

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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BENEFITS COMMITTEE MINUTES

October 9, 2025

- PRESENT:** Melinda Manning – Chair, Kim Heffernan, Joey Hager, Sheila Simpson (via phone)
- ABSENT:** Ryan Pope
- OTHER:** Staff - Sandy Thiry, Ty Phelps, Michelle Maxwell, Desiré Martin, Lisa Flowers – legal counsel, City
- GUEST:** Jordan Paschal

OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:02 a.m.

I. MEETING MINUTES APPROVAL

Kim Heffernan motioned to approve the September 11, 2025 BC meeting minutes and Sheila Simpson seconded the motion. The motion carried unanimously.

II. NOTEWORTHY NEWS

Sandy Thiry advised the Committee that the "Claiming Age Clarity Act" was introduced in September 2025 to update the Social Security Administration's (SSA) terminology. The updated terminology will help clarify eligibility dates, and how claiming benefits at different ages affect monthly payments, etc.

She also advised the Committee that the permits for the CFRS office repairs have been approved and the contractors are back on target for completion.

III. WORKPLAN

The Committee uses the Work Plan to focus on the various projects and policy reviews. All tasks are on schedule.

Lisa Flowers announced that the legislative liaison for the City, Dana Fenton, has retired and that a staff member of City Management will be handling the legislative agenda for the City Council until further notice.

Cavanaugh MacDonald has been processing the annual valuation data and will speak to the results during the October Board meeting.

IV. POLICIES AND REGULATIONS

Sandy Thiry provided the Committee with disability education that included the calculation of benefits, the application of the regulations, and the hearing process. She discussed the current Disability Regulations and the Committee's proposed changes. She showed a comparison of the In-line and Not In-line benefits, the Act's minimum pension amount and the employee contributions made in each example. Sandy Thiry and Lisa Flowers reminded the Committee of additional revisions slated for approval. The Committee felt that the full Board should be educated on this same

information at the Board's quarterly meeting later in October. The goal is to finalize the proposed version of the Disability Regulations to the Board by January's meeting so they can be submitted to the City for consideration in the first quarter of 2026.

V. NEW BUSINESS

No new business was presented during the October BC Meeting.

Kim Heffernan motioned to adjourn at 9:55 a.m. and Joey Hager seconded the motion.
The motion carried unanimously.

The next meeting is scheduled for Thursday, November 13, 2025 at 8:00 a.m.