

**CITY OF PORTLAND  
BUREAU OF FIRE & POLICE  
DISABILITY & RETIREMENT**

**BOARD MEETING**



**September 26, 2023**

**FPDR BOARD OF TRUSTEES MATERIALS**  
**September 26, 2023**  
**Table of Contents**

(To see a specific document, click on the link below)

- [Agenda](#)
- [July 25, 2023, Board of Trustees Meeting Minutes](#)
- [Information Item No. 1 – State of FPDR Presentation](#)
- [Information Item No. 2 – Administrative Rules process for the Board of Trustees](#)
- [Information Item No. 3 – Impact of the proposed new City of Portland form of government on FPDR](#)
- [Information Item No. 4 – FPDR Summary of Expenditures](#)
- [Information Item No. 5 – FPDR Updates](#)
- [Information Item No. 6 – Future Meeting Agenda Items](#)

**Note:** There are no handouts for Information Item 5 of the agenda



**FIRE AND POLICE DISABILITY AND RETIREMENT**  
**City of Portland, Oregon**



Regular Meeting of the Board of Trustees  
September 26, 2023 Agenda

**City of Portland Bureau of Fire and Police Disability and Retirement  
 Agenda for Regular Meeting – Board of Trustees**  
 City Council Chambers – City Hall  
 1221 SW Fourth Avenue, 2<sup>nd</sup> Floor, Portland, Oregon 97204  
**Tuesday, September 26, 2023 – 1:00 p.m.**

In accordance with Portland City Code and state law, The Fire and Police Disability and Retirement Board of Trustees will hold hybrid public meetings, which provides for both virtual and limited in-person attendance. Members of the board will elect to attend remotely by video and teleconference, or in-person. FPDR has made several avenues available for the public to listen to the audio broadcast of this meeting, including the City's e-GovPDX YouTube Channel, Channel 30, and [www.portlandoregon.gov/video](http://www.portlandoregon.gov/video)

<b>ADMINISTRATION</b>	
<i>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.</i>	
1	Introduction of New Citizen Trustee – Tom Kramer
2	Approval of Minutes – July 25, 2023 Meeting
<b>INTRODUCTION OF VISITORS</b>	
<p><i>Public comments will be heard by electronic communication (internet connection or telephone), or in-person. If you wish to sign up for public comment by electronic communication, please register at the following link:  <a href="https://us06web.zoom.us/webinar/register/WN_kfYSOK24ROWO5g1vqDmUgw">https://us06web.zoom.us/webinar/register/WN_kfYSOK24ROWO5g1vqDmUgw</a>            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 26, 2023 hybrid board meeting is Monday, September 25, 2023 at 3:00 p.m. Individuals can also provide written testimony to the Board by emailing the FPDR Director Sam Hutchison at <a href="mailto:sam.hutchison@portlandoregon.gov">sam.hutchison@portlandoregon.gov</a> by September 22, 2023.</i></p>	
<b>IN-PERSON PUBLIC COMMENT PERIOD</b>	
1	Delmar Stevens, Retired Firefighter – Public comment regarding FPDR disability retirement benefits
2	Kevin Machiz, Private Citizen – Public comment regarding benefit and funding policy.
<i>A sign-up sheet for members of the public wishing to make public comments will be available at the meeting. The public comment period will not exceed 30 minutes. Therefore, the Board may limit individual comments to three minutes per person. In addition, a sign-up sheet will be available prior to the meeting to allow public members the opportunity to sign up for an agenda item which they wish to provide comment on. When discussion on a specific agenda item is to begin, the public member will be allowed three minutes to provide comments, unless additional time is allowed by the Board.</i>	
<b>ACTION ITEMS</b>	
	<ul style="list-style-type: none"> <li>○ There are no action items for this meeting.</li> </ul>

## 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	Administrative Rules process for the Board of Trustees <ul style="list-style-type: none"><li>○ Overview of the Administrative Rule Amendment Process</li><li>○ Preview of the upcoming proposed Administrative Rule changes</li></ul>
3	Impact of the proposed new City of Portland form of government on FPDR
4	FPDR Summary of Expenditures
5	FPDR Updates
6	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](http://www.portlandoregon.gov/fpdr) or at the FPDR offices located at: 1800 SW First Avenue, Suite 250, 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**  
**City of Portland, Oregon**



Regular Meeting of the Board of Trustees  
July 25, 2023 Minutes

<b>FIRE AND POLICE DISABILITY AND RETIREMENT BOARD OF TRUSTEES MEETING</b>	<b>MINUTES</b>
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This meeting was held remotely via a Zoom webinar platform.

<b>Date and Time:</b> July 25, 2023, at 1:00 p.m.; Meeting adjourned at 1:28 p.m.
<b>Board Members Present:</b> Catherine MacLeod (Citizen Trustee); Christopher Kulp (Police Trustee); Kyle MacLowry (Fire Trustee)
<b>Also Present:</b> Sam Hutchison (FPDR Director); Kimberly Mitchell (FPDR Claims Manager); Asha Bellduboset (FPDR Financial Analyst III); Julie Crisp (FPDR Business Systems Analyst); Julie Hall (FPDR Legal Assistant); Franco A. Lucchin (Sr. Deputy City Attorney); Lorne Dauenhauer (Outside Legal Counsel); Tom Kramer (Employee Benefits Attorney and future Citizen Trustee); Ryan Bren (FPDR Police Liaison); OpenSignal PDX
<b>Motions Made and Approved:</b> <ul style="list-style-type: none"><li>• Motion by Trustee MacLowry that was seconded by Trustee Kulp and unanimously passed (3-0) to approve the May 23, 2023 minutes.</li><li>• Motion by Trustee Kulp that was seconded by Trustee MacLowry and unanimously passed (3-0) Resolution 550 authorizing Director Hutchison to negotiate and enter into a contract with House of Lopez Campa LLC in an amount not to exceed \$125,000 for a five-year period. (Action Item No. 1)</li></ul>
A text file produced through the closed captioning process for the live broadcast of this board meeting is attached and should be considered a verbatim transcript.

Fire and Police Disability and Retirement

By \_\_\_\_\_

Sam Hutchison  
FPDR Director

**CLOSED CAPTIONING FILE**

[Captioner of standby]

**Director Hutchison:** Okay. It looks like we have everybody here. Is everybody ready to get moving? Okay, so I will turn it over to you, Catherine, to go ahead and kick off and run the meeting. You're on mute.

**Trustee MacLeod:** Good afternoon. Sorry, I didn't realize I was the acting Chair here today. Welcome, we'll begin the meeting. Let's start with approval of the minutes from the May 23rd meeting. Do I have any questions, discussion, or a motion to approve those minutes?

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

**Trustee Kulp:** I'll second.

**Trustee MacLeod:** Thank you very much. All those in favor say aye.

**Trustee MacLowry:** Aye.

**Trustee Kulp:** Aye.

**Trustee MacLeod:** Aye. Opposed? Okay. The minutes are approved from the last meeting. Should we have introduction of visitors before we go further? Sam, can you help me with that? I don't know if everybody is remote today or if anybody is in person.

**Director Hutchison:** Yeah. Asha, would you like to introduce yourself? I don't think you have been seen here very much.

**Asha Bellduboset:** Sure. Good afternoon, everybody. My name is Asha Bellduboset for the record, and I am the FPDR's Financial Analyst III, and I occasionally attend to fill in for Stacy Jones. I might have attended once before in the past. So, I'm happy to be here and happy to answer any questions you guys have.

**Trustee MacLeod:** Thank you.

**Director Hutchison:** Ryan, I think you are new here too. You want to introduce yourself?

**Ryan Bren:** Absolutely, good afternoon, everybody. My name is Sergeant Ryan Bren. I have been with the Police Bureau for 19 years now, and recently, took a position as the FPDR Liaison here within the Personnel Division. Happy to be here, it's my first meeting. I'll be listening in and gathering information.

**Director Hutchison:** Thank you. So, I would like to introduce Tom Kramer. He'll actually introduce himself here in a little bit. We've been two members down on the board. We've been working hard to nominate people. I do want to thank Catherine MacLeod for recommending Tom Kramer. We've looked at Tom Kramer's credentials and he will give you a quick background of what his background is. And our process right now is we are working through the Mayor's office to put his nomination in front of Council. If things go well, it will be next week, if not the week after that and he will be a Trustee of the Board. I asked him to join today as an observer. And at the next meeting in September, he should be a full trustee. We're still looking for the Mayor's designee as the Chair. The challenge we're having there is,



the mayor as well as all the commissioners have recruited practically every citizen they can in the City of Portland to get the new government up and running. So, they have probably tapped about 30 to 40 citizens to do that, which dried out the well a little bit. We are still working with the Mayor's office to get his designee for the board chair. Hopefully, that will be coming pretty quickly. Tom, do you want to take an opportunity to introduce yourself to everybody?

**Tom Kramer:** Thank you, Sam. Good afternoon, I'm happy to be here. When I read the minutes that Julie Hall circulated ten days ago, it sounded like a fairly robust group. I was very impressed by the various issues that the Trustees dealt with, particularly the interchange about the actuarial standard and why it does may or may not apply; I'm looking forward to returning to that. I've been a lawyer in Portland for 40 years. I'm retired from the private practice of law. I now am employed by one local nonprofit and serving there both as a teacher and as a lawyer and enjoying that. I've known about the FPDR for about 30 years, starting when I worked with divorce lawyers to try to divide FPDR benefits on divorce, which was always a heck of a challenge but an interesting one, and became acquainted with the layers of complexity in the FPDR. So far, I have enjoyed very much working with Sam and Julie over the sorts of things that Sam mentioned. As I said, I've been impressed by the quality of the discussions among the Trustees, and certainly the quality of the expert advice that the Trustees have gotten from Lorne, Stacy, and the actuaries. I'm looking forward to this.

**Trustee MacLeod:** Excellent. What I will say about the last meeting, it was a more colorful one than most. We certainly have more topics to discuss. They are not always quite so engaging. But that was a good one to review the minutes from. Any other visitors or should we move on to the action items? You're on mute, Sam.

**Director Hutchison:** You'd think I would learn after three years or four years of doing this. Ready for the action items.

**Trustee MacLeod:** Okay. Very short meeting this time. So, I will turn it over to you, Sam, it's for Resolution Number 550.

### **ACTION ITEM NO. ONE – HOUSE OF LOPEZ CAMPA LLC CONTRACT AUTHORIZATION**

**Director Hutchison:** Resolution Number 550. We are looking to get approval for a janitorial contract with House of Lopez Campa LLC. Let me give you some history, this has been a bizarre situation. As you know, we moved into our new building, I think, 13 months ago and we still don't have an official janitorial contract in place. So, I have to go all the way back to 2020 to start the saga out and walk you through everything that's happened.

In 2020, FPDR went in front of city council to get approval to extend our lease in the old office for a year and a half. We had some options available, we wanted to exercise those options. And any type of lease that gets above a certain dollar amount has to be approved by city council. And literally midnight the day before this was submitted to council for their approval, SEIU Local 49, a union that represents many local laborers in the city and the state, protested our lease extension because our landlord, which is Harrison Square building, did not use union labor for janitorial services. The council said it was too late to go back and reconsider that so they approved our lease, but then instructed me that when we do go to renew the lease in 2022, that we would request union labor for our janitorial services. So, in 2022, we were preparing to move into the office we are in right now. So just to remind everybody, we moved two

floors down in the same building, so we are in the same building but in a smaller office, two floors down. And in that lease contract it said that FPDR will contract with you union represented janitorial services in the space throughout the term of the lease. This meant that FPDR could not use the landlord janitorial services because that was a non-union service. And that normally comes as part of the lease.

So, we entered negotiations with Relay Resources in June of 2022. They are a union service that provides a lot of the janitorial services throughout the City of Portland proper. And we negotiated with them for a while, and then they pulled out of the negotiations in September. At that point, we had to go back and try to figure out what to do, also we learned that per Oregon State statutes, we must be using janitorial services that are approved through their Oregon Forward Contractors Agency, and there are only five such contractors approved in Multnomah County, and only one uses union labor, which was Relay Resources, the contractor who pulled out. There were numerous discussions over a period of time with Facilities, Procurement, the City Attorney's office and Commissioner Hardesty's office on what we were supposed to do, because Oregon Forward said we need to use their approved contractors, but they were nonunion.

So, finally in December of 2022, I got direction from Commissioner Hardesty that we should be seeking a janitorial service using union labor because that was the intent of the ordinance passed by the city. So, we issued an RFP in June. Again, there is a whole series of issues that had to be resolved before we could get the RFP there. We selected House of Lopez Campa LLC. They do not use union staff, but they committed to unionizing their staff, or at least the staff that would come into our office. They are in the process of working with SEIU Local 49 to make that happen. And once that happens and we finish all the final contract negotiations, we will be able to start with what we are doing. Right now, we are in contract negotiations. This is the time that gets nitty-gritty. We have to look through all the insurance certificates and attorneys from both sides has to look at the extensive contract. You read it in the materials. So, what we are asking you today is to approve - is to give me authorization to complete the negotiations with House of Lopez Campa and work for the lease that is a five-year lease, not lease, but a five-year contract with them not to exceed \$125,000. That's about \$25,000 a year, which we've done some research and is fairly standard for that kind of contract. So, that's what we are asking for, is that approval for me to complete those contract negotiations. And we can get House of Lopez Campa up and running as quickly as possible.

**Trustee Kulp:** I will make a motion to keep it moving forward.

**Trustee MacLowry:** Can we have discussion after the second or discussion prior to the second of the motion?

**Director Hutchison:** You can have a discussion after. You just don't take a vote until the discussion is completed.

**Trustee MacLowry:** I will second the motion.

**Trustee MacLeod:** Okay. Let's have some discussion.

**Trustee MacLowry:** Just a quick question if I could, Sam. Do we have a sense when we might get an update from SEIU about the process for unionizing the workers that come in?

**Director Hutchison:** What it will be, we will be working with House of Lopez Campa for that information. And they will keep us apprised of the union and then we will have to give a letter from them saying we have unionized employees. and they will need to specify the union. And if we need to, we can go to SEIU to confirm they are unionized. But we will be dealing with the janitorial service not with the union directly.

**Trustee MacLowry:** And they are committed to do what needs to be done to get their staff unionized?

**Director Hutchison:** Yes, they are in discussions with the union right now. They're trying something unique here to have only the staff that works on our office unionize and not the other staff. The House of Lopez Campa is a small minority-owned business in town. He was very impressive in the interview, because he came into the office and asked some great questions. He presented a very, Julie Hall headed up the evaluation team and they were definitely voted number one on that, for sure. We are very happy with them coming on board. They just need to get through all the insurance certificates and other bells and whistles and get approved from SEIU that they have unionized the staff that will be working in our office.

**Trustee MacLeod:** And Sam, you are continuing to work with the Harrison Square Service for the time being?

**Director Hutchison:** Yeah. So, we aren't having trash piling up in the hallways. We do have the landlord providing us janitorial service. They have given us credit on the lease for not using it, but they're back charging us a fee for that amount. As soon as we bring them on board, they will give us that credit again off the lease.

**Trustee MacLeod:** Great. And, again, the amount that you were quoted for this, this potential contract is in line with what other city offices are paying for union services?

**Director Hutchison:** Correct. I double checked with our facilities and procurement team. They said the price is well in line with what else they see elsewhere in the city.

**Trustee MacLeod:** Okay. Any other questions or concerns? All right. Those in favor say aye.

**Trustee Kulp:** Aye.

**Trustee MacLowry:** Aye.

**Trustee MacLeod:** Aye. Opposed? All right, motion passed.

**Director Hutchison:** Okay. We just have two quick little things to go. Asha, I will bump you up ahead of me. Why don't you go over the expenditure report we have for this month.

## **INFORMATION ITEM NO. TWO – SUMMARY OF EXPENDITURES**

**Asha BellDuboset:** Hi, good afternoon, everybody. This is Asha BellDuboset again for the record. I will go over the budget to actual report with you guys. This budget to actuals is going through May, and I just wanted to make sure that you're looking at the report through May. We had sent out an earlier version that went through June, but June had not closed, so the numbers were still kind of moving around. We will go over June when we meet again in September. So, for this May report, the couple

items I would point out are that you do see some of the PERS contributions being paid here. And that's in the "internal materials and services section", that \$23.2 million there. Typically, you'll see that coming out of our budget on a more quarterly basis, but due to some restructuring, that happened toward the end of the year. Next year we'll probably be back on a more regularly scheduled reimbursement. And of that \$23 million, I could say it breaks down to about \$12.4 for police and \$10.8 for fire. And you will also see a bit more coming out in the June, in the month of June. That's the most notable aspect of this report that I would point out. But I'm happy to answer any questions if anyone has any questions about any of the other figures they see here.

**Trustee MacLeod:** I just have one generally, and that is, generally speaking, after the June numbers are factored in, are there any material differences from the budgeted amount that you are aware of?

