

# 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

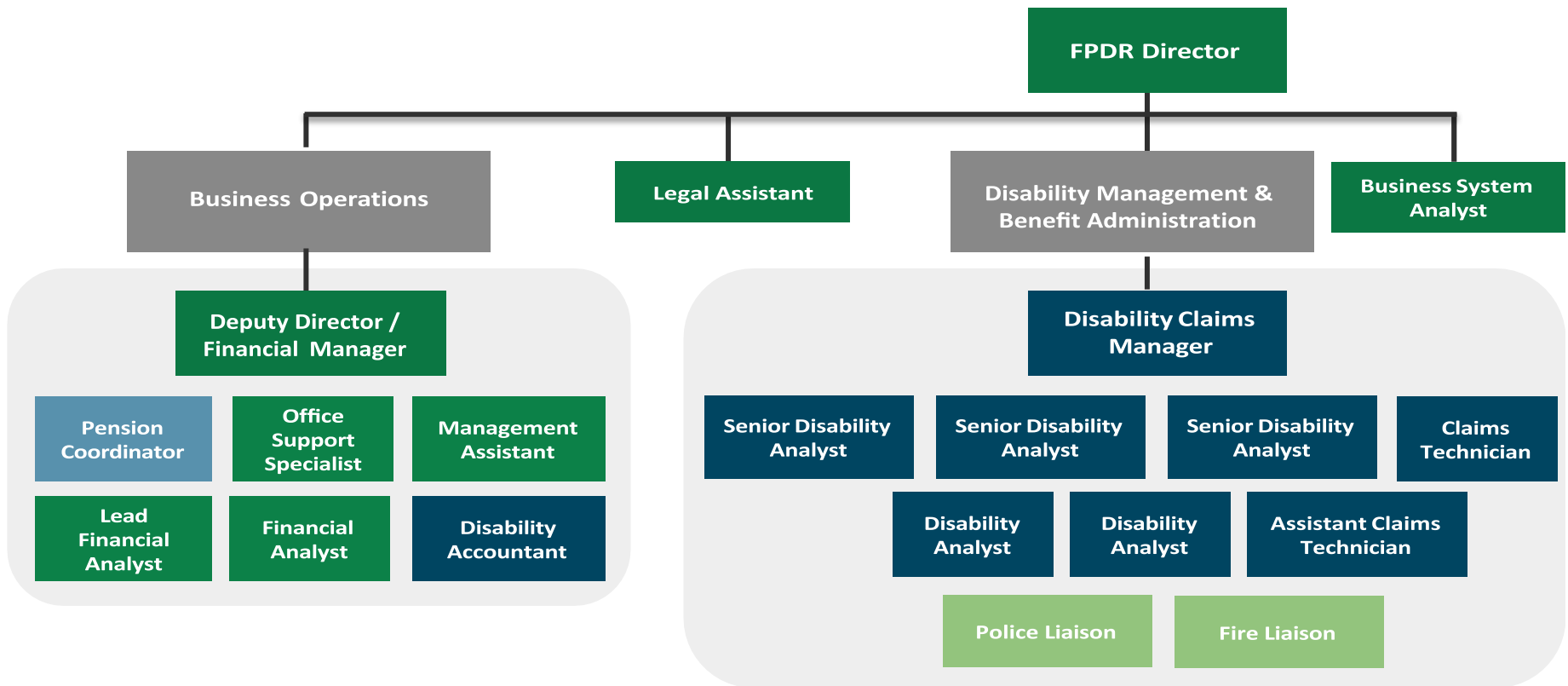
# What's Happening 2023-2024

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- Technology

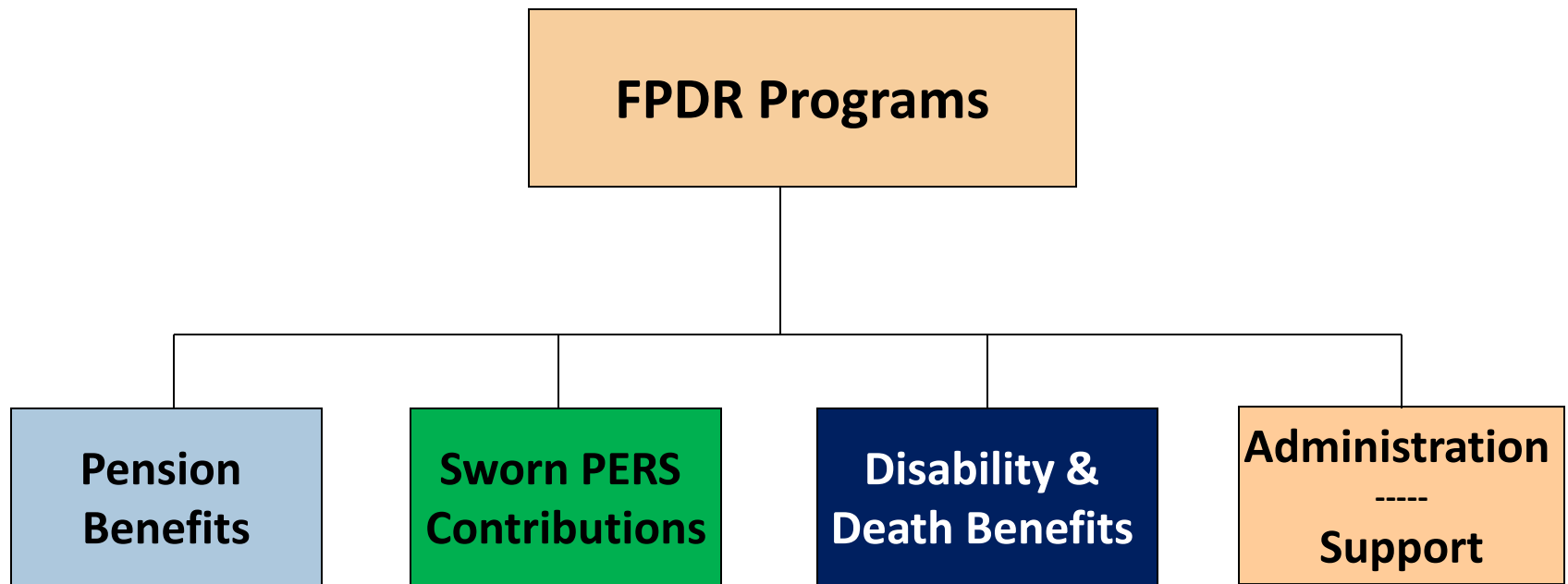
- Replace servers housing the FPDR Database and the FPDR Web Portal
- Several other hardware and software improvements driven by Bureau of Technology Services

# FPDR Org Chart



# FPDR Program Overview

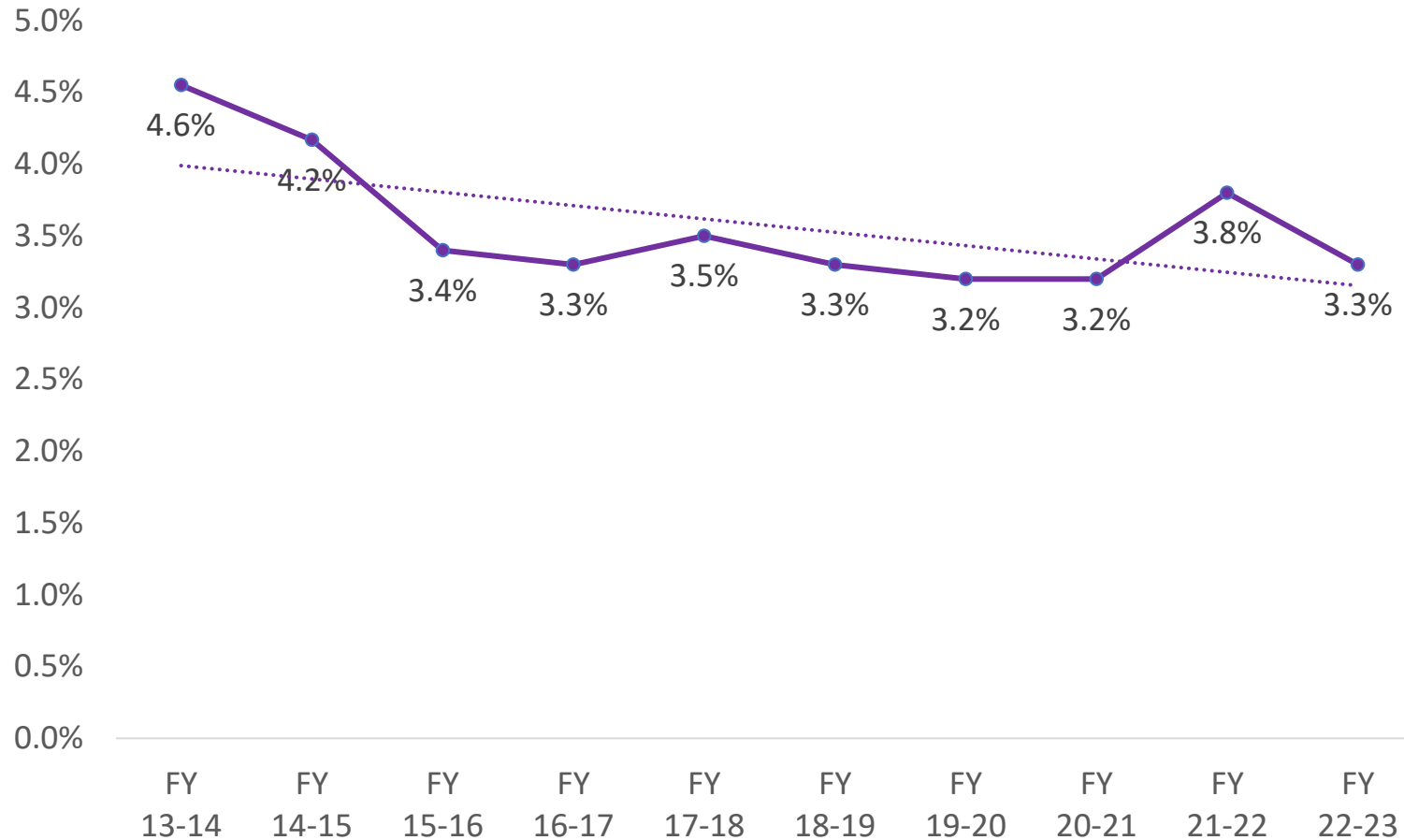
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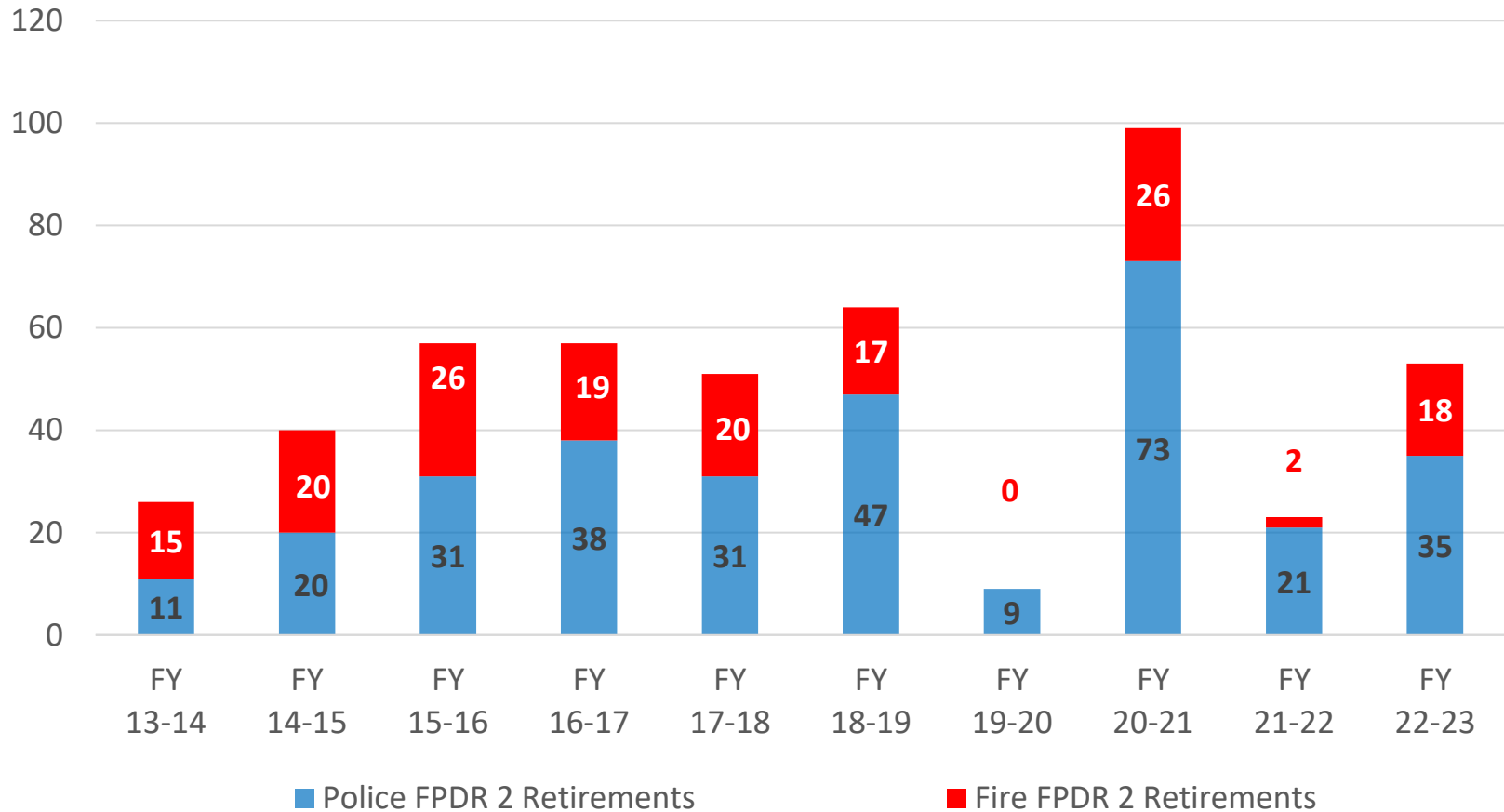
# Key Performance Measures

