

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

428 East Fourth Street • Suite 205 • Charlotte, North Carolina • 28202 • (704) 626-2728 • Fax (704) 626-7365

MEETING NOTICE AND AGENDA

DATE: April 19,2021
TO: Board of Trustees
Charlotte Firefighters' Retirement System
FROM: Sandy Thiry – Administrator

The regular quarterly meeting of the Board of Trustees of the Charlotte Firefighters' Retirement System (CFRS) will be held on Thursday, **April 22, 2021 at 8:00 A.M.** The meeting normally held at the CFRS Office, 428 East 4th Street, Suite 205, Charlotte, North Carolina will be conducted remotely due to COVID-19 restrictions. You may access this meeting by dialing (650)419-1505 with participant code, 996825317.

AGENDA

- I. **CALL TO ORDER** (5 minutes)
- II. **CONSENT CALENDAR** (5 minutes)
 - a. Board Minutes January 28, 2021
 - b. Schedule of Retirements
- III. **BOARD GOVERNANCE** (5 minutes)
 - a. Review of Governance Calendar
- IV. **REPORTS**
 - a. Benefits Committee Report (1 hr 30 minutes)
 - b. Investment Committee Report (20 minutes)
 - i. Motion to move all US large cap assets into the SSgA Russell 1000 Index Fund
 - c. Administrator Report (25 minutes)
 - i. Ratify Budget Expense
 - ii. Public Forum Process
 - iii. FY2022 Budget proposal
 - iv. Conference Approval
- V. **NEW BUSINESS**

If you would like copies of the agenda materials, please contact the CFRS office at (704)626-2728 or CFRS@charlottenc.gov. Please note, time allotments listed above are approximate and may vary.

Next Board Meeting: July 22, 2021

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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REGULAR BOARD MEETING MINUTES

January 28, 2021

PRESENT: Vanessa Heffron – Chair, John Carr, Melinda Manning, Kelly Flannery, Teresa Smith, Ryan Pope, Joey Hager (arrived 8:04am), Marvin Wilson, Lee Thompson, and Sheila Simpson

ABSENT: Renee Metzler

STAFF: Sandy Thiry, Tony Bass, Desire Dixon, Sr. Assistant City Attorney Lisa Flowers

GUESTS: Dan Gougherty - Cherry Bekaert, Retired Member Clay Morris

AGENDA

CALL TO ORDER by Vanessa Heffron at 8:02 a.m. The Quarterly Board Meeting took place remotely by video conference and attendance was taken by roll call.

I. CONSENT CALENDAR

In review of the October meeting minutes, Teresa Smith noted a typographical error in section V. *NEW BUSINESS, B. Benefit Payment*. John Carr motioned to approve the Consent Calendar with the correction of the October 22, 2020 Quarterly Meeting minutes, the Schedule of Retirements, and Expense Reports. Melinda Manning seconded the motion. The motion carried via roll call vote.

II. REPORTS

A. Annual Audit- Dan Gougherty, Cherry Bekaert LLP

Dan Gougherty reviewed the roles of the external auditor, and the financial results.

- 1) The actions of an external auditor include planning and performing procedures, obtaining reasonable assurance, and confirming they are free from material misstatement. The audit results will express an opinion on the financial statements without modifications. Required communications were reviewed including any policy changes, estimates and journal entries. Dan further explained their walkthrough of key controls, mining for unusual transactions, general computer controls. Samplings of investments, contributions, benefit payments and participant data were substantively tested.
- 2) The Financial Results were reviewed. The Fund balance decreased from \$559M in 2019 to \$558M in 2020.
- 3) In summary, the auditor issued a clean opinion, noted good internal controls, found no lacking journal entries, or requiring adjustments, and found no areas of deficiencies. Staff was recognized for full co-operation.

B. Benefits Committee Report

Melinda Manning provided an overview of the November and January Benefits Committee Meetings.

- 1) The primary focus for the Benefits Committee Meetings were the Pension Review Project, Act Amendments, Committee Charter and 2021 Work Plan.
- 2) The CFRS' Funding Request was approved by the City's Budget Committee in October 2020. This request was included in the City's 2021 legislative package and approved by City Council on December 14, 2020. The legislative process includes bill drafting in the first quarter of 2021

followed by review and approval by the House and subsequently the Senate typically by mid-year 2021.

- 3) The Committee discussed providing the City, per request, with options for controlling plan costs.
- 4) The 2021 Workplan which includes quarterly projects with a focus on Funding, Governance, and Professional Services was reviewed. This will be an ongoing project that will assist the Committee with providing updates to the Board. The responsibilities of assignments such as LGERS and the City's cost options were also discussed.

Motion: The Benefits Charter was presented to the Board which included clarification and consistency within the document as well as updates to the Committee's Role (section 3), Authority and Responsibilities (section 5), and Committee Meetings 5). A Definitions section was added. John Carr seconded the motion and the motion carried via roll call vote.

John Carr motioned to approve the Benefits Committee Report and Ryan Pope seconded. The motion carried via roll call vote.

C. Investment Committee Report – John Carr

John Carr provided an overview of the two Investment Committee Meetings on November 19, 2020 with Callan for the 3Q 2020 Review, and January 21, 2021 with MFS Mid Cap Growth and Boston Partners Mid Cap Value.

- 1) Callan provided an Investment Review for 3Q 2020. Positive investment returns added \$29.9M in market value while benefit payments and operating expenses deducted \$4.5M. As a result, the ending Total Fund market value was \$581.4M as of September 30, 2020.
- 2) The Total Fund returned 5.36%, gross of fees, over the course of the Third Quarter, which slightly underperformed the Custom Index return of 5.51%, but ranked in the 31st percentile in the Callan Public Fund Sponsor Database. The 5-year return of 8.45% versus the Custom Index return of 8.69% placed the Fund in the 32nd percentile. Since inception (32 years), the Total Fund returned 8.95% outperforming the Custom Index by 62 basis points on an annualized basis and ranked in the 9th percent among all Public Funds in Callan's database.
- 3) All Investment Managers' performance and organizations were reviewed with a primary focus on the Watch List managers including Morgan Stanley Emerging Markets Equity, UBS Real Estate, Barrow Hanley and AJO. There have been no significant changes since the last report with the exception of AJO's closing in December 2020.
- 4) Callan's 2021 Work Plan was reviewed and includes a US Equity Structure Review, an Emerging Market Equity peer manager review, an annual Fee Review, and an Asset Liability Study. All of these projects are included in the annual retainer consulting fee.
- 5) The Committee accepted UBS loyalty Fee program which offers annual investment manager fee savings of approximately \$60K.
- 6) Mid Cap managers were reviewed and newest manager, MFS, is off to a good start. Long-time manager Boston Partner continues to share healthy updates.

Kelly Flannery motioned to accept the Investment Committee's Report and Joey Hager seconded the motion. The motion carried via roll call vote.

D. Administrator Report – Sandy Thiry

Sandy Thiry provided the Board with an overview of the Administrator's report of the Staff and System's past quarter's activity.

- 1) The activities included preparing the financial statement for the Estimated Q2 FY2021 and no areas of concern were noted. The FY2020 Annual Financial Report was distributed and included with the Board's meeting material for today's meeting.
- 2) CFRS has continued uninterrupted operations with limited time in the office due to COVID-19 restrictions. CNB, the CFRS office building, remains locked down from public access and the

window replacement project is underway. The cost of this project was covered under the special assessment paid in calendar year 2019.

- 3) A new Member Education Series is being developed through the City's MySuccess Learning Modules. The final version of the first module, CFRS Overview, is in final review stage and will be distributed shortly. City HR is arranging access for Non-City Trustees to view the various modules. The Benefit Calculation is the next module being developed and is in its first review stage. This module will also provide the Trustees with the benefit calculation education previously requested.
- 4) Outside Legal Counsel research was completed. Legal Counsel is used in various ways and costs are dependent on use and type of attorney. Hourly fees can start at \$350. Some plans like the CFRS who also have an assigned City attorney use outside legal counsel for complex or non-subject matter expertise.

Joey Hager motioned to accept the Administrators Report. Teresa Smith seconded the motion. Vote was taken via roll call and the motion carried.

III. BOARD GOVERNANCE

The Governance Calendar was reviewed with no changes noted.

IV. OLD BUSINESS

Sandy, Ty, Lisa, and Sheila met with Mr. Morris on December 1, 2020 to walk through the various components of his benefit calculation. Clay Morris, a retiree since December 30, 2011 and who was not part of the *Kurzel* lawsuit or included in the City's *Kurzel II* Retirees, has requested the CFRS Board of Trustees be his advocate to the City regarding his payout calculation based on the outcome of the *Kurzel* lawsuit. The Board spent considerable time discussing including the Act's Section 54 Errors and the City's payroll processing.

Motion: Joey Hager motioned to have outside legal counsel look at the issue and outline options. Marvin Wilson seconded, and the motion carried via roll call vote. The Board noted that Sandy should select the outside counsel based on her work researching outside legal counsel in the Administrative Report.

V. NEW BUSINESS

- A. Marvin Wilson raised the question regarding COLAs or Bonuses, and it was determined that additional information and conversations need to be had before moving forward. Vanessa Heffron assigned the Benefit Committee to review plan benefits.
- B. Marvin Wilson brought to the Board's attention a request from Brian Kurzel and the CFD Credit Union to increase the Voluntary Pledge deductions of the retirees. The CFRS does not manage the Voluntary Pledge Fund or the CFD Credit Union. It was determined that staff and legal counsel need to research what deductions are allowed and any legal requirements or best practices for those deductions before making any changes to Voluntary Pledge Fund deductions.
- C. Marvin Wilson recognized the retirees who passed away since the October Board Meeting by reading the names aloud during the meeting.

VI. EXECUTIVE SESSION

John Carr motioned to enter closed session at 10:33 a.m. pursuant to North Carolina General Statute §143- 318.11(a)(6) to Consider the Performance of Members of the System Staff. Ryan Pope seconded and the motion carried.

Marvin Wilson motioned to enter Open Session at 11:38 a.m. Joey seconded, and the motion carried.

VII. CONFERENCES

Conference attendance and registration were discussed including Callan College for newer trustees. The upcoming April session will be held virtually and therefore no additional expenditures would be incurred for travel and lodging.

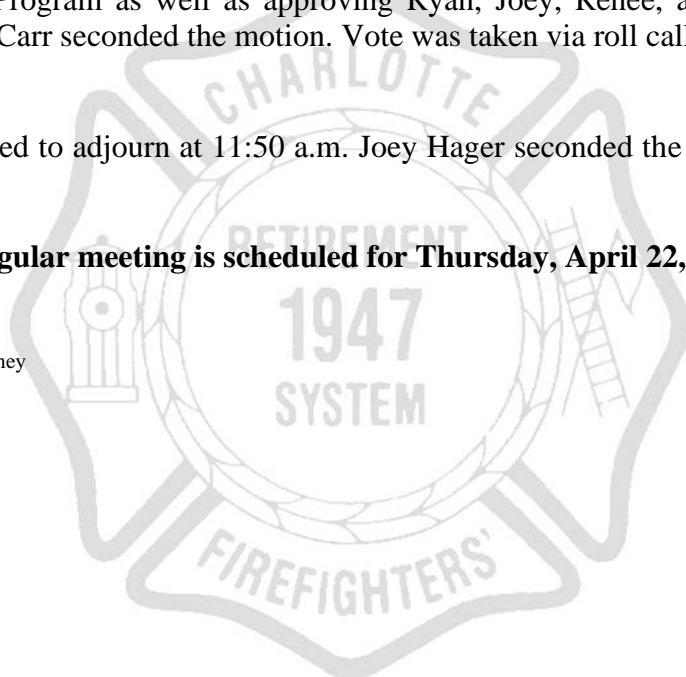
Motion: Joey Hager motioned to approve the conference attendance for Joey Hager to attend NCPERS Accredited Fiduciary Program as well as approving Ryan, Joey, Renee, and Teresa to attend Callan College in April. John Carr seconded the motion. Vote was taken via roll call and the motion carried.

ADJOURNMENT

Marvin Wilson motioned to adjourn at 11:50 a.m. Joey Hager seconded the motion. The motion carried via roll call vote.

Next Regular meeting is scheduled for Thursday, April 22, 2021.

cc: Lisa Flowers, Assistant City Attorney



Charlotte Firefighters' Retirement System
Members Presented to Board for Approval
April 22, 2021 Board Meeting

Qualification of Membership Service and 30-90 Day Election Period as defined by the Act verified with System's Administrator

Fname	MI	Lname	DOH	DOR	Station	Rank	Retirement Type
Jon	C	Clary	11/30/1992	2/27/2021	19B	FF Engineer	Service
Brandon	L	Gill	6/28/1995	3/6/2021	19-C	Captain	Service
Jeffrey	D	Stevenson	3/12/1997	3/20/2021	10-B	FFII	Service
Larry	W	Coley	4/28/1999	5/1/2021	31B	Captain	Service
Jimmy	H	Watts	1/26/1994	5/8/2021	35-C	Captain	Early
Bradley	O	Thompson	8/27/1997	4/24/2021	41-C	FFII	Service

Board Calendar

Annual Topics		Q1 (July)	Q2 (Oct)	Q3 (Jan)	Q4 (April)
Topic	Description				
Fiduciary training/Ethics	Standard fiduciary training for all committee members	✓			✓
Governance	Current updates	✓	✓	✓	✓
CAFR Report/Update	Ensure timely filings			✓	
Annual valuation	Cav.Mac present annual funding status.		✓		
Merits	Annual reviews			✓	
System Audit – Cherry Bekaert	Ensure no deficiencies in process and controls – Board Review	✓			
Investment Policy Statement review	Review for any updates brought by IC			✓	
Annual Budget Review	Review and approve annual operating budget				✓
Officer Election	Annual officer election	✓			
FY Admin Calendar	Review CFRS Administrator FY Calendar	✓			
Delegations/governance	Review delegations and general governance structures	✓			
Charter review	Review committee charter for any updates				✓
Monthly Topics		Q1 (July)	Q2 (Oct)	Q3 (Jan)	Q4 (April)
Topic	Description				
BC Meetings	Plan design and impact on funding, current topics	✓	✓	✓	✓
IC Meetings	Regular Meetings to review Investment Managers, rebalancing asset allocation, and miscellaneous projects	✓	✓	✓	✓
Disability Hearings	As called	✓	✓	✓	✓
Ad Hoc Topics					
Funding Study	As requested. Last study CBIZ 2018				
Experience Study	Performed every 3-5 years. Last study Cav Mac 2020 (period ending 6/30/19)				
Asset Liability Study	Performed every 5 years. Last study Callan 2013				
Vendor Review	Investment Consultant, Actuary; Auditor (function of City in collaboration with CFRS)				



BENEFITS COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

APRIL 22, 2021

TO: The Board of Trustees

FROM: Melinda Manning, Chair Ryan Pope Lee Thompson
Sheila Simpson Renee Metzler

RE: BENEFITS COMMITTEE REPORT

Summary of meetings since the January 28, 2021 Board Meeting:

February 11, 2021 – Work Plan; Act Amendments; City Options; Post Retirement Adjustment
March 11, 2021 – City Options
April 8, 2021 – City Options

DISCUSSION:

1. Act Amendments
 - a. Staff and Counsel have been working collaboratively with the City through the legislative agenda process. A House Bill was drafted based on the recommended changes and submitted. Due to COVID, many bills have been drafted and legislative process may take longer than originally anticipated.
2. City Options
 - a. As requested by the City, discussion continued this quarter regarding options that the City can review from a funding and plan formula perspective for controlling their plan costs. These discussions have been lengthy utilizing actuarial reports, internal analysis, and a Member survey. Attachment 1 outlines the various options that have been reviewed. Attachment 2 contains the comment responses received during the survey.
3. Post Retirement Adjustment
 - a. At the request of the Board, the Committee reviewed benefit levels of CFRS Members and the City's budget process for the City to possibly fund a post-retirement payment.
 - i. Records indicate that there are no Service or Early Retirees receiving less than the poverty level based on 1 or 2 household members. CFRS cannot confirm how many household members a retiree has.



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- ii. For those lowest paid retirees, service can play a factor in benefit levels (retired at age 60 with at least 5 years of service)
- iii. City's budget process begins in October. All requests due by December. Adding something new at this time in the process is unlikely. Although the City is facing budget deficits this year due to affects from COVID, the City confirmed they remain committed to the Board's prior funding initiative request.
- iv. In 1986 active members voted to remove all cost-of-living adjustment from the system for current retirees and future retirees in exchange for a 44% increase to their current benefit; retirees receiving less than \$500/month increased to \$500 then a 44% increase of the \$500; future retirees receive 44 % increase in benefits from the 1986 levels as reflected in the new pension formula of 2.4% of final average salary.
- v. In 2000, retirees received another cost-of-living adjustment based on year of retirement ranging from 7.58% to 41.05%
- vi. The Board & Staff have been diligently working over the past several years towards the goal of funding to provide a post retirement payment which includes:
 - Reducing administrative expenses while developing efficiencies.
 - Monitoring investment fees and taking advantage of fee discounts.
 - Developing a funding initiative to increase employer contribution rate at an incremental rate of 2% over the next five years.
 - Developing a Funding Policy that will provide for an updated philosophy and process for providing post retirement payments.
- vii. Recommend further review in late 2021 upon receipt of the annual valuation report.

4. Committee's Work Plan

- a. The Committee reviewed a list of work items that included the topics just mentioned as well as policies. Based on feedback at the January Board Meeting, adjusted resources assigned to certain topics.



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Benefits Committee 2021 Work Plan (in progress)					
		1st	2nd	3rd	4th
Funding	Assigned to	Quarter	Quarter	Quarter	Quarter
Monitor Legislation Progress	Counsel, Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Review Benefit Plan Options for City		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation Definition	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Final Average Salary Period	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
New Entrants in LGERS	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education					
MySuccess Learning Modules		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CFRS Overview	Staff,Counsel, Lee, Ryan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefit Calculation	Staff,Counsel, Lee, Ryan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governance					
Committee Charter Review	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bonus & COLAs (New)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications (New)	Joey/Ryan/Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics Policy (Periodic Review)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding (New)	Melinda, Renee, Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meetings (New)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel (Periodic Review)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Services					
Medical Board Contract	Counsel, Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hired Legal Counsel (Review)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actuarial Service Provider (Review)	Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other					
Business Continuity (New)	Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Citizen Trustee Searches (New)	Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All Board members are welcome to attend any of the Benefit Committee meetings.



BENEFITS COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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Attachment 1

Option:	Effect	Potential Risks	Member Survey Results ⁽²⁾
Benefits Remain Status Quo	Projections have shown ADEC continues to rise under current funding levels	1) City's willingness to Sponsor plan 2) City's capability of funding the plan 3) Unable to pay promised benefits	not asked
Increase Employee Contribution	Marginally helps with long-term funding of plan depending on level of increase	1) CFRS Members could pay more for retirement benefit than other City employees 2) Reduces employee take home pay	Yes - 47.96% (count 212) No - 15.84% (count 70) Maybe - 36.2% (count 160) (total count 442)
Change Final Average Salary Period to 3 or 4 yrs	1) Helps with long-term funding of plan 2) Projections have shown Employer Contribution Rate increases well beyond 24% ⁽¹⁾	1) Adds complexity to administering and education to members 2) If applied to future hires only, creates two different rules to covered employees 3) Could have a negative impact to member's benefit 4) Potential legal risks if applied to current members 4) If for future hires creates two different rules to covered employees	Yes 3 yrs - 23.22% (count 101) Yes 4 yrs - 11.95% (count 52) No Change - 64.83% (count 282) (total count 435)
Change Act's Definition of Compensation to eliminate or reduce amount of overtime permitted	1) Helps with long-term funding of plan 2) Minimizes enhancement of benefit due to overtime use 3) Projections have shown Employer Contribution Rate increases ⁽¹⁾	1) Adds complexity to administering and education to members 2) If applied to future hires only, creates two different rules to covered employees 3) Could have a negative impact to member's benefit 4) Potential legal risks if applied to current members 4) If for future hires creates two different rules to covered employees 5) Complexity to applying EE/ER contributions to wages 6) Review IRS requirements	Yes - 84.36% (count 232) No - 15.64% (count 43) (total count 275)
Change Benefit Multiplier	No study has been done to determine effect to funding of plan or meeting Federal's generous plan guidelines since Members do not participate in Social Security.	1) Adds complexity to administering and education to members 2) Potential IRS risks	not asked
Put future firefighters in LGERS	Unknown	Unknown	Yes - 3.5% (count 15) No - 96.5% (count 413) (total count 428)
(1) Assumptions based on 2020 CBIZ Study			
(2) 1037 Active CFRS Members survey March- April 2021; 448 responded; 32% of those surveyed felt they had little understanding of the retirement system, 64% felt they had a fairly decent understanding, and 4% felt they had complete understanding.			



