

**Worcester Retirement System
Worcester, Massachusetts
(A Component Unit of the
City of Worcester, Massachusetts)**

**Annual Comprehensive Financial Report
Fiscal Year Ended December 31, 2024**

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(A Component Unit of the City of Worcester, Massachusetts)**

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For the Fiscal Year Ended December 31, 2024**

**Prepared by the Executive Secretary of the
Worcester Retirement System**

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Introductory Section

Worcester Retirement System

Room 103 City Hall Worcester Massachusetts 01608 Phone (508) 799 1062

June 30, 2025

Worcester Retirement Board
City Hall Room 103
455 Main Street
Worcester, MA 01608

Dear Members of the Board, Members of the System and Participants of the System:

We are pleased to submit the Annual Comprehensive Financial Report (ACFR) of the Worcester Retirement System (WRS) for the year ended December 31, 2024. The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the WRS for its ACFR for the year ended December 31, 2023. This was the twenty-first consecutive year that the WRS has achieved this prestigious award. In order to be awarded a Certificate of Achievement, the WRS must publish an easily readable and efficiently organized ACFR. This report must satisfy both accounting principles generally accepted in the United States of America and applicable legal requirements. Management accepts responsibility for the contents of the report.

A Certificate of Achievement is valid for a period of one year. We believe that our current ACFR continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

GASB Statement No. 34 requires that management provide a narrative introduction, overview and analysis to accompany the basic financial statements in the form of Management's Discussion and Analysis (MD&A). This letter of transmittal is designed to compliment the MD&A and should be read in conjunction with it. The WRS's MD&A can be found immediately following the report of the independent auditor.

History of the WRS

The WRS became operative as of January 1, 1945 under Massachusetts General Laws Chapter 32 (M.G.L. c.32). The WRS is a contributory defined benefit plan that covers eligible employees of the City of Worcester (except Worcester Public School teachers) and the Worcester Housing Authority (WHA). The WRS is administered by a five member Board consisting of the City Auditor, two representatives elected from the membership, a City Manager representative and a fifth member chosen by the other four who cannot be an employee, retiree or official of the City. One Board member is elected from the group to serve as Chairman.

Investment Results

The WRS has an Investment Policy Statement which establishes investment objectives and policies providing the framework for investments. This Policy is reviewed on an annual basis. A summary of the Investment Policy is included in the Investment Section. The System uses a custodian bank to safeguard the assets and ensure proper settlement and recording of transactions.

An integral part of the overall Investment Policy is the Asset Allocation Policy. This is designed to provide an optimal mix of asset classes to both preserve principal and provide adequate funds to pay pension benefits. Both traditional assets (cash, bonds, domestic stocks, domestic fixed income and mortgages) and nontraditional assets (real estate, international stock and fixed income, venture capital, mezzanine financing, hedge funds, timber, natural resources, infrastructure and leveraged buyouts) are part of the mix. The investment market results have demonstrated the importance of a diversified asset allocation.

WRS time-weighted investment return of 8.7% for 2024 was more than both the actuarial expected rate of return and the Investment Policy benchmark. Please refer to the Investment Section of this ACFR for more information on investment results.

Chapter 68 of the Acts of 2007, An Act to Reduce the Stress on Local Property Taxes Through Enhanced Pension Fund Investment, was signed into law July 25, 2007. This Act amends M.G.L. c.32 §22 and directs the Public Employee Retirement Administration Commission (PERAC) to conduct an annual analysis of all Massachusetts public pension plans. The assessment includes the investment performance and funded ratio of each system every January 1st in accordance with the established methodology and standard. Systems failing to meet the standard are mandated to transfer the system's assets to the Massachusetts Pension Reserve Investment Management (PRIM) Board. The WRS met these mandated standards for each year since 2007 and is not subject to the mandatory transfer of system assets.

Major Initiatives

Benefits

A cost-of-living adjustment (COLA) was granted to eligible retirees and survivors effective July 1, 2024. Pursuant to Chapter 269 of the Acts of 2023, the Board approved a 3% COLA increase. The 3% COLA was paid on a base of \$16,000 (maximum \$480). The WRS has granted the maximum percent allowed by law since enactment of the legislation in 1997 in all but one year (2011- 2.5%).

Signed into law on November 18, 2011, Chapter 176 of the Acts of 2011 became effective February 16, 2012 and is thought to reform and modernize the pension laws for public employees in Massachusetts. The law creates a new benefit structure for employees hired on or after April 2, 2012. The new age factors established will increase the minimum age for retirement. Calculation of the pension will use a 5 year average and contains anti-spiking provisions for both new members and current employees.

Administration

Chapter 176 of the Acts of 2011 has a number of corporate governance provisions that require the WRS adhere to specific procurement procedures for investment management and related services. The Act also mandates training and financial disclosures of all Board members.

The WRS strives to provide quality service and information to active and retired members and their beneficiaries. To assist in this effort, we maintain and continually update our Internet site through the City web page, which includes our ACFR, at www.worcesterma.gov/retirement-board.

The WRS continues to focus on the education of its members both active continues to work on their newsletters. The newsletter are available on our website.

Internal and Budgetary Controls

The WRS management is responsible for maintaining a system of internal controls designed to provide reasonable, but not absolute, assurance that the financial statements are fairly stated in accordance with accounting principles generally accepted in the United States of America while adequately safeguarding the assets. We believe the current internal controls accomplish this goal. The concept of reasonable assurance recognizes that the cost of internal controls should not exceed their anticipated benefits (also, the evaluation of costs and benefits requires estimates and judgments by management).

The WRS budget is presented to and approved by the Board each year. All the expenditures are reviewed by the Board at its monthly meeting.

Accounting

This report has been prepared in accordance with accounting principals generally accepted in the United States of America. The basic financial statements are presented in accordance with the principles of the Government Accounting Standards Board (GASB), including guidelines established by GASB Statements No. 34, *Basic Financial Statements – and Management’s Discussion and Analysis – for State and Local Governments*; No. 37, *Basic Financial Statements – and Management’s Discussion and Analysis – for State and Local Governments; Omnibus*; No. 38, *Certain Financial Statement Note Disclosures*; No. 40 *Deposit and Investment Risk Disclosures (an amendment of GASB No. 3)*; No. 63 *Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position*; and No. 67 *Financial Reporting for Pension Plans—an amendment of GASB Statement No. 25*.

CliftonLarsonAllen LLP, a firm of licensed certified public accountants, performed the audit for the WRS. The goal of the independent audit is to provide reasonable assurance that the financial statements for the year ended December 31, 2024 are free of material misstatements. The report of the independent auditors is included in the Financial Section of this report. CliftonLarsonAllen LLP has issued an unqualified opinion on the WRS's basic financial statements for the year ended December 31, 2024.

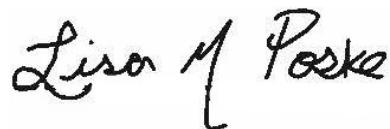
Actuarial Funding

The WRS has retained the services of The Segal Company, an independent actuarial firm, to conduct an annual actuarial valuation of the WRS. The funded ratio is one measure of the financial condition of the WRS. The funded ratio is calculated by dividing the net position of the WRS by the projected pension liability. The projected pension liability is a measure of the present value of total pension benefits estimated to be payable in the future to both current and future retirees and/or beneficiaries. A higher funding ratio gives the members a greater degree of assurance that their pension benefits are secure. As of January 1, 2025, the funded ratio of the WRS was calculated at 79.10%, an increase on an actuarial basis from the prior year. On a fair value basis the funded ratio has increased from 75.48% to 78.76%.

Acknowledgements

We are pleased to have once again completed this report in accordance with the GFOA Certificate of Achievement guidelines. We are proud to provide an annual report to our members that is both easy to read and comprehensive. We feel it is important to provide a ACFR for our members and other interested parties to follow the progress of the WRS. The publication of this report represents the combined efforts of the WRS staff, auditor, actuary, and investment consultants. We would like to acknowledge and thank them for their hard work and collaboration.

Respectfully submitted,

A handwritten signature in black ink that reads "Lisa M Poske". The "M" is written above the "Poske".

Lisa Poske
Executive Secretary

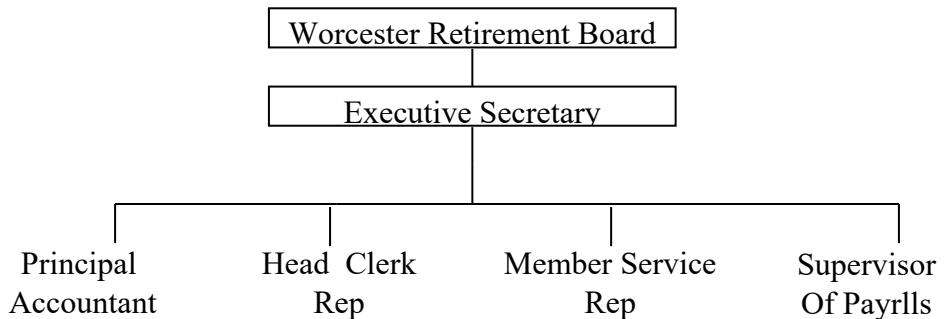
Retirement Board Members

Robert V. Stearns	Ex-Officio Member	01/08/2021 - No End
Matthew Walley	City Manager Appointee	At the discretion of the City Manager
Elizabeth A. Early	Elected Member	11/01/2022 - 10/31/2025
John F. Mahan	Elected Member	01/01/2021 - 01/01/2026
Tamara Cullen	Appointed Member	11/08/2024- 11/07/2027

Administrative Staff

Lisa M. Poske	Executive Secretary
Vicki Cabezas	Principal Accountant
Jennifer Wood	Supervisor of Payrolls
Lori Cutroni	Head Clerk
Fiona Szpiech	Member Service Representative

Organizational Chart*



* Does not include investment professionals who provide services to the WRS. A list of these investment professionals is located on the following page. In addition, please refer to the Schedule of Fees and Commissions and 2024 Commissions to Brokers located within the Investment Section of this report, starting on page 52.

CONSULTANTS AND PROFESSIONAL SERVICES

DOMESTIC EQUITY MANAGERS

LMCG

Boston, MA

State Street Global Advisors

Boston, MA

DOMESTIC FIXED INCOME MANAGERS

Income Research & Management

Boston, MA

Loomis Sayles & Company, L.P.

Boston, MA

INTERNATIONAL EQUITY MANAGERS

Acadian Asset Management

Boston, MA

State Street Global Advisors

Boston, MA

ALTERNATIVE CAPITAL INVESTMENT MANAGERS

American Securities Partners

New York, NY

Ascent Venture Management

Boston, MA

Boston Millennia Partners

Boston, MA

Capital International Private Equity Fund

Irvine, CA

Charlesbank Capital Partners

Boston, MA

Eaton Vance Investment Managers

Chicago, IL

EnTrust Global

New York, NY

Global Infrastructure Partners

New York, NY

Harvest Partners, LLC

New York, NY

IFM Infrastructures

New York, NY

Newstone Capital Partners, L.P.

Los Angeles, CA

Northstar Capital, LLC

Minneapolis, MN

Old Farm Partners

New York, NY

Ridgemont Equity Partners

Charlotte, NC

Standard Life Investments Limited

Edinburgh, UK

The Riverside Company

New York, NY

Vitruvian Partners

London, England

White Deer Energy TE L.P.

Houston, TX

REAL ESTATE MANAGERS

AEW Capital Management, L.P.

Boston, MA

RMK Timberland a div. of Regions Bank

Atlanta, GA

Mass PRIM

Boston, MA

TA Realty

Boston, MA

LEGAL ADVISORS

The Law Offices of Michael Sacco

Southampton, MA

DISABILITY INSURANCE CONSULTANTS

Umass Medical School

Worcester, MA

INDEPENDENT AUDITORS

CliftonLarsonAllen LLP

Lexington, MA

INVESTMENT ADVISORS

Meketa Investment Group

Westwood, MA

ACTUARIAL CONSULTANT

The Segal Company

Boston, MA

CUSTODIAN

M&T Bank

Beverly, MA

COMMISSION RECAPTURE BROKERS

Cowen Plan Sponsor Services

New York, NY



Government Finance Officers Association

Certificate of
Achievement
for Excellence
in Financial
Reporting

Presented to

**Worcester Retirement System
Massachusetts**

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

December 31, 2023

Christopher P. Morill

Executive Director/CEO

Financial Section



Independent Auditors' Report

To the Honorable Retirement Board
Worcester Retirement System

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Worcester Retirement System (WRS), a component unit of the City of Worcester, Massachusetts, as of and for the year ended December 31, 2024, and the related notes to the financial statements, which collectively comprise WRS's basic 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 WRS as of December 31, 2024, and the changes in fiduciary net 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 (GAAS) 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the WRS 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 for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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 WRS'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.

To the Honorable Retirement Board
Worcester Retirement System

Auditors' 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 auditors' 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 GAAS and *Government 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 judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment 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 audit 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 WRS'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 judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the WRS'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 the management's discussion and analysis, schedule of changes in employer net pension liability (asset) and related ratios, schedule of employer contributions and schedule of investment returns be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion

To the Honorable Retirement Board
Worcester Retirement System

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.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise WRS's basic financial statements. The accompanying schedule of administrative expenses and schedule of investment and consultants' expenses (collectively, the supplementary information) as referenced in the table of contents is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory, investment, actuarial, and statistical sections, but does not include the basic financial statements and our auditors' report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated June 30, 2025 on our consideration of the WRS's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and 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 the WRS'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 WRS's internal control over financial reporting and compliance.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Boston, Massachusetts

June 30, 2025

Management's Discussion & Analysis

Our discussion and analysis of the Worcester Retirement System's (WRS) financial performance provides an overview of the WRS's financial activities for the fiscal year ended December 31, 2024. Please read it in conjunction with the transmittal letter in the Introductory Section, at the front of this report, and the financial statements that follow this discussion. The Management's Discussion and Analysis (MD&A) is intended to serve as an introduction to the WRS's financial statements, as well as to offer readers of the WRS's financial statements a narrative view and analysis of the WRS's financial activities.

Financial Highlights

The WRS's funding objective is to meet long-term benefit obligations through contributions and investment income. As of December 31, 2024, the funded ratio was 79.10% based on the actuarial value of assets at that date.

Net position increased during the year by \$102.1 million or 7.7%, because of positive investment returns. Net position is the residual of the WRS's assets in excess of the WRS's liabilities as of the statement date. The WRS's assets are held in trust to meet future benefit payments.

Total investment gains were \$114.1 million. The time weighted investment return was 8.7% which was higher than the actuarial benchmark of 6.80% but lower than the return of 10.6%, in the previous year.

Overview of the Financial Statements

The financial statements are comprised of a Statement of Fiduciary Net Position, Statement of Changes in Fiduciary Net Position, Notes to the Financial Statements and Required Supplementary Information.

The ***Statement of Fiduciary Net Position*** presents information on the WRS's assets and liabilities and the resulting net position restricted for pensions. This is calculated using the following formula: Assets – Liabilities = Net Position restricted for pensions. This statement reflects the WRS's investments at fair value, as well as cash, receivables and other assets and liabilities. The Statement of Fiduciary Net Position reports the financial position of the WRS at December 31, 2024. Over time, the increase or decrease in net position serves as a useful indicator of the WRS's financial health.

The ***Statement of Changes in Fiduciary Net Position*** presents information showing how the WRS's net position restricted for pensions changed during the year ended December 31, 2024. It reflects contributions by members and participating employers along with deductions for retirement benefits, refunds, withdrawals, and administrative expenses. Investment income during the period is also presented showing income from investing activities.

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

The ***Required Supplementary Information*** includes this MD&A and schedules of the net pension liability and changes in the net pension liability, contributions and investment returns.

