

**Fire & Police Pension Association
Board of Directors Meeting Agenda - REVISED**

**November 3-5, 2021
The Pines Lodge
Beaver Creek**

Virtual attendance by videoconferencing is not available.

Wednesday, November 3

12:30 p.m. - **Arrival luncheon**
1:30 p.m.

1:30 p.m. **Investment Committee meeting**

4:30 p.m. **Adjournment**

6:30 p.m. - **Reception & Dinner***
8:30 p.m.

Thursday, November 4

8:00 a.m. - **Breakfast**
9:00 a.m.

9:00 a.m. **Principal Organizational Risks.** *Kevin Lindahl*

9:45 a.m. **2022-24 Strategic Plan.** *Kevin Lindahl*

11:00 a.m. **Break**

11:20 a.m. **Review of Board Policies.** *Dan Slack*

12:30 p.m. **Lunch**

1:30 p.m. **Death and Disability Decisions: The Board's Role.** *Gerald Dahl, Mike Sutherland, Steven Miller*

3:30 p.m. **Adjournment**

6:30 p.m. - **Reception and Dinner***
8:30 p.m.

***No business will be discussed or conducted at the Reception & Dinner**

Friday, November 5

- 7:30 a.m. - **Breakfast**
8:30 a.m.
- 8:30 a.m. **Call to order.** *Tammy Hitchens, Chair*
Consent Calendar
- Approval of the September 30 minutes
- 8:00 a.m. **Cambridge Market Update**
- 8:20 a.m. **Investment report**
a) CIO Report. *Scott Simon*
b) Investment Committee update. *Guy Torres, Chair*
- 8:50 a.m. **Asset/Liability - Asset Allocation - IPS Changes.** *Scott Simon*
- 9:20 a.m. **Break**
- 9:40 a.m. **Executive Director search**
a) Ad Hoc Search Committee update. *Marisa Pacheco, Chair*
b) Executive Director hiring process. *Elaine Gorton*
- 10:30 a.m. **Break**
- 10:45 a.m. **Staff Reports**
a) Executive Staff Report. *Dan Slack*
b) General Counsel Report. *Kevin Lindahl*
c) Boeing Litigation, *Kevin Lindahl, Steven Miller*
- 11:15 a.m. **Chair's Report.** *Tammy Hitchens, Chair*
- 11:30 a.m. **Adjournment**

**Fire and Police Pension Association of Colorado
Investment Committee
November 3, 2021**

**This meeting was held at:
The Pines Lodge, Beaver Creek, CO**

Investment Committee Members Present: Chair Guy Torres, Jason Mantas, John Hoehler, Karen Frame, Patrick Phelan, and Mike Feeley

Staff Members Present: Dan Slack, Scott Simon, Kevin Lindahl, Chip Weule, Steven Miller, Elaine Gorton, Ahni Smith, Mark Gremmert, Ben Bronson, Dale Martin, Scott Bryant, and Isabel Fernandez

Others Present: Brian McDonnell, Stuart Cameron, and Celia Dallas (via Zoom), Cambridge Associates

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.

Call to Order

At 1:09 p.m., Chair Torres called the meeting to order.

Approval of Minutes

Chair Torres called for a motion to approve the September 29, 2021, meeting minutes. Mr. Phelan moved to approve, Ms. Frame seconded the motion. The motion passed.

Mr. Simon discussed personnel matters within the investment division.

China Discussion

Mr. Simon highlighted the topics that would be discussed, then Ms. Dallas and Mr. Bronson proceeded to present the China discussion.

Quarterly Risk Report & Portfolio Team Update

Mr. Bryant presented the Quarterly Risk report and provided an update for the Portfolio Team.

Asset Liability / Investment Policy Statement

Mr. Simon presented and reviewed the process timeline of the Asset Liability Study. Mr. Simon proceeded to review the proposed changes to the Investment Policy Statement. The Committee supported the changes.

Commitment Pacing

Mr. Martin presented the Private Markets 2022 Commitment Pacing recommendation.

Ms. Frame moved the Investment Committee to approve the 2022 Commitment Pacing Plan with a range of \$400-\$500 million for the Long-Term Pool. Mr. Mantas seconded the motion. The motion passed.

ESG / Proxy Voting

Mr. Simon provided the committee with updates on ESG issues and announced that FPPA has become a signatory to the Principles for Responsible Investment. Mr. Simon then proceeded to review different proxy voting policies.

At 4:01 pm., Chair Torres adjourned the meeting.

FIRE AND POLICE PENSION ASSOCIATION
Minutes – Educational Session
November 4, 2021

This meeting was held at:
The Pines Lodge, Beaver Creek, CO

Notice of this meeting and a copy of the agenda were posted at 5290 DTC Parkway, Suite 100, Greenwood Village, CO 80111, and on the FPPA website, at least twenty-four hours prior to the meeting.

Board Members Present:

Chair Tammy Hitchens, Vice-Chair Guy Torres, Mike Feeley, Karen Frame, Jason Mantas, Patrick Phelan, Joan Brown, and John Hoehler.

Staff Members Present:

Dan Slack, Kevin Lindahl, Scott Simon, Elaine Gorton, Ryan Woodhouse, Steven Miller, Mark Gremmert, Ahni Smith, Chip Weule, Mike Sutherland, and Isabel Fernandez.

Others Present: Brian McDonnell, Cambridge Associates; Gerald Dahl, Murray, Dahl, Beery, Renaud LLP.

Notice of this meeting and a copy of the agenda were posted at 5290 DTC Parkway, Suite 100, Greenwood Village, CO 80111, and on the FPPA website, at least twenty-four hours prior to the meeting.

