



ORANGE COUNTY FIRE AUTHORITY AGENDA

Human Resources Committee Meeting

Tuesday, February 3, 2015

12:00 Noon

Orange County Fire Authority Regional Fire Operations and Training Center

1 Fire Authority Road

Room AE117

Irvine, California 92602

Dave Shawver, Chair

Warren Kusumoto, Vice Chair

Noel Hatch Gene Hernandez Al Murray Phil Tsunoda

This Agenda contains a brief general description of each item to be considered. Except as otherwise provided by law, no action or discussion shall be taken on any item not appearing on the following Agenda. Unless legally privileged, all supporting documents, including staff reports, and any writings or documents provided to a majority of the Human Resources Committee after the posting of this agenda are available for review at the Orange County Fire Authority Regional Fire Operations & Training Center, 1 Fire Authority Road, Irvine, CA 92602 or you may contact Sherry A.F. Wentz, Clerk of the Authority, at (714) 573-6040 Monday through Thursday, and every other Friday from 8 a.m. to 5 p.m. and available online at <http://www.ocfa.org>

If you wish to speak before the Human Resources Committee, please complete a Speaker Form identifying which item(s) you wish to address. Please return the completed form to the Clerk of the Authority. Speaker Forms are available on the counter noted in the meeting room.



In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, you should contact the Clerk of the Authority at (714) 573-6040. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to assure accessibility to the meeting.

CALL TO ORDER

PLEDGE OF ALLEGIANCE by Director Murray

ROLL CALL

PUBLIC COMMENTS

Any member of the public may address the Committee on items within the Committee's subject matter jurisdiction but which are not listed on this agenda during PUBLIC COMMENTS. However, no action may be taken on matters that are not part of the posted agenda. We request comments made on the agenda be made at the time the item is considered and that comments be limited to three minutes per person. Please address your comments to the Committee as a whole, and do not engage in dialogue with individual Committee Members, Authority staff, or members of the audience.

ORIENTATION FOR NEW HUMAN RESOURCES COMMITTEE MEMBERS

This will be a brief PowerPoint introduction to the roles and responsibilities of the Human Resources Committee.

1. MINUTES

A. Minutes from the October 10, 2014, Regular Human Resources Committee Meeting

Submitted by: Sherry Wentz, Clerk of the Authority

Recommended Action:

Approve as submitted.

2. CONSENT CALENDAR

No items.

3. DISCUSSION CALENDAR

A. Battalion Chief Recruitment Process

Submitted by: Jeremy Hammond, Human Resources Director

Recommended Action:

Receive the oral report.

B. Quarterly Workers' Compensation Update

Submitted by: Jeremy Hammond, Human Resources Director

Recommended Action:

Receive and file the report.

C. Director Request for Preparation of Pension Report

Submitted by: Jeremy Hammond, Human Resources Director

Recommended Action:

Review the item and provide direction to staff.

COMMENTS

HUMAN RESOURCES DIRECTOR'S COMMENTS

LEGAL COUNSEL'S COMMENTS

COMMITTEE MEMBER COMMENTS

CLOSED SESSION

CS1. CONFERENCE WITH LEGAL COUNSEL–ANTICIPATED LITIGATION

Authority: Government Code Section 54956.9(b) – Significant Exposure to Litigation
(6 cases)

CLOSED SESSION REPORT

ADJOURNMENT – The next regular meeting of the Human Resources Committee will be March 3, 2015, at 12 noon.

AFFIDAVIT OF POSTING

I hereby certify under penalty of perjury under the laws of the State of California, that the foregoing Agenda was posted in the lobby and front gate public display case of the Orange County Fire Authority, Regional Training and Operations Center, 1 Fire Authority Road, Irvine, CA, not less than 72 hours prior to the meeting. Dated this 29th day of January 2015.

Sherry A.F. Wentz, CMC
Clerk of the Authority

UPCOMING MEETINGS:

Budget and Finance Committee Meeting	Wednesday, February 11, 2015, 12:00 noon
Claims Settlement Committee Meeting	Thursday, February 19, 2015, 5:30 p.m.
Executive Committee Meeting	Thursday, February 19, 2015, 6:00 p.m.
Board of Directors Meeting	Thursday, February 26, 2015, 6:00 p.m.

MINUTES

ORANGE COUNTY FIRE AUTHORITY

Human Resources Committee Meeting
Tuesday, October 7, 2014
12:00 Noon

Regional Fire Operations and Training Center
Room AE117
1 Fire Authority Road
Irvine, CA 92602

CALL TO ORDER

The meeting of the Orange County Fire Authority Human Resources Committee was called to order on October 7, 2014, at 12:02 p.m. by Chair Shawver.

PLEDGE OF ALLEGIANCE

Director Hatch led the assembly in the Pledge of Allegiance to our Flag.

