DUKES COUNTY CONTRIBUTORY RETIREMENT SYSTEM

ACTUARIAL VALUATION
as of
January 1, 2026

KMS Actuaries, LLC
52 Hunt Road
Kingston, NH 03848

September, 2026

KMS

ACTUARIES

LLC

September 24, 2026

Dukes County Contributory Retirement Board
9 Airport Road
Suite 1
Vineyard Haven, MA 02568

Dear Board Members:

We are pleased to present the enclosed report providing the results of our actuarial valuation of the Dukes County Contributory Retirement System as of January 1, 2026. Our valuation was performed in accordance with the provisions contained in Chapter 32 of the Massachusetts General Laws, "M.G.L.", as of January 1, 2026. Disclosures under GASB Statement No. 67, Financial Reporting for Pension Plans (GASB 67) and GASB Statement No. 68, Accounting and Financial Reporting for Pensions (GASB 68) are provided in a separate report.

The principal results of our valuation are summarized in Section 2. The Summary of Plan Provisions and Actuarial Assumptions and Methods are shown in Sections 5 and 6, respectively. Section 7 summarizes the demographic profile of active members, retired plan members and beneficiaries and disabled plan members. Asset information and actuarial liabilities are presented in Section 2. The development of the required appropriations pursuant to Chapter 32 of the M.G.L. is shown in Section 3, including a 30-year forecast of the required appropriations and projected cash flows. Section 4 includes a summary of valuation information for PERAC as well as information relating to the primary risks to the System and an assessment of those risks.

This valuation is based upon member data provided by the Dukes County Contributory Retirement Board and asset information reported to the Public Employee Retirement Administration Commission (PERAC) by the Retirement Board. Although we did not audit the data used in the valuation, we believe that the information is complete and reliable.

Liabilities presented in this report are based on a long-term investment return rate assumption of 7%, net of investment expenses, compounded annually.

This report was prepared in accordance with generally accepted actuarial principles and practices and applicable Actuarial Standards of Practice issued by the Actuarial Standards Board. The actuarial assumptions used in the determination of costs are reasonably related to the experience of the System and to reasonable expectations, and they represent our best estimate of anticipated long-term experience under the System.

Future actuarial valuation results may differ significantly from the current results presented in this report. Examples of potential sources of volatility include plan experience differing from that anticipated by the economic or demographic assumptions, the effect of new entrants, changes in economic or demographic assumptions, the effect of law changes and the delayed effect of smoothing techniques. The potential range of future measurements was not assessed as it was outside the scope of the project.

Our valuation follows generally accepted actuarial methods, and we perform such tests as we consider necessary to assure the accuracy of the results. The amounts presented in this report have been appropriately determined according to the actuarial assumptions and methods stated herein.

This report is intended for the sole use of the Dukes County Contributory Retirement Board and may only be provided to other parties in its entirety unless expressly authorized by KMS Actuaries. Further, it is intended to provide information to comply with the stated purpose of the report. It may not be appropriate for other purposes.

KMS Actuaries is completely independent of the Dukes County Contributory Retirement System and any of its officers or key personnel. None of the actuaries signing this report or anyone closely associated with them has a relationship with the Dukes County Contributory Retirement System, other than as consulting actuary for this assignment, that would impair our independence.

The undersigned credentialed actuaries agree that the analysis, assumptions and results are overall reasonable. They are Members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinion contained herein. They are available to answer any questions with regard to this report.

Respectfully submitted,

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TABLE OF CONTENTS

SECTION 1	EXECUTIVE SUMMARY	1
SECTION 2	PRINCIPAL VALUATION RESULTS	6
	Market Value of Assets	
	Actuarial Value of Assets	
	Actuarial Liabilities	
	Actuarial Experience	
SECTION 3	CHAPTER 32 OF M.G.L. APPROPRIATIONS	14
	Annual Appropriations	
	Exhibit 3.1 - 30-Year Forecast of Annual Appropriations	
	Exhibit 3.2 - 30-Year Forecast of Cash Flow	
	Forecast Notes	
SECTION 4	DISCLOSURES	18
	4.1 - GASB 67 and GASB 68 Disclosures	
	4.2 - PERAC Disclosure Information	
	4.3 - Risk Measures	
SECTION 5	SUMMARY OF PLAN PROVISIONS	26
SECTION 6	ACTUARIAL ASSUMPTIONS AND METHODS	32
SECTION 7	PLAN MEMBER INFORMATION	36
	Exhibit 7.1 - Summary of Census Data	
	Exhibit 7.2 - Active Members by Age and Years of Service	
	Exhibit 7.3 - Retired and Disabled Plan Members and Beneficiaries	
SECTION 8	GLOSSARY OF TERMS	39
SECTION 9	MEMBER UNIT APPROPRIATIONS	41
SECTION 10	RESULTS BY MEMBER UNITS	43

SECTION 1 - EXECUTIVE SUMMARY

At a Glance

The principal results of the January 1, 2026 actuarial valuation are summarized below.

- Funded Ratio decreased from 86.3% to 84.1%
- UAAL increased from $39.0 million to $51.4 million
- Current funding schedule projects full funding by 2033

The increase in the UAAL was primarily attributable to demographic experience losses, an assumed increase in the COLA base to $17,000 effective July 1, 2027, and changes to the mortality improvement scale and salary scale.

Background

We have completed the Actuarial Valuation of the Dukes County Contributory Retirement System as of January 1, 2026. This valuation is based upon census data provided by the Retirement Board and asset information reported to the Public Employee Retirement Administration Commission (PERAC) by the Dukes County Contributory Retirement Board. Information for the prior valuation completed as of January 1, 2024 was obtained from the valuation report prepared by KMS Actuaries, LLC.

Primary Purpose

This report was prepared for the Retirement Board for the purposes described below:

- Measure and disclose the financial condition of the System as of the valuation date,
- Indicate trends, both historical and prospective, in the financial progress of the System,
- Identify, assess and disclose material risks of the System and
- Develop System appropriations.

Massachusetts General Laws

The valuation was prepared in accordance with Chapter 32 of the Massachusetts General Laws ("M.G.L."). The results are based on the active, inactive and retired members and beneficiaries as of December 31, 2025, the assets as of December 31, 2025 and assumptions regarding investment returns, salary increases, mortality, turnover, disability and retirement.

The valuation does not take into consideration:

- Changes in the law after the valuation date,
- Transfers between retirement systems pursuant to Section 3(8)(c) of Chapter 32,
- State-mandated benefits and
- Cost-of-living increases granted to members in pay status between 1982 and 1997.

GASB Statement Numbers 67 and 68

The required disclosures and notes under GASB Statement Number 67 and 68 for the fiscal year ending December 31, 2025 are provided in a separate report.

Assets

This valuation is based upon asset information reported to PERAC by the Dukes County Contributory Retirement Board. The market value of assets increased from $236,373,262 as of December 31, 2023 to $272,768,603 as of December 31, 2025. During the plan years ended 2024 and 2025, the market value rates of return were 8.33% and 8.49%, respectively.

The actuarial value of assets increased from $246,302,494 as of January 1, 2024 to $273,131,742 as of January 1, 2026. During the plan years ended 2024 and 2025, the rates of return on the actuarial value of assets were 6.39% and 6.11%, respectively.

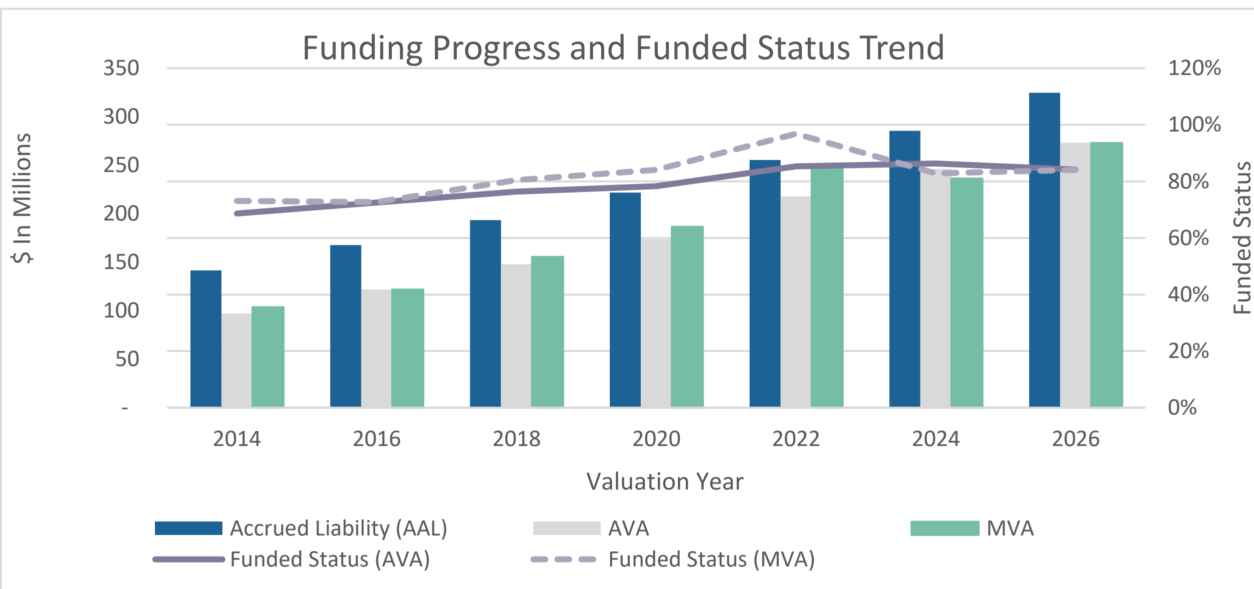
The actuarial value of assets is currently 100.13% of market value, indicating minimal smoothing distortion.

Changes Since the Last Valuation

During the two years since the last valuation, the total unfunded actuarial accrued liability of the System was expected to decrease from $39.0 million as of January 1, 2024 to $28.5 million as of January 1, 2026, for a total decrease of $10.5 million. The actual unfunded actuarial accrued liability, before any assumption or plan changes, was $47.0 million, resulting in an actuarial loss of $18.5 million. The actuarial loss was primarily due to a demographic experience loss of approximately $14.6 million and an asset loss of approximately $3.9 million. The details of the gain and loss analysis are provided in Section 2, Actuarial Experience.

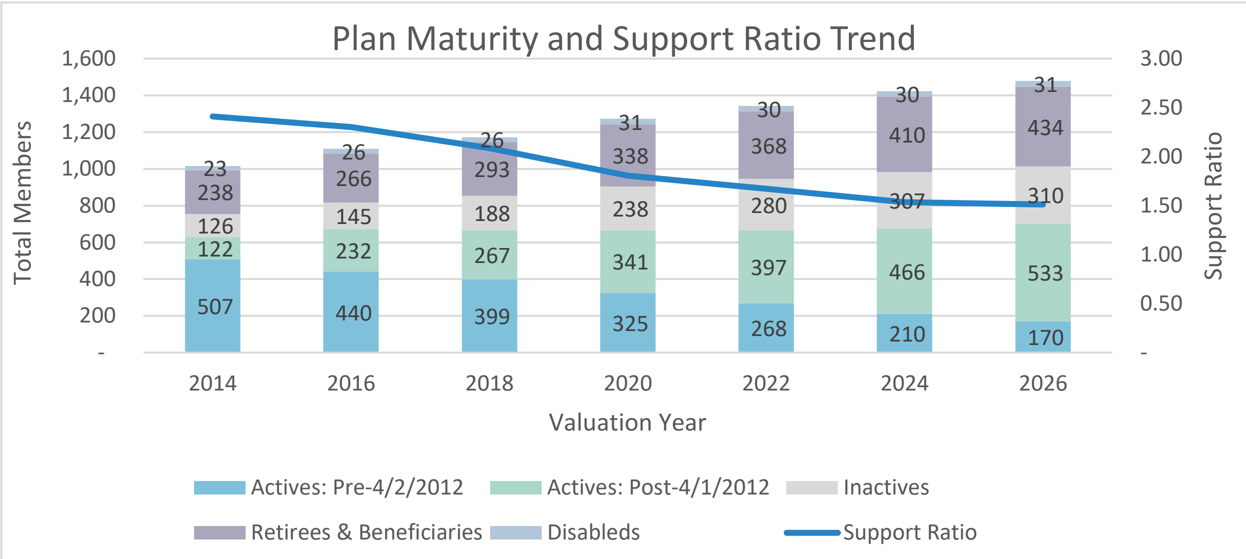
Historical Trends

Below are the accrued liabilities, asset values (actuarial and market) and funded status for each of the last 7 valuations. The purple solid line reflects the funded status on an actuarial value of assets (AVA) basis and the purple dotted line reflects the funded status on a market value (MVA) basis. Blue bars indicate actuarial accrued liabilities, grey bars indicate actuarial value of assets and green bars indicate market value of assets.



Historical Trends (continued)

Below are the membership counts for each of the last 7 valuations. The blue line reflects the support ratio, which indicates how many active members are contributing to the System for each retiree receiving benefits.



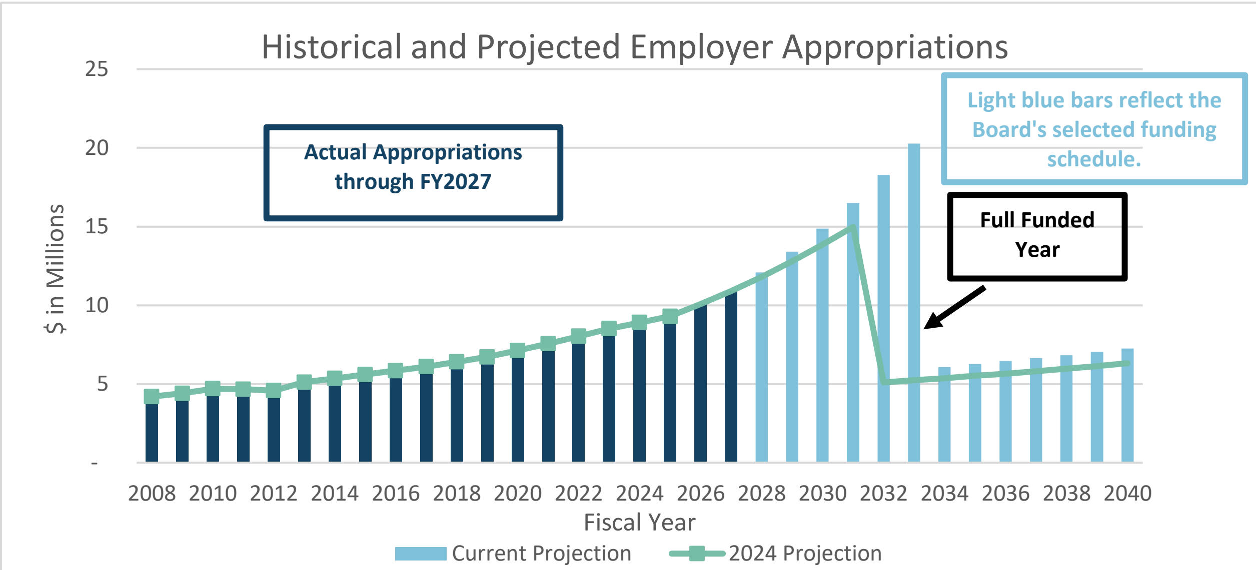
Appropriations

The funding appropriation for each year is computed as the sum of the normal cost, net 3(8)(c) transfers and an amortization payment to pay off the Unfunded Actuarial Liability, adjusted for semi-annual payments of the appropriation made July 1 and January 1. The appropriation calculated as of the January 1, 2026 valuation is $12,945,171, and is made up of a normal cost payment of $4,370,156, net 3(8)(c) transfers of $380,263, and an amortization payment of $8,194,752. The amortization method is an increasing amortization of the unfunded actuarial accrued liability at 4% over 7 years and is expected to fully pay the unfunded actuarial accrued liability by the year 2033. The development of the appropriation as of January 1, 2026 is presented in Section 3, Annual Appropriations.

