

# State of FPDR

Fiscal Year 2023 – 2024

Fire and Police Disability and Retirement  
September 24, 2024



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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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- Continued recruitment for vacant FPDR Board positions; conducted interview; Commissioner Gonzalez and Mayor's offices supported the effort
- Amended Admin Rules to expand definition of Physician to include physician assistants, nurse practitioners and naturopaths
- CPPW contract negotiations ongoing; “status quo” currently; minimal changes so far
- Monitored 2023 State Legislative session, possible impact on FPDR and its Members

# What Happened Last Year

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- Disability

- Onboarded new Managed Care Organizations (MCO) and closed out the MCO whose business closed.

- Pension & Finance

- Two 27 pay date retirement months; third highest retirement year on record
- Temporarily took over some financial reporting functions because of staff shortages in central Accounting

- Both

- Cleared the leave reimbursement backlog

- Technology

- New Business Systems Analyst hired

# What's Happening 2024-2025

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- CPPW labor agreement implementation
  - Half the FPDR staff are members of CPPW
- Support the interim and new city organizational structure; assess the impact on FPDR
- Onboard the new Mayor Designee to the FPDR Board; additional trustee training
- Monitor the 2025 State Legislative session
- Review and update the FPDR Continuity of Operations Plan (COOP)

# What's Happening 2024-2025

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## ■ Disability

- Complete the onboarding of the new managed care organization
- Hire and train a new Disability Analyst

## ■ Pension & Finance

- Update banking process with Wells Fargo
- Update retirement education materials, pension workshops and website
- New citywide budget process to better align with voter-approved organizational changes
- Improve pension estimate process

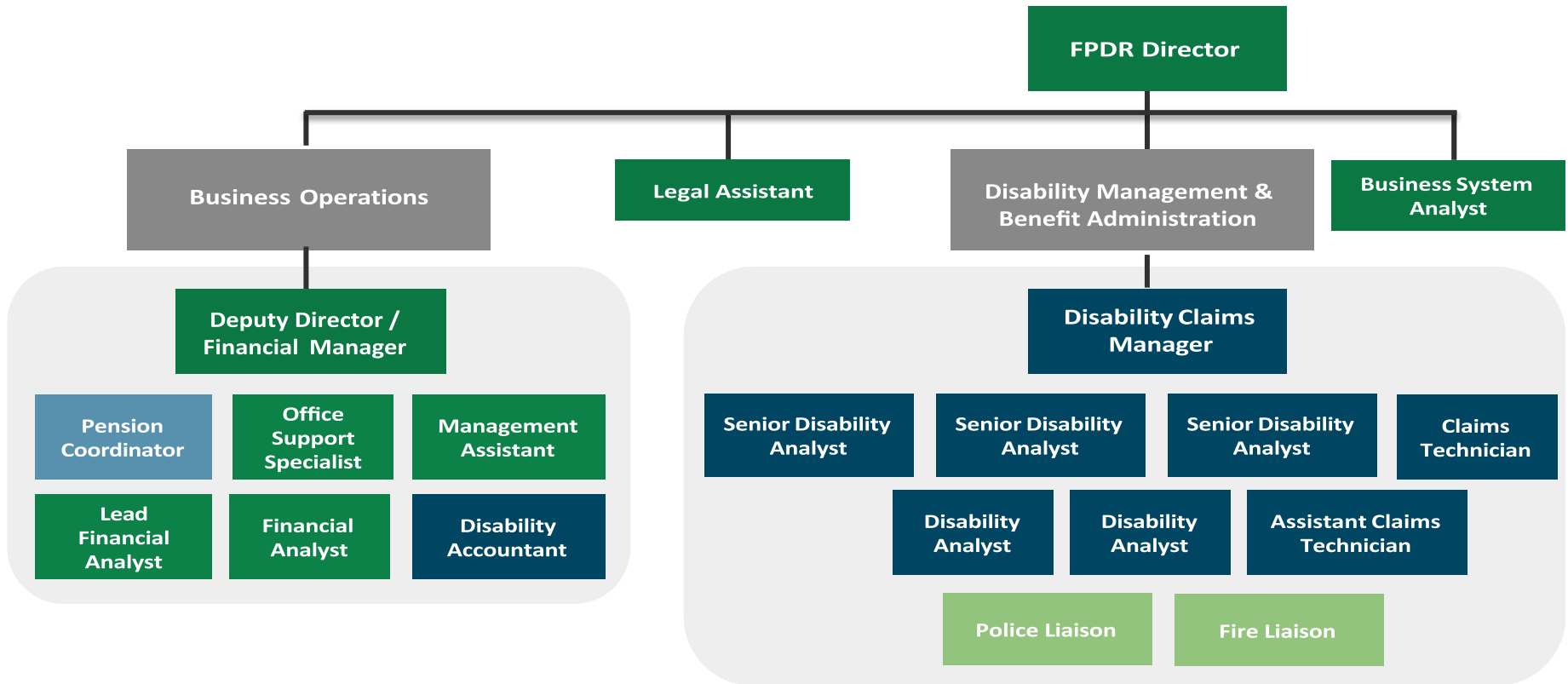
# What's Happening 2024-2025

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## ■ Technology

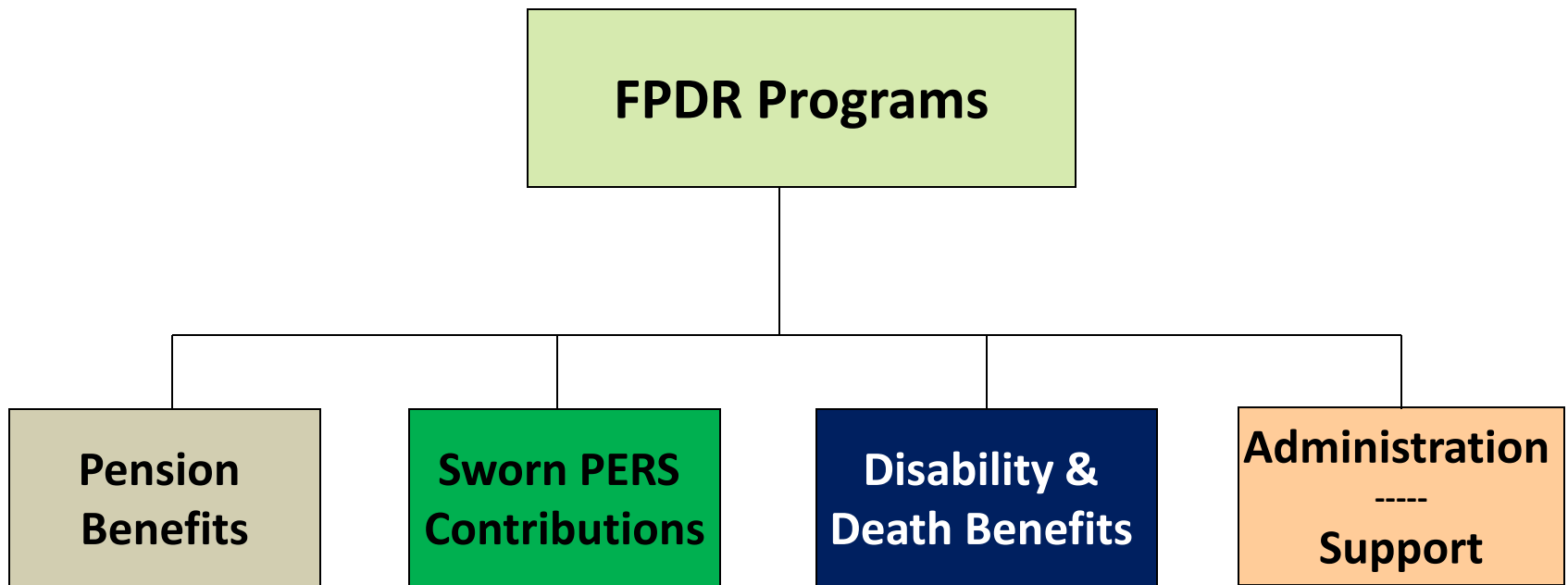
- Upgrade firewall for FPDR Database and other technical improvements to accommodate new banking process
- Complete all the technical aspects of the onboarding of the new managed care organizations
- Improve and expand automation of pension estimates
- Improve the disability digital claim process and use of Content Manager
- Improve the usability of the FPDR website

