State of FPDR
Fiscal Year 2018 - 19

Fire and Police Disability and Retirement
September 24, 2019

We deliver peace of mind to our fire and police members and their survivors by providing disability and retirement benefits in a timely, compassionate and fiscally responsible manner.
What Happened Last Year

- New Board Chair
- Two 27 pay date windows
  - Retired 64 members, the most since FY 2011-12
- Issued a second round of PFFA retroactive payments, following second arbitrator’s ruling related to new contract
  - Paid 279 members within weeks of ruling
- New City budget process (program budgeting) and new budget software
What’s Happening This Year

- Implementation of new PTSD presumption
- Retirement of long-tenured FPDR business system analyst
  - Among other things, manages the custom database used to track member data, manage claims, and make most payments
  - New hire planned for this fall, with enough time for overlap
- Roll out of Updated FPDR website
  - Part of the City POWR project
- Reducing paper and moving to toward paperless files
- Continue investing in staff
  - Alternate work schedules
  - Encouraging teleworking
Key Performance Measures

Percent of Workforce on Disability at June 30

<table>
<thead>
<tr>
<th>FY</th>
<th>09-10</th>
<th>10-11</th>
<th>11-12</th>
<th>12-13</th>
<th>13-14</th>
<th>14-15</th>
<th>15-16</th>
<th>16-17</th>
<th>17-18</th>
<th>18-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>6.4%</td>
<td>5.3%</td>
<td>3.9%</td>
<td>4.1%</td>
<td>4.6%</td>
<td>4.2%</td>
<td>3.4%</td>
<td>3.3%</td>
<td>3.5%</td>
<td>3.3%</td>
</tr>
</tbody>
</table>
Key Performance Measures

FPDR 2 Retirements & FPDR 3 Percent of Workforce

FPDR 3 members comprise a growing percent of the workforce as FPDR 2 members retire.
Key Performance Measures

Rate capped at $2.80 per City Charter

Rate per $1,000 Value

Actual
City Economist Forecast
Projected at 50th Percentile
Projected at 5th Percentile (Worst)
Key Performance Measures

Administrative Cost as Percent of Operating Budget and Per Participant

<table>
<thead>
<tr>
<th>FY</th>
<th>Percent of Budget</th>
<th>Per Participant</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-10</td>
<td>1.74%</td>
<td>$470</td>
</tr>
<tr>
<td>10-11</td>
<td>1.89%</td>
<td>$529</td>
</tr>
<tr>
<td>11-12</td>
<td>1.90%</td>
<td>$588</td>
</tr>
<tr>
<td>12-13</td>
<td>1.80%</td>
<td>$676</td>
</tr>
<tr>
<td>13-14</td>
<td>2.20%</td>
<td>$774</td>
</tr>
<tr>
<td>14-15</td>
<td>1.57%</td>
<td>$608</td>
</tr>
<tr>
<td>15-16</td>
<td>1.61%</td>
<td>$593</td>
</tr>
<tr>
<td>16-17</td>
<td>1.41%</td>
<td>$594</td>
</tr>
<tr>
<td>17-18</td>
<td>1.49%</td>
<td>$601</td>
</tr>
<tr>
<td>18-19</td>
<td>1.52%</td>
<td>$643</td>
</tr>
</tbody>
</table>
Pension Program

<table>
<thead>
<tr>
<th>Year</th>
<th>FY 09-10</th>
<th>FY 10-11</th>
<th>FY 11-12</th>
<th>FY 12-13</th>
<th>FY 13-14</th>
<th>FY 14-15</th>
<th>FY 15-16</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
<th>FY 18-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>1,741</td>
<td>1,733</td>
<td>1,798</td>
<td>1,795</td>
<td>1,776</td>
<td>1,789</td>
<td>1,814</td>
<td>1,846</td>
<td>1,857</td>
<td>1,878</td>
</tr>
</tbody>
</table>

*Members, Survivors and Alternate Payees
Active Members as of June 30 Each Fiscal Year

