

NEW HAMPSHIRE RETIREMENT SYSTEM

BOARD MEETING

Tuesday, June 11, 2024

Agenda

- | | | |
|----------|--|---|
| 9:15 am | 1. Ascertain Quorum and Call to Order | M. Kelliher |
| 9:20 am | 2. Approval of Minutes
April 9, 2024
<i>(Action Expected)</i> | M. Kelliher |
| 9:25 am | 3. Standing Committee Reports | |
| | <ul style="list-style-type: none"> • Audit • Governance • Investments <ul style="list-style-type: none"> ○ IIC Monthly Report ○ Callan Monthly Report • Legislative • Benefits <ul style="list-style-type: none"> ○ Disability Consent Agenda Report • PPCC <ul style="list-style-type: none"> ○ FY 25 Non-Union Compensation
<i>(Non-public Expected)</i> • Ad Hoc Real Estate Committee <ul style="list-style-type: none"> ○ Space Options
<i>(Non-public Expected)</i>
<i>(Action Expected)</i> | <p>M. Mezzapelle
D. Roy
P. Provost

R. Leveque
K. Merrifield
G. Martins

S. Hannan

J. Quigley
Cushman & Wakefield
The Townsend Group</p> |
| 11:25 am | 4. GRS Presentation
FY 23 Experience Study and Actuarial Assumptions
<i>(Action Expected)</i> | H. Barry, GRS |
| 12:15 pm | 5. Operating Reports | |
| | <ul style="list-style-type: none"> • Executive <ul style="list-style-type: none"> ○ FY 25 Strategic Plan
<i>(Action Expected)</i> • Investments • Member Services • Finance <ul style="list-style-type: none"> ○ FY 25 Trust Fund Budget
<i>(Action Expected)</i> | <p>J. Goodwin

R. Leveque
N. Miller
M. Mullen</p> |

- Human Resources
- Legal
- PIO
- IT

R. Cain
T. Crutchfield
M. Karlon
J. Laferriere

- | | | | |
|----------|------------|---|-------------|
| 12:55 pm | 6. | Consent Agenda
<i>(Action Expected)</i> | M. Kelliher |
| 1:00 pm | 7. | Trustee Travel | M. Kelliher |
| 1:05 pm | 8. | Action Items – April 9, 2024 | J. Goodwin |
| 1:10 pm | 9. | Board Checkpoint Discussion | M. Kelliher |
| 1:15 pm | 10. | Adjournment | M. Kelliher |
| | 11. | Informational Materials | |

Quarterly Report to the General Court
2022 Board Calendar
Committee Membership
Trustee Confidential Contact Information
Trustee Appointments and Terms
NHRS Conference Resource List

Remote access information is available at:

<https://www.nhrs.org/meetings-events/event/2024/06/11/default-calendar/board-of-trustees-meeting>

*The following email will be monitored throughout the meeting by someone who can assist with and alert the Board to any technical issues:
public_relations@nhrs.org (or call 603-410-3578)*

NHRS Board of Trustees

DRAFT Minutes – April 9, 2024

Note: These **draft** minutes from the April 9, 2024, Public Session are subject for approval at a subsequent Board of Trustees meeting.

**Board of Trustees
April 9, 2024**

DRAFT Public Minutes

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

Participating: *Trustees Maureen Kelliher, Chair; Jon Frederick, Sue Hannan, Jason Henry, Robert Maloney, Andrew Martineau, Germano Martins, Ken Merrifield, Monica Mezzapelle, Paul Provost, Joshua Quigley, and Don Roy.*

Staff: *Jan Goodwin, Executive Director; Timothy Crutchfield, Deputy Director and Chief Legal Counsel; Rosamond Cain, Director of Human Resources; Marty Karlon, Director of Communications & Legislative Affairs; John Laferriere, Director of IT; Raynald Leveque, Chief Investment Officer; Nancy Miller, Director of Member Services; Marie Mullen, Director of Finance; Mark Cavanaugh, Associate Counsel and Compliance Officer; Heather Hoffacker, Internal Auditor; Nina Calkins, Administrative and Contact Center Manager; Deanna Higgins, Contact Center Supervisor; Diana Crichton, Hearings Examiner; Jonathan Diaz, Investment Officer; Jesse Pasierb, Investment Operations Analyst; Mariel Holdredge, Executive Assistant.*

Chair Maureen Kelliher called the April 9, 2024, regular meeting of the NHRS Board of Trustees to order at 10:00 a.m.

A quorum was established and Chair Kelliher called for a vote to approve the minutes of the February 13, 2024, Board meeting. On a motion by Trustee Hannan, seconded by Trustee Maloney, the Board voted unanimously to approve the meeting minutes.

Trustee Mezzapelle provided the Audit Committee report, noting the Committee met this morning prior to the Board meeting. She stated the Committee reviewed the outstanding internal audit findings. Many findings have been addressed and all outstanding items on the Audit Tracker have either been resolved or have new estimated completion dates. As part of the FY 24 Audit Plan, there was one more audit completed and presented, which was the review of the PensionGold system permissions. The results of the audit revealed some need for adjustments which were made. This review by internal audit will be performed on an annual basis, with ongoing review of permissions by the IT Department. The Draft FY 24 Risk Assessment, which is used to prepare the draft Audit Plan for FY 25. The Committee plans to finalize and approve the FY 25 Audit Plan at the next Audit Committee meeting. Trustee Mezzapelle noted the Committee also received a brief update from Finance which continues to work on audit findings from both the external and internal auditors.

Trustee Roy provided the report of the Governance Committee, which met on March 28, 2024, with four members participating virtually, and discussed the annual reviews of the

Voluntary Correction Program (VCP), and the fee schedule for copies. Attorney Cavanaugh confirmed the System's VCP compliance with IRS requirements for qualified plans and noted that revisions to the Policy were not recommended at this time by Groom Law, the System's external counsel for fiduciary and tax matters. The Legal staff then presented the annual review of the fee schedule for copies of NHRS public records, authorized under the NHRS administrative rule and compared with the costs charged by other NH public agencies. Staff concluded that fees remain reasonable, and no fee adjustments were recommended for the coming year. Staff proposed transitioning the fee schedule review to a biennial basis due to most record requests responses involving no-cost electronic document transmission, which was agreed to by the Committee.

Trustee Provost gave his report on the February 13, 2024, Independent Investment Committee (IIC, Committee) meeting, with four of the five members participating with one vacant position. The Committee heard from Chief Investment Officer Raynald Leveque, who provided an update on investment returns, holdings, and reported overall updates on the team's investment activities and work plan. The Committee then received an investment recommendation from investment staff and investment consultant, Callan, to invest \$50 million in the HIG Advantage private equity fund and \$50 million into the HIG Advantage co-investment fund, which the Committee unanimously endorsed, subject to contract and legal review. The Committee also heard from Callan representatives, who outlined the Calendar Year (CY) 24 Pacing Plan for Private Equity and Private Credit asset classes, and from Abel Noser, who provided an overview of trading cost analysis services for the System. Trustee Provost concluded his report by announcing Christine Clinton, an appointed member of the Committee, was nominated for, and unanimously elected as, Chair of the IIC, effective February 13, 2024.

Trustee Provost turned to Mr. Leveque who reported on the NHRS performance as of February 29, 2024. Mr. Leveque remarked on the long-term performance of the Total Fund for 3, 5, and 10 years, noting it continues to do well relative to the policy benchmark. He provided a calendar year-to-date overview of the System's portfolio performance, highlighting the positive returns in fixed income, real estate, private debt, and private equity. The Plan is currently at \$12 billion. A brief discussion ensued on the nature of portfolio managers' valuation reporting. Mr. Leveque provided an overview of NHRS' proxy voting vendor's recommendations, and proposed revisions to the NHRS Proxy Voting Policy around Social and Environmental Issues. On a motion by Trustee Henry, seconded by Trustee Roy, the Board voted unanimously to accept the proposed revisions to the Proxy Voting Policy, conditioned on the IIC's review and recommendation at its meeting immediately following the Board meeting.

Trustee Merrifield reported on the Legislative Committee, which has not met since the last Board meeting. He updated the Board that crossover, which is the deadline for the House and the Senate to act on bills that have originated in their respective chambers, begins on April 11. He provided a high-level summary of 2024 legislation, noting those bills relative to the System, including House Bill (HB) 1279, HB 1451, HB 436, and Senate Bill (SB) 309 and SB 134. A brief discussion followed on SB 309 which would reduce vesting from ten years to five years and the intended purpose of the bill.

Trustee Martins delivered an update of the Benefits Committee, noting it met twice since the last Board meeting, on March 5, 2024, and April 2, 2024. At its March meeting, the Committee reviewed and approved three disability applications on the Consent Agenda. The Committee heard from legal staff on a member's waiver request on a minimum participation requirement to receive service credit due to an admitted error by her employer. The

Committee unanimously voted to recommend that the Board approve the waiver request on the condition that the employer agree to pay the final calculation cost of the reporting error from GRS. Legal staff also presented a proposed draft of an RFP for Independent Medical Evaluations (IME) services due to a chronic shortage of individual physicians available to perform IMEs. The Committee voted unanimously to recommend the RFP to the Board.

At its meeting last week, the Committee reviewed and approved three more disability applications. It also revisited the waiver request regarding the minimum participation standards because NHRS had received a final calculation from GRS on the cost of the reporting error as \$94,234.00 and written confirmation from the employer that it will pay that cost. As a result, the Committee voted unanimously, without condition, to recommend to the Board that it grant the rule waiver as requested.

Chair Kelliher entertained a motion to accept the recommendation of the Benefits Committee to authorize staff to issue an RFP for IME services in substantially the same form as presented. Trustee Quigley motioned, seconded by Trustee Hannan. Prior to the Board voting, there was a brief discussion clarifying the classification of exams. Following the discussion the Board voted unanimously to accept the recommendation to authorize staff to issue an RFP for IME services. The Board proceeded to vote on the rule waiver request. Trustee Merrifield moved to accept the recommendation of the Benefits Committee, which was seconded by Trustee Mezzapelle, and approved unanimously.

Trustee Hannan gave the PPCC report, which met virtually on March 21, noting the Committee heard a staffing update from Rosamond Cain, Director of Human Resources (HR). HR is currently recruiting for employer specialists. The finance analyst started mid-March, and HR is working with IT to make some changes to certain job descriptions. The results of the Executive Director Annual Evaluation Survey were reviewed at the recent Committee meeting and Trustee Hannan asked to enter into non-public session to share those results with the Board.

On a motion by Trustee Henry, seconded by Trustee Martins, the Board voted unanimously to enter into a non-public session.

On a motion by Trustee Maloney, seconded by Trustee Henry, the Board voted unanimously to conclude the non-public session. No action was taken in the non-public session.

Chair Kelliher turned to Ms. Goodwin, who delivered an overview of the draft Statement of Beliefs and Guiding Principles (Statement) for the Board's consideration, emphasizing that most of the principles were either implicitly or explicitly adopted by NHRS as standard operating procedures. However, she did note that five statements in the Plan Design section of the Statement represented departures from past practice and not all ETeam members were in agreement. Therefore, she hoped the Statement would encourage an open discussion among the Trustees. A number of Board members expressed concern with changing some of the Board's longstanding positions on certain issues. Chair Kelliher then tasked the Governance Committee with reviewing the document and presenting its recommendations to the Board in the near future.

Executive Director Goodwin began her operating report by reporting the Key Performance Measures (KPMs) monthly scores for February and March, which were 98.44% and 98.39%, respectively. She proceeded to provide an update on PGV3, noting the project is 89% completed and is now in the fifth month of the 12-month warranty period. Ms. Goodwin reviewed the 12-month KPM rolling average, which is 98%, above the 95% benchmark. She

then reported that all of the Executive Director (ED) KPMs were achieved in February and March and provided an update on her monthly calls to members, employers, and retirees, commenting on the continued positive feedback she receives. She reported that the ETeam continues its work on the annual Five-Year Strategic Plan and provided an update on current progress. She concluded by noting staff expects to bring the Plan to the Board for action at its June meeting.

Director of Information Technology (IT) John Laferriere presented the IT operating report, noting that IT continues to conduct monthly phishing tests and completed the deployment of the System's web application protection services for all internet-facing web applications. He reported that IT has met its eight KPMs and introduced 86 changes into the production environment over the last two months, 64 of which were PGV3 changes. Phase I of the document management system project has been completed. Mr. Laferriere concluded by providing updates on ongoing projects including the laptop refresh, the complete shutdown of the colocation backup center, and finalization of the cloud migration plan.

Mr. Leveque presented his Investment operating report, noting Trustee Provost's earlier report on the February IIC meeting and his earlier report on the plan's performance highlights for February. January's performance was emailed to Trustees, along with a summary of the macroeconomic environment. Seven of the ten KPMs were achieved and three were not applicable. Mr. Leveque concluded his presentation by highlighting the Investment Team's achievements, including their collaboration with a third-party consultant to review the draft Investment Office Strategic Plan developed by the team.

Director of Member Services Nancy Miller updated the Board on the latest activity in her department. The retirement application filing window for July 1 opened April 2, and 550 – 700 teachers are expected to file before the June 1 deadline. The issuance of the \$500 TSA (temporary supplemental allowance) to all qualifying retirees and beneficiaries is another focus of the department. Ms. Miller closed with a summary of upcoming plans and projects and noted the progress continues on action plan items.

Director of Finance Marie Mullen gave her Finance report, beginning with status updates on PGV3 deliverables, highlighting several significant developments and priority issues. These included a review of position descriptions and needs due to the PGV3 implementation and audits, resulting in the establishment of a Financial Analyst position and restructuring of the Employer Reporting Specialist positions. Ms. Mullen discussed focusing on improved customer service for employers, resolving software issues, and planned enhancements. She reviewed current month highlights, KPM statuses for the past two months, and the System's below budget spending for the first eight months of FY 24. Her report concluded with upcoming plans and projects and progress on action items.

Director of Human Resources (HR) Rosamond Cain opened her report with updates on recruiting and current projects. Efforts are underway to update position descriptions to better meet department needs. Additionally, the ETeam is leading a communication project. HR has obtained results from the Employee Engagement Survey, and plans for the first all-staff training since the pandemic are scheduled for April 15 and 17. She concluded by reporting that all action plan items are either completed or in process.

At this juncture, a Trustee suggested that space options be on the June 2024 Board meeting agenda. Trustee Maloney then excused himself from the meeting and was subsequently absent for the remainder of the session.

Deputy Director and Chief Legal Counsel Timothy Crutchfield gave his Legal report, beginning with the significant development with the filing of briefs with the NH Supreme Court in the Keene School District compensation matter and the anticipation of a possible oral argument. He reviewed the achievement of seven out of eight KPMs for the last two months, and the possibility of revising the eighth KPM regarding the number of completed employer audits on a 12-month rolling basis, as it is, and will remain, unattainable, in the current V3 transition. Mr. Crutchfield concluded his report with upcoming plans and projects and progress on action items.

Mr. Karlon provided his report on Legislative Affairs and Communications, noting his department's work on educational materials and seminars. Due to the transition to PGV3, the Communications team has been heavily involved in the development of employer training materials and programs. This trend will continue into FY 25 with the introduction of the new version of MyAccount. Mr. Karlon closed by noting the upcoming projects such as the legislative implementations from last year.

There were no travel reports or requests.

Ms. Goodwin provided an update on Action Items from the February 13, 2024, Board meeting, commenting that all five items have been completed.

During the Board Checkpoint Discussion, Chair Kelliher announced she will be on the PPCC Committee. She also informed the Board that she is in the process of reviewing Committee appointments to fill remaining openings and expects to finalize appointments as soon as possible but that is impacted by the open Trustee position.

With no further business to discuss, on a motion by Trustee Roy, seconded by Trustee Henry, the Board voted unanimously to adjourn the meeting at 11:40 a.m.

Respectfully submitted,

Mariel Holdrege,
Executive Assistant

NHRS Board of Trustees
DRAFT minutes – April 9, 2024

Note: These draft minutes from the April 9, 2024 Non-Public Session are subject to approval at a subsequent meeting of the Board of Trustees.

Board of Trustees April 9, 2024
Draft Non-Public Minutes

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

Participating: Trustees Maureen Kelliher, Chair; Jon Frederick, Sue Hannan, Jason Henry, Robert Maloney, Andrew Martineau, Germano Martins, Ken Merrifield, Monica Mezzapelle, Paul Provost, Joshua Quigley, and Don Roy.

Chair Kelliher asked for a motion that the Board enter non-public session, under RSA 91-A:3 II(c) to discuss personnel matters.

On a motion by Trustee Henry, seconded by Trustee martins, the Board voted unanimously on a roll call vote to enter into a non-public session.

On a motion by Trustee Maloney, seconded by Trustee Henry, the Board voted unanimously to conclude the non-public session. No action was taken in the non-public session.

Respectfully submitted,

Mariel Holdredge,
Executive Assistant

AUDIT COMMITTEE

GOVERNANCE COMMITTEE

Oral Presentation Only

INDEPENDENT INVESTMENT COMMITTEE (IIC)

Independent Investment Committee's Monthly Report to the Board

NHRS Investment Team
Board of Trustees Meeting
June 11, 2024

Total Plan Performance as of April 30, 2024

The table below details the rates of return for the fund's asset classes over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended April 30, 2024									
Composite	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	32.71%	-4.82%	3.70%	11.78%	3.65%	18.86%	4.90%	10.80%	10.48%
<i>Domestic Equity Benchmark(1)</i>		<i>-4.40%</i>	<i>4.03%</i>	<i>14.04%</i>	<i>5.18%</i>	<i>22.30%</i>	<i>6.39%</i>	<i>12.13%</i>	<i>11.90%</i>
<i>Excess Return</i>		<i>-0.42%</i>	<i>-0.32%</i>	<i>-2.26%</i>	<i>-1.52%</i>	<i>-3.44%</i>	<i>-1.49%</i>	<i>-1.34%</i>	<i>-1.41%</i>
Total Non US Equity	18.98%	-3.00%	2.69%	8.20%	2.83%	10.32%	1.10%	5.22%	4.61%
<i>Non US Equity Benchmark(2)</i>		<i>-1.80%</i>	<i>3.84%</i>	<i>8.58%</i>	<i>2.81%</i>	<i>9.32%</i>	<i>0.35%</i>	<i>5.03%</i>	<i>3.93%</i>
<i>Excess Return</i>		<i>-1.21%</i>	<i>-1.15%</i>	<i>-0.38%</i>	<i>0.02%</i>	<i>0.99%</i>	<i>0.75%</i>	<i>0.19%</i>	<i>0.69%</i>
Total Fixed Income	19.25%	-2.36%	-2.58%	1.10%	-2.89%	0.21%	-2.62%	1.12%	1.86%
<i>Bloomberg Capital Universe Bond Index</i>		<i>-2.34%</i>	<i>-2.56%</i>	<i>0.86%</i>	<i>-2.79%</i>	<i>-0.34%</i>	<i>-3.15%</i>	<i>0.18%</i>	<i>1.51%</i>
<i>Excess Return</i>		<i>-0.02%</i>	<i>-0.02%</i>	<i>0.23%</i>	<i>-0.09%</i>	<i>0.55%</i>	<i>0.53%</i>	<i>0.94%</i>	<i>0.35%</i>
Total Cash	0.26%	0.43%	1.31%	4.58%	1.77%	5.46%	2.84%	2.16%	1.51%
<i>3-Month Treasury Bill</i>		<i>0.43%</i>	<i>1.29%</i>	<i>4.47%</i>	<i>1.73%</i>	<i>5.36%</i>	<i>2.73%</i>	<i>2.07%</i>	<i>1.42%</i>
<i>Excess Return</i>		<i>0.00%</i>	<i>0.01%</i>	<i>0.10%</i>	<i>0.04%</i>	<i>0.10%</i>	<i>0.12%</i>	<i>0.09%</i>	<i>0.09%</i>
Total Real Estate (Q4)*	9.79%	-1.30%	-3.98%	-6.00%	-4.17%	-11.12%	7.54%	7.01%	9.35%
<i>Real Estate Benchmark(3)</i>		<i>-0.87%</i>	<i>-4.20%</i>	<i>-10.46%</i>	<i>-5.82%</i>	<i>-12.49%</i>	<i>3.50%</i>	<i>3.08%</i>	<i>6.28%</i>
<i>Excess Return</i>		<i>-0.43%</i>	<i>0.22%</i>	<i>4.46%</i>	<i>1.65%</i>	<i>1.37%</i>	<i>4.04%</i>	<i>3.93%</i>	<i>3.08%</i>
Total Private Equity (Q4)*	14.20%	0.85%	1.81%	3.14%	1.79%	6.95%	14.67%	14.02%	11.81%
<i>Private Equity Benchmark(4)</i>		<i>1.25%</i>	<i>16.74%</i>	<i>20.62%</i>	<i>13.90%</i>	<i>21.37%</i>	<i>13.26%</i>	<i>17.16%</i>	<i>15.97%</i>
<i>Excess Return</i>		<i>-0.40%</i>	<i>-14.93%</i>	<i>-17.48%</i>	<i>-12.12%</i>	<i>-14.42%</i>	<i>1.41%</i>	<i>-3.15%</i>	<i>-4.15%</i>
Total Private Debt (Q4)*	4.81%	0.25%	1.32%	3.01%	1.31%	5.07%	7.72%	5.74%	6.35%
<i>Private Debt Benchmark(5)</i>		<i>0.24%</i>	<i>6.20%</i>	<i>10.79%</i>	<i>5.67%</i>	<i>10.87%</i>	<i>4.49%</i>	<i>4.83%</i>	<i>6.01%</i>
<i>Excess Return</i>		<i>0.01%</i>	<i>-4.88%</i>	<i>-7.78%</i>	<i>-4.36%</i>	<i>-5.80%</i>	<i>3.22%</i>	<i>0.91%</i>	<i>0.34%</i>
Total Fund Composite	100.00%	-2.63%	1.07%	5.30%	0.99%	7.39%	4.28%	7.39%	7.13%
<i>Total Fund Benchmark(6)</i>		<i>-2.21%</i>	<i>2.84%</i>	<i>7.71%</i>	<i>2.47%</i>	<i>9.69%</i>	<i>3.47%</i>	<i>7.34%</i>	<i>7.32%</i>
<i>Excess Return</i>		<i>-0.42%</i>	<i>-1.77%</i>	<i>-2.41%</i>	<i>-1.47%</i>	<i>-2.30%</i>	<i>0.80%</i>	<i>0.05%</i>	<i>-0.19%</i>

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(3) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(4) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(5) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Idx + 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

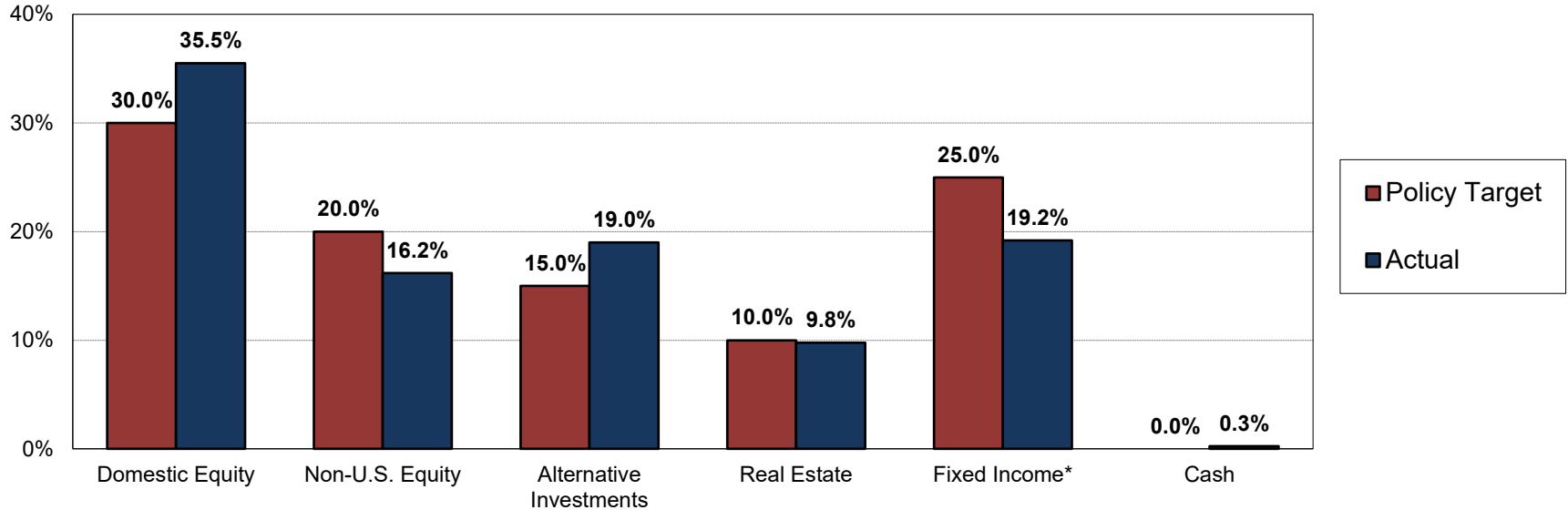
(6) Current Month Target = 30.0% Russell 3000 Index, 25.0% Bloomberg Universal, 20.0% MSCI ACWI ex-US, 10.0% NCREIF NFI-ODCE Value Weight Net lagged 3 months+2.0%, 2.5% Bloomberg High Yield Corp lagged 3 months+1.0% and 2.5% MStar LSTA Lev Loan 100 lagged 3 months +1.0%.

(7) For the trailing 25 year period ended 4/30/24, the Total Fund has returned 6.39% versus the Total Fund Custom Benchmark return of 6.39%.

*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

FYTD Fiscal Year to Date
CYTD Calendar Year to Date
LTM Last Twelve Months

Asset Class Targets vs. Actual Allocation as of April 30, 2024 (Preliminary)

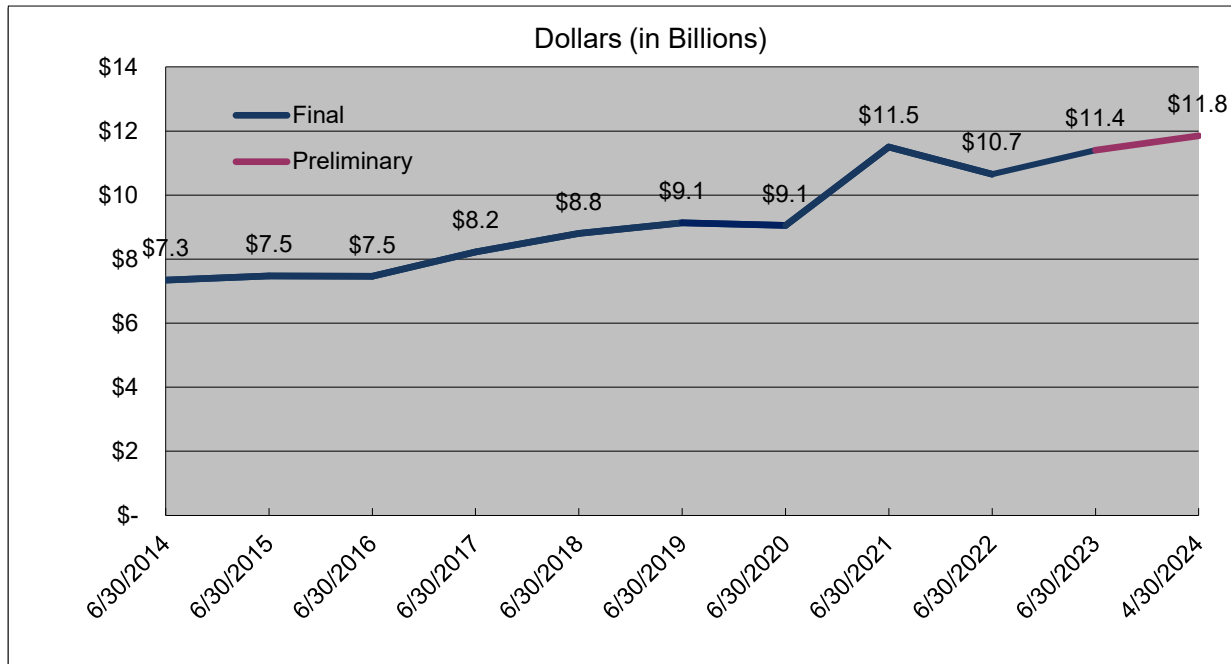


Asset Class	Policy Target	Actual	Range
Domestic Equity	30.0%	35.5%	20 - 40%
Non-U.S. Equity	20.0%	16.2%	15 - 25%
Alternative Investments	15.0%	19.0%	5 - 25%
Real Estate	10.0%	9.8%	5 - 20%
Fixed Income*	25.0%	19.2%	20 - 30%
Cash	0.0%	0.3%	NA
	100.0%	100.0%	

**The new Target Asset Allocation approved by the Board in December 2023 will be effective beginning in the new fiscal year (7/1/24)*

**In early May the investment team reduced an overweight SAA position in U.S. Equity by selling \$175 million from the passive BlackRock S&P 500. The proceeds have been allocated to cash, which will bring Fixed income to within target (inclusive of cash).*

Fiscal Year	Dollars (in Billions)
June 30,2014	\$7.3
June 30,2015	\$7.5
June 30,2016	\$7.5
June 30,2017	\$8.2
June 30,2018	\$8.8
June 30,2019	\$9.1
June 30,2020	\$9.1
June 30,2021	\$11.5
June 30,2022	\$10.7
June 30,2023	\$11.4
April 30,2024	\$11.8



April 30, 2024



New Hampshire Retirement System

**Investment Measurement Service
Monthly Review**

Asset Class Excess Returns

April 30, 2024

The table below details the rates of return for the fund's asset classes over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended April 30, 2024									
Composite	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	32.71%	-4.82%	3.70%	11.78%	3.65%	18.86%	4.90%	10.80%	10.48%
<i>Domestic Equity Benchmark(1)</i>		-4.40%	4.03%	14.04%	5.18%	22.30%	6.39%	12.13%	11.90%
<i>Excess Return</i>		-0.42%	-0.32%	-2.26%	-1.52%	-3.44%	-1.49%	-1.34%	-1.41%
Total Non US Equity	18.98%	-3.00%	2.69%	8.20%	2.83%	10.32%	1.10%	5.22%	4.61%
<i>Non US Equity Benchmark(2)</i>		-1.80%	3.84%	8.58%	2.81%	9.32%	0.35%	5.03%	3.93%
<i>Excess Return</i>		-1.21%	-1.15%	-0.38%	0.02%	0.99%	0.75%	0.19%	0.69%
Total Fixed Income	19.25%	-2.36%	-2.58%	1.10%	-2.89%	0.21%	-2.62%	1.12%	1.86%
<i>Bloomberg Capital Universe Bond Index</i>		-2.34%	-2.56%	0.86%	-2.79%	-0.34%	-3.15%	0.18%	1.51%
<i>Excess Return</i>		-0.02%	-0.02%	0.23%	-0.09%	0.55%	0.53%	0.94%	0.35%
Total Cash	0.26%	0.43%	1.31%	4.58%	1.77%	5.46%	2.84%	2.16%	1.51%
<i>3-Month Treasury Bill</i>		0.43%	1.29%	4.47%	1.73%	5.36%	2.73%	2.07%	1.42%
<i>Excess Return</i>		0.00%	0.01%	0.10%	0.04%	0.10%	0.12%	0.09%	0.09%
Total Real Estate (Q4)*	9.79%	-1.30%	-3.98%	-6.00%	-4.17%	-11.12%	7.54%	7.01%	9.35%
<i>Real Estate Benchmark(3)</i>		-0.87%	-4.20%	-10.46%	-5.82%	-12.49%	3.50%	3.08%	6.28%
<i>Excess Return</i>		-0.43%	0.22%	4.46%	1.65%	1.37%	4.04%	3.93%	3.08%
Total Private Equity (Q4)*	14.20%	0.85%	1.81%	3.14%	1.79%	6.95%	14.67%	14.02%	11.81%
<i>Private Equity Benchmark(4)</i>		1.25%	16.74%	20.62%	13.90%	21.37%	13.26%	17.16%	15.97%
<i>Excess Return</i>		-0.40%	-14.93%	-17.48%	-12.12%	-14.42%	1.41%	-3.15%	-4.15%
Total Private Debt (Q4)*	4.81%	0.25%	1.32%	3.01%	1.31%	5.07%	7.72%	5.74%	6.35%
<i>Private Debt Benchmark(5)</i>		0.24%	6.20%	10.79%	5.67%	10.87%	4.49%	4.83%	6.01%
<i>Excess Return</i>		0.01%	-4.88%	-7.78%	-4.36%	-5.80%	3.22%	0.91%	0.34%
Total Fund Composite	100.00%	-2.63%	1.07%	5.30%	0.99%	7.39%	4.28%	7.39%	7.13%
<i>Total Fund Benchmark(6)</i>		-2.21%	2.84%	7.71%	2.47%	9.69%	3.47%	7.34%	7.32%
<i>Excess Return</i>		-0.42%	-1.77%	-2.41%	-1.47%	-2.30%	0.80%	0.05%	-0.19%

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(3) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(4) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(5) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Idx + 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

(6) Current Month Target = 30.0% Russell 3000 Index, 25.0% Bloomberg Universal, 20.0% MSCI ACWI ex-US, 10.0% NCREIF NFI-ODCE Value Weight Net lagged 3 months, 10.0% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg High Yield Corp lagged 3 months+1.0% and 2.5% MStar LSTA Lev Loan 100 lagged 3 months +1.0%.

