

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

**December 15, 2022  
7979 E. Tufts Avenue, 1<sup>st</sup> floor  
Training Room  
Denver, CO 80237**

- 11:00 a.m. **Call to Order.** *Guy Torres, Chair*
- 11:00 a.m. **Mission Moment**
- 11:10 a.m. **Consent Calendar.** *Guy Torres, Chair*  
-Approval of November 3, 2022, Board meeting minutes
- Request for Permission to Amend Montrose Old Hire Fire Pension Plan
  - Request for Permission to Amend South Adams County Fire Protection District Old Hire Fire Pension Plan
  - Request for Permission to Amend City of Thornton Firefighters' Old Hire Fire Pension Plan
  - Request for Permission to Amend Fort Morgan Old Hire Police Pension Plan
- 11:10 a.m. **Cambridge Market Update.** *Brian McDonnell, Cambridge Associates*
- 11:30 a.m. **Investment Report**  
a) CIO report. *Scott Simon*  
b) Self-directed plans report. *Chip Weule*
- 11:50 a.m. **Hearing of Proposed Amendments to Rules and Regulations,** *Adam Franklin, General Counsel*
- a) FPPA Rules and Regulations- Board Resolution No. 2022-07
  - b) Statewide Money Purchase Plan Document- Board Resolution No. 2022-08
  - c) Colorado Springs New Hire Pension Plans Rules and Regulations- Board Resolution No. 2022-09
  - d) Colorado Springs New Hire Pension Plan Document for the Fire Component- Board Resolution No. 2022-10
  - e) Colorado Springs New Hire Pension Plan Document for the Police Component- Board Resolution No. 2022-11
  - f) FPPA Multi-employer Deferred Compensation Plan- Board Resolution No. 2022-12
- 12:35 p.m. **Lunch & Break**
- 1:05 p.m. **Family Medical Leave Insurance (FAMLI),** *Elaine Gorton, Adam Franklin*
- 1:20 p.m. **Proposed 2023 Budget**  
a) Budget Committee report. *Patrick Phelan, Vice-Chair, Budget Committee*  
b) Staff presentation. *Kevin Lindahl, Ahni Smith, Elaine Gorton*
- 2:05 p.m. **Staff Reports**
- a) Executive Director report. *Kevin Lindahl*
  - b) General Counsel report. *Adam Franklin*
  - c) Approval of "board hire" contracts. *Adam Franklin, Chip Weule*
    - 1) Hearing Officers
    - 2) Medical Advisors
- 2:15 p.m. **2022-23 Mid-Year Review: Defining Objectives and Standard Operating Objectives and Board Score Card**
- 2:35 p.m. **Chair's report.** *Guy Torres, Chair*  
a) Discussion: Executive Director Evaluation Preparation  
b) Board Education Opportunities
- 2:50 p.m. **Educational Session – Private Equity**
- 3:30 p.m. **Adjournment**
- 4:00 p.m. **FPPA Holiday Party –**  
-7:00 p.m.
- Meridian Golf Course,  
9742 South Meridian Boulevard  
Englewood, Colorado 80112
- 9.5 miles, 20 minutes from 7979 E Tufts Avenue

**FIRE AND POLICE PENSION ASSOCIATION  
Minutes – Board Meeting  
December 15, 2022**

**\*This meeting was held at:  
7979 E. Tufts Ave., Denver, CO 80237**

**Board Members Present:**

Chair Guy Torres (by teleconference), Vice Chair Jason Mantas, Tammy Hitchens, Joan Brown, Karen Frame, Patrick Phelan, and Mike Feeley. Marisa Pacheco and John Hoehler were excused.

**Staff Members Present:**

Kevin Lindahl, Adam Franklin, Scott Simon, Ahni Smith, Chip Weule, Elaine Gorton, Kyle Geordan, Dale Martin, Bryce Murphy, Tim O’Connell, Mike Sutherland, Karen Moore, and Cheryl Jackson

**Others Present:** Brian McDonnell and Jill Shaw, Cambridge Associates

*Notice of this meeting and a copy of the agenda were posted on the FPPA website and at 7979 East Tufts Avenue, Denver, CO 80237, at least twenty-four hours prior to the meeting.*

**Call to Order**

Due to the fact that Chair Torres was attending via teleconference, he asked Vice chair Mantas to preside over the meeting. Vice Chair Mantas called the meeting to order at 11:03 a.m.

