

FPDR BOARD OF TRUSTEES MATERIALS
September 27, 2022
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Note: There are no handouts for Action Item 1 or for Information Items 3, 4 and 5 of the agenda

**City of Portland Bureau of Fire and Police Disability and Retirement
Agenda for Regular Meeting – Board of Trustees
Tuesday, September 27, 2022 – 1:00 p.m.**

Please note, the Board of Trustees is holding this meeting electronically. All members of the board are attending remotely. The meeting is available to the public on the City's eGov PDX channel on YouTube, Channel 30, and www.portlandoregon.gov/video

ADMINISTRATION

The following consent item(s) are considered to be routine and will be acted upon by the Board in one motion, without discussion, unless a Board member, staff member or the public requests an item be held for discussion.

1	Review of Resolutions passed at previous Meeting
2	Approval of Minutes – July 26, 2022 Meeting

INTRODUCTION OF VISITORS

PUBLIC COMMENT PERIOD

Public comments will be heard by electronic communication (internet connection or telephone). If you wish to sign up for public comment, please register at the following link: https://us06web.zoom.us/webinar/register/WN_kdmsg25aR7udXV-X33lgOQ
You will be asked to provide your name, phone number, email address, agenda item number(s) you wish to provide comment on and zip code. After registering, you will receive a confirmation email containing information about joining the electronic/virtual meeting. Individuals will have three minutes to provide public comment unless otherwise stated at the meeting. **The deadline to sign up for the September 27, 2022 electronic board meeting is Monday, September 26, 2022 at 3:00 p.m. Individuals can also provide written testimony to the Board by emailing the FPDR Director Sam Hutchison at sam.hutchison@portlandoregon.gov by September 23, 2022.**

ACTION ITEMS

1	Future Board meetings <ul style="list-style-type: none"> Issue: How shall the Board hold future meetings? Expected outcome: Board determines if future meetings will be held virtually, in person or a hybrid mix.
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INFORMATION ITEMS

The following information items do not require action by the Board and are solely for informational purposes unless a Board member, staff member or the public requests an item be held for discussion.

1	State of FPDR Presentation
2	FPDR Summary of Expenditures
3	Political Activity
4	FPDR Updates
5	Future Meeting Agenda Items

Copies of materials supplied to the Board before the meeting, except confidential items and those referred to Executive Session, are available for review by the public on the FPDR website at www.portlandoregon.gov/fpdr or at the FPDR offices located at: 1800 SW First Avenue, Suite 450, Portland, Oregon 97201. **NOTE:** If you have a disability that requires any special materials services or assistance call (503) 823-6823 at least 48 hours before the meeting.

FIRE AND POLICE DISABILITY AND RETIREMENT BOARD OF TRUSTEES MEETING	MINUTES
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As a result of the COVID-19 pandemic and the need to limit in-person contact and promote social distancing, the meeting was held remotely via a Zoom webinar platform.

Date and Time: July 26, 2022, at 1:00 p.m.; Meeting adjourned at 2:07 p.m.

Board Members Present:

Catherine MacLeod (Citizen Trustee); Christopher Kulp (Police Trustee); Kyle MacLowry (Fire Trustee)

Board Members Absent:

Margaret Carter (Board Chair); James Huang (Citizen Trustee)

Also Present:

Sam Hutchison (FPDR Director); Kimberly Mitchell (FPDR Claims Manager); Asha Bellduboset (FPDR Financial Analyst III); Julie Hall (FPDR Legal Assistant); Franco A. Lucchin (Sr. Deputy City Attorney); Lorne Dauenhauer (Outside Legal Counsel); OpenSignal PDX

Motions Made and Approved:

- Motion by Trustee MacLowry that was seconded by Trustee Kulp and passed to approve the May 24, 2022, minutes.
- Motion by Trustee Kulp that was seconded by Trustee MacLowry and passed (3-0) Resolution 545 authorizing FPDR Director to enter into an agreement with Pregame (Action Item No. 1)
- Motion by Trustee Kulp that was seconded by Trustee MacLowry and passed (3-0) Resolution 546 adopting the amendment to Administrative Rules Section 5.2.01 to reflect practice of holding board meetings every other month and update how board meetings are documented. (Action Item No. 2)
- Motion by Trustee Kulp that was seconded by Trustee MacLowry and passed (3-0) Resolution 547 allowing FPDR Director to add 1 FTE to FPDR staffing level for a new Disability Analyst position. (Action Item No. 3)

A text file produced through the closed captioning process for the live broadcast of this board meeting is attached and should not be considered a verbatim transcript.

Fire and Police Disability and Retirement

By _____

Sam Hutchison
FPDR Director

CLOSED CAPTIONING FILE

[Captioner on standby]

Due to a captioning issue the first few minutes of the transcript and video are missing. Agenda items covered during this time were the introductions of those present at the meeting.

Director Hutchison: James Huang said he couldn't make it and Margaret Carter's Dr's appointment was rescheduled for this afternoon. So, she's not going to be able to attend and she may join later. So, Catherine, since you're the senior I'm going to put you on as the Chair to move through. Do you have the agenda in front of you?

Trustee MacLeod: I have the agenda, but I don't know what to do with it.

ADMINISTRATIVE ITEM #1 – REVIEW OF NEW BOARD MEETING MINUTES PROCEDURE

Director Hutchison: Okay. I'll start off here because the first part under administration before you are the meeting minutes. I wanted to give you a recap of how these minutes look different and what we did to get to them. The last meeting, we talked about using the closed captioning as the basis for the meeting minutes versus having to freehand the minutes like Kathy Kakesako used to do. I'll walk you quickly through the process we went through, Julie Hall, specifically to get these meeting minutes put together. As we said we start with the closed captioning file that they are typing as we speak. Then we convert that to a Word document. Julie goes through it, adds Speakers' names and paragraph breaks at the logical locations; without it, we would have some nonstop, two pages of talking. So, she breaks it up so it's more easier to manage and read in smaller paragraphs. Julie also reads the content, she corrects any misspellings that are caught in it, and she'll clarify confusing wording. If a sentence doesn't make sense, she will go to the meeting recording and re-transcribe from that, if necessary. If that is how it is said on the meeting recording, we will not change it. So, our default wording for the meeting minutes is the meeting recording. We will not make any other changes to the content, even if we think somebody meant to say something different. If somebody approved FPDR spent \$150,000 on something and only meant to approve it approve for \$15,000, we'll leave it at \$150,000. That can be corrected when you all approve the meeting minutes so we can get the record clarified at that point. After Julie is done with her work, the FPDR management staff, which is Kim Mitchell, Stacy Jones, and myself, will read through it. I'll sign off on it. This is not considered a 100% word-for-word transcription of the board meeting. It is darn close to it, but we're not going to guarantee 100% accuracy on that. At the board meeting, which you guys will do in a second, you'll approve the meeting minutes. If you have changes, you just instruct me to do so, and Julie and I will work to make those changes. So, any questions on this process?

Trustee MacLeod: I have none.

Trustee Kulp: One quick question. I watched a graduation last week via Zoom. There was so much background noise that was captured, it was both running verbally and on the bottom of the screen. It kind of became comical to watch the overtalk of the speaker, as well as the background noise. Will we have a way of taking that out or that will be in the transcript to be clarified later?

Director Hutchison: That's part of our job, Julie will go through the transcript and if something isn't making sense, we may have people talking at once, but we don't have as much background as some other meetings

would. But that's what Julie will go through. We'll go through the recording and if there's issues there, the management staff will do their best interpretation of what was said and then we can call that out at the board meeting, saying we had concerns about what was said in this area or put a footnote in the meeting minutes if we can't decipher what's said in a particular area.

Trustee Kulp: Fair enough.

Julie Hall: I thought the transcript did a pretty good job of differentiating between who was speaking at once and sorting those comments out. I think it did a pretty good job.

ADMINISTRATIVE ITEM #2 – APPROVAL OF MINUTES

Director Hutchison: So, Catherine, turn it over to you. I think we're on Administration Item 2, approval of minutes.

Trustee MacLeod: Alright, in that event then, with the background provided by Sam, do I have motion to approve the minutes or is there any discussion of the minutes as provided to us?

Trustee MacLowry: I'll make a motion to approve.

Trustee MacLeod: Do we have a second?

Trustee Kulp: I'll make a second.

Trustee MacLeod: All in favor say aye -- is that three?

[chorus of ayes]

Trustee MacLowry: Aye from Kyle, yes.

Trustee MacLeod: Motion approved. Next is introduction of visitors. Are there any visitors to introduce today?

Julie Hall: No, not today.

Director Hutchison: It's the same culprits. We have Lorne Dauenhauer, our outside counsel and Franco Lucchin, our inside counsel and we have Open Signal, the people who help with broadcast and closed captioning.

Trustee MacLeod: Are there any public comments for today?

Julie Hall: Not today.

Trustee MacLeod: Ok then, moving on to action item number 1.

Director Hutchison: Before we start on the action items, since there's only three of you here today, I'll give you the options on action items 2 and 3, to delay them to the September Board meeting. We've done that in the past. Action item 1 is time sensitive, so we need to go through that plan. I'm assuming that you will approve it today because we've got to get work started next month, assuming you do it.

ACTION ITEM #1 - RESOLUTION NO. 545 – PREGAME, INC. MANAGEMENT CONSULTANT CONTRACT

Why don't we jump into Action Item 1, which is Resolution no. 545, the Pregame Management Consultant contract. We are looking for professional help on developing and doing three tasks for us. One is to create an updated strategic plan and we feel we need a strategic planning professional to help us with that work. We have not had one here in FPDR for at least 20 years. We have had what I call strategic task plans, but it's not a strategic plan. We want to develop some focus goals and objectives for five years and potentially outline some guidance for what we want to do beyond that. It's important to do because over the next few years we're going to see a number of active-duty fire and police decline. They will be retiring, and they are being replaced with FPDR tier 3, which are PERS people. That will begin to change the nature of the work that the FPDR Bureau has to do administering contracts. Also, within the next five years I'll retire, so we want to get this geared up. So, one, we have our plan set up today and so that we're in a position to set my successor on a positive course for dealing with the changes coming to the plan in the future. That's why we want a professional strategic plan done at this time.

We also want to do process improvement of our digital claim processing because, as we shared with you before - Kim has a couple of times – that we started in 2019 putting our disability claims online, digitizing them and getting rid of paper. Our plan was to roll out in a six-to-nine-month period in 2019. However, covid hit and the city closed our offices. So, we were forced to roll out this process in three weeks, instead of six to nine months. A lot of great work was done by many people to make this happen and I think it went fairly well. But we want to review the processes now to see how they work, were they good processes or did we make them in a hurry? Are there ways we can improve them? We want to get the professional process improvement person to map out the process, work with us to create newer, streamlined processes that have less pain and make the job easier for our analysts.

And the third thing we want the consultant to do for us is conduct two in-depth exit interviews with our long-tenured FPDR employees who had retired or are going to retire. One is Kathy Kakesako; she has 25-plus years with FPDR and there's a lot of stuff to capture from her. And we have Mika Obara, she's our Financial Analyst Three, Stacy's right-hand man. She's got 25 years with FPDR, and she'll be retiring in October. We want the consultant to do a real detailed exit interview to be able to extract information, their thoughts, their recommendations for going forward. We think having an outside sort of independent person really sitting down with the two of them to get information will be very helpful.

So, the professional business consultant that we have selected through our process is Pregame, Inc. Pregame is a small minority, Woman-owned business in City of Portland. They have extensive experience working with public employers to help with these various types of items. And they have or are working with Portland Fire and Rescue to develop their strategic plan and they're working with the City's Office of Community and Civic Life to help them evaluate their organization and operations. So, they have experience with the city and a lot of experience doing the same tasks that we want them to do here, and they have gotten great reviews from the people they have worked with in the city, as well as people outside the city.

So, our plan at this point is the exit interviews will start in August. Kathy agreed to participate in them, even though she is retired. The process improvement effort will also start in August. The strategic plan work will start in January. As you can see, I don't know if you went through the whole contract, the contract is quoted slightly under \$65,000. So, we're putting in a not to exceed amount of \$65,000. Again, the costs are comparable to what else they have charged the other bureaus in the city for the work that they have done. And if you're interested in exactly more of a scope and more cost detail in exhibit A, which is page 56 of your

Board materials. You'll have a couple of pages that go with scope task and deliverables in more detail. If you have questions about this - any questions about what we're trying to accomplish with Pregame?

Trustee MacLowry: Sam, this is Kyle I have one question. I'm not sure how to identify which page it is in the summary, but it says Exhibit A, statement of work and contractor price; it's after the main body of the contract. The second action is conduct staff interviews to understand improvement areas, and this is in regard to digital Processing of the disability claims?

Director Hutchison: Correct.

Trustee MacLowry: I wonder if you should be interviewing the employees and their experience in claims, see if they can help streamline some of the issues or struggles as well with the claim process.

Director Hutchison: What we're, this is what we're specifically looking at right now is the digital claim process, how we do the work with the digital process instead of the paper process? We're not looking to overall streamline or change their process of how we process claims. It's basically how we work through those claims digitally versus with paper. So, it's a very narrow focus on what this process is.

Trustee MacLowry: Ok.

Trustee Kulp: Did we take any bids from other contractors?

Director Hutchison: No, we didn't. I looked around. You know, there are many contacts in the city and our procurement office that listed out the organizations that could help us with this. I talked to some, and it was not formal bids. But where they were going from and given that they are a minority-owned and Woman-owned business, we don't have to do a formal RFP. It was just me interviewing and talking with people. Pregame came recommended by two or three people in the city because they have had excellent results with their work. They had excellent recommendations from other public groups.

Trustee Kulp: That was my other question. Are we going to run into technical errors if we don't open this up to a bidding process?

Director Hutchison: No, it specifically says in the Procurement rules that if they are a minority-owned, Woman-owned businesses, we do not need to do an RFP.

Trustee Kulp: Ok, thank you.

Director Hutchison: I would not have pulled them off the street without a more formal vetting process. But since they have done quite a bit of work with the city, I was able to talk with other people and so felt we had enough information to trust they are a very good fit for what we need to do.

Trustee MacLeod: Did you indicate one of those references was from Portland Fire Bureau.

Director Hutchison: Yes, I talked to people with Portland Fire. They do their strategic plan.

Trustee MacLeod: Ok. Any other questions? All right. I'll entertain a motion to approve Resolution No. 545.

Trustee Kulp: I'll make a motion to approve.

Trustee MacLowry: Second.

Trustee MacLeod: Ok. All those in favor?

Trustee Kulp: Aye.

Trustee MacLowry: Aye.

Trustee MacLeod: Aye. The motion passes for action item 1.