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Attachment 2 Member Survey conducted March 11, 2021 through April 5, 2021

Answered 79
Skipped 369

Q4- Why do you feel that our system is not in good shape/or healthy

Respondent

Responses

- 1 The percentage of funding is underwhelming and the projected funding come 20 years are terrifying
- 2 Our overtime trend of topping out at a higher rate than one's rank. Not sure we can support that in the long run.
- 3 Because there is not a cap on how much overtime you can get your last years
- 4 The hirebacks are draining the system
- 5 We're slowly dropping our funding percentage, due to contributions not being enough to cover the number of retirees and their increasing post-retirement lifespans.
- 6 Its not at 100% or at least 90%
- 7 From my understanding, if measures are not taking to increase contributions and or limit overtime the retirement system will continue to be impacted negatively.
- 8 From what I can tell...which is not much...seems like the pension is not invested well.
- 9 I feel hirebacks are in need of a cap so to speak so they do not break/bankrupt our system
- 10 That is a subjective question that can only be answered in relation to the objectives of the system. If we have unfunded liability, then at any moment in time we cannot meet the total obligations as desired. I don't believe the system is in bad shape, but it is definitely not in great shape. If we can close the gap on unfunded liabilities, we will have more solid system,.
- 11 The system is not fully funded at the moment.
- 12 I believe we need to set a cap in our retirement based off rank. We have FF2 personnel retiring at Captains pay. Or Captains retiring at B/C pay. In years to come I don't think our retirement will be able to support the wide range gaps.



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- 13 From the recent training issued from mysuccess it stated our system was only 76.5% funded which is not what I would consider a healthy %. I would feel much more comfortable in the mid 90% range. Now were these number pulled during the most recent Covid stock market crash...Maybe? have these numbers come back I hope so.
- 14 I have 20 years before I can retire and in the last 8 years, it appears the total funded percentage has gone down. I think the system is currently in good shape but I am not sure about the stability for 20, 30 or even 40 years down the road.
- 15 It's not stabile for the long haul. It is a great benefit!!!! However the more frequently fire fighters retire at above 10% of there paygrade, then the system will eventually bleed out. In my opinion. I think the best way is to add a year (3) to the FINAL average salary. However its tricky. Your gonna tell the rest of the fire department that they cant capitalize on what others have been doing for 10+ years.
- 16 hirebacks
- 17 Need up contribution and control hireback
- 18 Our retirement system is far below the acceptable amount of funding. Some of this is due to excessive retirement payouts as well as an obsolete contribution rate which has been proven at this time to be inadequate.
- 19 we need to be fully funded. If that means upping the percentages, we should def consider.
- 20 Last I herd it was only 85% (or so) self funded. Personally I feel that anything below about 95% is too low. With the talk of new hires being in State Retirement not CFDRS tells me that State retirement has been talked about and eventually CFDRS will not be a option for new hires.
- 21 because of the percentage not fully funded
- 22 It sounds like people contribute x amount until the final few years. Then they work a bunch of hirebacks and end up taking out x+1 when they retire. Not sustainable.
- 23 Same amount of people drawing as putting in
- 24 I believe with he leadership in the city we will be in financial trouble in the near future
- 25 We have to many deductions without enough contribution. The overtime payouts toward retirement are not sustainable for the future. Its hard to watch someone retire making more money than you because you are not afforded the same oppourtunities in hireback pay. That pay is for the rest of your life.



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26 To many openings throughout the fire department which leaves less people paying in
27 Improper benefits being paid out, outside of the CFRS Act to benefit highest grossing members.
28 It is good for this generation but we need to ensure it stays funded for many generations to come. If we allow
LGERS for new hires, we will be writing the end to the CFRS and firefighters staying for 25 years because many will
come from other cities to finish out the last half of the LGERS and not staying 25. It would be possible that this
would create less people paying in than people retired. It is time we allow support divisions to join CFRS!
29 We need to cap retirement to 110% or some kind of fixed number. Also need to increase how much is being put in.
30 not 100% funded
31 well a few reasons, because the city until lately has not raised contributions since the 80's. we also do not allow any
support divisions to be in our system. people are living longer than ever thankfully.
32 Uncertainty about the longevity with the higher and higher payouts and the cost of living
33 Considering we are only 76.5% funded and used to be high 80's in recent years
34 Line of Duty retirements, Offsets still pending, Unfunded liability continually growing, not enough retiree
representation on the board. Administrator not willing to go above and beyond her duties because it would take to
long. (her words Exactly) etc etc etc
35 too many retirees and living longer with overtime being factored in
36 Vacant positions/ fewer members contributing to the system.
37 We currently are under hired. I don't know the numbers, but I believe we are getting close to having as many
retirees as employees. So our system is getting under funded
38 I feel like it is invested in to many safe accounts and not earning enough interest to sustain for the long haul against
wages and inflation.
39 As long as the system allows the overtime gougers to continue the system will not b able to withstand this for very
long, No one and I mean NO ONE should be able to retire with more than 100% of their current rank and salary.
40 fghfg
41 people that spiking the system causing it to not be funded well.



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- 42 From what I understand we are under funded. From the city and the members
43 It is my understanding that we are having some shortfalls.
44 Because its underfunded, we need to increase individual and city contributions and stop allowing people to retire
out at 150% of what their salary was. Put a cap on 120% cap on it.
45 I don't think there will be funding when you have people going out over their base salary.
46 Too much saturation of Hire Back last 2 years upping the income level. Should not be able to top out more than
rank acquired.
47 ive been on over 23 years and the fund has slowly gotten lower. its only been in last couple years that the board
has worked to make changes
48 The survey itself raises a red flag regarding the health of the pension fund.
Annual reports show the fund value is not keeping pace with the growth of the department despite more members
contributing. What's even more concerning is that the fund has not recovered from past economic recessions even
though other retirement style funds have fully recovered and rebounded (index/mutual funds/401k/457). I am
mostly concerned with why the fund has very little growth that barely outpaces inflation.
Also, it does not bode well that the city has had to increase its weekly contribution as well as a \$1M lump sum in
what appears to allow the fund just to continue on its current trajectory.
49 to many chiefs
50 We are no longer in a position to give our retirees a COLA or Bonus like we were when I came to work here. We
continue to allow some personnel to retire outside of the Retirement Act Rules and Regulations even after this has
been explained time and time again to the detriment to the system.
51 vestment has dropped from 103% when i was hired to the low 70's now



BENEFITS COMMITTEE REPORT

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- 52 When I got hired, the retirement system was much better funded. The "percent funded" seems to have dropped off much quicker than I would have expected. Maybe I am wrong, and I could use an education about that, which I am open to. I just feel like if we, as a department, are going to lean so hard on our retirement system to provide for us in retirement, we should always be trending in a positive direction. A downward trend, with fire fighters retiring "earlier" than they used to, and living longer than they used to, with a consistent staffing shortage and hiring deficit, I am just concerned about the sustainability of the system in the long term. I would almost rather go up another 2 percent or more on our contribution each week, than see it continue to trend downward in the percent funded. If I am off base with my comments, I apologize. I will admit I am not as well educated as I should be about our retirement system, but those are my thoughts after casually looking at the emails sent out by CFRS from time to time.
- 53 Pension spiking, economy not what it was, change of leadership in DC
- 54 worried about it sustaining with the no limit on hire backs and the amount we are putting in
- 55 Funded amount seems to drop on every report. Not sure the system can sustain FF and Engineers retiring at Batt Chief.
- 56 I know not long ago it was reportedly more funded than now. I used to hear over 100 percent funded and now I hear around 85 percent funded.
- 57 HB spiking within the last two-three years prior to retirement, are making sustainability a concern.
- 58 Pension spiking and unfunded liabilities. With the stock market booming, we should see significant gains in our investment which would help offset the increasing costs. Stop all the ##### from spiking their pension and retiring above their current pay grade. I don't care if they've worked hirebacks as their sideline gig for their entire career. It's ##### that they're allowed to retire above their paygrade. Put a cap on it and call it a day. Hand them a box of Kleenex as they take their last steps out of the station. Bye #####!!
- 59 underfunded
- 60 Some individuals that retired with an inflated pension. Collecting more than they should. System is not sustainable at this point.



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- 61 Our current system is at 76% which is a major drop from the 89% area during the time I was hired in 2008. I understand this is due to a few things and is not one dimensional. However, this is a system that must go on far after I am retired and gone. This needs to be in the 90%+ for the future firefighters in years to come.
- 62 We have not been able to give raises to the retirees. We do have a better way of granting hirebacks that I think will alleviate some abuse. We have not raised our contribution into retirement in too long.
- 63 The increasing number of people boosting their retiree pay to higher rank payouts. The last 5 yrs have been an exodus due to the growth of the late 80s and early 90s. I don't feel any system could sustain withdrawals at a higher rate than contribution. I would love to walk out the door making more than my salary just like any one, but not at the risk of crashing a system for future firefighters.
- 64 Our unfunded liability is increasing and our percent funding seems to be decreasing
- 65 I think we haven't prepare for future mass retirements. I also feel that we need overtime doesn't need to calculate into your final numbers. Overtime pay shouldn't got into the retirement system, but paid out to the individual.
- 66 Retirement Spiking
- 67 unfunded - always talks about the State "wanting" it.
- 68 We are not 90%+ vested
- 69 Worried over the past few years how the fund is trending down and not funded to support the future liability.
- 70 The unfunded liabilities seem high based on returns
- 71 mismanagement/bad investment of funds
- 72 People retiring at a higher ranks pay then what they have been contributing can not be sustainable.
- 73 Cannot sustain people paying in at a lower rate than what they get out of it. Some kind of cap must be implemented.
- 74 CBiz stated in 2017? that the system needed to be at 18% to pay off our unfunded liability in 30 years. How long will it take us to get to 18% and how long will it take to pay off the unfunded liability? We also have to much pension spiking which cbiz did state was costing our system money. It needs to be capped at some point.
- 75 Not fully funded



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- 76 Its a ponzi scheme at this point. No pension system is designed to take or able to take the kind of abuse and miss management that our system takes. The elected members that have represented us over the last 30 years have sent a snowball rolling down a hill that can't be stopped at this point in the game. I hope you can prove me wrong for my pockets sake but I'm not confident that you can. Its also bad that sometime in the near future that your failing system will try to grab even more of my sub par salary to finance the systems years of bad decisions and willful mismanagement.
- 77 Only financed at 73%
- 78 It all about investing a bunch of stocks , not secured and drop per market bad performance ,as result I loose my money in very short time. It is a gamble investment. Very bad investment and I am very frustrated!!!
- 79 System was not engineered to have people retire at "spiked" hireback pay levels.

Answered 160
Skipped 288

Q& Why are you “on the fence” instead of answering “yes” or “no”

Respondents	Responses
1	need to know the numbers
2	Depends on how much of an increase
3	Not sure just how much we are planning on raising it to. 14%? 17%?
4	Not sure it will help.
5	I would need to understand why the increase is needed. if the increase is caused by abuse of the system then no. if the increase makes the end benefit better then yes. more information is needed.
6	Depends how much we increase
7	I just don't know enough.
8	I need to know more about it.
9	I would like to know what the max that would could see this amount go up and if the city has been willing to contribute more with out us having to, why increase it. You need to give more info on this before I can make an educated decision.



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- 10 I would like to know more info on the results of contributing more money. What would it look like for my retirement.
- 11 Because I don't know how well its funded. The market is strong. we should be 100% funded no problem.
- 12 I am not sure on stability of program and my current take home pay is minimal which could cause difficulty in putting more
aside
- 13 Would like more information.
- 14 Too many "moving parts" or scenarios to consider in just saying I agree to increasing the 12.65%
- 15 Just want to make sure we can keep the system funded
- 16 I'd like to see data, but I we have not upped our contribution in a long time so it seems prudent that it might be time.
- 17 If it would maintain a healthy funding of the retirement plan, however I'm not sure what percentage increase itwould it
take to continue to adequately fund the plan.
- 18 Because my current take home money would be less and could put hardship on me
- 19 Need to understand how it will affect my retirement, and my paycheck.
- 20 I would like to know more about the investments before I give more money. I would be looking for a more aggressive
investment strategy.
- 21 I would be in favor of an increase if it would help improve the stability of the retirement fund as long as other steps are
taken to address final payout numbers based of salary and not on excessive hire backs.
- 22 depends on whether or not the city will also increase their contributions and the amount of the increase
- 23 only if the city matches the new contribution
- 24 I need more explanation as to why I need to put in as much as the city does
- 25 na
- 26 I would need to better understand how it will work and how much will increase.
- 27 What is the reason for increasing the contribution? Is this to increase the overall benefit or is the increase needed to
sustain the system? Most likely I would be in favor but, it needs to be made clear the reason for increasing the
contribution.
- 28 If the city did another increase, I would be in favor and contributing more



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- 29 I have read that the city as up their contribution and will continue over the next 5 years...if we can sustain on the city's increase contribution I would prefer to keep our rate as is. If the health of the system depends on an increase to us then I would be willing to increase.
- 30 Need more information
- 31 Would need more information about the health of the system and the benefit of adding additional funds to the system.
- 32 Depends on the amount of increase. 0.5% to 1% is okay, but without a actual number of increase on our behalf then I cant give you a definitive answer.
- 33 would like to have more information
- 34 I would like to know a reason why it needs to increase
- 35 I believe the city should do their part first by allowing hiring to fill all vacancies on the department which could potentially bring several hundred thousand dollars into the fund annually...then if the fund needed additional income I would be in favor of a slight increase, possibly to 14%.
- 36 I would like to see a gradual increase and not one (crazy high amount) that will put a hard burden on some.
- 37 I'd need more information as to why...
- 38 I don't understand enough about the system. Partially my fault for not seeking out a better understanding.
- 39 Dependent on the justification surrounding the increase. Has consideration been to only increase the contribution for new hires
- 40 I want more information as to whether that increase is needed to shore the system up and not supporting the hire backers that are benefiting from said increase.
- 41 It would depend on the amount.
- 42 I would like to know what the employee contribution rate would go to before agreeing.
- 43 what percentage would it take to make
- 44 Will this enable retirees to have a "raise"? Or is it because of the members that are padding their retirement and leaving at almost double their salary?
- 45 need more info
- 46 I would need to know more information about the options and the plan.



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- 47 the city should meet their promise first.
- 48 I would want to see the city contribute more before I contributed more.
- 49 I'd like to see the increase help retiree's who are 15y/r or greater in retirement. I also want proven documentation that our system is in jeopardy if we don't increase.
- 50 It depends on the amount. Taxes and health insurance really hurt my take home already.
- 51 Unknowledgeable of system
- 52 We already put a good chunk into as is. Our livable wage will decrease even more and most of us live way outside of Charlotte now due to costs of home ownership. Our retirement means is very important and securing the system should be a top priority, however, we have to be able to afford our bills now as well.
- 53 "More" is vague. How much more?
- 54 Depends on percentage
- 55 need more info
- 56 This could be viewed a number of ways. I could see the justification of raising the employee percentage due to inflation. Yet every year the fire department is providing cost of living increases to everyone's salary which in turn ups the amount that is accounted for within the 12.65% in everyone's salaried contribution.
- 57 not sure if this increase will be beneficial to me or just beneficial for the ones before me.
- 58 I would like to see what the change would be 1% or 5% would make a big differance in my answer. It would also make a huge differance to the new guys coming into the system.
- 59 Depends if there are any other measures taken to curve the over taxing of our system. I don't want to pay more to the system to have the same problem continue to be an issue
- 60 First reason is the city gave 1 million to help support and increase their contribution to 14%. Now if we fill all the vacancy and we still fall short I don't mind giving more but not until these things happen.
- 61 Adding money does not address poor management.
- 62 Would like to see more information.
- 63 Depends on the overall picture and surrounding variables.
- 64 If its needed to support the over all system. I feel there should be a cap on individuals to stop the spiking of last 2 years worked.



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- 65 I want the system to remain funded and functioning well, but taking more out of our paychecks should not be the first option.
- 66 Discussion of placing new hires into LGERS, leaving no one to pay into the system when I retire. People saying this would happen a few years ago, then retracting that statement, now discussing it happening again.
- 67 would want to know the benefit, would that increase what I get at retirement, or would it be to cushion bad investments etc.
- 68 If it needs to be increased then I don't mind. It depends on what kind of shape the system is in.
- 69 Still not very familiar with the retirement system.
- 70 I think the city has a responsibility to contribute more first (more than 14%).
I would also like to see what my increase contribution would do. Ie extend the life if the pension.
I would like to know that my increase is not due to "pension spiking". I think people retire too high over what they made over their career. Adding years (more than 2 of 5) to the average seems to penalize everyone
- 71 A definite answer would come from providing information about the health of our current system and what the increase would fund
- 72 12.65% of our weekly check goes into the retirement. For me, that is 233.88 dollars a week on top of outrageously priced health insurance. As I am the sole source of income for my family, anything that takes more money away from my weekly take home pay is a cause for concern.
- 73 I don't know enough about the retirement system to fully answer the question
- 74 It could become a new fix in which we have to increase our contribution every couple of years.
- 75 I'm not clear why it was healthy for so long and now it seems underfunded even after the city has upped their part of the contribution.
- 76 Making sure the city has an equal partnership in any adjustment
- 77 Only if needed after the city raises their contribution.
- 78 n/a
- 79 Would like to see other alternatives and see the city contribute their required part before increasing "OUR" contribution.
- 80 It depends on the reason for an increase
- 81 Depends how much



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- 82 I do not have Enough info
- 83 it depends on how much the increase is for. Is it incremental or at one time? Will the retirees be able to receive an increase if the amount is increased.
- 84 Not enough information available. Today, so many decisions are made from 1-sided information by someone else's agenda and not in my best interest. Possibly begin with pro's and con's of a yes answer and same for a no answer.
- 85 Depends on how much and how much the city contributes. We already put a good chunk of our paycheck into retirement.
- 86 Dependent on the health of the system, increase of the city's contribution, and the amount of increase on the firefighters side.
- 87 because we could pay more, but it don't matter if the problems don't get fixed nothing will change
- 88 It is my understanding that we are the only city department that is behind in benefits than everyone else. maybe we should be caught up first on the cities end instead of us having to catch the fire department up.
- 89 Depends on how much and your reasons.
- 90 Depending how much and to what it would benefit us
- 91 The City's contribution to the CFRS should mirror (in %) what they pay in total for LGERS employees with SS and other retirement benefits. Once that is matched, and if an increase is needed, then I would support an employee increase in contributions.
- 92 Don't know enough about the system.
- 93 An increase of contribution would hopefully reflect an increase of benefits. possibly related to heathcare for retirees, cost of living adjustments, etc
- 94 would need more information

- 95 .
- 96 .
- 97 if the city increases their contribution as well
- 98 I would like for the city to increase there contribution first.
- 99 I would like to know why first, instead of just answering yes or no. Just need more information as to why this is needed. I fully support it though assuming that it's needed.