# FPDR Org Chart



# FPDR Program Overview

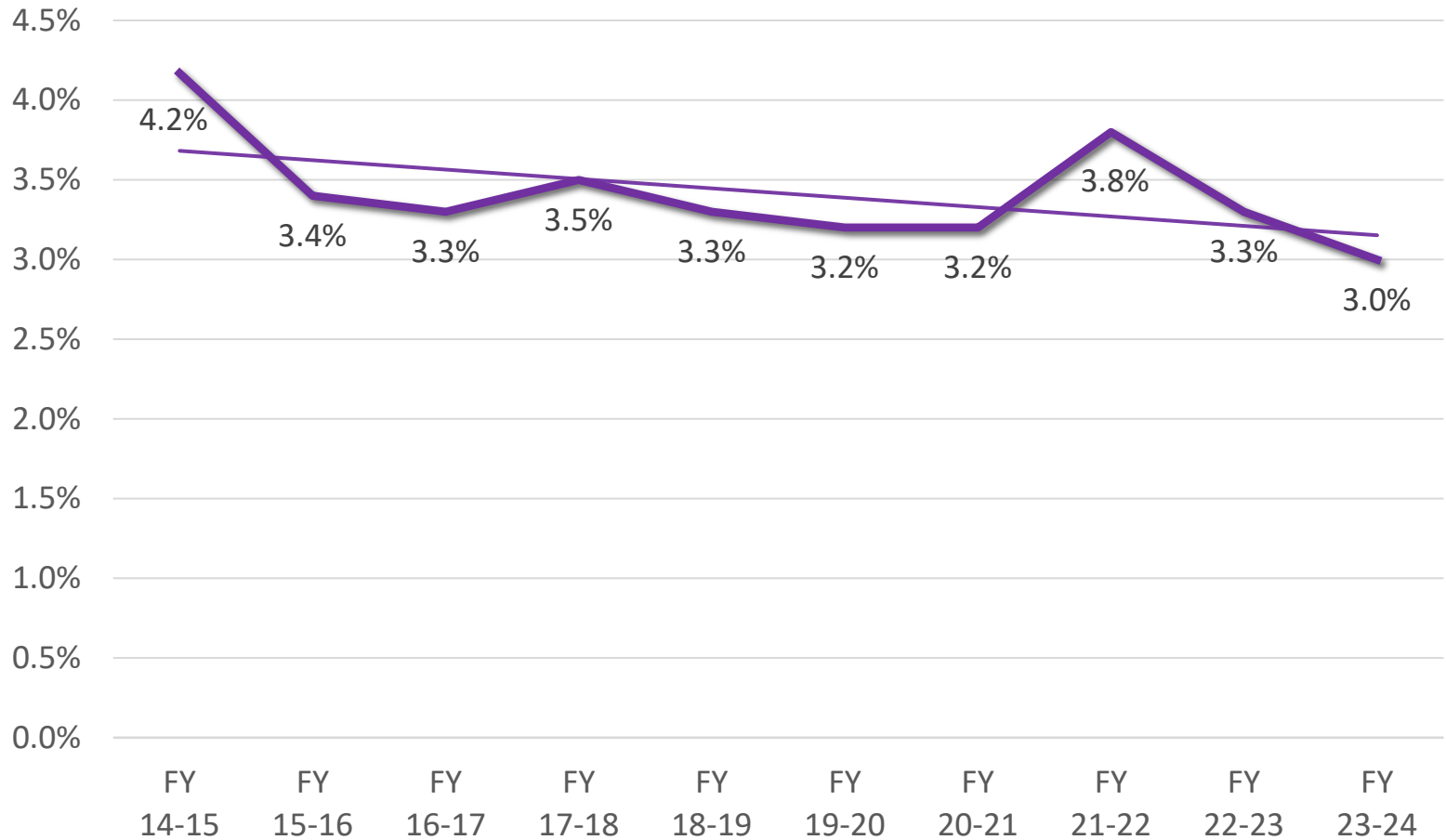
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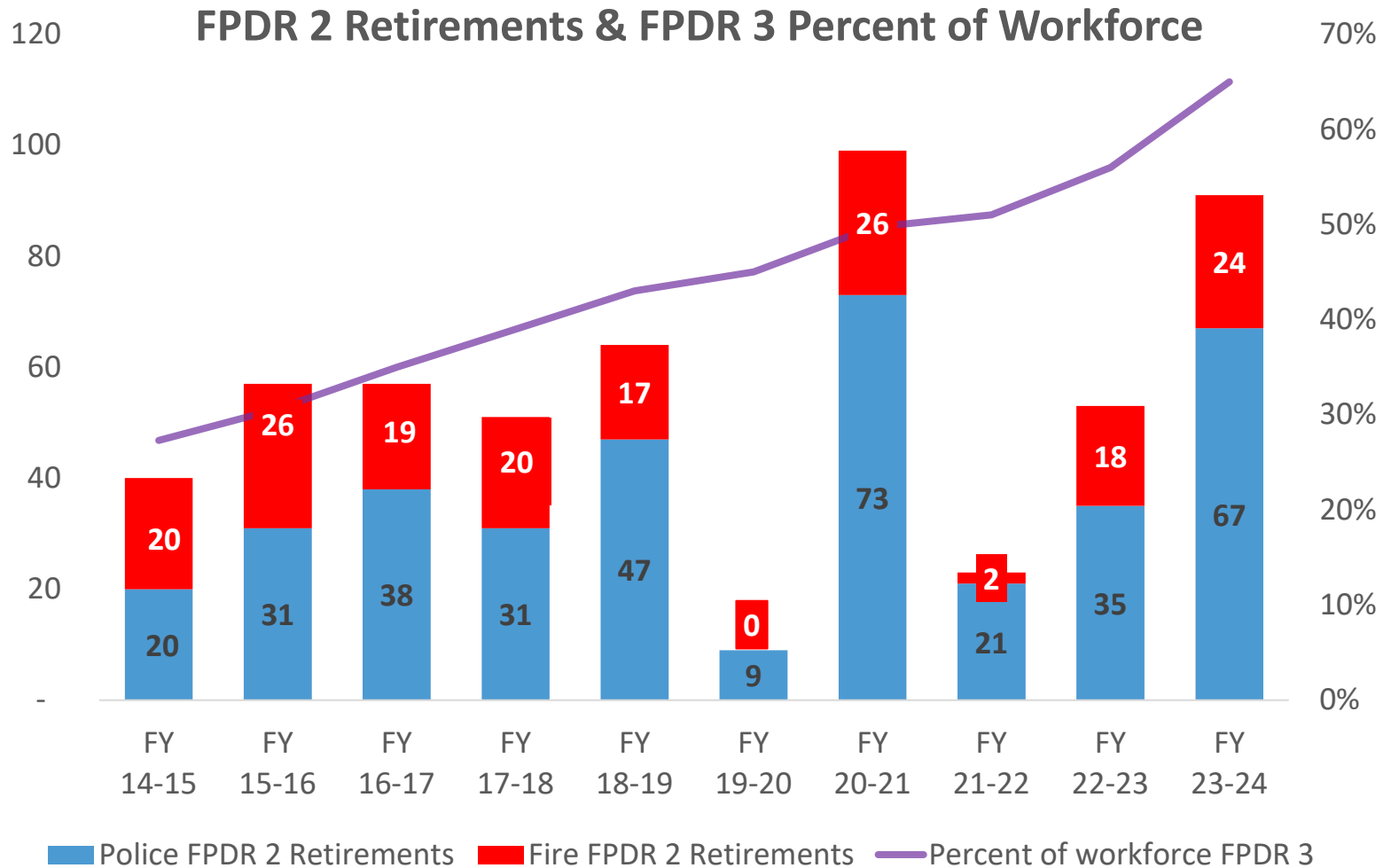


