

Town of Wellesley Contributory Retirement System

**Governmental Accounting Standards Board
Statements No. 67 and 68 (GASB 67/68)
Accounting Valuation as of December 31, 2023**



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June 11, 2024

Retirement Board
Town of Wellesley Contributory Retirement System
525 Washington Street
Wellesley, MA 02482

Dear Board Members:

We are pleased to submit this Governmental Accounting Standards Board Statements No. 67 and 68 (GASB 67/68) Accounting Valuation as of December 31, 2023 for the Town of Wellesley Contributory Retirement System. It contains various information that will need to be disclosed in order to comply with GASB 67 and 68. Except as otherwise noted, please refer to the Town of Wellesley Contributory Retirement System Actuarial Valuation and Review as of January 1, 2023, dated August 25, 2023, for the data, assumptions, and plan of benefits underlying these calculations.

This report has been prepared in accordance with generally accepted actuarial principles and practices for the exclusive use and benefit of the Board, based upon information provided by the staff of the Retirement System and the System's other service providers.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law.

The actuarial calculations were completed under my supervision. I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in the actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Board based upon our analysis and recommendations. In my opinion, the assumptions are reasonable and take into account the experience of the Retirement System and reasonable expectations. In addition, in my opinion, the combined effect of these assumptions is expected to have no significant bias.

Retirement Board
June 11, 2024

Segal makes no representation or warranty as to the future status of the Retirement System and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Retirement System's legal, tax and other advisors before taking, or refraining from taking, any action.

I look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal

A handwritten signature in blue ink, appearing to read 'Kathleen A. Riley', is written over a horizontal line.

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

Table of Contents

| | |
|--|----|
| Section 1: Actuarial Valuation Summary | 5 |
| Purpose and basis | 5 |
| Highlights of the valuation | 5 |
| Important information about actuarial valuations | 6 |
| Section 2: GASB Information | 8 |
| General information about the pension plan | 8 |
| Exhibit 1 – Net Pension Liability | 9 |
| Exhibit 2 – Schedule of changes in Net Pension Liability | 12 |
| Exhibit 3 – Schedule of employer contributions | 14 |
| Exhibit 4 – Pension expense | 17 |
| Exhibit 5 – Determination of proportionate share | 19 |
| Exhibit 6 – Determination of proportionate share amounts by employer | 20 |
| Appendix: Definition of Terms | 24 |

Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present certain disclosure information required by Governmental Accounting Standards Board Statements No. 67 and 68 (GASB 67/68) as of December 31, 2023. This report is based on financial information as of December 31, 2023 and the Actuarial Valuation and Review as of January 1, 2023, which reflects:

- The benefit provisions of Massachusetts General Law Chapter 32;
- The characteristics of covered active participants, inactive participants, and retired participants and beneficiaries as of December 31, 2022, provided by the staff of the Retirement System;
- Economic assumptions regarding future salary increases and investment earnings; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc.

Highlights of the valuation

1. The Net Pension Liability (NPL) measured as of December 31, 2023 and December 31, 2022 was determined based upon the results of an actuarial valuation as of January 1, 2023.
2. Pursuant to Chapter 269 of the Acts of 2022, the Retirement Board approved a one-time increase in the COLA percentage from 3% to 5% effective July 1, 2022. In addition, the Retirement Board increased the COLA base from \$18,000 to \$19,000 effective July 1, 2023, to \$20,000 effective July 1, 2024 and to \$21,000 effective July 1, 2025.
3. The NPL is equal to the difference between the Total Pension Liability (TPL) and the Plan Fiduciary Net Position (FNP). The Plan Fiduciary Net Position is equal to the market value of assets, and, therefore, the NPL measure is very similar to an Unfunded Actuarial Accrued Liability (UAL) on a market value basis. The NPL decreased from \$45,316,411 as of December 31, 2022 to \$33,522,748 as of December 31, 2023 and the Plan Fiduciary Net Position as a percent of the TPL increased from 84.99% to 89.41%.
4. The discount rate used to measure the TPL and NPL was 6.00% as of December 31, 2023 and December 31, 2022.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

