Budget Summary Info:

Expenditures	Current Revised FY 2008-09 Budget	Requested FY 2009-10 Budget	Proposed FY 2009-10 Budget
Operating	\$102,941,295	\$108,128,041	\$106,339,041
Capital	0	0	0
TOTAL	\$102,941,295	\$108,128,041	\$106,339,041
Authorized Positions	16	16	16

Labor/Management/Administration:

- 1. Percent spent on administration: \$2,930,299 for Requested Budget, or 2.76%
- 2. Total FTE: 16
- 3. Average management span of control: 5 FTE
- 4. Bargaining Units:
 - DCTU, 3 positions

High Level Performance Measures:

- 1. Pension: Percentage of workshop participants who rated the workshop helpful:100% (FY08)
- 2. Pension: Percentage of pension estimates processed within one week: 48% (FY08)
- 3. Disability: Savings as a percentage of total medical costs: 27.9% (FY08)
- 4. Disability: Number of days to disability claim decision: 60 (new measure for FY10)
- 5. Admin costs as a percentage of operating budget: 3.11% (FY08)

Awards/Recognitions:

- 1. N/A
- 2. N/A
- 3. N/A

Top of Class Jurisdiction:

N/A

10 - Major Projects CURRENT:

Policy/Operational Projects (top 5)

- 1. Implement disability audit recommendations
- 2. Implement Pension Protection Act program
- 3. File IRS Voluntary Correction Program
- 4. EBS: HCM implementation
- 5. Pension program performance audit

Capital/Infrastructure Projects (top 5)

- 1. N/A
- 2. N/A
- 3. N/A
- 4. N/A
- 5. N/A

Major Maintenance Projects (top 5)

- 1. N/A
- 2. N/A 3. N/A
- 4. N/A
- 5. N/A

11 - Major Projects - Out Years

YEAR 2:

Policy/Operational Projects (top 3)

- 1. Implement pension audit recommendations
- 2. Review of Charter change issues
- 3. FPDR database enhancement/replacement

Capital/Infrastructure Projects (top 3)

- 1. N/A
- 2. N/A
- 3. N/A

Major Maintenance Projects (top 3)

- 1. N/A
- 2. N/A
- 3. N/A

YEAR 3:

Policy/Operational Projects (top 2)

- 1. Review program funding options
- 2. Identify new office space for 2012 move

Capital/Infrastructure Projects (top 2)

- 1. N/A
- 2. N/A

Major Maintenance Projects (top 2)

- 1. N/A
- 2. N/A

YEAR 4:

Policy/Operational Projects (top 1)

Disability program audit/ benchmarking study

Capital/Infrastructure Projects (top 1)

Major Maintenance Projects (top 1)

12 - Sustainability Goals - SOCIAL

1. SEA-related:

www.portlandonline.com/auditor/auditservices/residentsurvey2007

- Best neighborhood: N/A
- Worst neighborhood: N/A
- 2. Affirmative Action Results: 94% female, 24% minority
- 3. M/W/ESB Contracting: 0
- 4. Customer survey/polling results: N/A

13 - Sustainability Goals - ECONOMIC

- 1. "Lean Manufacturing" improvements: Administration and support budget for FY 2009-10 is 2.65% of bureau-level expenditures, compared to 3.07% expected for FY 2008-09.
- 2. Summary of Major Assets Managed:
 - Good condition N/A %
 - Fair condition N/A %
 - Poor condition N/A %

Replacement value: \$ N/A

14 - Sustainability Goals - ENVIRONMENTAL

Sustainability Plan:

http://www.portlandonline.com/index.cfm?c=41134&a=228778 Latest Report: http://www.portlandonline.com/osd/index.cfm?c=46293 Highlights: FPDR has increased its use of AEPP paper 433% and cut all use of Non-EPA paper. Total paper usage has declined by almost 15%.

15 - Key Policy & Planning Documents:

Strategic Plan: N/A

Portland Policy Documents/Five-Year Plan:

- 1. http://www.portlandonline.com/auditor/index.cfm?c=28210
- 2. http://www.portlandonline.com/auditor/index.cfm?c=47480
- 3. http://www.portlandonline.com/index.cfm?c=41134&a=228779

Bureau Baseline Template

1

Overview: Fire & Police Disability & Retirement

Commissioner-in-Charge: Dan Saltzman Commissioner's Liaison: Shannon Callahan

Bureau Director: Linda Jefferson Finance Manager: Nancy Hartline FPD Analyst: Yung Ouyang

Organizational Chart:

http://www.portlandonline.com/index.cfm?c=39682&a=22690

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Budget Advisory Committee Roster:

http://www.portlandonline.com/index.cfm?c=39681

2

Guiding Statements:

Slogan: N/A

Mission:

http://www.portlandonline.com/index.cfm?c=39680&a=228463

Vision: same as above Values: same as above

About Us:

Services/Programs (See #16)



More: http://www.portlandonline.com/fpdr

3 - External Trends:

Positive/Strengths

Sworn workforce will be younger in near future; disability costs may be less for younger workers.

Medical advances keep people in workforce.

Negative/Weaknesses

Peak retirements increase pension cost; with FPDR 3, taxpayers are funding two generations of fire and police. FPDR's increasing tax levy adds to compression for other jurisdictions.

Medical cost inflation continues to outpace wage inflation.

Internal Trends:

Positive/Strengths

Return to work program may decrease future disability costs.

Loss prevention advances may reduce number of claims. With subrogation authority, FPDR can now seek recovery of claims costs from responsible third parties.

Negative/Weaknesses

Extending post-retirement medical costs for approved claims to service retirees starting 1/1/07 increases costs. Pending legislation to add Fire cancer presumptions may increase costs; adding claims after separation would create a new class of benefits not in the Charter.

4 — Titles of Three Most Recent Audits & % of Recommendations Implemented:

- 2008 Performance audit of disability program http://www.portlandonline.com/index.cfm?c=49492&
- 6/30/2007 Financial Audit
 http://www.portlandonline.com/index.cfm?c=41134&a=2044
 73
- 7/1/2006 Actuarial Valuation http://www.portlandonline.com/index.cfm?c=41134&a=9117
 8

Note: FPDR has not been audited by the City Auditor from 1997 on, which is all the information on the Auditor's web site. Audits/reports listed are external ones.

5 - Trends:

Historical Trends:

See five-year plan for retirement and tax levy trends. Disability claims are difficult to compare over time, because FPDR no longer treats recurrences as separate claims.

Comparisons to other cities: N/A

Major Org/Budget Changes (last 2 years):

As a result of the 11/06 Charter change, FPDR became a separate bureau with additional administrative duties, leading to added/reclassified positions. The Board of Trustees is no longer involved in disability claims decisions. FPDR now reimburses Police & Fire for OPSRP costs for new members.

16 - Services/Programs:

- 1. Retirement system payments (FPDR 1 & 2 retirement benefits)
- 2. Disability and death benefits (also ranked #1)
- 3. Oregon PERS contributions (for FPDR 3 also ranked #1)
- 4. Administration and support