# Key Performance Measures

## Percent of Workforce on Disability at June 30



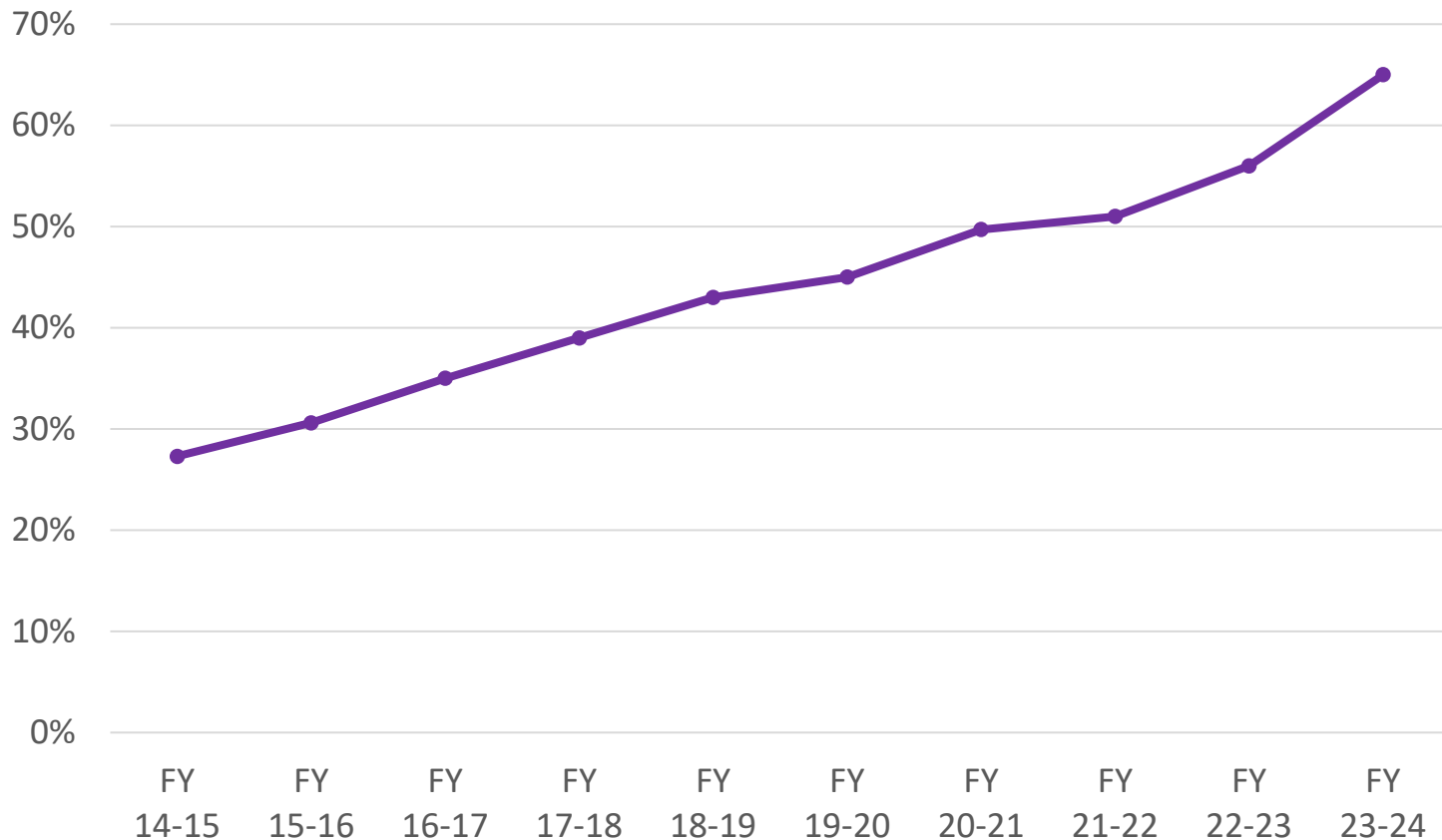
# Key Performance Measures



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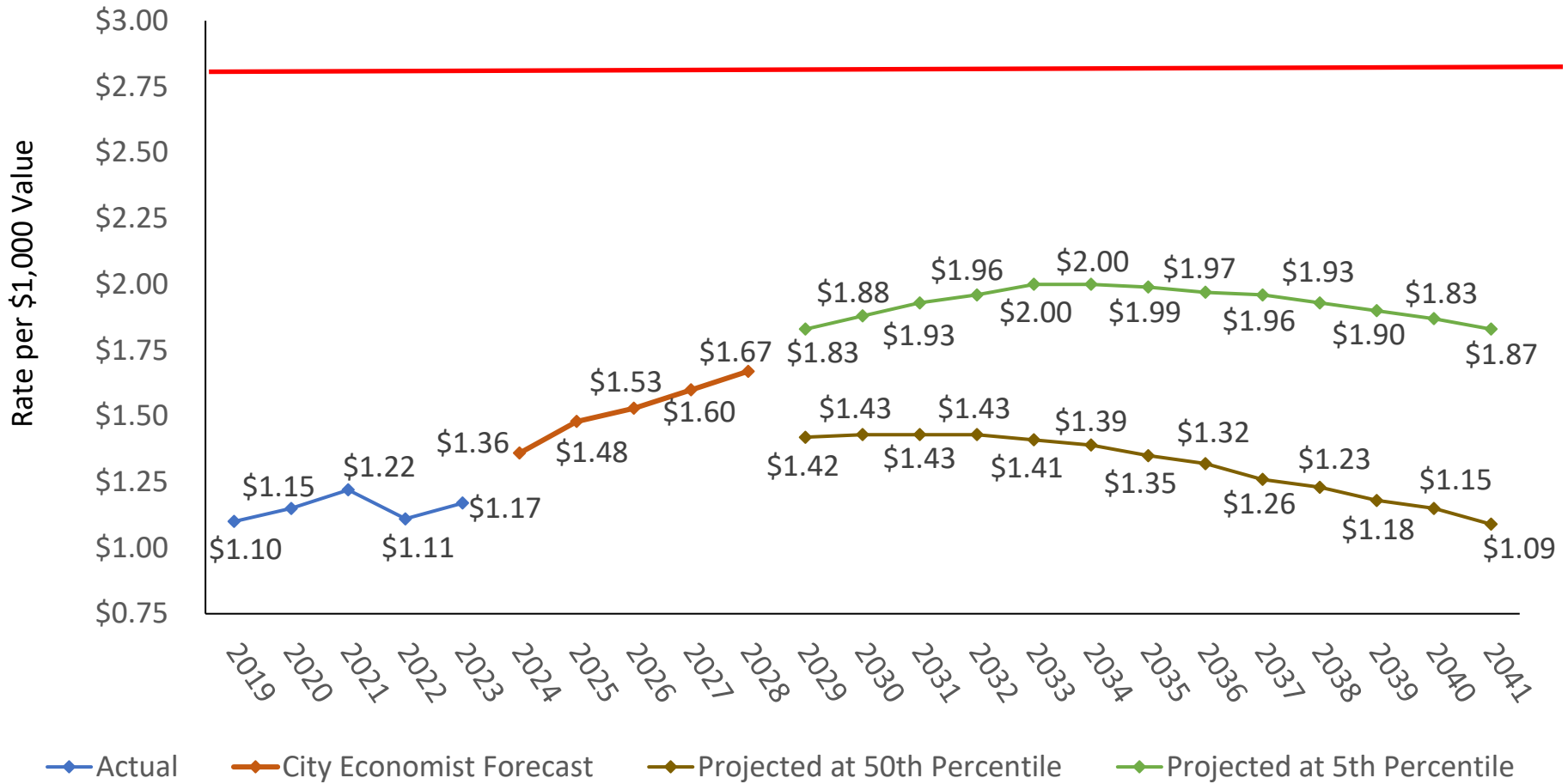
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## Percent of Active Workforce in FPDR 3

