inc.	United States
A1 Group Inc	United States
Altria Group, Inc.	United States
AMCON Distributing Company	United States
B.A.T. Capital Corporation	United States
Core-Mark Holding Company, Inc.	United States
Fyolo Technology Corp	United States
Gilla Inc.	United States
Healthier Choices Management Corp.	United States
Old Holdco, Inc.	United States
Performance Food Group Company	United States
Philip Morris International Inc.	United States
Reynolds American Inc.	United States
Schweitzer Mauduit International, Inc.	United States
Smokefree Innotec Inc	United States
Turning Point Brands, Inc.	United States
Universal Corporation	United States
Vapor Group Inc	United States
Vapor Hub International Inc.	United States
Vector Group Ltd.	United States
VPR Brands LP	United States
Wee-Cig International Corp	United States
British American Tobacco Bangladesh Co. Ltd.	Bangladesh
Badeco Adria d.d. Sarajevo	Bosnia & Herzegovina
Bulgartabac Holding AD	Bulgaria
Gotse Delchev Tabac AD	Bulgaria
Nicotiana BT Holding AD	Bulgaria
Shumen Tabac AD	Bulgaria
Sila Holding Plc	Bulgaria
Slantse Stara Zagora Tabak AD	Bulgaria
Yuri Gagarin AD	Bulgaria
Anhui Genuine New Materials Co Ltd	China
Huabao Flavours & Fragrances Co Ltd	China
Mudanjiang Hengfeng Paper Co., Ltd.	China
RLX Technology Inc	China
Shenzhen Jinjia Group Co., Ltd.	China
Smoores International Holdings Ltd	China

<u>COMPANY</u>	<u>COUNTRY</u>
CTO Public Company Ltd.	Cyprus
Philip Morris CR as	Czech Republic
Scandinavian Tobacco Group A/S	Denmark
STG Global Finance B.V.	Denmark
Eastern Company SAE	Egypt
Karelia Tobacco Company Inc SA	Greece
China Boton Group Company Limited	Hong Kong
China Tobacco International HK Co Ltd	Hong Kong
Ecogreen International Group Limited	Hong Kong
Huabao International Holdings Ltd.	Hong Kong
Sheen Tai Holdings Group Company Limited	Hong Kong
Godfrey Phillips India Limited	India
Golden Tobacco Ltd.	India
ITC Limited	India
NTC Industries Ltd.	India
Sinnar Bidi Udyog Ltd.	India
VST Industries Limited	India
Indonesian Tobacco Tbk PT	Indonesia
PT Bentoel International Investama Tbk	Indonesia
PT Gudang Garam Tbk	Indonesia
PT Hanjaya Mandala Sampoerna Tbk	Indonesia
PT Wicaksana Overseas International Tbk	Indonesia
Wismilak Inti Makmur Tbk PT	Indonesia
Globrands Group Ltd.	Israel
Societe Ivoirienne des Tabacs SA	Ivory Coast
Carreras Ltd.	Jamaica
Japan Tobacco Inc.	Japan
Al-Eqbal Investment Company PLC	Jordan
Jordanian Duty Free Shops PSC	Jordan
Union Investment Corporation P.L.C.	Jordan
Union Tobacco & Cigarette Industries Co PSC	Jordan
British American Tobacco Kenya PLC	Kenya

<u>COMPANY</u>	<u>COUNTRY</u>
KT&G Corporation	Korea
Kuk-Il Paper Mfg Co., Ltd.	Korea
Tutunski Kombinat AD Prilep	Macedonia
7-Eleven Malaysia Holdings Berhad	Malaysia
Bright Packaging Industry Bhd	Malaysia
British American Tobacco (Malaysia) Berhad	Malaysia
B.A.T. Netherlands Finance B.V.	Netherlands
JT International Financial Services B.V.	Netherlands
Khyber Tobacco Company Ltd.	Pakistan
Pakistan Tobacco Company Ltd.	Pakistan
Philip Morris (Pakistan) Limited	Pakistan
Tri Pack Films Ltd.	Pakistan
Jerusalem Cigarette Co Ltd.	Palestinian Territory
Eurocash Spolka Akcyjna	Poland
Coka Duvanska Industrija ad Coka	Serbia
Duvanska industrija ad Bujanovac	Serbia
Philip Morris Operations a.d. Nis	Serbia
New Toyo International Holdings Ltd.	Singapore
Compania de Distribucion Integral Logista Holdings, S.A.	Spain
Miquel y Costas & Miquel, S.A.	Spain
Ceylon Tobacco Company Plc	Sri Lanka
Nolato Aktiebolag	Sweden
Swedish Match AB	Sweden
Taiwan FamilyMart Co., Ltd.	Taiwan
Tanzania Cigarette Company Ltd.	Tanzania
The West Indian Tobacco Company Ltd.	Trinidad and Tobago
Bizim Toptan Satis Magazalari AS	Turkey
British American Tobacco Uganda	Uganda

