

# State of FPDR

Fiscal Year 2021 – 2022

Fire and Police Disability and Retirement  
September 27, 2022



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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

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**COVID**

**Lifting of COVID Restrictions**

**Office Reentry**

**Hybrid Work Schedule**

**Office Move**

# What Happened Last Year

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- 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

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- 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

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## ■ 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

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- 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**

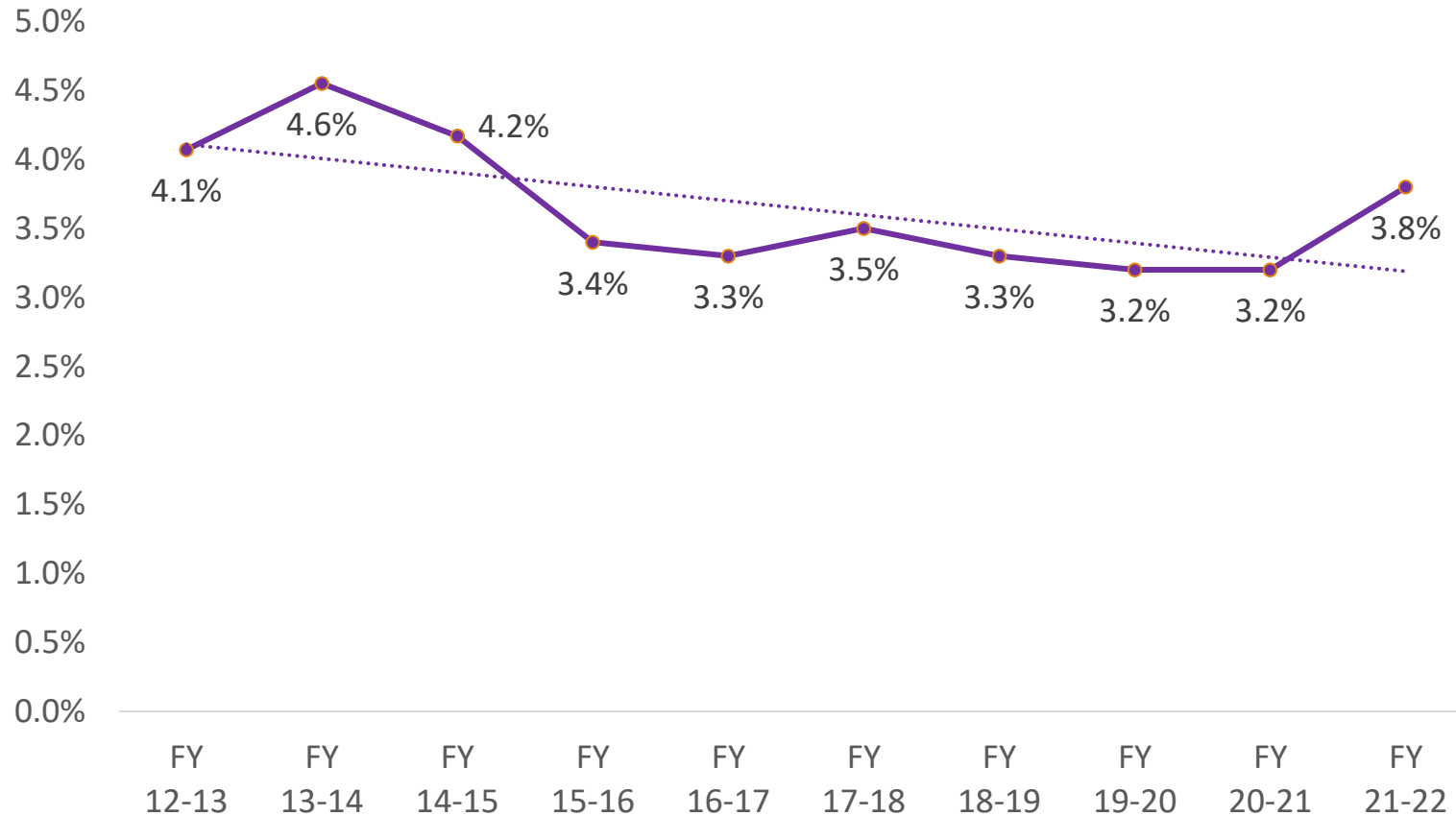
# What's Happening 2022-2023

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- 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)