**Asha Bellduboset:** Not material differences, no. Once the June figures, kind of, solidified, there wasn't anything too exciting. I can say that I was just kind of going over those numbers before the meeting and the June reimbursements were about \$7 million all said. So, it wasn't too far, it was a little less than we originally projected.

**Trustee MacLeod:** Okay.

**Director Hutchison:** Tom, for you, we are talking about PERS, but we are not PERS. Our FPDR 3 members hired in 2007 and later are part of PERS, and we pay the City's PERS contribution out of our budget. And what happens is, the police and fire bureau will pay it out of their budgets and then we reimburse them back for it. All in all, the final comes out of us. So that's what we are talking about now is trying to true up those PERS contributions. And I think as Asha noticed here, police and fire bureaus are not always on time getting reimbursements for those. So sometimes you will see gaps, ebb and flows of this, across the budgeting. Okay, thank you, Asha.

### **INFORMATION ITEM NO. ONE – FUTURE MEETING AGENDA ITEMS**

**Director Hutchison:** The last thing I wanted to do here is to talk over, because there has been a lot of ideas thrown around about what the board wants to talk about in the future. So, I'm going to talk about, there are a few things that are coming in the next couple of board meetings, but then also try to get your ideas of where you would like – sorry - where you would like to talk about some of these or when you'd like to talk about some of these other points.

For September, we're going to have our annual State of FPDR presentation, where we review everything that happened the prior fiscal year. That usually takes about two hours and sometimes if we'll get a lot of questions it could go up to three hours. It's a long presentation, it's pretty dense with material, also. We will also, we're going to propose some administrative rules later in the year. I'll give you a very brief heads up of those administrative rules in September, and also go over the administrative rule approval process for you, just so everybody is on board with what it is. Then we will go through the process of publishing those publicly. And November board meeting is when you will vote to approve those admin rules.

Sometime in the next few meetings, we just completed our strategic plan rollout, and we'd like to introduce it to you. I'll probably send a copy to you beforehand, but I'll introduce it to you and go in more detail with it. Some other specific topics that you all have discussed, you would like an ASOP

number 4 review with Lorne Dauenhauer in the future. In January, we had Lisa Knight talk to us about the definition of spouse in our charter in our administrative rules. You asked FPDR to follow up with City Attorney's office. That is still out there. There are some questions you want to have follow up discussions on equal to or better than presentations that we've had. Another topic is to form a committee to review the FPDR 2 Pension Plan. Another one is comparison, get a report that compares FPDR disability to the Oregon worker's comp program.

And at one point, this will probably be closer to maybe eight or ten months from now, is that ten of our 18 people on our bureau are just now being unionized and will have some impact on how we manage our budget and how we provide services. So, we would like to go over more detail over that with you as an educational thing. The union and the City are still negotiating the contract. They anticipate that won't be ready until May of next year, at that point. And after we get that, we'll walk you through what the impact is. All of those on board right now, we have 18 staff. This will mean 14 of our 18 staff will be unionized. And it does change how we manage our staff, how we manage our time, and how we make sure that we are going to be served. But that's a topic that we'll bring up next year when we get closer to the union negotiation. So, again, the only thing I have on the agenda was the state of FPDR in September. A quick discussion on admin rules in September with voting on admin rules in November. I want to know, is there a timeline when you would like to address any of these other topics? Just to repeat that, the ASOP number 4 review, definition of spouse, ETOB committee to review the pension plan and comparison of FPDR to Oregon Workman's Comp.

**Trustee MacLowry:** I would like to get back to discussion of the ETOB test. This is reasonable with other things you have on the agenda. And that would be, specifically, in relation to some of Jake Winship's comments at the end of last meeting about the idea of having a letter drafted and sent to the Oregon PERS Board. Whether that ends up being in November, perhaps, that might be the next time we look through that.

**Director Hutchison:** Okay. So that would be good. Again, I would recommend a state of FPDR, by the time we are done with it, most people are burned out. So, November look at the ETOB.

**Trustee MacLowry:** Thank you.

**Director Hutchison:** I'll probably get back to you a little bit more what you are looking for so we can have the support information you need when we talk about that. So, we have a couple months away.

**Trustee MacLowry:** Yeah, no problem.

**Director Hutchison:** Catherine, you are on mute.

**Trustee MacLeod:** Is the definition of spouse follow up discussion expected to be lengthy?

**Director Hutchison:** I think it would be pretty short. Franco and I have already researched that we pretty much got a reply. We will firm it up and give it to you. I don't think there will be much takeaway from that.

**Trustee MacLeod:** Would that be reasonable enough to do in November also?

**Director Hutchison:** Sure.

**Trustee MacLeod:** And is there another pre-planned main topic for November?

**Director Hutchison:** No, November is pretty much a catch up and fill in. Kim, do you think we have anything else coming in November? I don't think so. You are on mute, too.

**Kim Mitchell:** My apologies, my mouse wasn't going to go to the unmute button. What may take a little bit more time in November is the vote to approve the administrative rules. But I can't think of anything else.

**Director Hutchison:** And just a quick reminder in January, it's the budget. We do not have the actuary reform. because that's biannual. That does not come up. It's just the budget in January.

**Trustee MacLeod:** Okay.

**Trustee MacLowry:** I'm sorry, go ahead. I was just going to say if it's just the budget in January, would we have time to do the ASOP number four review in January as well?

**Director Hutchison:** Sure. I think Lorne is on here. That's your homework Lorne. We'll get back to you with what we are looking at for that one.

**Julie Hall:** Hi Sam, this is Julie. Do we usually talk about the auditor's annual report in November?

**Director Hutchison:** That is part of the, yeah that is the report with that. I forgot about that one.

**Julie Hall:** Okay.

**Director Hutchison:** Because we are base audited every year. This is the audit report.

**Trustee MacLeod:** Okay. Well then, is it too long to wait until January to have the strategic plan rollout? Or would you like to put that in November, as well?

**Director Hutchison:** No, I'd like to have some time talking about it. You have ETOB, spouse and the audit report it's quite a bit there. Those topics can go short, or they can go long. I just don't want to pressure us, because I know, historically, if we get past two hours, we wind down 2.5 hours, everyone goes bleary eyed. So, January would be the strategic plan. Okay.

**Trustee MacLeod:** So, I think that leaves a committee to review the tier 2 pension benefit questions, and the discussion about partial unionization.

**Director Hutchison:** Well, there was brought up a discussion of potentially having a comparison between the FPDR Disability Program and Oregon Workers Comp.

**Trustee MacLeod:** Okay.

**Trustee MacLowry:** That is one I had brought up. I'm not sure where it would fit. I mean, it is probably a long-term discussion, so if it gets pushed out a little bit, that's probably okay. It's not going anywhere.

**Director Hutchison:** Okay.

**Trustee MacLeod:** Do you want to take those topics that we've got through November and January and then look at scheduling the last three, the ETOB follow up? That is November. Disability versus workers comp and committee to review tier 2 and partial unionization. We can discuss whether those work in March or if we want to have an interim meeting in February.

**Director Hutchison:** Okay.

**Trustee MacLeod:** Does that work?

**Director Hutchison:** Sounds good.

**Trustee MacLowry:** Yep.

**Director Hutchison:** So, let's just recap here. September is going to be state of FPDR and an overview of administrative rules. November will be the administrative rules where you actually vote on them, ETOB discussion, spouse, and audit report. And then January will be the budget, ASOP four, and the strategic plan.

**Trustee MacLeod:** Great.

**Director Hutchison:** And the other three we'll put on hold, and we can talk about potentially putting that in January, and just have another discussion like this in January where we want to go with that. I hope we can get our Chair in place by January. But I just, I'm trying to figure out which of the commissions are closing down and before they leave the doors buttonhole a couple of people and see if they want to work for FPDR. Because it is a Mayor's designee, the Mayor's office has to feel the most comfortable with this. I can always tell Mayor Wheeler he needs to show up and chair which he is supposed to do. But I don't think so. I think things are going pretty crazy right now with the government reorg and the issues with the homeless and public safety, it's keeping him really busy. I think we've covered everything on my list.

**Trustee MacLeod:** Any other miscellaneous topics for the general good? All right. Asha, Ryan, nice to see you. Tom, look forward to seeing you in the future. And I think we are adjourned. Thank you, everyone.

**Director Hutchison:** Have a good one, everybody.



**FIRE AND POLICE DISABILITY AND RETIREMENT**  
**City of Portland, Oregon**



Information Item No. 1

State of FPDR Presentation – Fiscal Year 2022-2023



# State of FPDR

Fiscal Year 2022 – 2023

Fire and Police Disability and Retirement  
September 26, 2023



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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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- Recovery from COVID
- Staff started hybrid work schedules, returning to the office half-time
- Created the 2023-2028 FPDR Strategic Plan
- 2023 State Legislative session, monitored for possible impact on FPDR and its Members
- Return to in-person Widow visits (6)
- Disability
  - Completed the process improvement project for digital disability claim workflow
  - Hired and trained a new disability analyst

# What Happened Last Year

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## ■ Pension & Finance

- Issued an Actuarial RFP and selected Milliman as the FPDR actuarial firm for the next five years
- New Finance Team: Retirement of Long Tenured Lead Financial Analyst, Promotion for New Lead Financial Analyst, New Senior Financial Analyst
- Added Moda as an Insurance Withholding Option for Members

## ■ Technology

- Implemented new banking software
- Upgrade all computers and laptops

# What's Happening 2023-2024

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- First contract for CPPW union
  - Half the FPDR staff are members of this new union
- Begin executing FPDR Strategic Plan
- Monitor Change to City Organizational Structure to assess impact to FPDR
- Monitor 2024 State Legislative short session
- Update FPDR Board Handbook
- Review and update the FPDR Continuity of Operations Plan (COOP)

# What's Happening 2023-2024

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## ■ Disability

- Manage recent MCO closure and its impact on members and search for another MCO
- Complete the onboarding and training of new disability analyst and claim redistribution

## ■ Pension & Finance

- Two 27 pay date retirement months (December and June)
- Updated retirement education materials and web site
- New citywide budget process to better align with voter-approved organizational changes

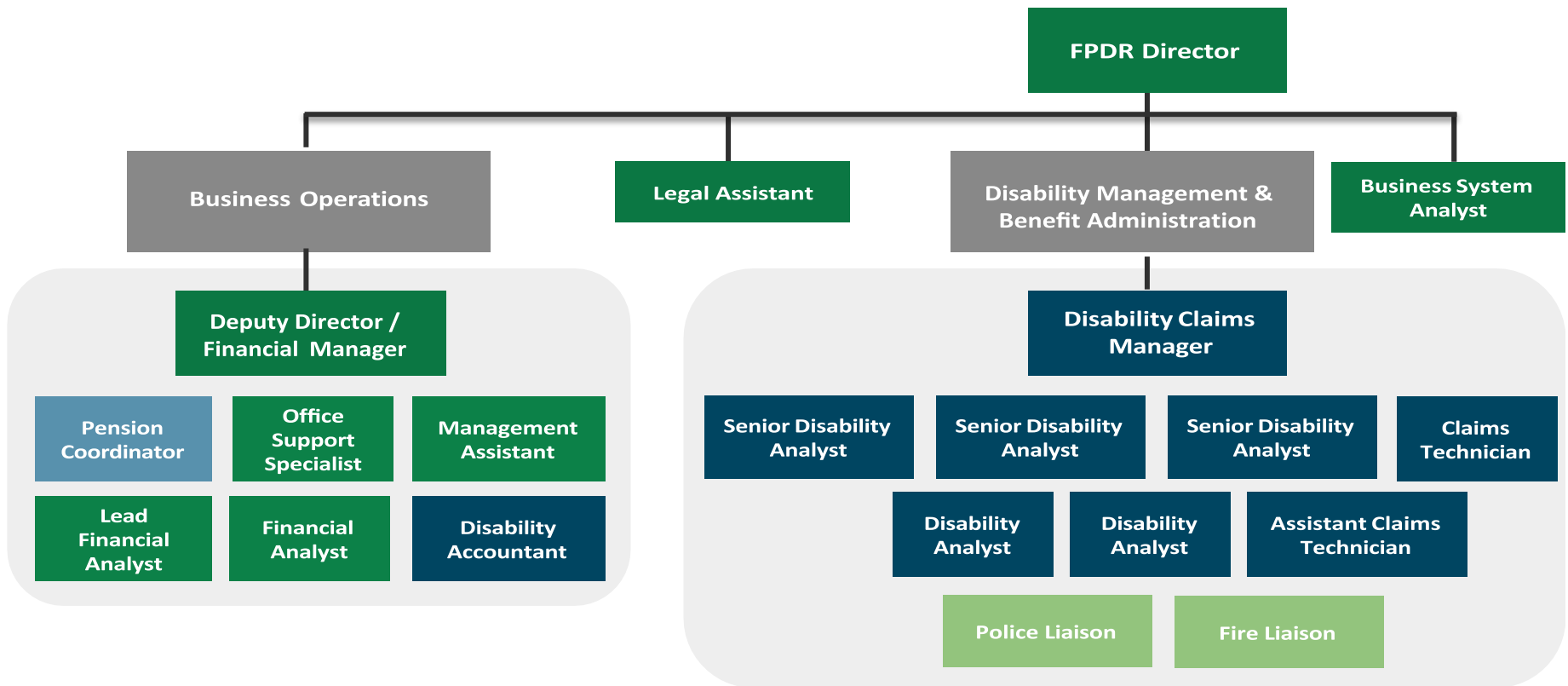
# What's Happening 2023-2024

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- Technology

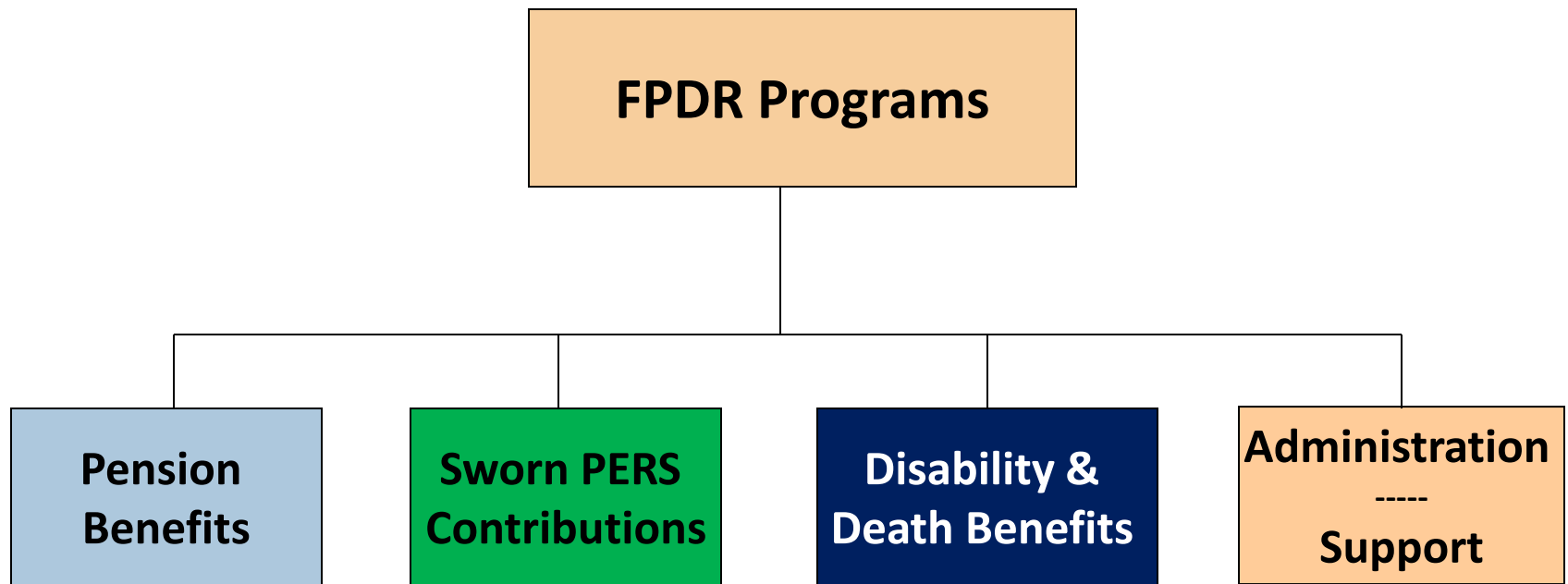
- Replace servers housing the FPDR Database and the FPDR Web Portal
- Several other hardware and software improvements driven by Bureau of Technology Services

