

**MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE
OPEB TRUST**

(a Fiduciary Component Unit of the Massachusetts Water Resources Authority)

Financial Statements and
Required Supplementary Information

June 30, 2025 and 2024

(With Independent Auditors' Report Thereon)



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MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST

(a Fiduciary Component Unit of the Massachusetts Water Resources Authority)

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MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST

(a Fiduciary Component Unit of the Massachusetts Water Resources Authority)

Management's Discussion and Analysis

June 30, 2025 and 2024

(Unaudited)

This section of the financial report presents our discussion and analysis of the Massachusetts Water Resources Authority (MWRA) Irrevocable Other Post-Employment Benefits (OPEB) Trust (the Trust) financial performance during the fiscal years ended June 30, 2025 and 2024. Please read it in conjunction with the Trust's financial statements, which immediately follow this section.

Overview of the Financial Statements

The financial section of this annual report consists of four parts: management's discussion and analysis (this section), the financial statements and related notes to the financial statements, and required supplementary information.

The financial statements provide both long-term and short-term information about the Trust's overall financial status. The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data. The statements are followed by a section of required supplementary information that further explains and supports the information in the financial statements.

Financial Analysis of the Trust

Net Position and Change in Net Position

The Trust's total net position at June 30, 2025 was approximately \$95.2 million, a \$13.1 million increase from June 30, 2024. The change in net position is comprised of the actuarially determined employer contributions to the Trust of \$13.2 million and net investment income of \$7.8 million, less deductions for benefit payments of \$7.9 million. Actual cash contribution by the Authority to the Trust was \$5.3 million in fiscal year 2025, the remaining contributions represent benefit payments paid for by the Authority.

The Trust's total net position at June 30, 2024 was approximately \$82.1 million, a \$9.7 million increase from June 30, 2023. The change in net position is comprised of the actuarially determined employer contributions to the Trust of \$10.6 million and net investment income of \$6.9 million, less deductions for benefit payments of \$7.8 million. Actual cash contribution by the Authority to the Trust was \$2.8 million in fiscal year 2024.

Other Post-Employment Benefits (OPEB) Irrevocable Trust

In April 2015, the Authority established the MWRA Irrevocable Other Post-Employment Benefits (OPEB) Trust. The Trust was established for the sole purpose of providing for the advance funding of future costs of retired employee health insurance and other benefits provided to retirees. It is intended that the Trust shall constitute a "Qualified OPEB Trust" according to the standards set forth in GASB Statement No. 43, *Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions* and the standards of GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans*. The OPEB Trust Agreement establishes a five-member Board of Trustees, made up of Authority senior managers, to control and manage the trust.

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(Unaudited)

An initial deposit of \$10.8 million was made to the trust upon establishment of the trust in April 2015. The balance of the trust at June 30, 2025, 2024, and 2023 was \$95.2 million, \$82.1 million and \$72.4 million, respectively.

Investments

The Board of Trustees has prepared an Investment Policy to manage the growing portfolio of trust assets. For the periods ended June 30, 2025, 2024 and 2023, investment income was \$7.8 million, \$6.9 million and \$3.7 million, respectively.

Contacting the Trust's Financial Management

This report is designed to provide all interested parties with a general overview of the Trust's finances. If you have questions about this report or need additional information, contact the Massachusetts Water Resources Authority, Finance Division, Deer Island 33 Tafts Avenue, Boston, MA 02128.

MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST

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Statements of Fiduciary Net Position

June 30, 2025 and 2024

(Dollars in 000s)

	<u>2025</u>	<u>2024</u>
Assets		
Cash and cash equivalents (note 3)	\$ 5,545	\$ 3,034
Investments	89,697	79,080
Total assets	<u>95,242</u>	<u>82,114</u>
Liabilities		
Accounts payable and accrued liabilities	<u>—</u>	<u>—</u>
Total liabilities	<u>—</u>	<u>—</u>
Net position restricted for OPEB	<u>\$ 95,242</u>	<u>\$ 82,114</u>

See accompanying notes to financial statements.

MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST

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Statements of Changes in Fiduciary Net Position

Years Ended June 30, 2025 and 2024

(Dollars in 000s)

	<u>2025</u>	<u>2024</u>
Additions:		
Employer contributions	\$ 13,169	\$ 10,637
Investment income:		
Net increase in fair value of investments	8,167	7,131
Interest	80	134
Less investment expense	<u>(400)</u>	<u>(379)</u>
Net investment income	<u>7,847</u>	<u>6,886</u>
Total additions	<u>21,016</u>	<u>17,523</u>
Deductions:		
Benefits paid	<u>7,888</u>	<u>7,787</u>
Total deductions	<u>7,888</u>	<u>7,787</u>
Change in net position restricted for OPEB	13,128	9,736
Net position restricted for OPEB, beginning of the period	<u>82,114</u>	<u>72,378</u>
Net position restricted for OPEB, end of period	<u>\$ 95,242</u>	<u>\$ 82,114</u>

See accompanying notes to financial statements.

MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST

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Notes to Financial Statements

June 30, 2025 and 2024

(Dollars in 000s)

(1) Organization and Nature of Activities

The Massachusetts Water Resources Authority (MWRA) Irrevocable OPEB Trust (Trust) was established in April 2015 as a single-employer other post-employment benefits (OPEB) plan, for the purpose of accumulating and investing assets to fund certain post-retirement medical and life insurance for retirees of the Massachusetts Water Resources Authority (the Authority). The Trust is included as a fiduciary component unit in the Authority's financial statements because of its financial relationship with the Authority.

The Trust's Board of Trustees has fiduciary responsibility for the investment of monies and administration of the Trust pursuant to the Trust Agreement. The Board of Trustees is currently composed of five members including the following MWRA employees: Executive Director, Director of Finance, Treasurer, Budget Director and Director of Human Resources. The Trustees term of service shall continue for as long as each is willing to perform the duties and obligations of the position.

The Authority provides OPEB for retired employees through the Group Insurance Commission (GIC). The GIC is a quasi-independent state agency that administers an agent multi-employer defined benefit OPEB plan. The benefits, benefit levels, employee contributions and employer contributions are governed by the Authority and can be amended by the Authority. The Authority provides medical, prescription drug, mental health/substance abuse and life insurance to retirees and their covered dependents. All active employees who retire from the Authority and meet the eligibility criteria will receive these benefits.

(2) Summary of Significant Accounting Policies

(a) Basis of Presentation

The accompanying basic financial statements of the Trust are presented in conformity with the U.S. generally accepted accounting principles as prescribed by the Governmental Accounting Standards Board (GASB).

The Trust's financial statements are presented in accordance with GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans*. This statement requires, among other things, additional disclosures and descriptive information about classes of plan members, plan investments and significant assumptions used to measure the total OPEB liability.

The Trust has also implemented GASB Statement No. 85, *Omnibus 2017*. This statement addressed various topics, including requirements related to presenting payroll measures in required supplementary information related to OPEB plans.

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Notes to Financial Statements

June 30, 2025 and 2024

(Dollars in 000s)

(b) Basis of Accounting

The financial statements of the Trust are presented as a fiduciary fund type. The economic resources measurement focus and the accrual basis of accounting are used in the preparation of the financial statements.

Employer contributions to the plan are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits paid represents the gross up of amounts paid directly by the plan sponsor, the MWRA, for retiree OPEB costs and the implicit rate subsidy associated with such costs. The implicit rate subsidy is the inherent subsidy of retiree healthcare costs by active employee healthcare costs when healthcare premiums paid by both actives and retirees are the same. Benefits paid are recognized when due and payable in accordance with the terms of the employer/sponsor's plan.

(c) Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

(3) Cash and Cash Equivalents

Cash and cash equivalents are checking, savings and money market accounts, or highly liquid investments with a maturity of three months or less.

