

STATE OF NEW HAMPSHIRE

Honorarium or Expense Reimbursement Report (RSA 15-B)



Type or Print all Information Clearly:

Name: Karen D. Hutchins Work Phone No. 271-3261

Work Address: 25 Capital Street, Concord NH 03301

Office/Appointment/Employment held: Director, Division of Personnel

List the full name, post office address, occupation, and principal place of business, if any, of the source of any reportable honorarium or expense reimbursement.

Source of Honorarium or Expense Reimbursement:

Name of source: _____

Post Office Address: _____

Occupation: _____

Principal Place of Business: _____

If source is a Corporation or other Entity:

Name of Corporation or Entity: Boston College, Sloan Center on Aging & Work

Name of Corporate/Entity Representative: Marcie Pitt-Catsouphes

Work Address of Representative: 140 Commonwealth Ave, Chestnut Hill MA 02467

Food and/or beverages consumed pursuant to RSA 15-B:6, II with value over \$25.00 []

Value of Honorarium: _____ Date Received: _____ If exact value is unknown, provide an estimate of the value of the gift or honorarium and identify the value as an estimate. [] Exact [] Estimate

Value of Expense Reimbursement: \$333.10 Date Received: 10/13/09 A copy of the agenda or an equivalent document must be attached to this filing. [x] Exact [] Estimate

Briefly describe the service or event this Honorarium or Expense Reimbursement relates to:

Sloan Center on Aging and Twiga Foundation discussion on state's flexibility practices and strategies for dealing with an aging public sector workforce.

"I have read RSA 15-B and hereby swear or affirm that the foregoing information is true and complete to the best of my knowledge and belief."

Karen D. Hutchins Signature of Filer

10/14/09 Date Filed

9/07

RSA 15-B:9 Penalty. Any person who knowingly fails to comply with the provisions of this chapter or knowingly files a false report shall be guilty of a misdemeanor.

Return to: Secretary of State's Office, State House Room 204, Concord, NH 03301



States as EMPLOYERS-OF-CHOICE

A Discussion for Thought Leaders

Monday, September 14, 2009

Hosted by Georgetown University Law Center
Washington, DC

Arrival/Check In

8:30 – 9:00

Breakfast

Georgetown University Law Center, Washington, DC
Gewirz Building, 12th Floor

9:00 – 9:15

Welcome

Marcie Pitt-Catsouphe, Ph.D., Director
Sloan Center on Aging & Work

9:15 – 9:30

Overview of the States as Employers-of-Choice Project

Patricia Kempthorne
Twiga Foundation, Inc.

9:30 – 10:00

State of the States

Marcie Pitt-Catsouphe and Michelle Wong
Sloan Center on Aging & Work

10:15 – 10:45

Break – Networking

10:15 – 11:15

Panel Discussion

Patricia Kempthorne
State Leaders

11:15 – 12:00

Insights for Practice

Patricia Kempthorne and Bob Davis
Twiga Foundation, Inc.

12:00 – 12:35

Discussion: The Future as States as Employers

Luncheon

12:30 – 1:00



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Sloan Center News

Thought Leadership for States

STATES AS EMPLOYERS-OF-CHOICE PROJECT PRESENTS TO STRATEGY LEADERS IN WASHINGTON, DC

14 September 2009 - The Sloan Center on Aging & Work at Boston College, and the [Twiga Foundation's States as Employers of Choice Project](#) participate in a one-day "Discussion for Thought Leaders" at the Georgetown University Law Center in Washington, DC. The meeting also featured the Sloan Center on Aging & Work Strategy Council's update and planning meeting.

Center Executive Director Marcie Pitt-Catsouphes and Michelle Wong, Research Associate for the Center, presented the results from the 2008 [States as Employers-of-Choice Survey](#), which compared employee demographics in the private sector to the survey focused on demographics of state governments to determine if strategies are in place or need to be developed to prepare for the aging of baby boomers. Findings have been published in three Center Issue Briefs highlighting [flexible work options](#), [workforce flexibility in the public and private sectors](#), and [attitudes toward workers of different career stages](#).

Results showed that the public sector workforce has 11.3% more of the workforce eligible for retirement in the next 10 years compared to the private sector. Also, state agencies were more likely to have analyzed their workforce demographics than organizations surveyed (69.9% vs. 42.2%, respectively). However, state agencies were found to lag behind the private sector in providing flexibility across all career stages.

In addition to a discussion of overall findings, Twiga Foundation Director Patricia Kempthorne and States as Employers-of-Choice Project Manager Bob Davis presented a summary of project activities this past year. Patricia and Bob presented individual state surveys during 10 state project visits. Meetings were geared toward strategizing how workplace flexibility can help state agencies and the private sector in the recruitment and retention of trained and skilled workers.

Human resource managers from four states were invited to Washington, DC to report their states' flexibility practices in their strategies for dealing with an aging public sector workforce. Presenters included:

1. Karen Hutchins, Director of Personnel, New Hampshire
2. Ross Tripp, OPM Workforce Planning Manager, Oklahoma
3. Carolyn Wright, Work/Life Programs Manager, Arizona
4. Holly Grandy-Miller, Director of Organizational Development, State of Michigan

The Sloan Center on Aging & Work has been a partner with the Twiga Foundation on the States as Employers-of-Choice project. We will highlight this project at the Annual Meeting of the Strategies Council as background for a discussion on future projects with state governments. Also attending the meeting were representatives from numerous groups, including Partners for Public Service, the National Conference of State Legislatures, Women in Government, National Council on Independent Living, National Older Worker Center, the Empire State University Center for Labor Studies, Institute for Workplace Innovation at the University of Kentucky, and Workforce Representatives from the offices of Senator Mike Crapo of Idaho and Senator Blanche Lincoln of Arkansas, who co-chair the Workplace Flexibility Senate Study Group, also attended the session.