

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

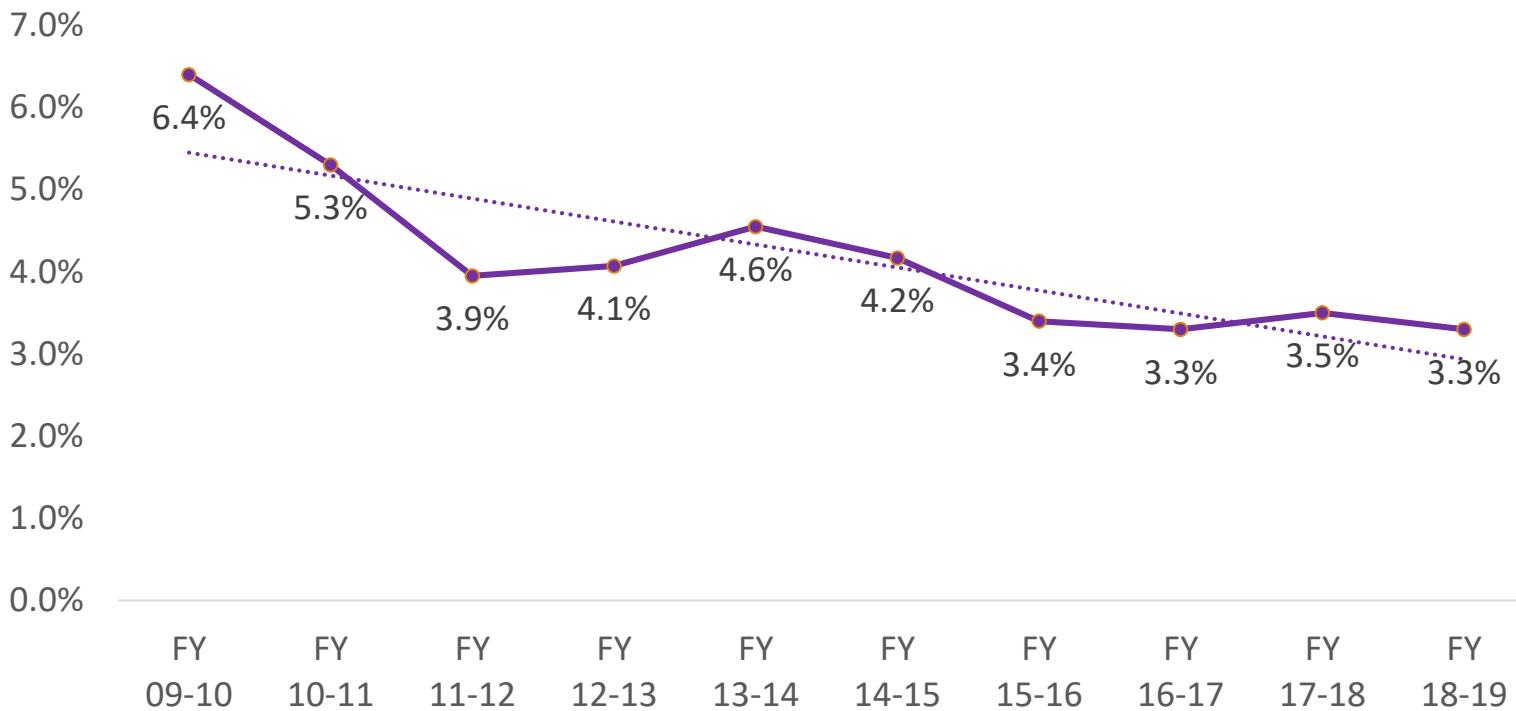
- New Board Chair
- Two 27 pay date windows
 - Retired 64 members, the most since FY 2011-12
- Issued a second round of PFFA retroactive payments, following second arbitrator's ruling related to new contract
 - Paid 279 members within weeks of ruling
- New City budget process (program budgeting) and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

