



State of New Hampshire

GENERAL COURT

CONCORD

MINORITY REPORT

DATE: December 1, 2023

TO: Honorable Sherman Packard, Speaker of the House
Honorable Jeb Bradley, President of the Senate
Honorable Paul C. Smith, House Clerk
Honorable Tammy L. Wright, Senate Clerk
Honorable Chris Sununu, Governor
Michael York, State Librarian

FROM: Senator Jeb Bradley, Commission Member
Senator James Gray, Commission Member

SUBJECT: Retirement Benefits Commission RSA 100-A:58 (HB 2, Ch. 79:68, Laws of 2023) Minority Report

Pursuant to RSA 100-A:58 (HB 2, Chapter 79:68, Laws of 2023), enclosed please find the Final Report of the Retirement Benefits Commission.

If you have any questions or comments regarding this report, please do not hesitate to contact me.

I would like to thank those members of the commission who are instrumental in this study. I would also like to acknowledge all those who testified before the committee and assisted the commission in our study.

Enclosures

cc: Members of the Commission

MINORITY REPORT

Retirement Benefits Commission

RSA 100-A:58 (HB 2, Chapter 79:68, Laws of 2023)

December 1, 2023

Rep. Rep. Carol McGuire	Speaker Sherman Packard
Rep. Matthew Wilhelm	Rep. Peter Leishman
Sen. James Gray	Sen. Donna Soucy
Senate President Jeb Bradley	Sen. David Watters
David Caron, NHMA	Duane Ford, Admin SAU 67
Cathy Stacey, NH Association of Counties	Brian Ryll, Professional Fire Fighters Association
Frank Campo, NH Troopers Association	Robert Fuller, NEA
Germano Martins, SEA	

Commission Charge:

The commission shall examine issues surrounding retirement benefits, including:

- (a) The impact retirement benefits have on the retention of employees and the ability to attract new employees.
- (b) Whether changes to the current benefit structure are warranted, including the cost and funding source of any proposed change.
- (c) The report of the decennial retirement commission.
- (d) Analyzing the financial status of the retirement system and performing a risk assessment to the system.
- (e) Whether cost of living adjustments (COLAs) or stipend are appropriate and could be funded through employer and employee contributions.
- (f) Making recommendations ensuring the long-term viability of the New Hampshire retirement system.
- (g) Considering the effect that policy changes have on the state and political subdivisions.
- (h) Consideration of a state employer match toward state employee contributions under the state of New Hampshire public employees deferred compensation plan.

Process and Procedures:

The commission organized on August 3rd, 2023, and elected Representative Carol McGuire as Chair. Senator James Gray was elected Vice Chair. Representative McGuire appointed Brian Ryll clerk. The commission met 6 times throughout the study period.

Findings and Recommendations of the Minority:

The minority appreciates the direction the Retirement Commission is heading regarding a 2.5% multiplier for Tier B members as well as Tier C members. The minority believes this type of benefit may assist in retention of Group II members.

The minority supports the concept of a 2.5% multiplier but only at the 15 years of service threshold not 10 years as the majority recommends. The minority is concerned about the significant cost, the ongoing costs to employers, the availability of surplus to fund the 10-year benefit as well as the necessity for the surplus to fund other priorities currently the subject of litigation.

The minority also believes a full fiscal note is critical to accurately assess both the unfounded liability costs and the ongoing employer cost.

Respectfully Submitted,

Senator Jeb Bradley
Senator James Gray