

REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: **November 7, 2006**

CAO File No. 0420-00578-0000

Council File No. 04-2617

Council District:

To: The Budget and Finance Committee

From: William T Fujioka, City Administrative Officer



Reference: Council Motion (Parks/Smith)

Subject: **Sworn Employee Workers' Compensation Claim Experience Prior to Retirement**

SUMMARY

The CAO was requested to: 1) determine if there has been a pattern or practice of police officers and firefighters filing "career-end" workers' compensation claims within one year preceding their retirement; 2) provide information regarding the number of sworn retirees receiving disability pensions; 3) provide historical information on the required contributions to the Fire and Police Pension System (FPPS); and 4) recommend legislative changes as necessary.

Career-end Claims: Information compiled from data provided by the Fire and Police Pension System (FPPS) and the Personnel Department is summarized as follows and detailed in Attachments A and B:

Percentage of Employees Filing Workers' Compensation Claims

	Calendar Year 1999	Fiscal Year 2005/06	Calendar Years 2003/05
Sworn Department	All Retirees	Entire Workforce	All Retirees*
Police	26.5%	27%	29%
Fire	50.7%	34%	46%

*Includes claims filed within one year before retirement or for DROP retirees to or any time after entering DROP.

Although there has been a slight increase among recent retirees, police claims experience is fairly consistent between employees near retirement and the workforce as a whole. Firefighters near retirement have more claim activity than the workforce as a whole. However, the percentage of retirees' career-end claims decreased from 1999.

Data on Injury on Duty (IOD) hours associated with the claims summarized above was collected to provide a sense of severity of the injuries and lost productivity. As shown below, police career-end claims experience remained fairly constant and increased slightly for fire.

Percentage of Employees Using IOD

Sworn Department	Calendar Year 1999 Retirees			Calendar Years 2003 thru 2005 Retirees		
	IOD Usage	Avg. Hrs.	FTE ^{1,2}	IOD Usage	Avg. Hrs.	FTE ²
Police	9.7%	752	12.3	10.5%	839	12.9
Fire	27.5%	1136	10.3	30.6%	903	14.3

¹ Includes IOD associated with claims filed one year before retirement or for DROP retirees any time after entering DROP.

² Full Time Equivalents.

Finally, claim and IOD data were also collected for active DROP members because retirement patterns have changed since Tier 5 and DROP were instituted in 2002. DROP participants are required to retire within five years and, therefore, data on their experience provides an indication of future experience.

Active DROP Participants' Experience

Sworn Department	Workers' Comp Claims	Calendar Years 2003 thru 2005 Retirees		
		IOD Usage	Avg. Hrs.	FTE ²
Police	42.0%	18.9%	528	23.3
Fire	51.6%	38.2%	398	26.5

¹ Includes IOD claims filed one year before retirement or for DROP retirees any time after entering DROP.

² Full Time Equivalents.

Both police officers and firefighters file significantly more claims while they are in DROP. Likewise, the percentage of DROP participants using IOD is significantly higher than for other retirees although the average hours used per person is less than in 1999. These non-productive hours have been an ongoing concern that should be addressed and options reported to the Executive Employee Relations Committee (EERC).

It is premature to draw firm conclusions from the data presented above because retirement patterns have changed recently. Moreover, the baseline data available with which to compare the study results are limited.

Disability Retirements: Disability retirements, as summarized below and shown in detail in Attachment C, have decreased for both police and fire probably due to the DROP program.

Sworn Department	Annual Average Disability Retirements		Annual Average All Retirements	
	Last 10 Years Pre-DROP	Last 4 Years Post-DROP	Last 10 Years Pre-DROP	Last 4 Years Post-DROP
Police	42	25	252	168
Fire	25	9	59	73

Contributions: Attachment D shows the City's contribution to FPPS for the past six years. City contributions have increased from 12.28% in 2001-02 to 25.59% in 2006-07 largely due to investment losses from 2000 through 2002.

Legislation: No legislative changes are recommended at this time since the number of disability retirements has recently decreased. However, retirement experience should be monitored over the next several years to determine if permanent changes occur.

RECOMMENDATION

That the City Council instruct the City Administrative Officer to report to the Executive Employee Relations Committee within 90 days with possible changes in the Deferred Retirement Option Program to address loss of productivity from usage of IOD.

FINDINGS

BASIS FOR THE REPORT

The CAO was requested to: 1) review historical data to determine if there has been a pattern or practice of firefighters or police officers filing “career-end workers’ compensation claims approximately one year preceding their retirement; 2) provide information regarding the number of sworn retirees receiving disability pensions; 3) provide historical information on the required contributions to the Fire and Police Pension System (FPPS); and 4) recommend legislative changes as necessary.

