

**POLICE AND FIRE DEPARTMENT  
RETIREMENT PLAN  
FISCAL YEAR 2019–2020  
BUDGET PROPOSAL  
REVISED MEDICAL**

April 4, 2019

# Police & Fire Proposed Administrative Budget for FY 2019–2020 – Original

The following is a comparison of previous fiscal year actual figures, current year adopted budget and forecast, and proposed next year budget:

| Expenses                     | 2017–<br>2018<br>Actual<br>(A) | 2018–<br>2019<br>Adopted<br>(B) | 2018–<br>2019<br>Forecast<br>(C) | 2019–2020<br>Proposed <sup>(1)</sup><br>(D) | % Increase<br>(Decrease)<br>(B to D) | % Increase<br>(Decrease)<br>(C to D) |
|------------------------------|--------------------------------|---------------------------------|----------------------------------|---|--------------------------------------|--------------------------------------|
| Personnel Services           | \$3,193,583                    | \$3,778,000                     | \$3,278,391                      | \$3,898,000                                 | 3.18%                                | 18.90%                               |
| Non-Personnel /<br>Equipment | 1,221,953                      | 1,312,000                       | 1,155,867                        | 1,408,000                                   | 7.32%                                | 21.81%                               |
| Professional Services        | 996,014                        | 939,000                         | 747,722                          | 845,000                                     | (10.01%)                             | 13.01%                               |
| Medical Services             | 211,450                        | 230,000                         | 227,238                          | 550,000                                     | 139.13%                              | 142.04                               |
| Total                        | \$5,623,000                    | \$6,259,000                     | \$5,409,218                      | \$6,701,000                                 | 7.06%                                | 23.88%                               |

<sup>(1)</sup> – Detail for changes provided in the following slides

# Police & Fire Proposed Administrative Budget for FY 2019–2020 – Revised

The following is a comparison of previous fiscal year actual figures, current year adopted budget and forecast, and proposed next year budget:

| Expenses                     | 2017–<br>2018<br>Actual<br>(A) | 2018–<br>2019<br>Adopted<br>(B) | 2018–<br>2019<br>Forecast<br>(C) | 2019–2020<br>Proposed <sup>(1)</sup><br>(D) | % Increase<br>(Decrease)<br>(B to D) | % Increase<br>(Decrease)<br>(C to D) |
|------------------------------|--------------------------------|---------------------------------|----------------------------------|---|--------------------------------------|--------------------------------------|
| Personnel Services           | \$3,193,583                    | \$3,778,000                     | \$3,278,391                      | \$3,898,000                                 | 3.18%                                | 18.90%                               |
| Non-Personnel /<br>Equipment | 1,221,953                      | 1,312,000                       | 1,155,867                        | 1,408,000                                   | 7.32%                                | 21.81%                               |
| Professional Services        | 996,014                        | 939,000                         | 747,722                          | 845,000                                     | (10.01%)                             | 13.01%                               |
| Medical Services             | 211,450                        | 230,000                         | 227,238                          | 218,000                                     | (5.22%)                              | (4.07%)                              |
| Total                        | \$5,623,000                    | \$6,259,000                     | \$5,409,218                      | \$6,369,000                                 | 1.76%                                | 17.74%                               |

<sup>(1)</sup> – Detail for changes provided in the following slides

# Medical Services Analysis – Original

| Expenses         | 2017–<br>2018<br>Actual<br>(1) | 2018–<br>2019<br>Adopted<br>(2) | 2018–2019<br>Forecast<br>(3) | 2019–2020<br>Proposed<br>(4) | % Increase<br>(Decrease)<br>(2 to 4) | % Increase<br>(Decrease)<br>(3 to 4) |
|------------------|--------------------------------|---------------------------------|------------------------------|------------------------------|--------------------------------------|--------------------------------------|
| Medical Services | \$211,450                      | \$230,000                       | \$227,238                    | \$550,000                    | 139.13%                              | 142.04%                              |

- ▶ Medical services more than doubled compared to prior year:
  - In anticipation of the 3–doctor Board medical advisor panel as approved by Measure F
- ▶ Other considerations:
  - No longer having a City employee providing medical services
  - Outside advisor is more expensive
  - Based on estimate of having 3 cases per month for the medical advisor and 24 cases annually for the other independent medical examiners
- ▶ Below is a summary of medical services provided:
  - Obtain medical information from disability applicants, attorneys and workers' compensation
  - Review all medical reports received
  - Refer to independent medical examiners
  - Summarize relevant medical information and prepare medical report regarding causation, disability, and medical support of injury
  - Attend monthly Disability Committee hearings

## Medical Services Analysis – Revised

| Expenses         | 2017–<br>2018<br>Actual<br>(1) | 2018–<br>2019<br>Adopted<br>(2) | 2018–2019<br>Forecast<br>(3) | 2019–2020<br>Proposed<br>(4) | % Increase<br>(Decrease)<br>(2 to 4) | % Increase<br>(Decrease)<br>(3 to 4) |
|------------------|--------------------------------|---------------------------------|------------------------------|------------------------------|--------------------------------------|--------------------------------------|
| Medical Services | \$211,450                      | \$230,000                       | \$227,238                    | <b>\$218,000</b>             | (5.22%)                              | (4.07%)                              |

- ▶ Medical services decreased compared to prior year:
  - Better handle on how many cases handled per month
  - To be in line with prior year expenses
- ▶ Other considerations:
  - No longer having a City employee providing medical services
  - Outside advisor is more expensive
  - Based on estimate of having 3 cases per month for the medical advisor and 24 cases annually for the other independent medical examiners
- ▶ Below is a summary of medical services provided:
  - Obtain medical information from disability applicants, attorneys and workers' compensation
  - Review all medical reports received
  - Refer to independent medical examiners
  - Summarize relevant medical information and prepare medical report regarding causation, disability, and medical support of injury
  - Attend monthly Disability Committee hearings