

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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BENEFITS COMMITTEE MINUTES

July 11, 2024

PRESENT: Melinda Manning - Chair, Kim Heffernan, Ryan Pope and, Sheila Simpson

OTHER: Staff - Sandy Thiry, Ty Phelps, Tony Bass, Desiré Dixon, Lisa Flowers – legal counsel (Call-in)

ABSENT: Kevin Gordon

OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:09 a.m.

I. MEETING MINUTES APPROVAL

Kim Heffernan motioned to approve the June 13, 2024 meeting minutes as presented. Ryan Pope seconded the motion. The motion carried unanimously.

II. NOTEWORTHY NEWS

NASRA completed a disability survey which examined the disability rate of public retirement systems based on the occupational class, disability eligibility criteria, and disability plan design. The analysis provided compelling evidence for the influence of three factors- employee type, eligibility standard, and benefit design- on rates of disability incidence for public retirement systems. It was quite apparent that public safety workers had the highest experience.

A State funded Cancer Insurance Program Bill has passed from the House to the Senate. The Bill would make the firefighters' health benefits program permanent and rename it the Firefighters' Cancer Insurance Program. The Office of the State Fire Marshall shall administer the plan and may use up to 10% of the qualified fund for administering the program. Although CFRS members could be eligible for the program, there would be no financial impact to the System.

III. WORKPLAN

The Committee reviewed the workplan and made no updates at this time.

IV. POLICIES AND REGULATIONS

The Committee tabled the policies and regulations discussions until the approval of the CBIZ Contract and the funding initiative has progressed.

V. FUNDING INITIATIVE

The Committee continued the discussion of Long-Term Funding with the viable options for current employees such as increasing the contribution rate. However, most of the reform such as the salary compensation components, age and service requirements and final average salary determination would be considered for new hires. The Committee requested that the actuary perform additional analysis based on possible changes that could be supported by the Board. The goal is to have the results back in time for the Board meeting and have the Board provide the Committee with direction on how to proceed with a pension reform initiative.

The Committee is aware of the City's and State's legislative timelines for Act amendment submissions.

VI. NEW BUSINESS

No new business was presented during the July BC Meeting.

Ryan Pope motioned to adjourn at 10:13 a.m. Kim Heffernan seconded, and the motion carried unanimously.

The next meeting is scheduled for Thursday, August 8, 2024 at 8:00 a.m.