Management's Discussion & Analysis

Financial Analysis

The WRS's total assets as of December 31, 2024 were \$1.4 billion and were primarily comprised of cash and cash equivalents, receivables, and investments. Total assets increased \$102.0 million, or 7.7%, from the prior year primarily due to investment gains.

Total liabilities as of December 31, 2024 were \$3.0 million and were primarily comprised of amounts due to the Commonwealth of Massachusetts and other systems. Total liabilities decreased by \$128 thousand, or 4.1%, from the prior year.

The following tables present current and prior year data on the WRS's financial statements.

Fiduciary Net Position

Net position of the WRS was \$1.427 billion at the close of the fiscal year, summarized as follows:

Statement of Fiduciary Net Position (In thousands of dollars)

	2024	2023
Assets		
Cash and cash equivalents	\$ 3,768	\$ 5,051
Investments	1,423,337	1,320,057
Receivables:		
Interest due and accrued	458	458
Due from Commonwealth of Massachusetts and other systems	2,492	1,912
Other	257	820
 Total assets	 1,430,312	 1,328,298
 Liabilities	 	
Accounts payable and accrued expenses	95	125
Due to Commonwealth of Massachusetts and other systems	2,907	3,005
 Total liabilities	 3,002	 3,130
 Net position restricted for pensions	 \$ 1,427,310	 \$ 1,325,168

Management's Discussion & Analysis

Changes in Fiduciary Net Position

The WRS's total net position increased by \$102.1 million during the current fiscal year and is summarized as follows:

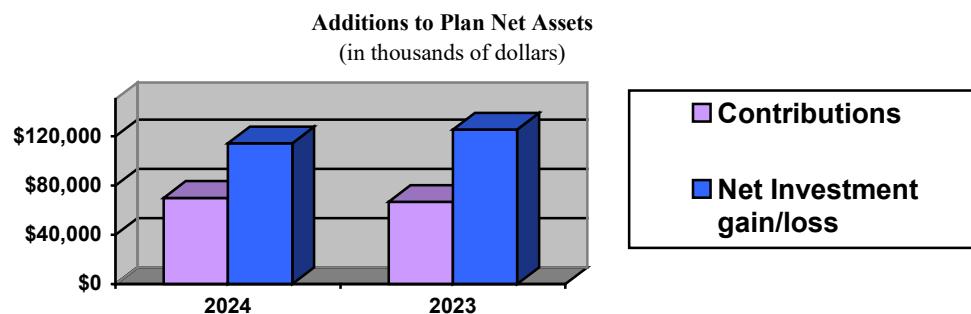
Statement of Changes in Fiduciary Net Position (In thousands of dollars)

	<u>2024</u>	<u>2023</u>
Additions		
Contributions:		
Employers	\$ 69,933	\$ 66,734
Members	26,399	24,296
Net investment income:		
Interest and dividends	25,735	25,128
Net realized and unrealized gains (losses)	96,023	107,826
Less: management fees	(7,669)	(7,602)
Other	<u>4,401</u>	<u>4,810</u>
Total additions	<u>214,822</u>	<u>221,192</u>
Deductions		
Benefits payments to plan members and beneficiaries	102,504	99,817
Reimbursements to other systems	3,148	2,845
Refunds and transfers of plan member accounts to other systems	6,291	4,701
Administrative expenses	<u>737</u>	<u>682</u>
Total deductions	<u>112,680</u>	<u>108,045</u>
Change in net position	102,142	113,147
Net position restricted for pensions:		
Beginning of year	<u>1,325,168</u>	<u>1,212,021</u>
End of year	<u>\$ 1,427,310</u>	<u>\$ 1,325,168</u>

Management's Discussion & Analysis

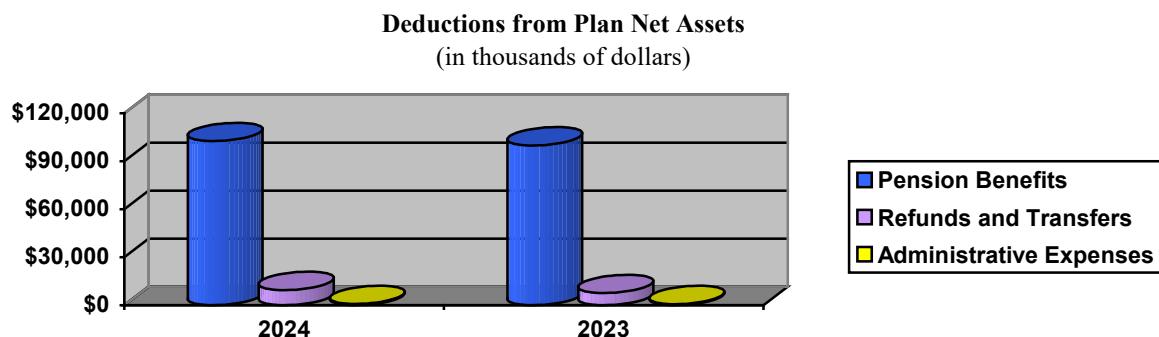
Additions to Fiduciary Net Position

The amount needed to finance benefits is accumulated through the collection of employers' and plan members' contributions, reimbursements from the Commonwealth of Massachusetts for pre-1998 COLA's and through earnings on investments. Contributions and net investment gains for calendar year 2024 resulted in total additions to net position of \$214.8 million. Employers' contributions increased by \$3.2 million in 2024. The WRS had a net investment gain of \$114.1 million in 2024; compared to a gain of \$125.4 million in 2023.



Deductions from Fiduciary Net Position

The primary deductions of the WRS include the payment of pension benefits to participants and beneficiaries, refunds of contributions, and the costs of administering the WRS. Total deductions from net position for 2024 were \$112.7 million, which represents an increase of 4.3% over deductions of \$108.0 million in 2023. The payment of pension benefits increased by \$2.7 million, or 2.7%, over the previous year. The increase in these expenses resulted from an increase in benefit payments to new retirees with higher average compensation.



Management's Discussion & Analysis

Overall Financial Position of WRS

Due to positive trends in the financial markets, the WRS has experienced an increase in its investment portfolio for the fiscal year ending December 31, 2024. Management believes the WRS is in a solid financial position and will be able to meet its obligations.

Contacting WRS's Financial Management

This financial report is designed to provide the Board, our membership, taxpayers, investors, and creditors with a general overview of the WRS's financial results and to demonstrate WRS's accountability for the funding it receives. If you have any questions about this report or need additional financial information, contact the Worcester Retirement System, City Hall Room 103, 455 Main Street, Worcester, Massachusetts 01608.

WORCESTER RETIREMENT SYSTEM
 (A Component Unit of the City of Worcester, Massachusetts)
Statement of Fiduciary Net Position
 December 31, 2024

Assets

Cash & Cash Equivalents	\$ <u>3,767,741</u>
 Investments:	
Equities	4
Fixed Income	129,474,967
Pooled Equities	366,144,892
Pooled Fixed Income	50,102,594
External Investment Pool	500,616,103
Real Estate	53,757,818
Alternative Investments	<u>323,240,999</u>
 Total investments	 <u>1,423,337,377</u>
 Receivables:	
Accrued interest and dividends	457,829
Due from Commonwealth of Massachusetts and other systems	2,492,173
Other	<u>257,131</u>
 Total receivables	 <u>3,207,133</u>
 Total assets	 <u>1,430,312,251</u>
 Liabilities	
Accounts payable and accrued expenses	95,021
Due to Commonwealth of Massachusetts and other systems	<u>2,906,692</u>
 Total liabilities	 <u>3,001,713</u>
 Net position restricted for pensions	 <u>\$ 1,427,310,538</u>

See the accompanying Notes to Financial Statements.

WORCESTER RETIREMENT SYSTEM
 (A Component Unit of the City of Worcester, Massachusetts)
Statement of Changes in Fiduciary Net Position
 Year ended December 31, 2024

Additions:

Contributions:	
Employers	\$ 69,932,716
Members	<u>26,398,820</u>
Total contributions	<u>96,331,536</u>
Investment income:	
Interest and dividends	25,735,611
Net realized and unrealized gains (losses)	96,023,625
Less: management fees	<u>(7,669,273)</u>
Net investment income (loss)	<u>114,089,963</u>
Other	<u>4,400,755</u>
Total additions	<u>214,822,254</u>

Deductions:

Benefit payments to plan members and beneficiaries	102,503,630
Reimbursements to other systems	3,148,069
Refunds and transfers of plan member accounts to other systems	6,290,905
Administrative expenses	<u>737,169</u>
Total deductions	<u>112,679,773</u>
Net increase in net position	102,142,481
Net position restricted for pensions:	
Beginning of year	<u>1,325,168,057</u>
End of year	\$ <u>1,427,310,538</u>

See the accompanying Notes to Financial Statements.

**Notes to Financial Statements
December 31, 2024**

1. Summary of Significant Accounting Policies

(a) Financial Reporting Entity

Because of the significance of its operational and financial relationship with the City of Worcester, Massachusetts (City), the Worcester Retirement System (WRS) is included as a blended component unit in the City's financial statements.

(b) Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting.

(c) Revenue Recognition

Contributions are recognized as additions in the period when they become due pursuant to formal commitments, statutory or contractual requirements. Investment income is recognized when earned.

(d) Benefits and Refunds

Benefits and refunds to WRS members and beneficiaries are recognized as deductions when due and payable in accordance with the terms of the WRS.

(e) Cash and Investments

Cash is 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 reported at fair value. Fair values of investments are based on quotations from a national securities exchange except for pooled funds, alternative investments and real estate investments, for which fair values are estimated as detailed below.

Pooled Funds

The fair value of shares in managed investment pools is based on unit values reported by the funds.

Alternative Investments

Alternative investments are recorded at fair value as determined in good faith by the investment firms (such as general partners of venture capital firms) after consideration of pertinent information, including current financial position and operating results, price-earnings multiples and available market prices of similar securities, the nature of securities, marketability, restrictions on disposition and other appropriation and do not necessarily represent amounts which might ultimately be realized, since such amounts depend on future circumstances and cannot reasonably be determined until individual securities are liquidated.

Real Estate

The fair value of real estate funds is based on independent third-party appraisals. The investment managers of the funds are responsible for the reported value of those investments. However, because of the inherent uncertainty of valuation, those estimated values may differ significantly from the values that would have been used had a ready market for the real estate existed, and the differences could be material.

(f) Basis of Investment Transactions

Purchases and sales of investments are recorded on the trade date. Transactions remaining unsettled as of year-end are recorded as payables for securities purchased and as a receivable for securities sold.

(g) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Fair values of real estate funds and venture capital funds have been estimated in the absence of readily available fair values, and these estimates may be materially different than values that would have been used had a ready market existed.

(h) Administrative Expenses

Administrative expenses are financed by investment income.

2. Plan Description

(a) General

The WRS is a cost-sharing multiple-employer public employee retirement system established by the City on June 12, 1944, under Massachusetts General Laws (MGL), Chapter 32, and is regulated by the Massachusetts Public Employee Retirement Administration Commission (PERAC). The WRS is a defined benefit pension plan that covers certain eligible employees of the City, the Worcester Housing Authority and the Worcester Regional Transit Authority.

Membership in the WRS is mandatory immediately upon the commencement of employment for all permanent employees working at least 30 hours weekly (20 hours weekly if hired prior to August 23, 2017), except for City school teachers and school administrators, who participate in the Massachusetts Teachers' Retirement System.

Membership in the WRS was as follows at December 31, 2024:

Active employees	4,044
Pensioners and beneficiaries	2,745
Inactive employees not entitled to or not receiving benefits	1,413
Inactive employees entitled to or receiving benefits	176
<hr/>	<hr/>
Total members	8,378
<hr/>	<hr/>
Number of participating employers	3
<hr/>	<hr/>

The WRS is administered by a five-person Retirement Board (the Board) consisting of the City Auditor, who serves *ex-officio*; two members who are elected by the participants in or retired from the service of the WRS; a fourth member appointed by the City Manager; and a fifth member appointed by the other members.

(b) Significant Plan Provisions and Requirements

Benefit provisions and state law establishes contribution requirements of the WRS. Members of the WRS become vested after 10 years of creditable service. Normal retirement occurs at age 65 (age 67 if hired on or after April 2, 2012), except for special situations and the City's police officers and firefighters, whose normal retirement age is 55 (age 57 if hired on or after April 2, 2012).

For employees hired prior to April 2, 2012, the annual amount of the retirement allowance is based on the member's final three-year average salary multiplied by (1) the number of years and full months of creditable service at the time of retirement and (2) a percentage based on age at retirement in accordance with a schedule provided by state law. Assuming normal retirement at age 65, this percentage is 2.5%, which is reduced for individuals who retire prior to age 65 to reflect the longer pay out period. A member's final three-year average salary is defined as the greater of the highest consecutive three-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last three years of creditable service prior to retirement.

For employees hired on or after April 2, 2012, the annual amount of the retirement allowance is based on the member's final five-year average salary multiplied by (1) the number of years and full months of creditable service at the time of retirement and (2) a percentage based on age at retirement in accordance with a schedule provided by state law. Assuming normal retirement at age 67, this percentage is 2.5%. A member's final five-year average salary is defined as the greater of the highest consecutive five-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last five years of creditable service prior to retirement.

Employees may elect early retirement after 20 years of service or at any time after attaining age 55 (age 60 if hired on or after April 2, 2012) with 10 years of eligible service. Plan members who become permanently and totally disabled may be eligible to receive a disability retirement allowance. The amount of benefits to be received depends on several factors, including the member's age, compensation, veteran status, years of service and whether or not the disability is work-related. In addition, certain death benefits exist for beneficiaries of employees who die in active service.

Under MGL, c.32 Section 3(8)(c), members leaving the City's employment to work for other Massachusetts governmental units requires the WRS transfers their accumulated account balances and creditable service to the retirement system of their new employer. Other such retirement systems are in turn required to make comparable transfers to the WRS for employees coming to work at the City, the Worcester Housing Authority, or the Regional Transit Authority. Per statute, the PERAC actuary shall consider length of service as well as acceptance of military service credit and salary cap provisions if applicable in calculating the liability.

3. Deposits and Investments

Investment Policy

Deposits and investments made by the WRS are governed by the MGL c.32. The WRS has the ability to invest in equity securities, corporate bonds, annuities and other specified investments in accordance with state laws and regulations.

The Board has the authority for establishing and amending investment policy decisions by majority vote. Asset allocation policies allocate investments across those asset classes that, based on historical and expected returns and risks, provide the highest likelihood of meeting the WRS's investment objectives. The Board has specifically indicated those asset classes that may be utilized when investing the WRS's assets. The Board specifies a long-term target allocation for each class of permissible assets expressed as a percentage of the WRS's overall fair value, surrounded by a band of permissible variation resulting from market forces. On at least an annual basis, if any strategic allocation is outside the specified target range, assets will be shifted to return the strategy to the target range. The specific plan for rebalancing will identify those assets that can be shifted at the lowest possible risk and cost, if the rebalancing cannot be accomplished solely by allocating contributions and withdrawals. Permanent changes in the WRS's target asset allocation will take place only in response to significant changes in the objectives and constraints of the WRS, or in response to material changes in the fundamental nature or appropriateness of the asset classes themselves. The following was the asset allocation policy as of December 31, 2024:

Asset Class	Target	Range
Domestic Equity	17%	12-22%
International Developed Market Equity	8%	4-12%
International Emerging Market Equity	3%	0-8%
Core Fixed Income	12%	7-17%
Value-Add Fixed Income	4%	2-6%
Real Estate	4%	2-6%
Private Equity	7%	4-10%
PRIT General Allocation (CORE) Fund	35%	0-50%
Portfolio Completion Strategies	3%	0-5%
Infrastructure	7%	4-10%
Cash	0%	< 5%

Rate of Return

For the year ended December 31, 2024, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 8.81%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Deposits - Custodial Credit Risk

Custodial credit risk for deposits is the risk that, in the event of a bank failure, the WRS's deposits may not be recovered. The WRS's policy for custodial credit risk of deposits is to rely on FDIC insurance coverage, state insurance coverage and/or collateral agreements as applicable. As of December 31, 2024, the WRS's bank balance of \$4,742,590 was not exposed to custodial credit risk.

