

# CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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## BENEFITS COMMITTEE MINUTES

February 12, 2026

- PRESENT:** Melinda Manning – Chair, Kim Heffernan, Ryan Pope, Sheila Simpson  
(arrived at 8:17 a.m.)
- ABSENT :** Joey Hager
- OTHER:** Staff - Sandy Thiry, Ty Phelps, Michelle Maxwell, Desiré Martin, Lisa Flowers – Sr.  
Assistant City Attorney
- GUEST :** Robbie Honeycutt (arrived at 8:18 a.m.)

### OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:05 a.m.

#### I. MEETING MINUTES APPROVAL

Kim Heffernan motioned to approve the January 8, 2026 BC meeting minutes and Ryan Pope seconded the motion. The motion carried with three affirmative votes.

#### II. NOTEWORTHY NEWS

Sandy Thiry advised the Committee that House Bill 215 which Representative Mike Clampitt introduced to the General Assembly of North Carolina in February 2025 has had no movement in several months.

#### III. WORKPLAN

The Committee focuses on the various projects assigned and review regularly. The Legislative Agenda may need to be revised to include additional topics.

#### IV. POLICIES AND REGULATIONS

The Committee reviewed the status of several drafted policies, the recently approved Disability Regulations, and drafted contracts. An inquiry was made to the City on how to submit the Disability Regulations to City Council.

The Committee also discussed the Salary Assumption used in the Annual Valuation process. They reviewed the data that is provided to the actuary for active members including service dates, service purchases, weekly salary, pensionable pay, and gross pay. Additional conversation and questions to CBIZ and CavMac will be sent to gain further clarity of how the information is used in determining the Salary Assumption.

#### V. NEW BUSINESS

No new business presented during the February BC Meeting.

Ryan Pope motioned to adjourn at 9:13 a.m. and Kim Heffernan seconded the motion.  
The motion carried unanimously.

The next BC meeting is scheduled for Thursday, March 12, 2026 at 8:00 a.m.

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