

NOTE: These minutes from the June 5, 2023, Personnel Performance and Compensation Committee meeting were approved and executed at the June 29, 2023, Committee meeting.

**Personnel Performance and Compensation Committee
Board of Trustees
June 5, 2023**

Public Minutes

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

Committee Members in attendance by videoconference: Chair Sue Hannan; Trustees, Tim Lesko, Bob Maloney, Ken Merrifield, and Josh Quigley

Absent:

Staff: Rosamond Cain, Director of HR, Jan Goodwin, Executive Director, John Laferriere, Director of IT

Trustee Hannan called the meeting to order at 1:02 p.m.

Trustee Merrifield moved to approve the public and nonpublic minutes from the April 10, 2023, PPCC meeting. The motion was seconded by Trustee Maloney and approved unanimously with Trustee Quigley abstaining.

The Committee reviewed the NHRS FY 24 draft strategic plan and the Preserve Avoid Achieve (PAA) document. The Committee had no edits for the strategic plan but did suggest an addition to the PAA document. It was recommended to add to the Preserve column a statement about preserving actively testifying before the legislature to ensure NHRS is well represented and to preserve the integrity of NHRS

Ms. Cain provided a staffing update. NHRS is recruiting for a number of positions, the team is actively interviewing candidates. IT Director John Laferriere presented his plan to reorganize the IT department. It is very difficult to fill a Security Officer position, NHRS has had three in the four years since the position was created. Salaries are high and demand for the position is even higher. NHRS is a small organization with limited systems and it is hard to retain a security officer. MR. Laferriere recommends moving our security monitoring to a Managed Security Service Provider (MSSP). Security monitoring is all they do 24/7/365.

NHRS Board of Trustees, PPCC Committee
Date: June 5, 2023

The team at NHRS has been researching services and assessing the organization's needs. The Committee would like to see a cost analysis of the cost of an onsite position vs. using a MSSP.

Mr. Laferriere and Ms. Goodwin plan to have information to present to the Board at the July 2023 meeting.

There being no further business for discussion, a motion was made at 1:32 pm by Trustee Lesko to adjourn the meeting, seconded by Trustee Merrifield. The motion carried unanimously.

Respectfully submitted,
Rosamond Cain