For fiscal year 2027, we show the actual appropriation developed under the previous funding schedule and reported on the PERAC "Required Fiscal Year 2027 Appropriation" letter dated October 28, 2025 of $10,906,311. For fiscal year 2028, we developed an annual appropriation of $12,092,919, which is made up of a normal cost of $4,719,203 and net 3(8)(c) transfers of $400,000 and payment toward the unfunded actuarial accrued liability of $6,973,716. The unfunded actuarial accrued liability is expected to be fully paid by 2033. The Board selected a funding schedule with increases in the annual appropriation limited to 10.88% that fully funds the UAAL by 2033. The current funding schedule is shown in Section 3, Exhibit 3.1.

Appropriations (continued)

The chart below shows the historical (navy bars) and projected (light blue bars) annual appropriations compared to the projected amounts shown in the prior valuation and funding schedule (green line).



Plan Provisions

All Plan provisions used in this valuation are the same as those used in the prior valuation and are summarized in Section 5, Summary of Plan Provisions, except that the funding schedule selected by the Board assumes that the maximum amount of pension benefit subject to a COLA will increase from $15,000 to $17,000 effective July 1, 2027.

Actuarial Assumptions and Methods

Some Actuarial Assumptions and Methods used in this valuation have changed since the last valuation, including updating the mortality improvement scale and salary scales for all employee groups, increasing the administrative expense assumption from $600,000 to $675,000, and changing the payroll growth assumption from 3.25% to 3.50%.

The Actuarial Assumptions and Methods utilized in this valuation are detailed in Section 6, Actuarial Assumptions and Methods.

Census Data

As of January 1, 2026, there are 703 active members who may be eligible for benefits in the future, 434 retirees and beneficiaries, 310 inactives and 31 disabled retirees. Summaries of the active, retired and disabled employees are included in Section 7, Plan Member Information. We have examined the data for reasonableness and consistency in accordance with ASOP 23.

SECTION 1 - EXECUTIVE SUMMARY

A summary of principal valuation results from the current valuation and the prior valuation follows.

Valuation Date	January 1, 2026	January 1, 2024	% Change
Census Data			
Active Members	703	676	4.0%
Valuation Salary	$60,999,887	$52,639,428	15.9%
Average Salary	$86,771	$77,869	11.4%
Retired Members and Beneficiaries	434	410	5.9%
Total Annual Retirement Allowance	$15,814,040	$13,360,180	18.4%
Average Annual Retirement Allowance	$36,438	$32,586	11.8%
Disabled Members	31	30	3.3%
Total Annual Retirement Allowance	$1,522,388	$1,451,887	4.9%
Average Annual Retirement Allowance	$49,109	$48,396	1.5%
Inactive Members	310	307	1.0%
Annuity Savings Fund	$4,549,232	$4,337,247	4.9%
Funded Status			
Actuarial Accrued Liability (AAL)	$324,580,256	$285,350,226	13.7%
Market Value of Assets (MVA)	$272,768,603	$236,373,262	15.4%
Unfunded Accrued Liability on MVA	$51,811,653	$48,976,964	5.8%
Funded Status on MVA	84.0%	82.8%	
Actuarial Value of Assets (AVA)	$273,131,742	$246,302,494	10.9%
Unfunded Accrued Liability on AVA	$51,448,514	$39,047,732	31.8%
Funded Status on AVA	84.1%	86.3%	
Appropriations			
Fiscal Year 2026	N/A	$10,072,325	N/A
Fiscal Year 2027	$10,906,311	$10,906,311	0.0%
Fiscal Year 2028	$12,092,919	$11,809,355	2.4%
Fiscal Year 2029	$13,408,627	$12,787,170	4.9%

Market Value of Assets

Asset information is reported annually to the Public Employee Retirement Administration Commission by the Dukes County Contributory Retirement Board. The Market Value of Assets for the three most recent calendar years are as follows:

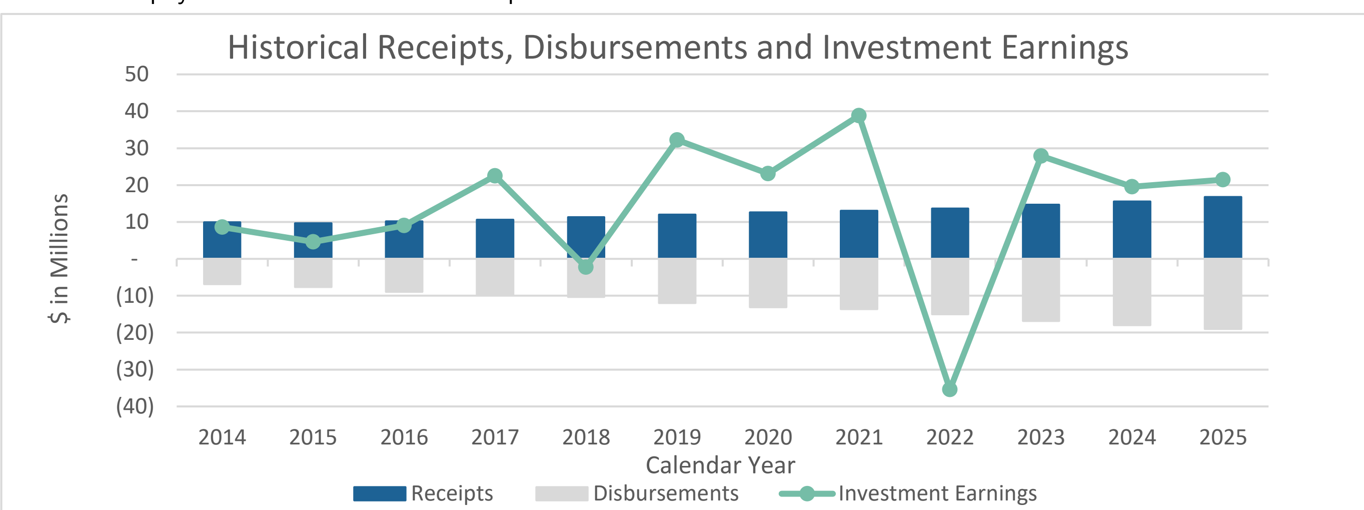
Calendar Year	2025	2024	2023
Trust Fund Composition at Year-End			
Cash	$5,588,388	$2,117,876	$6,738,032
Short-Term Investments	0	0	0
Fixed Income Securities	26,698,645	24,759,993	19,669,873
Equities	34,323,591	71,913,685	64,795,245
Pooled Short Term Funds	0	0	0
Pooled Domestic Equity Funds	58,352,018	23,467,077	21,796,923
Pooled International Equity Funds	14,922,350	11,327,367	10,884,940
Pooled Global Equity Funds	0	0	0
Pooled Domestic Fixed Income Funds	0	0	0
Pooled International Fixed Income Funds	0	0	0
Pooled Global Fixed Income Funds	0	0	0
Pooled Alternative Investments	1,099,318	1,118,477	1,071,286
Pooled Real Estate Funds	20,400,531	19,794,080	20,429,556
Pooled Domestic Balanced Funds	0	0	0
Pooled International Balanced Funds	0	0	0
Hedge Funds	0	0	0
PRIT Cash	0	0	0
PRIT Fund	110,740,195	98,309,556	90,098,008
Interest Due & Accrued	224,419	207,642	177,704
Prepaid Expenses	0	0	0
Accounts Receivable	554,589	633,525	816,622
Land	0	0	0
Buildings	0	0	0
Accumulated Depreciation - Buildings	0	0	0
Accounts Payable	(135,441)	(126,896)	(104,927)
Total Market Value of Assets	**$272,768,603**	**$253,522,382**	**$236,373,262**

SECTION 2 - PRINCIPAL VALUATION RESULTS

Market Value of Assets

Calendar Year	2025	2024		2023
Funds				
Annuity Savings Fund	$45,939,010	$44,270,308		$42,541,544
Annuity Reserve Fund	17,311,910	16,214,144		15,953,262
Special Military Service Fund	4,776	30,348		30,318
Pension Fund	20,219,279	23,898,797		(2,843,640)
Expense Fund	0	0		0
Pension Reserve Fund	189,293,628	169,108,785		180,691,778
Total Market Value of Assets	**$272,768,603**	**$253,522,382**		**$236,373,262**
Asset Activity				
Market Value as of Beginning of Year	$253,522,382	$236,373,262		$210,614,627
Contributions and Receipts	16,786,843	15,527,684	*	14,694,354
Benefit Payments and Expenses	(18,966,950)	(17,960,964)		(16,844,250)
Investment Return	21,426,328	19,582,400		27,908,531
Total Market Value of Assets	**$272,768,603**	**$253,522,382**		**$236,373,262**
Rate of Return (Net of Fees)	8.49%	8.33%		13.32%

Below are the receipts and disbursements during the last 12 years. The green line reflects investment earnings, which vacillate as investment markets fluctuate. Blue bars indicate contributions, from employees and employers, and grey bars show benefit payments and administrative expenses.



Actuarial Value of Assets

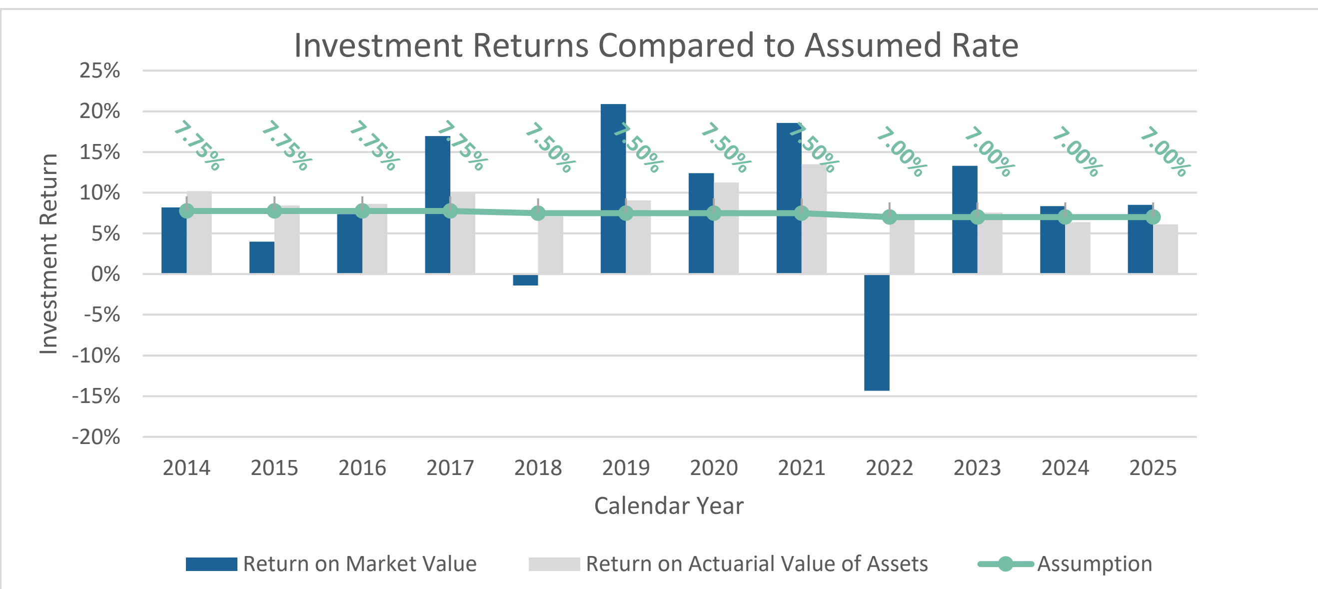
The Actuarial Value of Assets is the market value of assets as of the valuation date adjusted to phase in investment gains and losses over a 5-year period, further constrained to be within 20% of the market value of assets. Investment gains and losses are the excess or deficiency of the expected returns over the actual returns.

Valuation Date		January 1, 2026	January 1, 2025	January 1, 2024
1. Expected Market Value of Assets				
a. Market Value of Assets as of prior January 1		$253,522,382	$236,373,262	$210,614,627
b. Prior Year Contributions and Receipts		16,786,843	15,527,684	14,694,354
c. Prior Year Benefit Payments and Expenses		(18,966,950)	(17,960,964)	(16,844,250)
d. Expected Investment Return Rate		7.00%	7.00%	7.00%
e. Expected Investment Return		17,670,263	16,460,964	14,667,778
f. Expected Market Value of Assets		$269,012,538	$250,400,946	$223,132,509
2. Prior Year Gain/(Loss)				
a. Market Value of Assets as of January 1		$272,768,603	$253,522,382	$236,373,262
b. Expected Market Value of Assets		269,012,538	250,400,946	223,132,509
c. Prior Year Gain /(Loss)		$3,756,065	$3,121,436	$13,240,753
3. Phase-In of Asset Gains and Losses				
Calendar Year	Gain / (Loss)	Unrecognized Gain / (Loss)	Unrecognized Gain / (Loss)	Unrecognized Gain / (Loss)
a. 2025	$3,756,065	$3,004,852	$0	$0
b. 2024	3,121,436	1,872,862	2,497,149	0
c. 2023	13,240,753	5,296,301	7,944,452	10,592,602
d. 2022	(52,685,771)	(10,537,154)	(21,074,308)	(31,611,463)
e. 2021	23,154,143	0	4,630,829	9,261,657
f. 2020	9,139,861	0	0	1,827,972
g. Total Deferred Gains/(Losses)		($363,139)	($6,001,878)	($9,929,232)

Actuarial Value of Assets

Valuation Date	January 1, 2026	January 1, 2025	January 1, 2024
4. Actuarial Value of Assets			
a. Market Value of Assets	$272,768,603	$253,522,382	$236,373,262
b. Deferred Gains/(Losses)	(363,139)	(6,001,878)	(9,929,232)
c. Market Value of Assets Less Deferred Gains/(Losses)	$273,131,742	$259,524,260	$246,302,494
d. 80% of Market Value of Assets	218,214,882	202,817,906	189,098,610
e. 120% of Market Value of Assets	327,322,324	304,226,858	283,647,914
f. Actuarial Value of Assets, c., but not less than d. and not greater than e.	$273,131,742	$259,524,260	$246,302,494
g. Ratio of Actuarial Value of Assets to Market Value of Assets	100.1%	102.4%	104.2%
5. Rate of Return on Actuarial Value of Assets for Prior Calendar Year	6.11%	6.39%	7.55%

Below are the investment returns during the last 12 years. The green line reflects the investment return actuarial assumption. Blue bars indicate investment return rates on market value of assets, and grey bars show investment return rates on actuarial value of assets.



