

**NOTE:** The draft of these minutes from the March 14, 2014 Personnel Performance and Compensation Committee meeting were approved and executed at the May 6, 2014 committee meeting.

**Personnel Performance and Compensation Committee  
Board of Trustees  
March 14, 2014**

**The Public Minutes**

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

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

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

Trustee Crombie called the meeting to order at 10:32 a.m.

Trustee Gustafson moved to approve the PPCC meeting minutes from February 6, 2014. The motion was seconded by Trustee Scaife and was unanimously approved.

The Committee discussed the filing of the Motion for Rehearing following the February 12, 2014 order issued by the PELRB. Consideration was given to whether or not the matter should be appealed to the New Hampshire Supreme Court in the event that the PELRB denies the motion. It was noted that despite the strength of the legal arguments presented, the PELRB rarely overturns the determinations of its hearing officers.

Following considerable analysis of the issues, and probative questions on the “pros and cons,” Mr. Lagos was asked for his recommendation. He responded by indicating that in his view, the inclusion of supervisors in the bargaining unit alongside of the employees who they manage did not make sense and that he believed it was important to pursue the matter to conclusion.

Upon motion by Trustee Scaife and seconded by Trustee Crombie, the Committee voted unanimously that in the event of an adverse decision by the PELRB to the Motion for Rehearing, an appeal of that decision should be filed with the New Hampshire Supreme Court.

NHRS Board of Trustees, PPCC Committee  
Date: March 14, 2014

Ms. Cain reported on a number of human resource issues, including various employee matters which involve union participation. She also reported that each employee had recently been provided with their total compensation statements.

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 review of Retiree Services was well underway and the time study had recently been concluded. Time studies were also being undertaken with Insurance and QDRO operations.

There being no further business for discussion, a motion was made at 11:40 a.m. by Trustee Gustafson and seconded by Trustee Walker to adjourn the meeting.

*Respectfully submitted,*  
*George Lagos*