“CAREER-END CLAIM” EXPERIENCE

Study Methodology

To study trends in “career-end claims” the CAO reviewed data from the Fire and Police Pensions System (FPPS) and the Personnel Department for the following:

- a. **Baseline Data:** Two baselines were used to compare to recent retirement experience: 1) percentage of police officers and firefighters in the overall workforce during FY 2005/06 who filed workers compensation claims; and 2) the experience of retirees in 1999, which was the last full year before employees started to anticipate the implementation of the new Tier 5 and Deferred Retirement Option Program (DROP) benefits.
- b. **Service and Disability Retirees:** Employees who took a service or disability retirement in a three-year period from January 1, 2003 through December 31, 2005 and filed workers’ compensation claims within one year of their retirement. This “study period” was selected because it incorporates the three full calendar years after Tier 5 and DROP benefits were implemented.
- c. **DROP Retirees:** Employees who retired out of DROP and filed workers’ compensation claims during the period one year prior to entering DROP and any time while in DROP.
- d. **DROP Active Workforce:** Active employees in the DROP Program who have not yet retired and filed workers’ compensation claims at any time one year prior to or any time after entering DROP.

In addition to analyzing claim information, data regarding Injury on Duty (IOD) hours were also collected. Raw claim information does not provide an indication of severity of the injuries or concomitant loss in productivity. Employees in vigorous jobs such as police officers and firefighters routinely file claims after an incident as a precaution in case an injury manifests later. As a consequence, many claims never result in lost productivity or other cost to the City. Alternatively, IOD data provides a good indication of injury severity and directly quantifies lost productivity. Therefore, information related to the claims described above was captured; IOD hours and costs associated with claims filed before the study period were not included, nor were medical and other expenses.

Police Officers and Firefighters are reported separately to study their different retirement patterns and identify any differences in their career-end claim experience. Information by MOU and by class was also analyzed, but not included in this report because most of the ranks had too few incumbents to

establish trends within the short study period.

**Retiree Experience
(Attachments A-1, A-2, B-1 and B-2)**

The study results are summarized in the tables below and presented in more detail in Attachments A and B.

Percentage of Employees Filing Workers' Compensation Claims

	Calendar Year 1999	Fiscal Year 2005/06	Calendar Years 2003/05
Sworn Department	All Retirees	Entire Workforce	All Retirees*
Police	26.5%	27%	28.8%
Fire	50.7%	34%	46%

*Includes claims files within one year before retirement or for DROP retirees to or any time after entering DROP.

Percentage of Employees Using IOD

Sworn Department	Calendar Year 1999 Retirees			Calendar Years 2003 thru 2005 Retirees		
	IOD Usage	Avg. Hrs.	FTE ^{1,2}	IOD Usage	Avg. Hrs.	FTE ²
Police	9.7%	752	12.3	10.5%	839	12.9
Fire	27.5%	1136	10.3	30.6%	903	14.3

¹ Includes IOD for claims filed one year before retirement or for DROP retirees any time after entering DROP.

² Full Time Equivalents.

Police: Overall, 28.8% of the 306 police officers who retired during the study period filed a workers compensation claim within one year of their retirement (or any time after entering DROP). This is a little higher than police retirees in 1999 (26.5%) and the total police work force in FY 2005/06 (27%). Half of the officers who retired from the DROP program filed claims. A smaller percentage of officers taking service (24.8%) and disability (37.8%) retirements filed claims. (See Attachment A-2.)

Only 10.5% of the 306 police officers used IOD; their average time off was over 839 hours or 12.9 full time equivalents, which is very similar to the experience in 1999 (9.7% filing claims; 752 average hours).

Fire: Firefighter retirees had a higher incidence of filing claims than the work force as a whole. Of the 108 firefighters who retired during the study period, 46.3% filed workers compensation claims. This compares to 34% for the work force in FY 2005/06 and 50.7% of retirees in 1999. During the study period, 61.2% of the retirees who retired from the DROP program filed claims (see attachment B-2).

Approximately 30.6% of the 108 firefighter retirees used IOD; their average usage was 903 IOD hours which is loss of productive time of 14.3 full time equivalents.

**Active DROP Experience
(Attachments A-1, A-2, B-1 and B-2)**

The same workers compensation claim and IOD usage data for active DROP participants was reviewed as for employees who retired during the study period. This review was done for two reasons. As noted above, recent retirement experience has changed which makes it difficult to draw meaningful conclusions at this time. Since the active DROP participants must retire soon, they should be a good predictor of experience

with future retirees. Moreover, there has been interest by both management and the affected unions in identifying possible areas of concern in the DROP program which may need to be resolved by plan design changes.

Percentage of Employees Filing Workers' Compensation Claims

	Calendar Year 1999	Fiscal Year 2005/06	Calendar Years 2003/05
Sworn Department	All Retirees	Entire Workforce	All Retirees*
Police	26.5%	27%	29%
Fire	50.7%	34%	46%

*Includes claims files within one year before retirement or for DROP retirees to or any times after entering DROP.