# FPDR Org Chart



# FPDR Program Overview

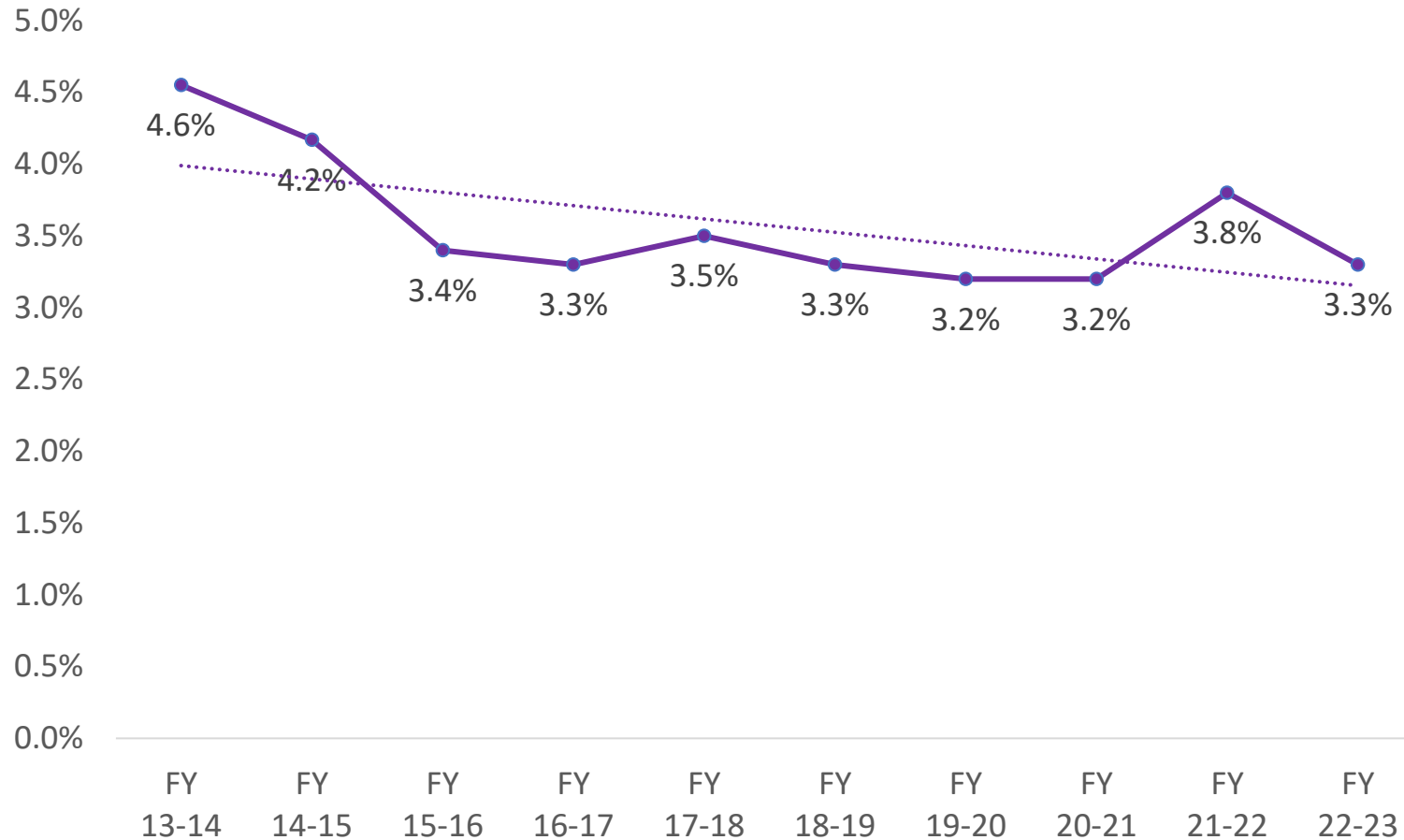
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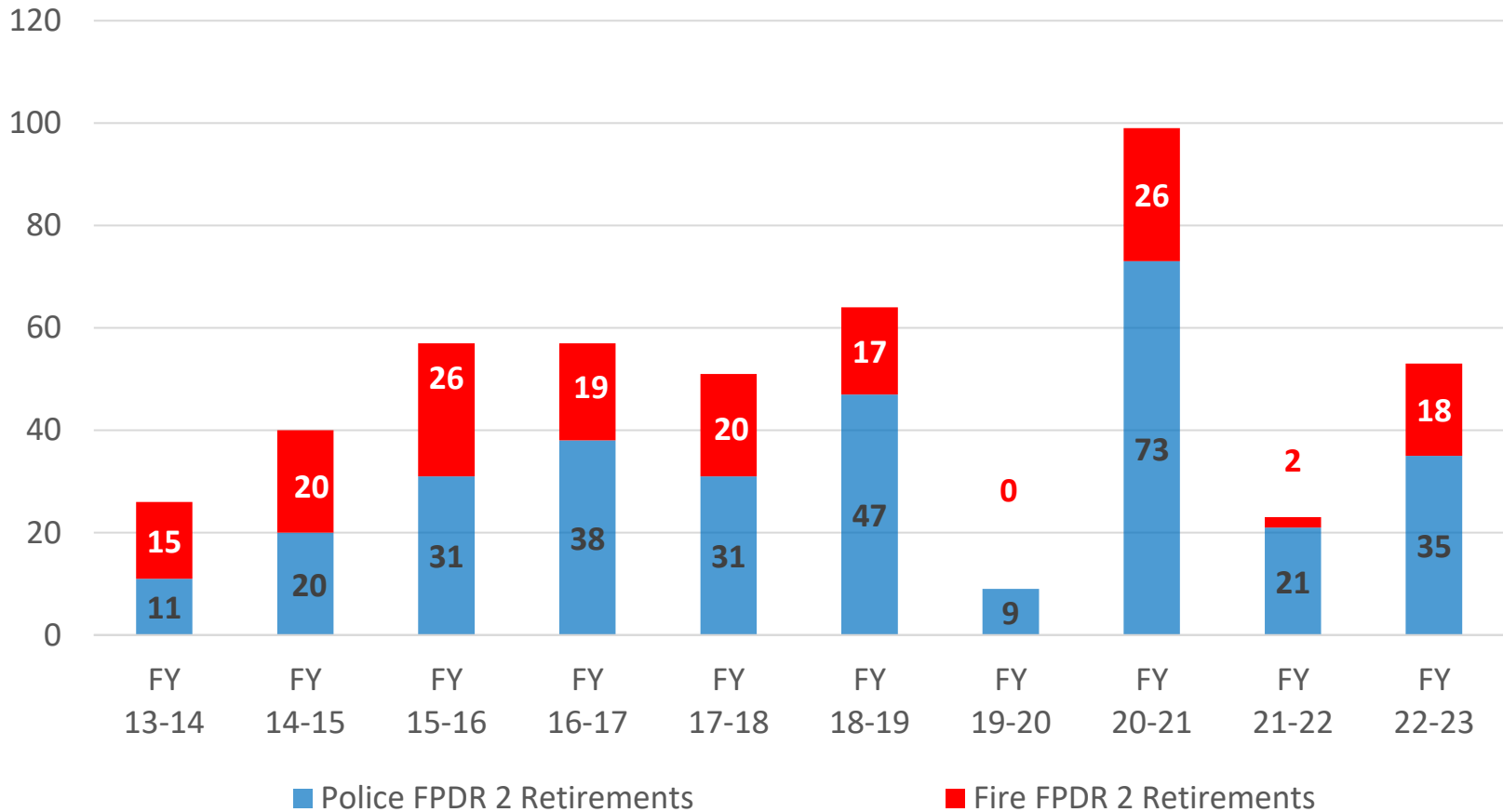
# Key Performance Measures

Percent of Workforce on Disability at June 30



# Key Performance Measures

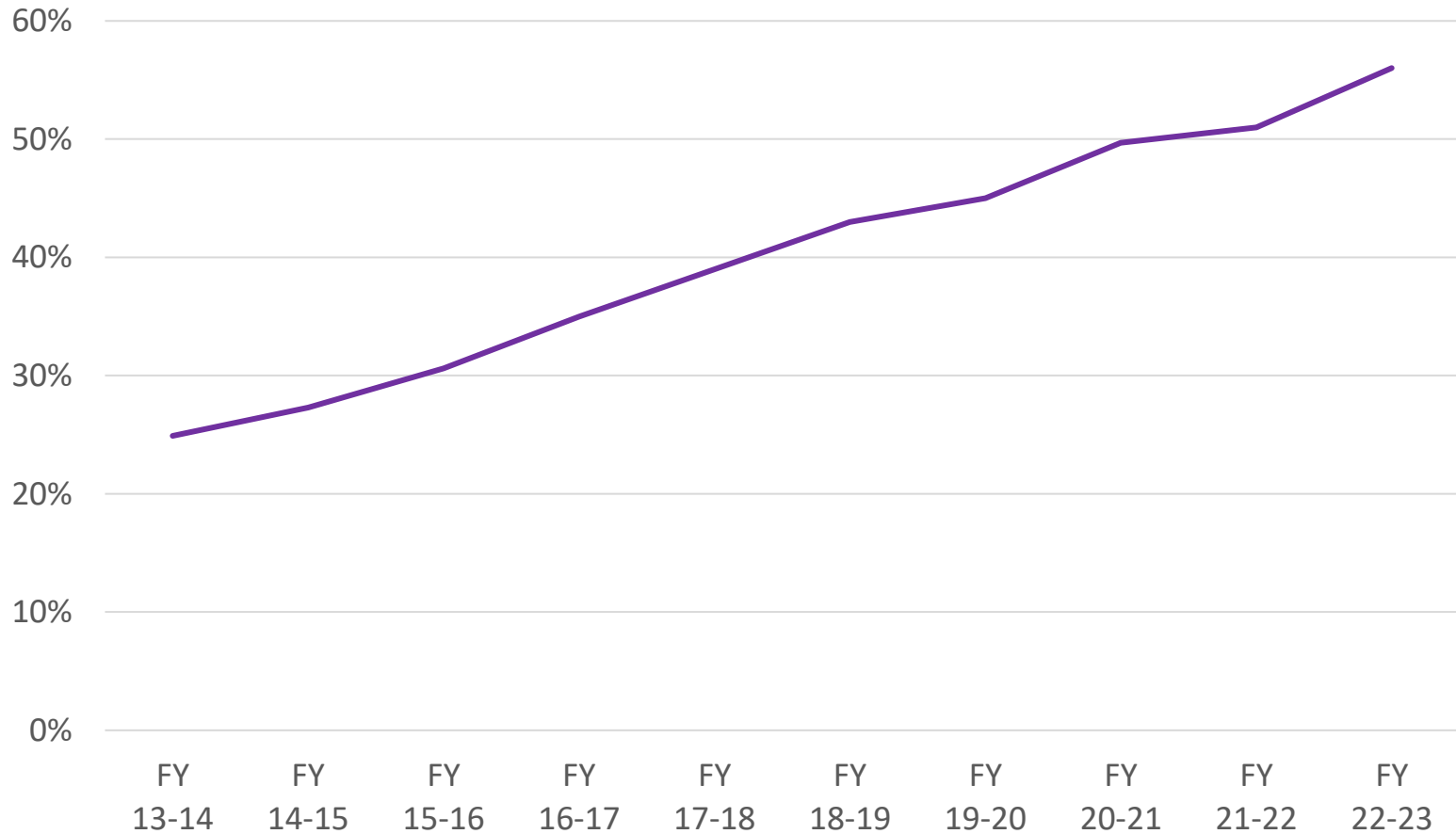
## FPDR 2 Retirements



# Key Performance Measures

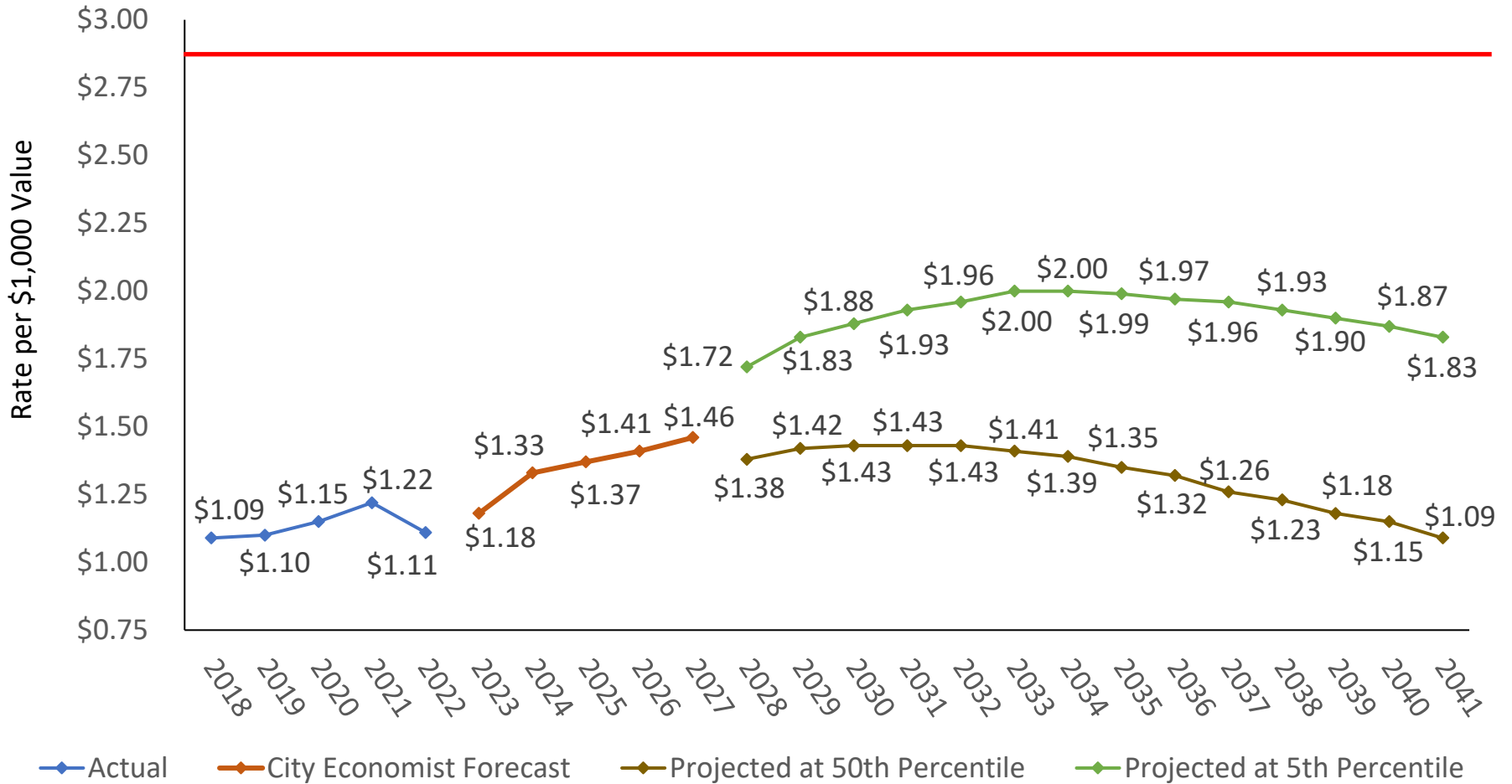
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## Percent of Active Workforce In FPDR 3