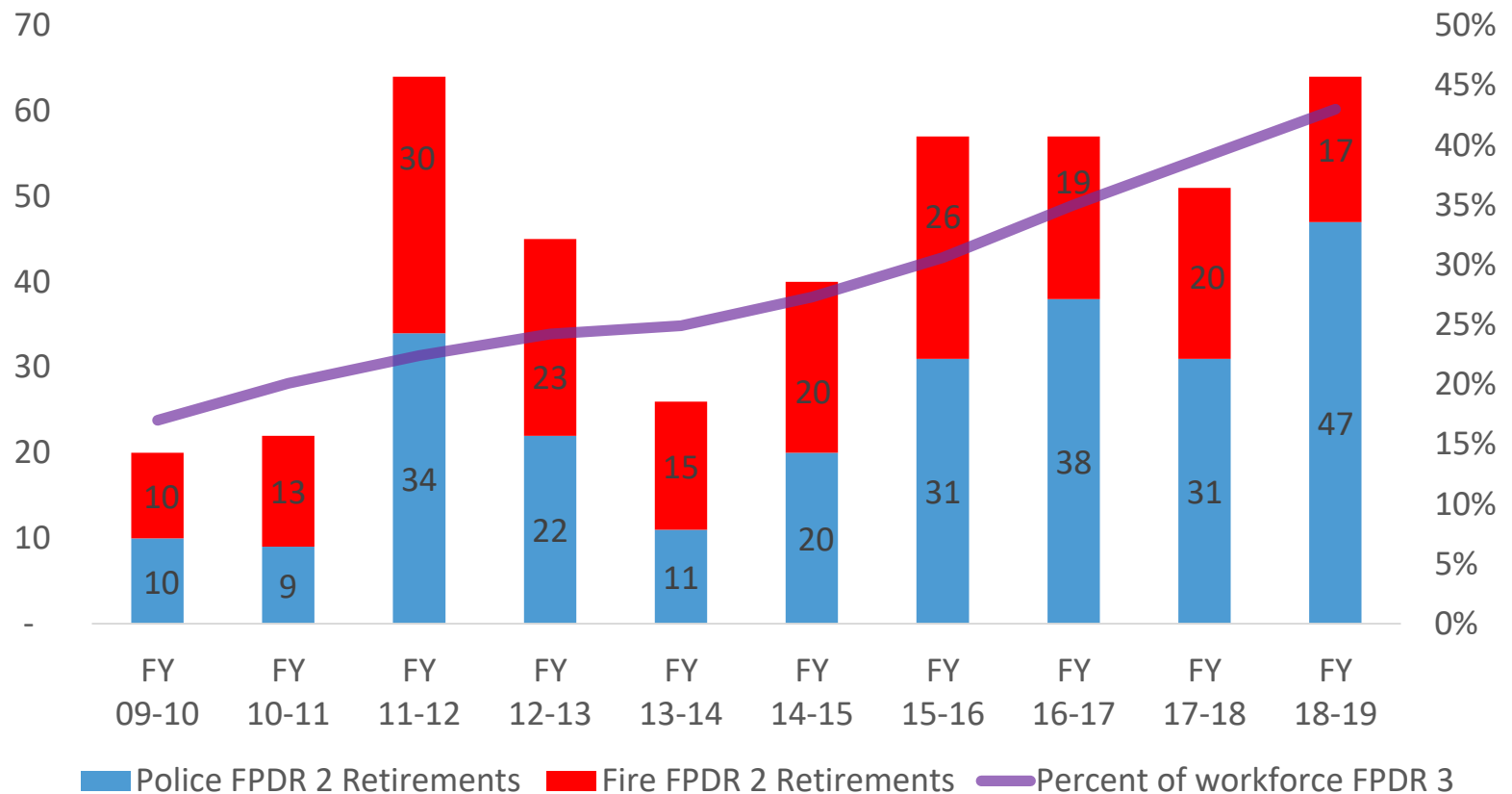
Key Performance Measures

Percent of Workforce on Disability at June 30



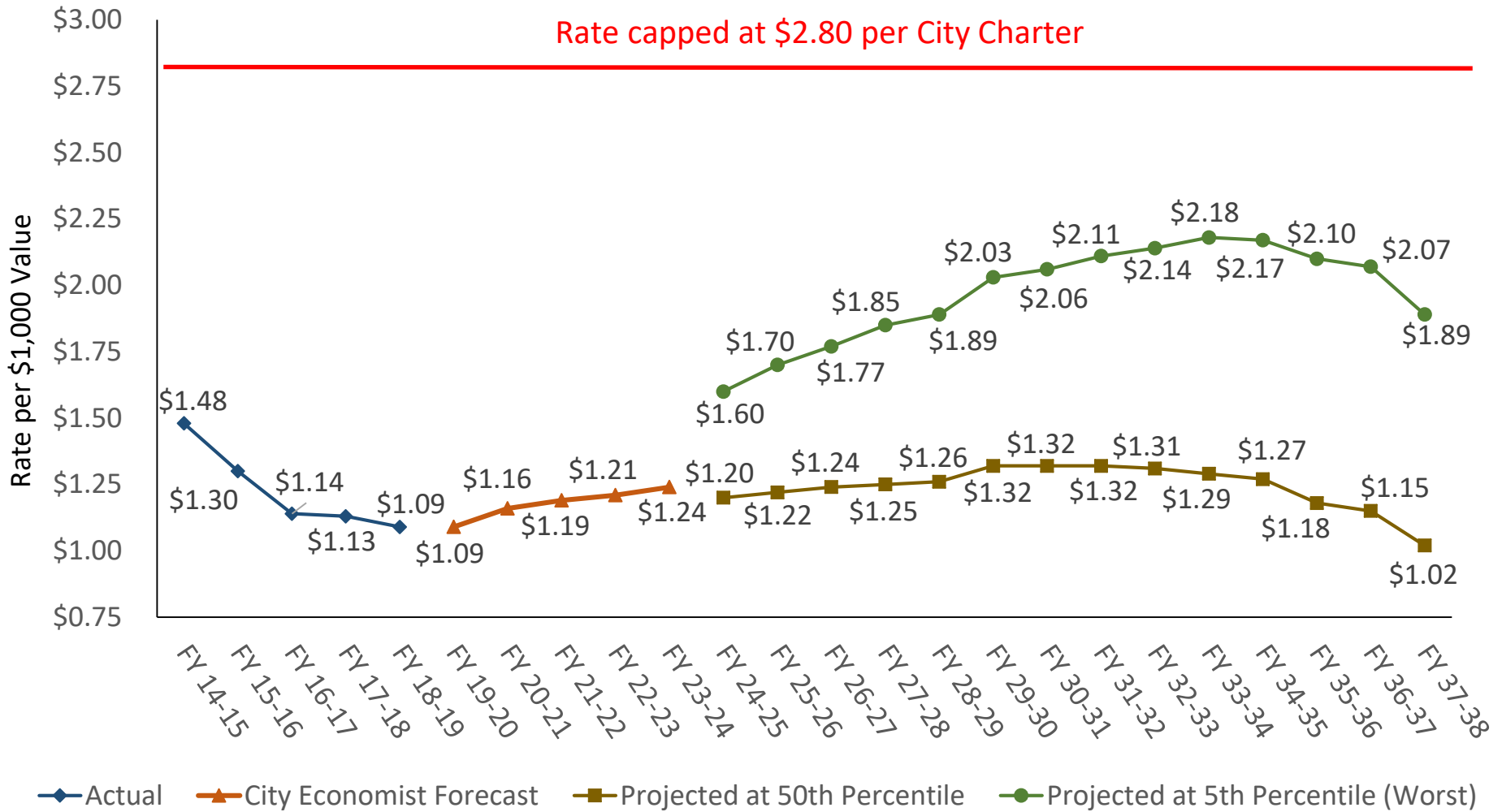
Key Performance Measures

FPDR 2 Retirements & FPDR 3 Percent of Workforce



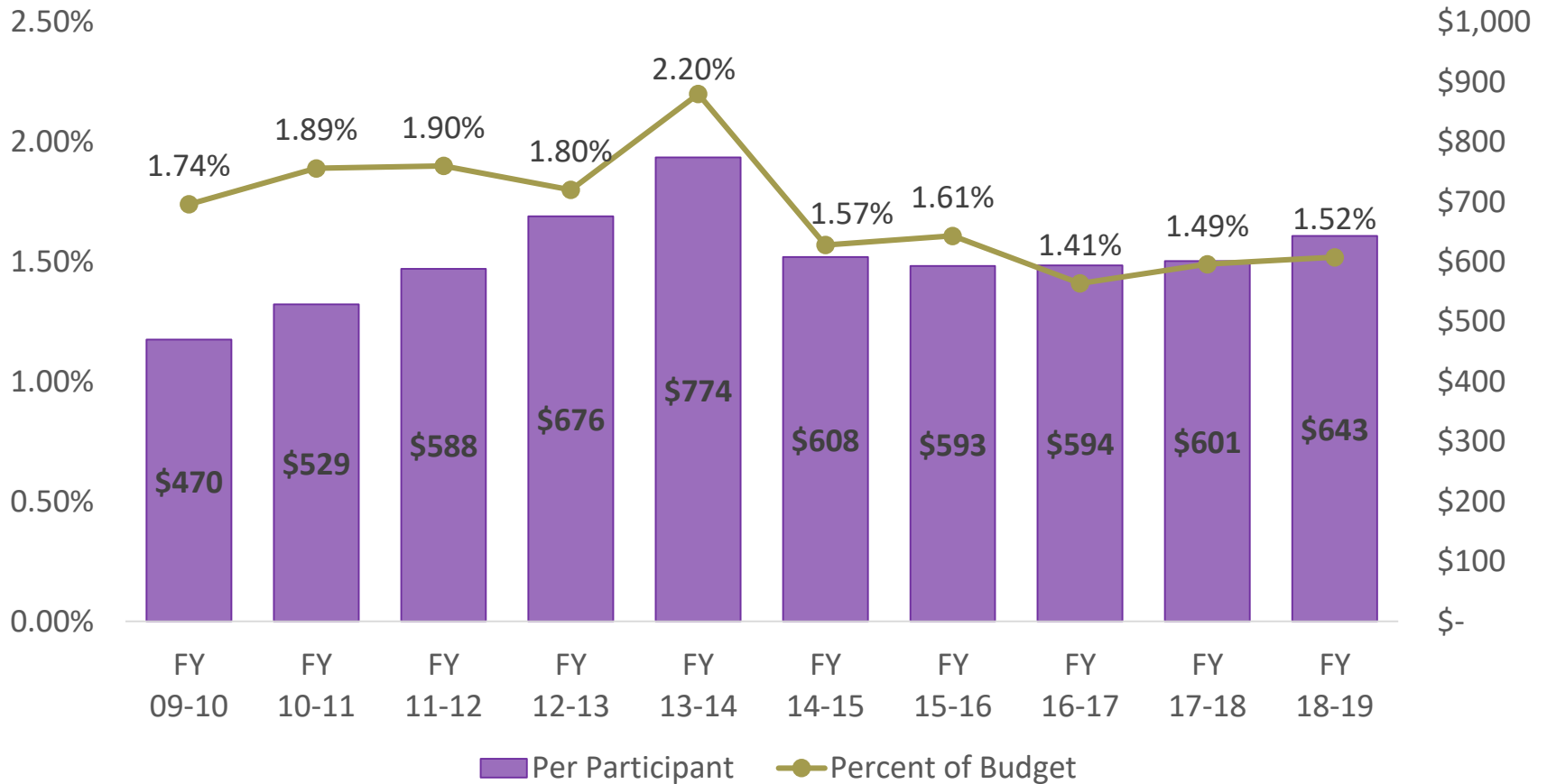
FPDR 3 members comprise a growing percent of the workforce as FPDR 2 members retire