Investments Summary

The WRS's investments at December 31, 2024 are presented below. All investments are presented by investment type, with debt securities presented by maturity (using segmented time distribution).

Investment Type	Total Amount	Investment Maturities (in Years)			
		Less Than 1	1 - 5	6 - 10	More Than 10
Debt Securities:					
U.S. Treasuries.....	\$ 66,178,595	\$ -	32,533,890	21,559,730	12,084,975
U.S. Agencies.....	27,717,685	-	497,809	3,227,833	23,992,043
Corporate bonds.....	31,775,077	-	10,209,060	8,335,279	13,230,738
Money market mutual funds.....	957,991	957,991	-	-	-
External investment pool.....	500,616,103	500,616,103	-	-	-
Fixed income mutual funds.....	50,102,594	50,102,594	-	-	-
Mortgage backed securities.....	3,093,633	-	475,607	-	2,618,026
Asset backed securities.....	709,977	-	286,823	-	423,154
Total debt securities.....	\$ 681,151,655	\$ 551,676,688	\$ 44,003,189	\$ 33,122,842	\$ 52,348,936
Other Investments:					
Equity securities.....	4				
Equity mutual funds.....	366,144,892				
Real estate investments.....	53,757,817				
Alternative investments.....	323,241,000				
Total other investments.....	743,143,713				
Total investments.....	\$ 1,424,295,368				

Investments - Interest Rate Risk of Debt Securities

Interest rate risk for debt securities is the risk that changes in interest rates of debt securities will adversely affect the fair value of an investment. The WRS's policies for interest rate risk intend that the average duration of investments remain fairly stable over time and be focused in the intermediate range. The WRS's debt security managers are not permitted to make large-scale changes in portfolio duration in an attempt to anticipate interest rate changes. However, they are permitted to shift portfolio duration within a limited range (defined by their guidelines) in an effort to enhance performance.

Investments - Custodial Credit Risk

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty, the WRS will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The WRS's policy for custodial credit risk of investments intends that investments are either insured and/or registered in the name of the WRS.

Investments - Credit Risk of Debt Securities

Credit risk for debt securities is the risk that an issuer or other counterparty to a debt security will not fulfill its obligations. The WRS does not have a policy for credit risk of debt securities. As of December 31, 2024, the credit quality ratings of the WRS's debt securities are summarized as follows:

Quality Ratings *	Investment Type								Total Amount
	U.S. Agencies	Corporate Bonds	Money Market Mutual Funds	Fixed Income Mutual Funds	External Investment Pool	Mortgage Backed Securities	Asset Backed Securities		
AAA.....	\$ -	3,103,390	-	-	-	540,324	383,353	\$ 4,027,067	
AA+.....	385,633	121,092	-	-	-	-	-		\$ 506,725
AA.....	453,645	224,619	-	-	-	-	-		\$ 678,264
AA-.....	667,392	647,230	-	-	-	-	-		1,314,622
A+.....	316,481	427,018	-	-	-	-	-		\$ 743,499
A.....	-	2,082,766	-	-	-	-	-		2,082,766
A-.....	-	4,942,277	-	-	-	-	-		4,942,277
BBB+.....	-	5,961,936	-	-	-	-	-		5,961,936
BBB.....	-	7,283,564	-	-	-	-	326,624		7,610,188
BBB-.....	-	558,834	-	-	-	-	-		558,834
Unrated.....	25,894,534	6,422,351	957,991	50,102,594	500,616,103	2,553,309	-		\$ 586,546,882
Total.....	\$ 27,717,685	\$ 31,775,077	\$ 957,991	\$ 50,102,594	\$ 500,616,103	\$ 3,093,633	\$ 709,977	\$	\$ 614,973,060

* Per the rating scale of Standard & Poor's, a national credit rating organization

Deposits and Investments – Foreign Currency Risk

Foreign currency risk is the risk that fluctuations in exchange rates will adversely affect the fair value of an investment or a deposit. The WRS's policy is to limit investments in non-U.S. dollar-denominated securities to not exceed 10% of the total fair value of investments at all times. As of December 31, 2024, the WRS was not exposed to foreign currency risk.

Investments – Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of the WRS's investment in a single issuer. The WRS's policy for concentration of credit risk instructs investment managers not to invest more than 5% of their portfolio at fair value in a single security, or in the securities of a single issuer or its subsidiaries. U.S. Treasury, U.S. government agency, mutual fund and pooled fund investments are exempted from this restriction. As of December 31, 2024, the WRS was not exposed to concentration of credit risk.

Investments – Fair Value

The System categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted market prices in active markets for

identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. The System has the following recurring fair value measurements as of December 31, 2024:

Investments by Fair Value Level	Fair Value Measurements Using			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<u>Debt Securities:</u>				
U.S. Treasuries.....	\$ 66,178,595	\$ 66,178,595	\$ -	\$ -
U.S. Agencies.....	27,717,685	-	27,717,685	-
Corporate bonds.....	31,775,077	-	31,775,077	-
Fixed income mutual funds.....	50,102,594	-	50,102,594	-
Mortgage backed securities.....	3,093,633	-	3,093,633	-
Asset backed securities.....	709,977	-	709,977	-
Total Debt Securities.....	<u>179,577,561</u>	<u>66,178,595</u>	<u>113,398,966</u>	<u>-</u>
<u>Equity Securities:</u>				
Equity securities.....	4	4	-	-
Equity mutual funds.....	274,040,920	-	274,040,920	-
Total Equity Securities	<u>274,040,924</u>	<u>4</u>	<u>274,040,920</u>	<u>-</u>
Total Investments by Fair Value Level	<u>453,618,485</u>	<u>\$ 66,178,599</u>	<u>\$ 387,439,886</u>	<u>\$ -</u>
<u>Investments measured at the net asset value (NAV)</u>				
Private equities.....	161,786,876			
Real estate	53,757,817			
External investment pool (PRIT)	500,616,103			
Pooled international equities fund (PRIT).....	92,103,972			
Other pooled funds (PRIT).....	161,454,124			
Total Investments Measured at the NAV.....	<u>969,718,892</u>			
Total Investments measured at Fair Value	<u>\$ 1,423,337,377</u>			

Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Equity mutual funds classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities relationship to benchmark quoted prices.

Investments measured at the net asset value (NAV)

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Private equities (1).....	\$ 161,786,876	44,446,875	N/A ⁽¹⁾	N/A ⁽¹⁾
Real estate (2).....	53,757,817	3,159,400	N/A ⁽²⁾	N/A ⁽²⁾
External investment pool (PRIT)(3).....	500,616,103	-	N/A ⁽³⁾	N/A ⁽³⁾
Pooled international equities fund (PRIT)(3).....	92,103,972	-	N/A ⁽³⁾	N/A ⁽³⁾
Other pooled funds (PRIT)(4).....	161,454,124	46,258,405	N/A ⁽⁴⁾	N/A ⁽⁴⁾
Total Investments Measured at the NAV.....	<u>969,718,892</u>			

- (1) *Private equities* - This investment type includes investments in 24 private equity funds that invest primarily in private domestic and international companies of diversified industries. The fair value measurements of this type have been determined using the NAV per share (or its equivalent) of the System's ownership interest in partners' capital. Approximately 52.6 percent of these investments can be redeemed quarterly with 90 days' notice. The remaining investments are illiquid. Distributions from each remaining fund will be received as the underlying investments of the funds are liquidated. For approximately 4.1 percent of the investments it is expected that the underlying assets of the funds will be liquidated over the next 1 to 5 years. For the remaining investments, it is expected that the underlying assets of the funds will be liquidated over the next 5 to 10 years.
- (2) *Real estate* - This investment type includes investments in 4 funds that invest primarily in real estate and North American timberlands. The fair value measurements of this type have been determined using the NAV per share (or its equivalent) of the System's ownership interest in partners' capital. Approximately 74.5 percent of these investments can be redeemed on the first business day of the month following one day's notice. The remaining investments are illiquid. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is expected that the underlying assets of the funds will be liquidated over the next 1 to 7 years.
- (3) *External investment pool and pooled international equities fund* - The System owns units, or shares in the PRIT external investment pool and pooled international equities funds. The investments are governed by Chapter 32 of the MGL. The fair values of the investments in this type have been determined using the NAV per share (or its equivalent) of the System's ownership in the pool. The investments can be redeemed monthly on the first day of the month with one day's notice.
- (4) *Other pooled funds* – The System owns units, or shares in PRIT's other pooled funds. The fair values of the investments in this type have been determined using the NAV per share (or its equivalent) of the System's ownership in the pool. The investments are illiquid. Distributions from the fund will be received as the underlying investments of the fund are liquidated. It is expected that the underlying assets of the funds will be liquidated over the next 5 to 10 years.

4. Funding Policy

Chapter 32 of MGL governs the contributions of plan members and the City. Depending on their employment date, active System members must contribute anywhere between 5%-9% of their gross regular compensation. Members hired after December 31, 1978 must contribute an additional 2% of regular compensation in excess of \$30,000. Employees in Group 1 hired on or after April 2, 2012 with 30 years of creditable service or greater will pay a base contribution rate of 6%. Employers are required to pay into the WRS its share of the system-wide actuarial determined contribution that is apportioned among the employers based on annual covered payroll. For the year ended December 31, 2024, active member contributions totaled \$26,398,820 and employer contributions totaled \$69,932,716.

Contributions are recognized as additions in the period when they become due pursuant to formal commitments, statutory or contractual requirements. Benefits and refunds are recognized as deductions when incurred and administrative expenses are funded through investment earnings.

Except for a portion of benefits owed due to cost-of-living adjustments granted through June 30, 1998, member employers are required to contribute the remaining amounts necessary to finance benefits. Member employer contributions are determined by the annual actuarial valuation.

COLA's granted through June 30, 1998 are reimbursed by the Commonwealth of Massachusetts (the Commonwealth). COLA's granted subsequent to June 30, 1998 must be granted by the Board and are the responsibility of the WRS. COLA may be approved in excess of the Consumer Price Index but not to exceed 3% of the base retirement allowance.

A cost-of-living adjustment (COLA) was granted to eligible retirees and survivors effective July 1, 2024. The 3% COLA was paid on a base of \$16,000 (maximum \$480). The WRS has granted the maximum 3% allowed by law since enactment of the legislation in 1997 in all but one year (2011-2.5%).

5. Net Pension Liability

The components of the net pension liability of the WRS at December 31, 2024, were as follows:

Total pension liability	\$ 1,812,291,211
Plan fiduciary net position	<u>(1,427,310,538)</u>
WRS's net pension liability	\$ <u>384,980,673</u>
Plan fiduciary net position as a percentage of the total pension liability	78.76%

Actuarial Assumptions

The total pension liability was determined by an actuarial valuation as of January 1, 2025, using the following actuarial assumptions, applied to all periods included in the measurement:

Amortization method	Total appropriation increases 3.50% per year through fiscal year 2033, with a 50.07% decrease in 2034.
Remaining amortization period	9 years from July 1, 2024
Asset valuation method	5-year smoothed fair value
Inflation	3.00%
Salary increases	4.00%
Investment rate of return	6.80%, net of pension plan investment expense, including inflation

Mortality rates were based on the following:

Pre-Retirement	RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2021
Healthy Retiree	RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2021
Disabled Retiree	RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2021

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of December 31, 2024 (see the discussion of the WRS's investment policy) are summarized in the following table:

Asset Class	Long-Term Expected Real Rate of Return (%)
Domestic equity	5.82
International developed markets equity	5.91
International emerging markets equity	7.06
Core fixed income	1.81
High-yield fixed income	3.34
Real estate	3.34
Commodities	3.82
Hedge fund, global tactical asset allocation, risk parity	2.77
Infrastructure	5.82
Private equity	9.20

Discount Rate

The discount rate used to measure the total pension liability was 6.80 percent, which was the same discount rate used in the prior fiscal year. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that WRS's contributions will be made at rates equal to the actuarially determined contribution rates. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the WRS calculated using the discount rate of 6.80 percent, as well as what the WRS's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.80 percent) or 1-percentage-point higher (7.80 percent) than the current rate:

	1% Decrease (5.80%)	Current Discount Rate (6.80%)	1% Increase (7.80%)
WRS's net pension liability	\$ 592,340,972	\$ 384,980,673	\$ 210,573,030

Required Supplementary Information
Last Ten Fiscal Years

Schedule of Changes in Employers' Net Pension Liability and Related Ratios (1)

	2024	2023	2022	2021	2020
<u>Total pension liability</u>					
Service cost	\$ 41,867,225	\$ 38,512,323	\$ 35,692,910	\$ 34,521,663	\$ 34,203,842
Interest	118,577,137	114,284,172	111,379,237	109,033,323	106,483,253
Change of benefit term	-	7,282,195	-	21,678,106	-
Differences between expected and actual experience	3,703,578	4,503,402	(6,251,568)	(13,682,272)	(10,567,983)
Changes of assumptions	-	-	2,637,615	-	-
Benefit payments, including refunds of member contributions	(107,541,848)	(102,068,473)	(99,772,248)	(95,473,388)	(91,485,398)
Net change in total pension liability	56,606,092	62,513,619	41,048,331	58,715,047	38,633,714
Total pension liability - beginning	<u>1,755,685,119</u>	<u>1,693,171,500</u>	<u>1,652,123,169</u>	<u>1,593,408,122</u>	<u>1,554,774,408</u>
Total pension liability - ending (a)	<u>\$ 1,812,291,211</u>	<u>\$ 1,755,685,119</u>	<u>\$ 1,693,171,500</u>	<u>\$ 1,652,123,169</u>	<u>\$ 1,593,408,122</u>
<u>Plan fiduciary net position</u>					
Contributions - employer	\$ 69,932,716	\$ 66,733,809	\$ 62,761,035	\$ 59,024,767	\$ 55,510,926
Contributions - member	26,398,820	24,296,531	21,764,386	20,012,226	20,534,325
Net investment income	114,089,963	125,351,490	(110,667,214)	221,467,014	117,030,633
Benefit payments, including refunds of member contributions	(107,541,848)	(102,068,473)	(99,772,248)	(95,473,388)	(91,485,398)
Administrative expense	(737,169)	(681,755)	(575,104)	(568,333)	(556,041)
Other	(1)	(483,991)	-	-	(579,138)
Net change in plan fiduciary net position	102,142,481	113,147,611	(126,489,145)	204,462,286	100,455,307
Plan fiduciary net position - beginning	<u>1,325,168,057</u>	<u>1,212,020,446</u>	<u>1,338,509,591</u>	<u>1,134,047,305</u>	<u>1,033,591,998</u>
Plan fiduciary net position - ending (b)	<u>\$ 1,427,310,538</u>	<u>\$ 1,325,168,057</u>	<u>\$ 1,212,020,446</u>	<u>\$ 1,338,509,591</u>	<u>\$ 1,134,047,305</u>
WRS's net pension liability - ending (a) - (b)	<u>\$ 384,980,673</u>	<u>\$ 430,517,062</u>	<u>\$ 481,151,054</u>	<u>\$ 313,613,578</u>	<u>\$ 459,360,817</u>
Plan fiduciary net position as a percentage of the total pension liability	78.76%	75.48%	71.58%	81.02%	71.17%
Covered payroll	\$ 263,068,904	\$ 239,876,751	\$ 218,345,985	\$ 199,971,632	\$ 199,137,147
Net pension liability as a percentage of covered payroll	146.34%	179.47%	220.36%	156.83%	230.68%

Schedule of Changes in Employers' Net Pension Liability and Related Ratios (Continued) (1)