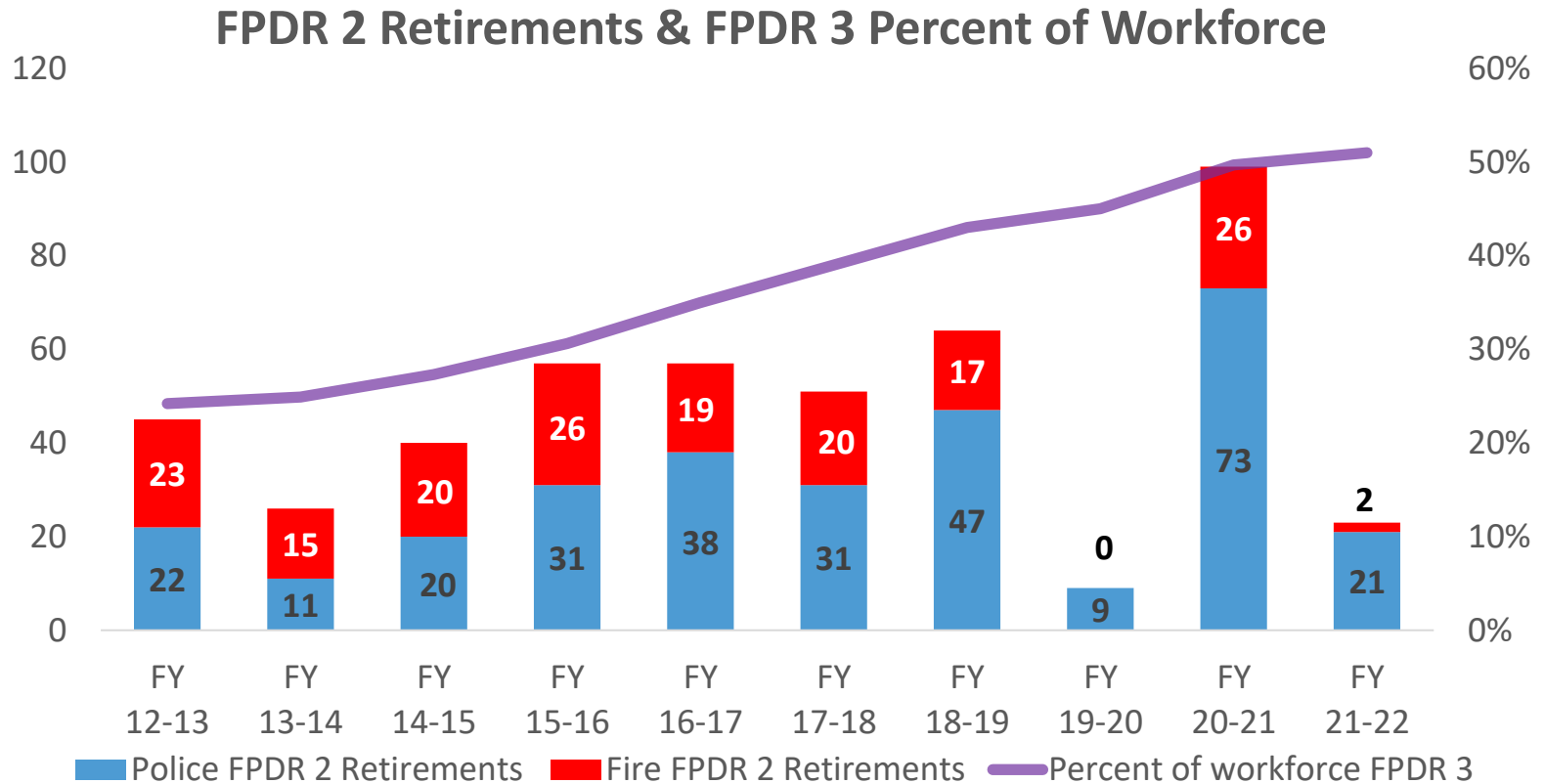
# Key Performance Measures

Percent of Workforce on Disability at June 30





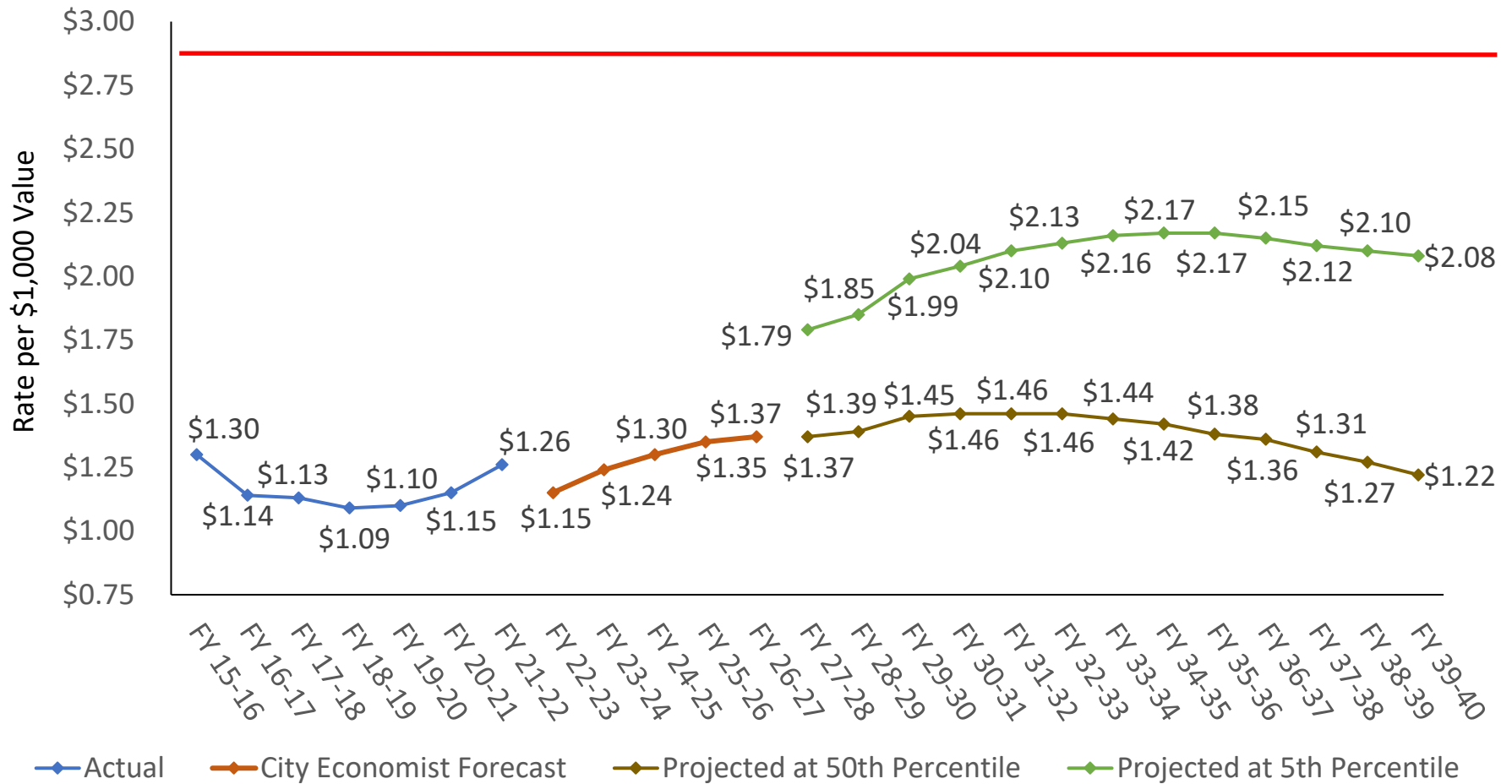
# Key Performance Measures



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

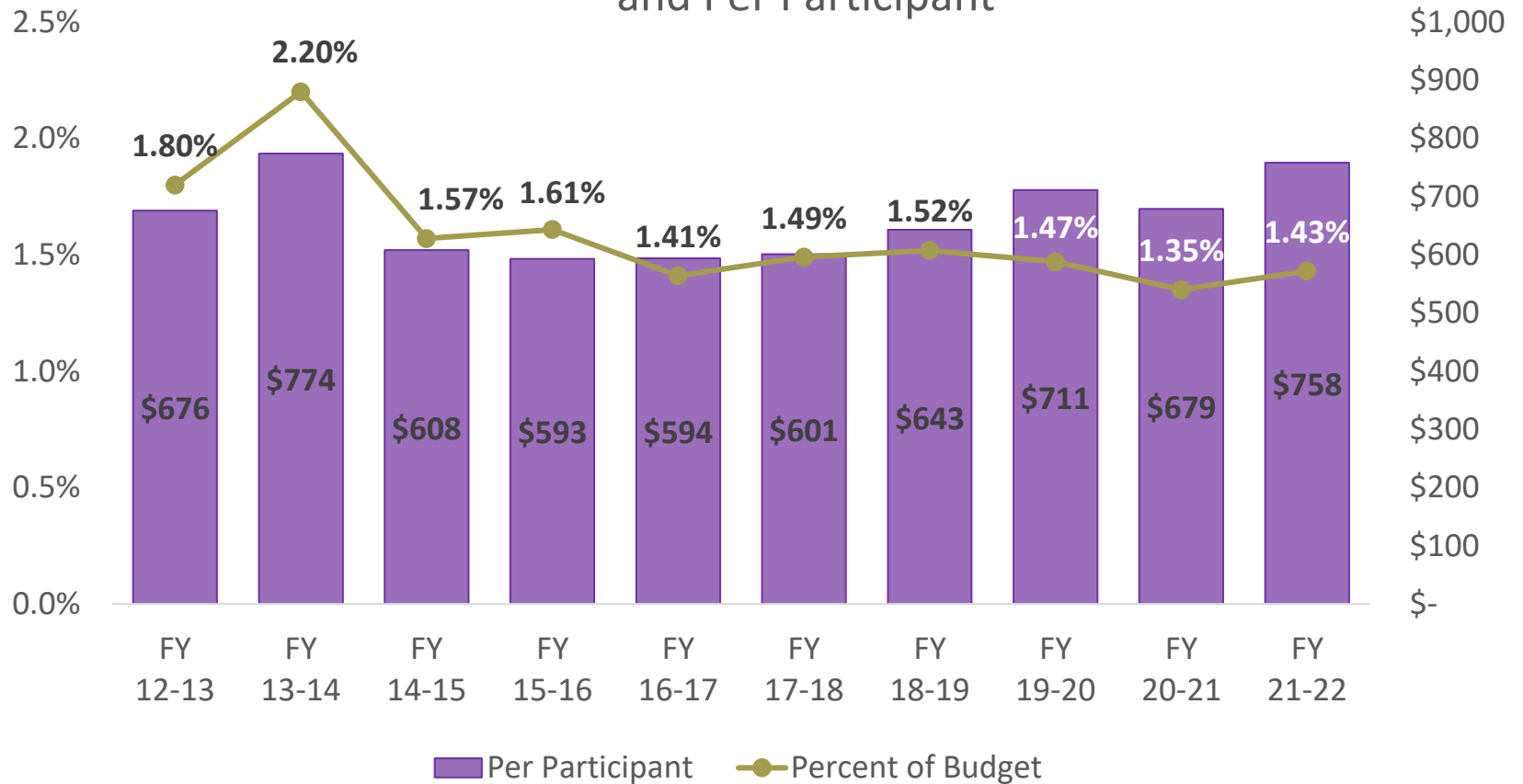