COMPANYCOUNTRY

B.A.T. International Finance P.L.C.
British American Tobacco Plc
Essentra Plc
Imperial Brands Finance Plc
Imperial Brands Plc
McColl's Retail Group Plc

United Kingdom
United Kingdom
United Kingdom
United Kingdom
United Kingdom
United Kingdom

Cat Loi JSC
Cong ty Co phan Ngan Son

Vietnam
Vietnam

British American Tobacco Zambia Plc

Zambia

British American Tobacco Zimbabwe (Holdings) Ltd.

Zimbabwe



Menu

Quincy Councillors Approve \$475M Pension Bond

June 22, 2021

By **SCOTT JACKSON**

Quincy city councillors on Monday approved Mayor Thomas Koch's request to use a \$475 million bond to cover Quincy's outstanding pension liabilities.

Councillors voted 6-3 in favor of the bond, with six votes being the minimum amount of support the measure needed to pass.



The bond's fate appeared uncertain after the council's finance committee voted 5-3 to give a positive recommendation to the measure on June 14. While a simple majority vote was enough to move the bond out of committee, six votes were needed for final approval at a regular council session.

Ward 5 Councillor Charles Phelan Jr. did not vote on the measure during the June 14 committee meeting but did vote on Monday. Phelan, who worked as the city's IT director until his retirement in 2018, on Monday said he did not participate in the June 14 committee meeting or a previous committee session because he was waiting to see if he had to recuse himself from the matter. Phelan told his colleagues the city solicitor's office had informed him late last week that he was able to vote on the matter.

"I want to make it clear that at the last meeting, I was in the meeting, but I did not participate. At that time, the last two meetings, I had put a letter into the solicitor's office to seek an opinion, where I get a check from the retirement board, whether or not it was within state law for me to vote on it," Phelan said.

"On Friday, I received an opinion from the solicitor's office. My pension is my pension, and I am going to make what I make for the rest of the time I am drawing a pension. Where it does not affect [that], the state says I can vote on it."

Phelan voted in favor of the pension bond Monday along with Councillors Anthony Andronico, Noel DiBona, William Harris, David McCarthy and Brian Palmucci. Councillors Ian Cain, Nina Liang and Anne Mahoney voted in opposition.

Prior to Monday's vote, Mahoney said she was disturbed Phelan had been cleared to participate in the matter following the June 14 committee meeting. She compared it with Koch's decision to buy the Munroe Building, a site that could one day provide a new home for Quincy College, with pandemic relief funds after withdrawing a request to borrow money for the same purchase prior to a potential council vote.

"In the eleventh hour, the game has changed, and that is what Quincy does best – changing the game. It is disturbing to me – the optics look terrible. I know that many of you do not care about the optics, you think people aren't paying attention, but they are," Mahoney said.

"We couldn't get Quincy College passed...and now we are going to spend pandemic money to buy a building. We couldn't get this passed, so in the eleventh hour all of a sudden other councillors can come up and vote."

In response, Phelan said he wanted to stick to the issues. He said he supported the pension bond because, without it, the city would spend more and more each year to cover the unfunded pension liabilities.

"If you could go from 7.5 to 2 percent interest, and you had a house or a business, you would go for that," Phelan said. "If we don't do anything, it is going to erode the budget."

Massachusetts currently requires communities to fully fund unfunded pension liabilities – which were accrued when municipal employees did not contribute a substantial amount of their pay toward pensions – by 2037.

Quincy had paid down its unfunded pension liabilities through the annual budget. The budget for the current fiscal year, FY21, included \$32.18 million for pensions. Eric Mason, the city's finance director, previously told the council that expense could grow to \$62.9 million in FY36 if the bond were not approved.