(7) For the trailing 25 year period ended 4/30/24, the Total Fund has returned 6.39% versus the Total Fund Custom Benchmark return of 6.39%.

*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

Domestic Equity Excess Returns

April 30, 2024

The table below details the rates of return for the fund's investment managers over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended April 30, 2024									
Composite	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	32.71%	-4.82%	3.70%	11.78%	3.65%	18.86%	4.90%	10.80%	10.48%
Domestic Equity Benchmark(1)		-4.40%	4.03%	14.04%	5.18%	22.30%	6.39%	12.13%	11.90%
Excess Return		-0.42%	-0.32%	-2.26%	-1.52%	-3.44%	-1.49%	-1.34%	-1.41%
Large Cap Domestic Equity	19.35%	-4.08%	4.28%	14.55%	6.03%	22.50%	8.02%	12.31%	11.47%
S&P 500 Index		-4.08%	4.29%	14.56%	6.04%	22.66%	8.06%	13.19%	12.41%
Excess Return		0.00%	-0.01%	-0.01%	-0.01%	-0.16%	-0.05%	-0.88%	-0.94%
BlackRock S&P 500	19.35%	-4.08%	4.28%	14.55%	6.03%	22.50%	8.02%	13.13%	12.37%
S&P 500 Index		-4.08%	4.29%	14.56%	6.04%	22.66%	8.06%	13.19%	12.41%
Excess Return		0.00%	-0.01%	-0.01%	-0.01%	-0.16%	-0.05%	-0.06%	-0.04%
Smid Cap Domestic Equity	5.82%	-6.22%	3.32%	7.87%	1.05%	14.37%	0.16%	7.81%	8.07%
Russell 2500 Index		-6.70%	2.44%	7.67%	-0.24%	14.79%	-0.69%	7.64%	8.34%
Excess Return		0.48%	0.88%	0.20%	1.29%	-0.42%	0.84%	0.17%	-0.27%
AllianceBernstein	3.66%	-7.00%	3.74%	9.70%	1.80%	17.16%	-1.30%	8.30%	9.19%
Russell 2500 Index		-6.70%	2.44%	7.67%	-0.24%	14.79%	-0.69%	7.64%	8.34%
Excess Return		-0.30%	1.31%	2.02%	2.05%	2.37%	-0.62%	0.66%	0.85%
TSW	2.16%	-4.87%	2.60%	4.90%	-0.22%	9.91%	2.85%	7.01%	6.41%
TSW Blended Benchmark (2)		-6.29%	2.27%	8.94%	-0.60%	15.24%	1.67%	7.45%	8.24%
Excess Return		1.42%	0.33%	-4.03%	0.38%	-5.32%	1.18%	-0.44%	-1.83%
Small Cap Domestic Equity	7.54%	-5.60%	2.54%	8.09%	-0.12%	13.49%	1.10%	9.45%	9.72%
Russell 2000 Index		-7.04%	1.73%	5.78%	-2.22%	13.32%	-3.18%	5.83%	7.22%
Excess Return		1.44%	0.81%	2.31%	2.11%	0.17%	4.27%	3.62%	2.50%
Boston Trust	1.96%	-4.94%	2.27%	5.85%	-0.12%	8.52%	4.14%	9.55%	9.82%
Russell 2000 Index		-7.04%	1.73%	5.78%	-2.22%	13.32%	-3.18%	5.83%	7.22%
Excess Return		2.10%	0.53%	0.07%	2.10%	-4.80%	7.32%	3.72%	2.60%
Segall Bryant & Hamill	2.12%	-4.82%	3.28%	10.42%	1.61%	16.14%	2.63%	10.39%	9.12%
Russell 2000 Index		-7.04%	1.73%	5.78%	-2.22%	13.32%	-3.18%	5.83%	7.22%
Excess Return		2.22%	1.55%	4.64%	3.83%	2.82%	5.81%	4.56%	1.91%
Wellington	3.46%	-6.44%	2.25%	7.99%	-1.14%	14.88%	-1.33%	8.85%	10.04%
Russell 2000 Index		-7.04%	1.73%	5.78%	-2.22%	13.32%	-3.18%	5.83%	7.22%
Excess Return		0.60%	0.52%	2.21%	1.08%	1.56%	1.84%	3.02%	2.82%

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) TSW Blended Benchmark is the Russell 2500 Value Index as of 7/1/2019. Prior to 7/1/2019 it was the Russell 2500.

Non-US Equity Excess Returns

April 30, 2024

The table below details the rates of return for the fund's investment managers over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended April 30, 2024									
Composite	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Non US Equity	18.98%	-3.00%	2.69%	8.20%	2.83%	10.32%	1.10%	5.22%	4.61%
Non US Equity Benchmark (1)		-1.80%	3.84%	8.58%	2.81%	9.32%	0.35%	5.03%	3.93%
Excess Return		-1.21%	-1.15%	-0.38%	0.02%	0.99%	0.75%	0.19%	0.69%
Core Non US Equity	11.57%	-2.56%	3.24%	8.60%	2.94%	9.61%	2.76%	5.54%	4.14%
Core Non US Benchmark (2)		-1.80%	3.84%	8.58%	2.81%	9.32%	0.35%	5.03%	3.93%
Excess Return		-0.77%	-0.60%	0.02%	0.13%	0.29%	2.41%	0.51%	0.21%
Aristotle	1.47%	-2.71%	0.60%	6.17%	0.85%	7.26%	1.06%	-	-
MSCI EAFE		-2.56%	2.49%	9.14%	3.08%	9.28%	2.86%	-	-
Excess Return		-0.14%	-1.89%	-2.97%	-2.23%	-2.02%	-1.80%	-	-
Artisan Partners	3.34%	-3.94%	4.34%	10.88%	5.66%	11.08%	1.25%	5.50%	-
MSCI EAFE		-2.56%	2.49%	9.14%	3.08%	9.28%	2.86%	6.18%	-
Excess Return		-1.38%	1.86%	1.74%	2.58%	1.80%	-1.61%	-0.68%	-
BlackRock SuperFund	1.64%	-1.64%	3.94%	8.60%	2.94%	9.45%	-	-	-
MSCI ACWI Ex-US		-1.80%	3.84%	8.58%	2.81%	9.32%	-	-	-
Excess Return		0.15%	0.10%	0.02%	0.13%	0.13%	-	-	-
Causeway Capital	3.71%	-0.90%	3.71%	8.30%	2.02%	9.06%	6.93%	8.58%	-
MSCI EAFE		-2.56%	2.49%	9.14%	3.08%	9.28%	2.86%	6.18%	-
Excess Return		1.66%	1.22%	-0.84%	-1.05%	-0.21%	4.06%	2.40%	-
Lazard	1.41%	-4.45%	1.50%	6.75%	1.36%	10.44%	-0.65%	-	-
MSCI EAFE		-2.56%	2.49%	9.14%	3.08%	9.28%	2.86%	-	-
Excess Return		-1.89%	-0.99%	-2.39%	-1.72%	1.16%	-3.51%	-	-
Emerging Markets	1.48%	0.27%	6.80%	6.86%	4.06%	9.91%	-6.86%	0.17%	1.97%
MSCI EM		0.45%	7.83%	7.67%	2.83%	9.88%	-5.69%	1.89%	2.96%
Excess Return		-0.18%	-1.04%	-0.81%	1.23%	0.03%	-1.18%	-1.71%	-0.99%
Wellington Emerging Markets	1.48%	0.27%	6.80%	6.86%	4.06%	9.30%	-7.01%	0.15%	2.92%
MSCI EM		0.45%	7.83%	7.67%	2.83%	9.88%	-5.69%	1.89%	2.96%
Excess Return		-0.18%	-1.04%	-0.81%	1.23%	-0.58%	-1.33%	-1.73%	-0.04%
Non US Small Cap	1.15%	-3.93%	2.50%	8.10%	0.34%	7.48%	-5.03%	-0.13%	-0.44%
MSCI EAFE Small Cap		-2.97%	1.02%	6.55%	-0.64%	5.05%	-3.62%	3.69%	4.47%
Excess Return		-0.96%	1.47%	1.55%	0.99%	2.43%	-1.41%	-3.81%	-4.91%
Wellington Int'l Small Cap Research	1.15%	-3.93%	2.50%	8.10%	0.34%	7.48%	-	-	-
MSCI EAFE Small Cap		-2.97%	1.02%	6.55%	-0.64%	5.05%	-	-	-
Excess Return		-0.96%	1.47%	1.55%	0.99%	2.43%	-	-	-
Global Equity	4.78%	-4.78%	0.24%	7.70%	2.79%	12.93%	4.76%	9.81%	10.43%
MSCI ACWI net		-3.30%	4.02%	12.22%	4.63%	17.46%	4.27%	9.44%	8.20%
Excess Return		-1.48%	-3.78%	-4.52%	-1.83%	-4.54%	0.49%	0.37%	2.24%
Walter Scott Global Equity	4.78%	-4.78%	0.24%	7.70%	2.79%	12.93%	4.76%	9.81%	10.43%
Walter Scott Blended Benchmark (3)		-3.30%	4.02%	12.22%	4.63%	17.46%	4.27%	9.44%	8.20%
Excess Return		-1.48%	-3.78%	-4.52%	-1.83%	-4.54%	0.49%	0.37%	2.24%

(1) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(2) The Core Non US Equity Index is the MSCI ACWI ex US as of 7/1/2007. Prior to 7/1/2007 it was the MSCI EAFE Index.

(3) The Walter Scott Blended Benchmark is the MSCI ACWI Index as 5/1/2008. Prior to 5/1/2008 it was the MSCI EAFE Index.

Fixed Income Excess Returns

April 30, 2024

The table below details the rates of return for the fund's investment managers over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Composite	Net of Fees Returns for Periods Ended April 30, 2024								
	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Fixed Income	19.25%	-2.36%	-2.58%	1.10%	-2.89%	0.21%	-2.62%	1.12%	1.86%
<i>Fixed Income Benchmark (1)</i>		-2.34%	-2.56%	0.86%	-2.79%	-0.34%	-3.15%	0.18%	1.51%
<i>Excess Return</i>		-0.02%	-0.02%	0.23%	-0.09%	0.55%	0.53%	0.94%	0.35%
BlackRock SIO Bond Fund	2.24%	-1.28%	-0.86%	4.73%	-0.59%	4.74%	0.37%	2.51%	-
<i>BlackRock Custom Benchmark (2)</i>		0.49%	1.34%	4.58%	1.83%	5.50%	2.91%	2.20%	-
<i>Excess Return</i>		-1.77%	-2.20%	0.15%	-2.42%	-0.77%	-2.53%	0.31%	-
Brandywine Asset Mgmt	1.84%	-4.36%	-6.36%	-4.99%	-8.93%	-5.70%	-7.13%	-1.24%	0.09%
<i>Brandywine Custom Benchmark (3)</i>		-2.84%	-3.78%	-2.08%	-5.37%	-4.15%	-7.44%	-2.71%	-1.23%
<i>Excess Return</i>		-1.52%	-2.58%	-2.91%	-3.56%	-1.54%	0.31%	1.47%	1.32%
FIAM (Fidelity) Tactical Bond	3.09%	-2.43%	-2.35%	1.12%	-2.57%	0.44%	-1.58%	1.86%	-
<i>Bloomberg Aggregate</i>		-2.53%	-3.02%	-0.03%	-3.28%	-1.47%	-3.54%	-0.16%	-
<i>Excess Return</i>		0.09%	0.66%	1.14%	0.71%	1.90%	1.95%	2.01%	-
Income Research & Management	6.46%	-2.33%	-2.65%	0.58%	-2.70%	-0.79%	-3.33%	0.54%	1.70%
<i>Bloomberg Gov/Credit</i>		-2.38%	-2.85%	0.25%	-3.08%	-1.31%	-3.41%	0.13%	1.37%
<i>Excess Return</i>		0.05%	0.20%	0.33%	0.38%	0.52%	0.08%	0.41%	0.33%
Loomis Sayles	2.38%	-1.95%	-1.60%	4.31%	-1.31%	3.33%	-1.26%	2.83%	3.12%
<i>Loomis Sayles Custom Benchmark (4)</i>		-1.97%	-1.78%	2.80%	-1.96%	2.10%	-1.77%	1.25%	2.32%
<i>Excess Return</i>		0.02%	0.19%	1.51%	0.65%	1.23%	0.50%	1.57%	0.80%
Manulife Strategic Fixed Income	1.78%	-2.00%	-1.73%	1.99%	-1.99%	1.61%	-1.56%	1.72%	-
<i>Bloomberg Multiverse</i>		-2.46%	-3.06%	-0.16%	-4.35%	-1.97%	-5.67%	-1.44%	-
<i>Excess Return</i>		0.46%	1.32%	2.15%	2.36%	3.58%	4.11%	3.16%	-
Mellon US Agg Bond Index	1.46%	-2.53%	-3.02%	-0.03%	-3.29%	-	-	-	-
<i>Bloomberg Aggregate Bond Index</i>		-2.53%	-3.02%	-0.03%	-3.28%	-	-	-	-
<i>Excess Return</i>		0.00%	0.00%	0.00%	-0.01%	-	-	-	-
Total Cash	0.26%	0.43%	1.31%	4.58%	1.77%	5.46%	2.84%	2.16%	1.51%
<i>3-month Treasury Bill</i>		0.43%	1.29%	4.47%	1.73%	5.36%	2.73%	2.07%	1.42%
<i>Excess Return</i>		0.00%	0.01%	0.10%	0.04%	0.10%	0.12%	0.09%	0.09%
Total Marketable Assets	71.20%	-3.66%	1.65%	7.73%	1.58%	10.90%	1.75%	6.42%	6.36%
<i>Total Marketable Index (5)</i>		-3.02%	1.78%	8.17%	1.88%	11.06%	1.74%	6.46%	6.55%
<i>Excess Return</i>		-0.64%	-0.13%	-0.44%	-0.31%	-0.16%	0.01%	-0.04%	-0.18%

(1) The Fixed Income Benchmark is the Bloomberg Universal Bond Index as of 7/1/2007.

(2) The BlackRock Custom Benchmark is 3 Month SOFR compounded in arrears as of 1/1/2022.

(3) The Brandywine Blended Benchmark is the FTSE WGBI Ex-China Index as of 11/1/2021.

(4) The Loomis Sayles Custom Benchmark is 65% Bloomberg Aggregate and 35% Bloomberg High Yield.

(5) Marketable Assets Index is 40% Russell 3000, 26.7% MSCI ACWI ex US, and 33.3% Bloomberg Universal as of 7/1/2021.

Alternatives Excess Returns

April 30, 2024

The table below details the rates of return for the fund's investment managers over various time periods ended April 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended April 30, 2024									
Composite	Total Fund Weighting As of 4/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Real Estate (Q4)* (5)	9.79%	-1.30%	-3.98%	-6.00%	-4.17%	-11.12%	7.54%	7.01%	9.35%
<i>Real Estate Benchmark (1)</i>		-0.87%	-4.20%	-10.46%	-5.82%	-12.49%	3.50%	3.08%	6.28%
<i>Excess Return</i>		-0.43%	0.22%	4.46%	1.65%	1.37%	4.04%	3.93%	3.08%
Strategic Core Real Estate (Q4)*	5.97%	-1.25%	-5.16%	-7.03%	-5.38%	-14.40%	5.84%	5.18%	7.94%
<i>Real Estate Benchmark (1)</i>		-0.87%	-4.20%	-10.46%	-5.82%	-12.49%	3.50%	3.08%	6.28%
<i>Excess Return</i>		-0.39%	-0.97%	3.43%	0.44%	-1.91%	2.34%	2.10%	1.67%
Tactical Non-Core Real Estate (Q4)*	3.82%	-1.37%	-2.05%	-4.34%	-2.19%	-5.15%	10.49%	10.30%	11.80%
<i>Real Estate Benchmark (1)</i>		-0.87%	-4.20%	-10.46%	-5.82%	-12.49%	3.50%	3.08%	6.28%
<i>Excess Return</i>		-0.50%	2.15%	6.12%	3.63%	7.34%	6.99%	7.22%	5.52%
Total Alternative Assets (Q4)*	19.01%	0.70%	1.69%	3.11%	1.66%	6.46%	12.67%	11.43%	9.21%
<i>Alternative Assets Benchmark (2)</i>		0.92%	13.18%	17.36%	11.15%	17.88%	10.41%	12.66%	11.62%
<i>Excess Return</i>		-0.22%	-11.49%	-14.25%	-9.48%	-11.42%	2.26%	-1.23%	-2.41%
Total Private Equity (Q4)*	14.20%	0.85%	1.81%	3.14%	1.79%	6.95%	14.67%	14.02%	11.81%
<i>Private Equity Benchmark (3)</i>		1.25%	16.74%	20.62%	13.90%	21.37%	13.26%	17.16%	15.97%
<i>Excess Return</i>		-0.40%	-14.93%	-17.48%	-12.12%	-14.42%	1.41%	-3.15%	-4.15%
Total Private Debt (Q4)*	4.81%	0.25%	1.32%	3.01%	1.31%	5.07%	7.72%	5.74%	6.35%
<i>Private Debt Benchmark (4)</i>		0.24%	6.20%	10.79%	5.67%	10.87%	4.49%	4.83%	6.01%
<i>Excess Return</i>		0.01%	-4.88%	-7.78%	-4.36%	-5.80%	3.22%	0.91%	0.34%

(1) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(2) The Alternative Assets Benchmark is 66.7% Russell 3000 Index + 2% lagged 1 quarter and 33.3% ((50% S&P LSTA Leveraged Loan 100 Index + 50% Bloomberg High Yield Index) + 1%) lagged 1 quarter as of 7/1/2022.

(3) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(4) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Index / 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

(5) Total Real Estate returns includes Townsend discretionary fee as of 7/1/2022.

*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of April 30, 2024, with the distribution as of March 31, 2024. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

Asset Distribution Across Investment Managers

	April 30, 2024		Net New Inv.	Inv. Return	March 31, 2024	
	Market Value	Weight			Market Value	Weight
Total Domestic Equity	\$3,874,753,580	32.71%	\$0	\$(195,411,379)	\$4,070,164,959	33.42%
Large Cap Domestic Equity	\$2,292,365,072	19.35%	\$0	\$(97,596,312)	\$2,389,961,384	19.62%
Blackrock S&P 500	2,292,365,072	19.35%	0	(97,596,312)	2,389,961,384	19.62%
SMid Cap Domestic Equity	\$689,385,671	5.82%	\$0	\$(45,369,194)	\$734,754,865	6.03%
AllianceBernstein	434,028,738	3.66%	0	(32,443,502)	466,472,240	3.83%
TSW	255,356,933	2.16%	0	(12,925,692)	268,282,626	2.20%
Small Cap Domestic Equity	\$893,002,837	7.54%	\$0	\$(52,445,873)	\$945,448,710	7.76%
Boston Trust	232,227,928	1.96%	0	(11,989,705)	244,217,633	2.01%
Segall Bryant & Hamill	250,865,987	2.12%	0	(12,519,579)	263,385,565	2.16%
Wellington	409,908,923	3.46%	0	(27,936,589)	437,845,512	3.59%
Total Non US Equity	\$2,248,234,242	18.98%	\$(1,198)	\$(68,543,823)	\$2,316,779,263	19.02%
Core Non US Equity (1)	\$1,371,117,548	11.57%	\$(1,198)	\$(35,500,049)	\$1,406,618,795	11.55%
Aristotle	174,391,980	1.47%	0	(4,781,979)	179,173,959	1.47%
Artisan Partners	395,629,135	3.34%	0	(15,992,202)	411,621,337	3.38%
BlackRock Superfund	193,941,950	1.64%	0	(3,233,818)	197,175,769	1.62%
Causeway Capital	439,620,849	3.71%	0	(3,798,040)	443,418,889	3.64%
Lazard	166,882,494	1.41%	0	(7,688,663)	174,571,157	1.43%
Emerging Markets	\$175,295,172	1.48%	\$0	\$618,034	\$174,677,138	1.43%
Wellington Emerging Markets	175,295,172	1.48%	0	618,034	174,677,138	1.43%
Non US Small Cap	\$135,742,014	1.15%	\$0	\$(5,465,667)	\$141,207,682	1.16%
Wellington Int'l Small Cap Research	135,742,014	1.15%	0	(5,465,667)	141,207,682	1.16%
Global Equity	\$566,079,507	4.78%	\$0	\$(28,196,141)	\$594,275,648	4.88%
Walter Scott Global Equity	566,079,507	4.78%	0	(28,196,141)	594,275,648	4.88%
Total Fixed Income	\$2,280,891,354	19.25%	\$0	\$(54,613,651)	\$2,335,505,005	19.17%
BlackRock SIO Bond Fund	265,126,246	2.24%	0	(3,312,253)	268,438,499	2.20%
Brandywine Asset Mgmt	217,998,425	1.84%	0	(9,870,965)	227,869,390	1.87%
FIAM (Fidelity) Tactical Bond	366,135,202	3.09%	0	(9,021,812)	375,157,014	3.08%
Income Research & Management	765,152,441	6.46%	0	(18,129,358)	783,281,800	6.43%
Loomis Sayles	282,410,804	2.38%	0	(5,534,088)	287,944,892	2.36%
Manulife Strategic Fixed Income	210,826,832	1.78%	0	(4,257,408)	215,084,239	1.77%
Mellon US Agg Bond Index	173,241,405	1.46%	0	(4,487,766)	177,729,171	1.46%
Total Cash	\$31,316,426	0.26%	\$(10,808,659)	\$205,396	\$41,919,689	0.34%
Total Marketable Assets	\$8,435,195,602	71.20%	\$(10,809,857)	\$(318,363,457)	\$8,764,368,916	71.96%
Total Real Estate	\$1,159,350,874	9.79%	\$(15,457,535)	\$(12,991,631)	\$1,187,800,040	9.75%
Strategic Core Real Estate	706,874,295	5.97%	(11,556,321)	(7,475,542)	725,906,158	5.96%
Tactical Non-Core Real Estate	452,476,578	3.82%	(3,901,214)	(5,516,089)	461,893,882	3.79%
Total Alternative Assets	\$2,252,291,888	19.01%	\$6,195,732	\$18,288,402	\$2,227,807,754	18.29%
Private Equity	1,682,117,831	14.20%	6,375,674	16,139,176	1,659,602,981	13.63%
Private Debt	570,174,057	4.81%	(179,942)	2,149,225	568,204,773	4.67%
Total Fund Composite	\$11,846,838,364	100.0%	\$(20,071,660)	\$(313,066,687)	\$12,179,976,711	100.0%

-Alternatives market values reflect current custodian valuations, which may not be up to date.

(1) Includes \$651,140 in legacy assets that are not actively managed and in liquidation following the termination of Fisher Investments.

LEGISLATIVE COMMITTEE



New Hampshire Retirement System
54 Regional Drive, Concord, NH 03301
Phone: (603) 410-3500 - Fax: (603) 410-3501
Website: www.nhrs.org - Email: info@nhrs.org

2024 Legislative Tracker

May 24, 2024

Legislation introduced in the 2024 session that would impact the New Hampshire Retirement System (NHRS, the retirement system) is listed below. For details on a particular bill, visit the State of New Hampshire General Court website at: <http://gencourt.state.nh.us/>

Note: Bills that have been killed or for which no further action is expected in the current legislative session are shaded in gray

BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
2024 NHRS-RELATED BILLS			
HB 1211	This bill temporarily increases the number of hours a retired employee can work in a calendar year from 1,352 to 1,872. After 10 years, the number of hours would revert to 1,352.	Rep. Mark Proulx	2/22/24: House, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 1267	This bill prohibits the investment of funds of the state treasury, executive branch agencies, and the state retirement system in investments which consider environmental, social, and governance (ESG) criteria.	Rep. Mike Belcher	2/8/24: House, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 1279	This bill provides that the state shall pay 7.5% of local employer retirement contributions for Group I Teachers and Group II Police and Fire members.	Rep. Michael Edgar	4/18/24: Senate, on voice vote, accepted committee recommendation of refer to interim study. No further action expected in 2024.
HB 1299	This bill makes community college fire educators eligible for Group II membership.	Rep. Douglas Trottier	2/15/24: House, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 1307	This bill, as amended, makes a one-time supplemental allowance of \$500 in fiscal year 2025 to accidental disability benefit retirees and beneficiaries retired prior to or on July 1, 2018, who have an annual pension benefit of \$50,000 or less. The bill also provides for any future supplemental allowances and cost-of-living adjustments for accidental disability beneficiaries to be granted without regard to years of creditable service.	Rep. Hope Damon	5/15/24: Senate, on a voice vote, accepted recommendation of ought to pass (OTP). The bill will be enrolled and sent to the Governor.
HB 1421	This bill requires the NHRS Board of Trustees to contract for two investment consulting firms and review their performance.	Rep. Stephen Pearson	2/15/24: House, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.

BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
HB 1435	This bill provides that if a retirement system retiree returns to being a member of the system, the portion of the retiree's allowance which is paid to a former spouse under a qualified domestic relations order will continue.	Rep. Barbara Comtois	2/8/24: House, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 1451	This bill provides that mandatory overtime shall be reported as part of the full base rate of compensation.	Rep. Carol McGuire	5/23/24: Senate, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 1647	This bill, as amended, increases the multiplier for Group II Tier B members to 2.5% for all years worked in excess of 15 years for members who retire under service or disability retirement. The bill includes a \$26 million appropriation toward the cost of this change.	Rep. Peter Leishman	5/23/24: Senate, on a voice vote, accepted committee recommendation of ought to pass (OTP) as amended (am-1977s). The House may concur, non-concur, or request a committee of conference regarding the Senate version of the bill.
HB 1653	This bill modifies the definition of earnable compensation for Group II members hired prior to July 1, 2011, and who did not attain vested status prior to January 1, 2012.	Rep. Kevin Pratt	2/15/24: House, on a voice vote, accepted committee recommendation of refer to interim study. No further action expected in 2024.
HB 1673	This bill redefines average final compensation for Group II members hired prior to July 1, 2011, and who did not attain vested status prior to January 1, 2012.	Rep. Kevin Pratt	2/15/24: House, on a voice vote, accepted committee recommendation of refer to interim study. No further action expected in 2024.
SB 309	This bill changes the vesting period for retirement system benefits from 10 years to 5 years.	Sen. Donna Soucy	4/11/24: Senate, on voice vote, tabled the bill. No further action expected in 2024.
SB 368	This bill links the recalculation of a Group I retiree's NHRS benefit to his or her full retirement age under the federal Social Security system for members who retired prior to July 1, 2023, and who have not attained age 65 prior to July 1, 2024.	Sen. Donovan Fenton	3/21/24: Senate, on voice vote, accepted committee recommendation of refer to interim study. No further action expected in 2024.
SB 520	This bill requires state and local public retirement systems to discharge its duties solely in the financial interest of the participants and beneficiaries.	Sen. Bill Gannon	2/21/24: Senate, on a voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
Committee Key: ED&A = Executive Departments & Administration; Location Key: LOB = Legislative Office Building; SH = State House.			