Percent of Workforce on Disability at June 30



# Key Performance Measures

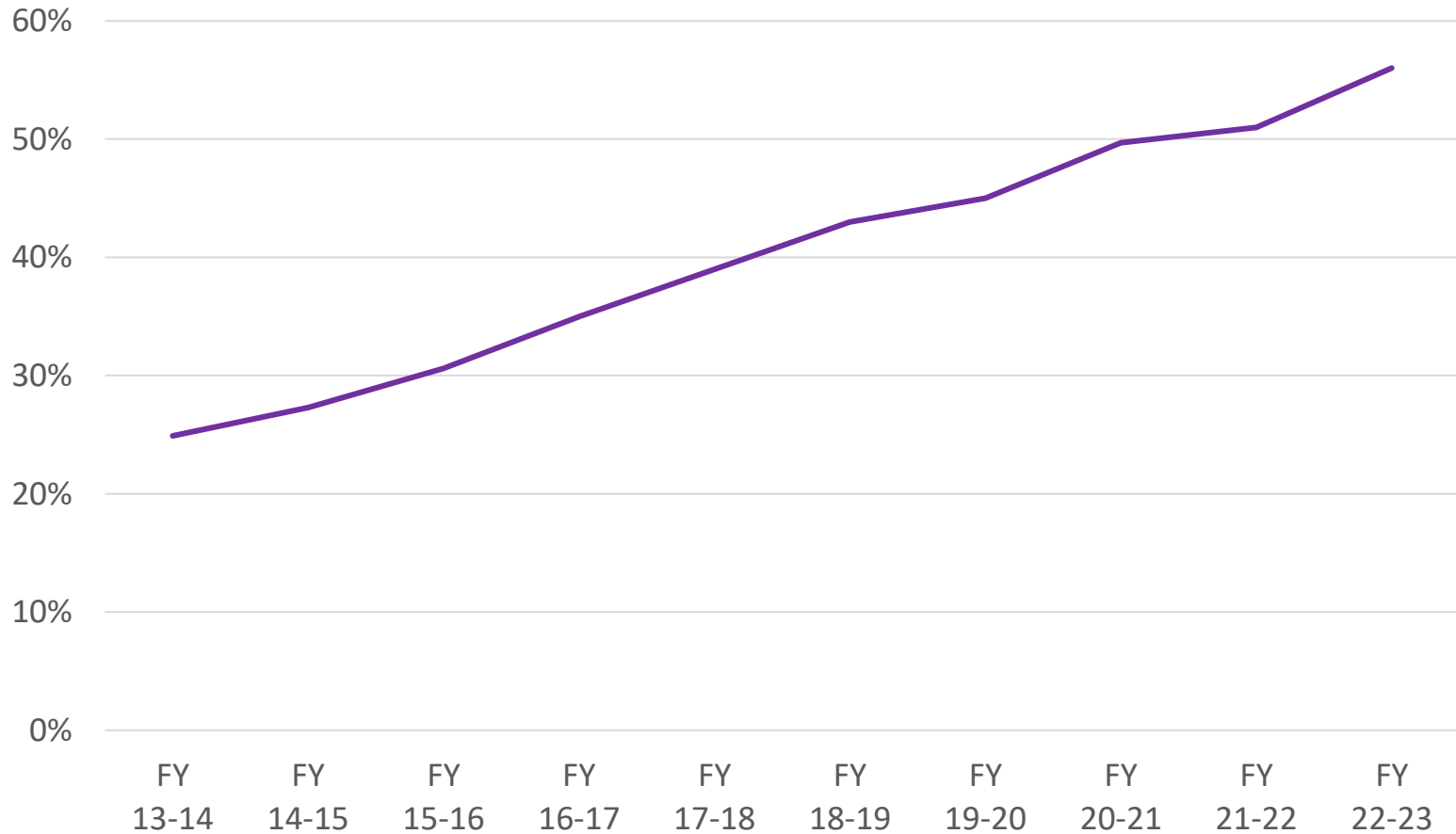
## FPDR 2 Retirements



# Key Performance Measures

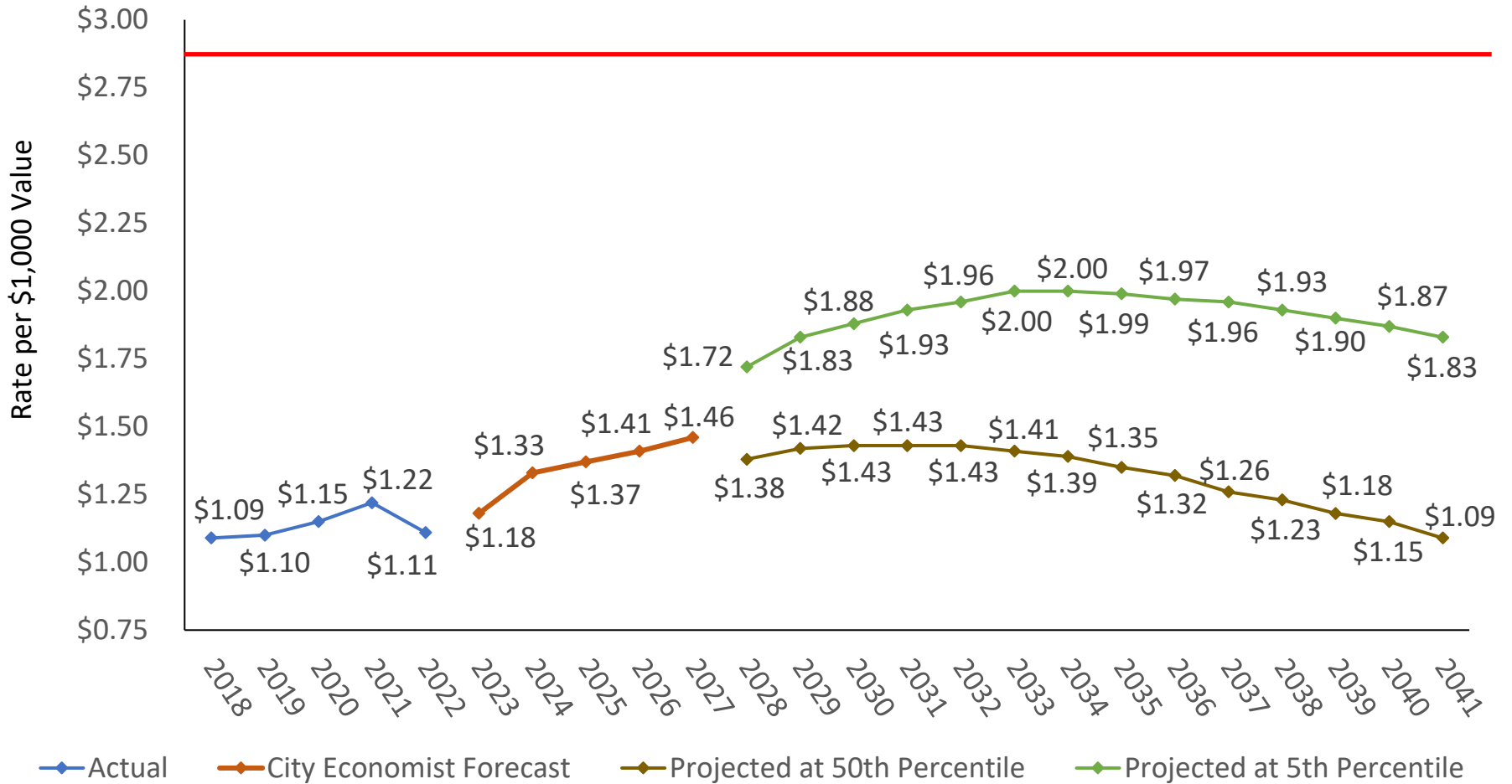
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## Percent of Active Workforce In FPDR 3



