

# CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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## BENEFITS COMMITTEE MINUTES

November 13, 2025

**PRESENT:** Melinda Manning – Chair, Kim Heffernan, Joey Hager, Sheila Simpson, Ryan Pope

**OTHER:** Staff - Sandy Thiry, Michelle Maxwell, Desiré Martin, Ty Phelps, Lisa Flowers – legal counsel, City (arrived 8:07 a.m.)

### OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:04 a.m. The meeting took place at the Charlotte Fire Department Logistic location at 1501 North Graham St. Charlotte, NC 28206.

#### I. MEETING MINUTES APPROVAL

Kim Heffernan motioned to approve the October 9, 2025 BC meeting minutes and Sheila Simpson seconded the motion. The motion carried unanimously.

#### II. NOTEWORTHY NEWS

Sandy Thiry discussed the transition of WorkDay from PeopleSoft since going live in 2024. There have been some ongoing issues, however, Sandy has been working with the City staff and CBIZ to resolve the problems.

#### III. WORKPLAN

The Committee uses the Work Plan to focus on the various projects and policy reviews. The focus has been working primarily with reviewing the Disability Regulations.

#### IV. POLICIES AND REGULATIONS

Sandy Thiry and Lisa Flowers reviewed the additional revisions to the current Disability Regulations that had been suggested at the last meeting. Sandy provided some education of how the administration of the In-line and Not In-line regulations apply to the benefits including the rating percentages, costs for multiple hearings, and time requirements for documents processing. The goal is to finalize the proposed version of the Disability Regulations with the Board by January's meeting so they can be submitted to the City for consideration in the first quarter of 2026. Sandy will also speak with the Investment Committee to provide the same education in preparation for the Board meeting.

Cavanaugh MacDonald will review the 10 year pay step history submitted by Sheila Simpson in regard to the salary assumption review.

#### V. NEW BUSINESS

No new business was presented during the November BC Meeting.

Joey Hager motioned to adjourn at 9:50 a.m. and Sheila Simpson seconded the motion.  
The motion carried unanimously.

The December 11, 2025 meeting has been cancelled and the next meeting is scheduled for Thursday, January 8, 2026 at 8:00 a.m.