	2019	2018	2017	2016	2015
<u>Total pension liability</u>					
Service cost	\$ 32,665,206	\$ 33,231,538	\$ 28,844,823	\$ 27,155,573	\$ 26,309,138
Interest	103,120,036	101,742,520	98,349,284	95,556,357	92,787,477
Change of benefit term	-	-	-	-	-
Differences between expected and actual experience	1,669,782	(8,340,855)	(1,005,891)	(2,523,911)	(1,619,304)
Changes of assumptions	-	1,608,506	73,039,312	19,119,320	16,825,451
Benefit payments, including refunds of member contributions	(89,017,374)	(84,275,963)	(83,122,621)	(79,940,830)	(75,957,945)
Net change in total pension liability	48,437,650	43,965,746	116,104,907	59,366,509	58,344,817
Total pension liability - beginning	<u>1,506,336,758</u>	<u>1,462,371,012</u>	<u>1,346,266,105</u>	<u>1,286,899,596</u>	<u>1,228,554,779</u>
Total pension liability - ending (a)	<u>\$ 1,554,774,408</u>	<u>\$ 1,506,336,758</u>	<u>\$ 1,462,371,012</u>	<u>\$ 1,346,266,105</u>	<u>\$ 1,286,899,596</u>
<u>Plan fiduciary net position</u>					
Contributions - employer	\$ 52,206,269	\$ 49,098,344	\$ 46,188,470	\$ 44,411,990	\$ 42,703,837
Contributions - member	20,740,274	19,969,060	19,327,093	17,797,519	17,409,182
Net investment income	147,174,441	(30,549,012)	134,646,815	58,737,894	(10,490,024)
Benefit payments, including refunds of member contributions	(89,017,374)	(84,275,963)	(83,122,621)	(79,940,830)	(75,957,945)
Administrative expense	(658,260)	(587,936)	(583,404)	(565,669)	(572,743)
Other	(1,319,129)	(1,632,787)	(1,356,993)	(926,263)	(895,410)
Net change in plan fiduciary net position	129,126,221	(47,978,294)	115,099,360	39,514,641	(27,803,103)
Plan fiduciary net position - beginning	<u>904,465,777</u>	<u>952,444,071</u>	<u>837,344,711</u>	<u>797,830,070</u>	<u>825,633,173</u>
Plan fiduciary net position - ending (b)	<u>\$ 1,033,591,998</u>	<u>\$ 904,465,777</u>	<u>\$ 952,444,071</u>	<u>\$ 837,344,711</u>	<u>\$ 797,830,070</u>
WRS's net pension liability - ending (a) - (b)	<u>\$ 521,182,410</u>	<u>\$ 601,870,981</u>	<u>\$ 509,926,941</u>	<u>\$ 508,921,394</u>	<u>\$ 489,069,526</u>
Plan fiduciary net position as a percentage of the total pension liability	66.48%	60.04%	65.13%	62.20%	62.00%
Covered payroll	\$ 196,970,554	\$ 192,957,155	\$ 182,832,183	\$ 175,910,160	\$ 173,759,691
Net pension liability as a percentage of covered payroll	264.60%	311.92%	278.90%	289.31%	281.46%

(1) Data is only available for the years presented and will be accumulated annually to present 10 years of the reported information.

**Schedule of Employer Contributions
Last 10 Fiscal Years**

	2024	2023	2022	2021	2020
Actuarially determined contribution	\$ 69,932,716	66,733,809	62,761,035	59,024,767	55,510,926
Contributions in relation to the actuarially determined contribution	<u>69,932,716</u>	<u>66,733,809</u>	<u>62,761,035</u>	<u>59,024,767</u>	<u>55,510,926</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Covered payroll	\$ 263,068,904	239,876,751	218,345,985	199,971,632	199,137,147
Contributions as a percentage of covered payroll	26.58%	27.82%	28.74%	29.52%	27.88%

(continued)

	2019	2018	2017	2016	2015
Actuarially determined contribution	\$ 52,206,269	49,098,344	46,188,470	44,411,990	42,703,837
Contributions in relation to the actuarially determined contribution	<u>52,206,269</u>	<u>49,098,344</u>	<u>46,188,470</u>	<u>44,411,990</u>	<u>42,703,837</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Covered payroll	\$ 196,970,554	192,957,155	182,832,183	175,910,160	173,759,691
Contributions as a percentage of covered payroll	26.50%	25.45%	25.26%	25.25%	24.58%

(concluded)

Schedule of Investment Returns (1)

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Annual money-weighted rate of return, net of investment expense	8.81%	10.58%	-8.20%	19.82%	11.56%	16.11%	-3.00%	16.54%	7.87%	-1.46%

(1) Data is available only for the years presented and will be accumulated annually to present 10 years of the reported information.

Notes to Required Supplementary Information
December 31, 2024

Changes of Assumptions

The investment return assumption was lowered to 7.625% as of January 1, 2015. As of January 1, 2016, it was lowered to 7.5%. As of January 1, 2017, it was lowered to 7.375%. As of January 1, 2018, it was lowered to 7.0%. As of January 1, 2019, it was lowered to 6.90%. As of January 1, 2022, it was lowered to 6.80%.

The salary increase assumption was lowered to 3.5% as of January 1, 2015. As of January 1, 2016, a select and ultimate assumption of 4.5% for 2016 was used. As of January 1, 2016, a select and ultimate assumption of 3.5% for 2016 and 2017 and 4.5% thereafter was used. As of January 1, 2018, a select and ultimate assumption of 3.5% for 2018 and 2019 and 4.5% thereafter was used. As of January 1, 2019, a select and ultimate assumption of 3.5% for 2019 and 4.0% thereafter was used.

The mortality assumption for healthy participants was changed from the RP-2000 Employee Mortality Table projected 20 years using Scale AA to the RP-2000 Employee Mortality Table projected generationally using Scale AA as of January 1, 2014. As of January 1, 2016, the pre-retirement mortality assumption was changed to the RP-2000 Employee Mortality Table projected generationally using Scale BB2D from 2009. As of January 1, 2018, the pre-retirement mortality assumption was changed to the RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

The mortality assumption for healthy retirees was changed from the RP-2000 Healthy Annuitant Mortality Table projected 15 years using Scale AA to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA as of January 1, 2014. As of January 1, 2016, the mortality assumption for non-disabled retirees was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale BB2D from 2009. As of January 1, 2018, the mortality assumption for non-disabled retirees was changed to the RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

The mortality assumption for disabled participants was changed from RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA from 2010 with a 3-year set forward for males to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA with a 3-year set forward for males January 1, 2015. As of January 1, 2016, the assumption was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale BB2D from 2015. As of January 1, 2018, the assumption was changed to the RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

Methods and Assumptions Used in Calculations of Actuarially Determined Contributions

The actuarially determined contribution rates in the schedule of WRS's contributions are calculated as of January 1, two years prior to the end of the fiscal year in which contributions are reported. The following actuarial methods and assumptions were used to determine contribution rates reported in that schedule:

Actuarial cost method (2015-2024):	Entry Age Normal
Amortization method (2015):	Appropriation increases 5.85% per year
Amortization method (2016):	Appropriation increases 4.00% per year through fiscal year 2018; 6.3% per year starting in fiscal year 2019
Amortization method (2017):	Appropriation increases 6.3% in fiscal year 2019 and 6.33% per year starting in fiscal year 2020 through 2033, with a 5.97% increase in 2034.
Amortization method (2018-2019):	Appropriation increases 6.3% in fiscal year 2019 and 6.33% per year starting in fiscal year 2020 through 2033, with a 10.29% increase in 2034.
Amortization method (2020):	Appropriation increases 6.33% per year starting in fiscal year 2020 through 2033, with a 69.68% decrease in 2034.
Amortization method (2021):	Appropriation increases 6.33% per year through fiscal year 2024, 3.50% in fiscal 2025 through fiscal 2033, with a 58.11% decrease in 2034.
Amortization method (2022):	Appropriation increases 4.79% per year through fiscal year 2025, 3.50% in fiscal year 2026 through fiscal 2033, with a 23.97% decrease in 2034.
Amortization method (2023):	Appropriation increases 3.50% per year through fiscal year 2033, with a 49.00% decrease in 2034.
Amortization method (2024):	Appropriation increases 3.50% per year through fiscal year 2033, with a 50.07% decrease in 2034.
Remaining amortization period (2015):	17 years
Remaining amortization period (2016):	16 years
Remaining amortization period (2017):	16 years
Remaining amortization period (2018):	15 years
Remaining amortization period (2019):	14 years
Remaining amortization period (2020):	13 years
Remaining amortization period (2021):	12 years
Remaining amortization period (2022):	11 years
Remaining amortization period (2023):	10 years
Remaining amortization period (2024):	9 years
Asset valuation method (2015-2024):	5-year smoothed fair value

Inflation (2015, 2017):	2.50% for the next year; 3.50% thereafter
Inflation (2016):	2.50% for the next year and 3.50% thereafter
Inflation (2018):	2.50% for the next year and 3.00% thereafter
Inflation (2019-2024):	3.00%
Salary increases (2015):	3.50% for the next 2 years; 4.50% thereafter
Salary increases (2016):	3.50% for the next year and 4.50% thereafter
Salary increases (2017):	3.50% for the next 2 years; 4.50% thereafter
Salary increases (2018):	3.50% for the next year and 4.00% thereafter
Salary increases (2019-2024):	4.00%
Investment rate of return (2015):	7.50%
Investment rate of return (2016):	7.375%
Investment rate of return (2017):	7.00%
Investment rate of return (2018-2020):	6.90%
Investment rate of return (2021-2024):	6.80%

Supplementary Information
Year Ended December 31, 2024

Schedule of Administrative Expenses

The composition of administrative expenses for the year ended December 31, 2024 is as follows:

Personal services:	
Staff salaries	\$ 337,574
Board Member compensation	20,625
Insurance	<u>56,617</u>
Total personal services	<u>414,816</u>
Professional services:	
Legal expenses	86,846
Actuarial fees	35,000
Audit fees	26,000
Medical fees	<u>19,579</u>
Total professional services	<u>167,425</u>
Miscellaneous:	
Travel	1,388
Other	<u>153,540</u>
Total miscellaneous	<u>154,928</u>
Total administrative expenses	<u>\$ 737,169</u>

Schedule of Investment and Consultants' Expenses

Investment expenses

Management fees:	
Domestic equity managers	\$ 45,570
Private equity capital fund managers	3,367,526
Domestic fixed income managers	321,932
Global fixed income manager	51,788
International equity managers	763,472
Real estate investments managers	309,464
External investment pool manager	2,329,754
Consultant fees	165,646
Custodial fees	314,121
Total investment expenses	\$ 7,669,273

Consultant expenses:

Independent audit fees	\$	26,000
Actuarial fees		35,000
Legal fees		86,846
Medical fees		19,579
Total consultant expenses	\$	167,425

Investment Section

REPORT ON INVESTMENT ACTIVITY

The information contained in the Investment Section of the Annual Comprehensive Financial Report (ACFR) has been prepared by Meketa Investment Group, acting as the investment consultant for the Worcester Retirement System (WRS). All investment information herein has been reconciled between the WRS, the investment managers hired by the WRS, WRS' custodian, and Meketa Investment Group. Performance for liquid, publicly-traded asset classes are presented utilizing time-weighted return calculations based upon fair values. Alternative asset classes which are private and/or illiquid are presented utilizing dollar-weighted, rather than time-weighted returns.

OUTLINE OF INVESTMENT POLICIES

The purpose of this document is to set forth the goals and objectives of the WRS, and to establish guidelines for the implementation of investment strategy.

The Board of the WRS recognizes that a stable, well-articulated investment policy is crucial to the long-term success of the WRS. As such, the Board has developed this Investment Policy Statement with the following goals in mind:

- To clearly and explicitly establish the objectives and constraints that govern the investment of the WRS's assets,
- To establish a long-term target asset allocation with a high likelihood of meeting the WRS's objectives given the explicit constraints, and
- To protect the financial health of the WRS through the implementation of this stable long-term investment policy.

I. Worcester Retirement System Goals

The WRS was established to provide retirement income for the City of Worcester and WHA employees and their families. The WRS's assets are structured to provide real growth from capital gains and income, while maintaining sufficient liquidity to meet the WRS's benefit payments.

II. Investment Objectives

The investment strategy of the WRS is designed to ensure the prudent investment of funds in such a manner as to provide real growth of assets over time while protecting the value of the assets from undue volatility or risk of loss.

A. Risk Objectives

- To accept a level of market risk consistent with moderate interim volatility without sacrificing the potential for long-term real growth of assets.
- To use extensive diversification to minimize or eliminate completely exposure to company and industry-specific risks in the aggregate investment portfolio.
- To avoid extreme levels of volatility that could adversely affect WRS's portfolio.
- To limit the likelihood of investment return patterns that could negatively impact the funded status of the WRS.

B. Return objective

- Within the risk constraints outlined above, to achieve the highest real return possible.
- To achieve, over long time periods, investment returns consistent with the actuarial return on assets of 6.8%.

III. Investment Constraints

A. Legal and Regulatory

The WRS is a qualified defined benefit pension plan governed by the Massachusetts General Laws, Chapter 32 and Chapter 176. Investment procedures and restrictions stipulated under these regulations must be followed.

The Board intends to manage the assets of the WRS at all times in accordance with the provisions of the Public Employee Retirement Administration Commission (PERAC) and the Massachusetts General Laws, Chapter 32 and Chapter 176. The Board will retain legal counsel when appropriate to review contracts and provide advice with respect to applicable statutes and regulations.

B. Time Horizon

The WRS will be managed on a going-concern basis. The assets of the WRS will be invested with long-term time horizon (twenty years or more), consistent with the participant demographics and the purpose of the WRS.

C. Tax Considerations

The WRS is a tax-exempt entity. Therefore, investments and strategies will be evaluated only on the basis of expected risks and potential returns.

IV. Risk and Return Considerations

The WRS's Board recognizes that a persistent positive relationship exists between risk and return, whether risk is described as possibility of loss or as interim volatility. The Board also recognizes that investors are rarely compensated for risks that can be eliminated through diversification. Within the risk and return parameters discussed above, the Board accepts the risks associated with investing in the capital markets (market risks), but will minimize wherever possible those risks for which the WRS is unlikely to be compensated (non-market or diversifiable risks).

V. Diversification

The WRS's Board recognizes that a primary element of risk control is diversification. Therefore, investments will be allocated across multiple classes of assets, chosen in part for their low correlation of returns. Within each asset type, investments will be distributed across many individual holdings, thus further reducing volatility. In addition, each investment manager's guidelines will specify the largest permissible investment in any one asset, and the largest permissible investment in any group of related assets.

The WRS's aggregate equity portfolio will be diversified by individual issue, capitalization, and industry (international equity portfolios will also be diversified by country). The WRS's aggregate fixed income portfolio will, at a minimum, be diversified by individual issue, by issuer, by maturity, and by industry. Residual cash will be swept by the custody bank into a short-term fixed income investment pool that is broadly diversified across individual issue and issuer. The WRS's aggregate real estate portfolio will be invested across a spectrum of geographic regions and property types.

The specific degrees of diversification within the above asset classes will be addressed in each manager's investment guidelines.

VI. Asset Allocation

The Board recognizes that the allocation of monies to various asset classes will be the major determinant of the WRS return and risk experience over time. Therefore, the WRS will allocate investments across those asset classes that, based on historical and expected returns and risks, provide the highest likelihood of meeting the WRS's investment objectives.