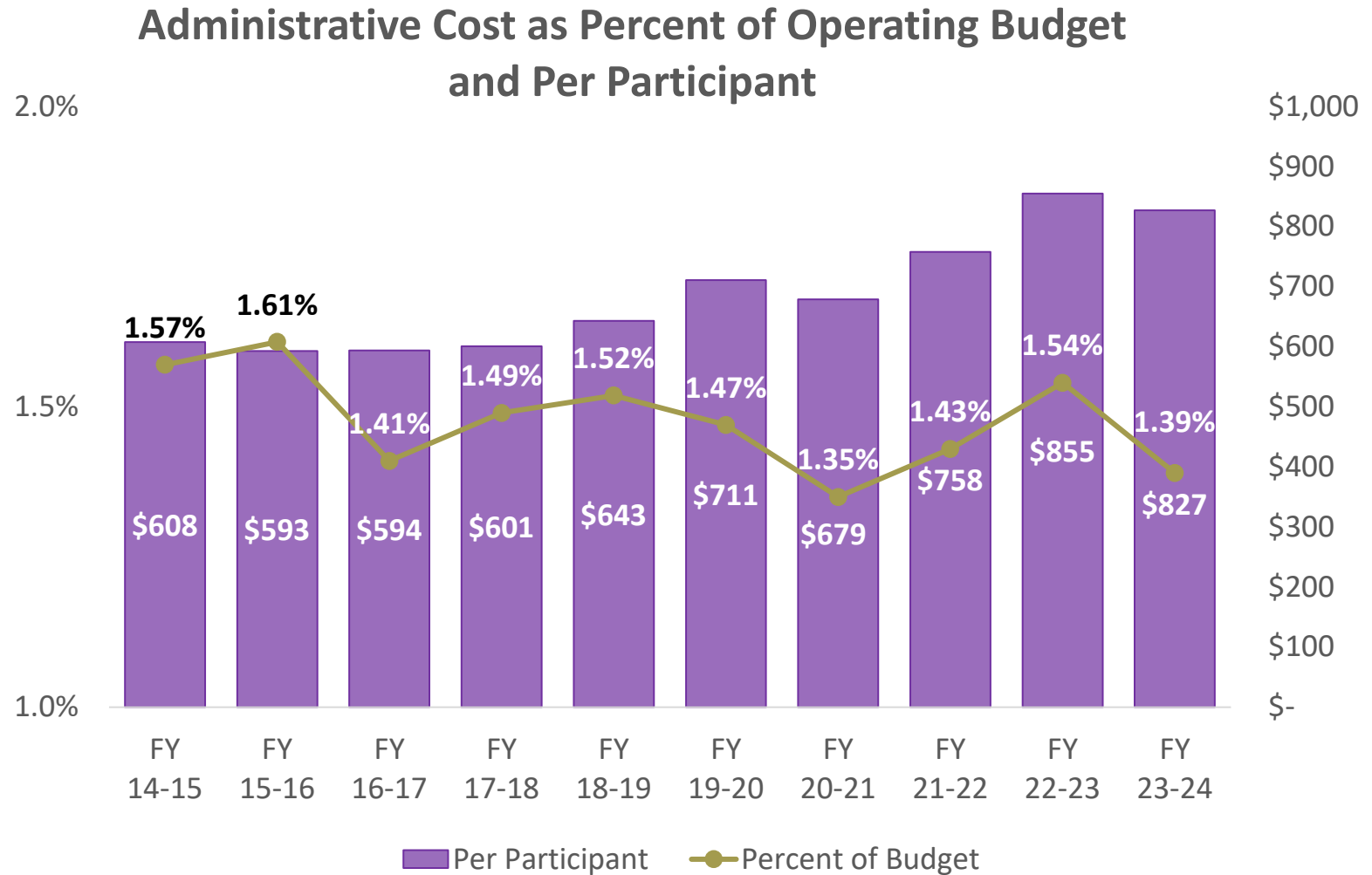


# Key Performance Measures

FPDR Tax Levy: Real Market Value Rate by Year

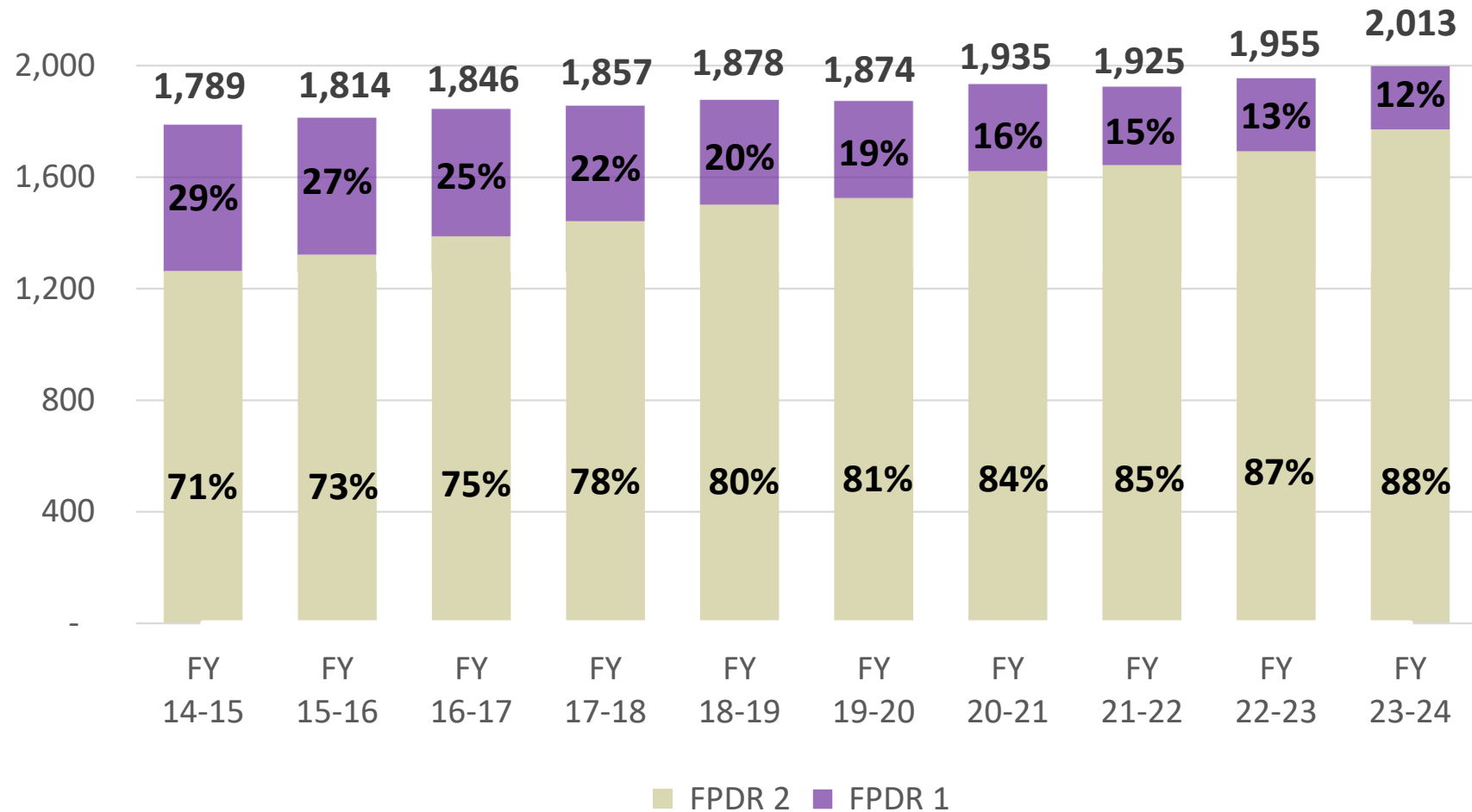


# Key Performance Measures



# Pension Program

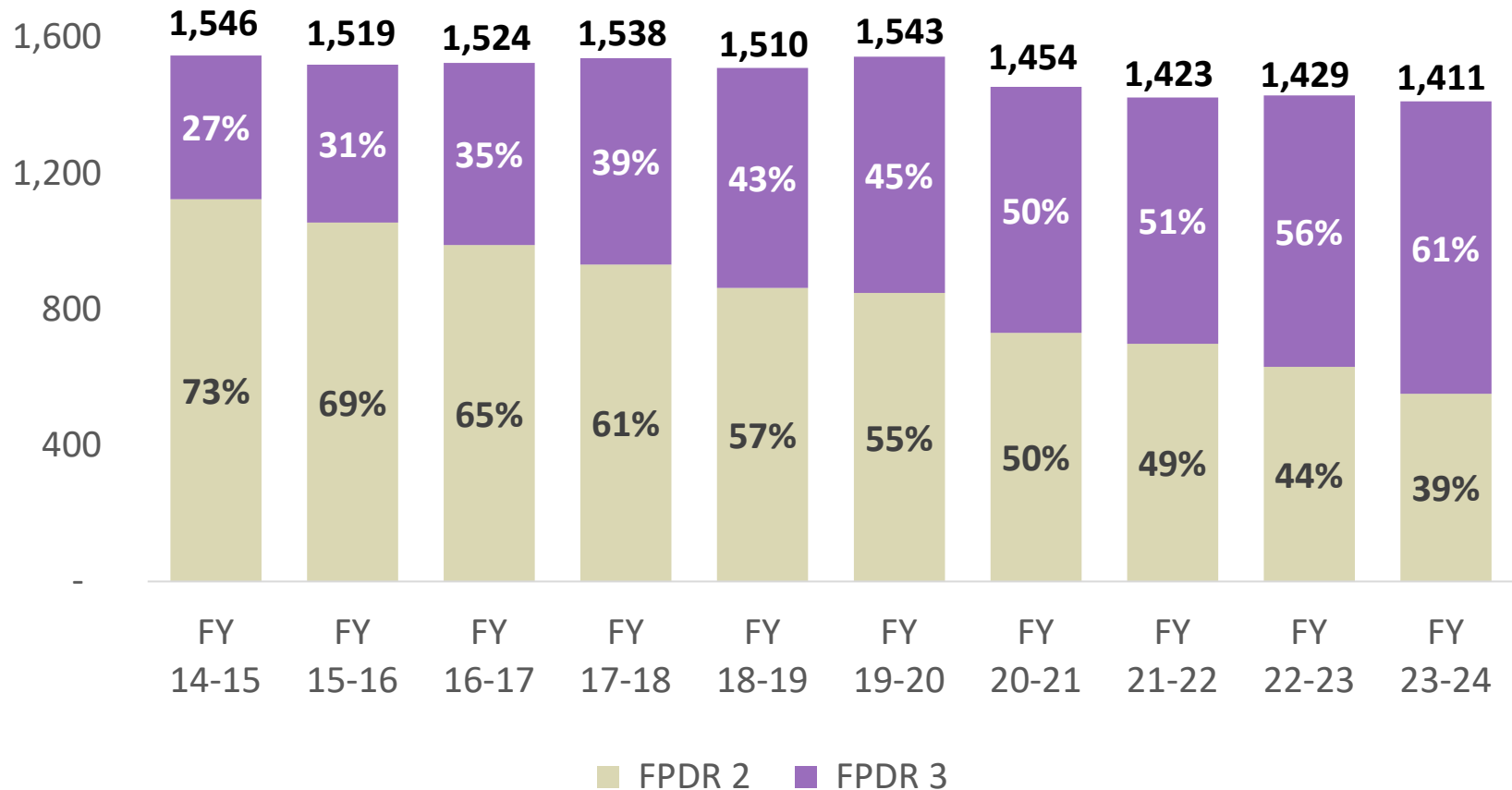
Pension Counts \* as of June 30 Each Year



