1.4 – Responsibilities of Trustees and IIC Members
Date Adopted: January 12, 2016
Amended & Restated: February 10, 2026
Revised: August 4, 2026

In order for NHRS Trustees and IIC Members to meet their collective responsibilities, each Trustee and IIC Member has a personal responsibility to uphold the highest fiduciary standards and actively contribute to the governance of NHRS.

Each Trustee and IIC Member is responsible for:

1. Working constructively with other Trustees and IIC Members, in their appropriate roles, to set or support the strategic direction of NHRS.

2. Interacting appropriately with NHRS staff, outside service providers, employers, members, retirees, beneficiaries, and others.

3. Discharging his or her fiduciary duties with prudence, solely in the interest of all members and beneficiaries, and for the exclusive purpose of providing benefits, in accordance with the laws governing NHRS.

4. Incurring only reasonable expenses in carrying out his or her duties as a Trustee or Committee Member.

5. Preparing for Board and Committee meetings by reading materials provided in advance of the meeting and asking questions of staff.

6. Attending Board and Committee meetings and participating in discussion.

7. Respecting open meetings laws by not convening meetings with fellow Trustees or Committee Members outside properly noticed meetings and not entering into non-public session for reasons other than those outlined in RSA 91-A.

8. Acquiring and maintaining knowledge to effectively make decisions and evaluate those to whom duties have been delegated by reading publications and attending educational conferences related to NHRS business.

9. Promptly report any ethical concerns to the Board Chair, Vice Chair, or Chair of the IIC pursuant to the Code of Ethics. The Audit Committee Chair and/or the Chief Legal Counsel may also be copied on such reports.

10. Using reasonable care to prevent any other NHRS fiduciary from committing a breach of fiduciary duty.

11. Avoiding conflicts of interest or even the appearance of conflicts of interest and disclosing conflicts of interest as required by statute or administrative rules.

12. Refraining from any self-dealing with NHRS assets or using NHRS to promote a personal business or to gain financial rewards.

13. Maintaining confidentiality of member and beneficiary records and certain investment activity pursuant to law or NHRS policy.