Actuarial Liabilities

The **Actuarial Present Value of Future Benefits** is the present value of the cost to finance all benefits payable in the future, discounted to reflect the probability of payment and the time value of money. Below is the Actuarial Present Value of Future Benefits from the current valuation and the prior valuation:

Valuation Date	January 1, 2026	January 1, 2024
Actives	$225,949,831	$199,460,746
Retired Members and Beneficiaries	167,400,370	141,539,544
Disabled Members	17,579,331	16,821,079
Inactive Members	4,549,232	4,337,247
Total Present Value of Future Benefits	**$415,478,764**	**$362,158,616**

The **Actuarial Accrued Liability** is the portion of the Actuarial Present Value of Future Benefits which is allocated to all periods prior to a valuation year and therefore is not provided for by future Normal Costs. Below is the Actuarial Accrued Liability from the current valuation and the prior valuation:

Valuation Date	January 1, 2026	January 1, 2024
Actives	$135,051,323	$122,652,356
Retired Members and Beneficiaries	167,400,370	141,539,544
Disabled Members	17,579,331	16,821,079
Inactive Members	4,549,232	4,337,247
Total Actuarial Accrued Liability	**$324,580,256**	**$285,350,226**

The **Unfunded Actuarial Accrued Liability** is the difference between the Actuarial Accrued Liability and the Actuarial Value of Assets as of the valuation date. The **Funded Status** is the Actuarial Value of Assets divided by the Actuarial Accrued Liability and is a point-in-time measurement of the amount of assets set aside to cover actuarial accrued liabilities. Below is the Unfunded Actuarial Accrued Liability and Funded Status from the current valuation and the prior valuation:

Valuation Date	January 1, 2026	January 1, 2024
Unfunded Actuarial Accrued Liability		
a. Actuarial Accrued Liability	$324,580,256	$285,350,226
b. Actuarial Value of Assets	273,131,742	246,302,494
c. Unfunded Actuarial Accrued Liability (a. - b.)	$51,448,514	$39,047,732
d. Funded Status (b. divided by a.)	84.1%	86.3%

Actuarial Liabilities

The **Normal Cost** is the portion of the Actuarial Present Value of Future Benefits that is allocated to a valuation year. Only active employees who have not reached the age at which 100% probability of retirement is assumed incur a Normal Cost. Below is the Normal Cost from the current valuation and the prior valuation:

Valuation Date	January 1, 2026	January 1, 2024
Total Normal Cost	$9,895,254	$8,420,041
As a Percentage of Salary	16.2%	16.0%
Employee Normal Cost	$6,200,098	$5,267,699
As a Percentage of Salary	10.2%	10.0%
Administrative Expenses	$675,000	$570,395
As a Percentage of Salary	1.1%	1.1%
Net Employer Normal Cost	$4,370,156	$3,722,737
As a Percentage of Salary	7.2%	7.1%

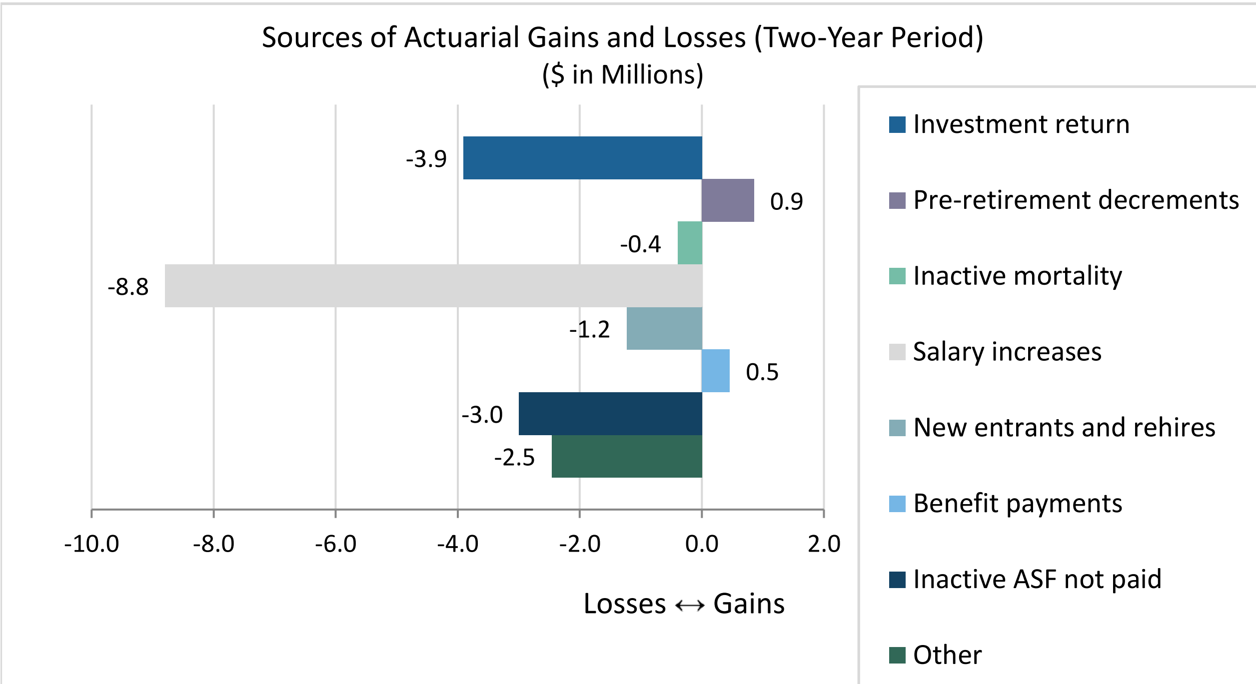
Actuarial Experience

In performing the actuarial valuation, various assumptions are made regarding mortality, retirement, disability and withdrawal rates as well as salary increases and investment returns. A comparison of the results of the current valuation and the prior valuation is made to determine how closely actual experience relates to expected. During the two years since the last valuation, the total unfunded actuarial accrued liability of the System was expected to decrease by $10,560,640. Below is the development of the Actuarial Loss for the current 2-year period:

Calendar Year Ending		December 31, 2025	December 31, 2024
Expected Unfunded Actuarial Accrued Liability			
1.	Unfunded Actuarial Accrued Liability, Beginning of Year	$34,719,364	$39,047,732
2.	Normal Cost, Beginning of Year	8,141,827	8,420,041
3.	Total Contributions	16,786,843	15,527,684
4.	Interest (full year on 1. and 2., one-half year on 3.)	2,412,744	2,779,275
5.	Expected Unfunded Actuarial Accrued Liability	$28,487,092	$34,719,364
6.	Unfunded Actuarial Accrued Liability (before changes)	46,965,463	
7.	(Gain)/Loss (6. - 5.)	$18,478,371	
Asset Gain/(Loss)			
1.	Actuarial Value of Assets, Beginning of Year	$259,524,260	$246,302,494
2.	Contributions and Receipts	16,786,843	15,527,684
3.	Benefit Payments and Expenses	(18,966,950)	(17,960,964)
4.	Assumed Rate of Return (prior valuation)	7.00%	7.00%
5.	Expected Return	18,090,394	17,156,010
6.	Actuarial Value of Assets, End of Year	$273,131,742	$259,524,260
7.	Actual Return	15,787,589	15,655,046
8.	Actual Rate of Return	6.11%	6.39%
9.	Asset Gain/(Loss) (7. - 5.)	(2,302,805)	(1,500,964)
10.	Total Asset Gain/(Loss), 2-Year Period	($3,908,837)	

Actuarial Experience

Below are the various sources of gains and losses over the 2-year period. The asset loss during the period was $3,908,837, and the total demographic loss during the period was $14,569,534, which totals to an overall loss of $18,478,371.



Unfunded Actuarial Accrued Liability

1.	Expected Unfunded Actuarial Accrued Liability	28,487,092
2.	Changes due to:	
	a. Asset Loss	$3,908,837
	b. Demographic Experience Loss	14,569,534
	c. Total Loss Prior to Changes	18,478,371
	d. Plan Change - Increase COLA Base to $17,000	2,282,012
	e. Assumption and Method Changes - Salary Scale and Mortality Improvement Scale	2,201,039
	f. Total Increase (including changes)	22,961,422
3.	Unfunded Actuarial Accrued Liability, End of Year	$51,448,514

Annual Appropriations

The Annual Appropriation is determined in accordance with the requirements set forth in Sections 22D and 22F of Chapter 32 of the Massachusetts General Laws ("M.G.L."). The appropriation is comprised of the annual employer normal cost and amortization payments to pay the unfunded actuarial accrued liability. Below are the details of the annual appropriations for the current and prior valuations, adjusted for semi-annual payments made July 1 and January 1. The appropriations shown are based on the results of the valuation and do not account for any adjustments made to appropriations in the selected funding schedule.

	Valuation Date	January 1, 2026	January 1, 2024
1.	Early Retirement Incentive Plan (2002)		
	Fully Funded Year	2028	2028
	Investment Return Rate	7.00%	7.00%
	Balance as of Valuation Date	$431,143	$771,389
	Amortization Amount	$218,120	$199,739
	Increasing Rate	4.50%	4.50%
	Remaining Payment Period from Valuation Date	2	4
2.	Early Retirement Incentive Plan (2003)		
	Fully Funded Year	2028	2028
	Investment Return Rate	7.00%	7.00%
	Balance as of Valuation Date	$148,844	$266,306
	Amortization Amount	$75,302	$68,956
	Increasing Rate	4.50%	4.50%
	Remaining Payment Period from Valuation Date	2	4
3.	Unfunded Actuarial Accrued Liability		
	Fully Funded Year	2033	2031
	Investment Return Rate	7.00%	7.00%
	Balance as of Valuation Date	$50,868,527	$38,010,037
	Amortization Amount	$7,901,331	$5,904,041
	Increasing Rate	4.00%	4.00%
	Remaining Payment Period from Valuation Date	7	7
4.	Total Amortization Payments	$8,194,752	$6,172,736
5.	Normal Cost	$4,370,156	$3,722,737
6.	Net 3(8)(c) Transfers	$380,263	$380,263
7.	Total Appropriation as of January 1	$12,945,171	$10,275,736
8.	Adjusted for Semi-Annual Payments as of July 1 and January 1	**$13,617,065**	**$10,809,078**

Exhibit 3.1 - 30-Year Forecast of Annual Appropriations

Fiscal Year Ending	Employer Normal Cost	Amortization Payment of UAAL	Amortization Payment of ERI 2002	Amortization Payment of ERI 2003	Net 3(8)(c) Transfers	Total Employer Cost	Increase over Prior Year	Unfunded Actuarial Accrued Liability
2027	$4,596,980	$5,600,680	$229,441	$79,210	$400,000	$10,906,311		$51,448,514
2028	4,719,203	6,651,176	239,766	82,774	400,000	12,092,919	10.88%	49,038,915
2029	4,855,124	8,153,503	-	-	400,000	13,408,627	10.88%	45,377,948
2030	5,017,343	9,450,143	-	-	400,000	14,867,486	10.88%	40,260,628
2031	5,150,924	10,934,144	-	-	400,000	16,485,068	10.88%	33,466,148
2032	5,341,084	12,537,560	-	-	400,000	18,278,644	10.88%	24,686,523
2033	5,491,282	14,370,387	-	-	400,000	20,261,669	10.85%	13,661,323
2034	5,666,846	-	-	-	400,000	6,066,846	-70.06%	-
2035	5,868,722	-	-	-	400,000	6,268,722	3.33%	-
2036	6,061,827	-	-	-	400,000	6,461,827	3.08%	-
2037	6,238,023	-	-	-	400,000	6,638,023	2.73%	-
2038	6,431,339	-	-	-	400,000	6,831,339	2.91%	-
2039	6,644,356	-	-	-	400,000	7,044,356	3.12%	-
2040	6,851,808	-	-	-	400,000	7,251,808	2.94%	-
2041	7,061,097	-	-	-	400,000	7,461,097	2.89%	-
2042	7,290,201	-	-	-	400,000	7,690,201	3.07%	-
2043	7,526,632	-	-	-	400,000	7,926,632	3.07%	-
2044	7,792,196	-	-	-	400,000	8,192,196	3.35%	-
2045	8,062,237	-	-	-	400,000	8,462,237	3.30%	-
2046	8,360,339	-	-	-	400,000	8,760,339	3.52%	-
2047	8,639,472	-	-	-	400,000	9,039,472	3.19%	-
2048	8,936,117	-	-	-	400,000	9,336,117	3.28%	-
2049	9,250,246	-	-	-	400,000	9,650,246	3.36%	-
2050	9,581,657	-	-	-	400,000	9,981,657	3.43%	-
2051	9,952,225	-	-	-	400,000	10,352,225	3.71%	-
2052	10,226,667	-	-	-	400,000	10,626,667	2.65%	-
2053	10,571,859	-	-	-	400,000	10,971,859	3.25%	-
2054	10,934,661	-	-	-	400,000	11,334,661	3.31%	-
2055	11,330,301	-	-	-	400,000	11,730,301	3.49%	-
2056	11,709,586	-	-	-	400,000	12,109,586	3.23%	-

The significant decrease in 2034 reflects the full amortization of the UAAL.