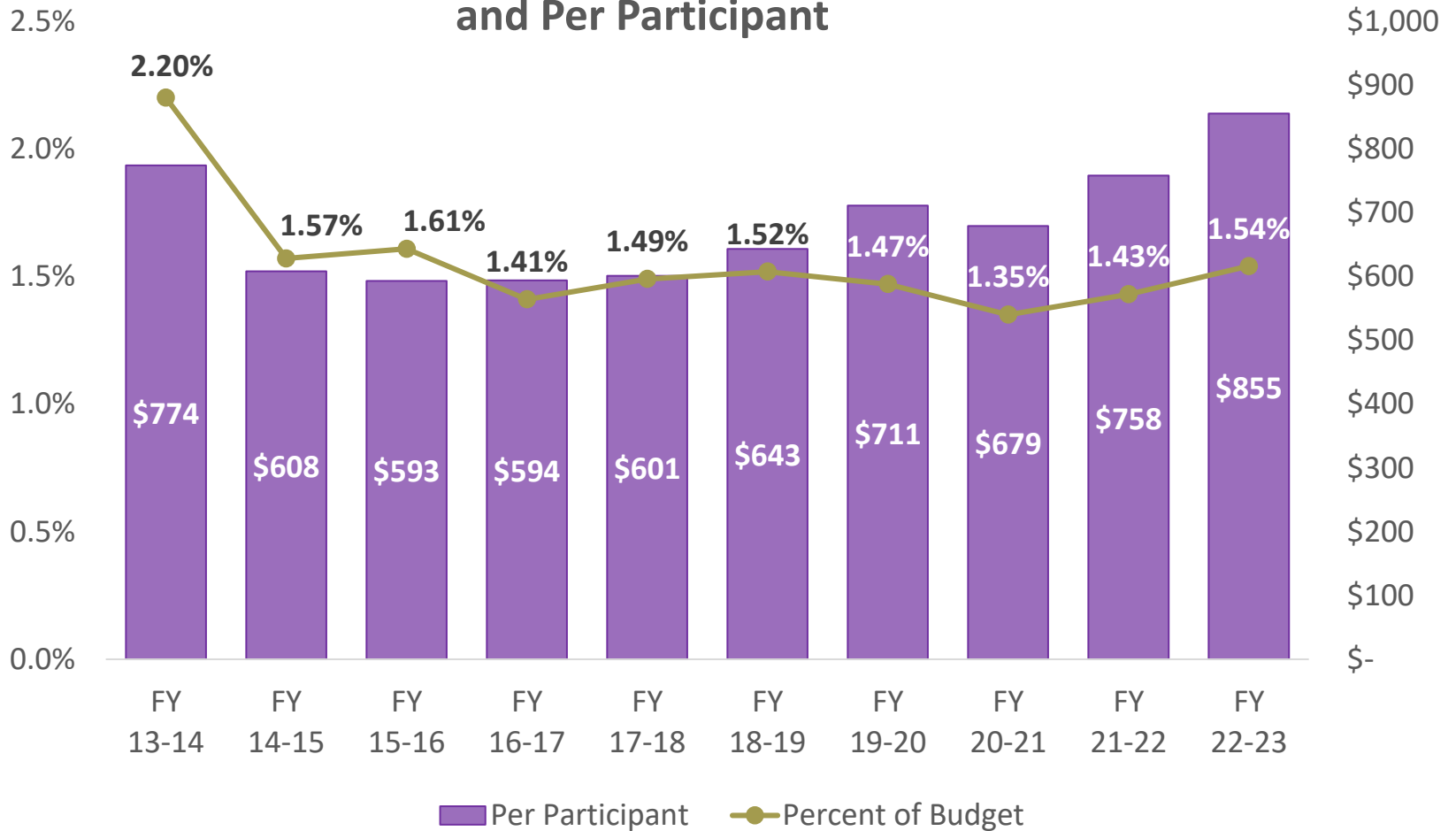
# Key Performance Measures

FPDR Tax Levy: Real Market Value Rate by Year



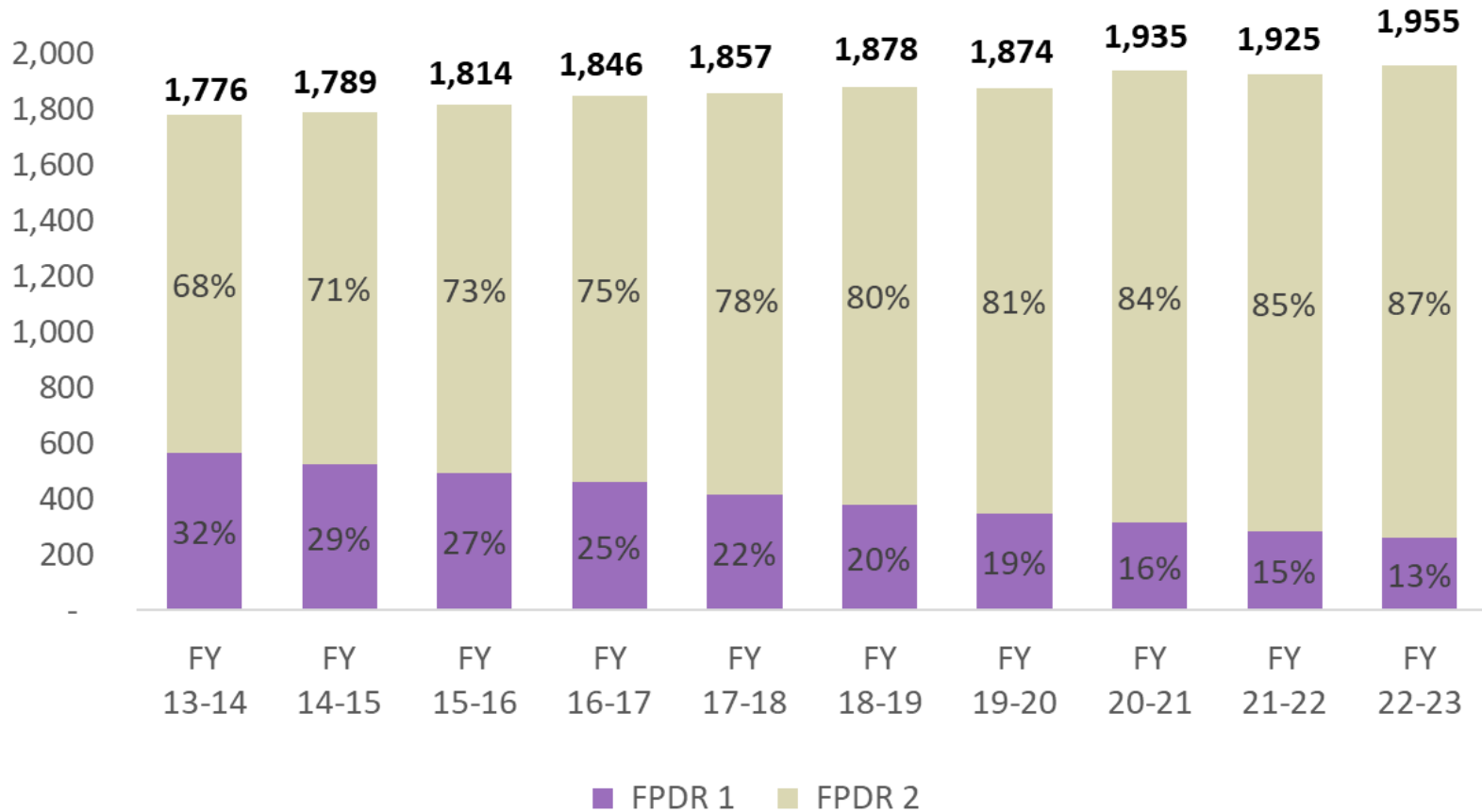
# Key Performance Measures

## Administrative Cost as Percent of Operating Budget and Per Participant



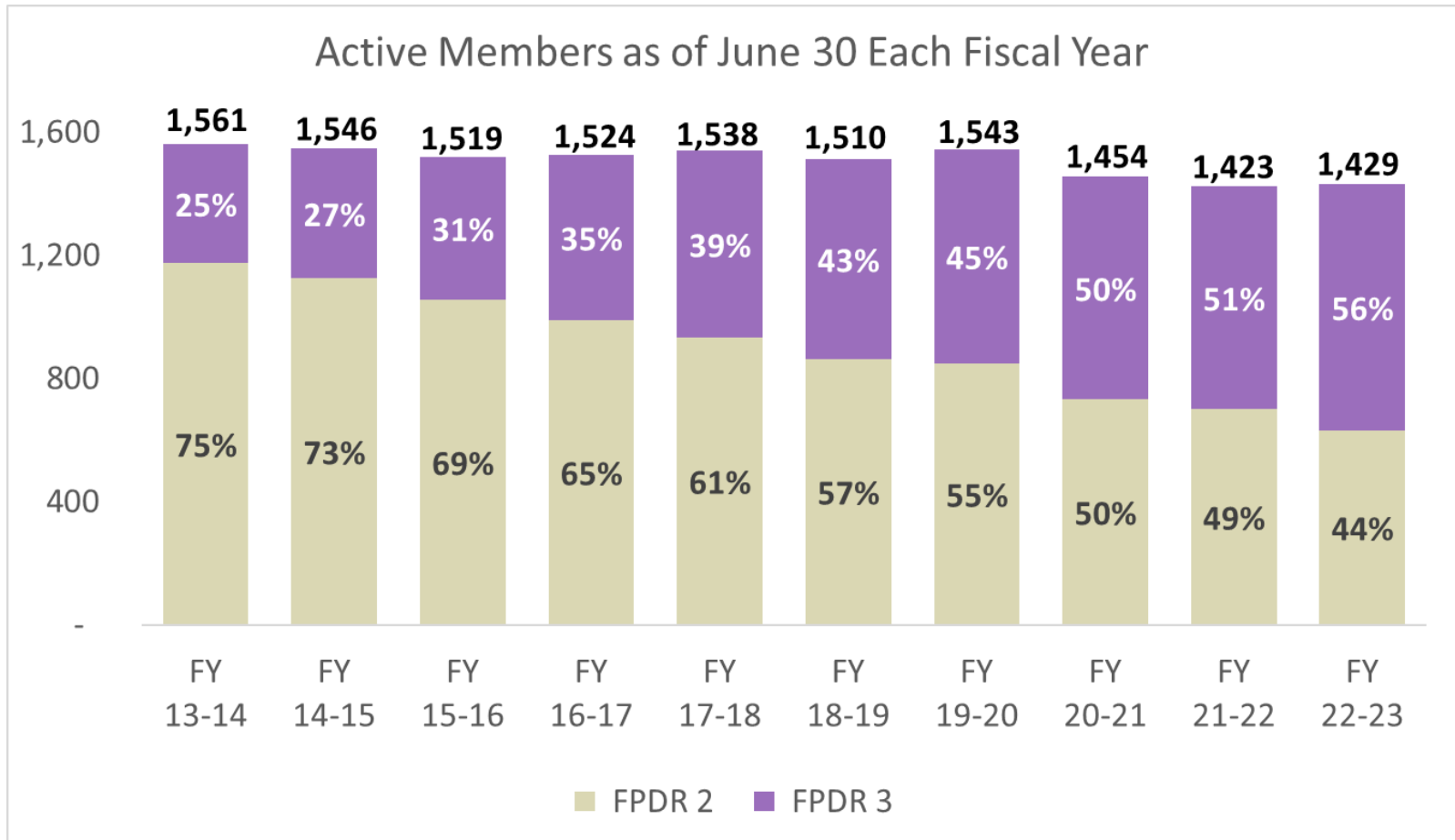
# Pension Program

Pension Counts \* as of June 30 Each Year



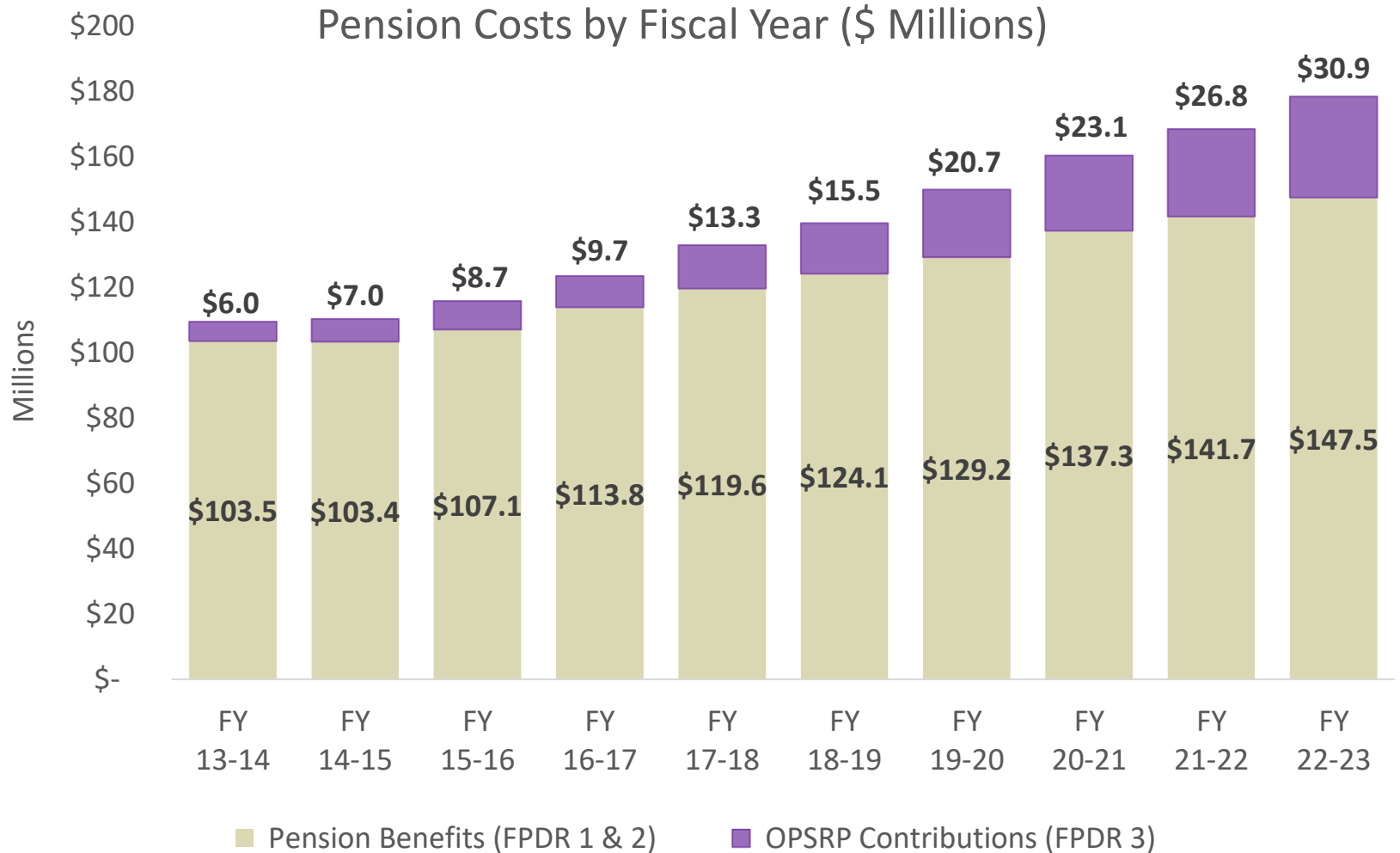
\*Members, Survivors and Alternate Payees

# Pension Program



PERS Contributions are Paid on FPDR 3 Member Wages

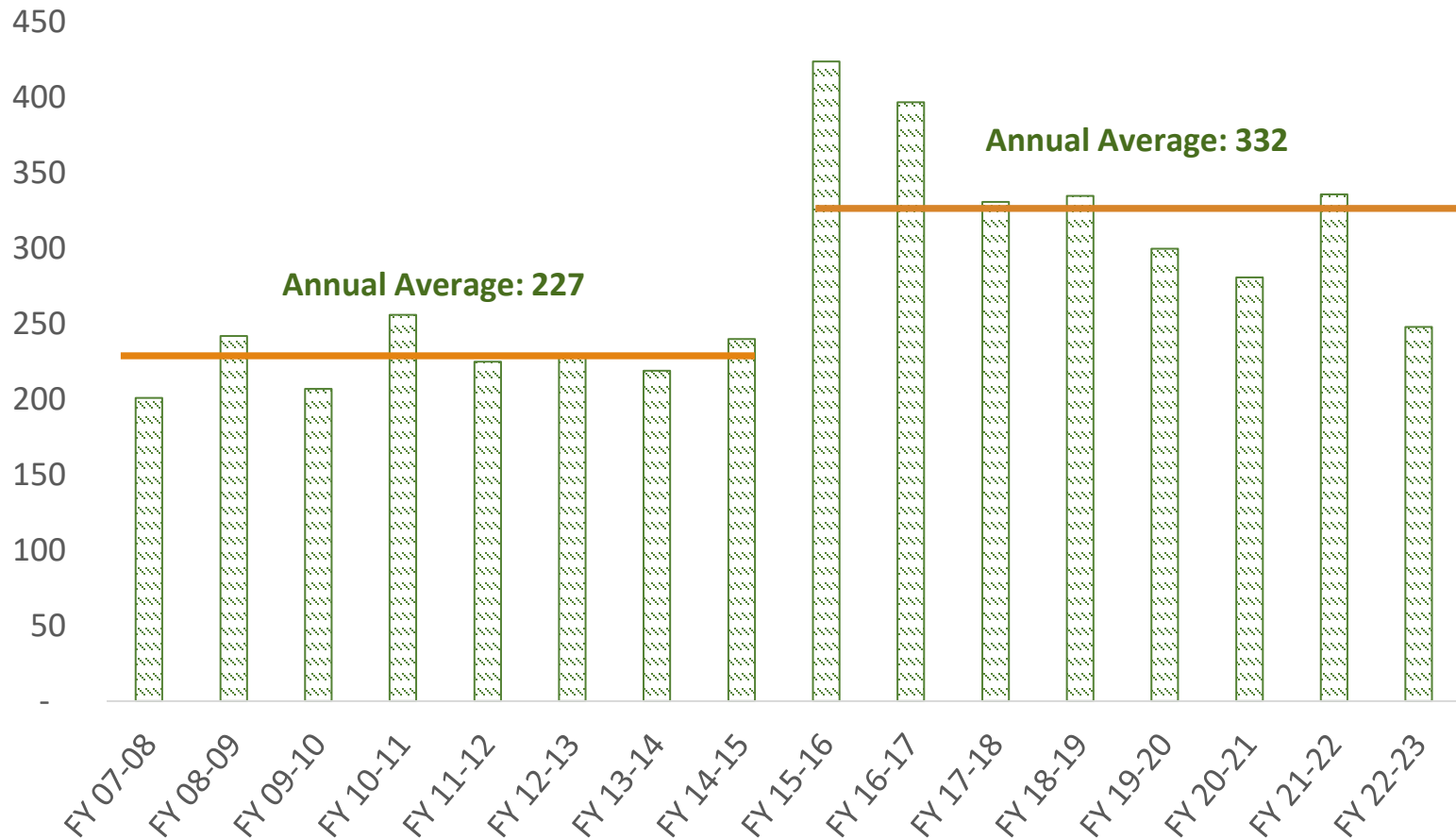
# Pension Program





# Pension Program

## Pension Estimates Prepared



# Pension Program

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## Pension Estimate Complexity

