

**NOTE:** These minutes from the November 7, 2016 Benefits Committee meeting were approved at the December 6, 2016 Committee meeting.

**Benefits Committee  
Board of Trustees  
November 7, 2016**

**Public Minutes**

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

*Committee Members:* George Walker, *Chair*, and Germano Martins, present. John Beardmore, David McCrillis and Don Roy, *telephonically*.

*Staff:* George Lagos, *Executive Director*; Tim Crutchfield, Esq., *Chief Legal Counsel*; Mark Cavanaugh, Esq., *Associate Counsel and Compliance Officer*; Nancy Miller, *Director of Member Services*; Carolyn Johnson, *Hearings Officer*; and, Shannan Hudgins, *Administrative Coordinator*.

Committee Chair Walker called the Benefits Committee meeting to order at 10:30 a.m. On a motion by Trustee Roy, seconded by Trustee Beardmore, the minutes from the October 4, 2016, Benefits Committee meeting were approved.

On a motion by Trustee Martins, seconded by Trustee Roy, the Committee voted to enter into non-public session under RSA 91-A:3, II(c) to discuss matters which could adversely impact the reputation of someone other than a member of the Board, on a roll call vote, as follows:

*Ayes:* Trustees Walker, Beardmore, Martins, McCrillis and Roy.

*Nays:* None.

On a motion by Trustee McCrillis, seconded by Trustee Martins, the Committee unanimously voted to conclude the non-public session.

No votes were taken during the non-public session.

The Committee discussed the Gainful Occupation discretionary criteria and the additional language recommended by Staff that specifically addressed the draft Offset Waiver Policy which had been discussed at the last meeting. On a motion by Trustee Beardmore, seconded by Trustee Roy, the Committee

unanimously voted to recommend to the full board that it approve the Gainful Occupation Offset Waiver Policy as presented.

*Associate Counsel and Compliance Officer* Mark Cavanaugh reported he had received and reviewed HB 342 part-time retiree reporting documents from all of the employers he had written to. The Committee noted that this effort constituted an appropriate due diligence exercise in assuring compliance with the statute, despite the fact there was no enforcement penalty.

He next discussed a membership service credit matter involving the definition of full-time employment. He stated that 100-A requires full-time employment as a condition of membership. Although the statute has no hours-worked definition, the NHRS Rule specifies that a 35-hour work week is considered as full-time employment for the purposes of Group I membership. Atty. Cavanaugh explained the unique circumstances involving one single employee which had come to staff's attention and was currently under review. After briefly describing the situation, he indicated that he would be conducting further investigation and would provide a follow-up report to the Committee at its next meeting.

A medical subsidy eligibility matter for the City of Nashua Police Department had emerged that Staff were evaluating. Atty. Cavanaugh outlined the facts as presently understood and advised that additional information would be brought to the Committee at its next meeting.

As a final matter, the Committee reviewed the Office of Legislative Services editorial suggestions to Ret.202. The Committee noted the suggestions but took no action.

On a motion by Trustee Martins, seconded by Trustee McCrillis, the meeting was adjourned at approximately 11:03 a.m.

*Respectfully submitted,*  
*Shannan Hudgins*