



FPDR FUNDamentals

We provide disability and retirement benefits to Portland firefighters, police officers, and their survivors, as prescribed by City Charter.

Volume 9, Issue 2

MESSAGE FROM THE DIRECTOR

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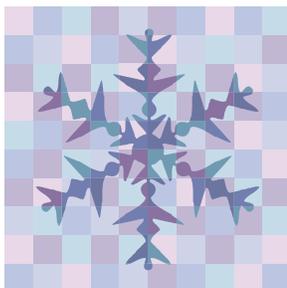
Happy New Year! As we begin another year, I would like to extend best wishes to you and yours. I hope that you all had a happy and safe holiday season.

There is no question that we are living in very challenging times, at home and at work. There are many more families struggling as a result of job loss, pay cuts, and other issues that have so many folks trying to deal with serious financial hardships. This year the FPDR staff sponsored a family for the holiday season. Our family of five includes mom and four children. I was so proud of the outpouring of support and love for this family. The staff made sure that everything on our family's wish list was provided and much, much more. What a wonderful feeling.

I am pleased to announce that FPDR is now a fully staffed organization. Our most recent addition is actually a former FPDR employee who graciously accepted our offer to return to the bureau. The knowledge and experience of each staff member is invaluable. There has been a natural team building occurring that allows us to provide top notch services to our members and other customers.

Wishing you all the best this year!

Linda Jefferson, Director



PENSION UPDATE

The online pension calculator is up and running!

The Pension Calculator has been updated for the “received” Final Pay calculation and the correct tax offset calculation. The calculator can be found on the FPDR website at www.portlandonline.com/fpdr under “What’s New” or under “Member Benefits” and “Retirement Planning.”

Please note: The calculator only estimates FPDR Two (“New Plan”) pensions. FPDR One (“Old Plan”) members, please contact Beth Baisch for an estimate. FPDR Three members (members who were hired after December 2006), please contact PERS at www.oregon.gov/PERS.

To use the online calculator:

- Enter your hire date by month and year (calculator does not factor in the day of the month you were hired, nor does it address any time loss)
- Enter your desired retirement date by month and year (calculator does not factor days, only month)
- Enter your pensionable pay per pay period (average estimated pay per two-week pay period for the year before your retirement)
- Enter any other pensionable pay (for example, on-call pay, coach’s pay, out-of-class pay or the pensionable portion of a retro payment; do not include overtime or leave payouts)
- Choose the accrual rate for your preferred survivor benefits percentage:

2.8 = 25%, 2.6 = 50%, 2.4 = 75%, and 2.2 = 100%

Click the calculate tab to display your years of service and estimated monthly pension benefit in current dollars (no cost of living adjustments between now and your retirement date).

To estimate your pensionable pay per pay period, use the gross amount from a recent pay stub and subtract any overtime or call shift pay. Or, start with your current hourly rate, including any longevity pay, hazard pay or apparatus pay, and multiply that times the number of hours you normally work in two weeks. To get a more exact estimate for a retirement date in the middle of a fiscal year, determine your pay per pay period for the previous fiscal year in the same way, and average that with your current pay per pay period. For a retirement date that is years from now, determine what job you will be in, use the top-of-range amount in the current compensation plan, multiply by the hours worked in two weeks, and add in any longevity or apparatus pay. This will give you an estimate in current dollars.

The calculator is only intended to provide a rough estimate that you can use to easily compare the results for different retirement date and Final Pay assumptions; it does not guarantee any future benefits. As you approach retirement, contact Beth Baisch at 503.823.5502 for a more exact pension estimate or to schedule a retirement appointment.

DISABILITY PROGRAM UPDATES

Work Status & Work Status Report (WSR) Forms

When a member is off work and has filed a claim for service-connected or occupational disability benefits, he/she is required by Chapter 5 of the Charter of the City of Portland and the FPDR Administrative Rules to provide ongoing status of his/her work abilities or inabilities. The WSR is the tool that is used for this purpose.

The WSR is the blue form that you will find in the purple "On-the-Job Injury Packet." Your attending physician will need to complete this form during your initial visit and every subsequent visit for services relating to your claim (unless this requirement is waived by your FPDR Disability Analyst).

Q: Why is this WSR form important?

A: It is the form that allows disability benefits to be paid to you. Without it, no

benefits can be paid. It also provides information both to FPDR and to your bureau on whether you can return to your regular work or to temporary limited duty, or if you are being authorized time off work and, if so, for how long.

Q: What does it mean when my doctor releases me to limited duty work?

A: This means that your physician believes you are temporarily unable to work at your regular job and that you are capable of limited work while you recover. The WSR form allows your physician to provide work restrictions that identify your capabilities. This information is provided to your bureau and is then used to determine whether a work assignment is available that meets your physical capabilities.

Q: Why do I have to return to work at all before I can perform my regular job duties?

A: Studies on disabilities have for a long time shown that an early return to work of an injured worker can be therapeutic and helps speed up the recovery process. In addition, injured workers stay "in touch" with their work environment and with fellow workers, which helps to facilitate a smooth and speedy transition back to their normal jobs.