In order to prepare a valuation, Segal relies on a number of input items. These include:

| Input Item | Description |
|------------------------------|---|
| Plan of benefits | Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits. |
| Participant data | An actuarial valuation for a plan is based on data provided to the actuary by the Retirement System. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data. |
| Assets | The valuation is based on the market value of assets as of the valuation date, as provided by the Retirement System. |
| Actuarial assumptions | In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong. |
| Actuarial models | Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary. |

Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the Board. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement of the System's assets and liabilities at a specific date. Accordingly, except where otherwise noted, Segal did not perform an analysis of the potential range of future financial measures. The actual long-term cost of the System will be determined by the actual benefits and expenses paid and the actual investment experience of the System.
- Actuarial results in this report are not rounded, but that does not imply precision.
- If the Board is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting, or tax advice and is not acting as a fiduciary to the Retirement System. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Retirement System's provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.

Section 2: GASB Information

General information about the pension plan

Plan membership. At December 31, 2022, pension plan membership consisted of the following:

| Membership | Number |
|--|--------------|
| Retired participants or beneficiaries currently receiving benefits | 436 |
| Inactive participants with a vested right to a deferred or immediate benefit | 40 |
| Inactive participants entitled to a refund of employee contributions | 392 |
| Active members | 656 |
| Total | 1,524 |

Section 2: GASB Information

Exhibit 1 – Net Pension Liability

| Components of the Net Pension Liability | Current | Prior |
|---|-------------------|-------------------|
| Reporting date for employer under GASB 68 | June 30, 2024 | June 30, 2023 |
| Measurement date | December 31, 2023 | December 31, 2022 |
| Total Pension Liability | \$316,606,931 | \$301,921,143 |
| Plan Fiduciary Net Position | 283,084,183 | 256,604,732 |
| Net Pension Liability | 33,522,748 | 45,316,411 |
| Plan Fiduciary Net Position as a percentage of the Total Pension Liability* | 89.41% | 84.99% |

Actuarial assumptions. The TPL as of December 31, 2023, which was determined based on the results of an actuarial valuation as of January 1, 2023, used the following actuarial assumptions, applied to all periods included in the measurement:

| Assumption Type | Assumption |
|-------------------------------|--|
| Wage inflation | 2.75% |
| Salary increases | Based on years of service, ranging from 7.00% decreasing to 3.50% after 11 years of service for Group 1 and 2 employees, and ranging from 8.00% decreasing to 4.00% after 11 years for Group 4 employees |
| Net investment rate of return | 6.00% |
| Cost-of-living adjustment | 2.75% |
| Mortality | Pre-Retirement: RP-2014 Blue Collar Employee Mortality Table set forward one year for females projected generationally with Scale MP-2021 Healthy Retiree: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year for females 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 |

Detailed information regarding all actuarial assumptions can be found in the January 1, 2023 Actuarial Valuation and Review.

* These funded percentages are not necessarily appropriate for assessing the sufficiency of System assets to cover the estimated cost of settling the System's benefit obligation or the need for or the amount of future contributions.

Section 2: GASB Information

Determination of discount rate and investment rates of return

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

| Asset Class | Target Allocation | Long-Term Expected Real Rate of Return* |
|--|-------------------|---|
| Domestic equity | 22.00% | 6.29% |
| International developed markets equity | 9.50% | 6.39% |
| International emerging markets equity | 4.50% | 7.63% |
| Core fixed income | 15.00% | 1.72% |
| High-yield fixed income | 9.00% | 3.43% |
| Real estate | 10.00% | 3.24% |
| Timber | 4.00% | 3.72% |
| Hedge fund, GTAA, Risk parity | 10.00% | 2.87% |
| Private equity | 16.00% | 9.43% |
| Total | 100.00% | |

Note: Some asset classes included in the System's target asset allocation have been combined.

Discount rate. The discount rate used to measure the TPL was 6.00% as of December 31, 2023 and December 31, 2022. The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. Based on those assumptions, the Plan FNP was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the TPL as of both December 31, 2023 and December 31, 2022.

* Geometric real rates of return are net of inflation.