Director Hutchison: Thank you very much for that. Again, we'll share with you when we go to the strategic plan. We will be talking with you, the employees, we'll be talking with our members for what direction our members feel we should be going. So, the strategic plan, we'll be talking with a lot of people, and we'll share the findings as we go through them when we get the final report.

Trustee MacLowry: I was going to ask what sort of updates we'll be getting along the way.

Director Hutchison: We should be giving a final report in November. The strategic plan starts in January. Because they do interviews with so many people, it's a three-to-five-month process before we get the final plan there, and we go back and forth until we are all satisfied with that.

ACTION ITEM #2 - RESOLUTION NO. 546 – ADMINISTRATIVE RULE AMENDMENTS TO SECTION 5.2

Ok, so now we have two more action items. Again, I'll give you the option if you want to go through them or delay them. Neither one is time critical. Resolution 546 is the administrative rule, this is the rule we talked about last meeting for meeting minutes. I'll share the screen here. This is a pretty straightforward one. So let me share the screen. So, this is the proposed rule Amendment I sent that out to you in a separate e-mail. It didn't make it into all the Board packets. This is what we're talking about here right now. As we talked about last month, we're making two adjustments to the regular and special meetings.

The first one is we're formally documenting what we have been doing for several years now, which is having meetings every other month, so six scheduled meetings a year. Just where I have got my cursor, you can meet more often. There's no limit to how many times you can meet during a year, you just have to call a special meeting. Margaret Carter could request it or three of you get together and say we want a special meeting to discuss a certain topic or topics. So, you are not limited to six per year. You can do as many as you want to under this provision, special meetings allow that to happen. The advantage of having six in the first line is that most of our members are people who want to participate in meetings, which haven't been as often, know when they are so they can be paying attention to agenda items and so they can come and discuss when necessary or when they have something to say.

And the second change we're making is striking out court reporter because we've never used a court reporter, and just saying we're taking meeting minutes consistent with state law. So, this is what we're making the change here. Somebody asked how long we keep the video recordings. The state statute, the same ones in this range here, ORS 192.610 through 192.690, state that video recordings are required to be kept one year. We by default, because of the way we retain and handle it, we're keeping them about a year and a half, 14 or more months, 14 to 16, 18 months. City Council only keeps theirs for a year. The meeting minutes are kept in perpetuity. That's the path that we have been following.

Trustee MacLeod: Sam, to clarify when you're talking about keeping them a year and a half, you're talking about the recorded versions, correct?

Director Hutchison: Correct, you go to the link we send you and you go to YouTube. City Council removes theirs after one year. I still think there's ways that you can see them, but they are not officially kept more than a year.

Trustee MacLeod: Ok.

Director Hutchison: It's not to say that if sometime in the future you want them kept, you can. My technical person brought up the fact that video styles change over the years and at some point, you might have to convert all the past videos into the new format, whereas written tends to stay pretty close and if things get tough, you can print them out and you have written minutes of the meeting. Also, videos eat up a tremendous amount of memory, so IT people get concerned if people are keeping a huge amount of video files around because they eat up memory pretty fast.

Trustee MacLeod: As long as written, we have a chance to review and approve them the following month and then they are kept in perpetuity, I feel like that's a reasonable retention of video recording. Any other comments about that?

Trustee Kulp: I would agree. I think everybody was pretty onboard with this at the last meeting. It's pretty straightforward. I think we can make a motion on this. I don't think we need to hold it.

Trustee MacLeod: I agree. I've just been reviewing back to the last minutes; I don't see there was concern about these proposed edits. I think we can pretty safely move forward on this. Would you like to make a motion?

Trustee Kulp: I'll make a motion to approve.

Trustee MacLowry: I'll second. Specifically talking about the language, not about the videos.

Director Hutchison: Correct.

Trustee MacLowry: I will second it.

Trustee MacLeod: Specifically, to adopt Resolution No. 546 as shown here with this wording change in the proposed rule amendments here. Ok. I will - all those in favor?

[chorus of ayes]

Trustee MacLeod: That motion carries, and that resolution is approved.

Trustee MacLowry: Just for a quick moment of discussion, on the video archiving issue. I'm on the fence a little bit with it. But I think I can talk about that with Stacy and Sam just in the background before the next meeting to see if we can figure out archival for future videos. It's something I might want to talk through with you guys in the future.

Director Hutchison: That's fine. Just send me an e-mail. We'll set up some time to talk with you about it and see what you want, and we can bring it up as a topic next meeting.

Trustee MacLeod: At least we have cleaned up the wording in the rules there.

Director Hutchison: Right.

Trustee MacLeod: Which is nice.

ACTION ITEM #3 - RESOLUTION NO. 547 - FULL-TIME CLAIMS ANALYST POSITION

Director Hutchison: The third agenda item is we're looking to propose adding a full-time Claim Analyst position. So, this is an increase of one FTE (full time employee) to the Bureau level. I'll give you a couple of options. One, we can push this whole thing off. Two, Kim Mitchell is going to do the presentation on this since that position would be on her team and then you can make a decision after that if you want to delay, or we can go through to a vote. Which direction would you like to go? Want to hear Kim's presentation?

Trustee MacLeod: I think I would be interested.

Director Hutchison: Ok. So, Kim, you're up.

Kim Mitchell: Thank you for wanting to hear the presentation this afternoon. Basically, Resolution 547 is our ask; we're seeking the Board of Trustees' support and authorization to hire a full-time Disability Analyst to administer disability claims. This will increase the FPDR staff from 17 to 18 full-time employees. The reason we're asking for additional staff is the Disability Program benefits have expanded over the past few years because of State-imposed legislation and rules adopted by you, our Trustees. In September 2019, the Oregon State legislature passed the PTSD presumption for First Responders suffering mental health injuries caused at work, caused by work. In March of 2020, the Board of Trustees adopted rules to ensure fire fighters and police officers would receive disability benefits if they were contracted or were exposed to the coronavirus in their work to serve citizens of Portland. In June of 2021, the State of Oregon Legislature passed a bill extending workers' compensation heart and lung presumptions to FPDR, which means we administer and evaluate the claims under the State statute. In June of 2022, the State Legislators passed the bill expanding workers compensation firefighter's cancer presumptions to FPDR. Whenever the State imposes them, we are evaluating and analyzing the claims to see if they meet the State standard and also looking at any Charter, FPDR Charter rules to see if those claims would qualify. But the end result is that these expanded benefits have resulted in our administration of the largest number of claims in FPDR's history. Certainly, the biggest cause of the rise in claims has been the covid claims. But overall, including covid claims, when we compare our claim averages from fiscal year 2015 to 2019, we processed an average of about 338 new claims per year. In fiscal year 2021, we administered 536 new claims. That's a 58% increase in the number of claims processed prior to - compared to prior averages. And so far in fiscal year 2022 we administered more than 571 new claims, which is a 69% increase in the number of new claims filed and administered compared to our prior averages. And these new claims that we administer, these are what we report to you every year at the State of FPDR, are in addition to the existing claims that we process, 150 to 200 for members who have permanent partial disabilities or those entitled to post-retirement medical benefits. On average, we administered about 500 claims per year before the pandemic and for the past two years we have administered more than 800 claims each year.

In December of 2014, a disability program audit conducted by Milliman made a recommendation and their recommendation was that we try to keep the Senior Analyst caseload to about 85 claims per analyst due to the complexity of claims. Now, I am constantly juggling claim assignments and working to make sure that the caseloads are distributed to meet our best practice numbers for claim assignment and to make sure that the claims that the analysts are handling the claims that best meet their level of handling, Senior Analyst, Disability Analyst, etc. But we have had a challenge. The expansion of benefits has resulted in a substantial increase in number of new claims filed. The claims that are being filed are more complex. The PTSD stress claims, the heart and lung claims are more complex. And so, the administration at the highest level of expertise and experience can't be achieved at the current pace without additional staff to administer the less complex claims and to support our Senior Analyst in the Administration of the more complex claims. So, without additional

staff, I think that our members are going to experience a decline in service, and we pride ourselves in offering the best and most timely service to our members. And I think that we will experience an increase in claims cost that is typical in an industry when they have more claims and not enough staff to effectively manage them. The claims are left open longer, treatment is prolonged and sometimes the recovery is just not attended to in a way that result in movement of the claim through the process to closure, to recovery.

So, adding a full-time Disability Analyst to our staff will promote distribution of claims more aligned with the audit recommendations and will meet our Charter, administrative, and service objectives. I think it will help to prevent a rise in claims costs, prevent a decline in service delivery to our members, and ensure that we have staffing that we need now, and we'll need in the future.

What I have for you at the bottom is three little charts. The first is from the State of FPDR 2021 and it shows the rise - the claim numbers – the total number of claims for several years and then if you look at from fiscal year ending 2020 to 2021, that real increase, the rise in claims there. And we're going to see that again when we do the September State of FPDR report. You'll see the numbers go up from there. What I have also provided for you is just a caseload breakdown as of July 8th of 2022. On the left you'll see that our Senior Analyst, we've got three Senior Analysts and one Disability Analyst. The Senior Analyst that is handling both fire and police claims, and postretirement claims is administering about 199 claims and then we have the Senior for fire at 165 claims, Senior for police at 154 claims, and the Disability Analyst administering 151 claims. This is really way above the 85 claims that is recommended for the best practice to promote industry best practices for claims administration. The breakdown that I have on the right shows an assignment distribution with the additional hire. And we show - oh, ok. Sorry. Thank you for the note. Do you all have your - the information in front of you? They are not seeing my screen share. I want to make sure we're all on the same page.

Trustee MacLeod: Yes, I have it.

Kim Mitchell: If you look at distribution of claims on the right side, you see we have the Senior Analyst still administering more than 85 claims per year. And this in part is because the claims go through stages of administration; it's the initial claim workup to determine the entitlement to those benefits; it's the medical management of the claim; and, then the stage that is where the member is maybe doing transitional duty or working towards recovery. While they may have 95 or slightly higher claims per Analyst, they are going to be at the varying stages. When we have a claim count that includes, say, 10% or more that are on the closing side of the stage of claims, we know that they are not going to require the dedication of work that the initial claim workup and the medical management side of claims administration will take. And so, these numbers, 95 claims I think are more in line with what my goal is to keep their caseload at the senior levels, but it will fluctuate a little bit.

What you do see is that the Disability Analysts are going to handle a greater number of claims. But that also fits with the broader type of claims and more moderate injury claims that are kind of the quicker claims to administer, maybe not as severe injury or illness claims. And so, the turnover at those desks will be greater at the various stages of claims administration. So, I think that, again, the purpose and the goal is to make sure we're taking care of our membership, they get the benefits they deserve, that they get them timely and that we're following industry best practices for caseload distribution for our staff and working to meet our Charter and administrative role criteria, to meet our mission and values, and to provide the best service to our members.

The next slide, I'll defer to Sam and Asha if they want to step in on this. But we looked at the salary range for the Disability Analyst position and the estimate of a base salary at mid-point of \$84,000 with a full cost of \$113,000 plus, which includes benefit delivery. So, that is information that will help with the fiscal impact of this. It is slightly higher than what the resolution says. Ultimately, we will be working with HR to direct the salary range, which they base on classification, the work of comparable character and state pay equity standards. So, we will sort all that out if we have your support to add another Disability Analyst to our staff. Any questions?

Director Hutchison: One clarification on what the numbers you found in the resolution. The resolution has – apologize,

Kim Mitchell: Page 68, Sam.

Director Hutchison: The resolution has \$57,000 to \$74,000. If you look at the chart here, that matches the half-year cost. So, that's what will impact this year's budget, is that \$56,000 to \$74,000 range. The upper one will show the full year. That will be absorbed into the next full-year budget.

Kim Mitchell: Thank you for that, Sam.

Trustee MacLeod: You're anticipating that the hiring and onboarding for this person would bring them onboard the first of the year. Is that what you are imagining?

Director Hutchison: Correct. We still have a process to go through approval to do this in the city. Even though you'll approve it, any addition of personnel staff has to go through a process, a package that the City Council votes on. That probably won't occur until October. This will give us a couple of months to work with HR to get all the stuff prepared and around as soon as Council gives the thumbs up, we will then post the position probably latter part of October, close it sometime late November, and they get the person hired and in place around first of January.

Trustee MacLeod: Good. Kim, I have a question. Obviously, these claims have been escalating over the last year and a half or two years. What has the team been doing in the short term? Have you had temporary help? Is it a lot of overtime or claims processing timelines dragging?

Kim Mitchell: It's been a combination of overtime. We did hire a temporary person to help with some of the more kind of rudimentary administrative work that helps support our claims. In some cases, we have had extension of timelines, which are multiple, several factors have been included. When we talk about covid claims, and those were the majority of claims we administered these past couple of years, the medical community, closure of medical offices, staffing, there's been so many factors that have contributed to the delay in claims and our staff's ability to get records to support claims in that. So, several factors. But, yes, it's just been a lot of work. It's been adding additional staff to fill in with some of the other tasks that analysts couldn't do. A lot of team work to try to pre-empt and get information about the claims and help with the investigation on the front end. So, there's been just a lot of different things we've done and try to do to keep up with the claim numbers that we had.

Trustee MacLeod: Ok. I'm also curious if you were, if you have specifically tried to carve out covid-specific claims and look at the impact of just the additional, you know, statutory or legislative requirements that have been imposed on here that you went through, with covid and considering those expanded requirements, would you still feel that this additional position is warranted?

Kim Mitchell: Yes and thank you for asking that. Certainly, at the state of FPDR we'll have numbers in more details, but my preliminary look at claims shows we have had increase in the number of stress claims filed, the number of heart claims filed. We have not had an increase in the number of cancer claims filed yet. But we anticipate those numbers will probably increase. I was just in a meeting with one of our managed care organizations and they have had said the increase in utilization of mental health providers, especially when talking about stress and PTSD, has increased because the communities at large are more aware of the need for mental health. And so, I think that we anticipate that as time goes and as the bureaus themselves become more open to and members not so protective of wanting to go through a process or protective of, maybe their past thoughts on what filing a claim for a stressor that is, that we will see more claims. I think the mental health aspect of it has just become more acceptable.

The other thing that we expect is that, while we've seen increase in heart claims, I think that we will see an increase in the number of lung claims too, especially as we kind of move into the fall. These are outside of covid, but lung conditions, pneumonias, things like that that we have already processed under our existing statute, but the heart and lung presumption does change how we analyze and administer those claims. So, I expect an increase in those numbers. Even with the moving away from covid claims, I expect to see an increase, because we have already, in the number of the PTSD, the stress or mental health, the heart, and cancer that will result in handling just more complex claims.