# Key Performance Measures

FPDR Tax Levy: Real Market Value Rate by Fiscal Year



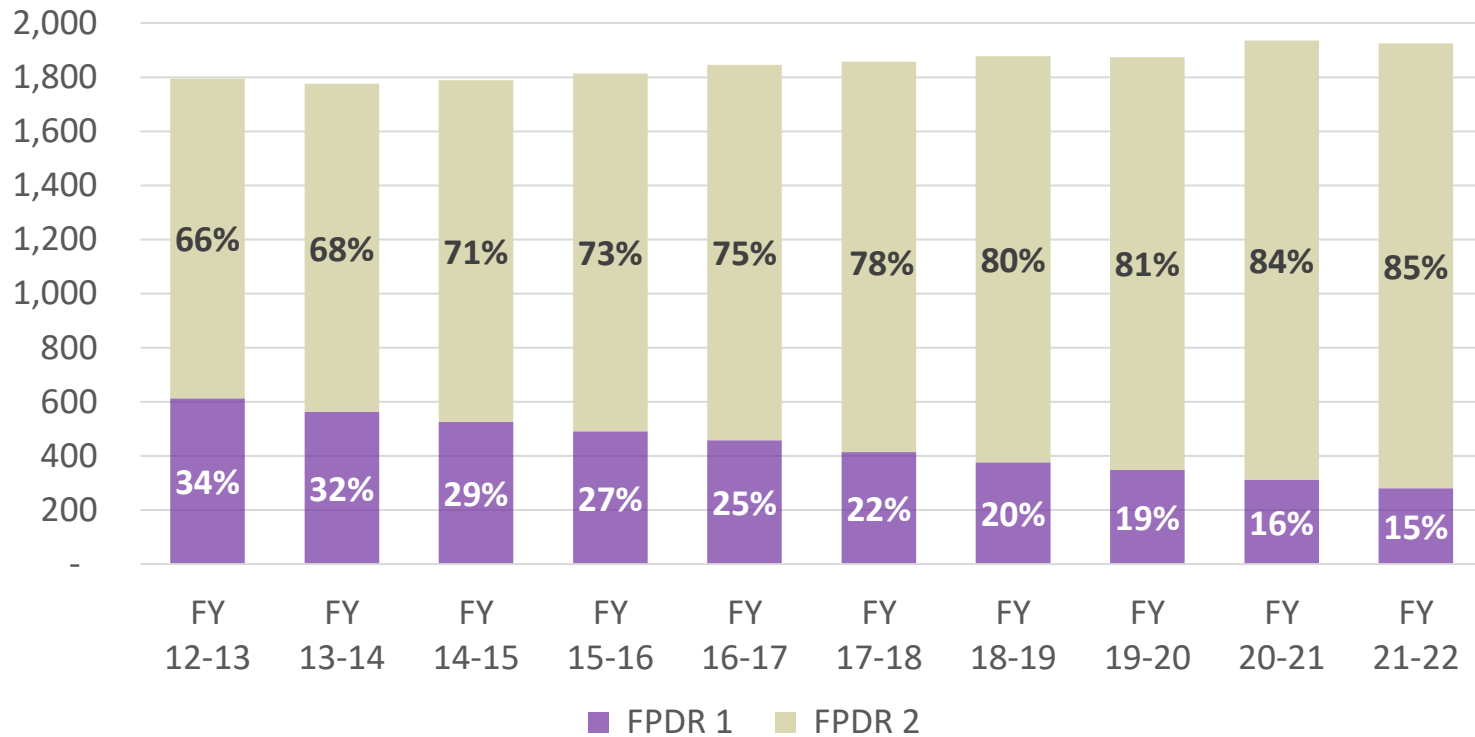
# Key Performance Measures

Administrative Cost as Percent of Operating Budget and Per Participant



# Pension Program

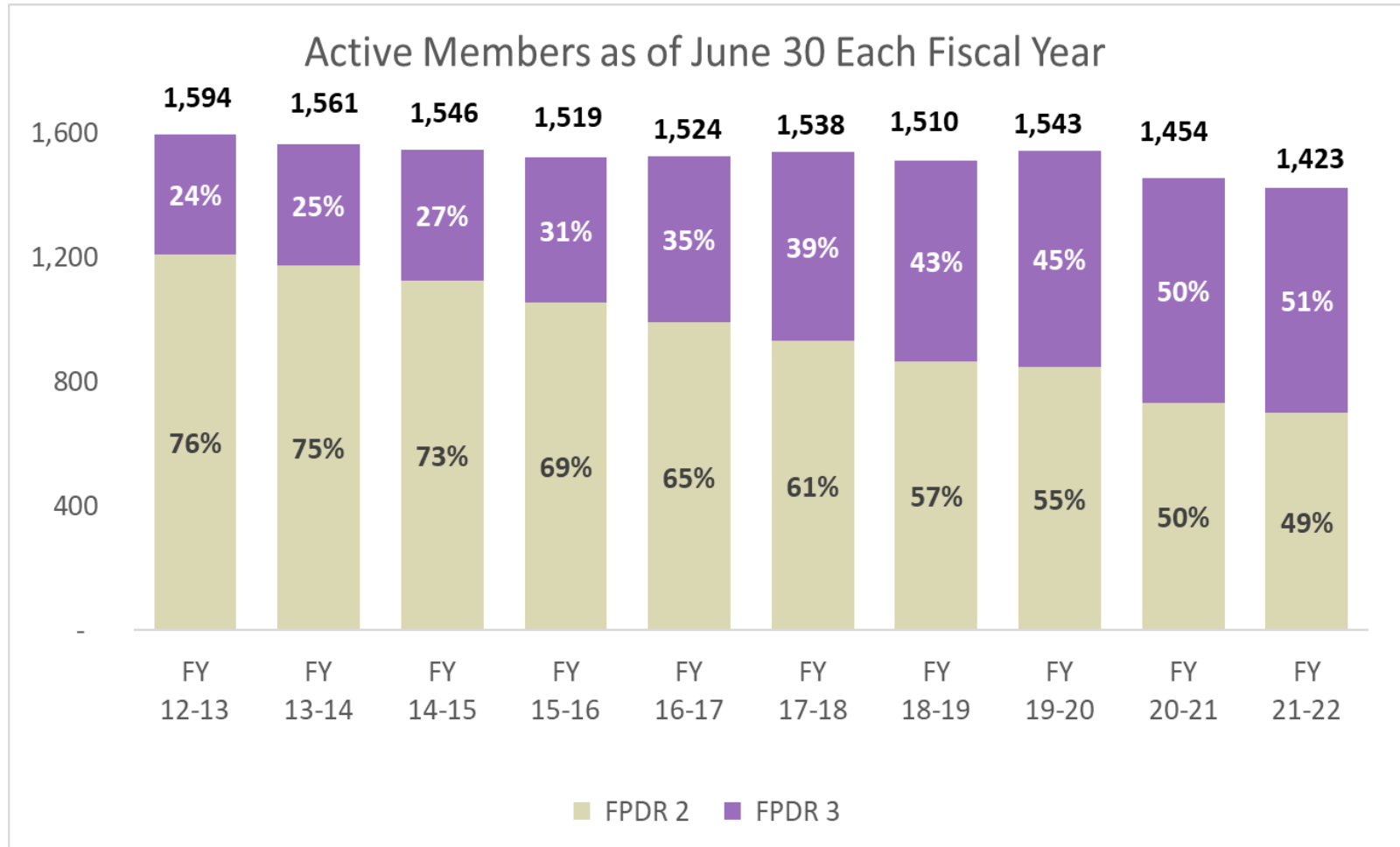
Pension Counts\* as of June 30 Each Year



