

ESSEX REGIONAL RETIREMENT SYSTEM

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2018

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Financial Section



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Independent Auditor's Report

To the Honorable Essex Retirement Board
Essex Regional Retirement System
Danvers, Massachusetts

Report on the Financial Statements

We have audited the accompanying financial statements of the Essex Regional Retirement System (ERRS) as of and for the year ended December 31, 2018, and the related notes to the financial statements, which collectively comprise the Essex Regional Retirement System's 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.

Auditor's Responsibility

Our responsibility is to express an opinion 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 auditor's 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 entity'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 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 financial statements.

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Essex Regional Retirement System as of December 31, 2018, and the results of its operations and changes in its 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 Management's Discussion and Analysis; the Schedule of Changes in the Net Pension Liability and Related Ratios; the Schedule of Contributions; and the Schedule of Investment Returns be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the 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 financial statements, and other knowledge we obtained during our audit of the 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 our report dated June 10, 2019, on our consideration of the Essex Regional Retirement System's internal control over financial reporting and on 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 Essex Regional Retirement System's internal control over financial reporting and compliance.

Restriction on Use

This report is intended solely for the information and use of Essex Regional Retirement System, the Public Employee Retirement Administration Commission and all member units and is not intended to be and should not be used by anyone other than these specified parties.

Powers & Sullivan LLC

June 10, 2019

Management's Discussion and Analysis

As management of the Essex Regional Retirement System, we offer readers of these financial statements this narrative overview and analysis of the financial activities for the year ended December 31, 2018. The System complies with financial reporting requirements issued by the Governmental Accounting Standards Board (GASB).

The GASB is the authoritative standard setting body that provides guidance on how to prepare financial statements in conformity with generally accepted accounting principles (GAAP). Users of these financial statements rely on the GASB to establish consistent reporting standards for all governments in the United States. This consistent application is the only way users can assess the financial condition of a public retirement system compared to others.

Financial Highlights

- The System's assets exceeded its liabilities at the close of the most recent year by \$455.7 million (net position).
- The System's net position decreased by \$11.7 million for the year ended December 31, 2018.
- Total investment loss was \$8.2 million; investment expenses were \$2.5 million; and net investment loss was \$10.7 million.
- Total contributions were \$52.0 million including \$34.0 million from employers, \$13.6 million from members, and \$4.3 million from other contributions.
- Retirement benefits, refunds and transfers amounted to \$51.9 million.
- Administrative expenses were \$955,000.
- The Total Pension Liability is \$878.2 million as of December 31, 2018 while the Net Pension Liability is \$422.5 million.
- The Plan fiduciary net position as a percentage of the total pension liability is 51.89%.

Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the System fiduciary financial statements. These fiduciary financial statements comprise of four components: 1) management's discussion and analysis, 2) fiduciary financial statements, 3) notes to the financial statements and 4) required supplementary information.

Fiduciary Financial Statements

The *statement of net position* presents information on all assets and deferred outflows less deferred inflows and liabilities with the difference reported as *net position*. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The *statement of changes in fiduciary net position* presents information showing how the system's net position changed during the most recent year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, *regardless of the timing of related cash flows*. Thus, additions and deductions are reported in this statement for some items that will only result in cash flows in future periods.

Notes to the financial statements

The notes provide additional information that is essential to a full understanding of the data provided in the fiduciary financial statements.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Schedule of Changes in the Net Pension Liability and Related Ratios; the Schedule of Contributions; and the Schedule of Investment Returns be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context.

Financial Analysis

As noted earlier, net position may serve over time as a useful indicator of the System's financial position. The System's assets exceeded liabilities by \$455.7 million at the close of 2018.

The assets accumulated are held to provide pension benefits for qualified retirees along with active and inactive employees of the member units. At year-end, the system's net position includes investments of \$449.1 million, cash of \$2.2 million, accounts receivable of \$4.3 million, and capital assets of \$167,000.

In 2018, the System's contributions totaled \$51.9 million while deductions totaled \$52.9 million, which resulted in a current deficiency of (\$1.0) million. A (\$1.7) million deficiency occurred in 2017. Therefore, for these two years, the system relied on investment income to sustain operations.

The main difference of the increase in net position between years was the change in net investment income between years. Net investment income was \$66.3 million in 2017, however in 2018 the System experienced a net investment loss of \$10.7 million. The annual money weighted rate of return was -2.43% and 17.11% in 2018 and 2017 respectively. Fluctuations in the system's annual investment returns are expected.

In 2016, the System recognized a contribution from Essex North Shore Agricultural and Technical School District (Essex Tech) as the successor agency to both the Essex Agricultural and Technical High School and the North Shore Vocational Regional School. Legislation requires Essex Tech to reimburse ERRS for the actuarially determined liability associated with the retired members from Essex Agricultural and Technical High School who remain with ERRS. Accordingly, in 2015, PERAC approved a funding schedule for Essex Tech to pay ERRS in equal annual payments of \$421,947 through 2033. The \$3,479,282 million present value of these payments has been recorded as an intergovernmental receivable at year-end.

The following tables present summarized financial information for the past two years.

	2018	2017
Statement of Fiduciary Net Position		
Assets:		
Cash and cash equivalents.....	\$ 2,156,881	\$ 2,894,889
Investments.....	449,147,353	460,271,251
Receivables.....	4,339,105	4,223,141
Capital assets, net of accumulated depreciation.....	166,977	175,497
Total assets.....	<u>455,810,316</u>	<u>467,564,778</u>
Liabilities:		
Accounts payable.....	<u>73,214</u>	<u>90,489</u>
Net Position Restricted for Pension Benefits.....	\$ <u>455,737,102</u>	\$ <u>467,474,289</u>

	2018	2017
Statement of Changes in Fiduciary Net Position		
Additions:		
Contributions:		
Member contributions.....	\$ 13,636,998	\$ 13,077,844
Employer contributions.....	33,969,088	31,239,783
Other contributions.....	4,291,824	3,575,613
Total contributions.....	<u>51,897,910</u>	<u>47,893,240</u>
Net investment income (loss):		
Total investment income (loss).....	(8,233,888)	68,602,654
Less, investment expenses.....	<u>(2,489,505)</u>	<u>(2,344,138)</u>
Net investment income (loss).....	<u>(10,723,393)</u>	<u>66,258,516</u>
Total additions.....	<u>41,174,517</u>	<u>114,151,756</u>
Deductions:		
Administration.....	955,252	981,979
Retirement benefits, refunds and transfers.....	<u>51,956,452</u>	<u>48,625,371</u>
Total deductions.....	<u>52,911,704</u>	<u>49,607,350</u>
Net increase (decrease) in fiduciary net position.....	(11,737,187)	64,544,406
Fiduciary net position at beginning of year.....	<u>467,474,289</u>	<u>402,929,883</u>
Fiduciary net position at end of year.....	<u><u>\$ 455,737,102</u></u>	<u><u>\$ 467,474,289</u></u>

Requests for Information

This financial report is designed to provide a general overview of the System's finances for all those with an interest in the System's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the System's Board, 491 Maple Street #202, Danvers, MA 01923.

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STATEMENT OF FIDUCIARY NET POSITION

DECEMBER 31, 2018

Assets	
CURRENT:	
Cash and cash equivalents.....	\$ 2,156,881
Investments:	
Investments in Pension Reserve Investment Trust.....	440,560,329
Pooled alternative investments.....	8,547,543
Pooled real estate funds.....	39,481
	<u>449,147,353</u>
Total investments.....	
Receivables, net of allowance for uncollectibles:	
Member contributions.....	762,842
Employer pension appropriation.....	96,900
Essex Agricultural and Technical High School.....	143,656
Interest and dividends.....	81
	<u>1,003,479</u>
Total receivables.....	
Total current assets.....	<u>452,307,713</u>
NONCURRENT:	
Receivables, net of allowance for uncollectibles:	
Essex Agricultural and Technical High School.....	3,335,626
Capital assets, net of accumulated depreciation.....	166,977
	<u>3,502,603</u>
Total noncurrent assets.....	
Total Assets.....	<u>455,810,316</u>
Liabilities	
Accounts payable.....	<u>73,214</u>
Net Position Restricted for Pensions.....	\$ <u>455,737,102</u>

See notes to financial statements.

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

YEAR ENDED DECEMBER 31, 2018

Additions:

Contributions:

Employer pension appropriation.....	\$ 33,969,088
Member contributions.....	13,636,998
Transfers from other systems.....	2,104,173
3(8)(c) contributions from other systems.....	1,681,210
Workers' compensation settlements.....	31,698
Federal grant reimbursements.....	24,832
State COLA reimbursements.....	268,910
Members' makeup payments and redeposits.....	160,765
Interest not refunded.....	16,476
Other revenue.....	3,760

Total contributions..... 51,897,910

Net investment income:

Investment income (loss).....	(8,233,888)
Less: investment expense.....	<u>(2,489,505)</u>
Net investment income (loss).....	<u>(10,723,393)</u>

Total additions..... 41,174,517

Deductions:

Administration.....	955,252
Retirement benefits and refunds.....	46,458,490
Transfers to other systems.....	2,268,708
3(8)(c) transfer to other systems.....	3,220,734
Depreciation.....	8,520

Total deductions..... 52,911,704

Net increase (decrease) in fiduciary net position..... (11,737,187)

Fiduciary net position at beginning of year..... 467,474,289

Fiduciary net position at end of year..... \$ 455,737,102

See notes to financial statements.