\*Members, Survivors and Alternate Payees

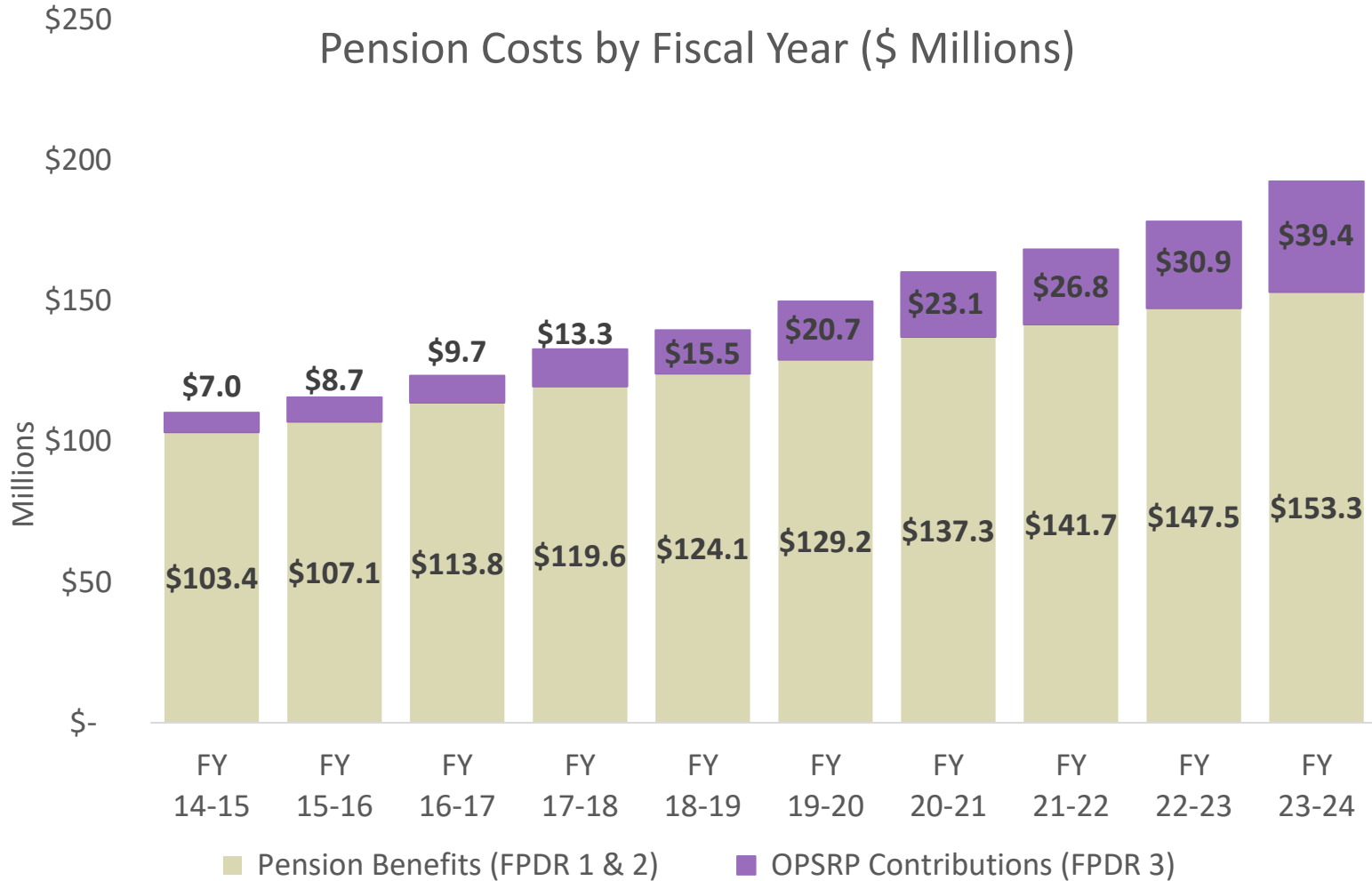
# Pension Program

Active Members as of June 30 Each Fiscal Year



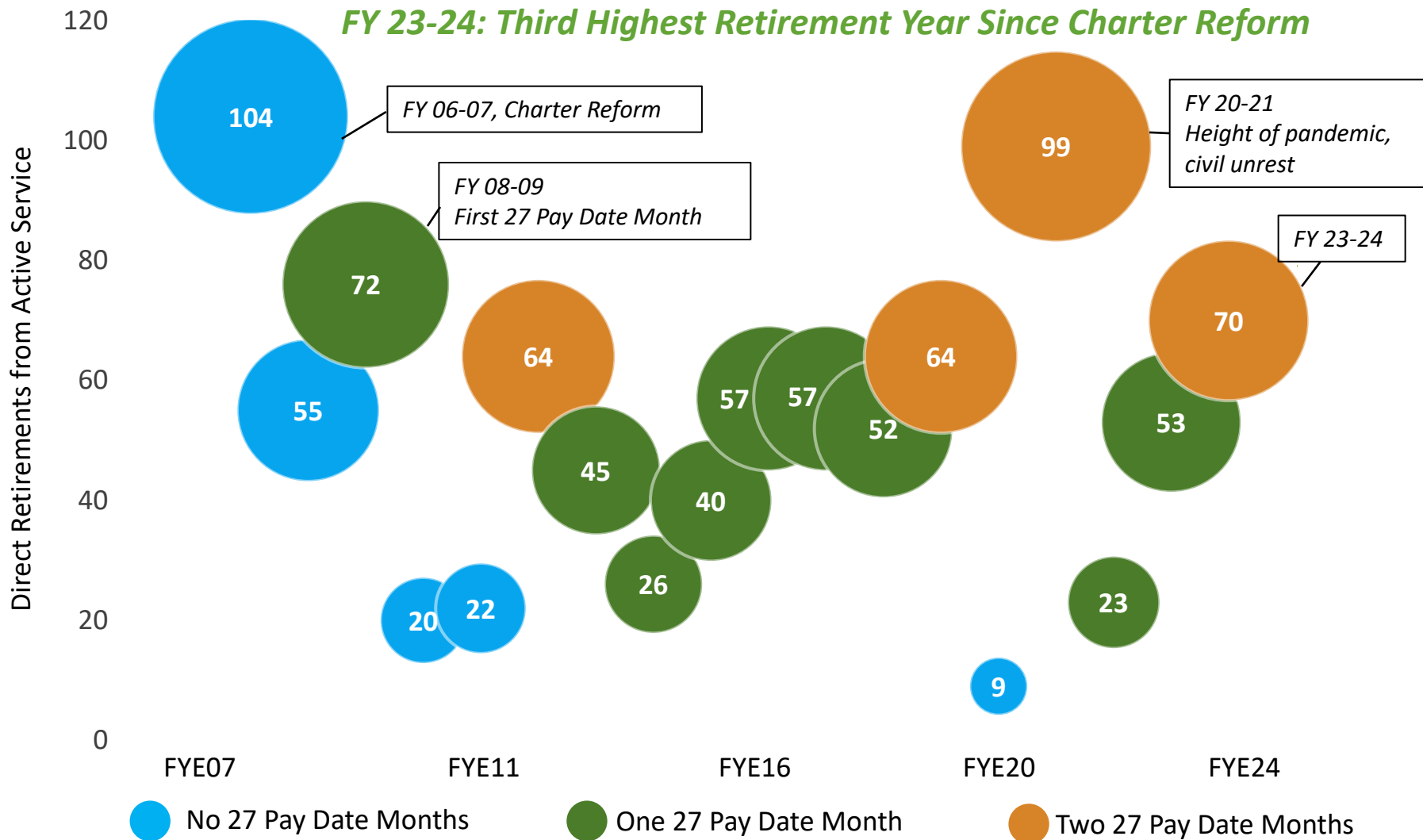
PERS Contributions are Paid on FPDR 3 Member Wages

# Pension Program

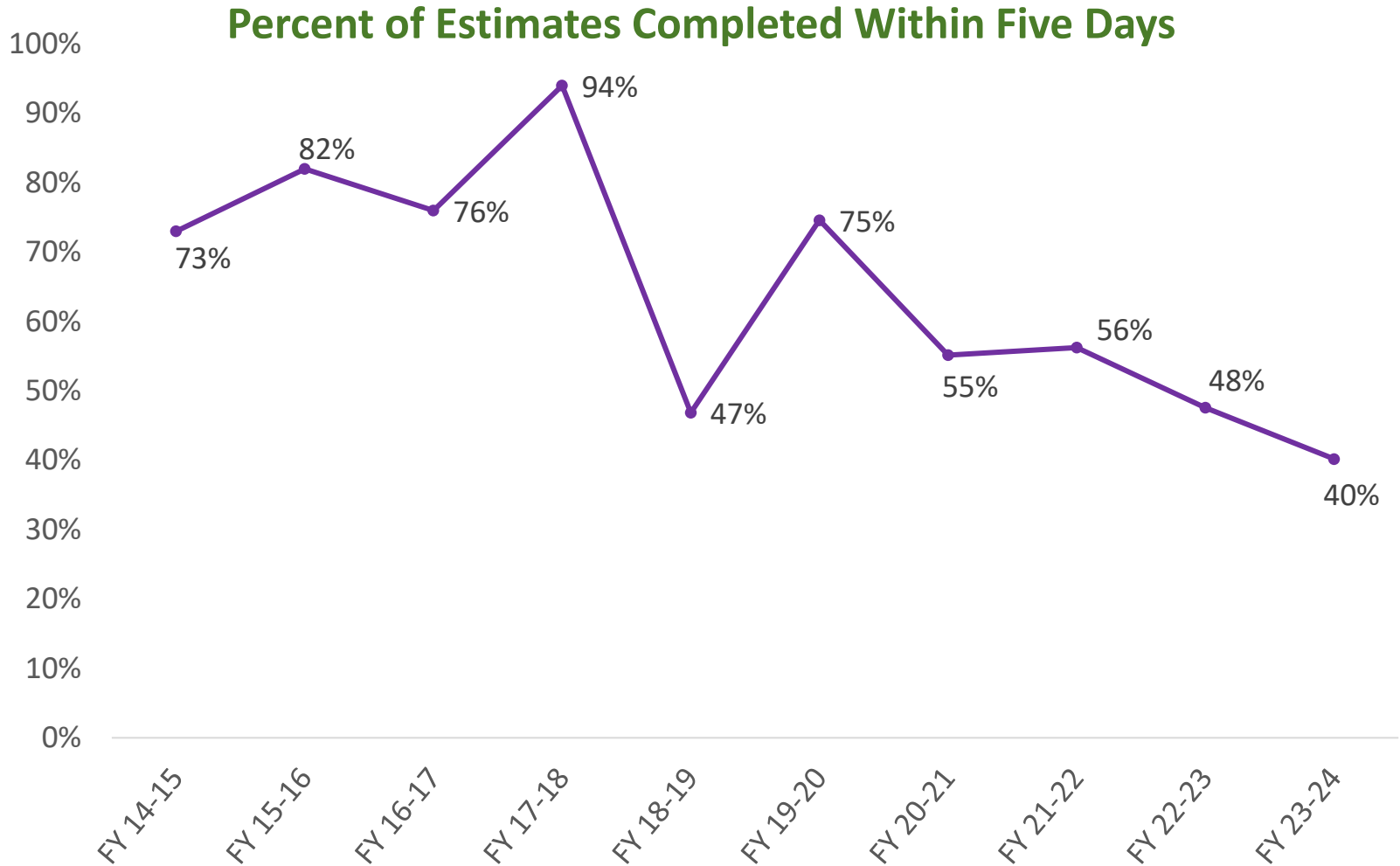




# Pension Program

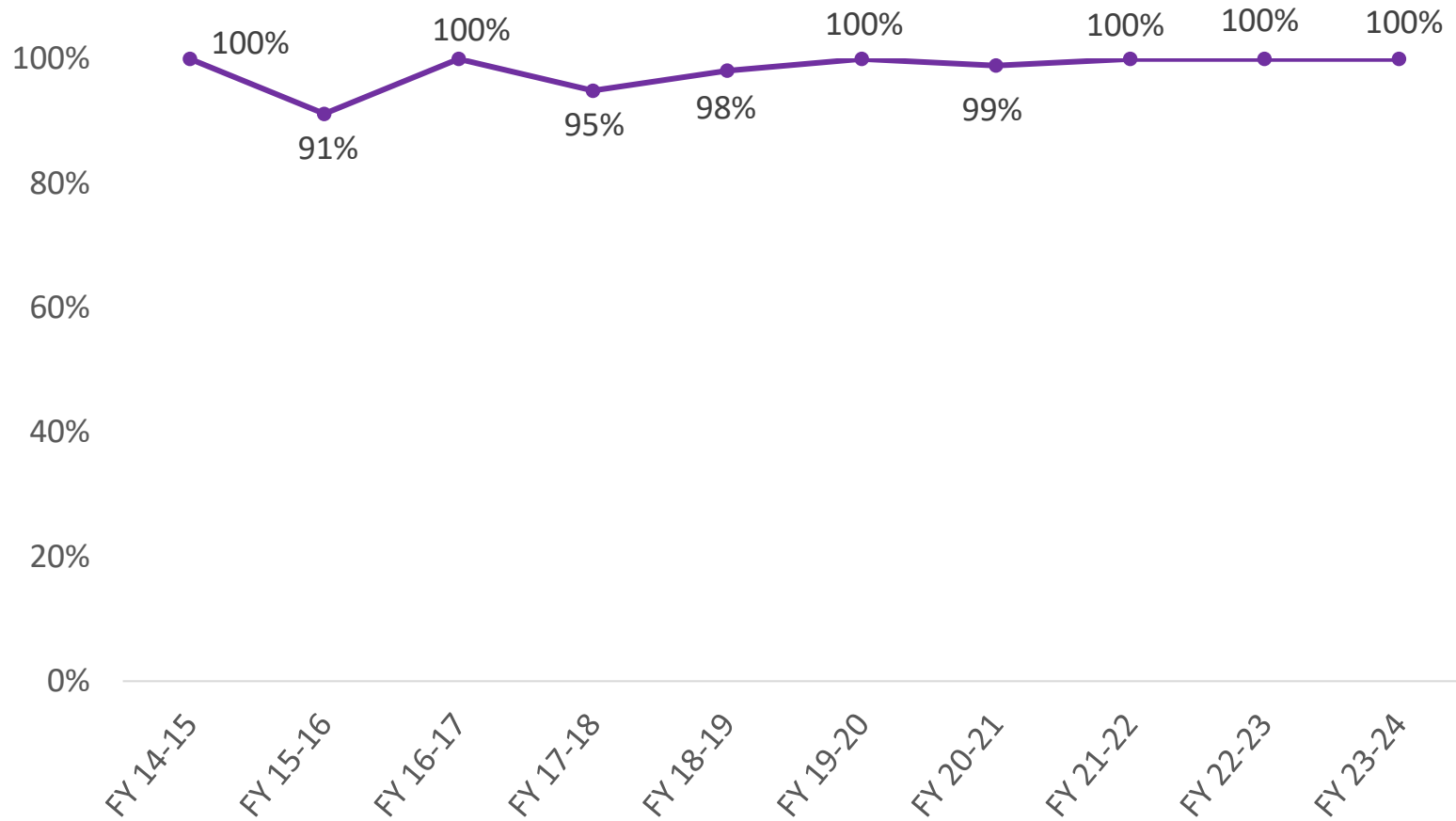


# Pension Program



# Pension Program

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



\*For Estimates Prepared Within 12 Months of Retirement

# Disability Program

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## **Contracted with new Managed Care Organization**