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>FPDR 2</th>
<th>FPDR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 09-10</td>
<td>1,366</td>
<td>279</td>
</tr>
<tr>
<td>FY 10-11</td>
<td>1,337</td>
<td>337</td>
</tr>
<tr>
<td>FY 11-12</td>
<td>1,254</td>
<td>362</td>
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<tr>
<td>FY 12-13</td>
<td>1,208</td>
<td>386</td>
</tr>
<tr>
<td>FY 13-14</td>
<td>1,173</td>
<td>388</td>
</tr>
<tr>
<td>FY 14-15</td>
<td>1,124</td>
<td>422</td>
</tr>
<tr>
<td>FY 15-16</td>
<td>1,055</td>
<td>464</td>
</tr>
<tr>
<td>FY 16-17</td>
<td>989</td>
<td>535</td>
</tr>
<tr>
<td>FY 17-18</td>
<td>932</td>
<td>606</td>
</tr>
<tr>
<td>FY 18-19</td>
<td>863</td>
<td>647</td>
</tr>
</tbody>
</table>

OPSRSR Contributions are Paid on FPDR 3 Member Wages
Pension Program

Retroactive Pension and Disability Payments

- Have become a regular occurrence for FPDR members
  - Last two PFFA contracts not settled before expiration of prior contract
  - 27 pay date grievances and Council amendments to final pay definition in Charter

- Possible that there will be another round of PFFA retroactive payments this fiscal year – contract expired June 30, successor contract not yet ratified

<table>
<thead>
<tr>
<th>Retroactive Pension and Disability Payments by Fiscal Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2016-17</td>
</tr>
<tr>
<td>Number of Members Receiving</td>
</tr>
<tr>
<td>Total Amount</td>
</tr>
</tbody>
</table>
Disability Program

Highlights

▪ **STAFFING**
  ▪ Filled vacant Senior Analyst Position
  ▪ Team now fully staffed

▪ **FORMS PROJECT (INJURED WORKER PACKETS)**
  ▪ Informative & Educational
  ▪ Improve claim filing process

▪ **MEDICAL MANAGEMENT**
  ▪ Catastrophic injury management, customer service focus

▪ **PROTEST PREP**
  ▪ Nationally recognized event
  ▪ Lessons from the past – Occupy Portland
  ▪ Prepared to handle injuries

▪ **NEW PTSD/ASD BENEFIT**
  ▪ Effective 9/29/19
  ▪ Staff prepared to handle expanded benefit
  ▪ Compassion for member experience
Disability Program

Number of Claims Filed Per Fiscal Year

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total Active Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 09-10</td>
<td>1645</td>
</tr>
<tr>
<td>FY 10-11</td>
<td>1674</td>
</tr>
<tr>
<td>FY 11-12</td>
<td>1616</td>
</tr>
<tr>
<td>FY 12-13</td>
<td>1594</td>
</tr>
<tr>
<td>FY 13-14</td>
<td>1561</td>
</tr>
<tr>
<td>FY 14-15</td>
<td>1575</td>
</tr>
<tr>
<td>FY 15-16</td>
<td>1541</td>
</tr>
<tr>
<td>FY 16-17</td>
<td>1541</td>
</tr>
<tr>
<td>FY 17-18</td>
<td>1555</td>
</tr>
<tr>
<td>FY 18-19</td>
<td>1510</td>
</tr>
</tbody>
</table>
## Disability Program

### Approve / Deny Rates

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Approved</th>
<th>Denied</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 18-19</td>
<td>84%</td>
<td>4%</td>
</tr>
<tr>
<td>FY 17-18</td>
<td>89%</td>
<td>6%</td>
</tr>
<tr>
<td>FY 16-17</td>
<td>91%</td>
<td>6%</td>
</tr>
<tr>
<td>FY 15-16</td>
<td>93%</td>
<td>3%</td>
</tr>
<tr>
<td>FY 14-15</td>
<td>92%</td>
<td>7%</td>
</tr>
<tr>
<td>FY 13-14</td>
<td>93%</td>
<td>4%</td>
</tr>
<tr>
<td>FY 12-13</td>
<td>91%</td>
<td>5%</td>
</tr>
<tr>
<td>FY 11-12</td>
<td>91%</td>
<td>7%</td>
</tr>
<tr>
<td>FY 10-11</td>
<td>86%</td>
<td>9%</td>
</tr>
<tr>
<td>FY 09-10</td>
<td>89%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Remaining percentage represents claims that were incomplete or withdrawn by the member after filing.
Disability Program