Exhibit 3.2 - 30-Year Forecast of Cash Flow

Calendar Year	Market Value of Assets, BOY	Benefit Payments	Employee Contributions	Employer Contributions	Investment Return	Market Value of Assets, EOY
2026	$272,768,603	$23,502,179	$6,200,098	$10,368,171	$19,431,005	$285,265,698
2027	285,265,698	20,027,811	6,453,865	11,496,229	20,524,132	303,712,113
2028	303,712,113	20,948,362	6,707,558	12,747,018	21,888,476	324,106,803
2029	324,106,803	21,966,875	6,949,652	14,133,894	23,394,484	346,617,958
2030	346,617,958	22,922,735	7,232,842	15,671,661	25,064,277	371,664,003
2031	371,664,003	23,983,301	7,476,601	17,376,738	26,916,798	399,450,839
2032	399,450,839	24,890,447	7,773,209	19,261,917	28,982,852	430,578,370
2033	430,578,370	25,795,622	8,061,082	5,767,495	30,205,640	448,816,965
2034	448,816,965	26,690,093	8,339,858	5,959,410	31,483,983	467,910,123
2035	467,910,123	27,611,469	8,643,446	6,142,987	32,822,358	487,907,445
2036	487,907,445	28,517,486	8,980,160	6,310,489	34,225,755	508,906,363
2037	508,906,363	29,800,773	9,318,246	6,494,267	35,687,294	530,605,397
2038	530,605,397	31,141,808	9,655,869	6,696,773	37,197,099	553,013,330
2039	553,013,330	32,543,189	10,017,686	6,893,989	38,755,739	576,137,555
2040	576,137,555	34,007,633	10,397,323	7,092,951	40,363,681	599,983,877
2041	599,983,877	35,537,976	10,778,373	7,310,751	42,021,281	624,556,306
2042	624,556,306	37,137,185	11,173,418	7,535,516	43,728,765	649,856,820
2043	649,856,820	38,808,358	11,562,461	7,787,976	45,486,215	675,885,114
2044	675,885,114	40,554,734	11,969,700	8,044,693	47,293,550	702,638,323
2045	702,638,323	42,379,697	12,373,502	8,328,086	49,150,504	730,110,718
2046	730,110,718	44,286,783	12,819,388	8,593,446	51,056,611	758,293,380
2047	758,293,380	46,279,688	13,273,520	8,875,454	53,011,176	787,173,842
2048	787,173,842	48,362,274	13,736,796	9,174,083	55,013,251	816,735,698
2049	816,735,698	50,538,576	14,210,309	9,489,142	57,061,610	846,958,183
2050	846,958,183	52,812,812	14,674,198	9,841,425	59,154,718	877,815,712
2051	877,815,712	55,189,389	15,258,036	10,102,325	61,290,697	909,277,381
2052	909,277,381	57,672,912	15,804,179	10,430,485	63,467,291	941,306,424
2053	941,306,424	60,268,193	16,364,182	10,775,386	65,681,833	973,859,632
2054	973,859,632	62,980,262	16,924,640	11,151,504	67,931,195	1,006,886,709
2055	1,006,886,709	65,814,374	17,533,426	11,512,074	70,211,752	1,040,329,587

Forecast Notes

Exhibit 3.1:

- The Total Normal Cost is assumed to increase 3.5% per year, and the Employee Normal Cost is assumed to increase at a rate that reflects a total payroll increase of 3.5% per year and incorporates new entrants sufficient to maintain constant active membership.
- The Unfunded Actuarial Accrued Liability ("UAAL") is computed as of January 1 of each year assuming no future gains or losses.
- The Amortization Payment of UAAL is an increasing payment at 4% paid over 7 years through 2033.
- The Amortization Payment of the Early Retirement Incentive Plan (2002) is an increasing payment at 4.5% paid over 2 years through 2028.
- The Amortization Payment of the Early Retirement Incentive Plan (2003) is an increasing payment at 4.5% paid over 2 years through 2028.
- Net 3(8)(c) transfers are a level dollar amount based on the net transfers expected to be paid by the Dukes County Contributory Retirement Board during the current year offset by the amount received during the same period.
- Total Employer Cost is the sum of the Employer Normal Cost, net 3(8)(c) transfers and the Amortization of the UAL, all computed as of January 1 of each year and adjusted for semi-annual payments made on July 1 and January 1.
- For fiscal year 2027, we show the actual appropriation developed under the previous funding schedule of $10,906,311. For fiscal years 2028 and later, the Board has selected a funding schedule that fully amortizes the unfunded actuarial accrued liability by 2033, with annual costs limited to increases of 10.88% over the prior year.
- The funding schedule adopted by the Board results in amortization payments for every year up to and including the full funded date that are greater than the interest computed on the outstanding UAAL from the prior year. This amortization method fully amortizes the UAAL within a reasonable time period and reduces the UAAL by a reasonable amount within a sufficiently short period.

Exhibit 3.2:

- Expected benefit payments include payments expected to be made to retired members, beneficiaries, disabled members and active members expected to retire. In addition, expected benefit payments include distribution of the annuity savings fund attributed to inactive members.
- Benefit payments exclude cost-of-living increases granted to members in pay status between 1982 and 1997. In addition, benefit payments are as expected for the first ten years of the forecast then increase by the greater of 4.5% per year thereafter or the expected future payments for the current population projected by our computer model.
- Calendar year cash flow entries are developed as of each January 1.

SECTION 4 - DISCLOSURES

4.1 - GASB 67 and GASB 68 Disclosures

Governmental Accounting Standards Board ("GASB") Statement No. 67, Financial Reporting for Pension Plans, establishes financial reporting requirements for pension plans, including the Dukes County Contributory Retirement System. GASB 67 requires pension plans to report information regarding fiduciary net position, changes in fiduciary net position, and other disclosures relating to the plan's financial condition, funding, and investments.

GASB Statement No. 68, Accounting and Financial Reporting for Pensions, establishes accounting and financial reporting requirements for participating employers. GASB 68 requires employers to recognize pension liabilities, deferred inflows and outflows of resources, and pension expense in their financial statements.

Under GASB 67 and GASB 68, projected benefit payments are discounted to present value using a single discount rate that reflects:

(1) the long-term expected rate of return on pension plan investments *to the extent that projected plan assets are sufficient to make projected benefit payments;* and

(2) a tax-exempt, high-quality municipal bond rate *to the extent that projected plan assets are not sufficient to make projected benefit payments.*

The GASB report, prepared under separate cover as of December 31, 2025 (the measurement date), provides information required for financial reporting purposes under GASB 67 and GASB 68.

4.2 - PERAC Disclosure Information

The most recent actuarial valuation of the System was prepared by KMS Actuaries, LLC as of January 1, 2026.

Normal Cost - Employees	$6,200,098	10.2% of payroll
Normal Cost - Employers	$4,370,156	7.2% of payroll
Actuarial Liability - Active Members	$135,051,323	42% of total AAL
Actuarial Liability - Retired and Inactive Members	189,528,933	58% of total AAL
Total Actuarial Liability (AAL)	$324,580,256	
System Assets	$273,131,742	
Unfunded Actuarial Accrued Liability	$51,448,514	
Funded Status	84.1%	

Principal actuarial assumptions used in the valuation:

Investment Return	7.00%
Rate of Salary Increase	Based on service, 6.25% graded down to 4.5% for Group 1
	Based on service, 7.25% graded down to 5% for Group 4

4.3 - Risk Measures

The Dukes County Contributory Retirement System is subject to certain risks that could affect the plan's future financial condition. Here we identify the primary risks to the System, provide some background information about those risks, and provide an assessment of those risks in accordance with Actuarial Standards of Practice (ASOP) 51.

Risk is the potential of actual future measurements deviating from expected future measurements due to actual future experience deviating from actuarially assumed experience. Examples of potential risks that may be reasonably anticipated to significantly affect the future financial condition of the plan include the following:

- **Investment Risk** - the potential that investment returns will be different than expected.
- **Asset/Liability Mismatch Risk** - the potential that changes in asset values are not matched by changes in the value of liabilities.
- **Interest Rate Risk** - the potential that interest rates will be different than expected.
- **Longevity and Other Demographic Risks** - the potential that mortality or other demographic experience will be different than expected.
- **Contribution Risk** - the potential of actual future contributions deviating from expected future contributions. For example, that actual contributions are not made in accordance with the plan's funding policy, that other anticipated payments to the plan are not made, or that material changes occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base.
- **Benefit Change Risk** - the potential for the provisions of the System to be changed such that the benefits and liabilities are changed materially.
- **Assumption Change Risk** - the potential for the environment to change such that future valuation assumptions are adjusted to be different than the current assumptions.

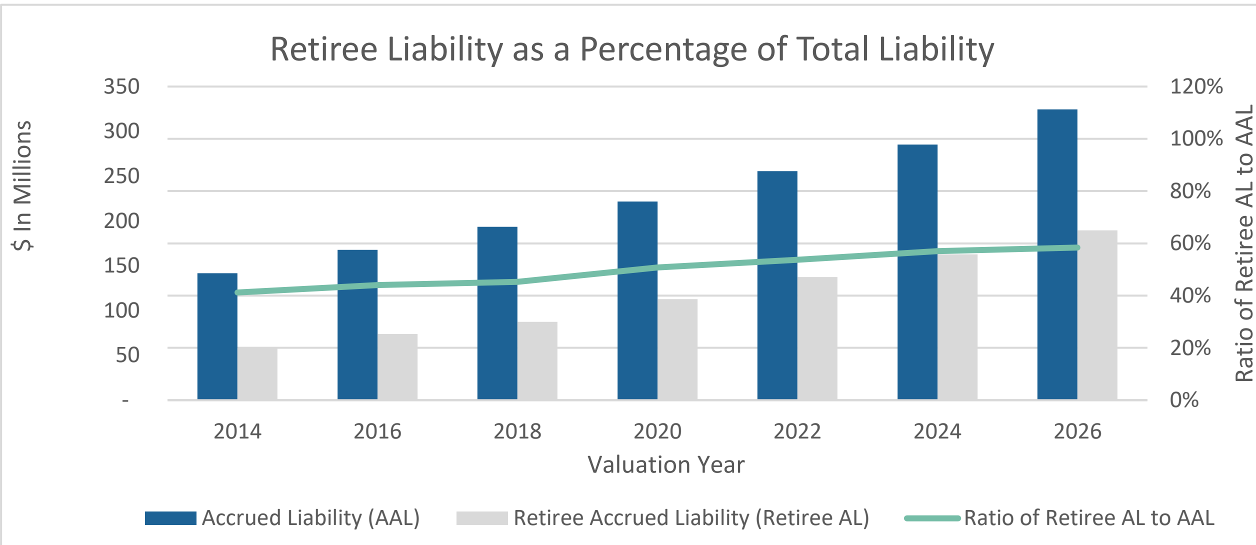
We have provided several risk measures in this section that we believe are most significant for the plan. However, we believe that a more rigorous assessment of risk would be beneficial to the Board to understand the risks identified above, such as:

- Scenario Test - a process for assessing the impact of one possible event, or several simultaneous or sequentially occurring possible events, on a plan's financial condition.
- Sensitivity Test - a process for assessing the impact of a change in an actuarial assumption on an actuarial measurement.
- Stochastic Modeling - a process for generating numerous potential outcomes by allowing for random variations in one or more inputs over time for the purpose of assessing the distribution of those outcomes.
- Stress Test - a process for assessing the impact of adverse changes in one or relatively few factors affecting a plan's financial condition.

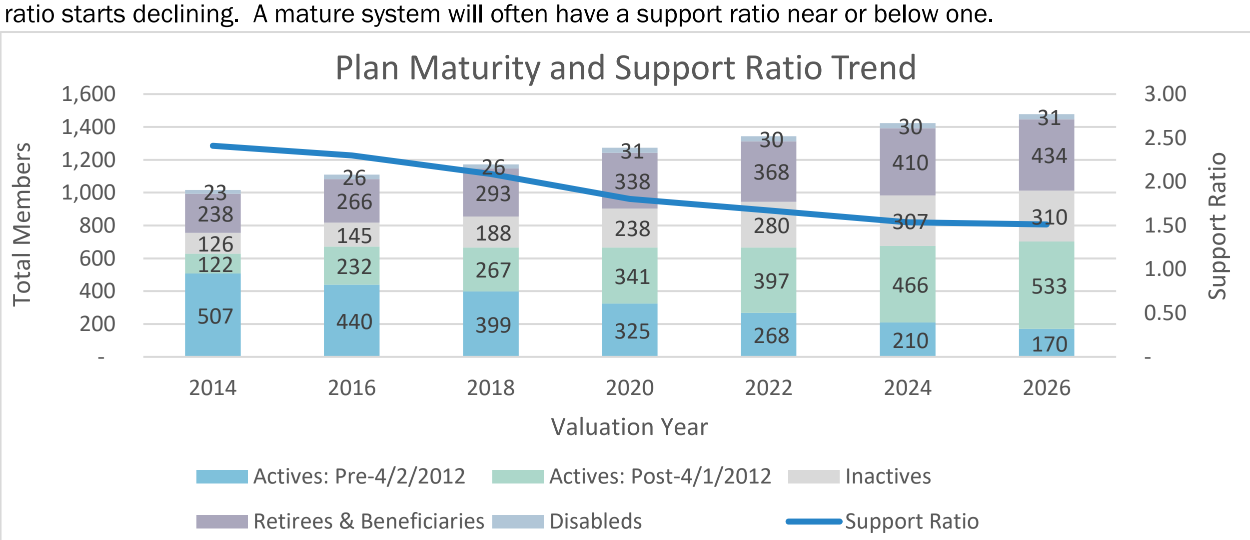
4.3 - Risk Measures

Maturity Measures

As retirement systems mature they become much more sensitive to risks. This is because a higher proportion of the actuarial liability is attributable to participants who are no longer active. Plan maturity measures are helpful in understanding the risks associated with a plan. One such maturity measure is the ratio of the system's retiree liability to its total liability. A retirement system in its infancy will have a very low ratio of retiree liability to total liability. As the system matures, the ratio starts increasing. A mature plan will often have a ratio above 60%. For the Dukes County Contributory Retirement System and other retirement systems in the United States these ratios have been steadily increasing in recent years.



Another maturity measure is the ratio of actives to retirees, or support ratio. A retirement system in its infancy will have a very high ratio of active to retired members. As the system matures, and members retire, the support ratio starts declining. A mature system will often have a support ratio near or below one.



4.3 - Risk Measures

Volatility Indices

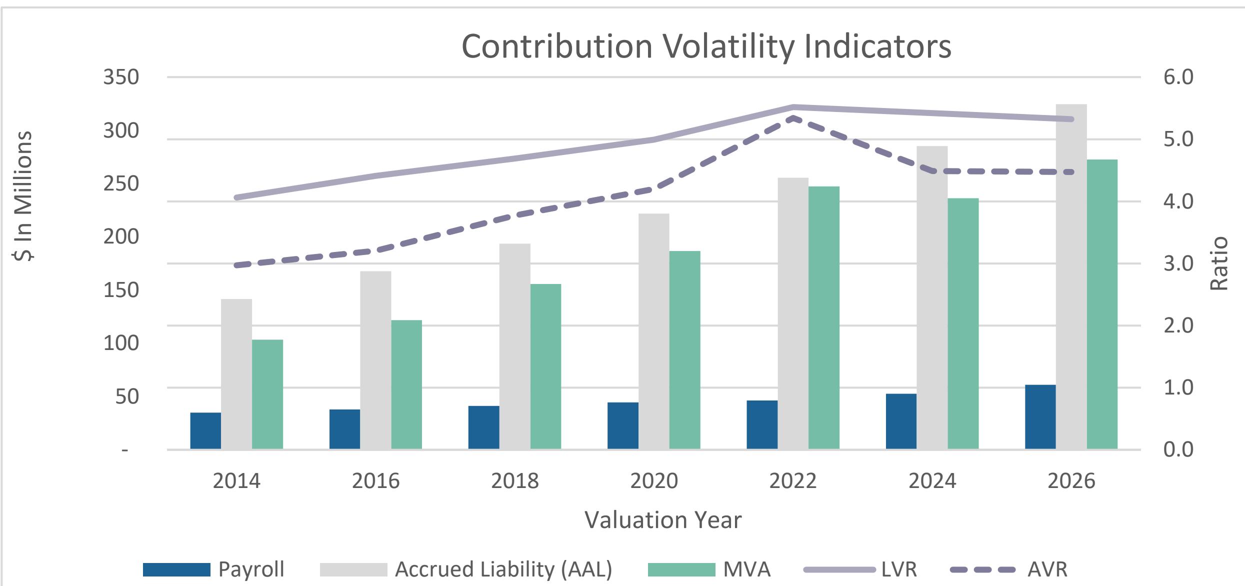
Volatility indices are measures of the relative sensitivity of employer contributions to changes in assets or liabilities. Below we present two such indices - the Asset Volatility Ratio (AVR) and the Liability Volatility Ratio (LVR):

Asset Volatility Ratio (AVR)

The Asset Volatility Ratio (AVR) is the ratio of the Market Value of Assets (MVA) to Payroll. Systems with a higher AVR experience more volatile employer contributions (as a percentage of payroll) due to investment return. This ratio indicates a measure of the system's current contribution volatility. The AVR increases over time but generally tends to stabilize as the system matures.