ROLL CALL

Present: Noel Hatch, Laguna Woods
Trish Kelley, Mission Viejo
Warren Kusumoto, Los Alamitos
Al Murray, Tustin
David Shawver, Stanton
Steven Weinberg, Dana Point

Absent: None

Also present were:

Fire Chief Jeff Bowman	Human Resources Director Jeremy Hammond
Deputy Fire Chief Craig Kinoshita	Assistant General Counsel Barbara Raileanu
Assistant Chief Lori Smith	Assistant Chief Brian Stephens
Assistant Chief Lori Zeller	Assistant Chief Dave Thomas
Clerk of the Authority Sherry Wentz	

PUBLIC COMMENTS

Chair Shawver opened the Public Comments portion of the meeting. Hearing no response, Chair Shawver closed the Public Comments portion of the meeting.

PRESENTATIONS

A. Worker's Compensation Claims Process

Human Resources Director Jeremy Hammond introduced Risk Management Analyst Rhonda Haynes who provided a presentation on OCFA's Workers' Compensation Claims Process.

Director Kelley arrived at this point (12:05 p.m.)

The Committee received the presentation.

B. Occupations Safety and Health Program

Human Resources Director Jeremy Hammond introduced Risk Management Manager Jonathan Wilby and Risk Management Safety Officer Patrick Bauer who provided an overview on Occupations Safety and Health Programs.

The Committee received the presentation.

MINUTES

1. Minutes for the September 2, Human Resources Committee Meeting

On motion of Director Weinberg and second by Director Murray, the Committee voted unanimously to approve the Minutes from the September 2, 2014, Human Resources Committee meeting as submitted.

CONSENT CALENDAR

No items.

REPORTS

HUMAN RESOURCES DIRECTOR'S REPORT

Human Resources Director Jeremy Hammond thanked the Committee and Staff for contacting him while he was out on medical leave. He went on to report that labor negotiations are continuing with the Orange County Professional Firefighter's Association Local 3631 and the Orange County Employees' Association. He also reported that Administrative Managers notified him of formation as a labor group and that the Human Resources Department is moving along with Chief Bowman's 120-Day Action Plan beginning with assessing sworn promotional processes.

COMMITTEE MEMBER COMMENTS

Director Shawver requested for a section of the Human Resources Committee agenda to include reports from Legal Counsel.

LEGAL COUNSEL'S REPORT

Assistant General Counsel Barbara Raileanu had no report.

CLOSED SESSION

Chair Shawver reported the Committee would be convening to Closed Session to consider the matter on the Agenda identified as CS1 Conference with Legal Counsel-Anticipated Litigation and CS2 Conference with Labor Negotiator.

Chair Shawver recessed the meeting to Closed Session at 1:00 p.m.

CS1. CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION

Authority: Government Code Section 54956.9(b) – Significant Exposure to Litigation (16 cases)

Chair Shawver reconvened the meeting at 2:13 p.m.

CLOSED SESSION REPORT

Assistant General Counsel Barbara Raileanu indicated the Committee had taken no reportable action.

ADJOURNMENT

Chair Shawver adjourned the meeting at 2:15 p.m. The next regular meeting of the Human Resources Committee is scheduled for Tuesday, November 4, 2014, at 12:00 noon.

Sherry A.F. Wentz, CMC
Clerk of the Authority



Orange County Fire Authority
AGENDA STAFF REPORT

Human Resource Committee Meeting
February 3, 2015

Agenda Item No. 2
Consent Calendar

There are no items for Section 2
CONSENT CALENDAR.



Orange County Fire Authority
AGENDA STAFF REPORT

Human Resources Committee Meeting
February 3, 2015

Agenda Item No. 3A
Discussion Calendar

Battalion Chief Recruitment Process

Staff will be presenting an oral report
on this subject.



Orange County Fire Authority
AGENDA STAFF REPORT

Human Resources Committee Meeting
February 3, 2015

Agenda Item No. 3B
Discussion Calendar

Quarterly Workers' Compensation Update

Contact(s) for Further Information

Jeremy Hammond, Director
Human Resources Department

jeremyhammond@ocfa.org

714.573.6018

Summary

This quarterly report is submitted to provide information regarding the Workers' Compensation Program activity from October-December 2014.

Prior Board/Committee Action

Not Applicable.

Recommended Action(s)

Receive and file the report.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

The report will provide information on the workers' compensation program activity including new workers' compensation claims status and cost, the newly crafted Alternative Dispute Resolution (ADR) Program between the Orange County Professional Firefighters Association, Local 3631 and the Orange County Fire Authority, and the usage of occupational clinics.