Active DROP Participants' Experience

Sworn Department	Workers' Comp Claims	Calendar Years 2003 thru 2005 Retirees		
		IOD Usage	Avg. Hrs.	FTE²
Police	42.0%	18.9%	528	23.3
Fire	51.6%	38.2%	398	26.5

¹ Includes IOD for claims filed one year before retirement or for DROP retirees any time after entering DROP.

² Full Time Equivalents.

Police: During the study period, there were 488 police officers in the DROP program. Of the participants, 42% of them filed workers compensation claims within one year of entering DROP or any time thereafter. This is compared to 27% of the work force in FY 2005/06 and 26.5% of retirees in 1999. 18.9% of the police participants used an average of 528 IOD hours compared to 9.7% in 1999 using an average of 752 hours. That is approximately 23.3 full time equivalents.

Fire: Similarly, there were 364 firefighters in the DROP program of which 51.6% filed workers compensation claims within one year of entering DROP or any time thereafter. This is compared to 34% of the work force in FY 2005/06 and 50.7% of retirees in 1999. Approximately 38.2% of the firefighter participants also used IOD time. On average, they used 398 IOD hours which is approximately 26.5 full time equivalents for the study period. (Note: most firefighters work a platoon duty schedule which consists of approximately 2922 hours per year; for this study, platoon duty hours were converted to the City standard of 2088; this was done to allow direct comparisons of the information for police and fire.) This is compared to 27.5% of retirees using and average of 1,136 IOD hours in 1999.

Discussion:

The most dramatic change in claims activity is in DROP participants and retirees: both police officers and firefighters file significantly more claims if they are working in DROP or retire out of DROP. Likewise, the percentage of DROP participants using IOD is significantly higher than for other retirees although the average hours used per person is less. IOD time stemming from career-end claims results in the loss of approximately 4.3 police officers and 4.8 firefighter fulltime equivalents annually.

The intent of DROP is to extend productive service. Both management and the unions have expressed concern that the DROP program must be monitored and modified, if necessary, to ensure that the employees do not abuse the benefit. This study is ongoing and the results will be reported under separate cover. The relatively high rate of workers' compensation claims and the use of IOD hours during DROP will be incorporated into this study. This Office will work with the City Attorney's Office, FPPS and the affected

departments and unions to explore legal options for program modifications to mitigate losses of productive time.

**DISABILITY RETIREMENT EXPERIENCE
(Attachment C)**

In a report dated June 1, 2005 (C.F. 00-2463), this Office indicated that disability retirements have decreased for both police officers and firefighters. As shown below and in Attachment C, which updates the data previously provided, the trend has continued.

Sworn Department	Annual Average Disability Retirements		Annual Average All Retirements	
	Last 10 Years Pre-DROP	Last 4 Years Post-DROP	Last 10 Years Pre-DROP	Last 4 Years Post-DROP
Police	42	25	252	168
Fire	25	9	59	73

Police: The number of disability retirements for police officers has decreased from a ten-year annual average of 42 per year to 25 per year since DROP was implemented. Overall retirements also continue to be less. They have decreased from the ten-year annual average of 252 to an average of 168 per year.

Fire: Firefighters have experienced a greater decrease in disability retirements (from 25 to 9). However, overall annual retirements continue to be higher since DROP was instituted. They have increased from a ten-year annual average prior to DROP of 59 to 73.

Discussion: A key reason for the decrease in disability retirements is that employees in DROP have to forfeit their DROP accounts in order to receive a disability retirement.

**EMPLOYER CONTRIBUTION EXPERIENCE
(ATTACHMENT D)**

As shown in Attachment D, the City contribution to FPPS increased from 12.28% of payroll in 2001/02 to 25.59% in 2006/07. The contribution amount is determined annually by an actuary based on a number of economic (e.g. investment returns; salary increases) and non-economic assumptions (e.g. age at retirement and mortality rates). Ideally, the City's annual contribution would be just enough to cover the cost of the benefit employees earn in that year. This is called the normal cost and is approximately 19.2% of pay for the Plan overall (16.5% for pensions and 2.7% for health subsidy).

The overriding reason for the recent increases in the City's required contribution is deferred recognition of the 2000-02 bear market losses which created an asset loss of \$781 million. In Pensions, gains and losses are recognized over a five-year smoothing period. Greater than anticipated increases in health premiums and non-economic assumptions including pre- and post-retirement mortality, employee turnover and changes in retirement patterns also increased the required contribution.

