

NOTE: These minutes from the December 4, 2013 Benefits Committee meeting were approved at the January 3, 2014 Committee meeting.

**Benefits Committee
Board of Trustees
December 4, 2013**

Public Minutes

**New Hampshire Retirement System
54 Regional Drive
Concord, NH 03301**

Committee Members: George Walker, *Chair*; John Beardmore. David McCrillis and Jack Wozmak, *telephonically*. Don Roy, *absent*.

Staff: George Lagos, *Executive Director*; Tim Crutchfield, Esq., *Chief Legal Counsel*; Denise Call, *Director of Employer & Retiree Services*; Nancy Miller, *Director of Member Services*; Carolyn Johnson, Esq., *Hearings Examiner*; Mark Cavanaugh, Esq., *Regulatory Compliance Officer*; Kathy DeNutte, *Employer Services Team Lead*; Shannan Hudgins, *Administrative Coordinator*.

Trustee Walker called the Committee meeting to order at 1:01 p.m. and requested a motion to approve the minutes of the October 31, 2013, meeting. Moved by Trustee McCrillis, and seconded by Trustee Wozmak, the minutes were approved. Trustee Beardmore abstained.

Chair Walker opened the discussion items with Return To Work. Mr. Lagos described New Hampshire's approach to NHRS retirees returning to work as *ad hoc*, explaining that its statutory provisions were less comprehensive as compared with other states' processes. He suggested that NHRS would be well-served by a working group to review current and potential statutory enactments governing working after retirement and enforcement of statutory limitations. Atty. Crutchfield informed the committee that in the 32-hour retiree case, the State had filed an Assented-To Motion to Stay on December 2, 2013 due to legislation which will be considered in the upcoming legislative session.

In his request for updates, Chair Walker began with third-party hiring agencies engaged by New Hampshire school districts to fill administrator positions. Ms. Call provided a brief review of SAU 53 and its hiring of an interim principal in an NHRS-qualified position, stating that a letter requesting specific details about the position, a copy of the contract, and ancillary documentation had been mailed and she would report her findings at the next Committee meeting. Concern was expressed that the use of

interim staffing was inconsistent with the statutory membership provisions applicable to the positions being filled. Following an extended discussion, the Committee requested additional fact-finding from Staff.

Ms. Miller offered a review and explanation of the Member Services team's efforts, with the IT department, to provide retirement applications and accompanying documentation on the NHRS website. Noting that her target for on-line retirement application processing was July 1, 2014, she explained that a legal review of notarization requirements for particular documents was underway. Additionally, a verification of e-filing acceptance was in process.

The Committee next reviewed medical subsidy issues which included eligibility, married couple double subsidy, a review of the application form, and the annual questionnaire. A lengthy discussion followed that included prospective participation for eligible retirees, the annual cost of multiple subsidies, and differing eligibility standards for Group I and Group II retirees. Mr. Lagos stated that staff would undertake significant legal review of the issues, noting that additional auditing would be required to adequately determine the actual number of recipients of the married couple double subsidy benefit and the related benefit costs.

Atty. Cavanaugh discussed proposed revisions to Ret. 309.01(a), regarding disability reexaminations, noting that certain changes being contemplated may not be consistent with the current statutory provisions. Atty. Cavanaugh noted that any revision of the reexamination rule and resulting consequences should align with the statute in order to reduce the possibility of a legal challenge. The Committee requested continued research from staff for review at its next meeting.

Following brief closing remarks, on a motion by Trustee Beardmore, seconded by Trustee McCrillis, the meeting adjourned at approximately 2:03 p.m.

*Respectfully submitted,
Shannan Hudgins*