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

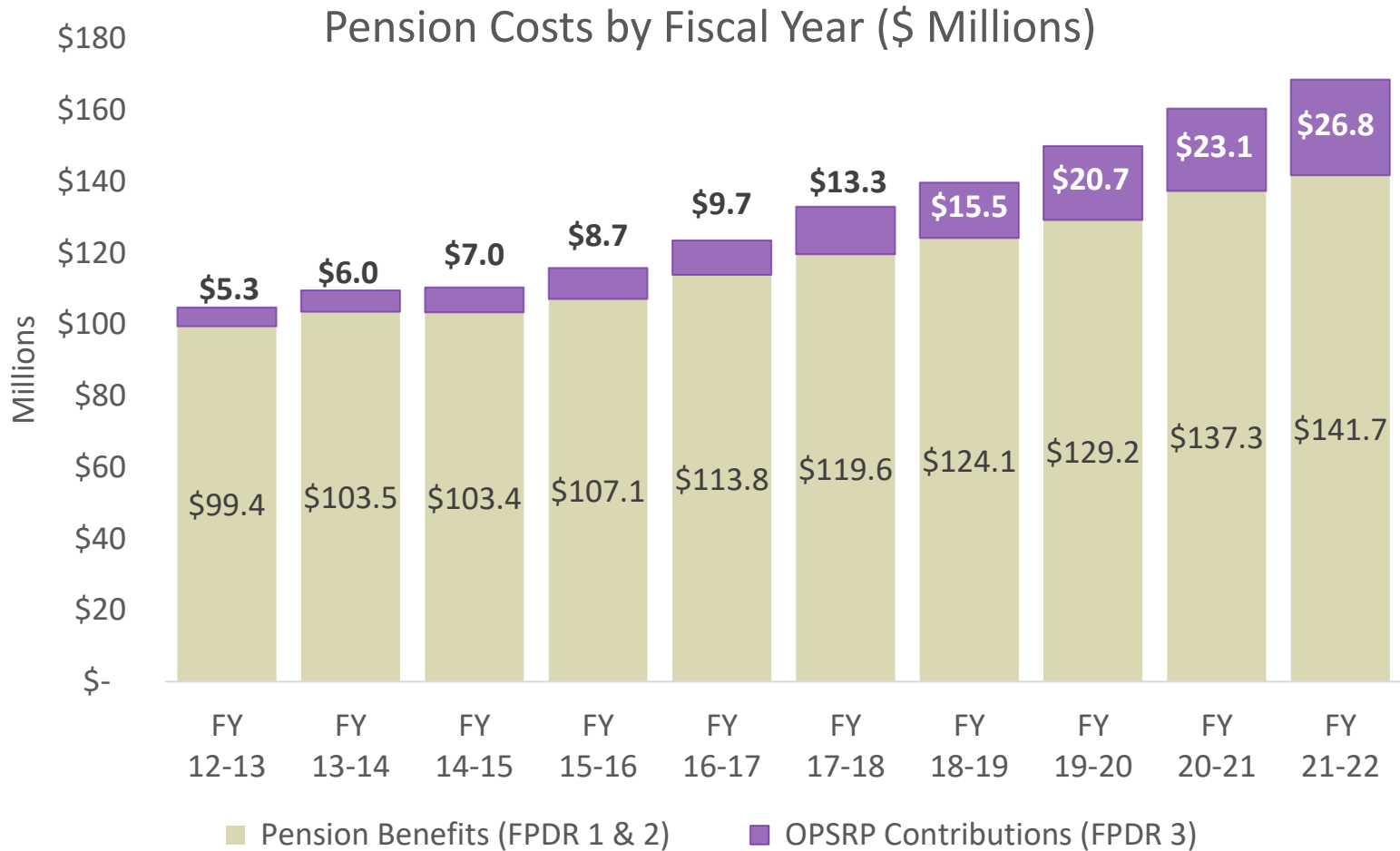
\*Members, Survivors and Alternate Payees

# Pension Program



OPSRP Contributions are Paid on FPDR 3 Member Wages

# Pension Program



# Pension/Finance/Office Support Team

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## 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

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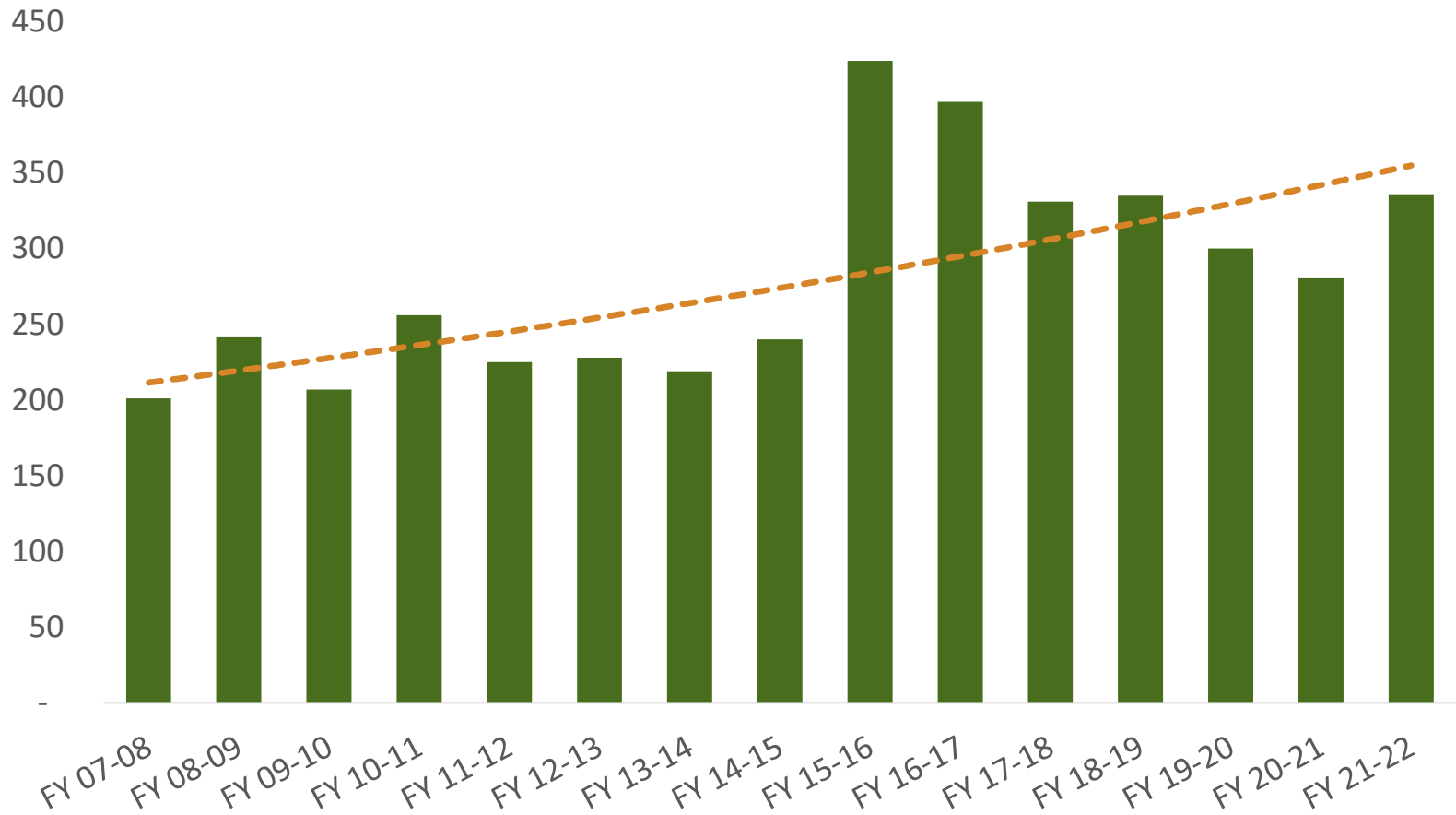
## Other Highlights of FY 21-22