Liability Volatility Ratio (LVR)

The Liability Volatility Ratio (LVR) is the ratio of the Actuarial Accrued Liability (AAL) to Payroll. Systems with a higher LVR experience more volatile employer contributions (as a percentage of payroll) due to the investment return assumption and changes in liability. This ratio indicates a longer-term potential for contribution volatility. The AVR, described above, will tend to move close to the LVR as the system matures.

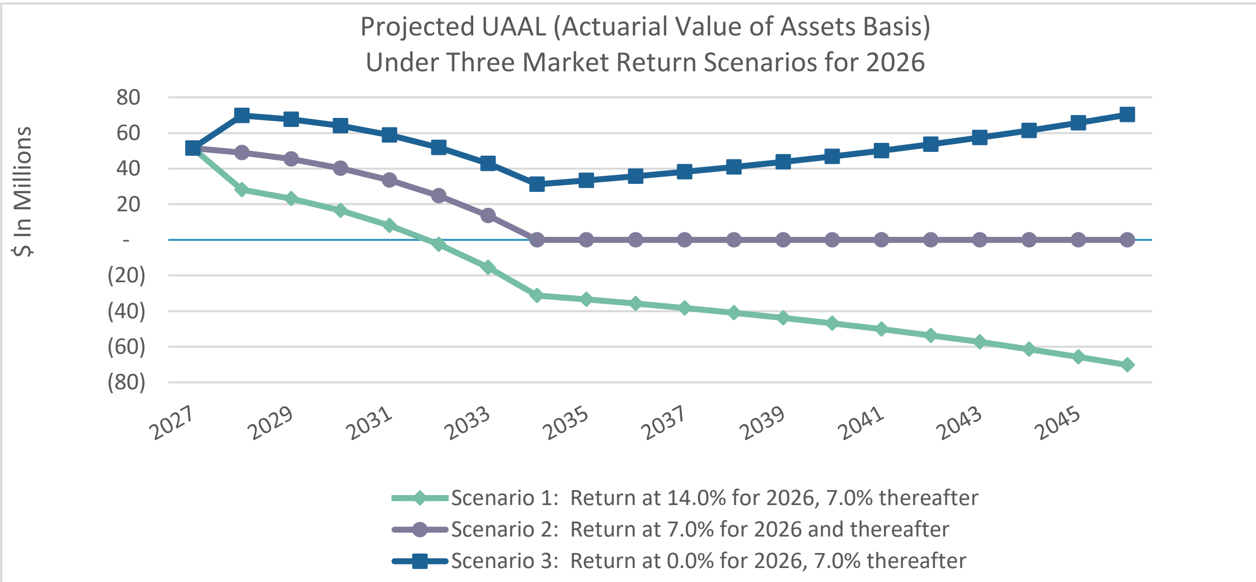


As these ratios increase, employer contributions become more sensitive to changes in investment experience.

4.3 - Risk Measures

Market Return Scenarios

Below we illustrate the projected effect on funding levels of a single year of investment return above or below the assumed investment return. Scenario 1 assumes a one-year return of 2 times the assumed return and the expected return thereafter, Scenario 2 assumes assets earn the expected return every year and Scenario 3 assumes a one-year return of 0% and the expected return thereafter.



Sensitivity Analysis

The following presents the Actuarial Accrued Liability and Funded Status calculated using the investment return rate of 7%, as well as what the Actuarial Accrued Liability and Funded Status would be if they were calculated using an investment return rate 1-percentage point lower (6%) or 1-percentage point higher (8%) than the assumed investment return rate:

	1% Decrease (6.0%)	Current Investment Return Rate (7.0%)	1% Increase (8.0%)
Actuarial Accrued Liability	$362,313,063	$324,580,256	$292,761,354
% Change	12%		-10%
Actuarial Value of Assets	$273,131,742	$273,131,742	$273,131,742
Unfunded Actuarial Accrued Liability	89,181,321	51,448,514	19,629,612
% Change	73%	N/A	-62%
Funded Status	75.4%	84.1%	93.3%

4.3 - Risk Measures

Low-Default Risk Obligation Measure (LDROM)

The retirement plan invests in a diversified portfolio of stocks, bonds, real estate, and other assets with the objective of maximizing investment returns at a reasonable level of risk. The potential for investment returns to be different than expected is a key risk for the plan. Reducing the plan's investment risk by investing solely in bonds, however, would also likely reduce the plan's investment returns thereby increasing the amount of contributions needed over the long term. The Low-Default Risk Obligation Measure (LDROM) represents what the funding liability would be if the plan invested its assets solely in a portfolio of high-quality bonds whose cash flows approximately match future benefit payments. Consequently, the difference between the plan's Actuarial Accrued Liability and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high-quality bonds.

The following presents the LDROM and Funded Status calculated using the LDROM investment return rate of 5.32%:

LDROM	$392,048,663
Actuarial Value of Assets	$273,131,742
Funded Status	69.67%

The LDROM investment return rate is based on the FTSE Pension Liability Index published as of December 31, 2025. The index represents the single discount rate that would produce the same present value as calculated by discounting a standardized set of liabilities using the Pension Discount Curve, which is a set of yields on hypothetical AA zero coupon bonds whose maturities range from 6 months up to 30 years.

The actuarial valuation reports the funded status and develops appropriations based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high quality bonds, the LDROM illustrates that reported funded status would be lower (which also implies that the Actuarially Determined Contributions would be higher), perhaps significantly. Unnecessarily high appropriation requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

Duration

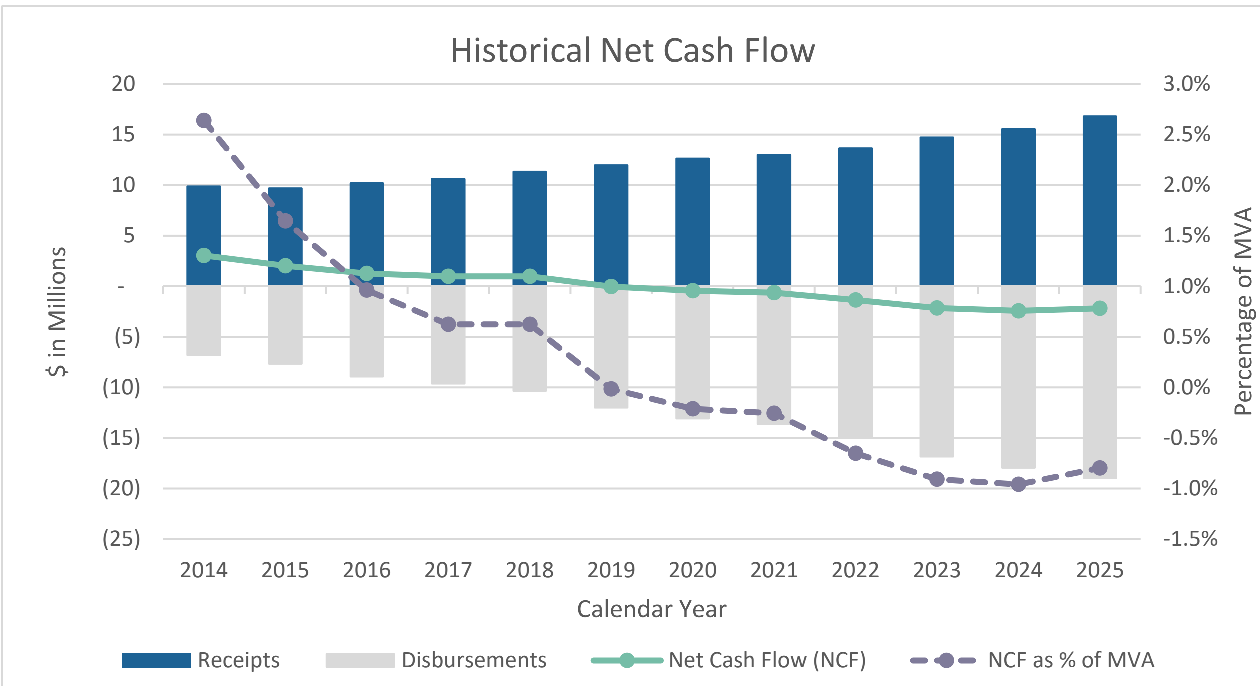
Duration is another measure that is used to describe how the present value of a cash flow series changes when small changes are made to the underlying interest rates. The duration of the Dukes County Contributory Retirement System is 11, and this represents an approximate percentage change in the Actuarial Accrued Liability for each 1% change to the investment return rate.

4.3 - Risk Measures

Net Cash Flow (NCF)

Net cash flow (NCF) during a year is the difference between contributions, both employer and employee, paid into the System and benefit payments and expenses paid from the System. If the level of benefit payments plus expenses is greater than contributions, then the System has negative NCF. Mature plans generally have a negative NCF as the number of retirees grows. When a System has negative NCF, then additional cash from existing assets are needed to pay the pension benefits.

Historical NCF since 2014 is shown in the next graph. Blue bars indicate contributions, from employees and employers, and grey bars show benefit payments and administrative expenses. The NCF is represented by the green line. The dashed purple line (which corresponds to the right-hand axis) provides the NCF as a percentage of the Market Value of Assets. As of December 31, 2025, the NCF was negative $2.2 million, which represents -0.8% of the Market Value of Assets. The NCF falls within the range of -1.0% to 2.6% of total assets over the 12-year period.



Overall Risk Assessment

Based on the current funded status, funding schedule, maturity measures, and sensitivity results presented above, the System remains exposed to investment and demographic risk. The funded ratio decreased from 86.3% to 84.1% and the unfunded actuarial accrued liability increased from $39.0 million to $51.4 million, driven primarily by demographic experience losses as well as plan and assumption changes. The Board's funding schedule is projected to fully fund the System by 2033, two years later than the prior schedule, and requires annual appropriation increases of approximately 11% through the full funding date. Future investment and demographic experience could materially affect the System's funded status and required appropriations.

SECTION 5 - SUMMARY OF PLAN PROVISIONS

Administration

There are 104 contributory retirement systems for public employees in Massachusetts. Each system is governed by a retirement board and all boards, although operating independently, are governed by Chapter 32 of the Massachusetts General Laws, Chapter 34B, Section 19 and other applicable statutes. This law in general provides uniform benefits, uniform contribution requirements and a uniform accounting and funds structure for all systems.

Participation

Participation is mandatory for all full-time employees. Eligibility with respect to part-time, provisional, temporary, seasonal or intermittent employment is governed by regulations promulgated by the local retirement board, and approved by PERAC. Membership is optional for certain elected officials.

Membership Groups

There are four membership groups in the Retirement System:

Group 1	General employees, including clerical, administrative, technical and all other employees not otherwise classified.
Group 2	Certain specified hazardous duty positions.
Group 3	State police officers and inspectors.
Group 4	Local police officers, firefighters and other specified hazardous positions.

For members in more than one group, participation will be proportional.

Member Contributions

Member contributions vary depending on the most recent date of membership:

Prior to 1975	5% of Salary
1975 – 1983	7% of Salary
1984 – June 30, 1996	8% of Salary
July 1, 1996 – present	9% of Salary
1979 – present	An additional 2% of Salary in excess of $30,000.
Group 1 members hired on or after April 2, 2012	6% of Salary with 30 or more years of creditable service.

Rate of Interest

Interest on regular deductions made after January 1, 1984 is a rate established by PERAC in consultation with the Commissioner of Banks. The rate is obtained from the average rates paid on individual savings accounts by a representative sample of at least ten financial institutions.

Retirement Age

The mandatory retirement age for some Group 2 and Group 4 members is age 65. Most Group 2 and Group 4 members may remain in service after reaching age 65. Group 4 members who are employed in certain public safety positions are required to retire at age 65. There is no mandatory retirement age for members in Group 1.

Salary

Gross regular compensation. This does not include bonuses, overtime, severance pay, unused sick leave credit or other similar compensation. 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). For 2026, the limit is 64% of $360,000, or $230,400.

Average Salary

Membership before April 2, 2012

- Average annual rate of regular compensation received during the three consecutive years that produce the highest average, or, if greater, during the last three years (whether or not consecutive) preceding retirement.

Membership on or after April 2, 2012

- Average annual rate of regular compensation received during the five consecutive years that produce the highest average, or, if greater, during the last five years (whether or not consecutive) preceding retirement.

Creditable Service

The period during which a member contributes to the retirement system plus certain periods of military service and "purchased" service.

Benefit Rate

The benefit rate varies with the member's retirement age, Group, membership date and years of creditable service at retirement. Each year a member retires prior to the age at which the 2.5% maximum benefit rate applies, a reduction is applied to each year of age under the maximum age. The maximum age and reduction for each Group and membership date is as follows:

	Group 1	Group 2	Group 4
2.5% for Membership before April 2, 2012:			
Maximum age:	65	60	55
Reduction:	0.1%	0.1%	0.1%
2.5% for Membership on or after April 2, 2012 (less than 30 years of service):			
Maximum age:	67	62	57
Reduction:	0.15%	0.15%	0.15%
2.5% for Membership on or after April 2, 2012 (30+ years of service):			
Maximum age:	67	62	57
Reduction:	0.125%	0.125%	0.125%

Superannuation Retirement

Eligibility if membership before April 2, 2012

- completion of 20 years of Creditable Service, or
- attainment of age 55 if hired prior to 1978, or
- attainment of age 55 with 10 years of Creditable Service, if hired after 1978.

Eligibility if membership on or after April 2, 2012

- attainment of age 60 with 10 years of Creditable Service if classified in Group 1
- attainment of age 55 with 10 years of Creditable Service if classified in Group 2
- attainment of age 55 if classified in Group 4

Benefit Amount

Product of the member's Benefit Rate, Average Salary and Creditable Service.

Maximum Benefit

80% of the member's Average Salary.

Veteran's Benefit

Additional benefit of $15 per year of Creditable Service, up to a maximum of $300.

Deferred Vested

Eligibility

- completion of ten or more years of Creditable Service.
- elected officials hired prior to 1978, completion of six years of Creditable Service.

Benefit Amount

Accrued benefit payable commencing at age 55, or the completion of 20 years of Creditable Service, or may be deferred until later at the participant's option.

Withdrawal of Contributions

Contributions may be withdrawn upon termination of employment.

- Members hired on or after January 1, 1984 who terminate with less than ten years of Creditable Service receive contributions plus interest on the Annuity Savings Account at an annual rate of 3%.
- All other withdrawals receive contributions plus 100% of the regular interest that has accrued to the Annuity Savings Account.