**Mission Moment**

At 11:03 a.m., Mr. Weule presented the Mission Moment, reviewing FPPA’s mission, and sharing communication analytics and statistics.

**Consent Calendar**

At 11:10 a.m., Vice Chair Mantas called for a motion to approve the Consent Calendar, which consisted of:

- Approval of the November 3, 2022, Board meeting minutes.
- Amendment of the Montrose Old Hire Fire Pension Plan

- Amendment of the South Adams County Fire Protection District Old Hire Fire Pension Plan
- Amendment of the City of Thornton Firefighters' Old Hire Fire Pension Plan
- Amendment of the Fort Morgan Old Hire Police Pension Plan

Mr. Feeley moved the Board approve the Consent Calendar. Mr. Phelan seconded the motion. The motion passed.

### **Cambridge Market Update**

At 11:12 a.m., Mr. McDonnell presented the market update. He noted that signs of inflation may be peaking, and that November was a good month for risk assets and bonds.

### **Investment Report**

At 11:30 a.m., Mr. Simon presented the CIO report, providing updates on funds' performance and economic and market summaries.

At 11:54 a.m., Ms. Frame provided highlights from the December 14, 2022, Investment Committee meeting. The Committee discussed the risk report and risk guardrails. Tim O'Connell presented on long-short portfolio issues and status. Tim outlined three options for the long-short portfolio: (1) stay the course (2) restructuring of portfolio for more generic exposures or (3) eliminate and redistribute. Private Market commitment pacing for 2023 was also discussed.

At 12:01 a.m., Mr. Simon discussed IC policy changes. Mr. Phelan moved that the Board adopt the amended Investment Policy Statement as provided in Tab 5.4 of the Board materials. Ms. Brown seconded the motion. The motion passed.

At 12:17 a.m., Mr. Weule discussed highlights from the November 17 SDPC meeting, including Investment matters related to the Stable Value Fund and Equity Wash Provision, Dodge & Cox Income Fund, and ESG screener tools via Fidelity. Additionally, updates were provided on the Statewide Retirement Plan Merger Project. The 2023 SDPC dates were shared, and Communication and Education updates were also provided.

At 12:23 p.m., Vice Chair Mantas called for a 10-minute break for lunch.

## **Hearing of Proposed Amendments to Rules and Regulations**

At 12:32 p.m., Vice Chair Jason Mantas convened the public hearing at Stanford Place II Community Room, main floor, Thursday, December 15, 2022, for the FPPA board to consider the proposed rules and plan document amendments which have been noticed to all departments through an email of a notice of rule-making and posted on the FPPA website. Vice Chair Mantas confirmed there were no other attendees from the public, Employers, or Members, for arguments for or evidence against the plan rules for Board Resolution Numbers: 2022-07, 2022-08, 2022-09, 2022-10, 2022-11 and 2022-12.

At 12:33 p.m., Mr. Franklin mentioned just before the meeting, two individuals requested to listen to the hearing. Mr. Franklin explained we hadn't made notice for a phone call for the meeting, but there would be a recording and he could answer questions later. He learned their topic of interest regarding the meeting was something that would not be discussed in the meeting and informed them of this. Mr. Franklin promised to contact them the following week.

Mr. Franklin presented Resolution No. 2022-07, which sets forth the FPPA Rules and Regulations. Ms. Hitchens moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-07. Ms. Frame seconded the motion. The motion passed.

Mr. Franklin presented Resolution No. 2022-08, which sets forth the amendments to the Statewide Money Purchase Plan Document. Mr. Phelan moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-08. Ms. Brown seconded the motion. The motion passed.

Mr. Franklin presented Resolution No. 2022-09, which sets forth the amendments to the Colorado Springs New Hire Pension Plans Rules and Regulations. Ms. Hitchens moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-09. Mr. Phelan seconded the motion. The motion passed.

Mr. Franklin presented Resolution No. 2022-10, which sets forth the amendments to the Colorado Springs New Hire Pension Plan Document for the Fire Component. Ms. Hitchens moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-10. Mr. Phelan seconded the motion. The motion passed.