The custodial credit risk for deposits is the risk that, in the event of a bank failure, the Trust's deposits may not be recovered. The deposits are covered by \$250 of FDIC insurance.

The bank deposits at June 30, 2025 and 2024 were \$5,545 and \$3,034, respectively. Of these amounts, \$5,295 and \$2,784 were exposed to custodial credit risks as uninsured and uncollateralized.

(4) Investments

The Trustees have adopted a formal cash and investment policy. All funds will be invested with the Commonwealth of Massachusetts Pension Reserves Investment Trust (PRIT) fund through the State Retiree Benefits Trust Fund.

The investment in the PRIT fund is not subject to custodial or concentration risk and the Trust does not have policies to address such risks. The investment in PRIT is subject to foreign currency risk to the extent exchange rates will adversely affect the fair value of PRIT's international investments. The Trust does not have a policy to address this risk. The PRIT fund is unrated.

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June 30, 2025 and 2024

(Dollars in 000s)

Investments are recorded at fair value. The Trust categorizes its fair value measurements with the fair value hierarchy established by generally accepted accounting principles. Investments classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Investments classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices. The Trust has no securities classified in Level 3.

The Trust's investment in the PRIT fund is classified as Level 2.

(5) Other Postemployment Benefits

(a) Plan Description

Plan Administration. The Massachusetts Water Resources Authority Irrevocable OPEB Trust (the Trust) administers the MWRA other postemployment benefits plan – a single-employer defined benefit plan that is used to provide postemployment benefits other than pensions (OPEB) for all permanent employees of the Authority.

Management of the Trust is vested in the Trust's Board of Trustees, which consists of five members, all of whom are current MWRA employees.

Plan Membership. At June 30, 2025, plan membership consisted of the following:

Inactive plan members or beneficiaries currently receiving benefits	764
Inactive plan members entitled to but not yet receiving benefits	21
Active plan members	<u>1,061</u>
Total	<u><u>1,846</u></u>

Benefits Provided. The Authority provides healthcare and life insurance benefits for retirees and their dependents. Benefits are provided through a third-party insurer, and the full cost of benefits is covered by the plan.

Contributions. The Authority's Board of Directors approves the annual employer contribution to the Trust which assumes a rate of 50% of the actuarially determined contributions (ADC). Plan members contribute between 10% and 20% of the premium cost and the Authority pays the balance which are paid directly to provider and not contributed to the trust.

(b) Investments

Investment Policy. The Trust's assets are invested with the Commonwealth of Massachusetts Pension Reserves Investment Trust (PRIT) fund. The Trust's Board of Trustees may vote to approve a different investment vehicle, at its discretion. The following was the PRIT fund's asset allocation at June 30, 2025 and 2024:

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Notes to Financial Statements

June 30, 2025 and 2024

(Dollars in 000s)

<u>Asset Class</u>	<u>June 30, 2025</u>	<u>June 30, 2024</u>
	<u>Target Allocation</u>	<u>Target Allocation</u>
Domestic Equity	23%	22%
International Equity	13	14
Fixed Income	24	24
Private Equity	16	16
Real Estate	10	10
Other	14	14
Total	<u>100 %</u>	<u>100 %</u>

Rate of Return. For the years ended June 30, 2025 and 2024, the annual money-weighted rate of return on investments, net of investment expense, was 9.56% and 9.51%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

(c) Net OPEB Liability of the Authority

The components of the net OPEB liability of the Authority at June 30, 2025 and 2024, were as follows:

	<u>June 30, 2025</u>	<u>June 30, 2024</u>
Total OPEB Liability	\$ 190,139	\$ 176,604
Plan Fiduciary Net Position	95,242	82,114
Net OPEB Liability	<u>\$ 94,897</u>	<u>\$ 94,490</u>
Plan's Fiduciary Net Position as Percentage of the Total OPEB Liability	<u>50.09%</u>	<u>46.50%</u>

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Notes to Financial Statements

June 30, 2025 and 2024

(Dollars in 000s)