Section 2: GASB Information

Discount rate sensitivity

Sensitivity of the Net Pension Liability to changes in the discount rate. The following presents the Net Pension Liability of the Retirement System as of December 31, 2023 calculated using the discount rate of 6.00%, as well as what the Retirement System's NPL would be if it were calculated using a discount rate that is 1-percentage-point lower (5.00%) or 1-percentage-point higher (7.00%) than the current rate.

| Item | 1% Decrease (5.00%) | Current Discount Rate (6.00%) | 1% Increase (7.00%) |
|--|------------------------|-------------------------------------|------------------------|
| Retirement System's Net Pension Liability as of December 31, 2023 | \$72,173,830 | \$33,522,748 | \$1,256,624 |

Section 2: GASB Information

Exhibit 2 – Schedule of changes in Net Pension Liability

| Components of the Net Pension Liability | Current | Prior |
|---|----------------------|----------------------|
| Reporting and Measurement Dates | | |
| Reporting date for employer under GASB 68 | June 30, 2024 | June 30, 2023 |
| Measurement date | December 31, 2023 | December 31, 2022 |
| Total Pension Liability | | |
| Service cost | \$7,924,314 | \$8,078,091 |
| Interest | 18,102,051 | 17,837,029 |
| Change of benefit terms | 4,948,639 | 0 |
| Differences between expected and actual experience | 0 | -1,060,404 |
| Changes of assumptions | 0 | -4,555,975 |
| Benefit payments, including refunds of member contributions | -16,289,216 | -15,166,661 |
| Net change in Total Pension Liability | \$14,685,788 | \$5,132,080 |
| Total Pension Liability — beginning | 301,921,143 | 296,789,063 |
| Total Pension Liability — ending | \$316,606,931 | \$301,921,143 |
| Plan Fiduciary Net Position | | |
| Contributions — employer | \$10,355,519 | \$10,054,016 |
| Contributions — employee | 4,490,645 | 4,353,513 |
| Net investment income | 28,250,965 | -32,427,188 |
| Benefit payments, including refunds of member contributions | -16,289,216 | -15,166,661 |
| Administrative expense | -328,462 | -262,337 |
| Other | 0 | 0 |
| Net change in Plan Fiduciary Net Position | \$26,479,451 | -\$33,448,657 |
| Plan Fiduciary Net Position — beginning | 256,604,732 | 290,053,389 |
| Plan Fiduciary Net Position — ending | \$283,084,183 | \$256,604,732 |

Section 2: GASB Information

| Components of the Net Pension Liability | Current | Prior |
|--|--------------|--------------|
| Net Pension Liability | | |
| Net Pension Liability – ending | \$33,522,748 | \$45,316,411 |
| Plan Fiduciary Net Position as a percentage of the Total Pension Liability | 89.41% | 84.99% |
| Covered payroll | \$44,453,210 | \$42,803,291 |
| Plan Net Pension Liability as percentage of covered payroll | 75.41% | 105.87% |

Notes to Schedule:

- Covered payroll for 2023 and 2022 as estimated in the January 1, 2023 valuation.
- **Benefit changes:**
 - Effective December 31, 2022:
None
 - Effective December 31, 2023:
The Retirement Board approved a one-time increase in the COLA from 3% to 5% effective July 1, 2022 and increased the COLA base from \$18,000 to \$19,000 effective July 1, 2023, to \$20,000 effective July 1, 2024 and to \$21,000 effective July 1, 2025.
- **Change of assumptions:**
 - Effective December 31, 2022:
The mortality improvement scale was updated from MP-2016 to MP-2021.
 - Effective December 31, 2023:
None.

Section 2: GASB Information

Exhibit 3 – Schedule of employer contributions

| Year Ended December 31 | Actuarially Determined Contributions | Contributions in Relation to the Actuarially Determined Contributions | Contribution Deficiency / (Excess) | Covered Payroll | Contributions as a Percentage of Covered Payroll |
|---------------------------|--|---|--|-----------------|--|
| 2014 | \$7,040,036 | \$7,070,467 | -\$30,431 | \$35,228,283 | 20.07% |
| 2015 | 7,285,897 | 7,304,832 | -18,935 | 35,959,727 | 20.31% |
| 2016 | 7,562,273 | 7,562,273 | 0 | 36,836,364 | 20.53% |
| 2017 | 7,835,775 | 7,874,297 | -38,522 | 38,226,711 | 20.60% |
| 2018 | 8,349,999 | 8,371,229 | -21,230 | 39,169,350 | 21.37% |
| 2019 | 8,851,507 | 8,868,984 | -17,477 | 40,682,134 | 21.80% |
| 2020 | 9,438,070 | 9,454,478 | -16,408 | 40,939,192 | 23.09% |
| 2021 | 9,756,209 | 9,782,457 | -26,248 | 42,492,899 | 23.02% |
| 2022 | 10,034,958 | 10,054,016 | -19,058 | 42,803,291 | 23.49% |
| 2023 | 10,338,575 | 10,355,519 | -16,944 | 44,453,210 | 23.30% |

See accompanying notes to this schedule on next page.