RETAINED/RE-REFERRED 2023 BILLS			
HB 183	This bill allows retired Group II Fire members to be employed by the state fire academy and not have those employment hours count against the annual limit on part-time hours.	Rep. Dan Wolf	1/3/24: House, on voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.

HB 250	This bill modifies the amount of the retirement annuity payable upon the accidental death of a member to 100 percent of average final compensation at the member's death with a maximum benefit of \$85,000.	Rep. Ben Baroody	1/3/24: Senate, on voice vote, accepted committee recommendation of refer to interim study. The bill is dead.
HB 436	This bill, as amended, provides a one-time, \$50 million appropriation toward the retirement system's unfunded pension liability in fiscal year 2023.	Rep. Kevin Pratt	4/18/24: Senate, on voice vote, accepted committee recommendation of refer to interim study. No further action expected in 2024.
HB 449	This bill increases the service retirement and disability retirement annuity multiplier for the first 20 years of service of Group II retirement system members under the transition provisions adopted in 2011.	Rep. Jeff Goley	1/3/24: House, on voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
HB 559	This bill establishes a defined contribution retirement plan for new state employees who begin service on or after July 1, 2024, and who would previously have been enrolled in Group I. All new state employees on and after July 1, 2024, will be required to participate in a defined contribution plan administered by the state Deferred Compensation Commission and would not be members of NHRS.	Rep. Dan McGuire	1/3/24: House voted 201-174 to accept a motion of indefinite postponement. The bill can only be taken up by a two-thirds vote. No further action expected in 2024.
HB 571	This bill authorizes a one-time payment to a retired Group II member or beneficiary.	Rep. Ben Baroody	1/3/24: House, on voice vote, accepted committee recommendation of inexpedient to legislate (ITL). The bill is dead.
SB 134	The bill establishes a new retirement system disability benefit for Group II members who retire as a result of a purposeful, violent attack by means of a deadly weapon. The floor amendment added to the bill related to landfill permitting.	Sen. Regina Birdsell	5/24/24: House, on a voice vote, passed the bill with a floor amendment (am-2131h). The Senate may concur, non-concur, or request a committee of conference regarding the House version of the bill.

BENEFITS COMMITTEE

**New Hampshire Retirement System
Benefits Committee Meeting**

**Consent Agenda
May 7, 2024**

Disability Application Recommendations

1. T.C. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire and has 19 years and 7 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
2. J.P. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 7 years and 1 month of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
3. P.R. Grant ordinary disability retirement (ODR) to this group II member who worked for a political subdivision and has 14 years and 10 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
4. L.T. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire and has 18 years and 3 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.

**New Hampshire Retirement System
Benefits Committee Meeting**

**Consent Agenda
June 4, 2024**

Disability Application Recommendations

1. D.B. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire and has 19 years and 5 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
2. M.F. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire and has 17 years and 6 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.
3. D.G. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 25 years and 4 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
4. E. M. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire and has 19 years and 4 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.

PERSONNEL PERFORMANCE & COMPENSATION COMMITTEE

Oral Presentation Only

AD HOC REAL ESTATE COMMITTEE

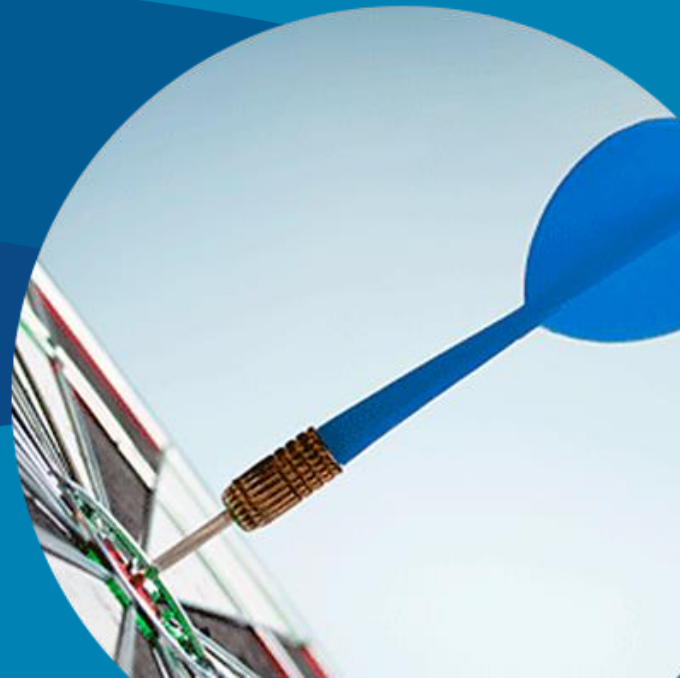
New Hampshire Retirement System 4-Year Experience Study July 1, 2019 to June 30, 2023

June 11, 2024

Heidi Barry, ASA, FCA, MAAA

Jeffrey Tebeau, FSA, EA, FCA, MAAA

Presentation of experience study dated April 5, 2024



Background

- Employer contribution rates are set by biennial actuarial valuations
- Actuarial valuations are performed based on numerous actuarial assumptions
- Periodic experience studies review actuarial assumptions
- Under RSA 100-A:14, IX, since 1970 the System has undergone an experience study at least every five years
- Recently, the Board amended the Actuarial Funding Policy to have experience studies every four years to better align with rate-setting valuations every biennium

Purpose of Experience Studies

- To review and select reasonable assumptions that:
 - Are reflective of past experience,
 - Anticipate future experience; and
 - Are appropriate for purposes of the valuation.

Actuary's Responsibility

- To present a package of reasonable demographic and group-specific economic assumptions that meet the Actuarial Standards of Practice (ASOPs)
- To present a range of aggregate economic assumptions that meet the ASOPs

Assumption Selection Process

- The Board will also have input from their investment consultant, the Independent Investment Committee, and staff
- The assumptions adopted based on this study will be used for the final June 30, 2023 actuarial valuation
- The employer contribution rates for the 2026-2027 biennium are set by the Board based on the June 30, 2023 actuarial valuation

Recommended Assumptions

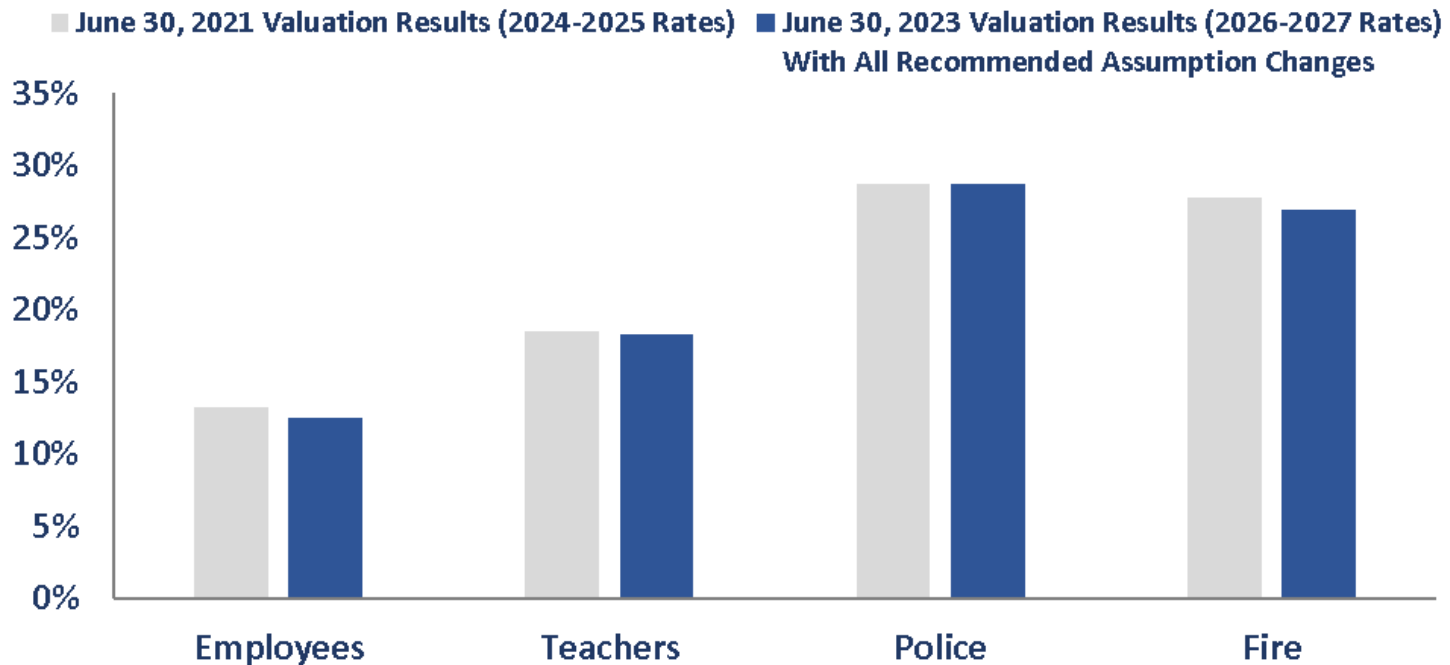
- Article 36-a of the NH Constitution gives the Board the responsibility to certify employer contribution rates as determined by “sound actuarial valuation and practice”
- GRS recommends the demographic assumptions as a package
- GRS recommends a range of economic assumptions
- The July 1, 2019 to June 30, 2023 Experience Study draft report includes the rationale and support for the recommended assumptions
- This presentation is a high-level overview to be considered in combination with the full report

Recommended Assumptions

- The following charts are provided to assist the Board with understanding the likely change in employer contribution rates resulting from each assumption change, for both the normal cost and the UAAL
- The assumptions interact with each other; separate employer rates were not developed for each individual assumption change
- The following charts do not include a change in the assumed rate of return or wage inflation
- The report reflects actual experience observed during, and subsequent to, the COVID-19 pandemic
 - It is reasonable to assume that this actuarial experience was influenced by the pandemic both directly and indirectly
 - In some circumstances it may be necessary to assign less credibility to experience observed during the pandemic if it is reasonable to believe that it will not persist
 - Where necessary, experience from years prior to the study period was incorporated to improve credibility

Employer Rate Summary

Change in Total Pension Contribution (% of Payroll)



Employer Rate Summary

- State Employees

	2024-25 Rates	2026-27 Rates			
		Baseline	New Demographic	Alt 1	Alt 2
Pension	13.27%	13.20%	12.47%	12.53%	13.50%
Medical Subsidy	0.58%	0.35%	0.35%	0.34%	0.34%
Total	13.85%	13.55%	12.82%	12.87%	13.84%
Change from 2024-25 Rates		-0.30%	-1.03%	-0.98%	-0.01%

Alternative 1: 6.75% rate of return, 3.0% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.0% wage inflation, 2.25% price inflation

FY 2024-25 rates based on June 30, 2021 valuation

FY 2026-27 rates based on June 30, 2023 valuation



Employer Rate Summary

- Political Subdivision Employees

	2024-25 Rates	2026-27 Rates			
		Baseline	New Demographic	Alt 1	Alt 2
Pension	13.27%	13.20%	12.47%	12.53%	13.50%
Medical Subsidy	0.26%	0.23%	0.23%	0.22%	0.22%
Total	13.53%	13.43%	12.70%	12.75%	13.72%
Change from 2024-25 Rates		-0.10%	-0.83%	-0.78%	0.19%

Alternative 1: 6.75% rate of return, 3.00% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.00% wage inflation, 2.25% price inflation

FY 2024-25 rates based on June 30, 2021 valuation

FY 2026-27 rates based on June 30, 2023 valuation



Employer Rate Summary

- Teachers

	2024-25 Rates	2026-27 Rates			
		Baseline	New Demographic	Alt 1	Alt 2
Pension	18.51%	18.49%	18.19%	18.28%	19.66%
Medical Subsidy	1.13%	0.97%	0.96%	0.95%	0.95%
Total	19.64%	19.46%	19.15%	19.23%	20.61%
Change from 2024-25 Rates		-0.18%	-0.49%	-0.41%	0.97%

Alternative 1: 6.75% rate of return, 3.00% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.00% wage inflation, 2.25% price inflation

FY 2024-25 rates based on June 30, 2021 valuation

FY 2026-27 rates based on June 30, 2023 valuation

The headcount growth assumption for Teachers is (0.50)% per year. This assumption is reflected in the level percent of payroll amortization of the UAAL, therefore, the UAAL is amortized using an assumption of 2.25%.



Employer Rate Summary

- Police

2024-25 Rates	2026-27 Rates				
	Baseline	New Demographic	Alt 1	Alt 2	
Pension	28.68%	28.86%	28.92%	28.72%	31.68%
Medical Subsidy	2.60%	2.24%	2.26%	2.23%	2.23%
Total	31.28%	31.10%	31.18%	30.95%	33.91%
Change from 2024-25 Rates	-0.18%	-0.10%	-0.33%	2.63%	

Alternative 1: 6.75% rate of return, 3.00% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.00% wage inflation, 2.25% price inflation

FY 2024-25 rates based on June 30, 2021 valuation

FY 2026-27 rates based on June 30, 2023 valuation



Employer Rate Summary

- Fire

2024-25 Rates	2026-27 Rates				
	Baseline	New Demographic	Alt 1	Alt 2	
Pension	27.75%	27.17%	26.97%	26.92%	30.09%
Medical Subsidy	2.60%	2.24%	2.26%	2.23%	2.23%
Total	30.35%	29.41%	29.23%	29.15%	32.32%
Change from 2024-25 Rates	-0.94%	-1.12%	-1.20%	1.97%	

Alternative 1: 6.75% rate of return, 3.00% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.00% wage inflation, 2.25% price inflation

FY 2024-25 rates based on June 30, 2021 valuation

FY 2026-27 rates based on June 30, 2023 valuation



Impact on UAAL and Funded Status NHRS in Total

Effect of proposed assumption sets on UAAL and funded percent for pension only (\$ in millions)

	6/30/2021 Valuation	6/30/2023 Valuation			
		Baseline	New Demographic	Alt 1	Alt 2
UAAL	\$ 5,722.9	\$ 5,609.4	\$ 5,474.1	\$ 5,534.8	\$ 6,038.0
Change in UAAL		\$ (113.5)	\$ (248.8)	\$ (188.1)	\$ 315.1
Funded Ratio	64.2%	67.2%	67.7%	67.5%	65.6%
Change in Funded Ratio		3.0%	3.5%	3.3%	1.4%

Alternative 1: 6.75% rate of return, 3.00% wage inflation, 2.25% price inflation

Alternative 2: 6.50% rate of return, 3.00% wage inflation, 2.25% price inflation



Employees - Demographic Assumptions

Employer Pension Rate		
Assumption	Likely Direction of Change on Employer Rate Due to Proposed	
	NC	UAAL
Withdrawal Rates	Marginal Decr.	Marginal Decr.
Merit and Longevity Salary Increases	Moderate Incr.	Moderate Incr.
Disability Rates	Marginal Decr.	Marginal Decr.
Retirement Rates	Marginal Decr.	Marginal Decr.
Mortality	Marginal Decr.	Marginal Decr.
Other	Marginal Decr.	Marginal Decr.
Aggregate (at 6.75% / 2.75%)	Marginal Decr.	Moderate Decr.

Note: Marginal < Moderate < Material*

* Impact by source was not explicitly assessed. Roughly speaking, marginal means below 0.25% of payroll and material means 1.00% of payroll or more.

Teachers - Demographic Assumptions

Employer Pension Rate		
Assumption	Likely Direction of Change on Employer Rate Due to Proposed	
	NC	UAAL
Withdrawal Rates	Moderate Decr.	Moderate Decr.
Merit and Longevity Salary Increases	Moderate Incr.	Moderate Incr.
Disability Rates	No Change	No Change
Retirement Rates	Marginal Decr.	Marginal Decr.
Mortality	Marginal Incr.	Marginal Incr.
Other	Marginal Decr.	Marginal Decr.
Aggregate (at 6.75% / 2.75%)	Moderate Decr.	Moderate Decr.

Note: Marginal < Moderate < Material*

* Impact by source was not explicitly assessed. Roughly speaking, marginal means below 0.25% of payroll and material means 1.00% of payroll or more.

Police - Demographic Assumptions

Employer Pension Rate		
Assumption	Likely Direction of Change on Employer Rate Due to Proposed	
	NC	UAAL
Withdrawal Rates	Marginal Decr.	Marginal Decr.
Merit and Longevity Salary Increases	Moderate Incr.	Moderate Incr.
Disability Rates	Marginal Incr.	Marginal Incr.
Retirement Rates	Marginal Incr.	Marginal Incr.
Mortality	Marginal Decr.	Marginal Decr.
Other	Moderate Decr.	Moderate Decr.
Aggregate (at 6.75% / 2.75%)	Marginal Incr.	Marginal Decr.

Note: Marginal < Moderate < Material*

* Impact by source was not explicitly assessed. Roughly speaking, marginal means below 0.25% of payroll and material means 1.00% of payroll or more.

Fire - Demographic Assumptions

Employer Pension Rate		
Assumption	Likely Direction of Change on Employer Rate Due to Proposed	
	NC	UAAL
Withdrawal Rates	Marginal Decr.	Marginal Decr.
Merit and Longevity Salary Increases	Marginal Incr.	Marginal Incr.
Disability Rates	Marginal Incr.	Marginal Incr.
Retirement Rates	Marginal Decr.	Marginal Decr.
Mortality	Marginal Decr.	Marginal Decr.
Other	Moderate Decr.	Moderate Decr.
Aggregate (at 6.75% / 2.75%)	Marginal Incr.	Marginal Decr.

Note: Marginal < Moderate < Material*

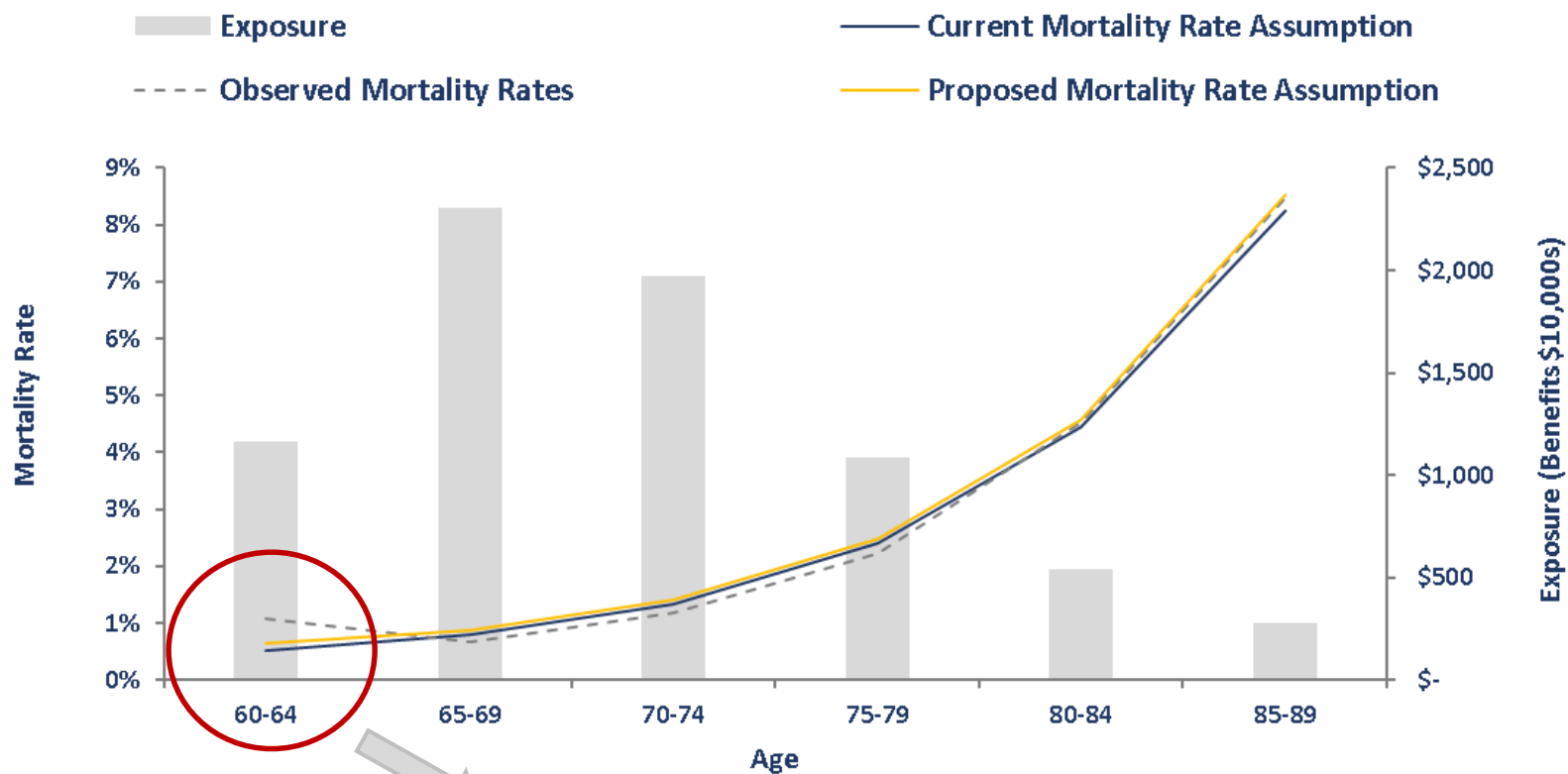
* *Impact by source was not explicitly assessed. Roughly speaking, marginal means below 0.25% of payroll and material means 1.00% of payroll or more.*

Mortality Assumption

- Mortality is perhaps the most critical demographic assumption
- Mortality rates have generally decreased, meaning life expectancy has increased
- The current assumption includes base mortality tables plus a provision for mortality improvement
- The Society of Actuaries develops and publishes projection scales used to model improvements in mortality
 - Recently, annual changes in these scales reflects slowing mortality improvement compared to prior expectations
 - Most recent set is the MP-2021 scales
- We have scaled the Pub-2010 based on NHRS experience
- Employees have the largest impact from this updated scaling and projection scale
 - Largest decrease in actuarial accrued liability for Employees
 - Decrease in accrued liability less than 1% for all groups



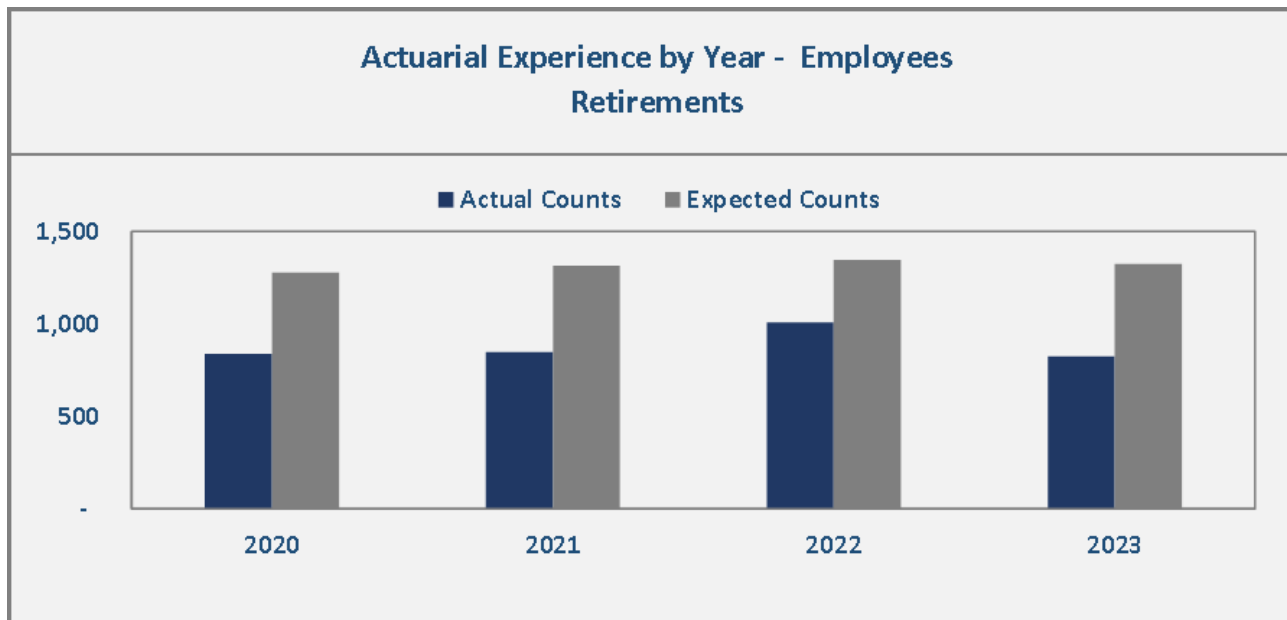
Mortality Assumption Development



COVID?