NOTE 1 – PLAN DESCRIPTION

Essex Regional Retirement System is a multiple-employer, cost-sharing, contributory defined benefit pension plan covering all employees of governmental member units deemed eligible by the Essex Regional Retirement Board (the Board), with the exception of school department employees who serve in a teaching capacity. The pensions of such school employees are administered by the Commonwealth of Massachusetts' Teachers Retirement System. Membership in the Plan is mandatory immediately upon the commencement of employment for all non-teaching permanent, full time employees. The Plan is administered by the Essex Regional Retirement System (the System). As of December 31, 2018, the System had 46 participating employers.

Originally instituted in 1937, as part of Essex County government, the Board served as the regional retirement system for Essex County upon the abolition of county government in 1996 and the current system structure was created by special legislation in July 2010 (Chapter 34B, Section 19A of the Massachusetts General Laws). The System is governed by a five-member Board who establish the policies under which the System operates. Board members also approve all of the System's financial transactions, including the approval of retirement benefits to members. Board members are appointed or elected as specified by MGL Ch. 34B, Section 19A for terms ranging from 3 to 5 years.

The day-to-day operations of the System are managed by the Executive Director. The legislative body for the System is an Advisory Council consisting of full-time treasurers or other qualified officials of the member units. The Advisory Council meets twice annually and is responsible for supervising and certifying the procedures involved in the election of members to the retirement board.

As of December 31, 2018, the System had 1,858 retirees and beneficiaries, 2,774 active participants and 1,212 inactive participants with a vested right to retirement benefits or to receive a refund of their contributions.

The System is a member of the Massachusetts Contributory Retirement System and is governed by Chapter 32 of the Massachusetts General Laws. The Public Employee Retirement Administration Commission (PERAC) is the state agency responsible for oversight of the Commonwealth's public retirement systems.

Massachusetts Contributory Retirement System benefits are, with certain exceptions, uniform from system to system. The System provides for retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation. For persons who became members on or after April 2, 2012, average salary is the average annual rate of regular compensation received during the five consecutive years that produce the highest average, or, if greater, during the last five years (whether or not consecutive) preceding retirement. Benefit payments are based upon a member's age, length of creditable service, level of compensation, and group classification.

There are three classes of membership in the retirement system: group 1, group 2, and group 4. Group 1 consists of general employees, which includes clerical and administrative positions. Group 2 consists of positions that have been specified as hazardous. Lastly, group 4 consists of police officers, firefighters, and other hazardous positions.

Members become vested after ten years of creditable service. A superannuation retirement allowance may be received upon the completion of 20 years of service or upon reaching the age of 55 with 10 years of service if hired after 1978 and if classified in groups 1 or 2. A person who became a member on or after April 2, 2012 is eligible for a superannuation retirement allowance upon reaching the age of 60 with 10 years of service if in group 1, 50 years of age with 10 years of service if in group 2, and 55 years of age if hired prior to 1978 or if classified in group 4. Normal retirement for most employees occurs at age 65 (except for certain hazardous duty and public safety positions, whose normal retirement is at age 55).

A retirement allowance consists of two parts: an annuity and a pension. A member's accumulated total deductions and the interest they generate constitute the annuity. The differential between the total retirement benefit and the annuity is the pension.

Active members contribute between 5% and 11% of their gross regular compensation. The percentage rate is keyed to the date upon which an employee's membership commences. These deductions are deposited in the Annuity Savings Fund and earn interest at a rate determined by the Public Employee Retirement Administration Commission's (PERAC) actuary. When a member's retirement becomes effective, his/her deductions and related interest are transferred to the Annuity Reserve Fund. Any cost-of-living adjustments granted between 1981 and 1997 and any increase in other benefits imposed by the Commonwealth of Massachusetts' state law during those years are borne by the Commonwealth and are deposited into the Pension Fund. Cost-of-living adjustments granted after 1997 must be approved by the System and all costs are borne by the System.

The pension portion of any retirement benefit is paid from the Pension Fund of the System. The governmental unit employing the member must annually appropriate and contribute the amount of current-year pension assessment.

Administrative expenses, which were previously appropriated from the governmental entities whose employees are members of the system, are now paid from investment income.

Members who become permanently and totally disabled for further duty may be eligible to receive a disability retirement allowance. The amount of benefits to be received in such cases is dependent on several factors, including whether or not the disability is work related, the member's age, years of creditable service, level of compensation, veterans' status and group classification.

Employees who resign from service and who are not eligible to receive a retirement allowance or are under the age of 55 are entitled to request a refund of their accumulated total deductions.

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

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accompanying financial statements of the Essex Regional Retirement System (ERRS) have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP). The Governmental Accounting Standards Board (GASB) is the recognized standard-setting body for establishing governmental accounting and financial reporting principles.

ERRS is a special-purpose government engaged only in fiduciary activities. Accordingly, the financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting. Under this method, additions are recorded when earned and deductions are recorded when the liabilities are incurred.

Cash and Investments

Cash and cash equivalents are considered to be cash on hand, demand deposits and short-term investments with an original maturity of three months or less from the date of acquisition. Investments are carried at fair value. The fair values were determined by the closing price for those securities traded on national stock exchanges and at the average bid-and-asked quotation for those securities traded in the over-the-counter market. The fair value of private equities are based on management's valuation of estimates and assumptions from information and representations provided by the respective general partners, in the absence of readily ascertainable market values. Real estate assets are reported at fair value utilizing an income approach to valuation along with independent appraisals and estimates by management.

Fair Value Measurements

The System reports required types of financial instruments in accordance with the fair value standards. These standards require an entity to maximize the use of observable inputs (such as quoted prices in active markets) and minimize the use of unobservable inputs (such as appraisals or valuation techniques) to determine fair value. Fair value standards also require the government to classify these financial instruments into a three-level hierarchy, based on the priority of inputs to the valuation technique or in accordance with net asset value practical expedient rules, which allow for either Level 2 or Level 3 depending on lock up and notice periods associated with the underlying funds.

Instruments measured and reported at fair value are classified and disclosed in one of the following categories:

Level 1 – Quoted prices are available in active markets for identical instruments as of the reporting date. Instruments, which are generally included in this category, include actively traded equity and debt securities, U.S. government obligations, and mutual funds with quoted market prices in active markets.

Level 2 – Pricing inputs are other than quoted in active markets, which are either directly or indirectly observable as of the reporting date, and fair value is determined through the use of models or other valuation methodologies. Certain fixed income securities, primarily corporate bonds, are classified as Level 2 because fair values are estimated using pricing models, matrix pricing, or discounted cash flows.

Level 3 – Pricing inputs are unobservable for the instrument and include situations where there is little, if any, market activity for the instrument. The inputs into the determination of fair value require significant management judgment or estimation.

In some instances, the inputs used to measure fair value may fall into different levels of the fair value hierarchy and is based on the lowest level of input that is significant to the fair value measurement.

Market price is affected by a number of factors, including the type of instrument and the characteristics specific to the instrument. Instruments with readily available active quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value. It is reasonably possible that change in values of these instruments will occur in the near term and that such changes could materially affect amounts reported in these financial statements. For more information on the fair value of the System's financial instruments see Note 4.

Accounts Receivable

Accounts receivable consist of member deductions, future appropriations from Essex Technical High School for the unfunded actuarial liability for retirees from Essex Agricultural and Technical School, pension fund appropriations, and federal grant reimbursements. These receivables are considered 100% collectible and

therefore do not report an allowance for uncollectibles.

Deferred Outflows/Inflows of Resources

In addition to assets, the statement of fiduciary net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, *deferred outflows of resources*, represents a consumption of fiduciary net position that applies to a future period(s) and so will not be recognized as an outflow of resources (deduction) until then. The ERRS did not have any items that qualify for reporting in this category.

In addition to liabilities, the statement of fiduciary net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, *deferred inflows of resources*, represents an acquisition of net position that applies to a future period(s) and so will not be recognized as an inflow of resources (addition) until that time. The ERRS did not have any items that qualify for reporting in this category.

NOTE 3 – PLAN ADMINISTRATION

The System is administered by a five-person Board of Retirement. The first member shall be a chief executive or chief administrative officer of a member town, unit or district belonging to the Essex Regional Retirement System for a term of 3 years. This member shall be chosen by weighted vote of the chief executive or chief administrative officers of member towns, units or districts belonging to the Essex Regional Retirement System. The second member shall be a member of the regional retirement board advisory council, and shall be elected by a majority of those present and voting at a public meeting of the council and shall serve for a term of 3 years. The third and fourth members shall be elected by the members in or retired from service of the Essex County Retirement System from among persons retired under the system and shall serve for a term of 3 years. The fifth member, who shall not be an employee, retiree or official of the retirement system, or of any of its constituent governmental units, shall be chosen by the other 4 members and shall serve for a term of 5 years.

First Member	Alan J. Benson	Term Expires:	12/1/2020
Second Member	Kevin A. Merz	Term Expires:	12/1/2021
Third Member	Susan J. Yaskell	Term Expires:	12/1/2019
Fourth Member	H. Joseph Maney	Term Expires:	12/1/2019
Fifth Member	Vincent R. Malgeri	Term Expires:	12/12/2020

Board members are required to meet at least once a month. The Board must keep a record of all of its proceedings. The Board must annually submit to the appropriate authority an estimate of the expenses of administration and cost of operation of the System. The Board must annually file a financial statement of condition for the System with PERAC.

The ERRS Advisory Council consists of the full-time treasurers, elected or appointed, for each town, unit or district within the System. The members of the Advisory Council elect the second member of the Board of Retirement as well as a Chair from among its members. The ERRS Advisory Council is required by statute to meet twice per year, typically in the spring and fall. All ERRS Advisory Council meetings are open, public meetings and are subject to the Commonwealth's Open Meeting Law.