Section 2: GASB Information

Methods and assumptions used to determine contribution rates for the year ended December 31, 2023:

Valuation date

Actuarially determined contribution for year ended December 31, 2023 was determined with the January 1, 2021 actuarial valuation.

Actuarial cost method

Entry Age Actuarial Cost Method

Amortization method

3.0% increasing payments on the remaining unfunded liability

Remaining amortization period

As of July 1, 2023, 8 years for the remaining unfunded liability

Asset valuation method

The difference between the expected return and the actual investment return on a market value basis is recognized over a five-year period with a fresh start as of January 1, 2021. Asset value is adjusted as necessary to be within 20% of the market value.

Investment rate of return

6.00%

Wage inflation

2.75%

Projected salary increases

Based on years of service, ranging from 7.00% decreasing to 3.50% after 11 years of service for Group 1 and 2 employees, and ranging from 8.00% decreasing to 4.00% after 11 years for Group 4 employees.

Section 2: GASB Information

Cost of living adjustments

2.75%

Mortality:

Pre-retirement: RP-2014 Blue Collar Employee Mortality Table set forward one year for females projected generationally with Scale MP-2016

Healthy annuitant: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year for females projected generationally with Scale MP-2016

Disabled: RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2016

Other information

Same as those used in the January 1, 2021 funding actuarial valuation.

Section 2: GASB Information

Exhibit 4 – Pension expense

| Components of pension expense | Current | Prior |
|---|--------------------|--------------------|
| Reporting date for employer under GASB 68 | June 30, 2024 | June 30, 2023 |
| Measurement date | December 31, 2023 | December 31, 2022 |
| Service cost | \$7,924,314 | \$8,078,091 |
| Interest | 18,102,051 | 17,837,029 |
| Current-period benefit changes | 4,948,639 | 0 |
| Expensed portion of current-period difference between expected and actual experience in the Total Pension Liability | 0 | -176,734 |
| Expensed portion of current-period changes of assumptions | 0 | -759,330 |
| Member contributions | -4,490,645 | -4,353,513 |
| Projected earnings on pension plan investments | -15,343,139 | -17,372,559 |
| Expensed portion of current-period differences between actual and projected earnings on pension plan investments | -2,581,566 | 9,959,951 |
| Administrative expense | 328,462 | 262,337 |
| Recognition of beginning of year deferred outflows of resources as pension expense | 13,929,832 | 7,422,512 |
| Recognition of beginning of year deferred inflows of resources as pension expense | -14,095,949 | -13,159,886 |
| Pension expense | \$8,721,999 | \$7,737,898 |

Section 2: GASB Information

Deferred outflows of resources and deferred inflows of resources

| Deferred outflows and inflows | Current | Prior |
|---|---------------------|---------------------|
| Reporting and Measurement Dates | | |
| Reporting date for employer under GASB 68 | June 30, 2024 | June 30, 2023 |
| Measurement date | December 31, 2023 | December 31, 2022 |
| Deferred outflows of resources | | |
| Changes in proportion and differences between employer's contributions and proportionate share of contributions* | \$855,148 | \$1,216,026 |
| Changes of assumptions | 6,928,138 | 10,392,207 |
| Net difference between projected and actual earnings on pension plan investments | 4,130,718 | 12,057,973 |
| Difference between expected and actual experience in the Total Pension Liability | 30,700 | 536,514 |
| Total deferred outflows of resources | \$11,944,704 | \$24,202,720 |
| Deferred inflows of resources | | |
| Changes in proportion and differences between employer's contributions and proportionate share of contributions* | \$855,148 | \$1,216,026 |
| Changes of assumptions | 3,037,316 | 3,796,645 |
| Net difference between projected and actual earnings on pension plan investments | 0 | 0 |
| Difference between expected and actual experience in the Total Pension Liability | 2,308,800 | 3,286,466 |
| Total deferred inflows of resources | \$6,201,264 | \$8,299,137 |
| Deferred outflows of resources and deferred inflows of resources related to pension will be recognized as follows: | | |
| Reporting date for employer under GASB 68 year ended June 30: | | |
| 2024 | N/A | -\$166,117 |
| 2025 | \$296,238 | 2,877,803 |
| 2026 | 2,522,509 | 5,104,074 |
| 2027 | 6,442,321 | 9,023,886 |
| 2028 | -3,517,628 | -936,063 |
| Thereafter | 0 | 0 |