Ordinary Disability Retirement	Eligibility	Non-job related disability after completion of ten years of Creditable Service.
	Benefit Amount for Group 1 membership before April 2, 2012 or Group 2 or Group 4	Superannuation benefit determined if the member is age 55, up to a maximum of 80% of Average Salary over three years. If the member is a veteran, 50% of final rate of salary (final year) plus an annuity based on the accumulated member contributions plus credited interest, up to a maximum of 80% of Average Salary over five years.
	Benefit Amount for Group 1 membership on or after April 2, 2012	Superannuation benefit determined if the member is age 60, up to a maximum of 80% of Average Salary over three years. If the member is a veteran, 50% of final rate of salary (final year) plus an annuity based on the accumulated member contributions plus credited interest, up to a maximum of 80% of Average Salary over five years.
Accidental Disability Retirement	Eligibility	Disabled as a result of an accident in the performance of duties. There is no minimum age or service requirement.
	Benefit Amount	72% of Salary plus an annuity based on accumulated member contributions plus credited interest.
	Maximum Benefit	100% of Salary if hired before January 1, 1988, otherwise 75% of Salary.
	Veteran's Benefit	Additional allowance of $15 per year of Creditable Service, up to a maximum of $300.
	Supplemental Dependent Allowance	Additional allowance of $1,159.08 per year for each child until age 18 (or age 22 if a full-time student).
Violent Act Injury Disability	Eligibility	Permanently and physically disabled firefighters, emergency medical technicians, licensed health care professionals and certain police officers resulting in life-threatening bodily injuries sustained from a violent attack involving an individual carrying a dangerous weapon. These dangerous weapons include, but are not limited to, a firearm, knife, automobile or explosive device.

Violent Act Injury Disability (continued)	Benefit Amount	100% of compensation that would be paid to the member if they continued in service and ultimately retired. This benefit includes all forms of compensation paid to the member on the date of injury that are classified as pensionable earnings.
	Maximum Benefit	Reduced to 80% of the average annual rate of compensation paid to the member in the previous 12 months upon reaching the mandatory retirement age for their job title, if applicable.
	Surviving Spouse Allowance	Upon the death of the member, the spouse will receive 75% of the benefit for their lifetime.
	Supplemental Dependent Allowance	If both the member and the spouse predecease their children, any children under the age of 18 (or 22 if full time students) will receive 75% of the amount of the pension payable to the member at the time of their death. This benefit will be split equally between all eligible children. Once a child is no longer eligible for this benefit, the amount received by the other eligible children will not change.
Non-Occupational Death	Eligibility	For members with at least two years of creditable service who die while in active service, but not due to occupational injury.
	Benefit Amount	Benefit as if Option C had been elected. Minimum benefit of \$250 per month for surviving spouse, \$120 per month for first child and \$90 per month for each additional child.
Accidental Death	Eligibility	For members who die as a result of an occupational injury.
	Benefit Amount	72% of Salary plus an annuity based on accumulated member contributions plus credited interest.
	Maximum Benefit	100% of Salary if hired before January 1, 1988, otherwise 75% of Salary.
	Veteran's Benefit	Additional allowance of \$15 per year of creditable service, up to a maximum of \$300.
	Supplemental Dependent Allowance	Additional allowance of \$1,159.08 per year for each child until age 18 (or age 22 if a full-time student).

Cost-of-Living Adjustment (COLA)

In accordance with the adoption of Chapter 17 of the Acts of 1997, the granting of a Cost-of-Living Adjustment will be determined by an annual vote by the Retirement Board. The amount of increase will be based upon the Consumer Price Index, limited to a maximum of 3.0%, beginning on July 1. All retirees, disabled retirees and beneficiaries who have been receiving benefit payments for at least one year as of July 1 are eligible for the adjustment. The maximum amount of pension benefit subject to a COLA is $15,000, although the funding schedule elected by the Board assumes that this amount will be increased to $17,000 effective July 1, 2027.

All COLAs granted to members after 1981 and prior to July 1, 1998 are deemed to be an obligation of the Commonwealth of Massachusetts and are not the liability of the Retirement System.

Optional Forms of Payment

A member may elect to receive his or her retirement allowance, payable in monthly installments, in one of three forms of payment:

- Option A – Total annual allowance commencing at retirement and terminating at member's death.

- Option B – A reduced annual allowance commencing at retirement with death benefit equal to excess of member contributions plus credited interest to retirement over annuity benefit paid to member.

- Option C – A reduced annual allowance commencing at retirement with 66⅔% of benefit continued to designated beneficiary upon death of member. For members who retired on or after January 12, 1988, if the beneficiary pre-deceases the retiree, the benefit payable increases based on the factor used to determine the Option C benefit at retirement. For members who retired prior to January 12, 1988, if the System has accepted Section 288 of Chapter 194 of the Acts of 1998 and the beneficiary pre-deceases the retiree, the benefit payable increases based on the factor used to determine the Option C benefit at retirement.

SECTION 6 - ACTUARIAL ASSUMPTIONS AND METHODS

Valuation Date

January 1, 2026

Investment Return Rate

7.00% per year.

The investment return assumption is a long-term assumption based on capital market expectations by asset class, historical returns and professional judgment. We considered analysis prepared by PRIM's investment advisor using a building block approach and using the target asset allocation, expected returns by asset class and risk analysis to determine a long-term expected average annual rate of return.

Low-Default Risk Obligation Measure (LDROM) Investment Return Rate

5.32% per year.

The LDROM investment return rate is based on the FTSE Pension Liability Index published as of December 31, 2025. The index represents the single discount rate that would produce the same present value as calculated by discounting a standardized set of liabilities using the Pension Discount Curve, which is a set of yields on hypothetical AA zero coupon bonds whose maturities range from 6 months up to 30 years.

Annuity Savings Fund Interest Rate

2.00% per year

Amortization Method

Unfunded Actuarial Accrued Liability (UAAL):

Increasing dollar amount at 4% to reduce the Unfunded Actuarial Accrued Liability to zero on or before June 30, 2033.

Early Retirement Incentive Program (ERI) for 2002:

Increasing dollar amount at 4.5% to reduce the Unfunded Actuarial Accrued Liability attributable to the 2002 ERI to zero on or before June 30, 2028.

Early Retirement Incentive Programs (ERI) for 2003:

Increasing dollar amount at 4.5% to reduce the Unfunded Actuarial Accrued Liability attributable to the 2003 ERI to zero on or before June 30, 2028.

Output Smoothing Method

Total appropriation increases are limited to 10.88% per year.

Salary Scale

The assumed annual rates for salary increases including longevity are illustrated by the following rates:

Years of Service	Groups 1 and 2	Group 4
0	6.25%	7.25%
1	5.75%	6.75%
2	5.75%	6.25%
3	5.50%	6.00%
4	5.50%	5.50%
5	5.00%	5.50%
6	5.00%	5.00%
7	4.75%	5.00%
8	4.75%	5.00%
9+	4.50%	5.00%

Salary Scale, continued

The salary scale assumption is a long-term estimate derived from historical data, current and recent market expectations and professional judgment. Previously, rates were 25 basis points lower.

Cost-of-Living Allowance

Cost-of-Living Allowances (COLA) are assumed to be 3% of the pension amount, capped at $450 per year, and effective July 1, 2027, capped at $510 per year.

Inflation

2.5% per year, based on current economic data, analyses from economists and other experts, and professional judgment.

Payroll Growth

3.5% per year, based on historical data, current and recent market expectations and professional judgment. Previously, 3.25% per year.

Mortality Rates

RP-2014 Blue Collar Mortality Table with full generational mortality improvement using Scale MP-2021. For disabled members, RP-2014 Blue Collar Mortality Table set forward one year with full generational mortality improvement using Scale MP-2021. Previously, full generational mortality improvement using Scale MP-2020.

General Employees: 55% of deaths are job-related.

Police and Fire: 90% of deaths are job-related.

PERAC completed a local system retiree mortality study in 2019 and selected the RP-2014 Blue Collar Mortality Table with full generational mortality improvement using Scale MP-2018 and subsequently updated the mortality improvement scale to MP-2021 in 2023. The underlying tables with generational mortality improvement selected reasonably reflect the mortality experience of the System as of the valuation date based on historical and current demographic data as well as professional judgement.

Turnover Rates

Illustrative turnover rates are shown below:

Creditable Service	Groups 1 and 2	Group 4
0	0.1500	0.0150
10	0.0540	0.0150
20	0.0200	0.0000
30	0.0000	0.0000

Disability Rates

Illustrative disability rates are shown below:

Attained Age	Groups 1 and 2	Group 4
20	0.0001	0.0010
30	0.0003	0.0030
40	0.0010	0.0030
50	0.0019	0.0125
60	0.0028	0.0085

General Employees: 55% of disabilities are accidental and 45% are ordinary.

Police and Fire: 90% of disabilities are accidental and 10% are ordinary.

Retirement Rates

Illustrative retirement rates are shown below:

Attained Age	Groups 1 and 2		Group 4
	Male	Female	Male & Female
50	0.0100	0.0150	0.0200
51	0.0100	0.0150	0.0200
52	0.0100	0.0200	0.0200
53	0.0100	0.0250	0.0500
54	0.0200	0.0250	0.0750
55	0.0200	0.0550	0.1500
56	0.0250	0.0650	0.1000
57	0.0250	0.0650	0.1000
58	0.0500	0.0650	0.1000
59	0.0650	0.0650	0.1500
60	0.1200	0.0500	0.2000
61	0.2000	0.1300	0.2000
62	0.3000	0.1500	0.2500
63	0.2500	0.1250	0.2500
64	0.2200	0.1800	0.3000
65	0.4000	0.1500	1.0000
66	0.2500	0.2000	1.0000
67	0.2500	0.2000	1.0000
68	0.3000	0.2500	1.0000
69	0.3000	0.2000	1.0000
70	1.0000	1.0000	1.0000

The turnover, disability and retirement rates are based on PERAC's most recent experience analysis of local retirement systems which reviewed age, gender and job group. The assumptions reflect this analysis as well as professional judgment.

SECTION 6 - ACTUARIAL ASSUMPTIONS AND METHODS

Actuarial Cost Method

Individual Entry Age Normal.

Actuarial Asset Method

The Actuarial Value of Assets is the market value of assets as of the valuation date reduced by the sum of:

a) 80% of gains and losses of the prior year,
b) 60% of gains and losses of the second prior year,
c) 40% of gains and losses of the third prior year, and
d) 20% of gains and losses of the fourth prior year.

Investment gains and losses are determined by the excess or deficiency of the expected return over the actual return on the market value. The actuarial valuation of assets is further constrained to be not less than 80% or more than 120% of market value.

Census Data

Census data as of the valuation date were submitted by the Retirement Board.

Asset Data

Asset information is reported annually to the Public Employee Retirement Administration Commission by the Dukes County Contributory Retirement Board.

Dependents

80% of all members will be survived by a spouse. Age assumption for spouses is that males are assumed to be three years older than females.

Net Section 3(8)(c) Transfers

Reimbursements paid to and received from other retirement systems for that portion of a retiree's pension that is based on service earned in another retirement system. Net 3(8)(c) transfers are assumed to be $400,000 per year.

Administrative Expenses

For calendar year 2026, the administrative expenses were assumed to be $675,000 and are anticipated to increase 3.5% per year. Previously, $600,000 per year for Fiscal Year 2025, increasing 3.25% per year.

The administrative expense assumption is based on information relating to the System's administrative expenses provided by the Retirement Board.

Use of ProVal®

KMS Actuaries has used ProVal® to develop the liabilities, normal costs and projected benefit payments in this report. We have a lease agreement with WinTech, the developer of ProVal®, and have relied on their system to perform these calculations. The actuaries signing this report and the KMS staff members who were involved in preparing it have a clear understanding of ProVal® and have used it only for its intended purpose. We have reviewed the output produced by ProVal® for reasonableness and we are not aware of any material inconsistencies, limitations or known weaknesses that would affect this report.

SECTION 7 - PLAN MEMBER INFORMATION

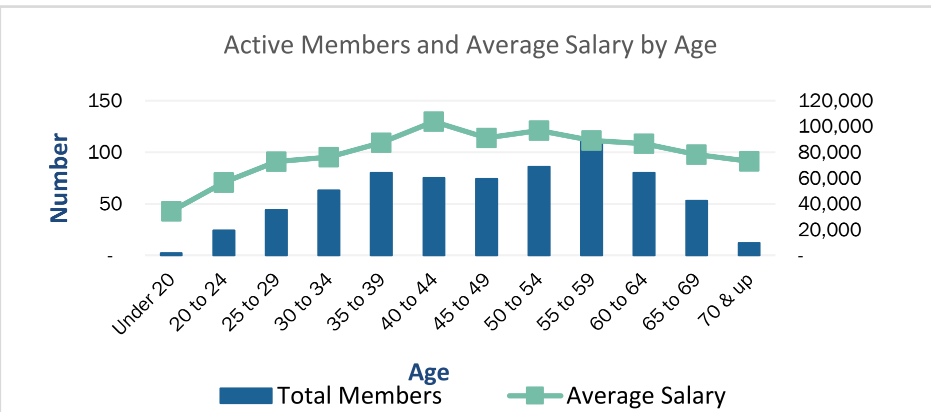
Exhibit 7.1 - Summary of Census Data as of January 1, 2026

Census data as of December 31, 2025 was provided to us by the Retirement Board. We performed edits on the data to ensure that it is reasonable and complete and made certain assumptions regarding any missing or invalid data so that results are not materially affected. Presented on the following pages are summaries of the demographic profile of active members (Exhibit 7.2) and retired plan members and beneficiaries and disabled plan members (Exhibit 7.3). Below, we present a comparison of the census data from the current and prior valuations:

Valuation Date	January 1, 2026	January 1, 2024	% Change
Census Data			
Active Members	703	676	4.0%
Average Age	48.1	48.5	(1.0%)
Average Service	8.9	9.4	(4.9%)
Valuation Salary	$60,999,887	$52,639,428	15.9%
Average Salary	$86,771	$77,869	11.4%
Retired Members and Beneficiaries	434	410	5.9%
Average Age	73.0	72.3	1.0%
Total Annual Retirement Allowance	$15,814,040	$13,360,180	18.4%
Average Annual Retirement Allowance	$36,438	$32,586	11.8%
State Reimbursed COLAs	$486	$2,609	(81.4%)
Total System-Funded Retirement Allowance	$15,813,554	$13,357,571	18.4%
Disabled Members	31	30	3.3%
Average Age	66.9	66.0	1.4%
Total Annual Retirement Allowance	$1,522,388	$1,451,887	4.9%
Average Annual Retirement Allowance	$49,109	$48,396	1.5%
State Reimbursed COLAs	$83	$83	0.0%
Total System-Funded Retirement Allowance	$1,522,305	$1,451,804	4.9%
Inactive Members	310	307	1.0%
Annuity Savings Fund	$4,549,232	$4,337,247	4.9%