Trustee MacLeod: Thank you. I want to share as a side note, apart from this board, my work involves work with a lot of public agencies in the state of Nevada and they have predated Oregon with the presumptive heart, lung, and cancer statutes. Over the course of the past 10 to 15 years they have seen an increase, particularly in the last seven or eight years since again the word of mouth getting out, and once the ball gets rolling on those things, they have seen a substantial increase in the number of claims coming through their workers' comp program. In earlier years, even after statutes were passed, they were still seeing many claims go through the individual health policies and as word got out more and the regulations were clarified, more and more tended to come through the workers' comp plants. I wanted to make sure that you had taken a look at how, aside from the covid claims, it looked as if these other statutory mandates were already affecting things. So, thank you.

Kim Mitchell: Thank you for that information.

Trustee MacLeod: Does anybody else have comments or questions about this?

Trustee Kulp: Sam, I don't know what the skillset would be to apply for this position but is there any potential opportunity for people within the organization to promote from within?

Director Hutchison: Kim could better answer that. Right now, there's nobody. There is a potential that we could have a couple of people that could promote within, a Claim Tech and Claim assistant if they wanted to. But there's only two of those positions and so, Kim, if you want to elaborate on that.

Kim Mitchell: Yes, thank you Sam. As Sam said, we've got two positions, and they are fairly new in those positions. So, it would take time for us to train them to handle the claims, to jump in and handle those claims. I should add that we are exposing them to and training them kind of incidentally in their work as it stands right now. But right now, they are not quite ready to step into that desk at the level that we need. So, in the future, we are always looking at staff and how we can promote within. It's just that at this time the need is so great, that we have someone who can really jump in and get the ball rolling with the administration of claims.

Trustee Kulp: Thank you very much.

Trustee MacLeod: I'll just make a comment, and that is that I think that member confidence in this program is of the utmost importance and that this is grounded in their confidence in how they are treated and how the claims process is handled for them individually. And I can't imagine if you're taking more and more claims on, that that ability to spend time for each claimant has just got to suffer in some way, that the timeline is, you don't have as much time to communicate or whatever. I just think that it's kind of like the old thing about when you're traveling on an airplane, if your tray table is dirty, you start to wonder about engine maintenance. So just, again, that's the members interface with you on those things is critical. If that begins to suffer because there is not enough time or manpower to deal with it, I think overall confidence in the program and in the decisions made will be questioned more. I am looking at the numbers that people are handling and looking at the additional statutory requirements that are being imposed and from my vantage point, the additional staff salary and benefits seems justified. That's my personal opinion. I don't know if anybody else wants to make any opinion and/or wants to comment on whether or not you feel we should wait until next month or the next meeting before deciding. I'm comfortable moving forward, but I'm interested in what the other Trustees think.

Trustee MacLowry: I'm interested to see what the numbers would look like with the covid claims carved out. Can you remind me of the date - September or October - when the presumptive covid claims go away? 150, 180 days from the mask mandate removal, it's coming up in September or October. Is that correct?

Kim Mitchell: Yes, it's 180 days after the state of emergency ends. I believe that's end of September.

Director Hutchison: September 27, 2022, I believe.

Trustee MacLowry: Potentially that could mark a time where some of the claims would start to decline. Is that correct?

Kim Mitchell: Correct.

Trustee MacLowry: I agree with Catherine. With the legislative change, I would imagine that those numbers would continue to rise. Looking at the chart here from 2015 to 2020, declining and maybe somewhat increasing a little bit. But the spike is clearly covid-related. It will be interesting to see the numbers without.

Kim Mitchell: Yes, I can give you more detail on that for the State of FPDR or shortly after the presentation today, if you want that sooner. But right now is where we're going and we're looking at our numbers in prep for state of FPDR. I didn't have time to compile everything. I looked at them preliminarily for today's presentation. I certainly anticipated that moving forward, we would move forward without the volume and spike caused by covid claims. I want to make sure my staff is ready in case there's something else that comes up or that there's another benefit that is expanded. The one thing we know is that the benefits haven't decreased, the offerings haven't decreased. They are constantly expanding. But I would be happy to provide that information.

Trustee Kulp: Is there a projection for when you may lose your next person to retirement?

Kim Mitchell: We have three people who could retire anytime now. I know that's been one of Sam's big worries. So, another part of this with hiring a Disability Analyst does help us with succession planning, because with training and experience they can move up into a senior position, which helps with the continuity of claims administration and the way we want that to be. So, yeah, there is a possibility that a few of our folks could decide to retire tomorrow, if they wanted to.

Trustee Kulp: I think I would make a motion to move this forward. Knowing there are the potential of more retirees, having somebody in place beforehand I think is a benefit to all the members.

Kim Mitchell: Thank you for bringing that up because the other thing we don't often highlight is the postretirement claims. The number of firefighters and police officers retiring - Stacy and Asha can attest to that, Sam – has really increased over the past couple of years. If they have claims that were approved before they retire, we administer those claims as well. Those don't count as new incoming claims. Those are existing claims that are reopened or kept open as a transition from service to retirement. So that's another part of the claim's administration we do that is impacted by retirement of our members.

Trustee MacLeod: Trustee Kulp, I think that was a good question about imminent retirements. If there is an upcoming retirement from these Disability Analysts here, that that would help with that. Sounds like you're also maybe suggesting that if this position is filled and, in fact, claims start dropping off, I don't think it's likely that would happen, but if the claim level starts dropping off in part because of covid and maybe as people get their hands around these new statutory requirements, it becomes simpler and less invasive. So maybe there's a little bit of extra room, let's say. But if there's imminent retirement or two in the future, natural attrition in analysts could occur in the future if they found they were overstaffed. Is that what you were suggesting?

Trustee Kulp: Correct. With our staffing levels now, I think we're feeling the pinch of not being prepared and being chronically understaffed all the time. Having somebody in place that's qualified and knows the system and could take over the new claims when somebody decides to retire, I think it's a benefit in whole.

Trustee MacLeod: I agree. It sounds like you're saying if there's concern, particularly given covid and the distortion of claims there, if this, even though I doubt it's expected, that this additional position ended up in a year or two not being as necessary as it appears to be now, that there's some natural attrition potentially with promoting from within.

Trustee Kulp: Correct.

Trustee MacLeod: I think that's a valid point. I'm also comfortable moving forward. Trustee MacLowry, what are your thoughts? Do you want to move forward with the vote, or do you want to see additional information or wait until next meeting?

Trustee MacLowry: I don't need to see any more information. I agree with what's been said. I don't know how the other Trustees feel, if they feel like they would have to have a say. From my perspective, I'm ok with everything that's been discussed. I agree having the extra person there to help the membership experience, get the claims done in a more professional and quicker and timely manner is a benefit to everybody. So, from my perspective I'm good with it.

Trustee MacLeod: The last filter is, we're just the first filter. There's the entire city approval process. So, we're just the beginning. I think with all of that put together, we should move forward with that motion. Someone want to make a motion to this?

Trustee Kulp: I'll make a motion to approve the hiring.

Trustee MacLowry: I'll second.

Trustee MacLeod: Ok. We have a motion to approve Resolution No. 547 as written. Let's take a vote. Aye, approve.

[chorus of ayes]

Trustee MacLeod: This motion is carried. Thank you, Kim. I think we're onto information items, is that right?

INFORMATION ITEMS #1 – FPDR SUMMARY OF EXPENDITURES

Director Hutchison: Correct. The first is summary of expenditures. Asha, you're onboard.

Asha Bellduboset: Hello board, my name's Asha, and I'm the new lead Financial Analyst and I'm stepping in for Stacy in this meeting. This report is the budgeted actuals through May 31st of 2022. There's really nothing too exciting going on here. At the time of the report there were a couple of things that I would point out in the May column. If you look at the internal materials and services, the second line down, the FPDR three pension contributions, at the time of this report fire and police still hadn't billed us. But at this point this has been corrected. They have billed us, and these figures are in. And in the line right below that, the return to work/light duty, that was put in the wrong category. So that's been updated, and that corresponds with that everything else bar you see at the top, which is kind of showing why the green bar total cost looks like it's way larger than our budget. So, I did want to point those out. Those two things have been resolved at this point. And we did in the year within budget and all of our major object categories. At this time, I would like to see if you guys had any questions about it. But that was the most exciting portion of the report.

Trustee MacLeod: Asha, can you clarify? What were you saying is right or wrong about the May column for return to work and light duty?

Asha Bellduboset: You'll see the \$4.677571, that \$4.6 million, that was basically put in the wrong category in our city's system of records, SAP. So, with a journal entry in June, at the end of the fiscal year we corrected that, and it is reporting in the correct major object category.

Trustee MacLeod: Correct, so category 3 pension expenses?

[multiple speakers]

Asha Bellduboset: Yes.

Trustee MacLeod: I didn't hear you say what the correct category was. So that makes sense. Ok, thank you.

Asha Bellduboset: Thank you for the question.

Trustee MacLeod: Any other questions from anyone?

Trustee Kulp: I do not.

Trustee MacLowry: Nope.

Trustee MacLeod: Thank you, Asha.

INFORMATION ITEMS #2 – PERS ETOB TEST RESULTS

Director Hutchison: So, going on to some other stuff here. The PERS equal to or better than test results, I sent you all an email earlier this week. Last Friday the PERS board passed a resolution stating that FPDR provides benefits equal to or better than those available for PERS. So, we passed the test. So, we need to take no action with that and this is good news. We didn't expect anything otherwise. The way our plan is designed and the benefits we offer always exceeds the baseline for PERS. We're good to go for another 12 years. Does anybody

have any questions? I sent you a copy of the PERS memo that the PERS board reviewed and approved, as well as a copy of the independent actuarial determination report for FPDR.

Trustee MacLowry: No questions.

Director Hutchison: Ok. It's just one of those things you go through every 12 and you want to make sure you don't pull up any issues that you have to address with that. And if you fail, it's going to have huge ramifications to the fund, so I'm glad we passed.

Trustee MacLowry: Sam, I have not had a chance to look through the e-mail. If I have any questions, I'll get back to you.

Director Hutchison: Please do and we'll answer that for you; it's pretty straightforward. We can walk through the report if you would like some help doing that.

INFORMATION ITEMS #3 – CHANGES AT FPDR

The next topic we have is changes at FPDR. This ties to retirements. As we have talked about Mika and Kathy retiring, both long-tenured people, we have replaced those positions with internal hires. So, it's Asha being one of them and replacing Mika. We hired two new employees to replace Asha in her old position and Julie Hall promoted to Kathy's position, we hired an employee to move into Julie Hall's position. So right now, we have four employees new to their positions, 25%. That's a big change. We have 25% of our employees in new positions here. So, we have very good hires, very good promotions here. So - but there will be some time for everybody to get their feet underneath them and get moving on with that. You were talking about retirements coming up. We still have five to six people eligible to retire within the next five years in the bureau. FPDR has one of the most tenured staff in the city. People come to FPDR, they love it, they stay. We have very few people that move on out of FPDR. It's a constant thing we're looking for to plan, another reason why we want a strategic plan, so we can be in a position to survive more retirements coming forward and that also ties in why we're doing those detailed exit interviews with Mika and Kathy, so we can learn from them and make adjustments and so we aren't hit by future retirements and crippled by them. So, that's something we're continuing to look at. Any questions on that?

Trustee MacLeod: No.

INFORMATION ITEMS #4 – FPDR UPDATES

Director Hutchison: FPDR updates. We have moved. You can see a white wall behind me, that's my new office wall. We moved Monday to suite 250, same building, but down two floors. If you remember earlier discussions, we reduced from 8,000 to 5,000 square feet. We had a lot of unused space in the old office, plus people here, a lot of them are going to be working hybrid schedules. So, we don't need the full breadth of the space that we had before. And the only thing that's changed is our physical location down two floors in the same building. Our phone numbers, e-mails, fax number etc. have not changed. So that's a positive for everybody. The move has gone very well. We're finding little problems here and there and we're having people correct them. But it did go well. I just saw an article where somebody moved across country in a moving van; it rolled, flipped, caught fire, and burned all their possessions. We had no possessions lost in the move and everything with that. We had a fantastic facilities manager from our facilities bureau. She's done a lot of moves in the city and she knows how to do it, knows how to work with contractors, knows all the

details. We have had some great people in staff who took on additional work to make this happen on various aspects. And then all the staff had to prepare for the move. Again, some of these people that prepared for the move have been in that same office for 20 years. You know what happens when you're in a house for a long period of time. You have a lot of stuff to go through, move, prepare, and recycle. So, we've made it through. We're on our second day in the office. I think everybody is adjusting well. So, it's pretty exciting.

Trustee MacLeod: It is exciting. You have that really big board room space in the other suite. Do you have anything like that in the new suite?

Director Hutchison: No, that's part of what we got rid of, probably about 1,500 square feet. For our bureau, we're in a hybrid work mode, we don't need that big space. We rarely took advantage of that whole space. We tried farming it out to city training classes. It was hard for people to get to our office. So that was that we didn't find good use for that space.

Trustee MacLeod: Is there a space in the building that, if you do want to meet in person with staff or, you know, with a group of retirees or something, that you can have space available?

Director Hutchison: We have two conference rooms here; one holds 10 and another holds about 6. We have a huddle room that holds 3. One of the smaller conference rooms is also what we call our interview room where all our retirees that want in-person retirement meetings where they sign the papers, etc., we have that room set up here. So, we kept that available to us here. The building has rooms that can house another 15 to 20 people and another big room that, if you put the chairs in it, you can probably get 30 people into it. So, we have availability in this building, should we have to have a large meeting bringing in the public, we could do so.

Trustee MacLeod: I hope you like the space.

Director Hutchison: So far, everybody is liking it. It's a little bit different because everybody had offices before. Now they are pretty much in cubes. But, again, they are not here - we have some staff here five days a week, but most are working one to two, a few others work three days a week.

INFORMATION ITEMS #5 – FUTURE MEETING AGENDA ITEMS

Last thing, we have is the future meeting agenda. Our next meeting is September 27th. We have the State of FPDR presentation at that meeting. At this point we don't have any other action items, but something may come up before then and we'll share that with you.

Trustee MacLeod: Ok. Are there any other topics of discussion or general comments anybody wants to make? Ok, it sounds like we might have accomplished our goals for today. In that case, I think I'll adjourn our meeting.

Director Hutchison: Thank you all for participating. Next time we'll get the videos going. Kim and Julie, can you hang on a little bit after everybody goes?

Kim Mitchell: Absolutely. Thank you all.

