

***Fire & Police Pension Association  
Budget Committee Meeting Agenda***

November 17, 2022

9:00 a.m. Mountain Time

- 9:00 a.m.**     **Call to Order.** *Marisa Pacheco, Chair*  
**Approval of November 17, 2021 meeting minutes.**
- 9:05 a.m.**     **Budget process.** *Presenter: Kevin Lindahl*
- 9:20 a.m.**     **Proposed 2023 budget.** *Presenter: Ahni Smith*
- 10:05 a.m.**    **Salaries and benefits.** *Presenter: Elaine Gorton*
- 10:35 a.m.**    **Draft Board presentation of the proposed 2023 budget.** *Presenter: Ahni Smith*
- 11:00 a.m.**    **Adjourn**

**FIRE AND POLICE PENSION ASSOCIATION**  
**Budget Committee Meeting**  
**November 17, 2022**

**\*This meeting was held at:**  
**7979 E. Tufts Ave., 1st Floor Training Room, Denver, CO**

**Committee Members Present:** Chair Marisa Pacheco, and Patrick Phelan (by Zoom). John Hoehler was excused.

**Staff Members Present:** Kevin Lindahl, Ahni Smith, Scott Simon, Chip Weule, Elaine Gorton, and Cheryl Jackson.

**Call to Order**

At 9:10 a.m., Chair Pacheco called the meeting to order.

Mr. Phelan moved to approve the November 17, 2021, meeting minutes. Chair Pacheco seconded the motion. The motion passed.

**Budget Process**

At 9:11 a.m., Mr. Lindahl provided a summary of the budget process and philosophy. Mr. Lindahl explained that many of the requests in this year's budget are around IT. FPPA is progressing in the way it uses IT and is continuing the transition from manual processes to more automated solutions.

**Proposed 2023 Budget**

At 9:20 a.m., Ms. Smith presented the 2023 proposed budget, explaining that the combined proposed 2023 budget, \$65,186,447, reflects a decrease of 2.1% from the prior year budget. Other highlights she explained: this budget is an attempt to reflect FPPA's 12-month "New Beginnings" theme within FPPA's Strategic Plan. Ms. Smith mentioned that the proposed 2023 budget is entirely appropriate and reasonable, prudent and reflects the direction by the Board to achieve FPPA's mission, and FPPA/s strategic initiatives.

At 10:17 a.m., Chair Pacheco called a break.

At 10:27 a.m., the meeting reconvened.

**Salaries and Benefits**

At 10:27 a.m., Ms. Gorton presented the Salaries and Benefits reports. Ms. Gorton gave an update on staff hires, promotions, departures, as well as positions that were not refilled, but whose duties for these positions were reassigned to current employees.

Ms. Gorton discussed FPPA's compensation philosophy. This philosophy, which started in 2014, has successfully allowed managers to provide salary increases to keep pace with the competitive job marketplace and reward high-performing employees with some additional salary dollars. This directly affects our ability to retain staff and fulfill FPPA's Mission.

Ms. Gorton discussed employee benefits, which includes medical insurance, dental insurance, vision insurance, life insurance, death and disability insurance, and the mandated employer contribution for PERA. Ms. Gorton proposed that FPPA consider adding an employer contribution to staff 457 account based on years of service up to \$10,000 annually in an effort to reward years of service to FPPA and retain employees. Paid time off policies are being revised. FPPA will be moving from sick, vacation and personal holidays buckets to a Paid-Time-Off (PTO) policy that includes partially paid family leave that is better than what will be offered through the FAMILI program at the state level. It was also noted that this revision and opting out of FAMILI would also save FPPA an employer contribution to FAMILI and all FPPA an employee contribution to FAMILI. FPPA will have to start paying into the FAMILI plan on January 1, 2023, but will apply for an exemption as soon as we are able and will then be reimbursed for our contributions.

#### **Draft Board presentation of the proposed 2023 budget**

At 10:51 a.m., Ms. Smith presented the proposed 2023 budget presentation to the Board.

Mr. Phelan moved to pass the budget on to the Board, with a recommendation of approval. Chair Pacheco seconded the motion. The motion passed.

At 10:59 a.m., Mr. Phelan moved to adjourn the meeting. Chair Pacheco seconded the motion. The motion passed. The meeting was adjourned.