At the June 14 meeting, Chris Walker, Koch's chief of staff, said the \$475 million would be invested in the Massachusetts Pension Reserves Investment Management (PRIM) Board's Pension Reserves Investment Trust (PRIT). The PRIT contains more than \$90 billion in assets and its other clients include Massachusetts state employees, the Massachusetts Teachers' Retirement System, and the Boston Teachers' Union.

Following that announcement, councillors amended the bond to include language that the funds must be invested with PRIM. At that same meeting, councillors also amended the bond order to limit the life of the bond to no more than 20 years after several councillors said a 30-year bond would extend the payments too far past the 2037 deadline to fully fund pensions.

Walker on Monday told councillors that Rick Manley, the city's outside bond counsel, was concerned the 20-year limit could harm the city when it goes out to seek the bond.

"He felt that it could constrict the city in a number of ways," Walker said. "For example, if the city was negotiating, the best deal for the city could be 21 years, could be 22 years, could be 24 years."

Palmucci then proposed an amendment to the order, which the states the bond be "for a period of 20 years or such longer term as to not exceed 30 years following consultation with the Executive Office of Administration and Finance."

"Essentially what that says is we want it to be 20 years, however it can't be 30 years, and it can only be more than 20 years if the administration is working in consultation with the state Executive Office of Administration and Finance," Palmucci said. "I believe that strikes a balance between what bond advisors are saying as well as what the sentiment of the body is."

Palmucci's amendment was approved in a 7-1 vote Monday, with Mahoney opposed and Cain voting present.

City councillors had held off on reviewing Koch's proposed \$346.65 million budget for fiscal year 2022, which begins July 1, while they were vetting the pension proposal. The budget was drafted based on the assumption the pension proposal would pass and revisions may have been required had the bond been rejected.

The council's finance committee will hold a series of departmental budget hearings Wednesday and Thursday to review the budget. Both meetings will begin at 5:30 p.m.

Liang, the council president, on Monday said a special meeting of the full council could be held later Thursday to approve the final budget. A special meeting is required because Monday's meeting was the last regularly scheduled council session before councillors recess for the summer.