Key Performance Measures



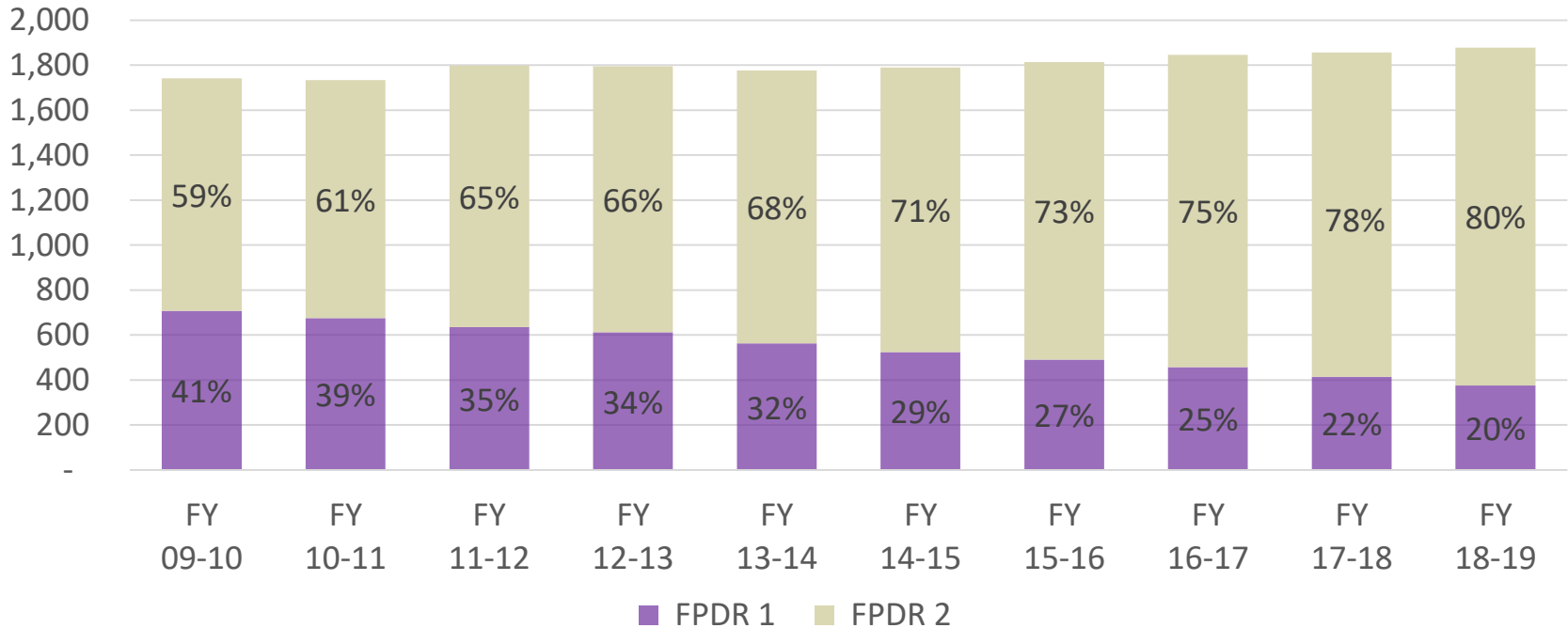
Key Performance Measures

Administrative Cost as Percent of Operating Budget and Per Participant



Pension Program

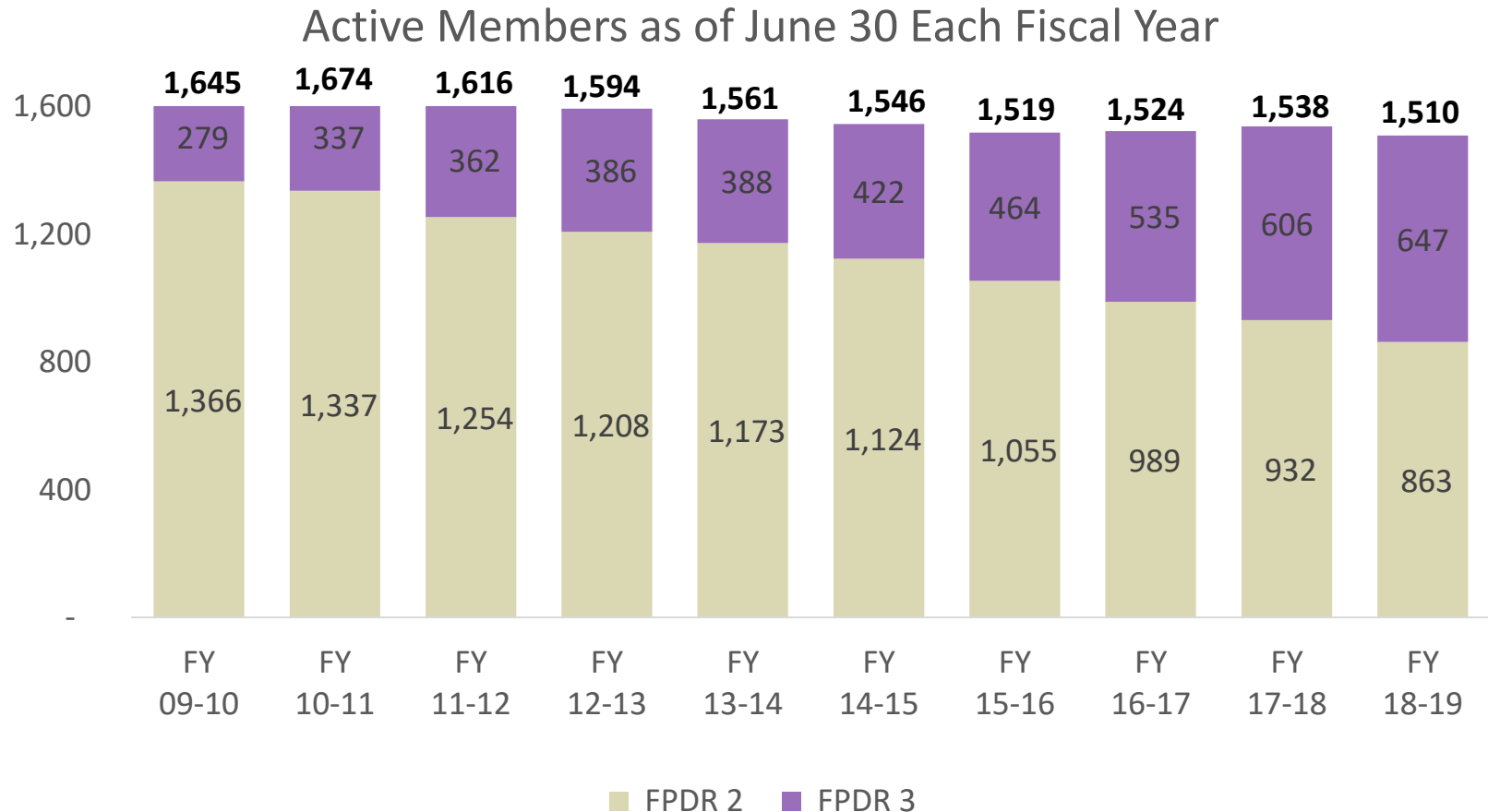
Pension Counts * as of June 30 Each Year