The investment of the System's funds is the responsibility of the Board. Disability retirement allowances must be

approved by the Retirement Board and are then submitted to the PERAC Actuary for verification prior to payment. Superannuation retirement allowances are not required to obtain PERAC's verification. All expenses incurred by the System must be approved by a majority vote of the Board. Payments shall be made only upon vouchers signed by two persons designated by the Board.

ERRS board members and employees are bonded by an authorized agent representing a company licensed to do business in Massachusetts. The MACRS program for ERRS provides \$50,000,000 fiduciary protection for Trustees and employees, as well as a \$1,000,000 fidelity policy for crime coverage.

NOTE 4 – CASH AND INVESTMENTS

Custodial Credit Risk - Deposits

At December 31, 2018, the carrying amount of the System's deposits totaled \$2,156,881 and the bank balance totaled \$3,413,538, which was covered by Federal Depository Insurance.

Investments

The System's investments are as follows:

<u>Investment Type</u>	<u>Fair Value</u>
<u>Other Investments:</u>	
PRIT Pooled Funds.....	\$ 440,560,329
Pooled Alternative Investments....	8,547,543
Pooled Real Estate Funds.....	39,481
Total Investments.....	<u>\$ 449,147,353</u>

Approximately 98% of the Retirement System's investments are in Pension Reserve Investment Trust (PRIT) Pooled Funds. This investment pool was established by the Treasurer of the Commonwealth of Massachusetts, who serves as Trustee. PRIT is administered by the Pension Reserves Investment Management Board. The fair values of the positions in each investment Pool are the same as the value of each Pool's shares. The Administration does not have the ability to control any of the investment decisions relative to its funds in PRIT.

Approximately 2% of the System's funds are invested in pooled alternative investments and pooled real estate funds. The fair values of assets in those funds are based on the quoted values obtained from each pool.

The Administration's annual money-weighted rate of return on pension plan investments was -2.43%. The money-weighted rate of return expresses investment performance, net of pension plan investment expense, adjusted for the changing amounts actually invested, measured monthly.

Fair Value of Investments

The retiree pension defined benefit plan holds significant amounts of investments that are measured at fair value on a recurring basis. Because investing is a key part of the plan's activities, the plan shows greater disaggregation in its disclosures. The plan chooses a tabular format for disclosing the levels within the fair value hierarchy.

The System categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles.

The System has the following recurring fair value measurements as of December 31, 2018:

Investment Type	12/31/18	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments by fair value level				
Pooled Alternative Investments.....	\$ 8,547,543	\$ -	\$ -	\$ 8,547,543
Pooled Real Estate Funds.....	39,481	-	-	39,481
Total Investments by fair value level.....	8,587,024	\$ -	\$ -	\$ 8,587,024
Investments measured at the net asset value (NAV)				
PRIT Investments.....	440,560,329			
Total Investments.....	\$ 449,147,353			

Pooled Alternative Investments and Pooled Real Estate Funds classified in level 3 are valued using either a discounted cash flow or market comparable companies technique.

PRIT Investments are valued using the net asset value (NAV) method. This investment pool was established by the Treasurer of the Commonwealth of Massachusetts, who serves as Trustee. PRIT is administered by the Pension Reserves Investment Management Board (PRIM). The fair values of the positions in each investment Pool are the same as the value of each Pool's shares. The System does not have the ability to control any of the investment decisions relative to its funds in PRIT.

NOTE 5 – RECEIVABLES

At December 31, 2018, receivables for the System are as follows:

	Gross Amount	Allowance for Uncollectibles	Net Amount
Receivables:			
Member contributions.....	\$ 762,842	\$ -	\$ 762,842
Essex Agricultural and Technical High School.....	3,479,282	-	3,479,282
Employer pension appropriation.....	96,900	-	96,900
Interest and dividends.....	81	-	81
Total.....	\$ 4,339,105	\$ -	\$ 4,339,105

As more fully described in Note 9, the Essex Agricultural and Technical High School receivable consists of the present value of a stream of future payments to be received from Essex Technical High School (Essex Tech), as the successor agency of Essex Agricultural and Technical School from fiscal year 2017 through fiscal year 2033 for the unfunded actuarial liability for its retirees in the Essex Regional Retirement System.

NOTE 6 – CAPITAL ASSETS

Capital assets are depreciated on a straight-line basis. The estimated useful lives of capital assets are 33 years for buildings and 5 to 20 years for equipment.

The majority of capital assets owned by the System consist of two condominiums in Danvers, Massachusetts that were purchased for the administrative offices of the System. Both units were purchased in fiscal year 2000 for a total of \$375,250. Total capital asset activity for the year ended December 31, 2018, was as follows:

	Beginning Balance	Increases	Decreases	Ending Balance
<u>Capital assets being depreciated:</u>				
Buildings.....	\$ 375,250	\$ -	\$ -	\$ 375,250
Equipment.....	15,580	-	-	15,580
Total capital assets being depreciated.....	390,830	-	-	390,830
<u>Less accumulated depreciation for:</u>				
Buildings.....	(199,753)	(8,520)	-	(208,273)
Equipment.....	(15,580)	-	-	(15,580)
Total accumulated depreciation.....	(215,333)	(8,520)	-	(223,853)
Total governmental activities capital assets, net.....	\$ 175,497	\$ (8,520)	\$ -	\$ 166,977

NOTE 7 – MEMBERSHIP

The following table represents the System's membership at December 31, 2018:

Active members.....	2,774
Inactive members entitled to a return of contributions.....	1,212
Retired, Beneficiary, and Survivor.....	1,858
Total.....	5,844

NOTE 8 – ACTUARIAL VALUATION

The total pension liability was determined by an actuarial valuation as of January 1, 2018, using the following actuarial assumptions, applied to all periods included in the measurement that was updated back to December 31, 2018:

Valuation date.....	January 1, 2018
Salary increases.....	Based on years of service, ranging from 7.50% at 0 years of service decreasing to 3.75% after 5 years of service.
Net investment return/Discount rate.....	7.50%
Inflation rate.....	2.75%
Cost of living adjustments.....	3% of first \$14,000
Mortality Rates:	
Pre-Retirement.....	RP-2000 Employee Mortality Table projected generationally with Scale BB.
Healthy Retiree.....	RP-2000 Healthy Annuitant Mortality Table projected generationally with Scale BB.
Disabled Retiree.....	RP-2000 Healthy Annuitant Mortality Table, set forward two years projected generationally with Scale BB.

Components of the net pension liability as of December 31, 2018 were as follows:

Total pension liability.....	\$	878,202,720
The pension plan's fiduciary net position.....		<u>455,737,102</u>
The net pension liability.....	\$	<u><u>422,465,618</u></u>
The pension plan's fiduciary net position as a percentage of the total pension liability.....		51.89%

Investment policy. The pension plan's policy in regard to the allocation of invested assets is established by PRIT and the Board. Plan assets are managed on a total return basis with a long-term objective of achieving a fully funded status for the benefits provided through the pension plan.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns 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, adding expected inflation. The target allocation and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expense, used in the derivation of the long-term investment rate of return assumption are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return	Long-Term Expected Asset Allocation
Domestic equity.....	6.16%	21.00%
International developed markets equity.....	6.69%	13.00%
International emerging markets equity.....	9.47%	5.00%
Core fixed income.....	1.89%	15.00%
High-yield fixed income.....	4.00%	8.00%
Real estate.....	4.58%	10.00%
Commodities.....	4.77%	4.00%
Hedge fund, GTAA, Risk parity.....	3.68%	11.00%
Private equity.....	10.00%	13.00%
Total Fund Expected Return/Total.....		100.00%

Discount Rate. The discount rates used to measure the Total Pension Liability was 7.50% as of December 31, 2018 and December 31, 2017. The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. For this purpose, only employer contributions that are intended to fund benefits for the current plan members and their beneficiaries are included. Projected employer contributions that are intended to fund the service cost for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the Plan Fiduciary Net Position was projected to be available to make all projected future benefit payments for 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 as of both December 31, 2018 and December 31, 2017.

Sensitivity of the net position liability to changes in the discount rate. The following presents the net pension liability, calculated using the discount rate of 7.5%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.5%) or 1-percentage-point higher (8.5%) than the current rate.

	1.0% Decrease (6.50%)	Current Discount Rate (7.50%)	1.0% Increase (8.50%)
Essex Regional Retirement System's net pension liability as of December 31, 2018.... \$	522,299,488 \$	422,465,618 \$	338,473,321

Contributions: Governmental employers are required to pay an annual appropriation as established by PERAC. The total appropriation includes the amounts to pay the pension portion of each member's retirement allowance, an amount to amortize the actuarially determined unfunded liability to zero in accordance with the system's funding schedule, and additional appropriations in accordance with adopted early retirement incentive programs. The pension fund appropriations are allocated amongst employers based on covered payroll.

NOTE 9 – ESSEX AGRICULTURAL AND TECHNICAL HIGH SCHOOL

Chapter 463 of the Acts of 2004 created the Essex North Shore Agricultural and Technical School District (Essex Tech). This legislation established Essex Tech as the successor agency to both the Essex Agricultural and Technical High School and the North Shore Vocational Regional School. Prior to July 1, 2014, the non-teacher employees of the Essex Agricultural and Technical High School were members of ERRS. The legislation required that all active and inactive members be transferred to the Salem Contributory Retirement System. Accordingly, as of June 30, 2015, all active and inactive members of ERRS have been transferred to the Salem Contributory Retirement System. Essex Tech, as the successor agency, is required to reimburse ERRS for the actuarially determined liability associated with the retired members from Essex Agricultural and Technical High School who remain with ERRS. Accordingly, PERAC approved a funding schedule that requires Essex Tech to pay ERRS equal annual assessments of \$421,947 through 2033. The \$3,479,282 present value of these payments has been recorded as a receivable by ERRS as of December 31, 2018.