A. Permissible Asset Classes

Because investment in any particular asset class may or may not be consistent with the objectives of the WRS, the Board has specifically indicated those asset classes that may be utilized when investing the WRS's assets, and are summarized on the following page:

Asset Type	Asset Class	Purpose
Equity	U.S. Common Stocks	Total Return Potential
Equity	Non-U.S. Common Stocks	Total Return Potential Diversification
Equity	Private Equity	Total Return Potential Diversification
Fixed Income	Investment Grade Bonds	Return Stability Income
Fixed Income	TIPS	Return Stability Income
Fixed Income	High Yield Bonds/ Bank Loans	Total Return Potential Diversification Income
Fixed Income	Emerging Market Debt	Total Return Potential Diversification Income
Real Estate	Real Estate	Total Return Potential Diversification Income
Real Estate	Timber	Total Return Potential Diversification Income
Hedge Funds	Absolute Return Strategies	Return Stability Diversification
Infrastructure	Private Infrastructure	Total Return Potential Diversification Income
Natural Resources	Public/Private Natural Resources	Total Return Potential Diversification
Fixed Income / Equity	Global Tactical Asset Allocation	Total Return Potential Diversification
Cash	Cash Equivalents	Liquidity Return Stability

B. Expected Returns, Risks, and Correlations for Permissible Asset Classes

The risk and return behavior of the WRS will be driven primarily by the allocation of investments across asset classes. In determining the appropriate allocation, the expected return and risk behavior of each asset class and the likely interaction of various asset classes in a portfolio must be examined.

C. Long-Term Target Allocations

Based on the investment objectives and constraints of the WRS, and on the expected behavior of the permissible asset classes, the Board will specify a long-term target allocation for each class of permissible assets. These targets will be expressed as a percentage of the WRS's overall fair value, surrounded by a band of permissible variation resulting from market forces.

The long-term target allocations are intended as strategic goals, not short-term imperatives. Thus, it is permissible for the overall System's asset allocation to deviate from the long-term target, as would likely occur during manager transitions, asset class restructurings, and other temporary changes in the WRS. Deviations from targets that occur due to capital market changes are discussed after the following table:

Asset Allocation Targets

	Target (%)	Range (%)
Domestic Equity	17%	12-22%
International Developed Market Equity	8%	4-12%
International Emerging Market Equity	3%	0-8%
Core Fixed Income	12%	7-17%
Value-Add Fixed Income	4%	2-6%
Real Estate	4%	2-6%
Private Equity	7%	4-10%
PRIT General Allocation (Core) Fund	35%	0-50%
Portfolio Completion Strategies	3%	0-5%
Infrastructure	7%	4-10%
Cash¹	0%	< 5%

¹ The cash target of zero defines the System's objective of keeping cash balances as low as possible, at least below 5% at all times. The Retirement Board is aware, however, that a certain cash balance is needed for the efficient operation of the System and its various portfolios.

D. Rebalancing

In general, cash flows to and from the WRS will be allocated in such a manner as to move each asset class toward its target allocation.

The Board recognizes that, periodically, market forces may move the WRS's allocations outside the target ranges. The Board also recognizes that failing to rebalance the allocations would unintentionally change the WRS's structure and risk posture. However, the Board understands that constant rebalancing would result in a significant increase in explicit and implicit trading costs to the WRS. Consequently, the Board has established a process to rebalance the allocations periodically.

On at least an annual basis, if any strategic allocation is outside the specified target range, assets will be shifted to return the strategy to the target range. The specific plan for rebalancing will identify those assets that can be shifted at the lowest possible risk and cost, if the rebalancing cannot be accomplished solely by allocating contributions and withdrawals.

E. Changes to Asset Allocation

Once established, permanent changes in the WRS's target asset allocation will take place only in response to significant changes in the objectives and constraints of the WRS, or in response to material changes in the fundamental nature or appropriateness of the asset classes themselves.

VII. Review of Investment Policy, Asset Allocation, and Performance

The Investment Policy Statement will be reviewed at least annually, and specifically upon each actuarial valuation, to ensure that the objectives and constraints remain relevant. However, the Board recognizes the need for a stable long-term policy for the WRS, and major changes to this policy statement will be made only when significant developments in the circumstances of the WRS occur.

The asset allocation of the WRS will be reviewed on an on-going basis, and at least annually. When necessary, such reviews may result in a rebalancing of asset allocations. In general, the Board intends that the WRS will adhere to its long-term target allocations, and that major changes to these targets will be made rarely and only in response to significant developments in the circumstances of the WRS.

The Board will specifically evaluate the performance of the WRS relative to its objectives and to the returns available from the capital markets during the period under review. In general, the Board will utilize relative, rather than absolute, benchmarks in evaluating performance.

VIII. Trading and Proxy Voting by Investment Managers

In accordance with the fiduciary and other obligations imposed on investment managers by their agreements with the Board, all trades executed by managers must be for the exclusive benefit of the WRS's participants and beneficiaries. Managers are expected to seek best execution on all trades. This is addressed in the individual manager guidelines.

The Board recognizes that the right to vote proxies for securities held represents an asset of the WRS. As such, the Board has specifically delegated the responsibility for voting all security proxies to the individual managers. The Board believes that the voting of proxies constitutes an investment decision by the managers, and that prudent voting of proxies is important to the overall performance of the WRS. Investment managers are expected to execute all proxy votes in a timely fashion and to provide a full written accounting of proxy votes on an annual basis.

IX. Management Structure

To diversify the WRS's assets so as to minimize the risk associated with dependence on the success of one enterprise, the Board Members have decided to employ a multi-manager team approach to investing System assets.

A consultant will be employed whose responsibilities will be to: 1) provide risk and return assumptions for various asset classes, 2) to diversify WRS so as to minimize risk, while enhancing the probability of achieving the WRS's return objectives, and 3) to evaluate the performance and compliance of investment managers.

Investment managers will be employed to utilize individual expertise within their assigned area of responsibility. Each manager will be governed by individual investment guidelines.

X. Implementation

All monies invested for the WRS after the adoption of this investment policy statement shall conform to this statement.

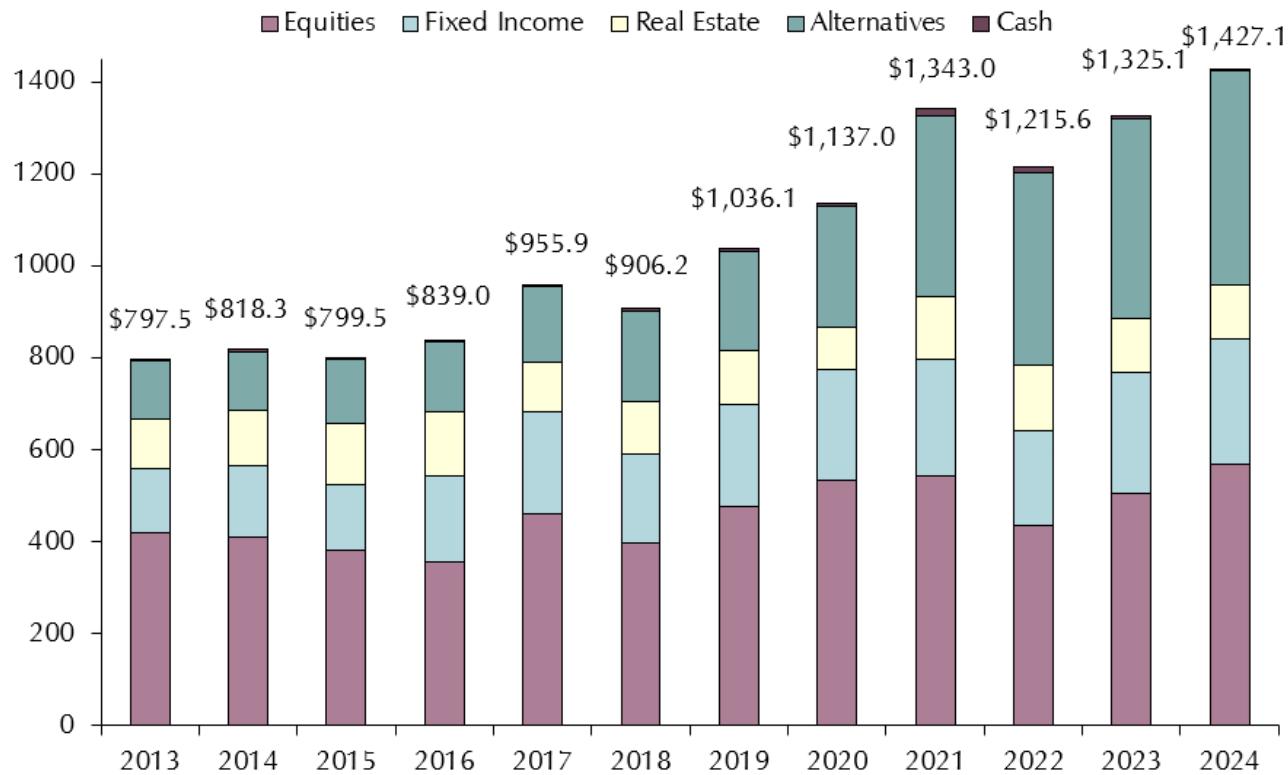
INVESTMENT RESULTS*

	4Q24	1 YR	3 YR	5 YR	10 YR	Since Inception	Inception Date
Total System**	-0.8	8.7	3.3	8.0	7.5	7.7	10/1/1995
Total System (net)**	-0.9	8.6	3.2	8.0	7.4	7.5	10/1/1995
CPI (inflation)	0.1	2.9	4.2	4.2	3.0	2.5	
Total Equity	-3.0	14.0	4.0	8.9	8.8	7.1	4/1/1998
Russell 3000	2.6	23.8	8.0	13.9	12.5	8.5	
MSCI ACWI (ex. U.S.) IMI	-7.6	5.2	0.5	4.1	4.9	4.9	
Total Fixed Income	-1.3	4.6	0.8	2.4	3.2	5.0	1/1/1998
Bloomberg Barclays Universal	-2.7	2.0	-2.0	0.1	1.7	4.2	
Total Real Estate	-0.6	-1.0	0.6	5.0	7.2	7.3	10/1/2000
NCREIF ODCE (net)	1.2	-1.4	-2.3	2.9	5.9	6.9	
Total Balanced	-0.6	9.1	2.4	7.6	--	8.5	6/1/2016
60% MSCI ACWI / 40% Barclays Global Aggregate	-2.6	9.5	1.5	5.3	5.7	6.6	
Total Real Assets	3.1	7.3	8.4	7.6	6.4	5.1	10/1/2006
CPI +3%	0.8	6.0	7.3	7.3	6.1	5.5	

* The WRS's policy is a time weighted average of the representative asset class benchmarks.

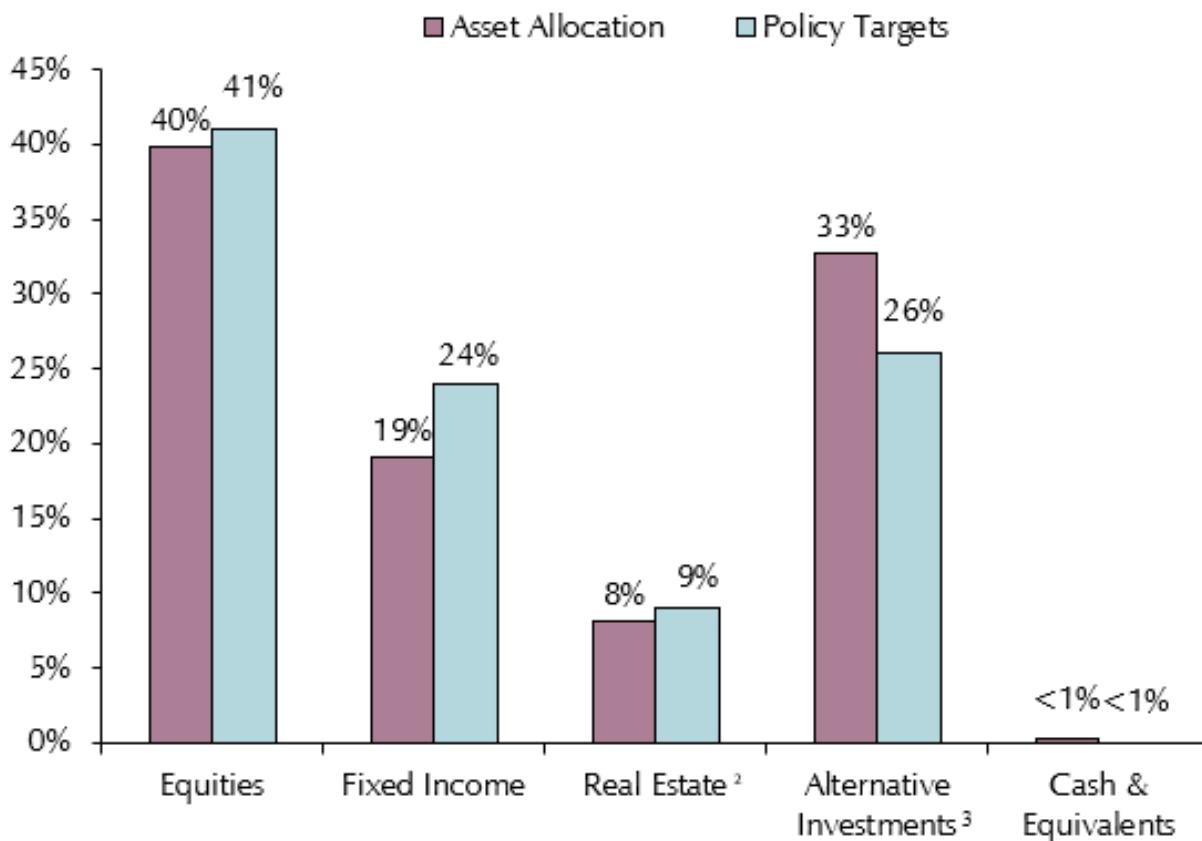
** Other alternative investments include private equity, infrastructure, and natural resources limited partnerships that are measured by dollar weighted, rather than time weighted returns. For the calendar year period covered by this report, the WRS's private equity investments increased by \$11.3 million, including approximately \$10.2 million in capital called and \$13.5 million in distributions. The WRS's private infrastructure investments increased by \$6.3 million, there was \$1.6 million called and \$5.8 million distributed. The WRS's private natural resources investments decreased by \$0.2 million, there was \$0.1 million called and \$2.4 million distributed.

ASSET ALLOCATION - ASSET SIZE¹



¹ Graph reflects the PRIT Core Fund's fair value distributed among the System's asset classes in line with the Core Fund's underlying asset allocation as of the end of PRIM's FY 2024, as disclosed in its financial statements.

AGGREGATE ASSET ALLOCATION VS. POLICY TARGETS¹

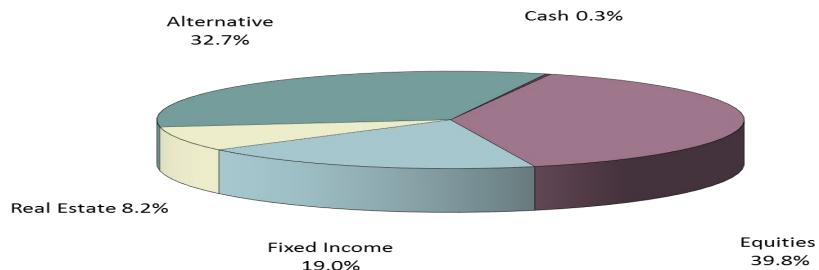


¹ Graph reflects the PRIT Core Fund's fair value distributed among the System's asset classes in line with the Core Fund's underlying asset allocation as of December 31, 2024. Policy Targets include allocation of the System's 35% PRIT Core Fund's target in line with the Core Fund's allocation as of the end of PRIM's FY 2024, as disclosed in its financial statements.

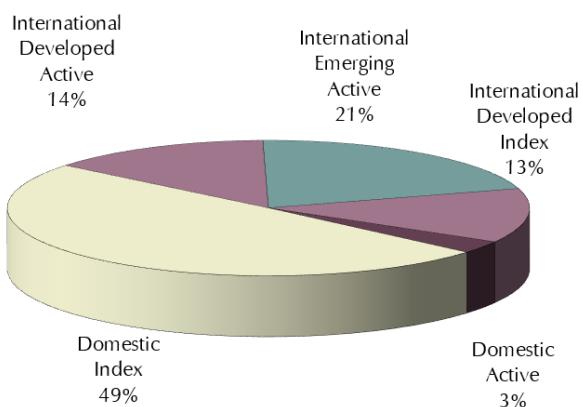
² The Real Estate policy target includes Timber.

