


# HAMPDEN COUNTY REGIONAL RETIREMENT SYSTEM

## FINANCIAL STATEMENTS

## FOR THE YEAR ENDED DECEMBER 31, 2025

**(With Independent Auditor's Report Thereon)**

# HAMPDEN COUNTY REGIONAL RETIREMENT SYSTEM

# FINANCIAL STATEMENTS

# FOR THE YEAR ENDED DECEMBER 31, 2025

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# *Financial Section*

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CBIZ CPAs P.C.

53 State Street
17th Floor
Boston, MA 02109

P: 617.807.5000

# Independent Auditors' Report

To the Honorable Hampden County Regional Retirement Board
**Hampden County Regional Retirement System**

## Report on the Audit of the Financial Statements

### *Opinion*

We have audited the financial statements of the Hampden County Regional Retirement System (the "HCRRS") as of and for the year ended December 31, 2025, and the related notes to the financial statements, which collectively comprise the HCRRS's financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the HCRRS as of December 31, 2025, and the changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### *Basis for Opinion*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS") and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States *("Government Auditing Standards")*. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the HCRRS and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

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

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the HCRRS's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the HCRRS's ability to continue as a going concern for a reasonable period of time.

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

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that management's discussion and analysis; the Schedule of Changes in the Net Pension Liability and Related Ratios; the Schedule of Contributions; and the Schedule of Investment Returns be presented to supplement the financial statements. Such information is the responsibility of management and, although not a part of the financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Other Reporting Required by Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated September 14, 2026, on our consideration of the HCRRS's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of HCRRS's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the HCRRS's internal control over financial reporting and compliance.

CBIZ CPAs P.C.

Boston, Massachusetts
September 14, 2026

# *Management's Discussion and Analysis*

# Hampden County Regional Retirement System

## Management's Discussion and Analysis

## December 31, 2025

As management of the Hampden County Regional Retirement System ("HCRRS"), we offer readers of these financial statements this narrative overview and analysis of the financial activities for the year ended December 31, 2025. The HCRRS complies with financial reporting requirements issued by the Governmental Accounting Standards Board ("GASB").

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

### Financial Highlights

- The HCRRS's assets at the close of the most recent year were $649.2 million (net position).
- The HCRRS's net position increased by $74.7 million for the year ended December 31, 2025.
- Net investment income was $71.6 million.
- Total contributions to the System were $68.9 million, including $49.3 million from employers and $15.1 million from members.
- Retirement benefits, refunds and transfers out to other systems amounted to $64.8 million.
- Administrative expenses were $895,000 or 1% of total deductions.
- The total pension liability was $1.0 billion as of December 31, 2025 while the net pension liability was $367.6 million.
- The Plan fiduciary net position as a percentage of the total pension liability was 63.8%.

### *Overview of the Financial Statements*

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

### Fiduciary Financial Statements

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

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

**Notes to the Financial Statements**

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

**Required Supplementary Information**

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

***Financial Analysis***

As noted earlier, net position may serve over time as a useful indicator of the HCRRS's financial position. The HCRRS's net position was $649.2 million at the close of 2025.

The assets accumulated are held to provide pension benefits for qualified retirees along with active and inactive employees of the member units. At year-end the HCRRS's net position includes investments of $639.3 million, cash of $8.2 million and current accounts receivable of $1.6 million.

In 2025, the HCRRS's contributions were $68.9 million while retirement benefit payments, refunds, transfers and administration expenses were $65.7 million which resulted in a current surplus of $3.1 million. In 2024, the HCRRS's contributions were $63.3 million while retirement benefit payments, refunds, transfers and administration expenses were $62.6 million which resulted in a prior year surplus of $700,000.

In 2025, total investment income was $74.4 million, while investment expenses were $2.7 million, resulting in net investment income of $71.6 million; while the net investment income was $47.0 million in 2024. The annual money-weighted rate of return was 12.64% and 9.03% in 2025 and 2024, respectively. The HCRRS's investment policy is designed to achieve a long-term rate of return of 7.00% and fluctuation in annual investment returns are expected.

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

| | 2025 | 2024 |
|---|---|---|
| **Statement of Fiduciary Net Position** | | |
| Cash | $ 8,181,178 | $ 3,555,302 |
| Investments | 639,330,507 | 570,085,840 |
| Receivables | 1,642,529 | 763,297 |
| Other assets | 4,177 | 4,177 |
| Net Position Restricted for Pensions | $ 649,158,391 | $ 574,408,616 |
| **Statement of Changes in Fiduciary Net Position** | | |
| Additions: | | |
| Contributions: | | |
| Member contributions | $ 15,071,791 | $ 14,044,029 |
| Employer contributions | 49,296,069 | 45,637,522 |
| Other contributions | 4,491,839 | 3,589,745 |
| Total contributions | 68,859,699 | 63,271,296 |
| Net investment income | 71,617,671 | 47,029,623 |
| Total additions | 140,477,370 | 110,300,919 |
| Deductions: | | |
| Retirement benefits, refunds and transfers | 64,832,168 | 61,738,159 |
| Administration | 895,427 | 832,890 |
| Total deductions | 65,727,595 | 62,571,049 |
| Net increase in fiduciary net position | 74,749,775 | 47,729,870 |
| Fiduciary net position at beginning of year | 574,408,616 | 526,678,746 |
| Fiduciary net position at end of year | $ 649,158,391 | $ 574,408,616 |

***Requests for Information***

This financial report is designed to provide a general overview of the HCRRS's finances for all those with an interest in the HCRRS's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the HCRRS's Board, 16 Hunt Street, Suite 116, Agawam, Massachusetts, 01001.

# Hampden County Regional Retirement System

## Statement of Fiduciary Net Position

## December 31, 2025

| | | |
|---|---|---|
| **Assets** | | |
| Cash and cash equivalents…….. | $ | 8,181,178 |
| Investment in Pension Reserve Investment Trust…… | | 639,330,507 |
| Receivables: | | |
| Member contributions…… | | 1,246,335 |
| Employer contributions…… | | 396,194 |
| Total receivables…. | | 1,642,529 |
| Other assets…… | | 4,177 |
| Total Assets…… | | 649,158,391 |
| **Net Position Restricted for Pensions……** | $ | 649,158,391 |

***See notes to financial statements.***

# Hampden County Regional Retirement System

## Statement of Changes in Fiduciary Net Position

## Year Ended December 31, 2025

| | | |
|---|---|---|
| Additions: | | |
| Contributions: | | |
| Employer contribution | $ | 49,296,069 |
| Member contributions | | 15,071,791 |
| Transfers from other systems | | 2,343,187 |
| 3(8)(c) contributions from other systems | | 1,397,574 |
| Workers' compensation settlements | | 184,389 |
| State COLA reimbursements | | 65,322 |
| Members' makeup payments and redeposits | | 429,694 |
| Reimbursement of 91A overearnings | | 20,663 |
| Other revenue | | 51,010 |
| Total contributions | | 68,859,699 |
| Net investment income: | | |
| Investment income | | 74,360,471 |
| Less: investment expense | | (2,742,800) |
| Net investment income | | 71,617,671 |
| Total additions | | 140,477,370 |
| Deductions: | | |
| Retirement benefits and refunds | | 59,316,855 |
| Transfers to other systems | | 3,068,879 |
| 3(8)(c) transfer to other systems | | 2,446,434 |
| Administration | | 895,427 |
| Total deductions | | 65,727,595 |
| Net increase in fiduciary net position | | 74,749,775 |
| Fiduciary net position at beginning of year | | 574,408,616 |
| Fiduciary net position at end of year | $ | 649,158,391 |

***See notes to financial statements.***

# Hampden County Regional Retirement System

## Notes to Financial Statements

## Year Ended December 31, 2025

### NOTE 1 – PLAN DESCRIPTION

The Hampden County Regional Retirement System (HCRRS) is a multiple-employer, cost-sharing, contributory defined benefit pension plan covering all employees of the governmental member units deemed eligible by the Hampden County Regional Retirement Board (the Board), with the exception of school department employees who serve in a teaching capacity. The pensions of such school employees are administered by the Commonwealth of Massachusetts' Teachers' Retirement System. Membership in the HCRRS is mandatory immediately upon the commencement of employment for nearly all full-time employees.