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- 100 The city put 1 million dollars and increased there input to 14%. I would like to see what it looks like before having employees pay more. We have had more employees retire in the last couple of years which means more people are going onto the system and will show us paying more. The hiring process has been behind in 2020 due to covid so we still have company's riding short and some of those retirements positions haven't be filled completely. So before we make employees pay more we need to have all the open postions filled and have those people paying into the system and we need to see how the city's increased contribution does. Now once both of those have been met and we are still needing an increase then I'm good with matching the city. In the next couple of years we are not going to have as many retirements as we have seen the trend will slow down.
- 101 Because I don't have a full picture of why its necessary, and whether or not it is healthy enough to survive at the current contribution rate.
- 102 sss
- 103 I would only be in favor of an increase if it comes with an increase in benefit. (ie COLA, payout increase)
- 104 how much
- 105 I would need more info and data on the current status off our retirement system, including both current and projected numbers to make an informed decision.
- 106 We have to look at the percent of increase versus the annual return. I understand the years will fluctuate with the market but if we are not willing to give more of our returns to retirement in benefits then we should allow the members to keep that money and do as they wish while THEY are young and healthy. Examples are cost of living adjustments across the board to retirees as well as health care cost sharing.
- 107 More information is needed to fully support. Is the city going to contribute more?



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- 108 If the pension fund does not grow at a faster pace, then I do not see the reason to add any more money from members. If higher contributions will only help to fund retiree payouts then that would be an unwise investment for the current active members. Currently we have more members then we did 10 years ago yet the fund has decreased significantly. A member could invest the "increased contributions" monies elsewhere with potentially less risk. On the other hand I fully support increasing the member contributions to safeguard the health of the fund if it gets the fund to a better state in the future. I understand that higher contributions generate more compound interest but at its current rate of growth that does not seem like a long term solution. It also seems extremely unfair that active members should pay more right now indefinitely to fund newly retired recipients who collect well over 100% of their rank knowing they only contributed 12.65% for an entire career at a certain rank only to spike their pension in the final 2 years. If retirees can get a COL raise, then why can't those who far exceed their rank salary be adjusted accordingly (no more then 100% of their rank salary) if such a rule is enacted in the future?
- 109 What is the reason for the increase? Is it bad management, bad market, current rules that allow pumping the pension with hirebacks the last two years?
- 110 idk
- 111 Not enough informed on what that does for us and the system
- 112 I think we should fix the spiking of Hire backs in the last few years before making an increase.
- 113 ive heard the city is increasing their contributions, so if they can pick up the slack id rather my contribution stay the same.
- 114 It has become apparent that the city has shorted the retirement system for some time. When the city gets the members caught up then I will support an increase on our end.
- 115 Depends on the amount of increase. We all should be diversified with our own financial portfolios.
- 116 Don't know enough about how it will affect the system and me.
- 117 Need more information on why the increase is needed. To give a COLA to retirees, sure up the system, or for admin cost.
- 118 in order to fund a raise for our retirees
- 119 I would need more information. What is the cost and benefit from contributing more. Are we in need of more money? What is the long term gain that would come from this?
- 120 Need more information



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- 121 An increase in deduction would have to result in an increase on my individual retirement. Otherwise, I would not support.
- 122 I want to know that the city is contributing the same to our system as they are to other city employees to their State retirement and social security combined.
- 123 I would need to be certain that the increase was needed in order to make the system more stable. I also would be willing to support an increase in our contribution as a way to build in some cost of living increases for those retirees who are receiving a benefit. I feel that it is important to take care of the ones who paved the way for us to retire with a peace of mind about our income. I feel that this is necessary to try our best to battle the ever rising inflation that we are bound to see in the coming years.
- 124 I would like to see the justification for an increase. I know that we will reap the benefits later from it but will it assist the current retirees currently by increasing enough for an increase on their drawings
- 125 The city needs to contribute more first before I would be willing to contribute more out of my own check.
- 126 I don't have an understanding of our current financial position nor do I know how a greater contribution from members would impact the system.
- 127 I would have to see all possibilities that are on the table.
- 128 If it is not sustainable then I understand.....I just hope that it is not a sole response to members working an excess of hirebacks.....if that be the case, then I also feel like other actions should be taken as well.
- 129 I do not have a full understanding of the city's required contribution versus our contribution and what exactly the increase would fix.
- 130 what has changed that makes us need to up the contribution? We are being paid more now but that just means our contributions amount has gone up as well so are our steps happening to fast for our retirement system to keep up? Is the hireback system spiking the retirement system so hard it can't keep up?
- 131 Depends on the increase. .1% will be a lot of money correct? I would have to seen the numbers and math broken down to make a sound decision.
- 132 It would be dependent on the change to salary boost of retirees. I'm not in favor of paying more if we are going to continue letting people boost salaries as they walk out the door. In essence, the first few decades would be paying higher rates just to sustain the boosted salaries. If this was addressed and system still needed higher contribution to sustain I would be in favor.
- 133 IF its necessary for the health of the system I say yes. If it can continue to cover our retirees, and secure the pensions of future retirees at the current contribution no.
- 134 not sure if it is needed



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- 135 I would need more info of what the increase would do.
- 136 I would like to see the city increase their contributions again before we do.
- 137 I'd like to see the reasons for and against so that I'm more educated, rather than making a rushed decision with little information to either rebut or support.
- 138 I need to understand the system better and see if the City contributes as much to our retirement system as it does to other City employees.
- 139 It would depend on what the increase is for, if it is for a pay raise to the retirees who have been retired for 20 years already, then I am for it.
- 140 I would like more information about why an increase would be necessary.
- 141 I want to ensure that the city is contributing an amount that is equal to what they contribute to other city pensions before I take more money out of my pocket. Once that is accomplished, I would consider reasonable, measured increase(s).
- 142 Don't know enough about it.
- 143 The city needs to increase their contribution in line with what they do for other city employees
- 144 need more info
- 145 I am I favor of raising it if that is what it needs. I just don't understand what it needs. If it is unhealthy, I would like to understand why instead of just paying more money.
- 146 What is required for long term stability?
What does a city employee contribute to LGERS, what is the city contribution for LGERS and social security?
Need more info to answer
- 147 City should too
- 148 If it was the only way to support the system and the city also increased their contribution as well.
- 149 Need more numbers and history before answering.
- 150 Depends on if this is needed to keep our pension system healthy and fully funded.
- 151 Need more information
- 152 I want to understand a/the reason why it is needed that we increase our contribution.



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- 153 I would like to know the "hard" numbers of what our contributions need to be compared to the city of charlotte contribution. I would like to see a cap put on retirement. The system wasn't built for an engineer to retire at deputy chiefs pay. I think we need to fix that issue. If you want to make deputy chief pay when you retire, then study and get promoted.
- 154 Would like to see financial reasoning, feasibility, and sustainability info first.
- 155 I don't receive enough as it is
- 156 it would need to make the system stable, provide COLA increases to retirees and increase the current multiplier
- 157 I would need to see the need as well as the city make a larger commitment. I know the city is increasing over the next few years
- 158 because ive never had a chance to talk to anyone from the retirement board
- 159 I want to city to make the contributions they wat they are suppose to first.
- 160 I would support an increase provided the uneven payout problems are fixed first.

Answered 37
Skipped 411

Q12 If no, why (allowing Civil Service CFD employees remain in CFRS but work in civilian job

Respondents

Responses

- 1 depending on what time they have on the job
- 2 Once again...too many variables to make a clear choice. Does the FF have 20yrs plus in service or 2,3,4 yrs on? I would say yes if they were within a short window to retirement...say 1-2yrs.
- 3 If they continue to work but on civilian side a feel that they should be allowed to get what they have in the system so far starting on there retirement date of 25 years.
- 4 we signed on to do this job as a civil service member
- 5 I think our retirement system should be exclusive to us, not to civilians, even if they were previously in operations.



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- 6 no
- 7 The question doesn't allow for more information. Would the injured or ill employee still be contributing their 12.65%?? If, So yes if they are going to be a contributing member then yes I would support them to stay in our system. However, if as a non-civil service employee they could not contribute to the system then for the health of the system I don't see how we can support them. If it does not stress the system then yes. This question needs a lot more info to weigh in accurately.
- 8 I think that they could be "stealing" money form the retirement system
- 9 I think it would depend on how much time the individual had in service or be look on case by case bases.
- 10 I feel non sworn careers should not be in our Retirement system. Also if you did not complete recruit school I feel you should not wear the same badge/uniform as a sworn employee.
- 11 they could also transfer to another unit within city just because they dislike their job responsibilities
- 12 If it were a temporary assignment, I think it would be fine. But if they were to transfer to a civilian position and spend a good chunk of their career in that position, then no, they do not deserve the perk of being in the FIREFIGHTER'S retirement system.
- 13 too subjective
- 14 If the injury is on duty or in the line of service yes remain all others no
- 15 Two different jobs and benefits types.
- 16 depends on how much longer they have to retire
- 17 I think we would see an increase of firefighters looking to stay in the system but not do the job. I understand there are legitimate cases where something like this would be beneficial however in the current climate (politically, ethically, and of the department in general) I feel like that system may become abused
- 18 For the health of the over all syatem
- 19 I would rather there be a time limit on the ability to remain in our retirement system. The Firefighter would have had to be in good standing for at least 8 or more years.
- 20 That is a benefit for Civil Service employees, If allowed I think we open the box to allow Civilian influence on our system. Which is also why I did not support the Bill from Clappet a few years back



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- 21 I answered this without knowing some factors- can our retirement system survive not today, but in 25 years with this addition? Have we done a test such as going back the last 20 years and determining what kind of impact this will cause? I think by allowing this you are opening up doors to potential scenarios outside of our control. And with today's employee not loyal to the employer, I would be hesitant to allow this.
- 22 Not enough information to make an educated decision. 1 possible concern, but not necessarily the only 1...does this create a possible financial strain on the system?
- 23 if they are to go into a civilian position then they need to adhere to the civilian retirement which is 30 years then or age 60
- 24 sfg
- 25 Depends on length of time on the truck
- 26 If they are injured off duty and can not perform there duty's as a firefighter they should not be civil service protected. There for should not be in our retirement system. Also they could do many more years of service not riding a fire truck which they will be able to draw more.
- 27 If injured early in their career, the FF would benefit from the CFRS when they may not have been fighting fire for a decade(s) or more.
- 28 Their time should stop & switch to LGERS because they are no longer a Civil Service employee.
- 29 It depends on the circumstance. Was the injury or illness off duty related? What are the terms to their retirement ; 25 years and age 50? What if they can not make it to a full term? Were they vested before injury?
I would prefer to see a more detailed proposal before answering with a definite "yes" or "no".
- 30 I don't feel it is a cut and dry yes or no. Is the person vested in the system? how many years of service do they have or need to make it to retirement?
- 31 The person can enroll in the state retirement system and leave the cfd monies he has accrued there until he turns 60 unless his CFP recommends otherwise
- 32 If that employee was injured or struck ill in the line of duty, yes, I would support that employee remaining in the sworn retirement system. If the employee was injured outside of "work", no, I do not support them staying in the operations retirement system.
- 33 because they are no longer in operations



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- 34 This would take away the benefit of being a firefighter and working the schedule we do.
- 35 By doing this we are opening up a chance for people to "jump ship" if you will to other positions, but still enjoy the benefits of our system. What are the requirements going to be to remain in the system? I just for see in the future people are going to leave operations, right now our retirement is the reason we have such a low turnover rate.
- 36 I would be a yes if there were strict parameters. Does on said still get paid a Captains salary to check hydrants or would their salary be reduced? Would they be forced to retire when they reached the minimal system requirements? Would there be infinite positions to accommodate everyone that needed this reprieve or are we gonna play favorites like charlotte fire always does? The question requires a lot more detail to even be addressed.
- 37 If they cant work as a firefighter, they should not be able to retire from CFFRS. Transfer that expense to the State. Forcing them to another system may encourage them to leave all together.

Answered 254
Skipped 194

Q14 If no, why? (Allow Non-Civil Service CFD employee to join CFRS)

Respondents

Responses

- 1 Where is the incentive to stay on the fire department when people that aren't in operations get the same retirement benefits that was built by FF's and for FF's. Our retirement system became what it is, because those founding members came up with a great system. I appreciate that non-ops members would contribute to the system, but life expectancy of an ops vs. Non ops members are significantly different. The people in alarm, logistics etc etc would draw from the system far longer than the average FF. Thus creating an unfair advantage
- 2 Our retirement system is for FIREFIGHTERS only. non civil-service people do not go through the things firefighters have to deal with every day. Furthermore this question is complete BS, it shouldn't even be asked or considered!
- 3 There would have to be a good reason why this would be a good idea to benefit the system. What is the thought of adding "others" to the system. How would this benefit the long range goal of the system and members.



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- 4 GOING THROUGH THE ACADEMY IS A RIGHT OF PASSAGE, WE EARN THE BADGE, I FEEL SUPPORT SERVICES SHOULD'T WEAR OUR UNIFORM OR HAVE OUR BADGES
- 5 Training
- 6 Didn't have to go through the six months to earn this retirement like I did.
- 7 I think only fire fighters should be in the firefighter system.
- 8 They are not "members" of the Fire department they are employees and have not gone through our rookie school or what we do every day.
- 9 I am not in favor of it without further information. Are they only going to be able to draw based off of years they actually put in or will they get the full amount and only have put in lets say for 5 or so years before they retire??? Do they have to pay in more to get caught up?? Is it based off the same formula as ours when they are 40 hours and we are 52 ours a week?
- 10 I want more info on what that would do to our retirement system in the future before I say yes to allowing them to join.
- 11 It seems that non civil service members have a higher turn over rate than civil service members, therefore they wouldn't contribute much of anything into the retirement system.
- 12 There are too many differences
- 13 not part of our system and they have the potential to live longer
- 14 They do not perform the same job
- 15 they dont go through the training and life threatening situations that we go through.
- 16 Not sure. Just feel like it's a privilege for the FF's in the line of fire.
- 17 I feel like that is one of the benefits that we bust our butts in recruit school to earn. If you want to join then you should try for operations
- 18 Not enough info. How soon could they draw from the system?
- 19 Would it benefit the system?
- 20 Because they didn't go through the academy and earn a badge
- 21 time and amount put in.



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- 22 Because this is a fire fighter retirement system, and non-sworn, non-civil service employees aren't fire fighters. That's kind of the point of the CFRS to be honest. So that's a Big NO for me!!!!!!!!!!!!!! Let those members who are non-sworn remain in the state retirement system.
- 23 I think it may have a negative impact on the overall retirement system. If it does not, and is an actually benefit then I support the change.
- 24 would need more information on their potential payout and affect of adding additional people for the system to support through retirement
- 25 I would want to know the impact it would have on the health of the retirement system.
- 26 they aren't required to complete recruit school
- 27 Different jobs
- 28 its a benefit for operations personnel
- 29 To much turn over
- 30 Because they are not undergoing the same amount of stress and risks firefighters are, therefore, they will potentially live a lot longer than those that endured the dangers of being in operations. Also, there is a lot of turn over in other areas that may allow them to start pulling from the retirement system when they only worked 5-10 years.
- 31 they didn't earn their badge
- 32 I am only in favor if a thorough study is done to make sure the system would be sustainable with the additional personnel being added. Also, I would only be in favor if the protections were in place to cap payouts.
- 33 we have paid in our whole career, not in favor of others able to join
- 34 Sacrifice isn't equal
- 35 1-Those individual's did not go threw Recruit School and are not on the front lines doing the job that is required of Operations.
- 36 I feel in order to be in the retirement they should of been through the academy like every other firefighter
- 37 It goes against the purpose of the retirement system.
- 38 If they have served as a firefighter on the truck yes but if they haven't ever rode a CFD truck for a period of time then no.
- 39 They are Not on the front line, and being in the field is more demanding and less safe.



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- 40 Not civil service like the rest of us
- 41 Our system is set up to benefit our duties and toll it puts on our bodies. a 25 year retirement is good for a person riding a fire truck and being in IDLH atmospheres. A civilian employee does not put the same strain on their bodies. and would have a longer life expectancy than operations employees, thus in the long run hurting our system.
- 42 Same reason we wear a different badge. We earned it.
If your reason was to make the system more stable, I would have to see hard numbers.
- 43 .
- 44 I think it should be exclusive to us.
- 45 I feel our retirement system is for sworn civil service only
- 46 ONE of our benefits as a MEMBER of operations is our retirement. I believe they have not earned the right as operations members have .
- 47 Operations personal should only have the benefit of the pension. We made the choice of operations for this very benefit.
- 48 The retirement system we have in place is for Fire Fighters. If we allow someone to join it who has 20 years at logistics or alarm, unless they back pay for the years of service, than they will retire and draw a lot more money than they ever put in. Creating a bigger deficit.
- 49 if they go through the fire academy I am ok with them being in the retirement system
- 50 If they leave early which is more likely to happen in other divisions other than operations they are taking from the retirement
- 51 Did not go through academy
- 52 I would like to make sure that this wouldn't cause a strain on the system for those in operations. I think from what I know about the system that it is based on those retiring not living way past retirement and if there are lots of people that live way past retirement would that put a strain on the system of how it was originally intended. If it would not strain the system and everything would work out then I would support it.
- 53 It is the Charlotte Firefighters Retirement System, CFRS - NOT the alarm or logistics retirement system.
- 54 Its a slippery slope, where do you draw the line? Once you open the door it will be much harder to stop.
- 55 They did not go through recruit school



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- 56 Our retirement system is a benefit of risking our health to perform our duty. It is a wonderful system and should remain reserved for operations personnel.
- 57 Not enough information to make a educated choice on the matter.
- 58 They didn't go through 6 months of the academy. Theyre not up all night getting their teeth kicked in
- 59 The system was created for Civil Service members, non-Civil Service have a tendency to not remain in their positions throughout their careers. I feel like this bog down the system.
- 60 I think that operations members make many sacrifices to their family and health. From Recruit school through the day to day calls and the emotional and physical impacts that come with it, ops members are expected to go above and beyond what is expected of those performing typical 40-hour week jobs. I think our retirement is a benefit for those sacrifices.
- 61 How much do they draw out if they don't stay the 25.
- 62 They are not exposed to the same hazards on a consistent basis that we are. Also, Alarm specifically, their job and training does not, in my opinion, warrant them access to the retirement system that FIREFIGHTERS have built over the years...
- 63 The system is for operations
- 64 We spend 6 months in recruit training, work a very odd schedule that puts a strain on our families and our lives. We also take an oath to put ourselves in harms way to protect people we don't know. We take risks both intentional and non intentional. Those risks should be rewarded by having something to our selves. I once was proud of our retirement system, but as time goes on, we add and tweak and adjust the system to make it so attractive, that the state, other support personnel want a part of it. Yes you might say that support personnel will add to the financial health of the system, That's really of no concerns to me. I want the system to be ours!!!. And to keep it, WE should discuss ways where WE can fix it.
- 65 I don't want the health of the system to be compromised
- 66 It's a perk to ride the truck. You spend 20+ years missing time, nights, weekends, holidays, etc with your family knowing when you retire you'll be taken care of through the pension. If you could work an 8-5 no weekends, no holidays, and still get the retirement I feel like there will be less people trying to work in operations.
- 67 Because the CFRS is a benefit of being a sworn city of Charlotte firefighter. Although I would not be entirely opposed if it monetarily made sense for the long term health of the CFRS.



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- 68 Its a perk/advantage of being a sworn CFD FF & member. We went through recruit training, background checks, we always have to live/present a higher standard, etc. If its opened up to anyone then what's the advantage?
- 69 Because I believe it would hurt the retirement system.
- 70 .
- 71 need more info
- 72 For those positions I don't see the longevity of a 25-30 year career. I feel those position are held until vested or some other better position is found. Along with based on salary they will gain more from the system then they put in for a short timer.
- 73 I believe non civil service members did not earn the retirement system like firefighters have to. Firefighters go through recruit school to earn their badge and are out in operations being put in dangerous situations to serve the citizens of Charlotte unlike non civil service personnel. Also our retirement system is named Charlotte Firefighters Retirement System and was created for firefighters by firefighters not non civil service personnel.
- 74 Because they aren't firefighters.
- 75 The badge we wear in operations that says member was earned through recruit school and the time actual members spend on the street as firefighters. Civilian employees do not have the same obligations or responsibilities nor do they have a job description of firefighter which is the title of our retirement system.
- 76 different group altogether
- 77 Should remain the same as it is, you should have to complete Recruit School in order to be in our retirement system. If you are non operations personnel you should not be in CHARLOTTE FIRE DEPARTMENT Retirement System.
- 78 they hold civilian positions and we had to do more to get our position other than fill out an application
- 79 They are Non-operations. They should not even be wearing the badges that were issued in the Fire Training recruit class where so many poured their sweat and tears to become Firefighters.
- 80 They haven't faced the same things we have in their careers
- 81 I don't think that fixes the problem we may have in the future. That would be a band aid.



