

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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BENEFITS COMMITTEE MINUTES

October 14, 2021

PRESENT: Melinda Manning - Chair, Lee Thompson, Renee Metzler, Ryan Pope (joined at 8:08am), Sheila Simpson

OTHER: Staff - Sandy Thiry, Tony Bass, Lisa Flowers

OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:07 a.m. and attendance was taken via roll call.

I. MEETING MINUTES APPROVAL

Renee Metzler motioned to approve the minutes for the September 9, 2021 meeting and Lee Thompson seconded the motion. The motion carried via roll call vote.

II. NOTEWORTHY NEWS / ACT AMENDMENT UPDATE

Sandy Thiry informed the Committee that there has not been any update to the Bill's progress. Scenarios that could happen include the Bill moving through Short Session but modified to only include the funding change with the need to resubmit other changes in the future or resubmit in the next long session.

Lee Thompson asked about the City Council's recent Board meeting action regarding the funding for missed employer contributions, applicable to certain vacation payout transactions, to the 401k sponsored by the State and administered by Prudential. Sheila Simpson and Lisa Flowers explained the error and how it was being corrected between the State and the City and that it had nothing to do with the CFRS. Terminated participants affected would be notified by Prudential.

III. EDUCATIONAL MODULE UPDATE

- A. The Disability Pension Benefit module was launched September 17, 2021. Although no increased call volume to the CFRS office, conversation has sparked at station levels. To ensure consistent education on the subject, the module emphasizes the "whole body" impairment concept and that plan is not designed to pay 100% benefits when the member could be capable of other employment.
- B. The Annual Valuation module presented today was modified from the last version based on previous suggestions. Ryan Pope had his crew review and provided feedback from a firefighter's perspective. Additional suggestions were made. Staff will update and circulate to committee for any additional feedback once changes have been made.

IV. FUNDING POLICY

The Benefits Committee reviewed the last of the edits to the policy. Ryan Pope motioned that the final draft of the Funding Policy be presented to the Board for adoption at the October 28, 2021 meeting. Renee Metzler seconded the motion. The motion carried via roll call vote.

V. COMMUNICATIONS POLICY

Lisa Flowers and Sandy Thiry were researching with NAPPA about communications policies. Due to other issues and priorities, comments or edits to the draft won't be ready until the November 4th meeting.

VI. WORKPLAN

The Workplan was discussed. Depending on the outcome of the Board meeting, the Committee may be asked to do some follow up regarding the bonus/COLA topic. The meetings Public forum has stalled because the two committees are with differing opinions as to which meetings the public forum should be open to and that this should be part of the overall communications policy. Sandy Thiry has reached out to Vanessa for input.

VII. NEW BUSINESS

No new business was presented during the October Benefits Committee Meeting.

Lee Thompson motioned to adjourn at 9:35 a.m. and Sheila Simpson seconded the motion. The motion carried via roll call.

Next Regular Meeting is re-scheduled for Thursday, November 4, 2021 at 8:00 a.m.