Note: Average expected remaining service is 5.00 years as of December 31, 2023 and 6.00 years as of December 31, 2022.

* Calculated in accordance with Paragraphs 54 and 55 of GASB 68

Section 2: GASB Information

Exhibit 5 – Determination of proportionate share

| Employer Name | Share of NPL as of December 31, 2022 | Percent of NPL as of December 31, 2022 | Share of NPL as of December 31, 2023 | Percent of NPL as of December 31, 2023 |
|----------------------|---|---|---|---|
| Housing | \$375,896 | 0.829491% | \$290,707 | 0.867193% |
| Water | 1,764,390 | 3.893491% | 1,351,269 | 4.030902% |
| Sewer | 527,777 | 1.164649% | 401,562 | 1.197880% |
| Light | 4,443,229 | 9.804900% | 3,236,059 | 9.653324% |
| School | 7,988,411 | 17.628076% | 6,039,652 | 18.016579% |
| Town of Wellesley | 30,216,708 | 66.679393% | 22,203,499 | 66.234122% |
| Grand totals: | \$45,316,411 | 100.000000% | \$33,522,748 | 100.000000% |

Note:

NPL allocations for December 31, 2022 and December 31, 2023 are based on the allocation of the unfunded liability by employer as determined with the January 1, 2023 actuarial valuation.

Section 2: GASB Information

Exhibit 6 – Determination of proportionate share amounts by employer

Net Pension Liability by Employer With Discount Rate Sensitivity

| Employer Name | 2024 Share of Cost Allocation | Net Pension Liability | Covered Employee Payroll | 1% Decrease in Discount Rate (5.00%) | Current Discount Rate (6.00%) | 1% Increase in Discount Rate (7.00%) |
|----------------------|-------------------------------|-----------------------|--------------------------|--------------------------------------|-------------------------------|--------------------------------------|
| Housing | 0.867193% | \$290,707 | \$449,777 | \$625,886 | \$290,707 | \$10,897 |
| Water | 4.030902% | 1,351,269 | 1,495,957 | 2,909,256 | 1,351,269 | 50,653 |
| Sewer | 1.197880% | 401,562 | 392,774 | 864,556 | 401,562 | 15,053 |
| Light | 9.653324% | 3,236,059 | 2,928,175 | 6,967,174 | 3,236,059 | 121,306 |
| School | 18.016579% | 6,039,652 | 12,165,745 | 13,003,255 | 6,039,652 | 226,401 |
| Town of Wellesley | 66.234122% | 22,203,499 | 27,020,782 | 47,803,703 | 22,203,499 | 832,314 |
| Grand totals: | 100.000000% | \$33,522,748 | \$44,453,210 | \$72,173,830 | \$33,522,748 | \$1,256,624 |

Section 2: GASB Information

Exhibit 6 – Determination of proportionate share by employer

Schedule of Contributions and Pension Expense by Employer

| Employer Name | Statutory Required Contribution | Contributions in Relation to the Statutory Required Contribution | Contribution Deficiency / (Excess) | Contributions as a Percentage of Covered Employee Payroll | Proportionate Share of Plan Pension Expense | Net Amortization of Deferred Amounts from Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions | Total Employer Pension Expense |
|----------------------|---------------------------------|--|------------------------------------|---|---|---|--------------------------------|
| Housing | \$73,019 | \$73,019 | \$0 | 16.23% | \$75,637 | -\$8,760 | \$66,877 |
| Water | 300,280 | 300,280 | 0 | 20.07% | 351,575 | -132,295 | 219,280 |
| Sewer | 89,772 | 89,772 | 0 | 22.86% | 104,479 | 4,918 | 109,397 |
| Light | 1,016,728 | 1,016,728 | 0 | 34.72% | 841,963 | 59,077 | 901,040 |
| School | 1,909,642 | 1,926,586 | -16,944 | 15.84% | 1,571,406 | -63,412 | 1,507,994 |
| Town of Wellesley | 6,949,134 | 6,949,134 | 0 | 25.72% | 5,776,939 | 140,472 | 5,917,411 |
| Grand totals: | \$10,338,575 | \$10,355,519 | -\$16,944 | 23.30% | \$8,721,999 | \$0 | \$8,721,999 |