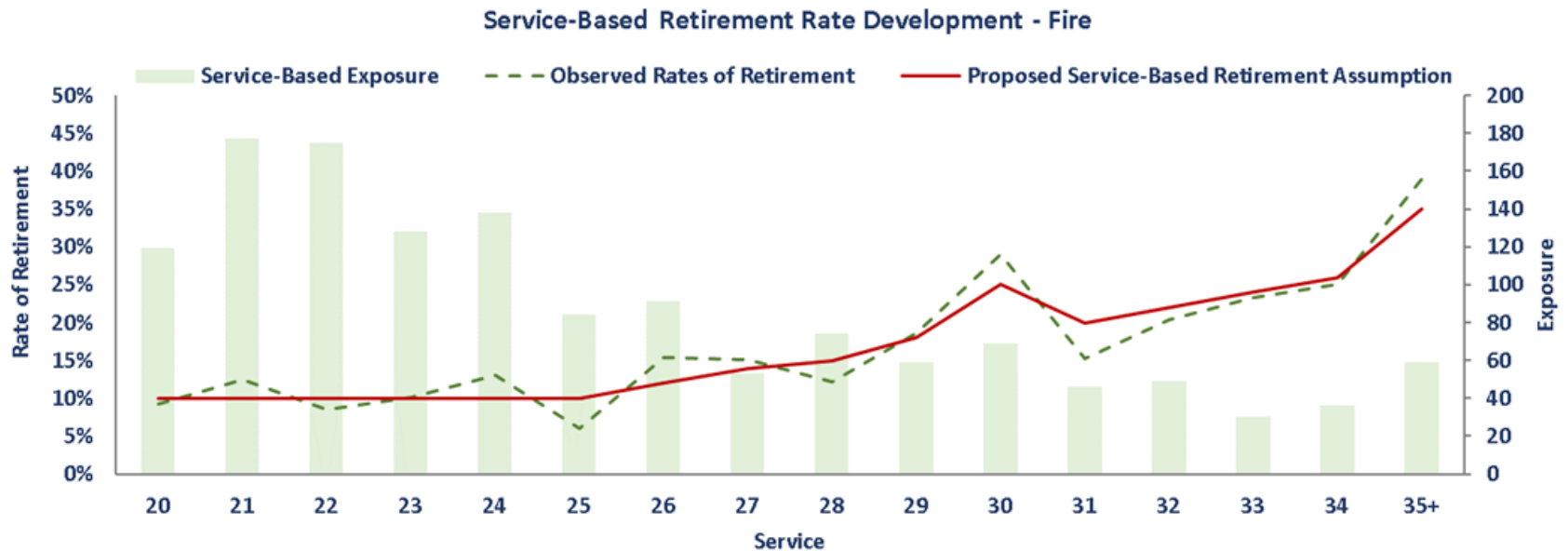
Active Member Assumptions

Member behavior changes over time and actuarial assumptions are adjusted to reflect developing trends in that behavior as they emerge



Active Member Assumption Development

Sometimes it is necessary to anticipate changes in member behavior before they can be explicitly observed

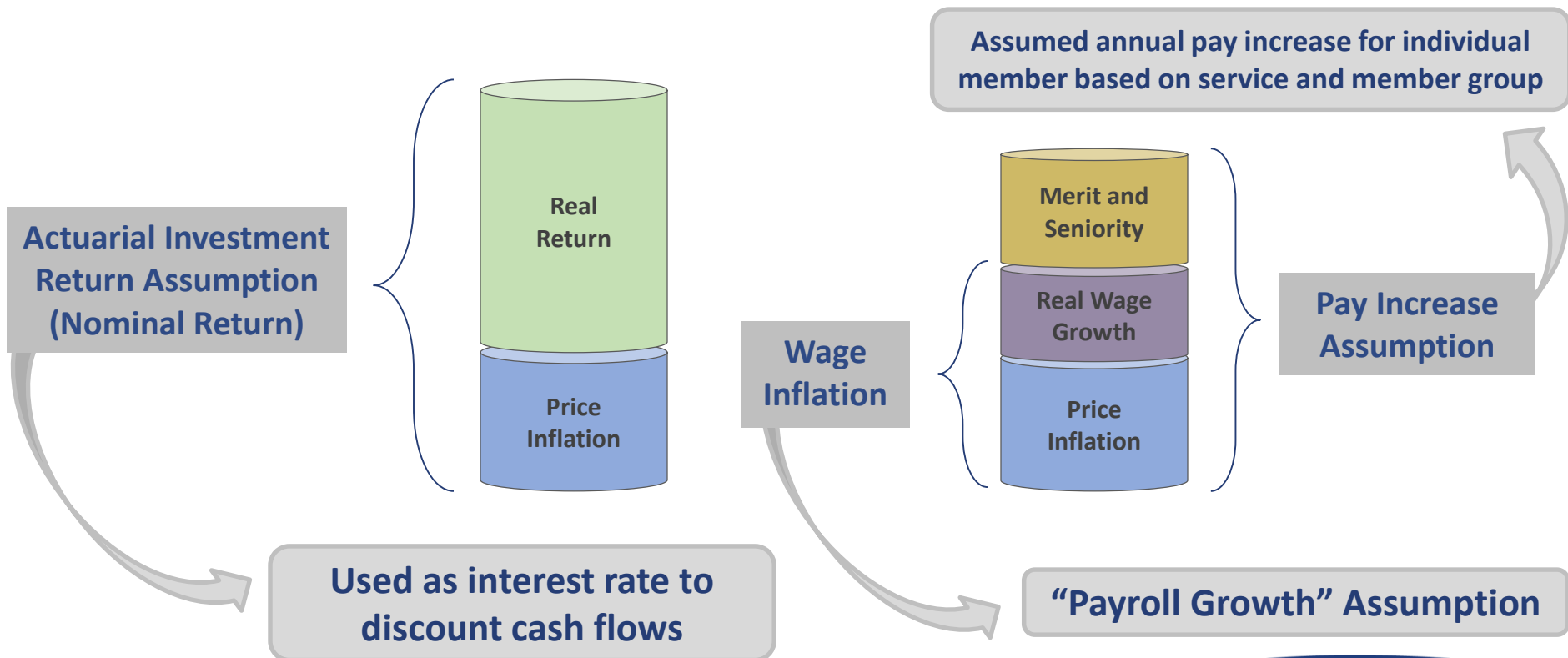


Economic Assumptions

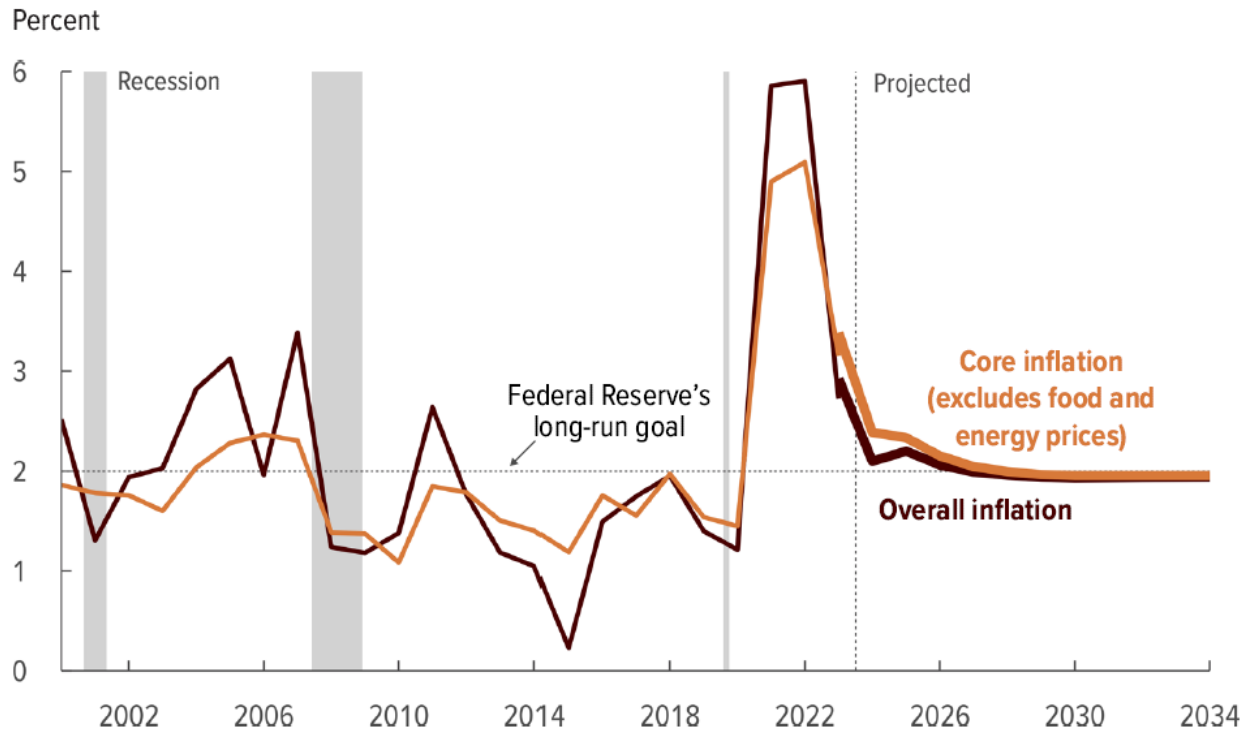
- Current assumptions
 - 6.75% assumed rate of return
 - 2.75% wage inflation (2.25% for Teachers)
 - 2.00% price inflation
- Recommended assumptions
 - 6.75% assumed rate of return remains reasonable
 - It would also be reasonable to lower the assumption if desired
 - 3.00% wage inflation (2.50% for Teachers)
 - 2.25% price inflation

Economic Assumption Development

Inflation is a component considered in the development of actuarial assumptions for both investment return and pay increases



Inflation Forecasts

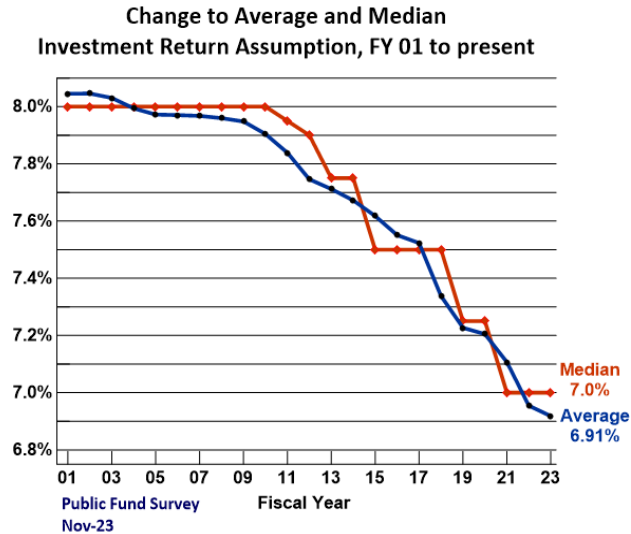


Source: Congressional Budget Office, *The Budget and Economic Outlook: 2024 to 2034*, Figure 2-5 (February 2024)

Recent Trends in Capital Market Expectations

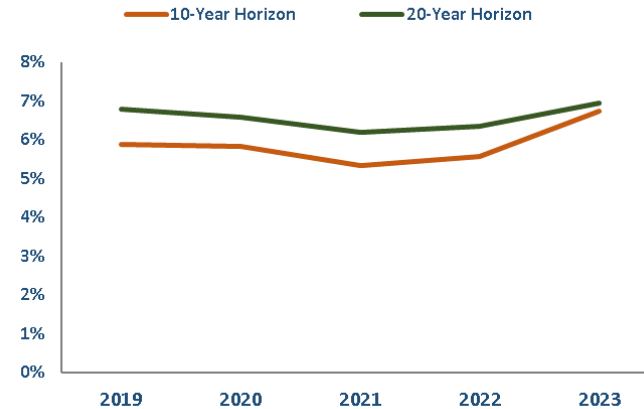
Investment Return Assumption

Changes in Average and Median Assumed Returns (2001-2023)



Capital Market Expectations

Changes in Geometric Median Returns 2019-2023



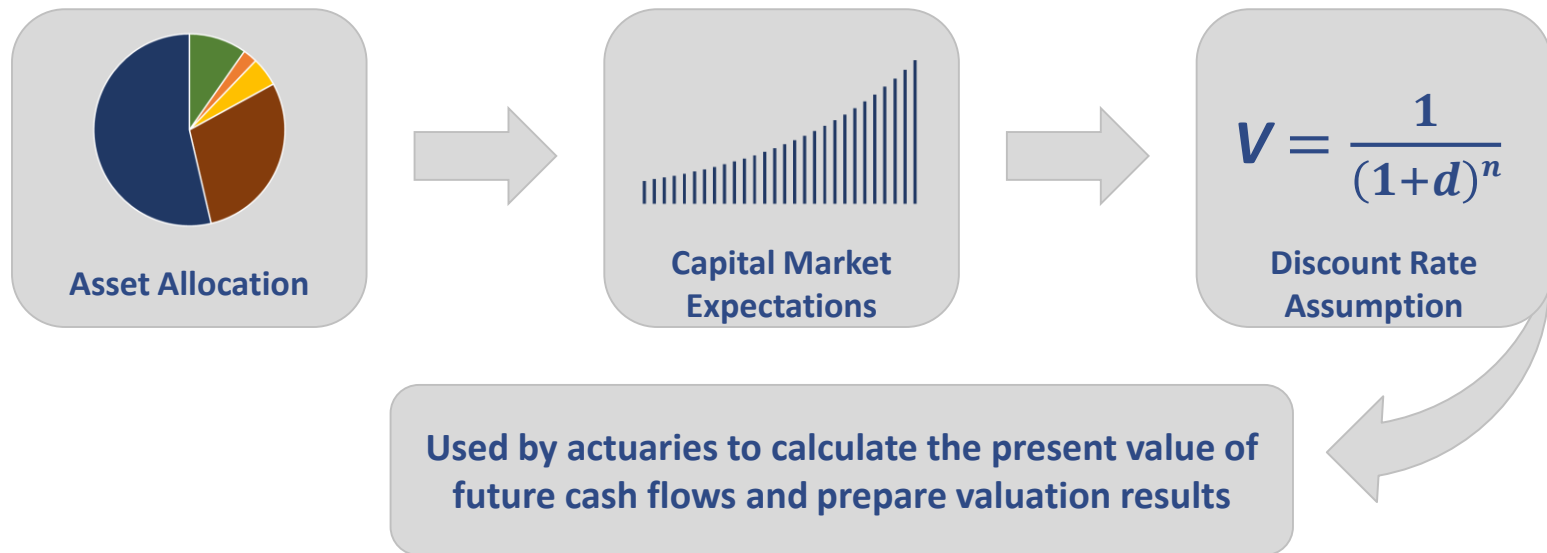
NASRA Issue Brief: Public Pension Plan Investment Return Assumptions (November 2023)

Capital market expectations based on information gathered from a survey of investment firms across the US.



How Does GRS Use Capital Market Expectations?

An important ingredient in determining the discount rate assumption used for actuarial valuations



Determining Assumed Rate of Return

Considerations:

- Asset allocations depend on the circumstances of the pension plan
- Keep in mind the potential costs of being conservative versus optimistic
- The assumed rate of return does not determine the benefit payments
- Most consequential actuarial assumption

Making a Decision

- Assumptions should be set based on the past experience and future expectations
- Assumptions do not set the cost of the plan, only the timing of contributions
- The cost of the plan will be determined by actual experience which cannot be predicted with 100% accuracy

Making a Decision

- GRS recommends adopting the set of proposed group-specific demographic and economic assumptions as a package
- GRS recommends maintaining the investment return assumption of 6.75%
- The experience study report shows proposed demographic changes plus an alternate economic scenario (6.50%)

Making a Decision

- Decisions are needed at this meeting in order for us to produce the final valuation report for rate certification

Disclaimers

- This presentation is intended to be considered in conjunction with the July 1, 2019 and June 30, 2023 Experience Study report for the New Hampshire Retirement System.
- Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

Disclaimers

- This presentation shall not be construed to provide tax advice, legal advice or investment advice.
- Heidi Barry, and Jeffrey Tebeau are independent of the plan sponsor, are Members of the American Academy of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.





To: Board of Trustees
 From: Jan Goodwin, Executive Director
 Date: May 30, 2024
 Re: Executive Director Operating Report
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- COVID-19 Update: Maintaining status quo. The office is now welcoming walk-ins.

Current Months' Highlights – April and May

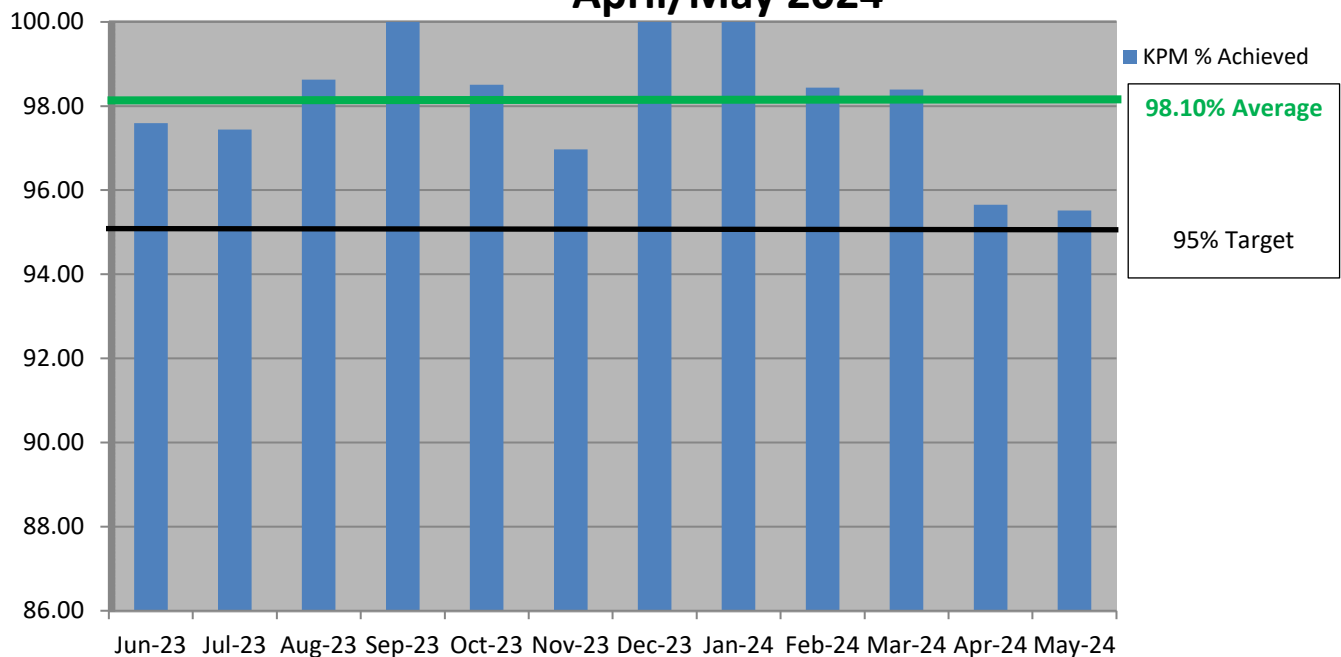
- The KPM scores for April and May were 95.65% and 95.52%, respectively. See 12-month rolling average chart, attached.
- PGV3: is 89% completed. We have completed the sixth month of our twelve-month warranty period. We continue to meet regularly with LRS to resolve bugs and set priorities for future enhancements. The incidence of newly identified bugs has dropped significantly since the beginning of “go live” in December.
- 14 of the ED’s KPMs were achieved for April and May (two were N/A).
- The ETeam has concluded its work on the annual Five-Year Strategic Plan and is on the June agenda for the Board’s consideration.
- NHRS sent the \$500 Temporary Salary Adjustment (TSA) to eligible retirees and beneficiaries in April; in May NHRS sent \$50 to retirees and beneficiaries who should not have had withholding on the TSA payment in April.
- The Group I post-65 benefit recalculation change was implemented with the May retiree payroll. Letters were sent to affected retirees, which went into production in May.

Upcoming Plans & Projects

- We will continue to work on the rollout of the enhanced MyAccount, making changes to improve the user experience.
- We continue our efforts to identify alternative office locations and analyze their financial impact.
- We will continue to monitor, and provide testimony when needed, for the 2024 legislative session.
- Employer reporting penalties will be turned on effective June 1.

Our Mission: To provide secure retirement benefits and superior service.

KPM Rolling 12-Month Average April/May 2024



PGV3 Status as of June 4, 2024

Project Schedule and Completion					
Task	Scheduled Start Date	Scheduled Finish Date	Baseline Finish Date	Actual Finish Date	Percent Complete
NHRS Version 3	1/2/2019	12/3/2024	12/27/2023		89%
Phase 1 - Project Initiating	1/2/2019	1/25/2019	1/25/2019	1/25/2019	100%
Phase 2 - Project Planning	1/2/2019	2/14/2019	2/14/2019	2/14/2019	100%
Phase 3 - Project Monitoring and Controlling	1/2/2019	12/14/2023	12/22/2022	12/14/2023	100%
Phase 4 - Project Executing	1/2/2019	12/1/2023	12/22/2022	12/1/2023	100%
Infrastructure	2/14/2019	8/10/2023	9/9/2022	8/10/2023	100%
Data Conversion	5/22/2019	12/1/2023	12/22/2022	12/1/2023	100%
Requirements Analysis	1/9/2019	7/12/2019	7/12/2019	7/12/2019	100%
D1 - Member Basics and Service Purchases	6/6/2019	12/20/2019	12/11/2019	12/20/2019	100%
D2 - Employer Reporting	10/31/2019	11/10/2020	9/11/2020	11/10/2020	100%
D3 - Benefit Calculations	2/26/2020	9/28/2022	4/23/2021	9/28/2022	100%
D4 - Benefit Maintenance and Insurance	7/9/2021	7/25/2022	8/27/2021	7/25/2022	100%
D5 - Benefit Payroll	2/11/2022	7/26/2023	12/17/2021	7/26/2023	100%
D6 - Year End Processes, Auditing and Security	6/13/2022	5/11/2023	5/11/2022	5/11/2023	100%
D7 - MemberDirect	12/13/2022	10/26/2023	10/13/2022	10/26/2023	100%
Parallel Processing (2 Months)	10/9/2023	12/1/2023	12/22/2022	12/1/2023	100%
Phase 5 - Closing	9/13/2023	12/3/2024	12/27/2023		11%
Warranty Support (12 months)	12/5/2023	12/3/2024	1/0/1900		0%

Our Mission: To provide secure retirement benefits and superior service.

KPM MONTHLY REPORTING

April/May 2024

“No” answers must include a comment, whereas “Yes” answers can include a comment, but a comment is not required. N/A should be used only in cases where reporting is not required, i.e., task is quarterly (comment must so indicate).

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Overall Score	X			X			We achieved a 95.65% success ratio in April and a 95.52% in May. We failed on three (3) KPMs each month.
Executive							
1. Distribute weekly email updates to all Trustees on or before the end of business on Friday of every week.	X			X			
2. Distribute weekly email updates to all staff on or before the end of business on Monday of every week.	X			X			
3. Prepare and distribute Board materials electronically by the Thursday before the Tuesday meeting.	X			X			
4. Post Board and committee meeting notices according to 91-A:2.	X			X			
5. Prepare minutes of Board and Board Committee meetings according to the timeliness guidelines in 91-A:2 and 91-A:3, with draft minutes for internal review ready by close-of-business on the Friday following the Board meeting.	X			X			
6. Prepare draft MTeam meeting minutes and forward to Executive Director for review within five (5) business days of meeting; to managers for review within seven (7) business days of meeting; and post final meeting minutes to the common drive within eight (8) business days of the meeting.	X			X			
7. Maintain expenditures at or less than Trust Fund Budget.	X			X			
8. Maintain expenditures at or less than Board of	X			X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Trustees Budget as reported by Finance in the most recent manager's report (1-month lag).							
IT							
1. All vital servers maintain an uptime of 99% or higher.	X			X			
2. All PensionGold requests are prioritized within thirty-one (31) calendar days.	X			X			
3. All TrackIT (help desk) requests are followed up with a conversation (phone/email) within four (4) business days.	X			X			
4. Maintain help desk survey scores above satisfactory marks of 95% or higher.	X			X			
5. All US-CERT email security advisories are placed into the help desk system to be addressed within two (2) business days.	X			X			
6. Respond to all phone calls within one (1) business day.	X			X			
7. Answer 95% of My Account hunt group (X3508) calls within sixty (60) seconds.	X			X			
8. Maintain expenditures at or less than IT budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Finance							
1. Prepare the NHRS Annual Comprehensive Financial Report (ACFR): unaudited by October 31, and the audited ACFR by December 31, in accordance with generally accepted accounting principles.			X			X	
2. Reconcile operating bank account within 60 days of the end of the month.		X			X		This was not met as we continue to get caught up on our monthly bank reconciliations.
3. Produce and distribute monthly actual-to-plan-budget reports within ten (10) business days	X		71	X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
from the end of the prior month.							
4. Produce the monthly financial statements (FS) for the Board of Trustees meeting at least three (3) business days prior to the scheduled Board mailing.			X	X			
5. Post all cash receipts for a month, for which we have received the associated voucher, into the pension benefit system (PensionGold) within ten (10) business days after the close of the month.			X			X	Suspended due to PGV3 implementation.
6. Issue all NHRS annuitant pension payments timely and accurately.	X			X			
7. File annual payroll tax return (form 945) for the annuity payroll by January 31.			X			X	
8. Reconcile all employer accounts sufficiently to allow for interest posting for the reporting month within ninety (90) days of the end of the reporting month, for which we have received all payments and back-up from employers.			X			X	Suspended due to PGV3 implementation.
9. Process all confirmed post-retirement electronic direct deposit change requests received by the date that the pre-note wizard is run in PensionGold and direct funds accordingly in the same month.	X			X			
10. Deposit all payments received at NHRS offices, with appropriate supporting documents, into local custodial bank within three (3) business days of receipt, with any payments secured on any intervening days.	X			X			
11. Annually for the preceding tax year, post electronic 1099-R forms to MyAccount by January 24 and mail hard copy 1099-R forms by January 31 of the subsequent year.			X			X	
12. Maintain expenditures at or less than Finance Budget as reported in the most recent manager's report (1-month lag).	X			X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Investment							
1. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable Total Fund Benchmark measured quarterly .			X		X		Five Year Total Fund Performance trailed Benchmark by 1 basis point.
2. Generate investment returns for the long-term (25 years) Total Fund Performance greater than the applicable Actuarial Assumed Rate of Return (6.75%) measured each June 30 .			X			X	
3. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable peer universe median measured quarterly .			X	X			
4. Complete the IIC's Private Debt & Private Equity Strategic Plan for the calendar year.			X			X	
5. Manage cash flow and make funds available for the payment of monthly retirement benefits, expenses and capital calls on or before the last business day of the month.	X			X			
6. Manage continuously the asset allocation within approved ranges and rebalance as appropriate.	X			X			
7. Maintain trading cost at or below median of applicable peer universe.	X			X			
8. Ensure all proxies are voted consistent with the Board approved Proxy Policy.		X				X	ISS cast one proxy vote against policy in April 2024 due to last minute correction that was process too close to the meeting to reflect the change. The NHRS correction would not impact the outcome of the votes.
9. Distribute complete and accurate Investment Committee materials to all members of the Investment Committee on the Friday before the regularly scheduled monthly Investment	X					X	

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Committee meeting.							
10. Maintain internal expenditures at or less than Investment Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Legal							
1. Assure no instances of statutory or regulatory non-compliance.	X			X			
2. Provide disability recommendations to the Benefits Committee within sixty (60) calendar days of receipt in the Legal Dept.	X			X			
3. Commence an adjudicative proceeding within sixty (60) calendar days of receipt of administrative appeal.	X			X			
4. Present a recommended decision to the Board within seventy-five (75) calendar days after the close of the record in an appeal.	X			X			
5. Perform employer compliance field audits; a rolling average of 1.5 audits per experienced auditor per month over the prior 12-month period.		X		X			Beginning in May '24, the new 12-month rolling average is 1.5 audits per experienced auditor per month. Starting in May '24, and until April '25, the average will be based on a month-over-month average until a new 12-month period is established.
6. Present one (1) employer education session per quarter.	X			X			
7. Answer 95% of Employer Audit/Compliance hunt group (X3681) calls within sixty (60) seconds.	X			X			
8. Maintain expenditures at or less than Legal Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Member Services							
1. Calculate all preliminary retirement benefits within thirty (30) calendar days of member-requested date of retirement.	X			X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
2. Calculate 100% of final retirement benefits (EXCLUDING JULY applications) within seven (7) months of member requested date of retirement provided that all statutorily required documentation has been received and all wages have been reported.			X			X	Suspended due to PGV3 Implementation
3. Calculate 100% of July final retirements within eight (8) months of member requested date of retirement provided that all statutorily required documentation has been received and all wages have been reported.			X			X	Suspended due to PGV3 Implementation
4. Schedule member meetings with Benefit Specialists within ten (10) business days of request.	X			X			
5. Issue all member retirement benefit estimates within thirty (30) business days of receipt of request.			X			X	Suspended due to PGV3 Implementation
6. Enter member enrollment form data into Pension Gold (PG) within fifteen (15) business days of receipt.	X			X			
7. Process member refund requests within ninety (90) calendar days of receipt of written request.	X			X			
8. Process service purchases within fifteen (15) business days of request receipt.			X			X	Suspended due to PGV3 Implementation
9. Process additional contribution calculations within ninety (90) calendar days of receipt.			X			X	Suspended due to PGV3 Implementation
10. Process all non-employer audit correction related employer contribution refunds within sixty (60) business days of receipt.			X			X	Suspended due to PGV3 Implementation
11. Post all interest to member accounts within the month that Finance authorized the activity.	X			X			
12. Adhere to payroll "close" schedule for benefit setup balancing purposes.	X			X			
13. Process all pension changes within thirty (30) calendar days of receipt/notification.			X			X	Suspended due to PGV3 Implementation
14. Process retiree death benefit refund payments			X			X	Suspended due to PGV3 Implementation

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
within sixty (60) calendar days following receipt of all required paperwork.							
15. Establish survivorship benefit setup for payment within sixty (60) calendar days following receipt of all required death documentation and pension recoveries.			X			X	Suspended due to PGV3 Implementation
16. Submit new recoupment cases to Recoupment Committee by next committee meeting following discovery.	X			X			
17. Initiate Recoupment/Benefits Committee recoupment decisions within seven (7) business days of decision.	X			X			
18. Review and balance updates submitted by employers and TPAs to PG for insurance rate changes received by the first business day of each month within four (4) business days.	X			X			
19. Complete monthly insurance non-rate changes by processing all authorizations received by the date the annuity payroll is posted with zero carryovers.	X			X			
20. Render QDRO qualification determinations within federal time limit guidelines.			X			X	Handled by legal now
21. Maintain expenditures at or less than Member Services Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Human Resources							
1. Ensure compliance with all Federal, State and CBA rules and regulations as measured by no notices of violation.	X			X			
2. Respond to all payroll errors within one (1) business day and correct all payroll errors within one pay cycle.	X			X			
3. Reduce recruitment time for open staff positions to no more than forty-five (45) business days and open management/executive positions to no more than ninety (90) business days.	X			X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
4. Maintain expenditures at or less than HR Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Communications/Legislative Affairs							
1. Schedule a minimum of thirty (30) online or in-person member/constituent education sessions each year.	X			X			
2. Achieve ninety-five percent (95%) rating from members attending an-education session that the session was "completely/moderately" easy to understand.	X			X			
3. Meet all deadlines in editorial calendar.	X			X			
4. Monitor media coverage of NHRS and provide articles to Board, IIC and Staff within two (2) business days.	X			X			
5. Post updated legislative summaries on www.nhrs.org by the end of business every Friday throughout the legislative session.	X			X			
6. Prepare and deliver Quarterly Report to the General Court by January 1, April 1, July 1 and October 1.	X			X			
7. Maintain expenditures at or less than PIO Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Internal Audit							
1. Prepare a Risk Assessment and Fiscal Year Audit Plan for the approval of the Audit Committee annually.	X			X			
2. Execute and present an engagement to the Audit Committee on a bi-monthly basis.	X			X			
3. On behalf of the external auditors, administer the GASB census data audits and provide the completed audits to the external auditors by the established due date.	X			X			

KPM MONTHLY REPORTING

April/May 2024

	APRIL 2024			MAY 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
4. Prepare the updated NHRS Audit Issues Tracking Report for the Audit Committee and Board of Trustees at least three (3) business days prior to the scheduled Board/Committee mailing.	X			X			
5. Distribute complete and accurate meeting materials to all members of the Audit Committee at least three (3) business days prior to the scheduled Audit Committee meetings.	X					X	Not due in May.
6. Prepare draft Audit Committee Meeting minutes for review within three (3) business day of the meeting.	X					X	No meeting in May.
7. Maintain expenditures at or less than Internal Audit Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
Contact Center							
1. Respond to all incoming emails within 24 business hours.	X			X			
2. Maintain an average speed of answer within two (2) minutes.	X			X			
3. Maintain a 95% call satisfaction rating for callers' experience with the Contact Center Representative (CCR).	X				X		We achieved a 97.67% satisfaction rate in April and an 85.42% satisfaction rate in May.
Administrative							
1. Assure that formal complaints are responded to within five (5) business days.			X			X	No complaints received in April or May.
2. Maintain expenditures at or less than Administration Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			

Contact Center April 2024

Phone Calls

	Total	Percentage
Calls addressed by CCRs	3742	97.60%
Calls forwarded to SMEs	85	2.22%
Calls forwarded to SME Manager	7	0.18%
Total	3,834	100.00%

Post Call Surveys

	Total
Total Calls Handled	3,742
Surveys Completed	101
% of Total Calls Completion Rate	2.70%

Walk Ins

	Total
Number of Walk-Ins	312
Total Walk In Time (hours)	49.12
Average Walk In time (minutes)	9.45

Emails

	Total	Percentage
Emails addressed by CCRs	561	51.75%
Emails forwarded to SMEs	523	48.25%
Total	1,084	100.00%

Message Center Threads

	Total
Handled by Contact Center	115

Goal: Answer calls within 2 minutes with 5% abandon rate.