Originally established in 1937, the HCRRS is governed by a five-member Board who establish the policies under which the System operates. Board members also approve all of the HCRRS's financial transactions, including the approval of retirement benefits to members. The day-to-day operations of the HCRRS are managed by the Executive Director.

The legislative body for the HCRRS is an Advisory Council consisting of treasurers of the member units. The Advisory Council meets semi-annually and is responsible for supervising and certifying the procedures involved in the election of members to the retirement board.

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

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

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

Any individual in Group 1 or Group 2 whose membership began before January 1, 1978, and who maintains an annuity savings fund account is eligible to receive a superannuation retirement allowance at age 55 or later, regardless of how many years of credible service he or she has completed.

There are no minimum vesting requirements for individuals in Group 4.

Members in Groups 1 and 2, hired after January 1, 1978 and prior to April 2, 2012, are eligible to receive a superannuation retirement allowance upon the completion of 20 years of service or upon the completion of 10 years of service and upon reaching the age of 55.

Members in Groups 1 and 2, hired on or after April 2, 2012, are eligible to receive a superannuation retirement allowance upon the completion of 10 years of service and upon reaching the age of 60 (Group 1) or age 55 (Group 2).

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

Active members contribute between 7% and 9% of their gross regular compensation. The percentage rate is keyed to the date upon which an employee's membership commences. Members hired on or after January 1, 1979, contribute an additional 2% of annual regular compensation in excess of $30,000. Deductions are deposited in the Annuity Savings Fund and earn interest at a rate determined by the PERAC actuary. When a member's retirement becomes effective, his/her deductions and related interest are transferred to the Annuity Reserve Fund. Any cost-of-living adjustments granted between 1981 and 1997 and any increase in other benefits imposed by the Commonwealth of Massachusetts' state law during those years are borne by the Commonwealth and are deposited into the Pension Fund. Cost-of-living adjustments granted after 1997 must be approved by the HCRRS and all costs are borne by the HCRRS and its members.

The pension portion of any retirement benefit is paid from the Pension Fund of the HCRRS. The governmental unit employing the member must annually appropriate and contribute the amount of current-year pension assessment. Chapter 32 of the MGL requires Massachusetts retirement systems to adopt funding schedules designed to reduce the unfunded actuarial liability of the system to zero by no later than June 30, 2040. The HCRRS's current funding schedule is designed to reduce the unfunded actuarial liability to zero by 2036.

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

Employees who resign from service are entitled to request a refund of their accumulated total deductions.

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

## NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

HCRRS is a special-purpose government engaged only in fiduciary activities. Accordingly, the financial statements are reported using the flow of economic resources measurement focus and the accrual basis of accounting. Under this method, contributions are recognized in the period in which the contributions are due. Employer contributions to the plan are recognized when due and the employer is legally required to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Cash and Investments

Cash and cash equivalents are considered to be cash on hand, demand deposits and short-term investments with an original maturity of three months or less from the date of acquisition.

Investments are carried at fair value. Fair value is the price that would be received to sell an asset or transfer a liability in an orderly transaction between market participants at the measurement date. The fair values were determined by the closing price for those securities traded on national stock exchanges and at the average bid-and-asked quotation for those securities traded in the over-the-counter market. Pooled investments including investments in the Pension Reserves Investment Trust (PRIT) fund are valued based on net asset value (NAV) or unit value at year-end.

Fair Value Measurements

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

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

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

Level 2 – Pricing inputs are other than quoted in active markets, which are either directly or indirectly

observable as of the reporting date, and fair value is determined through the use of models or other valuation methodologies. Certain fixed income securities, primarily corporate bonds, are classified as Level 2 because fair values are estimated using pricing models, matrix pricing, or discounted cash flows.

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

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

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

Accounts Receivable

Accounts receivable consist of member deductions and pension fund contributions. These receivables are considered 100% collectible and therefore the HCRRS does not report an allowance for uncollectibles.

Other

Purchases and sales of securities are reflected on a trade-date basis. Realized gain or loss on sales of securities is based on average cost. Dividend income is recorded on the ex-dividend date. Interest income is recorded as earned on an accrual basis.

HCRRS presents in its Statement of Changes in Fiduciary Net Position the net appreciation (depreciation) in the fair value of its investments, which consists of the net realized gains and losses during the year and the change in unrealized appreciation and depreciation during the year on those investments.

## NOTE 3 – PLAN ADMINISTRATION

The HCRRS is administered by a five-person Board of Retirement consisting of the Chairman/Treasurer who is elected by the Board, a second member who is the Treasurer's representative and elected by the Advisory Council, a third and fourth member who shall be elected by the members in or retired from the service in such system, and a fifth member appointed by the Board.

| | | | |
|---|---|---|---|
| Chairman…..... | Karl. J. Schmaelzle | Term Expires: | 12/31/2027 |
| Board Member…. | Dawn Fonte | Term Expires: | 12/31/2027 |
| Board Member…. | Robert Taylor | Term Expires: | 12/31/2027 |
| Board Member…. | Patrick E. O'Neil | Term Expires: | 12/1/2029 |
| Board Member…. | Steven Castelli | Term Expires: | 12/31/2027 |

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

The investment of the HCRRS's funds is the responsibility of the Board. All retirement allowances must be approved by the Retirement Board. The PERAC Actuary performs verification prior to payment, unless the HCRRS has obtained a waiver for superannuation calculations allowing them to bypass this requirement. All expenses incurred by the HCRRS must be approved by a majority vote of the Board. Payments shall be made only upon vouchers signed by three persons designated by the Board.

## NOTE 4 – CASH AND INVESTMENTS

Custodial Credit Risk - Deposits

At December 31, 2025, the carrying amount of the HCRRS's deposits totaled $8.2 million and the bank balance totaled $9.0 million. Of the bank balance $250,000 was covered by Federal Depository Insurance and $8.8 million was collateralized.

Investments

The HCRRS's investments of $639.3 million were in Pension Reserve Investment Trust (PRIT). This investment pool was established by the Treasurer of the Commonwealth of Massachusetts, who serves as Trustee. PRIT is administered by the Pension Reserves Investment Management Board. The fair values of the positions in each investment Pool are the same as the value of each Pool's shares. The

HCRRS does not have the ability to control any of the investment decisions relative to its funds in PRIT. The PRIT fund, as a pool, invests in various products including, but not limited to, money market mutual funds, equities, pooled foreign and domestic fixed income and equity funds, United States government sponsored enterprises and Treasury notes, real estate, and commodities. The underlying components of PRIT's fixed income portfolio had an effective weighted duration rate ranging from 3.36 to 15.05 years. There is no credit quality rating for the fund.

The HCRRS's annual money-weighted rate of return on pension plan investments was 12.64%. The money–weighted rate of return expresses investment performance, net of pension plan investment expense, adjusted for the changing amounts actually invested, measured monthly.

Fair Value of Investments

The HCRRS had $639.3 million PRIT investments which were valued using the net asset value (NAV) method as a practical expedient. The practical expedient is not used when the investment would be expected to sell at a value different than the NAV. There were no unfunded commitments at year end. The redemption frequency is monthly, and the notice period is 30 days.