Attachment(s)

Workers' Compensation Claims Scorecard



Orange County Fire Authority

Attachment

Workers' Compensation Claims Scorecard October–December 2014 Valued as of 12/31/2014

Workers' Compensation Update

During this reporting period the Alternative Dispute Resolution (ADR) Agreement between Local 3631 and OCFA was implemented on October 1, 2014. Five claims are currently being resolved through this process. We also saw a continued increase in the use of the occupational clinics since implementation on July 1, 2014, yielding savings of approximately \$8,300. There are continued enhancements being added to the program including on-site monthly visits by the CorVel Claims Team to answer questions or concerns employees may have in reference to their workers' compensation claim(s).

Claim Counts by Month

Summary of Claim Counts Received and Closed - October-December 2014			
Month	New*	Re-Opened	Closed
October	36	3	54
November	35	5	41
December	27	5	30

*Excludes Report Only claims

Financials from New Losses Received

Summary of Claims Received - October-December 2014			
Received Month	Claim Count Received*	Paid to Date**	Total Incurred***
October	36	\$1,122	\$81,300
November	35	\$241	\$113,545
December	27	\$1,489	\$98,643
Qtr 4 Total	98	\$2,851	\$293,488*

*Excludes Report Only claims

**Valued as of the last day of each month

***Total incurred total equals projected and undeveloped claims costs and is subject to change

Payments Issued

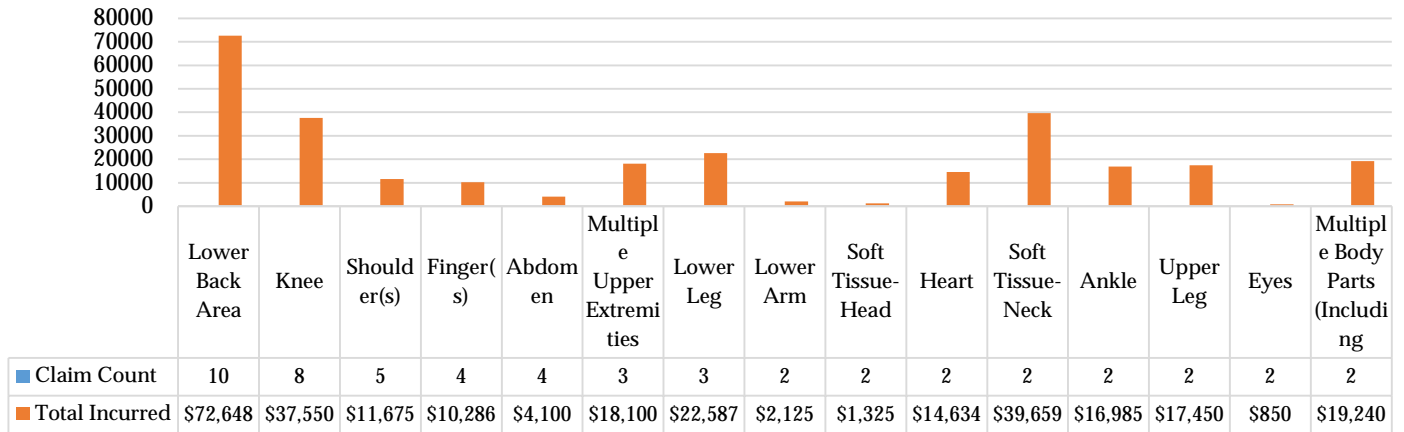
All payments made by CorVel in October 2014				
Indemnity	4850	Medical	Expense	Total
\$414,675.18	\$135,090.24	\$168,699.69	\$64,937.21	\$783,402.32

All payments made by CorVel in November 2014				
Indemnity	4850	Medical	Expense	Total
\$236,789.91	\$72,513.44	\$340,564.25	\$88,848.95	\$738,716.55

All payments made by CorVel in December 2014				
Indemnity	4850	Medical	Expense	Total
\$427,735.72	\$83,874.57	\$241,806.80	\$128,757.98	\$882,175.07

Injuries by Body Part

OCFA - Top 10 Body Parts injured by claim count occurring
October- December 2014
Valued as of 12/31/2014



Claim Count excludes Report Only claims

Claims Settlement Committee Approvals

Month	Claimant	Committee Approval	Approval/Denial Date
October	Larry Colgan	To Executive Board	10/23/14
October	Bruce Bailey	Approved	10/23/14
November	Larry Colgan	Approved/Executive	11/20/14
December	Dark		

Alternative Dispute Resolution (ADR) Update

During this reporting quarter, 5 claims entered the ADR program.