- Contracted with Majoris Health Systems, Inc., to provide occupational healthcare services to plan members
- Enrolled members into new MCO
- Initiated credentialing of non-MCO providers
- Continuing work on technology support

## **Expanded Providence MCO services**

- Added advisory services in non-MCO cases

# Disability Program

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## Pre-certification of Treatment while contracting with new MCO

- Implemented procedures to provide precertification of ancillary treatment, imaging and surgery
- Ensured continuity of care for members without MCO
- Analysts conducted precertification's
- Worked directly with providers and schedulers

# Disability Program

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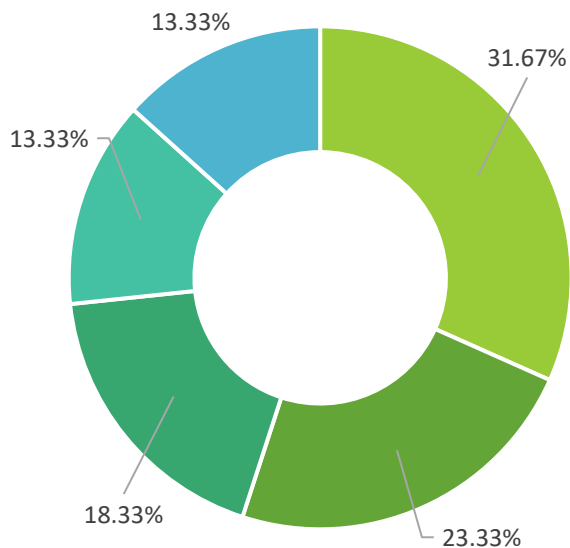
## **Implemented policy to approve diagnostic imaging (MRI)**

- Supplement to Coordination of Benefits agreement with Moda Health
- Speed up process for obtaining MRI
- Providers diagnose conditions early in treatment
- Aids in the adjudication of claims

# Disability Program

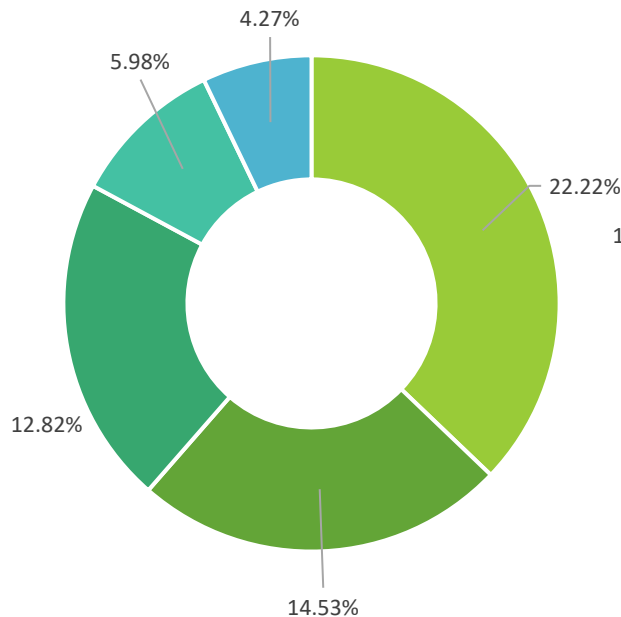
## FIRE BUREAU FY 2024

### Injury Cause



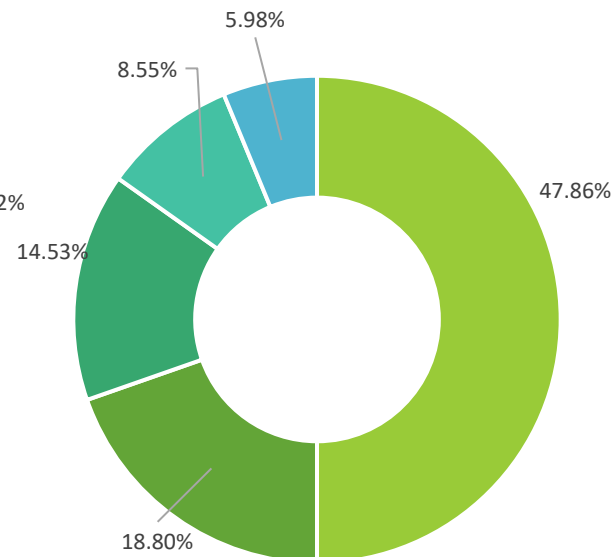
- In Lifting
- Over-Exertion
- No Specific Cause
- Fall on Same Level
- Slip/Trip (No Fall)

### Body Part



- Shoulder(s)
- Knee
- Back
- Finger(s)
- Respiratory System

### Injury Location

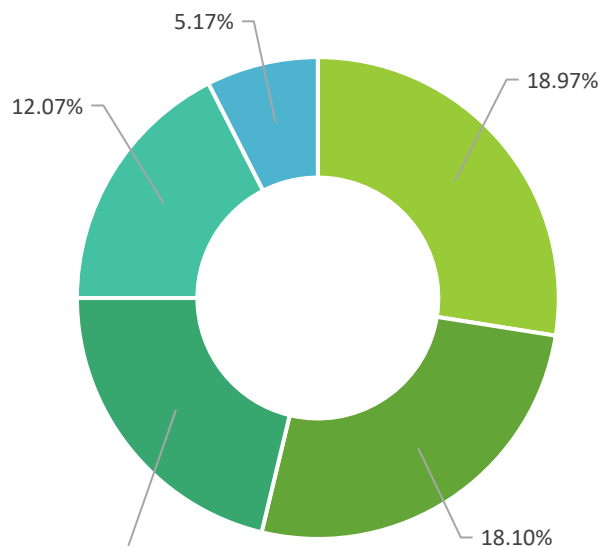


- At Scene of Fire or Call
- Precinct/Station
- Training Site
- None
- Nonservice

# Disability Program

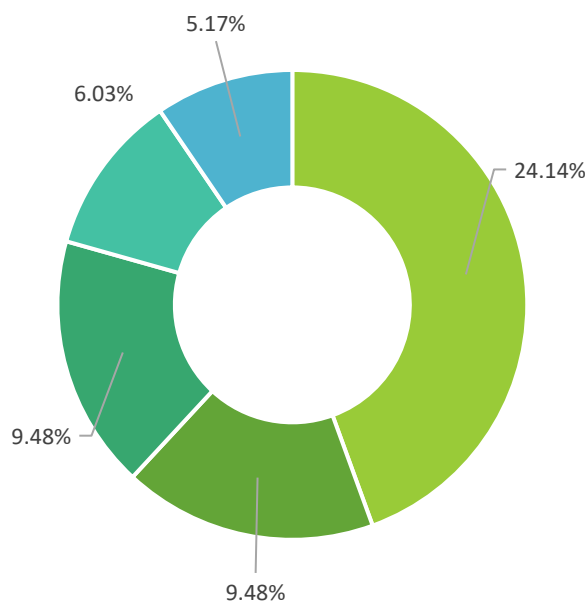
## POLICE BUREAU FY 2024

### Injury Cause



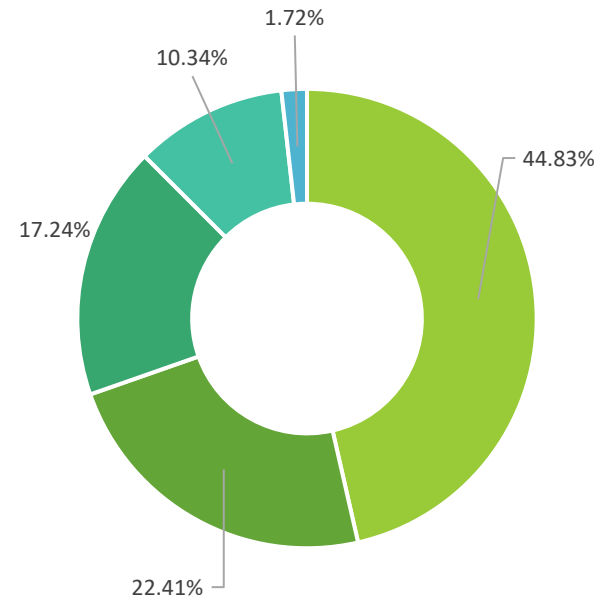
- Assault by Human/Altercation
- Motor Vehicle Accidents (Injured Worker In Vehicle)
- No Specific Cause
- Miscellaneous Accidents-Workers Comp
- Slip/Trip (No Fall)