NOTE 10 – COMMITMENTS AND CONTINGENCIES

Various legal actions and claims are pending against the System. Litigation is subject to many uncertainties, and the outcome of individual litigated matters is not always predictable. Although the amount of liability, if any, at December 31, 2018 cannot be ascertained, management believes any resulting liability should not materially affect the financial position at December 31, 2018.

NOTE 11 – IMPLEMENTATION OF NEW GASB PRONOUNCEMENTS

During 2018, the following GASB pronouncements were implemented:

- The GASB issued Statement #85, *Omnibus 2017*. The financial statements and related notes were not impacted by the implementation of this pronouncement.
- The GASB issued Statement #86, *Certain Debt Extinguishment Issues*. The financial statements and related notes were not impacted by the implementation of this pronouncement.

The following GASB pronouncements will be implemented in the future:

- The GASB issued Statement #83, *Certain Asset Retirement Obligations*, which is required to be implemented in 2019.
- The GASB issued Statement #84, *Fiduciary Activities*, which is required to be implemented in 2019.
- The GASB issued Statement #87, *Leases*, which is required to be implemented in 2020.
- The GASB issued Statement #88, *Certain Disclosures Related to Debt, Including Direct Borrowings and Direct Placements*, which is required to be implemented in 2019.

- The GASB issued Statement #89, *Accounting for Interest Costs Incurred Before the End of a Construction Period*, which is required to be implemented in 2020.
- The GASB issued Statement #90, *Majority Equity Interests – An Amendment of GASB Statements No. 14 and No. 61*, which is required to be implemented in 2019.
- The GASB issued Statement #91, *Conduit Debt Obligations*, which is required to be implemented in 2021.

Management is currently assessing the impact the implementation of these pronouncements will have on the financial statements.

NOTE 12 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through June 10, 2019, which is the date the financial statements were available to be issued.

Required Supplementary Information

**SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY
AND RELATED RATIOS**

	December 31, 2014	December 31, 2015	December 31, 2016	December 31, 2017	December 31, 2018
Total pension liability:					
Service cost.....	\$ 10,581,511	\$ 14,484,797	\$ 15,597,356	\$ 16,877,715	\$ 17,892,023
Interest.....	54,243,222	56,453,975	57,096,460	60,670,085	62,939,560
Changes in benefit terms.....	-	-	4,350,523	-	-
Differences between expected and actual experience.....	-	-	(8,590,424)	(49,644)	-
Changes in assumptions.....	-	-	20,216,699	23,073,540	-
Benefit payments.....	(38,353,266)	(39,994,008)	(42,130,566)	(44,959,784)	(46,458,490)
Net change in total pension liability.....	26,471,467	30,944,764	46,540,048	55,611,912	34,373,093
Total pension liability - beginning.....	684,261,436	710,732,903	741,677,667	788,217,715	843,829,627
Total pension liability - ending (a).....	<u>\$ 710,732,903</u>	<u>\$ 741,677,667</u>	<u>\$ 788,217,715</u>	<u>\$ 843,829,627</u>	<u>\$ 878,202,720</u>
Plan fiduciary net position:					
Employer pension appropriation.....	\$ 26,066,222	\$ 27,893,676	\$ 29,420,144	\$ 31,239,783	\$ 33,969,088
Member contributions.....	12,168,827	12,491,708	12,864,434	13,077,844	13,636,998
Other contributions.....	3,940,038	7,805,125	4,208,413	3,575,613	4,291,824
Net investment income (loss).....	29,322,861	4,103,832	26,406,996	66,258,516	(10,723,393)
Administrative expenses.....	(922,351)	(934,672)	(961,143)	(981,979)	(955,252)
Retirement benefits and refunds.....	(38,353,266)	(39,994,008)	(42,130,565)	(44,959,784)	(46,458,490)
Other retirement deductions.....	(5,728,996)	(4,483,236)	(5,202,784)	(3,650,033)	(5,489,442)
Depreciation.....	(14,374)	(14,374)	(14,374)	(15,554)	(8,520)
Net increase (decrease) in fiduciary net position.....	26,478,961	6,868,051	24,591,121	64,544,406	(11,737,187)
Fiduciary net position - beginning of year.....	344,991,750	371,470,711	378,338,762	402,929,883	467,474,289
Fiduciary net position - end of year (b).....	<u>\$ 371,470,711</u>	<u>\$ 378,338,762</u>	<u>\$ 402,929,883</u>	<u>\$ 467,474,289</u>	<u>\$ 455,737,102</u>
Net pension liability - ending (a)-(b).....	<u>\$ 339,262,192</u>	<u>\$ 363,338,905</u>	<u>\$ 385,287,832</u>	<u>\$ 376,355,338</u>	<u>\$ 422,465,618</u>
Plan fiduciary net position as a percentage of the total pension liability.....	52.27%	51.01%	51.12%	55.40%	51.89%
Covered payroll.....	\$ 123,190,220	\$ 128,258,043	\$ 133,089,526	\$ 130,743,710	\$ 136,111,184
Net pension liability as a percentage of covered payroll.....	275.40%	283.29%	289.50%	287.86%	310.38%

Note: this schedule is intended to present information for 10 years.
Until a 10-year trend is compiled, information is presented for those years for which information is available.

See notes to required supplementary information.

SCHEDULE OF CONTRIBUTIONS

	December 31, 2014	December 31, 2015	December 31, 2016	December 31, 2017	December 31, 2018
Actuarially determined contribution.....	\$ 26,066,222	\$ 32,050,432	\$ 29,420,338	\$ 31,614,412	\$ 33,969,088
Contributions in relation to the actuarially determined contribution.....	<u>(26,066,222)</u>	<u>(32,123,557)</u>	<u>(29,463,314)</u>	<u>(31,663,092)</u>	<u>(33,993,920)</u>
Contribution deficiency (excess).....	\$ <u>-</u>	\$ <u>(73,125)</u>	\$ <u>(42,976)</u>	\$ <u>(48,680)</u>	\$ <u>(24,832)</u>
Covered payroll.....	\$ 123,190,220	\$ 128,258,043	\$ 133,089,526	\$ 130,743,710	\$ 136,111,184
Contributions as a percentage of covered payroll.....	21.16%	25.05%	22.14%	24.22%	24.98%

Note: this schedule is intended to present information for 10 years.
Until a 10-year trend is compiled, information is presented for those years for which information is available.

See notes to required supplementary information.

SCHEDULE OF INVESTMENT RETURNS

<u>Year</u>	<u>Annual money-weighted rate of return, net of investment expense</u>
December 31, 2018.....	-2.43%
December 31, 2017.....	17.11%
December 31, 2016.....	7.80%
December 31, 2015.....	1.04%
December 31, 2014.....	8.48%

Note: this schedule is intended to present information for 10 years.
Until a 10-year trend is compiled, information is presented for those
years for which information is available.

See notes to required supplementary information.

NOTE A – CHANGES IN THE NET PENSION LIABILITY AND RELATED RATIOS

The Schedule of Changes in the Net Pension Liability and Related Ratios includes the detailed changes in the systems total pension liability, changes in the systems net position, and the ending net pension liability. It also demonstrates the plan's net position as a percentage of the total pension liability and the net pension liability as a percentage of covered payroll.

NOTE B – CONTRIBUTIONS

Governmental employers are required to pay an annual appropriation as established by PERAC. The total appropriation includes the amounts to pay the pension portion of each member's retirement allowance, an amount to amortize the actuarially determined unfunded liability to zero in accordance with the system's funding schedule, and additional appropriations in accordance with adopted early retirement incentive programs. The total appropriations are payable on July 1 and January 1. Employers may choose to pay the entire appropriation in July at a discounted rate. Accordingly, actual employer contributions may be less than the "total appropriation". The pension fund appropriations are allocated amongst employers based on covered payroll.

NOTE C – MONEY WEIGHTED RATE OF RETURN

The money weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense. A money weighted rate of return expresses investment performance, net of pension plan investment expense, adjusted for the changing amounts actually invested. Inputs to the money weighted rate of return calculation are determined monthly.

NOTE D – CHANGES IN ACTUARIAL ASSUMPTIONS AND PLAN PROVISIONS

Actuarial Assumptions:

None.

Plan Provisions:

None.

Audit of Specific Elements, Accounts and Items of Financial Statements

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Independent Auditor's Report

To the Honorable Essex Retirement Board
Essex Regional Retirement System
Danvers, Massachusetts

We have audited the accompanying schedule of employer allocations of the Essex Regional Retirement System (ERRS) as of and for the year ended December 31, 2018, and the related notes. We have also audited the total for all entities of the rows titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, total contributions and total pension expense included in the accompanying schedule of pension amounts by employer of the ERRS Pension Plan as of and for the year ended December 31, 2018, and the related notes.

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 the schedules that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on the schedule of employer allocations and the specified row 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. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of employer allocations and specified row 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 row totals included in the schedule of pension amounts by employer. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the schedule of employer allocations and the specified row totals included in the schedule of pension amounts by employer, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the schedule of employer allocations and the specified row 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 row 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, total contributions and total pension expense for the total of all participating entities for the Essex Regional Retirement System as of and for the year ended December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.

Other Matter

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of the Essex Regional Retirement System as of and for the year ended December 31, 2018, and our report thereon, dated June 10, 2019, expressed an unmodified opinion on those financial statements.