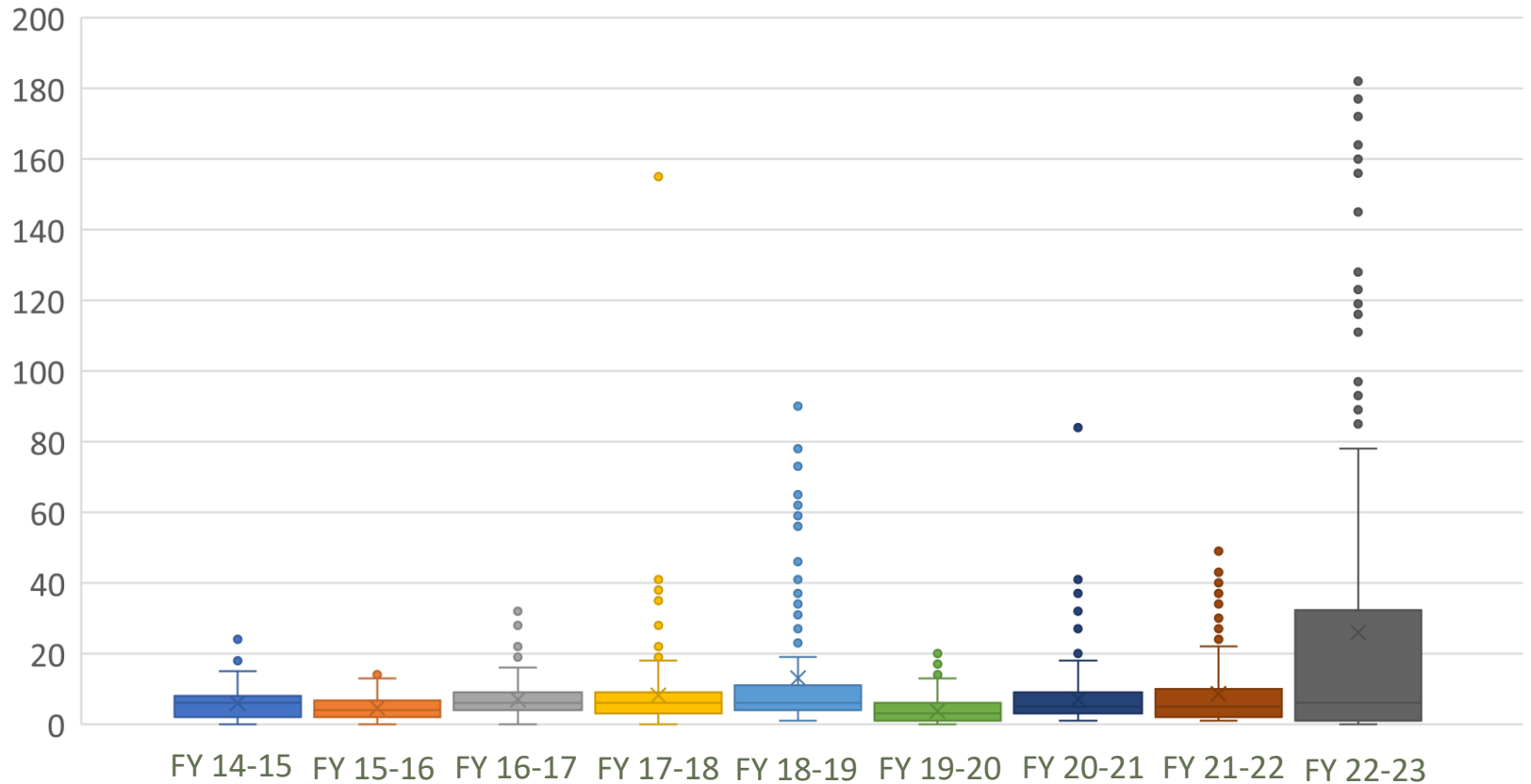
- ✓ Final Pay Lookback Periods: Before 2008, was always 26 pay dates; now 27, 26.07, 26.14, pro-rated 27/26.07 or pro-rated 27/26.14
- ✓ Premium Pay Types Have Roughly Doubled: 14 new types created since 2010
  - patrol sergeant, afternoon shift, evening shift, crisis intervention training, non-station paramedic, Bachelor's degree, Master's degree/PhD, Inspector II certification, DPSST supervisor, DPSST manager, bilingual, Fire field coach, Portland resident, incident command system training
- ✓ Explosion in work out of class and coach pay, which must be calculated manually
- ✓ Frequent Contract Changes to Both Old and New Premium Pays: percent, qualification standard, eliminate-reinstate
- ✓ Now common to have multiple effective dates for pay changes in a single fiscal year (before, pay changes virtually always happened on July 1)
- ✓ Members now request more dates and scenarios

# Pension Program



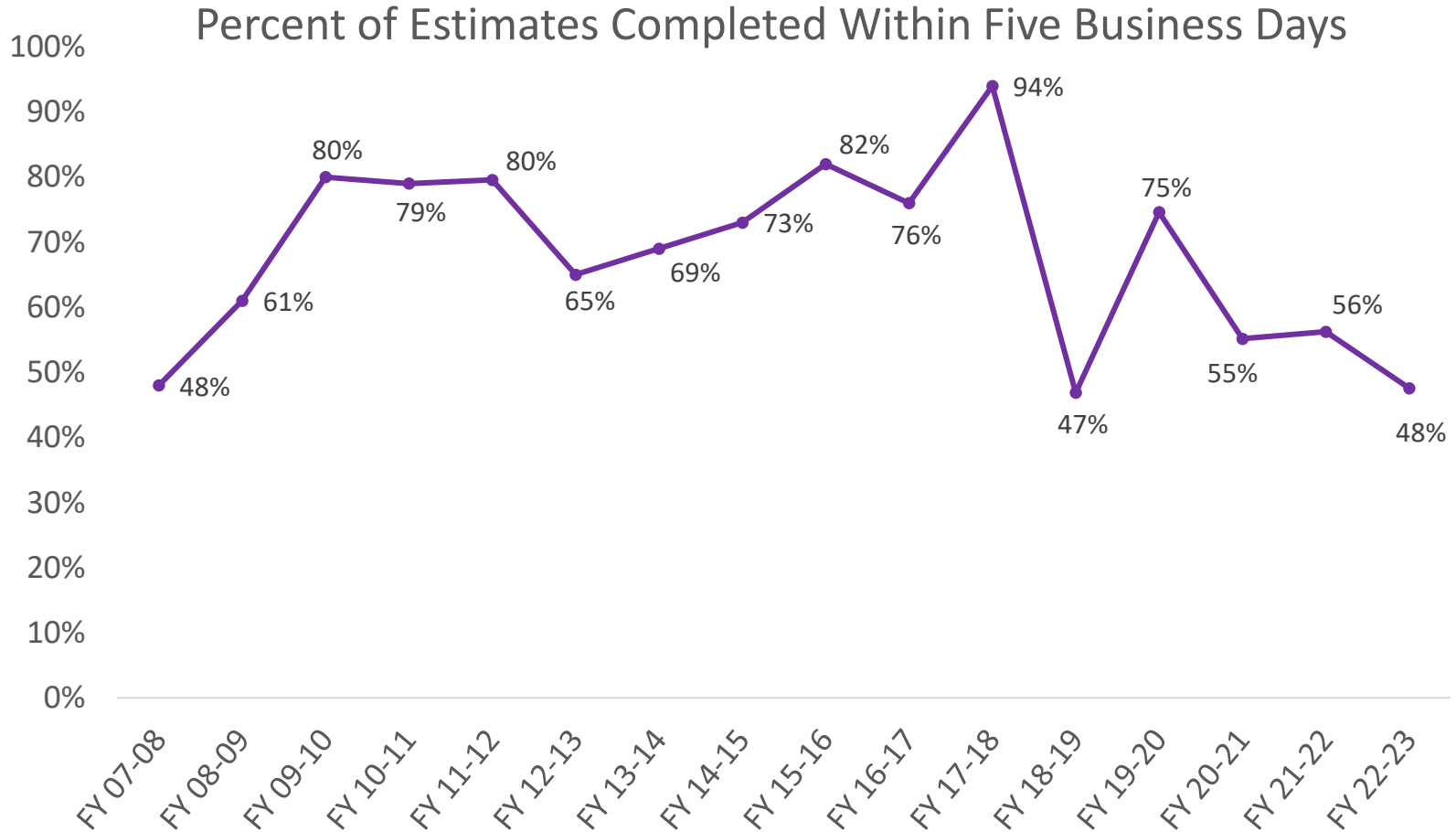
## Consequences: Estimate Processing Time

Business Days to Complete Pension Estimates



# Pension Program

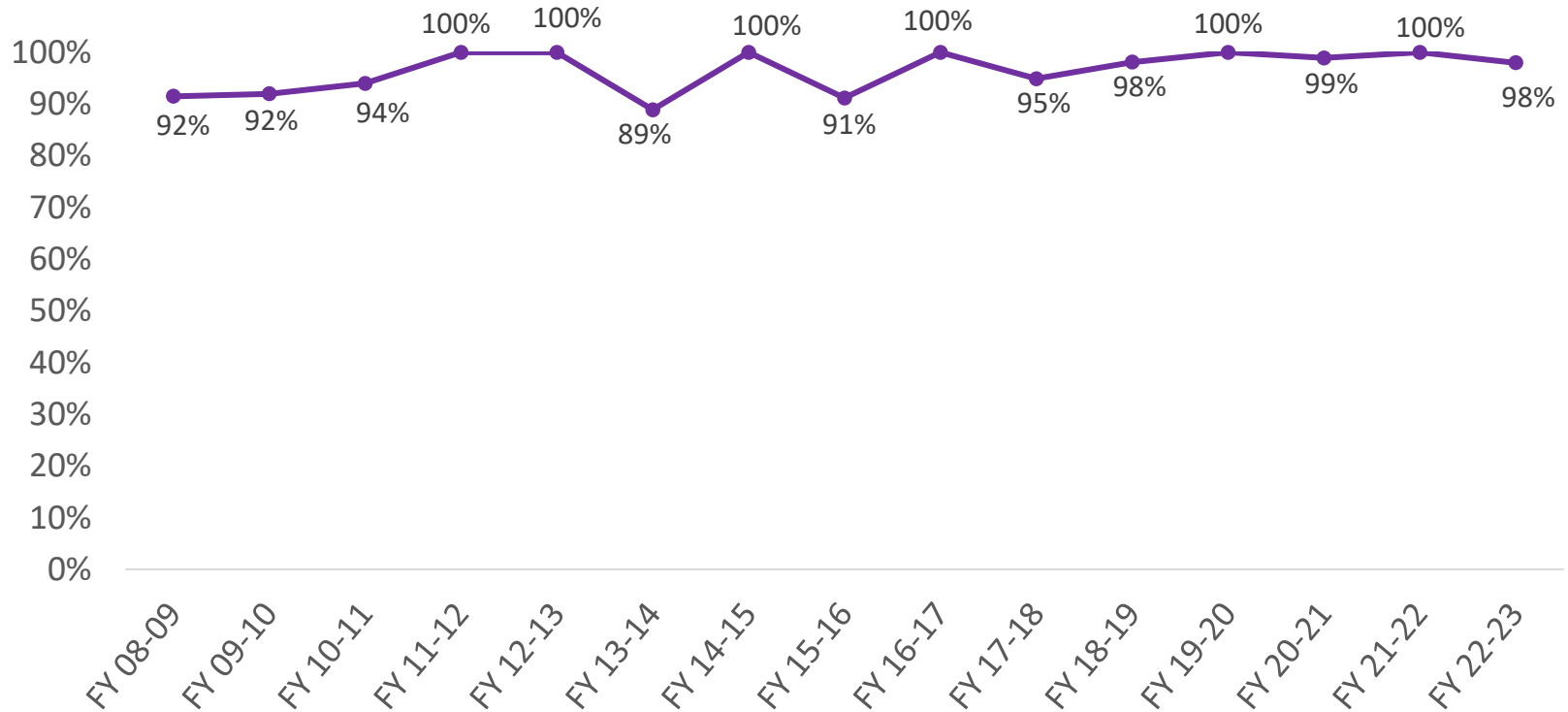
## Consequences: Estimate Processing Time



# Pension Program

## Estimate Accuracy Remains High

Percent of Estimates\* Within 1% of Final Retirement Calculation



\*For Estimates Prepared Within 12 Months of Retirement

# Disability Program

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## Transition from COVID Claims

- Change in analysis of claims from presumptive standards to standards under existing injury/illness provisions of charter and rules
- Coding changed to reflect covid claim status as illness claim

## Staffing

- Hired and trained new disability analyst
- Germain to our redistribution of claims

# Disability Program

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## Redistribution of claims

- Assign claims at right level
- Promote speedier processing of less complex claims
- Assigned specific OD claims to disability analyst to reduce burden on senior analyst handling the most complex claims
- Assigned senior and junior analyst to each bureau

# Disability Program

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## Redistribution of Claims, (continued)

### Senior Analysts

- Administer claims at number that produces best outcomes for adjudication and service to our members
- Focus on complex medical, legal and confidential claims
- Administer cancer, heart/lung, and stress claims as well as serious or catastrophic injury claims
- Continued existing model, one senior analyst assigned to handle post-retirement and nonservice claims



# Disability Program

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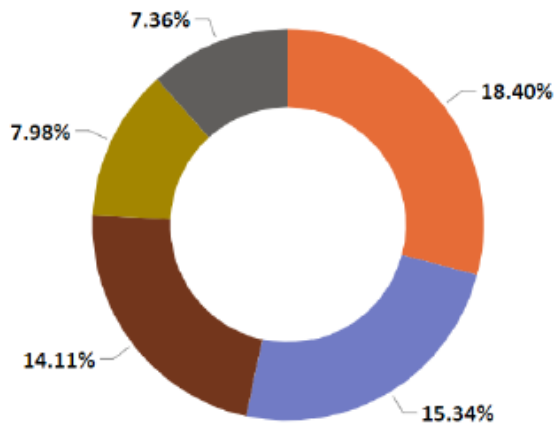
## Training

- Supports our ongoing commitment to understanding the treatment our members receive
- Hired psychologist to conduct staff training to aid in our understanding of stress and mental health claims, the provider roles in treatment and differences in their approach to treatment
- Participated in medical training on knee, shoulder, back injuries, and hearing loss.