### Body Part



- Multiple Parts
- Finger(s)
- Knee
- Ankle
- Wrist

### Injury Location

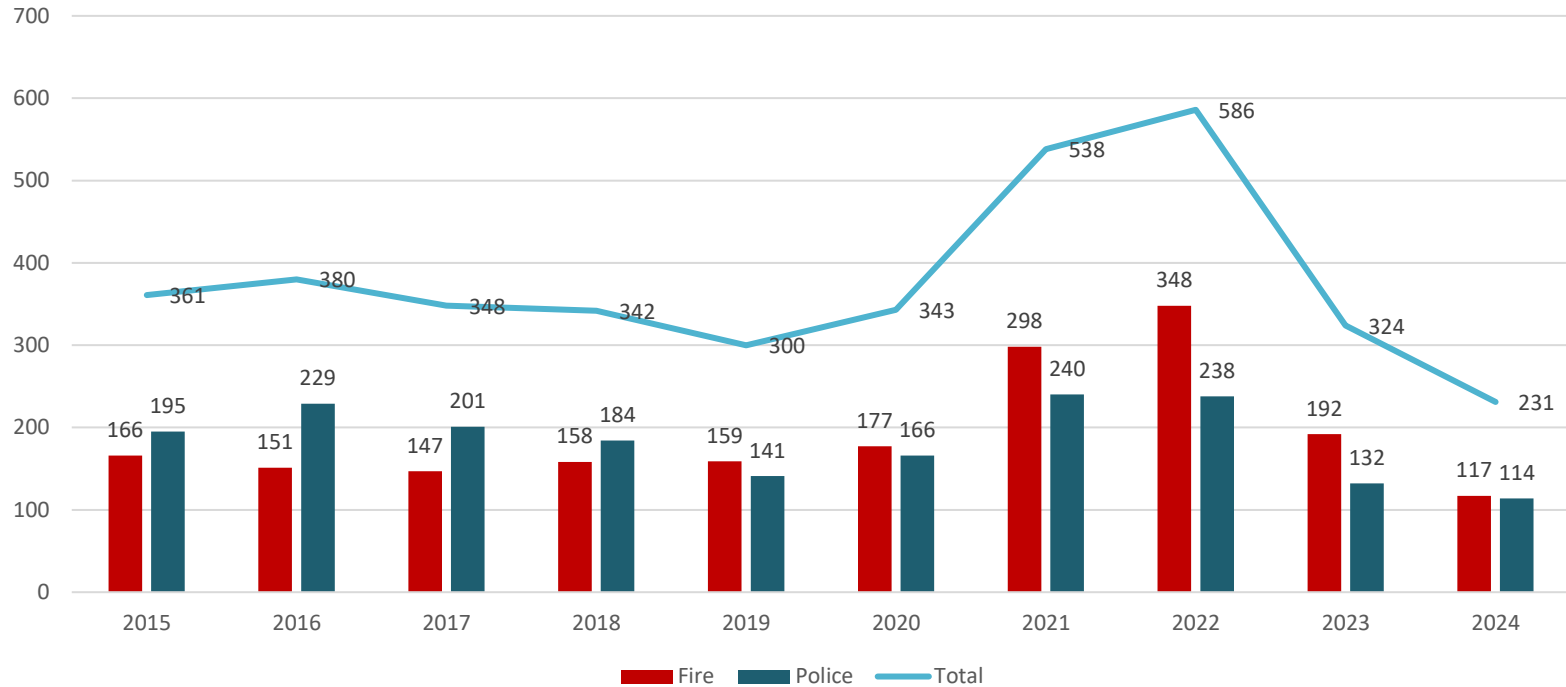


- At Scene of Fire or Call
- Training Site
- In Vehicle (In Transit)
- Precinct/Station
- Multiple Locations



# Disability Program

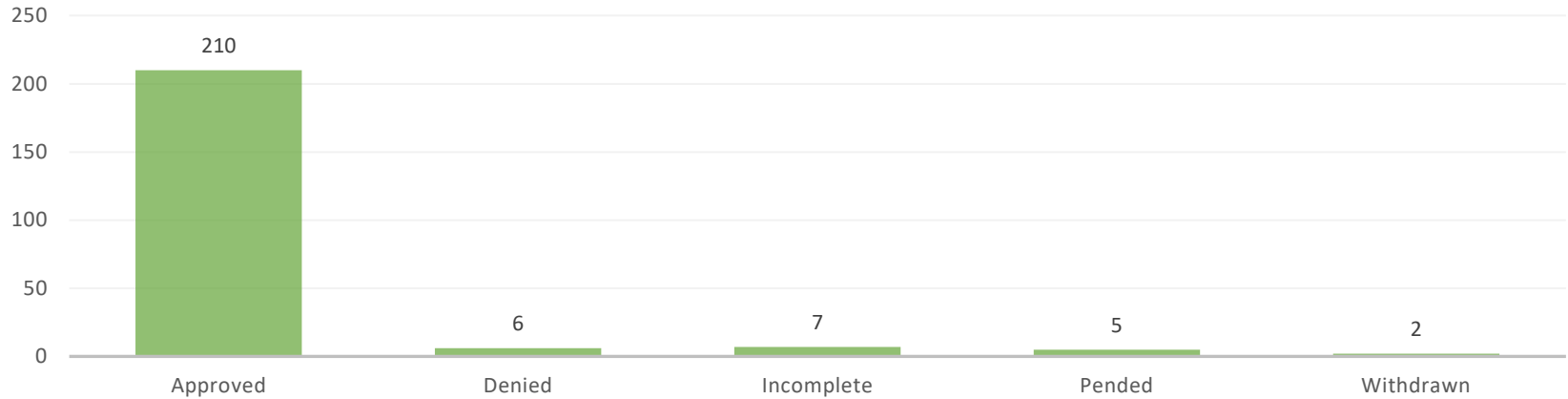
Claims Filed per Fiscal Year



Fiscal Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Total Active Members	1546	1519	1524	1538	1510	1543	1454	1423	1429	1477

# Disability Program

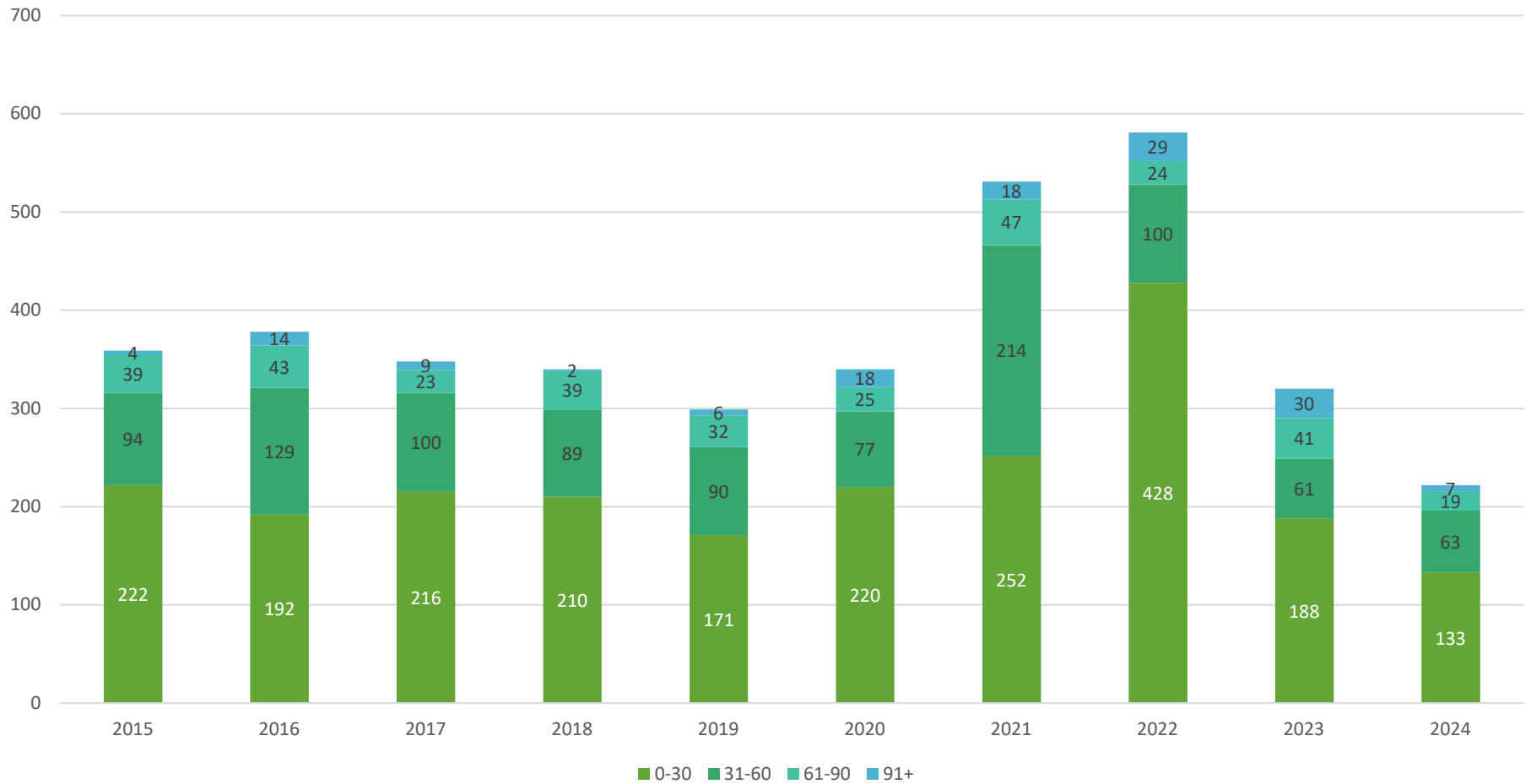
2024 Decision Rates



Fiscal Year	Approved	Denied	Incomplete	Pended	Withdrawn
2015	91.69%	4.71%	1.11%	0.00%	2.49%
2016	91.05%	5.26%	0.53%	0.26%	2.89%
2017	89.94%	6.90%	0.86%	0.00%	2.30%
2018	88.01%	6.43%	1.17%	0.29%	4.09%
2019	89.00%	5.33%	2.67%	0.00%	3.00%
2020	84.84%	7.87%	0.87%	0.00%	6.41%
2021	93.49%	3.72%	1.30%	0.19%	1.30%
2022	92.14%	3.76%	2.22%	0.17%	1.71%
2023	83.95%	10.49%	3.40%	0.93%	1.23%
2024	91.30%	2.61%	3.04%	2.17%	0.87%
<b>Grand Total</b>	<b>89.92%</b>	<b>5.55%</b>	<b>1.65%</b>	<b>0.32%</b>	<b>2.56%</b>