Restriction on Use

This report is intended solely for the information and use of the Essex Regional Retirement System management, the Essex Regional Retirement System employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

A handwritten signature in cursive script that reads "Powers & Sullivan LLC".

June 10, 2019

SCHEDULE OF EMPLOYER ALLOCATIONS

FOR THE YEAR ENDED DECEMBER 31, 2018

Employer	2019 Pension Fund Appropriation	Current Direct E.R.I./CRAB Appropriation	FY2019 Total Appropriation	Remaining Direct E.R.I. Liability	Allocated Net Pension Liability	Share of Net Pension Liability including E.R.I.	Percent of Total Net Pension Liability including E.R.I.
Retirement Board.....	\$ 129,352	\$ -	\$ 129,352	\$ -	\$ 1,604,165	\$ 1,604,165	0.380%
Town of Boxford.....	1,293,521	-	1,293,521	-	16,041,666	16,041,666	3.797%
Town of Essex.....	585,489	-	585,489	-	7,260,967	7,260,967	1.719%
Town of Georgetown.....	1,657,750	79,230	1,736,980	19,234	20,558,664	20,577,898	4.871%
Town of Groveland.....	752,285	8,096	760,381	64,509	9,329,496	9,394,005	2.224%
Town of Hamilton.....	939,505	-	939,505	-	11,651,319	11,651,319	2.758%
Town of Ipswich.....	3,489,104	-	3,489,104	-	43,270,288	43,270,288	10.242%
Town of Lynnfield.....	2,774,263	145,297	2,919,560	137,493	34,405,154	34,542,647	8.176%
Town of Manchester-by-the-Sea.....	1,191,401	-	1,191,401	-	14,775,220	14,775,220	3.497%
Town of Merrimac.....	803,345	45,865	849,210	6,977	9,962,722	9,969,699	2.360%
Town of Middleton.....	1,776,890	-	1,776,890	-	22,036,187	22,036,187	5.216%
Town of Nahant.....	851,001	-	851,001	-	10,553,728	10,553,728	2.498%
Town of Newbury.....	708,033	-	708,033	-	8,780,703	8,780,703	2.078%
Town of North Andover.....	5,289,822	-	5,289,822	-	65,601,981	65,601,981	15.528%
Town of Rockport.....	1,787,102	7,966	1,795,068	-	22,162,829	22,162,829	5.246%
Town of Rowley.....	949,717	-	949,717	-	11,777,961	11,777,961	2.788%
Town of Salisbury.....	1,412,661	102,302	1,514,963	-	17,519,189	17,519,189	4.147%
Town of Topsfield.....	1,140,341	-	1,140,341	-	14,141,999	14,141,999	3.347%
Town of Wenham.....	728,457	-	728,457	-	9,033,992	9,033,992	2.138%
Town of West Newbury.....	670,589	29,371	699,960	-	8,316,337	8,316,337	1.969%
East Essex Veterans District.....	30,636	-	30,636	-	379,936	379,936	0.090%
Byfield Water District.....	23,828	-	23,828	-	295,502	295,502	0.070%
Lynnfield Center Water District.....	95,312	-	95,312	-	1,182,017	1,182,017	0.280%
Lynnfield Water District.....	71,484	-	71,484	-	886,515	886,515	0.210%
NE Massachusetts Mosquito Control District...	139,564	-	139,564	-	1,730,812	1,730,812	0.410%
Hamilton-Wenham Regional School.....	925,889	-	925,889	-	11,482,455	11,482,455	2.718%
Manchester-Essex Regional School.....	510,600	19,124	529,724	-	6,332,236	6,332,236	1.499%
Masconomet Regional School.....	646,761	-	646,761	-	8,020,835	8,020,835	1.899%
Pentucket Regional School.....	1,038,221	37,623	1,075,844	5,959	12,875,550	12,881,509	3.049%
Triton Regional School.....	1,041,625	30,664	1,072,289	-	12,917,765	12,917,765	3.058%
Essex Housing Authority.....	13,616	4,078	17,694	-	168,860	168,860	0.040%
Georgetown Housing Authority.....	57,868	-	57,868	-	717,655	717,655	0.170%
Groveland Housing Authority.....	23,828	-	23,828	-	295,502	295,502	0.070%
Hamilton Housing Authority.....	17,020	-	17,020	-	211,076	211,076	0.050%
Ipswich Housing Authority.....	122,544	27,004	149,548	-	1,519,736	1,519,736	0.360%
Lynnfield Housing Authority.....	23,828	-	23,828	-	295,502	295,502	0.070%
Manchester Housing Authority.....	27,232	-	27,232	-	337,719	337,719	0.080%
Merrimac Housing Authority.....	6,808	-	6,808	-	84,430	84,430	0.020%
Middleton Housing Authority.....	17,020	-	17,020	-	211,076	211,076	0.050%
Nahant Housing Authority.....	10,212	8,717	18,929	69,464	126,645	196,109	0.046%
North Andover Housing Authority.....	142,968	13,552	156,520	12,824	1,773,027	1,785,851	0.423%
Rockport Housing Authority.....	37,444	16,279	53,723	-	464,366	464,366	0.110%
Rowley Housing Authority.....	13,616	-	13,616	-	168,860	168,860	0.040%
Salisbury Housing Authority.....	27,232	-	27,232	-	337,719	337,719	0.080%
Topsfield Housing Authority.....	17,020	-	17,020	-	211,076	211,076	0.050%
Wenham Housing Authority.....	27,232	6,105	33,337	-	337,719	337,719	0.080%
Total.....	\$ 34,040,036	\$ 581,273	\$ 34,621,309	\$ 316,460	\$ 422,149,158	\$ 422,465,618	100.000%

