



**Powers &
Sullivan, LLC**
CPAs AND ADVISORS

FRANKLIN REGIONAL RETIREMENT SYSTEM

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2023

FRANKLIN REGIONAL RETIREMENT SYSTEM

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2023

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Financial Section

Independent Auditor's Report

To the Honorable Franklin Regional Retirement Board
Franklin Regional Retirement System
Greenfield, Massachusetts

Opinion

We have audited the accompanying financial statements of the Franklin Regional Retirement System (FRRS) as of and for the year ended December 31, 2023, and the related notes to the financial statements, which collectively comprise the Franklin Regional Retirement System's financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Franklin Regional Retirement System as of December 31, 2023, and the changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the FRRS and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management's 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, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the FRRS's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a

guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform auditing procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 FRRS's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the FRRS's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

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 is the responsibility of management and, 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 August 28, 2024, on our consideration of the Franklin 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 solely 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 effectiveness of FRRS's 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 Franklin 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 Franklin 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

August 28, 2024

Management's Discussion and Analysis

As management of the Franklin 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, 2023. 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 \$192.3 million (net position).
- The System's net position increased by \$16.5 million for the year ended December 31, 2023.
- Total investment income was \$21.3 million; investment expenses were \$1.0 million; and net investment income was \$20.3 million.
- Total contributions were \$14.4 million including \$8.6 million from employers, \$4.3 million from members, and \$1.5 million from other contributions.
- Retirement benefits, refunds and transfers amounted to \$17.5 million.
- Administrative expenses were \$750,000.
- The total pension liability was \$254.3 million as of December 31, 2023, while the net pension liability was \$62.0 million.
- The Plan fiduciary net position as a percentage of the total pension liability was 75.63%.

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 fiduciary net position* presents information on all assets and deferred outflows of resources less liabilities and deferred inflows of resources 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 \$192.3 million at the close of 2023.

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 \$192.6 million, cash of \$1.7 million, accounts receivable of \$170,000, and prepaid expenses of \$9,000.

In 2023, the System's contributions of \$14.4 million did not fully support deductions of \$18.3 million, which resulted in a deficiency of \$3.9 million, before investment returns. A similar \$3.1 million deficiency occurred in 2022.

Net investment income in 2023 was \$20.3 million while net investment loss was \$25.8 million in 2022. The annual money weighted rate of return on investments was 12.16% and -12.86% in 2023 and 2022, respectively. Fluctuations in the System's annual investment returns are expected.

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

	<u>2023</u>	<u>2022</u>
Assets:		
Cash and cash equivalents.....	\$ 1,668,119	\$ 1,446,378
Investments.....	192,606,366	177,178,032
Receivables.....	169,744	85,265
Prepaid expenses.....	<u>9,107</u>	<u>6,283</u>
Total assets.....	<u>194,453,336</u>	<u>178,715,958</u>
Liabilities:		
Accounts payable.....	2,144,768	2,858,413
Other Liabilities.....	<u>518</u>	<u>-</u>
Total liabilities.....	<u>2,145,286</u>	<u>2,858,413</u>
Net Position Restricted for Pension Benefits.....	\$ <u>192,308,050</u>	\$ <u>175,857,545</u>

	<u>2023</u>	<u>2022</u>
Additions:		
Contributions:		
Member contributions.....	\$ 4,320,848	\$ 3,939,140
Employer contributions.....	8,618,449	8,126,717
Other contributions.....	<u>1,468,990</u>	<u>1,550,460</u>
Total contributions.....	<u>14,408,287</u>	<u>13,616,317</u>
Net investment income (loss):		
Total investment income (loss).....	21,296,182	(24,767,682)
Less, investment expenses.....	<u>(982,374)</u>	<u>(1,026,228)</u>
Net investment income (loss).....	<u>20,313,808</u>	<u>(25,793,910)</u>
Total additions.....	<u>34,722,095</u>	<u>(12,177,593)</u>
Deductions:		
Administration.....	749,543	600,464
Retirement benefits, refunds and transfers.....	<u>17,522,047</u>	<u>16,087,532</u>
Total deductions.....	<u>18,271,590</u>	<u>16,687,996</u>
Net increase (decrease) in fiduciary net position.....	16,450,505	(28,865,589)
Fiduciary net position at beginning of year.....	<u>175,857,545</u>	<u>204,723,134</u>
Fiduciary net position at end of year.....	<u>\$ 192,308,050</u>	<u>\$ 175,857,545</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, 101 Munson Street #108, Greenfield, MA 01301.

STATEMENT OF FIDUCIARY NET POSITION

DECEMBER 31, 2023

Assets

Cash and cash equivalents.....	\$	1,668,119
Investments:		
Investments in Pension Reserve Investment Trust.....		112,535,974
Equity securities.....		41,722,944
International equity securities.....		778,608
Equity mutual funds.....		18,240,026
Fixed income mutual funds.....		17,943,061
Real estate investment trusts.....		<u>1,385,753</u>
Total investments.....		<u>192,606,366</u>
Receivables, net of allowance for uncollectibles:		
Member contributions.....		109,682
Employer pension appropriation.....		56,446
Interest and dividends.....		3,616
Prepaid expenses.....		<u>9,107</u>
Total Assets.....		<u>194,453,336</u>
Liabilities		
Accounts payable.....		2,144,768
Other liabilities.....		<u>518</u>
Total Liabilities.....		<u>2,145,286</u>
Net Position Restricted for Pensions.....	\$	<u><u>192,308,050</u></u>

See notes to financial statements.

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

YEAR ENDED DECEMBER 31, 2023

Additions:

Contributions:

Employer pension appropriation.....	\$	8,618,449
Member contributions.....		4,320,848
Transfers from other systems.....		862,585
3(8)(c) contributions from other systems.....		469,375
State COLA reimbursements.....		13,181
Members' makeup payments and redeposits.....		123,849

Total contributions.....		<u>14,408,287</u>
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Net investment income:

Investment income.....		21,296,182
Less: investment expense.....		<u>(982,374)</u>

Net investment income.....		<u>20,313,808</u>
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Total additions.....		<u>34,722,095</u>
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Deductions:

Administration.....		749,543
Retirement benefits and refunds.....		14,988,263
Transfers to other systems.....		980,016
3(8)(c) transfers to other systems.....		<u>1,553,768</u>

Total deductions.....		<u>18,271,590</u>
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Net increase (decrease) in fiduciary net position.....		16,450,505
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Fiduciary net position at beginning of year.....		<u>175,857,545</u>
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Fiduciary net position at end of year.....	\$	<u><u>192,308,050</u></u>
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See notes to financial statements.