## NOTE 5 – MEMBERSHIP

The following table represented the HCRRS's membership at December 31, 2025:

| | |
|---|---|
| Active members…… | 2,756 |
| Inactive members due a refund of employee contributions…… | 1,131 |
| Inactive members with a vested right to a deferred or immediate benefit…. | 114 |
| Retired members or beneficiaries currently receiving benefits…… | 2,146 |
| Total…… | 6,147 |

## NOTE 6 – ACTUARIAL VALUATION

Components of the net pension liability as of December 31, 2025, were as follows:

| | | |
|---|---|---|
| Total pension liability | $ | 1,016,805,842 |
| Less: HCRRS's fiduciary net position | | (649,158,391) |
| Net pension liability | $ | 367,647,451 |
| The HCRRS's fiduciary net position as a percentage of the total pension liability | | 63.84% |

The total pension liability was determined by an actuarial valuation as of January 1, 2026, using the following actuarial assumptions, applied to all periods included in the measurement that was rolled back to December 31, 2025:

| | |
|---|---|
| Valuation date | January 1, 2026 |
| Actuarial cost method | Entry Age Normal Cost Method. |
| Investment rate of return/Discount rate | 7.00% |
| Wage inflation rate | 3.25% |
| Projected salary increases | Varies by length of service with ultimate rates of 4.00% for Group 1, 4.25% for Group 2 and 4.50% for Group 4. |
| Cost of living adjustments | 5.00% of the first $18,000 of retirement income. |
| Mortality Rates: | |
| Pre-Retirement | RP-2014 Blue Collar Employee Mortality Table projected generationally with Scale MP-2021. |
| Healthy Retiree | RP-2014 Blue Collar Healthy Annuitant Mortality Table projected generationally with Scale MP-2021. |
| Disabled Retiree | RP-2014 Blue Collar Healthy Annuitant Mortality Table set forward one year and projected generationally with Scale MP-2021. |

*Investment policy:* The HCRRS's policy in regard to the allocation of invested assets is established by

PRIT. Plan assets are managed on a total return basis with a long-term objective of achieving a fully funded status for the benefits provided through the pension plan.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation.

The target allocation and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expenses, used in the derivation of the long-term expected investment rate of return as of December 31, 2025, are summarized in the following table:

| Asset Class | Long-Term Expected Asset Allocation | Long-Term Expected Real Rate of Return |
|---|---|---|
| Domestic equity…… | 23.0% | 5.76% |
| International developed markets equity…. | 9.0% | 5.85% |
| International emerging market equity…… | 4.0% | 7.12% |
| Core fixed income…… | 15.0% | 1.85% |
| High-yield fixed income…… | 9.0% | 2.92% |
| Private equity…… | 16.0% | 9.27% |
| Real estate…… | 10.0% | 3.71% |
| Timber…… | 4.0% | 4.19% |
| Hedge fund, GTAA, risk parity…… | 10.0% | 2.63% |
| Total…… | 100.00% | |

*Discount rate*: The discount rate used to measure the total pension liability was 7.00%. The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. Based on those assumptions, the HCRRS's fiduciary net position was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the net pension liability to changes in the discount rate*: The following presents the net pension liability, calculated using the discount rate of 7.00%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

| | 1% Decrease 6.00% | Current Discount 7.00% | 1% Increase 8.00% |
|---|---|---|---|
| Hampden County Regional Retirement System's net pension liability as of December 31, 2025…… | $ 482,671,058 | $ 367,647,451 | $ 270,879,885 |

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

## NOTE 7 – COMMITMENTS AND CONTINGENCIES

The HCRRS had no significant commitments or contingencies at year-end.

## NOTE 8 – LEGALLY REQUIRED RESERVE ACCOUNTS

The balances in the HCRRS's legally required reserves at December 31, 2025, were as follows:

| | | Purpose: |
|---|---|---|
| Annuity savings fund…… | $ 124,887,390 | Active members' contribution balance. |
| Annuity reserve fund…… | 36,237,525 | Retired members' contribution account. |
| Pension reserve fund…… | 486,355,663 | Amounts appropriated to fund future retirement benefits. |
| Military service fund…… | 55,986 | Amounts appropriated to fund military service time. |
| Pension fund…… | 1,621,827 | Remaining net assets. |
| Total net position…… | $ 649,158,391 | |

## NOTE 9 – IMPLEMENTATION OF GASB PRONOUNCEMENTS

During 2025, the following GASB pronouncement was implemented:

- GASB Statement #102, *Certain Risk Disclosures*. This pronouncement did not impact the financial statements.

The following GASB pronouncements will be implemented in the future:

- The GASB issued Statement #103. *Financial Reporting Model Improvements,* which is required to be implemented in 2026.

- The GASB issued Statement #104, *Disclosure of Certain Capital Assets*, which is required to be implemented in 2026.

- The GASB issued Statement #105, *Subsequent Events*, which is required to be implemented in 2027.

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

# *Required Supplementary Information*

# Hampden County Regional Retirement System

## Schedule of Changes in the Net Pension Liability and Related Ratios

| | December 31, 2016 | December 31, 2017 | December 31, 2018 | December 31, 2019 | December 31, 2020 | December 31, 2021 | December 31, 2022 | December 31, 2023 | December 31, 2024 | December 31, 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Total pension liability:** | | | | | | | | | | |
| Service cost | $ 14,551,221 | $ 15,456,357 | $ 16,386,887 | $ 16,819,341 | $ 19,150,797 | $ 19,802,858 | $ 20,608,490 | $ 21,310,183 | $ 21,533,169 | $ 22,266,349 |
| Interest | 48,122,945 | 52,743,788 | 54,206,895 | 56,291,147 | 58,165,906 | 60,277,759 | 61,715,865 | 63,700,967 | 66,344,180 | 68,374,095 |
| Changes in benefit terms | - | - | - | - | - | - | - | 6,094,793 | - | - |
| Differences between expected and actual experience | 8,215,868 | (6,187,366) | - | 3,340,090 | - | (6,993,389) | - | 3,893,558 | - | 2,069,478 |
| Changes in assumptions | 36,253,033 | 20,207,084 | - | 29,220,129 | - | 16,795,884 | - | - | - | - |
| Benefit payments | (37,378,079) | (39,758,337) | (42,031,857) | (44,563,969) | (45,519,253) | (51,345,470) | (52,812,752) | (56,522,155) | (58,402,448) | (60,821,033) |
| Net change in total pension liability | 69,764,988 | 42,461,526 | 28,561,925 | 61,106,738 | 31,797,450 | 38,537,642 | 29,511,603 | 38,477,346 | 29,474,901 | 31,888,889 |
| Total pension liability - beginning | 615,222,834 | 684,987,822 | 727,449,348 | 756,011,273 | 817,118,011 | 848,915,461 | 887,453,103 | 916,964,706 | 955,442,052 | 984,916,953 |
| Total pension liability - ending (a) | $ 684,987,822 | $ 727,449,348 | $ 756,011,273 | $ 817,118,011 | $ 848,915,461 | $ 887,453,103 | $ 916,964,706 | $ 955,442,052 | $ 984,916,953 | $ 1,016,805,842 |
| **Plan fiduciary net position:** | | | | | | | | | | |
| Employer pension appropriation | $ 24,644,961 | $ 26,603,693 | $ 28,726,521 | $ 30,986,922 | $ 33,416,529 | $ 36,180,780 | $ 39,045,566 | $ 42,254,331 | $ 45,637,522 | $ 49,296,069 |
| Member contributions | 9,992,326 | 10,231,077 | 10,837,968 | 11,274,416 | 11,733,599 | 11,863,496 | 12,541,363 | 13,431,409 | 14,264,445 | 15,501,485 |
| Net investment income (loss) | 21,516,801 | 52,667,942 | (8,582,056) | 55,640,493 | 47,418,693 | 86,928,065 | (60,794,324) | 51,324,539 | 47,029,623 | 71,668,681 |
| Administrative expenses | (913,882) | (943,440) | (890,776) | (838,798) | (867,476) | (928,916) | (899,805) | (783,687) | (832,890) | (895,427) |
| Retirement benefits and refunds | (37,378,079) | (39,585,532) | (41,976,680) | (44,411,447) | (45,445,441) | (51,052,857) | (52,593,786) | (56,533,409) | (58,368,830) | (60,821,033) |
| Net increase (decrease) in fiduciary net position | 17,862,127 | 48,973,740 | (11,885,023) | 52,651,586 | 46,255,904 | 82,990,568 | (62,700,986) | 49,693,183 | 47,729,870 | 74,749,775 |
| Fiduciary net position - beginning of year | 302,837,647 | 320,699,774 | 369,673,514 | 357,788,491 | 410,440,077 | 456,695,981 | 539,686,549 | 476,985,563 | 526,678,746 | 574,408,616 |
| Fiduciary net position - end of year (b) | $ 320,699,774 | $ 369,673,514 | $ 357,788,491 | $ 410,440,077 | $ 456,695,981 | $ 539,686,549 | $ 476,985,563 | $ 526,678,746 | $ 574,408,616 | $ 649,158,391 |
| **Net pension liability - ending (a)-(b)** | $ 364,288,048 | $ 357,775,834 | $ 398,222,782 | $ 406,677,934 | $ 392,219,480 | $ 347,766,554 | $ 439,979,143 | $ 428,763,306 | $ 410,508,337 | $ 367,647,451 |
| Plan fiduciary net position as a percentage of the total pension liability | 46.82% | 50.82% | 47.33% | 50.23% | 53.80% | 60.81% | 52.02% | 55.12% | 58.32% | 63.84% |
| Covered payroll | $ 107,528,616 | $ 109,713,930 | $ 114,355,356 | $ 120,106,229 | $ 125,225,926 | $ 125,635,569 | $ 130,874,871 | $ 131,595,133 | $ 137,353,389 | $ 149,602,796 |
| Net pension liability as a percentage of covered payroll | 338.78% | 326.10% | 348.23% | 338.60% | 313.21% | 276.81% | 336.18% | 325.82% | 298.87% | 245.75% |