LEGISLATIVE CHANGES

As noted above, the number of overall disability retirements has decreased since the introduction of the DROP benefit. Although it is too soon to tell if this change is permanent, it appears that DROP has

mitigated the problem, at least for now. The retirement experience should be monitored over the next several years to determine if permanent changes occur. Therefore, legislative changes to the disability and workers compensation programs are not recommended at this time.

by: Mary C. Higgins by RAM
Mary C. Higgins, Chief Administrative Analyst

APPROVED:



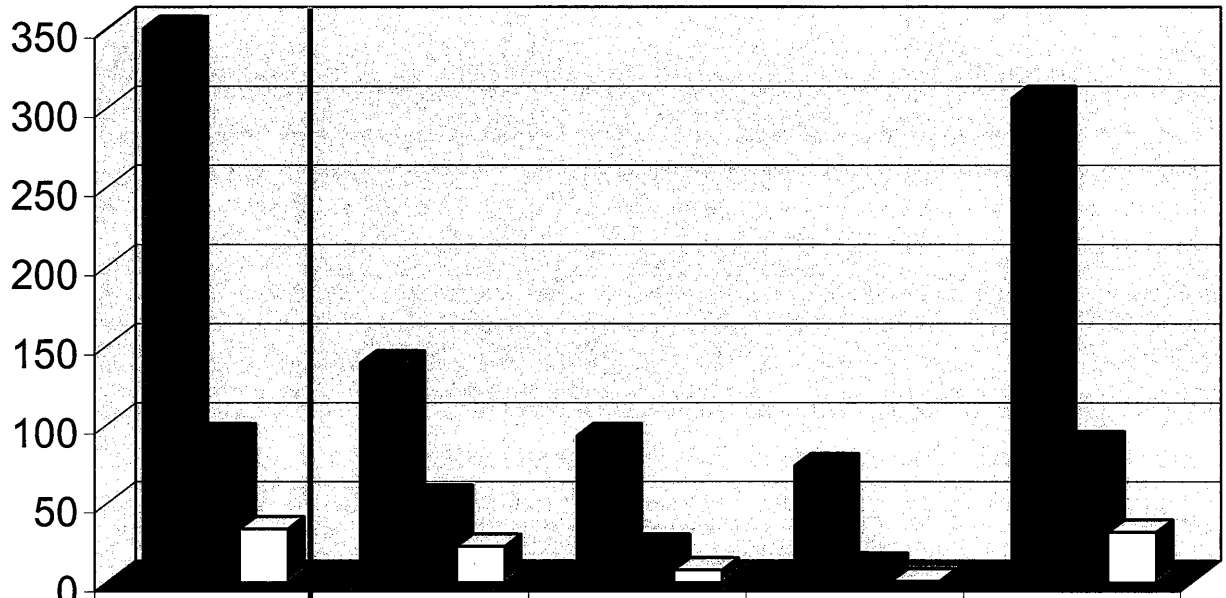
Assistant City Administrative Officer

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Attachments

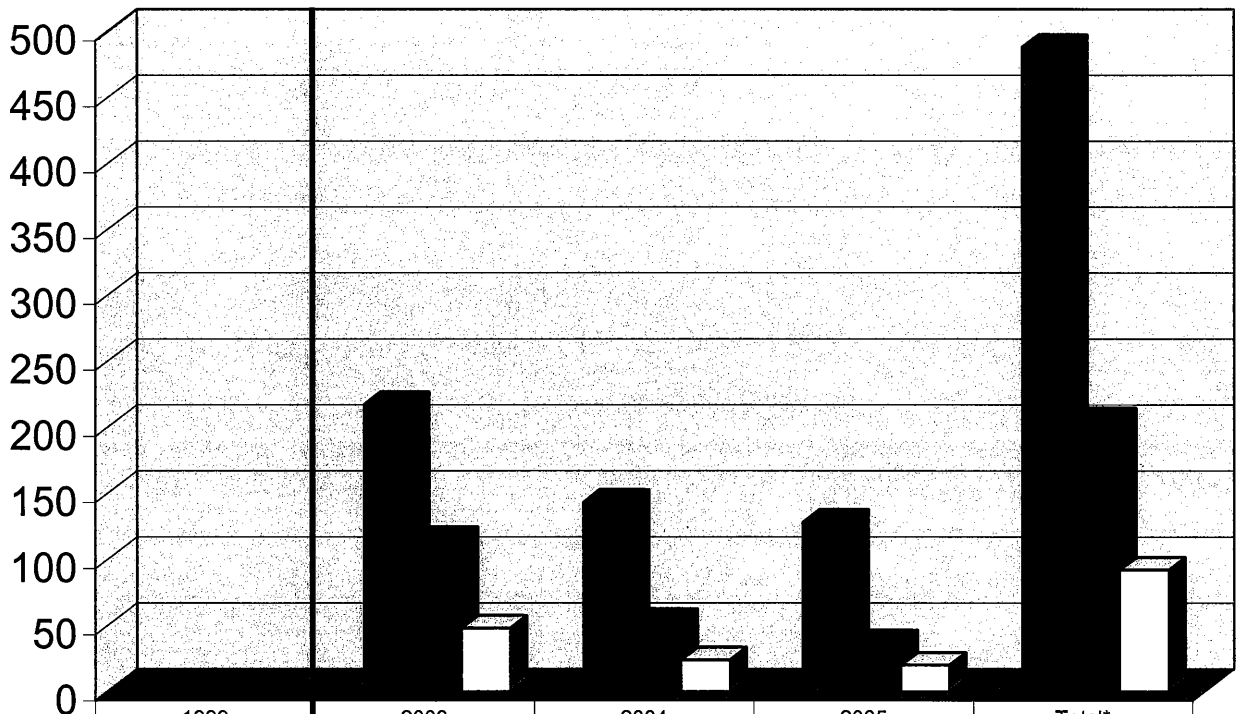
Workers' Compensation Claim Experience

Police Officer - All Retirements



	1999	2003	2004	2005	Total*
■ All Retirements	351	139	93	74	306
■ Employees who filed claims	93	54	23	11	88
□ Employees who used IOD	34	23	8	1	32

Police Officer - Active DROP



	1999	2003	2004	2005	Total*
■ Active DROP Participants	217	143	128	488	488
■ Employees who filed claims	115	53	37	205	205
□ Employees who used IOD	48	24	20	92	92

* Total of study period - Years following Tier 5 and DROP.

Career - End Claim Experience: Police

		Study Period 2003-05	
			Total
A	Service Retirement		
	Employees who took a service retirement	306	169
	Employees who filed claims	76	38
	% of employees who retired filing a claim	24.8%	22.5%
	Employees who used IOD	26	9
	% of employees who used IOD	8.5%	5.3%
	No. of IOD hours used	14,008	3,999
	Average no. of IOD hours per IOD user	539	444