FPDR and the Fire and Police Bureaus have acknowledged the benefits of an early return to work program for FPDR members. The bureaus benefit from the productive services and expertise provided by their valued employees, while at the same time minimizing potential replacement costs. Members benefit from returning to their regular jobs and incomes sooner, and

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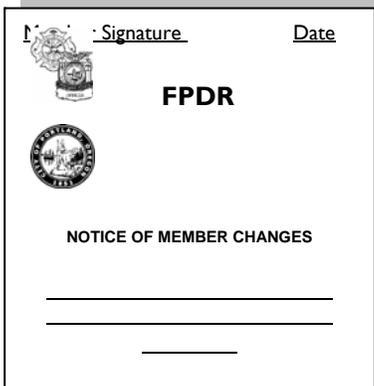
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MEMBER INFORMATION CHANGES

We are experiencing a large volume of returned mail. If you have moved or had a change in family status such as marriage, divorce or a child's birth, please provide FPDR with updates using the form located on our website at

www.portlandonline.com/fpdr. Click on "Forms Library", and "Change Member Information." Don't forget to include copies of the legal documents that verify your changes. If you do not have Internet access, call 503.823.6823, and we will mail the form to you.

Making certain we have correct address information is especially important this time of year, as we will be mailing the 1099s in January.



The image shows a form titled "FPDR NOTICE OF MEMBER CHANGES". At the top left, there is a small circular logo with a tree and the text "PORTLAND". To the right of the logo are two lines: "Signature" and "Date". Below the logo is the text "FPDR" in a bold, sans-serif font. Underneath "FPDR" is a circular seal with the text "PORTLAND" and "1852". Below the seal is the text "NOTICE OF MEMBER CHANGES". At the bottom of the form, there are three horizontal lines for writing.

TAX FORMS

With the end of the calendar year 2008, you may have already started thinking about filing your taxes. FPDR will send out your tax forms during the week of January 26, 2009. Members and beneficiaries who received pension benefits in 2008 will receive 1099-R forms. Those who received taxable disability benefits will receive W-2 forms. Those who received non-taxable disability benefits will not receive a form.

If you would like your form sent to an address other than the one at which you received this newsletter, please contact Heather to set up an alternate 1099/W-2 address. If you have previously arranged an alternate address, there is no need to call. Our phone number is 503.823.6823 or toll-free 1.800.773.5744.

Please note that neither FPDR nor its staff can provide tax advice. If you have any questions on your taxes, please consult your tax preparer or the IRS at 1.800.829.1040 or 503.326.5441.

Special Notes on 1099-Rs

Some of you may have different amounts in Box 1, Gross Distribution, and Box 2a, Taxable Amount. Box 1 represents the total pension amount you received in 2008. The amount in Box 2a is the Box 1 amount less the amount in Box 5, Employee Contributions. As you may recall, prior to 1991, members made after-tax contributions to the FPDR retirement plan from their paychecks. The Box 5 amount is the total amount you contributed during your career divided by a factor specified by the Internal Revenue Service (IRS). This IRS formula is provided in the IRS Simplified General Rule.

*Disability Program Updates,
continued from page 3*

from avoiding the negative effects of a long-term absence. FPDR benefits from the eventual successful recovery and return to work of the members and the reduced costs to the program.

Q: What does it mean when my doctor releases me to regular work?

A: Your physician will indicate on the WSR that you are released to full duty (without restrictions). This means your condition has resolved to a point that will allow you to perform the normal tasks of a firefighter or police officer.

Q: Who gets the WSR form and how do they get it?

A: Your physician will provide you with the original WSR form and fax a copy to FPDR. You will need to provide the WSR form to your supervisor

within 24 hours of your receipt of the completed form.

Q: Why is it important to get the WSR to FPDR and my bureau?

A: Without the WSR form, FPDR cannot pay disability payments, and your bureau cannot return you to any type of work.

As you can see, the WSR is an important part of the claims process. Proper completion will help move your claim along, and will provide your bureau with required information concerning your work status.

If you have any questions about what happens when you get injured on the job or questions regarding the paperwork that needs to be completed, you can either speak with your Disability Analyst or with Paul Corah, Fire Liaison at 503.823.3902, or Brett Williamson, Police Liaison at 503.823.0605.

PENSION PROTECTION ACT (PPA)

Over 600 retirees who are covered under the City of Portland group health plans have their insurance premiums deducted by FPDR from their pension checks and paid directly to City Benefits. As these premiums are paid directly out of the pension checks to City Benefits, these payments may fall within the provisions of the Pension Protection Act. Retirees are advised to refer to IRS publication 575 and to consult with a tax professional for information on how these health premium payments may qualify for the income tax exclusion under the Pension Protection Act. You may reach Chloe Oliver, FPDR PPA Project Manager, at 503.823.5503 with questions and comments.



FPDR

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Fire & Police Disability & Retirement
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1.800.773.5744
Fax: 503.823.5166
fpdr@ci.portland.or.us

We're on the Web!

www.portlandonline.com/fpdr



PARKING VALIDATION

Please be advised that the FPDR Office no longer validates parking for our visitors.

STAFF INTRODUCTIONS

LINDA JEFFERSON, Director

Sheri Miller, Senior Management Analyst

Kathy Kakesako, Senior Legal Assistant

SUZANNE BATES,

FPDR Operations & Disability Manager

Pamela Schill, Senior Disability Analyst –
Fire Bureau

Kimberly Oduro, Senior Disability Analyst –
Police Bureau

Julia Towne, Senior Disability Analyst –
Return-to-Work and Subrogation Specialist

Barb Aase, Disability Analyst

Nancy Hendricks, Disability Analyst

Chloe Oliver, Program Manager

NANCY HARTLINE,

Business Operations Manager

Julie Morrow, Administrative Supervisor

Beth Baisch, Management Assistant –
Pension Coordinator

Patricia Rafferty, Accountant –
Disability Payments

Mika Obara, Assistant Financial Analyst

Heather Andrews, Office Support Specialist

Robert Klimek, Office Support Specialist

Bureau Liaisons:

Paul Corah – Fire Bureau

Brett Williamson – Police Bureau