State of FPDR

Fiscal Year 2021 – 2022

Fire and Police Disability and Retirement
September 27, 2022



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

COVID

Lifting of COVID Restrictions

Office Reentry

Hybrid Work Schedule

Office Move

What Happened Last Year

- COVID

- COVID continued to impact the bureau;
- Staff was working entirely remotely for most of the year. Work in the office was allowed on a limited basis.
- Omicron variant caused another spike in COVID claims
- A record number of disability claims were filed, higher than last year

- Transitioned out of the COVID restrictions

- 3/17/2022 – City lifted mandatory mask requirement
- 4/1/2022 – Mayor Wheeler lifted the City's COVID State of Emergency

What Happened Last Year

- Transitioned out of the COVID restrictions (continued)
 - 4/18/2022 – City moved to hybrid work schedules; all staff required to work in the office one day a week
 - 6/1/2022 – City offices, including FPDR, opened to the public
- Office move
 - Office lease expired April 30, 2022
 - Reviewed new office location options; negotiated and signed a new lease in January 2022
 - Began preparations for the office move
 - Moved to the new office on July 25, 2022

What Happened Last Year

■ Disability

- Processed and paid a record number of COVID claims for members who tested positive or needed to quarantine
- Processed an increasing number of disability claims for PTSD and Heart/Lung conditions under new presumption statutes
- Added a new MCO option for disabled members - Providence

■ Pension & Finance

- Promoted Financial Analyst II to Financial Analyst III, Hired New Financial Analyst II
- Implemented new PPA Contract and new State Tax Offset Benefit law

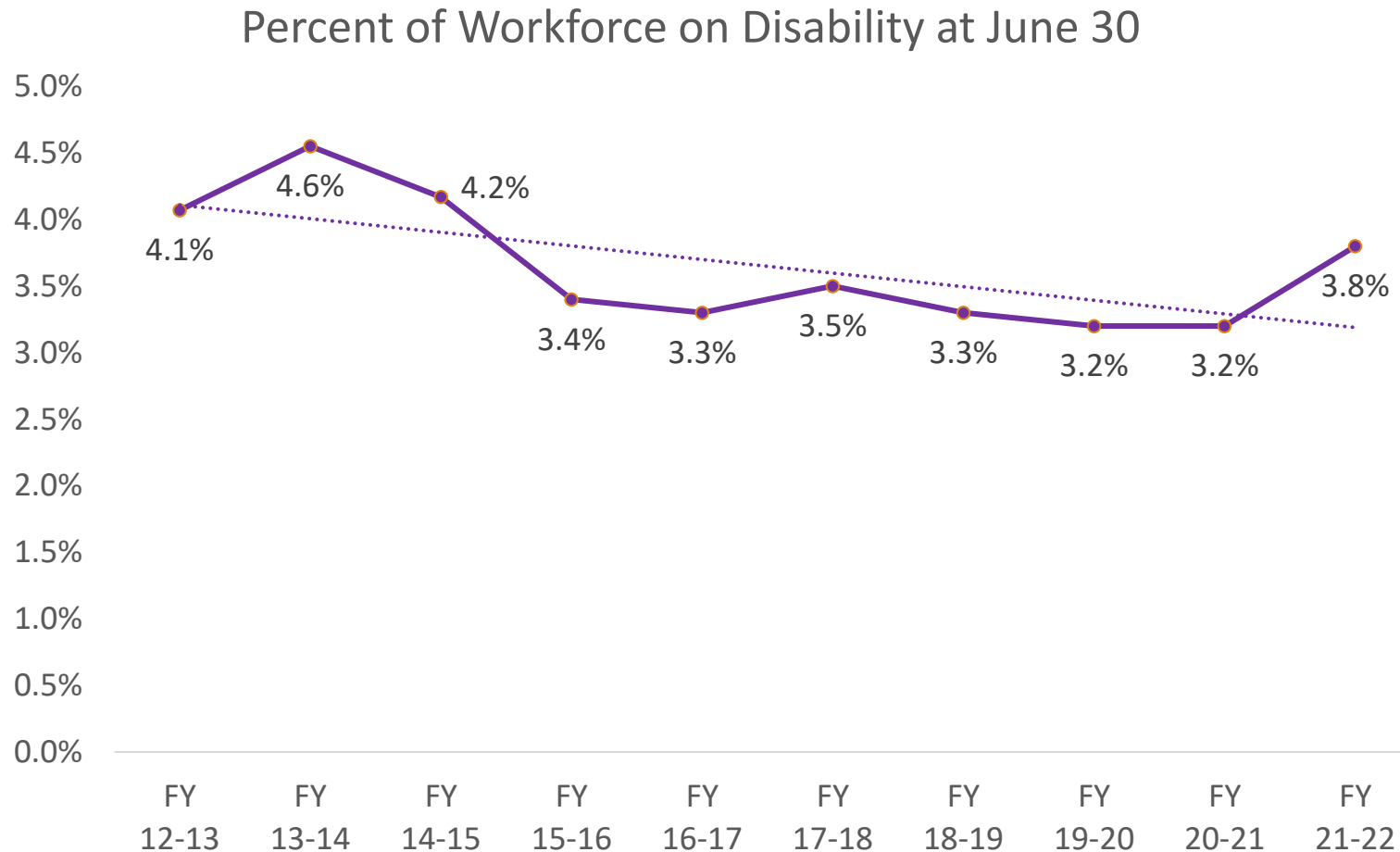
What Happened Last Year

- Staffing changes
 - Long tenured Legal Assistant retired
 - Selected an FPDR employee as the new Legal Assistant
 - Hired new Office Support Specialist
 - Promoted FPDR Financial Analyst II to Financial Analyst III to replace an upcoming vacancy due to a retirement
 - Hired new Financial Analyst II
 - **25% of FPDR staff are in new positions**
- Technology
 - Expanded use of secure file sharing
 - Updated all computers and laptops
- **Provided seamless service and continuous availability for our members**

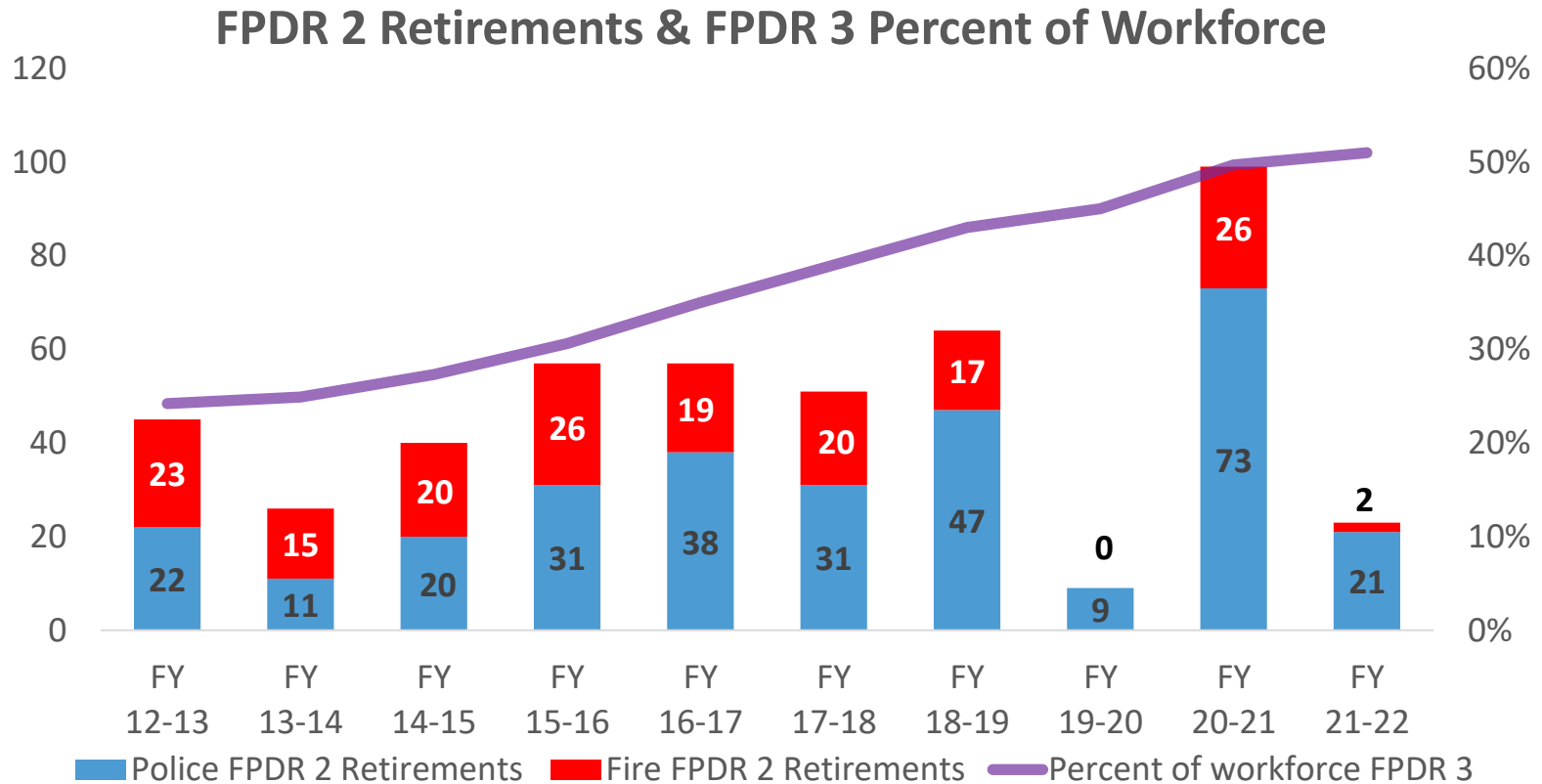
What's Happening 2022-2023

- Staff in new positions will settle in and learn their new jobs
- Complete the process improvement project for digital disability claim workflow
- Create the FPDR Strategic Plan
- Hire a new disability analyst, if City Council approves
- Send out an RFP for Actuarial work; select actuarial firm
- Monitor 2023 State Legislative session
- Review and update the FPDR Continuity of Operations Plan (COOP)