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
Total	1,741	1,733	1,798	1,795	1,776	1,789	1,814	1,846	1,857	1,878

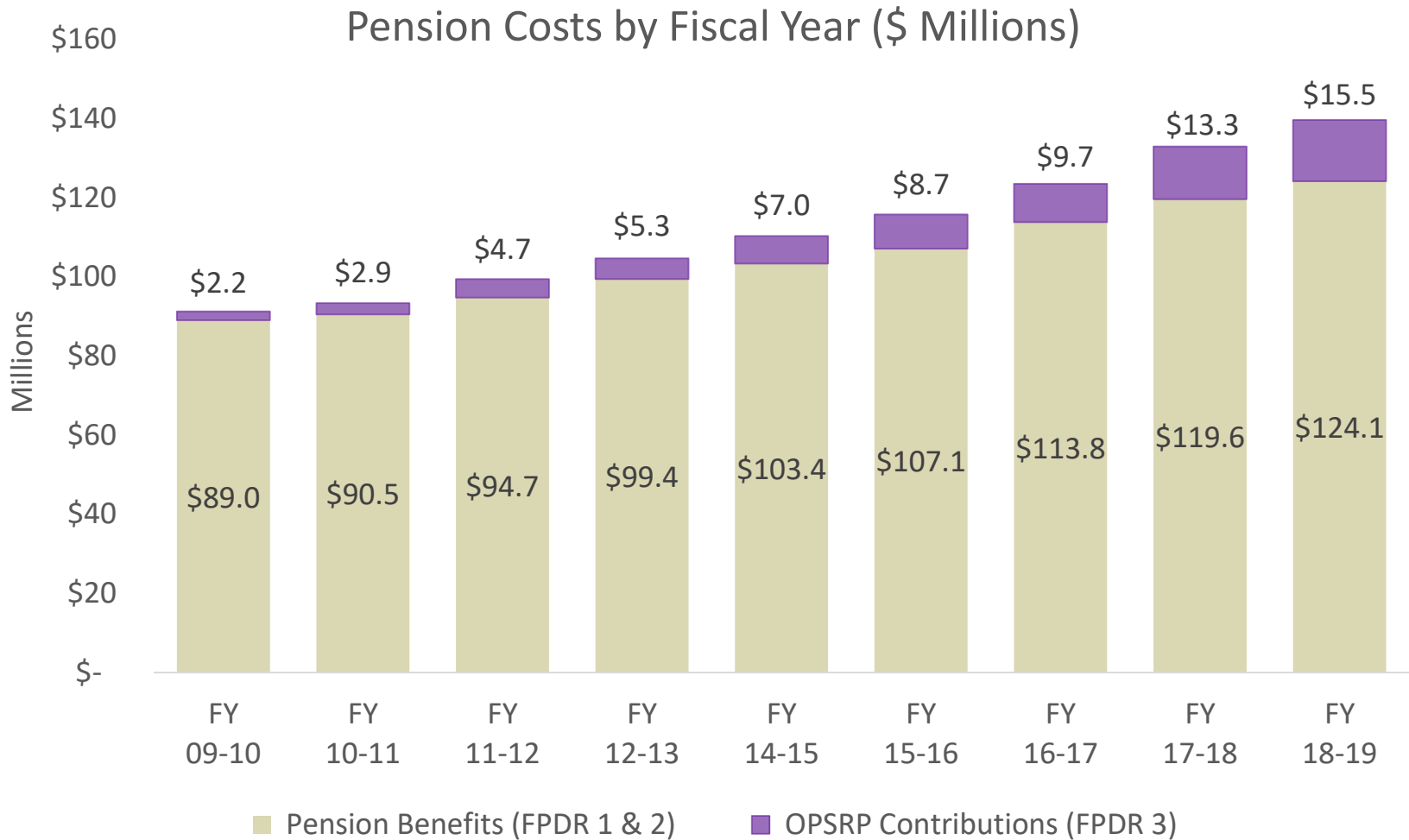
*Members, Survivors and Alternate Payees

Pension Program



OPSRP Contributions are Paid on FPDR 3 Member Wages

Pension Program



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

Retroactive Pension and Disability Payments by Fiscal Year			
	FY 2016-17	FY 2017-18	FY 2018-19
Number of Members Receiving	79	454	279
Total Amount	\$172,885	\$285,661	\$176,609