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- 82 I feel those are civilian support positions. An added benefit of being able to join the operations side would be the CFRS pension.
- 83 Unsure, I would need to understand the benefits more. I realize increasing the number of those paying in makes a difference but how does that effect the system in the long reason. Not totally again it I would like to see more information.
- 84 Non civil service board personnel have not earned the same rights as those that are.
- 85 They work an entirely different job and schedule. Whether that's because they want to or because they haven't been able to get onto the Operations side, it's still very different.
- 86 High turnover rate in these jobs
- 87 I feel this system was and is meant for line of duty firefighters. All other employees have the ability to join the state retirement let them stay there.
- 88 We earned the members badge, they didnt
- 89 Its always been just Operations
- 90 There is a difference between the civilian positions and the sworn operations positions in this department. Our retirement system is meant for the firefighters who spend their careers riding the trucks after taking a sworn oath to protect and serve the city of Charlotte. Just like civilian government employees don't get the same benefits as military, civilians should not get the same benefits as sworn firefighters.
- 91 just because
- 92 This opens up too much gray area. When would it start and who if anybody could be grandfathered in? Everyone that is in the CFRS is civil service protected. The civilian hires are not civil service protected. Our retirement system was created for the firefighters due to the type of risk on the job they are confronted with.
- 93 I don't think it would be fair for them to get the same benefits that we have contributed to our entire career and not have to endure the stress, workload, and time on shift that we have to endure.
- 94 The CFRS is a unique benefit for those who have "earned" it. If you did not complete the Charlotte Fire Academy, earning the "member" badge and did not participate in emergency response activities, in my opinion, you do not deserve it.
- 95 I feel our retirement system is for operations firefighters who put their lives at risk during there career, although additional funding from others would support the system, it could also tax it. Maybe I could support it if the education was provided to show if it makes our system stronger, I would then support that.



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- 96 They will not have the physical problems with their body's like combat personnel will. We are 25 to 30 year athletes and they will have a longer life span. They do not perform in the conditions we have to.
- 97 I feel that it is a right to
- 98 because of the time and amount that they have not paid in
- 99 they are not a member
- 100 If they would like to go through recruit school. In my opinion they have not earned the right to be in our system it is one of the only benefits we have left as a department.
- 101 This would have to be explained in terms of how it would help our system. It would have to be explained in terms of how it would be good and what would be the downsides.
- 102 they don't fall under the same requirements as us.
- 103 Because I believe this is a benefit of the Job we do and the time away from home. I also think it is what draws people to operations and could affect future hiring.
- 104 I don't think they have a high percentage of members that work 25 years or more.
- 105 That is a privilege we have earned becoming a Charlotte firefighter. With the police we are on the streets putting our lives on the line. I appreciate the other positions but it is a different service they are providing.
- 106 Different job and benefit. Would be open to further discussion or information.
- 107 because it is the Charlotte FIREFIGHTERS retirement system. Not the Charlotte fire department retirement system.
- 108 Feel that it is a perk of being a "Member" and going through recruit school. If it's in trouble why open it up to others?
- 109 Our job duties are vastly different with very different requirements and long-term effects. The retirement system helps compensate for the toll this job can take on us and our families.
- 110 .
- 111 Because the non-civil service members do not put their life on the line and make the same sacrifices as us firefighters.
- 112 Not sure
- 113 It is a benefit of sworn members. While I think some positions should be sworn, I don't believe in giving benefits to non-sworn members.



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- 114 Should only be for operations.
- 115 i don't have enough info to know. if a good reason to include them is offered, i would be ok with it.
- 116 benefit that applies to only FFs that are taking on the risk of the job.
- 117 unforeseen issues
- 118 I believe it would be based on completing recruit school. Our retirement system was never based off of civilian use.
- 119 To much change over in those departments.
- 120 The benefit of retiring at 25 years of service should only be extended to those that physically do the job of firefighting and those who are on the front lines of a physically demanding job with adherent risks to health.
- 121 They work a 40 week
- 122 Truthfully, I might be OK with it. I would like to know the possible pros and cons.
- 123 I would need to know what advantages to our system this would bring.
- 124 I thought they were in their own system. If they are, then there would be no need for them to switch. If the firefighter is transferred and is close enough to retirement, then he/she should be able to retire on the plan they started with
- 125 As long as they are contributing at the same rate as civil-service members and it helps build our system so we can become fully funded.
- 126 they are not sworn civil service employees that completed recruit school and took an oath.
- 127 Because I wasn't given the choice of "don't know" or "not sure."
- 128 The pension system is an earned benefit. By earned I mean for many in operations just getting hired was a commitment of several years before they were actually hired. After hire, the grueling task of recruit school is endured before beginning 24 hour shifts on weekends and holidays. State pension is available for those not willing to make the commitment necessary to earn the honor of the benefit of our pension system.
- 129 I earned my spot in the system by going through recruit school
- 130 That is a benefit for Civil Service employees, If allowed I think we open the box to allow Civilian influence on our system. Which is also why I did not support the Bill from Clappet a few years back



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- 131 Because the retirement is for Civil Service employees. That's how it was set up and that is the way it should stay.
- 132 Not necessarily against it but need more information to make an educated decision.
- 133 They may not have the best interest of the retirement system and are not personally involved in it.
- 134 Unknown impact on our system. Gains from the system vs. payouts. Early retirements? Overtime availability that may affect pension spiking.
- 135 need more information!
- 136 they don't have to go thru the same criteria as a firefighter has to. they are civilian hires. if they are included into the system then they need to pay into the system to catch up their contribution and also have to do 30 yrs or age 60 with yrs of paid contributions
- 137 bvkj
- 138 I need more information on how that would work.
- 139 they are civilians, if they want in our system then they need to go through our academy and be approved by civil service. we put our lives on the line everyday, they don't.
- 140 our retirement is a top recruiting tool. I am not sure how it would affect the system financially.
- 141 They are not civil service. Our retirement system is a benefit that we have earned.
- 142 I think no because it's a special perk unique to us and the sacrifices we make as FFs, unless possibly it helps create a stronger financial standing with our pension.
- 143 Only true Benefit of a civil service position, not against anyone coming into our system but when we allow individuals not invested in our department become vested in our retirement the chance of indifferent attitudes increase
- 144 The non-operations employees should not be in the Charlotte Firefighters Retirement System.
- 145 The system was intended for the uniformed firefighters in Charlotte. Our retirement benefits are a reward for the job we do.
- 146 Because they are not doing the same job as the men and women on the truck. 25 years on a truck is a lot different than 25 years working in a warehouse.
- 147 They did not earn the right to be in our system. Nor did they go through and complete the rigorous fire academy
- 148 Those people haven't gone through the "Member" process. Haven't graduated the academy, and haven't spent time riding CFD fire apparatus.



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- 149 being a Sworn in firefighter is an honor and privilege. our system should always be for those individuals only; as it was created and intended for the " firefighters" retirement system. Not the fire department staff/others!
- 150 they are not firefighters, they are support staff, much need yes, and they are much appreciated for their hard work, But.. they didn't do Burpees in the sand while its raining in January, they didn't sweat themselves to death during Ladder week in July, They want OUR retirement, they can come take the Year long hiring process, and come do our 6 month academy and EARN it!
- 151 Why should they be allowed? If it is a benefit to the system as a whole, then yes, but if not, then no. Would need more information.
- 152 It should be only reserved for firefighters.
- 153 I say no for multiple reasons. First, I like am in favor of keeping ops separate from civilian positions in any way possible. Its a pride thing. With that being said, prove to me that it would only benefit the health of the system and we can talk.
- 154 Operation employees should be in our own retirement
- 155 Operations Employees should be kept seperate
- 156 Its the Charlotte Firefighters retirement system. Its not the dispatchers, FMO, or inspectors retirement system. Our retirement system is a huge perk and incentive to firefighters wishing to come and work here. If someone in that division wishes to be on the system they can apply to operations and go through the process like everyone else in the system.
- 157 Unsure if the system can maintain that many retirees.
- 158 Firefighters are sworn uniformed operations members. The retirement system was developed to provide retirement for a profession where physical ability has a limit on how long one can perform. It is very different than other jobs. Retiring with 25 years ensures a that one may retire from a physically demanding job with a quality of life and decent retirement. That is what the retirement system is designed for. Many injuries or factors of old age which preclude one from remaining in operations firefighting are not disqualifying for most other jobs. Firefighter retirement should remain for firefighters.
- 159 It depends on the eligibility requirements for them, the question is too open ended to determine "yes" or "no"
- 160 It was designed for active firefighters. We can not expect firefighters to work more than 25 years. Its a demanding job and is hard on our bodies and families. The other departments are not as demanding.
- 161 Different levels of performance needed to obtain an operational stand point in my opinion.



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- 162 I don't want to spread the fund out to thin.
- 163 It is the Charlotte Firefighters retirement system. When you begin the slippery slope of adding more non CFD firefighters where does that stop? The union talked about letting non CFD members join and its not well received. Will the next step be allowing non CFD members in?
- 164 Our retirement should be for uniformed civil service firefighters only. If we open it up to non civil service employees, it could potentially allow an opening or lawsuit for all city employees who want to join.
- 165 They aren't in harms way.
- 166 The system works well in its current format.
- 167 .
- 168 Personal preference.
- 169 Even though they are an integral part CFD they only work on a 40 hr week plan.
- 170 the other departments listed have a higher turnover rate than operations and if vested would be pulling their money out upon leaving
- 171 Not sure if the retirement system would be able to sustain future retirees by allowing non-civil service employees the same benefits because they wouldn't be putting in the same amount but reaping the same benefits.
- 172 I would like to keep it with civil service members only unless someone can show me the benefit financially of having others.
- 173 If you add more people then more people would be drawing from the system & if they work overtime then it seems to me that the retirement system would be back in the same shape.
- 174 All civil service members appreciate the work and commitment non-civil service employees contribute. However, there is difference when it comes to the careers we chose. Non-civil service employees do not participate in an academy nor do they incur the same level of risk as sworn members. As members we sacrifice a large part of our lives (24 hours shifts, missed holidays, planning our life a year in advance, ETC). Hopefully we will have the privilege of enjoying our pension in retirement. Non-civil service employees have not earned the same privilege as sworn members that sacrifice their time and well being in 24 hour increments.
- 175 This benefit was intended for firefighters
- 176 they haven't earned it. they don't go trough the hell that we do or see the things that we see. they have the same chance to become a member that we did.



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- 177 Nothing against them. They are needed. But this is a benefit enjoyed by those serving the front lines, running many calls at night and putting undo stress on our bodies compared to those working in regular civilian type job environments.
- 178 I feel the retirement system was set up for Firefighters only. That is one of the many things that is special about being a Charlotte Firefighter.
- 179 The System does not allow this provision. I would agree with this if they were given Civil Service Protection. There is nothing in our Retirement Act that requires a Member to be a Firefighter, only to be Subject to Civil Service. #####, #####
#####, #####, #####, ##### are all examples of personnel that were in non-firefighting positions that remained in our system. They retained their Civil Service during the periods.
- 180 no comment
- 181 first lets go back a few questions, you have to go more in depth about the 100%. We all go out higher than our base salary just by the use of our vacation and sick. What you are saying is the 100% which is reached when we near the 30 year mark plus our extended time. If you ever try to hold everyone to 100% then no one can be paid for their vacation and sick time. Now, allowing outsiders into our system may add to the number of people putting in at 12.65% but it also adds to the folks that dont take annual physicals that might not make it around here for a minimum of 25 years. We'll have more and more people wants to pull from the system when they reach the vestment year. More research has to be done before we make a jump like this.
- 182 not enough info. would it only apply to new hires who would adequately fund the system for 25-30 years? would you allow in senior members who are just going to jump in and get a retirement?
- 183 High turn over rate. On the other hand if a Member is sick or injured and can not work in Operations but can transfer to a support division and finish their career and retire than yes.
- 184 .
- 185 I believe that we EARNED the right to be in that system and only sworn FF's should be allowed.
- 186 I feel it should be just for fire fighters
- 187 Operations personnel must pass the Fire Academy, thus to be a part of the Firefighters Retirement System you must be a Firefighter.
- 188 The nature of our job puts us in a position where we have to and have earned the right to retire at an earlier age.
- 189 I feel like it is something you earn by being a FF



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- 190 I would need more information. I know nothing of what their benefits are. With more information I may change my mind.
- 191 Need more information
- 192 I think this retirement should be for civil service members only
- 193 Would have to be on the condition that the city contributes more to the retirement system to account for the non-civil service members as well as CFD personnel
- 194 Their not a sworn firefighter or officer
- 195 Why do they want to join?? Why do we have to let them in?? It's Charlotte FIREFIGHTERS retirement system right?? Or has there been a change that wasn't announced?? Let them stay in LGRS
- 196 It to hard to explain here. first there are not enough jobs added on a annual bases to help the retirement system and if you have a ff that's been on 20 years plus then can they transfer to a non operations job. that would mean you would stop hiring retired ff to other postions and transfer the vets to those spots. then you would see ff staying in the system for more than 30yrs.
- 197 They currently are in state retirement or something else. If they were "also" allowed in our retirement system, they could be double dipping. If they were strictly in our retirement system then it would be fine.
- 198 Its easy to say that the more people in the system the better the system. However if we let them in, who is next. The CU has done that and now just about anyone can be a member of the CU.
- 199 They're not in operations or perform operations work.
- 200 Do not know how this would be structured w/retirement system. It is the "Firefighters" retirement system. What if these support unit staff work many hours overtime? Would they contribute to the shortfall of the health of the system? I would be willing to change my opinion if someone in knowledge could school me.
- 201 There needs to be another option. The impact to the system needs to be studied and explained to the existing members for the results of such a survey to be meaningful.
- 202 too much turnover of some positions
- 203 I worry about, what seems like, higher turn over in those positions as well as the ability of those at a more advanced age to be hired by those other departments.



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- 204 The program was designed for firefighters. The non-civil service personnel are not tested like we are as applicants. This sets us apart and justifies our retirement system.
- 205 Most of them will not stay up to 25 years
- 206 Because they are civilian workers per say. The reason we have built this system is because the job is physically and mentally challenging.
- 207 their life expectancy is probably not the same as line-firefighters.
- 208 It's in the name. One of the few earned Firefighter specific benefits.
- 209 They didn't complete the 26 weeks of rookie school that we all did.
- 210 Our system was set up for firefighters and is a benefit to earning this job. Also if we open it up to other where do we limit it. Won't be long and we will be opening it up to persons in the police or HR.
- 211 I feel our retirement system is based on the merits of our job. Unless you're "doing the job", why should you enjoy the spoils of someone else's labor?
- 212 The retirement system is a benefit for sworn members, not non-sworn members. I believe it should stay that way.
- 213 Because they have not made the same sacrifices that we have.
- 214 I am afraid allowing non sworn employees in the system would add strain to the longevity of the system. If doing so would strengthen the retirement system I would possibly be on board.
- 215 The sworn members receive the pension as a perk to the job due to the stresses and risks associated with being a firefighter. While our non-sworn members are no less committed to the department's success, they have access to other pension systems that are in line with other civilians within the city government.
- 216 I think it was a benefit for us because of the work we perform. sleepless nights ext...
- 217 Too much difference in job classification. i e Overtime availability, physical requirements. Support positions able to retire at 50 doesn't seem necessary. Consider a CFRS member who retires, begins receiving benefits from the system, and is hired by one of the support divisions. Do they enroll in a second pension inside the system? If not, do they get a differential in pay because the city is not contributing on their behalf? Too many questions to answer yes to this question.
- 218 not uniformed members
- 219 Did not earn it



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- 220 I feel it's a double edged sword. More people paying in to the system is a good thing, but I worry about too many people taking money out for long periods of time as well.
- 221 That retirement is earned through recruit school, the work schedule, the wear and tear on lives with family. If it's opened to anyone everything those who worked before us to achieve in that system will be nullified.
- 222 The CFRS was created for sworn members.
- 223 It depends on if there are limitations. Different rank structure, different sacrifice.
- 224 d
- 225 I feel if you didn't go through our recruit school (ie: Basic Training) you are not part of the Department (ie: brotherhood)
- 226 0
- 227 The system's uniqueness is earned through being a uniformed member
- 228 It was meant for operations only, and should stay that way. We have to potential of being put in dangerous situations and we should benefit from that
- 229 Because these employee's haven't completed recruit school and aren't sworn members even though the wear the same badge. Our retirement is built on honor, courage and sacrifice.
- 230 Non-civil service employees to do not retire at the same rate as civil service employees. I do not think they should have the ability to work for five years, become vested in our system and then be able to drawl on it years later if they did not work the required years to retire.
- 231 To m, our retirement was started by firemen for firemen. One should have to be an Operational Firefighter to be in the system.
- 232 because they are not operations
- 233 They aren't firefighters!!!
- 234 The retirement system is what sets us apart from the other parts of the department.
- 235 Operations only. Period.
- 236 Our retirement system is the best thing we have going for us as firefighters with the Charlotte Fire Department and this great benefit should only be allowed for uniform firefighters.



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- 237 Unless it helps our system, we worked hard to become a firefighter. We risk our lives daily, regardless if firefighters understand this unseen risk or not. I believe our retirement is a benefit for the risk taken.
- 238 They are civilians. They did not go through recruit school, civil service board, sworn members
- 239 Not civil service
- 240 The current employees have a defined benefit pension already. Moving mid-career staff to the CFRS isn't an option I would support. I would support exploring the possibility of moving new-hires into the CFRS.
- 241 What is the benefit to us the firefighters who endure this B.S. schedule for 25 to 30 years. The pension is the dangling carrot. We sacrifice and forsake our families and to open our precious benefit up to those who don't would be a slap in the face.
- 242 The CFRS should be limited to operations personnel based on the nature of their job. A civilian employee that can retire with 25 years and the age 50 that sits behind a desk is in no way comparable to the duties firefighters perform
- 243 Would want to see the impacts on the fund.
- 244 they did not go through recruit school and are not firefighters
- 245 Recruit school is a huge component of being in our system. Civilian positions aren't required to attend nor keep the same certifications that we do.
- 246 because they didnt go through the same training, make the same sacrifices, have the same work hazards, exposures, and stress of OUR job. I'm a member and I have earned it.
- 247 If they start at beginning of their career this yes, or to go back and pay into at the rate now as when they started
- 248 More people pulling from the system
- 249 I don't think unless you go through the academy you should be in our retirement system
- 250 What is for me ????
- 251 This probably creates additional administrative challenges that CFFRS does not have the time to handle. I do not see any benefit to this.
- 252 Didn't go through recruit school
- 253 I would be concerned with flooding the system with non-uniformed members potentially creating a situation that the system unhealthy in regards to funding percentage.



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254 I believe this is a benefit to the civil service members.

