

# CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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## SPECIAL BOARD MEETING MINUTES

April 1, 2019

**PRESENT:** John Carr, Sheila Simpson, Ryan Pope, Robert Campbell, Lee Thompson, Scott Greer, Joey Hager, Lydia Crutchfield, Melinda Manning, and Marvin Wilson (via phone).

**ABSENT:** Vanessa Heffron

**OTHER:** Lisa Flowers, Sandy Thiry, Ryan Bergman and additional guests.

### AGENDA

#### I. CALL TO ORDER

A. The meeting was called to order at 9:03 am.

#### II. CITY COUNSEL RESOLUTION

A. Mrs. Flowers reviewed the City Council Resolution accrual process with the Board of Trustees which includes a change to the City's payment method and days allowed for vacation and sick time accrual. T-13 and Garcia days will be treated as compensatory time for all active fire fighters effective March 25, 2019 going forward.

The CFRS Administrator reminded the Board that the CFRS does not determine compensation and must mirror the compensation process for determining the payout since the benefit formula caps the payout at a 2-year accrual. She also recommended the Board adopt the City's resolution for accrual and pay process so that the CFRS process mirrors the City's method for determining a 2-year accrual value.

Unused sick and vacation conversion was questioned. Clarification of unused conversion policy was provided. It was pointed out that this is not part of this agenda topic, nor is it affected by the City's Resolution.

Several other topics were discussed and clarified:

- 1) New Member Process: Mrs. Simpson explained that the settlement is different for new members. The similarity to the settlement is only in the case of the hourly rate concept.
- 2) Group 2: It was clarified that there is no action discussion about the group 2 at this point.
- 3) The Benefits Committee will address Captain Pope's concerns about treatment of all groups being done "fairly" or similarly.
- 4) VHOL schedule was discussed. This is mainly utilized by Police and Fire. 40 hr. job (light duty, 5 day/work 40 hr. schedule) and 52 hr. job where one earns vacation and holiday time. Holiday is converted to vacation hours, so they can take holiday at some other time during the year. If not on VHOL, then they're on a holiday schedule.
- 5) 62 Day Count: It was clarified that this could change if the City changes the vacation day schedule in the future. Count could change as an increase or decrease to the total of days eligible to accrue.

Mr. Hager made a motion to adopt the City Resolution effective March 25, 2019 in which the City adopted a new Vacation, Sick and Garcia Leave Policy effective March 25, 2019. Seconded by Captain Pope. Motion carried unanimously.

- B.** Mrs. Manning made a motion to approve staff to implement policy changes to the calculator per approved City Council Resolution passed on March 25, 2019. Mr. Greer seconded the motion. Motion carried unanimously. Mrs. Thiry is to bring back costs to the next Board meeting.
- C.** Discussion ensued as to how the policy adoption should be communicated. It was suggested that the CFRS Administrator be the primary spokesperson for the System. The April Retiree Newsletter could include a communication piece as well as the same piece be sent to the Active Members. Also discussed and deferred to the next Board meeting was the need for a communications policy.
- D.** A concern was raised the fact that the changes could take some time to implement and suggested that new retirees could be put in to payment status with an estimated benefit with follow up as necessary to minimize any concerns regarding the impact of timing of City's information and calculator update. Staff and City need to review how the City will send and CFRS receive information. Suggested that Staff set expectations at consultation/application appointment of how calculation may be paid as an estimate.
- E.** Assigned the Benefits Committee a review of any potential costs to the System.

#### **ADJOURNMENT**

Mr. Hager motioned to adjourn at 9:48 am. Captain Pope seconded motion. Motion carried unanimously.