Call to Order

At 9:02 a.m., Chair Hitchens called the meeting to order.

Principal Organizational Risks

Mr. Lindahl began the Principal Organizational Risks presentation sharing that all members of the executive team had worked on the project. Mr. Slack provided a summary of the 2016-2019 strategic plan. Mr. Lindahl reviewed the seven principal organizational risks. Mr. Simon provided insight on the risk of inadequate investment returns and the risks of not achieving goals. Mr. Weule went on to speak about adverse actuarial experiences on the liability side and how to mitigate related risks. Mr. Gremmert spoke of the risk from potential business disruption and financial loss from data privacy and security issues. Ms. Smith presented on the risk of complexity of plan management, processes, and technical systems, which may result in data and operation management challenges. Mr. Lindahl shared the risks of non-compliance

with laws and regulations, which may result in reputational harm and additional oversight. Mr. Weule discussed ineffective relationships with stakeholders and the associated risks. Ms. Gorton presented on the risk of ineffective management of people and how it could impact the organization.

2022-2024 Strategic Plan

Mr. Lindahl presented the proposed 2022-2024 Strategic Plan. Topics included the FPPA mission, vision, and values, strategic anchors, organizational health, and three-year and twelve-month objectives. Ms. Gorton presented the expectations and challenges of returning to the office and the steps taken for an easy transition. Ms. Smith provided information on the new FPPA office space. Mr. Slack spoke of the steps taken in the transition to a new executive director and of the health of the organization as a whole. Mr. Simon presented on conducting an asset liability study. Mr. Weule reviewed the creation of the proposed Statewide Retirement Plan, the task force meetings, and the unique challenges of the Statewide Hybrid Plan. Mr. Gremmert spoke of the improvements to the Member Account Portal.

Review of Board Policies

Mr. Slack reviewed the board policies, highlighting proposed changes and updates.

Death and Disabilities Decisions: The Board's Role

Mr. Weule provided information on the benefit application process and the Death and Disability Review Committee process. Mr. Sutherland reviewed the process of the evidentiary hearing. Mr. Miller reviewed the process of the hearing officers' recommendations and the Executive Director's review. Mr. Dahl reviewed the role of the board in the process of a member's claim.

At 4:26 p.m., Chair Hitchens adjourned the meeting.

Minutes – Board Meeting November 5, 2021

Board Members Present:

Chair Tammy Hitchens, Vice-Chair Guy Torres, Mike Feeley, Karen Frame, Jason Mantas, Patrick Phelan, Joan Brown, and John Hoehler.

Staff Members Present:

Dan Slack, Kevin Lindahl, Scott Simon, Elaine Gorton, Chip Weule, Steven Miller, Mark Gremmert, Ahni Smith, Mike Sutherland, and Isabel Fernandez.

Others Present: Brian McDonnell, Cambridge Associates;

Call to Order

At 8:30 a.m., Chair Hitchens called the meeting to order.

Consent Calendar

Chair Hitchens called for a motion to approve the Consent Calendar, which consisted of:

- Approval of September 30, 2021, board meeting minutes.

Mr. Phelan moved to approve the Consent Calendar. Ms. Brown seconded the motion. The motion passed.

Cambridge Market Update

Mr. McDonnell presented the market update.

Investment Report

Mr. Simon and Mr. McDonnell presented the Investment Report. Mr. Simon reviewed the letter from FPPA to the Securities and Exchange Commission encouraging more transparency with quarterly fee and expense reporting by private fund advisers. Mr. Simon went on to review the Principles for Responsible Investment letter evidencing FPPA as a signatory to that organization. Mr. Simon presented the results from the RVK survey.

Investment Committee Report

Vice-Chair Torres provided the Investment Committee report. Mr. Simon provided an update regarding investment team staffing.

Asset/Liability Study

Mr. Simon and Mr. McDonnell presented the Asset/Liability Study. Mr. Simon went on to review policy, objectives, and process.

Ms. Frame moved the Board to approve the amendments to the Investment Policy Statement. Vice Chair-Torres seconded the motion. The motion passed.

Executive Director Search

Mr. Phelan moved the Board to adjourn into executive session to discuss personnel matters, as allowed under Section 24-6-402 (4)(f) of the Colorado Revised Statutes, with regard to the recruitment of a new Executive Director. Mr. Hoehler seconded the motion. The motion passed.

The Board returned to its regular meeting. No formal action was taken during the

executive session.

Staff Reports

Mr. Slack presented the Executive Staff report. Mr. Slack asked for a motion to approve the proposed revisions to the board policies and procedures, except for the board meeting protocol. Mr. Phelan moved the Board to approve the revised policies and procedures. Mr. Mantas seconded the motion. The motion passed.

Chair Hitchens declared meals served in conjunction with this meeting as specially designated meals.

Mr. Slack's annual review will be held during the December board meeting.

Mr. Lindahl presented the General Counsel report.

Mr. Mantas moved the Board to adjourn into executive session to receive legal advice and discuss matters subject to negotiation regarding the Boeing litigation, as allowed under Section 24-6-402 (4)(b) and (e) of the Colorado Revised Statutes. Mr. Hoehler seconded the motion. The motion passed.

The Board returned to its regular meeting. No formal action was taken during the executive session.

Ms. Brown moved the Board to authorize Kevin Lindahl and Steven Miller to negotiate and execute a settlement with the parties to the Boeing litigation within the terms instructed during the executive session. Ms. Frame seconded the motion. The motion passed.

Chair's report

At 11:29 a.m., Chair Hitchens adjourned the meeting.