Section 2: GASB Information

Exhibit 6 – Determination of proportionate share by employer

Deferred Outflows and Inflows of Resources

| Employer Name | Differences Between Expected and Actual Experience | Net Difference Between Projected and Actual Investment Earnings on Pension Plan Investments | Changes of Assumptions | Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions | Total Deferred Outflows of Resources | Differences Between Expected and Actual Experience | Changes of Assumptions | Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions | Total Deferred Inflows of Resources |
|----------------------|--|---|------------------------|---|--------------------------------------|--|------------------------|---|-------------------------------------|
| Housing | \$266 | \$35,821 | \$60,080 | \$9,878 | \$106,045 | \$20,022 | \$26,339 | \$23,591 | \$69,952 |
| Water | 1,237 | 166,505 | 279,266 | 154,232 | 601,240 | 93,065 | 122,431 | 353,037 | 568,533 |
| Sewer | 368 | 49,481 | 82,991 | 39,276 | 172,116 | 27,657 | 36,383 | 19,600 | 83,640 |
| Light | 2,964 | 398,752 | 668,796 | 167,553 | 1,238,065 | 222,876 | 293,202 | 22,008 | 538,086 |
| School | 5,531 | 744,214 | 1,248,213 | 420,599 | 2,418,557 | 415,967 | 547,220 | 0 | 963,187 |
| Town of Wellesley | 20,334 | 2,735,945 | 4,588,792 | 63,610 | 7,408,681 | 1,529,213 | 2,011,741 | 436,912 | 3,977,866 |
| Grand totals: | \$30,700 | \$4,130,718 | \$6,928,138 | \$855,148 | \$11,944,704 | \$2,308,800 | \$3,037,316 | \$855,148 | \$6,201,264 |

Section 2: GASB Information

Exhibit 6 – Determination of proportionate share by employer

Deferred Inflows/(Outflows) Recognized In Future Pension Expense (Year Ended June 30)

| Employer Name | 2025 | 2026 | 2027 | 2028 | Thereafter |
|----------------------|------------------|--------------------|--------------------|---------------------|------------|
| Housing | \$633 | \$20,478 | \$49,531 | -\$34,549 | \$0 |
| Water | -115,575 | -13,894 | 280,756 | -118,579 | 0 |
| Sewer | 8,468 | 35,136 | 82,090 | -37,218 | 0 |
| Light | 84,429 | 292,284 | 646,265 | -323,000 | 0 |
| School | 210,647 | 597,192 | 1,227,917 | -580,385 | 0 |
| Town of Wellesley | 107,636 | 1,591,313 | 4,155,762 | -2,423,897 | 0 |
| Grand totals: | \$296,238 | \$2,522,509 | \$6,442,321 | -\$3,517,628 | \$0 |

Appendix: Definition of Terms

Definitions of certain terms as they are used in Statement No. 68. The terms may have different meanings in other contexts.