NOTE 1 – PLAN DESCRIPTION

Franklin 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 Franklin 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 Franklin Regional Retirement System (the System). As of December 31, 2023, the System had 38 participating employers.

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 19(b) for terms ranging from 3 to 6 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 treasurers or other qualified officials of the member units. The Advisory Council meets no less than 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, 2023, the System had 703 retirees and beneficiaries, 1,101 active participants and 795 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 9% of their gross regular compensation. The percentage rate is keyed to the date upon which an employee's membership commences. Members hired on or after January 1, 1979, contribute an additional 2% of annual regular compensation in excess of \$30,000. Deductions are deposited in the Annuity Savings Fund and earn interest at a rate determined by the Public Employee Retirement Administration Commission's (PERAC) in consultation with the Commissioner of Banks, and shall be obtained from the average rates paid on individual savings accounts by a representative sample of no less than 10 financial institutions. 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 are 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 Franklin Regional Retirement System (FRRS) 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.

FRRS 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 consists of member deductions, employer pension appropriations and interest and dividends receivable. 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 FRRS 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 FRRS did not have any items that qualify for reporting in this category.

NOTE 3 – PLAN ADMINISTRATION

The System is administered by a five-member Board of Retirement. The first member, who shall serve as chair, shall be elected by the other four members for a term of 6 years. 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 and from the members in or retired from service of the Franklin Regional Retirement 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.....	Sandra A. Hanks	Term Expires:	12/31/2026
Second Member....	Angelina J. Bragdon	Term Expires:	12/31/2024
Third Member.....	Mary A. Stokarski	Term Expires:	12/31/2023
Fourth Member.....	Gabriele H. Voelker	Term Expires:	12/31/2025
Fifth Member.....	Paul J. Mokrzecki	Term Expires:	6/30/2025

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 FRRS Advisory Council consists of the official 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. The FRRS Advisory Council is required by statute to meet at least twice per year. All FRRS 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 required to obtain PERAC’s verification. All expenses incurred by the System must be approved by a majority vote of the Board.

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

NOTE 4 – CASH AND INVESTMENTSCustodial Credit Risk - Deposits

At December 31, 2023, the carrying amount of the System's deposits totaled \$1,668,119 and the bank balance totaled \$1,709,331, which was fully covered by Federal Depository Insurance Fund or the Depositors Insurance Fund.

Investments

The System's investments were as follows:

<u>Investment Type</u>	<u>Fair Value</u>
PRIT General Allocation Fund.....	\$ 77,848,388
PRIT International Equity Fund.....	5,746,873
PRIT Value Added Fixed Income Fund..	7,338,230
PRIT Core Real Estate Fund.....	17,656,447
PRIT Emerging Markets Fund.....	3,946,036
Equity Securities.....	41,722,944
Fixed Income Mutual Funds.....	17,943,061
International Equity Securities.....	778,608
Equity Mutual Funds.....	18,240,026
Real Estate Investment Trusts.....	1,385,753
Total Investments.....	<u>\$ 192,606,366</u>

Approximately 58% 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 (PRIM) 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.

PRIM Board's adopted asset allocation is reflected in the PRIT General Allocation Fund. The PRIM Board believes that this is the most appropriate asset allocation for long-term public pension fund investors in Massachusetts. The System has invested \$77.8 million in the PRIT General Allocation Fund. To the extent that local systems wish to pursue their own asset allocation, PRIM offers the option to invest in one or more specific separate account segments of the PRIT fund. The System has opted to invest \$5.7 million, \$7.3 million, \$17.7 million, and \$3.9 million in the PRIT international equity fund, value added fixed income fund, core real estate fund, and emerging markets fund, respectively.

The System's annual money-weighted rate of return on pension plan investments was 12.16%. 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 System’s activities, the plan shows greater disaggregation in its disclosures. The System 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 had the following recurring fair value measurements as of December 31, 2023:

Investment Type	12/31/23	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:				
Equity Securities.....	\$ 41,722,944	\$ 41,722,944	\$ -	\$ -
International Equity Securities.....	778,608	778,608	-	-
Equity Mutual Funds.....	18,240,026	18,240,026	-	-
Fixed Income Mutual Funds.....	17,943,061	17,943,061	-	-
Real Estate Investment Trusts.....	1,385,753	-	-	1,385,753
Total Investments by Fair Value Level....	80,070,392	\$ 78,684,639	\$ -	\$ 1,385,753
Investments Measured at the Net Asset Value (NAV):				
PRIT Investments.....	112,535,974			
Total Investments.....	\$ 192,606,366			

PRIT Investments are valued using the net asset value (NAV) method.

NOTE 5 – RECEIVABLES

At December 31, 2023, receivables for the System were as follows:

Receivables:	
Member contributions.....	\$ 109,682
Employer pension appropriation.....	56,446
Interest and dividends.....	3,616
Total.....	\$ 169,744

NOTE 6 – PAYABLES

Accounts payable represent calendar year 2023, expenditures paid after year-end of \$168,000. The remaining \$2.0 million represents 3(8)(c) reimbursements owed to the Massachusetts State Retirement Board, which will be paid once a final determination of the amount owed is verified.

NOTE 7 – MEMBERSHIP

The following table represents the System’s membership at December 31, 2023:

Active members.....	1,101
Inactive members entitled to a return of contributions.....	795
Retirees, beneficiaries, and survivors.....	<u>703</u>
Total.....	<u><u>2,599</u></u>

NOTE 8 – ACTUARIAL VALUATION

The total pension liability was determined by an actuarial valuation as of January 1, 2024, using the following actuarial assumptions, applied to all periods included in the measurement that was rolled back to December 31, 2023:

Valuation date.....	January 1, 2024
Actuarial cost method.....	Individual Entry Age Normal.
Amortization method.....	Increasing dollar amount at 4% to reduce the unfunded actuarial accrued liability to zero, on or before June 30, 2034.
Remaining amortization period.....	10 years, as of December 31, 2023.
Salary increases:	
Group 1 and 2.....	4.00% - 6.00%, based on service.
Group 4.....	4.50% - 7.00%, based on service.
Net investment return/Discount rate..	7.15%, net of pension plan investment expense, including inflation.
Inflation rate.....	2.50%
Cost of living adjustments.....	3% of the first \$17,000.
Mortality rates.....	RP-2014 Blue Collar Mortality Table with full generational mortality improvement using Scale MP-2021. For disabled members, RP-2014 Blue Collar Mortality Table set forward one year with full generational mortality improvement using Scale MP-2021.

