

NOTE: These minutes from the February 6, 2014 Personnel Performance and Compensation Committee were approved and executed at the March 14, 2014, committee meeting.

**Personnel Performance and Compensation Committee
Board of Trustees
February 6, 2014**

The Public Minutes

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

Committee Members: Attending: Dean Crombie, *Chair*, Richard Gustafson, Guy Scaife (*by telephone*), and George Walker.

Staff: George Lagos, *Executive Director*; Rosamond Cain, *Human Resources Manager*.

Trustee Crombie called the meeting to order at 12:10 p.m.

Trustee Gustafson moved to approve the PPCC meeting minutes from January 3, 2014. The motion was seconded by Trustee Walker and was unanimously approved.

Mr. Lagos reported on the status of Phase II of the Process Improvement Project ("PIP") and presented an update memo prepared by Nina Calkins for review. The next phase was underway with a review of Retiree Services, starting with a time study of all activities over a one month period.

Mr. Lagos confirmed that the CBA had been signed and would be in place until June 30, 2016. He further confirmed that the request for reconsideration had been filed with the PELRB, noting that despite the strength of the legal arguments presented, the PELRB rarely overturns the determinations of its hearing officers.

Ms. Cain commented on the recent announcement to move managerial responsibility for the Employer Audit function from Employer Services to Mark Cavanaugh, the Compliance Officer. It was noted that this would improve the effectiveness of the communication between these areas, which will be very important with regard to anticipated compliance activity resulting from newly established working after retirement reporting requirements.

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The next item on the agenda was the evaluation of the Executive Director. Mr. Lagos and Ms. Cain were excused from the meeting.

Trustee Scaife made a motion, seconded by Trustee Walker to enter non-public session under RSA 91-A:3, II (c) for the purpose of discussing a matter which, if discussed in public, would likely affect adversely the reputation of a person, other than a member of the public body itself.

Roll call vote.

Ayes: Trustees Crombie, Gustafson, Scaife, and Walker.
Nays: None

Motion carried unanimously.

After discussion pertaining to the evaluation of the Executive Director, Trustee Walker moved to conclude non-public session, seconded by Trustee Scaife.

Roll call vote.

Ayes: Trustees Crombie, Gustafson, Scaife, and Walker.
Nays: None

Motion carried unanimously.

It was noted that no motions were made or votes taken during the non-public session.

There being no further business for discussion, a motion was made at 1:00 p.m. by Trustee Gustafson and seconded by Trustee Walker to adjourn the meeting.

Respectfully submitted,
George Lagos