

CHARLOTTE FIREFIGHTERS' RETIREMENT SYSTEM

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BENEFITS COMMITTEE MINUTES

September 10, 2026

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

ABSENT: Sheila Simpson, Miki Kamijyo

OTHERS: Staff – Ed Jarvis, Desiré Martin, Michelle Maxwell, Ty Phelps, Lisa Flowers – Sr. Assistant City Attorney

OFFICIAL CALL TO ORDER

Melinda Manning called the meeting to order at 8:28 a.m.

I. MEETING MINUTES APPROVAL

Joey Hager motioned to approve the August 13, 2026, BC meeting minutes and Ryan Pope seconded the motion. The motion carried unanimously.

II. NOTEWORTHY NEWS

No noteworthy news was presented during the meeting.

III. WORKPLAN

The Committee discussed topics from the workplan, notably the e-learning and disability modules. The Committee also discussed reviewing the Benefits Committee Charter which was last updated in 2023. The Chair asked that the Charter's review be added to the next Committee meeting's agenda.

IV. SALARY ASSUMPTION

The Committee discussed the Salary Assumption for the annual valuation, and this will also be discussed in greater detail after CBIZ presents the annual valuation to the Board at its October 22, 2026, meeting. The Committee will continue to work with CBIZ to capture and quantify the impact of overtime which is not currently distinguished in the annual valuation report.

V. MEDICAL BOARD UPDATE

Ed Jarvis discussed the request for information sent to Marathon and Atrium Health. Marathon provided their proposed fee structure and date of availability. Additional questions stemmed from the discussion such as the current rate versus the new rates with Marathon? Does Marathon have specialist such as mental health, oncologist, ortho, etc.?

As of date, Atrium has not replied. Ed will follow up to confirm if they are still interested.

VI. NEW BUSINESS

Ed Jarvis advised the Committee that an error from March 2025 was discovered while CBIZ was scrubbing the data from the files from the previous actuary. The issue has been corrected, and protective measures are being studied by the Administrator and CBIZ to eliminate this type of situation going forward.

Joey Hager motioned to adjourn at 9:17 a.m. and Ryan Pope seconded the motion. The motion carried unanimously.

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