Actuarial Assumptions. The total OPEB liability was determined by an actuarial valuations as of January 1, 2024, and update procedures were used to roll forward the total OPEB liability to June 30, 2025 and 2024, respectively. The following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Inflation	2.5	percent
Salary increases	5.75	percent, decreasing over 9 years to an ultimate level of 4.0 percent
Discount rate	6.75	percent
Healthcare cost trend rates	Non-Medicare Medical Plan: 9.15% managed care/11.55% indemnity in 2024, decreasing to a long-term rate of 5% after ten years Medicare Medical Plan: 3.06% managed care/4.17% indemnity in 2024, increasing to 5.9% managed care/6.6% indemnity in 2025, and decreasing to a long-term trend of 5% after ten years.	
Mortality Rates	Mortality rates were based on the Pub-2010 Headcount-Weighted Mortality Tables, sex-distinct, projected using generational mortality and scale MP-2021. Set forward 2 years for disabled retirees. Medicare Medical and Prescription Drug: 4.49% for 2024, decreasing to a long-term rate of 4.50% after four years.	

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the target asset allocation as of June 30, 2025 and 2024 (see discussion of the Trust's investment policy) are summarized in the following table:

<u>Asset Class</u>	<u>Long-Term Expected Rate of Return (%)</u>	
	<u>June 30, 2025</u>	<u>June 30, 2024</u>
Domestic Equity	4.48%	4.19%
International Equity	4.77	3.9
Fixed Income	3.48	1.56 - 5.07
Private Equity	7.70	7.41
Real Estate	4.09	3.90
Other	4.09	3.70 - 4.39

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June 30, 2025 and 2024

(Dollars in 000s)

Discount Rate. The discount rate used to measure the total OPEB liability was 6.75% for June 30, 2025 and 2024. The projection of cash flows used to determine the discount rate assumed that Authority contributions will be made at rates equal to the actuarially determined contribution rates. Based on those assumptions, the OPEB plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

Sensitivity of the Net OPEB Liability to Changes in the Discount Rate. The following presents the net OPEB liability of the Authority, as well as what the Authority’s net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

	<u>1% Decrease</u> <u>(5.75%)</u>	<u>Discount Rate</u> <u>(6.75%)</u>	<u>1% Increase</u> <u>(7.75%)</u>
Net OPEB Liability as of June 30, 2025	\$ 119,199	\$ 94,897	\$ 74,815
Net OPEB Liability as of June 30, 2024	\$ 107,136	\$ 94,490	\$ 67,240

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June 30, 2025 and 2024

(Dollars in 000s)

Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rates. The following presents the net OPEB liability of the Authority, as well as what the Authority's net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

	1% Decrease (4.99% - 3.5%)	Base Rate (5.99% - 4.5%)	1% Increase (6.99% - 5.5%)
Net OPEB Liability as of			
June 30, 2025	\$ 70,945	\$ 94,897	\$ 124,578
	1% Decrease (5.52% - 3.5%)	Base Rate (6.52% - 4.5%)	1% Increase (7.52% - 5.5%)
Net OPEB Liability as of			
June 30, 2024	\$ 64,946	\$ 94,490	\$ 110,401

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Required Supplementary Information – Schedule of Changes in Net OPEB Liability and Related Ratios (1)

Last Ten Fiscal Years

(Unaudited)

(Dollars in 000s)