# Disability Program

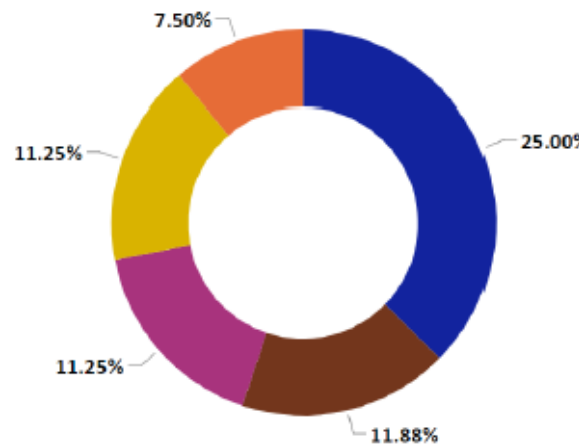
FIRE BUREAU FY 2023

## Injury Cause



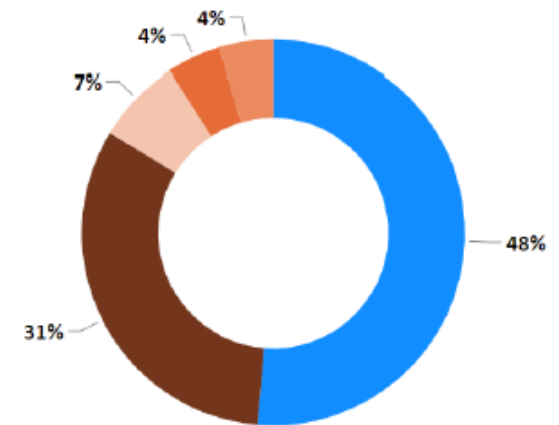
- Pandemic
- In Lifting
- Over-Exertion
- Communicable Diseases-Exposure
- Slip/Trip (No Fall)

## Body Part



- Body System
- Back
- Multiple Parts
- Shoulder(s)
- Knee

## Injury Location

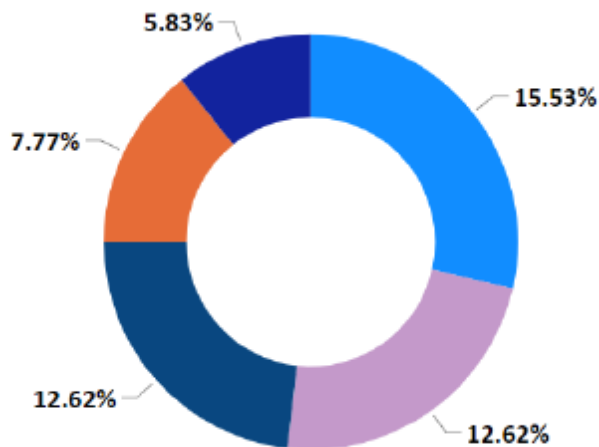


- At Scene of Fire or Call
- Precinct/Station
- None
- Multiple Locations
- Training Site

# Disability Program

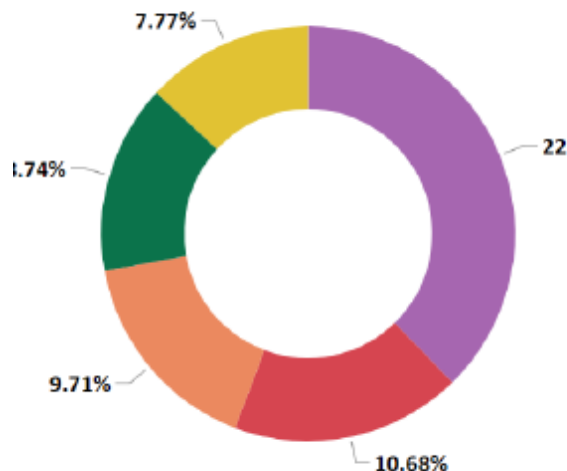
POLICE BUREAU FY 2023

## Injury Cause



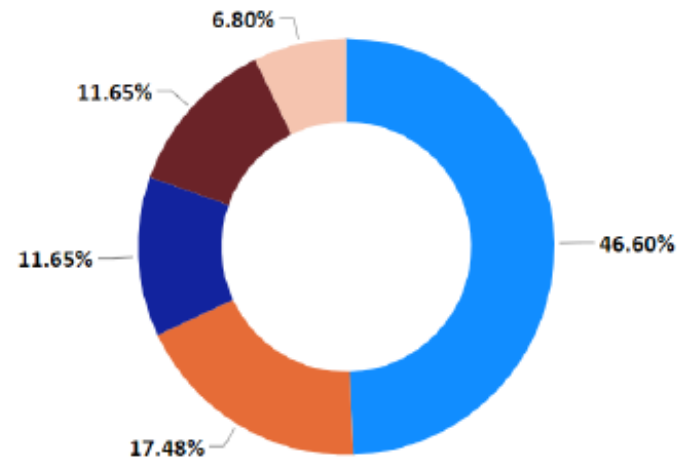
- Assault by Human/Altercation
- Miscellaneous Accidents-Work...
- Motor Vehicle Accidents (Injur...
- Pandemic
- Fall on Same Level

## Body Part



- Multiple Parts
- Body System
- Knee
- Hand
- Finger(s)

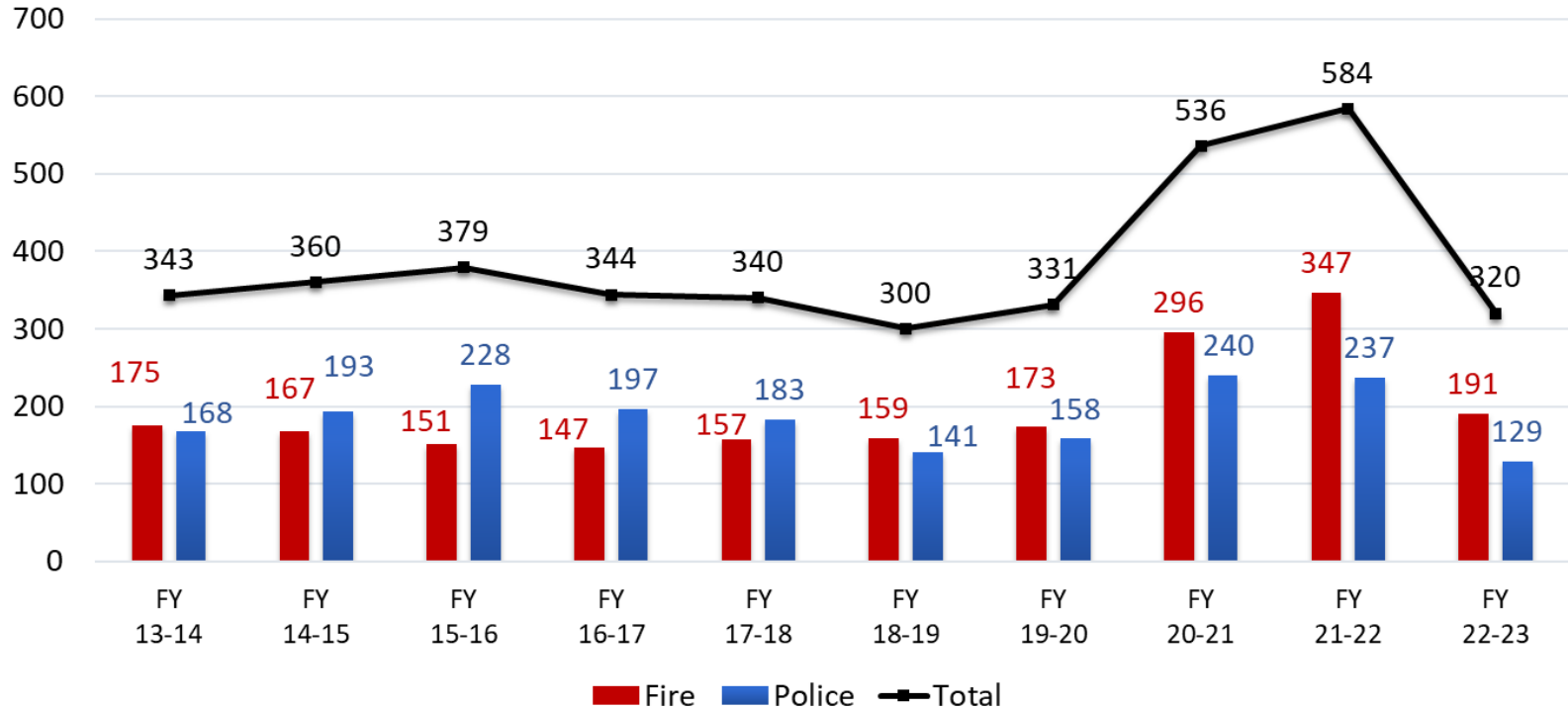
## Injury Location



- At Scene of Fire or Call
- Training Site
- In Vehicle (In Transit)
- Precinct/Station
- None

# Disability Program

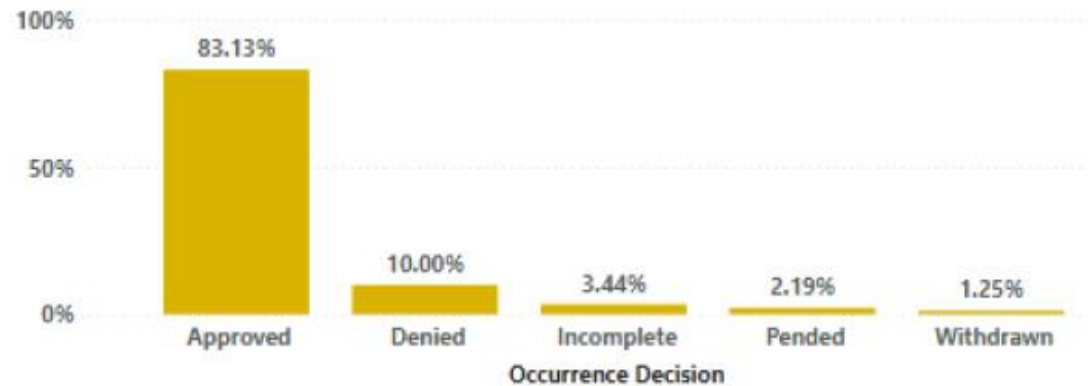
Number of Claims Filed Per Fiscal Year



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	FY 22-23
Total Active Members	1,594	1,561	1,546	1,519	1,524	1,538	1,510	1,543	1,454	1,423	1,429

# Disability Program

## 2023 Approve / Deny Rates

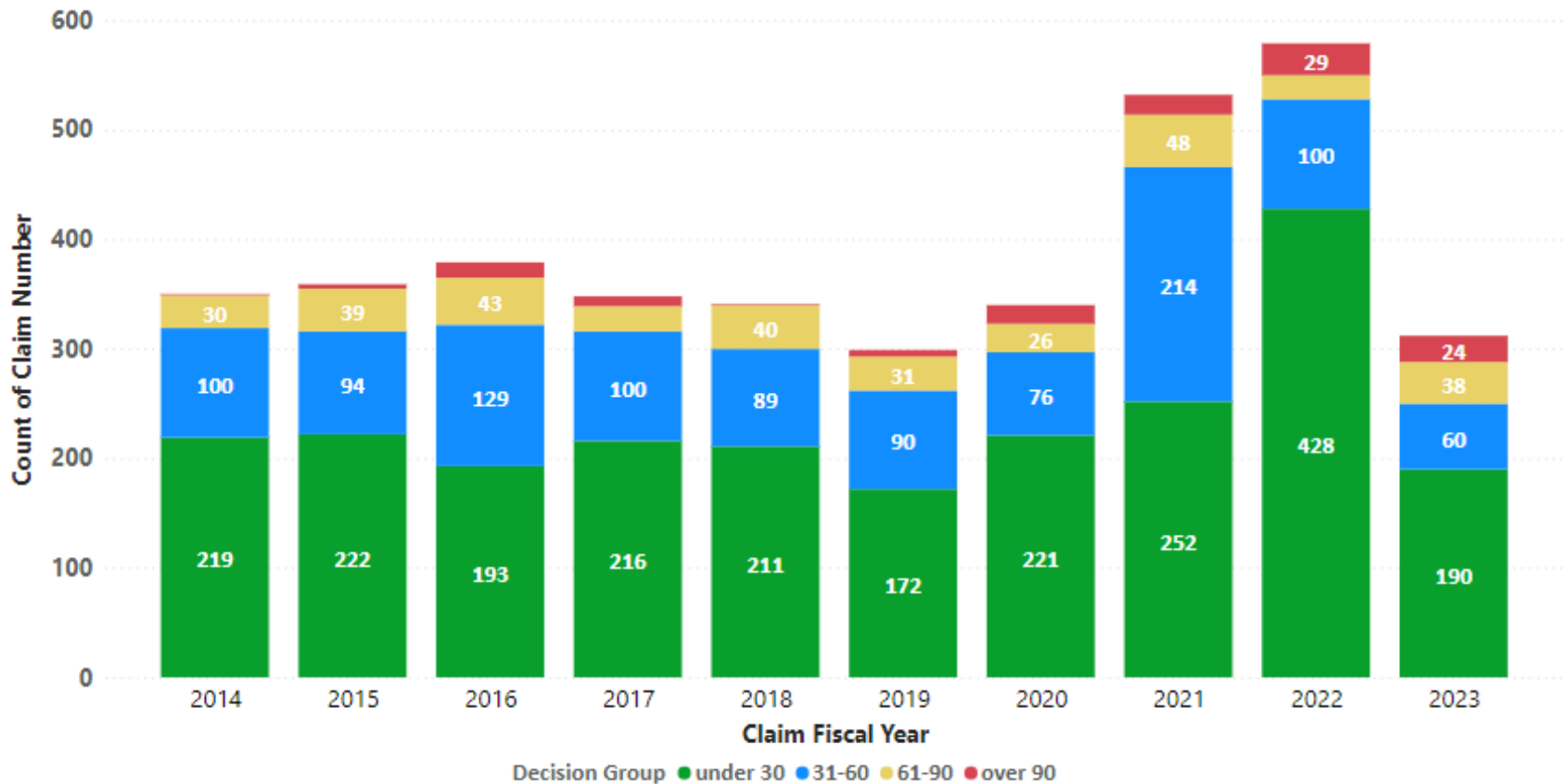


Occurrence Decision	Count of Occurrence Decision
Withdrawn	4
Pended	7
Incomplete	11
Denied	32
Approved	266
<b>Total</b>	<b>320</b>

Claim Fiscal Year	Approved	Denied	Incomplete	Not Approved before Retirement	Pended	Withdrawn	Total
2014	91.43%	6.29%	0.29%			2.00%	100.00%
2015	91.69%	4.71%	1.11%			2.49%	100.00%
2016	91.32%	5.26%	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	84.55%	8.16%	0.87%			6.41%	100.00%
2021	93.67%	3.72%	1.30%			1.30%	100.00%
2022	91.79%	3.76%	2.22%	0.17%	0.34%	1.71%	100.00%
2023	83.13%	10.00%	3.44%		2.19%	1.25%	100.00%
<b>Total</b>	<b>89.94%</b>	<b>5.77%</b>	<b>1.42%</b>	<b>0.03%</b>	<b>0.23%</b>	<b>2.61%</b>	<b>100.00%</b>

