

# CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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## BENEFITS COMMITTEE MINUTES

January 14, 2021

**PRESENT:** Melinda Manning - Chair, Lee Thompson, Renee Metzler, Ryan Pope (arrived at 8:10 a.m.) and Sheila Simpson (left at 10:10 a.m.)

**OTHER:** Staff - Sandy Thiry, Desiré Dixon, Tony Bass, and Legal Counsel Lisa Flowers

**GUEST:** Marvin Wilson

### OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:03 a.m. and attendance was taken via roll call.

### I. MEETING MINUTES APPROVAL

Lee Thompson motioned to approve the minutes for the November 12, 2020 meeting and Sheila Simpson seconded the motion and the motion carried via roll call vote.

### II. TRUSTEE TERMS

The Committee reviewed the current terms for the Benefits Committee members.

### III. FUNDING REQUEST/ACT AMENDMENT UPDATE

- A. Melinda recapped the status of the CFRS' Funding Request which was approved by the City's Budget Committee and will be included with the City's 2021 legislative package. The City Council approved the City's legislative package on December 14, 2020. Staff and Counsel has been working collaboratively with the City through the legislative agenda process.

Lisa Flowers has been communicating with Dana Fenton to discuss changes to the Act in preparation for any questions that the General Assembly may have.

- B. Secure Act provision for the Minimum Required Distribution(MRD) was discussed. Sandy Thiry and Lisa Flowers explained that updating the Act to change the MRD from 70 ½ to age 72 was optional and not a requirement. If change to Act, the System would need to be able to administer 2 different MRDs for employees and the MRD most likely won't be applicable since members retire at age 50, or 60 if term vested. Based on conversation with outside ERISA counsel at Parker Poe, staff and internal counsel recommend leaving the Act as is. Renee Metzler motioned to leave the Act as is, the 70 ½ MRD, and Lee Thompson second the motion. The motion carried via roll call vote.

### IV. BENEFITS COMMITTEE CHARTER REVIEW

- A. The Benefits Committee reviewed the final drafted version of the Charter. The Charter was approved during the last Committee meeting however, an additional edit was made to the definition of the "Funding Policy".

Renee Metzler motioned to accept the Benefits Committee Charter as presented with all-inclusive edits. Sheila Simpson seconded the motion and the motion carried via roll call vote.

#### **V. 2021 COMMITTEE WORK PLAN**

The Committee reviewed a draft of the 2021 Benefits Committee Workplan which includes quarterly projects with a primary focus on Funding, Governance, and Professional Services. The workplan is a work in progress to help keep the Committee on task and a tool to provide updates to the Board.

#### **VI. CBIZ STUDY/ACT AMENDMENTS**

- A. The Committee resumed discussion of options for the City's review. Compensation Definition was discussed, specifically what's included in compensation. Also discussed were various other averaging periods. These discussions are on-going with the goal to provide the Board a review of different options that include the pro's and con's before providing the summary to the City. Staff will update previous analysis of averaging periods and compensation for future meeting discussion.

#### **VII. NEW BUSINESS**

Sandy Thiry provided an update on the CFRS Training sessions that are currently being developed collaboratively between CFRS and the City's HR Department. These modules will provide Trustees and active CFD employees education 24/7 starting with a CFRS Overview followed by the Benefits Calculation.

Ryan Pope motioned to adjourn at 10:12 a.m. and Lee Thompson seconded the motion. Roll call vote was taken and motion carried.

Next Regular Meeting is scheduled for Thursday, February 11, 2021 at 8:00 a.m.

cc: Vanessa Heffron -Chair  
John Carr – Vice Chair  
Lisa Flowers – Sr. City Attorney