Queue Name	Calls Presented	Calls Handled	Percentage	Calls Abandoned	Percentage	Average Queue Time	Average Speed of Answer	Average Time to Abandon	Average Handle Time
Employer	203	194	95.57%	9	4.43%	1:47:00	1:41:00	3:09:00	3:30:00
My Account	767	763	99.48%	34	4.43%	0:15:00	0:13:00	3:40:00	10:06:00
Member	896	862	96.21%	4	0.45%	2:33:00	2:32:00	2:56:00	3:31:00
Reception	526	524	99.62%	2	0.38%	2:12:00	1:58:00	3:54:00	4:47:00
Retiree	1003	967	96.41%	36	3.59%	2:18:00	2:14:00	3:21:00	4:48:00
1099	312	305	97.76%	7	2.24%	0:30:00	0:25:00	2:01:00	5:09:00
TSA	127	127	100.00%	0	0.00%	0:15:00	0:11:00	0:08:00	3:35:00
Totals	3834	3742	97.60%	92	2.40%	1:24:17	1:19:09	2:44:09	5:03:43

Average

Contact Center May 2024

Phone Calls

	Total	Percentage
Calls addressed by CCRs	3295	97.69%
Calls forwarded to SMEs	77	2.28%
Calls forwarded to SME Manager	1	0.03%
Total	3,373	100.00%

Post Call Surveys

	Total
Total Calls Handled	3,373
Surveys Completed	77
% of Total Calls Completion Rate	2.28%

Walk Ins

	Total
Number of Walk-Ins	314
Total Walk In Time (hours)	56.55
Average Walk In time (minutes)	10.81

Emails

	Total	Percentage
Emails addressed by CCRs	447	44.79%
Emails forwarded to SMEs	551	55.21%
Total	998	100.00%

Message Center Threads

	Total
Handled by Contact Center	98

Goal: Answer calls within 2 minutes with 5% abandon rate.

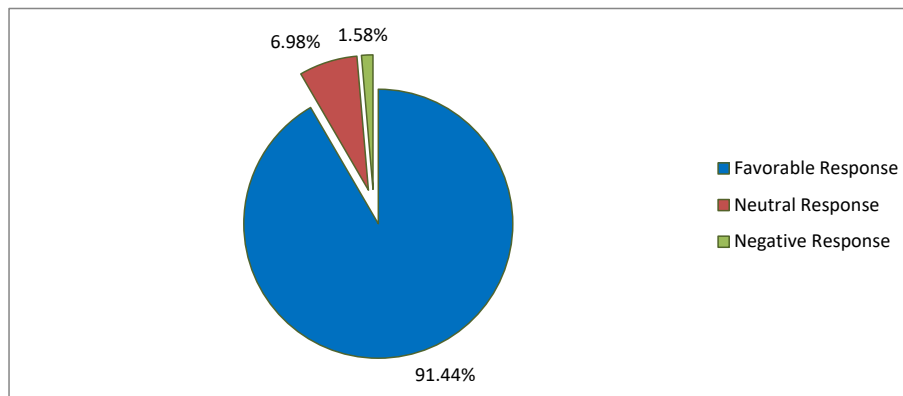
Queue Name	Calls Presented	Calls Handled	Percentage	Calls Abandoned	Percentage	Average Queue Time	Average Speed of Answer	Average Time to Abandon	Average Handle Time
Employer	146	136	93.15%	10	6.85%	0:36:00	0:08:00	2:15:00	4:10:00
My Account	462	447	96.75%	15	3.25%	0:28:00	0:09:00	2:29:00	9:05:00
Member	1345	1242	92.34%	103	7.66%	0:41:00	0:09:00	2:27:00	5:27:00
Age Adjustment	20	18	90.00%	2	10.00%	0:34:00	0:11:00	2:22:00	6:33:00
Retiree	1308	1216	92.97%	92	7.03%	0:44:00	0:08:00	2:29:00	5:03:00
TSA	292	287	98.29%	5	1.71%	0:17:00	0:09:00	1:49:00	5:13:00
Totals	3573	3346	93.65%	227	6.35%	0:33:20	0:09:00	2:18:30	5:55:10

Average

**NHRS Board Monthly Reporting Package
Process Improvement
April - May 2024**

Executive Director Telephone Survey Results

	Number of Names on Call List	Number of Connections Made	Favorable Response (1)	Neutral Response (2)	Negative Response (3)	Left VM No Call Back (4)	Bad Phone Number/Not in Service/No VM (5)
2024							
May	20	6	5	1	0	10	4
April	40	17	16	1	0	19	4
March	40	18	18	0	0	16	6
February	40	15	13	1	1	18	7
January	50	29	27	1	1	16	5
2023							
January - December	520	251	226	19	6	219	50
2022							
January - December	520	291	265	21	5	174	55
2021							
January - December	130	73	64	8	1	42	15
2020							
January - December	100	50	47	2	1	37	13
2019							
January - December	500	228	216	7	5	150	122
2018							
January - December	490	227	217	8	2	183	80
2017							
January - December	460	214	204	8	2	168	78
2016							
January - December	520	258	230	25	3	189	73
2015							
January - December	510	273	242	28	3	152	85
2014							
October - December	87	36	28	8	0	30	21
	4027	1986	1818	138	30	1423	618



NHRS MEMBER SATISFACTION SURVEY SUMMARY

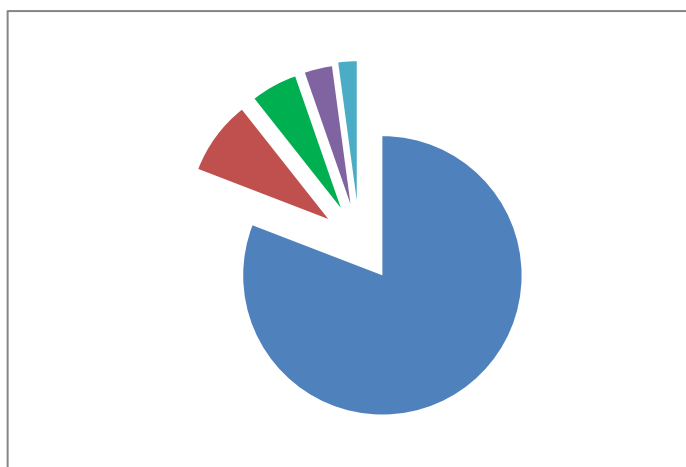
Q3 Fiscal Year 2024

Overview

NHRS has been utilizing member satisfaction surveys since July 2013. The following summary provides a high-level overview of key survey results for Member Services. Negative comments are identified when responses are received and, in keeping with our mission to provide superior service, managers reach out to anyone who had an unsatisfactory experience and provided their name and/or contact information.

Active Members

Separate surveys are provided to members who are involved in the following interactions: (1) appointment with a benefits specialist; (2) request for a written pension estimate; (3) withdrawal or rollover of accumulated contributions; or (4) purchase of service credit. There are several common questions on each survey, and the responses to all of the common questions are aggregated below:



Question: Overall, how satisfied are you with your experience?

Very Satisfied	80.85% (76 responses)
Somewhat Satisfied	8.51% (8 responses)
Neutral	5.32% (5 responses)
Somewhat Dissatisfied	3.19% (3 responses)
Very Dissatisfied	2.13% (2 responses)

Question: How satisfied are you with the following?	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
Phone system	87.76%	2.04%	10.20%	0.00%	0.00%
Email	80.49%	2.44%	9.75%	7.32%	0.00%
Initial contact with representative	91.67%	5.00%	3.33%	0.00%	0.00%

Question: How satisfied are you with the service provided by the NHRS representative who assisted you?	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
Friendliness / Professionalism / Courtesy	96.72%	1.64%	1.64%	0.00%	0.00%
Knowledge	95.08%	4.92%	0.00%	0.00%	0.00%
Clarity of verbal explanation	93.44%	4.92%	1.64%	0.00%	0.00%
Clarity of written materials	86.88%	4.92%	1.64%	3.28%	3.28%

Appointments: 146 sent / 46 returned / 31.51%

Estimates: 448 sent / 32 returned / 7.14%

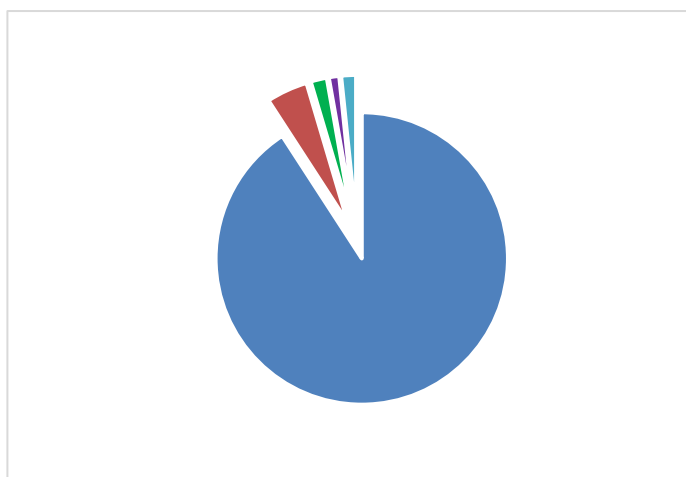
Withdrawal / Rollover: 208 sent / 18 returned / 8.65%

Service Credit: 14 sent / 1 returned / 7.14%

Contact Center

The contact center opened in December 2020 to transform member services operations to better meet the needs of our stakeholders. Callers reaching the contact center include active members and retirees. Callers are offered the option to stay on the line after their call is finished to complete a brief, three (3) question survey. The following summary provides a high-level overview of the results for this survey.

Overall Satisfaction



Question: Overall, how satisfied were you with your experience?

Very Satisfied	90.84%	(652 responses)
Somewhat Satisfied	4.58%	(8 responses)
Neutral	1.80%	(1 response)
Somewhat Dissatisfied	1.15%	(5 responses)
Very Dissatisfied	1.64%	(3 responses)

Question: Was this the first time you contacted NHRS about this issue?

Yes	No
72.14%	27.86%

Question: Overall, how satisfied are you with the service provided by the NHRS representative who assisted you?

Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied*	Very Dissatisfied*
97.45%	1.20%	0.15%	0.75%	0.45%

Response Rate: 13,824 calls received / 704 surveys completed / 5.09%

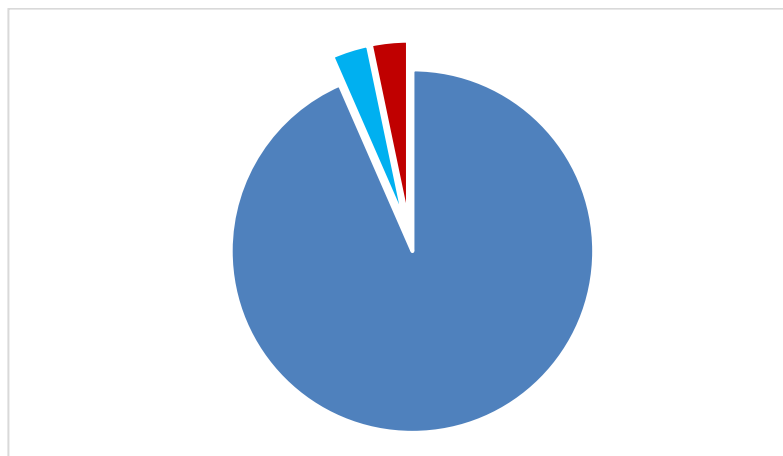
* Contact center management reviews all 'somewhat dissatisfied' and 'very dissatisfied' calls to understand whether members were truly dissatisfied with their service or if they simply selected an incorrect response option. Since calls are recorded, every call in these two categories are listened to and a report is issued. These reports will be used to determine if our survey options need to be modified and also serve as a training tool for our contact center representatives.

ED Telephone Surveys

In October 2021, the Executive Director resumed making calls to stakeholders to inquire about their level of satisfaction with NHRS. These calls were discontinued in March 2020 at the onset of Covid-19. On a weekly basis, a list of ten (10) members who have visited or called NHRS are selected at random and provided to the Executive Director.

The Executive Director, in turn, contacts or attempts to contact each member on the list to inquire about their satisfaction with the service received. Below are the results for the quarter.

Overall Satisfaction



Question: "I am calling to see if you are happy with the service you received from our staff."

■ Positive	93.54% (58 responses)
■ Neutral	3.23% (2 responses)
■ Negative	3.23% (2 responses)

Response rate: 130 calls made / 62 responses/ 47.69%

FY 2024 Contracts Executive Director Approval (as of 6/4/2024)

Vendor Name	Effective Date	Amount	Description
Blue Mantis - Interim Security	7/5/2023	\$ 5,022	Cybersecurity consulting
Houde Consulting	7/10/2023	\$ 5,970	Finance assistance
PACE Cooling	8/30/2023	\$ 14,200	Cooling equipment for server room
SilverTech	9/19/2023	\$ 8,000	Website maintenance.
MCN IME	9/19/2023	\$ 4,950	IME for R. B. disability appeal
CPM	11/30/2023	\$ 24,000	Facilities maintenance
PIF	12/14/2023	\$ 36,253	Document management
Blue Mantis - Barracuda	1/2/2024	\$ 44,055	Cybersecurity protection services
NH Print and Mail	1/31/2024	\$ 24,332	Printing and mailing of 1099-R forms
CEM Benchmarking	3/15/2024	\$ 34,000	Benchmarking Services
Funston	3/1/2024	\$ 49,000	Investment Strategy Review
Funston	3/1/2024	\$ 45,000	Strategic Planning
Travelers	7/1/2024	\$ 5,332	Workers Compensation Policy
		\$ 300,114	

NHRS FYs 2025 - 2027 Strategic Plan

Goals and Strategies	Vital Signs/ Metrics	E Team Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
Goal 1: Build on the new pension administration IT platform and implement a longer-term retirement operations strategy and plan.		Nancy, Marie, John		
1. Achieve timeline for stability with full utilization of PGV3 as intended/described.	Multiple metrics, e.g. <ul style="list-style-type: none"> • Critical PIRs no longer open. • Up-to-date employer reporting on consistent basis 		PIRS: 11/24 Employer Reporting: 12/24	X
2. Return to “normal” operations.	Meeting expected normal process metrics – KPIs and tolerances		6/25	X
3. Effectively monitor and improve member and employer service levels.	Monitoring dashboards implemented – internal process metrics, member/employer surveys		Initial: 6/24 Enhanced: 6/25	X
4. Develop and implement a long-term plan for future service enhancements.	Long-term member and employer services enhancement roadmap completed		Plan complete: 6/27	X

Goals and Strategies	Vital Signs/ Metrics	E Team Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
Goal 2: Improve organizational effectiveness and accountability.				
1. Improve discipline in vetting new initiatives through a consistently applied Critical Issue and Options summary.	Adopt and adapt critical issues option summaries (see Exhibit A)	E Team	12/24	
2. Manage the E Team meeting agenda to improve meeting preparation.	Initiate more structured E Team meeting agendas	Jan	12/24	
3. Improve operational oversight through more integrated reporting systems and exception reporting.	Develop an overall business IT plan	John	12/25	X
	Explore technology integration options	E Team by dept	6/27	X
	Revisit performance measure/methodology tracking using metrics	E Team by dept	6/27	X
4. Consider revising the organization structure to better align with the system's vital functions (i.e., retirement operations, investments, enterprise administration).	Complete a review of the organization structure and implement appropriate changes	Jan, Rosamond, Tim	12/26	X

Goals and Strategies	Vital Signs/ Metrics	E Team Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
Goal 3: Build additional Investment Office capabilities to reduce costs and reliance on external resources while improving performance.		Raynald		
1. Successfully build the Investment Office staff through experienced hires.	Ability to hire the right talent (salary, CBA, payroll structure, location)	Raynald	Q4-2025	X
	Hire the right talent as appropriate to the departments (e.g. legal, technology)	Raynald	Two IO hires: Q3-2025 IT: Q3-2025 Legal: Q4-2025 Finance.: Q2-2026	X
	Trim cost where prudent (external costs)	Raynald	Q4-2026	None
2. Build an internal middle- and back-office capability, including supporting infrastructure.	Investment team is self-sufficient in: Total plan exposure Cash flow management (internal) Controls	Raynald	Exposure: Q4-2025 Cash flow: Q4-2026 Controls: Q4-2026	X

Goals and Strategies	Vital Signs/ Metrics	E Team Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
Goal 4: Build organizational resilience.		Rosamond		
1. Implement a formal cross training program aligned with succession planning.	Documented processes Identified positions for cross training intradepartmental. Identified positions for cross interdepartmental	Rosamond	12/27	X
2. Develop the CBA negotiating strategy/plan.	Completed strategy	Rosamond	1/25	

Division: Executive

Date: July 1, 2023
As of: May 31, 2024**FY 2024 Action Plan Summary**

ACTION	PM	DATE	STATUS/COMMENTS
1. Complete implementation of data security assessment recommendations and continue to enhance IT security.	JG/JL	6/30/24	Note: While most of the recommendations have been implemented, there are a few that are ongoing as part of the PGV3 implementation project.
2. Complete project plan milestones for LRS Pension Gold (PGV3) project.	JG/TK	6/30/24	This is a five-year project scheduled for completion in FY 24. Project modifications have added 6 months to the original completion date.
3. Identify areas for improved efficiencies across the organization, including assessing and improving employee engagement.	JG/All	6/30/24	Ongoing.
4. Enhance member, beneficiary, and employer education: identify/review industry best practices for education and engagement; adjust existing education programming, as needed.	JG/MK	6/30/24	On hold due to PGV3.
5. Implement agreed-upon elements of Vision for NHRS.	JG/All	6/30/24	Incorporated in FYs 25-27 Strategic Plan, which will be presented to BOT in June 2024.



To: Board of Trustees
 From: Raynald Leveque, Chief Investment Officer
 Date: June 11, 2024
 Re: **Investments Operating Report**
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- April Investment Committee (Committee) Meeting Recap:
 - Staff presented an update on the monthly performance of the public market asset classes of the NHRS, rebalancing, holdings, and the Work Plan.
 - Brookfield Asset Management provided an educational presentation on Infrastructure Investing.
 - The Committee unanimously voted to approve the revised Proxy Voting Policy for recommendation to the Board of Trustees.

Previous Months' Highlights

- Preliminary Performance for March 2024:

As of 03/31/2024	1 Month	Fiscal Year to Date	1-YR	3-YR	5-YR	10-YR
NHRS Total Fund <u>Net</u> Return	+1.82%	+8.14%	+11.04%	+6.11%	+8.33%	+7.43%
Policy Benchmark Return	+2.35%	+10.14%	+13.94%	+5.09%	+8.35%	+7.61%
Net Return Minus Benchmark (in basis points)	-54	-200	-289	+103	-1	-18

Source: Callan, NHRS

- KPM Performance for March 2024:
 - Seven reported KPMs were achieved; three were not applicable to March reporting.

- Preliminary Performance for April 2024:

As of 4/30/2024	1 Month	Fiscal Year to Date	1-YR	3-YR	5-YR	10-YR
NHRS Total Fund <u>Net Return</u>	-2.63%	+5.30%	+7.39%	+4.28%	+7.39%	+7.13%
Policy Benchmark Return	-2.21%	+7.71%	+9.69%	+3.47%	+7.34%	+7.32%
Net Return Minus Benchmark (in basis points)	-42	-241	-230	+80	+5	-19

Source: Callan, NHRS

- KPM Performance for April 2024:
 - Five reported KPMs were achieved; one reported KPM was not achieved and four were not applicable to April reporting.

Upcoming Plans & Projects

- June Committee Meeting:
 - The Committee will vote on a five-year contract renewal for passive U.S. S&P 500 with manager BlackRock.
 - The Committee will consider a GP fund commitment to the Private Credit portfolio with Ares Senior Direct Lending Fund III. Representatives from Ares will present to the Committee on their mandate.
 - The Townsend Group will present an update on the status of the Real Estate Investment Plan for Calendar Year 2024.
 - Callan will present a detailed review of the private equity and private debt assets of the NHRS portfolio.

Securities Litigation Summary

Staff regularly monitors and participates in class action securities litigation to recover NHRS funds lost through investments in public securities. NHRS engages with our custodian bank to participate in standard US class action litigation (the current custodian is BNY Mellon). NHRS hired ISS in 2018 to provide litigation research and claims filing solutions for non-standard US class action and international securities litigation. The table below reports the annual historical recoveries for the NHRS.

Calendar Year	Amount
2005	\$ 624,261
2006	\$ 1,373,631
2007	\$ 2,410,390
2008	\$ 1,980,702
2009	\$ 1,972,216
2010	\$ 1,374,754
2011	\$ 550,324
2012	\$ 835,766
2013	\$ 310,321
2014	\$ 803,621
2015	\$ 627,131
2016	\$ 670,404
2017	\$ 1,280,969
2018	\$ 279,783
2019	\$ 675,406
2020	\$ 289,418
2021	\$ 483,889
2022	\$ 265,959
2023	\$ 754,938
2024 through April 30 th	\$ 70,396
Total:	\$ 17,634,278

Source: BNY Mellon, ISS, NHRS, Northern Trust

Division: Investments

Date: June 11, 2024

Approved: July 5, 2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. Assure compliance with all relevant statutory and regulatory requirements.	CIO/IIC/BOT	06/30/24	No exceptions have been identified.
2. Complete Private Debt/Equity Work Plan for Calendar Year (CY) 2024.	CIO/IIC	02/29/24	Completed in February 2024.
3. Complete Real Estate Work Plan for CY 2024.	CIO/IIC	12/31/23	Completed in January 2024.
4. Maintain investment expenses within budget.	CIO/IIC	06/30/24	Investment expenses are within budget.
5. Implement rebalancing as necessary to address deviations from policy targets.	CIO/IIC/BOT	06/30/24	In May 2024, the investment team reduced an overweight SAA position in U.S. Equity by selling \$175 million from the passive BlackRock S&P 500 passive fund. The proceeds have been allocated to cash.
9. Complete a review of the Strategic Asset Allocation and, if necessary, recommend an update to the Strategic Asset Allocation policy.	CIO/IIC/BOT	12/31/23	Completed in December 2023.
7. Identify, enroll, and complete a professional development program for the Investment team.	CIO	12/31/23	Completed in September 2023.
8. Conduct an internal review of the NHRS total plan portfolio.	CIO/IIC	6/30/24	On Hold – Staff will incorporate build or buy solution for NHRS total plan data within the 5-yr Strategic Plan for Investments division.
9. Complete a 5-yr Strategic Plan for the Investments division at NHRS for approval with the IIC and the BoT.	CIO/IIC/BOT	6/30/24	In Progress.



To: Board of Trustees

From: Nancy J. Miller

Date: June 1, 2024

Re: **Member Services Operating Report**

Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- The team focused on the extensive testing of the Post 65 retirement payment reduction corrections (legislative change from 2023) and retroactive payments to impacted retirees. This involved nearly 60 hours of testing over almost two months of collaboration with LRS/NHRS IT.
- The team is focused on the July 2024 retirement process, with filing closing on June 1. As of 5/31 there are over 550 applications for processing Member Benefits.
- Member Services utilized ad hoc PGV3 reports to ascertain the volume of teacher salary records that will need to manually be associated to PGV3 contracts. This will allow for expedited record reviews and more accurate estimate calculations. A project plan is being discussed in early June.

Current Months' Highlights – April and May

- Member Services will be meeting with HealthTrust (insurance TPA for employers) to discuss upcoming rates and file code changes for 2025.
- MS coordinated with IT and Finance to issue the correction payments in the May payroll for all TSA recipients who should have had no withholding.
- Member Services has adjusted some of its KPMs to reflect the areas of expected delay in processing due to system issues and employer reporting challenges.
- Member Benefits has spent significant time processing the July 2024 retirement applications.

Upcoming Plans & Projects

- Member Services is continuing to work with NHRS IT and LRS on front-end imaging into PGV3. This will create significant change in the workflow processes.
- We are focusing on outlining dashboard metrics for PGV3.
- We are working with the NHRS IT technical writer on developing earnable compensation and salary variance review modules. This training will be used to assist the NHRS employer reporting team in their new positions.

NHRS New Retirement Applicants Placed on Payroll

	2024	2023	2022	2021	2020	2019
June		105	106	126	98	110
May	81	88	110	92	99	91
April	93	76	117	95	100	106
March	74	97	104	97	85	73
February	94	89	105	93	94	106
January	125	131	200	154	142	100
December	64	88	71	78	66	97
November	90	66	91	113	90	85
October	103	110	128	118	96	100
September	143	116	128	129	97	129
August	180	162	210	147	137	147
July	579	731	775	694	703	744
Total	1,284	1,856	2,145	2,063	1,888	1,799

NHRS Retirement Appointment Total by Month for Fiscal Year

	2024	2023	2022	2021	2020	2019
June		55	25	42	60	116
May	187	115	34	34	129	215
April	137	84	49	135	166	198
March	67	36	22	38	186	117
February	52	25	15	44	75	100
January	29	22	13	25	60	95
December	49	15	13	39	65	104
November	54	15	19	37	96	104
October	32	24	23	48	96	107
September	33	10	23	44	61	95
August	46	14	19	32	76	101
July	38	15	25	28	68	107
Total	281	430	280	546	1,138	1,459

Division: Member Services

Date: June 1, 2024

Approved: July 3, 2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. Adhere to and complete PGV3 project plan milestones relative to all Member Services functions.	NM/MS/IT/ LRS	12/30/24	Current, this will carry over to 2025.
2. Develop and implement PGV3 Employer Term Form audit process to confirm accuracy of employer reported data relative to benefit finalization. Target date will equal the formal elimination of Manual (paper) forms in the NHRS Benefit process.	Member Benefits/Finance/ LRS	7/30/24	On hold, to be revisited in in next Action Plans based on progress in employer reporting.
3. Create new member correspondences, internal workflows, accountabilities, and documented procedures relative to all 2023 legislative changes with impact to Member Services and benefit calculation functions. HB2 section 459-461	MS/PIO/Legal/ Contact Center/ LRS	3/30/24 – TSA Post 65 Change – TBD based on LRS system changes	Completed.
4. Implement new and adjusted procedures for Retiree Death Case processing to realign NHRS collection procedures to include finance and legal.	MS Retirement Benefits/LexisNexis /Legal/Finance	6/30/24	In progress. Tracked in the Internal audit tracker and will be revisited in future Aps.
5. Identify and schedule MS Manager team training program	MS Managers/HR/ Vendor	6/30/24	Completed.



New Hampshire Retirement System

To: Board of Trustees
 From: Marie A. Mullen, Director of Finance
 Date: May 30, 2024
 Re: **Finance Operating Report**
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- Status Update on PGV3 Finance deliverables:
 - Significant progress has been made in bringing employers up to date with their monthly reporting, with only 27 out of 464 employers, or 6%, that need to report for May. Our focus continues to be with delinquent reporting employers and posting payments against employer accounts.
 - Penalties will be re-instituted for late reporting and late payments beginning with the reporting of May member data due in June.
 - Employer listening sessions held in April and May were beneficial in identifying areas for improvement that include:
 - i. Improved training materials
 - ii. List of exceptions with guidance on how to clear
 - iii. Reports
 - iv. Ability to post own reporting (reinstated June 1)

Current Months' Highlights – April and May

- Finance completed five of their 12 KPMs for April and six of their 12 for May. For April, four KPMs did not have deliverables for the month and two were suspended due to the PGV3 implementation. One was not met as we continue to get caught up on our monthly bank reconciliations. For May, three KPMs did not have a deliverable for the month and two were suspended due to the PGV3 implementation. One was not met as we continue to get caught up on our monthly bank reconciliations.
- FY 24 spending through the first ten months of the fiscal year is below budget. We have completed transfers between accounts to fund changes required during the PGV3 implementation and unanticipated costs for personnel. These transfers are within the existing budget and have not required new funding.
- PGV3 project spending inception to date is below budget and FY 24 is below the overall annual budget.
- In conjunction with Member Services and IT, successfully completed the distribution of the one-time \$500 TSA payment to eligible retirees and beneficiaries.
- FY 25 Trust Fund Budget completed for review and approval by Board.
- Entrance meeting and kick-off of FY 24 audit and ACFR preparation.

Upcoming Plans & Projects

- Continue work on identified internal and external audit improvements.
- Developing FYs 26-27 Administrative Operating Budget.
- Continued improvements and enhancements to PGV3.
- Complete hiring and implementation of Finance departmental changes.
- Preparation for FY 24 year-end, audit and ACFR.

Division: Finance

Date: 5/30/2024

Approved: 6/14/2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. Perform tasks associated with PGV3 implementation, as per contractual implementation schedule.	MM/JT/JG/Finance Team/PGV3 Steering Committee	11/30/2023	Complete.
2. Work to convert any employers still paying by paper check to NHRS <i>QuickPay</i> or ACH payment through their own banking partner.	MM/JT/MK	06/30/2024	On hold. Focus is on employers that did not provide files during parallel.
3. Meet the implementation schedule associated with the PGV3 employer reporting rollout.	JT/MM/PIO	11/30/2023	Ongoing. Focus is on posting cash receipts for late reporters.
4. Manage & monitor expenditures to stay within the NHRS Trust Fund and statutory administrative budgets.	MM/JG/ E-Team	06/30/2024	Ongoing.
5. Strategic review of financial software and configuration to identify requirements to automate processes, improve reporting, and streamline financial analysis.	MM/JG	06/30/2024	In process.
6. Enroll in and attend the CAPPP (Certificate of Achievement in Public Plan Policy) through IFEBP (International Foundation of Employee Benefit Plans).	MM	06/30/2024	Complete.