| Term | Definition |
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| Active employees | Individuals employed at the end of the reporting or measurement period, as applicable. |
| Actual contributions | Cash contributions recognized as additions to a pension Plan Fiduciary Net Position. |
| Actuarial present value of projected benefit payments | Projected benefit payments discounted to reflect the expected effects of the time value (present value) of money and the probabilities of payment. |
| Actuarial valuation | The determination, as of a point in time (the actuarial valuation date), of the service cost, Total Pension Liability, and related actuarial present value of projected benefit payments for pensions performed in conformity with Actuarial Standards of Practice unless otherwise specified by the GASB. |
| Actuarial valuation date | The date as of which an actuarial valuation is performed. |
| Actuarially determined contribution | A target or recommended contribution to a defined benefit pension plan for the reporting period, determined in conformity with Actuarial Standards of Practice based on the most recent measurement available when the contribution for the reporting period was adopted. |
| Ad hoc cost-of-living adjustments (Ad Hoc COLAs) | Cost-of-living adjustments that require a decision to grant by the authority responsible for making such decisions. |
| Ad hoc postemployment benefit changes | Postemployment benefit changes that require a decision to grant by the authority responsible for making such decisions. |
| Agent employer | An employer whose employees are provided with pensions through an agent multiple-employer defined benefit pension plan. |
| Agent multiple-employer defined benefit pension plan (agent pension plan) | A multiple-employer defined benefit pension plan in which pension plan assets are pooled for investment purposes but separate accounts are maintained for each individual employer so that each employer's share of the pooled assets is legally available to pay the benefits of only its employees. |
| Allocated insurance contract | A contract with an insurance company under which related payments to the insurance company are currently used to purchase immediate or deferred annuities for individual employees. Also may be referred to as an annuity contract. |
| Automatic cost-of-living adjustments (Automatic COLAs) | Cost-of-living adjustments that occur without a requirement for a decision to grant by a responsible authority, including those for which the amounts are determined by reference to a specified experience factor (such as the earnings experience of the pension plan) or to another variable (such as an increase in the consumer price index). |
| Automatic postemployment benefit changes | Postemployment benefit changes that occur without a requirement for a decision to grant by a responsible authority, including those for which the amounts are determined by reference to |

Appendix: Definition of Terms

| Term | Definition |
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| | a specified experience factor (such as the earnings experience of the pension plan) or to another variable (such as an increase in the consumer price index). |
| Closed period | A specific number of years that is counted from one date and declines to zero with the passage of time. For example, if the recognition period initially is five years on a closed basis, four years remain after the first year, three years after the second year, and so forth. |
| Collective deferred outflows of resources and deferred inflows of resources related to pensions | Deferred outflows of resources and deferred inflows of resources related to pensions arising from certain changes in the collective Net Pension Liability. |
| Collective Net Pension Liability | The Net Pension Liability for benefits provided through (1) a cost-sharing pension plan or (2) a single-employer or agent pension plan in circumstances in which there is a special funding situation. |
| Collective pension expense | Pension expense arising from certain changes in the collective Net Pension Liability. |
| Contributions | Additions to a pension Plan Fiduciary Net Position for amounts from employers, non-employer contributing entities (for example, state government contributions to a local government pension plan), or employees. Contributions can result from cash receipts by the pension plan or from recognition by the pension plan of a receivable from one of these sources. |
| Cost-of-living adjustments | Postemployment benefit changes intended to adjust benefit payments for the effects of inflation. |
| Cost-sharing employer | An employer whose employees are provided with pensions through a cost-sharing multiple-employer defined benefit pension plan. |
| Cost-sharing multiple employer defined benefit pension plan (Cost-sharing pension plan) | A multiple-employer defined benefit pension plan in which the pension obligations to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan. |
| Covered payroll | The payroll of employees that are provided with pensions through the pension plan. |
| Deferred retirement option program (DROP) | A program that permits an employee to elect a calculation of benefit payments based on service credits and salary, as applicable, as of the DROP entry date. The employee continues to provide service to the employer and is paid for that service by the employer after the DROP entry date; however, the pensions that would have been paid to the employee (if the employee had retired and not entered the DROP) are credited to an individual employee account within the defined benefit pension plan until the end of the DROP period. |
| Defined benefit pension plans | Pension plans that are used to provide defined benefit pensions. |
| Defined benefit pensions | Pensions for which the income or other benefits that the employee will receive at or after |