Lost Productivity (FTE's)	6.71	1.92	

		Study Period 2003-05	
			Total
B	Disability Retirement		
	Employees who took a disability retirement	45	58
	Employees who filed claims	17	10
	% of employees who retired filing a claim	37.8%	17.2%
	Employees who used IOD	8	5
	% of employees who used IOD	17.8%	8.6%
	No. of IOD hours used	11,560	8,178
	Average no. of IOD hours per IOD user	1,445	1,636
Lost Productivity (FTE's)	5.54	3.92	

		Study Period 2003-05	
			Total
C	Retirement from DROP		
	Employees who took a retirement from DROP		79
	Employees who filed claims		40
	% of employees who retired filing a claim		50.6%
	Employees who used IOD		18
	% of employees who used IOD		22.8%
	No. of IOD hours used		14,686
	Average no. of IOD hours per IOD user		816
Lost Productivity (FTE's)		7.03	

		Study Period 2003-05		Annual Avg. FTE
			Total	
Total of A, B, C	All Retirements			
	All retirements	351	306	
	Employees who filed claims	93	88	
	% of employees who retired filing a claim	26.5%	28.8%	
	Employees who used IOD	34	32	
	% of employees who used IOD	9.7%	10.5%	
	No. of IOD hours used	25,568	26,863	
	Average no. of IOD hours per IOD user	752	839	
Lost Productivity (FTE's)	12.25	12.87	4.29	

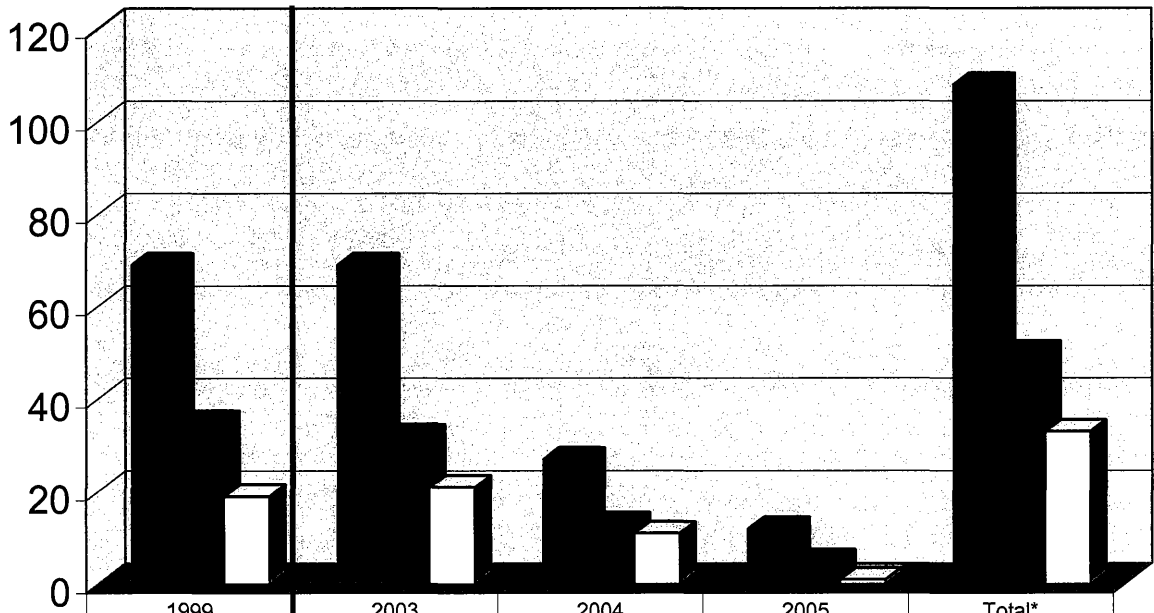
		Study Period 2003-05		Annual Avg. FTE
			Total	
D	Active DROP			
	Active DROP Participants		488	
	Employees who filed claims		205	
	% of employees who filed claims		42.0%	
	Employees who used IOD		92	
	% of employees who used IOD		18.9%	
	No. of IOD hours used		48,572	
	Average no. of IOD hours per IOD user		528	
Lost Productivity (FTE's)		23.26	7.75	