	2025	2024	2023	2022	2021	2020	2019	2018	2017
Total OPEB Liability									
Total OPEB Liability - Beginning	\$ 176,604	\$ 117,758	\$ 113,757	\$ 136,805	\$ 132,819	\$ 161,064	\$ 150,978	\$ 154,254	\$ 146,143
Service Cost	4,279	2,825	2,742	3,771	3,739	4,604	4,463	2,820	2,705
Interest	11,943	7,876	7,688	9,673	9,372	11,425	10,705	10,821	10,253
Change of Benefit Terms	3,333	-	-	-	-	-	-	-	-
Differences between expected and actual experience	-	17,386	-	3,613	-	(5,863)	-	(11,860)	-
Change of assumptions	1,868	38,546	(1,123)	(35,250)	(3,685)	(33,488)	-	-	-
Benefit payments	(7,888)	(7,787)	(5,306)	(4,855)	(5,440)	(4,923)	(5,082)	(5,057)	(4,847)
Net change in total OPEB liability	<u>13,535</u>	<u>58,846</u>	<u>4,001</u>	<u>(23,048)</u>	<u>3,986</u>	<u>(28,245)</u>	<u>10,086</u>	<u>(3,276)</u>	<u>8,111</u>
Total OPEB Liability - Ending	<u>190,139</u>	<u>176,604</u>	<u>117,758</u>	<u>113,757</u>	<u>136,805</u>	<u>132,819</u>	<u>161,064</u>	<u>150,978</u>	<u>154,254</u>
Plan Fiduciary Net Position									
Plan fiduciary net position - beginning	82,115	72,378	63,929	61,764	43,729	37,072	29,774	22,782	16,123
Contributions - employer (claims + additional funding)	13,169	10,637	10,061	9,529	11,506	10,885	10,656	10,093	9,723
Net investment income (loss)	7,847	6,887	3,694	(2,509)	11,969	695	1,724	1,956	1,783
Benefit payments	(7,888)	(7,787)	(5,306)	(4,855)	(5,440)	(4,923)	(5,082)	(5,057)	(4,847)
Net change in plan fiduciary net position	<u>13,128</u>	<u>9,737</u>	<u>8,449</u>	<u>2,165</u>	<u>18,035</u>	<u>6,657</u>	<u>7,298</u>	<u>6,992</u>	<u>6,659</u>
Plan fiduciary net position - ending	<u>95,242</u>	<u>82,115</u>	<u>72,378</u>	<u>63,929</u>	<u>61,764</u>	<u>43,729</u>	<u>37,072</u>	<u>29,774</u>	<u>22,782</u>
Net OPEB Liability	<u>\$ 94,897</u>	<u>\$ 94,489</u>	<u>\$ 45,380</u>	<u>\$ 49,828</u>	<u>\$ 75,041</u>	<u>\$ 89,090</u>	<u>\$ 123,992</u>	<u>\$ 121,204</u>	<u>\$ 131,472</u>
Plan fiduciary net position as a percentage of the total OPEB liability	50.1%	46.5%	61.5%	56.2%	45.1%	32.9%	23.0%	19.7%	14.8%
Covered-employee payroll	\$ 124,269	\$ 118,658	\$ 113,765	\$ 111,297	\$ 106,879	\$ 103,778	\$ 98,238	\$ 94,816	\$ 86,475
MWRA's net OPEB liability as a percentage of covered employee payroll	76.4%	79.6%	39.9%	44.8%	70.2%	85.8%	126.2%	127.8%	152.0%

Notes to Schedule

Changes in Benefit Terms - June 30, 2025: Change in benefit terms us due to an increase in life insurance benefits from \$5,000 to \$10,000.

Changes in Assumptions - June 30, 2025: The medical rate trend assumptions were revised to account for material increase in premium rates July 1, 2025.

Changes in Assumptions - June 30, 2024: The trend assumptions were revised to account for known premium increases and percentage of coverage election of spouse and families of current active members to reflect the spouse and family elections of current retirees.

Changes in Assumptions - June 30, 2023: The trend assumptions were revised to account for known premium increases and changes in GIC plan offerings.

Changes in Assumptions - June 30, 2022: the generational mortality improvement scale was updated from Scale MP-2019 to Scale MP-2021. The per capita health costs and contributions were updated to reflect current premiums and the costs in the most recent Commonwealth OPEB valuation report. The trend assumptions were revised, per the most recent Commonwealth OPEB valuation report. The discount rate was lowered from 7.00% to 6.75%.

Changes in Assumptions - June 30, 2021: mortality assumptions and retirement rates were updated in order to be consistent with the companion pension plan.