Exhibit 7.2 - Active Members by Age and Years of Service as of January 1, 2026

Attained Age	0 to 4	5 to 9	10 to 14	15 to 19	Years of Service 20 to 24	25 to 29	30 to 34	35 to 39	40 & up	Total	Total Salary	Average Salary
Under 20	2	-	-	-	-	-	-	-	-	2	68,262	34,131
20 to 24	24	-	-	-	-	-	-	-	-	24	1,356,686	56,529
25 to 29	39	5	-	-	-	-	-	-	-	44	3,198,208	72,687
30 to 34	45	14	4	-	-	-	-	-	-	63	4,800,393	76,197
35 to 39	44	20	16	-	-	-	-	-	-	80	6,983,723	87,297
40 to 44	21	18	21	13	2	-	-	-	-	75	7,781,407	103,752
45 to 49	27	21	8	3	11	4	-	-	-	74	6,742,914	91,120
50 to 54	33	15	9	13	4	7	5	-	-	86	8,333,796	96,905
55 to 59	37	23	12	10	15	9	-	3	1	110	9,800,695	89,097
60 to 64	19	17	14	11	8	7	2	2	-	80	6,920,302	86,504
65 to 69	16	9	9	8	6	3	1	1	-	53	4,137,177	78,060
70 & up	2	5	2	1	1	1	-	-	-	12	876,323	73,027
Total	309	147	95	59	47	31	8	6	1	703	60,999,887	86,771
Average Salary	68,515	84,078	101,128	99,828	116,808	133,731	148,885	153,649	223,562			
					Average Age:		48.1	Average Service:		8.9		



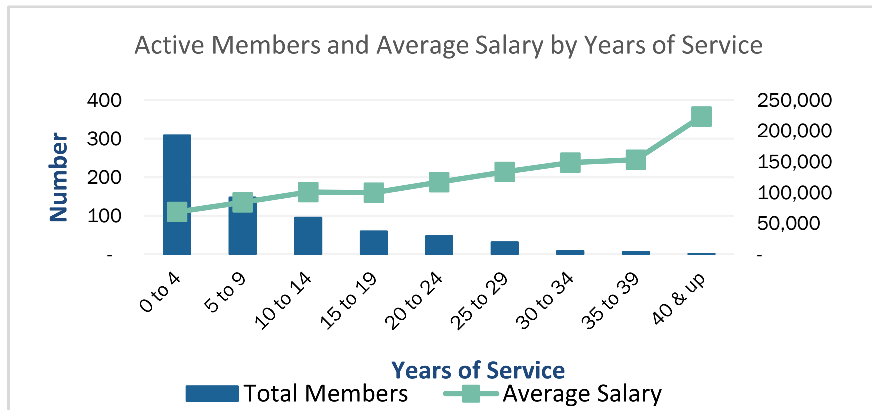
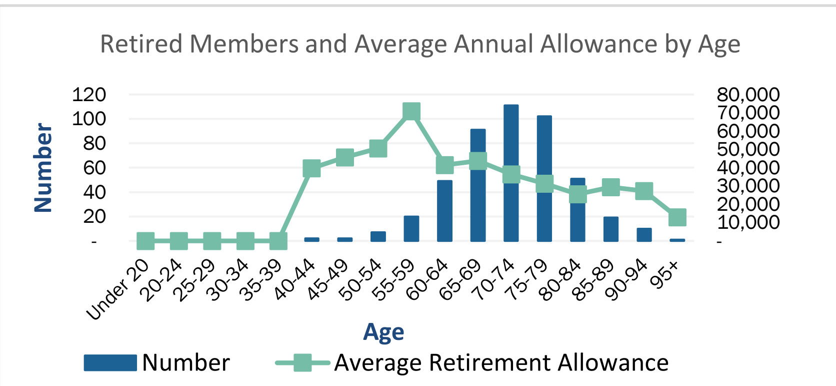
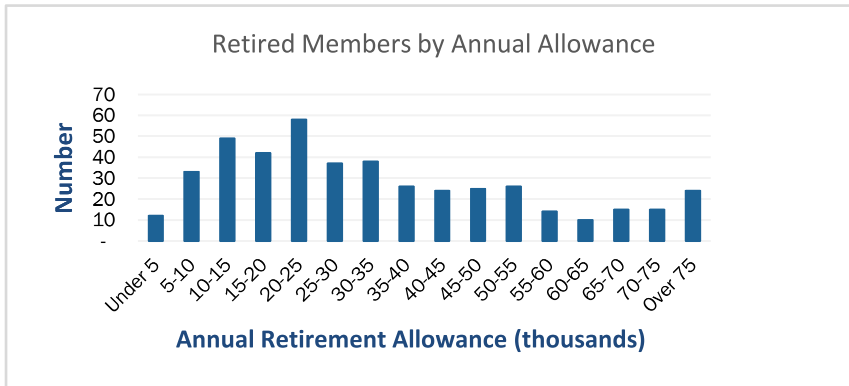


Exhibit 7.3 - Annual Retirement Allowances as of January 1, 2026

Attained Age	Service Retirements			Disability Retirements			Beneficiaries		
	Number	Annual Retirement Allowance	Average Retirement Allowance	Number	Annual Retirement Allowance	Average Retirement Allowance	Number	Annual Retirement Allowance	Average Retirement Allowance
Under 20	-	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-
40-44	-	-	-	2	79,471	39,736	-	-	-
45-49	-	-	-	2	91,177	45,589	-	-	-
50-54	3	206,446	68,815	2	118,473	59,237	2	29,321	14,661
55-59	18	1,380,481	76,693	-	-	-	2	37,404	18,702
60-64	43	1,777,588	41,339	3	145,364	48,455	3	108,717	36,239
65-69	77	3,372,967	43,805	8	454,905	56,863	6	150,534	25,089
70-74	96	3,510,208	36,565	8	399,038	49,880	7	138,453	19,779
75-79	89	2,846,063	31,978	3	145,286	48,429	10	200,810	20,081
80-84	45	1,197,975	26,622	3	88,674	29,558	3	12,964	4,321
85-89	19	559,151	29,429	-	-	-	-	-	-
90-94	6	195,144	32,524	-	-	-	4	76,827	19,207
95+	1	12,987	12,987	-	-	-	-	-	-
Total	**397**	**15,059,010**	**37,932**	**31**	**1,522,388**	**49,109**	**37**	**755,030**	**20,406**
Average Age	**72.9**			**66.9**			**73.5**		





Actuarial Accrued Liability – That portion of the Actuarial Present Value of pension plan benefits which is not provided by future Normal Costs or employee contributions. It is the portion of the Actuarial Present Value attributable to service rendered as of the Valuation Date.

Actuarial Assumptions – Assumptions, based upon past experience or standard tables, used to predict the occurrence of future events affecting the commencement, amount and duration of pension benefits, such as: changes in compensation, mortality, withdrawal, disablement and retirement; rates of investment earnings and asset appreciation or depreciation; and any other relevant items.

Actuarial Cost Method (or Funding Method) – A procedure for allocating the Actuarial Present Value of all past and future pension plan benefits to the current year (Normal Cost) and the past (Actuarial Accrued Liability).

Actuarial Gain or Loss (or Experience Gain or Loss) – A measure of the difference between actual experience and that expected based upon the set of Actuarial Assumptions, during the period between the valuation date and the most recent immediately preceding valuation date.

Actuarial Present Value – The dollar value on the valuation date of all benefits expected to be paid to current members based upon the Actuarial Assumptions and the terms of the Plan.

Actuarial Standard of Practice – Standards set by the Actuarial Standards Board for appropriate actuarial practice in the United States. These Standards describe the procedures an actuary should follow when performing actuarial services and identify what the actuary should disclose when communicating the results of those services.

Actuarial Valuation – The measurement of relevant pension obligations and, when applicable, the determination of periodic costs or actuarially determined contributions.

Amortization Payment – That portion of the pension plan appropriation which represents payments made to pay interest on and the reduction of the Unfunded Accrued Liability.

Annual Statement – The statement submitted by the local retirement board to PERAC each year that describes the asset holdings and Fund balances as of December 31 and the transactions during the calendar year that affected the financial condition of the retirement system.

Annuity Reserve Fund – The fund into which total accumulated Member Contributions, including interest, is transferred at the time a member retires, and from which annuity payments are made.

Annuity Savings Fund – The fund in which Member Contributions plus interest credited are held for active members and for former members who have not withdrawn their contributions and are not yet receiving a benefit (inactive members).

Assets – The total value of the investments held by the Plan trust that are for the payment of promised benefits. Employer appropriations and Member Contributions, as well as investment earnings, are added to the Plan trust. Benefit payments and other disbursements are withdrawn from the Plan trust. For valuation purposes, assets are usually measured at market value.

Cost of Benefits – The estimated payment from the pension system for benefits for the fiscal year.

Expense Fund – The fund into which the appropriation for administrative expenses is paid and from which all such expenses are paid.

Funded Ratio – The Actuarial Value of Assets expressed as a percentage of the Actuarial Accrued Liability.

Funding Schedule – The schedule based upon the most recently approved actuarial valuation which sets forth the amount which would be appropriated to the pension system in accordance with Section 22D and Section 22F of M.G.L. Chapter 32.

GASB – Governmental Accounting Standards Board.

LDROM – Low-Default Risk Obligation Measure. A measure that represents what the funding liability would be if the plan invested its assets solely in a portfolio of high-quality bonds whose cash flows approximately match future benefit payments.

Normal Cost – Total Normal Cost is that portion of the Actuarial Present Value of pension plan benefits which is expected to accrue in the current fiscal year. The Employee Normal Cost is the amount of the expected Member Contributions for the current fiscal year. The Employer Normal Cost is the difference between the Total Normal Cost and the Employee Normal Cost.

Output Smoothing Method – A method to reduce volatility of the results of a contribution allocation procedure. Output smoothing methods include 1) phasing in the impact of assumption changes on contributions, 2) blending a prior valuation with a subsequent valuation to determine contributions, or 3) placing a corridor around changes in the dollar amount, contribution rate, or percentage change in contributions from year to year.

Pension Fund – The fund into which appropriation amounts as determined by PERAC are paid and from which pension benefits are paid.

Pension Reserve Fund – The fund which shall be credited with all amounts set aside by a system for the purpose of establishing a reserve to meet future pension liabilities. These amounts would include excess interest earnings.

Present Value of Future Benefits – The actuarial present value of the cost to finance benefits payable in the future, discounted to reflect the expected effects of the time value of money and the probabilities of payment.

Special Fund for Military Service Credit – The fund which is credited with amounts paid by the retirement board equal to the amount which would have been contributed by a member during a military leave of absence as if the member had remained in active service of the retirement board. In the event of retirement or a non-job related death, such amount is transferred to the Annuity Reserve Fund. In the event of termination prior to retirement or death, such amount shall be transferred to the Pension Fund.

Total Pension Liability – The portion of the Actuarial Present Value attributable to past service in accordance with the Entry Age cost method as stipulated by GASB Statement Number 67 (GASB 67).

Unfunded Actuarial Accrued Liability – The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.

Unit Name	Normal Cost	Amortization of UAL	2002 ERI	2003 ERI	Net 3(8(c) Transfers	Total FY2028 Appropriation	FY2027 Appropriation	Increase over 2027	Payment on 7/1/2027
	FY2028 Appropriation – Actuarial Allocation Method								
Up-Island School	163,353	209,138	4,024	-	13,577	390,092	332,012	17.49%	383,604
Dukes County	343,537	407,164	35,134	6,345	25,530	817,710	714,517	14.44%	804,110
Tisbury	840,918	1,174,066	61,572	-	76,991	2,153,547	2,000,637	7.64%	2,117,730
Edgartown	925,520	1,609,951	44,654	29,093	106,556	2,715,774	2,419,400	12.25%	2,670,606
Oak Bluffs	838,788	1,127,874	29,761	12,628	64,336	2,073,387	1,847,877	12.20%	2,038,903
West Tisbury	354,034	485,184	16,321	7,908	31,890	895,337	790,912	13.20%	880,446
Chilmark	398,966	436,769	20,623	10,920	16,621	883,899	779,541	13.39%	869,198
Aquinnah	121,995	165,038	-	-	8,443	295,476	292,496	1.02%	290,562
Gosnold	23,340	32,558	-	-	1,079	56,977	79,093	-27.96%	56,029
MV Transit Authority	18,106	70,213	-	-	885	89,204	71,311	25.09%	87,720
MV Regional School	478,130	499,092	27,677	-	27,609	1,032,508	932,539	10.72%	1,015,336
MV Landbank	39,393	117,555	-	8,000	3,367	168,315	153,011	10.00%	165,516
MV Refuse	50,670	103,881	-	-	8,133	162,684	155,281	4.77%	159,978
MV Commission	85,101	144,718	-	7,880	8,837	246,536	231,268	6.60%	242,436
OB Water Dept	29,505	77,582	-	-	4,386	111,473	106,416	4.75%	109,619
Retirement System	7,847	(9,607)	-	-	1,760	-	-		-
Total	4,719,203	6,651,176	239,766	82,774	400,000	12,092,919	10,906,311	10.88%	11,891,793

Unit Name	Normal Cost	Amortization of UAL	2002 ERI	2003 ERI	Net 3(8(c) Transfers	Total FY2029 Appropriation	FY2028 Appropriation	Increase over 2028	Payment on 7/1/2028
	FY2029 Appropriation – Actuarial Allocation Method								
Up-Island School	168,058	256,356	-	-	12,426	436,840	390,092		429,575
Dukes County	353,432	498,898	-	-	24,409	876,739	817,710		862,157
Tisbury	865,138	1,438,961	-	-	70,160	2,374,259	2,153,547		2,334,771
Edgartown	952,175	1,973,353	-	-	95,442	3,020,970	2,715,774		2,970,726
Oak Bluffs	862,947	1,382,478	-	-	67,349	2,312,774	2,073,387		2,274,309
West Tisbury	364,231	594,655	-	-	28,967	987,853	895,337		971,423
Chilmark	410,457	535,290	-	-	26,341	972,088	883,899		955,920
Aquinnah	125,509	202,333	-	-	9,941	337,783	295,476		332,165
Gosnold	24,013	39,920	-	-	2,046	65,979	56,977		64,882
MV Transit Authority	18,628	86,112	-	-	4,029	108,769	89,204		106,960
MV Regional School	491,901	611,659	-	-	30,114	1,133,674	1,032,508		1,114,819
MV Landbank	40,527	144,114	-	-	6,956	191,597	168,315		188,410
MV Refuse	52,129	127,353	-	-	6,149	185,631	162,684		182,544
MV Commission	87,551	177,381	-	-	8,702	273,634	246,536		269,083
OB Water Dept	30,355	95,125	-	-	4,557	130,037	111,473		127,874
Retirement System	8,073	(10,485)	-	-	2,412	-	-		-
Total	4,855,124	8,153,503	-	-	400,000	13,408,627	12,092,919	10.88%	13,185,618