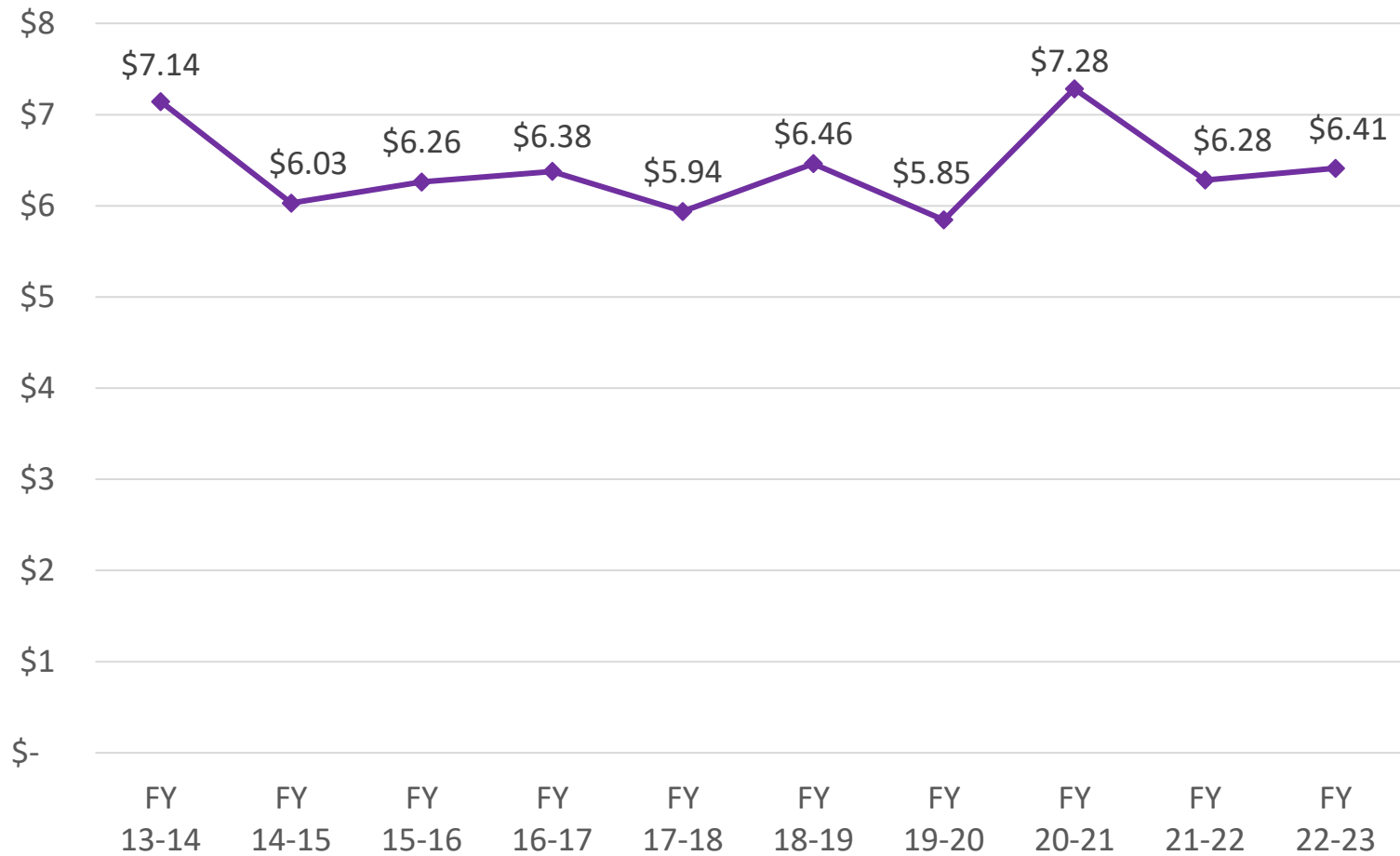
# Disability Program

Days to Claim Decision by Fiscal Year

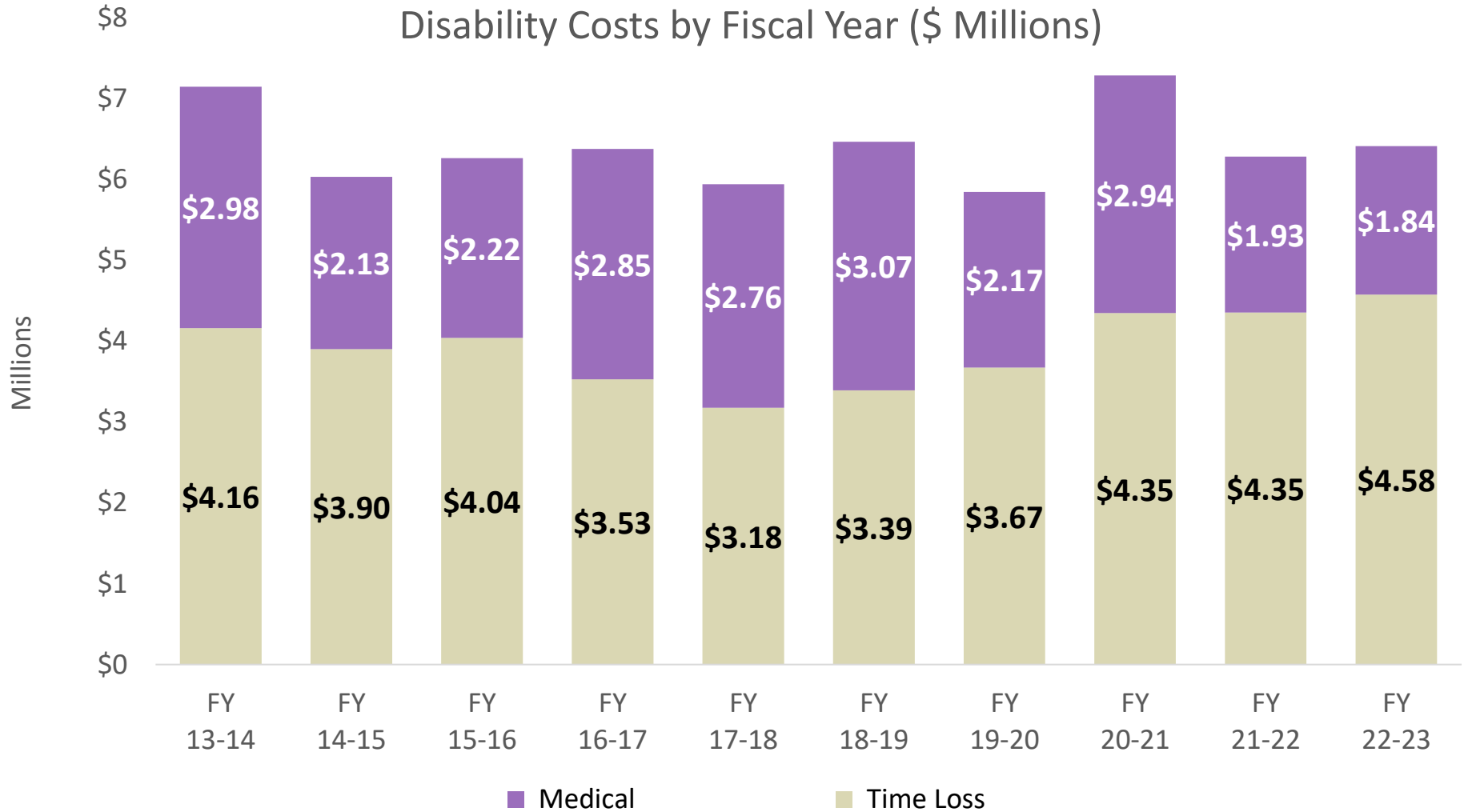


# Disability Program

Total Disability Costs by Fiscal Year (\$ Millions)



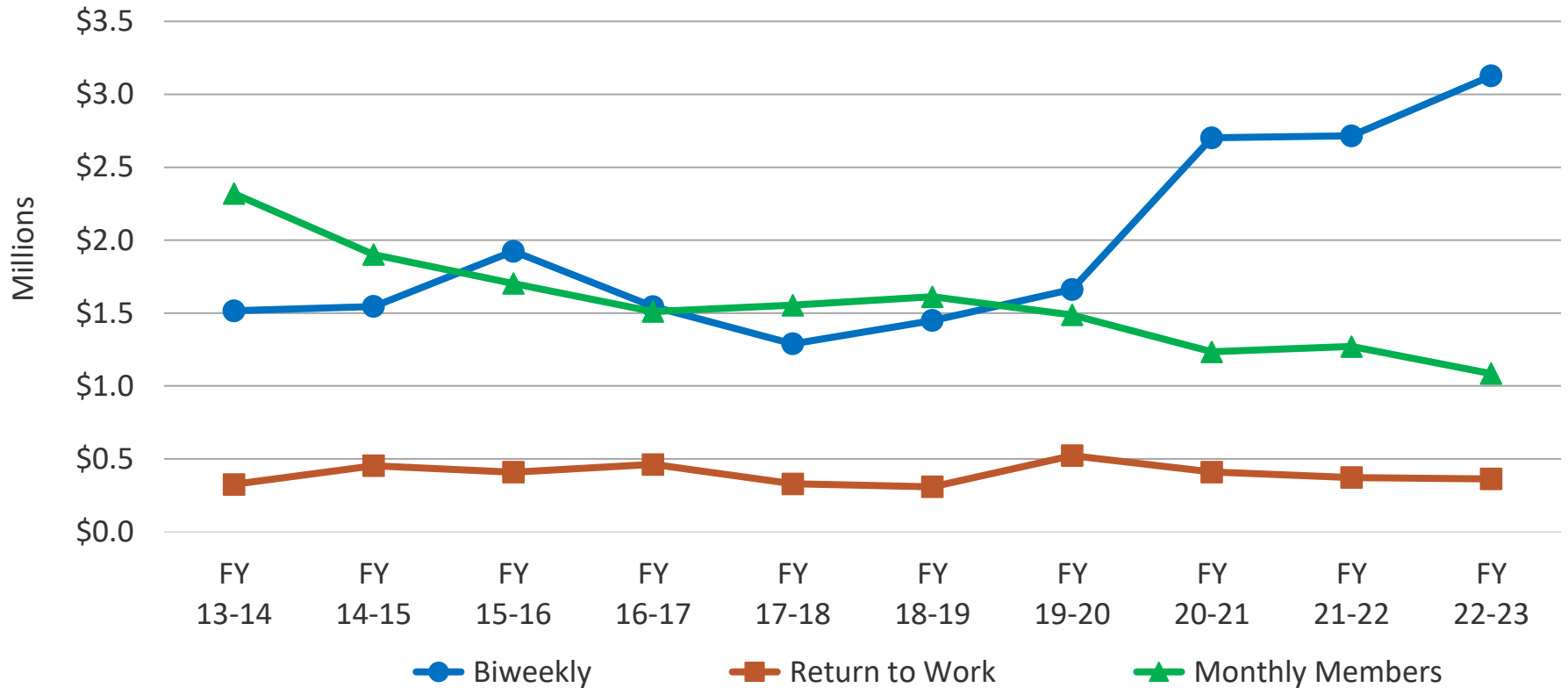
# Disability Program





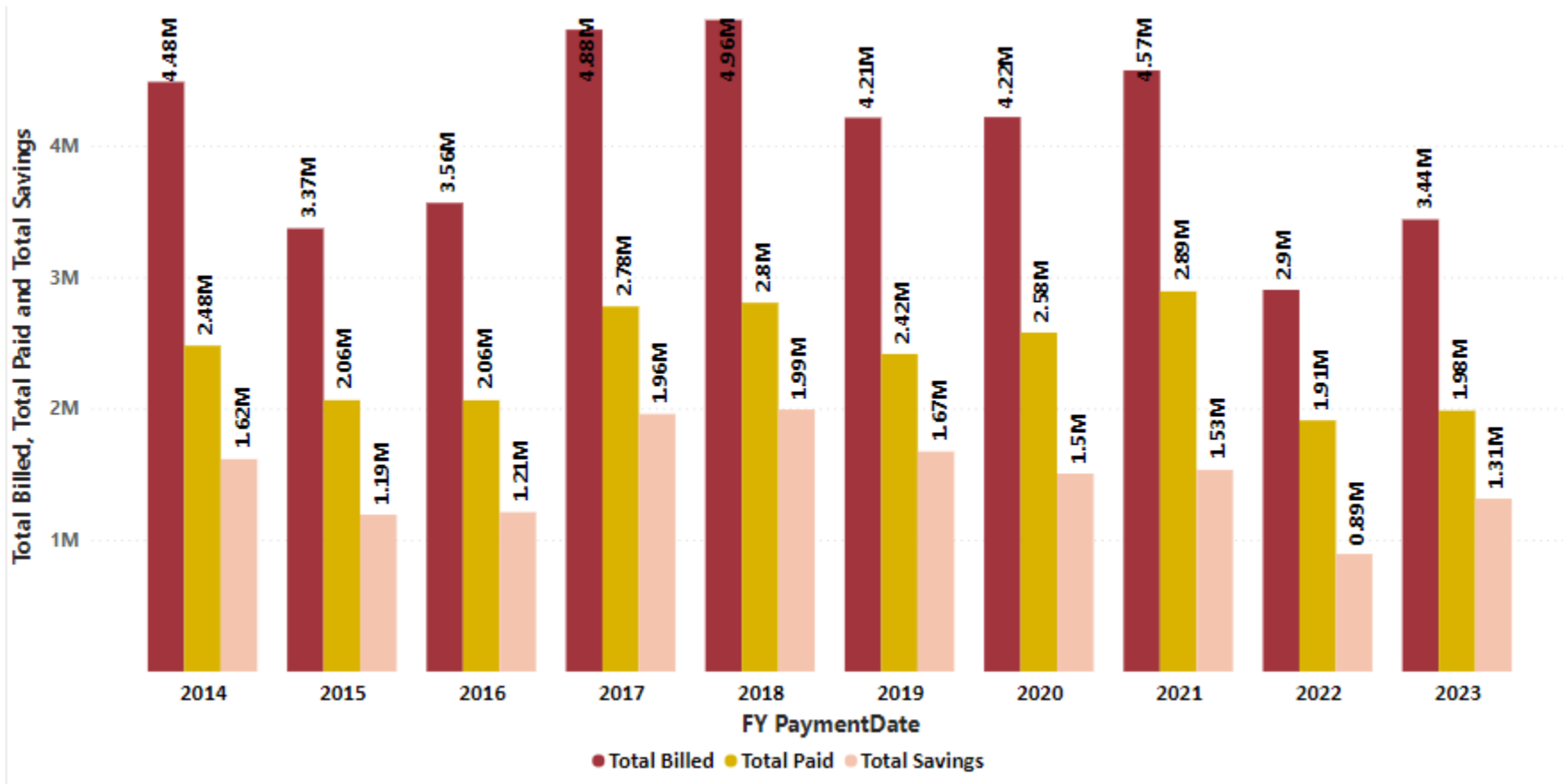
# Disability Program

## Time Loss Components by Fiscal Year



# Disability Program

## Medical Savings by Fiscal Year



# Labor Comments

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# Questions

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**FIRE AND POLICE DISABILITY AND RETIREMENT**  
**City of Portland, Oregon**



Information Item No. 2

Administrative Rules Process for the Board of Trustees



# FIRE AND POLICE DISABILITY AND RETIREMENT City of Portland, Oregon



1800 SW First Ave., Suite 250, Portland, OR 97201 · (503) 823-6823 · Fax: (503) 823-5166

Samuel Hutchison, Director

[fpdr@portlandoregon.gov](mailto:fpdr@portlandoregon.gov)

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## FPDR Administrative Rules Procedural Rules Governing Rulemaking Administrative Rules<sup>1 2</sup>

### Authority

The Board has the power to prescribe rules and regulations for the administration of Chapter 5 of the City Charter.

### Purpose

To carry out the rulemaking requirement of the Board and to provide for a process that is open and inclusive of all stakeholders. This process will be applicable to all provisions of these administrative rules.

### Duties of the Director

The Director will:

- A. Provide the Board of Trustees with the technical and staffing resources necessary for the rulemaking process;
- B. Develop rules and amendments for review and adoption by the Board of Trustees; and
- C. Produce, publish, and distribute proposed and adopted rules.

### Rulemaking Notices and Procedures

Any proposed change or addition to these rules must be referred to the Board. The Board will then consider the proposed change or addition.

The Director will provide notice of rulemaking to the Board of Trustees and known interested parties at least 30 days prior to the upcoming rulemaking session by email. The notice will include:

- A. A statement of the section of the rules to be reviewed.
- B. The date, time, and location of the Board's consideration of the proposed rule or amendment.

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<sup>1</sup> Charter Chapter 5, Sections 5-202 (a). Powers of the Board and Fund Administration.

<sup>2</sup> FPDR Administrative Rules, Section 5.1 – Procedural Rules Governing Rulemaking

### C. Information on how to submit comments.

The Director will post the Notice of Rulemaking and draft copies of the proposed new or amended Administrative Rules on the FPDR website at least 30 days prior to the Board's review.

Interested parties may submit written testimony on the proposed rules to the Director or present oral testimony during the Board meeting when the Board considers the proposed administrative rules.

After posting the notice, the Director may hold a public Question and Answer (Q&A) session. The public is invited to the session to ask questions and make comments on the proposed administrative rules. The Q&A session is not a work session, bargaining session, or Board of Trustees meeting. No decisions or commitments will be made during the meeting. The Director will summarize the session for the Board of Trustees. The Q&A session is not a substitute for submitting written or oral testimony to the Board.

### **Adoption of Rules**

Upon completion of the processes outlined in this procedure, the Board of Trustees shall adopt, for implementation, these rules by section or in their entirety.

At Board meetings, when reviewing and voting on proposed rule changes, the Board may:

1. Move to adopt the proposed rule, or sections of the rule, as proposed;
2. Amend the proposed rule and move to adopt the amended version of the original proposed rule;
3. Move that a modified version of the original proposed rule be considered at a later meeting after additional public testimony; or
4. Take no action and withdraw the proposed rule altogether. The Board may reconsider the proposed rule in the future.



# **FIRE AND POLICE DISABILITY AND RETIREMENT**

## **City of Portland, Oregon**



### Information Item No. 3

Impact of the proposed new City of Portland form of government on FPDR





**DISCUSSION DRAFT**

**PORTLAND CITY COUNCIL**

**AUDITOR**

Hearings Office

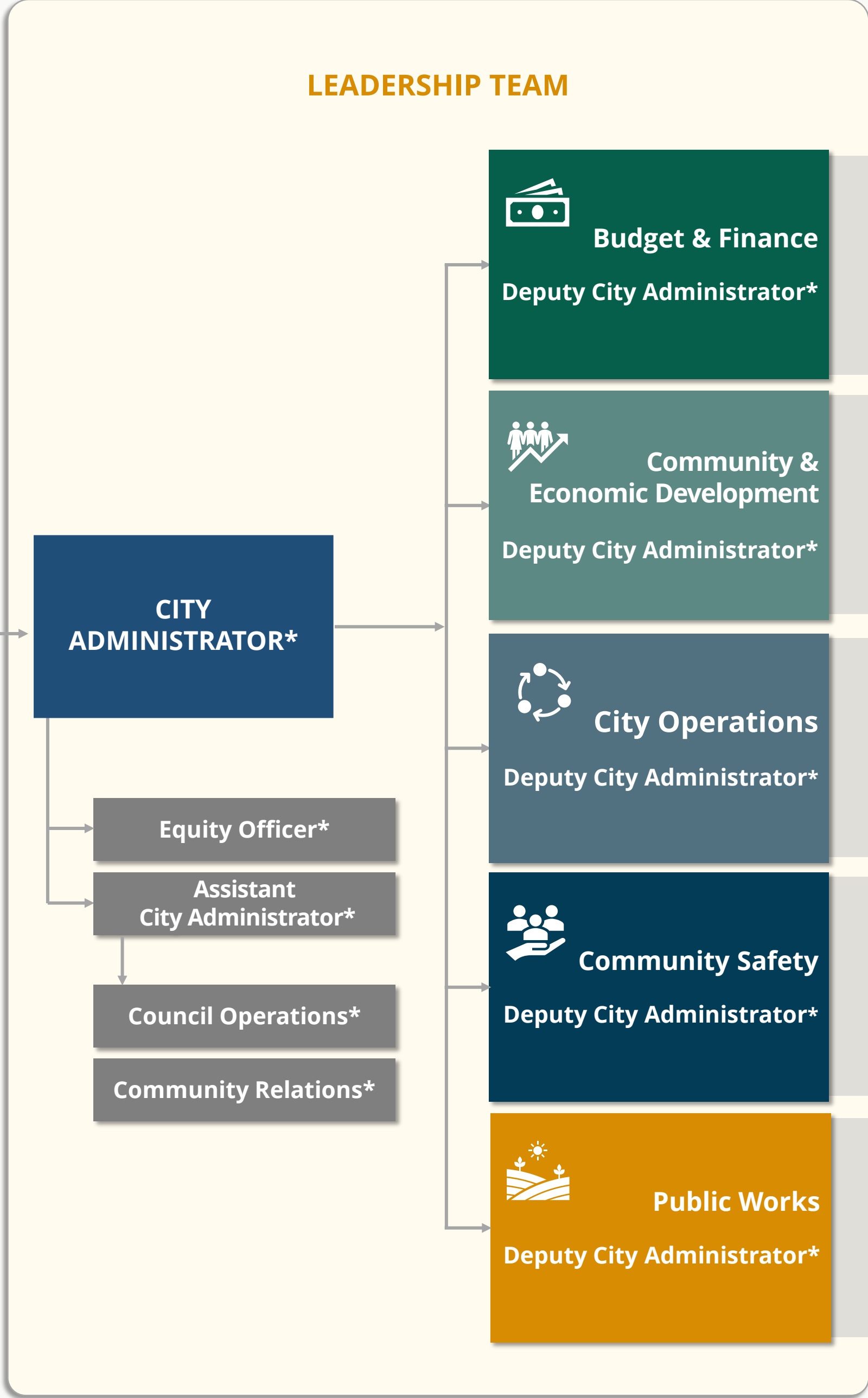
**MAYOR OF PORTLAND**

City Attorney

Chief of Police

Chief of Staff

Portland Solutions\*\*



Budget  
 Revenue and Financial Services  
 Business Operations  
**Fire Police Disability & Retirement**  
 Special Appropriations