Components of the net pension liability as of December 31, 2023, were as follows:

Total pension liability.....	\$	254,266,349
The pension plan's fiduciary net position.....		<u>192,308,050</u>
The net pension liability.....	\$	<u><u>61,958,299</u></u>
The pension plan's fiduciary net position as a percentage of the total pension liability.....		75.63%

Investment Policy. The Systems' policy in regard to the allocation of invested assets is established by the retirement 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. Best estimates of arithmetic real rates of return for each major asset class included in the System's target asset allocation are summarized in the following table:

<u>Asset Class</u>	<u>Long-Term Expected Real Rate of Return</u>	<u>Long-Term Expected Asset Allocation</u>
PRIT Core.....	5.20%	40.00%
Domestic Equity.....	4.40%	32.00%
International Equity.....	5.32%	5.00%
Real Estate.....	4.10%	10.00%
Fixed Income.....	2.40%	<u>13.00%</u>
Total.....		<u><u>100.00%</u></u>

Discount Rate. The discount rate used to measure the total pension liability was 7.15% as of December 31, 2023, compared to 7.25% as of December 31, 2022. 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, 2023, and December 31, 2022.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate. The following page presents the net pension liability, calculated using the discount rate of 7.15%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.15%) or 1-percentage-point higher (8.15%) than the current rate.

	1.0% Decrease (6.15%)	Current Discount Rate (7.15%)	1.0% Increase (8.15%)
Franklin Regional Retirement System's net pension liability as of December 31, 2023.....	\$ 89,955,420	\$ 61,958,299	\$ 38,251,081

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 – COMMITMENTS AND CONTINGENCIES

Various legal actions and claims may be 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, 2023, cannot be ascertained, management believes any resulting liability should not materially affect the financial position at December 31, 2023.

NOTE 10 – IMPLEMENTATION OF NEW GASB PRONOUNCEMENTS

There were no GASB pronouncements required to be implemented in 2023, that impacted the System's financial statements.

None of the issued GASB statements that are required to be implemented in future years are anticipated to impact the System's financial statements.

NOTE 11 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 28, 2024, which is the date the financial statements were available to be issued.

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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
Total pension liability:				
Service cost.....	\$ 4,703,273	\$ 4,703,273	\$ 5,089,632	\$ 5,207,589
Interest.....	11,306,271	12,116,265	12,791,108	13,899,079
Changes in benefit terms.....	-	962,410	1,003,761	(293,031)
Differences between expected and actual experience.....	-	-	(146,259)	1,964,150
Changes in assumptions.....	-	-	5,736,511	180,697
Benefit payments.....	<u>(11,287,291)</u>	<u>(9,235,255)</u>	<u>(9,686,040)</u>	<u>(10,906,590)</u>
Net change in total pension liability.....	4,722,253	8,546,693	14,788,713	10,051,894
Total pension liability - beginning.....	<u>151,531,013</u>	<u>156,253,266</u>	<u>164,799,959</u>	<u>179,588,672</u>
Total pension liability - ending (a).....	<u>\$ 156,253,266</u>	<u>\$ 164,799,959</u>	<u>\$ 179,588,672</u>	<u>\$ 189,640,566</u>
Plan fiduciary net position:				
Employer pension appropriation.....	\$ 5,418,158	\$ 5,645,345	\$ 5,875,820	\$ 6,166,761
Member contributions.....	3,270,956	2,971,069	3,098,432	3,310,425
Net investment income (loss).....	8,362,434	579,359	10,050,389	18,794,508
Administrative expenses.....	(403,802)	(469,365)	(498,301)	(495,399)
Retirement benefits and refunds.....	<u>(11,287,291)</u>	<u>(9,235,255)</u>	<u>(9,686,040)</u>	<u>(10,906,590)</u>
Net increase (decrease) in fiduciary net position.....	5,360,455	(508,847)	8,840,300	16,869,705
Fiduciary net position - beginning of year.....	<u>113,358,538</u>	<u>118,718,993</u>	<u>118,210,146</u>	<u>127,050,446</u>
Fiduciary net position - end of year (b).....	<u>\$ 118,718,993</u>	<u>\$ 118,210,146</u>	<u>\$ 127,050,446</u>	<u>\$ 143,920,151</u>
Net pension liability - ending (a)-(b).....	<u>\$ 37,534,273</u>	<u>\$ 46,589,813</u>	<u>\$ 52,538,226</u>	<u>\$ 45,720,415</u>
Plan fiduciary net position as a percentage of the total pension liability.....	75.98%	71.73%	70.75%	75.89%
Covered payroll.....	\$ 30,854,652	\$ 32,088,838	\$ 33,556,164	\$ 29,460,407
Net pension liability as a percentage of covered payroll.....	121.65%	145.19%	156.57%	155.19%

See notes to required supplementary information.

December 31, 2018	December 31, 2019	December 31, 2020	December 31, 2021	December 31, 2022	December 31, 2023
\$ 5,063,236	\$ 5,265,765	\$ 5,440,650	\$ 5,631,076	\$ 6,156,793	\$ 6,356,899
14,639,832	15,234,331	15,875,568	16,491,787	16,967,051	17,545,928
-	-	-	-	-	-
-	(999,252)	-	3,955,362	-	(426,265)
-	1,485,132	-	8,905,535	-	3,163,611
<u>(11,605,484)</u>	<u>(12,732,025)</u>	<u>(13,173,421)</u>	<u>(13,937,440)</u>	<u>(14,619,411)</u>	<u>(16,059,475)</u>
8,097,584	8,253,951	8,142,797	21,046,320	8,504,433	10,580,698
<u>189,640,566</u>	<u>197,738,150</u>	<u>205,992,101</u>	<u>214,134,898</u>	<u>235,181,218</u>	<u>243,685,651</u>
<u>\$ 197,738,150</u>	<u>\$ 205,992,101</u>	<u>\$ 214,134,898</u>	<u>\$ 235,181,218</u>	<u>\$ 243,685,651</u>	<u>\$ 254,266,349</u>
\$ 6,506,893	\$ 6,872,253	\$ 7,268,256	\$ 7,684,673	\$ 8,126,717	\$ 8,618,449
3,281,580	3,639,392	3,318,356	3,931,797	4,021,479	4,327,266
(5,160,455)	23,500,789	19,627,419	34,086,667	(25,793,910)	20,313,808
(542,267)	(567,346)	(590,757)	(605,897)	(600,464)	(749,543)
<u>(11,605,484)</u>	<u>(12,732,025)</u>	<u>(13,173,421)</u>	<u>(13,937,440)</u>	<u>(14,619,411)</u>	<u>(16,059,475)</u>
(7,519,733)	20,713,063	16,449,853	31,159,800	(28,865,589)	16,450,505
<u>143,920,151</u>	<u>136,400,418</u>	<u>157,113,481</u>	<u>173,563,334</u>	<u>204,723,134</u>	<u>175,857,545</u>
<u>\$ 136,400,418</u>	<u>\$ 157,113,481</u>	<u>\$ 173,563,334</u>	<u>\$ 204,723,134</u>	<u>\$ 175,857,545</u>	<u>\$ 192,308,050</u>
<u>\$ 61,337,732</u>	<u>\$ 48,878,620</u>	<u>\$ 40,571,564</u>	<u>\$ 30,458,084</u>	<u>\$ 67,828,106</u>	<u>\$ 61,958,299</u>
68.98%	76.27%	81.05%	87.05%	72.17%	75.63%
\$ 30,220,970	\$ 31,398,150	\$ 32,646,666	\$ 33,981,821	\$ 35,183,820	\$ 36,409,834
202.96%	155.67%	124.27%	89.63%	192.78%	170.17%