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

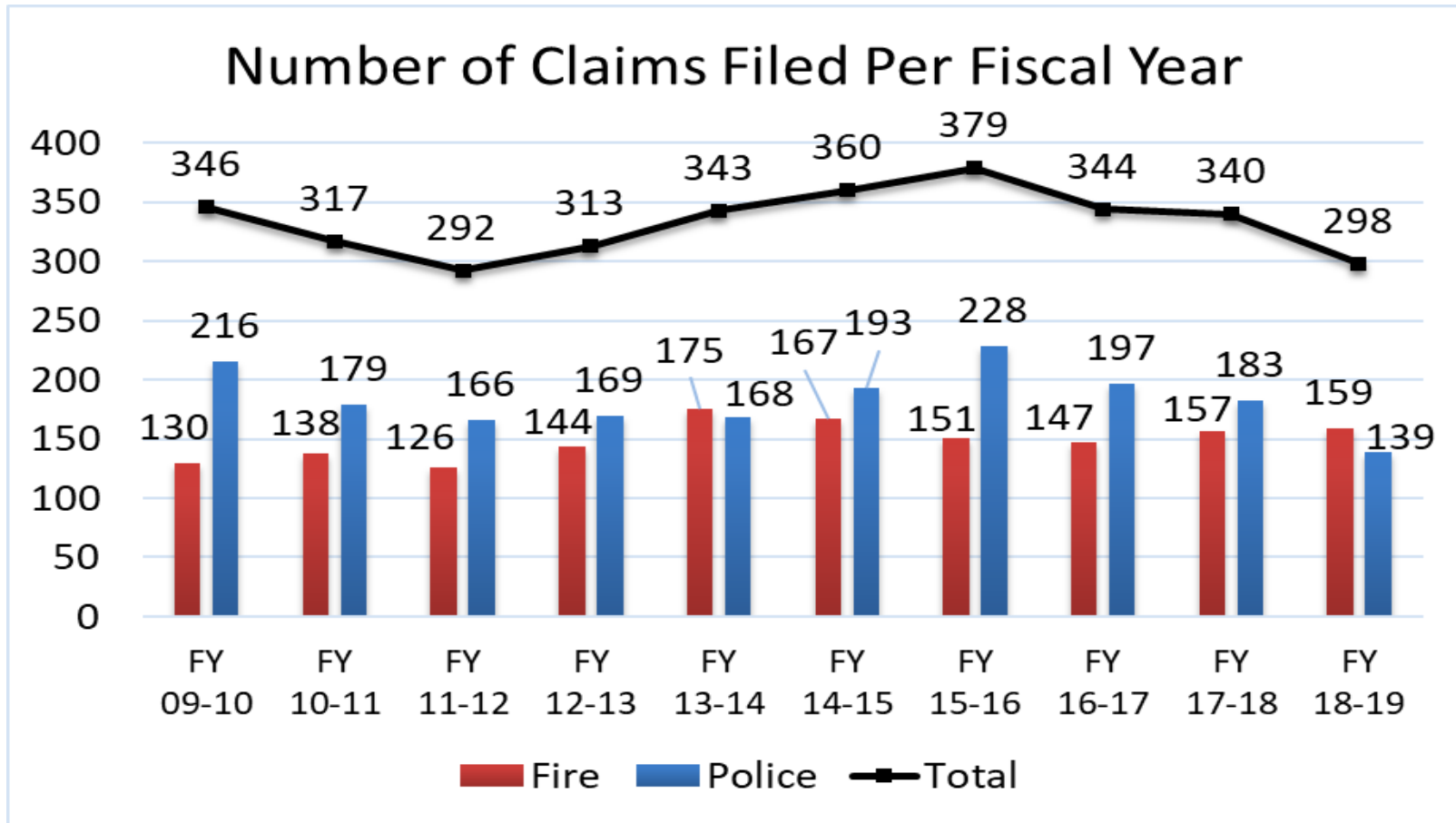
■ **PROTEST PREP**

- 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



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
Total Active Members	1645	1674	1616	1594	1561	1575	1541	1541	1555	1510

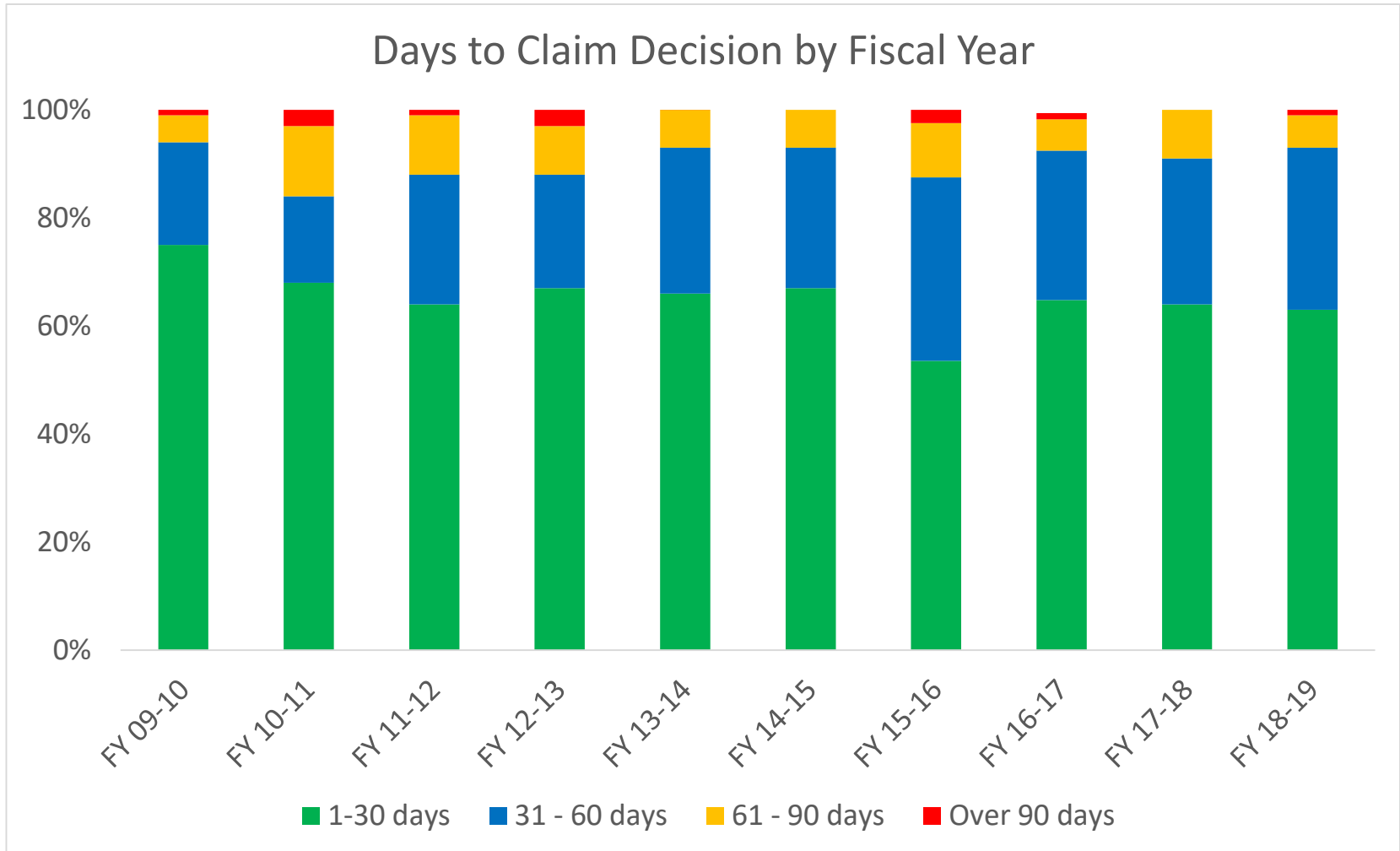
Disability Program

Approve / Deny Rates

	Approved	Denied
FY 18-19	84%	4%
FY 17-18	89%	6%
FY 16-17	91%	6%
FY 15-16	93%	3%
FY 14-15	92%	7%
FY 13-14	93%	4%
FY 12-13	91%	5%
FY 11-12	91%	7%
FY 10-11	86%	9%
FY 09-10	89%	6%