Development Services  
 Permitting\*\*  
 Planning & Sustainability  
 Portland Housing Bureau

Portland Children's Levy  
 Prosper Portland  
 Spectator Venues

PROSPER PORTLAND COMMISSION

Asset Management\*  
 Fleet and Facilities  
 Human Resources  
 Independent Police Review  
 Integrated Security

311 (Information and Referral)  
 Office of Equity & Human Rights  
 Procurement  
 Special Projects & Opportunities  
 Technology Services

Community Safety Business Operations  
 Emergency Communications  
 Emergency Management  
 Portland Fire & Rescue  
 Portland Police

Arts  
 Environmental Services  
 Natural Resources\*\*  
 Parks & Recreation  
 Transportation  
 Water

**Key**  
 \* New program/function  
 \*\* New program/function pending ongoing assessments

Liaison responsibilities will be allocated as appropriate in a future draft



**DISCUSSION DRAFT**

**PORTLAND CITY COUNCIL**

**AUDITOR**

Hearings Office

**MAYOR OF PORTLAND**

- City Attorney
- Chief of Police
- Chief of Staff

**CITY ADMINISTRATOR\***

- Equity Officer\*
- Assistant City Administrator\*

**Council Operations\***  
 Council Operations and Legislative process\*

**Community Relations\***  
 Adapt to Impact  
 Administration and Support  
 Advisory Boards and Councils  
 Communications Officer\*  
 Diverse Civic Leaders  
 Engagement Officer\*  
 Immigrant and Refugee Program  
 Office of Government Relations  
 Tribal Relations  
 Youth Outreach

**Portland Solutions\*\***

- Houselessness
  - Joint Office of Homeless Services IA
  - Temporary Shelters
  - Safe Rest Villages
- Neighborhoods
- Districts
- Public Environment Management Office
- Street Services Coordination Center
- Impact Reduction Program

**Budget & Finance**  
 Deputy City Administrator\*

**Community & Economic Development**  
 Deputy City Administrator\*

**City Operations**  
 Deputy City Administrator\*

**Community Safety**  
 Deputy City Administrator\*

**Public Works**  
 Deputy City Administrator\*

**Key**  
 \* New program/function  
 \*\* New program/function pending ongoing assessments

Liaison responsibilities will be allocated as appropriate in a future draft



# **FIRE AND POLICE DISABILITY AND RETIREMENT**

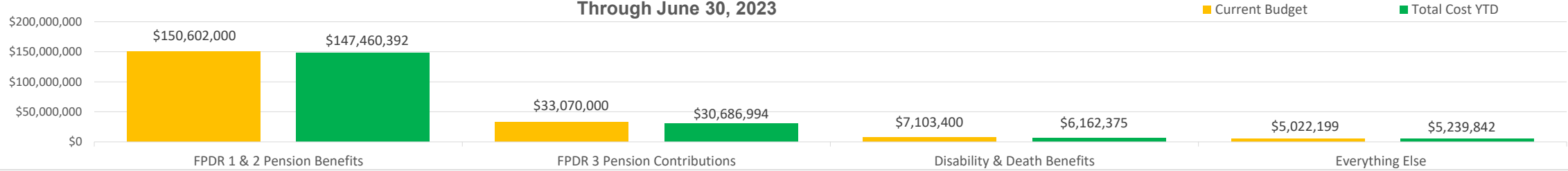
## **City of Portland, Oregon**



### Information Item No. 4

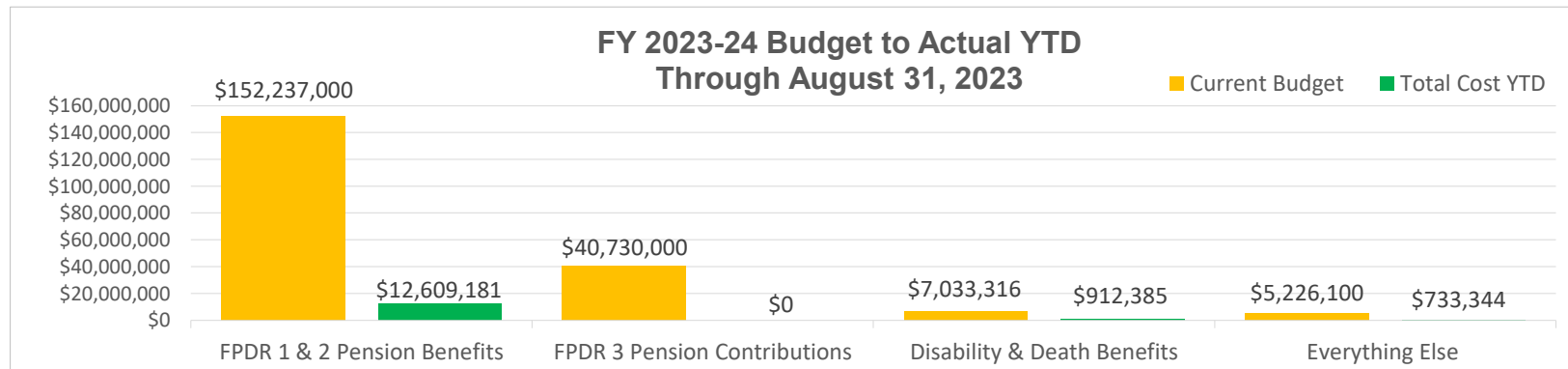
## FPDR Summary of Expenditures

**FY 2022-23 Budget to Actual YTD  
Through June 30, 2023**



**FY 2022-23 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
<b>Revenues</b>	Taxes	\$183,485,461	-\$1,067,906	\$371,844	\$459,979	\$29,173	\$62,588,278	\$106,316,562	\$1,817,301	\$1,279,301	\$4,506,804	\$748,277	\$613,631	\$6,706,055	\$184,369,301
	Beginning fund balance	\$25,229,006	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Bond and note proceeds	\$45,000,000	\$28,000,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$28,000,000
	Miscellaneous Sources	\$789,100	\$1,003	\$50,381	\$107,207	\$19,998	\$26,887	\$214,310	\$231,411	\$169,115	\$174,453	\$155,053	\$163,577	\$374,719	\$1,688,116
	Interfund Cash Transfer Revenues	\$750,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Interagency Revenues	\$393,900	\$631	\$644	\$1,287	\$0	\$644	\$644	\$644	\$644	\$644	\$1,287	\$0	\$162,681	\$236,242
<b>Revenues Total</b>		<b>\$255,647,467</b>	<b>\$26,933,728</b>	<b>\$422,869</b>	<b>\$568,474</b>	<b>\$49,171</b>	<b>\$62,615,809</b>	<b>\$106,531,516</b>	<b>\$2,049,356</b>	<b>\$1,449,060</b>	<b>\$4,682,544</b>	<b>\$903,331</b>	<b>\$939,889</b>	<b>\$7,317,017</b>	<b>\$214,462,763</b>
<b>Personnel</b>	Personnel	\$2,889,429	\$223,478	\$255,433	\$237,382	\$217,953	\$281,153	\$203,305	\$232,059	\$205,592	\$236,653	\$212,035	\$249,588	\$216,945	\$2,771,576
<b>Personnel Total</b>		<b>\$2,889,429</b>	<b>\$223,478</b>	<b>\$255,433</b>	<b>\$237,382</b>	<b>\$217,953</b>	<b>\$281,153</b>	<b>\$203,305</b>	<b>\$232,059</b>	<b>\$205,592</b>	<b>\$236,653</b>	<b>\$212,035</b>	<b>\$249,588</b>	<b>\$216,945</b>	<b>\$2,771,576</b>
<b>Ext. Mat. &amp; Svcs.</b>	Other External Materials & Services	\$805,599	\$38,469	\$49,464	\$80,423	\$64,065,920	-\$63,899,123	\$59,801	\$65,633	\$62,934	\$163,592	\$74,901	\$77,429	\$174,094	\$1,013,537
	FPDR 1 & 2 Pension Benefits	\$150,602,000	\$12,566	\$12,143,557	\$24,524,115	\$57,979	\$12,298,980	\$12,317,008	\$12,319,742	\$12,295,352	\$24,561,188	\$15,501	\$12,322,120	\$24,592,284	\$147,460,392
	Disability & Death Benefits	\$7,103,400	\$12,010	\$508,094	\$505,888	\$441,401	\$477,549	\$590,825	\$590,184	\$517,816	\$564,805	\$484,354	\$519,923	\$949,526	\$6,162,375
<b>Ext. Mat. &amp; Svcs. Total</b>		<b>\$158,510,999</b>	<b>\$63,045</b>	<b>\$12,701,116</b>	<b>\$25,110,426</b>	<b>\$64,565,299</b>	<b>-\$51,122,594</b>	<b>\$12,967,634</b>	<b>\$12,975,559</b>	<b>\$12,876,102</b>	<b>\$25,289,584</b>	<b>\$574,755</b>	<b>\$12,919,472</b>	<b>\$25,715,904</b>	<b>\$154,636,303</b>
<b>Int. Mat. &amp; Svcs.</b>	Other Internal Materials & Services	\$794,570	\$84,672	\$61,921	\$234,912	\$50,856	\$60,877	\$53,313	\$63,767	\$50,813	\$54,587	\$49,965	\$62,292	\$205,197	\$1,033,171
	FPDR 3 Pension Contributions	\$33,070,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$23,291,792	\$7,395,202	\$30,686,994
	Return to Work/Light Duty	\$497,600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$362,538	\$362,538
<b>Int. Mat. &amp; Svcs. Total</b>		<b>\$34,362,170</b>	<b>\$84,672</b>	<b>\$61,921</b>	<b>\$234,912</b>	<b>\$50,856</b>	<b>\$60,877</b>	<b>\$53,313</b>	<b>\$63,767</b>	<b>\$50,813</b>	<b>\$54,587</b>	<b>\$49,965</b>	<b>\$23,354,084</b>	<b>\$7,962,938</b>	<b>\$32,082,703</b>
<b>Capital Outlay</b>	Capital Outlay	\$35,001	\$0	\$3,380	\$0	\$9,230	\$10,270	\$5,720	\$6,890	\$3,900	\$0	\$0	\$0	\$19,630	\$59,020
<b>Capital Outlay Total</b>		<b>\$35,001</b>	<b>\$0</b>	<b>\$3,380</b>	<b>\$0</b>	<b>\$9,230</b>	<b>\$10,270</b>	<b>\$5,720</b>	<b>\$6,890</b>	<b>\$3,900</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,630</b>	<b>\$59,020</b>
<b>Fund Expenses</b>	Contingency	\$13,494,412	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Debt Retirement	\$45,434,207	\$25,000	\$3,356	\$0	\$20,756	\$0	\$0	\$28,299,880	\$0	\$0	\$0	\$69,307	\$0	\$28,418,299
	Interfund Cash Transfer Expenses	\$921,249	\$13,309	\$13,309	\$13,309	\$13,309	\$19,075	\$13,309	\$13,309	\$13,309	\$13,309	\$13,309	\$13,309	\$19,084	\$171,249
<b>Fund Expenses Total</b>		<b>\$59,849,868</b>	<b>\$38,309</b>	<b>\$16,665</b>	<b>\$13,309</b>	<b>\$34,065</b>	<b>\$19,075</b>	<b>\$13,309</b>	<b>\$28,313,189</b>	<b>\$13,309</b>	<b>\$13,309</b>	<b>\$13,309</b>	<b>\$82,616</b>	<b>\$19,084</b>	<b>\$28,589,548</b>



### FY 2023-24 Budget to Actual YTD by Month

Mid Level Classification	Detail Classification	Original Budget	July	August	YTD Total
<b>Revenues</b>	Taxes	\$193,701,162	-\$1,134,467	\$378,844	-\$755,622
	Beginning fund balance	\$24,209,481	\$0	\$0	\$0
	Bond and note proceeds	\$38,000,000	\$0	\$32,565,839	\$32,565,839
	Miscellaneous Sources	\$1,980,800	-\$157,627	\$64,254	-\$93,373
	Interfund Cash Transfer Revenues	\$750,000	\$0	\$0	\$0
	Interagency Revenues	\$445,500	\$0	\$656	\$656
<b>Revenues Total</b>		<b>\$259,086,943</b>	<b>-\$1,292,094</b>	<b>\$33,009,593</b>	<b>\$31,717,499</b>
<b>Personnel</b>	Personnel	\$2,979,029	\$250,158	\$272,106	\$522,263
<b>Personnel Total</b>		<b>\$2,979,029</b>	<b>\$250,158</b>	<b>\$272,106</b>	<b>\$522,263</b>
<b>Ext. Mat. &amp; Svcs.</b>	Other External Materials & Services	\$790,639	-\$6,007	\$106,077	\$100,069
	FPDR 1 & 2 Pension Benefits	\$152,237,000	-\$1,212	\$12,610,392	\$12,609,181
	Disability & Death Benefits	\$7,033,316	\$236,140	\$676,245	\$912,385
<b>Ext. Mat. &amp; Svcs. Total</b>		<b>\$160,060,955</b>	<b>\$228,921</b>	<b>\$13,392,714</b>	<b>\$13,621,635</b>
<b>Int. Mat. &amp; Svcs.</b>	Other Internal Materials & Services	\$906,539	\$56,115	\$59,056	\$115,172
	FPDR 3 Pension Contributions	\$40,730,000	\$0	\$0	\$0
	Return to Work/Light Duty	\$494,800	\$0	\$0	\$0
<b>Int. Mat. &amp; Svcs. Total</b>		<b>\$42,131,339</b>	<b>\$56,115</b>	<b>\$59,056</b>	<b>\$115,172</b>
<b>Capital Outlay</b>	Capital Outlay	\$55,093	-\$4,160	\$0	-\$4,160
<b>Capital Outlay Total</b>		<b>\$55,093</b>	<b>-\$4,160</b>	<b>\$0</b>	<b>-\$4,160</b>
<b>Fund Expenses</b>	Contingency	\$13,980,376	\$0	\$0	\$0
	Debt Retirement	\$38,978,478	\$0	\$5,374	\$5,374
	Interfund Cash Transfer Expenses	\$901,673	\$11,640	\$11,640	\$23,280
<b>Fund Expenses Total</b>		<b>\$53,860,527</b>	<b>\$11,640</b>	<b>\$17,014</b>	<b>\$28,654</b>



# **FIRE AND POLICE DISABILITY AND RETIREMENT**

## **City of Portland, Oregon**



### Information Item No. 5

### FPDR Updates

There are no handouts for this information item



**FIRE AND POLICE DISABILITY AND RETIREMENT**  
**City of Portland, Oregon**



Information Item No. 6

Future Meeting Agenda Items



# FIRE AND POLICE DISABILITY AND RETIREMENT City of Portland, Oregon



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## Future FPDR Board of Trustees Meeting Agenda Topics Approved by the Board after the July 2023 Board Meeting

### November 28, 2023

1. Action Items
  - a. Approval of FPDR Administrative Rule changes
2. Information Items
  - a. Auditor's Annual Report
  - b. Equal to or Better Than (ETOB) test follow-up discussion
  - c. Definition of "spouse," follow up to January Board meeting discussion
  - d. 2023 Legislative update (two bills impact the Board of Trustees & two impact FPDR)

### January 23, 2024

1. Action Items
  - a. Adopt the 2024-2025 Budget
2. Information Items
  - a. Review the FPDR Strategic Plan
  - b. Actuarial Standard of Practice (ASOP) No. 4 presentation by Lorne Dauenhauer, Board's outside counsel

### March 26, 2024

1. Action Items
  - a. Annual Adjustment Review (COLA)

### Future Meeting Topics

1. Discussion on forming a committee to review FPDR 2 Pension Plan
2. Discussion on soliciting a study to compare the FPDR Disability Program to the Oregon Workers' Comp Program
3. Impact of unionization of FPDR staff