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

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Retirement Board	Town of Boxford	Town of Essex	Town of Georgetown
Net Pension Liability				
Beginning net pension liability.....	\$ 1,389,511	\$ 13,895,133	\$ 6,647,132	\$ 19,358,316
Ending net pension liability.....	\$ 1,604,165	\$ 16,041,666	\$ 7,260,967	\$ 20,577,898
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	82,508	825,083	373,459	1,058,398
Changes of assumptions.....	85,046	850,461	384,946	1,090,954
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	66,951	382,859	140,339	348,933
Total Deferred Outflows of Resources.....	\$ 234,505	\$ 2,058,403	\$ 898,744	\$ 2,498,285
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 13,914	\$ 139,135	\$ 62,977	\$ 178,479
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	31,744	52,158	152,953	931,206
Total Deferred Inflows of Resources.....	\$ 45,658	\$ 191,293	\$ 215,930	\$ 1,109,685
Pension Expense				
Proportionate share of plan pension expense.....	\$ 184,716	\$ 1,847,148	\$ 836,078	\$ 2,369,482
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	12,631	78,023	16,367	(137,489)
Total Employer Pension Expense.....	\$ 197,347	\$ 1,925,171	\$ 852,445	\$ 2,231,993
Contributions				
Statutory required contribution.....	\$ 126,893	\$ 1,268,935	\$ 574,361	\$ 1,703,966
Contribution in relation to statutory required contribution.....	(126,893)	(1,270,407)	(574,361)	(1,703,966)
Contribution deficiency/(excess).....	\$ -	\$ (1,472)	\$ -	\$ -
Contributions as a percentage of covered payroll.....	25.09%	25.77%	26.22%	25.82%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 68,193	\$ 633,646	\$ 267,859	\$ 575,251
June 30, 2021.....	39,689	447,943	176,070	381,541
June 30, 2022.....	38,955	365,111	118,566	177,104
June 30, 2023.....	42,010	420,410	120,319	254,704
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 188,847	\$ 1,867,110	\$ 682,814	\$ 1,388,600
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 1,983,250	\$ 19,832,511	\$ 8,976,824	\$ 25,440,712
Current discount rate (7.50%).....	\$ 1,604,165	\$ 16,041,666	\$ 7,260,967	\$ 20,577,898
1% increase (8.50%).....	\$ 1,285,234	\$ 12,852,350	\$ 5,817,382	\$ 16,486,714
Covered Payroll.....	\$ 505,815	\$ 4,930,080	\$ 2,190,580	\$ 6,599,842
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Town of Groveland	Town of Hamilton	Town of Ipswich	Town of Lynnfield
Net Pension Liability				
Beginning net pension liability.....	\$ 8,367,218	\$ 9,538,820	\$ 38,718,599	\$ 30,083,690
Ending net pension liability.....	\$ 9,394,005	\$ 11,651,319	\$ 43,270,288	\$ 34,542,647
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	483,169	599,271	2,225,553	1,776,658
Changes of assumptions.....	498,030	617,704	2,294,008	1,831,306
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	134,816	816,762	-	735,772
Total Deferred Outflows of Resources.....	\$ 1,116,015	\$ 2,033,737	\$ 4,519,561	\$ 4,343,736
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 81,477	\$ 101,056	\$ 375,299	\$ 299,601
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	258,565	572,165	1,054,132	132,826
Total Deferred Inflows of Resources.....	\$ 340,042	\$ 673,221	\$ 1,429,431	\$ 432,427
Pension Expense				
Proportionate share of plan pension expense.....	\$ 1,081,691	\$ 1,341,616	\$ 4,982,441	\$ 3,977,478
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(96,346)	(6,306)	(457,004)	109,869
Total Employer Pension Expense.....	\$ 985,345	\$ 1,335,310	\$ 4,525,437	\$ 4,087,347
Contributions				
Statutory required contribution.....	\$ 745,929	\$ 921,648	\$ 3,422,787	\$ 2,864,069
Contribution in relation to statutory required contribution.....	(745,929)	(921,648)	(3,433,989)	(2,864,069)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ (11,202)	\$ -
Contributions as a percentage of covered payroll.....	25.93%	24.50%	24.06%	26.17%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 229,027	\$ 397,252	\$ 1,041,715	\$ 1,306,296
June 30, 2021.....	161,100	327,748	562,879	931,565
June 30, 2022.....	184,201	222,341	591,825	774,341
June 30, 2023.....	201,645	413,175	893,711	899,107
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 775,973	\$ 1,360,516	\$ 3,090,130	\$ 3,911,309
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 11,613,925	\$ 14,404,670	\$ 53,495,595	\$ 42,705,504
Current discount rate (7.50%).....	\$ 9,394,005	\$ 11,651,319	\$ 43,270,288	\$ 34,542,647
1% increase (8.50%).....	\$ 7,526,340	\$ 9,334,867	\$ 34,667,526	\$ 27,675,068
Covered Payroll.....	\$ 2,876,912	\$ 3,761,561	\$ 14,272,854	\$ 10,944,608
See notes to schedule of employer allocations and schedule of pension amounts by employer.				(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Town of Manchester- by-the-Sea	Town of Merrimac	Town of Middleton	Town of Nahant
Net Pension Liability				
Beginning net pension liability.....	\$ 12,655,836	\$ 9,250,743	\$ 19,678,511	\$ 9,501,267
Ending net pension liability.....	\$ 14,775,220	\$ 9,969,699	\$ 22,036,187	\$ 10,553,728
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	759,945	512,779	1,133,403	542,818
Changes of assumptions.....	783,320	528,551	1,168,266	559,514
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	556,451	96,444	547,537	853,807
Total Deferred Outflows of Resources.....	\$ 2,099,716	\$ 1,137,774	\$ 2,849,206	\$ 1,956,139
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 128,151	\$ 86,471	\$ 191,128	\$ 91,536
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	189,726	315,923	86,541	501,792
Total Deferred Inflows of Resources.....	\$ 317,877	\$ 402,394	\$ 277,669	\$ 593,328
Pension Expense				
Proportionate share of plan pension expense.....	\$ 1,701,321	\$ 1,147,982	\$ 2,537,398	\$ 1,215,229
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	170,556	(50,257)	176,040	80,715
Total Employer Pension Expense.....	\$ 1,871,877	\$ 1,097,725	\$ 2,713,438	\$ 1,295,944
Contributions				
Statutory required contribution.....	\$ 1,168,756	\$ 833,069	\$ 1,743,117	\$ 834,826
Contribution in relation to statutory required contribution.....	(1,168,756)	(833,069)	(1,744,589)	(834,826)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ (1,472)	\$ -
Contributions as a percentage of covered payroll.....	25.58%	26.03%	22.67%	24.36%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 682,314	\$ 295,056	\$ 939,290	\$ 446,256
June 30, 2021.....	397,132	182,055	680,289	311,881
June 30, 2022.....	287,664	108,360	489,928	398,507
June 30, 2023.....	414,729	149,909	462,030	206,167
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 1,781,839	\$ 735,380	\$ 2,571,537	\$ 1,362,811
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 18,266,787	\$ 12,325,662	\$ 27,243,611	\$ 13,047,705
Current discount rate (7.50%).....	\$ 14,775,220	\$ 9,969,699	\$ 22,036,187	\$ 10,553,728
1% increase (8.50%).....	\$ 11,837,691	\$ 7,987,578	\$ 17,655,073	\$ 8,455,493
Covered Payroll.....	\$ 4,569,464	\$ 3,200,358	\$ 7,695,490	\$ 3,426,669
See notes to schedule of employer allocations and schedule of pension amounts by employer.				(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Town of Newbury	Town of North Andover	Town of Rockport	Town of Rowley
Net Pension Liability				
Beginning net pension liability.....	\$ 7,135,340	\$ 57,570,919	\$ 20,887,794	\$ 10,327,461
Ending net pension liability.....	\$ 8,780,703	\$ 65,601,981	\$ 22,162,829	\$ 11,777,961
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	451,624	3,374,155	1,139,917	605,785
Changes of assumptions.....	465,516	3,477,941	1,174,980	624,418
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	572,226	1,545,160	438,936	300,515
Total Deferred Outflows of Resources.....	\$ 1,489,366	\$ 8,397,256	\$ 2,753,833	\$ 1,530,718
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 76,158	\$ 568,990	\$ 192,226	\$ 102,155
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	167,747	112,869	914,151	250,523
Total Deferred Inflows of Resources.....	\$ 243,905	\$ 681,859	\$ 1,106,377	\$ 352,678
Pension Expense				
Proportionate share of plan pension expense.....	\$ 1,011,072	\$ 7,553,864	\$ 2,551,980	\$ 1,356,197
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	105,380	490,854	(52,792)	48,596
Total Employer Pension Expense.....	\$ 1,116,452	\$ 8,044,718	\$ 2,499,188	\$ 1,404,793
Contributions				
Statutory required contribution.....	\$ 694,576	\$ 5,189,280	\$ 1,760,950	\$ 931,666
Contribution in relation to statutory required contribution.....	(694,576)	(5,192,935)	(1,765,069)	(931,666)
Contribution deficiency/(excess).....	\$ -	\$ (3,655)	\$ (4,119)	\$ -
Contributions as a percentage of covered payroll.....	23.69%	24.18%	25.08%	25.33%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 409,510	\$ 2,763,058	\$ 714,845	\$ 456,540
June 30, 2021.....	279,414	1,940,567	435,025	277,446
June 30, 2022.....	234,743	1,438,847	244,809	160,102
June 30, 2023.....	321,794	1,572,925	252,777	283,952
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 1,245,461	\$ 7,715,397	\$ 1,647,456	\$ 1,178,040
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 10,855,692	\$ 81,104,545	\$ 27,400,181	\$ 14,561,240
Current discount rate (7.50%).....	\$ 8,780,703	\$ 65,601,981	\$ 22,162,829	\$ 11,777,961
1% increase (8.50%).....	\$ 7,034,972	\$ 52,559,355	\$ 17,756,537	\$ 9,436,332
Covered Payroll.....	\$ 2,931,340	\$ 21,480,334	\$ 7,036,740	\$ 3,678,652
See notes to schedule of employer allocations and schedule of pension amounts by employer.				(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Town of Salisbury	Town of Topsfield	Town of Wenham	Town of West Newbury
Net Pension Liability				
Beginning net pension liability.....	\$ 14,179,744	\$ 12,768,498	\$ 8,074,199	\$ 6,862,708
Ending net pension liability.....	\$ 17,519,189	\$ 14,141,999	\$ 9,033,992	\$ 8,316,337
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	901,077	727,376	464,652	427,740
Changes of assumptions.....	928,794	749,749	478,944	440,897
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	1,591,242	145,521	277,156	506,776
Total Deferred Outflows of Resources.....	\$ 3,421,113	\$ 1,622,646	\$ 1,220,752	\$ 1,375,413
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 151,950	\$ 122,659	\$ 78,355	\$ 72,131
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	163,759	447,237	65,317	207,587
Total Deferred Inflows of Resources.....	\$ 315,709	\$ 569,896	\$ 143,672	\$ 279,718
Pension Expense				
Proportionate share of plan pension expense.....	\$ 2,017,282	\$ 1,628,407	\$ 1,040,236	\$ 957,601
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	332,459	(60,358)	87,449	35,430
Total Employer Pension Expense.....	\$ 2,349,741	\$ 1,568,049	\$ 1,127,685	\$ 993,031
Contributions				
Statutory required contribution.....	\$ 1,486,168	\$ 1,118,667	\$ 714,611	\$ 686,656
Contribution in relation to statutory required contribution.....	(1,486,168)	(1,121,142)	(714,611)	(686,656)
Contribution deficiency/(excess).....	\$ -	\$ (2,475)	\$ -	\$ -
Contributions as a percentage of covered payroll.....	25.99%	24.67%	24.64%	26.43%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 939,257	\$ 429,467	\$ 400,352	\$ 323,476
June 30, 2021.....	836,457	240,071	267,396	268,758
June 30, 2022.....	656,536	113,637	221,357	213,369
June 30, 2023.....	673,154	269,575	187,975	290,092
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 3,105,404	\$ 1,052,750	\$ 1,077,080	\$ 1,095,695
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 21,659,190	\$ 17,483,928	\$ 11,168,837	\$ 10,281,591
Current discount rate (7.50%).....	\$ 17,519,189	\$ 14,141,999	\$ 9,033,992	\$ 8,316,337
1% increase (8.50%).....	\$ 14,036,120	\$ 11,330,364	\$ 7,237,903	\$ 6,662,929
Covered Payroll.....	\$ 5,717,330	\$ 4,544,928	\$ 2,900,783	\$ 2,598,320
See notes to schedule of employer allocations and schedule of pension amounts by employer.				(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	East Essex Veterans District	Byfield Water District	Lynnfield Center Water District	Lynnfield Water District
Net Pension Liability				
Beginning net pension liability.....	\$ 375,542	\$ 262,880	\$ 1,013,969	\$ 788,641
Ending net pension liability.....	\$ 379,936	\$ 295,502	\$ 1,182,017	\$ 886,515
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	19,542	15,199	60,796	45,597
Changes of assumptions.....	20,143	15,666	62,666	46,999
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	50,716	467	108,993	29,680
Total Deferred Outflows of Resources.....	\$ 90,401	\$ 31,332	\$ 232,455	\$ 122,276