Answered 121
Skipped 327

Q18 Additional Comments

Respondents

Responses

- 1 All questions were relevant to the CFRS, however #10 I felt was difficult to answer considering the varying factors & conditions of a firefighters injury
- 2 I don't know how the investments are done with the CFRS, but if we cap salary percentages, and contribute more of a percentage wouldn't that take care of he funding? I think we might be getting lost in some of the questions and issues that survey covered.
- 3 There should have been a comment box provided for each question. The member could have provided thought into their answer for question. This questionnaire should have been sent out AFTER all the CFRS videos were available to provide all members insight into the facts of the current retirement system. This way the member had the correct information BEFORE they could complete the survey. Some of these questions about making changes to the system are difficult to answer without having the facts on how any of these questions could and would affect the health of the retirement system to last for the foreseeable future. Sharing the results of this questionnaire would be nice for all members. The City of Charlotte is the administer of the system. They need to fully fund the system. Why is there a shortfall in the system....if you say because of member spiking...then the City needs to fully staff the operations of the department. Fully staffing of operations will alleviate the need for overtime and cut down on "spiking". Either they, the City, will "pay" now for the proper staffing or they will "pay" later for a FF retirement. Having enough staff will also potentially allow for FFs a chance for standby vacation, which helps morale.
- 4 The majority of these questions I would need more information to answer honestly and correctly. Im all for an increase in our contribution and a pension cap of maybe 110% over pay. Our retirement system is a benefit and recruits should be in it.
- 5 we need to take care of our people.



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- 6 summarize my answers:
Increase charlotte retirement system to 13%
leave 2 yrs for avg. salary retirement
Include non firefighters in support functions to participate in the retirement system.
Light duty-max one yr. wait six months and be eligible for light duty again. Can only go on Light duty no more then a 3 times within a career period.
Keep separate our retirement plan from NC plan. Ours is not broken nor broke, we just need to increase a bit, add more folks, and cap retirement to one grade above last retirement grade. Ex. if your a FFII, the most you can make to retire is what a 1st. year Eng. would make.
- 7 it would be nice to have more explanation on what the changes would actually be and why? I know things need to change to sustain the system and that directly affects me and those that come after me so I am not opposed to all change but I can't answer these questions fully without more information
- 8 I don't have an issue with retiring over 100% of employees pay scale. But there needs to be a limit such as 110-120%. I don't agree with a FFII going out at BC pay. There needs to be a limit. People aren't working as long as they used to here. Our retirement system should be doing excellent. Economy is strong. We should get updated on how system is doing and what is going on with it.
- 9 In favor of increasing our contribution to over 12.65% to help sustain our retirement system. I agree with being able to retire over your 100% salary but placing a "salary cap" per say on it that way you can keep the system as closed to balanced as possible, not work your career as a FFII or Engineer and retire making over topped out Capt's pay or Batt Chief pay or possibly higher. It should have some sorta limit to how much you can go over.
- 10 I feel data is only as good as the methods used to collect it. A lot of these are pretty open ended questions that im not sure will reflect the complexity of some of the actual answers.
- 11 Obviously, there's a lot to discuss and data to review. There's always going to be give and take with City contributions vs. fire side contributions. I would just like to know that the city is doing their part financially to support our retirement compared to other major cities of our same size and department numbers. I don't mind adjusting retirement numbers if it means keeping my retirement pension and future FF's retirement pension healthy.



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- 12 Would be nice to see more data re the questions posed. Not placing new hires into retirement system would cause the system to run out of funding, would it not? Would like to see cost benefit analysis on adding civil employees to the system to have a better idea.
- 13 why are these questions being asked? Is the city thinking about putting FF's hired in the future into the NC State retirement system? What kind of question is that? No, isn't the future of the CFRS tied to keeping newly hired FF's in it funded? Should I be worried about the future of the CFRS when it's time for me to retire?
- 14 Question 6 should have a comment section. I have no idea what that question means, so cant answer it accurately.
- 15 by adding years to the payout calculation that would seem you are trying to pay out less...which means the system is hurting. You should top out at your max pay for rank...but your payout should increase to reflect any and all cost of living and/or step increases that should come until you die. If someone can no longer function as a FF they should be allowed to stay...but what is there max payout? If new recruits go to the state system I want in it with them too. I want 2 pensions and my health insurance back...We shouldn't be worried about adding people because that means more money coming in. That will help the money going out...that is how this Ponzi scheme works after all. We will eventually have more money going out...hints we better start investing to make more gains...
- 16 these changes that the department are making are changing the basic old school reasons to become a firefighter I get the system isn't supported matter of fact we get that the system is fragile but we want to keep the fire retire system the way it is if we have to give more money so be it but we want to preserve this for as long as we can.
- 17 Ability to build over 100% of top current rank pay should be allowed to a point. that point would have to be determined by looking at the highest percentages reached by some members and deciding on a fair limit that would protect the CFRS from excessive overdraws based on only the last 2-3 years of contributions.



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- 18 1. I am all in favor of increasing the percentage we put into the retirement system - however, I would like to see a portion of the percentage go towards increasing the retirement paycheck of those that have already retired to account for the inflation over the years.
2. If we do decide to increase the percentage to 13.5 and up - I would like to see it increase over the course of years. Going up slowly instead of automatically increasing it to 15%.
3. I think our retirement system is in a good place, and am grateful we have one. But I do not think we should be allowed to retire making more than the position we retire in. E.g. If I retire as a topped out engineer I should not be given my retirement based on the amount of hirebacks I have worked in the past 5 years therefore, retiring at a Chief's pay.
Welcome to TED talk.
- 19 As relates to the question on light duty length, several factors would play a role in that determination. An "On the job injury" would take precedent over something outside the workplace. Other factors would include length of time required to return to service/transfer to a non-civil service position or reach retirement.
Feel free to contact me for additional clarification.
- 20 Outside of raising the percentage which is easily done and should reflect raises for retirees as an output, I think we should absolutely not change anything for current or retired members. New hires only.
- 21 I believe that the retirement system should allow firefighters to receive greater than their salary earned due to the fact that retirees do not get pay raises. Our retirement system is a wonderful benefit but what happens 20 years after retirement? Can a retiree sustain their livelihood if they receive no increase in pay while the world continues to increase its costs.
- 22 My self, and some of the junior members of my crew are having a hard time answering this survey because we don't know enough about the retirement system or retirement as a whole. Such as, allowing outsiders in, or not allowing new hires in. We don't understand the Pro's and Cons to both. I am open to raising my contribution to 13% only if it means giving the past retirees a raise.
- 23 In favor of FF's retiring above 100% of their rank but only to the base of the next rank. Example: FF's could retire as Engineers, Engineers as Captains, etc. so long as they have worked the extra hours. That is no different than someone getting promoted 2 years before the retire
- 24 after you have retire within 6 year you sure get a 2% increase
- 25 We need to keep our system going. We should not be considering sending new hires into the state system. That is one huge perk of CFD is our own system



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- 26 Thank you for sending out this survey and trying to help me to see if I understand the system and also asking for my input. Thank you for all the hard work that everyone is putting into taking care of the system. I really appreciate it!
- 27 We have to go up on contributions. We can no longer keep paying the same rate. We could give retirees a raise and strengthen our system. Paying a little more today will benefit all of us in the future. Its simple math charge what we need plus a percentage above. Or go up a few percent a year until we've reached are target. Just need to know our target and be transparent as possible.
- 28 I think that members should be able to work Hireback position for position to increase their retirement but it should be capped at a max percentage over their salary. I also think the fact that we do not have equitable hireback opportunities (by position or availability) makes it unfair to certain members who would like to increase their retirement.
- 29 There are a lot of loaded questions here that are presented as basically "clear cut yes or no, this or that." I hope that the answers to these questions are not taken as 100% commitment, almost all of these answers need way more information provided for EVERYONE to make a more informed decision. An option for "need more information before I give an informed answer" needs to be included in all questions.
- 30 In regards to the length of time a member can remain on light duty, if a member is hurt on the job, they should be able to remain on light duty until they can return to work, until a position within the fire department opens up that would allow them remain in the CFRS, or until they can retire, whichever comes first.
- 31 12 is a terrible question. If the firefighter gets injured on a fire ground task, then he/she should be able to stay on light duty. But if the fire fighter is off duty and wrecks a car after drinking, then they should not. Not the only examples but you should get the picture.
- 32 Retirees have gone without a pay raise or even a cost of living raise for more than 20 years which is beyond unacceptable. We should increase the contribution rate to increase funding not only for the future but to afford a raise to those who established and built the retirement we intend to benefit from.
- 33 in response to 9 i would only be in favor of allowing a change if there is a minimum years requirement. i.e. Having served for 10 yrs minimum
- 34 I feel more emphasis should be made on what those in the past have done for us to be able to enjoy the benefits we enjoy today and what we can continue to do for those in the future.
- 35 If the city were to put future hires in the state system, how would the current system employees be paid once they retire?



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- 36 Some of these questions I would be more open to changing my mind to if more information is provided. In regards to light duty and retirement. Does it benefit the system to allow those FF's to stay in the system until they can retire from the system. What is the purpose of the capping the number of light duty years? I am not in favor of capping retirements at 100% of the personnel salary but I do believe it should be capped at the position above their current rank.
- 37 I don't think Federal/disaster money should be taken into consideration for retirement. If a special event or circumstance comes up that allows us to make 5-10% above our normal pay, that should not factor into our retirement.
- 38 In regards to people increasing their retirement above 100% pay, I don't believe enough people do it to really hurt the system. As far as increasing our contributions, I would be in favor of a slight increase as long as the city sticks to the agreement and brings their contributions up to what they should be, 24%. Finally, as far as allowing people outside the sworn personnel into CFRS, there has to be benefits for just us in order to entice good people to apply for this job and make it their career. This is blue collar work, it can be strenuous, stressful, and unpleasant. We have to put on heavy, uncomfortable gear, get up at all hours of the night, miss meals, miss holidays, birthdays, weekends, and special events. We have to take care of our people and the CFRS is THE biggest perk we have to offer. It should not be offered to civilian employees.
- 39 Some of these questions were a bit vague. I would have liked the ability to answer them but also make a comment about the question. Like going out at what pay. I am all for people working extra to bring up their retirement pay but only to a certain amount. Maybe 1 pay rate higher than what they retired at. Example an Engineer could only go up to a Captains 1st step rate, he could not go to Batt. Chief pay. etc.
- 40 I have heard talk that our retirement system is not well funded. It seems like the fix to this problem would be to hire more firefighters to fill every vacant position there is before increasing each member's contributions. Also, allowing new members to go to the State retirement system not only ensures less funding for our future retirement system (requiring even higher individual contributions) but also takes away one of the biggest and most unique benefits the Charlotte Fire Department has to offer new members.



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- 41 If a time comes where CFRS is unsustainable, then I would support future hires going into the state system but the city should see the members currently in CFRS are continued being funded as they worked towards this their whole career. Also if a change is made with retirements calculations going from last 2 years to 2-5 years those who are within the 5 year threshold of retiring should fall into a category of using the best 2 years of last 5 as they should be grandfathered. The calculations of being paid out above the highest pay grade of the rank using hireback pay should be capped at a 5-10% above top pay for their position, I feel its unfair to retire and deplete our system from large retirements when those individuals didn't carry the responsibilities of higher ranks so a % cap above their current rank should be used, otherwise you wouldn't get any volunteers to cover manpower shortages and forced overtime would fuel bad morale.
- 42 We should not allow FF to go into the state system because who will fund our future?
We also should not allow retired employees to sit at the front desk of the General office and set up for a second retirement. This should be civilian personnel filling these jobs. The reason I state this is because of favors being given or someone getting a job after retirement because the city is in fear of a lawsuit. Go civilian only
- 43 In my opinion a lot of this can be fixed with filling the open spots and enacting salary caps this should keep from depleting like it has over the last five to seven years. And we have to keep putting people into the retirement system in order to pay out to retirees.
- 44 On the 100% questions of benefits. I would support that if you allowed the city payout to count towards your last year payout. So in other words the retirement amount to count would be topped out pay plan for your rank at time of retirement plus the last year vac/sick payout
- 45 I am in favor of doing whatever needs to be done to make our retirement system healthy so that future generations are taken care of. Thank you.
- 46 If a member is restricted from earning more than 100% of his/her rank's pay, then any overtime the member works that does not increase his/her benefit should not have the 12.65% contribution taken out of his/her pay.
- 47 I believe our retirement system is a huge benefit in becoming and employee at the Charlotte Fire Department. I believe if we loose this it can take a large toll on recruitment and even more on retention. You are "stuck" tot his system once you are in. If we go to state retirement people will be more apt to leave and roll their time to other places. Also, without keeping the new hires in the system how will we keep the retirement system fully supported?



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- 48 Survey Q5. Our contribution, along with that of the city, should keep the system sustainable. We can't ask the city only to increase if we are not going to increase our payment as well. I don't know that it needs to be equal percentages but we can contribute as well.
- Q6. I do not agree with members being able to work extra hours for their last two years and retire out well above their pay grade. However, I do believe that if someone works extra hours for several years that they should be able to retire out proportional to what they have put in.
- Q7. Members should only be able to retire out above 100% of their current rank if they have worked extra hours for several years, not just two years.
- Q8. A member should be able to retire out proportional to what they have put in to the system. So if they have worked extra hours for several years then they should be able to retire out above their rank. Surely there is a formula that will take into account the members work history and that can determine an appropriate retirement wage that will incentivize the member and keep the system sustainable for future generations.
- Q11. If a member is injured in the line of duty and that member is able to work in some capacity, that member should be able to remain on the job, even if that mean being moved to another division in the fire dept and that member should be able to retire under CFRS. If a member is injured off duty then I would still try to move them to another division within the fire dept and allow them to retire under CFRS.
- 49 I am not educated enough to answer any of these questions. I just want a good pension after my 30 years of service.
- 50 We as members of the retirement system need to be very cautious of anyone who is for new members being placed into any retirement system other than ours. If we are not receiving contributions from future members what will this mean for the funding when we retire? Also, if future members are forced into LGRS, will this mean that at some point those of us invested in CFRS are also forced to go into the LGRS?
- While I am supportive of members trying to make sure that they have adequate income during retirement, members retiring at a higher income level than what they contributed to the system is putting a strain on the system. It is a loophole that has been manipulated for years and is not sustainable. I see both sides of this argument, but until someone can prove to me without a doubt that this is not harming the CFRS funding I will be for stopping it. A business would not give you a refund in excess of what you bought a product for and be able to remain in business for very long.



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- 51 Some of the answers to these questions would need clarification because some are not just yes or no. Like new employees going into LGRS. That would have an effect on the CFRS if more people did that than the CFRS. The light duty is also another, is it for a on the job injury, or off-duty. If off-duty injury, probably no more than two years. If its on-duty, that may change that.
- 52 For question on remaining on light duty. I would say that all confirmed line of duty injuries should be allowed to remain on light duty until they can be offered a position that would work with their disability weather it be civil service or non civil service job classification.
- 53 If someone is transferred to a non-civil service position, their salary should be comparable to the civilians in that position. Ex: It would be difficult to have a Captain as a TC at BC Pay
- 54 Before capping the payout at the top of the positional pay scale, we need to look at cost of living raises for retirees or have a plan in place, this is not getting cheaper and I believe that if that cap is placed it could hurt in the long-run. As for civil service employees who transfers to a non-civil service job, let them stay or give the option. For non-civil service position employees being allowed into our retirement system, will this make it the system stronger and more sustainable? If yes, then I'm for it 100%. As for light-duty time, firefighters who cannot do the job due to disability cannot stay on disability forever. Something has to give, find them a non-civil service job or place them out on disability. Unfortunately a firefighter with 2-3 years on the job can't hold positions on the rig and be on light duty for the remaining 27-28 years of their career.
- 55 Additional questionnaires should have a space for "unknown."
- 56 I think Light duty should be a case by case basis, If all options medically are exhausted then an evaluation should be made at that time
- 57 Regarding a cap on salaries perhaps allow the hireback to continue to be factored in to your retirement calculation with a percentage above actual salary. For example if a member has a salary of 100,000 per year, allowing an increase of up to 10% or 20% above base pay. This allows the system to continue benefiting from the contributions from the hireback earned but limits the long term liability to a defined maximum.
- 58 The retirement system should have enough in funding for the now and for the future. I know you cant risk it all in speculative funds but you can and should invest in a little more aggressive funds to be able to make up for any downturns or any person who so called spikes the system.



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- 59 Most of the questions you required a yes or no answer, however they most of them were not simple yes or no questions. Next time please allow comments or more choices if you want a accurate survey.
- 60 Some of these questions are not black/white and my answers may be a different if hypotheticals would injected into the question.
- 61 I appreciate the ability to give feedback in this format. Overall, I prefer a conservative system that allows for a healthy system. A pension spiking percentage should be evaluated. Thanks for the work that y'all put in.
- 62 this has been a issue for a long time, and has been addressed that the system needs to change to be sustainable for every firefighter, but it seems to be ignored for so long, we could of have by now gotten finished or at least closer to have the system more sustainable for those retired now, as well for those just coming on. FF's retire earlier now and are in the system longer, we have FF's retirees that are in their 90's today and spouses that are on the system today that was never expected to be around, the retirees deserve this, I hope that the system is still around when I am 90. WE NEED TO CHANGE THIS NOW!!!!!!!
- 63 we need to work on the city increasing their contributions to what is comparable to either the states retirement or other comparable fire departments. its my understanding that we are behind all the other city departments.
- 64 Our retirement system is very special. Our retirees retire with a good pension and with smart financial habits, helps them survive these hard financial times. 401k's aren't enough supplement. It is one of the last few remaining pensions. We should protect it at all costs and contribute even more if we need to.
- 65 I hope this is an attempt to prove that the members of the CFRS are in favor of the current system and want to maintain it for the sworn members of the FD in the future. I am adamantly against any statement that suggests future employees move to LGERS or the allowance of non-uniformed members of the CFRS. Changing either of these criteria should not be a "fix" for financial issues in the system. If contributions, benefits, etc. need to be adjusted to maintain the funding, then so be it. But wholesale overhaul of the system is not necessary.
- 66 I would like to know how all the hire backs that people are doing their last 2 years affect the system. Some people say it does affect it and some people say that it doesnt
- 67 Question 11. Maybe they should have the option to join the state or stay with cfrs. Gives the members options, life events having to move or them coming from another department to here



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- 68 The pension spiking needs to be addressed. Base retirement off of highest two years BASE salary. Take out the wages from hirebacks in the calculation.
This is the best job in the world and we have a great retirement system, so long as it is used responsibly and will remain for the future members.
- 69 The pension spiking with hirebacks needs to be capped to base pay if it's killing the system
- 70 This is the greatest job in the world, Many people have tried and tried year after year to be employed with what I believe to be the BEST Fire Department in the country, Myself included..
The CFRS is one of the great benefits that we are so very blessed to be a part of, but its also one of the reasons we have the Consistent influx of individuals who want to come and work for CFD. You can go to work for a Fire Department anywhere in the US, but they want to come to Charlotte because of our track record of being one of the best paying in the region as well as one of the most aggressive and professional. Or retirement system is also one of those Amazing benefits, and it should be reserved for the Men and Women who come here to earn it with their blood, sweat, and maybe some tears. Charlotte Firefighters Retirement System is for the Charlotte Firefighters.
....in the words of my Training Captain on day 1 of the academy,
"You Want It? Come Earn It"
- 71 I would like to know more about why some of the questions in this survey are being asked. Is there a movement to add
- 72 The light duty question is a loaded one. I chose to let them remain on light duty until retirement. There is much discussion needed on that issue. There are factors that affect that answer.



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- 73
- 1) Capping the salary to 100% will help. But give those working the opportunity to keep working and receive the overtime pay once they have met the 100%. Some type of formal notice needs to go to the employee, you have reached 100% and all money going forward will not count towards retirement but you will still bring home the OT. And the counter to that would be said employees overtime should not have 12.65 taken out because they have met 100%.
 - 2) Putting new hires on the state system is a bad idea for the future of the system. We need people paying in to be able to pay out.
 - 3) Firefighter's should not be punished from an injury or illness if they can relocate them and they can be an asset to the department in a different roll and still pay into the system then they should be allowed. Now there should be rules in place to where the employees who are swapping cant do so just to increase the payout for the final average. Example operations work a 52 hour work week. Civilians work 40 hours meaning making more per hour. If an operations employee works for 22 years and swaps over the last 3 they will be paid out for the sick and vacation at the new 40 hourly rate. If the employee is hurt/ill and needs it then I'm good with it. But we don't need people swapping over to just get a higher payout for time.
 - 4) Possibly do a small once a year "fee" \$25 to \$30. Most banks, gyms and other business charge a maintenance fee you can do \$36 a year and that's \$3 a month. New hires should have to pay that whenever they get hired as a buy into the system and then still have the 12.65 come out of the new highers check.
- Thanks,

#####

- 74
- If you are invested in the retirement system, you should be able to stay on light duty until retirement. Pending you are not eligible to return to operations via a work related career ending injury.
- 75
- I don't have a problem with people going out at a pay rate higher than their rank at retirement so long as it doesn't harm the financial and future health of the system.