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News, This Just In

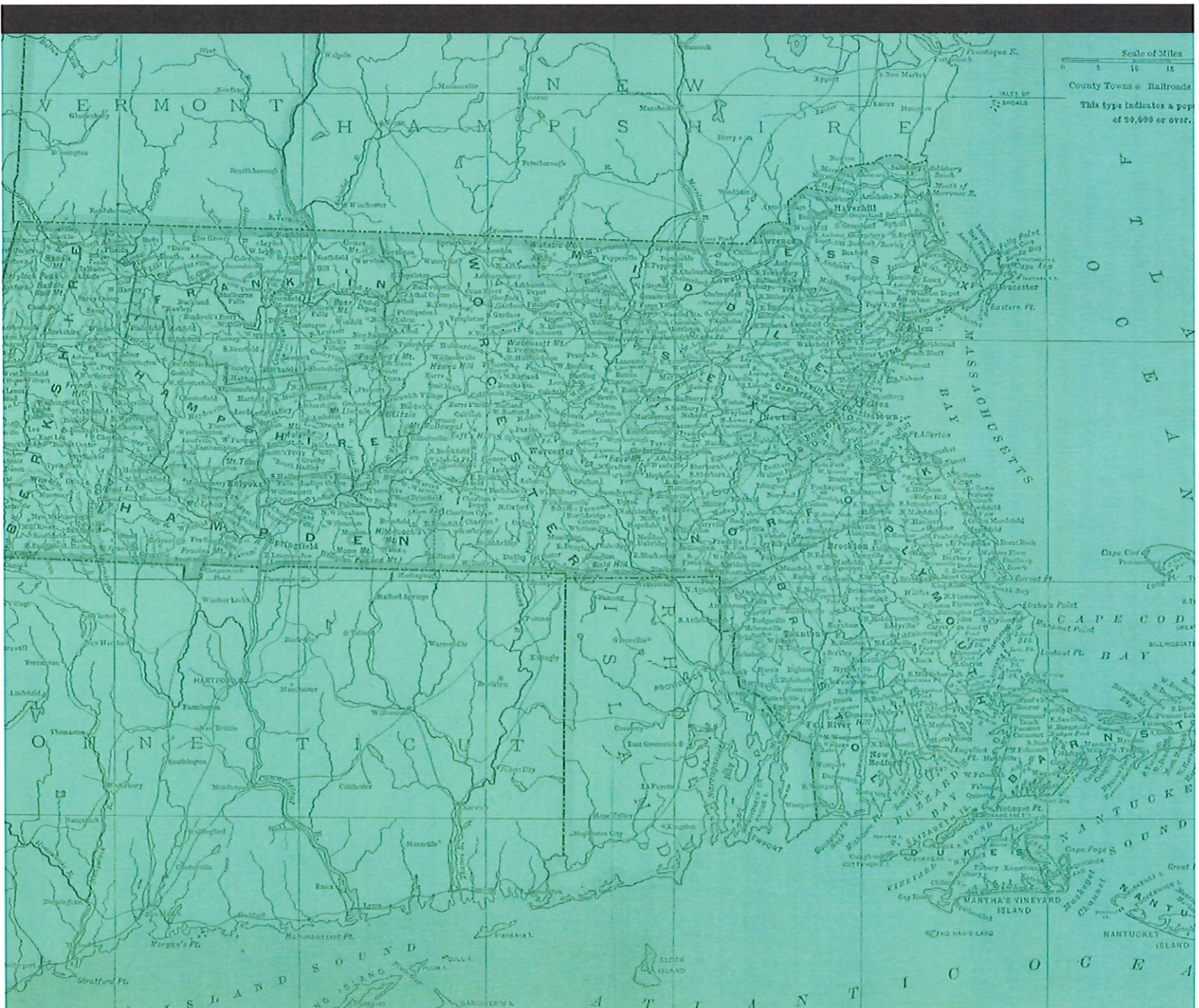
< Paul E. Arsenault, 76

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Public Employee Retirement Administration Commission

INVESTMENT REPORT

JUNE 2021



Commission Members

Philip Y. Brown, Esq.
Chairman

The Honorable Suzanne M. Bump
Auditor of the Commonwealth
Vice Chairman

Kathleen M. Fallon
Practice Area Director, Public Consulting Group

Kate Fitzpatrick
Town Manager, Town of Needham

James M. Machado
Sergeant, Fall River Police Department

Richard MacKinnon, Jr.
President of the Professional
Firefighters of Massachusetts (PFFM)

Jennifer F. Sullivan
Governor's Appointee,
Investment Professional

John W. Parsons, Esq.
Executive Director

Public Employee Retirement Administration Commission

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Letter from Executive Director

John W. Parsons



“Each year PERAC publishes the returns and annualized past returns of each MA retirement system, in addition to their funded ratio. This summary report allows readers to review the current and long term performance of our systems, and the steady, positive progress being made towards the full funding of our systems.”

We are pleased to release this Investment Report for 2020. Each year, PERAC publishes the returns and annualized past returns of each Massachusetts public retirement system, in addition to their funded ratio. This summary report allows readers to review the current and long term performance of our systems and the steady, positive progress being made towards the full funding of our systems. Our Annual Report will provide a more comprehensive view of our systems, both individually and collectively.

Following the adoption of Chapter 68 of the Acts of 2007, the Public Employee Retirement Administration Commission (PERAC) began issuing an Investment Report containing investment and funding results prior to the issuance of our Annual Report. Chapter 68 of the Acts of 2007 mandates that systems that do not meet certain investment and funding standards transfer assets to the Pension Reserves Investment Trust Fund (PRIT) to be invested by the Pension Reserves Investment Management Board (PRIM). In light of the impact that these results may have on some systems, the Commission believes that it is imperative that this data be disseminated as soon as possible.

The two comparative components established under Chapter 68 are funded ratio and 10-year investment performance. The funded ratio standard is 65% and, based on investment performance results for 2020, the investment standard is 6.97% (PRIM 10-year return 8.97% minus 2.00%).

This report delineates investment returns for several periods: 2020, 2016-2020 inclusive, 2011-2020 inclusive, and since inception through 2020. The funded ratios are as of the date of the most recent valuation available to PERAC. Ratios based on actuarial valuations received after April 1, 2021 have not been included in this Report. However, such valuations will be used to conduct the Chapter 68 analysis.