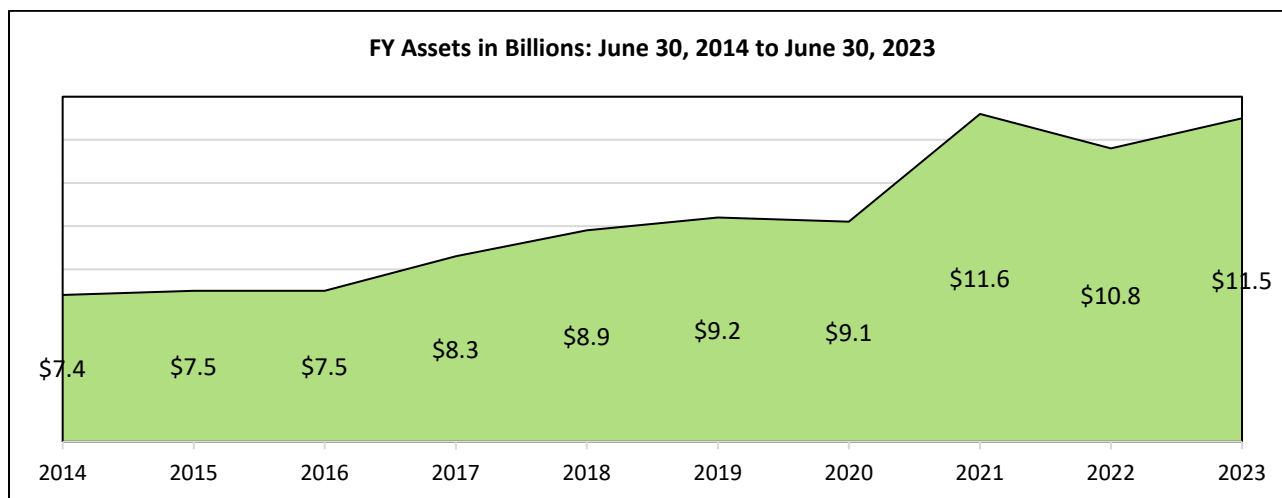
NHRS DASHBOARD: FY 2024 Third Quarter

For the period January 1, 2024, to March 31, 2024

Updated: May 2024

TRUST FUND

3rd Quarter FY 2023: \$11.1 billion	3rd Quarter FY 2024: \$12.2 billion*
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INVESTMENT PERFORMANCE

Net-of-fees returns	FYTD – 3/31/24*	1 yr. at 6/30/23	3 yr. at 6/30/23	5 yr. at 6/30/23	10 yr. at 6/30/23
Total Fund Composite	8.1%	8.2%	9.6%	7.1%	7.9%
Peer comparison (percentile)	NA	33rd	22nd	30th	17th

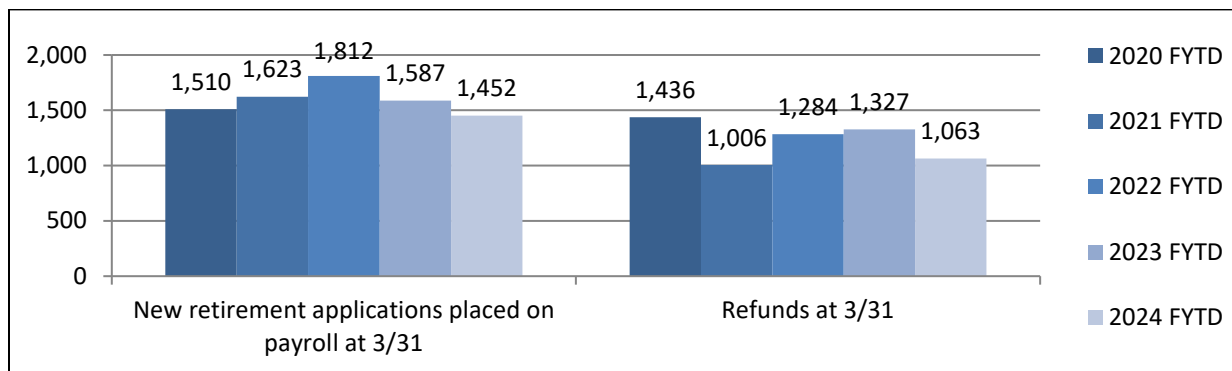
Assumed Rate of Return: 6.75%; * Annualized; valuation of real estate and alternative investments lagged three months.

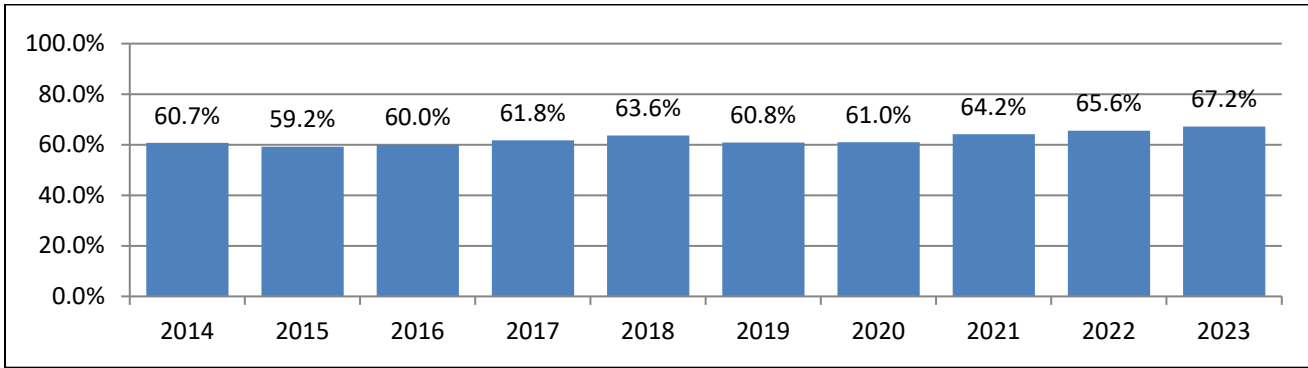
KEY PERFORMANCE MEASURES

January 2024: 98.5%	February 2024: 97.0%	March 2024: 100%	12-month rolling average: 97.9%
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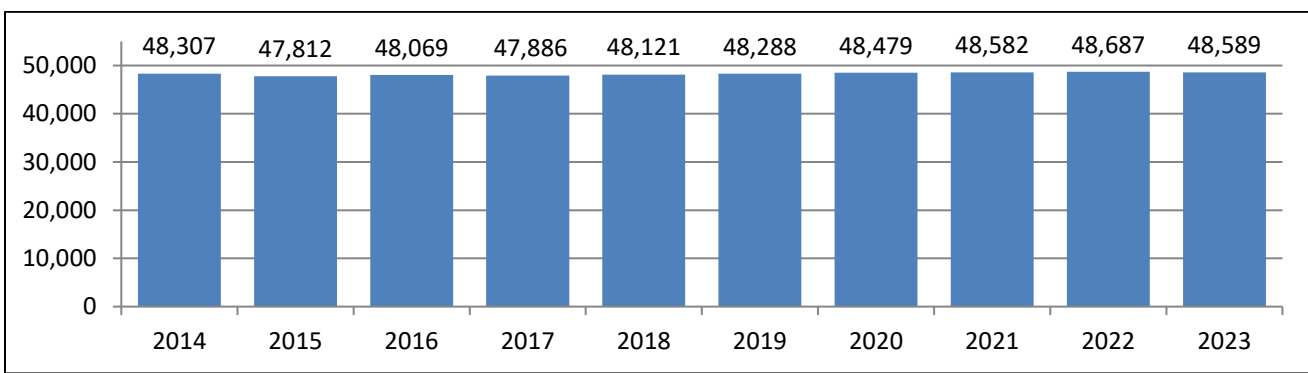
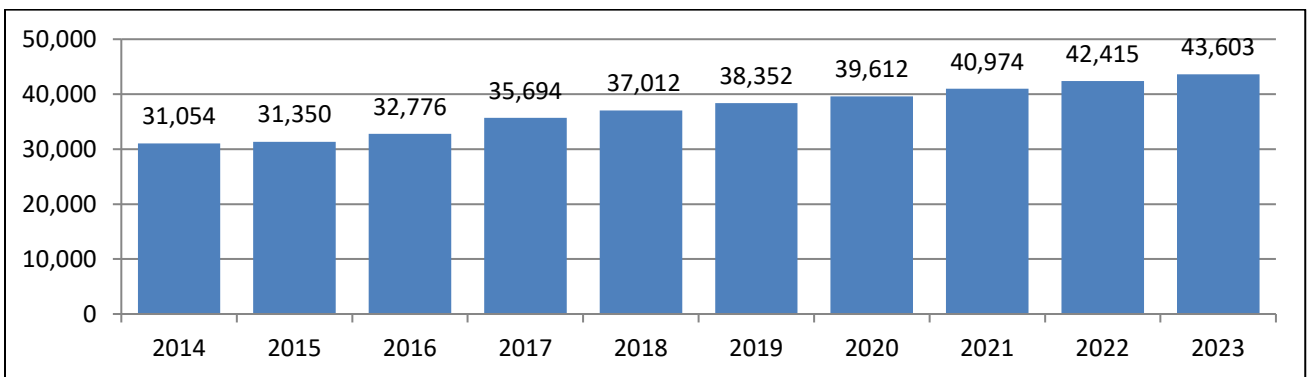
Target: 95%

RETIREMENTS AND REFUNDS



ACTUARIAL FUNDED RATIO

Funded ratio impacted by reductions to assumed rate of return and revised actuarial assumptions effective in 2015 and 2019

ACTIVE MEMBERS**RETIREES & BENEFICIARIES**

NHRS Board Monthly Reporting Package

Finance

June 11, 2024

Net Position (\$s in Billions)	FY 2024	FY 2023
Current Fiscal Year-To-Date	Oct-23	Oct-22
Net Position Change	(\$0.613)	(\$0.110)
Prior Year Beginning Balance	\$11.509	\$10.753
Net Position Balance	\$10.896	\$10.643

CASH FLOW-Contributions & Benefits				
Cash Basis (\$s in Millions)				
		FY 2024 YTD		FY 2023 YTD
Contributions	Oct-23	Oct	Oct-22	Oct
Employers	\$ 53.528	\$ 205.932	\$ 64.285	\$ 211.725
RSA from State of NH	\$ -	\$ 7.140	\$ -	\$ -
Members	\$ 22.503	\$ 83.376	\$ 25.244	\$ 83.109
Subtotal	\$ 76.031	\$ 296.448	\$ 89.529	\$ 294.834
Benefits				
Annuity & OPEB	\$ 85.602	\$ 341.709	\$ 93.697	\$ 341.295
Refunds & All Other	\$ 2.810	\$ 15.431	\$ 4.595	\$ 16.426
Subtotal	\$ 88.412	\$ 357.140	\$ 98.292	\$ 357.721
Total Cash Flow Gain/(Shortfall)	\$ (12.381)	\$ (60.692)	\$ (8.763)	\$ (62.887)

FY 2024 BUDGET vs. ACTUAL					
Investments & Non-Investment Administrative Expenses					
July 1, 2023 through April 30, 2024					
	Total Budget	FY23 Balance Forward and Transfers	FYTD Budget	Actual	Difference
Investment					
Administrative Expenses					
Internal	\$ 1,339,670	\$ -	\$ 1,089,931	\$ 872,073	\$ 217,858
External (Manager & Custodial)	\$ 33,106,000	\$ -	\$ 27,588,333	\$ 23,395,070	\$ 4,193,263
Subtotal	\$ 34,445,670	\$ -	\$ 28,678,264	\$ 24,267,143	\$ 4,411,121
Non-Investment					
Administrative Expenses					
Internal (Statutory Administrative)	\$ 10,619,842	\$ 479,418	\$ 8,687,540	\$ 9,075,500	\$ 91,458
Pension Gold Version 3	\$ 2,383,600	\$ 755,621	\$ 1,986,333	\$ 2,651,216	\$ 90,738
External (Actuary, Legal, Audit)	\$ 1,194,450	\$ -	\$ 995,375	\$ 679,958	\$ 315,417
Subtotal	\$ 14,197,892	\$ 1,235,039	\$ 11,669,248	\$ 12,406,674	\$ 497,613
Total Administrative Expense	\$ 48,643,562	\$ 1,235,039	\$ 40,347,512	\$ 36,673,817	\$ 4,908,734

							New Hampshire Retirement System					
							Investment & Non-Investment Administrative Expenses					
							Budget vs. Actual					
							July 1, 2023 Through April 30, 2024					
							FY 2024					
							TOTAL Budget	FY23 Balance Forward and Transfers	FYTD Budget	FYTD Actual	Difference	Variance Explanations
1	Investment Administrative Expenses											
2	Internal Investment Expenses											
3	Salaries & Benefits	\$	1,032,000		\$	833,538	\$	667,911	\$	165,627		
4	Temporary Employees		-	100,000		-		91,200		8,800	Coverage for leave of absence of full time employee.	
5	Current Expenses/Supplies/Education		57,200			47,667		14,416		33,251		
6	Subscriptions		5,320			4,433		4,075		358		
7	License Fee-Bloomberg		202,575	(100,000)		168,813		76,230		(7,417)	Fewer licenses required in first half of year. Timing of expenses against estimated budget.	
8	Organizational Dues		18,075			15,063		8,150		6,913		
9	Travel		24,500			20,417		10,091		10,326		
10	Subtotal Internal Investment		1,339,670	-		1,089,931		872,073		217,858		
11	External Investment Expenses											
12	Management Fees											
13	Marketable Investments		27,440,000			22,866,667		19,315,485		3,551,182		
14	Real Estate		3,700,000			3,083,333		2,446,973		636,360		
15	Subtotal Management Fees		31,140,000	-		25,950,000		21,762,458		4,187,542		
16	Investment Administrative Expenses											
17	Custody Fees											
18	Master-BNY Mellon		705,000			587,500		690,279		(102,779)	Includes fees from FY 2023 paid in 2024	
19	General Investment Consultant Fees		700,000			583,333		487,500		95,833	Includes fees from FY 2023 paid in 2024	
20	Legal-Investment		500,000			416,667		420,660		(3,993)	Includes fees from FY 2023 paid in 2024	
21	Other Fees		61,000			50,833		34,173		16,660		
22	Subtotal Invest. Administrative Expenses		1,966,000	-		1,638,333		1,632,612		5,721		
23	Subtotal External Investment		33,106,000	-		27,588,333		23,395,070		4,193,263		
24												
25	Total Investment Internal & External	\$	34,445,670	\$	-	\$ 28,678,264	\$	24,267,143	\$	4,411,121		
26	Non-Investment Administrative Expenses											
27	Internal Non-Investment Expenses											
28	Salaries & Benefits	\$	7,793,341	\$	(370,000)	\$	6,294,622	\$	6,346,625	\$	(422,003)	Timing of expenses to budget. Future transfer to cover excess.
29	Current Expenses		220,550	(107,844)		183,792		92,017		(16,069)	Timing of expenses to Budget	
30	Rents & Leases		461,000	(60,000)		421,667		361,820		(153)	Timing of expenses to Budget	
31	Equipment		28,950	76,000		24,125		101,016		(891)	Timing of expenses to Budget	
32	Technology-Software & Hardware		1,118,000	164,172		931,667		668,870		426,969		
33	Payroll & Other Services		58,704			48,920		77,660		(28,740)	Increased banking expenses related to change in account structure. Offset by increase in interest income. Future transfer to cover excess.	
34	Independent Med. Examiners/Consultants		255,000			212,500		203,296		9,204		
35	Retiree Health Insurance		147,400			122,833		126,706		(3,873)	Expenses over estimates from State of NH. Future transfer to cover excess.	
36	Other		536,897	777,090		447,414		1,097,490		127,014		
37	Subtotal Internal Non-Invest. Adm		10,619,842	479,418		8,687,540		9,075,500		91,458		
38												
39	Pension Gold Version 3 Upgrade		2,383,600	755,621		1,986,333		2,651,216		90,738		
40												
41	External Non-Investment Expenses											
42	Actuarial Fees	\$	286,000			238,333		201,754		36,579		
43	Legal Fees		200,000			166,667		77,797		88,870		
44	Audit Fees		254,000			211,667		254,000		(42,333)	Timing of expenses against estimated budget. Will balance by end of year.	
45	Other Consulting Fees		100,000			83,333		24,699		58,634		
46	Insurance Expense		220,450			183,708		53,889		129,819		
47	Local Custodian		134,000			111,667		67,819		43,848		
48	Depreciation Expense		-			-		-		-		
49	Subtotal External Non-Invest. Adm		1,194,450	-		995,375		679,958		315,417		
50												
51	Total Non-Invest. Internal & External	\$	14,197,892	\$	1,235,039	\$	11,669,248	\$	12,406,674	\$	497,613	
52												
53	Total Administrative Expense	\$	48,643,562	\$	1,235,039	\$	40,347,512	\$	36,673,817	\$	4,908,734	

New Hampshire Retirement System											As of April 30, 2024
Pension Gold Version 3 Upgrade											
Total Project Lifecycle											
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
EXTERNAL COSTS											
	PG V3 Perpetual License	PG V3 Support Costs	Implementation Costs	Hardware Costs		Software Costs		Other Costs		Subtotal External Costs	
				Test environment	Production environment	Commodity Software Costs	Software Licenses	Consulting Costs	Legal Costs		
1	2019 Budget	\$ 850,175	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000	\$ 20,000	\$ 970,175
2	2019 Actual	\$ 850,175	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,700	\$ 6,776	\$ 919,651
3	2019 Variance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37,300	\$ 13,224	\$ 50,524
4	2019 Comments										
5											
6											
7	2020 Budget	\$ -	\$ 170,035	\$ 2,012,751	\$ 50,000	\$ -	\$ 10,000	\$ 2,280	\$ 114,125	\$ -	\$ 2,359,191
8	2020 BUD Update			\$ (543,726)							\$ (543,726)
9	2020 Adj Budget	\$ -	\$ 170,035	\$ 1,469,025	\$ 50,000	\$ -	\$ 10,000	\$ 2,280	\$ 114,125	\$ -	\$ 1,815,465
10	2020 Actual	\$ -	\$ 170,035	\$ 1,462,054	\$ 25,717	\$ -	\$ -	\$ -	\$ 84,838	\$ -	\$ 1,742,644
11	2020 Variance	\$ -	\$ -	\$ 6,971	\$ 24,283	\$ -	\$ 10,000	\$ 2,280	\$ 29,288	\$ -	\$ 72,822
12	2020 Comments										
13											
14											
15	2021 Budget	\$ -	\$ 170,035	\$ 2,012,751	\$ -	\$ -	\$ -	\$ -	\$ 114,125	\$ -	\$ 2,296,911
16	2021 BUD Update			\$ (782,531)							\$ (782,531)
17	2021 Adj Budget	\$ -	\$ 170,035	\$ 1,230,220	\$ -	\$ -	\$ -	\$ -	\$ 114,125	\$ -	\$ 1,514,380
18	2021 Actual	\$ -	\$ 170,035	\$ 1,531,294	\$ -	\$ -	\$ -	\$ -	\$ 63,045	\$ -	\$ 1,764,374
19	2021 Variance	\$ -	\$ -	\$ (301,074)	\$ -	\$ -	\$ -	\$ -	\$ 51,080	\$ -	\$ (249,994)
20	2021 Comments										
21											
22											
23	2022 Budget	\$ -	\$ 170,035	\$ 1,070,699	\$ -	\$ 50,000	\$ 105,000	\$ -	\$ 114,125	\$ -	\$ 1,509,859
24	2022 BUD Update			\$ 99,480							\$ 99,480
25	2022 Adj Budget	\$ -	\$ 170,035	\$ 1,170,178	\$ -	\$ 50,000	\$ 105,000	\$ -	\$ 114,125	\$ -	\$ 1,609,338
26	2022 Actual	\$ -	\$ 170,035	\$ 797,012	\$ -	\$ -	\$ -	\$ -	\$ 163,626	\$ -	\$ 1,130,673
27	2022 Variance	\$ -	\$ -	\$ 373,166	\$ -	\$ 50,000	\$ 105,000	\$ -	\$ (49,501)	\$ -	\$ 478,665
28	2022 Comments										
29											
30											
31	2023 Budget	\$ -	\$ 170,035	\$ 1,070,699	\$ -	\$ -	\$ -	\$ -	\$ 48,500	\$ -	\$ 1,289,234
32	2023 BUD Update			\$ 697,174							\$ 697,174
33	2023 Adj Budget	\$ -	\$ 170,035	\$ 1,767,872	\$ -	\$ -	\$ -	\$ -	\$ 48,500	\$ -	\$ 1,986,407
34	2023 Actual	\$ -	\$ -	\$ 1,506,999	\$ -	\$ -	\$ -	\$ -	\$ 69,712	\$ -	\$ 1,576,711
35	2023 Variance	\$ -	\$ 170,035	\$ 260,873	\$ -	\$ -	\$ -	\$ -	\$ (21,212)	\$ -	\$ 409,696
36	2023 Comments										
37											
38											
39	2024 Budget	\$ -		\$ 1,088,276	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,088,276
40	2024 BUD Update			\$ 1,617,345							\$ 1,617,345
41	2024 Adj Budget	\$ -	\$ -	\$ 2,705,621	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,705,621
42	2024 Actual	\$ -	\$ -	\$ 2,044,749	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ 2,049,749
43	2024 Variance	\$ -	\$ -	\$ 660,872	\$ -	\$ -	\$ -	\$ -	\$ (5,000)	\$ -	\$ 655,872
44	2024 Comments										
45											
46											
47	TOTAL Budget	\$ 850,175	\$ 680,140	\$ 7,255,175	\$ 50,000	\$ 50,000	\$ 115,000	\$ 2,280	\$ 490,875	\$ 20,000	\$ 9,513,645
48	TOTAL BUD Update	\$ -	\$ -	\$ 1,087,741	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,087,741
49	TOTAL Adj Budget	\$ 850,175	\$ 680,140	\$ 8,342,916	\$ 50,000	\$ 50,000	\$ 115,000	\$ 2,280	\$ 490,875	\$ 20,000	\$ 10,601,386
50	TOTAL Actual	\$ 850,175	\$ 510,105	\$ 7,342,108	\$ 25,717	\$ -	\$ -	\$ -	\$ 448,921	\$ 6,776	\$ 9,183,801
51	TOTAL Variance	\$ -	\$ 170,035	\$ 1,000,808	\$ 24,283	\$ 50,000	\$ 115,000	\$ 2,280	\$ 41,955	\$ 13,224	\$ 1,417,585
52	TOTAL Comments										
53											
54	Assumptions:										
55		No costs associated with PGV2 are included in this analysis									
56		PGV3 Support Costs are at the Standard rate (as opposed to premium)									
57		Implementation Costs detailed in each year's Adjusted Budget match the payment schedule in the LRS contract, and total the not-to-exceed amount									
58		The Adjusted Budget for Internal Costs reflects the amounts included in the FY22/23 statutory administrative budget.									
59		There are no costs for hardware that may be necessary at COLO included above									
60		Consulting costs in total are set at the not-to-exceed amount set in the contract with LRWL									
61		In FY24, additional staffing costs are increased 5% over FY23									

		New Hampshire Retirement System						As of April 30, 2024	
		Pension Gold Version 3 Upgrade							
		Total Project Lifecycle							
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		INTERNAL COSTS							TOTAL PROJECT
		Additional Staffing Costs with benefits	Overtime	Current Expenses	Desktop PC's	Desks/Office Furniture	Travel	Subtotal Internal Costs	
1	2019 Budget	\$ 177,145	\$ -	\$ 40,858	\$ 2,644	\$ 2,363	\$ -	\$ 223,010	\$ 1,193,185
2	2019 Actual	\$ 155,718	\$ 3,115	\$ 1,442	\$ 2,644	\$ 2,363	\$ -	\$ 165,282	\$ 1,084,933
3	2019 Variance	\$ 21,427	\$ (3,115)	\$ 39,416	\$ -	\$ -	\$ -	\$ 57,728	\$ 108,252
4	2019 Comments								
5									
6									
7	2020 Budget	\$ 525,220	\$ 20,000	\$ 9,000	\$ 11,100	\$ 20,000	\$ 2,250	\$ 587,570	\$ 2,946,761
8	2020 BUD Update							\$ -	\$ (543,726)
9	2020 Adj Budget	\$ 525,220	\$ 20,000	\$ 9,000	\$ 11,100	\$ 20,000	\$ 2,250	\$ 587,570	\$ 2,403,035
10	2020 Actual	\$ 368,213	\$ 883	\$ 2,334	\$ -	\$ -	\$ -	\$ 371,430	\$ 2,114,074
11	2020 Variance	\$ 157,007	\$ 19,117	\$ 6,666	\$ 11,100	\$ 20,000	\$ 2,250	\$ 216,140	\$ 288,962
12	2020 Comments								
13									
14									
15	2021 Budget	\$ 624,041	\$ 20,000	\$ 9,000			\$ 2,250	\$ 655,291	\$ 2,952,202
16	2021 BUD Update							\$ -	\$ (782,531)
17	2021 Adj Budget	\$ 624,041	\$ 20,000	\$ 9,000	\$ -	\$ -	\$ 2,250	\$ 655,291	\$ 2,169,671
18	2021 Actual	\$ 374,098	\$ 12,842	\$ 1,009	\$ -	\$ -	\$ -	\$ 387,949	\$ 2,152,323
19	2021 Variance	\$ 249,943	\$ 7,158	\$ 7,991	\$ -	\$ -	\$ 2,250	\$ 267,342	\$ 17,348
20	2021 Comments								
21									
22									
23	2022 Budget	\$ 655,243	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 685,243	\$ 2,195,102
24	2022 BUD Update	\$ (55,316)					\$ 2,250	\$ (53,066)	\$ 46,414
25	2022 Adj Budget	\$ 599,927	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ 2,250	\$ 632,177	\$ 2,241,515
26	2022 Actual	\$ 413,963	\$ 1,760	\$ 672	\$ -	\$ -	\$ -	\$ 416,395	\$ 1,547,068
27	2022 Variance	\$ 185,964	\$ 18,240	\$ 9,328	\$ -	\$ -	\$ 2,250	\$ 215,782	\$ 694,447
28	2022 Comments								
29									
30									
31	2023 Budget	\$ 688,005	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 718,005	\$ 2,007,239
32	2023 BUD Update	\$ (65,909)					\$ 2,250	\$ (63,659)	\$ 633,515
33	2023 Adj Budget	\$ 622,096	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ 2,250	\$ 654,346	\$ 2,640,753
34	2023 Actual	\$ 504,240	\$ 263	\$ 741	\$ -	\$ -	\$ -	\$ 505,244	\$ 2,081,955
35	2023 Variance	\$ 117,856	\$ 19,737	\$ 9,259	\$ -	\$ -	\$ 2,250	\$ 149,102	\$ 558,798
36	2023 Comments								
37									
38									
39	2024 Budget	\$ 722,405	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ 727,405	\$ 1,815,681
40	2024 BUD Update	\$ (129,805)	\$ 20,000	\$ 5,000			\$ 11,000	\$ (93,805)	\$ 1,523,540
41	2024 Adj Budget	\$ 592,600	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ 11,000	\$ 633,600	\$ 3,339,221
42	2024 Actual	\$ 588,311	\$ 3,496	\$ 5,116	\$ -	\$ 89	\$ 4,454	\$ 601,467	\$ 2,651,216
43	2024 Variance	\$ 4,289	\$ 16,504	\$ 4,884	\$ -	\$ (89)	\$ 6,546	\$ 32,133	\$ 688,005
44	2024 Comments								
45									
46									
47	TOTAL Budget	\$ 3,392,059	\$ 80,000	\$ 83,858	\$ 13,744	\$ 22,363	\$ 4,500	\$ 3,596,524	\$ 13,110,169
48	TOTAL BUD Update	\$ (251,030)	\$ 20,000	\$ 5,000	\$ -	\$ -	\$ 15,500	\$ (210,530)	\$ 877,211
49	TOTAL Adj Budget	\$ 3,141,029	\$ 100,000	\$ 88,858	\$ 13,744	\$ 22,363	\$ 20,000	\$ 3,385,994	\$ 13,987,380
50	TOTAL Actual	\$ 2,404,543	\$ 22,359	\$ 11,315	\$ 2,644	\$ 2,452	\$ 4,454	\$ 2,447,767	\$ 11,631,568
51	TOTAL Variance	\$ 736,486	\$ 77,641	\$ 77,543	\$ 11,100	\$ 19,911	\$ 15,546	\$ 938,227	\$ 2,355,812
52	TOTAL Comments								
53									
54	Assumptions:								
55		No costs associated with PGV2 are included in this analysis							
56		PGV3 Support Costs are at the Standard rate (as opposed to premium)							
57		Implementation Costs detailed in each year's Adjusted Budget match the payment schedule in the LRS contract, and total the not-to-exceed amount							
58		The Adjusted Budget for Internal Costs reflects the amounts included in the FY22/23 statutory administrative budget.							
59		There are no costs for hardware that may be necessary at COLO included above							
60		Consulting costs in total are set at the not-to-exceed amount set in the contract with LRWL							
61		In FY24, additional staffing costs are increased 5% over FY23							

New Hampshire Retirement System

PROPOSED

FY 2025 Trust Fund Budget

Presentation to the Board of Trustees

June 2024

**NEW HAMPSHIRE RETIREMENT SYSTEM
TRUST FUND BUDGET SUMMARY
FOR FISCAL YEARS 2023, 2024 AND 2025**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
		FY 2023	FY 2024		FY 2025	Variance	
			BUDGET	PROJECTED	PROPOSED	FY 2025 Proposed vs	
		ACTUAL		ACTUAL	BUDGET	FY 2024 Budget	
						\$	%
1	Investment Expense/Internal:	\$920,297	\$1,339,670	\$1,094,090	\$1,743,545	\$403,875	30.1%
2	Investment Expense/External:	\$30,342,873	\$33,106,000	\$31,799,000	\$36,599,000	\$3,493,000	10.6%
3	Non-Investment Expense/Non-Statutory:	\$1,088,368	\$1,194,450	\$1,079,326	\$1,239,137	\$44,687	3.7%
4	Subtotal	\$32,351,538	\$35,640,120	\$33,972,416	\$39,581,682	\$3,941,562	11.1%
5	Statutory Administrative Budget	\$11,657,746	\$13,003,442	\$13,700,000 ¹	\$13,632,278	\$628,836	4.8%
6	<i>Standard NHRS Operations</i>	\$9,500,347	\$10,619,842	\$10,864,000	\$11,214,078	\$594,236	5.6%
7	<i>Pension Gold Version 3 upgrade</i>	\$2,157,399	\$2,383,600	\$2,836,000	\$2,418,200	\$34,600	1.5%
8	Total Proposed NHRS Trust Fund:	\$44,009,284	\$48,643,562	\$47,672,416	\$53,213,960	\$4,570,398	9.4%
¹ FY 2024 Projected Actual includes FY 2023 carry-forward funds related to purchase commitments for equipment and PGV3.							