SCHEDULE OF CONTRIBUTIONS

Year	Statutory required contribution	Contributions in relation to the statutory required contribution	Contribution deficiency (excess)	Covered payroll	Contributions as a percentage of covered payroll
December 31, 2023.....	\$ 8,618,449	\$ (8,618,449)	\$ -	\$ 36,409,834	23.67%
December 31, 2022.....	8,126,717	(8,126,717)	-	35,183,820	23.10%
December 31, 2021.....	7,684,673	(7,684,673)	-	33,981,821	22.61%
December 31, 2020.....	7,268,256	(7,268,256)	-	32,646,666	22.26%
December 31, 2019.....	6,872,253	(6,872,253)	-	31,398,150	21.89%
December 31, 2018.....	6,506,893	(6,506,893)	-	30,220,970	21.53%
December 31, 2017.....	6,166,761	(6,166,761)	-	29,460,407	20.93%
December 31, 2016.....	5,875,820	(5,875,820)	-	33,556,164	17.51%
December 31, 2015.....	5,645,345	(5,645,345)	-	32,088,838	17.59%
December 31, 2014.....	5,418,158	(5,418,158)	-	30,854,652	17.56%

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, 2023.....	12.16%
December 31, 2022.....	-12.86%
December 31, 2021.....	19.76%
December 31, 2020.....	13.19%
December 31, 2019.....	17.04%
December 31, 2018.....	-4.05%
December 31, 2017.....	14.48%
December 31, 2016.....	8.24%
December 31, 2015.....	0.57%
December 31, 2014.....	7.37%

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 FRRS'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. The actuarially determined contributions reflect the adjusted rates for communities that chose to pay the entire appropriation on July 1. The pension fund appropriations are allocated amongst employers based on a 5-year average of 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:*

The following changes were reflected in the January 1, 2024, valuation:

- The discount rate decreased from 7.25% to 7.15%.
- The salary scale and mortality improvement rates have been updated.

Plan Provisions:

None.

***Audit of Specific Elements,
Accounts and Items of
Financial Statements***

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Independent Auditor's Report

To the Honorable Franklin Regional Retirement Board
Franklin Regional Retirement System
Greenfield, Massachusetts

Report on the Audit of the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer

Opinions

We have audited the accompanying schedule of employer allocations of the Franklin Regional Retirement System (FRRS) as of and for the year ended December 31, 2023, 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 pension amounts by employer of the FRRS Pension Plan as of and for the year ended December 31, 2023, and the related notes.

In our opinion, the accompanying schedule of employer allocations and schedule of pension amounts by employer 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 FRRS as of and for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Schedules section of our report. We are required to be independent of the FRRS and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Schedules

Management is responsible for the preparation and fair presentation of the schedules in accordance with accounting principles generally accepted in the United States of America and for 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 Responsibilities for the Audit of the Schedules

Our objectives are to obtain reasonable assurance about whether the schedule of employer allocations and the specified row totals included in the schedule of pension amounts by employer as a whole are free from material

misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the schedules.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the schedules, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the schedules.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the FRRS's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the schedules.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter

We have audited, in accordance with GAAS, the financial statements of the Franklin Regional Retirement System as of and for the year ended December 31, 2023, and our report thereon, dated August 28, 2024, expressed an unmodified opinion on those financial statements.

Restriction on Use

This report is intended solely for the information and use of the Franklin Regional Retirement System management, the Franklin 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.

Powers & Sullivan LLC

August 28, 2024

SCHEDULE OF EMPLOYER ALLOCATIONS

FOR THE YEAR ENDED DECEMBER 31, 2023

Employer	2023 Actual Employer Contribution	Allocated Net Pension Liability	Proportionate Share of Total Employer Contribution
Town of Ashfield.....	\$ 137,771	\$ 990,404	1.598502%
Town of Bernardston.....	140,354	1,008,973	1.628471%
Bernardston Fire & Water District.....	6,888	49,516	0.079919%
Town of Buckland.....	154,131	1,108,013	1.788320%
Town of Charlemont.....	94,718	680,906	1.098975%
Town of Colrain.....	123,994	891,365	1.438653%
Town of Conway.....	244,543	1,757,964	2.837334%
Town of Deerfield.....	860,207	6,183,833	9.980636%
Town of Erving.....	467,559	3,361,175	5.424899%
Franklin County Regional Housing Authority.....	322,417	2,317,783	3.740875%
Franklin County Solid Waste Management District.....	34,479	247,862	0.400046%
Franklin Regional Transit Authority.....	95,498	686,513	1.108025%
Frontier Regional School District.....	521,807	3,751,152	6.054317%
Town of Gill.....	108,495	779,946	1.258824%
Hawlemont Regional School District.....	81,802	588,056	0.949116%
Town of Hawley.....	39,609	284,740	0.459567%
Town of Heath.....	87,829	631,383	1.019045%
Town of Leverett.....	217,850	1,566,074	2.527626%
Town of Leyden.....	39,609	284,740	0.459567%
Mahar Regional School District.....	362,509	2,605,995	4.206046%
Mohawk Regional School District.....	799,932	5,750,529	9.281290%
Town of Monroe.....	31,860	229,034	0.369659%
Town of New Salem.....	62,858	451,872	0.729316%
New Salem/Wendell Union School District.....	198,907	1,429,897	2.307838%
Town of Northfield.....	223,878	1,609,408	2.597567%
Town of Orange.....	1,152,968	8,288,426	13.377425%
Orange Housing Authority.....	10,333	74,282	0.119890%
Pioneer Valley Regional School District.....	524,390	3,769,720	6.084287%
Town of Rowe.....	177,380	1,275,144	2.058069%
Town of Shelburne.....	158,436	1,138,960	1.838269%
Shelburne Falls Fire District.....	54,247	389,969	0.629406%
Town of Shutesbury.....	241,099	1,733,206	2.797375%
South Deerfield Fire District.....	32,721	235,224	0.379649%
South Deerfield Water Supply District.....	58,553	420,924	0.679367%
Town of Sunderland.....	391,786	2,816,460	4.545736%
Town of Warwick.....	67,163	482,820	0.779265%
Town of Wendell.....	61,135	439,486	0.709325%
Town of Whately.....	229,044	1,646,545	2.657506%
Total.....	\$ <u>8,618,759</u>	\$ <u>61,958,299</u>	<u>100.000000%</u>