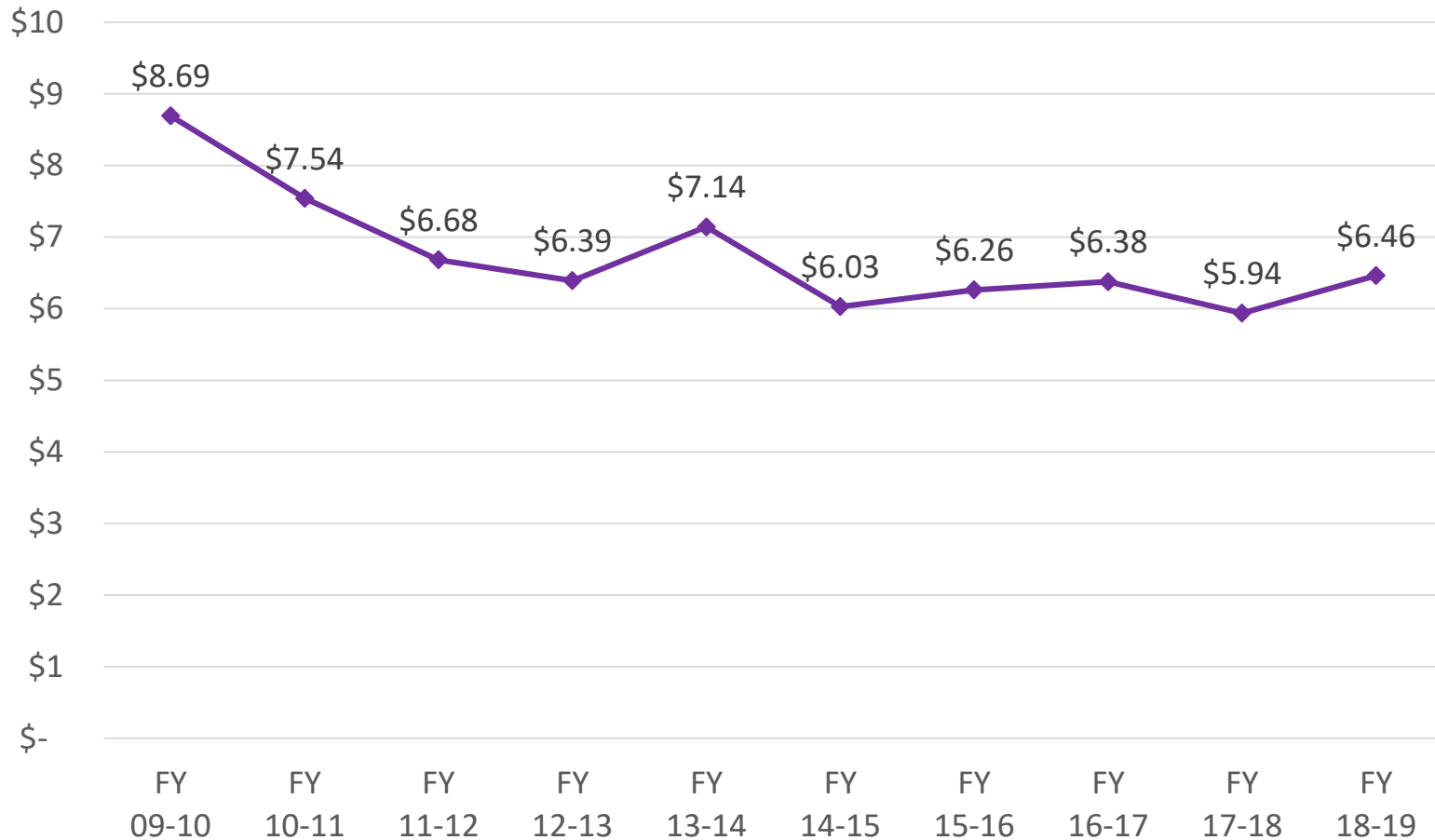
Remaining percentage represents claims that were incomplete or withdrawn by the member after filing

