

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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BENEFITS COMMITTEE MINUTES

August 13, 2026

PRESENT: Melinda Manning – Chair, Joey Hager, Miki Kamijyo, Ryan Pope

ABSENT : Sheila Simpson

OTHER: Staff - Sandy Thiry, Michelle Maxwell, Lisa Flowers – Sr. Assistant City Attorney, Ty Phelps (via conference call), Desiré Martin (via conference call)

OFFICIAL CALL TO ORDER

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

I. MEETING MINUTES APPROVAL

Joey Hager motioned to approve the May 14, 2026 BC meeting minutes and Ryan Pope seconded the motion. The motion carried unanimously.

II. NOTEWORTHY NEWS

NCPERS conducted a Public Retirement Systems Study pertaining to incorporating AI and found that more than 35% of responding public pension systems are using artificial intelligence for at least one purpose. Cybersecurity vulnerabilities associated with AI systems and vendors emerged as the top risk concern, cited by 43%.

Service Retirement Tax Relief Act was introduced in July by NY Congressman Mike Lawler. The bill would cap Federal Taxes on State and Local Government Pensions. Staff will monitor any progress on this bill.

III. WORKPLAN

Sandy Thiry reviewed the Committee's workplan. She noted CBIZ will replace CavMac as hired actuary for the annual evaluations. The Committee made recommendations for moving topics around. Staff will make the discussed changes and present at the next committee meeting.

The e-learning modules that were created for disability, benefit calculations and the CFRS overview will need to be updated with the priority focused on the Disability module. Education options need to be developed for group consultations and member education. The Committee charters were last updated in 2023 and need to be reviewed.

IV. SALARY ASSUMPTION

The Committee is currently working on the Salary Assumption for the annual valuation process and will discuss it further with the entire Committee.

V. ELECTION OF COMMITTEE CHAIR

Ryan Pope motioned to open nominations for Committee Chair and Miki Kamijyo seconded the motion. Motion carried unanimously. Ryan Pope motioned to nominate Melinda Manning for

Committee Chair. Miki Kamijyo seconded the motion. The motion carried unanimously. Hearing no other nominations, Ryan Pope motioned to close the nominations for Committee Chair. Miki Kamijyo seconded the motion. Motion carried unanimously. Ryan Pope motioned to vote Melinda Manning for Committee Chair. Miki Kamijyo seconded motion. Motion carried unanimously. Congratulations to Melinda Manning on her election.

VI. MEDICAL BOARD UPDATE

The Disability Hearing process will need to be updated due to the updated Disability Regulations. The search for a new Medical Board is underway due to the current Medical Board stepping down.

VII. NEW BUSINESS

No new business presented during the August BC Meeting.

Joey Hager motioned to adjourn at 9:36 a.m. and Ryan Pope seconded the motion.
The motion carried unanimously.

The next BC meeting is scheduled for Thursday, September 10, 2026 at 8:00 a.m.