¹ Total only includes years after Tier 5 and DROP

² Chart shows year employees entered DROP. Claims could have been filed & IOD hours taken one-year prior to or any time after the employee entered DROP & not necessarily in the year shown.

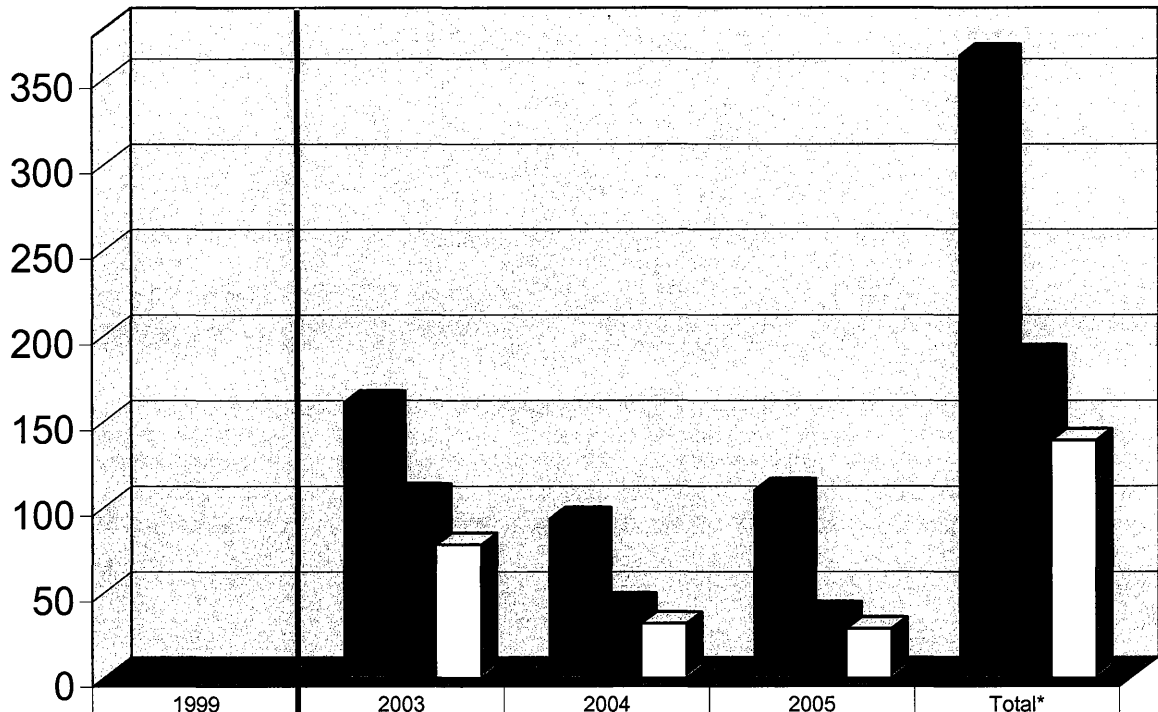
Workers Compensation Claim Experience

Firefighter - All Retirements



■ All Retirements	69	69	27	12	108
■ Employees who filed claims	35	32	13	5	50
□ Employees who used IOD	19	21	11	1	33

Firefighter - Active DROP



■ Active DROP Participants		161	93	110	364
■ Employees who filed claims		107	43	38	188
□ Employees who used IOD		78	32	29	139

* Total of study period - Years following Tier 5 and DROP.