Key Performance Measures



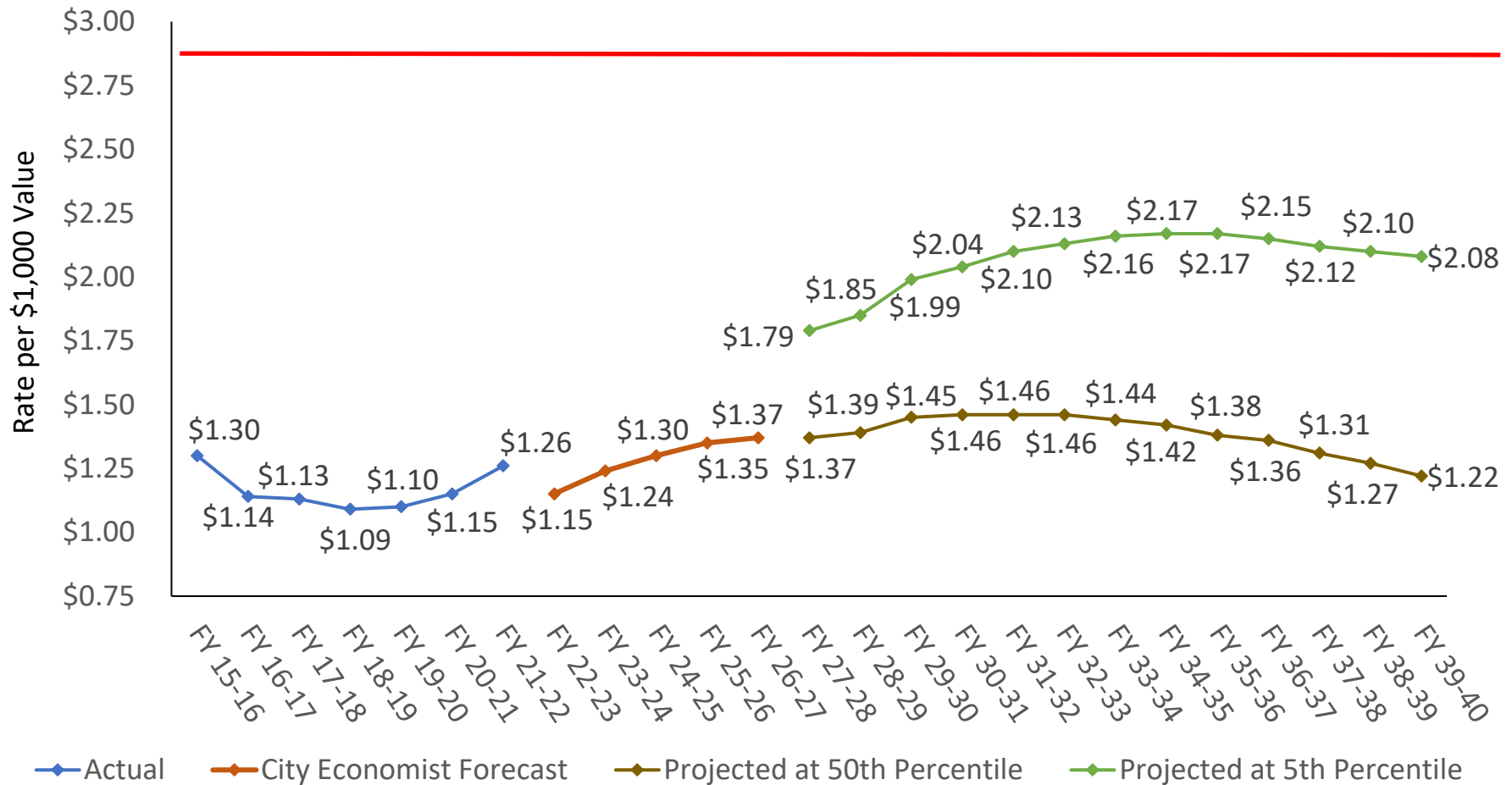
Key Performance Measures



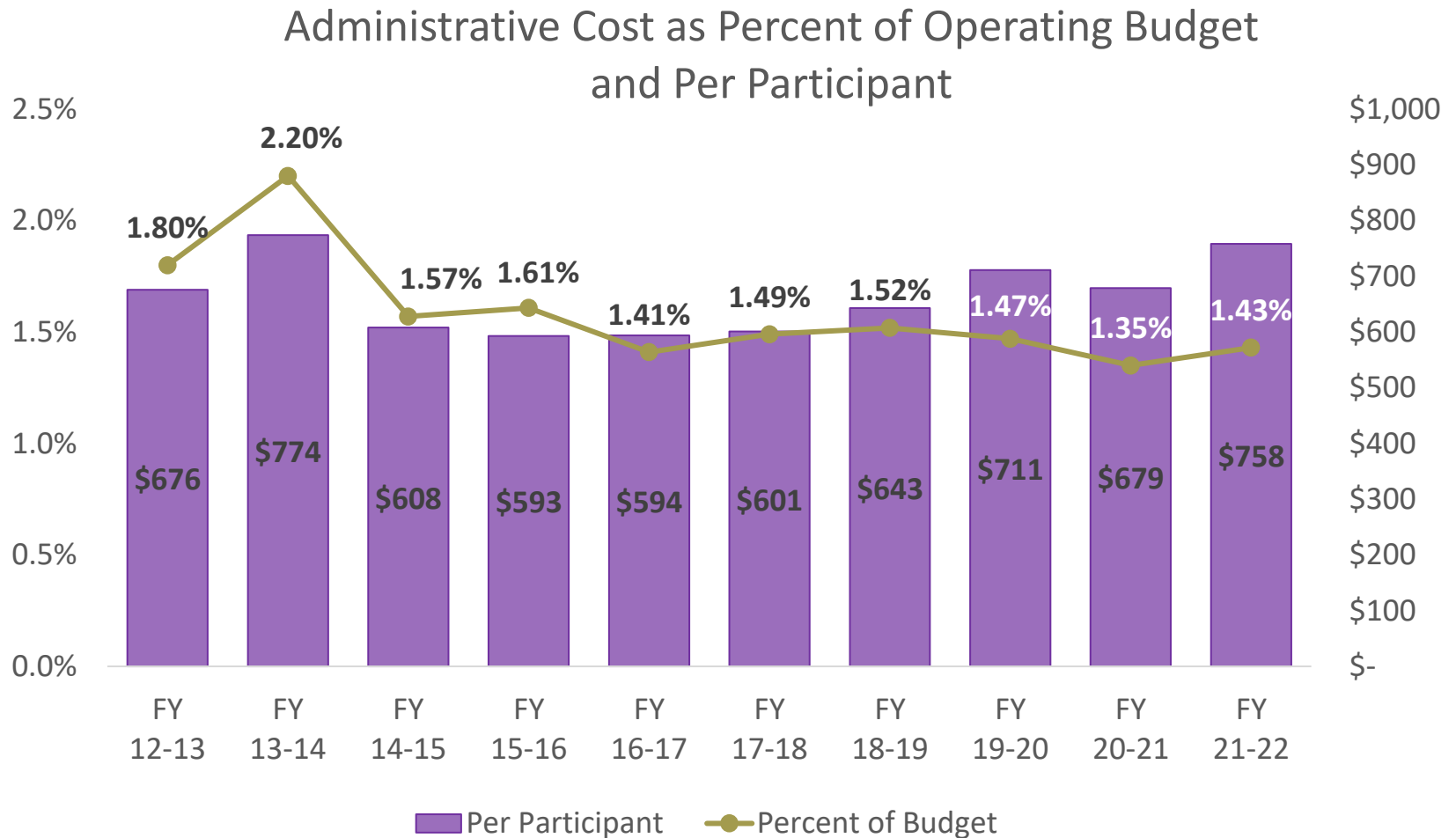
FPDR 3 members comprise a growing percent of the workforce as FPDR 2 members retire

Key Performance Measures

FPDR Tax Levy: Real Market Value Rate by Fiscal Year

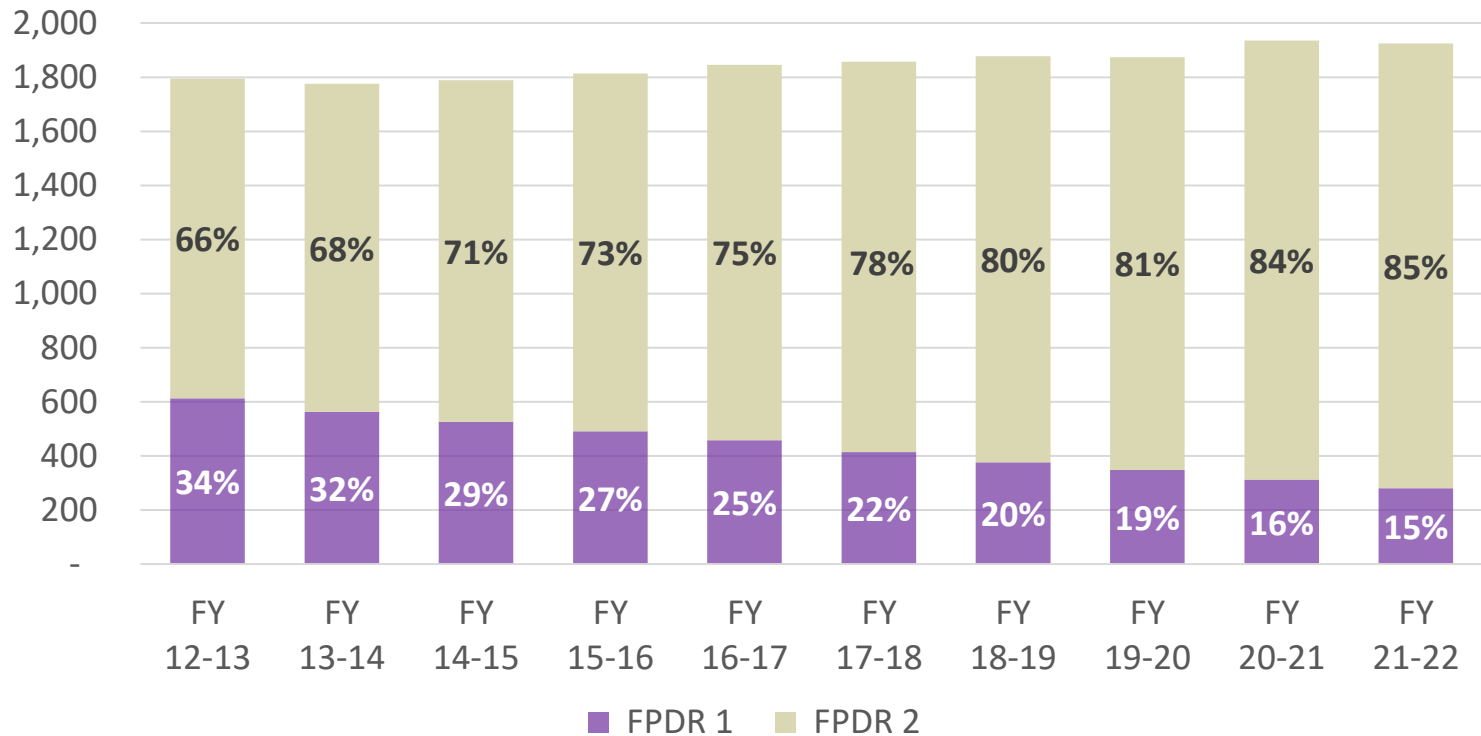


Key Performance Measures



Pension Program

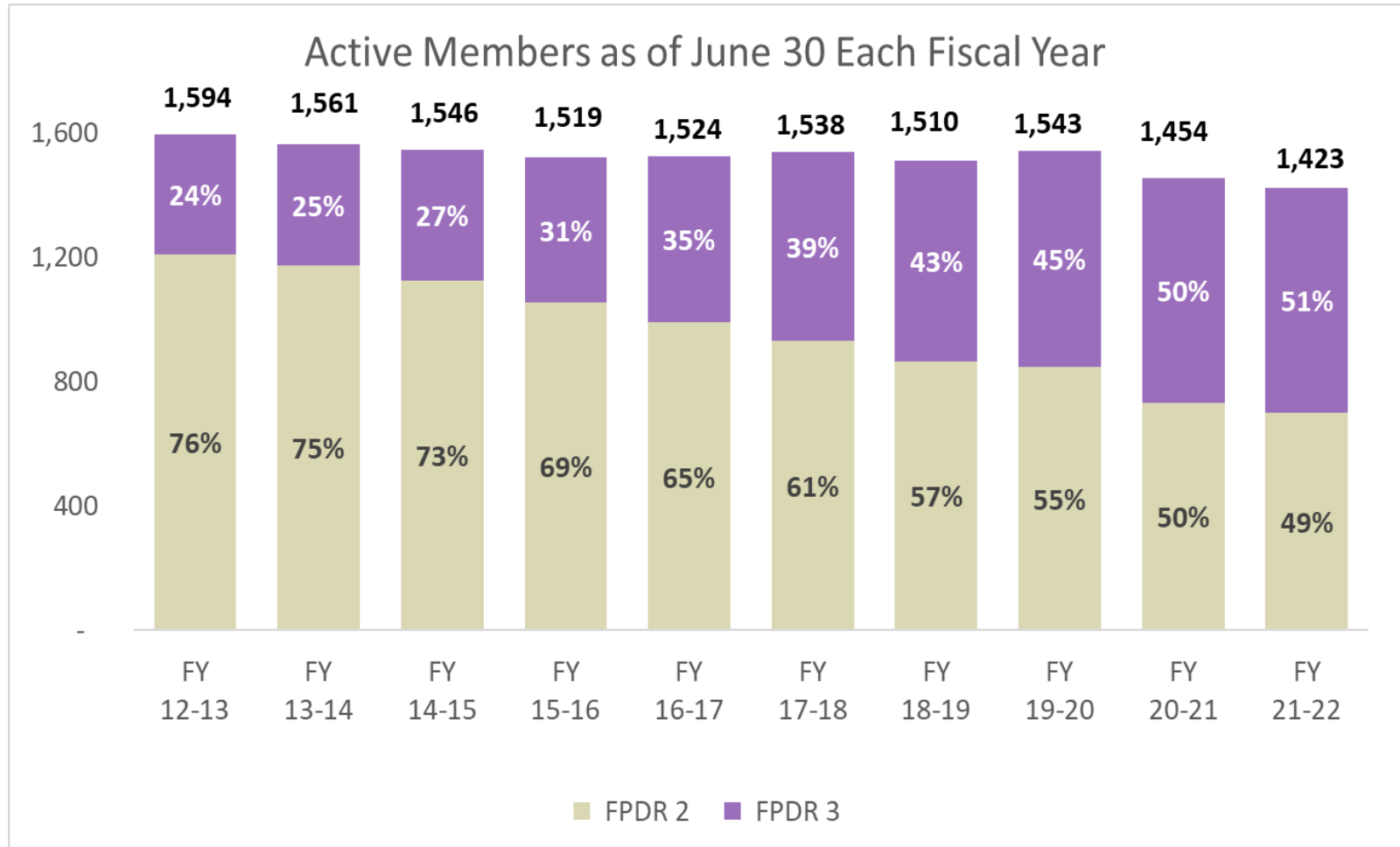
Pension Counts* as of June 30 Each Year



Year	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Total	1,795	1,776	1,789	1,814	1,846	1,857	1,878	1,874	1,935	1,925

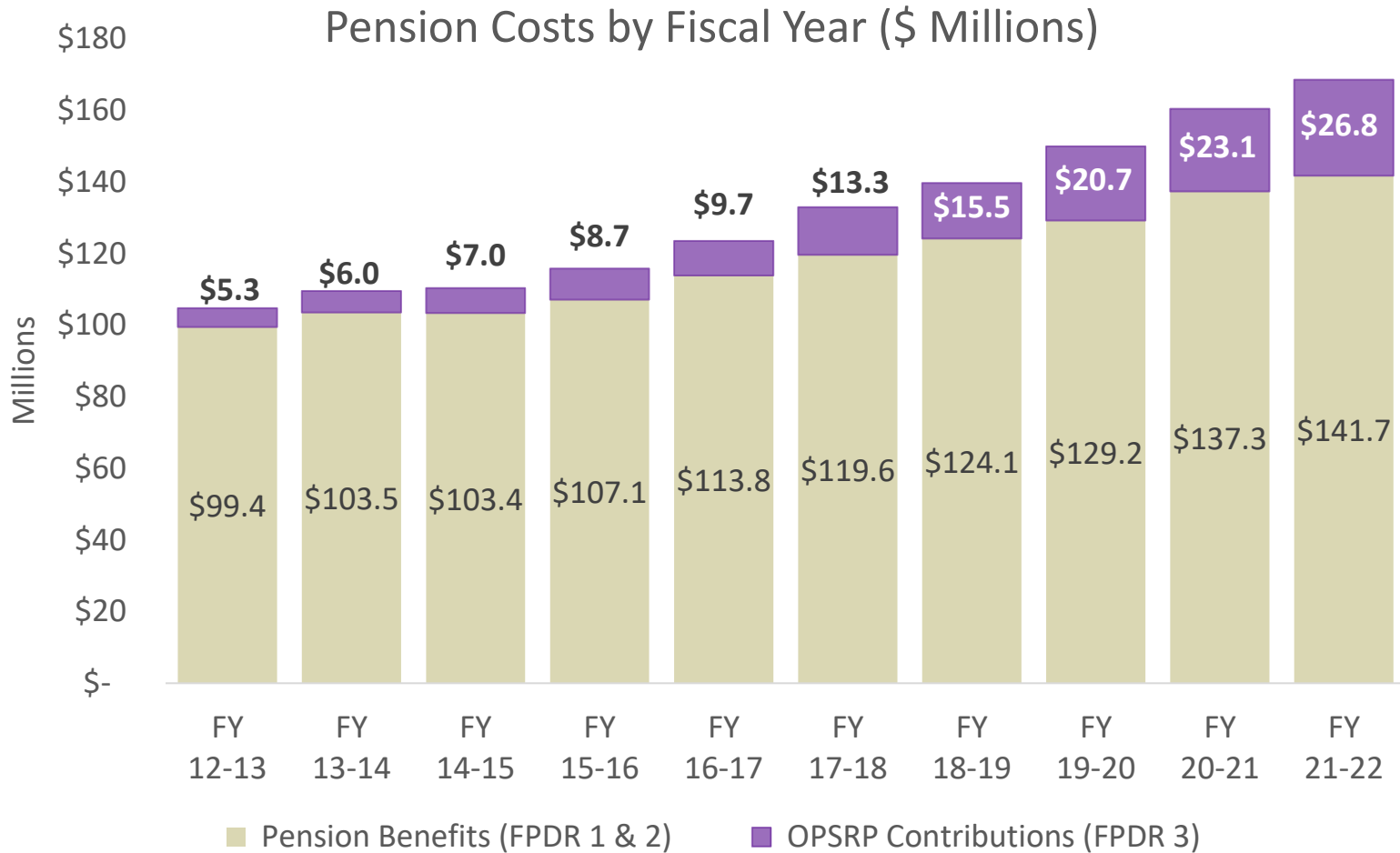
*Members, Survivors and Alternate Payees

Pension Program



OPSRP Contributions are Paid on FPDR 3 Member Wages

Pension Program



Pension/Finance/Office Support Team

Staff and Operational Transitions

- Three of six positions on this team are filled with employees new to the role, the result of two retirements and two internal promotions
 - Financial analyst II promoted to financial analyst III
 - New financial analyst II
 - New office support specialist
- Planned for DCTU strike (averted day before)
- Moved and downsized FPDR's physical office
- Implemented staff vaccine and masking policies
- Implemented phase one of return to office policy