- 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

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## 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

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## **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

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## 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

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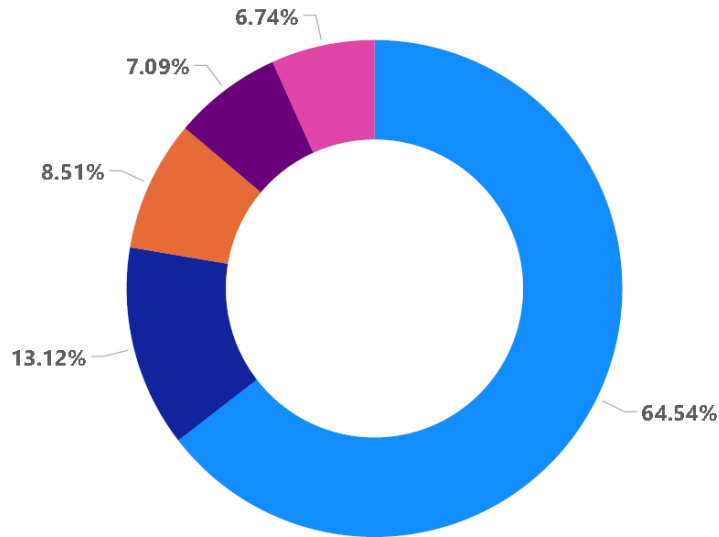
## **Disability Claims**