# Disability Program

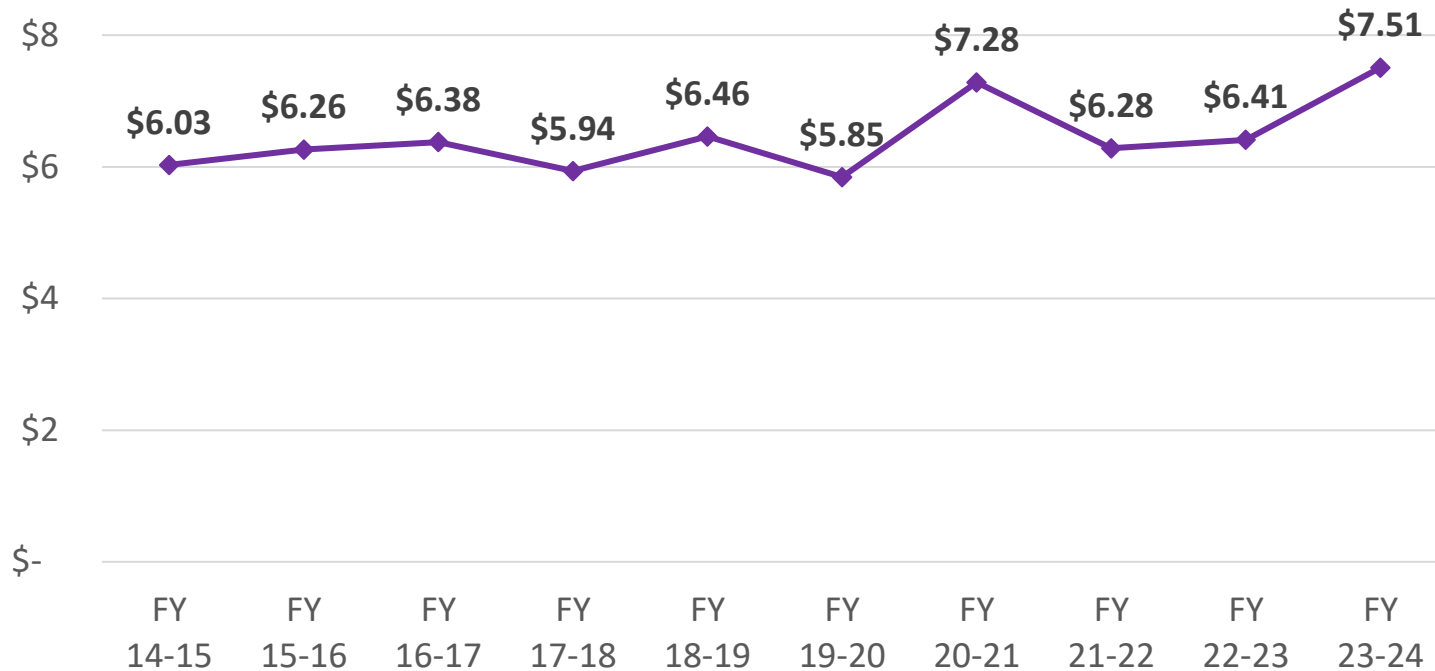
Days to Claim Decision by Fiscal Year



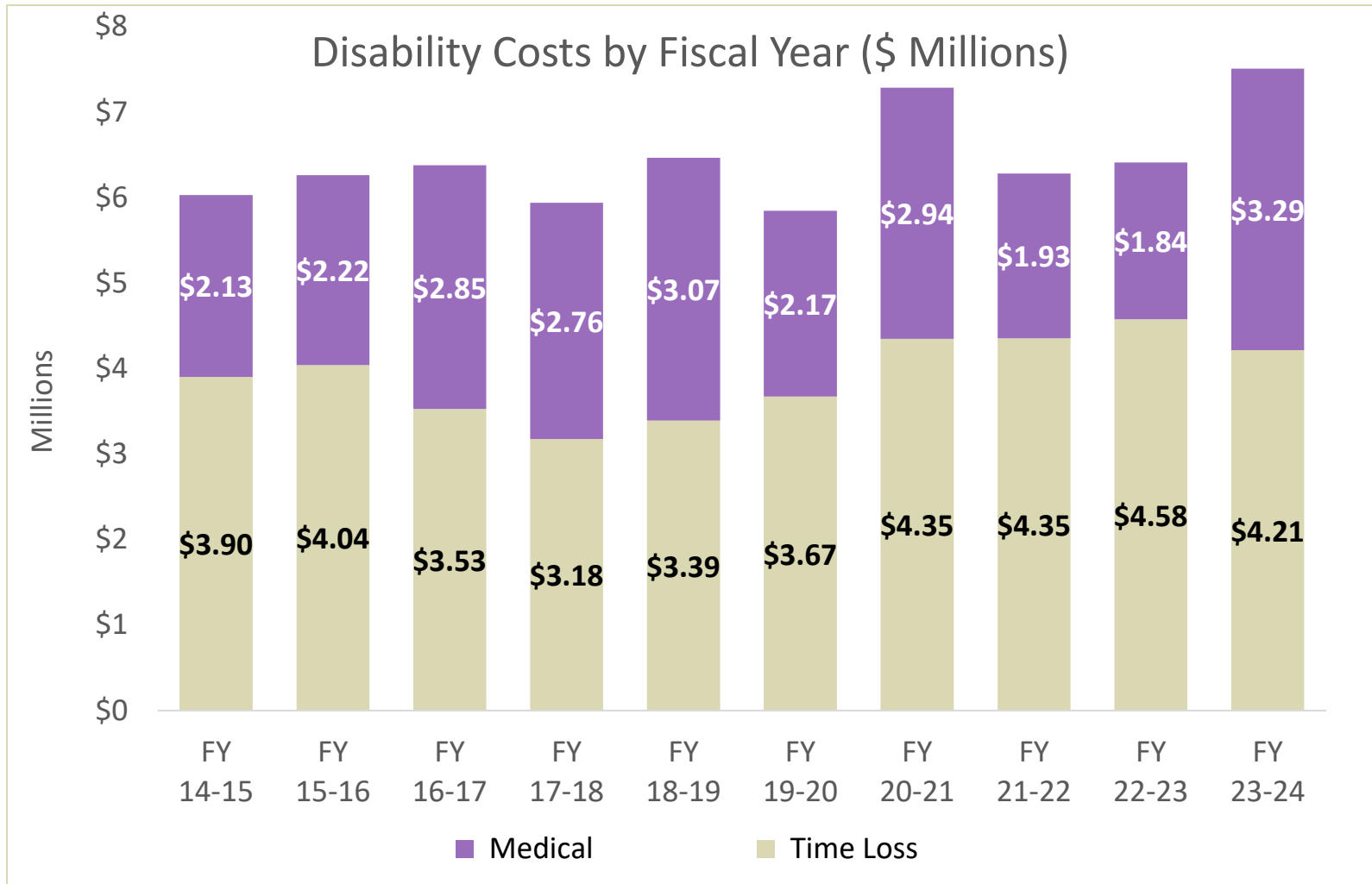
# Disability Program

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Total Disability Costs by Fiscal Year (\$ Millions)

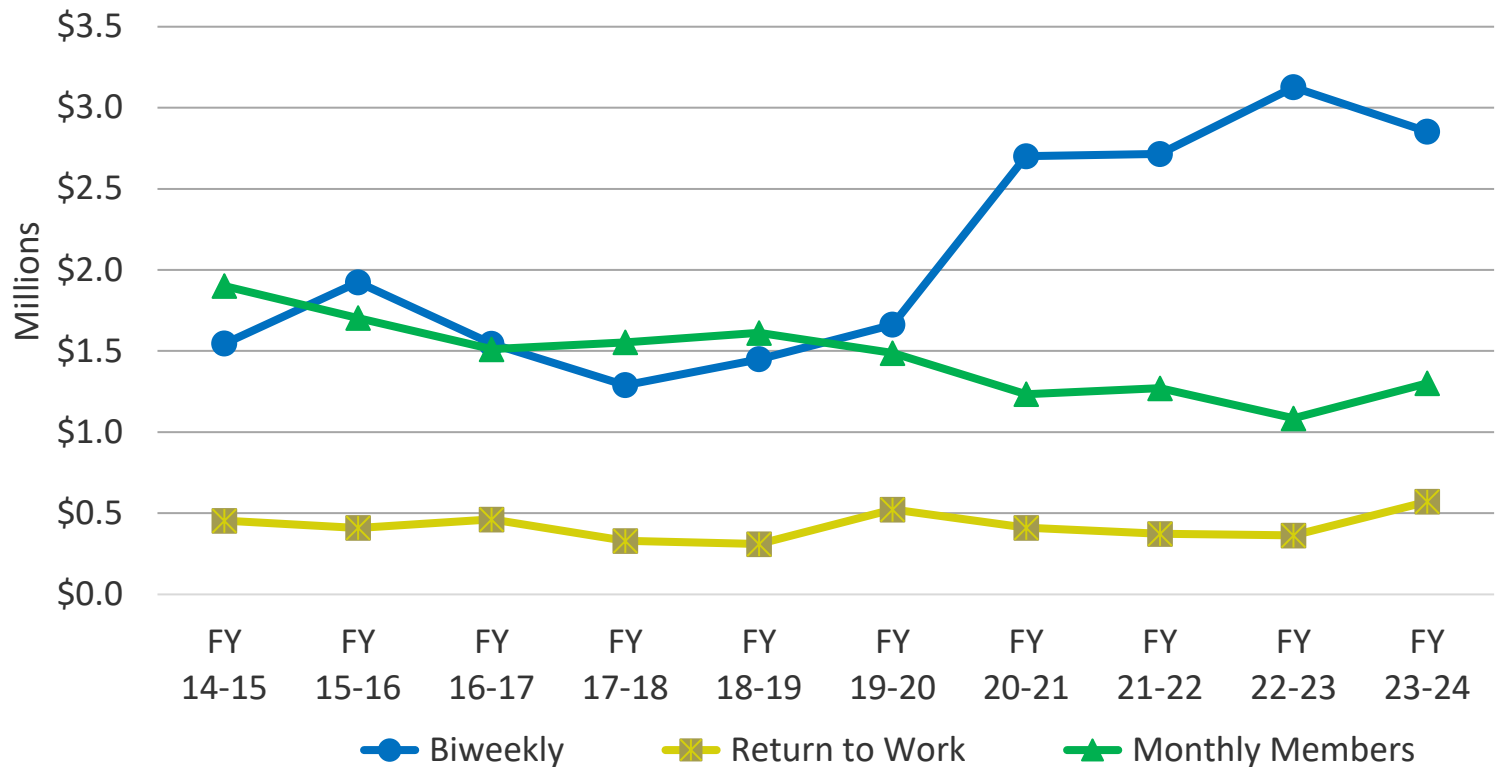


# Disability Program



# Disability Program

## Time Loss Components by Fiscal Year



# Disability Program

Medical Savings by Fiscal Year



# Questions

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