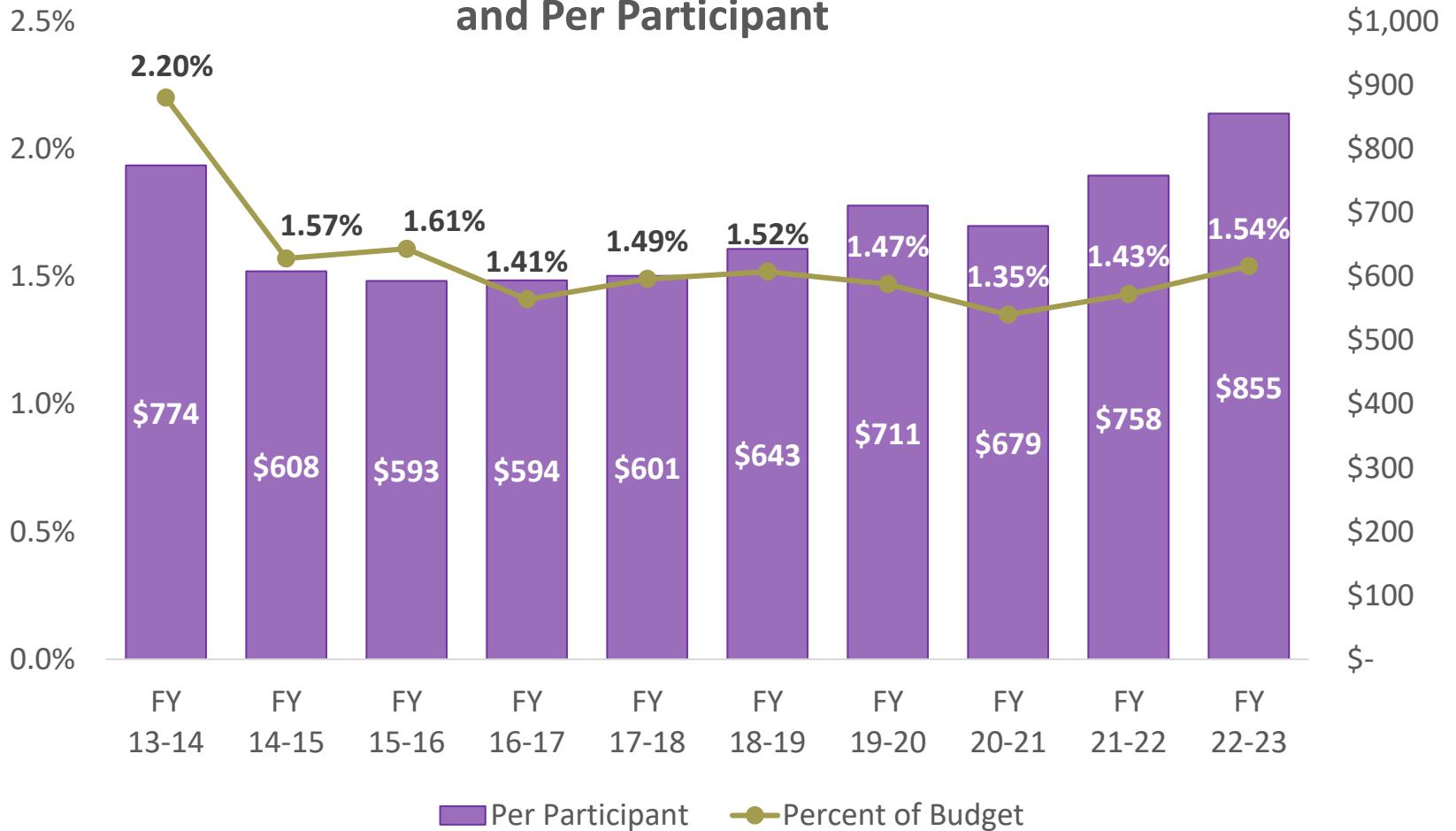
# Key Performance Measures

FPDR Tax Levy: Real Market Value Rate by Year



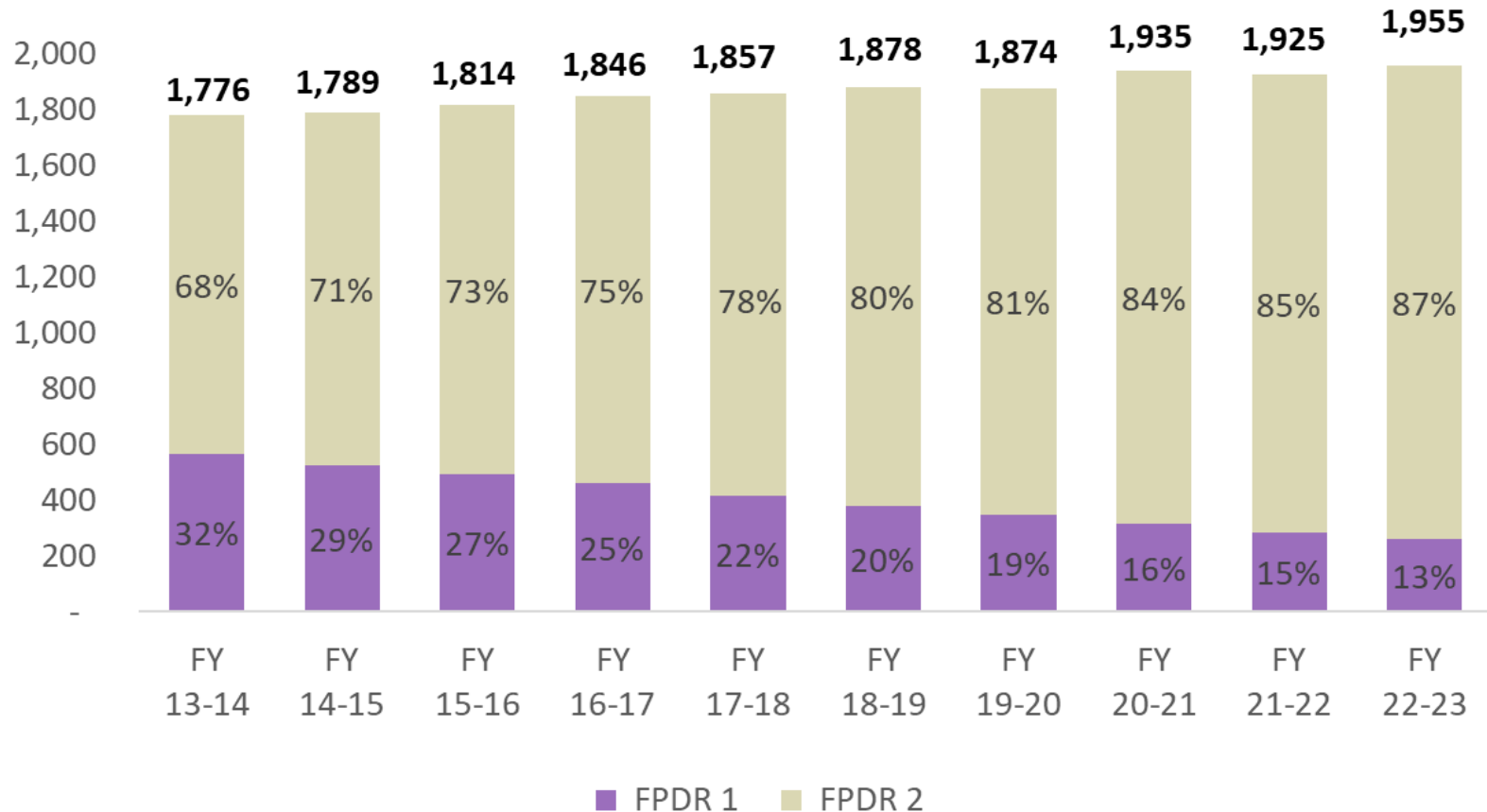
# Key Performance Measures

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



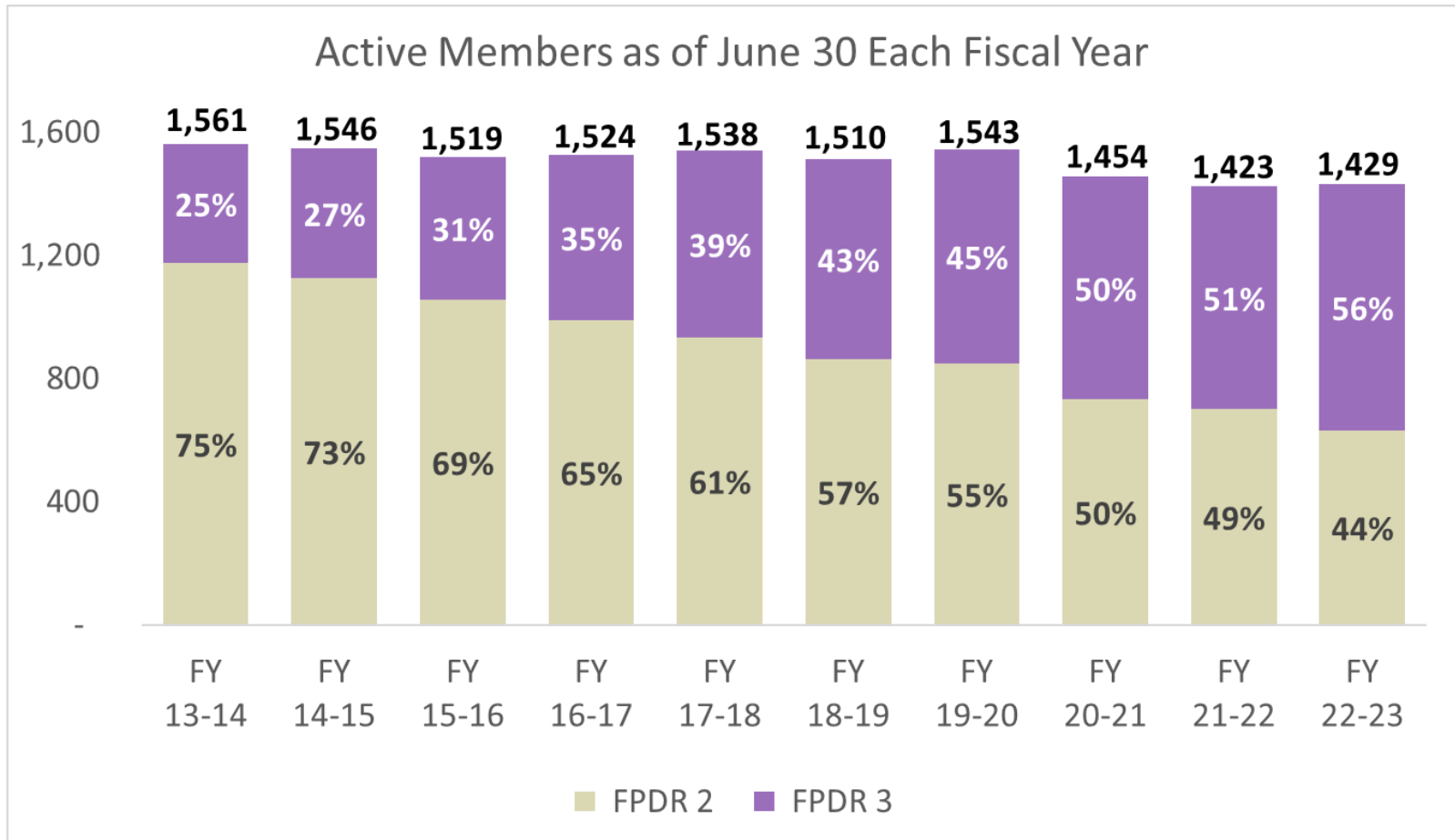
# Pension Program

Pension Counts \* as of June 30 Each Year