PERAC has completed its analysis of system funded status and investment performance in accordance with Chapter 68 of the Acts of 2007. Applying the tests set forth in that statute and PERAC Memo #35 of 2007, PERAC has determined that no retirement board will be ordered to transfer its assets to the Pension Reserves Investment Trust Fund (PRIT) based on 2020 results.

This Report is the result of the efforts of PERAC's Investment, Compliance, Audit, and Communications Units. On behalf of the Commission, I would like to thank Senior Investment Analysts Veronica Colon and Sarita Yee for their efforts in preparing this Report. Lastly, we express our appreciation to the administrative staff at our retirement boards for their efforts in providing the detailed data that allows us to issue this report in a timely and accurate manner.

I hope you find the Report informative and helpful as you assess the state of our retirement systems.

Sincerely,

A handwritten signature in dark ink, appearing to read "John W. Parsons". The signature is stylized with a large, looping "P" and "J".

John W. Parsons, Esq.
Executive Director

2020 RETURNS & ANNUALIZED PAST RETURNS (IN PERCENT) | FUNDED RATIOS

	Return (2020)	5-Year Return	10-Year Return	36-Year Return	Funded Ratio	Date of Most Recent Valuation
ADAMS	8.00%	8.28%	6.46%	7.77%	67.40%	1/1/20
AMESBURY	12.39%	10.34%	8.89%	8.25%	57.20%	1/1/20
ANDOVER	12.42%	10.40%	8.99%	8.58%	47.30%	1/1/20
ARLINGTON	11.94%	9.91%	8.72%	8.54%	54.60%	1/1/20
ATTLEBORO	16.51%	11.65%	9.78%	9.25%	62.20%	1/1/20
BARNSTABLE COUNTY	12.71%	10.56%	9.08%	7.83%	60.80%	1/1/20
BELMONT	11.30%	9.55%	8.75%	9.38%	60.40%	1/1/20
BERKSHIRE COUNTY	12.39%	10.35%	8.92%	9.14%	83.80%	1/1/19
BEVERLY	12.60%	10.44%	9.06%	8.77%	61.00%	1/1/20
BLUE HILLS REGIONAL	12.26%	10.27%	8.90%	8.84%	73.80%	1/1/20
BOSTON (CITY)	12.36%	9.62%	8.00%	8.93%	75.60%	1/1/20
BOSTON (TEACHERS)	12.23%	10.31%	8.89%	NA	41.10%	1/1/19
BRAINTREE	13.91%	10.35%	8.29%	8.80%	67.70%	1/1/20
BRISTOL COUNTY	12.21%	9.99%	8.68%	8.99%	60.10%	1/1/20
BROCKTON	9.87%	8.90%	7.32%	8.65%	60.60%	1/1/20
BROOKLINE	12.81%	9.88%	7.93%	8.77%	59.60%	1/1/20
CAMBRIDGE	12.08%	10.08%	9.05%	9.35%	85.80%	1/1/20
CHELSEA	12.53%	10.43%	8.97%	8.22%	69.60%	1/1/19
CHICOPEE	12.91%	10.36%	9.19%	8.81%	79.90%	1/1/19
CLINTON	12.80%	10.44%	8.90%	8.01%	67.70%	1/1/19
CONCORD	10.23%	9.20%	8.68%	8.65%	88.60%	1/1/20
DANVERS	12.16%	9.80%	7.52%	8.15%	60.30%	1/1/20
DEDHAM	12.71%	10.51%	9.05%	9.62%	83.10%	1/1/20
DUKES COUNTY	12.77%	11.59%	10.24%	8.29%	78.20%	1/1/20
EASTHAMPTON	12.47%	10.38%	8.96%	8.49%	74.90%	1/1/20
ESSEX REGIONAL	12.17%	10.18%	9.01%	8.90%	53.80%	1/1/20
EVERETT	12.68%	10.54%	9.07%	8.67%	62.90%	1/1/20
FAIRHAVEN	12.54%	10.38%	8.98%	9.41%	74.50%	1/1/20
FALL RIVER	12.61%	10.10%	8.82%	8.55%	41.80%	1/1/19
FALMOUTH	10.36%	9.30%	8.73%	8.99%	67.10%	1/1/20
FITCHBURG	12.27%	10.34%	8.83%	7.92%	47.60%	1/1/20
FRAMINGHAM	12.39%	10.34%	8.94%	9.38%	72.80%	1/1/20
FRANKLIN REGIONAL	12.65%	10.14%	9.31%	8.59%	74.40%	1/1/20
GARDNER	12.37%	10.37%	8.95%	9.49%	59.70%	1/1/20
GLOUCESTER	12.69%	10.48%	9.02%	9.03%	49.10%	1/1/20
GREATER LAWRENCE	18.28%	12.35%	9.80%	8.13%	87.60%	1/1/19