Appendix: Definition of Terms

| Term | Definition |
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| | separation from employment are defined by the benefit terms. The pensions may be stated as a specified dollar amount or as an amount that is calculated based on one or more factors such as age, years of service, and compensation. (A pension that does not meet the criteria of a defined contribution pension is classified as a defined benefit pension for purposes of Statement No. 68.) |
| Defined contribution pension plans | Pension plans that are used to provide defined contribution pensions. |
| Defined contribution pensions | Pensions having terms that (1) provide an individual account for each employee; (2) define the contributions that an employer is required to make (or the credits that it is required to provide) to an active employee's account for periods in which that employee renders service; and (3) provide that the pensions an employee will receive will depend only on the contributions (or credits) to the employee's account, actual earnings on investments of those contributions (or credits), and the effects of forfeitures of contributions (or credits) made for other employees, as well as pension plan administrative costs, that are allocated to the employee's account. |
| Discount rate | <p>The single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the total of the following:</p> <ol style="list-style-type: none"> 1. The actuarial present value of benefit payments projected to be made in future periods in which (a) the amount of the pension Plan Fiduciary Net Position is projected (under the requirements of Statement No. 68) to be greater than the benefit payments that are projected to be made in that period and (b) pension plan assets up to that point are expected to be invested using a strategy to achieve the long-term expected rate of return, calculated using the long-term expected rate of return on pension plan investments. 2. The actuarial present value of projected benefit payments not included in (1), calculated using the municipal bond rate. |
| Entry age actuarial cost method | A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this actuarial present value allocated to a valuation year is called the normal cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is called the actuarial accrued liability. |
| Inactive employees | Terminated individuals that have accumulated benefits but are not yet receiving them, and retirees or their beneficiaries currently receiving benefits. |
| Measurement period | The period between the prior and the current measurement dates. |
| Multiple-employer defined benefit pension plan | A defined benefit pension plan that is used to provide pensions to the employees of more than one employer. |
| Net Pension Liability (NPL) | The liability of employers and non-employer contributing entities to employees for benefits |

Appendix: Definition of Terms

| Term | Definition |
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| | provided through a defined benefit pension plan. |
| Non-employer contributing entities | Entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities. For purposes of Statement No. 68, employees are not considered non-employer contributing entities. |
| Other postemployment benefits | All postemployment benefits other than retirement income (such as death benefits, life insurance, disability, and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits, regardless of the manner in which they are provided. Other postemployment benefits do not include termination benefits. |
| Pension plans | Arrangements through which pensions are determined, assets dedicated for pensions are accumulated and managed and benefits are paid as they come due. |
| Pensions | Retirement income and, if provided through a pension plan, postemployment benefits other than retirement income (such as death benefits, life insurance, and disability benefits). Pensions do not include postemployment healthcare benefits and termination benefits. |
| Plan members | Individuals that are covered under the terms of a pension plan. Plan members generally include (1) employees in active service (active plan members) and (2) terminated employees who have accumulated benefits but are not yet receiving them and retirees or their beneficiaries currently receiving benefits (inactive plan members). |
| Postemployment | The period after employment. |
| Postemployment benefit changes | Adjustments to the pension of an inactive employee. |
| Postemployment healthcare benefits | Medical, dental, vision, and other health-related benefits paid subsequent to the termination of employment. |
| Projected benefit payments | All benefits estimated to be payable through the pension plan to current active and inactive employees as a result of their past service and their expected future service. |
| Public employee retirement system | A special-purpose government that administers one or more pension plans; also may administer other types of employee benefit plans, including postemployment healthcare plans and deferred compensation plans. |
| Real rate of return | The rate of return on an investment after adjustment to eliminate inflation. |
| Service costs | The portions of the actuarial present value of projected benefit payments that are attributed to valuation years. |
| Single employer | An employer whose employees are provided with pensions through a single-employer defined benefit pension plan. |
| Single-employer defined benefit pension plan (Single-employer pension plan) | A defined benefit pension plan that is used to provide pensions to employees of only one employer. |

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| Term | Definition |
|--------------------------------------|---|
| Special funding situations | <p>Circumstances in which a non-employer entity is legally responsible for making contributions directly to a pension plan that is used to provide pensions to the employees of another entity or entities and either of the following conditions exists:</p> <ol style="list-style-type: none"> 1. The amount of contributions for which the non-employer entity legally is responsible is not dependent upon one or more events or circumstances unrelated to the pensions. 2. The non-employer entity is the only entity with a legal obligation to make contributions directly to a pension plan. |
| Termination benefits | <p>Inducements offered by employers to active employees to hasten the termination of services, or payments made in consequence of the early termination of services. Termination benefits include early-retirement incentives, severance benefits, and other termination-related benefits.</p> |
| Total Pension Liability (TPL) | <p>The portion of the actuarial present value of projected benefit payments that is attributed to past periods of employee service in conformity with the requirements of Statement No. 68.</p> |