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, 2023

	Town of Ashfield	Town of Bernardston	Bernardston Fire & Water District	Town of Buckland
Net Pension Liability				
Beginning net pension liability.....	\$ 1,029,951	\$ 1,097,715	\$ 47,432	\$ 1,233,243
Ending net pension liability.....	\$ 990,404	\$ 1,008,973	\$ 49,516	\$ 1,108,013
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 18,385	\$ 18,730	\$ 919	\$ 20,568
Net difference between projected and actual investment earnings on pension plan investments.....	132,720	135,209	6,635	148,480
Changes of assumptions.....	79,570	81,062	3,978	89,018
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	41,916	7,158	6,564	-
Total Deferred Outflows of Resources.....	\$ 272,591	\$ 242,159	\$ 18,096	\$ 258,066
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 5,144	\$ 5,240	\$ 257	\$ 5,755
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	-	-	-	39,499
Total Deferred Inflows of Resources.....	\$ 5,144	\$ 5,240	\$ 257	\$ 45,254
Pension Expense				
Proportionate share of plan pension expense.....	\$ 156,255	\$ 159,185	\$ 7,812	\$ 174,810
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	26,112	10,172	3,398	(24,064)
Total Employer Pension Expense.....	\$ 182,367	\$ 169,357	\$ 11,210	\$ 150,746
Contributions				
Statutory required contribution.....	\$ 137,771	\$ 140,354	\$ 6,888	\$ 154,131
Contribution in relation to statutory required contribution.....	(137,771)	(140,354)	(6,888)	(154,131)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.58%	23.61%	23.35%	23.68%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 93,686	\$ 79,289	\$ 6,589	\$ 58,966
June 30, 2026.....	71,848	62,873	5,189	56,275
June 30, 2027.....	124,987	118,913	7,159	124,477
June 30, 2028.....	(23,074)	(24,156)	(1,098)	(26,906)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 267,447	\$ 236,919	\$ 17,839	\$ 212,812
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 1,437,939	\$ 1,464,898	\$ 71,891	\$ 1,608,691
Current discount rate (7.15%).....	\$ 990,404	\$ 1,008,973	\$ 49,516	\$ 1,108,013
1% increase (8.15%).....	\$ 611,444	\$ 622,908	\$ 30,570	\$ 684,052
Covered Payroll.....	\$ 584,261	\$ 594,505	\$ 29,501	\$ 650,932

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, 2023

	Town of Charlemont	Town of Colrain	Town of Conway	Town of Deerfield
Net Pension Liability				
Beginning net pension liability.....	\$ 731,813	\$ 968,973	\$ 1,937,947	\$ 6,633,740
Ending net pension liability.....	\$ 680,906	\$ 891,365	\$ 1,757,964	\$ 6,183,833
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 12,640	\$ 16,547	\$ 32,633	\$ 114,791
Net difference between projected and actual investment earnings on pension plan investments.....	91,246	119,448	235,578	828,671
Changes of assumptions.....	54,704	71,613	141,236	496,813
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	7,284	27,824	6,316	138,837
Total Deferred Outflows of Resources.....	\$ 165,874	\$ 235,432	\$ 415,763	\$ 1,579,112
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 3,536	\$ 4,629	\$ 9,130	\$ 32,116
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	3,193	-	9,270	-
Total Deferred Inflows of Resources.....	\$ 6,729	\$ 4,629	\$ 18,400	\$ 32,116
Pension Expense				
Proportionate share of plan pension expense.....	\$ 107,426	\$ 140,630	\$ 277,352	\$ 975,616
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	2,629	13,718	12,195	108,975
Total Employer Pension Expense.....	\$ 110,055	\$ 154,348	\$ 289,547	\$ 1,084,591
Contributions				
Statutory required contribution.....	\$ 94,718	\$ 123,994	\$ 244,543	\$ 860,207
Contribution in relation to statutory required contribution.....	(94,718)	(123,994)	(244,543)	(860,207)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.69%	23.58%	23.65%	23.66%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 51,239	\$ 83,562	\$ 133,358	\$ 527,621
June 30, 2026.....	42,561	62,202	103,770	417,962
June 30, 2027.....	81,526	106,371	202,668	748,208
June 30, 2028.....	(16,181)	(21,332)	(42,433)	(146,795)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 159,145	\$ 230,803	\$ 397,363	\$ 1,546,996
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 988,588	\$ 1,294,146	\$ 2,552,336	\$ 8,978,123
Current discount rate (7.15%).....	\$ 680,906	\$ 891,365	\$ 1,757,964	\$ 6,183,833
1% increase (8.15%).....	\$ 420,370	\$ 550,300	\$ 1,085,311	\$ 3,817,701
Covered Payroll.....	\$ 399,846	\$ 525,846	\$ 1,033,987	\$ 3,636,373
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, 2023