- 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

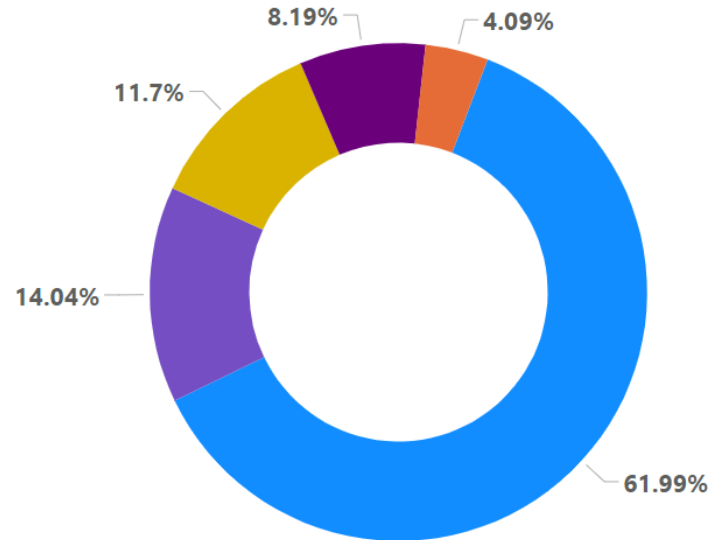
## Injury Cause Overview

### FIRE



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

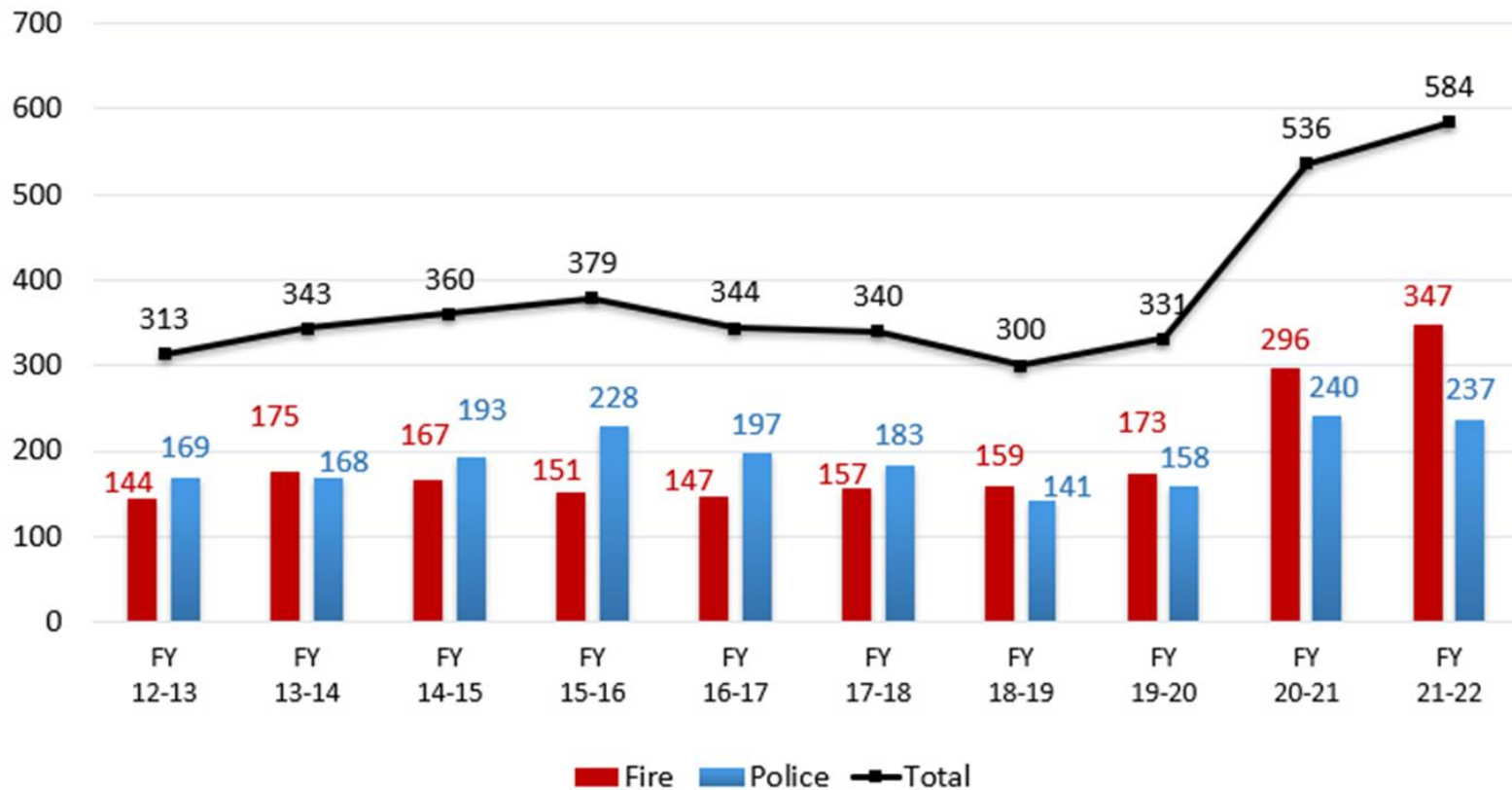
### POLICE



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

# Disability Program

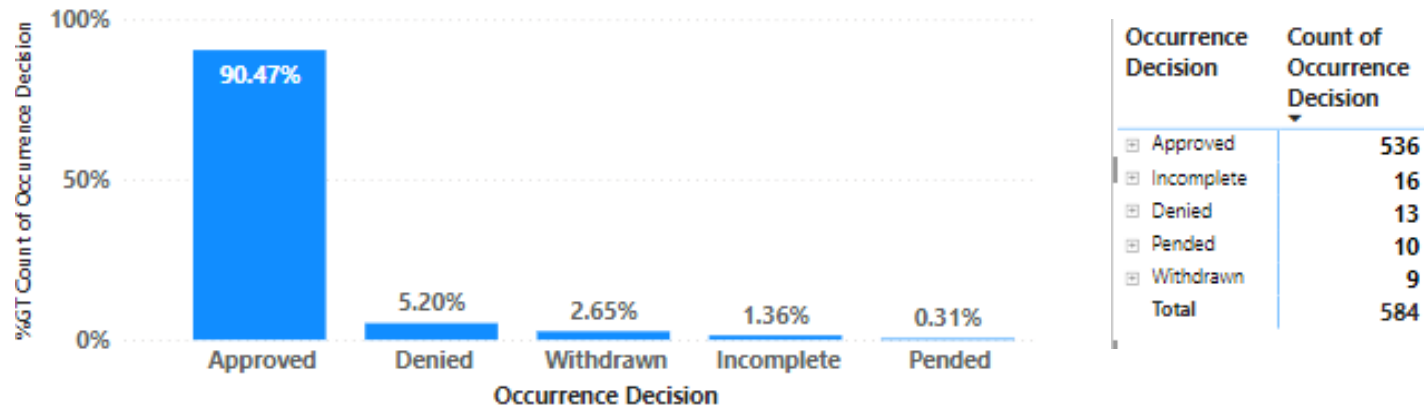
Number of Claims Filed Per Fiscal Year



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

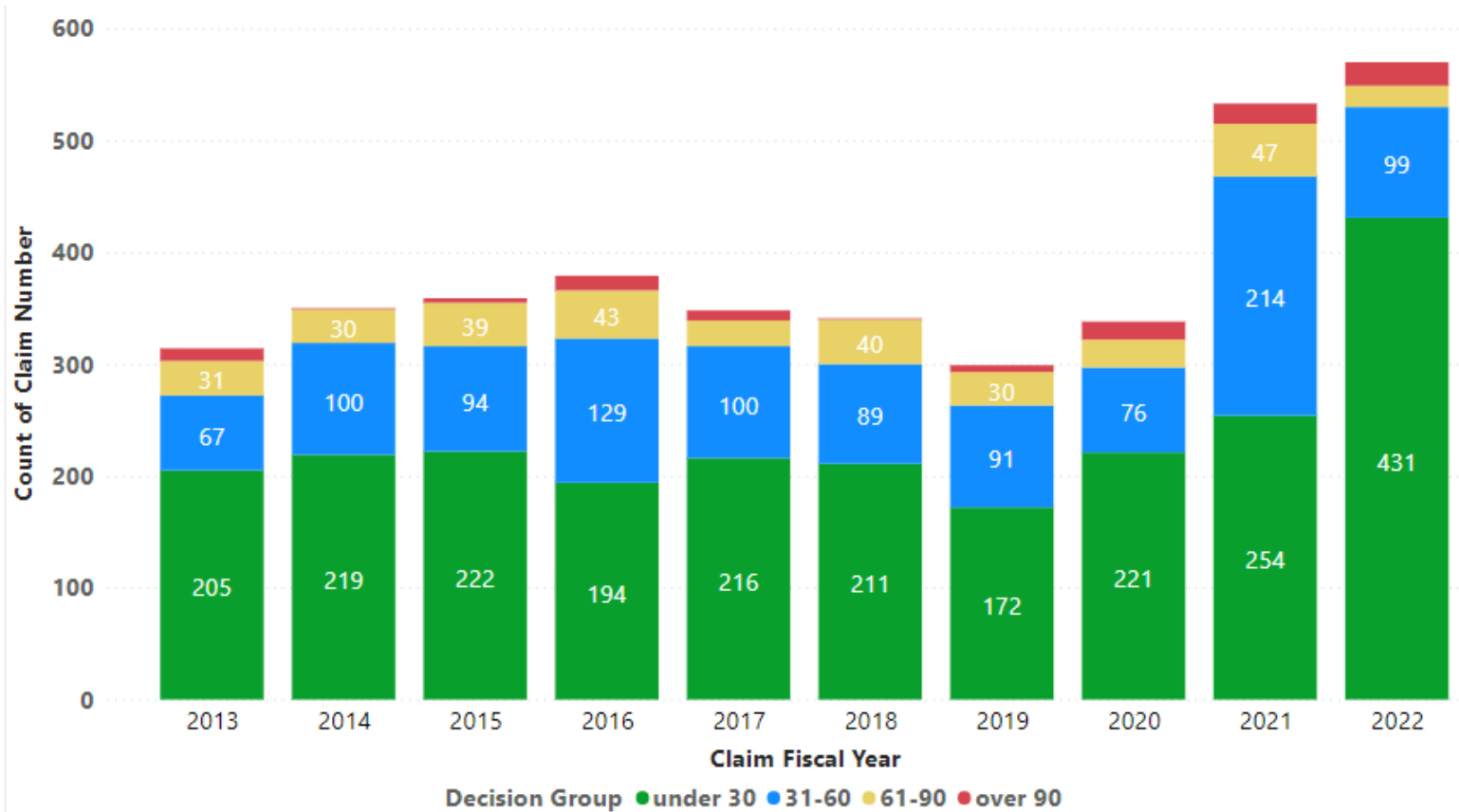
## Approve / Deny Rates



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%
<b>Total</b>	<b>90.57%</b>	<b>5.08%</b>	<b>1.37%</b>	<b>0.31%</b>	<b>2.67%</b>	<b>100.00%</b>