Disability Program

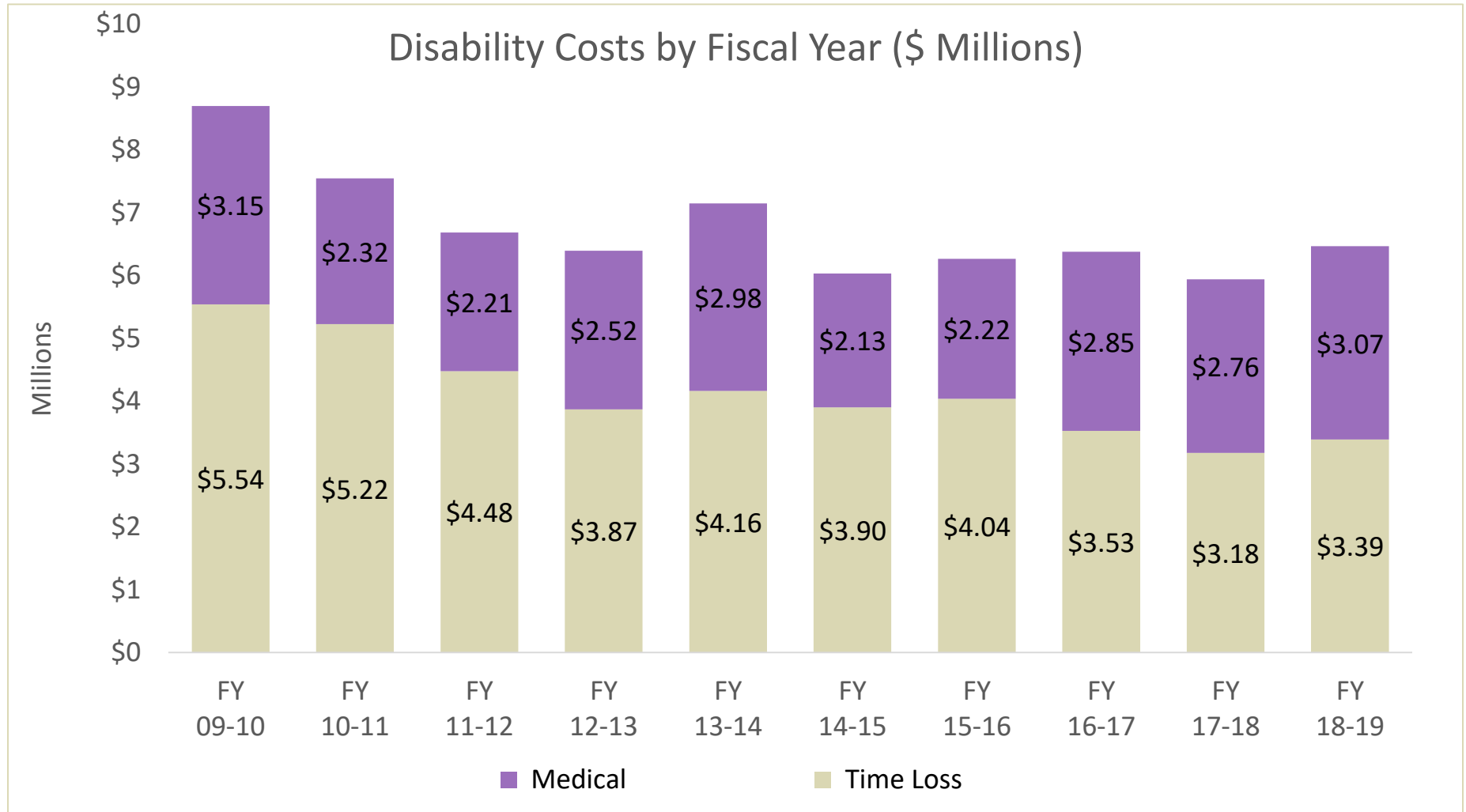


Disability Program

Total Disability Costs by Fiscal Year (\$ Millions)