	Town of Erving	Franklin County Regional Housing Authority	Franklin County Solid Waste Management District	Franklin Regional Transit Authority
Net Pension Liability				
Beginning net pension liability.....	\$ 3,503,205	\$ 2,505,596	\$ 271,798	\$ 779,979
Ending net pension liability.....	\$ 3,361,175	\$ 2,317,783	\$ 247,862	\$ 686,513
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 62,394	\$ 43,025	\$ 4,601	\$ 12,744
Net difference between projected and actual investment earnings on pension plan investments.....	450,418	310,597	33,215	91,997
Changes of assumptions.....	270,039	186,212	19,913	55,155
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	180,118	16,510	184	-
Total Deferred Outflows of Resources.....	\$ 962,969	\$ 556,344	\$ 57,913	\$ 159,896
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 17,457	\$ 12,038	\$ 1,287	\$ 3,565
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	-	30,225	4,944	25,776
Total Deferred Inflows of Resources.....	\$ 17,457	\$ 42,263	\$ 6,231	\$ 29,341
Pension Expense				
Proportionate share of plan pension expense.....	\$ 530,289	\$ 365,674	\$ 39,105	\$ 108,310
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	103,306	(18,514)	(2,756)	(5,821)
Total Employer Pension Expense.....	\$ 633,595	\$ 347,160	\$ 36,349	\$ 102,489
Contributions				
Statutory required contribution.....	\$ 467,559	\$ 322,417	\$ 34,479	\$ 95,498
Contribution in relation to statutory required contribution.....	(467,559)	(322,417)	(34,479)	(95,498)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.67%	24.07%	24.24%	24.07%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 331,497	\$ 155,132	\$ 15,520	\$ 40,533
June 30, 2026.....	264,210	139,324	13,518	32,544
June 30, 2027.....	428,209	274,904	28,607	74,362
June 30, 2028.....	(78,404)	(55,279)	(5,963)	(16,884)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 945,512	\$ 514,081	\$ 51,682	\$ 130,555
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 4,879,991	\$ 3,365,120	\$ 359,863	\$ 996,728
Current discount rate (7.15%).....	\$ 3,361,175	\$ 2,317,783	\$ 247,862	\$ 686,513
1% increase (8.15%).....	\$ 2,075,083	\$ 1,430,925	\$ 153,022	\$ 423,832
Covered Payroll.....	\$ 1,975,609	\$ 1,339,382	\$ 142,232	\$ 396,740

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, 2023

	Frontier Regional School District	Town of Gill	Hawlemont Regional School District	Town of Hawley
Net Pension Liability				
Beginning net pension liability.....	\$ 4,065,622	\$ 874,109	\$ 670,826	\$ 318,470
Ending net pension liability.....	\$ 3,751,152	\$ 779,946	\$ 588,056	\$ 284,740
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 69,633	\$ 14,478	\$ 10,916	\$ 5,286
Net difference between projected and actual investment earnings on pension plan investments.....	502,677	104,518	78,803	38,157
Changes of assumptions.....	301,370	62,661	47,245	22,876
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	21,259	-	8,317	5,369
Total Deferred Outflows of Resources.....	\$ 894,939	\$ 181,657	\$ 145,281	\$ 71,688
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 19,482	\$ 4,051	\$ 3,054	\$ 1,479
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	33,780	25,553	14,062	3,510
Total Deferred Inflows of Resources.....	\$ 53,262	\$ 29,604	\$ 17,116	\$ 4,989
Pension Expense				
Proportionate share of plan pension expense.....	\$ 591,815	\$ 123,051	\$ 92,777	\$ 44,923
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(14,621)	(24,473)	8,559	4,252
Total Employer Pension Expense.....	\$ 577,194	\$ 98,578	\$ 101,336	\$ 49,175
Contributions				
Statutory required contribution.....	\$ 521,807	\$ 108,495	\$ 81,802	\$ 39,609
Contribution in relation to statutory required contribution.....	(521,807)	(108,495)	(81,802)	(39,609)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.65%	23.68%	23.74%	23.56%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 265,501	\$ 45,257	\$ 46,545	\$ 23,804
June 30, 2026.....	223,453	39,157	32,053	17,500
June 30, 2027.....	442,330	86,659	64,067	32,329
June 30, 2028.....	(89,607)	(19,020)	(14,500)	(6,934)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 841,677	\$ 152,053	\$ 128,165	\$ 66,699
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 5,446,186	\$ 1,132,380	\$ 853,781	\$ 413,406
Current discount rate (7.15%).....	\$ 3,751,152	\$ 779,946	\$ 588,056	\$ 284,740
1% increase (8.15%).....	\$ 2,315,842	\$ 481,514	\$ 363,047	\$ 175,789
Covered Payroll.....	\$ 2,206,471	\$ 458,131	\$ 344,630	\$ 168,122

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, 2023

	Town of Heath	Town of Leverett	Town of Leyden	Mahar Regional School District
Net Pension Liability				
Beginning net pension liability.....	\$ 691,158	\$ 1,707,563	\$ 304,916	\$ 3,076,325
Ending net pension liability.....	\$ 631,383	\$ 1,566,074	\$ 284,740	\$ 2,605,995
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 11,720	\$ 29,071	\$ 5,286	\$ 48,375
Net difference between projected and actual investment earnings on pension plan investments.....	84,609	209,864	38,157	349,219
Changes of assumptions.....	50,726	125,819	22,876	209,367
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	16,916	3,575	3,739	-
Total Deferred Outflows of Resources.....	\$ 163,971	\$ 368,329	\$ 70,058	\$ 606,961
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 3,279	\$ 8,134	\$ 1,479	\$ 13,535
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	-	44,348	-	222,690
Total Deferred Inflows of Resources.....	\$ 3,279	\$ 52,482	\$ 1,479	\$ 236,225
Pension Expense				
Proportionate share of plan pension expense.....	\$ 99,613	\$ 247,078	\$ 44,923	\$ 411,145
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	14,252	(47,716)	2,843	(93,490)
Total Employer Pension Expense.....	\$ 113,865	\$ 199,362	\$ 47,766	\$ 317,655
Contributions				
Statutory required contribution.....	\$ 87,829	\$ 217,850	\$ 39,609	\$ 362,509
Contribution in relation to statutory required contribution.....	(87,829)	(217,850)	(39,609)	(362,509)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.53%	23.66%	23.42%	23.67%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 56,854	\$ 87,074	\$ 22,462	\$ 92,911
June 30, 2026.....	44,132	84,282	18,488	83,905
June 30, 2027.....	74,880	182,042	34,379	259,573
June 30, 2028.....	(15,174)	(37,551)	(6,750)	(65,653)
Total Deferred (Inflows)/Outflows Recognized in	\$ 160,692	\$ 315,847	\$ 68,579	\$ 370,736
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 916,686	\$ 2,273,737	\$ 413,406	\$ 3,783,567
Current discount rate (7.15%).....	\$ 631,383	\$ 1,566,074	\$ 284,740	\$ 2,605,995
1% increase (8.15%).....	\$ 389,796	\$ 966,844	\$ 175,789	\$ 1,608,858
Covered Payroll.....	\$ 373,191	\$ 920,719	\$ 169,110	\$ 1,531,329