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- 76 I support having support staff (i.e. communications, logistics, prevention, investigations) being civil service approved and protected. I also feel that in doing so, a firefighter who is injured beyond firefighting operations ability can be moved to a support function and stay in the retirement system. A firefighter who has gone through the academy and been in the retirement system should not be forced out. This allows for that firefighter's spot to be open for a new hire. It also does not put one in a limbo of indefinite light duty by providing a permanent position and again, making that firefighter's spot open for a new hire.
- Question 13 is troublesome. Should new hires go into the state system, it will destroy the CFRS. to remain solvent, the retirement system must have an influx of contributions; without it the system will eventually be depleted. It will also lower the number of applicants. Our retirement system is a big reason many come to work here.
- 77 WITH MORE INFORMATION AND KNOWLEDGE ABOUT THE RETIREMENT SYSTEM SOME ANSWERS MAY BE DIFFERENT
- 78 I am willing to contribute more. However, I don't believe anything else should change. Future firefighters absolutely remain in the system. I would assume that is necessary to maintain the system. I don't even understand why that question was asked???
- 79 I would only be in favor of capping retirement if the system built in a COLA and/or drop program. Many folks "spike" the system because they know once they retire their pay will never go up. This could put long retired members in a financial bind.
- What is needed to bring members of CFFRS into Social Security? This would be another way to boost retirement benefits to our members with no cost to the CFFRS. I assume this would just require a change to the ACT?
- 80 Members should be protected in the event of job related injury disability. If they are unable to return to duty they should be provided with a light duty position until an opening on the civilian side is available.
- 81 Concerning the question on light duty. I think this should be dependent on how and where the injury occurred. I also do not feel that a time limit should be placed on return to work. Likewise in most cases you cannot be in a "light duty" position forever. Light duty is a privilege not a requirement. It should not be abused to the point it could be taken away from us. This supports my reason for allowing support services into our retirement system. The firefighters that may not be able to return to full duty as a firefighter could be absorbed into the civilian roles in support services through a process.



BENEFITS COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

APRIL 22, 2021

- 82 These questions could be answered several ways based on the issues the Fire Fighter is having and why that Fire Fighter is in the position he/she is in.
- 83 #7- Above 100% top pay should be limited. I don't know what that limit should be but it shouldn't be unlimited. Need further information like how it affects the system and can the system support it.
#9- May be in favor of allowing others to join the system. Again, need more information about how it affects the system and can the system support it. At face value it seems that more people in the system is a good thing.
#10- Staying on light duty should have limits. A big question for me is if the illness or injury happened on duty. If on duty, I think they should be allowed to transfer to a non operations position within the FD and stay until retirement. If off duty, I could see a limit. The limit being a certain number of years.
I can see a lot more questions and information needed. These questions asked are somewhat vague. Some of the answers aren't as cut and dry as yes or no.
- 84 At what rate is the system funded now.
How many retired members are in the system now/ wife's from members who passed.
- 85 Could there be a way that when you reach 100% of your salary (when figuring for retirement purposes) that anything over that for hirebacks would be taken out at a higher percentage than the 12.65%
- 86 I am grateful and appreciative of the work CFRS does. I would assume it can be difficult and stressful most times but you all manage to persevere. Thank you! I am not near retirement age for quite some time, therefore I do not get the opportunity to thank all of you enough.
- 87 Our retirement system gives the city additional borrowing capacity for General Obligation and Revenue Bonds. It also is allowed in the eight percent calculation to offset indebtedness and to do away with our system would severely impact the city's ability to maintain the AAA Bond Rating and borrow money over the long period.
- 88 some of these questions, not enough background info is given.
- 89 Injured FF's should remain on light duty until they can return to work at 100%. If they are disabled due to injury/sickness from the job we should have the ability to move them into other divisions.
- 90 There were a couple of questions that I would need to know more about to make an informed decision. Without doing more research on the cost benefit I can't make an informed decision.



BENEFITS COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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- 91 I don't care how much it cost me know to live a good retired life. I thing we should increase the percent until it makes the system bullet proof for good. I would never want to see a new hire not have access to the benefit the old heads built for us so I would never recommend them get in the states system.
- 92 We need to do everything in our power to protect our retirement. We need to educate the youngest in the department about the benefits of our system and ensure they value it. Placing non civil service employees in the system, if it makes the system stronger is a good idea especially for positions that do not turn over like investigators. However, there needs to be some standard as to who is let in.
Capping the percentage you can retire at makes sense not only from a fiscal standpoint but an organizational one. A firefighter should not be able to retire at Captain or higher pay; a bump could be allowed but there should be a cap. We need to make an effort to keep our people on the job and in the system, and I am all for trying to get people back on the street, but there is a point we must look at how carrying that person for an extended period impacts us operationally.
- 93 I may be wrong by assuming this but if we increase the numbers of people contributing (alarm, logistics, etc) doesn't this help the system overall? If this is the case then what is the consideration of placing new FF into the State Retirement System
- 94 Who the hell is coming up with these questions? Are y'all seriously thinking about letting non firefighters into the retirement system? Ridiculous!!!! I vote NO. Figure out how to cap the system and stop the greedy ##### from wrecking it for everybody else. Is this ##### or ##### idea? I'm voting them out if it was.
- 95 on ? 12 the cfd has already set a president when it comes to light duty so none of your answer choices are good. also this survey should have been sent out from the retirement system rather than the pio its hard to find it to reopen it. also if we put new ff hires in the state system then there is no way the existing system can survive our retirement system is one of the best and its one of the only perks we have left. people in our retirement system risk there life every time they get on the truck and do training that the average person cant do.
- 96 Q: What does 100% mean? Is it 100% of the pay rate or is it the max amount of years multiplied by 2.6 to equal 100%?
Q: If it is 100% of a pay rate, does this include specialty pay?
The questions are vague so for some of the questions I will need more information. -XXXX XXXXXX
- 97 I go to union meetings and "Very few" active members come to these. How many members of the department are receiving this survey? So how many are really giving an accurate opinion on this survey?



BENEFITS COMMITTEE REPORT

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- 98 I think there is a general lack of knowledge within the membership of the system, its benefits and how it works. These questions are important but I'm not sure how many members can give informed answers on these subjects. Many of the questions asked require an option other than yes or no.
- 99 7. Needs to be 4 years to help prevent people from padding their last two years. With 4 it would be more of a sacrifice and if they are willing to work that hard and put money in the retirement system then so be it.
10. I don't see the negative of allowing them in the system as long as they go by the same rules. I don't see it being too beneficial because of the turnover rate, and no civil-service protection.
- 100 if a FF is injured, OJI, they should be able to work in a dept position until eligible to retire.
- 101 If you use the same firefighter all the time for hirebacks, to cover manpower shortages, then yes you should honor the earnings of that ff when it comes to figuring his retirement salary. How much more than his base salary can be managed by making hirebacks accessible to everyone and to see that the same ffs are not getting all the hirebacks.
- 102 How long persons are on light duty is not a retirement issue. Not sure why this was asked. It would help if we could keep them in the system and transfer them to other positions if they are unable to return to a truck.
- 103 This survey had some very "open ended" questions, to which a simple yes or no answer doesn't seem sufficient without more information.
- 104 I'm very curious to see what our numbers would be at by allowing non-operation employees to join CFRS.
I also believe the light duty considerations have to be case by case. Obviously, some people have been allowed to stay on light duty for years while others are forced out. Not all injuries/illnesses are the same and may require different treatment. Has there been much discussion of putting new recruits in NC Retirement system? If so, is it an option for them now when they are hired?
- 105 When is the city going to begin paying the same for us as all other city employees?
- 106 If future firefighters are placed in a state system what happens to those of us with less seniority? My understanding is our payments now are helping to pay for current retirees. If we only rely on investments I would not feel comfortable unless a Warren Buffet level investor is leading the process.
- 107 XXXX.XXXX owes me for question #9



BENEFITS COMMITTEE REPORT

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- 108 Two things need to be addressed;
1. retiring more than 110% of you top rank salary
2. periodic raises(cost of living) for retirees
- 109 Some of the questions had definitive answers that I would've like to have explained. Retiring over 100% due to length of service is fine, due to hirebacks is an issue. I wish future firefighters the opportunity to enjoy the retirement my predecessors have enjoyed and what I have counted on enjoying at retirement
- 110 I do believe the amount or retirement benefit should be limited to the maximum salary of their rank at retirement.
- 111 I XXXXXXXX XXXXX submitted my thoughts in this survey, feel free to contact me
(XXX)XXX-XXXX
- 112 I firmly believe we should not be able to retire making more money than we are topped out at. That being said the CFRS should not take the 12.65% out of my hireback pay. If the system can tax me for working more hours than scheduled then I should be able to get more than my top pay.
- 113 *11. This question isn't as easy as saying yes or no and giving a amount of time. I did not feel comfortable answering this question without being educated on the ramifications of every answer available.
- 114 If we are able to allow additional support functions into our retirement system, I would like to know if it will strengthen the retirement system or hurt it. Also, are light duty positions hurting the retirement system?
- 115 It's not fair to make the current firefighters pay for the last 30 years of mismanagement and blatant abuse. I would like for you to look me in the eye and tell me why I should pay for #####, #####, etc. etc. to have double pensions that was allowed by you the system. I recommend you call it a day. Accept the mismanagement cut the system of for new hires, leave the current covenants in place and that's that.
- 116 We never should have allowed medical benefits to be taken away from firefighter now being hired. Should have fought it harder.
- 117 There was no option given to allow members to retire at 105% or a similar level above their ending salary. I would be in favor of this. I am not in favor of not having a ceiling.
- 118 Thanks for the hard work and trying to increase your communication with us
- 119 You are keep saying contribution of 12...% to Retirement of pay check. Then , what leaves me to eat and pay the bill ????



BENEFITS COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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- 120 I feel that I am confident with my understanding of the retirement system and appreciate the recent training that was rolled out, but I feel that some active and retired members spread information that is anecdotal and not factual. It is important to note that I, along with most members, am concerned with the health of the system and not the political agenda of a retiree or disgruntled member spreading misinformation that benefits their talking points. Please let the staff know that almost all members appreciate them and their willingness to take time to educate, manage, and care for the members of the Charlotte Fire Department. Please take a few moments to calculate the amount of staff time that is utilized, along with costs associated with, FOIA requests to educate the members that these FOIA requests take time, effort, and money to fill - especially the frivolous ones.
- 121 Was the system designed to allow us ALL to retire at 100% of our active duty pay?
What is wrong with using our base salary as our retirement calculation?
Or maybe averaging our entire career pay?



INVESTMENT COMMITTEE REPORT

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

APRIL 22, 2021

WATCH LIST UPDATES

Morgan Stanley Emerging Markets Equity has been on the watch list since August 2018 due to performance and portfolio manager changes. Concern remains with performance relative to its peers as well as long-term returns and continued team changes. As part of the due diligence for a firm on watch for this length of time, Callan provided the Committee with some peer comparisons for review.

UBS Real Estate, on watch due to recent team changes and performance concerns, has taken initiatives to improve performance. UBS will remain on watch for continued monitoring.

Barrow Hanley U.S. Fixed Income remains on watch due to a change in ownership per the Investment Policy Statement. Although the sale of Barrow Hanley's parent company is not expected to impact CFRS' investments, the Committee has asked Callan to continue to closely monitor for loss of assets under management and/or loss of key investment personnel during the transition of ownership.

Investment Counselors of Maryland (ICoM) announced their parent company, who is the same as Barrow Hanley's parent, will also be selling ICoM in 2021. Pursuant to the Investment Policy Statement, ICoM was placed on watch status effective February 2021 due to this change in ownership.

U.S. EQUITY MANAGER STRUCTURE

The U.S. equity manager structure analysis was performed to determine the allocation for the legacy AJO Large Cap Value assets. Callan presented the Committee with their analysis which consisted of the current structure and a few possible alternatives. The Investment Committee determined that it was appropriate to make no changes to the current policy target weights across the U.S. equity asset classes; however, there would be fee savings to the CFRS by moving the two actively-managed large cap allocations into the one existing passively-managed large cap allocation.



INVESTMENT COMMITTEE REPORT

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Alternative 4A was selected from the following table of manager structures after thorough discussion over the course of two separate Committee meetings.

Alternative U.S. Equity Structures

Current and Target

Manager	9/30/2020 Weights		Benchmark	Current Policy Target		Alternative 2		Alternative 4		Alternative 4A		Alternative 4B	
	Assets	%		\$ mm	%	\$ mm	%	\$ mm	%	\$ mm	%	\$ mm	%
Large/Mid Cap	131	59.7%		131	60%	166	76%	166	76%	131	60%	131	60%
SSgA Russell 1000 Index Fund	44.6	20.4%	Russell 1000	44	20%	57	26%	166	76%	131	60%	88	40%
AJO	36.5	16.7%	Russell 1000 Value	0	0%	0	0%	0	0%	0	0%	0	0%
New Large Cap Value Manager	0	0.0%	Russell 1000 Value	44	20%	55	25%	0	0%	0	0%	22	10%
Winslow Large Cap Growth	49.7	22.7%	Russell 1000 Growth	44	20%	55	25%	0	0%	0	0%	22	10%
Mid Cap	45	20.6%		44	20%	26	12%	26	12%	44	20%	44	20%
Boston Partners Mid Cap Value	19.2	8.8%	Russell MidCap Value	22	10%	13	6%	13	6%	22	10%	22	10%
MFS	25.9	11.8%	Russell MidCap Growth	22	10%	13	6%	13	6%	22	10%	22	10%
Small Cap	43	19.6%		44	20%	26	12%	26	12%	44	20%	44	20%
ICM	17.5	8.0%	Russell 2000 Value	22	10%	13	6%	13	6%	22	10%	22	10%
Eagle Small Cap Growth	25.5	11.6%	Russell 2000 Growth	22	10%	13	6%	13	6%	22	10%	22	10%
Total Domestic Equity	219.0	100.0%	Russell 3000	219	100%	219	100%	219	100%	219	100%	219	100%
Large Cap		44.0%			44.2%		56.0%		56.0%		44.2%		44.2%
Mid Cap		36.3%			35.8%		32.0%		32.0%		35.8%		35.8%
Small Cap		19.6%			20.0%		12.0%		12.0%		20.0%		20.0%
Number of Managers		7			7		7		5		5		7
% Active Management		80%			80%		74%		24%		40%		60%
Fees (\$ thousands)		964			1,067		971		368		585		826
Fees (bps)		44			49		44		17		27		38
Tracking Error*		2.51%			2.08%		1.72%		0.68%		1.39%		1.69%

* Average tracking error vs. Russell 3000 for rolling 3-year periods 29 quarters ended Q3 2020 (see slide 18)

MOTION: Recommend to permanently move all of the U.S. large cap assets into the SSgA Russell 1000 Index Fund as soon as administratively possible.

EMERGING MARKET EQUITY MANAGER REVIEW

Callan presented an Emerging Market Equity Manager due-diligence analysis to the Committee including six different firms. Each firm's organization and team structure, investment strategies, portfolio characteristics, and fee structures were reviewed. While all six candidates were strong and very competitive, Artisan, Black Rock, and Lazard were determined to be the better fit for CFRS to consider as a possible replacement of Morgan Stanley.

2021 CAPITAL MARKETS ASSUMPTION

Callan provided their annual Capital Market Assumption memo for the Committee's review and consideration. A more detailed discussion on the capital market assumptions will be included as part of the Asset Liability Study later in the year.

SMALL CAP EQUITY MANAGER REPORTS:

EAGLE ASSET MANAGEMENT

Small Cap stocks experienced an extraordinary rebound following the sharp sell-off triggered in the early part of 2020 amidst the initial panic surrounding Covid-19. While the Fourth Quarter 2020 return



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slightly lagged the benchmark, Eagle Asset's year-to-date performance return of 46.95% beat the benchmark by over 12%. Eagle Asset increased the number of allowable holdings from 100 to 110 stocks, primarily as a result of the Biotech industry.

Investment Counselors of Maryland (ICoM)

ICoM's Fourth Quarter 2020 return slightly lagged their benchmark, net of fees. However, their 1, 3, 5, 10-year and since inception date returns have exceeded their benchmark. As referenced in the Watch List comments above, ICoM's parent company is in the process of selling the firm to another money manager. The portfolio and investment team are expected to stay in-tact along with investment decision-making autonomy.

INTERNATIONAL EQUITY MANAGER REPORTS:

Morgan Stanley Investment Management

Morgan Stanley International Core Equity fund performed well with the 3, 5, 10, 20-year and since inception returns all exceeding its benchmark. The investment strategy is designed to capture returns in up-markets and protect capital in down-markets.

Morgan Stanley Emerging Markets Equity fund has been on the Watch List since 2018. Over the past few years, the firm has attempted to turn around their performance including concentrating the number of stocks holdings in the portfolio, transitioning to a concentrated leadership team, hiring an external consultant, and taking a new approach to portfolio allocation. While the 10-year and since inception returns have beat the benchmark, the 3 and 5-year periods lagged the benchmark.

T. Rowe Price Associates

T. Rowe Price has created a new separate SEC-registered U.S. investment advisor, T. Rowe Price Investment Management (TRPIM) which will become effective Second Quarter 2022. Six of their well-established U.S. Equity & Fixed Income investment strategies from T. Rowe Price Associates (TRPA) will be moved to the new investment platform. There are no planned portfolio management changes associated with the transition. This will not impact the CFRS portfolio. The International Small Cap Equity fund was well-positioned going into the pandemic. As a result, the fund outperformed its benchmark in calendar year 2020, 38.67% compared to 14.09%, and ranked in the 5th percentile among other international small cap equity funds.

SECURITIES LITIGATION MONITORING

The Investment Committee discussed security litigation monitoring of the System's investment assets. At a future meeting to be determined, the Committee will hear a presentation from an additional law firm interested in providing CFRS monitoring services.

As always, the Investment Committee will continue to monitor the performance of the System's investments, associated managers, and investment consultant. The Investment Committee will report any recommendations regarding managers, the investment consultant, or changes in asset allocation. All Board members are welcome to attend any Investment Committee meetings.