***See notes to required supplementary information.***

# Hampden County Regional Retirement System

## Schedule of Contributions

| Year | Actuarially determined contribution | Contributions in relation to the actuarially determined contribution | Contribution deficiency (excess) | Covered payroll | Contributions as a percentage of covered payroll |
|---|---|---|---|---|---|
| December 31, 2025…..... | $ 49,296,069 | $ (49,296,069) | $ - | $ 149,602,796 | 32.95% |
| December 31, 2024…..... | 45,637,522 | (45,637,522) | - | 137,353,389 | 33.23% |
| December 31, 2023…… | 42,254,331 | (42,254,331) | - | 131,595,133 | 32.11% |
| December 31, 2022…… | 39,043,214 | (39,045,566) | (2,352) | 130,874,871 | 29.83% |
| December 31, 2021…… | 36,176,306 | (36,180,780) | (4,474) | 125,635,569 | 28.80% |
| December 31, 2020…… | 33,416,529 | (33,416,529) | - | 125,225,926 | 26.68% |
| December 31, 2019…… | 30,980,826 | (30,986,622) | (5,796) | 120,106,229 | 25.80% |
| December 31, 2018…… | 28,726,521 | (28,726,521) | - | 114,355,356 | 25.12% |
| December 31, 2017…… | 26,603,693 | (26,603,693) | - | 109,713,930 | 24.25% |
| December 31, 2016…… | 24,644,961 | (24,644,961) | - | 107,528,616 | 22.92% |

***See notes to required supplementary information.***

# Hampden County Regional Retirement System

## Schedule of Investment Returns

| Year | Annual money-weighted rate of return, net of investment expense |
|---|---|
| December 31, 2025…..... | 12.64% |
| December 31, 2024…..... | 9.03% |
| December 31, 2023…… | 10.92% |
| December 31, 2022…… | -11.48% |
| December 31, 2021…… | 19.85% |
| December 31, 2020…… | 12.13% |
| December 31, 2019…… | 16.36% |
| December 31, 2018…… | -2.52% |
| December 31, 2017…… | 16.51% |
| December 31, 2016…… | 7.15% |

***See notes to required supplementary information.***

# Hampden County Regional Retirement System

## Notes to Required Supplementary Information

## Year Ended December 31, 2025

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

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

### NOTE B – CONTRIBUTIONS

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

The total appropriations are payable on July 1 and January 1, however employers may choose to pay the entire appropriation on July 1 at a discounted rate. Accordingly, actual employer contributions may be less than the "total appropriation". For fiscal year 2026 appropriations totaled $49,835,829 while actual contributions were $49,296,069, as some member units opted for the discounted payment. The pension fund appropriations are allocated amongst employers based on covered payroll.

### NOTE C – MONEY-WEIGHTED RATE OF RETURN

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

### NOTE D – CHANGES IN ASSUMPTIONS AND PLAN PROVISIONS

Changes in Assumptions:

None.

Changes in Plan Provisions:

None.

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CBIZ CPAs P.C.

53 State Street
17th Floor
Boston, MA 02109

P: 617.807.5000

# Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

To the Honorable Hampden County Regional Retirement Board
**Hampden County Regional Retirement System**

We have audited, in accordance with the auditing standards generally accepted in the United States of America ("GAAS") and the standards applicable to the financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States *("Government Auditing Standards")*, the financial statements of the Hampden County Regional Retirement System (the "HCRRS") as of and for the year ended December 31, 2025, and the related notes to the financial statements, which collectively comprise the HCRRS's financial statements, and have issued our report thereon dated September 14, 2026.

## *Report on Internal Control Over Financial Reporting*

In planning and performing our audit of the financial statements, we considered the HCRRS's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the HCRRS's internal control. Accordingly, we do not express an opinion on the effectiveness of the HCRRS's internal control.

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

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

***Report on Compliance and Other Matters***

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

***Purpose of this Report***

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

CBIZ CPAs P.C.

Boston, Massachusetts
September 14, 2026

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

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CBIZ CPAs P.C.

53 State Street
17th Floor
Boston, MA 02109

P: 617.807.5000

# Independent Auditor's Report on the Audit of the Schedule of Employer Allocations and Schedule of Pension Amounts by Employer

To the Honorable Hampden County Regional Retirement Board
**Hampden County Regional Retirement System**

## *Opinions*

We have audited the schedule of employer allocations of the Hampden County Regional Retirement System (the "HCRRS") for the year ended December 31, 2025, and the related notes. We have also audited the total for all entities of the rows titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, total contributions and total pension expense included in the accompanying schedule of pension amounts by employer of the HCRRS for the year ended December 31, 2025, and the related notes (collectively, the "Schedules").

In our opinion, the accompanying Schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, total contributions and total pension expense for the total of all participating entities of the HCRRS as of and for the year ended December 31, 2025, in accordance with accounting principles generally accepted in the United States of America.

## *Basis for Opinions*

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

## *Responsibilities of Management for the Schedules*

Management is responsible for the preparation and fair presentation of the Schedules in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of Schedules that are free from material misstatement, whether due to fraud or error.

***Auditor's Responsibilities for the Audit of the Schedules***

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

In performing an audit in accordance with GAAS, we:

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

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

***Other Matter***

We have audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of the HCRRS as of and for the year ended December 31, 2025, and our report thereon, dated September 14, 2026, expressed an unmodified opinion on those financial statements.

***Other Information***

Management is responsible for the other information which HCCRS has elected to present, and which accompanies the Schedules. The other information comprises additional information concerning the amounts of deferred inflows and outflows to be recognized as a component of future pension expense, discount rate sensitivity information, and covered payroll by employer, but it does not include the Schedules and our auditor's report thereon. Our opinions on the Schedules do not cover the other information and we do not express an opinion or any form of assurance on it.

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

***Restriction on Use***

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

CBIZ CPAs P.C.