**NEW HAMPSHIRE RETIREMENT SYSTEM
TRUST FUND BUDGET ANALYSIS
FY 2025 Trust Fund Budget
FOR FISCAL YEARS 2023, 2024 AND 2025**

June 2024		FY 2023	FY 2024		FY 2025	Variance		
		ACTUAL	BUDGET	PROJECTED	PROPOSED	FY 2025 Proposed vs		
					ACTUAL	BUDGET	FY 24 Projected	Actual
						\$s	%	
1	Investment Expense/Internal:	Ref						
2	Administrative Expenses							
3	Salaries & Benefits	3	\$813,347	\$1,032,000	\$845,000	\$1,038,593	\$193,593	22.9%
4	Part Time Salaries	4	-	-	101,200	-	(101,200)	-100.0%
5	Current Expenses/Supplies/Education	5	24,719	57,200	20,000	66,400	46,400	232.0%
6	Subscriptions	6	5,400	5,320	5,000	5,852	852	17.0%
7	Technology & Analytical Systems	7	64,962	202,575	101,640	400,575	298,935	294.1%
8	Consultants	8	-	0	0	170,000	170,000	100.0%
9	Organization Dues	9	9,869	18,075	9,150	18,525	9,375	102.5%
10	Travel	10	2,000	24,500	12,100	43,600	31,500	260.3%
11	Total Investment Expense/Internal	11	\$920,297	\$1,339,670	\$1,094,090	\$1,743,545	\$649,455	59.4%
12	Investment Expense/External:							
13	Management Fees							
14	Marketable Investments	15	\$25,313,982	\$27,440,000	\$26,675,000	\$31,250,000	\$4,575,000	17.2%
15	Real Estate	22	3,440,605	3,700,000	3,250,000	3,200,000	(50,000)	-1.5%
16	Subtotal Management Fees	24	28,754,587	31,140,000	29,925,000	34,450,000	4,525,000	15.1%
17	Investment Administrative Expenses							
18	Custody Fees	27	676,931	705,000	700,000	705,000	5,000	0.7%
19	General Investment Consultant Fees	29	650,000	700,000	650,000	700,000	50,000	7.7%
20	Legal	30	207,424	500,000	450,000	550,000	100,000	22.2%
21	Other Fees	31	53,931	61,000	74,000	194,000	120,000	162.2%
22	Subtotal Investment Adm. Expenses	37	1,588,286	1,966,000	1,874,000	2,149,000	275,000	14.7%
23	Total Investment Expense/External	39	\$30,342,873	\$33,106,000	\$31,799,000	\$36,599,000	\$4,800,000	15.1%
24	Non-Investment Expense/Non-Statutory:							
25	Professional Fees & Other							
26	Actuarial Fees	42	\$222,881	\$286,000	\$280,000	\$253,000	(\$27,000)	-9.6%
27	Legal Fees	48	122,024	200,000	125,000	175,000	50,000	40.0%
28	Audit Fees	49	259,500	254,000	254,000	357,000	103,000	40.6%
29	Other Consulting Fees	52	173,747	100,000	125,000	125,000	0	0.0%
30	Insurance	54	197,690	220,450	205,326	211,137	5,811	2.8%
31	Local Custodian	60	112,526	134,000	90,000	118,000	28,000	31.1%
32	Total Non-Investment Expense/Non-Statutory	63	\$1,088,368	\$1,194,450	\$1,079,326	\$1,239,137	\$159,811	14.8%
33	¹ Trust Fund (not including Statutory Budget)	64	\$32,351,538	\$35,640,120	\$33,972,416	\$39,581,682	\$5,609,266	16.5%
34	¹ Trust Fund Less Invest. Management Fees		\$3,596,951	\$4,500,120	\$4,047,416	\$5,131,682	\$1,084,266	26.8%
	¹ This schedule does not include Statutory budgeted items							

**NEW HAMPSHIRE RETIREMENT SYSTEM
TOTAL TRUST FUND LESS INVESTMENT MANAGEMENT FEES & PENSION GOLD VERSION 3 COSTS
FOR FISCAL YEARS 2023, 2024, AND 2025
(Dollars in Thousands)**

June 2024	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	FY 2023	FY 2024		FY 2025	Variance		Variance	
	ACTUAL	BUDGET	PROJECTED ACTUAL	PROPOSED BUDGET	FY 2025 Proposed vs FY 2024 Budget (4-2)		FY 2025 Proposed vs FY 2024 Projected Actual (4-3)	
					\$	%	\$	%
1 Total Trust Fund	\$44,009	\$48,809	\$45,908	\$50,055	\$1,246	2.6%	\$4,147	9.0%
2 Less Investment Management Expense	(\$28,755)	(\$31,140)	(\$29,925)	(\$34,450)	\$3,310		\$4,525	
3 Net Trust Fund	\$15,255	\$17,669	\$15,983	\$15,605	(\$2,064)	-11.7%	(\$378)	-2.4%
4 Less Pension Gold Version 3 Expense	(\$2,157)	(\$2,384)	(\$2,836)	(\$2,418)	\$35		(\$418)	
5 Net Trust Fund without PGV3	\$13,097	\$15,285	\$13,147	\$13,187	(\$2,099)	-13.7%	\$40	0.3%

These figures include the entire Trust Fund Budget - All categories.

**NEW HAMPSHIRE RETIREMENT SYSTEM
HISTORY OF TRUST FUND LESS INVESTMENT MANAGEMENT FEES & PENSION GOLD VERSION 3 COSTS
FOR FISCAL YEAR 2017 ACTUAL THROUGH FISCAL YEAR 2024 PROJECTED ACTUAL
(Dollars in Thousands)**

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
6 Net Trust Fund - Budget	\$11,770	\$12,097	\$12,594	\$13,026	\$13,373	\$13,469	\$13,083	\$15,285
7 Net Trust Fund - Actual	\$10,964	\$10,631	\$11,103	\$11,182	\$11,592	\$12,215	\$13,097	\$13,147 ¹

¹ The FY 2024 Actual amount is estimated

NEW HAMPSHIRE RETIREMENT SYSTEM					
TRUST FUND BUDGET DETAIL ANALYSIS					
(Does not include the NHRS Statutory Budget)					
FISCAL YEAR 2023 - 2025					
	FY 2023	FY 2024	FY 2024	FY 2025	
			PROJECTED	PROPOSED	
	ACTUAL	BUDGET	ACTUAL	BUDGET	
June 2024					
1	Investment Expense/Internal:				
2	Administrative Expenses				
3	Salaries & Benefits	\$813,347	\$1,032,000	\$845,000	\$1,038,593
4	Part Time Salaries	-	-	101,200	-
5	Current Expenses/Supplies/Education	24,719	57,200	20,000	66,400
6	Subscriptions	5,400	5,320	5,000	5,852
7	Technology & Analytical Systems	64,962	202,575	101,640	400,575
8	Consultants	-	-	-	170,000
9	Organization Dues	9,869	18,075	9,150	18,525
10	Travel	2,000	24,500	12,100	43,600
11	Total Investment Expense/Internal	\$920,297	\$1,339,670	\$1,094,090	\$1,743,545
12					
13	Investment Expense/External:				
14	Management Fees				
15	Marketable Investments	\$25,313,982	\$27,440,000	\$26,675,000	\$31,250,000
16	Domestic Equity	9,907,213	10,940,000	11,060,000	13,010,000
17	Non-US Equity	9,658,161	10,140,000	9,360,000	11,640,000
18	Fixed Income	5,748,608	6,360,000	6,255,000	6,600,000
22	Real Estate	3,440,605	3,700,000	3,250,000	3,200,000
23	Townsend	3,440,605	3,700,000	3,250,000	3,200,000
24	Subtotal Management Fees	28,754,587	31,140,000	29,925,000	34,450,000
25					
26	Investment Administrative Expenses				
27	Custody Fees	676,931	705,000	700,000	705,000
28	Master Custodian	676,931	705,000	700,000	705,000
29	General Investment Consultant Fees	650,000	700,000	650,000	700,000
30	Legal	207,424	500,000	450,000	550,000
31	Other Fees	53,931	61,000	74,000	194,000
32	Trading Cost Analysis	4,233	12,000	20,000	45,000
33	Proxy Voting Service	11,025	30,000	30,000	30,000
34	ISS Class Action	20,005	15,000	20,000	15,000
35	Fee Validation Monitoring Service	0	0	0	100,000
36	Other Fees-Foreign Tax Agent Fees	18,668	4,000	4,000	4,000
37	Subtotal Investment Adm. Expenses	1,588,286	1,966,000	1,874,000	2,149,000
38					
39	Total Investment Expense/External	\$30,342,873	\$33,106,000	\$31,799,000	\$36,599,000
	FY 2023	FY 2024	FY 2024	FY 2025	
			PROJECTED	PROPOSED	
	ACTUAL	BUDGET	ACTUAL	BUDGET	
40	Non-Investment Expense/Non-Statutory:				
41	Professional Fees & Other				
42	Actuarial Fees	\$222,881	\$286,000	\$280,000	\$253,000
43	Valuation & ACFR	72,793	103,000	93,600	100,000
44	Legislative-Related & Other	93,688	80,000	80,000	95,000
45	Experience Study	0	53,000	50,000	0
46	Decennial Commission	0	0	0	0
47	GASB-Work	56,400	50,000	56,400	58,000
48	Legal Fees	122,024	200,000	125,000	175,000
49	Audit Fees	259,500	254,000	254,000	357,000
50	ACFR and GASB Audits	259,500	254,000	254,000	257,000
51	Actuarial Peer Audit				100,000
52	Other Consulting Fees	173,747	100,000	125,000	125,000
53	Consulting Fees/Temporary Projects	173,747	100,000	100,000	125,000
54	Insurance	197,690	220,450	205,326	211,137
55	Fiduciary	148,487	165,000	148,487	148,487
56	Business Owner/Automotive	8,832	7,500	2,763	3,000
57	Crime	0	2,850	2,850	3,050
58	Public Office Bond \$100 for Exec. Dir.	0	100	100	100
59	Cyber Insurance	40,371	45,000	51,126	56,500
60	Local Custodian	112,526	134,000	90,000	118,000
61	Local Custodian Banking Services	112,526	116,000	75,000	100,000
62	Local Custodian Payroll Services		18,000	15,000	18,000
63	Total Non-Investment Expense/Non-Statutory	\$1,088,368	\$1,194,450	\$1,079,326	\$1,239,137
64	¹ Subtotal Trust Fund	\$32,351,538	\$35,640,120	\$33,972,416	\$39,581,682

¹Does not include Statutory budgeted items or depreciation

NEW HAMPSHIRE RETIREMENT SYSTEM					
TRUST FUND BUDGET DETAIL ANALYSIS					
STATUTORY ADMINISTRATIVE BUDGET					
FISCAL YEAR 2023 - 2025					
June 2024					
		FY 2023	FY 2024	FY 2024	FY 2025
				PROJECTED	
		ACTUAL	BUDGET	ACTUAL ¹	BUDGET
1	Statutory Administrative Budget				
2	All non PGv3	\$9,500,347	\$10,619,842	\$10,864,000	\$11,214,078
3					
4					
5					
6					
7					
8					
9					
10					
11	<i>PGV3 Upgrade Project</i>	2,157,399	2,383,600	2,836,000	2,418,200
12	Total Statutory Administrative Expense	\$11,657,746	\$13,003,442	\$13,700,000	\$13,632,278

¹ FY 2024 Projected Actual includes FY 2023 carry-forward funds related to purchase commitments for equipment and PGV3.



To: Board of Trustees
From: Rosamond Cain, Director of Human Resources
Date: June 11, 2024
Re: HR Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- NHRS is currently recruiting for two Member Account Specialist. The Employer Specialist positions, and the Finance Accountant position have been filled.
- An all-staff presentation on communication was held last month and the ETeam will continue working on improving communication across the organization.
- HR and the PPCC completed the FY 25 non-union compensation plan.

Current Months' Highlights – April and May

- HR met all four KPMs for the past two months.
- We now have six of our managers participating in a leadership development program.
- HR is working with the Eteam on staffing numbers for FY 25.
- The NHRS Compensation program needs to be reviewed and updated. HR has presented options to the Executive Director, and we will be choosing a vendor to start the project with.

Upcoming Plans & Projects

- The annual employee appreciation event is being planned for July.
- All training manuals will need to be updated to reflect processing in PGV3. This project is expected to begin in January 2025.
- All position descriptions will need to be updated to reflect changes due to PGV3. This project is expected to begin in FY 25.

Division: Human Resources (HR)

Date: June 1, 2024

Approved: July 1, 2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. Plan, schedule, and present two trainings for our staff annual training plan.	RC/ED/ET/MT	6/30/2024	Completed. First training scheduled for 4/15-17/2024, second training was held 5/15.
2. Maintain a management development program for middle managers and staff identified as possible managers.	RC/ED/ET/MT	6/30/2024	In process. Currently, have seven staff members pursuing a degree and we are working with six managers on their leadership development plans. Three managers are currently working with a leadership development coach.
3. Create, implement, and maintain electronic onboarding utilizing the ADP software.	RC/Janet G.	6/30/2024	Completed.
4. Assist in monitoring and maintaining PGV3 staffing levels to keep the project on time and budget.	RC/ET/MT	6/30/2024	Continuing.
5. Monitor and maintain staffing levels for the NHRS Contact Center.	RC/ED/NC/DH	6/30/2024	Continuing.
6. Create, implement, and maintain electronic performance appraisals utilizing the ADP software.	RC/MT	6/30/2024	This project has started as of 9/15/2023. This project will take place in FY 25.
7. Ensure compliance with all federal, state and CBA rules and regulations.	RC/Janet G./Legal	6/30/2024	Continuing.
8. HR Tech. to identify and enroll in a professional development program.	Janet G./RFC	12/31/2023	Completed.
9. HR Mgr. to identify, enroll in, and complete a professional development program.	RFC/ED	12/31/2023	Completed.



To: Board of Trustees

From: Tim Crutchfield, Deputy Director and Chief Legal Counsel

Date: May 30, 2024

Re: Legal Team Operating Report

Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- The RFP for IME services approved by the Board at its April meeting was issued and responses are due no later than June 7.
- On May 29, the NH Supreme Court heard oral arguments in the Keene School District compensation matter. A decision is not expected until the fall.
- The annual cyber insurance renewal is underway, well in advance of its July 15 renewal date.

Current Months' Highlights – April and May

- Over the past 12 months, the Employer Audit Team has completed 40 standard and 23 GASB audits. There are six standard audits in process.
- Legal achieved eight of its eight KPMs in May. A revised KPM for audit productivity was effective May 1.
- 439 Gainful Occupation reports were mailed in early March. 260 have been returned and 239 of those have been processed.
- Letters were sent to 16 employers representing 26 retirees who were reported to have exceeded the annual hours limit earlier in CY 22.

Upcoming Plans and Projects

- Legal staff is working with IT and LRS to enhance the employer audit process in PGV3 over the next six months.

Administrative Appeals

Prior 12 months	Total Cases on Appeal at start of the month	New Appeals	Closed Appeals	Total Cases on Appeal end of the month
April '24	8	4	0	12
Mar. '24	8	0	0	8
Feb. '24	9	0	1	8
Jan. '24	9	1	1	9
Dec. '23	9	1	1	9
Nov. '23	8	2	1	9
Oct. '23	6	2	0	8
Sept. '23	5	1	0	6
Aug. '23	6	1	2	5
July '23	6	1	1	6
June '23	6	0	0	6
May '23	7	0	1	6
Totals		13	8	

Disability Appeals

Prior 12 months	Total Cases on Appeal at start of the month	New Appeals	Closed Appeals	Total Cases on Appeal end of the month
April '24	1	0	0	1
Mar. '24	2	0	1	1
Feb. '24	2	0	0	2
Jan. '24	2	0	0	2
Dec. '23	2	0	0	2
Nov. '23	2	0	0	2
Oct. '23	2	0	0	2
Sept. '23	2	0	0	2
Aug. '23	2	0	0	2
July '23	2	0	0	2
June '23	2	0	0	2
May '23	2	0	0	2
Totals		0	1	

Division: Legal/Compliance

Date: May 30, 2024

Approved: June 13, 2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. Assist in the PGV3 implementation.	TC	12/31/23	In process.
2. Conduct and document annual review of NHRS legal and governance policies, procedures, and manuals to assure best practices.	TC/MC	12/31/23	Completed.
3. Update the annual compliance calendar to ensure statutory compliance in all organizational areas.	TC	12/31/23	Completed.
4. Ensure annual compliance with the Voluntary Correction Program Policy.	TC	3/31/24	Completed.
5. Assure legal compliance with all legislative proposals adopted and effective in 2023.	TC	6/30/24	In process.
6. Review NHRS website for legal compliance with updates as needed.	TC/MK	6/30/24	In process.
7. Identify, enroll, and complete a professional development program.	TC	6/30/24	In process.



To: Board of Trustees
From: Marty Karlon
Date: May 29, 2024
Re: Communications/Legislative Affairs Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

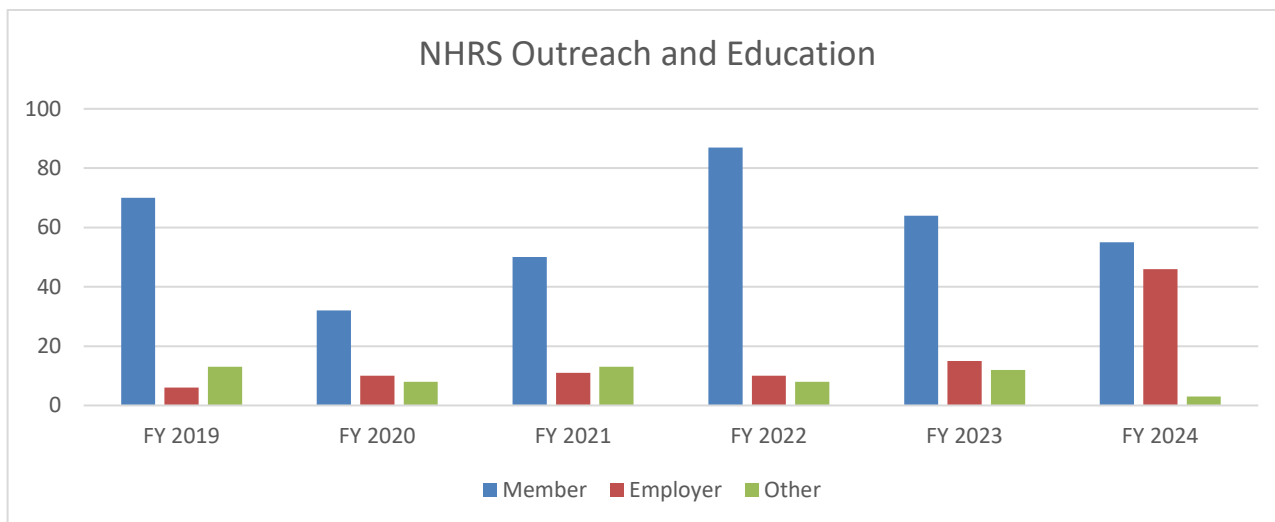
- The 2024 legislative session is almost over. Three NHRS-related bills remain active as of the date of this report.
- The communications team continues to work closely with multiple business units to develop messaging for employers, members, and retirees related to employer reporting, legislative changes, and *My Account 2.0*.

Current Months' Highlights – April and May

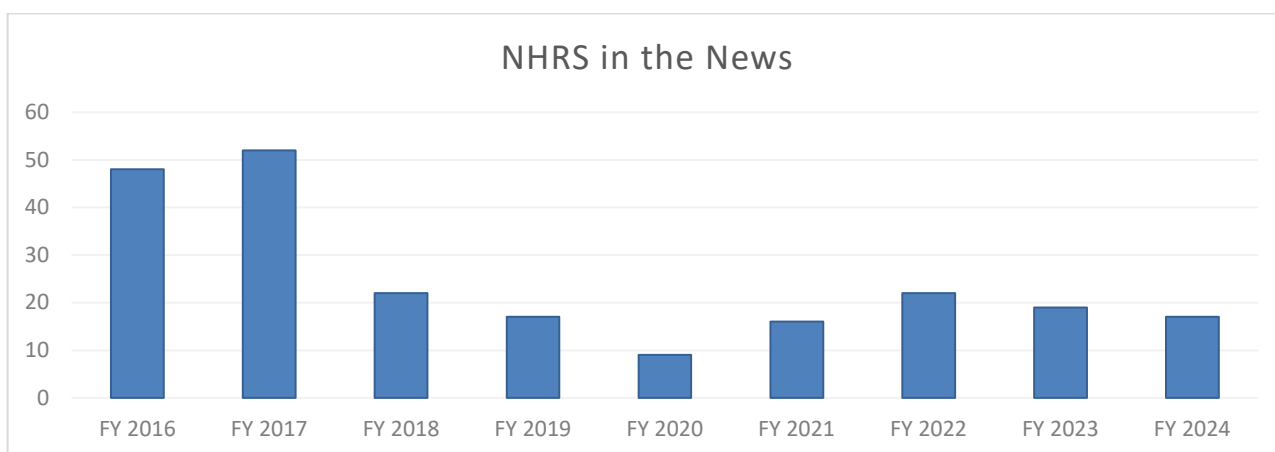
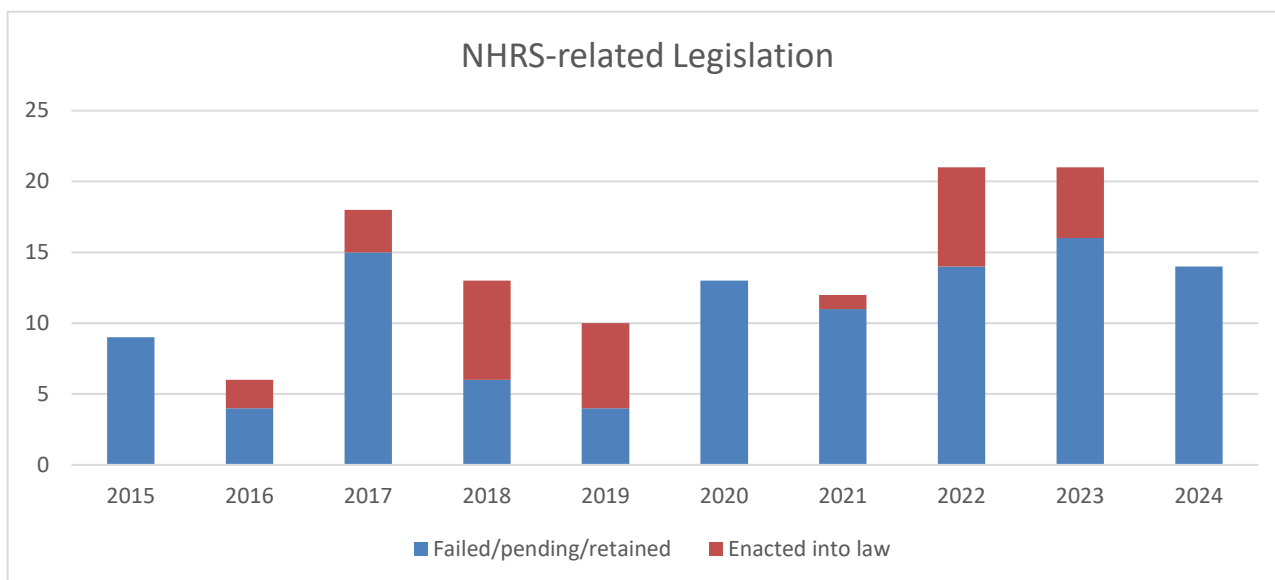
- Worked with Finance Department to host multiple employer listening sessions in April and May. Overall, employers have seen improvement with the new reporting system over the past few months and were grateful for the chance to provide feedback.
- Completed targeted campaign asking employers to promote *My Account 2.0* registration to their employees.
- Provided messaging related to \$500 retiree payment issued in April and letter to retirees impacted by the 2023 change to the Group I benefit recalculation, which went live in PensionGold in May.
- Hosted or participated in 12 member education events and ten employer education events in April and May.
- PIO met all seven of its KPMs in April and May.

Upcoming Plans & Projects

- Pre-planning for implementation of expected 2024 legislative changes.
- Hosting or participating in 11 member or employer education events in June/July.
- Developing *My Account 2.0* promotional campaign to members and retirees commencing in mid-July.



“Other” events include presentations to member, employer, and retiree organizations.



News articles and commentary in NH and national media outlets in which NHRS is the primary subject.

Division: Communications

Date: May 30, 2024

Approved: June 22, 2023

FY 2024 Action Plan Summary

ACTION	PM	DATE	STATUS/COMMENTS
1. In collaboration with the Finance team and PGV3 Project Manager, implement PGV3 employer training and communication plans. *	MK / PIO staff / Finance	1/31/24	Completed. <i>Note: A new, post-launch phase of this project runs into FY 24 and will roll over into next year's action plan.</i>
2. Maintain ongoing internal and external communications for overall PGV3 project. *	MK	3/31/24	Completed. <i>Note: Ongoing communications regarding the DRS and My Account 2.0 will roll over into next year's action plan.</i>
3. Develop and implement campaign to encourage members and retirees to sign up for MyAccount 2.0 *	MK / PIO staff	6/30/24	Ongoing. More than 17,000 users have registered for the new site through May 28.
4. Coordinate NHRS interactions with and prepare materials for statutory commission to study retirement benefits and retention of employees scheduled to meet in fall of 2023.	MK	11/30/23	Completed.
5. Maintain positive and constructive working relationship with the NH Legislature. *	MK	6/30/24	Ongoing. Successfully represented NHRS' interests on three bills that had the potential to impact the Board's fiduciary duty; all three bills were killed.
6. Grow calendar year-over-year audience for social media channels by 10-15%.	MK / PIO staff	6/30/24	In progress.
7. Develop member surveys assessing knowledge and comfort level with NHRS benefits and preferences for additional education efforts.	MK / PIO staff	6/30/24	Note: Survey will be released in FY 25.
8. Update printed and recorded		12/31/23	Completed.

member/retiree/employer presentations impacted by recent legislation.	MK / PIO staff		
9. Identify, enroll, and complete a professional development opportunity.	MK	6/30/24	Completed. Attended and presented at NCPERS Communications Summit in January 2024.

* - *Aligns with initiatives listed on NHRS Three-Year Strategic Plan.*



To: Board of Trustees
 From: John Laferriere, Director of Information Technology
 Date: May 8, 2024
 Re: Information Technology Operating Report
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- Cybersecurity Awareness – no new issues; phishing testing continues.
- The security group identified no new security issues in April and May.
- Validated IT maintained security best practices while configuring the new infrastructure and ensured uninterrupted business activity.
- IT added a cloud engineering consultant to assist with migrating PG to Azure cloud infrastructure.

Current Months' Highlights – April and May

- IT Customer Satisfaction Score – 100% and 99% over the last two months.
- IT met all eight of its KPMs.
- 86 change requests were approved and deployed into the production environment, of which 59 were PGMV3 changes.
- Completed over 35 infrastructure projects during the last FY.
- Completed the phone system project.
- The laptop refresh project has been completed.
- Application and Network modeling has been completed.
- Phase II of the document management project has started.
- The network refresh project has been completed.
- Colocation has been retired, and all equipment has been removed.