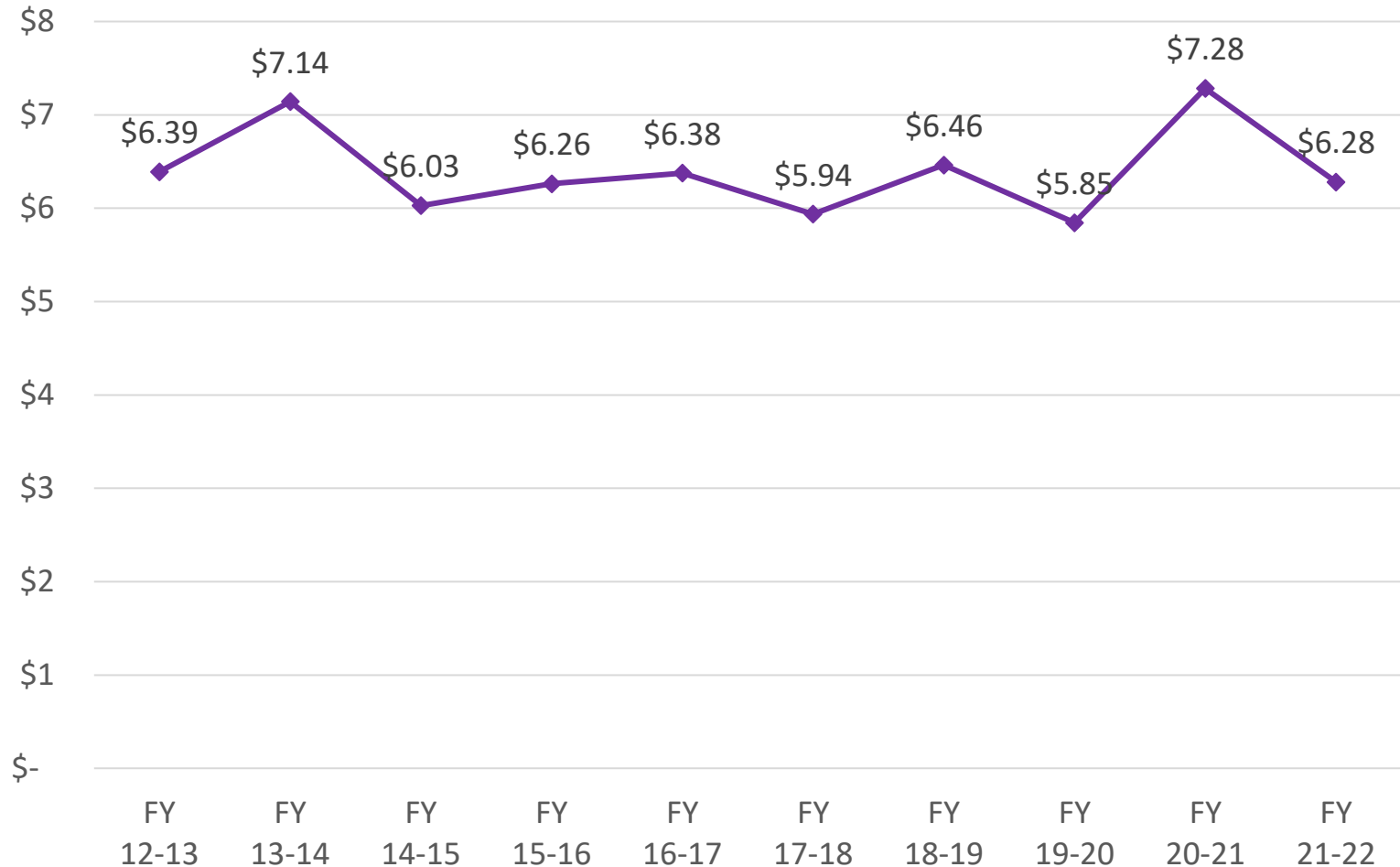


# Disability Program



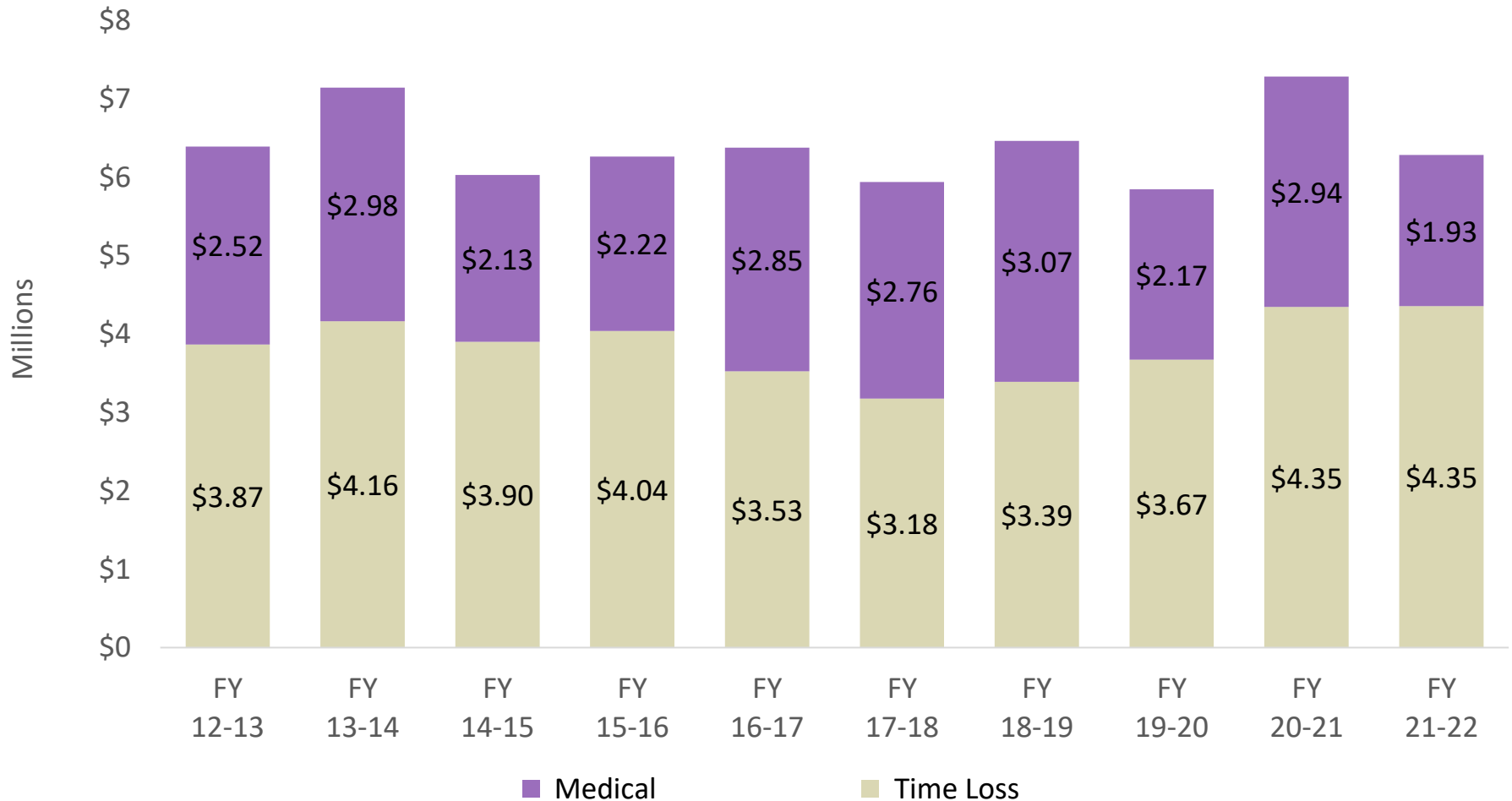
# Disability Program

Total Disability Costs by Fiscal Year (\$ Millions)