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, 2023

	Mohawk Regional School District	Town of Monroe	Town of New Salem	New Salem/ Wendell Union School District
Net Pension Liability				
Beginning net pension liability.....	\$ 6,396,579	\$ 250,715	\$ 508,207	\$ 1,565,267
Ending net pension liability.....	\$ 5,750,529	\$ 229,034	\$ 451,872	\$ 1,429,897
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 106,748	\$ 4,252	\$ 8,388	\$ 26,543
Net difference between projected and actual investment earnings on pension plan investments.....	770,606	30,692	60,554	191,615
Changes of assumptions.....	462,001	18,401	36,304	114,879
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	22,140	3,755	344	38,450
Total Deferred Outflows of Resources.....	\$ 1,361,495	\$ 57,100	\$ 105,590	\$ 371,487
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 29,866	\$ 1,190	\$ 2,347	\$ 7,426
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	59,478	-	16,766	-
Total Deferred Inflows of Resources.....	\$ 89,344	\$ 1,190	\$ 19,113	\$ 7,426
Pension Expense				
Proportionate share of plan pension expense.....	\$ 907,255	\$ 36,134	\$ 71,291	\$ 225,593
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	11,896	6,588	(5,208)	29,314
Total Employer Pension Expense.....	\$ 919,151	\$ 42,722	\$ 66,083	\$ 254,907
Contributions				
Statutory required contribution.....	\$ 799,932	\$ 31,860	\$ 62,858	\$ 198,907
Contribution in relation to statutory required contribution.....	(799,932)	(31,860)	(62,858)	(198,907)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.65%	23.79%	23.65%	23.62%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 425,379	\$ 20,461	\$ 26,163	\$ 133,603
June 30, 2026.....	333,003	14,220	21,613	96,500
June 30, 2027.....	653,351	26,734	49,745	168,322
June 30, 2028.....	(139,582)	(5,505)	(11,044)	(34,364)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 1,272,151	\$ 55,910	\$ 86,477	\$ 364,061
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 8,349,023	\$ 332,528	\$ 656,059	\$ 2,076,025
Current discount rate (7.15%).....	\$ 5,750,529	\$ 229,034	\$ 451,872	\$ 1,429,897
1% increase (8.15%).....	\$ 3,550,194	\$ 141,398	\$ 278,971	\$ 882,773
Covered Payroll.....	\$ 3,382,595	\$ 133,895	\$ 265,782	\$ 842,227

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, 2023

	Town of Northfield	Town of Orange	Orange Housing Authority	Pioneer Valley Regional School District
Net Pension Liability				
Beginning net pension liability.....	\$ 1,802,428	\$ 9,046,024	\$ 74,533	\$ 4,282,450
Ending net pension liability.....	\$ 1,609,408	\$ 8,288,426	\$ 74,282	\$ 3,769,720
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 29,876	\$ 153,859	\$ 1,379	\$ 69,978
Net difference between projected and actual investment earnings on pension plan investments.....	215,671	1,110,701	9,954	505,166
Changes of assumptions.....	129,301	665,898	5,968	302,862
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	11,260	81,601	3,529	-
Total Deferred Outflows of Resources.....	\$ 386,108	\$ 2,012,059	\$ 20,830	\$ 878,006
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 8,359	\$ 43,044	\$ 386	\$ 19,579
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	22,820	34,246	1,386	165,720
Total Deferred Inflows of Resources.....	\$ 31,179	\$ 77,290	\$ 1,772	\$ 185,299
Pension Expense				
Proportionate share of plan pension expense.....	\$ 253,915	\$ 1,307,654	\$ 11,719	\$ 594,745
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(19,960)	(59,581)	(1,446)	(115,670)
Total Employer Pension Expense.....	\$ 233,955	\$ 1,248,073	\$ 10,273	\$ 479,075
Contributions				
Statutory required contribution.....	\$ 223,878	\$ 1,152,968	\$ 10,333	\$ 524,390
Contribution in relation to statutory required contribution.....	(223,878)	(1,152,968)	(10,333)	(524,390)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.69%	23.63%	24.27%	23.66%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 117,380	\$ 622,031	\$ 5,268	\$ 197,066
June 30, 2026.....	95,074	534,598	5,669	178,902
June 30, 2027.....	181,704	976,987	9,814	409,446
June 30, 2028.....	(39,229)	(198,847)	(1,693)	(92,707)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 354,929	\$ 1,934,769	\$ 19,058	\$ 692,707
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 2,336,652	\$ 12,033,719	\$ 107,847	\$ 5,473,146
Current discount rate (7.15%).....	\$ 1,609,408	\$ 8,288,426	\$ 74,282	\$ 3,769,720
1% increase (8.15%).....	\$ 993,597	\$ 5,117,010	\$ 45,859	\$ 2,327,305
Covered Payroll.....	\$ 945,144	\$ 4,879,352	\$ 42,582	\$ 2,216,643

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, 2023

	Town of Rowe	Town of Shelburne	Shelburne Falls Fire District	Town of Shutesbury
Net Pension Liability				
Beginning net pension liability.....	\$ 1,341,661	\$ 1,246,797	\$ 426,897	\$ 1,951,493
Ending net pension liability.....	\$ 1,275,144	\$ 1,138,960	\$ 389,969	\$ 1,733,206
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 23,671	\$ 21,143	\$ 7,239	\$ 32,174
Net difference between projected and actual investment earnings on pension plan investments.....	170,877	152,628	52,258	232,260
Changes of assumptions.....	102,446	91,505	31,330	139,247
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	34,860	139	26	-
Total Deferred Outflows of Resources.....	\$ 331,854	\$ 265,415	\$ 90,853	\$ 403,681
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 6,623	\$ 5,915	\$ 2,025	\$ 9,002
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	11,762	14,304	1,163	50,149
Total Deferred Inflows of Resources.....	\$ 18,385	\$ 20,219	\$ 3,188	\$ 59,151
Pension Expense				
Proportionate share of plan pension expense.....	\$ 201,178	\$ 179,693	\$ 61,525	\$ 273,446
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(5,178)	(4,201)	(1,401)	(12,147)
Total Employer Pension Expense.....	\$ 196,000	\$ 175,492	\$ 60,124	\$ 261,299
Contributions				
Statutory required contribution.....	\$ 177,380	\$ 158,436	\$ 54,247	\$ 241,099
Contribution in relation to statutory required contribution.....	(177,380)	(158,436)	(54,247)	(241,099)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.65%	23.66%	23.57%	23.69%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 96,509	\$ 77,124	\$ 27,768	\$ 108,003
June 30, 2026.....	88,656	63,692	23,754	87,655
June 30, 2027.....	158,220	131,755	45,516	191,261
June 30, 2028.....	(29,916)	(27,375)	(9,373)	(42,389)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 313,469	\$ 245,196	\$ 87,665	\$ 344,530
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 1,851,345	\$ 1,653,623	\$ 566,185	\$ 2,516,390
Current discount rate (7.15%).....	\$ 1,275,144	\$ 1,138,960	\$ 389,969	\$ 1,733,206
1% increase (8.15%).....	\$ 787,234	\$ 703,158	\$ 240,755	\$ 1,070,026
Covered Payroll.....	\$ 750,081	\$ 669,596	\$ 230,132	\$ 1,017,664