SCHEDULE OF PORTFOLIO ALLOCATION
AS OF December 31, 2020
Reporting as of 01/13/2021

TARGET ALLOCATION	MANAGER	INCEPTION DATE	Liquidation Notice	CFRS MEETING	TARGETED ALLOCATION AS OF 12/31/2020	MARKET VALUE AS OF 12/31/2020	MARKET VALUE of INVESTMENTS AS % OF TOTAL PORTFOLIO	VARIANCE	AUTHORIZED ALLOCATION RANGE	ADJUSTED COST AS OF 12/31/2020	MKT/COST VARIANCE
DOMESTIC STOCK:											
7.2%	ARONSON + JOHNSON + ORTIZ (LARGE CAP VALUE)	11/2005	T+3 Sweep	July	46,192,888	-	0.00%	(46,192,888)	Funds to Russell 1000	0	0
7.2%	WINSLOW (LARGE CAP GROWTH)	12/2007	T+3 Sweep	July	46,192,888	49,659,068	7.79%	3,466,180		26,295,425	23,363,643
3.6%	MFS INVESTMENT MANAGEMENT (MID CAP GROWTH)	11/2019	T+4 Sweep	Jan	23,096,444	30,039,915	4.71%	6,943,471		19,900,145	10,139,770
3.6%	ROBECO INVESTMENT MGMT., INC. (MID CAP VALUE)	04/1998	T+3 Sweep	Jan	23,096,444	23,469,542	3.68%	373,098		18,847,267	4,622,275
3.6%	EAGLE ASSET MANAGEMENT (SMALL CAP GROWTH)	09/2010	T+3 Sweep	March	23,096,444	32,041,109	5.02%	8,944,665		18,857,619	13,183,490
3.6%	INV COUNSELORS OF MARYLAND (Small Cap Value)	12/1993	T+1 Wire	March	23,096,444	22,715,166	3.56%	(381,278)		21,285,752	1,429,414
7.2%	SSGa RUSSELL 1000 INDEX	11/2015	T2	June	46,192,888	92,750,081	14.54%	46,557,193	Includes AJO funds	60,841,822	31,908,259
36.0%	SUBTOTAL				230,964,441	250,674,881	39.32%	19,710,440	31% - 41%	166,028,030	84,646,851
INTERNATIONAL EQUITIES:											
8.6%	MORGAN STANLEY (CORE)	09/1990	T+1 Wire	April	55,174,839	55,547,719	8.71%	372,880		2,927,368	52,620,351
4.8%	MORGAN STANLEY (EMERGING MARKETS)	02/1995	T+1 Wire	April	30,795,259	31,861,882	4.99%	1,066,624		15,415,064	16,446,818
4.0%	T ROWE PRICE INTL (SMALL CAP)	10/1990	T+1 Wire	April	25,662,716	34,495,693	5.41%	8,832,978		16,499,044	17,996,649
8.6%	SSGa EAFE INDEX	11/2015	T2 Notification	June	55,174,839	55,255,462	8.66%	80,624		37,721,358	17,534,104
26.0%	SUBTOTAL				166,807,652	177,160,756	27.79%	10,353,105	22% - 30%	72,562,834	104,597,923
REAL ESTATE:											
6.0%	UBS TRUMBULL PROPERTY FUND	10/2012	1st Business Day of Quarter Quarterly, 45 Day notice	Oct	38,494,073	27,841,003	4.36%	(10,653,071)		24,029,591	3,811,412
4.0%	JPMORGAN CHASE STRATEGIC PROPERTY FUND	04/2016		Oct	25,662,716	21,169,855	3.32%	(4,492,861)		19,661,301	1,508,553
10.0%	SUBTOTAL				64,156,789	49,010,857	7.68%	(15,145,932)	7% - 13%	43,690,892	5,319,965
DOMESTIC FIXED INCOME:											
17.3%	BARROW HANLEY (CORE PLUS)	04/2003	T+3 Sweep	June	110,670,461	99,983,167	15.68%	(10,687,294)		91,701,510	8,281,657
5.8%	SSGA BARCLAYS CAPITAL AGGREGATE (INDEX FUND)	12/1999	T2	June	36,890,154	32,057,377	5.02%	(4,832,777)		15,470,282	16,587,095
23.0%	SUBTOTAL				147,560,615	132,040,544	20.71%	(15,520,071)	19% - 27%	107,171,792	24,868,752
INTERNATIONAL FIXED INCOME:											
5.0%	COLCHESTER	02/2017	1st of Month Openings	Sept	32,078,395	28,614,186	4.48%	(3,464,209)		22,798,325	5,815,861
5.0%	SUBTOTAL				32,078,395	28,614,186	4.48%	(3,464,209)	3% - 7%	22,798,325	5,815,861
INTERNAL ACCOUNT:											
	INTERNAL				0	4,066,666		4,066,666		4,066,666	
0.0%	SUBTOTAL				0	4,066,666		4,066,666	0.0%-0.0%	4,066,666	
100%	TOTAL ASSETS				\$ 641,567,891	641,567,891	100%	0		416,318,538	\$ 225,249,352

Real Estate values are as of the end of a quarter



ADMINISTRATOR REPORT
CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

APRIL 22, 2021

TO: The Board of Trustees
FROM: Sandy Thiry, Administrator
RE: ADMINISTRATION

- **FINANCIAL STATEMENTS**
 - FY2021 as of February 28, 2021
 - Ratification of Budget Expense (retiree fish fry)
- **FY2022 BUDGET PROPOSAL**
 - Trip Fincher's request- retiree annual fish fry FY22 (Attachment 1)
 - 75th Anniversary of the CFRS
 - Additional insurance coverage
 - Cyber Liability (theft of 1st or 3rd party data)
- **OFFICE OPERATIONS**
 - Limited time in office due to Gov Cooper's COVID 19 restrictions
 - All operations continue uninterrupted.
 - Building windows replaced, awaiting repair of sheetrock.
- **MEMBER EDUCATION**
 - Held virtual training with Station 6B, rescheduling station visits with virtual meetings.
 - Education Series through MySuccess Learning Modules
 - "CFRS Overview" – introduction to the CFRS
 - Distributed on February 11, 2021 to Members and Trustees.
 - Members have 90 days to take course; periodic reminders sent.
 - As of April 14, 2021, 579 out of 1081 Members have taken the course.
 - "CFRS Benefit Calculation" – step by step guide to how CFRS' pension benefit is calculated.
 - Distributed March 22, 2021 to Members and Trustees.
 - Members have 90 days to take course.
 - As of April 14, 2021 167 Members have taken the course.
 - "Disability Pensions" – explanation of eligibility, benefit, due process
 - In development stage with City HR
- **LEGAL COUNSEL OPINION UPDATE**
 - Legal Counsel was selected from a Short List.
- **PUBLIC RECORDS REQUESTS**
 - Investment/Financial Related Requests – (5) Boston College, FundMap, Pitchbook
 - Benefits Related Requests – (2) American Transparency, Marvin Wilson
- **OFFICE STATS**
 - Security Litigation (see graphics Exhibit A)
 - Phone Metrics – January 1, 2021 through March 31, 2021 (see graphics Exhibit B)
 - Employee Portal Metrics January - March (see graphics Exhibit C)
 - Retiree Communication (Exhibit D- currently under construction)



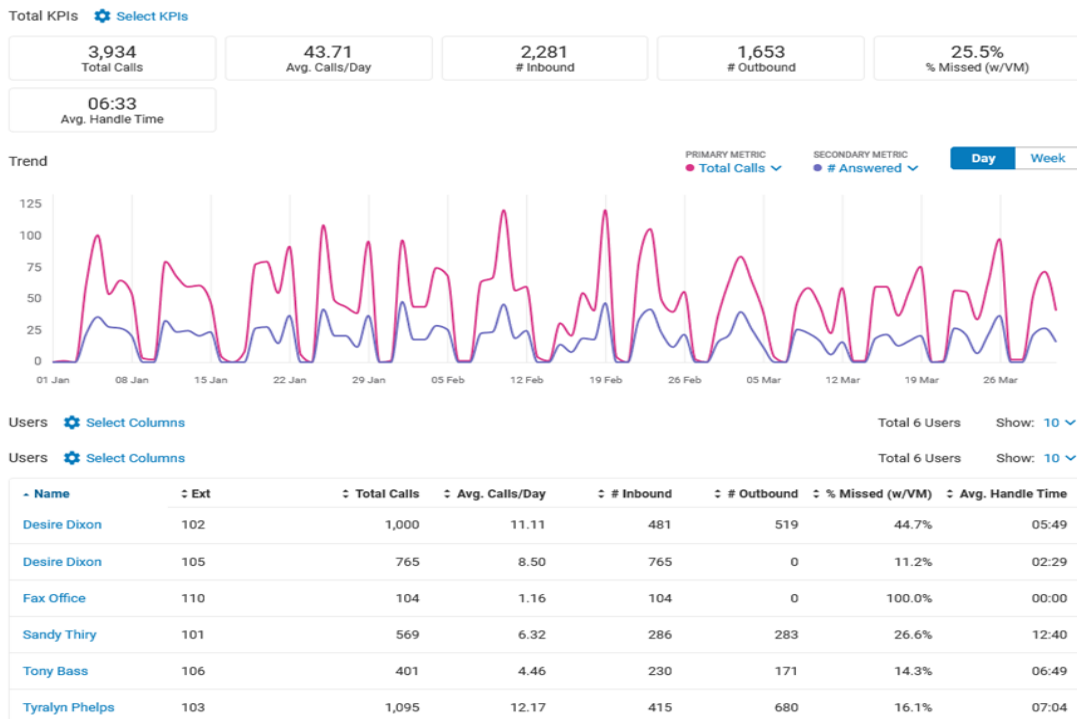
**ADMINISTRATOR REPORT
CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM**

APRIL 22, 2021

Exhibit A – Security Litigations

Filings Aug 1, 2018 - Mar 31, 2021		Market Loss	Recognized Loss	Settlement Fund ⁽¹⁾	% of Loss to Settlement Fund	Gross Recovered	FRT fee 15%	Net Recovered
# of Claims Filed	61	\$765,362	\$426,073	\$7,165,801,641	0.006%			
# of Open Claims Filed	26		\$426,073	\$3,082,273,775	0.014%	\$0	\$0	\$0
# of Claims Paid ⁽²⁾	10	\$1,076,820				\$20,232	\$3,035	\$17,198
# of Claims Rejected	25							
Total	61							
# of Antitrust Cases	2			\$386,500,000				
Rejection Reason								
No recognized loss	25							
⁽¹⁾ Settlement Fund comprises the total amount of all lawsuit settlements for distribution to plaintiffs								
⁽²⁾ Claims paid disbursement date - all claims through 03/31/2021 have been remitted								

Exhibit B – Phone Metrics (Includes Robo calls that are identified at onset and not answered)

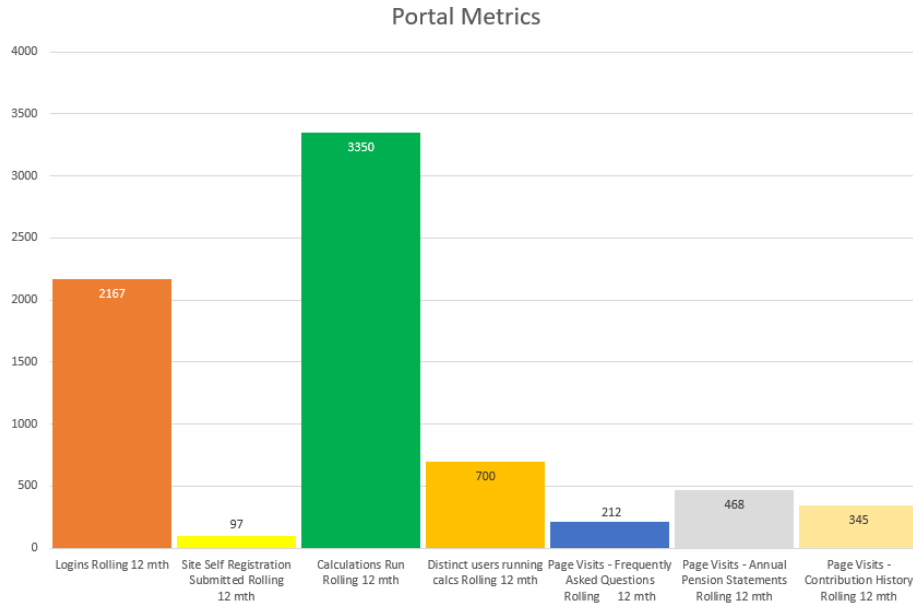




ADMINISTRATOR REPORT
CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

APRIL 22, 2021

Exhibit C – Employee Portal Metrics (Rolling 12 month as of March 31st)



(Attachment 1)

From: Tripp Fincher <llectrical@yahoo.com>
Sent: Wednesday, March 3, 2021 5:57 PM
To: Thiry, Sandra <sthiry@ci.charlotte.nc.us>
Subject: Re: [EXT] Fish Fry,

Sandy,

Thanks for all your help. This simple thing as a Fish Fry means so much to so many retirees. That's why we want to keep this event going annually.

With that being said, I would like to formally request an annual sponsorship for this event each year. We have always done this event during the month of April and like I said in prior emails the event has cost me \$800-\$900, but again we have had a lot of items donated. I still believe I can put this event on for less than \$1000. As in the past I have kept all receipts and will have a full line-item report of the event afterwards, which I will forward to you and the CFDCU. Again, thanks for your support and thank you for letting us honor our retirees.

Tripp Fincher

Charlotte Firefighters' Retirement System Proposed Amended FY21 Budget

	% change from FY20 to FY21	Actual 7/1/20 to 2/28/21	Projected 3/01/21 to 6/30/21	Estimated Total FYE21	\$ Over Budget	% of Budget	FY22 Proposed Budget 4/22/2021	% Change from Approved FY21 to Proposed FY22	% Change from Est FYE21 Total to Proposed FY22
Ordinary Income/Expense									
Income									
43400 · Contributions									
43410 · Members	-3.01%	7,523,061	3,497,029	11,020,090	503,585	104.79%	10,369,762	-1.40%	-5.90%
43440 · Employer	0.20%	8,385,082	3,870,230	12,255,312	616,491	105.30%	13,115,905	12.69%	7.02%
43450 · Purchase of Military Time	-9.09%	319,798	50,000	369,798	169,798	184.90%	200,000	0.00%	-45.92%
43460 · Purchase of Other Gov. Service	-28.57%	67,054	0	67,054	-132,946	33.53%	200,000	0.00%	198.27%
Total 43400 · Contributions	-1.76%	16,294,995	7,417,259	23,712,254	1,156,928	105.13%	23,885,667	5.90%	0.73%
45000 · Investments (FY21 est. based on proposed 7.25% rate of return)									
45010 · Interest	19.10%	1,604,051	802,025	2,406,076	-621,921	79.46%	2,572,431	-15.05%	6.91%
45020 · Dividends- Trustee	18.77%	2,185,207	1,092,604	3,277,811	-1,110,826	74.69%	3,523,647	-19.71%	7.50%
45021 · Dividends Other	-37.50%	152	0	152	-598	20.24%	750	0.00%	394.20%
45030 · Net Realized Gain/Loss-Custodian	-10.07%	18,382,478	9,191,239	27,573,716	-9,472,444	74.43%	47,125,544	27.21%	70.91%
45040 · Net Realized Gain/Loss- Other	-46.15%	67,372	33,686	101,058	-38,942	72.18%	140,000	0.00%	38.53%
45050 · Unrealized Gain/Loss	0.00%	77,268,872	0	77,268,872	77,268,872	100%	0	0.00%	0.00%
Total 45000 · Investments	-6.48%	99,508,132	11,119,554	110,627,685	66,024,141	248.02%	53,362,372	19.64%	-51.76%
Total Income	-88.28%	115,803,126	18,536,813	134,339,940	67,179,070	353%	77,248,039	15%	-42%
Gross Profit	-4.94%	115,803,126	18,536,813	134,339,940	67,179,070	353%	77,248,039	15.02%	-42.50%

**Charlotte Firefighters' Retirement System
Proposed Amended FY21 Budget**

	% change from FY20 to FY21	Actual 7/1/20 to 2/28/21	Projected 3/01/21 to 6/30/21	Estimated Total FYE21	\$ Over Budget	% of Budget	FY22 Proposed Budget 4/22/2021	% Change from Approved FY21 to Proposed FY22	% Change from Est to Proposed FY22
Expense									
60900 · Participant Benefits									
60920 · Retirement	7.56%	26,346,648	13,173,324	39,519,971	137,580	100.35%	41,632,791	5.71%	5.35%
60930 · Death	0.00%	0	74,500	74,500	-75,500	49.67%	150,000	0.00%	101.34%
60940 · Contribution Withdrawals	100.00%	167,387	10,000	177,387	-22,613	88.69%	200,000	0.00%	12.75%
Total 60900 · Participant Benefits	7.78%	26,514,035	13,257,824	39,771,859	39,467	100.10%	41,982,791	5.66%	5.56%
62100 · Investment Services									
62110 · Management Fees									
62111 · Morgan Stanley	0.14%	431,545	215,772	647,317	45,802	107.61%	647,317	7.61%	0.00%
62112 · Aronson+Johnson+Ortiz	-4.68%	16,219	0	16,219	-41,593	28.06%	0	0.00%	0.00%
62114 · Barrow Hanley	4.66%	123,902	123,902	247,804	5,253	102.17%	247,804	2.17%	0.00%
62115 · Robeco Investment Mgmt., Inc	-0.20%	12,016	236,048	248,065	-2,621	98.96%	248,065	-1.05%	0.00%
62117 · Eagle Asset Management	-12.16%	106,970	106,970	213,940	66,229	144.84%	213,940	44.84%	0.00%
62119 · Winslow Capital Management	18.26%	140,295	140,295	280,591	35,761	114.61%	280,591	14.61%	0.00%
62122 · Inv. Counselors of Maryland	-5.05%	67,372	67,372	134,744	-5,400	96.15%	134,744	-3.85%	0.00%
62123 · T. Rowe Price	4.94%	158,549	158,549	317,097	71,191	128.95%	317,097	28.95%	0.00%
62125 · UBS Trumbull Property Fund	-7.41%	119,489	119,489	238,978	-17,246	93.27%	238,978	-6.73%	0.00%
62127 · SSGA Fixed Income	-17.44%	1,796	3,600	5,396	-2,425	68.99%	5,396	-31.01%	0.00%
62128 · SSGA EAFE Index	-9.59%	7,509	8,800	16,309	-8,954	64.56%	16,309	-35.44%	0.00%
62129 · SSGA Russell 1000	-23.55%	6,144	8,600	14,744	26	100.18%	14,744	0.18%	0.00%
62130 · JPMorgan Chase	-2.54%	159,765	159,765	319,530	105,165	149.06%	319,530	49.06%	0.00%
62131 · Colchester	2.06%	108,354	54,177	162,531	25,199	118.35%	162,531	18.35%	0.00%
62132 · MFS	0.00%	72,477	72,477	144,954	0	0.00%	144,954	100.00%	0.00%
Total 62110 · Management Fees	-3.01%	1,532,401	1,475,817	3,008,218	320,770	111.94%	2,991,999	11.33%	-0.54%
62139 · Transaction Fees	400.00%	222	50	272	-228	54.36%	500	0.00%	83.96%
62140 · Trust and Bank Fees	0.00%	66,709	66,709	133,418	2,618	102.00%	138,680	6.02%	3.94%
62150 · Consulting Fees	3.16%	98,000	98,000	196,000	0	100.00%	202,000	3.06%	3.06%
Total 62100 · Investment Services	-2.49%	1,697,332	1,640,576	3,337,908	323,160	110.72%	3,333,179	10.56%	-0.14%