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 3,295	\$ 2,563	\$ 10,252	\$ 7,689
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	52,972	59,339	146,861	44,024
Total Deferred Inflows of Resources.....	\$ 56,267	\$ 61,902	\$ 157,113	\$ 51,713
Pension Expense				
Proportionate share of plan pension expense.....	\$ 43,747	\$ 34,027	\$ 136,106	\$ 102,081
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(6,438)	(27,090)	(25,893)	4,118
Total Employer Pension Expense.....	\$ 37,309	\$ 6,937	\$ 110,213	\$ 106,199
Contributions				
Statutory required contribution.....	\$ 30,054	\$ 23,375	\$ 93,500	\$ 70,125
Contribution in relation to statutory required contribution.....	(30,054)	(23,375)	(93,500)	(70,125)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	25.03%	24.98%	24.65%	24.66%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 6,722	\$ (16,855)	\$ 15,048	\$ 34,824
June 30, 2021.....	17,655	(19,832)	(8,194)	14,596
June 30, 2022.....	8,873	(272)	35,604	1,975
June 30, 2023.....	884	6,389	32,884	19,168
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 34,134	\$ (30,570)	\$ 75,342	\$ 70,563
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 469,720	\$ 365,333	\$ 1,461,342	\$ 1,096,009
Current discount rate (7.50%).....	\$ 379,936	\$ 295,502	\$ 1,182,017	\$ 886,515
1% increase (8.50%).....	\$ 304,399	\$ 236,752	\$ 947,015	\$ 710,263
Covered Payroll.....	\$ 120,065	\$ 93,575	\$ 379,260	\$ 284,388
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	NE MA Mosquito Control District	Hamilton- Wenham Regional School	Manchester- Essex Regional School	Masconomet Regional School
Net Pension Liability				
Beginning net pension liability.....	\$ 1,990,385	\$ 10,477,680	\$ 6,421,804	\$ 6,421,804
Ending net pension liability.....	\$ 1,730,812	\$ 11,482,455	\$ 6,332,236	\$ 8,020,835
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	89,022	590,586	325,691	412,542
Changes of assumptions.....	91,760	608,751	335,708	425,231
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	56,617	55,468	13,868	565,026
Total Deferred Outflows of Resources.....	\$ 237,399	\$ 1,254,805	\$ 675,267	\$ 1,402,799
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 15,012	\$ 99,591	\$ 54,922	\$ 69,568
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	411,499	336,911	768,775	228,647
Total Deferred Inflows of Resources.....	\$ 426,511	\$ 436,502	\$ 823,697	\$ 298,215
Pension Expense				
Proportionate share of plan pension expense.....	\$ 199,298	\$ 1,322,170	\$ 729,139	\$ 923,574
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(89,793)	(49,227)	(212,600)	42,888
Total Employer Pension Expense.....	\$ 109,505	\$ 1,272,943	\$ 516,539	\$ 966,462
Contributions				
Statutory required contribution.....	\$ 136,911	\$ 908,291	\$ 519,656	\$ 634,468
Contribution in relation to statutory required contribution.....	(136,911)	(908,291)	(519,656)	(634,468)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	24.57%	23.54%	28.15%	24.67%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ (29,844)	\$ 348,482	\$ 6,724	\$ 320,699
June 30, 2021.....	(59,000)	173,205	(73,733)	235,530
June 30, 2022.....	(49,711)	99,699	(68,114)	235,656
June 30, 2023.....	(50,557)	196,917	(13,307)	312,699
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ (189,112)	\$ 818,303	\$ (148,430)	\$ 1,104,584
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 2,139,824	\$ 14,195,902	\$ 7,828,622	\$ 9,916,258
Current discount rate (7.50%).....	\$ 1,730,812	\$ 11,482,455	\$ 6,332,236	\$ 8,020,835
1% increase (8.50%).....	\$ 1,386,702	\$ 9,199,576	\$ 5,073,295	\$ 6,426,177
Covered Payroll.....	\$ 557,198	\$ 3,858,732	\$ 1,845,976	\$ 2,571,786
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Pentucket Regional School	Triton Regional School	Essex Housing Authority	Georgetown Housing Authority
Net Pension Liability				
Beginning net pension liability.....	\$ 12,208,790	\$ 13,022,854	\$ 154,080	\$ 600,870
Ending net pension liability.....	\$ 12,881,509	\$ 12,917,765	\$ 168,860	\$ 717,655
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	662,544	664,408	8,685	36,912
Changes of assumptions.....	682,924	684,845	8,952	38,047
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	131,164	398,821	43,838	45,505
Total Deferred Outflows of Resources.....	\$ 1,476,632	\$ 1,748,074	\$ 61,475	\$ 120,464
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 111,726	\$ 112,040	\$ 1,465	\$ 6,224
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	1,401,460	1,183,011	3,158	672
Total Deferred Inflows of Resources.....	\$ 1,513,186	\$ 1,295,051	\$ 4,623	\$ 6,896
Pension Expense				
Proportionate share of plan pension expense.....	\$ 1,483,266	\$ 1,487,443	\$ 19,444	\$ 82,636
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(334,704)	(82,219)	23,106	13,905
Total Employer Pension Expense.....	\$ 1,148,562	\$ 1,405,224	\$ 42,550	\$ 96,541
Contributions				
Statutory required contribution.....	\$ 1,055,396	\$ 1,051,908	\$ 17,358	\$ 57,868
Contribution in relation to statutory required contribution.....	(1,055,396)	(1,052,345)	(17,358)	(57,868)
Contribution deficiency/(excess).....	\$ -	\$ (437)	\$ -	\$ 50
Contributions as a percentage of covered payroll.....	26.53%	24.67%	54.45%	23.67%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 111,463	\$ 365,203	\$ 28,955	\$ 38,762
June 30, 2021.....	(115,119)	116,481	14,116	30,525
June 30, 2022.....	(172,375)	(15,115)	10,084	21,213
June 30, 2023.....	139,477	(13,546)	3,697	23,068
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ (36,554)	\$ 453,023	\$ 56,852	\$ 113,568
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 15,925,569	\$ 15,970,393	\$ 208,763	\$ 887,246
Current discount rate (7.50%).....	\$ 12,881,509	\$ 12,917,765	\$ 168,860	\$ 717,655
1% increase (8.50%).....	\$ 10,320,478	\$ 10,349,526	\$ 135,288	\$ 574,975
Covered Payroll.....	\$ 3,977,694	\$ 4,264,850	\$ 31,879	\$ 244,494
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Groveland Housing Authority	Hamilton Housing Authority	Ipswich Housing Authority	Lynnfield Housing Authority
Net Pension Liability				
Beginning net pension liability.....	\$ 262,880	\$ 187,771	\$ 1,377,521	\$ 225,328
Ending net pension liability.....	\$ 295,502	\$ 211,076	\$ 1,519,736	\$ 295,502
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	15,199	10,856	78,166	15,199
Changes of assumptions.....	15,666	11,190	80,570	15,666
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	288	43,322	59,373	29,634
Total Deferred Outflows of Resources.....	\$ 31,153	\$ 65,368	\$ 218,109	\$ 60,499
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 2,563	\$ 1,831	\$ 13,181	\$ 2,563
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	57,940	14,936	46,248	22,189
Total Deferred Inflows of Resources.....	\$ 60,503	\$ 16,767	\$ 59,429	\$ 24,752
Pension Expense				
Proportionate share of plan pension expense.....	\$ 34,027	\$ 24,307	\$ 174,992	\$ 34,027
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(21,064)	7,428	(8,148)	(138)
Total Employer Pension Expense.....	\$ 12,963	\$ 31,735	\$ 166,844	\$ 33,889
Contributions				
Statutory required contribution.....	\$ 23,375	\$ 17,020	\$ 149,548	\$ 23,375
Contribution in relation to statutory required contribution.....	(23,375)	(17,020)	(149,548)	(23,375)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	27.35%	26.78%	34.53%	25.12%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ (10,829)	\$ 14,739	\$ 44,490	\$ 10,097
June 30, 2021.....	(14,274)	12,544	44,617	6,763
June 30, 2022.....	(10,636)	16,690	35,840	5,169
June 30, 2023.....	6,389	4,628	33,733	13,718
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ (29,350)	\$ 48,601	\$ 158,680	\$ 35,747
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 365,333	\$ 260,956	\$ 1,878,868	\$ 365,333
Current discount rate (7.50%).....	\$ 295,502	\$ 211,076	\$ 1,519,736	\$ 295,502
1% increase (8.50%).....	\$ 236,752	\$ 169,111	\$ 1,217,590	\$ 236,752
Covered Payroll.....	\$ 85,481	\$ 63,549	\$ 433,051	\$ 93,050
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Manchester Housing Authority	Merrimac Housing Authority	Middleton Housing Authority	Nahant Housing Authority
<u>Net Pension Liability</u>				
Beginning net pension liability.....	\$ 262,880	\$ -	\$ 187,771	\$ 110,445
Ending net pension liability.....	\$ 337,719	\$ 84,430	\$ 211,076	\$ 196,109
<u>Deferred Outflows of Resources</u>				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	17,370	4,343	10,856	10,087
Changes of assumptions.....	17,904	4,476	11,190	10,397
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	29,682	58,733	335	53,612
Total Deferred Outflows of Resources.....	\$ 64,956	\$ 67,552	\$ 22,381	\$ 74,096
<u>Deferred Inflows of Resources</u>				
Differences between expected and actual experience.....	\$ 2,929	\$ 732	\$ 1,831	\$ 1,701
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	22,181	92	30,558	79,518
Total Deferred Inflows of Resources.....	\$ 25,110	\$ 824	\$ 32,389	\$ 81,219
<u>Pension Expense</u>				
Proportionate share of plan pension expense.....	\$ 38,889	\$ 9,721	\$ 24,307	\$ 22,581
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(92)	14,660	(19,680)	(18,834)
Total Employer Pension Expense.....	\$ 38,797	\$ 24,381	\$ 4,627	\$ 3,747
<u>Contributions</u>				
Statutory required contribution.....	\$ 26,714	\$ 6,679	\$ 16,697	\$ 18,569
Contribution in relation to statutory required contribution.....	(26,714)	(6,679)	(16,697)	(18,569)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	19.78%	17.57%	23.12%	46.49%
<u>Deferred (Inflows)/Outflows Recognized in Future Pension Expense</u>				
June 30, 2020.....	\$ 11,605	\$ 17,584	\$ (12,369)	\$ (12,042)
June 30, 2021.....	7,725	16,563	(4,449)	(7,193)
June 30, 2022.....	5,886	16,092	2,249	(5,237)
June 30, 2023.....	14,630	16,489	4,561	17,349
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 39,846	\$ 66,728	\$ (10,008)	\$ (7,123)
<u>Discount Rate Sensitivity</u>				
1% decrease (6.50%).....	\$ 417,526	\$ 104,382	\$ 260,956	\$ 242,451
Current discount rate (7.50%).....	\$ 337,719	\$ 84,430	\$ 211,076	\$ 196,109
1% increase (8.50%).....	\$ 270,576	\$ 67,644	\$ 169,111	\$ 157,119
Covered Payroll.....	\$ 135,039	\$ 38,015	\$ 72,210	\$ 39,940
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	North Andover Housing Authority	Rockport Housing Authority	Rowley Housing Authority	Salisbury Housing Authority
Net Pension Liability				
Beginning net pension liability.....	\$ 1,639,603	\$ 450,652	\$ 150,218	\$ 337,990
Ending net pension liability.....	\$ 1,785,851	\$ 464,366	\$ 168,860	\$ 337,719
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	91,853	23,884	8,685	17,370
Changes of assumptions.....	94,678	24,619	8,952	17,904
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	13,269	58,365	12,968	7,819
Total Deferred Outflows of Resources.....	\$ 199,800	\$ 106,868	\$ 30,605	\$ 43,093
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 15,489	\$ 4,028	\$ 1,465	\$ 2,929
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	97,128	222,156	659	57,715
Total Deferred Inflows of Resources.....	\$ 112,617	\$ 226,184	\$ 2,124	\$ 60,644
Pension Expense				
Proportionate share of plan pension expense.....	\$ 205,636	\$ 53,470	\$ 19,444	\$ 38,890
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(36,143)	(39,530)	2,784	(13,948)
Total Employer Pension Expense.....	\$ 169,493	\$ 13,940	\$ 22,228	\$ 24,942
Contributions				
Statutory required contribution.....	\$ 153,545	\$ 37,444	\$ 29,327	\$ 27,232
Contribution in relation to statutory required contribution.....	(153,545)	(37,444)	(29,327)	(27,232)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	27.34%	24.03%	50.70%	26.05%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 25,712	\$ (23,446)	\$ 8,633	\$ (2,251)
June 30, 2021.....	15,986	(38,922)	6,949	(11,342)
June 30, 2022.....	14,359	(59,798)	6,055	(4,033)
June 30, 2023.....	31,126	2,850	6,844	75
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 87,183	\$ (119,316)	\$ 28,481	\$ (17,551)
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 2,207,870	\$ 574,101	\$ 208,763	\$ 417,526
Current discount rate (7.50%).....	\$ 1,785,851	\$ 464,366	\$ 168,860	\$ 337,719
1% increase (8.50%).....	\$ 1,430,798	\$ 372,043	\$ 135,288	\$ 270,576
Covered Payroll.....	\$ 561,662	\$ 155,803	\$ 57,841	\$ 104,551
See notes to schedule of employer allocations and schedule of pension amounts by employer.				