Changes in Assumptions - June 30, 2020: the per capita health care costs were updated to reflect recent experience (reduced to 7% starting from 8%), trend assumptions were revised to better reflect future expectations, the excise tax on high cost health plans beginning in 2022 was repealed effective December 20, 2019 and removed from the valuation, spouse election percentage assumptions was lowered from 75% to 65% after analysis of past experience.

Changes in Plan Provisions - June 30, 2023: Effective July 1, 2022, Fallon plans are no longer offered by GIC; also, effective July 1, 2023, due to the merger of Tufts and Harvard Pilgrim, Tufts plans are no longer offered by GIC. The migration away from these plans has been accounted for through the medical trend assumption.

(1) Data is being accumulated annually to present 10 years of the reported information.

See accompanying independent auditors' report.

MASSACHUSETTS WATER RESOURCES AUTHORITY IRREVOCABLE OPEB TRUST
(a Fiduciary Component Unit of the Massachusetts Water Resources Authority)

Required Supplementary Information – Schedule of Employer Contributions – Last 10 Fiscal Years

Last Ten Fiscal Years

(Unaudited)

(Dollars in 000s)

	2025	2024	2023	2022	2021
Actuarially determined contribution	\$ 10,562	5,699	5,701	5,772	9,144
Contributions in relation to the actuarially determined contribution	13,169	10,637	10,061	9,529	11,506
Contribution deficiency (excess)	\$ <u>(2,607)</u>	<u>(4,938)</u>	<u>(4,360)</u>	<u>(3,757)</u>	<u>(2,362)</u>
Covered- Employee Payroll (1)	\$ 124,269	118,658	113,764	111,297	106,879
Contributions as a Percentage of Covered- Employee Payroll (1)	10.6%	9.0%	8.8%	8.6%	10.8%

Notes to Schedule

Methods and assumptions used to determine contributions rates:

Actuarial cost method	Entry Age Normal
Amortization method	30 years (closed)
Asset valuation method	Market value of assets
Inflation	3.00%
Healthcare cost trend rates	Non-Medicare Medical and Prescription Drug: 9.15% managed care/ 11.55% indemnity in 2024, decreasing to a long-term trend rate of 5.00% after ten years Medicare Medical and Prescription Drug: 3.06% managed care/4.17% indemnity in 2024, increasing to 5.9% managed care/6.6% indemnity in 2025, and decreasing to a long-term trend of 5.00% after ten years
Discount rate	6.75%
Mortality	Healthy: The PUB-2010 Headcount-weighted Mortality Tables, sex-distinct, projected using generational mortality and scale MP-2021. Set forward two years for disabled retirees

See accompanying independent auditors' report

(1) Data is being accumulated annually to present 10 years of the reported information.

See accompanying independent auditors' report.

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(a Fiduciary Component Unit of the Massachusetts Water Resources Authority)

Required Supplementary Information – Schedule of Employer Contributions – Last 10 Fiscal Years
(Continued)

Last Ten Fiscal Years

(Unaudited)

(Dollars in 000s)

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Actuarially determined contribution	8,997	11,812	11,400	10,948	14,996
Contributions in relation to the actuarially determined contribution	<u>10,885</u>	<u>10,656</u>	<u>10,093</u>	<u>9,723</u>	<u>9,804</u>
Contribution deficiency (excess)	<u>(1,888)</u>	<u>1,156</u>	<u>1,307</u>	<u>1,225</u>	<u>5,192</u>
Covered- Employee Payroll (1)	103,778	98,238	94,816	86,475	
Contributions as a Percentage of Covered- Employee Payroll (1)	10.5%	10.8%	10.6%	11.2%	

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Required Supplementary Information – Schedule of Investment Returns (1)

Last Ten Fiscal Years

(Unaudited)

(Dollars in 000s)

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Annual money-weighted rate of return, net of investment expenses	9.56%	9.51%	5.78%	-4.06%	27.37%	1.88%	5.80%	8.58%	10.58%

This schedule is intended to present 10 years of data. Additional years will be presented when available.

See accompanying independent auditors' report



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