Member Unit		Up-Island School	Dukes County	Tisbury	Edgartown	Oak Bluffs	West Tisbury
Summary of Member Data							
	Active Members	40	31	94	111	87	29
	Average Age	50.3	48.0	50.0	46.5	50.0	50.6
Groups 1 & 2	Average Service	6.1	7.8	9.0	7.9	8.8	8.4
	Salary	2,146,534	3,146,711	7,545,933	8,949,657	6,635,746	2,769,927
	Average Salary	53,663	101,507	80,276	80,628	76,273	95,515
	Active Members	0	10	20	26	26	9
	Average Age	0.0	43.5	40.3	39.4	39.2	40.0
Group 4	Average Service	0.0	9.3	7.8	12.1	11.4	11.0
	Salary	0	915,533	2,404,026	3,629,088	3,420,634	1,357,963
	Average Salary	0	91,553	120,201	139,580	131,563	150,885
	Retired Members and Beneficiaries	21	26	88	100	68	29
	Annual Pensions	482,905	900,025	3,139,450	4,188,144	2,283,026	1,382,132
	Average Age	72.2	74.3	73.4	72.2	73.1	70.8
	Average Pension	22,995	34,616	35,676	41,881	33,574	47,660
	Disabled Members	2	5	5	7	10	0
	Annual Pensions	105,548	206,455	197,418	430,133	505,345	0
	Average Age	66.5	66.1	66.9	68.0	64.6	0.0
	Average Pension	52,774	41,291	39,484	61,448	50,535	0
	Inactive Members	43	14	40	54	59	8
	Annuity Savings Fund	356,375	411,087	909,527	760,630	1,097,753	127,948

Member Unit		Up-Island School	Dukes County	Tisbury	Edgartown	Oak Bluffs	West Tisbury
Actuarial Accrued Liability - January 1, 2026							
	Active Employees	3,326,672	8,306,089	21,546,613	26,653,300	23,048,431	8,460,352
	Retired Members and Beneficiaries	5,129,477	8,946,921	32,554,227	44,742,845	24,386,043	14,905,508
	Disabled Members	1,232,024	2,375,588	2,142,820	5,145,620	5,997,401	0
	Inactive Members	356,375	411,087	909,527	760,630	1,097,753	127,948
	Total	10,044,548	20,039,685	57,153,187	77,302,395	54,529,628	23,493,808
Actuarial Value of Plan Assets - January 1, 2026							
	Actuarial Value of Assets	8,452,408	16,863,238	48,093,959	65,049,359	45,886,255	19,769,855
Unfunded Actuarial Accrued Liability							
	Unfunded Actuarial Accrued Liability	1,584,904	3,101,861	8,948,507	12,120,424	8,567,152	3,680,385
	ERI 2002	7,236	63,176	110,721	80,297	53,514	29,347
	ERI 2003	0	11,410	0	52,315	22,707	14,221
	Total	1,592,140	3,176,447	9,059,228	12,253,036	8,643,373	3,723,953
Normal Cost - January 1, 2026							
	Total Normal Cost	341,082	693,096	1,667,478	2,015,281	1,687,328	710,641
	Administrative Expenses	23,267	47,279	113,746	137,472	115,100	48,476
	Total Normal Cost	364,349	740,375	1,781,224	2,152,753	1,802,428	759,117
	Employee Normal Cost	(213,078)	(422,247)	(1,002,503)	(1,295,689)	(1,025,679)	(431,268)
	Employer Normal Cost	151,271	318,128	778,721	857,064	776,749	327,849
	Employer Normal Cost as % of Salary	7.05%	7.83%	7.83%	6.81%	7.72%	7.94%

Member Unit		Up-Island School	Dukes County	Tisbury	Edgartown	Oak Bluffs	West Tisbury
2027 Appropriation							
	Non-ERI Appropriation	328,161	674,825	1,941,714	2,348,828	1,807,315	767,727
	ERI 2002	3,851	33,620	58,923	42,732	28,478	15,617
	ERI 2003	0	6,072	0	27,840	12,084	7,568
	Total Appropriation	332,012	714,517	2,000,637	2,419,400	1,847,877	790,912
2028 Appropriation							
	Employer Normal Cost	163,353	343,537	840,918	925,520	838,788	354,034
	Amortization Payment of UAL	207,379	403,477	1,164,356	1,597,707	1,118,525	481,147
	ERI 2002	4,024	35,134	61,572	44,654	29,761	16,321
	ERI 2003	0	6,345	0	29,093	12,628	7,908
	Net 3(8)(c) Transfers	13,577	25,530	76,991	106,556	64,336	31,890
	Total Appropriation (before adjustment)	388,333	814,023	2,143,837	2,703,530	2,064,038	891,300
	Adjusted Appropriation	1,759	3,687	9,710	12,244	9,349	4,037
	Total Appropriation	390,092	817,710	2,153,547	2,715,774	2,073,387	895,337
2028 Appropriation Increase over 2027		17.49%	14.44%	7.64%	12.25%	12.20%	13.20%
2029 Appropriation							
	Employer Normal Cost	168,058	353,432	865,138	952,175	862,947	364,231
	Amortization Payment of UAL	254,220	494,612	1,427,354	1,958,585	1,371,171	589,826
	ERI 2002	0	0	0	0	0	0
	ERI 2003	0	0	0	0	0	0
	Net 3(8)(c) Transfers	12,426	24,409	70,160	95,442	67,349	28,967
	Total Appropriation (before adjustment)	434,704	872,453	2,362,652	3,006,202	2,301,467	983,024
	Adjusted Appropriation	2,136	4,286	11,607	14,768	11,307	4,829
	Total Appropriation	436,840	876,739	2,374,259	3,020,970	2,312,774	987,853
2029 Appropriation Increase over 2028		12.49%	7.70%	10.75%	11.74%	12.05%	10.83%

Member Unit		Chilmark	Aquinnah	Gosnold	MV Transit Authority	MV Regional School
Summary of Member Data						
	Active Members	26	13	4	7	111
	Average Age	54.3	51.4	64.6	49.5	48.5
Groups 1 & 2	Average Service	10.4	10.6	19.2	14.9	6.9
	Salary	2,369,981	1,016,463	304,736	809,807	7,157,524
	Average Salary	91,153	78,189	76,184	115,687	64,482
	Active Members	12	3	0	0	0
	Average Age	47.6	46.6	0.0	0.0	0.0
Group 4	Average Service	14.2	14.4	0.0	0.0	0.0
	Salary	1,761,640	357,803	0	0	0
	Average Salary	146,803	119,268	0	0	0
	Retired Members and Beneficiaries	23	9	4	1	40
	Annual Pensions	720,353	365,949	46,771	38,363	1,119,120
	Average Age	73.0	71.7	80.3	76.9	73.5
	Average Pension	31,320	40,661	11,693	38,363	27,978
	Disabled Members	0	0	0	0	2
	Annual Pensions	0	0	0	0	77,483
	Average Age	0.0	0.0	0.0	0.0	77.1
	Average Pension	0	0	0	0	38,741
	Inactive Members	3	4	1	4	73
	Annuity Savings Fund	110,407	12,584	638	72,593	613,513

Member Unit		Chilmark	Aquinnah	Gosnold	MV Transit Authority	MV Regional School
Actuarial Accrued Liability - January 1, 2026						
	Active Employees	13,164,369	3,762,416	1,253,281	2,832,723	11,661,876
	Retired Members and Beneficiaries	8,154,469	4,224,176	392,165	336,554	11,584,190
	Disabled Members	0	0	0	0	685,878
	Inactive Members	110,407	12,584	638	72,593	613,513
	Total	21,429,245	7,999,176	1,646,084	3,241,870	24,545,457
Actuarial Value of Plan Assets - January 1, 2026						
	Actuarial Value of Assets	18,032,542	6,731,244	1,385,167	2,728,008	20,654,810
Unfunded Actuarial Accrued Liability						
	Unfunded Actuarial Accrued Liability	3,339,983	1,267,932	260,917	513,862	3,840,879
	ERI 2002	37,084	0	0	0	49,768
	ERI 2003	19,636	0	0	0	0
	Total	3,396,703	1,267,932	260,917	513,862	3,890,647
Normal Cost - January 1, 2026						
	Total Normal Cost	734,861	236,964	41,409	95,155	1,075,917
	Administrative Expenses	50,128	16,164	2,825	6,491	73,393
	Total Normal Cost	784,989	253,128	44,234	101,646	1,149,310
	Employee Normal Cost	(415,532)	(140,156)	(22,620)	(84,879)	(706,544)
	Employer Normal Cost	369,457	112,972	21,614	16,767	442,766
	Employer Normal Cost as % of Salary	8.94%	8.22%	7.09%	2.07%	6.19%

Member Unit		Chilmark	Aquinnah	Gosnold	MV Transit Authority	MV Regional School
2027 Appropriation						
	Non-ERI Appropriation	749,356	292,496	79,093	71,311	906,054
	ERI 2002	19,735	0	0	0	26,485
	ERI 2003	10,450	0	0	0	0
	Total Appropriation	779,541	292,496	79,093	71,311	932,539
2028 Appropriation						
	Employer Normal Cost	398,966	121,995	23,340	18,106	478,130
	Amortization Payment of UAL	432,783	163,706	32,301	69,811	494,436
	ERI 2002	20,623	0	0	0	27,677
	ERI 2003	10,920	0	0	0	0
	Net 3(8)(c) Transfers	16,621	8,443	1,079	885	27,609
	Total Appropriation (before adjustment)	879,913	294,144	56,720	88,802	1,027,852
	Adjusted Appropriation	3,986	1,332	257	402	4,656
	Total Appropriation	883,899	295,476	56,977	89,204	1,032,508
2028 Appropriation Increase over 2027		13.39%	1.02%	-27.96%	25.09%	10.72%
2029 Appropriation						
	Employer Normal Cost	410,457	125,509	24,013	18,628	491,901
	Amortization Payment of UAL	530,538	200,682	39,597	85,580	606,117
	ERI 2002	0	0	0	0	0
	ERI 2003	0	0	0	0	0
	Net 3(8)(c) Transfers	26,341	9,941	2,046	4,029	30,114
	Total Appropriation (before adjustment)	967,336	336,132	65,656	108,237	1,128,132
	Adjusted Appropriation	4,752	1,651	323	532	5,542
	Total Appropriation	972,088	337,783	65,979	108,769	1,133,674
2029 Appropriation Increase over 2028		10.48%	14.84%	16.32%	22.48%	10.30%

		MV Landbank	MV Refuse	MV Commission	OB Water Dept	Retirement System	Total
Summary of Member Data							
	Active Members	12	10	11	9	2	597
	Average Age	46.1	46.6	52.9	51.8	51.9	49.3
Groups 1 & 2	Average Service	13.5	7.5	10.4	12.6	22.5	8.5
	Salary	1,213,681	839,642	1,219,870	724,146	302,842	47,153,200
	Average Salary	101,140	83,964	110,897	80,461	151,421	78,984
	Active Members	0	0	0	0	0	106
	Average Age	0.0	0.0	0.0	0.0	0.0	41.1
Group 4	Average Service	0.0	0.0	0.0	0.0	0.0	11.1
	Salary	0	0	0	0	0	13,846,687
	Average Salary	0	0	0	0	0	130,629
	Retired Members and Beneficiaries	3	7	9	4	2	434
	Annual Pensions	145,933	352,510	383,009	190,073	76,278	15,814,040
	Average Age	71.3	71.8	75.5	75.5	81.7	73.0
	Average Pension	48,644	50,359	42,557	47,518	38,139	36,438
	Disabled Members	0	0	0	0	0	31
	Annual Pensions	0	0	0	0	0	1,522,388
	Average Age	0.0	0.0	0.0	0.0	0.0	66.9
	Average Pension	0	0	0	0	0	49,109
	Inactive Members	1	4	1	1	0	310
	Annuity Savings Fund	21,306	37,418	16,594	859	0	4,549,232

	MV Landbank	MV Refuse	MV Commission	OB Water Dept	Retirement System	Total
Actuarial Accrued Liability - January 1, 2026						
Active Employees	3,948,989	1,124,233	2,826,456	1,676,915	1,458,608	135,051,323
Retired Members and Beneficiaries	1,626,761	3,786,484	4,159,264	1,989,341	481,945	167,400,370
Disabled Members	0	0	0	0	0	17,579,331
Inactive Members	21,306	37,418	16,594	859	0	4,549,232
Total	5,597,056	4,948,135	7,002,314	3,667,115	1,940,553	324,580,256
Actuarial Value of Plan Assets - January 1, 2026						
Actuarial Value of Assets	4,709,879	4,163,817	5,892,392	3,085,849	1,632,960	273,131,742
Unfunded Actuarial Accrued Liability						
Unfunded Actuarial Accrued Liability	872,791	784,318	1,095,753	581,266	307,593	50,868,527
ERI 2002	0	0	0	0	0	431,143
ERI 2003	14,386	0	14,169	0	0	148,844
Total	887,177	784,318	1,109,922	581,266	307,593	51,448,514
Normal Cost - January 1, 2026						
Total Normal Cost	150,395	124,772	193,213	90,797	36,865	9,895,254
Administrative Expenses	10,259	8,511	13,180	6,194	2,515	675,000
Total Normal Cost	160,654	133,283	206,393	96,991	39,380	10,570,254
Employee Normal Cost	(124,175)	(86,361)	(127,586)	(69,668)	(32,113)	(6,200,098)
Employer Normal Cost	36,479	46,922	78,807	27,323	7,267	4,370,156
Employer Normal Cost as % of Salary	3.01%	5.59%	6.46%	3.77%	2.40%	7.16%

	MV Landbank	MV Refuse	MV Commission	OB Water Dept	Retirement System	Total
2027 Appropriation						
Non-ERI Appropriation	145,355	155,281	223,728	106,416	0	10,597,660
ERI 2002	0	0	0	0	0	229,441
ERI 2003	7,656	0	7,540	0	0	79,210
Total Appropriation	153,011	155,281	231,268	106,416	0	10,906,311
2028 Appropriation						
Employer Normal Cost	39,393	50,670	85,101	29,505	7,847	4,719,203
Amortization Payment of UAL	116,796	103,147	143,606	77,079	44,920	6,651,176
ERI 2002	0	0	0	0	0	239,766
ERI 2003	8,000	0	7,880	0	0	82,774
Net 3(8)(c) Transfers	3,367	8,133	8,837	4,386	1,760	400,000
Total Appropriation (before adjustment)	167,556	161,950	245,424	110,970	54,527	12,092,919
Adjusted Appropriation	759	734	1,112	503	(54,527)	0
Total Appropriation	168,315	162,684	246,536	111,473	0	12,092,919
2028 Appropriation Increase over 2027	10.00%	4.77%	6.60%	4.75%	0.00%	10.88%
2029 Appropriation						
Employer Normal Cost	40,527	52,129	87,551	30,355	8,073	4,855,124
Amortization Payment of UAL	143,177	126,445	176,043	94,489	55,067	8,153,503
ERI 2002	0	0	0	0	0	0
ERI 2003	0	0	0	0	0	0
Net 3(8)(c) Transfers	6,956	6,149	8,702	4,557	2,412	400,000
Total Appropriation (before adjustment)	190,660	184,723	272,296	129,401	65,552	13,408,627
Adjusted Appropriation	937	908	1,338	636	(65,552)	0
Total Appropriation	191,597	185,631	273,634	130,037	0	13,408,627
2029 Appropriation Increase over 2028	14.35%	14.62%	11.49%	17.18%	0.00%	10.88%