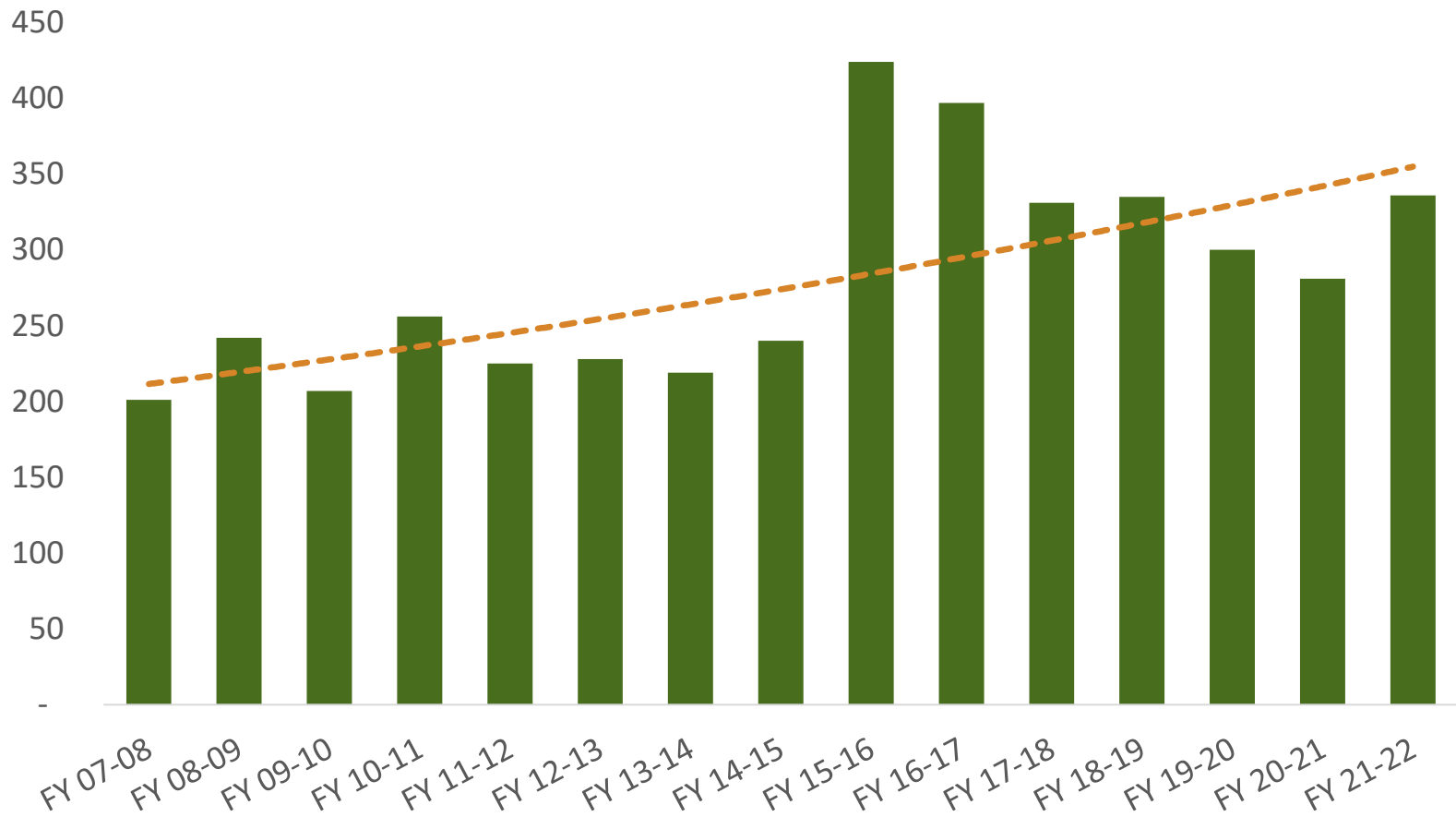
Pension and Finance

Other Highlights of FY 21-22

- New Portland Police Association Contract
 - Determined pension impacts of two new pay types
 - Issued \$101K in retroactive payments to 305 different beneficiaries
- Continued virtual retirement workshops – 52 members attended during the year
 - 23 members attended our first in-person retirement workshop since the pandemic began, on August 24
- Implemented statutory changes to the Oregon state tax offset benefit
- Capitalized on interest rate volatility to obtain favorable tax anticipation note borrowing on the private market
- Managed the tax levy through a year of unusual uncertainty with respect to delinquency and compression rates

Pension Program

Pension Estimates Prepared



Disability Program

Disability Program Highlights

- **Added Providence MCO to our list of contracted providers**
 - We now have Kaiser Permanente On-The-Job, MHN CareMark Comp, and Providence MCO.
- **Created, adopted and implemented new MCO policies**
 - Created Membership mailing to introduce Providence and explain new MCO process
 - Members now pre-select MCO during pended phase of claim
 - Created digital interface with Providence MCO to take advantage of discounts and payment for services

Disability Program

Disability Program Highlights (continued)

■ **Archive Project**

- Reviewed and prepared hundreds of claims for archiving in prep for move

■ **Leave Restoration**

- Audit and analysis of existing leave restoration process
- Created and implemented new pre-authorization process to speed restoration of benefits

■ **Program Review**

- Digital claims processing
- Room for process improvement? Working with Pregame in Fall, 2022

Disability Program

Disability Staffing

- Planned for DCTU Strike (averted day before)
- Hired temporary help to assist with archive project and other staff support
- Analyzed work and staff caseloads. Determined additional staff was needed. Obtained Trustee support for additional staff.
- New analyst recruitment begins after budget approval in fall BMP

Disability Program

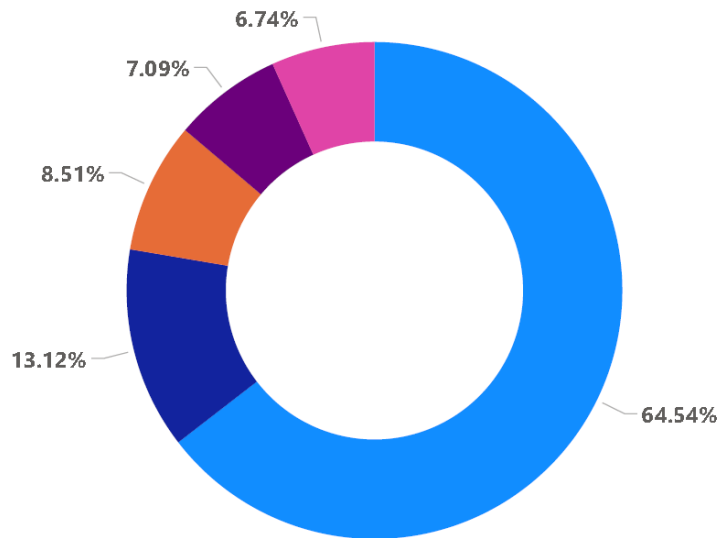
Disability Claims

- Received and administered record-setting number of claims for the second year in a row
- Administered more PTSD and heart-related claims
- Medical management of complex claims
- Saddened by passing of Member suffering from cancer approved as an occupational disability claim

Disability Program

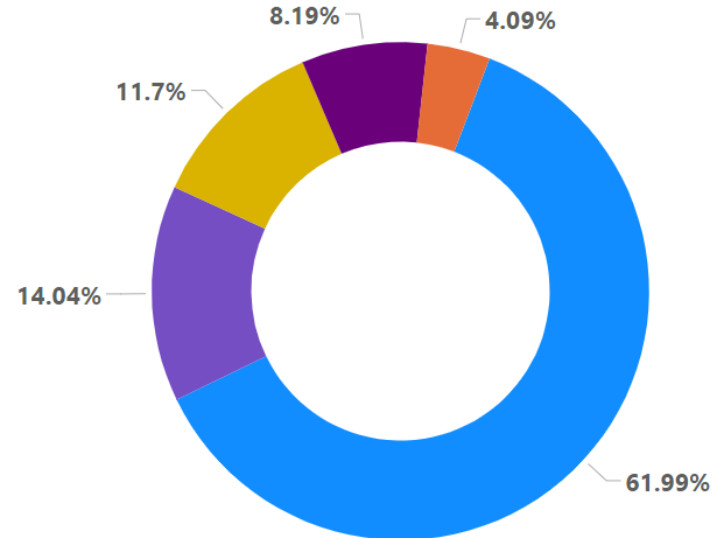
Injury Cause Overview

FIRE



- Pandemic
- In Lifting
- No Specific Cause
- Over-Exertion
- Slip/Trip (No Fall)

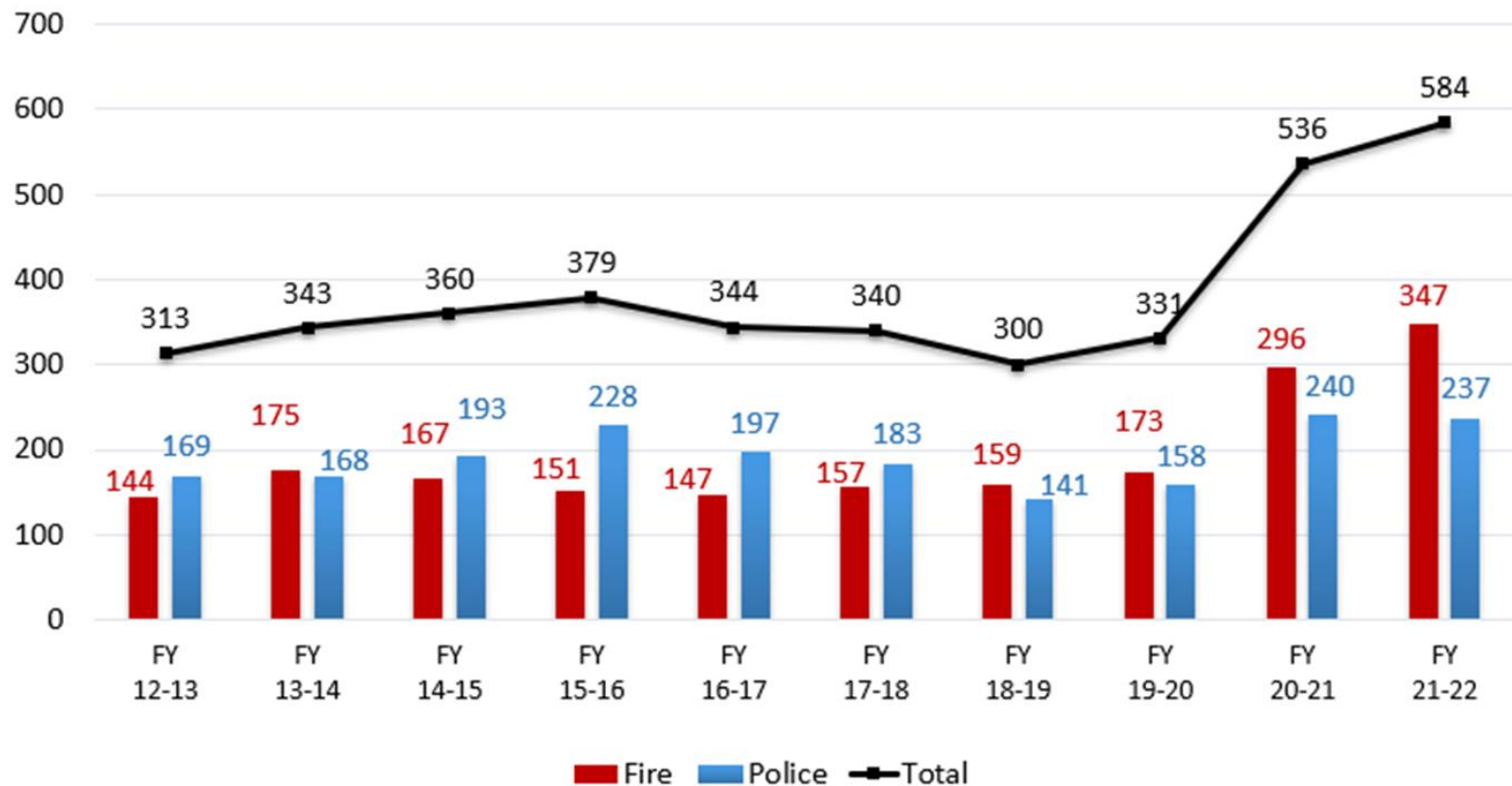
POLICE



- Pandemic
- Assault by Human/Altercation
- Motor Vehicle Accidents (Injured ...
- Over-Exertion
- No Specific Cause

Disability Program

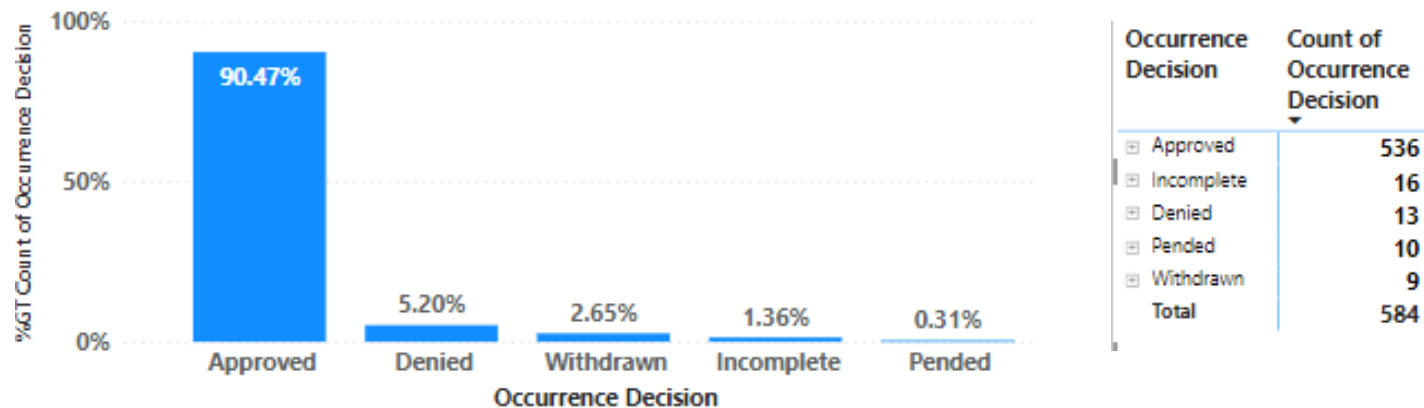
Number of Claims Filed Per Fiscal Year



Fiscal Year	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Total Active Members	1,594	1,561	1,546	1,519	1,524	1,538	1,510	1,543	1,454	1423