Charlotte Firefighters' Retirement System Proposed Amended FY21 Budget

	% change from FY20 to FY21	Actual 7/1/20 to 2/28/21	Projected 3/01/21 to 6/30/21	Estimated Total FYE21	\$ Over Budget	% of Budget	FY22 Proposed Budget 4/22/2021	% Change from Approved FY21 to Proposed FY22	% Change from Est to Proposed FY22
65000 · Administration									
65005 · Staff Wages and Benefits (amended Jan 2020)									
Total 65005 · Staff Wages and Benefits	8.32%	257,661	156,941	414,603	-10,697	97.49%	447,225	5.16%	7.87%
65010 · Travel and Training	-78.91%	457	0	457	-19,543	2.28%	25,000	25.00%	5371.90%
65020 · Insurance	0.00%	19,437	0	19,437	-4,063	82.71%	28,000	19.15%	44.06%
65030 · Parking	-20.00%	15	100	115	-1,085	9.58%	1,000	-16.67%	769.57%
65040 · Auditing Services	3.85%	13,250	0	13,250	-250	98.15%	13,500	0.00%	1.89%
65050 · Condominium Fees	0.00%	16,136	5,379	21,515	-538	97.56%	22,052	0.00%	2.50%
65060 · Postage	0.00%	1,277	150	1,427	-873	62.04%	1,800	-21.74%	26.14%
65070 · Actuarial Services	-39.22%	4,375	4,000	8,375	-7,125	54.03%	10,000	-35.48%	19.40%
65080 · Annual Retiree Reunion	-100.00%	0	0	0	0	0.00%	13,000	0.00%	0.00%
65090 · Legal Services	-33.33%	1,553	8,000	9,553	-40,448	19.11%	50,000	0.00%	423.42%
65100 · Printing Services	0.00%	2,543	2,100	4,643	-3,407	57.68%	6,000	-25.47%	29.22%
65110 · Other Professional Services	0.60%	45,023	49,798	94,821	411	100.44%	101,260	7.26%	6.79%
65120 · Telecommunications	-0.39%	1,720	2,828	4,548	-35	99.23%	4,601	0.39%	1.17%
65130 · Office Equipment Maintenance	-22.60%	1,535	512	2,047	-453	81.89%	200	-92.00%	-90.23%
65140 · Office/Computer Supplies	-43.18%	2,036	1,601	3,638	-362	90.94%	7,520	88.00%	106.72%
65160 · Meetings	-50.00%	96	350	446	-3,554	11.16%	4,000	0.00%	796.06%
65170 · Professional Memberships/Dues	-14.04%	4,885	0	4,885	-15	99.69%	5,000	2.04%	2.35%
65180 · Medical Services	-69.79%	0	0	0	-5,000	0.00%	15,000	200.00%	0.00%
65190 · Office Furniture/Equipment	-85.71%	686	500	1,186	686	237.28%	500	0.00%	-57.86%
65200 · Subscriptions and Publications	-53.85%	579	0	579	-21	96.50%	700	16.67%	20.89%
65220 · Miscellaneous/Contingency	-93.33%	0	0	0	-1,000	0.00%	1,000	0.00%	0.00%
65230 · Building Improvements	-98.53%	0	250	250	0	100.00%	250	0.00%	0.00%
Total 65000 · Administration	-16.35%	373,265	232,509	605,774	-97,371	86.15%	757,608	7.75%	25.06%
Total Expense	6.51%	28,584,632	15,130,909	43,715,541	265,256	100.61%	46,073,579	6.04%	5.39%
Net Ordinary Income	-20.58%	87,218,494	3,405,904	90,624,399	66,913,814	252.54%	31,174,461	31.48%	-65.60%

Charlotte Firefighters' Retirement System

Actual

July 2016 through June 2020

	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>
Ordinary Income/Expense				
Income				
43400 · Contributions				
43410 · Members	9,088,757	9,311,645	10,165,654	10,416,440
43440 · Employer	9,105,528	9,333,199	10,193,015	11,449,554
43450 · Purchase of Military Time	171,320	215,441	213,333	298,251
43460 · Purchase of Other Gov. Service	375,997	381,598	231,008	55,308
Total 43400 · Contributions	<u>18,741,602</u>	<u>19,241,882</u>	<u>20,803,010</u>	<u>22,219,553</u>
45000 · Investments				
45010 · Interest	2,133,356	2,441,504	2,720,808	2,788,932
45020 · Dividends- Trustee	3,762,035	3,614,570	3,959,999	4,258,579
45021 · Dividends Other	251	809	1,183	413
45030 · Net Realized Gain/Loss-Trustee	17,853,435	20,960,753	18,025,024	9,845,007
45040 · Net Realized Gain/Loss- Mgr GU	141,368	140,983	208,770	134,347
45050 · Unrealized Gain/Loss	36,526,503	22,679,437	879,545	3,105,104
Total 45000 · Investments	<u>60,416,947</u>	<u>49,838,056</u>	<u>25,795,330</u>	<u>20,132,381</u>
46400 · Other Types of Income				
46430 · Miscellaneous Revenue	0	0	5,007	0
46450 · Securities Litigation	0	3,017	0	0
Total 46400 · Other Types of Income	<u>0</u>	<u>3,017</u>	<u>5,007</u>	<u>0</u>
Total Income	<u>79,158,550</u>	<u>69,082,955</u>	<u>46,603,347</u>	<u>42,351,933</u>
Gross Profit	<u>79,158,550</u>	<u>69,082,955</u>	<u>46,603,347</u>	<u>42,351,933</u>

Charlotte Firefighters' Retirement System

Actual

July 2016 through June 2020

	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>
Expense				
60900 · Participant Benefits				
60920 · Retirement	31,074,794	33,120,493	35,708,582	38,641,751
60930 · Death	0	0	0	517,644
60940 · Contribution Withdrawals	69,963	211,854	416,399	369,317
Total 60900 · Participant Benefits	<u>31,144,757</u>	<u>33,332,347</u>	<u>36,124,981</u>	<u>39,528,711</u>
62100 · Investment Services				
62110 · Management Fees				
62111 · Morgan Stanley	579,481	617,387	572,595	581,958
62112 · Aronson+Johnson+Ortiz	50,970	57,613	57,550	54,326
62113 · Baring Asset Management	50,030	0	0	0
62114 · Barrow Hanley	204,238	220,215	227,771	242,234
62115 · Robeco Investment Mgmt., Inc	195,736	135,934	80,445	123,418
62117 · Eagle Asset Management	144,539	164,013	161,256	154,469
62119 · Winslow Capital Management	91,873	118,753	233,637	285,556
62122 · Inv. Counselors of Maryland	129,584	140,983	142,711	134,347
62123 · T. Rowe Price	219,762	250,940	231,467	242,531
62125 · UBS Trumbull Property Fund	326,111	274,675	265,698	253,797
62126 · William Blair	152,171	177,240	177,988	54,254
62127 · SSGA Fixed Income	5,109	3,938	8,162	792
62128 · SSGA EAFE Index	16,396	23,308	23,723	20,297
62129 · SSGA Russell 1000	11,719	16,600	17,871	11,684
62130 · JPMorgan Chase	197,046	204,974	213,775	214,223
62131 · Colchester	71,323	150,486	147,212	153,646
62132 · MFS	0	0	0	73,386
Total 62110 · Management Fees	<u>2,446,088</u>	<u>2,557,058</u>	<u>2,561,861</u>	<u>2,600,916</u>
62139 · Transaction Fees	126	269	112	990
62140 · Trust and Bank Fees	113,341	122,283	122,875	124,569
62150 · Consulting Fees	176,000	180,000	185,000	190,000
Total 62100 · Investment Services	<u>2,735,554</u>	<u>2,859,610</u>	<u>2,869,847</u>	<u>2,916,475</u>

Charlotte Firefighters' Retirement System

Actual

July 2016 through June 2020

	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>
65000 · Administration				
65005 · Staff Wages and Benefits				
Total 65005 · Staff Wages and Benefits	329,480	368,337	316,708	388,098
65010 · Travel and Training	45,985	45,791	57,727	30,695
65020 · Insurance	21,349	20,912	21,814	21,892
65030 · Parking	782	879	1,344	1,091
65040 · Auditing Services	12,250	12,500	13,000	13,000
65050 · Condominium Fees	21,002	21,515	21,515	21,515
65060 · Postage	4,108	2,855	2,265	2,568
65070 · Actuarial Services	4,600	75,310	11,700	39,000
65080 · Annual Retiree Reunion	5,056	4,347	5,183	5,899
65090 · Legal Services	34,920	20,867	12,965	26,317
65100 · Printing Services	10,508	11,090	8,419	9,345
65110 · Other Professional Services	95,527	108,177	78,320	83,001
65120 · Telecommunications	3,558	4,187	4,325	4,349
65130 · Office Equipment Maintenance	1,746	2,275	2,344	2,759
65140 · Office/Computer Supplies	5,968	6,827	5,549	5,345
65160 · Meetings	4,824	5,584	6,399	7,069
65170 · Professional Memberships/Dues	4,805	4,735	4,810	4,885
65180 · Medical Services	8,475	17,450	7,110	4,125
65190 · Office Furniture/Equipment	2,701	63	652	690
65200 · Subscriptions and Publications	817	839	1,009	769
65220 · Miscellaneous/Contingency	626	0	0	0
65230 · Building Improvements	1,759	58	0	0
Total 65000 · Administration	<u>620,847</u>	<u>734,598</u>	<u>583,156</u>	<u>672,410</u>
66900 · Reconciliation Discrepancies	0	0		
Total Expense	<u>34,501,158</u>	<u>36,926,555</u>	<u>39,577,985</u>	<u>43,117,596</u>
Net Ordinary Income	44,657,391	32,156,400	7,025,363	-765,662
Other Income/Expense				
Other Expense				
80100 · Depreciation & Amortization	13,268	28,268	49,268	62,725
Total Other Expense	<u>13,268</u>	<u>28,268</u>	<u>49,268</u>	<u>62,725</u>
Net Other Income	<u>-13,268</u>	<u>-28,268</u>	<u>-49,268</u>	<u>-62,725</u>
Net Income	<u><u>44,644,124</u></u>	<u><u>32,128,133</u></u>	<u><u>6,976,095</u></u>	<u><u>-828,387</u></u>

Budget Narrative for Fiscal Year 2022

REVENUE:

Contributions are based on the existing 12.65% of earnings from Members and 16% of earnings from the City of Charlotte using an average of the prior 4 years of payroll totals. Assumes an additional 1.5% increase assumption for merit per City's proposal.

Military Service Purchases cannot be predicted. Assumption based on average of four prior years.

Purchase of Other Government Service cannot be predicted. Assumption based on average of four prior years.

Investment, Interest and Dividend income are based on the current fiscal year's average monthly rate. Since the market activity cannot be predicted, this is simply a method to project for budget purposes.

Net Realized Gains/Losses on Investments is based upon an annual expected rate of return. For FY2022 this estimate is based on an assumed 7.25% rate of return and an estimated fund balance on June 30th of \$650M. (Fund balance on February 28th was \$645M). Since the market activity cannot be predicted, this is simply a method to project for budget purposes.

EXPENDITURES:

Retirement Benefit disbursements include the cost of current retiree benefits and additional new retirees for the FY, based on the actuary's annual valuation report, assuming that all actuarial assumptions are met. A Cost-of-Living Adjustment or a Bonus payment in January 2022 has not been taken into consideration.

An estimate for payment of Contribution Withdrawals due to separation of service from the fire department during the FY and those previously terminated who have not withdrawn their contributions are also shown as benefit expenses. A project has been ongoing to try and pay out the non-vested members who have never responded to their termination letters.

Investment Management Fee expense is an estimate which is merely a duplication of prior FY fees to provide a method for budget purpose since the market activity cannot be predicted. This also provides trustees a point of reference and includes fees for current managers which are paid based on invoices rendered. Actual Fees are calculated based on the monthly account balance or the quarterly average assets at fee levels negotiated with the individual managers. Certain managers also invoice a contractual performance fee. There are certain managers who manage commingled or institutional mutual funds for the CFRS. The fees for these funds are netted out of the asset value and not billed separately. These expenses are tracked, and an estimate is included as a cash expense in the budget.

Transaction Fees are incurred by investment managers on certain trades. USBank reports these fees separate from Investment Manager fees.

Trust and Bank fees are paid to Bank of America, and the System's custodian bank, US Bank. Custodial fees remain the same (2BP on first \$200M; 1.5 BP on next \$200M; and 1BP on balance). Benefit payment processing per ACH with Advice is the same, \$2.00. Benefit payment processing includes postage, 1099R distribution, TEFRA Notices and Tax Withholding Filings on behalf of the CFRS. Bank of America is the account used to pay operating expenses and their fees are estimated to be approximately \$4,800 annually.

Consulting fees are paid for the services of the Retirement System's investment consultant, Callan, LLC. The full-service retainer fee for investment consulting services will be \$196,000, \$202,000, and \$208,000 respectively over a three-year period beginning FY2021.

Staff Wages and Benefits include funds for the 4 existing positions: full-time Administrator, Administrative Analyst, Benefits Analyst and Financial Analyst at 40 hours per week each. Wage increases have been budgeted at 3% of current salary for 4 of the positions eligible for the Board's annual review in January. The City has proposed a 3% merit for general employees. No overtime allowance has been budgeted. The annual employer cost for employee medical is anticipated to increase by approx. \$2,000 per person. The Employer Contribution to LGERS is expected to increase by 1.2%.

Travel and Training expense provides for conference and training event expenses for trustees and staff as approved by the Board. This is typically an average of the prior 3 years of travel expenses as well as taking into consideration any new trustees who may need additional education. However due to COVID, some conferences may be held virtually. Mileage reimbursement for work-related use of autos is also paid from this account.

Insurance The fiduciary insurance is due for a one-year period and is expected to increase each year due to higher fund balance and/or unfunded liability balance. Coverage also includes Worker's Compensation, Accident Insurance, Liability, and Officers. FY22 includes coverage for Cyber Liability.

Parking expense Estimated based on a typical year of usage. Actual expense depends on the volume of meetings, visitors and member consultations and retirement applications.

Auditing services are performed by the same firm the City's uses for annual audit. Cherry Bekaert was awarded recent contract and will audit the FY21 financial statements.

Condominium fees for the three units owned by the CFRS are assumed at the current rate plus 5% increase. The last increase for CNB fees was 5% effective Jan 1, 2017. CNB has a calendar year budget.

Postage use depends on the mail volume. Normal workflow items are sent via USPS. Continued use of electronic distribution whenever possible will keep expense to a minimum. The leased Pitney Bowes Postage machine will not be renewed for FY22. Postage stamps will be purchased instead. The City's mail room will be utilized with an invoice to CFRS on occasion when a bulk mailing may be necessary.

Actuarial Services for the annual valuation report and GASB 68 report are paid by the System with reimbursement to the System by the City of Charlotte. The estimated funds are attributable to GASB 67 reports, special studies, and additional projects and services which are paid by the CFRS. This includes such work as a review of procedures, various documents, costing out various benefit alternatives in addition to assistance with individual survivor ratios and qualified domestic relations order questions.

Annual Retiree Reunion is typically held annually in October. These expenses include catering services for food, printing flyers, centerpieces, and door prizes, which are raffled in lieu of giving out a gift to every attendee. This event provides a venue for the retirees to socialize and see each other, trustees, and staff in a casual setting. However, due to declining attendance and effects of COVID with social distancing, it remains questionable as to a gathering like in previous years. Therefore, budget proposed includes for a 75th Anniversary "Drop In" type of

Budget Narrative for Fiscal Year 2022

event with light refreshments and a gift item for retiree and active member in lieu of the traditional reunion of recent past years. Included in the reunion budget is sponsorship to Retired Captain Tripp Fincher's annual retiree fish fry for \$1200 to be held in April.

Legal Services are needed for services provided on behalf of the System and Administrator for disability cases, review of the Act or portions of the Act which are of a highly technical nature, and other litigation. The City Attorney's services are not an expense to the Retirement System. FY22 budget estimates services for 3 disability hearings and Act reviews as needed.

Printing services includes envelopes for various mailings, check stock and forms, special notices or communications, trustee and staff business cards, and other printing as needed (transcripts, etc.). This account also supports the expense of leasing a large digital color copier from the City's provider, RICOH Management Services. Ricoh service includes all toner supplies and maintenance of machine. The City negotiates the fee for these services.

Other Professional Services includes:

- Court reporting service for disability hearings
- Web site domain fees/webmaster design services
- IT support- server with back-up system for the computers, occasional help desk services or on-site assistance and workstation updates
- Surveillance services in relation to disability retirement cases
- Courier expense for special deliveries
- CBIZ- monthly hosting and license fees for the IPAS Master Pension Administration software, including the 5-year amortized implementation fee of \$14,000 beginning 3/31/2018 and ending in FY22. Also included for FY22 are additional fees for updates to the pension administration system (IPAS) in excess of work hours provided for in contract.

Telecommunications includes 4 phone lines with unlimited calling, fax line, dedicated conference call number, and virtual Meetings with Ring Central. High Speed Internet is contracted through Spectrum.

Office Equipment Maintenance includes the lease of the mailing machine/postage meter. However, due to use of electronic delivery and the availability to utilize the City's mail room/meter for rare bulk mail distribution, the lease postage meter lease will not be renewed for FY22. The leasing cost per year was approximately \$2,200.

Office and Computer Supplies are purchased as needed to support the operations of the office. This account pays the expenses for copy paper, workstation computer printer cartridges, and all other office supplies needed to maintain operations. Software upgrades or new software may also be purchased under this account.

Meeting Expense relates to beverages, light snacks and meals provided for meetings held in the CFRS office and lunch or dinner meetings out of the office when necessary or appropriate. Cups, napkins, plates, plasticware and coffee supplies are also expensed. Classes at the fire stations are an ongoing activity as requested and some pastry, donuts or similar snack is usually provided by the Retirement System.

Professional Memberships/Dues includes national GFOA, the International Foundation of Employee Benefit Plans (IFEBC), National Association of Public Pension Attorneys (NAPPA), the annual NCPERS membership, and annual membership for National Association of State Retirement Administrators (NASRA) which provides material to trustees under the System's membership.

Budget Narrative for Fiscal Year 2022

Medical Services provides funds for examinations for disability applications and re-exams. On the recommendation of the Medical Board, specialized examinations, functional capacity testing and/or IMEs by specialist medical professionals may also be performed. This estimate approximates 3 disability hearing for FY22. Individual cases can range from simple to complex which impacts fees.

Office Furniture/Equipment reflects a minimal budget should the need arise to replace or fix office furniture or equipment.

Books, Subscriptions, Publications provides funds for various investment publications including the Wall Street Journal and Charlotte Business Journal. Periodicals such as Plan Sponsor, Governing, Pension & Investments are provided free of charge. Books on relevant subjects are also purchased for the library, staff and trustee use as appropriate.

Miscellaneous/Contingency this appropriation is used for unanticipated expenses not otherwise classified above or by special authorization of the Board.

operbudg /narrbudg2022

**CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM
2021-2022 CONFERENCES**

Aug 8-12, 2020 (approve in April)- (Virtual due to COVID) (Sandy)
Annual NASRA Conference, Park City, UT

Sept 22-24, 2020 (approve in July) (no attendees)
Callan College, Chicago, IL

Nov 15-18, 2020 (approve in July)- (no attendees)
IFEBP 66th Annual Employee Benefits Conference, Honolulu, HI

Jan 24-26, 2021 (approve in Oct) (On site cancelled due to COVID)
NCPERS Legislative Conference, Renaissance Washington DC, Washington DC

Feb 2-3, 2021 (approve in January)
NCPERS 2021 Fall Conference- (rescheduled new date, Virtual- \$300)

Feb 24-26, 2021 (approve in Oct) Lisa (rescheduled to October 5-7, 2021)
NAPPA –Winter conference, Tempe, AZ
(extensive discussion Benefits, Fiduciary & Plan Governance, Investments & Tax)

March 2-5, 2021 (approve in January) Joey
NCPERS Accredited Fiduciary Program – Module 1 & 2 (Virtual \$400)

March 9-12, 2021 (approve in January)
NCPERS Accredited Fiduciary Program – Module 3 & 4 (Virtual \$400)

April 13-15, 2021 (approve in January) Renee, Joey, Teresa
“Callan College” (Virtual)

May 22-23, 2021 (approve in January) On-Site cancelled due to COVID, reschedule pending
NCPERS Annual Trustee Educational Seminar, Denver, CO

May 23-26, 2021 (approve in January) On-Site cancelled due to COVID, reschedule pending
NCPERS Annual Conference & Exhibition, Denver, CO

June 22-25, 2021 (approve in April)
NAPPA –Legal Education Conference, Denver, CO
(Ethics/Fiduciary, Federal & State Legislation, Investment Issues, Benefit Issues)

**CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM
2020-2021 CALENDAR and CONFERENCES OF MEETINGS**

June 27-30, 2021 (approve in January) On-Site (cancelled)
115th Annual GFOA Conference, Chicago, IL

July 12-23, 2021 (approve in April)
GFOA's 2021 Virtual Conference

July 18-21, 2021 (Approve in April)
NCGFOA, Holiday Inn, Wrightsville Beach, NC

July 14-15, 2021 (approve in April) On-site
Callan, "Callan College" Introduction to Investments, San Francisco, CA

July 19-21, 2020 (approve in April) On-site & Virtual
40th National Conference Callan Investments Institute, Salt Lake City, Utah

Aug 7-11, 2021 (approve in April)
Annual NASRA Conference, Pittsburgh, PA

October 5-7, 2021 (approve in July) (rescheduled from Feb 24, 2021)
NAPPA –Winter conference, Tempe, AZ
(extensive discussion Benefits, Fiduciary & Plan Governance, Investments &
Tax)