³ The Alternative Investments allocation includes Private Equity, Hedge Funds, Portfolio Completion, Infrastructure and Natural Resources assets.

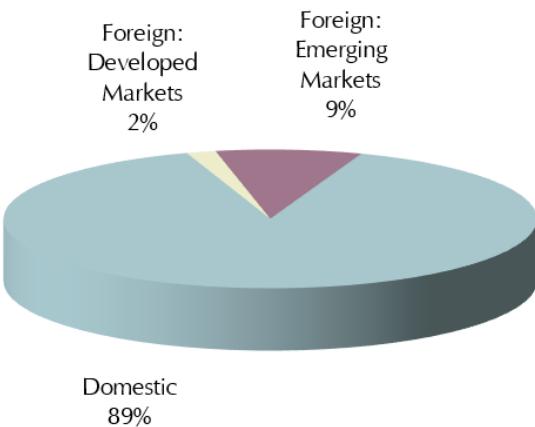
AGGREGATE ASSET ALLOCATION¹



EQUITY ALLOCATION



FIXED INCOME ALLOCATION



¹ Graphs reflect the PRIT Core Fund's fair value distributed among the System's asset classes in line with the Core Fund's underlying asset allocation as of the end of PRIM's FY 2024, as disclosed in its financial statements.

STOCK HOLDINGS BY FAIR VALUE

Company	Number of Shares	Fair Value	% of Total Equity	Industry
NORTEL NETWORKS CORP	7,884.000	3.94	< 0.1%	Telecom

TEN LARGEST FIXED INCOME HOLDINGS BY FAIR VALUE

Security	Coupon (%)	Maturity Date	Fair value (\$)	% of Fixed Income
U S TREASURY BOND	3.875	05/15/43	4,044,065.40	3.1%
U S TREASURY NOTE	3.625	05/31/28	3,174,490.62	2.5%
US TREAS-CPI INFLAT	1.125	01/15/33	2,952,635.99	2.3%
US TREAS-CPI INFLAT	1.750	01/15/34	2,858,512.21	2.2%
US TREAS-CPI INFLAT	0.625	01/15/26	2,651,630.74	2.0%
U S TREASURY NOTE	4.000	02/15/34	2,626,532.22	2.0%
US TREAS-CPI INFLAT	0.375	01/15/27	2,537,628.63	2.0%
US TREAS-CPI INFLAT	0.875	01/15/29	2,503,927.28	1.9%
US TREAS-CPI INFLAT	0.750	07/15/28	2,247,582.09	1.7%
US TREAS-CPI INFLAT	0.500	01/15/28	2,198,150.26	1.7%

A complete portfolio is available upon request.

SCHEDULE OF FEES & COMMISSIONS

Investment Manager Fees: December 31, 2024	
Acadian Asset Management	248,011
AEW VII	-1,613
AEW IX	87,152
American Securities Partners VI	11,933
Boston Millenia Partners II	723
Boston Millenia Partners III	15,948
Eaton Vance	51,788
EnTrust	44,222
Global Infrastructure Partners III	203,868
Global Infrastructure Partners IV	180,995
Global Infrastructure Partners V	259,515
IFM	480,503
IR&M Core Bond	156,812
IR&M TIPS	14,555
Loomis Sayles & Company	150,565
Mass PRIM (EM)	495,567
Mass PRIM (General Allocation)	2,329,754
Mass PRIM (PEVY 2016)	91,414
Mass PRIM (PEVY 2017)	321,870
Mass PRIM (PEVY 2018)	339,185
Mass PRIM (PEVY 2019)	200,461
Mass PRIM (PEVY 2020)	308,802
Mass PRIM (PEVY 2021)	273,704
Mass PRIM (PEVY 2022)	275,978
Mass PRIM (PEVY 2023)	80,523
Mass PRIM (PEVY 2024)	6,671
Mass PRIM (Real Estate)	223,925
Northstar Capital VI	21,922
Old Farm	136,137
Ridgemont	64,438
SSgA Daily EAFE Index	19,894
SSgA Russell 1000 Growth Index	14,088
SSgA Russell 1000 Value Index	12,696

(Continued)

SCHEDULE OF FEES & COMMISSIONS (CONTINUED)

Investment Manager Fees: December 31, 2024	
SSgA S&P 500 Index	9,521
SSgA S&P Midcap Index	4,552
SSgA Russell 2000 Index	4,713
White Deer II	48,714
Total Investment Manager Fees	\$7,189,506
M&T Bank (Custodian Bank Fee)	314,121
Meketa Investment Group (Consultant Fee)	165,646
Total Other Fees	\$479,767
Total Fees	\$7,669,273

2024 COMMISSIONS TO BROKERS

NO COMMISSIONS WERE PAID TO BROKERS IN 2024

INVESTMENT SUMMARY

	Fair Value 12/31/2024 (\$ mm)	% of Total Fair Value ³
Total System	1,427.1	100%
Total Equity Assets	366.1	26%
Equities	< 0.1	< 0.1%
Pooled Equities	366.1	26%
Total Fixed Income Assets	179.6	13%
Fixed Income	129.5	9%
Pooled Fixed Income	50.1	4%
Total Alternative Assets	377.0	26%
Alternative Assets	323.2	22%
Real Estate	53.8	4%
External Investment Pool	500.6	35%
PRIT General Allocation (Core) Fund	500.6	35%
Cash & Cash Equivalents	3.7	0%

³ Figures may not sum to 100% due to rounding.

LIQUIDITY PROFILE

Benefits payments totaled approximately \$105.6 million during the year and along with other payments of \$2.0 million resulted in total cash outflows of \$107.6 million in 2024. These payments were partially offset by a contribution of approximately \$69.9 million from employers and other cash receipts of \$26.4 million for a total of \$96.3 million in 2024. This resulted in a negative cash flow of approximately \$11.3 million for the fiscal year. Note that these figures do not incorporate expected income and asset gains from the WRS's investments. The WRS's portfolio is structured with a long-term expected return of 6.8%.

Actuarial Section



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June 10, 2025

City of Worcester Retirement Board
City Hall, Room 103
455 Main Street
Worcester, MA 01608

Dear Board Members:

Segal has performed a January 1, 2025 actuarial valuation of the City of Worcester Retirement System. This actuarial valuation has been completed in accordance with generally accepted actuarial principles and practices. The assumptions used in this actuarial valuation were selected by the Board based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of the Plan and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

As part of performing the valuation, Segal was furnished member data by the City of Worcester Retirement System's administrative staff. Although examined for general reasonableness, the data was not audited by the actuary. In addition, the administrative staff furnished financial statements that were not audited by the actuary.

The funding objective of the plan is to provide for the current cost of benefits (*i.e.*, normal cost) and to reduce the unfunded liability to zero by June 30, 2034. The normal cost is expected to remain approximately at a level percentage of payroll. As of July 1, 2025, the Special Legislation liability is amortized over a 9-year period (by June 30, 2034) with level payments. The remaining unfunded liability is amortized over a 9-year period. The fiscal 2026 appropriation of \$72,380,361 was determined with the January 1, 2024 actuarial valuation and was calculated such that the total appropriation was 3.50% greater than the fiscal 2025 appropriation. For fiscal 2027, and later years, each year's total appropriation increases 3.50% per year through fiscal 2033, then decreases 50.07% in fiscal 2034.

Actuarial valuations have been performed annually. This is consistent with the guidelines promulgated by PERAC and GASB. The previous valuation was performed as of January 1, 2024. The assumptions and methods used for funding purposes meet the parameters set by the Actuarial Standards of Practice (ASOPs).

Segal has prepared the following supporting schedules for the Actuarial Section and Statistical Section of the Annual Comprehensive Financial Report:

Actuarial Section

- Summary of Actuarial Assumptions and Actuarial Cost Method
- Schedule of Active Member Valuation Data
- Schedule of Retirees and Beneficiaries Added to and Removed from Rolls
- Solvency Test
- Analysis of Financial Experience
- Schedule of Funding Progress
- Summary of Plan Provisions
- Age Last Birthday at Date of Retirement (three schedules)

Statistical Section

- Schedule of Benefit Expenses by Type
- Schedule of Retired Members by Benefit
- Schedule of Average Benefit Payments

Please let us know if you have any questions on this material.

Sincerely,

Segal



Kathleen A. Riley, FSA, MAAA, EA
Senior Vice President and Actuary

I. Summary of Actuarial Assumptions and Actuarial Cost Method

The actuarial assumptions, as set forth in the accompanying supporting schedules, were selected by the City of Worcester Retirement Board and actuary. Unless stated otherwise, the actuarial assumptions are based upon the actuarial valuation as of January 1, 2025, which was adopted by the WRS in June 2025.

Mortality Rates

Pre-retirement: RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2021

Healthy Retiree: RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2021

Disabled Retiree: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2021

The mortality tables reasonably reflect the projected mortality experience of the Plan as of the measurement date based on historical and current demographic data. As part of the analysis, a comparison was made between the actual number of retiree deaths and the projected number based on the prior years' assumptions over the most recent five years. The mortality tables were then adjusted to future years using generational projection under Scale MP-2021 to reflect future mortality improvement.

Note: 55% of the pre-retirement death rates for Groups 1 and 2 and 90% for group 4 represent accidental death.

Termination Rates before Retirement

Groups 1 and 2

Age	Disability	Withdrawal
20	0.01%	12.00%
25	0.03%	8.78%
30	0.04%	5.55%
35	0.07%	3.93%
40	0.13%	2.31%
45	0.18%	1.89%
50	0.24%	1.46%
55	0.30%	0.00%
60	0.35%	0.00%

Notes: 55% of the disability rates shown represent accidental disability.

20% of the accidental disabilities will die from the same cause as the disability.

Group 4

Age	Disability	Withdrawal
20	0.13%	2.10%
25	0.25%	1.88%
30	0.38%	1.65%
35	0.38%	1.11%
40	0.38%	0.56%
45	1.25%	0.28%
50	1.56%	0.00%
55	1.50%	0.00%
60	1.06%	0.00%

Notes: 90% of the disability rates shown represent accidental disability.

60% of the accidental disabilities will die from the same cause as the disability.

The termination rates and disability rates were based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations and disability retirements and the projected number based on the prior years' assumptions over the past five years.

Retirement Rates

Age	Groups 1 and 2	Group 4
50	3.00%	5.00%
51 – 54	1.00%	1.00%
55	2.00%	16.00%
56	2.00%	9.00%
57	3.00%	9.00%
58	3.00%	12.00%
59	3.00%	11.00%
60	8.00%	24.00%
61	7.00%	14.00%
62	15.00%	20.00%
63	11.00%	13.00%
64	10.00%	19.00%
65	36.00%	100.00%
66	22.00%	
67	22.00%	
68	22.00%	
69	25.00%	
70	100.00%	

The retirement rates were based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumptions over the past five years.

Retirement Age for Inactive Vested Participants

55 for participants hired prior to April 2, 2012. For participants hired April 2, 2012 and later, 60 for Group 1, 55 for Group 2 and 50 for Group 4.

The retirement age for inactive vested participants was based on historical and current demographic data, adjusted to reflect economic conditions of the area and estimated future experience and professional judgment.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Family Composition

80% of participants are assumed to be married. None are assumed to have dependent children. Females are assumed to be three years younger than their male spouses.

Benefit Election

All participants are assumed to elect option A. The benefit election reflects the fact that all benefit options are actuarially equivalent.

Net Investment Return

6.80% (same rate used to discount the actuarial accrued liability)

The net investment return assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes, as well as the Plan's target asset allocation.

Salary Scale

4.00% per year with an allowance for wage inflation of 3.00%

The salary scale assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment.

Cost-of-Living Adjustments (COLA)

3.00% increase on the first \$16,000 of retirement allowance. For recipients of Section 100 and Special Legislation benefits, 3.00% per year.

401(a)(17) Salary Limit Projection

3.00% per year.

Interest on Employee Contributions

3.50%

Administrative Expenses

\$725,000 for calendar year 2025, increasing by 3.00% per year thereafter.

The administrative expense assumption is based on information on expected expenses provided by the Retirement System.

2024 Salary

2024 compensation is equal to the compensation provided in the data.

Payroll figures are for the prior year and reflect annualized compensation for participants hired during the year.

Calendar 2024 compensation was reduced by 9.9% for police officials and by 1.4% for firefighters to reflect retroactive payments that were included in the salary data.

Total Service

Total creditable service reported in the data. If missing, total creditable service estimated from date of hire.

Net 3(8)(c) Liability

Estimated liability of \$19.0 million based on the average annual net 3(8)(c) benefits in the prior two years and the average demographics of retired participants.

Actuarial Value of Assets

Fair value of assets as reported in the System's Annual Statement less unrecognized return in each of the last five years. Unrecognized return is equal to the difference between the actual fair value return and the expected fair value return and is recognized over a five-year period, further adjusted, if necessary, to be within 10% of the fair value.

Actuarial Cost Method

Entry Age Normal Actuarial Cost Method. Entry Age is the age of the participant less Total Service as defined above. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by salary. Normal cost is determined using the plan of benefits applicable to each participant.

Amortization Method

Level payments on the special legislation liabilities; total appropriation increases 3.50% in fiscal 2027 through fiscal 2033 and decreases 50.07% in fiscal 2034.

Recent Changes

The investment return assumption was lowered from 8.50% to 8.25% as of January 1, 2006. As of January 1, 2011, it was lowered to 8.00%. As of January 1, 2013, it was lowered to 7.75%. As of January 1, 2015 it was lowered to 7.625%. As of January 1, 2016, it was lowered to 7.50%. As of January 1, 2017 it was lowered to 7.375%. As of January 1, 2018 it was lowered to 7.00%. As of January 1, 2019 it was lowered to 6.90%. As of January 1, 2022 it was lowered to 6.80%.

The salary increase assumption was lowered as of January 1, 2003 from 5.50% to 5.00%. As of January 1, 2011, it was lowered to 4.75%. As of January 1, 2013, it was lowered to 4.5%. As of January 1, 2014, a select and ultimate assumption of 3.5% for 2014 and 2015 and 4.5% thereafter was used. As of January 1, 2015, a select and ultimate assumption of 3.5% for 2015 and 2016 and 4.5% thereafter was used. As of January 1, 2016, a select and ultimate assumption of 3.5% for 2016 and 2017 and 4.5% thereafter was used. As of January 1, 2018, a select and ultimate assumption of 3.5% for 2018 and 2019 and 4.5% thereafter was used. As of January 1, 2019, a select and ultimate assumption of 3.5% for 2019 and 4.0% thereafter was used.

An asset smoothing method was first applied with the January 1, 2000 valuation and modified as of January 1, 2004. As of December 31, 2004, the actuarial value of assets was set equal to fair value. As of January 1, 2009, the actuarial value of assets was changed from fair value of assets to a five-year smoothing method. As of January 1, 2010, the actuarial value of assets was changed from being within 20% of the fair value of assets to being within 10% of the fair value of assets.