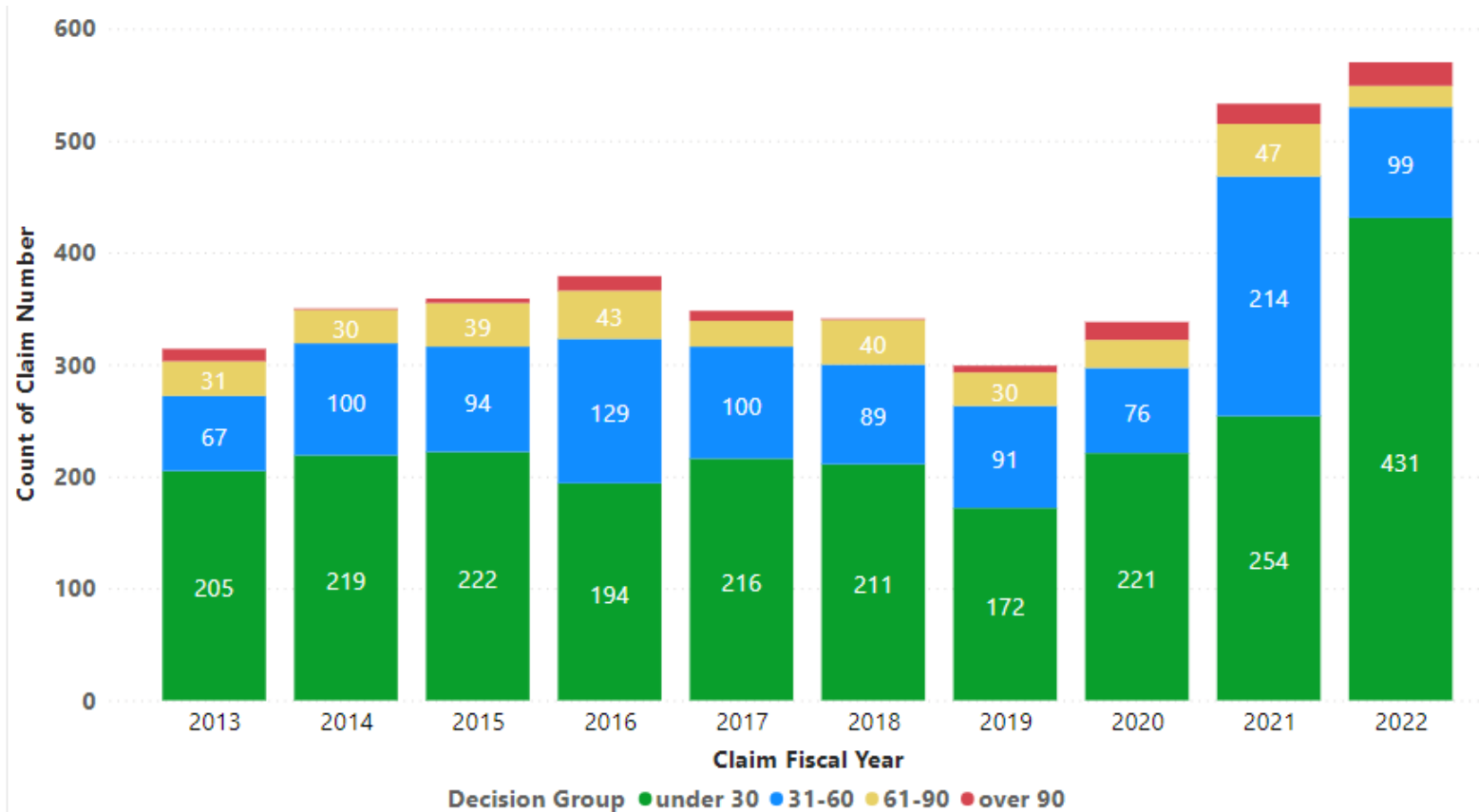
Disability Program

Approve / Deny Rates



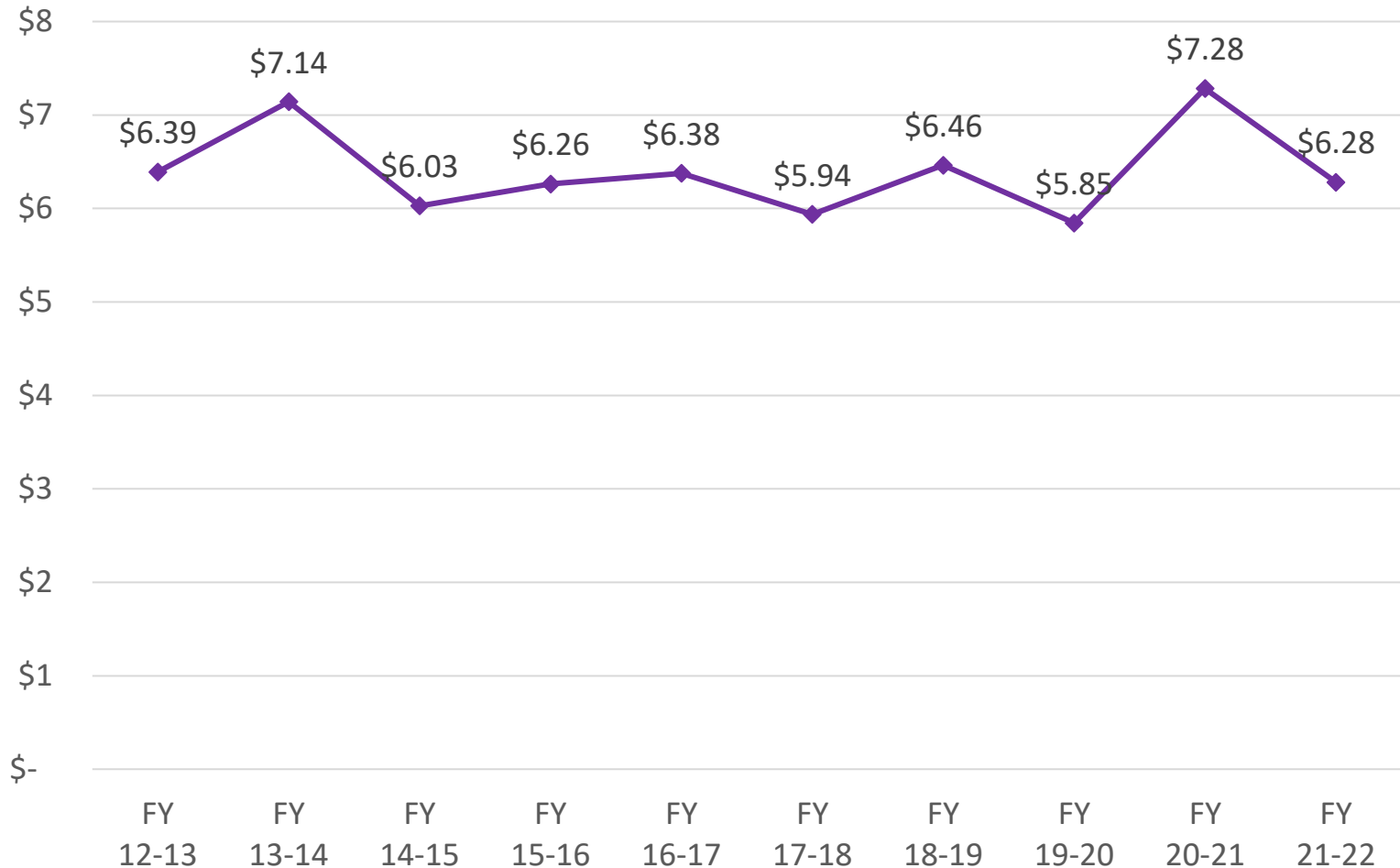
Claim Fiscal Year	Approved	Denied	Incomplete	Pended	Withdrawn	Total
2013	90.16%	5.40%	1.90%	0.32%	2.22%	100.00%
2014	91.43%	6.29%	0.29%		2.00%	100.00%
2015	91.69%	4.71%	1.11%		2.49%	100.00%
2016	91.58%	5.00%	0.53%		2.89%	100.00%
2017	89.66%	7.18%	0.86%		2.30%	100.00%
2018	88.60%	6.14%	1.17%		4.09%	100.00%
2019	89.33%	5.33%	2.33%		3.00%	100.00%
2020	85.04%	7.62%	0.88%		6.45%	100.00%
2021	93.49%	3.72%	1.30%	0.19%	1.30%	100.00%
2022	91.78%	2.23%	2.74%	1.71%	1.54%	100.00%
Total	90.57%	5.08%	1.37%	0.31%	2.67%	100.00%

Disability Program



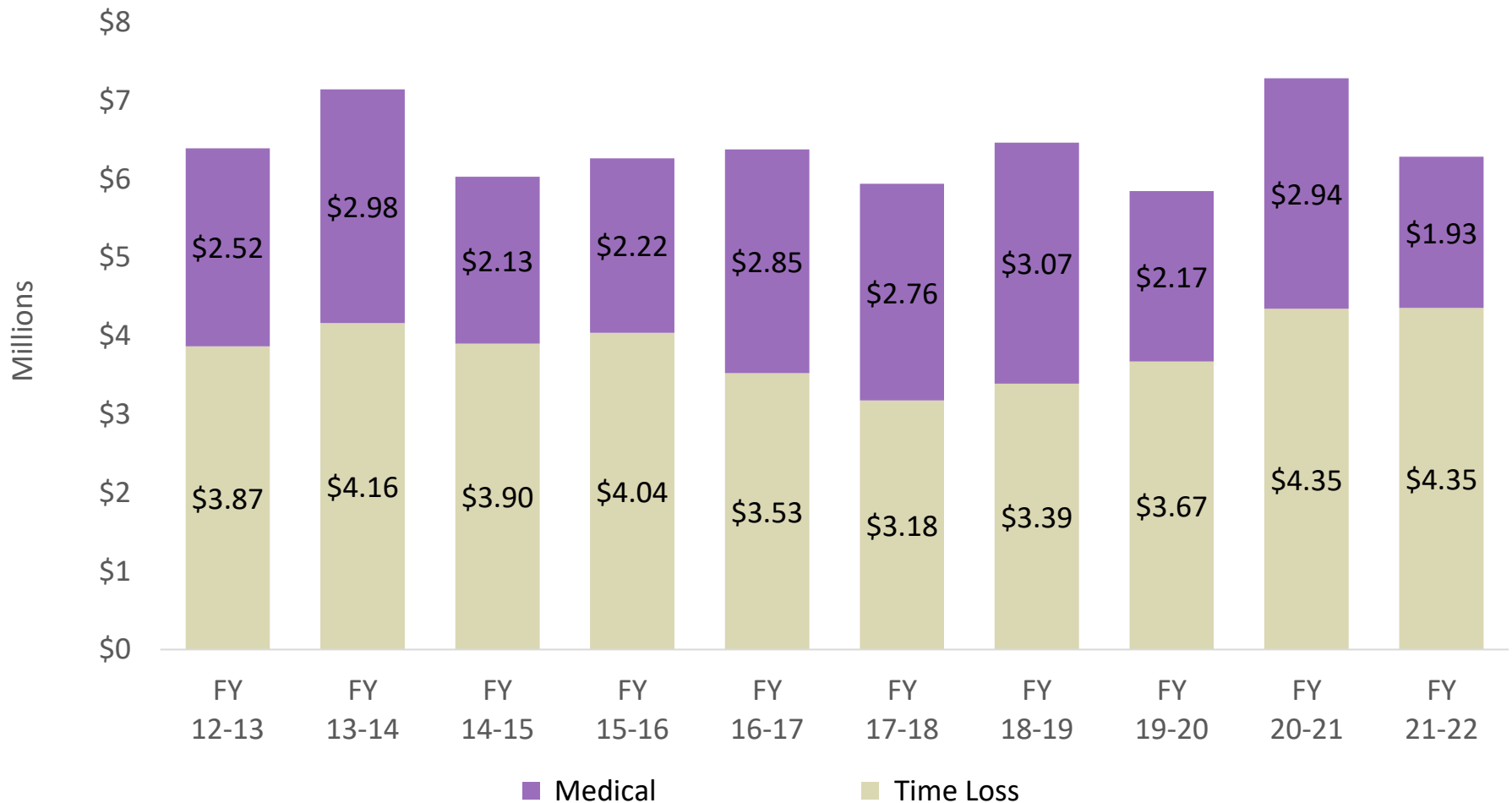
Disability Program

Total Disability Costs by Fiscal Year (\$ Millions)

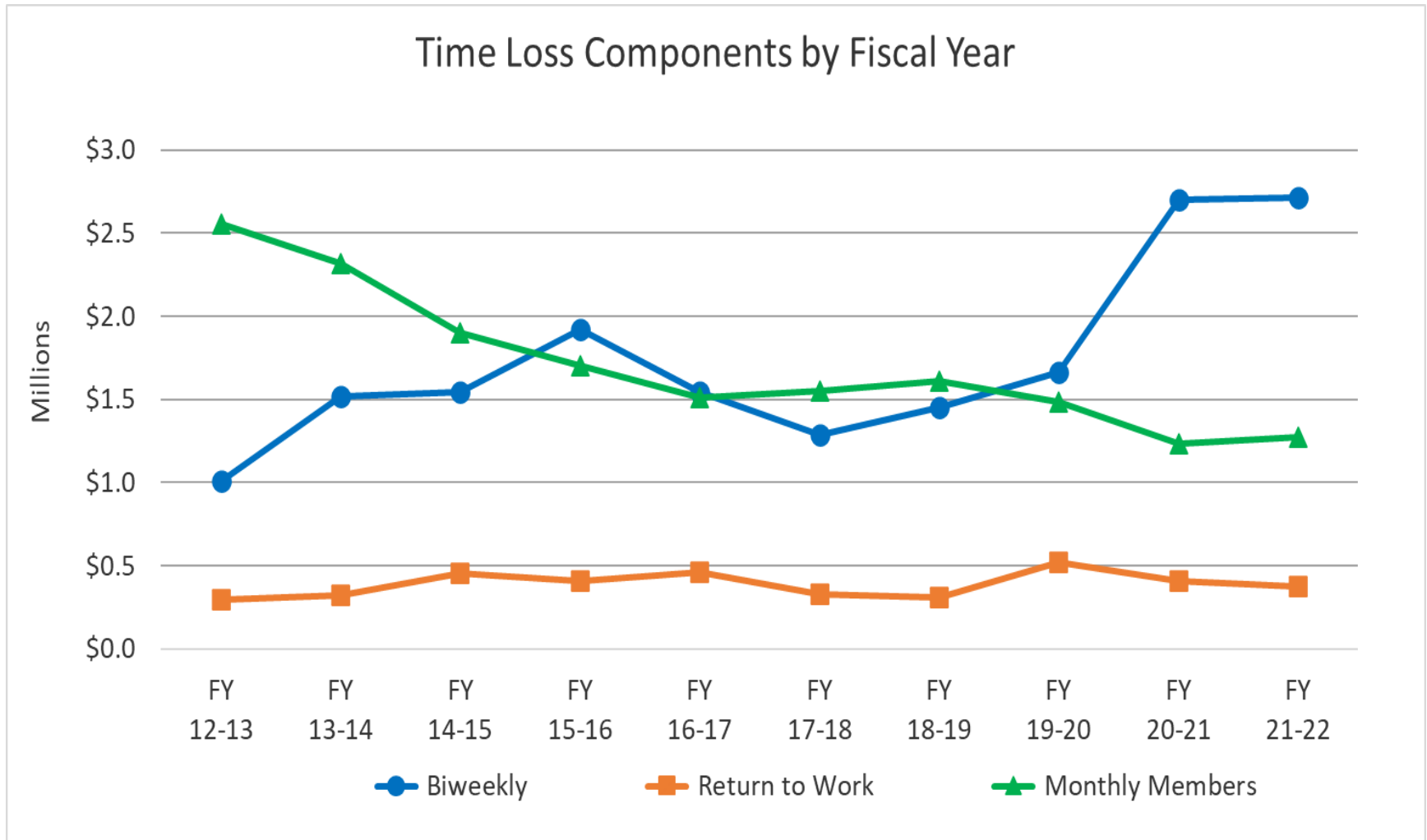


Disability Program

Disability Costs by Fiscal Year (\$ Millions)