Career - End Claim Experience: Fire

Service Retirement		Study Period 2003-05	
		Total	
A	Employees who took a service retirement	35	31
	Employees who filed claims	16	11
	% of employees who retired filing a claim	45.7%	35.5%
	Employees who used IOD	6	7
	% of employees who used IOD	17.1%	22.6%
	No. of IOD hours used	2,636	3,417
	Average no. of IOD hours per IOD user	439	488
	Lost Productivity (FTE's)	1.26	1.64

Disability Retirement		Study Period 2003-05	
		Total	
B	Employees who took a disability retirement	34	28
	Employees who filed claims	19	9
	% of employees who retired filing a claim	55.9%	32.1%
	Employees who used IOD	13	7
	% of employees who used IOD	38.2%	25.0%
	No. of IOD hours used	18,951	11,093
	Average no. of IOD hours per IOD user	1,458	1,585
	Lost Productivity (FTE's)	9.08	5.31

Retirement from DROP		Study Period 2003-05	
		Total	
C	Employees who took a retirement from DROP		49
	Employees who filed claims		30
	% of employees who retired filing a claim		61.2%
	Employees who used IOD		19
	% of employees who used IOD		38.8%
	No. of IOD hours used		15,293
	Average no. of IOD hours per IOD user		805
	Lost Productivity (FTE's)		7.32

All Retirements		Study Period 2003-05		Annual Avg.
		Total		FTE
Total of A, B, C	All Retirements	69	108	
	Employees who filed claims	35	50	
	% of employees who retired filing a claim	50.7%	46.3%	
	Employees who used IOD	19	33	
	% of employees who used IOD	27.5%	30.6%	
	No. of IOD hours used	21,587	29,803	
	Average no. of IOD hours per IOD user	1,136	903	
	Lost Productivity (FTE's)	10.34	14.27	4.76

Active DROP		Study Period 2003-05		Annual Avg.
		Total		FTE
D	Active DROP Participants		364	
	Employees who filed claims		188	
	% of employees who filed claims		51.6%	
	Employees who used IOD		139	
	% of employees who used IOD		38.2%	
	No. of IOD hours used		55,260	
	Average no. of IOD hours per IOD user		398	
	Lost Productivity (FTE's)		26.47	8.82

¹ Total only includes years after Tier 5 and DROP

² Hours converted from Platoon Duty to Special Duty, which consists of 2088 hours annually . This allows direct comparison with Attachment A-2