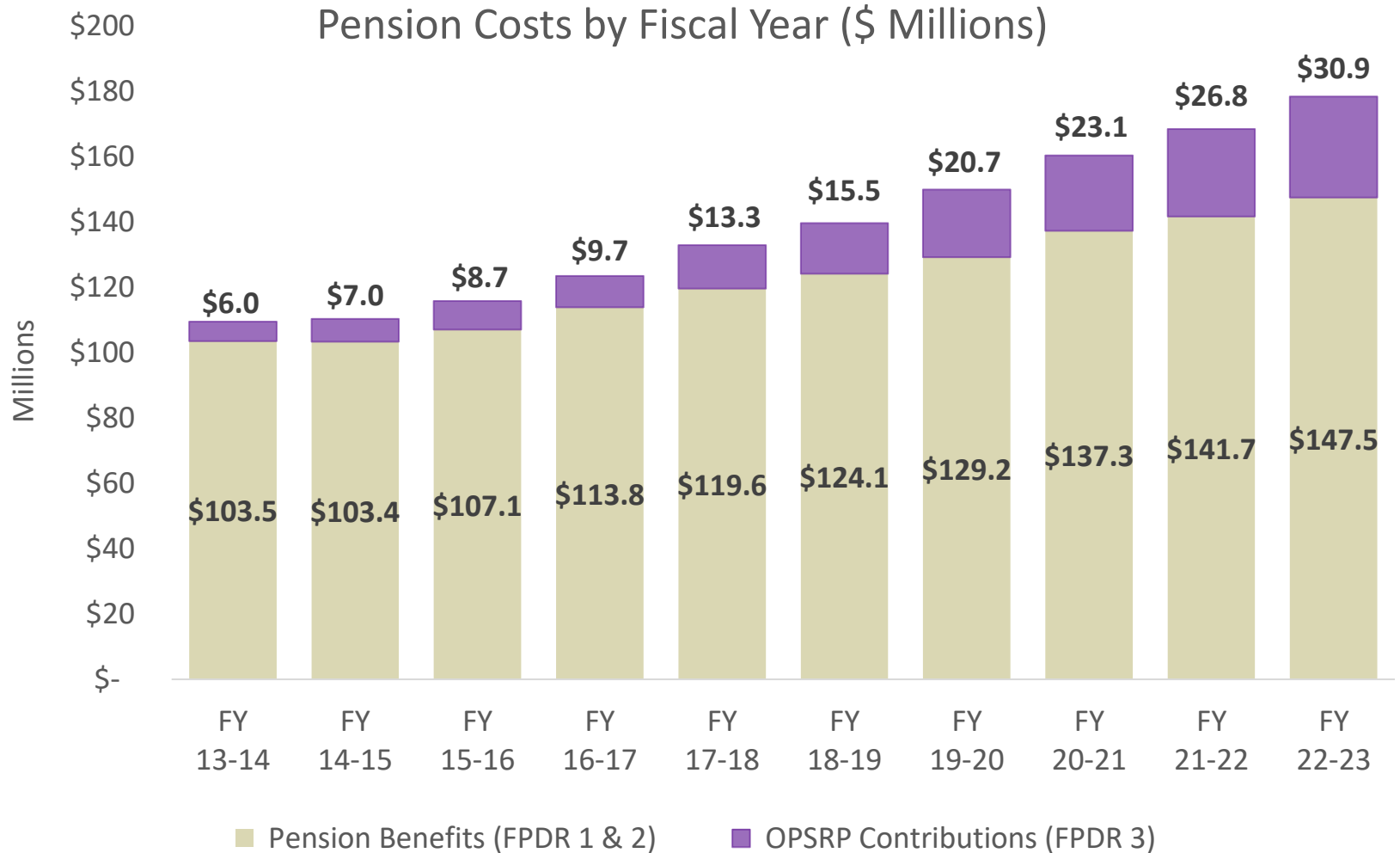
\*Members, Survivors and Alternate Payees

# Pension Program



PERS Contributions are Paid on FPDR 3 Member Wages

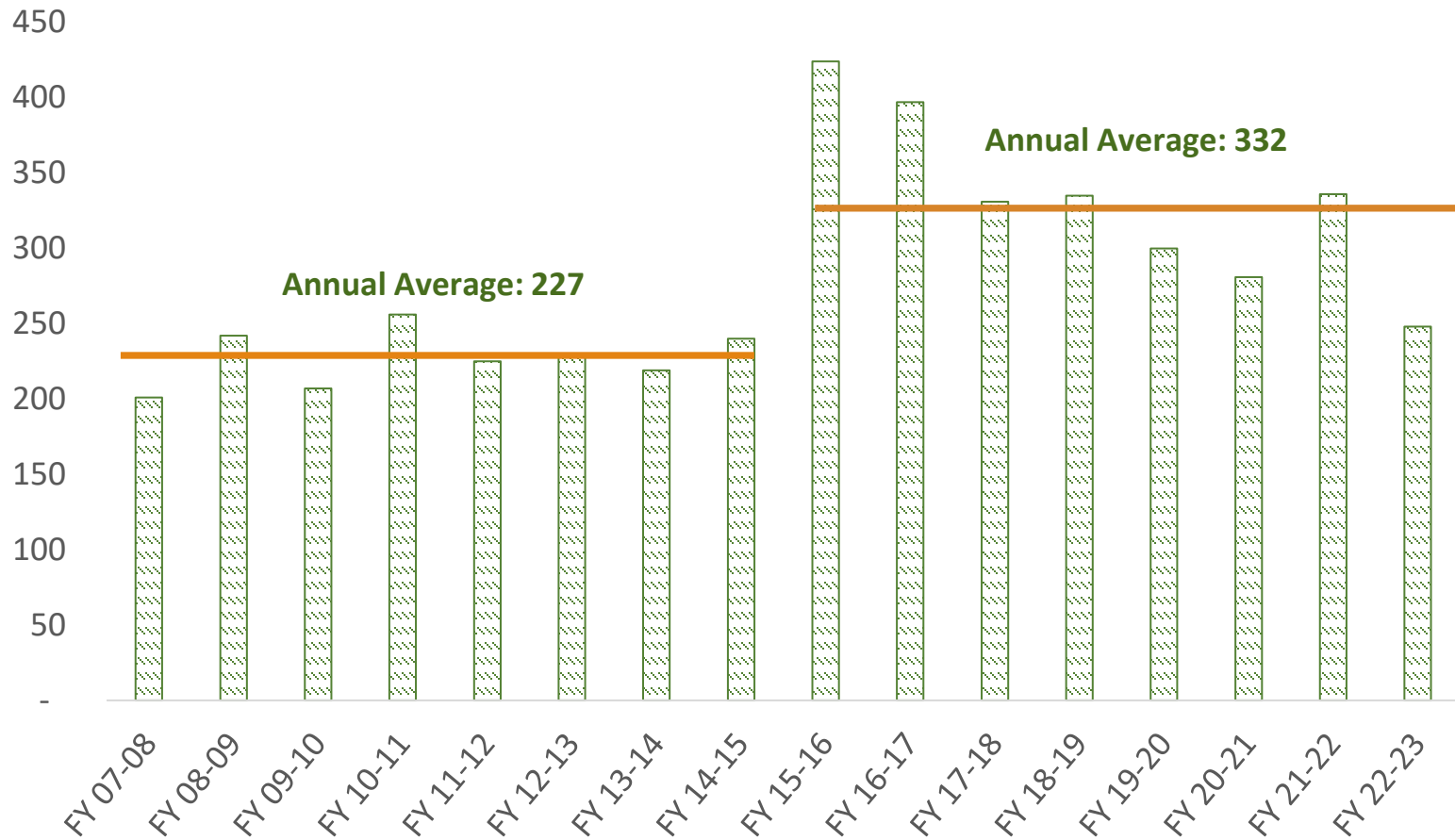
# Pension Program





# Pension Program

## Pension Estimates Prepared



# Pension Program

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## Pension Estimate Complexity

