



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

Meeting Date, Time, and Location

Thursday, February 26, 2026, at 7:30 a.m.
7979 East Tufts Avenue
1st Floor Conference Room
Denver, CO 80237

Board Members Present

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

Staff Members Present

Kevin Lindahl, Elaine Gorton, Andrea Koelzer, Adam Franklin, Ahni Smith, and Chip Weule.

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 7:40 a.m., Chair Mantas called the meeting to order.

At 7:40 a.m., Kevin Lindahl and the FPPA Board presented the mission moment. Mr. Lindahl spoke to his time at FPPA as General Counsel and Executive Director as an introduction to the meetings scheduled interviews to select the finalist for the Deputy Executive Director and successor to the incumbent Executive Director upon Mr. Lindahl's retirement.

At 7:50 a.m., Chair Mantas recognized all three candidates for their work at FPPA in advance of their individual interviews.

At 7:54 a.m., Chair Mantas selected the order of interviews by drawing names out of a basket at random. Mr. Franklin was selected first, Mr. Weule was selected second, Ms. Smith was selected third.

At 7:56 a.m., Chair Mantas called for a break.

At 8:08 a.m., the meeting reconvened.

At 8:08 a.m., Mr. Lindahl and Chair Mantas introduced Mr. Paul to the Board.

Interview No. 1

At 8:09 a.m., Ms. Hitchens moved the Board to adjourn into executive session to discuss personnel matters regarding the Executive Director Candidate No. 1 interview as allowed under Section 24-6-402(4)(f) of the Colorado Revised Statutes. Ms. Brown seconded the motion. The motion passed.

At 9:44 a.m. the meeting exited executive session. No motions were made, and no formal action was taken while in executive session.

At 9:45 a.m., Chair Mantas called for a break.

At 10:02 a.m., the meeting reconvened.

Interview No. 2

At 10:02 a.m., Mr. Clayton moved the Board to adjourn into executive session to discuss personnel matters regarding the Executive Director Candidate No. 2 interview as allowed under Section 24-6-402(4)(f) of the Colorado Revised Statutes. Ms. Brown seconded the motion. The motion passed.

At 11:30 a.m. the meeting exited executive session. No motions were made, and no formal action was taken while in executive session.

At 11:30 a.m., Chair Mantas called for a break.

At 12:03 p.m., the meeting reconvened.

Interview No. 3

At 12:05 p.m., Ms. Hitchens moved the Board to adjourn into executive session to discuss personnel matters regarding the Executive Director Candidate No. 3 interview as allowed under Section 24-6-402(4)(f) of the Colorado Revised Statutes. Mr. Hoehler seconded the motion. The motion passed.

At 1:54 p.m. the meeting exited executive session. No motions were made, and no formal action was taken while in executive session.

At 1:55 p.m., Chair Mantas called for a break.

At 2:20 p.m., the meeting reconvened.

Deliberations

At 2:20 p.m., Ms. Hitchens moved the Board to adjourn into executive session to deliberate on personnel matters related to the Executive Director candidates and to establish a negotiation position relating to such filling the position as allowed under Section 24-6-402(4)(e) and (f) of the Colorado Revised Statutes. Mr. Clayton seconded the motion. The motion passed.

At 3:35 p.m. the meeting exited executive session. No motions were made, and no formal action was taken while in executive session.

Decision

At 3:35 p.m., Ms. Brown moved the Board to advance Adam Franklin as the finalist for the position of Deputy Executive Director and successor to the incumbent Executive Director upon his retirement for the Fire and Police Pension Association and that such action is hereby made public, pursuant to Section 24-6-402(3.5) of the Colorado Revised Statutes. Furthermore, the Board Succession Planning Commission is hereby authorized to pursue negotiations pursuant to the position delivered in executive session. Ms. Hitchens seconded the motion. The motion passed.

At 3:36 p.m., the meeting adjourned.