The mortality assumption for healthy participants was changed from the 1994 Group Annuity Mortality Table to the RP-2000 Combined Healthy Mortality Table projected 12 years using Scale AA as of January 1, 2012. As of January 1, 2013, the pre-retirement mortality assumption was changed to the RP-2000 Employee Mortality Table projected 20 years using Scale AA. As of January 1, 2014, the pre-retirement mortality assumption was changed to the RP-2000 Employee Mortality Table projected generationally using Scale AA. As of January 1, 2016, the pre-retirement mortality assumption was changed to the RP-2000 Employee Mortality Table projected generationally using Scale BB2D from 2009. As of January 1, 2018, the pre-retirement mortality assumption was changed to the RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

The mortality assumption for healthy retirees was changed from the RP-2000 Combined Healthy Mortality Table projected 12 years using Scale AA to the RP-2000 Healthy Annuitant Mortality Table projected 15 years using Scale AA as of January 1, 2013. As of January 1, 2014, the mortality assumption for non-disabled retirees was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA. As of January 1, 2016, the mortality assumption for non-disabled retirees was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale BB2D from 2009. As of January 1, 2018, the mortality assumption for non-disabled retirees was changed to the RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

The mortality assumption for disabled participants was changed from the 1994 Group Annuity Mortality Table set forward 10 years to the 1994 Group Annuity Mortality Table set forward 7 years, as of January 1, 2010. As of January 1, 2011, the table was changed to the 1994 Group Annuity Mortality Table set forward 5 years. As of January 1, 2012, the assumption was changed to the RP-2000 Combined Healthy Mortality Table set forward 5 years projected 12 years using Scale AA. As of January 1, 2013, the assumption was changed to the RP-2000 Healthy Annuitant Mortality Table projected 5 years using Scale AA with a 3-year set forward for males. As of January 1, 2014, the assumption was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA from 2010 with a 3-year set forward for males. As of January 1, 2015, the assumption was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale AA with a 3-year set forward for males. As of January 1, 2016, the assumption was changed to the RP-2000 Healthy Annuitant Mortality Table projected generationally using Scale BB2D from 2015. As of January 1, 2018, the assumption was changed to the RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2017. As of January 1, 2022, the generational mortality improvement scale was updated to Scale MP-2021.

The estimated liability for future 3(8)(c) payments was decreased from \$20.1 million based on estimated net annual benefits of \$2.4 million to \$15.7 million based on estimated net annual benefits of \$1.8 million as of January 1, 2011 and to an estimated liability of \$15.3 million based on net annual benefits of \$1.7 million as of January 1, 2012. Beginning January 1, 2013, the estimated liability for future net 3(8)(c) payments was based on the average net 3(8)(c) benefits of prior two years and the average demographics of retired participants as follows:

January 1, 2013	\$15.0 million
January 1, 2014	15.3 million
January 1, 2015	17.0 million

January 1, 2016	16.4 million
January 1, 2017	18.7 million
January 1, 2018	23.2 million
January 1, 2019	21.1 million
January 1, 2020	22.9 million
January 1, 2021	25.1 million
January 1, 2022	25.1 million*
January 1, 2023	15.8 million
January 1, 2024	16.6 million
January 1, 2025	19.0 million

*The January 1, 2022 estimated liability was set equal to the January 1, 2021 estimated liability.

As of January 1, 2012, the annual rates of retirement and disability were changed.

The administrative expense assumption was changed from \$625,000 to \$600,000 as of January 1, 2012 and to \$575,000 as of January 1, 2013. Administrative expenses are assumed to increase each year which is reflected in the funding schedule. As of January 1, 2014, the administrative expense assumption was reset to \$575,000. As of January 1, 2015, the administrative expense assumption was changed from \$575,000 to \$600,000. As of January 1, 2016, January 1, 2017, January 1, 2018, and January 1, 2019 the administrative expense assumption was reset to \$600,000. As of January 1, 2020 the administrative expense assumption was increased to \$675,000. As of January 1, 2021 the administrative expense assumption was reset to \$675,000. As of January 1, 2022 the administrative expense assumption was increased to \$715,000. As of January 1, 2023 the administrative expense assumption was reduced to \$700,000. As of January 1, 2024 the administrative expense assumption was increased to \$740,000 for 2024, decreasing to \$700,000 in 2025. As of January 1, 2025, the administrative expense assumption was increased to \$725,000 in 2025.

As of January 1, 2014, the assumed retirement age for inactive vested participants was changed from age 65 to age 55 for Group 1 and 2 members hired prior to April 2, 2012. For inactive vested participants hired April 2, 2012 or later, the assumed retirement age was lowered from age 65 to age 60 for Group 1 members, from age 65 to age 55 for Group 2 members and from age 55 to age 50 for Group 4 members.

II. Schedule of Active Member Valuation Data

Valuation date	Number of Employers	Active Members	Projected annual payroll (\$)	Annual average pay (\$)	% Increase in average pay
1/1/2016	2	3,275	175,910,160	53,713	0.84%
1/1/2017	2	3,342	182,832,183	54,707	1.85%
1/1/2018	2	3,455	192,957,155	55,849	2.09%
1/1/2019	2	3,393	195,816,954	57,712	3.34%
1/1/2020	2	3,506	204,289,852	58,269	0.97%
1/1/2021	2	3,411	206,797,756	60,627	4.05%
1/1/2022	2	3,377	207,413,215	61,419	1.31%
1/1/2023	2	3,630	226,093,258	62,285	1.41%
1/1/2024	3	3,763	248,458,129	66,027	6.01%
1/1/2025	3	4,044	272,671,689	67,426	2.12%

III. Schedule of Retirees and Beneficiaries Added to and Removed from Rolls

Year ended	Valuation Date	Added to Rolls		Removed from Rolls		Rolls - end of year		% Increase in annual allowances	Average annual allowances
		Number	Annual allowances ¹	Number	Annual allowances	Number	Annual allowances ¹		
2015	01/01/16	135	4,994,889	130	2,298,965	2,721	75,746,634	5.19%	27,838
2016	01/01/17	144	4,986,404	138	2,931,552	2,727	78,900,779	4.16%	28,933
2017	01/01/18	116	3,773,403	136	3,061,604	2,707	80,676,665	2.25%	29,803
2018	01/01/19	146	5,323,886	136	3,242,379	2,717	83,946,045	4.05%	30,897
2019	01/01/20	148	5,388,605	127	3,020,329	2,738	87,364,386	4.07%	31,908
2020	01/01/21	128	5,303,175	142	3,503,867	2,724	90,138,703	3.18%	33,091
2021	01/01/22	167	6,077,088	138	3,520,878	2,753	93,722,201	3.98%	34,044
2022	01/01/23	149	5,517,294	141	3,828,086	2,761	96,605,610	3.08%	34,989
2023	01/01/24	140	6,050,490	145	4,099,325	2,756	100,309,161	3.83%	36,397
2024	01/01/25	99	4,370,158	110	2,964,540	2,745	103,079,227	2.76%	37,552

¹ Annual allowances are shown for retirees in pay status at the end of the year

IV. Solvency Test

Valuation Date	Actuarial Accrued Liability			Portion of Actuarial Accrued Liability Covered by Assets				
	(1) Active/Inactive member contributions	(2) Retirees and beneficiaries	(3) Active/Inactive members (Employer financed)	Actuarial value of assets		(1)	(2)	(3)
01/01/2016	186,699,458	738,049,932	362,150,206	849,286,321	100%	90%	0%	
01/01/2017	188,910,537	777,664,492	379,691,076	884,576,848	100%	89%	0%	
01/01/2018	196,740,865	835,591,903	430,038,244	928,286,125	100%	88%	0%	
01/01/2019	201,754,782	872,943,297	431,638,679	952,294,056	100%	86%	0%	
01/01/2020	206,620,971	915,307,098	432,846,339	993,870,483	100%	86%	0%	
01/01/2021	213,482,360	946,089,443	433,836,319	1,069,701,047	100%	91%	0%	
01/01/2022	214,597,406	996,565,467	440,960,296	1,204,658,632	100%	99%	0%	
01/01/2023	219,081,882	1,026,745,517	454,162,636	1,251,062,070	100%	100%	1%	
01/01/2024	225,610,679	1,060,042,365	470,032,075	1,344,095,169	100%	100%	12%	
01/01/2025	238,530,363	1,084,692,297	489,068,551	1,433,066,912	100%	100%	22%	

V. Analysis of Financial Experience

	Year Ended December 31,				
	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
1. Unfunded actuarial accrued liability as of January 1	\$411,589,950	\$448,927,965	\$447,464,537	\$523,707,075	\$560,903,925
2. Normal cost as of January 1	42,607,225	39,212,323	36,407,910	35,196,663	34,878,842
3. Employer, employee and other contributions during year	(96,331,536)	(91,030,340)	(84,525,421)	(79,036,993)	(75,464,319)
4. Interest					
(a) For whole year on (1)+(2)	30,885,408	33,193,540	32,903,326	38,564,358	41,109,011
(b) For half year on (3)	<u>(2,966,673)</u>	<u>(2,791,279)</u>	<u>(2,603,086)</u>	<u>(2,469,435)</u>	<u>(2,357,809)</u>
(c) Total interest	\$27,918,735	\$30,402,261	\$30,300,240	\$36,094,923	\$38,751,202
5. Expected unfunded actuarial liability	385,784,374	427,512,209	429,647,266	515,961,668	559,069,650
6. Actual unfunded actuarial accrued liability	379,224,299	411,195,890	448,927,965	423,148,816	523,707,075
7. (Gain) or loss for the year: (6)-(5)	<u>(\$6,560,075)</u>	<u>(\$16,316,319)</u>	<u>\$19,280,699</u>	<u>(\$92,812,852)</u>	<u>(\$35,362,575)</u>
8. Investment (gain) or loss	(\$9,926,967)	(\$20,486,700)	\$19,153,472	(\$78,739,604)	(\$24,402,530)
9. (Gains) or losses from sources other than investments	3,366,892	4,170,381	(6,691,308)	(14,073,248)	(10,960,045)
10. Plan changes	-	-	6,818,535	21,678,106	-
11. Assumption changes	-	-	-	2,637,615	-
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
1. Unfunded actuarial accrued liability as of January 1	\$554,042,702	\$534,084,887	\$461,689,257	\$437,613,275	\$407,846,543
2. Normal cost as of January 1	33,265,206	33,831,538	29,444,823	27,755,573	26,909,138
3. Employer, employee and other contributions during year	(71,619,317)	(67,434,617)	(64,158,570)	(61,283,246)	(59,217,609)
4. Interest					
(a) For whole year on (1)+(2)	40,524,246	39,754,150	36,221,138	34,902,664	33,150,121
(b) For half year on (3)	<u>(2,237,676)</u>	<u>(2,137,100)</u>	<u>(2,140,833)</u>	<u>(2,079,106)</u>	<u>(2,042,077)</u>
(c) Total interest	\$38,286,570	\$37,617,050	\$34,080,305	\$32,823,558	\$31,108,044
5. Expected unfunded actuarial liability	553,975,161	538,098,858	461,055,815	436,909,160	406,646,116
6. Actual unfunded actuarial accrued liability	560,903,925	554,042,702	534,084,887	461,689,257	437,613,275
7. (Gain) or loss for the year: (6)-(5)	<u>\$6,928,764</u>	<u>\$15,943,844</u>	<u>\$73,029,072</u>	<u>\$24,780,097</u>	<u>\$30,967,159</u>
8. Investment (gain) or loss	\$5,452,605	\$22,932,790	\$1,260,000	\$8,461,822	\$16,027,779
9. (Gains) or losses from sources other than investments	1,476,159	(8,597,452)	(1,270,240)	(2,801,045)	(1,886,071)
10. Plan changes	-	-	-	-	-
11. Assumption changes	-	1,608,506	73,039,312	19,119,320	16,825,451
					(concluded)

VI. Schedule of Funding Progress

Actuarial Valuation Date	Actuarial Value of Plan Assets (a)	Actuarial Accrued Liability (b)	Unfunded Actuarial Accrued Liability (b - a)	Funded Ratio (%) (a/b)	Covered Employee Payroll (c)	UAAL as a Percent of Covered Payroll (%) (b - a)/c
01/01/2016	849,286,321	1,286,899,596	437,613,275	65.99%	175,910,160	248.77%
01/01/2017	884,576,848	1,346,266,105	461,689,257	65.71%	182,832,183	252.52%
01/01/2018	928,286,125	1,462,371,012	534,084,887	63.48%	192,957,155	276.79%
01/01/2019	952,294,056	1,506,336,758	554,042,702	63.22%	195,816,954	282.94%
01/01/2020	993,870,483	1,554,774,408	560,903,925	63.92%	204,289,852	274.56%
01/01/2021	1,069,701,047	1,593,408,122	523,707,075	67.13%	206,797,756	253.25%
01/01/2022	1,204,658,632	1,652,123,169	447,464,537	72.92%	207,413,215	215.74%
01/01/2023	1,251,062,070	1,699,990,035	448,927,965	73.59%	226,093,258	198.56%
01/01/2024	1,344,095,169	1,755,685,119	411,589,950	76.56%	248,458,129	165.50%
01/01/2025	1,433,066,912	1,812,291,211	379,224,299	79.07%	272,671,689	139.08%

Also refer to the “Schedule of WRS’s Contributions – Last 10 Fiscal Years” in the Required Supplementary Information section of this report.

VII. Summary of Plan Provisions

In addition to this summary of plan provisions, also refer to the “Financial Section” of this report for further information related to plan provisions.

The following summarizes the major provisions of Chapter 32 of the Massachusetts General Laws.

Plan Year

January 1 – December 31

Retirement Benefits

Employees covered by the Contributory Retirement Law are classified into one of four groups depending on job classification. Group 1 comprises most positions in state and local government. It is the general category of public employees. Group 4 comprises mainly police and firefighters. Group 2 is for other specified hazardous occupations. (Officers and inspectors of the State Police are classified as Group 3.)

For employees hired prior to April 2, 2012, the annual amount of the retirement allowance is based on the member’s final three-year average salary multiplied by the number of years and full months of creditable service at the time of retirement and multiplied by a percentage according to the following table based on the age of the member at retirement:

Age Last Birthday at Date of Retirement

Percent	Group 1	Group 2	Group 4
2.5	65 or over	60 or over	55 or over
2.4	64	59	54
2.3	63	58	53
2.2	62	57	52
2.1	61	56	51
2.0	60	55	50
1.9	59	--	49
1.8	58	--	48
1.7	57	--	47
1.6	56	--	46
1.5	55	--	45

A member's final three-year average salary is defined as the greater of the highest consecutive three-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last three years of creditable service prior to retirement.

For employees hired on April 2, 2012 or later, the annual amount of the retirement allowance is based on the member's final five-year average salary multiplied by the number of years and full months of creditable service at the time of retirement and multiplied by a percentage according to the following tables based on the age and years of creditable service of the member at retirement:

For members with less than 30 years of creditable service:

Age Last Birthday at Date of Retirement

Percent	Group 1	Group 2	Group 4
2.50	67 or over	62 or over	57 or over
2.35	66	61	56
2.20	65	60	55
2.05	64	59	54
1.90	63	58	53
1.75	62	57	52
1.60	61	56	51
1.45	60	55	50

For members with 30 years of creditable service or greater:

Age Last Birthday at Date of Retirement

Percent	Group 1	Group 2	Group 4
2.500	67 or over	62 or over	57 or over
2.375	66	61	56
2.250	65	60	55
2.125	64	59	54
2.000	63	58	53
1.875	62	57	52
1.750	61	56	51
1.625	60	55	50

A member's final five-year average salary is defined as the greater of the highest consecutive five-year average annual rate of regular compensation and the average annual rate of regular compensation received during the last five years of creditable service prior to retirement.

For employees who became members after January 1, 2011, regular compensation is limited to 64% of the federal limit found in 26 U.S.C. 401(a)(17). In addition, regular compensation for members who retire after April 2, 2012 will be limited to prohibit "spiking" of a member's salary to increase the retirement benefit.

For all employees, the maximum annual amount of the retirement allowance is 80 percent of the member's final three-year average salary. Any member who is a veteran also receives an additional yearly retirement allowance of \$15 per year of creditable service, not exceeding \$300. The veteran allowance is paid in addition to the 80 percent maximum.