Boston, Massachusetts
September 14, 2026

# Hampden County Regional Retirement System

## Schedule of Employer Allocations

## For the Year Ended December 31, 2025

| Employer | Fiscal Year 2026 Appropriation | Allocation Percentage |
|---|---|---|
| Town of Agawam | $ 9,852,543 | 19.770% |
| Agawam Housing Authority | 169,442 | 0.340% |
| Town of Blandford | 149,508 | 0.300% |
| Town of Brimfield | 637,899 | 1.280% |
| Brimfield Housing Authority | - | 0.000% |
| Town of Chester | 134,557 | 0.270% |
| Chester Electric Light | 59,803 | 0.120% |
| Town of East Longmeadow | 4,430,405 | 8.890% |
| East Longmeadow Schools | 2,003,400 | 4.020% |
| East Longmeadow Housing Authority | 149,507 | 0.300% |
| Town of Granville | 214,294 | 0.430% |
| Town of Hampden | 926,946 | 1.860% |
| Hampden Housing Authority | 39,869 | 0.080% |
| Hampden/Wilbraham Regional School District | 2,626,348 | 5.270% |
| Town of Holland | 568,128 | 1.140% |
| Town of Longmeadow | 5,576,629 | 11.190% |
| Town of Ludlow | 4,206,144 | 8.440% |
| Town of Ludlow - School | 2,367,202 | 4.750% |
| Ludlow Housing Authority | 124,590 | 0.250% |
| Town of Monson | 1,724,320 | 3.460% |
| Town of Monson - Schools | 892,061 | 1.790% |
| Monson Housing Authority | 139,540 | 0.280% |
| Town of Montgomery | 64,787 | 0.130% |
| Town of Palmer | 1,564,845 | 3.140% |
| Town of Palmer - Schools | 1,240,912 | 2.490% |
| Town of Palmer - Library | 189,376 | 0.380% |
| Town of Palmer - WWTP | 239,212 | 0.480% |
| Palmer Fire/Water District | 294,031 | 0.590% |
| Pathfinder Regional Vocational Technical School | 692,718 | 1.390% |
| Town of Russell | 313,966 | 0.630% |
| Town of Southwick | 1,978,482 | 3.970% |
| Town of Southwick Water | 109,639 | 0.220% |
| Southwick/Tolland Regional School District | 1,220,978 | 2.450% |
| Southwick Housing Authority | - | 0.000% |
| Three Rivers Fire | 89,705 | 0.180% |
| Town of Tolland | 129,573 | 0.260% |
| Town of Wales | 284,064 | 0.570% |
| Western Hampden Veterans | 59,803 | 0.120% |
| Western Massachusetts Emergency Communications & Regional Dispatch Center | 782,423 | 1.570% |
| Town of Wilbraham | 3,239,329 | 6.500% |
| Wilbraham Solid Waste | 49,836 | 0.100% |
| Wilbraham Sewer | 94,688 | 0.190% |
| Wilbraham Water Department | 149,508 | 0.300% |
| Wilbraham Ambulance | - | 0.000% |
| Wilbraham Housing Authority | 54,819 | 0.110% |
| Total | $ 49,835,829 | 100.000% |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer

## For the Year Ended December 31, 2025

| | Town of Agawam | Agawam Housing Authority | Town of Blandford | Town of Brimfield | Brimfield Housing Authority | Town of Chester | Chester Electric Light | Town of East Longmeadow |
|---|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 72,683,902 | $ 1,250,001 | $ 1,102,942 | $ 4,705,887 | $ - | $ 992,648 | $ 441,177 | $ 32,683,858 |
| Deferred Outflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 712,189 | $ 12,248 | $ 10,807 | $ 46,110 | $ - | $ 9,726 | $ 4,323 | $ 320,250 |
| Changes of assumptions | 553,429 | 9,518 | 8,398 | 35,831 | - | 7,558 | 3,359 | 248,859 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 814,738 | 257,853 | 155,391 | 814,299 | - | 383,828 | 144,844 | 1,642,745 |
| Total Deferred Outflows of Resources | $ 2,080,356 | $ 279,619 | $ 174,596 | $ 896,240 | $ - | $ 401,112 | $ 152,526 | $ 2,211,854 |
| Deferred Inflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 230,429 | $ 3,963 | $ 3,497 | $ 14,919 | $ - | $ 3,147 | $ 1,399 | $ 103,619 |
| Net difference between projected and actual investment earnings on pension plan investments | 3,696,039 | 63,564 | 56,086 | 239,299 | - | 50,477 | 22,434 | 1,662,003 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 5,572,691 | 97,377 | 133,230 | 348,494 | - | 576,500 | 355,526 | 4,681,562 |
| Total Deferred Inflows of Resources | $ 9,499,159 | $ 164,904 | $ 192,813 | $ 602,712 | $ - | $ 630,124 | $ 379,359 | $ 6,447,184 |
| Pension Expense | | | | | | | | |
| Proportionate share of plan pension expense | $ 6,982,802 | $ 120,089 | $ 105,961 | $ 452,099 | $ - | $ 95,365 | $ 42,384 | $ 3,139,966 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | (1,384,754) | 35,568 | 53,189 | 161,388 | (55,297) | (33,393) | (37,458) | (1,487,376) |
| Total Employer Pension Expense | $ 5,598,048 | $ 155,657 | $ 159,150 | $ 613,487 | $ (55,297) | $ 61,972 | $ 4,926 | $ 1,652,590 |
| Contributions | | | | | | | | |
| Statutory required contribution | $ 9,742,065 | $ 167,542 | $ 147,832 | $ 630,746 | $ - | $ 133,048 | $ 59,132 | $ 4,380,726 |
| Contribution in relation to statutory required contribution | (9,742,065) | (167,542) | (147,832) | (630,746) | - | (133,048) | (59,132) | (4,380,726) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer (Continued)

## For the Year Ended December 31, 2025

| | Town of East Longmeadow School | East Longmeadow Housing Authority | Town of Granville | Town of Hampden | Hampden Housing Authority | Hampden/ Wilbraham Reg. Sch. Dist. | Town of Holland | Town of Longmeadow |
|---|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 14,779,428 | $ 1,102,942 | $ 1,580,884 | $ 6,838,243 | $ 294,118 | $ 19,375,021 | $ 4,191,181 | $ 41,139,750 |
| Deferred Outflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 144,815 | $ 10,807 | $ 15,490 | $ 67,004 | $ 2,882 | $ 189,844 | $ 41,067 | $ 403,104 |
| Changes of assumptions | 112,532 | 8,398 | 12,037 | 52,067 | 2,239 | 147,524 | 31,912 | 313,243 |
| Changes in proportion and differences between employer contributions and proportionate | 5,740,906 | 304,123 | 229,993 | 711,479 | 6,361 | 809,987 | 743,083 | 672,657 |
| Total Deferred Outflows of Resources | $ 5,998,253 | $ 323,328 | $ 257,520 | $ 830,550 | $ 11,482 | $ 1,147,355 | $ 816,062 | $ 1,389,004 |
| Deferred Inflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 46,856 | $ 3,497 | $ 5,012 | $ 21,680 | $ 932 | $ 61,425 | $ 13,287 | $ 130,427 |
| Net difference between projected and actual investment earnings on pension plan investments | 751,547 | 56,086 | 80,389 | 347,731 | 14,956 | 985,237 | 213,125 | 2,091,993 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 379,892 | 71,277 | 165,983 | 368,705 | 12,661 | 467,034 | 83,212 | 1,676,556 |
| Total Deferred Inflows of Resources | $ 1,178,295 | $ 130,860 | $ 251,384 | $ 738,116 | $ 28,549 | $ 1,513,696 | $ 309,624 | $ 3,898,976 |
| Pension Expense | | | | | | | | |
| Proportionate share of plan pension expense | $ 1,419,872 | $ 105,961 | $ 151,877 | $ 656,956 | $ 28,256 | $ 1,861,375 | $ 402,650 | $ 3,952,330 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | 2,567,649 | 58,297 | (1,891) | 73,671 | 265 | (4,421) | 153,512 | (474,486) |
| Total Employer Pension Expense | $ 3,987,521 | $ 164,258 | $ 149,986 | $ 730,627 | $ 28,521 | $ 1,856,954 | $ 556,162 | $ 3,477,844 |
| Contributions | | | | | | | | |
| Statutory required contribution | $ 1,980,936 | $ 147,831 | $ 214,294 | $ 916,552 | $ 39,422 | $ 2,596,898 | $ 561,758 | $ 5,514,098 |
| Contribution in relation to statutory required contribution | (1,980,936) | (147,831) | (214,294) | (916,552) | (39,422) | (2,596,898) | (561,758) | (5,514,098) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer (Continued)