Days to Claim Decision by Fiscal Year

- FY 09-10
- FY 10-11
- FY 11-12
- FY 12-13
- FY 13-14
- FY 14-15
- FY 15-16
- FY 16-17
- FY 17-18
- FY 18-19

Colors represent:
- Green: 1-30 days
- Blue: 31 - 60 days
- Yellow: 61 - 90 days
- Red: Over 90 days
Disability Program

Total Disability Costs by Fiscal Year ($ Millions)

FY 09-10: $8.69
FY 10-11: $7.54
FY 11-12: $6.68
FY 12-13: $6.39
FY 13-14: $7.14
FY 14-15: $6.03
FY 15-16: $6.26
FY 16-17: $6.38
FY 17-18: $5.94
FY 18-19: $6.46
Disability Program

Disability Costs by Fiscal Year ($ Millions)

- FY 09-10: $5.54
  - Medical: $3.15
  - Time Loss: $2.32

- FY 10-11: $5.22
  - Medical: $2.32
  - Time Loss: $2.90

- FY 11-12: $4.48
  - Medical: $2.21
  - Time Loss: $2.27

- FY 12-13: $3.87
  - Medical: $2.52
  - Time Loss: $1.35

- FY 13-14: $4.16
  - Medical: $2.98
  - Time Loss: $1.18

- FY 14-15: $4.16
  - Medical: $2.13
  - Time Loss: $2.03

- FY 15-16: $4.04
  - Medical: $2.22
  - Time Loss: $1.82

- FY 16-17: $3.53
  - Medical: $2.85
  - Time Loss: $0.68

- FY 17-18: $3.18
  - Medical: $2.76
  - Time Loss: $0.42

- FY 18-19: $3.39
  - Medical: $3.07
  - Time Loss: $0.32
Disability Program

Time Loss Components by Fiscal Year

- Biweekly
- Return to Work
- Monthly Members

FY 09-10 to FY 18-19
Disability Program

Savings

Medical Savings Since FY 12-13

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total Billed</th>
<th>Total Paid</th>
<th>Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 12-13</td>
<td></td>
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<td>FY 13-14</td>
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<td>FY 18-19</td>
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Disability Program

**Injury Cause**
- Assault by Human: 54%
- Motor Vehicle Accidents: 19%
- Slip/Trip: 13%
- Over-Exertion: 7%
- Others: 7%

**Body Part**
- Multiple Parts: 45%
- Hand: 23%
- Finger(s): 9%
- Knee: 12%
- Others: 11%

**Injury Location**
- At Scene of Fire or Call: 57%
- In Vehicle (In Transit): 14%
- Training Site: 11%
- Multiple Locations: 6%
- Others: 12%
Disability Program

129 Approved Fire Claims in Fiscal Year 2018-19

Injury Cause
- In Lifting: 47%
- In Pulling or Pushing: 27%
- Over-Exertion: 7%
- Slip/Trip (No Fall): 9%
- Others: 10%

Body Part
- Back: 40%
- Shoulder(s): 30%
- Multiple Parts: 16%
- Finger(s): 7%
- Others: 7%

Injury Location
- At Scene of Fire or Call: 60%
- Precinct/Station: 26%
- Training Site: 5%
- Nonservice: 3%
- Others: 6%
Modernization and Efficiency Achievements: FY 2018-19

- All master files for FPDR Three members (members hired 2007 or later) converted to electronic-only
- Began making monthly disability payments, plus first and final pension payments, on the same day each month
  - More efficient
  - Improves wage offset reporting and documentation for FPDR 2 monthly disability payments
- Automated the final pay calculation for most new retirees
- New interagency agreement with OMF Accounting to use their software and expertise for audit publication
- Contracted with new death audit service, to take advantage of a larger firm
  - Expanded search capabilities
  - Gold standard security for member’s data
  - Better business continuity
Customer Service

Other

- Redesigned all pension and claim forms
  - Easier to read and use
  - Consistent format and design
  - Fillable online, most can be submitted online as well

- All staff attended one-day customer service training retreat, designed especially for FPDR purposes

- Monthly Liaison Meetings

- Member concerns

- Program feedback
Labor Comments
Questions