Employee Contributions

Employees hired before January 1, 1975 contribute 5 percent of their salary; employees hired after January 1, 1975 and before December 31, 1983 contribute 7 percent; employees hired after January 1, 1984 and before June 30, 1996 contribute 8 percent; employees hired after July 1, 1996 contribute 9 percent.

In addition, employees hired after December 31, 1978 contribute an additional 2 percent of salary in excess of \$30,000.

Employees hired after 1983 who voluntarily withdraw their contributions with less than 10 years of credited service receive 3% interest on their contributions.

Employees in Group 1 hired on or after April 2, 2012 with 30 years of creditable service or greater will pay a base contribution rate of 6%.

Retirement Benefits (Superannuation)

Members of Group 1, 2 or 4 hired prior to April 2, 2012 may retire upon the attainment of age 55. For retirement at ages below 55, twenty years of creditable service is required.

Members hired prior to April 2, 2012 who terminate before age 55 with ten or more years of creditable service are eligible for a retirement allowance upon the attainment of age 55 (provided they have not withdrawn their accumulated deductions from the Annuity Savings Fund of the System).

Members of Group 1 hired April 2, 2012 or later may retire upon the attainment of age 60. Members of Group 2 or 4 hired April 2, 2012 or later may retire upon the attainment of age 55. Members of Group 4 may retire upon attainment of age 50 with ten years of creditable service.

Members hired April 2, 2012 or later who terminate before age 55 (60 for members of Group 1) with ten or more years of creditable service are eligible for a retirement allowance upon the attainment of age 55 (60 for members of Group 1) provided they have not withdrawn their accumulated deductions from the Annuity Savings Fund of the System.

Ordinary Disability Benefits

A member who is unable to perform his job due to a non-occupational disability will receive a retirement allowance if he has ten or more years of creditable service and has not reached age 55. The annual amount of such allowance shall be determined as if the member retired for superannuation at age 55 (age 60 for Group 1 members hired on or after April 2, 2012), based on the amount of creditable service at the date of disability. For veterans, there is a minimum benefit of 50 percent of the member's most recent year's pay plus an annuity based on his or her own contributions.

Accidental Disability Benefit

For a job-connected disability the benefit is 72 percent of the member's most recent annual pay plus an annuity based on his own contributions, plus additional amounts for surviving children. Benefits are capped at 75 percent of annual rate of regular compensation for employees who become members after January 1, 1988.

Death Benefits

In general, the beneficiary of an employee who dies in active service will receive a refund of the employee's own contributions. Alternatively, if the employee were eligible to retire on the date of his or her death, a spouse's benefit will be paid equal to the amount the employee would have received under Option C. The surviving spouse of a member who dies with two or more years of credited service has the option of a refund of the employee's contributions or a monthly benefit regardless of eligibility to retire, if they were married for at least one year. The allowance provided for under this option shall not be less than \$250 per month, and there are additional amounts for surviving children.

If an employee's death is job-connected, the spouse will receive 72 percent of the member's most recent annual pay in addition to a refund of the member's accumulated deductions, plus additional amounts for surviving children. However, in accordance with Section 100 of Chapter 32, the surviving spouse of a police officer, firefighter or corrections officer killed in the line of duty will be eligible to receive an annual benefit equal to the maximum salary held by the member at the time of death, and will be eligible for pay increases that would have been awarded to the officer if they were still living.

Upon the death of a job-connected disability retiree who retired prior to November 7, 1996 and could not elect an Option C benefit, a surviving spouse will receive an allowance of \$12,000 per year if the member dies for a reason unrelated to cause of disability.

"Heart and Lung Law" and Cancer Presumption

Any case of hypertension or heart disease resulting in total or partial disability or death to a uniformed fireman or permanent member of a police department, or certain employees of a county correctional facility is presumed to have been suffered in the line of duty, unless the contrary is shown by competent evidence. Any case of disease of the lungs or respiratory tract resulting in total disability or death to a uniformed fireman is presumed to have been suffered in the line of duty, unless the contrary is shown by competent evidence. There is an additional presumption for uniformed firemen that certain types of cancer are job-related if onset occurs while actively employed or within five years of retirement.

Options

Members may elect to receive a full retirement allowance payable for life under Option A. Under Option B a member may elect to receive a lower monthly allowance in exchange for a guarantee that at the time of death contributions not expended for annuity payments will be refunded to his beneficiary. Option C allows the member to take a lesser retirement allowance in exchange for providing a survivor with two-thirds of the lesser amount. Option C pensioners will have their benefits converted from a reduced to a full retirement if the beneficiary predeceases the retiree.

Post-Retirement Benefits

The Board has adopted the provisions of Section 51 Chapter 127 of the Acts of 1999, which provide that the Retirement Board may approve an annual COLA in excess of the Consumer Price Index but not to exceed a 3% COLA on the first \$12,000 of a retirement allowance. As of July 1, 2012, this increased to an annual COLA in excess of the CPI, but not to exceed 3% of the first \$13,000 of a retirement allowance. The \$13,000 COLA base increased to \$14,000 on July 1, 2022, and will increase to \$15,000 on July 1, 2023, and to \$16,000 on July 1, 2024. Pursuant to Chapter 269 of the Acts of 2022, the Board approved a one-time increase in the COLA from 3% to 5% effective July 1, 2022. Cost-of-living increases granted prior to July 1, 1998 are reimbursed by the Commonwealth and are not reflected in this report.

Changes in Plan Provisions

None.

Statistical Section

STATISTICAL SECTION

This part of the WRS' Annual Comprehensive Financial Report presents information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about the WRS' overall financial health.

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These schedules contain trend information to help the reader understand how the WRS' financial performance and well-being have changed over time.	
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This schedule shows each participating employer's number of covered employees and percentage of total covered employees.	

Schedule of Additions to Fiduciary Net Position by Source

Fiscal Year	Member Contributions		Employer Contributions		Employer Contributions as % of Covered Payroll	Investment Income(a)	Other(b)	Total
	Member Contributions	Employer Contributions	Covered Payroll	Investment Income(a)				
2015	\$ 17,409,182	\$ 42,703,837	24.58	\$ (10,490,024)	\$ 1,808,517	\$ 51,431,512		
2016	17,797,519	44,411,990	25.25	58,737,894	1,854,736	122,802,139		
2017	19,327,093	46,188,470	25.26	134,646,815	1,766,916	201,929,294		
2018	19,969,060	49,098,344	25.45	(30,549,012)	1,669,769	40,188,161		
2019	20,740,274	52,206,269	26.50	147,174,441	1,599,809	221,720,793		
2020	20,534,325	55,510,926	27.88	117,030,633	1,564,632	194,640,516		
2021	20,012,226	59,024,767	29.52	221,467,014	3,080,028	303,584,035		
2022	21,764,386	62,761,035	28.74	(110,667,214)	3,435,610	(22,706,183)		
2023	24,296,531	66,733,809	27.82	125,351,490	4,810,179	221,192,009		
2024	26,398,820	69,932,716	26.58	114,089,963	4,400,755	214,822,254		

(a) Net of Investment expenses

(b) Includes state pension reimbursements and transfer of employees' contributions from other public pension plans as defined by Massachusetts General Law, Chapter 32.

Schedule of Deductions from Fiduciary Net Position by Type

Fiscal Year	Administrative			Total
	Benefits	Expenses	Withdrawals(a)	
2015	\$ 74,243,486	\$ 572,743	\$ 4,418,386	\$ 79,234,615
2016	77,848,021	565,669	4,873,808	83,287,498
2017	80,516,026	583,404	5,730,504	86,829,934
2018	82,386,639	587,936	5,191,880	88,166,455
2019	85,849,444	658,260	6,086,868	92,594,572
2020	88,861,178	556,041	4,767,990	94,185,209
2021	92,267,786	568,333	6,285,630	99,121,749
2022	95,994,461	575,104	7,213,397	103,782,962
2023	99,817,113	681,755	7,545,530	108,044,398
2024	102,503,630	737,169	9,438,974	112,679,773

(a) Includes amounts for employee withdrawals and employee transfers to other governmental units.

Schedule of Total Change in Net Position

<u>Fiscal Year</u>	<u>Total Change in Net Position</u>
2015	\$ (27,803,103)
2016	39,514,641
2017	115,099,360
2018	(47,978,294)
2019	129,126,221
2020	100,445,307
2021	204,462,286
2022	(126,489,145)
2023	113,147,611
2024	102,142,481

Schedule of Benefit Expenses by Type

<u>Year ended December 31</u>	<u>Regular¹</u>	<u>Disability¹</u>	<u>Beneficiary¹</u>	<u>COLA</u>	<u>Annuities</u>	<u>Total</u>
2015	\$ 35,487,721	\$ 11,841,135	\$ 5,267,784	\$ 10,923,579	\$ 10,723,267	\$ 74,243,486
2016	37,977,162	12,615,968	4,670,120	11,157,039	11,427,732	77,848,021
2017	39,441,834	12,819,524	4,759,082	11,344,869	12,150,716	80,516,025
2018	38,589,392	11,751,978	7,791,730	11,487,304	12,766,235	82,386,639
2019	40,492,219	12,480,594	7,400,621	11,686,375	13,789,635	85,849,444
2020	42,075,498	12,876,090	7,682,010	11,838,734	14,388,846	88,861,178
2021	44,337,621	12,884,512	7,644,855	11,982,100	15,418,698	92,267,786
2022	47,044,456	13,527,008	7,728,544	10,996,362	16,698,090	95,994,460
2023	48,236,733	13,076,166	8,064,146	13,099,536	17,340,533	99,817,114
2024	49,655,042	13,399,159	7,937,802	13,056,440	18,455,187	102,503,630

¹ For 2018, expenses by type (net of COLAs paid) were estimated by allocating total COLAs paid in proportion to each type's share of prior year's total benefit expense.

Schedule of Refund Expenses by Type

<u>Year ended December 31</u>	<u>Voluntary Refunds (Resignation)</u>	<u>Involuntary Refunds (Termination)</u>	<u>Deaths</u>	<u>Overpayment Contributions</u>	<u>Total</u>
2015	\$ 540,978	\$ 341,054	\$ 62,642	\$ 10,211	\$ 954,885
2016	690,021	213,630	126,575	-	1,030,226
2017	1,021,405	270,294	66,422	-	1,358,121
2018	851,230	157,197	134,627	1,979	1,145,033
2019	491,247	118,850	381,838	-	991,935
2020	807,351	31,681	72,505	-	911,538
2021	1,429,706	213,074	86,597	-	1,729,377
2022	1,643,706	108,303	316,205	-	2,068,213
2023	1,456,448	62,695	135,954	-	1,655,097
2024	2,102,118	169,991	182,112	-	2,454,221

Schedule of Retired Members by Benefit

	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015
Superannuation										
Group 1	1,534	1,533	1,548	1,531	1,497	1,494	1,475	1,458	1,472	1,453
Group 2&4	460	455	435	429	422	410	401	392	387	375
Total	1,994	1,988	1,983	1,960	1,919	1,904	1,876	1,850	1,859	1,828
Ordinary Disability										
Group 1	22	22	25	27	28	28	28	29	31	33
Group 2&4	9	9	9	8	7	8	8	7	7	7
Total	31	31	34	35	35	36	36	36	38	40
Accidental Disability										
Group 1	102	106	111	112	113	115	114	117	117	119
Group 2&4	233	234	238	243	244	249	248	258	268	271
Total	335	340	349	355	357	364	362	375	385	390
Beneficiaries										
Group 1	211	224	221	228	230	237	241	246	249	263
Group 2&4	174	173	174	175	183	197	202	200	196	200
Total	385	397	395	403	413	434	443	446	445	463
Total Retired Members										
Group 1	1,869	1,885	1,905	1,898	1,868	1,874	1,858	1,850	1,869	1,868
Group 2&4	876	871	856	855	856	864	859	857	858	853
Total	2,745	2,756	2,761	2,753	2,724	2,738	2,717	2,707	2,727	2,721

Source: Actuarial valuation as of January 1, 2025

Schedule of Average Benefit Payments

Years of Credited Service	2015 (a)			2016 (a)			2017 (a)			2018 (a)			2019 (a)		
	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (a)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (a)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)
0	795	4,320	1	819	4,320	1	843	4,320	1	0	0	0	0	0	0
1 - 5	1,806	23,334	27	1,835	24,384	28	1,961	25,053	29	2,075	25,790	27	2,242	25,674	29
6 - 10	1,200	26,274	141	1,232	27,024	138	1,206	27,932	129	1,279	30,277	125	1,343	31,625	120
11 - 15	1,191	28,923	316	1,240	29,534	307	1,273	30,020	298	1,293	30,596	294	1,319	31,873	299
16 - 20	1,504	30,804	401	1,539	31,881	402	1,585	32,734	394	1,637	33,499	382	1,677	34,458	380
21 - 25	2,025	36,637	361	2,100	38,099	364	2,143	39,312	360	2,202	41,030	372	2,296	42,637	369
26 - 30	2,910	45,028	319	2,949	46,123	336	2,963	46,123	338	3,048	48,081	337	3,084	48,831	339
31 - 35	3,928	58,294	434	4,065	60,356	441	4,195	62,366	448	4,285	63,792	466	4,363	64,878	488
36 - 40	3,946	59,520	212	4,107	62,086	214	4,225	63,736	213	4,329	65,001	214	4,403	65,919	217
41 - 45	3,600	53,861	42	3,767	56,267	47	3,748	55,660	48	3,856	57,482	54	4,020	60,443	59
46 - 50	2,895	43,609	3	2,928	43,609	3	2,977	46,752	2	3,010	46,752	2	3,067	47,094	3
51 - 55	3,464	51,857	1	3,497	51,857	1	3,529	51,857	1	3,562	51,857	1	3,594	51,857	1
	2020 (a)			2021 (a)			2022 (a)			2023 (a)			2024 (a)		
Years of Credited Service	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)	Average Monthly Benefit (\$)	Average Final Salary (\$)	Number of Retired Members (b)
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 - 5	2,493	29,019	29	2,521	28,870	28	2,654	29,683	27	2,643	30,259	27	2,723	30,737	27
6 - 10	1,367	32,383	118	1,400	33,018	114	1,421	34,397	112	1,458	37,932	107	1,565	41,246	107
11 - 15	1,358	32,599	290	1,396	33,744	280	1,427	35,277	278	1,466	35,984	268	1,509	36,756	260
16 - 20	1,723	35,429	374	1,759	36,251	369	1,851	38,073	367	1,914	38,783	354	1,968	39,622	348
21 - 25	2,326	43,424	374	2,377	44,321	398	2,398	45,099	412	2,477	46,172	413	2,521	46,857	414
26 - 30	3,173	50,507	334	3,242	51,667	344	3,320	53,962	350	3,453	55,879	362	3,548	57,593	372
31 - 35	4,444	66,089	503	4,510	67,198	525	4,657	69,423	528	4,791	71,281	532	4,887	72,458	532
36 - 40	4,547	68,094	226	4,572	68,739	228	4,619	69,620	229	4,842	72,303	231	4,940	72,916	236
41 - 45	4,247	63,947	58	4,372	65,664	59	4,436	66,178	58	4,590	68,308	58	4,707	69,856	57
46 - 50	3,205	49,420	5	3,231	50,258	5	3,266	50,258	5	3,654	55,064	7	3,751	54,842	6
51 - 55	0	0	0	0	0	0	0	0	0	0	0	0	5,790	89,159	1

(a) Since the data in this table is organized by creditable service, it does not include "Beneficiaries"

Schedule of Participating Employers

Fiscal Year	Employer Name	Number of Covered Employees	Percentage of Total Covered Employees
2015	City of Worcester	3,079	94.0%
2015	Worcester Housing Authority	196	6.0%
2024	City of Worcester	3,832	94.8%
2024	Worcester Housing Authority	205	5.1%
2024	Worcester Regional Transit Authority	7	0.2%

Source: The WRS administrative staff