## For the Year Ended December 31, 2025

| | Town of Ludlow | Town of Ludlow Schools | Ludlow Housing Authority | Town of Monson | Town of Monson Schools | Monson Housing Authority | Town of Montgomery | Town of Palmer |
|---|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 31,029,445 | $ 17,463,254 | $ 919,119 | $ 12,720,602 | $ 6,580,889 | $ 1,029,413 | $ 477,942 | $ 11,544,130 |
| Deferred Outflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 304,039 | $ 171,112 | $ 9,006 | $ 124,642 | $ 64,482 | $ 10,087 | $ 4,683 | $ 113,114 |
| Changes of assumptions | 236,262 | 132,967 | 6,998 | 96,856 | 50,108 | 7,838 | 3,639 | 87,898 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 986,594 | 386,756 | 211,284 | 689,361 | 38,260 | 72,871 | 8 | 211,064 |
| Total Deferred Outflows of Resources | $ 1,526,895 | $ 690,835 | $ 227,288 | $ 910,859 | $ 152,850 | $ 90,796 | $ 8,330 | $ 412,076 |
| Deferred Inflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 98,374 | $ 55,364 | $ 2,914 | $ 40,329 | $ 20,864 | $ 3,264 | $ 1,515 | $ 36,599 |
| Net difference between projected and actual investment earnings on pension plan investments | 1,577,875 | 888,022 | 46,738 | 646,854 | 334,644 | 52,347 | 24,304 | 587,029 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 1,186,632 | 570,999 | - | 837,311 | 1,300,018 | 53 | 25,321 | 521,822 |
| Total Deferred Inflows of Resources | $ 2,862,881 | $ 1,514,385 | $ 49,652 | $ 1,524,494 | $ 1,655,526 | $ 55,664 | $ 51,140 | $ 1,145,450 |
| Pension Expense | | | | | | | | |
| Proportionate share of plan pension expense | $ 2,981,025 | $ 1,677,709 | $ 88,301 | $ 1,222,079 | $ 632,232 | $ 98,897 | $ 45,916 | $ 1,109,054 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | (135,821) | (6,065) | 42,998 | (159,902) | (273,488) | 61,604 | 6,119 | (248,722) |
| Total Employer Pension Expense | $ 2,845,204 | $ 1,671,644 | $ 131,299 | $ 1,062,177 | $ 358,744 | $ 160,501 | $ 52,035 | $ 860,332 |
| Contributions | | | | | | | | |
| Statutory required contribution | $ 4,158,980 | $ 2,340,658 | $ 124,590 | $ 1,704,985 | $ 882,058 | $ 137,975 | $ 64,061 | $ 1,547,298 |
| Contribution in relation to statutory required contribution | (4,158,980) | (2,340,658) | (124,590) | (1,704,985) | (882,058) | (137,975) | (64,061) | (1,547,298) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer (Continued)

## For the Year Ended December 31, 2025

| | Town of Palmer Schools | Town of Palmer Library | Town of Palmer WWTP | Palmer Fire District | Pathfinder Regional Voc. Tech. School | Town of Russell | Town of Southwick |
|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 9,154,422 | $ 1,397,060 | $ 1,764,708 | $ 2,169,120 | $ 5,110,300 | $ 2,316,179 | $ 14,595,604 |
| Deferred Outflows of Resources | | | | | | | |
| Differences between expected and actual experience | $ 89,699 | $ 13,689 | $ 17,291 | $ 21,254 | $ 50,073 | $ 22,695 | $ 143,014 |
| Changes of assumptions | 69,703 | 10,637 | 13,437 | 16,516 | 38,910 | 17,636 | 111,133 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 1,681,045 | 66,962 | 77,719 | 420,097 | 771,571 | 500,660 | 1,003,896 |
| Total Deferred Outflows of Resources | $ 1,840,447 | $ 91,288 | $ 108,447 | $ 457,867 | $ 860,554 | $ 540,991 | $ 1,258,043 |
| Deferred Inflows of Resources | | | | | | | |
| Differences between expected and actual experience | $ 29,023 | $ 4,429 | $ 5,595 | $ 6,877 | $ 16,201 | $ 7,343 | $ 46,273 |
| Net difference between projected and actual investment earnings on pension plan investments | 465,511 | 71,042 | 89,737 | 110,302 | 259,863 | 117,780 | 742,199 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 756,157 | 164,372 | 97,455 | 55,549 | 68,274 | 126,524 | 158,636 |
| Total Deferred Inflows of Resources | $ 1,250,691 | $ 239,843 | $ 192,787 | $ 172,728 | $ 344,338 | $ 251,647 | $ 947,108 |
| Pension Expense | | | | | | | |
| Proportionate share of plan pension expense | $ 879,473 | $ 134,217 | $ 169,537 | $ 208,389 | $ 490,951 | $ 222,517 | $ 1,402,212 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | 300,281 | 9,557 | 11,064 | 118,187 | 183,927 | 151,035 | 114,025 |
| Total Employer Pension Expense | $ 1,179,754 | $ 143,774 | $ 180,601 | $ 326,576 | $ 674,878 | $ 373,552 | $ 1,516,237 |
| Contributions | | | | | | | |
| Statutory required contribution | $ 1,226,998 | $ 187,253 | $ 236,530 | $ 294,031 | $ 684,950 | $ 310,445 | $ 1,956,297 |
| Contribution in relation to statutory required contribution | (1,226,998) | (187,253) | (236,530) | (294,031) | (684,950) | (310,445) | (1,956,297) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer (Continued)

## For the Year Ended December 31, 2025

| | Town of Southwick Water | Southwick Toland Reg. Sch. Dist. | Southwick Housing Authority | Three Rivers Fire District | Town of Tolland | Town of Wales | Western Hampden Veterans | Western Mass Emergency Communications & Dispatch Center |
|---|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 808,824 | $ 9,007,363 | $ - | $ 661,765 | $ 955,883 | $ 2,095,590 | $ 441,177 | $ 5,772,065 |
| Deferred Outflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 7,925 | $ 88,258 | $ - | $ 6,484 | $ 9,366 | $ 20,533 | $ 4,323 | $ 56,557 |
| Changes of assumptions | 6,158 | 68,583 | - | 5,039 | 7,278 | 15,956 | 3,359 | 43,949 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 14 | 389,382 | 19,627 | 177,509 | 49,359 | 395,222 | 385,623 | 1,359,335 |
| Total Deferred Outflows of Resources | $ 14,097 | $ 546,223 | $ 19,627 | $ 189,032 | $ 66,003 | $ 431,711 | $ 393,305 | $ 1,459,841 |
| Deferred Inflows of Resources | | | | | | | | |
| Differences between expected and actual experience | $ 2,564 | $ 28,556 | $ - | $ 2,098 | $ 3,030 | $ 6,644 | $ 1,399 | $ 18,299 |
| Net difference between projected and actual investment earnings on pension plan investments | 41,129 | 458,032 | - | 33,651 | 48,608 | 106,563 | 22,434 | 293,515 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 99,630 | 823,044 | 131,356 | 47,517 | 38,998 | 78,965 | 258,973 | - |
| Total Deferred Inflows of Resources | $ 143,323 | $ 1,309,632 | $ 131,356 | $ 83,266 | $ 90,636 | $ 192,172 | $ 282,806 | $ 311,814 |
| Pension Expense | | | | | | | | |
| Proportionate share of plan pension expense | $ 77,704 | $ 865,345 | $ - | $ 63,576 | $ 91,832 | $ 201,325 | $ 42,384 | $ 554,527 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | (35,597) | (519,213) | (39,170) | 30,579 | (1,182) | 120,113 | 10,928 | 1,012,385 |
| Total Employer Pension Expense | $ 42,107 | $ 346,132 | $ (39,170) | $ 94,155 | $ 90,650 | $ 321,438 | $ 53,312 | $ 1,566,912 |
| Contributions | | | | | | | | |
| Statutory required contribution | $ 108,410 | $ 1,207,287 | $ - | $ 88,699 | $ 128,120 | $ 284,064 | $ 59,132 | $ 782,423 |
| Contribution in relation to statutory required contribution | (108,410) | (1,207,287) | - | (88,699) | (128,120) | (284,064) | (59,132) | (782,423) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Schedule of Pension Amounts by Employer (Continued)