Department of Fire and Police Pensions
SUMMARY OF ANNUAL RATES OF RETIREMENT

FISCAL YEAR	POLICE						FIRE						COMBINED								
	SERVICE		DROP		DISABILITY*		TOTAL POLICE	SERVICE		DROP		DISABILITY*		TOTAL FIRE	SERVICE		DROP		DISABILITY*		TOTAL COMB.
	#	% of Total PD	#	% of Total PD	#	% of Total PD		#	% of Total FD	#	% of Total FD	#	% of Total FD		#	% of Total	#	% of Total	#	% of Total	
1965/66	186	81.94%			41	18.06%	227	41	85.42%			7	14.58%	48	227	82.55%			48	17.45%	275
1966/67	177	80.45%			43	19.55%	220	53	77.94%			15	22.06%	68	230	79.86%			58	20.14%	288
1967/68	315	93.20%			23	6.80%	338	149	98.03%			3	1.97%	152	464	94.69%			26	5.31%	490
1968/69	251	92.62%			20	7.38%	271	86	94.51%			5	5.49%	91	337	93.09%			25	6.91%	362
1969/70	169	89.42%			20	10.58%	189	66	69.47%			29	30.53%	95	235	82.75%			49	17.25%	284
1970/71	137	93.20%			10	6.80%	147	90	88.24%			12	11.76%	102	227	91.16%			22	8.84%	249
1971/72	166	86.46%			26	13.54%	192	142	91.61%			13	8.39%	155	308	88.76%			39	11.24%	347
1972/73	177	84.69%			32	15.31%	209	150	79.37%			39	20.63%	189	327	82.16%			71	17.84%	398
1973/74	231	92.40%			19	7.60%	250	131	83.97%			25	16.03%	156	362	89.16%			44	10.84%	406
1974/75	176	81.86%			39	18.14%	215	94	72.31%			36	27.69%	130	270	78.26%			75	21.74%	345
1975/76	147	75.77%			47	24.23%	194	98	79.67%			25	20.33%	123	245	77.29%			72	22.71%	317
1976/77	150	79.79%			38	20.21%	188	129	75.44%			42	24.56%	171	279	77.72%			80	22.28%	359
1977/78	303	84.87%			54	15.13%	357	257	87.71%			36	12.29%	293	560	86.15%			90	13.85%	650
1978/79	126	70.79%			52	29.21%	178	82	75.93%			26	24.07%	108	208	72.73%			78	27.27%	286
1979/80	299	90.88%			30	9.12%	329	177	88.50%			23	11.50%	200	476	89.98%			53	10.02%	529
1980/81	171	72.77%			64	27.23%	235	28	50.91%			27	49.09%	55	199	68.62%			91	31.38%	290
1981/82	107	49.54%			109	50.46%	216	97	72.39%			37	27.61%	134	204	58.29%			146	41.71%	350
1982/83	99	52.11%			91	47.89%	190	36	43.37%			47	56.63%	83	135	49.45%			138	50.55%	273
1983/84	102	54.55%			85	45.45%	187	34	44.74%			42	55.26%	76	136	51.71%			127	48.29%	263
1984/85	128	65.98%			66	34.02%	194	43	55.84%			34	44.16%	77	171	63.10%			100	36.90%	271
1985/86	98	71.01%			40	28.99%	138	36	46.15%			42	53.85%	78	134	62.04%			82	37.96%	216
1986/87	135	77.14%			40	22.86%	175	66	62.86%			39	37.14%	105	201	71.79%			79	28.21%	280
1987/88	117	72.22%			45	27.78%	162	47	54.65%			39	45.35%	86	164	66.13%			84	33.87%	248
1988/89	185	81.86%			41	18.14%	226	111	82.22%			24	17.78%	135	296	81.99%			65	18.01%	361
1989/90	200	84.03%			38	15.97%	238	95	77.87%			27	22.13%	122	295	81.94%			65	18.06%	360
1990/91	188	80.69%			45	19.31%	233	53	67.95%			25	32.05%	78	241	77.49%			70	22.51%	311
1991/92	239	82.70%			50	17.30%	289	50	66.67%			25	33.33%	75	289	79.40%			75	20.60%	364
1992/93	251	81.76%			56	18.24%	307	63	68.48%			29	31.52%	92	314	78.70%			85	21.30%	399
1993/94	221	80.07%			55	19.93%	276	19	48.72%			20	51.28%	39	240	76.19%			75	23.81%	315
1994/95	214	82.31%			46	17.69%	260	25	62.50%			15	37.50%	40	239	79.67%			61	20.33%	300
1995/96	189	83.63%			37	16.37%	226	40	56.34%			31	43.66%	71	229	77.10%			68	22.90%	297
1996/97	152	81.72%			34	18.28%	186	34	68.00%			16	32.00%	50	186	78.81%			50	21.19%	236
1997/98	124	83.22%			25	16.78%	149	28	50.00%			28	50.00%	56	152	74.15%			53	25.85%	205
1998/99	359	90.66%			37	9.34%	396	44	61.11%			28	38.89%	72	403	86.11%			65	13.89%	468
1999/00	191	81.97%			42	18.03%	233	28	49.12%			29	50.88%	57	219	75.52%			71	24.48%	290
2000/01	166	82.18%			36	17.82%	202	15	35.71%			27	64.29%	42	181	74.18%			63	25.82%	244
2001/02	189	90.00%	0		21	10.00%	210	43	64.18%	0		24	35.82%	67	232	83.75%	0		45	16.25%	277
2002/03	112	66.27%	30	17.75%	27	15.98%	169	33	42.86%	29	37.66%	15	19.48%	77	145	58.94%	59	23.98%	42	17.07%	246
2003/04	62	41.06%	52	34.44%	37	24.50%	151	13	18.57%	43	61.43%	14	20.00%	70	75	33.94%	95	42.99%	51	23.08%	221
2004/05	61	39.35%	86	55.48%	8	5.16%	155	9	13.04%	57	82.61%	3	4.35%	69	70	31.25%	143	63.84%	11	4.91%	224
2005/06	51	25.76%	121	61.11%	26	13.13%	198	9	12.00%	62	82.67%	4	5.33%	75	60	21.98%	183	67.03%	30	10.99%	273

AVERAGES (Prior to DROP)

From 1965	185	81%		0%	44	19%	228	76	74%		0%	27	26%	103	261	79%		0%	71	21%	331
Last 10 yrs	211	84%		0%	42	17%	252	35	59%		0%	25	42%	59	245	79%		0%	67	21%	312
Last 5 yrs	198	85%		0%	35	15%	233	30	55%		0%	26	47%	55	228	79%		0%	60	21%	289

AVERAGE (With DROP)

Last 4 yrs	72	43%	72	43%	25	15%	168	16	22%	48	66%	9	12%	73	88	37%	120	50%	34	14%	241
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* Service and Non-service Combined
All data extracted from published annual reports. Updated: 7/27/2006

City Contributions to the Fire and Police Pensions System Five Year History

Fiscal Year	Retirement	Health Subsidy	Total	Actual City Contribution
FY 2001/02	8.68%	3.60%	12.28%	\$99.9
FY 2002/03	3.74%	3.32%	7.06%	\$86.5
FY 2003/04	11.00%	2.98%	13.98%	\$128.0
FY 2004/05	13.79%	3.09%	16.88%	\$158.9
FY 2005/06	12.86%	2.83%	15.69%	\$166.5
FY 2006/07	20.56%	5.03%	25.59%	\$279.6

System Contributions as a Percent of Pay