Mr. Franklin presented Resolution No. 2022-11, which sets forth the amendments to the Colorado Springs New Hire Pension Plan Document for the Police Component. Ms. Hitchens moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-11. Mr. Phelan seconded the motion. The motion passed.

Mr. Franklin presented Resolution No. 2022-12, which sets forth the amendments to the FPPA Multi-Employer Deferred Compensation Plan. Ms. Hitchens moved, based on the information presented at today's rulemaking hearing, and on the record as a whole, that the Board adopt Resolution No. 2022-12. Ms. Brown seconded the motion. The motion passed.

### **Family Medical Leave Insurance (FAMLI)**

At 1:00 p.m., Ms. Gorton explained how Prop 118 paved the way for state paid family leave. All employers in the state of Colorado with 10 or more employees must participate in the plan, however, local government employers can opt out (96% of local government have opted out so far.) FPPA meets the definition of a local government. Staff reviewed the idea of opting out in order to both save the employees money and for FPPA to provide a better benefit. Ms. Frame moved that the Board direct staff to opt-out of the State Family Medical Leave Insurance program. Ms. Hitchens seconded the motion. The motion passed.

### **Proposed 2023 Budget**

At 1:14 p.m., Mr. Phelan, Vice-Chair, Budget Committee, reported that the Budget Committee had approved the proposed 2023 budget prepared by staff and was recommending it for approval to the board with one exception. Subsequent to the Budget Committee hearing, Mr. Phelan became concerned about the proposed 457 Deferred Compensation Plan contributions retention proposal within the budget.

Ms. Smith presented the proposed 2023 budget with options A and B. Option A was the original proposal and Option B was the original proposal without the additional Deferred Compensation benefit.

Ms. Hitchens moved that the Board approve the 2023 Budget Option B as set forth in Tab 8.1.3 of the Board materials. Mr. Phelan seconded the motion. The motion passed. The Board generally agreed to take up the

issue of retention compensation at the annual Board retreat.

At 2:30 p.m., Vice Chair Mantas called for a 10-minute break.

### **Staff Reports**

At 2:44 p.m., Mr. Franklin requested approval of the contracts for the Hearing Officers and Medical Advisors.

Mr. Feeley moved that the Board approve the Amendment extending the Agreement appointing Thomas L. Kanan as a Hearing Officer. Ms. Brown seconded the motion. The motion passed. Mr. Feeley moved that the Board approve the Amendment extending the Agreement appointing Eric Moutz as a Hearing Officer. Mr. Phelan seconded the motion. The motion passed.

Mr. Feeley moved that the Board approve the Amendment extending the Agreement with Dr. Sander Orent to act as a Medical Advisor. Mr. Phelan seconded the motion. The motion passed. Mr. Feeley moved that the Board approve the Amendment extending the Agreement with Dr. Annu Ramaswamy to act as a Medical Advisor. Mr. Phelan seconded the motion. The motion passed.

### **2022-23 Mid-Year Review: Defining Objectives and Standard Operating Objectives and Board Score Card**

At 2:49 p.m., Mr. Lindahl discussed the status of FPPA's defining and standard operating objectives, along with FPPA's organizational health and the 2022-23 thematic goal of New Beginnings.

### **Chair's Report**

At 2:59 p.m., Chair Torres shared that Tiny Pulse will be leveraged for the Executive Director Evaluation. He encouraged 100% survey participation by the Board. The results will be aggregated and shared at the January 2023 Board meeting.

At 3:02 p.m., Mr. Lindahl noted the Board Education Opportunities.

### **Educational Session – Private Equity**

At 3:03 p.m., Ms. Brown moved that the Board adjourn into executive session for consideration of documents protected from disclosure under the Colorado Open Record Act as allowed under Section 24-6-402(4)(g) of the Colorado Revised Statutes. The Open Records Act at C.R.S. § 24-

72-204(3) states that the custodian shall not disclose documents that contain trade secrets, privileged, confidential commercial or financial information. Mr. Phelan seconded the motion. The motion passed unanimously.

At 3:45 p.m., Ms. Hitchens moved that the Board exit the Executive Session. Mr. Phelan seconded the motion. The motion passed.

At 3:45 p.m., the Board meeting adjourned.