2020 RETURNS & ANNUALIZED PAST RETURNS (IN PERCENT) | FUNDED RATIOS

	Return (2020)	5-Year Return	10-Year Return	36-Year Return	Funded Ratio	Date of Most Recent Valuation
GREENFIELD	12.88%	10.53%	9.13%	8.71%	57.0%	1/1/19
HAMPDEN COUNTY REGIONAL	12.24%	10.14%	8.85%	8.76%	48.70%	1/1/20
HAMPSHIRE COUNTY	12.19%	10.12%	8.29%	8.45%	62.40%	1/1/20
HAVERHILL	14.45%	10.50%	8.70%	9.97%	53.00%	1/1/20
HINGHAM	12.59%	10.62%	8.44%	9.23%	70.40%	1/1/20
HOLYOKE	16.42%	11.25%	10.23%	9.63%	69.00%	1/1/20
HULL	12.43%	10.42%	8.97%	8.18%	69.60%	1/1/20
LAWRENCE	12.45%	10.40%	8.95%	8.07%	55.40%	1/1/20
LEOMINSTER	12.63%	10.37%	9.31%	8.76%	100.90%	1/1/20
LEXINGTON	13.86%	10.90%	8.30%	9.00%	80.40%	1/1/20
LOWELL	12.13%	10.08%	8.74%	9.18%	58.20%	1/1/19
LYNN	12.11%	10.09%	9.01%	8.24%	52.70%	1/1/19
MALDEN	18.02%	10.59%	9.43%	9.82%	72.90%	1/1/20
MARBLEHEAD	12.43%	10.41%	8.98%	9.34%	62.30%	1/1/20
MARLBOROUGH	14.98%	9.77%	8.11%	8.51%	75.00%	1/1/19
MA HOUSING FINANCE (MHFA)	14.02%	10.73%	8.12%	7.76%	74.40%	1/1/19
MASSPORT	16.78%	11.21%	9.08%	9.24%	90.20%	1/1/20
MA TEACHERS RETIREMENT SYSTEM (MTRS)	12.78%	10.48%	9.04%	9.56%	51.70%	1/1/19
MA WATER RESOURCES AUTHORITY (MWRA)*	13.42%	9.55%	8.48%	8.33%	86.60%	1/1/20
MAYNARD	13.87%	9.76%	8.89%	8.12%	72.20%	1/1/19
MEDFORD	12.18%	8.61%	7.40%	8.77%	61.30%	1/1/20
MELROSE	11.82%	9.87%	8.54%	8.53%	58.30%	1/1/19
METHUEN	12.60%	10.55%	9.38%	8.27%	56.20%	1/1/20
MIDDLESEX COUNTY	12.26%	9.95%	8.72%	8.56%	48.10%	1/1/20
MILFORD	12.20%	10.31%	8.85%	8.43%	61.30%	1/1/19
MILTON	12.46%	10.38%	8.97%	9.47%	82.60%	1/1/19
MINUTEMAN REGIONAL	12.33%	10.13%	8.71%	9.52%	86.00%	1/1/19
MONTAGUE	12.49%	10.36%	8.95%	9.25%	78.10%	1/1/20
NATICK	14.74%	10.87%	9.54%	8.41%	63.90%	1/1/19
NEEDHAM	12.48%	10.33%	8.88%	9.70%	65.60%	1/1/20
NEW BEDFORD	14.40%	11.32%	9.08%	8.40%	46.90%	1/1/20
NEWBURYPORT	12.71%	10.24%	8.86%	8.43%	64.90%	1/1/20
NEWTON	11.98%	10.23%	8.89%	8.78%	54.90%	1/1/20
NORFOLK COUNTY**					63.50%	1/1/20
NORTH ADAMS	18.62%	10.97%	9.95%	9.80%	77.90%	1/1/19
NORTH ATTLEBORO	14.82%	10.99%	9.86%	8.93%	73.20%	1/1/20

