

NOTE: These minutes from the November 21, 2016 Personnel Performance and Compensation Committee meeting were approved and executed at the December 13, 2016 committee meeting.

**Personnel Performance and Compensation Committee
Board of Trustees
November 21, 2016**

The Public Minutes

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

Committee Members: Julia Griffin, *Chair*, Dick Gustafson, William Hart and George Walker by telephone.

Staff: George Lagos, *Executive Director*, Rosamond Cain, *HR Manager*.

Trustee Griffin called the meeting to order at 10:05 a.m.

Trustee Hart moved to approve the PPCC public meeting minutes from October 27, 2016. The motion was seconded by Trustee Walker and unanimously approved.

Trustee Griffin noted that the purpose for the meeting was to receive updates on several matters. Executive Director Lagos reported that the recently concluded reorganization of the Employer Services operation was working well and that the remaining staff had been integrated into the Finance and Member Services operations. The Committee noted that the transition was well planned and implemented.

Trustee Griffin led a discussion on the succession planning documents which had been provided to the Committee. It was recognized by all that NHRS has a flat organizational structure, which though efficient, creates potential challenges with respect to filling senior positions if they become vacant without sufficient notice. It was agreed that this issue needs to be reviewed on an ongoing basis.

The Committee reviewed the annual evaluation process for the Executive Director and the measurement instrument which has been utilized for the past four years. It was agreed that the process seemed to work well and that the same approach should be utilized this year.

NHRS Board of Trustees, PPCC Committee
Date: November 21, 2016

There being no further business for discussion, a motion was made at 10:35 a.m. by Trustee Gustafson and seconded by Trustee Hart to adjourn the meeting.

Respectfully submitted,
George Lagos