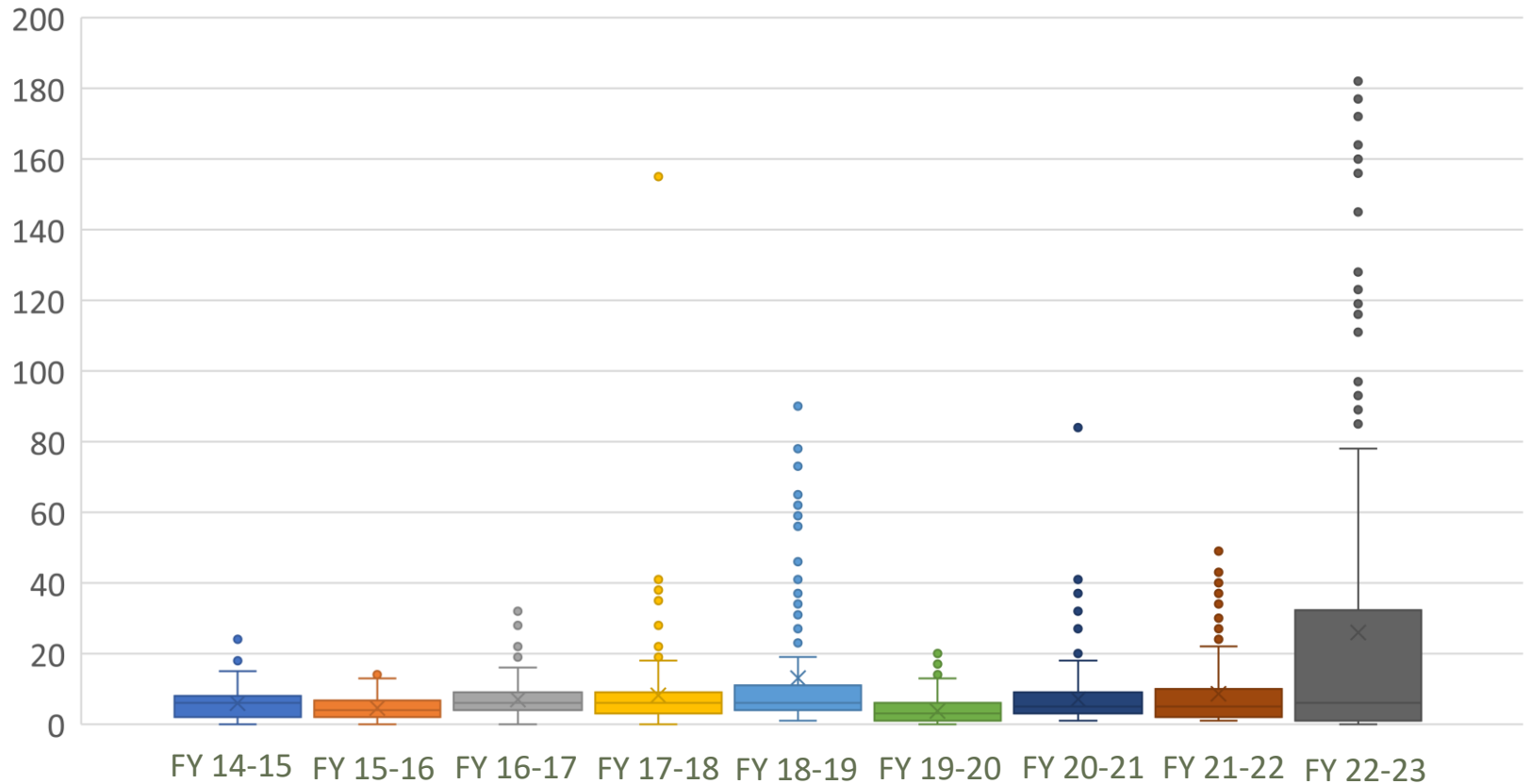
- ✓ Final Pay Lookback Periods: Before 2008, was always 26 pay dates; now 27, 26.07, 26.14, pro-rated 27/26.07 or pro-rated 27/26.14
- ✓ Premium Pay Types Have Roughly Doubled: 14 new types created since 2010
  - patrol sergeant, afternoon shift, evening shift, crisis intervention training, non-station 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



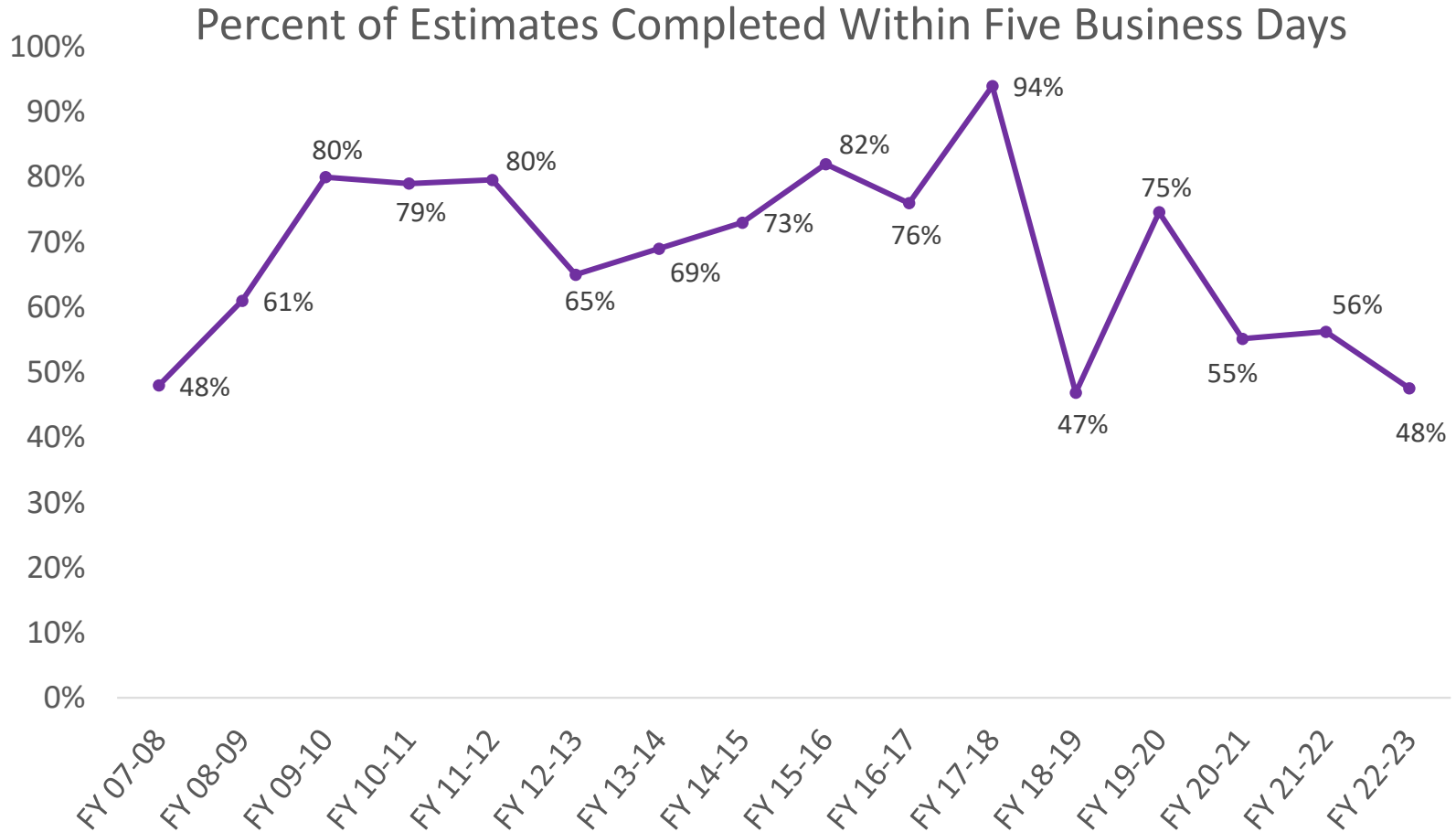
## Consequences: Estimate Processing Time

Business Days to Complete Pension Estimates



# Pension Program

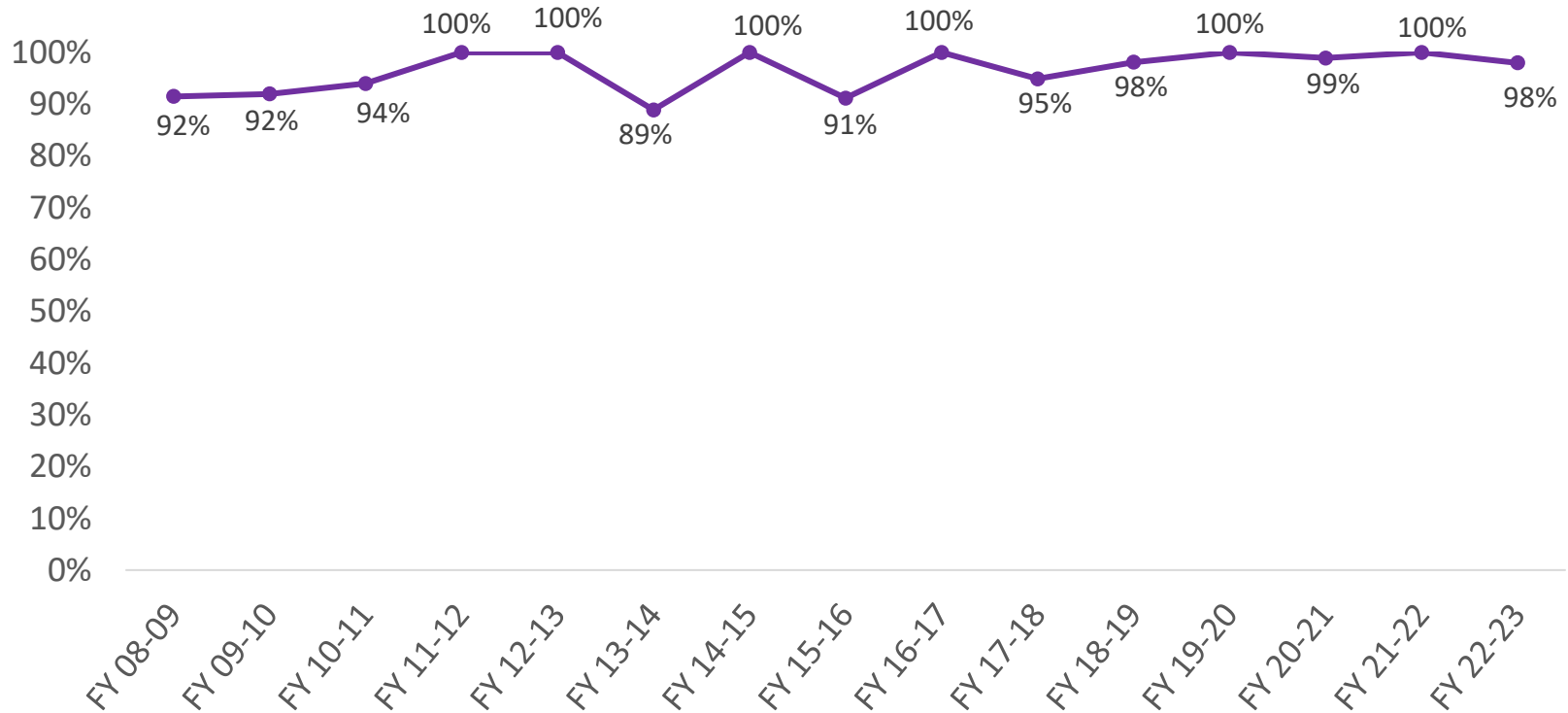
## Consequences: Estimate Processing Time