* Based on 35-year return

** As of the date of this publication, complete information was unavailable for these Retirement Boards.

2020 RETURNS & ANNUALIZED PAST RETURNS (IN PERCENT) | FUNDED RATIOS

	Return (2020)	5-Year Return	10-Year Return	36-Year Return	Funded Ratio	Date of Most Recent Valuation
NORTHAMPTON	18.39%	10.80%	9.84%	9.63%	69.20%	1/1/20
NORTHBRIDGE	12.75%	10.53%	9.06%	9.46%	71.90%	1/1/20
NORWOOD	15.29%	11.75%	9.27%	9.36%	78.40%	1/1/20
PEABODY	12.56%	10.42%	9.00%	8.81%	49.30%	1/1/20
PITTSFIELD	12.04%	10.02%	8.86%	8.38%	49.30%	1/1/19
PLYMOUTH	10.07%	9.96%	9.19%	8.93%	51.90%	1/1/20
PLYMOUTH COUNTY	14.62%	9.83%	8.42%	9.16%	61.00%	1/1/20
PRIM BOARD	12.61%	10.42%	8.97%	9.62%	NOT APPLICABLE	
QUINCY**					45.00%	1/1/18
READING	12.44%	10.28%	8.95%	9.36%	75.00%	1/1/19
REVERE	12.36%	10.31%	8.86%	8.57%	60.00%	1/1/19
SALEM	12.41%	10.29%	8.73%	8.34%	59.20%	1/1/20
SAUGUS	12.89%	10.47%	9.02%	9.34%	77.40%	1/1/19
SHREWSBURY	12.74%	10.83%	9.59%	9.31%	93.40%	1/1/20
SOMERVILLE	27.59%	13.77%	11.31%	9.60%	62.70%	1/1/19
SOUTHBRIDGE	12.46%	10.41%	8.83%	8.28%	62.90%	1/1/20
SPRINGFIELD	12.70%	10.61%	9.16%	8.62%	28.90%	1/1/20
STATE	12.69%	10.50%	9.05%	9.55%	63.70%	1/1/19
STONEHAM	7.85%	9.36%	8.46%	8.82%	78.10%	1/1/20
SWAMPSCOTT	12.68%	10.25%	9.13%	9.20%	59.60%	1/1/19
TAUNTON	11.60%	10.08%	9.02%	9.66%	74.50%	1/1/20
WAKEFIELD	12.50%	10.42%	9.03%	9.73%	64.70%	1/1/20
WALTHAM	14.05%	10.29%	9.26%	8.85%	56.80%	1/1/19
WATERTOWN	13.42%	10.09%	8.76%	8.51%	91.70%	1/1/20
WEBSTER	9.61%	9.21%	8.46%	8.23%	58.40%	1/1/20
WELLESLEY	12.51%	10.42%	9.01%	9.99%	77.70%	1/1/19
WEST SPRINGFIELD	18.19%	10.55%	9.71%	8.53%	66.40%	1/1/20
WESTFIELD	15.26%	10.65%	9.96%	9.03%	70.40%	1/1/19
WEYMOUTH	15.65%	10.35%	8.89%	9.89%	65.60%	1/1/20
WINCHESTER	12.60%	9.70%	7.98%	9.06%	80.50%	1/1/19
WINTHROP	12.60%	10.44%	8.83%	8.83%	83.20%	1/1/19
WOBURN	12.58%	10.47%	9.08%	9.45%	61.10%	1/1/20
WORCESTER	11.87%	10.03%	8.03%	8.89%	63.90%	1/1/20
WORCESTER REGIONAL	12.53%	10.28%	8.82%	8.39%	46.40%	1/1/20
COMPOSITE †	12.82%	10.38%	8.93%	9.32%	NOT APPLICABLE	

** As of the date of this publication, complete information was unavailable for these Retirement Boards.

† **COMPOSITE** numbers are subject to change as board data is updated.

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