

FIRE AND POLICE PENSION ASSOCIATION

Ad Hoc Compensation Committee

April 28, 2016

7:30 a.m. **Call to order**

7:75 a.m. **Review draft RFP**

8:30 a.m. **Adjourn**

**Fire and Police Pension Association
Minutes – Ad Hoc Compensation Committee
April 28, 2016**

**FPPA Office
5290 DTC Parkway, Suite 100
Greenwood Village, CO**

Board Members present: Jack Blumenthal, Pam Feely, Dave Bomberger, Manuel Esquibel, and Sue Morgan

Staff Members present: Dan Slack, Kevin Lindahl, Elaine Gorton, and Jacquette Tara

Notice of this meeting and a copy of the agenda were posted outside the meeting room and on the FPPA website at least twenty-four hours prior to the meeting.

At 7:33 a.m., Board Chair Blumenthal called the meeting to order.

Chair Blumenthal appointed Ms. Morgan as Chair of the Ad Hoc Compensation Committee.

At 7:45 a.m., Mr. Esquibel joined the meeting.

RFP review

Chair Morgan asked if the Committee had any questions, comments or editions to be added to the RFP as was submitted for review. The committee discussed FPPA's current practice in handling RFPs and agreed to have the RFP submittals addressed to Chair Morgan in care of Ms. Gorton.

At 7:47 a.m., Mr. Bomberger moved the Board adjourn into executive session to discuss personnel matters, as allowed under Section 24-6-402(4)(f) of the Colorado Revised Statutes. Ms. Feely seconded the motion. The motion passed. In response to the executive session, Mr. Slack, Mr. Lindahl, Ms. Gorton, and Ms. Tara left the meeting.

At 8:03 a.m., Mr. Bomberger moved that the Board return to its regular meeting. Mr. Blumenthal seconded the motion. The motion passed. Chair Morgan declared that no action was taken during the executive session and no motions were made. Mr. Slack, Ms. Gorton and Ms. Tara rejoined the meeting.

Mr. Bomberger moved the RFP be expanded to cover both Phase I and Phase II. Ms. Feely seconded the motion. The motion passed.

The committee discussed the role of the Board as having direct responsibility for the Executive Director's compensation and a budgetary and strategic responsibility for

the remainder of staff compensation pay, with the Executive Director being responsible for implementing that policy as determined by the Board.

The Ad Hoc Compensation Committee will update the Board on the proposed expansion of the RFP responsibilities for approval at the meeting today directly following.

Staff will prepare for a draft compensation policy for discussion at the June meeting, setting forth what has been the practice or policy on compensation historically. It was explained that the Phase II Compensation Study included the Executive Staff and all remaining staff.

Mr. Bomberger withdrew the original motion. Ms. Feely withdrew her second to the original motion. The motion was rescinded.

Ms. Feely moved that Compensation Study be expanded to include the Executive level staff survey in 2016. Mr. Bomberger seconded the motion. The motion passed.

Mr. Bomberger suggested that the Board consider a permanent Compensation Committee.

At 8:39 a.m., Mr. Blumenthal moved to adjourn the meeting. Ms. Feely seconded the motion. The motion passed and the meeting adjourned.