(continued)

SCHEDULE OF PENSION AMOUNTS BY EMPLOYER

FOR THE YEAR ENDED DECEMBER 31, 2018

	Topsfield Housing Authority	Wenham Housing Authority	West Newbury Housing Authority	Totals
Net Pension Liability				
Beginning net pension liability.....	\$ 187,771	\$ 343,770	\$ -	\$ 376,355,338
Ending net pension liability.....	\$ 211,076	\$ 337,719	\$ -	\$ 422,465,618
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ -	\$ -	\$ -	\$ -
Net difference between projected and actual investment earnings on pension plan investments.....	10,856	17,370	-	21,728,988
Changes of assumptions.....	11,190	17,904	-	22,397,343
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	43,706	40,383	-	12,009,855
Total Deferred Outflows of Resources.....	\$ 65,752	\$ 75,657	\$ -	\$ 56,136,186
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 1,831	\$ 2,929	\$ -	\$ 3,664,197
Net difference between projected and actual investment earnings on pension plan investments.....	-	-	-	-
Changes of assumptions.....	-	-	-	-
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	64,914	39,728	7,643	12,009,855
Total Deferred Inflows of Resources.....	\$ 66,745	\$ 42,657	\$ 7,643	\$ 15,674,052
Pension Expense				
Proportionate share of plan pension expense.....	\$ 24,307	\$ 38,889	\$ -	\$ 48,645,637
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(2,060)	1,265	(6,370)	-
Total Employer Pension Expense.....	\$ 22,247	\$ 40,154	\$ (6,370)	\$ 48,645,637
Contributions				
Statutory required contribution.....	\$ 17,020	\$ 32,703	\$ -	\$ 33,969,088
Contribution in relation to statutory required contribution.....	(17,020)	(32,703)	-	(33,993,920)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ (24,832)
Contributions as a percentage of covered payroll.....	26.58%	28.58%	N/A	24.98%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2020.....	\$ 5,251	\$ 12,962	\$ (6,370)	\$ 14,632,609
June 30, 2021.....	3,014	13,021	(1,273)	9,520,985
June 30, 2022.....	(13,886)	6,980	-	7,163,550
June 30, 2023.....	4,628	37	-	9,144,990
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ (993)	\$ 33,000	\$ (7,643)	\$ 40,462,134
Discount Rate Sensitivity				
1% decrease (6.50%).....	\$ 260,956	\$ 417,526	\$ -	\$ 522,299,488
Current discount rate (7.50%).....	\$ 211,076	\$ 337,719	\$ -	\$ 422,465,618
1% increase (8.50%).....	\$ 169,111	\$ 270,576	\$ -	\$ 338,473,321
Covered Payroll.....	\$ 64,025	\$ 114,410	\$ -	\$ 136,111,184

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

(concluded)

NOTE I – Schedule of Employer Allocations

Governmental Accounting Standards Board (GASB) Statement #68 requires employers participating in a cost-sharing pension plan to recognize pension liabilities as employees provide services to the government and earn their pension benefits. Employers participating in cost-sharing plans are required to recognize their proportionate share of the plan's collective pension amounts for all benefits provided through the plan including the net pension liability, deferred outflows of resources, deferred inflows of resources, contributions and pension expense.

GASB Statement #68 requires the allocation of the collective pension amounts be consistent with the manner in which contributions to the plan are determined. As permissible under GASB Statement #68, The Schedule of Employer Allocations is used to demonstrate the allocation of Essex Regional Retirement System's collective pension amounts.

Massachusetts General Law (MGL) Chapter 32 Section 22 Paragraph 7c dictates that Massachusetts cost sharing defined benefit pension plans allocate the annual required pension fund appropriation to employer units based on their proportionate share of the aggregate of the annual rates of regular compensation of all members in service of the system who are employees of any government unit at the close of business on the September 30th immediately preceding the fiscal year. Accordingly, the proportionate aggregate rates of regular compensation as of the close of business on September 30, 2017 were applied to allocate the System's fiscal year 2019 pension fund appropriation by member unit.

When a member unit accepts an Early Retirement Incentive Program (E.R.I. or ERIP), PERAC completes an analysis of the costs and liabilities attributable to the additional benefits payable in accordance with the ERIP. The accrued liability for the members who accept the ERIP as retirees including the ERIP less the accrued liability for the members as active employees excluding the ERIP represents the increase in accrued liability due to the ERIP. The net increase is amortized for each member unit accepting the ERIP, and is separately identified in the system's funding schedule. The 2002 ERIP amortization is straight line ending in fiscal 2019, except Nahant Housing which is increasing at 4.5% per year ending in 2028 and Essex Regional Retirement Board which was straight line and ended in fiscal 2012. The 2003 ERI amortization is straight line ending in fiscal 2020, except for Groveland which is increasing at 4.5% per year ending in 2028 and Essex Regional Retirement Board which was straight line and ended in fiscal 2012.

The allocation percentage of the total net pension liability is a blended rate of the following items. (1) The proportionate share of active employer's covered payroll is applied to the fiscal year 2019 pension fund appropriation calculated by the actuary. (2) Current Direct E.R.I. appropriation is a direct current charge calculated by PERAC for only the employers that accepted the ERIP. This direct charge backed out of the total pension fund appropriation to calculate the percentage to be allocated (3) Remaining Direct E.R.I. liability is the future E.R.I. liability associated directly to those employers that accepted the ERIP. This direct liability is added back to those employers once the non-ERIP liability has been allocated.

NOTE II – Schedule of Pension Amounts by Employer

The Schedule of Pension Amounts by Employer presents the net pension liability, the various categories of deferred outflows of resources and deferred inflows of resources, contributions and pension expense for all participating employers including differences between expected and actual economic experience; differences between projected and actual investment earnings, net; and changes of assumptions.

NOTE III – CHANGES IN ACTUARIAL ASSUMPTIONS AND PLAN PROVISIONS

Actuarial Assumptions:

None.

Plan Provisions:

None.