Upcoming Plans & Projects

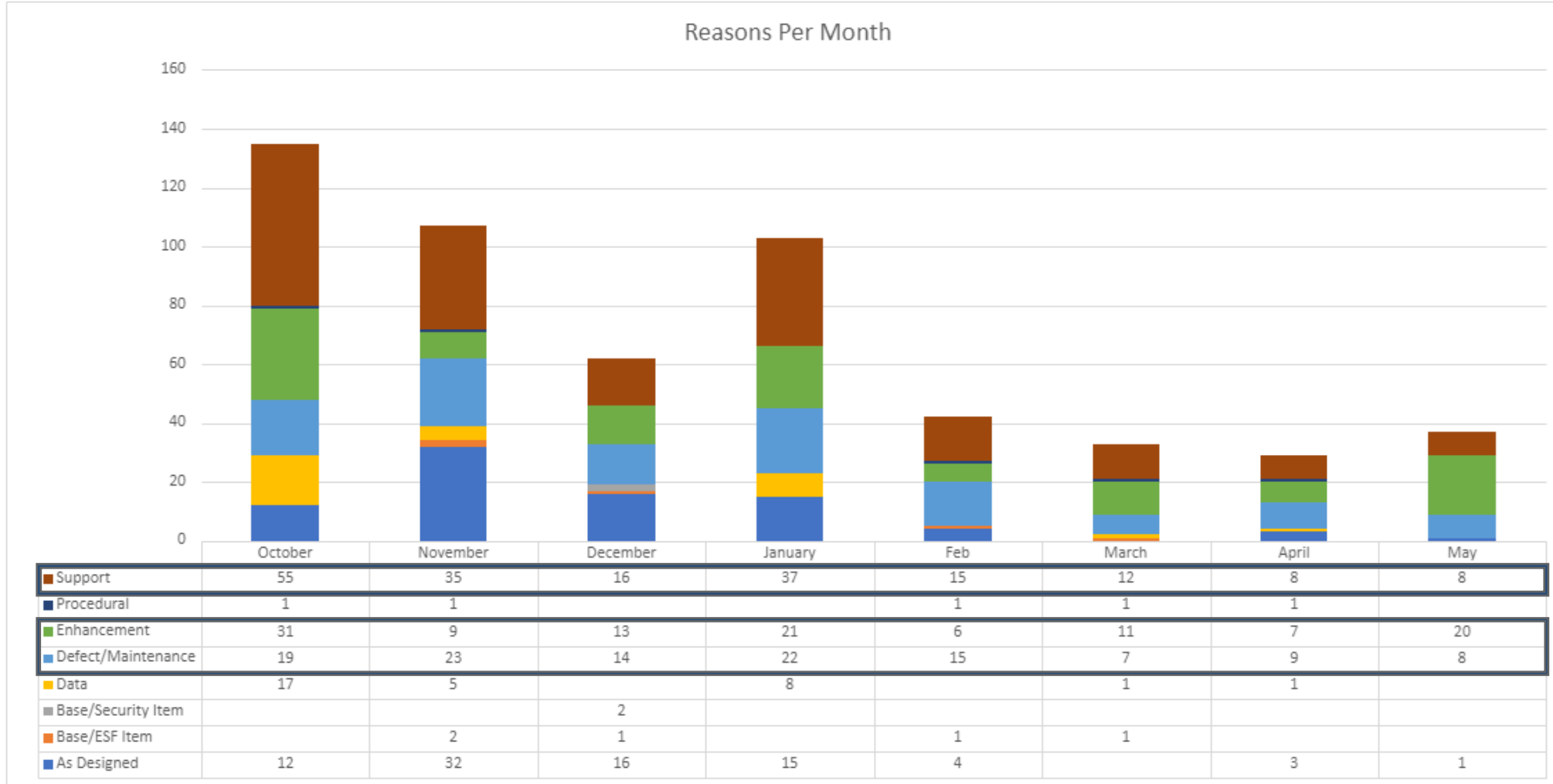
- Select vendor for annual penetration testing.
- Identify the requirements for a Business Analyst and develop a job description.
- Migrate Pension Gold test and production to the cloud.
- Start payables document management project.
- Update the business continuity plan to accurately reflect the changes to the business and IT.

Our Mission: To provide secure retirement benefits and superior service.

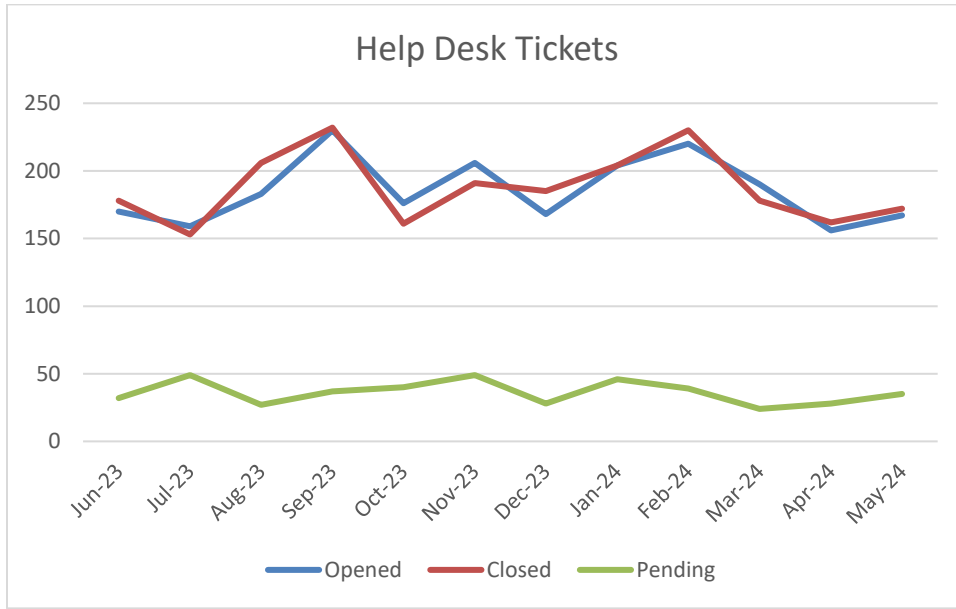
Current State of PGv3

As expected, we are moving into a steady operational state for PG. Enhancements are becoming the primary focus and we continue to prioritize the roadmap to address mission critical items.

Additionally, we expect the application to be more reliable due to reduced defects in both the system and data, thus requiring limited work arounds and rework.



NHRS Helpdesk Ticket Information by Month



NHRS Customer Satisfaction Scores by Month



Our Mission: To provide secure retirement benefits and superior service.

Division: Information Technology

Date: May 30, 2024
Approved: July 5, 2023**FY 2024 Action Plan Summary**

ACTION	PM	DATE	STATUS/COMMENTS
1. Outsource security management to third-party provider.	JL	10/30/2023	Completed.
2. Upgrade networking infrastructure.	JL, JO	12/30/2023	Completed.
3. Perform and complete yearly staff permissions review.	JL	09/30/2023	Completed.
4. Upgrade firewall hardware.	JL, JO	09/30/2023	Completed.
5. Replace desktops and laptops with new laptops.	JL, JV	06/30/2024	Completed.
6. Perform tasks associated with PensionGold Version 3 (PGV3) implementation, as per contractual implementation schedule.	JL, TK, AS, JO	06/30/2024	Ongoing.
7. Move 80% of the production applications to the cloud.	JL, JO	06/30/2024	Completed.
8. Move physical data center to new location.	JL, JO	11/30/2023	Completed.
9. Replace existing phone system with a cloud-based phone system.	JL	06/30/2024	Completed.
10. Identify, enroll, and complete a professional development program.	JO	02/28/2024	Ongoing.
11. Replace the existing emergency generator.	JL, CM	08/30/2023	Completed.
12. Install fault-tolerant internet connection.	JL, JO	08/30/2023	Completed.
13. Identify and install an enterprise document management system.	JL	06/30/2024	Completed phase I. Phase II on-going.
14. Develop a secure Enterprise transmissions platform for all file transfers.	JO	06/30/2024	Completed.

**New Hampshire Retirement System
Board Meeting**

**Consent Agenda
Tuesday, June 11, 2024**

Participation Election

Town of Amherst employees

Administrative Recommendations

1. R.H. Recommend that the Board of Trustees waive the Petitioner's 2025 gainful occupation offset for excess earnings in 2023.
2. S.S. Recommend that the Board of Trustees waive the Petitioner's 2025 gainful occupation offset for excess earnings in 2023.
3. S.T. Recommend that the Board of Trustees uphold the Petitioner's gainful occupation offset for excess earnings in 2022.



New Hampshire Retirement System
 54 Regional Drive, Concord, NH 03301
 Phone: (603) 410-3500 - Fax: (603) 410-3501
 Website: www.nhrs.org - Email: info@nhrs.org

**EMPLOYER ELECTION TO PARTICIPATE
 IN THE NEW HAMPSHIRE RETIREMENT SYSTEM PLAN**

ORGANIZATION OF: <u>Town of Amherst</u>	
At a meeting of the <u>Board of Selectmen</u> of the town of <u>Amherst</u> in the county of <u>Hillsborough</u> and the State of New Hampshire, legally called on the <u>18th</u> day of <u>March</u> 20 <u>24</u> , the following resolution was offered by <u>Dean E. Shankle, Jr., Ph.D., Town Administrator</u> ;	
Be it Resolved: That the <u>Town of Amherst</u> will elect to approve the inclusion of its officers and employees in the New Hampshire Retirement System of the State of New Hampshire, as provided for by RSA 100-A (supp), for the employees of the <u>Town of Amherst</u> to be effective <u>July 1, 2024</u> .	
The above resolution was adopted as appears by the following vote: Yeas: <u>Four</u> Nays: <u>Abstain-One</u>	
ACKNOWLEDGEMENT	
State of New Hampshire, County of: <u>Hillsborough</u>	
I <u>Danielle Pray</u> of the <u>Town of Amherst</u> do hereby certify that I have compared the foregoing with the original resolution adopted by the <u>Town of Amherst</u> at a meeting held on the <u>18th</u> day of <u>March</u> 20 <u>24</u> on file in this office, and that the same is a true copy thereof and the whole of said original.	
I further certify that the full board consists of <u>five</u> duly elected members and that, as above stated, <u>four</u> of said duly elected members voted yes to the above resolution.	
In Witness Whereof, I have hereunto set my hand of the <u>Town of Amherst</u> on this <u>18th</u> day of <u>March</u> 20 <u>24</u> .	
Officer Signature: <u>Danielle Pray</u>	Title: <u>Chairman, Board of Selectmen</u>

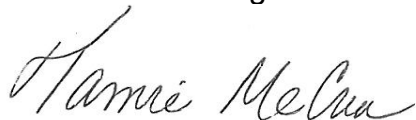
The New Hampshire Retirement System (NHRS) is governed by New Hampshire RSA 100-A, rules, regulations, and Federal laws including the Internal Revenue Code. NHRS also implements policies adopted by the Board of Trustees. These laws, rules, regulations, and policies are subject to change. Even though the goal of NHRS is to provide information that is current, correct, and complete, NHRS does not make any representation or warranty as to the current applicability, accuracy, or completeness of any information provided. The information herein is intended to provide general information only, and should not be construed as a legal opinion or as legal advice. Members are encouraged to address specific questions, regarding NHRS, with an NHRS representative. In the event of any conflict between the information herein and the laws, rules, and regulations which govern NHRS, the laws, rules, and regulations shall prevail.

Town of Amherst
Participation Effective: July 2024

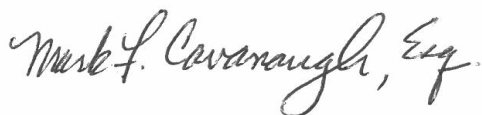
NHRS administrative staff has reviewed the application and supporting documents of the above employer for NHRS participation and find them in order.

Under RSA 100-A:20, I, "The NHRS Board of Trustees shall set the date when the participation of the officers and employees of any employer shall become effective". It is the recommendation of NHRS administrative staff that the Board vote to set the effective date for the Town of Amherst as the first day of the first complete payroll period in July of 2024.

NHRS Authorized Signatures:



Tamre McCrea – Employer Audit Manager 4/25/24
Date



4/26/24

Mark F. Cavanaugh – Associate Counsel & Compliance Officer Date

Trustee Travel

No Travel Requests Submitted

To: NHRS Board of Trustees
From: Jan Goodwin, Executive Director
Date: May 31, 2024
Re: April 9, 2024 - Action Items
Item: Action: Discussion: Informational:

1. Update revisions to the Proxy Voting Policy. RL
Action: Completed.
2. Issue IME RFP. MC
Action: Completed.
3. Waive Minimum Participation Standards per member request. MC
Action: Completed.
4. Schedule Governance Committee meeting to discuss.
Statement of Beliefs. TC
Action: Completed.
5. Review space options at the June Board meeting. JG
Action: On the June agenda.
6. Bring Strategic Plan to the June Board meeting. JG
Action: On the June agenda.

BOARD CHECKPOINT DISCUSSION



New Hampshire Retirement System
54 Regional Drive, Concord, NH 03301
Phone: (603) 410-3500 - Fax: (603) 410-3501
Website: www.nhrs.org - Email: info@nhrs.org

TO: Senator Howard Pearl, Chair, Senate Executive Departments & Administration Committee
 Representative Carol McGuire, Chair, House Executive Departments & Administration Committee

FROM: New Hampshire Retirement System Board of Trustees
 (Prepared by Jan Goodwin, Executive Director)

RE: Quarterly Report to the General Court – July 1, 2024

Dear Senator Pearl and Representative McGuire:

Pursuant to RSA 100-A:14, VII-a, the Board of Trustees of the New Hampshire Retirement System (NHRS, the retirement system) is submitting this quarterly report to the General Court.

Here is a summary of NHRS activities during the quarter ending June 30, 2024:

- The Board in June ... (*experience study, action TBD*)
- (*Legislative summary TBD*)
- For the first time in its 57-year history, NHRS will exceed \$1 billion in pension benefit payments this fiscal year. With close to 80 percent of NHRS' retirees and beneficiaries living in-state, most of these retirement benefits support local economic activity.
- NHRS held a series of listening sessions with participating employers in April and May to gather feedback and suggestions regarding the revised employer Data Reporting System (DRS), which went live in December.
- *TBD*

In addition to this cover letter, the report contains:

- An executive summary of NHRS Board activity from April through June.
- The minutes of the April 9, 2024, Board meeting and draft minutes of the June 11, 2024, Board meeting.
- Quarterly Total Fund investment information through March 31, 2024, which is the most recent data available.
- Monthly investment information on marketable assets through April 30, 2024, which is the most recent data available.
- Quarterly Investment Compliance Notice to the Legislative Budget Assistant.
- News release on NHRS' retirement benefit payroll exceeding \$1B in fiscal year (FY) 2024.
- A tracker of NHRS-related legislation as of June 27, 2024.

If you have any questions or would like additional information, please do not hesitate to contact me.

Respectfully,

Jan Goodwin
 Executive Director

cc: Office of Governor Christopher Sununu

**Executive Summary of
New Hampshire Retirement System (NHRS)
Board of Trustees Meetings**

April 9, 2024, to June 11, 2024

At the April 9, 2024, regular monthly meeting of the NHRS Board of Trustees, the Board voted to issue an RFP for Independent Medical Examiner (IME) services due to a chronic shortage of individual physicians available to perform disability examinations, both physical and mental.

Deputy Director and Chief Legal Counsel Timothy Crutchfield reported that briefs have been filed with the NH Supreme Court in an appeal by Keene School District (District) retirees of an NHRS administrative decision regarding earnable compensation. The case centers on early retirement incentive payments made to eight Keene teachers by the District more than 120 days after termination of employment, which prevented the payments from being included in pension benefit calculations.

At the June 11, 2024, regular monthly meeting, the Board ... (TBD)

Additional details regarding actions and discussions of the NHRS Board of Trustees may be found in the archive of meeting minutes posted on www.nhrs.org. The direct link to this page is:
<https://www.nhrs.org/about-nhrs/board-of-trustees/meeting-minutes>

CY 2024 BOARD ACTION CALENDAR

DECEMBER 2023

Date	Board Action Item	Requirement	Responsible Party
12/12/23	Approve 2023 Annual Comprehensive Financial Report (ACFR)	RSA 100-A:15, VI	Trustees & Audit Committee
12/12/23	Recommend Update to the Strategic Asset Allocation	RSA 100-A:15, VII(c)(2)	IIC & Investments
12/12/23	Statement of Financial Interests due 3 rd Friday in January	RSA 15-A	Trustees & IIC Members
12/12/23	Annual Ethics Survey Results	Ret. 401	Legal

JANUARY 2024 – No Meeting

FEBRUARY

Date	Board Action Item	Requirement	Responsible Party
2/13/24	Board and Audit Committee approval of FY23 GASB 68/75 Reports	Best Practice	Board of Trustees
2/13/24	Annual Governance Manual revisions	Best Practice	Board of Trustees
2/13/24	Presentation of Capital Markets Assumptions	Best Practice	Investments
2/13/24	Quarterly IIC Report (Incl Inv. Fees and Sole Interest Statement)	RSA 100-A:15, II-a(c)	IIC
2/13/24	Trustee Education	Best Practice	ED
2/13/24	BCP Testing Report	Best Practice	ED
2/13/24	Initiate Review of Strategic Plan - PAA	Best Practice	Board of Trustees

MARCH – No Meeting

APRIL

Date	Board Action Item	Requirement	Responsible Party
4/1/24	Report to chairpersons of House & Senate ED&A Committees describing recent Board actions including any changes to actuarial assumptions and investment returns. Sole Interest Statement Due 4/1/23	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	Board of Trustees
4/9/24	Approve the Strategic Plan	Best Practice	Board of Trustees

MAY – No Meeting**JUNE**

Date	Board Action Item	Requirement	Responsible Party
6/11/24	Review and Approve annual Trust Fund Budget (non-statutory portion)	Best Practice	Board of Trustees
6/11/23	Review and Approve Experience Study and Actuarial Assumptions	RSA 100-A:14, X	Board of Trustees
6/11/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c)	IIC

JULY – No Meeting**AUGUST**

Date	Board Action Items	Requirement	Responsible Party
8/13/24	Annual IIC Real Estate update to the Board	Best Practice	IIC
8/13/23	Review and Approve Biennial Administrative Budget	RSA 100-A:14, XIII	Board of Trustees
8/13/24	Review and Approve Actuarial Valuation and Rate Certification	RSA 100-A:14, X	Board of Trustees
8/13/24	Office of Foreign Asset Control (OFAC) Compliance Report	Best Practice	Board of Trustees
8/13/24	Working After Retirement Report	Best Practice	Board of Trustees

SEPTEMBER – No Meeting**OCTOBER**

Date	Board Action Items	Requirement	Responsible Party
10/1/24	Quarterly report to chairpersons of House & Senate ED&A Committees, describing recent Board actions including any changes to actuarial assumptions and investment returns. Sole Interest Statement Due 10/1/23	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	Board of Trustees
10/8/24	Gainful Occupation Report	RSA 100-A:6, III(b)	Board of Trustees
10/8/24	Review charters for Board Committees	Governance Manual	Appropriate Board Committee
10/8/24	Annual Board Fiduciary Education	Best Practice	Board of Trustees
10/8/23	Annual Independent Medical Examiner (IME) Review	IME Policy	Board of Trustees
10/8/24	Set Board of Trustees meeting schedule for next calendar year	Governance Manual	Board of Trustees
10/8/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
10/8/24	Call Firefighter Report	Best Practice	Board of Trustees

NOVEMBER – No Meeting**DECEMBER**

Date	Board Action Items	Requirement	Responsible Party
12/10/24	Audited ACFR to Audit Committee and Board for approval	RSA 100-A:15, VI(a)	External Auditor
12/10/24	Audit Committee recommends that the Board approve the audited ACFR	RSA 100-A:15, VI(a)	Board of Trustees
12/10/24	RSA 15-A Statement of Financial Interests Reminder – due 3 rd Fri. in Jan	RSA 15-A	Board of Trustees
12/10/24	The IIC recommends that the Board approve the CAIR	RSA 100-A:15, VII	Board of Trustees
12/10/24	Present annual ethics survey results	Ret. 401	Legal
12/10/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
12/31/24	Deadline for issuing member statements for fiscal year ending 6/30/24	RSA 100-A:14, XI	Board of Trustees
12/31/24	ACFR and CAIR delivered per statute	RSA 100-A:15, VI(c)	PIO

**NHRS Board of Trustees
Committee Membership List
as of June 2024**

Committee	Audit	Benefits	Governance	Legislative	PPCC	Investment
Staff Liaison	Heather Hoffacker	Timothy Crutchfield/ Nancy Miller	Timothy Crutchfield	Marty Karlon	Rosamond Cain	Raynald Leveque
Frederick, Jon		X	X	X		
Hannan, Sue				X	X-Ch	
Henry, Jason	X	X				
Kelliher, Maureen	X				X	X
VACANT						
Maloney, Robert			X		X	
Martineau, Andrew		X		X		
Martins, Germano	X	X-Ch				
Merrifield, Ken				X-Ch	X	
Mezzapelle, Monica	X-Ch		X			
Provost, Paul			X			X
Quigley, Joshua				X	X	
Roy, Donald		X	X-Ch			
TOTAL MEMBERS	4/5	5/5	5/5	5/5	5/5	2/6*

*Per RSA 100-A:14-b, I, the Independent Investment Committee shall consist of not more than 6 members, and up to 2 of whom shall be Trustees.

**New Hampshire Retirement System Board of Trustees
As of June 3, 2024**

Jon Frederick, Jaffrey
September 21, 2022, to September 5, 2025
NH Municipal Association

Sue Ellen Hannan, Derry
July 27, 2018, to July 1, 2021
NH Education Association

Jason M. Henry, Brentwood
May 17, 2023, to July 13, 2025
Association of Counties

Maureen Kelliher, Dover
June 18, 2014, to July 13, 2025
Non-member Trustee

Robert Maloney, Holderness
July 27, 2018, to July 13, 2024
Non-member Trustee

Andrew Martineau, Bow
December 18, 2020, to July 1, 2024
NH State Permanent Firemen's Association

Germano Martins, Hooksett
August 18, 2021, to July 1, 2024
State Employees' Association

Kenneth Merrifield, Franklin
March 24, 2021, to July 13, 2025
NH State Employer

Monica Mezzapelle, Concord
January 6, 2021, to January 7, 2025
State Treasurer

Paul Provost, Concord
November 2, 2022, to November 2, 2025
Non-member Trustee

Joshua Quigley, Bedford
October 19, 2022, to July 1, 2024
NH Police Association

Donald M. Roy, Jr., North Hampton
July 13, 2011, to July 13, 2025
NH School Boards Association

Vacant - Non-member Trustee

**Educational Seminars for Board Members,
as of June 5, 2024**

Sponsor	Program	Description
(NCTR) National Council on Teacher Retirement www.nctr.org	NCTR's 24th Annual Trustee Workshop July 21 – 24, 2024 Berkeley, CA NCTR's 102nd Conference October 5 – 9, 2024 Atlanta, GA	<ul style="list-style-type: none"> ▪ Good for new and experienced Trustees. ▪ Workshop sessions. ▪ Ideal for all pension system staff, members, and key stakeholders. ▪ Agenda TBD.
(NASRA) National Association of State Retirement Administrators www.nasra.org	2024 Annual Conference August 3 – 7, 2024 Pittsburg, PA	<ul style="list-style-type: none"> ▪ Hear from leaders in the retirement field on a variety of subjects including investment management, world events relative to the pension industry, economy, and trends.
(CII) Council of Institutional Investors www.cii.org	2024 Fall Conference September 9 – 11, 2024 Brooklyn, NY CII Spring Conference & 40th Anniversary Celebration March 10 – 12, 2025	<ul style="list-style-type: none"> ▪ Interact with representatives in investments, legislators, regulators, and other corporate governance professionals. Hear from special guests; learn and share best practices. This event hosts more than 500+ attendees. ▪ Interact and share best practices with Corporate Governance Professionals, other investors, legislators, and regulators – make global contacts.
(IFEBP) Int'l Foundation of Employee Benefit Plans www.ifebp.org	New Trustees Institute Level I: Core Concepts June 24 – 26, 2024 Las Vegas, NV & November 9 – 11, 2024 San Diego, CA Trustees Institute Level II: Concepts in Practice June 22 – 23, 2024 Las Vegas, NV & November 9 – 10, 2024 San Diego, CA	<ul style="list-style-type: none"> ▪ Ideal for new Trustees to learn fiduciary responsibilities, and the technical aspects of serving as a Trustee. ▪ Agenda TBA. ▪ Ideal for Plan professionals, and for Trustees who've served 3 to 5 years and completed Level I: Core Concepts. ▪ Learn from industry experts on current events and reform initiatives. ▪ Network with peers facing similar challenges – share best practices, ideas, and solutions. ▪ Gain insight and garner resource materials to share with colleagues.

Sponsor	Program	Description
(IFEBP) Int'l Foundation of Employee Benefit Plans www.ifebp.org	<p>Advanced Trustees & Administrators Institute June 24 – 26, 2024 Las Vegas, NV</p> <p>Trustees Masters Program (TMP) November 9 – 10, 2024 San Diego, CA</p> <p>Certificate of Achievement in Public Plan Policy (CAPPP)</p> <p>Pensions Part I* July 30 – 31, 2024 Boston, MA</p> <p>Pensions Part II* August 1 – 2, 2024 Boston, MA & November 9 – 10, 2024 San Diego, CA</p> <p><i>*(Completion of Part I <u>and</u> Part II, along with a take-home exam, are required to earn a CAPPP in pensions.)</i></p> <p>Retirement Plan Basics September 18 – 19, 2024 Nashville, TN</p>	<ul style="list-style-type: none"> ▪ Ideal for Trustees and Plan administrators who've served less than two years and seek to network and learn about the latest industry trends, legal and regulatory changes, and best practices on how to address current challenges. ▪ Agenda TBA. ▪ For advanced-level trustees who have at least five years of experience and have attended at least two International Foundation conferences. ▪ Gain deeper insights, interact with peers, earn a TMP certificate, and receive special recognition through tiered program completion. ▪ For all-level Trustees. ▪ Pension-related topics include actuarial principles, fiduciary responsibility, governance, legal, legislative, & regulatory developments. ▪ Gain comprehensive knowledge of public employee plan management and learn targeted information to aid in policy-making decisions. ▪ Comprehensive seminar on Retirement Plan Basics covering fiduciary duties, IRS code, and ERISA requirements. ▪ Topics include defined benefit, defined contribution, and hybrid plans, with insights on correcting plan errors and emerging challenges in the retirement landscape.

Sponsor	Program	Description
<p>(NCPERS)</p> <p>National Conference on Public Employee Retirement Systems</p> <p>www.ncpers.org</p>	<p>2025 NCPERS Trustee Educational Seminar (TEDS)* May 17 – 18, 2025 Denver, CO</p> <p>2024 NCPERS Accredited Fiduciary (NAF)**</p> <p>NAF Modules 1 & 2 October 26 – 27, 2024 Palm Springs, CA</p> <p>NAF Modules 3 & 4 October 26 – 27, 2024 Palm Springs, CA</p> <p>*(Runs concurrently with the Annual Conference & Exhibition (ACE)).</p> <p>**Trustees who wish to earn their NCPERS Accredited Fiduciary (NAF) accreditation take TEDS first.</p> <p>2025 Annual Conference & Exhibition (ACE) May 18 – 21, 2025 Denver, CO</p>	<ul style="list-style-type: none"> ▪ Gain comprehensive insights into Trustee responsibilities, investment strategies, and pension management. ▪ Engage in interactive sessions covering plan governance, investment roles, actuarial valuations, funding policies, fiduciary duties, and asset allocation challenges. ▪ For Trustees with at least five years of experience. Trustee Education Seminar (TEDS) is a pre-requisite. ▪ Earn continuing education credits. ▪ Strengthen knowledge of pensions and governance. ▪ Topics include investing principles, understanding actuarial science, board policies and fundamental concepts. ▪ Good for new and experienced Trustees, administrators, public pension plan members, staff, local officials, and financial and union officers. ▪ The new Trustees session occurs immediately before the conference.

NHRS Abbreviations and Acronyms

BENEFITS

ADR	= Accidental Disability Retirement (job-related)
AFC	= Average Final Compensation
COB	= Compensation over base pay
COLAs	= Cost of Living Adjustments
EDD	= Electronic Direct Deposit
ESDP	= Extra or Special Duty Pay
GI/GII	= Group I (Employee, Teacher) / Group II (Police, Fire)
GO	= Gainful Occupation
IME	= Independent Medical Examiner/Examination
ODR	= Ordinary Disability Retirement (non-job-related)
QDRO	= Qualified Domestic Relations Order
Tier A	= Members vested prior to 1/1/12
Tier B	= Members in service prior to 7/1/11 but not vested prior to 1/1/12
Tier C	= Members hired on or after 7/1/11
TPS	= Treating Physician's Statement
TSA	= Temporary Supplemental Allowance (a one-time retiree payment)

BUSINESS OPERATIONS/VENDORS

APs	= Action Plans
DRAPP	= Data Risk Assessment Project Plan
GRS	= Gabriel, Roeder, Smith & Co (NHRS actuary)
KPMs	= Key Performance Measures
LRS	= Levi, Ray and Shoup, Inc. (PensionGold vendor)

PM	= Plante Moran (NHRS external auditor)
PPM	= Policy and Procedure Manager (database software system for NHRS policies/procedures)
PIP	= Process Improvement Program

GENERAL

ACFR	= Annual Comprehensive Financial Report
AU	= Audit
BOT	= Board of Trustees
CAIR	= Comprehensive Annual Investment Report
EE	= Employee
ER	= Employer
FA	= Facilities
HB 2	= House Bill 2 (2011 version, which made major changes to NHRS benefits)
IIC	= Independent Investment Committee
JLMC	= Joint Loss Management Committee (a.k.a. Safety Committee)
MS	= Member Services
NHRS	= New Hampshire Retirement System
OPEB	= Other Post-Employment Benefits (i.e. Medical Subsidy)
PIO	= Public Information Office(r)
PPCC	= Personnel, Performance and Compensation Committee
P. Sub (or "subs")	= Political Subdivision (i.e. any NHRS employer other than the state)
RTK	= Right to Know request
SAU	= School Administrative Unit
SD	= School District
UAAL	= Unfunded Actuarial Accrued Liability

IT

CO-LO	= Co-location site for backup servers
DRS	= NHRS Data Reporting System (employer portal)
PG	= Pension Gold (current pension application from LRS)
PGV3	= Pension Gold Version 3 project

LEGISLATIVE

ED&A	= House (or Senate) Executive Departments and Administration Committee
HB	= House Bill
ITL	= Inexpedient to Legislate
JLCAR	= Joint Legislative Committee on Administrative Rules
LOB	= Legislative Office Building
LSR	= Legislative Services Request (a request to draft a bill)
OTP	= Ought to Pass
SB	= Senate Bill
SH	= State House
VV	= Voice Vote

OTHER

BCCRR	= Boston College Center for Retirement Research
COB	= Close of Business
EOB	= End of Business
GASB	= Governmental Accounting Standards Board
G&C	= Governor & Executive Council
JRP	= Judicial Retirement Plan (not affiliated with NHRS)

NASRA	= National Association of State Retirement Administrators
NCPERS	= National Council on Public Employee Retirement Systems
NCTR	= National Council on Teachers Retirement
NIRS	= National Institute for Retirement Security