# 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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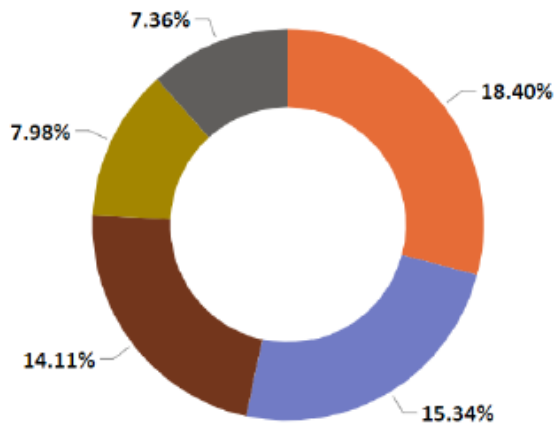
## Training

- 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

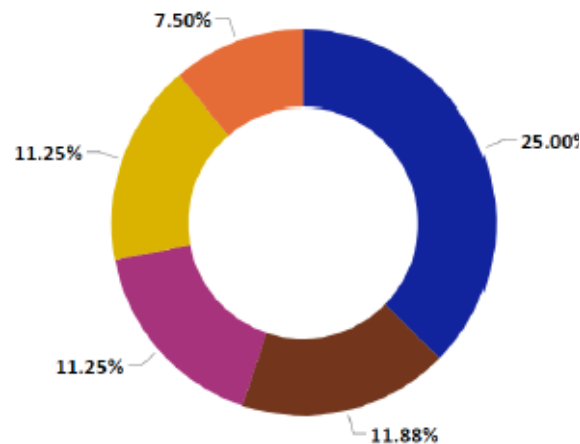
FIRE BUREAU FY 2023

## Injury Cause



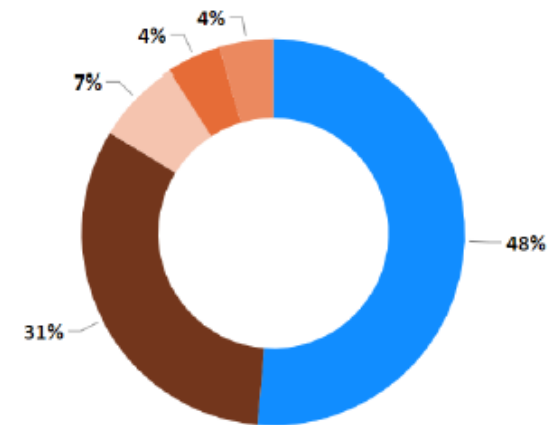
- Pandemic
- In Lifting
- Over-Exertion
- Communicable Diseases-Exposure
- Slip/Trip (No Fall)

## Body Part



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

## Injury Location

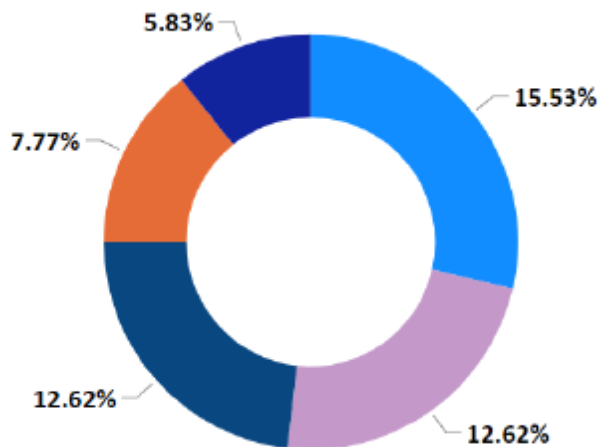


- At Scene of Fire or Call
- Precinct/Station
- None
- Multiple Locations
- Training Site

# Disability Program

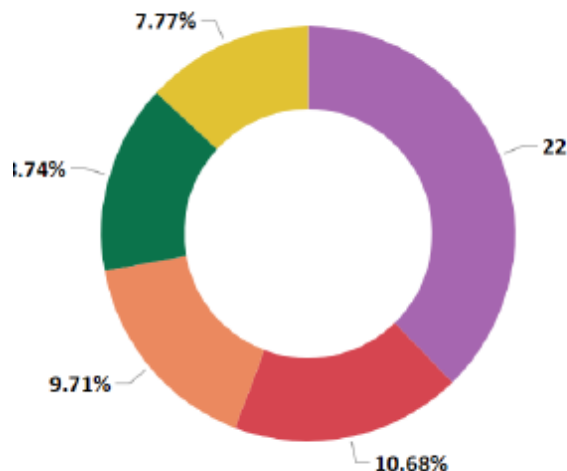
POLICE BUREAU FY 2023

## Injury Cause



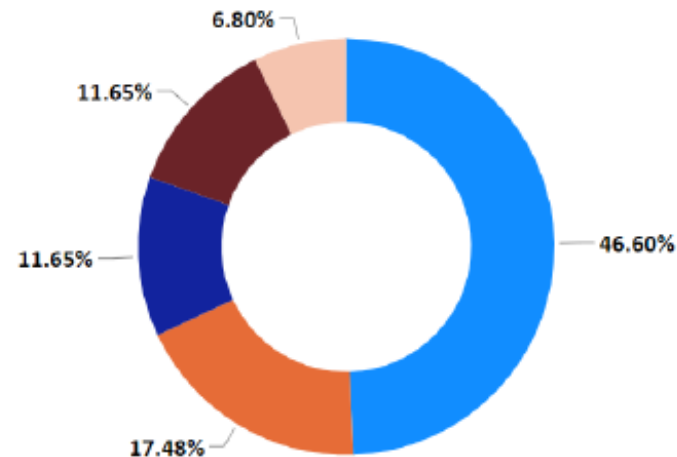
- Assault by Human/Altercation
- Miscellaneous Accidents-Work...
- Motor Vehicle Accidents (Injur...
- Pandemic
- Fall on Same Level

