

# CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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## BENEFITS COMMITTEE MINUTES

December 8, 2022

**PRESENT:** Melinda Manning - Chair, Ryan Pope, Sheila Simpson, Lee Thompson

**ABSENT:** Renee Metzler

**OTHER:** Staff - Sandy Thiry, Tony Bass; Lisa Flowers – City counsel

### OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:08 a.m.

#### I. MEETING MINUTES APPROVAL

Ryan Pope motioned to approve the minutes for the November 10, 2022 meeting and Lee Thompson seconded the motion. The motion carried unanimously.

#### II. NOTEWORTHY NEWS

Sandy Thiry noted that she has not seen any updates regarding the Secure 2.0 Act or the WEP provision but will monitor through end of year and report any updates at the next meeting.

#### III. POLICIES & CHARTERS

The Committee received red-lined versions of various policies and both Committee Charters to review for final edits by the January meeting.

#### IV. WORKPLAN

The workplan was reviewed for quarterly progress.

#### V. NEW BUSINESS

The City Council recently added Juneteenth as a paid holiday. Sheila Simpson and Sandy Thiry explained how the City administers the vacation and holiday time and how the CFRS uses the accrued data within the determination of the pension benefit. Concern was raised as to the costs incurred to the plan when the City makes changes to employee benefits. Options and ideas were discussed as to what the Board can do to help sustain the plan for the long term. The Committee determined that unused sick/vacation time and the definition of compensation could be areas of focus for the Board's consideration and will review more in depth at the next meeting.

Ryan motioned to adjourn at 10:13a.m. and Lee Thompson seconded the motion. The motion carried unanimously.

Next Regular Meeting is scheduled for Thursday, January 12, 2023 at 8:00 a.m.