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, 2023

	South Deerfield Fire District	South Deerfield Water Supply District	Town of Sunderland	Town of Warwick
Net Pension Liability				
Beginning net pension liability.....	\$ 223,606	\$ 433,674	\$ 2,981,461	\$ 535,307
Ending net pension liability.....	\$ 235,224	\$ 420,924	\$ 2,816,460	\$ 482,820
Deferred Outflows of Resources				
Differences between expected and actual experience.....	\$ 4,366	\$ 7,814	\$ 52,282	\$ 8,963
Net difference between projected and actual investment earnings on pension plan investments.....	31,521	56,406	377,423	64,701
Changes of assumptions.....	18,898	33,817	226,276	38,790
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	37,813	37,599	114,758	-
Total Deferred Outflows of Resources.....	\$ 92,598	\$ 135,636	\$ 770,739	\$ 112,454
Deferred Inflows of Resources				
Differences between expected and actual experience.....	\$ 1,222	\$ 2,186	\$ 14,628	\$ 2,508
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	-	-	-	8,299
Total Deferred Inflows of Resources.....	\$ 1,222	\$ 2,186	\$ 14,628	\$ 10,807
Pension Expense				
Proportionate share of plan pension expense.....	\$ 37,111	\$ 66,409	\$ 444,350	\$ 76,174
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	21,095	22,870	77,173	(3,657)
Total Employer Pension Expense.....	\$ 58,206	\$ 89,279	\$ 521,523	\$ 72,517
Contributions				
Statutory required contribution.....	\$ 32,721	\$ 58,553	\$ 391,786	\$ 67,163
Contribution in relation to statutory required contribution.....	(32,721)	(58,553)	(391,786)	(67,163)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.38%	23.75%	23.65%	23.71%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense				
June 30, 2025.....	\$ 35,945	\$ 49,606	\$ 267,331	\$ 31,399
June 30, 2026.....	26,269	38,231	206,128	26,969
June 30, 2027.....	34,358	55,363	348,971	54,975
June 30, 2028.....	(5,196)	(9,750)	(66,319)	(11,696)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 91,376	\$ 133,450	\$ 756,111	\$ 101,647
Discount Rate Sensitivity				
1% decrease (6.15%).....	\$ 341,515	\$ 611,127	\$ 4,089,136	\$ 700,991
Current discount rate (7.15%).....	\$ 235,224	\$ 420,924	\$ 2,816,460	\$ 482,820
1% increase (8.15%).....	\$ 145,220	\$ 259,865	\$ 1,738,793	\$ 298,077
Covered Payroll.....	\$ 139,943	\$ 246,556	\$ 1,656,263	\$ 283,279

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, 2023

	Town of Wendell	Town of Whately	Totals
Net Pension Liability			
Beginning net pension liability.....	\$ 501,430	\$ 1,809,196	\$ 67,828,106
Ending net pension liability.....	\$ 439,486	\$ 1,646,545	\$ 61,958,299
Deferred Outflows of Resources			
Differences between expected and actual experience.....	\$ 8,158	\$ 30,565	\$ 1,150,140
Net difference between projected and actual investment earnings on pension plan investments.....	58,894	220,647	8,302,792
Changes of assumptions.....	35,309	132,285	4,977,770
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	331	-	878,491
Total Deferred Outflows of Resources.....	\$ 102,692	\$ 383,497	\$ 15,309,193
Deferred Inflows of Resources			
Differences between expected and actual experience.....	\$ 2,283	\$ 8,552	\$ 321,788
Changes in proportion and differences between employer contributions and proportionate share of contributions.....	15,694	19,854	878,491
Total Deferred Inflows of Resources.....	\$ 17,977	\$ 28,406	\$ 1,200,279
Pension Expense			
Proportionate share of plan pension expense.....	\$ 69,337	\$ 259,774	\$ 9,775,092
Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions.....	(7,207)	(12,236)	-
Total Employer Pension Expense.....	\$ 62,130	\$ 247,538	\$ 9,775,092
Contributions			
Statutory required contribution.....	\$ 61,135	\$ 229,044	\$ 8,618,759
Contribution in relation to statutory required contribution.....	(61,135)	(229,044)	(8,618,759)
Contribution deficiency/(excess).....	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll.....	23.70%	23.63%	23.67%
Deferred (Inflows)/Outflows Recognized in Future Pension Expense			
June 30, 2025.....	\$ 26,148	\$ 109,428	\$ 4,594,012
June 30, 2026.....	21,775	94,995	3,772,949
June 30, 2027.....	47,629	190,334	7,231,135
June 30, 2028.....	(10,837)	(39,666)	(1,489,182)
Total Deferred (Inflows)/Outflows Recognized in Future Pension Expense.....	\$ 84,715	\$ 355,091	\$ 14,108,914
Discount Rate Sensitivity			
1% decrease (6.15%).....	\$ 638,076	\$ 2,390,570	\$ 89,955,420
Current discount rate (7.15%).....	\$ 439,486	\$ 1,646,545	\$ 61,958,299
1% increase (8.15%).....	\$ 271,324	\$ 1,016,525	\$ 38,251,081
Covered Payroll.....	\$ 258,001	\$ 969,182	\$ 36,409,834

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 Franklin Regional Retirement System's collective pension amounts.

A 5-year average of the rates of regular compensation were applied to allocate the System's fiscal year 2023 pension fund appropriation by member unit. The annual pension fund appropriations are calculated based on semi-annual payments. Discounts are applied to member units making one annual payment on July 1. The System's net pension liability is allocated to each member unit based on their actual contributions to the System, regardless of which payment option they select.

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:

The following changes were reflected in the January 1, 2024, valuation:

- The discount rate decreased from 7.25% to 7.15%.
- The salary scale and mortality improvement rates have been updated.

Plan Provisions:

None.

REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

To the Honorable Franklin Regional Retirement Board
Franklin Regional Retirement System
Greenfield, Massachusetts

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to the financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Franklin Regional Retirement System, as of and for the year ended December 31, 2023 and the related notes to the financial statements, which collectively comprise the Franklin Regional Retirement System's financial statements, and have issued our report thereon dated August 28, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Franklin Regional Retirement System's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Franklin Regional Retirement System's internal control. Accordingly, we do not express an opinion on the effectiveness of the Franklin Regional Retirement System's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Franklin Regional Retirement System's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Powers & Sullivan LLC

August 28, 2024