## Body Part



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

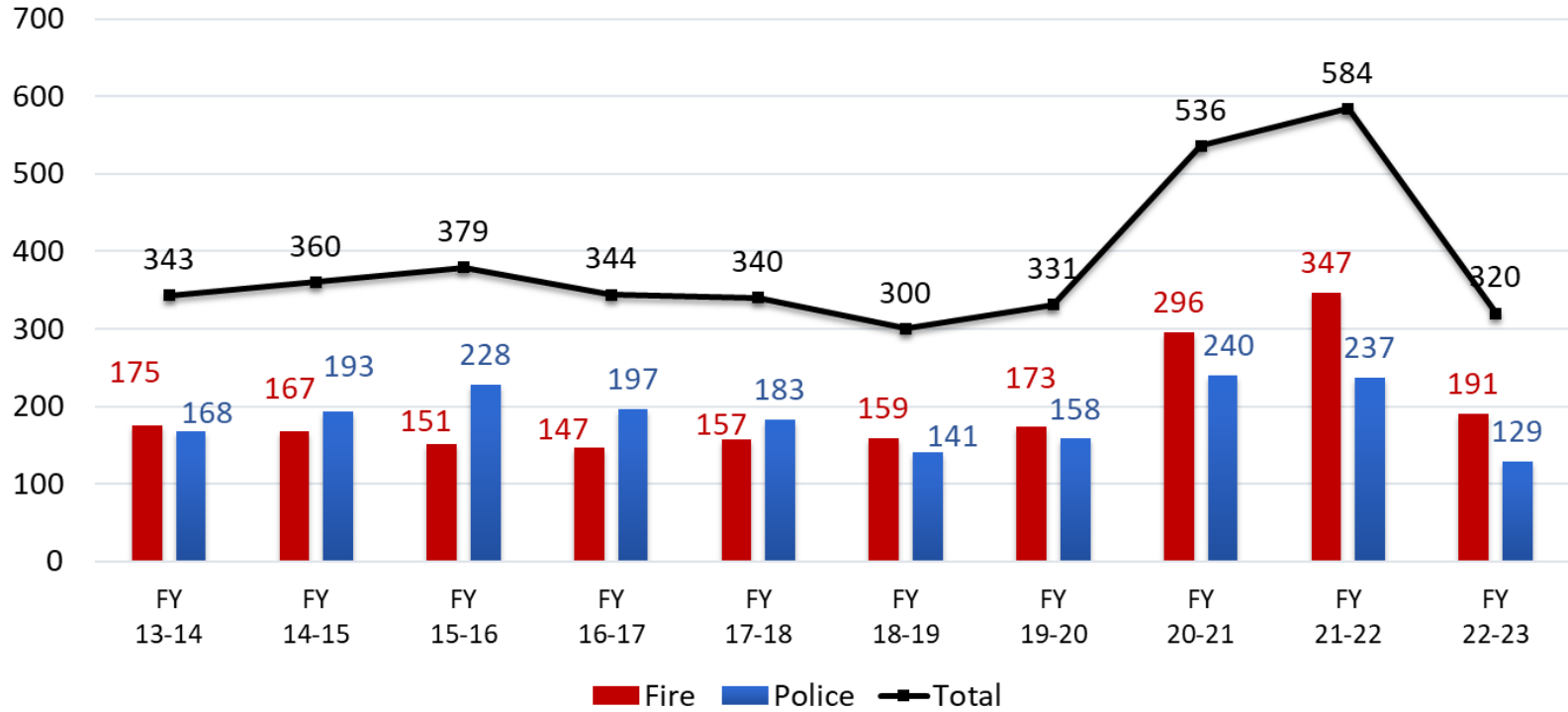
## Injury Location



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

# Disability Program

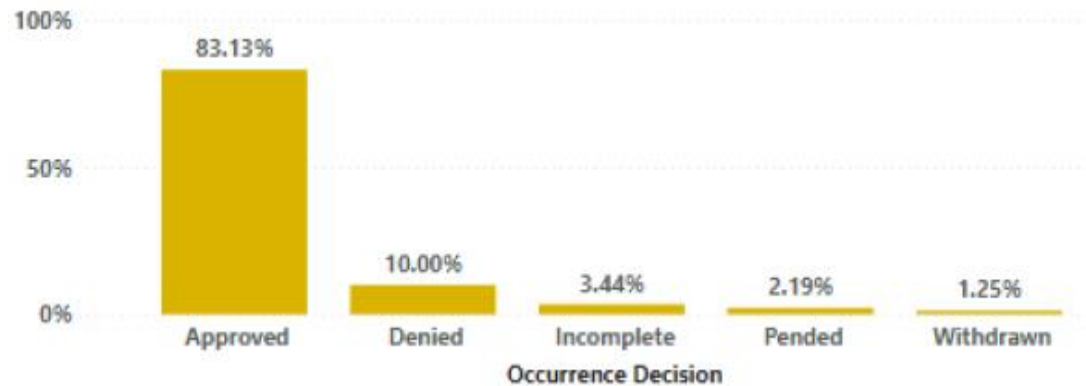
Number of Claims Filed Per Fiscal Year



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

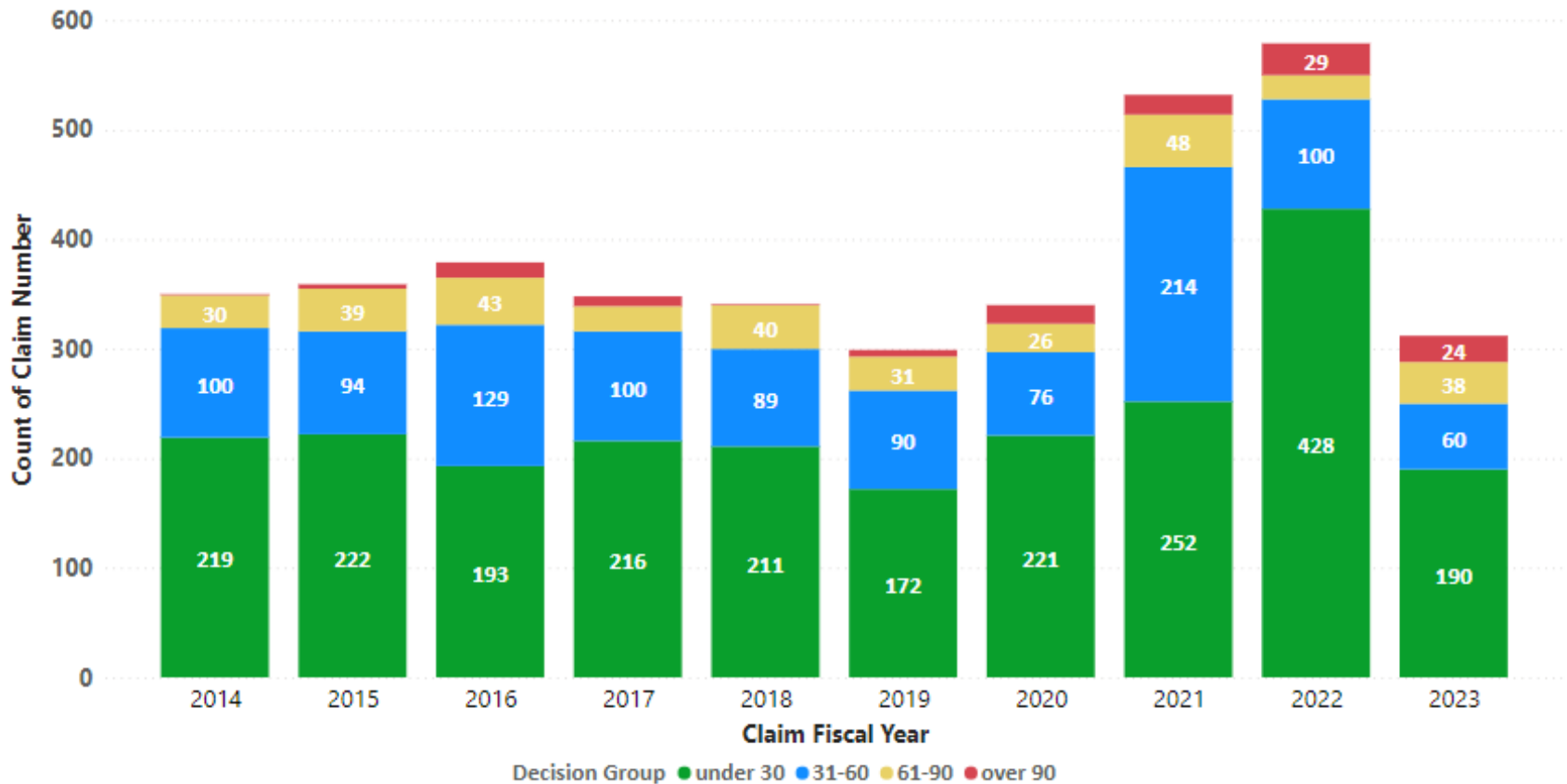


Occurrence Decision	Count of Occurrence Decision
Withdrawn	4
Pended	7
Incomplete	11
Denied	32
Approved	266
<b>Total</b>	<b>320</b>

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%
Total	89.94%	5.77%	1.42%	0.03%	0.23%	2.61%	100.00%