## For the Year Ended December 31, 2025

| | Town of Wilbraham | Wilbraham Solid Waste | Wilbraham Sewer | Wilbraham Water Dept. | Wilbraham Ambulance | Wilbraham Housing Authority | Totals |
|---|---|---|---|---|---|---|---|
| Net Pension Liability | $ 23,897,084 | $ 367,647 | $ 698,530 | $ 1,102,942 | $ - | $ 404,412 | $ 367,647,451 |
| Deferred Outflows of Resources | | | | | | | |
| Differences between expected and actual experience | $ 234,154 | $ 3,602 | $ 6,844 | $ 10,807 | $ - | $ 3,963 | $ 3,602,362 |
| Changes of assumptions | 181,955 | 2,799 | 5,319 | 8,398 | - | 3,079 | 2,799,314 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 411,252 | 19,494 | 23,752 | 83,793 | - | 12,742 | 23,877,539 |
| Total Deferred Outflows of Resources | $ 827,361 | $ 25,895 | $ 35,915 | $ 102,998 | $ - | $ 19,784 | $ 30,279,215 |
| Deferred Inflows of Resources | | | | | | | |
| Differences between expected and actual experience | $ 75,762 | $ 1,166 | $ 2,215 | $ 3,497 | $ - | $ 1,282 | $ 1,165,565 |
| Net difference between projected and actual investment earnings on pension plan investments | 1,215,188 | 18,695 | 35,521 | 56,086 | - | 20,565 | 18,695,200 |
| Changes in proportion and differences between employer contributions and proportionate share of contributions | 1,282,862 | 22 | 25,310 | 231,014 | - | 25 | 23,877,539 |
| Total Deferred Inflows of Resources | $ 2,573,812 | $ 19,883 | $ 63,046 | $ 290,597 | $ - | $ 21,872 | $ 43,738,304 |
| Pension Expense | | | | | | | |
| Proportionate share of plan pension expense | $ 2,295,813 | $ 35,320 | $ 67,108 | $ 105,961 | $ - | $ 38,852 | $ 35,320,199 |
| Net amortization of deferred amounts from changes in proportion and differences between employer contributions and proportionate share of contributions | (247,317) | (5,588) | 20,292 | (41,673) | (98,306) | (5,513) | - |
| Total Employer Pension Expense | $ 2,048,496 | $ 29,732 | $ 87,400 | $ 64,288 | $ (98,306) | $ 33,339 | $ 35,320,199 |
| Contributions | | | | | | | |
| Statutory required contribution | $ 3,203,006 | $ 49,277 | $ 93,626 | $ 147,832 | $ - | $ 54,204 | $ 49,296,069 |
| Contribution in relation to statutory required contribution | (3,203,006) | (49,277) | (93,626) | (147,832) | - | (54,204) | (49,296,069) |
| Contribution deficiency/(excess) | $ - | $ - | $ - | $ - | $ - | $ - | $ - |

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

# Hampden County Regional Retirement System

## Notes to Schedule of Employer Allocations and Schedule of Pension Amounts by Employer

## Year Ended December 31, 2025

### Schedule of Employer Allocations

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

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

Massachusetts General Law (MGL) Chapter 32 Section 22 Paragraph 7c dictates that Massachusetts cost-sharing defined benefit pension plans allocate the annual required pension fund appropriation to employer units based on their proportionate share of the aggregate of the annual rates of regular compensation of all members in service of the system who are employees of any government unit at the close of business on the September 30th immediately preceding the fiscal year. Accordingly, the proportionate aggregate rates of regular compensation as of the close of business on September 30, 2024 were applied to allocate the HCRRS's fiscal year 2026 pension fund appropriation by member unit.

The net pension liability is allocated to member units based on the proportionate share of each member unit's covered payroll, which is consistent with the allocation percentages used for the annual pension fund appropriation.

### Schedule of Pension Amounts by Employer

The Schedule of Pension Amounts by Employer presents the net pension liability, the various categories of deferred outflows of resources and deferred inflows of resources, and pension expense and contributions for all participating employers including differences between expected and actual economic experience; differences between projected and actual investment earnings, net; and changes of assumptions. Additionally, the changes in proportion and differences between employer contributions and proportionate share of contributions are presented in accordance with GASB standards.

While the System has 32 participating employers, certain employer allocations are further broken down by activity which results in the 46 allocation units presented on the Schedule of Employer Allocations.

### Changes in Assumptions and Plan Provisions

Changes in Assumptions – None.

Changes in Plan Provisions – None.

# *Other Information*

***(unaudited)***

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer - Unaudited

## For the Year Ended December 31, 2025

| | Town of Agawam | Agawam Housing Authority | Town of Blandford | Town of Brimfield | Brimfield Housing Authority | Town of Chester | Chester Electric Light | Town of East Longmeadow |
|---|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | | |
| June 30, 2027 | $ 1,182,903 | $ 101,386 | $ 41,098 | $ 360,535 | $ - | $ (5,760) | $ (19,085) | $ (1,059,791) |
| June 30, 2028 | (3,848,989) | 3,421 | (41,981) | (14,263) | - | (44,299) | (70,117) | (2,753,332) |
| June 30, 2029 | (2,930,395) | (9,675) | 248 | 38,072 | - | (155,230) | (59,484) | (193,582) |
| June 30, 2030 | (1,822,322) | 19,583 | (17,582) | (90,816) | - | (23,723) | (78,147) | (228,625) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ (7,418,803) | $ 114,715 | $ (18,217) | $ 293,528 | $ - | $ (229,012) | $ (226,833) | $ (4,235,330) |
| Discount Rate Sensitivity | | | | | | | | |
| 1% decrease (6.00%) | $ 95,424,072 | $ 1,641,081 | $ 1,448,013 | $ 6,178,189 | $ - | $ 1,303,212 | $ 579,205 | $ 42,909,457 |
| Current discount rate (7.00%) | $ 72,683,902 | $ 1,250,001 | $ 1,102,942 | $ 4,705,887 | $ - | $ 992,648 | $ 441,177 | $ 32,683,858 |
| 1% increase (8.00%) | $ 53,552,957 | $ 920,991 | $ 812,639 | $ 3,467,262 | $ - | $ 731,376 | $ 325,056 | $ 24,081,221 |
| Covered Payroll | $ 29,576,472 | $ 508,649 | $ 448,808 | $ 1,914,916 | $ - | $ 403,928 | $ 179,523 | $ 13,299,688 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | 32.94% | 32.94% | N/A | 32.94% | 32.94% | 32.94% |

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer (Continued) - Unaudited

## For the Year Ended December 31, 2025

| | Town of East Longmeadow School | East Longmeadow Housing Authority | Town of Granville | Town of Hampden | Hampden Housing Authority | Hampden/ Wilbraham Reg. Sch. Dist. | Town of Holland | Town of Longmeadow |
|---|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | | |
| June 30, 2027 | $ 2,989,158 | $ 113,933 | $ 66,641 | $ 277,069 | $ 8,423 | $ 647,460 | $ 288,804 | $ 555,439 |
| June 30, 2028 | 2,131,649 | 24,503 | (38,126) | (215,132) | (15,003) | (515,093) | 70,386 | (1,171,028) |
| June 30, 2029 | 29,558 | 16,303 | 2,340 | (2,729) | (5,800) | (363,702) | 79,727 | (1,009,460) |
| June 30, 2030 | (330,407) | 37,729 | (24,719) | 33,226 | (4,687) | (135,006) | 67,521 | (884,923) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ 4,819,958 | $ 192,468 | $ 6,136 | $ 92,434 | $ (17,067) | $ (366,341) | $ 506,438 | $ (2,509,972) |
| Discount Rate Sensitivity | | | | | | | | |
| 1% decrease (6.00%) | $ 19,403,377 | $ 1,448,013 | $ 2,075,485 | $ 8,977,682 | $ 386,137 | $ 25,436,765 | $ 5,502,450 | $ 54,010,892 |
| Current discount rate (7.00%) | $ 14,779,428 | $ 1,102,942 | $ 1,580,884 | $ 6,838,243 | $ 294,118 | $ 19,375,021 | $ 4,191,181 | $ 41,139,750 |
| 1% increase (8.00%) | $ 10,889,372 | $ 812,639 | $ 1,164,783 | $ 5,038,366 | $ 216,704 | $ 14,275,370 | $ 3,088,031 | $ 30,311,459 |
| Covered Payroll | $ 6,014,033 | $ 448,808 | $ 643,292 | $ 2,782,612 | $ 119,682 | $ 7,884,067 | $ 1,705,472 | $ 16,740,553 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | 33.31% | 32.94% | 32.94% | 32.94% | 32.94% | 32.94% |