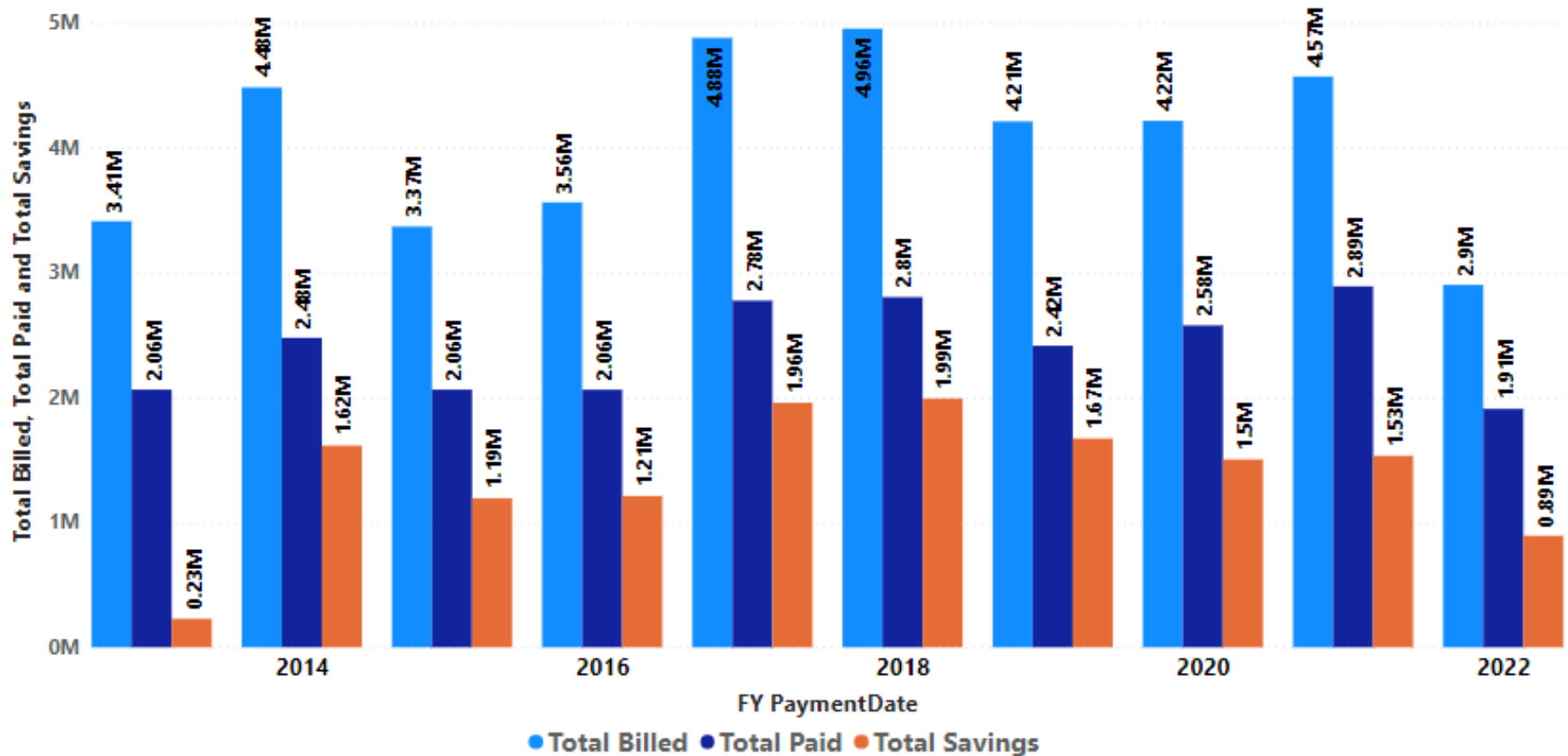


Disability Program



Disability Program

Medical Savings by Fiscal Year

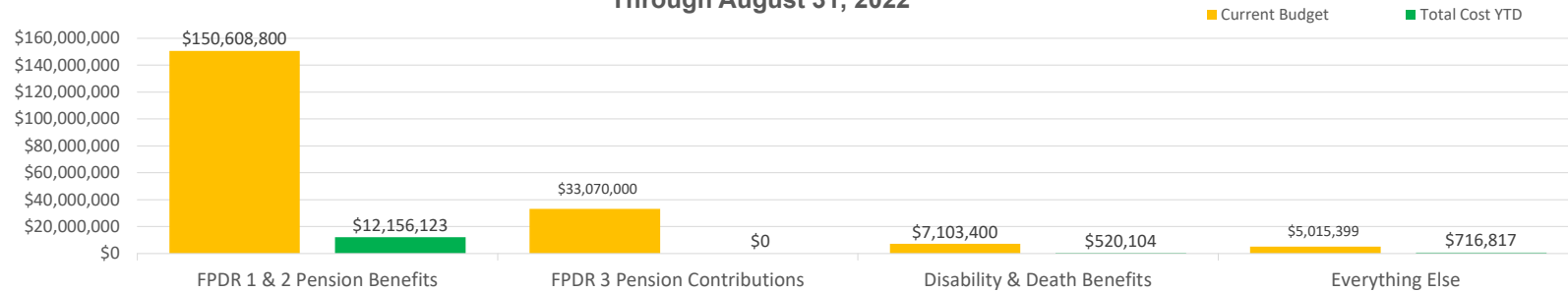


Labor Comments

Chiefs' Comments

Questions

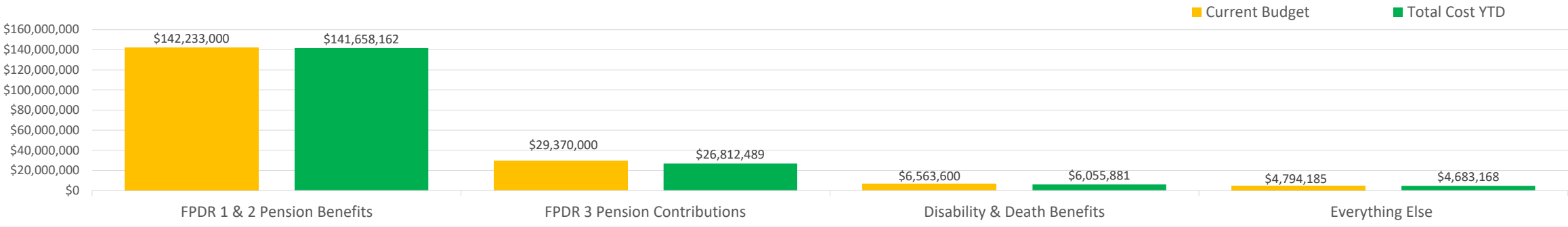
**FY 2022-23 Budget to Actual YTD
Through August 31, 2022**



FY 2022-23 Budget to Actual YTD by Month

Mid Level Classification	Detail Classification	Original Budget	July	August	YTD Total
Revenues	Beginning fund balance	\$25,229,006	\$0	\$0	\$0
	Taxes	\$183,485,461	\$1,067,906	-\$371,844	\$696,061
	Bond and note proceeds	\$45,000,000	\$28,000,000	\$0	\$28,000,000
	Miscellaneous Sources	\$789,100	\$1,003	\$50,381	\$51,384
	Interfund Cash Transfer Revenues	\$750,000	\$0	\$0	\$0
	Interagency Revenues	\$393,900	\$631	\$644	\$1,275
Revenues Total		\$255,647,467	\$29,069,540	-\$320,820	\$28,748,720
Personnel	Personnel	\$2,889,429	\$223,478	\$255,433	\$478,910
Personnel Total		\$2,889,429	\$223,478	\$255,433	\$478,910
Ext. Mat. & Svcs.	Other External Materials & Services	\$798,799	\$38,469	\$49,464	\$87,934
	FPDR 1 & 2 Pension Benefits	\$150,608,800	\$12,566	\$12,143,557	\$12,156,123
	Disability & Death Benefits	\$7,103,400	\$12,010	\$508,094	\$520,104
Ext. Mat. & Svcs. Total		\$158,510,999	\$63,045	\$12,701,116	\$12,764,161
Int. Mat. & Svcs.	Other Internal Materials & Services	\$794,570	\$84,672	\$61,921	\$146,593
	FPDR 3 Pension Contributions	\$33,070,000	\$0	\$0	\$0
	Return to Work/Light Duty	\$497,600	\$0	\$0	\$0
Int. Mat. & Svcs. Total		\$34,362,170	\$84,672	\$61,921	\$146,593
Capital Outlay	Capital Outlay	\$35,001	\$0	\$3,380	\$3,380
Capital Outlay Total		\$35,001	\$0	\$3,380	\$3,380
Fund Expenses	Contingency	\$13,494,412	\$0	\$0	\$0
	Debt Retirement	\$45,434,207	\$25,000	\$3,356	\$28,356
	Interfund Cash Transfer Expenses	\$921,249	\$13,309	\$13,309	\$26,618
Fund Expenses Total		\$59,849,868	\$38,309	\$16,665	\$54,974

FY 2021-22 Budget to Actual Final



FY 2021-22 Budget to Actual YTD by Month

Mid Level Classification	Detail Classification	Original Budget	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
Revenues	Beginning fund balance	\$8,043,625	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Taxes	\$190,947,841	-\$1,076,969	\$406,607	\$288,474	\$223,464	\$121,120,329	\$57,646,953	\$2,490,483	\$1,391,073	\$4,693,085	\$617,684	\$576,530	\$5,769,307	\$194,147,020
	Bond and note proceeds	\$60,470,000	\$38,542,500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$38,542,500
	Miscellaneous Sources	\$409,000	-\$18,475	\$31,700	\$15,808	\$11,388	\$13,364	\$71,126	\$66,614	\$49,527	\$52,143	\$57,735	\$41,306	\$76,820	\$469,055
	Interfund Cash Transfer Revenues	\$750,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Interagency Revenues	\$228,200	\$1,250	\$0	\$631	\$631	\$631	\$631	\$631	\$144,362	\$631	\$1,262		\$173,684	\$324,343
Revenues Total		\$260,848,666	\$37,448,306	\$438,307	\$304,913	\$235,482	\$121,134,324	\$57,718,710	\$2,557,727	\$1,584,962	\$4,745,859	\$676,681	\$617,836	\$6,019,810	\$233,482,918
Personnel	Personnel	\$2,665,674	\$195,392	\$229,678	\$219,355	\$209,165	\$218,437	\$206,018	\$220,798	\$200,500	\$254,941	\$208,620	\$222,877	\$221,797	\$2,607,578
Personnel Total		\$2,665,674	\$195,392	\$229,678	\$219,355	\$209,165	\$218,437	\$206,018	\$220,798	\$200,500	\$254,941	\$208,620	\$222,877	\$221,797	\$2,607,578
Ext. Mat. & Svcs.	Other External Materials & Services	\$771,350	\$63,012	\$26,194	-\$14,039	\$61,707	\$95,592	\$29,943	\$68,234	\$171,991	\$59,326	\$36,929	\$105,939	\$136,853	\$841,681
	FPDR 1 & 2 Pension Benefits	\$142,233,000	\$11,750,513	\$25,122	\$11,810,765	\$11,823,847	\$11,817,500	\$11,812,658	\$11,777,017	\$11,838,843	\$11,860,248	\$23,569,322	\$33,511	\$23,538,818	\$141,658,162
	Disability & Death Benefits	\$6,563,600	-\$165,070	\$562,554	\$455,927	\$452,885	\$439,145	\$625,937	\$459,054	\$547,671	\$608,162	\$438,637	\$543,114	\$1,087,863	\$6,055,881
Ext. Mat. & Svcs. Total		\$149,567,950	\$11,648,455	\$613,870	\$12,252,653	\$12,338,439	\$12,352,238	\$12,468,538	\$12,304,306	\$12,558,505	\$12,527,736	\$24,044,888	\$682,564	\$24,763,534	\$148,555,724
Int. Mat. & Svcs.	Other Internal Materials & Services	\$736,901	\$43,154	\$22,121	\$164,583	\$66,644	\$24,773	\$86,627	\$76,183	-\$72,379	\$116,435	\$53,119	\$48,506	\$192,048	\$821,812
	FPDR 3 Pension Contributions	\$29,370,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,982,214	\$6,118,835	\$0	\$0	\$13,711,439	\$26,812,489
	Return to Work/Light Duty	\$545,260	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,677,571	-\$4,305,255	\$372,316
Int. Mat. & Svcs. Total		\$30,652,161	\$43,154	\$22,121	\$164,583	\$66,644	\$24,773	\$86,627	\$76,183	\$6,909,835	\$6,235,270	\$53,119	\$4,726,077	\$9,598,232	\$28,006,617
Capital Outlay	Capital Outlay	\$75,000	\$0	\$0	\$0	\$0	\$2,990	\$0	\$2,210	\$2,080	\$4,680	\$7,670	\$5,200	\$14,950	\$39,780
Capital Outlay Total		\$75,000	\$0	\$0	\$0	\$0	\$2,990	\$0	\$2,210	\$2,080	\$4,680	\$7,670	\$5,200	\$14,950	\$39,780
Fund Expenses	Contingency	\$16,114,447	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Debt Retirement	\$60,886,741	\$15,000	\$19,764	\$0	\$0	\$2,383	\$0	\$38,588,366	\$0	\$0	\$0	\$64,258	\$0	\$38,689,771
	Interfund Cash Transfer Expenses	\$886,693	\$10,467	\$10,467	\$10,467	\$10,467	\$16,011	\$10,467	\$10,467	\$10,467	\$10,467	\$10,467	\$16,016	\$10,463	\$136,693
Fund Expenses Total		\$77,887,881	\$25,467	\$30,231	\$10,467	\$10,467	\$18,394	\$10,467	\$38,598,833	\$10,467	\$10,467	\$10,467	\$80,274	\$10,463	\$38,826,464