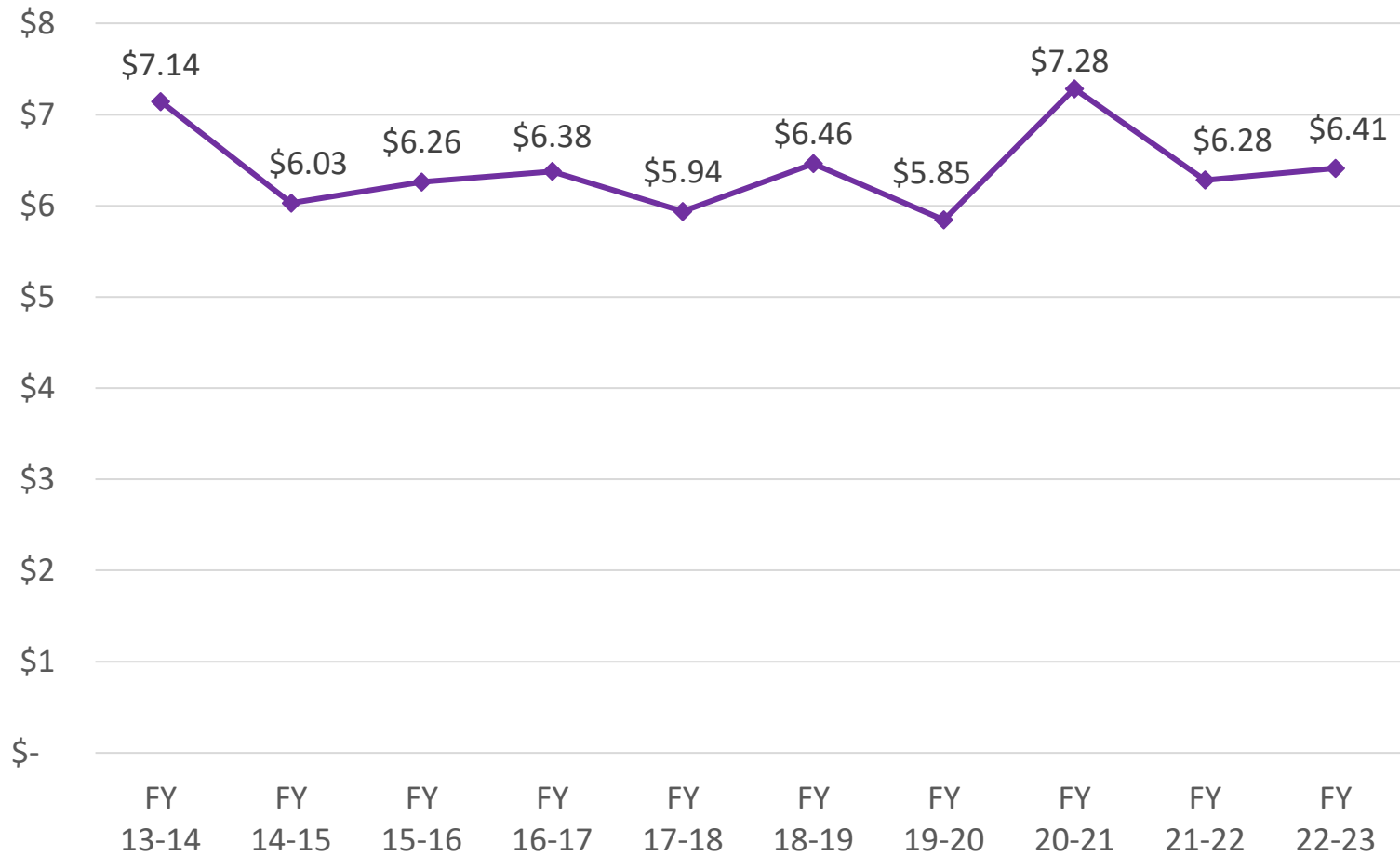
# Disability Program

Days to Claim Decision by Fiscal Year

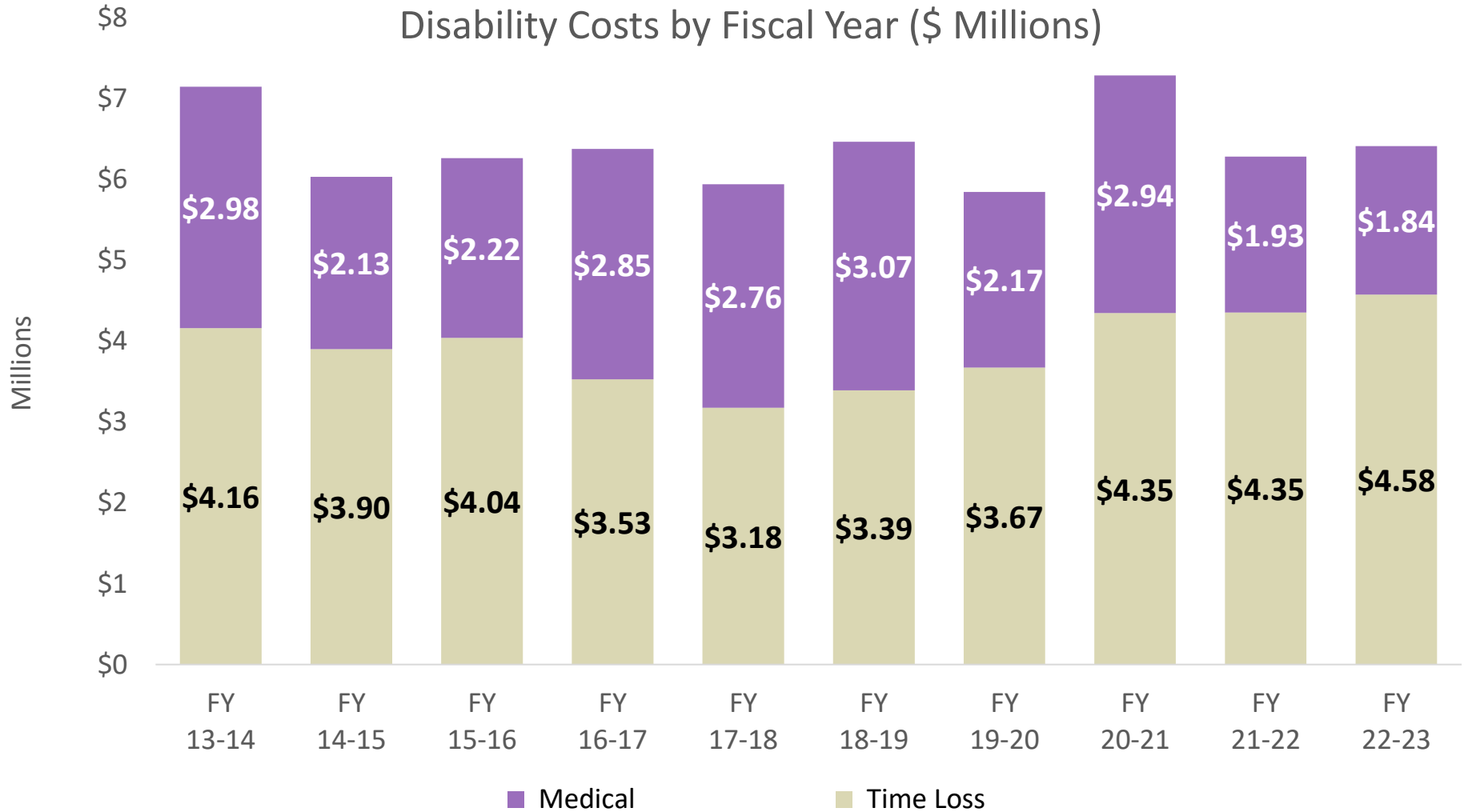


# Disability Program

Total Disability Costs by Fiscal Year (\$ Millions)



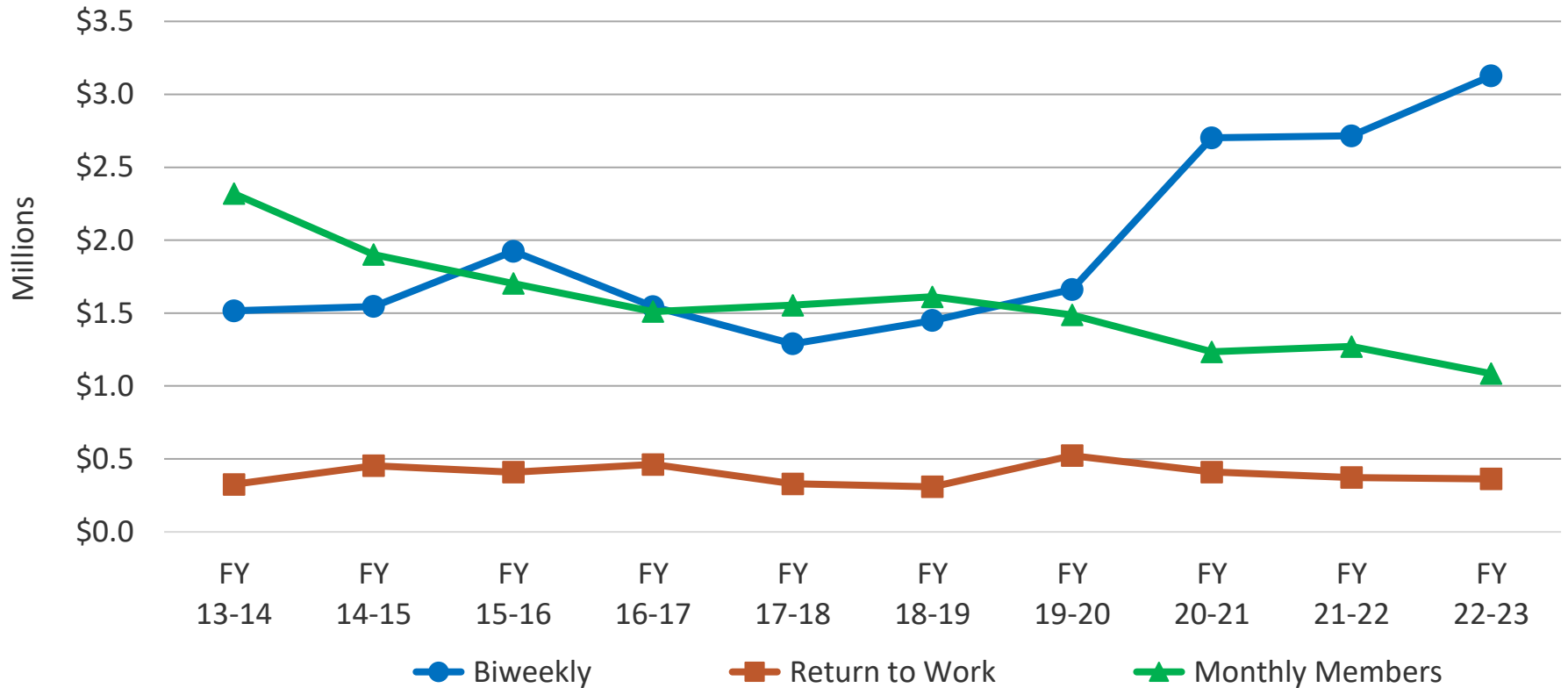
# Disability Program





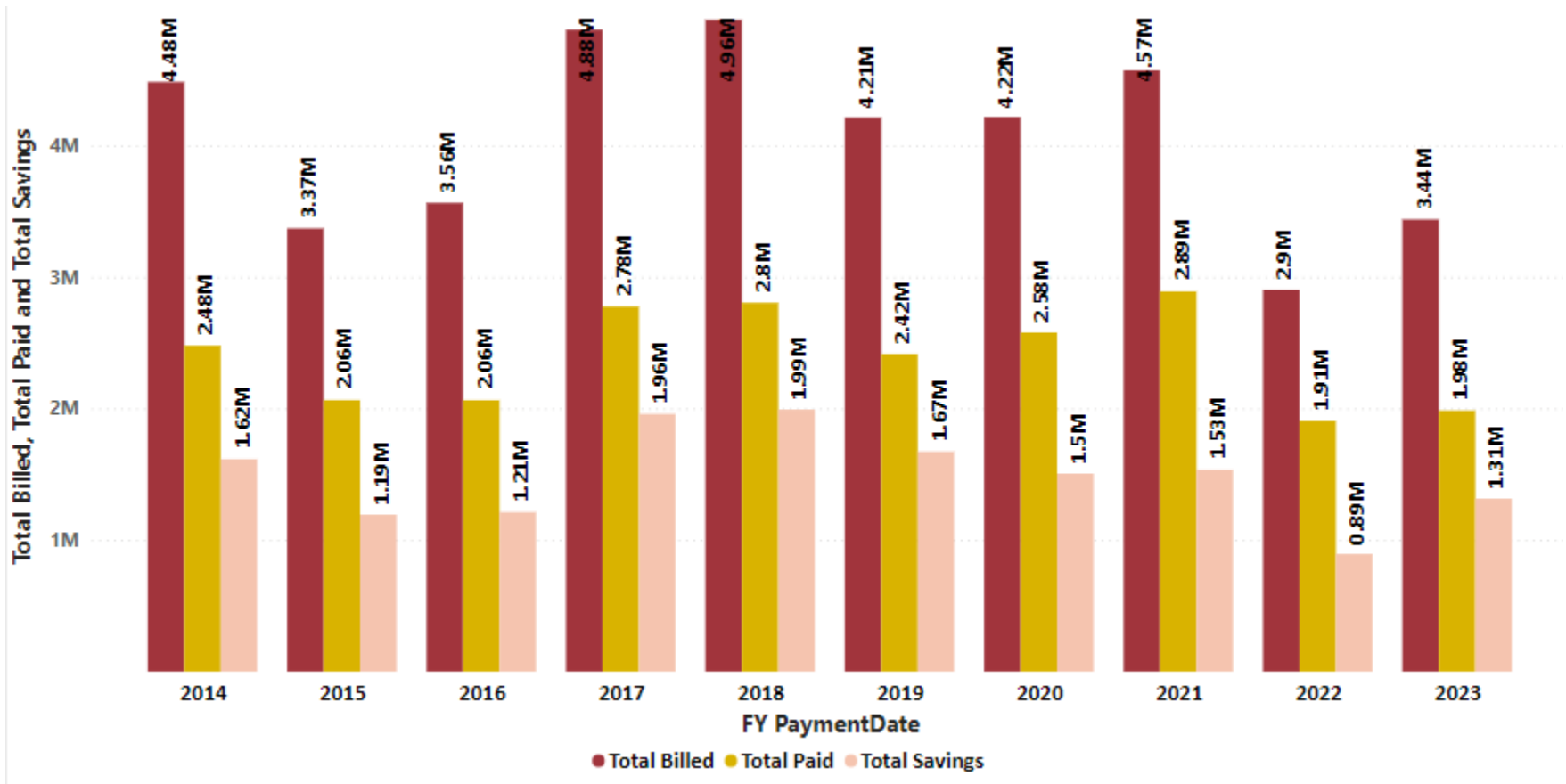
# Disability Program

## Time Loss Components by Fiscal Year



# Disability Program

## Medical Savings by Fiscal Year



# Labor Comments

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# Questions

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