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer (Continued) - Unaudited

## For the Year Ended December 31, 2025

| | Town of Ludlow | Town of Ludlow Schools | Ludlow Housing Authority | Town of Monson | Town of Monson Schools | Monson Housing Authority | Town of Montgomery | Town of Palmer |
|---|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | | |
| June 30, 2027 | $ 760,802 | $ 500,033 | $ 91,957 | $ 140,928 | $ (219,972) | $ 57,872 | $ 986 | $ 154,639 |
| June 30, 2028 | (1,142,439) | (589,717) | 38,510 | (278,018) | (640,058) | (1,868) | (26,752) | (483,547) |
| June 30, 2029 | (680,980) | (495,006) | 22,033 | (147,349) | (474,533) | (4,462) | (9,425) | (244,155) |
| June 30, 2030 | (273,369) | (238,860) | 25,136 | (329,196) | (168,113) | (16,410) | (7,619) | (160,311) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ (1,335,986) | $ (823,550) | $ 177,636 | $ (613,635) | $ (1,502,676) | $ 35,132 | $ (42,810) | $ (733,374) |
| Discount Rate Sensitivity | | | | | | | | |
| 1% decrease (6.00%) | $ 40,737,437 | $ 22,926,875 | $ 1,206,678 | $ 16,700,419 | $ 8,639,811 | $ 1,351,479 | $ 627,473 | $ 15,155,871 |
| Current discount rate (7.00%) | $ 31,029,445 | $ 17,463,254 | $ 919,119 | $ 12,720,602 | $ 6,580,889 | $ 1,029,413 | $ 477,942 | $ 11,544,130 |
| 1% increase (8.00%) | $ 22,862,262 | $ 12,866,795 | $ 677,200 | $ 9,372,444 | $ 4,848,750 | $ 758,464 | $ 352,144 | $ 8,505,628 |
| Covered Payroll | $ 12,626,476 | $ 7,106,133 | $ 374,007 | $ 5,176,257 | $ 2,677,890 | $ 418,888 | $ 194,484 | $ 4,697,528 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | 33.31% | 32.94% | 32.94% | 32.94% | 32.94% | 32.94% |

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer (Continued) - Unaudited

## For the Year Ended December 31, 2025

| | Town of Palmer Schools | Town of Palmer Library | Town of Palmer WWTP | Palmer Fire District | Pathfinder Regional Voc. Tech. School | Town of Russell | Town of Southwick |
|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | |
| June 30, 2027 | $ 501,472 | $ 11,615 | $ 48,030 | $ 154,091 | $ 326,392 | $ 216,168 | $ 715,721 |
| June 30, 2028 | 179,993 | (69,466) | (60,743) | 15,151 | 74,329 | 62,689 | (137,658) |
| June 30, 2029 | (40,604) | (36,828) | (43,497) | 54,994 | 86,331 | 79,015 | 5,035 |
| June 30, 2030 | (51,105) | (53,876) | (28,130) | 60,903 | 29,164 | (68,528) | (272,163) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ 589,756 | $ (148,555) | $ (84,340) | $ 285,139 | $ 516,216 | $ 289,344 | $ 310,935 |
| Discount Rate Sensitivity | | | | | | | |
| 1% decrease (6.00%) | $ 12,018,510 | $ 1,834,150 | $ 2,316,821 | $ 2,847,759 | $ 6,709,128 | $ 3,040,828 | $ 19,162,041 |
| Current discount rate (7.00%) | $ 9,154,422 | $ 1,397,060 | $ 1,764,708 | $ 2,169,120 | $ 5,110,300 | $ 2,316,179 | $ 14,595,604 |
| 1% increase (8.00%) | $ 6,744,909 | $ 1,029,343 | $ 1,300,224 | $ 1,598,191 | $ 3,765,231 | $ 1,706,543 | $ 10,753,932 |
| Covered Payroll | $ 3,725,110 | $ 568,490 | $ 718,094 | $ 882,657 | $ 2,079,479 | $ 942,498 | $ 5,939,231 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | 32.94% | 33.31% | 32.94% | 32.94% | 32.94% |

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer (Continued) - Unaudited

## For the Year Ended December 31, 2025

| | Town of Southwick Water | Southwick Toland Reg. Sch. Dist. | Southwick Housing Authority | Three Rivers Fire District | Town of Tolland | Town of Wales | Western Hampden Veterans | Western Mass Emergency Communications & Dispatch Center |
|---|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | | |
| June 30, 2027 | $ (6,958) | $ (189,334) | $ (39,316) | $ 49,048 | $ 41,444 | $ 123,143 | $ 23,221 | $ 911,861 |
| June 30, 2028 | (53,901) | (279,846) | (39,353) | 10,644 | (26,926) | 20,272 | (8,739) | 106,541 |
| June 30, 2029 | (39,671) | (134,849) | (33,060) | 17,115 | (23,913) | 34,072 | 8,229 | 156,666 |
| June 30, 2030 | (28,696) | (159,380) | - | 28,959 | (15,238) | 62,052 | 87,788 | (27,041) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ (129,226) | $ (763,409) | $ (111,729) | $ 105,766 | $ (24,633) | $ 239,539 | $ 110,499 | $ 1,148,027 |
| Discount Rate Sensitivity | | | | | | | | |
| 1% decrease (6.00%) | $ 1,061,876 | $ 11,825,442 | $ - | $ 868,807 | $ 1,254,944 | $ 2,751,224 | $ 579,205 | $ 7,577,936 |
| Current discount rate (7.00%) | $ 808,824 | $ 9,007,363 | $ - | $ 661,765 | $ 955,883 | $ 2,095,590 | $ 441,177 | $ 5,772,065 |
| 1% increase (8.00%) | $ 595,935 | $ 6,636,558 | $ - | $ 487,583 | $ 704,287 | $ 1,544,015 | $ 325,056 | $ 4,252,814 |
| Covered Payroll | $ 329,126 | $ 3,665,269 | $ - | $ 269,285 | $ 388,967 | $ 852,736 | $ 179,523 | $ 2,348,764 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | N/A | 32.94% | 32.94% | 33.31% | 32.94% | 33.31% |

# Hampden County Regional Retirement System

## Other Information – Schedule of Pension Amounts by Employer (Continued) - Unaudited

## For the Year Ended December 31, 2025

| | Town of Wilbraham | Wilbraham Solid Waste | Wilbraham Sewer | Wilbraham Water Dept. | Wilbraham Ambulance | Wilbraham Housing Authority | Totals |
|---|---|---|---|---|---|---|---|
| Deferred Outflows/(Inflows) Recognized in Future Pension Expense | | | | | | | |
| June 30, 2027 | $ 523,981 | $ 16,983 | $ 15,199 | $ (17,153) | $ - | $ 24,257 | $ 10,485,323 |
| June 30, 2028 | (920,094) | (4,352) | (25,340) | (55,737) | - | (11,925) | (10,845,754) |
| June 30, 2029 | (661,250) | (758) | (5,855) | (57,619) | - | (7,973) | (7,242,106) |
| June 30, 2030 | (689,088) | (5,861) | (11,135) | (57,090) | - | (6,447) | (5,856,552) |
| Total Deferred Outflows/(Inflows) Recognized in Future Pension Expense | $ (1,746,451) | $ 6,012 | $ (27,131) | $ (187,599) | $ - | $ (2,088) | $ (13,459,089) |
| Discount Rate Sensitivity | | | | | | | |
| 1% decrease (6.00%) | $ 31,373,618 | $ 482,670 | $ 917,075 | $ 1,448,013 | $ - | $ 530,938 | $ 482,671,058 |
| Current discount rate (7.00%) | $ 23,897,084 | $ 367,647 | $ 698,530 | $ 1,102,942 | $ - | $ 404,412 | $ 367,647,451 |
| 1% increase (8.00%) | $ 17,607,192 | $ 270,880 | $ 514,672 | $ 812,639 | $ - | $ 297,968 | $ 270,879,885 |
| Covered Payroll | $ 9,724,182 | $ 149,603 | $ 284,245 | $ 448,808 | $ - | $ 164,563 | $ 149,602,796 |
| Contributions as a percentage of covered payroll | 32.94% | 32.94% | 32.94% | 32.94% | N/A | 32.94% | 32.95% |