



Fire & Police Pension Association Board of Directors Ad Hoc Meeting Minutes

Meeting Date, Time, and Location

Thursday, March 12, 2026, at 10:00 a.m.
Via Zoom

Board Members Present

Chair Jason Mantas, Vice Chair William Clayton, Joan Brown, Karen Frame, Tammy Hitchens, John Hoehler, Donald Lombardi, Caleb Sevian, and Kim McDaniel.

Staff Members Present

Kevin Lindahl, Adam Franklin, Elaine Gorton, and Andrea Koelzer.

Others Present

Kevin Paul, Esq., Range Law.

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

Call to Order

At 10:03 a.m., Chair Mantas called the meeting to order.

Discussion and Approval of Terms and Conditions of Employment to be Offered to Deputy Executive Director / Executive Director Finalist

At 10:03 a.m., Ms. Brown moved the Board to adjourn into executive session to discuss personnel matters related to the employment of Adam Franklin as allowed under Section 24-6-402(4)(f) of the Colorado Revised Statutes. Mr. Franklin has indicated that he does not desire these matters to be discussed in a public meeting. Ms. Frame seconded the motion. The motion passed and the meeting entered executive session.

At 11:07 a.m., the meeting exited executive session. No motions were made, and no formal action was taken while in executive session.

At 11:08 a.m., Ms. Brown moved the Board to appoint finalist Adam Franklin as Deputy Executive Director of the Fire & Police Pension Association of Colorado, effective upon his acceptance of an offer of employment based upon the Term Sheet presented to the Board today. Ms. Frame seconded the motion. The motion passed.

At 11:10 a.m., Ms. Brown moved the Board to appoint finalist Adam Franklin as Executive Director of the Fire & Police Pension Association of Colorado, effective upon January 1, 2027, or upon such earlier date as Executive Director Kevin Lindahl may conclude his FPPA employment, in accordance with an offer of employment based upon the Term Sheet presented to the Board today. Ms. Frame and Ms. McDaniel seconded the motion. The motion passed.

At 11:11 a.m., Ms. Brown moved the Board to authorize the Chair, in consultation with legal counsel, to finalize and execute a written offer of employment directed to Adam Franklin that, consistent with the Term Sheet presented today, documents the terms and conditions in accordance with which he will serve as

Deputy Executive Director and, subsequently, as Executive Director of FPPA. Ms. Hitchens seconded the motion. The motion passed.

At 11:13 a.m., Ms. Brown moved the Board to authorize the Chair, in consultation with legal counsel, to finalize non-substantive administrative details related to Adam Frankin's appointment as Deputy Executive Director and, subsequently, as Executive Director of FPPA. Ms. McDaniel seconded the motion. The motion passed.

At 11:13 a.m., Ms. Brown moved the Board to authorize staff to issue a public announcement regarding the appointment of Adam Franklin as Deputy Executive Director and, subsequently, as Executive Director upon his acceptance of the offer of employment the Board has authorized today. Ms. Hitchens seconded the motion. The motion passed.

At 11:16 a.m., the meeting adjourned.