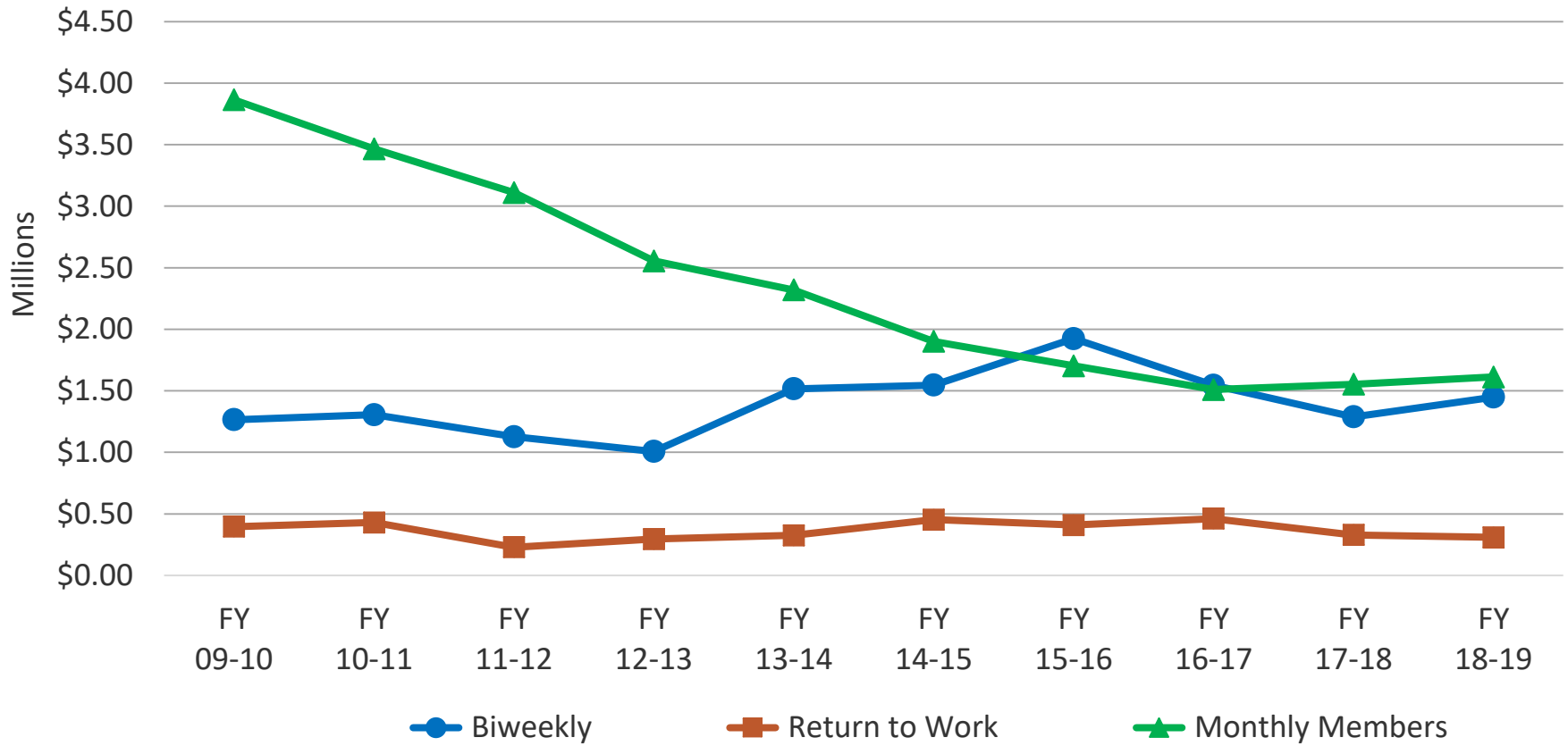


Disability Program



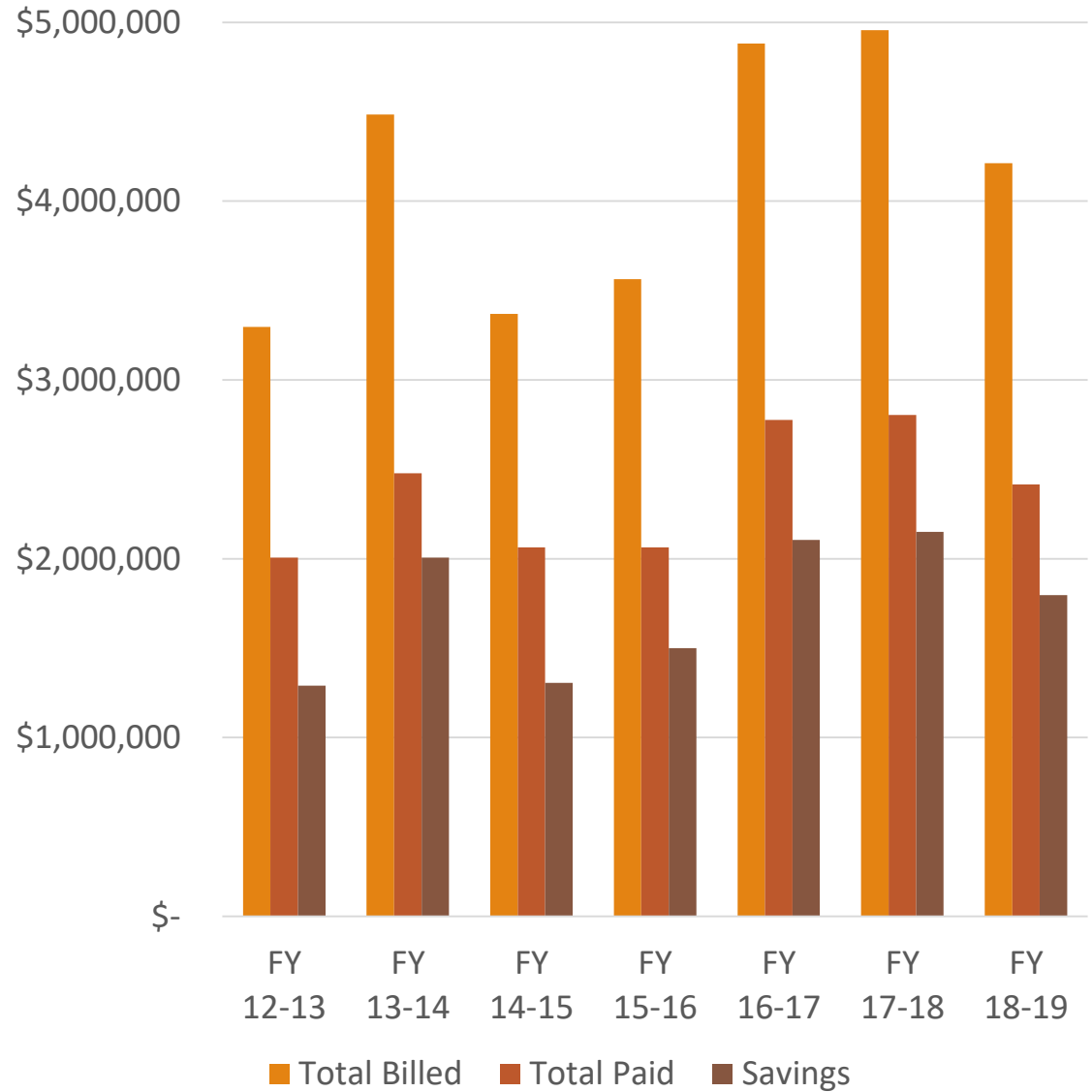
Disability Program

Time Loss Components by Fiscal Year



Disability Program Savings

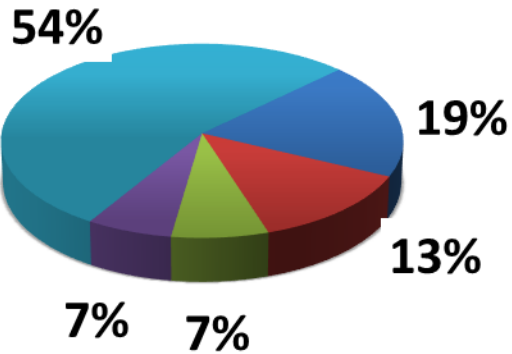
Medical Savings Since FY 12-13



Disability Program

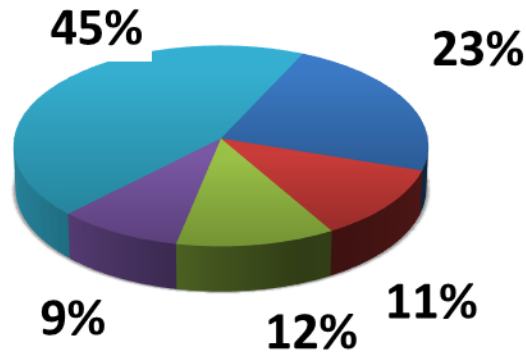
124 Approved Police Claims
in Fiscal Year 2018-19

Injury Cause



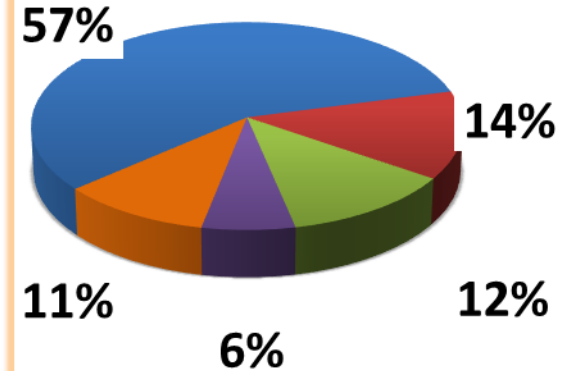
- Assault by Human
- Motor Vehicle Accidents
- Slip/Trip
- Over-Exertion
- Others

Body Part



- Multiple Parts
- Hand
- Finger(s)
- Knee
- Others

Injury Location

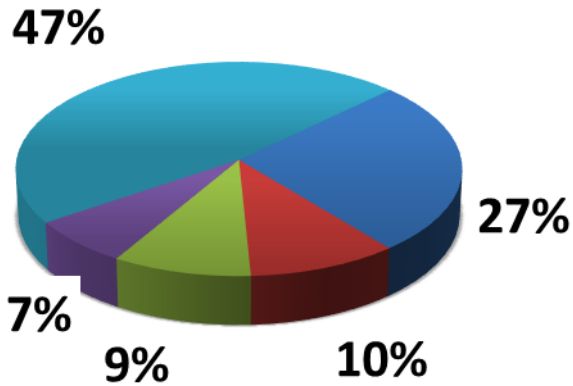


- At Scene of Fire or Call
- In Vehicle (In Transit)
- Training Site
- Multiple Locations
- Others

Disability Program

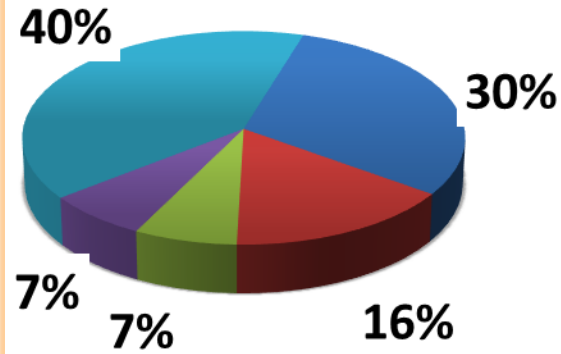
129 Approved Fire Claims
in Fiscal Year 2018-19

Injury Cause



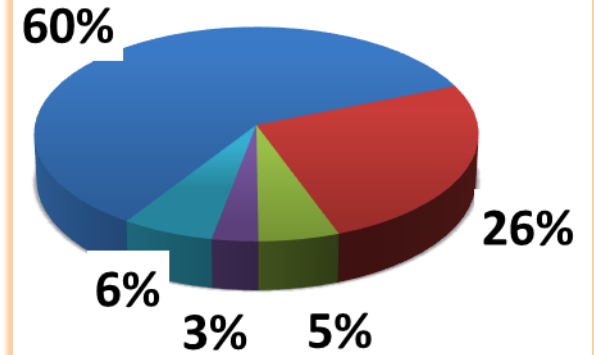
- In Lifting
- In Pulling or Pushing
- Over-Exertion
- Slip/Trip (No Fall)
- Others

Body Part



- Back
- Shoulder(s)
- Multiple Parts
- Finger(s)
- Others

Injury Location



- At Scene of Fire or Call
- Precinct/Station
- Training Site
- Nonservice
- Others

Modernization and Efficiency Achievements: FY 2018-19

More Paperless
Processes

Efficient
Administration

Enhanced
Partnerships

- 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