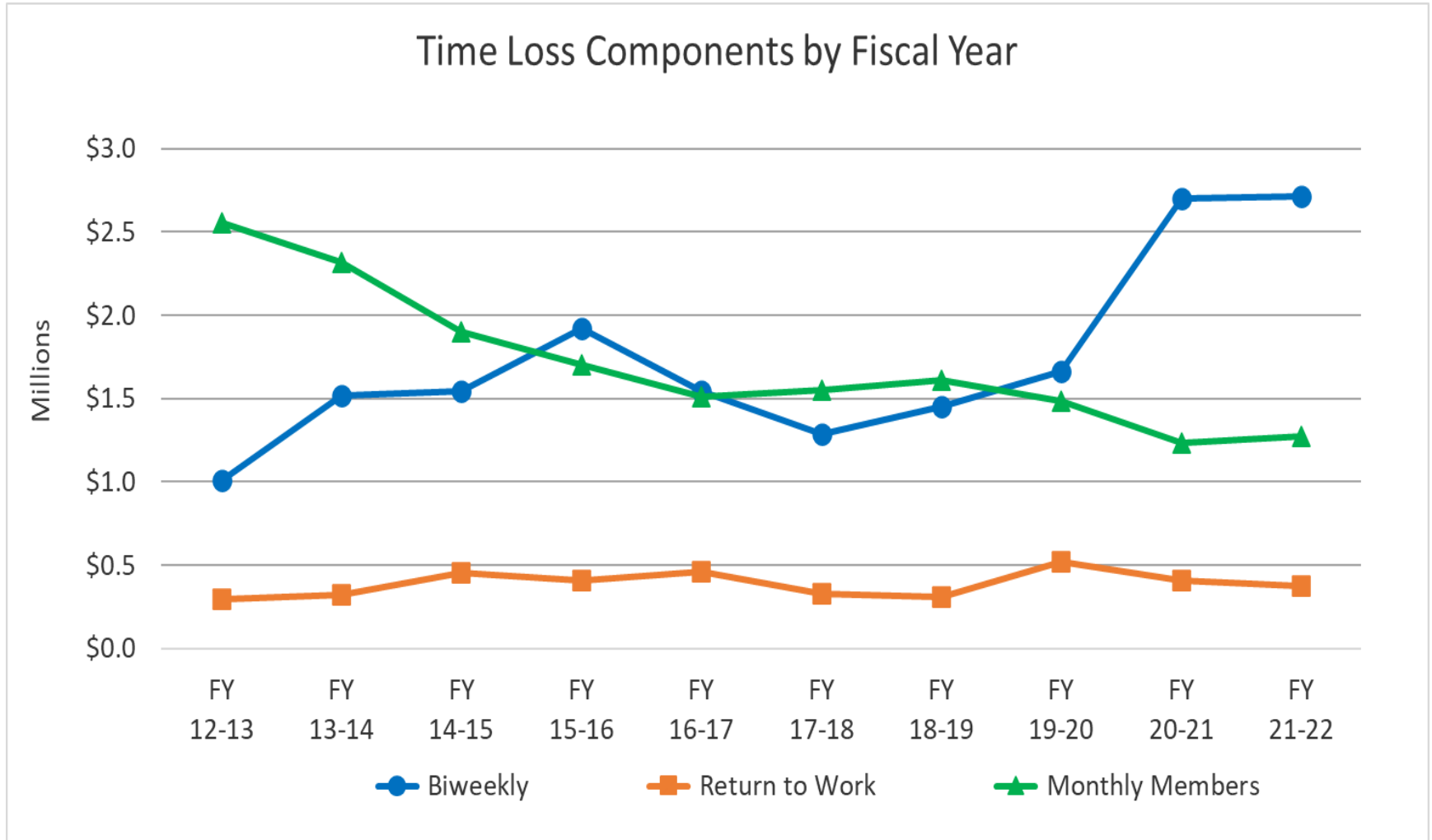


# Disability Program

Disability Costs by Fiscal Year (\$ Millions)

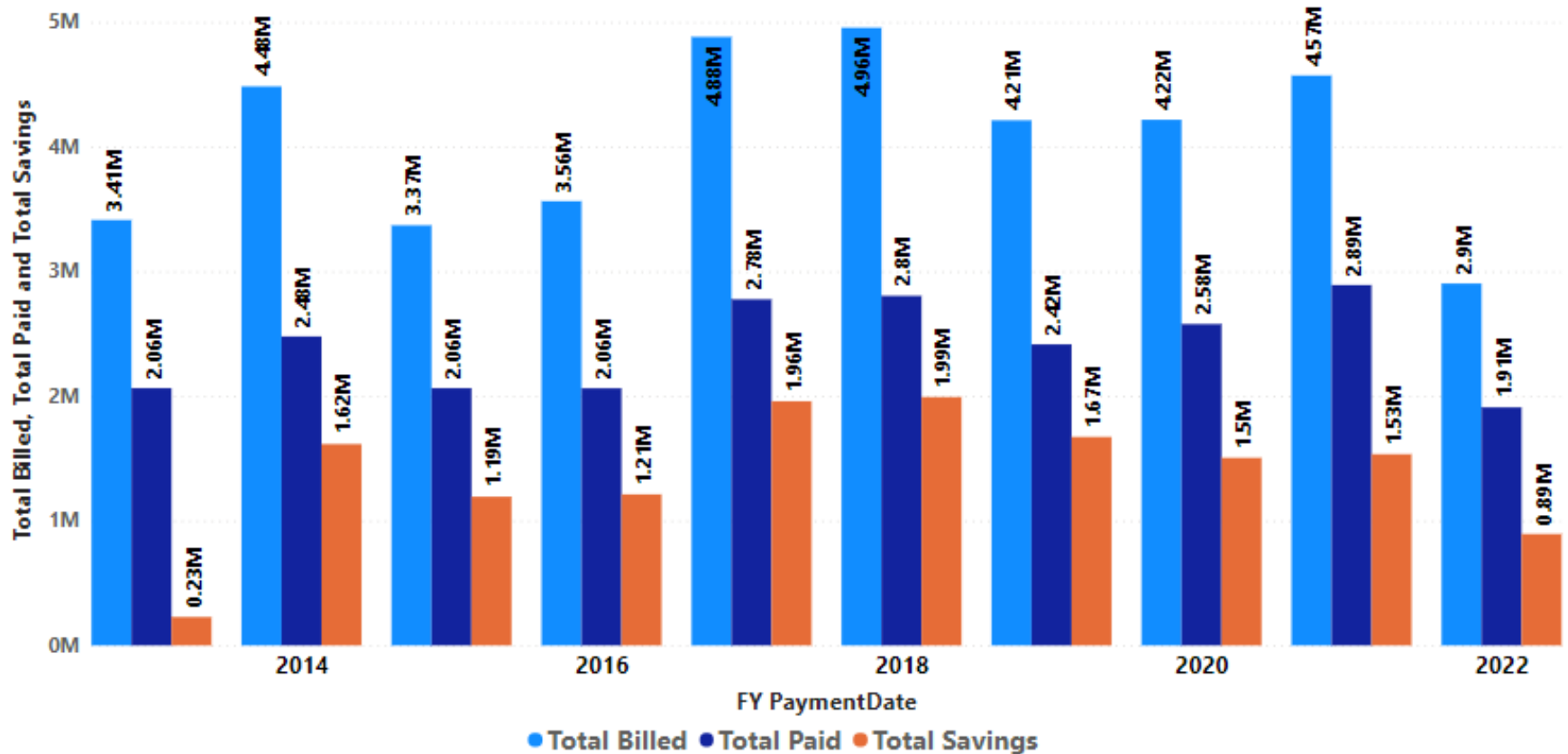


# Disability Program



# Disability Program

## Medical Savings by Fiscal Year



# Labor Comments

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# Chiefs' Comments

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# Questions

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