OCFA - ADR Tracking						
Claim Number	Occupation	Date of Injury	ADR Trigger	Trigger Entry Date	ADR Status (Open/Resolved)	Resolution Timeframe
0518-WC-15-0000172	Fire Apparatus Engineer	11/04/2014	Claim Delay	11/24/2014	Open	Pending
0518-WC-15-0000169	Fire Captain	11/04/2014	Claim Delay	11/21/2014	Open	Pending
0518-WC-15-0000147	Fire Prevention Specialist	08/26/2014	Claim Delay	12/03/2014	Open	Pending
0518-WC-15-0000217	Fire Captain	10/19/2014	Claim Delay	12/10/2014	Open	Pending
0518-WC-15-0000234	Fire Apparatus Engineer	12/20/2014	Claim Delay	12/24/2014	Open	Pending

Occupational Clinics

The use of Occupational Clinics began in July 2014. During this quarter, 98 claims were reported to CorVel as reportable claims. Of those claims, 39 began treatment in a preferred Occupational Clinic. The estimated savings in this quarter based on the average cost of an Occupational Clinic visit versus an Emergency Room visit is **\$8,321**.

Twenty claims began in the Emergency Room with a potential for treatment in an Occupational Clinic. Another 22 claims treated away from OCFA's preferred clinics. Based on average costs, another **\$10,028** could have been saved with the use of preferred Occupational Clinics this quarter.

Thirty-nine claims were routed for treatment through other facilities for initial treatment. This category includes claims where treatment began at locations other than occupational clinics or emergency rooms. Examples of these are claims that began with treatment with a predesignated doctor, treatment that began with a specialist, or delayed and denied claims where treatment cannot be directed.

Total Claims Reported	98
Occupational Clinic Visits	39
Emergency Room Visits	20
Other	39



Orange County Fire Authority
AGENDA STAFF REPORT

Human Resources Committee Meeting
February 3, 2015

Agenda Item No. 3C
Discussion Calendar

Director Request for
Preparation of Pension Report

Contact(s) for Further Information

Jeremy Hammond, Director
Human Resources Department

jeremyhammond@ocfa.org

714.573.6018

Summary

This agenda item is submitted in response to a request from Director Barnett (Villa Park) for staff to prepare a report regarding OCFA's pension plans with the Orange County Employees Retirement System (OCERS).

Prior Board/Committee Action

This request was originally presented at the January 15, 2015, Executive Committee meeting. The Executive Committee recommended Director Barnett's request be referred to the Human Resources Committee for its review and discussion prior to taking any further action.

Recommended Action(s)

Review the item and provide direction to staff.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

At the January 15, 2015, Executive Committee Meeting, Rick Barnett, OCFA Director from the City of Villa Park, submitted a request for a comprehensive study of the OCFA's pension plans with the Orange County Employees Retirement System (OCERS) and possible revisions to the plan. After hearing a presentation from Director Barnett, the Executive Committee unanimously approved referring this matter to the Human Resources Committee for discussion and vetting.

Attachment(s)

January 15, 2015, Executive Committee Meeting, Staff Report Agenda Item 5C entitled, "Director Request for Preparation of Pension Report"



Orange County Fire Authority
AGENDA STAFF REPORT

Executive Committee Meeting
January 15, 2015

Agenda Item No. 5C
Discussion Calendar

**Director Request
for Preparation of Pension Report**

Contact(s) for Further Information

Rick Barnett, OCFA Director	rbarnett@villapark.org	714.958.1500
Jeff Bowman, Fire Chief	jeffbowman@ocfa.org	714.573.6010
Lori Zeller, Assistant Chief Business Services Department	lorizeller@ocfa.org	714.573.6020

Summary

This agenda item is submitted in response to a request from Director Barnett (Villa Park) for staff to prepare a report regarding OCFA's pension plans with the Orange County Employees Retirement System (OCERS).

Prior Board/Committee Action

Not Applicable.

Recommended Action(s)

Review the request and provide direction to staff regarding preparation of any additional reports.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

Attached is a request received from Rick Barnett, OCFA Director from the City of Villa Park, regarding OCFA pension plans. Rule 2b of the Board Rules states the following regarding Board Member requests for items to be placed on Board agendas:

"During the Board Member Comments portion of a Board meeting, any member may request that an item be placed on a future agenda of the Board of Directors. Staff will prepare reports as appropriate and place the item on the agenda for the next meeting of the Board of Directors. **At any other time, any Board Member may contact the Chair to request that an item be placed on the agenda of the next meeting of the Board of Directors. This item will be placed on the Board Discussion Calendar portion of the agenda for concurrence by the Board. No staff reports or materials will be prepared until the full Board directs that the item be placed on an agenda.**"

Per discussion with Chairman Murray, this request is being presented to the Executive Committee to allow an opportunity for discussion with Director Barnett, and to facilitate a better understanding of the request. In addition, staff has included links to several reports that were prepared over the last year relating to OCFA pension plans.

Attachment(s)

1. E-mail Request from Director Barnett, dated December 7, 2014

The following documents are available electronically – links are included below:

2. OCFA 2014 Long Term Liability Study, October 2014
http://ocfa.org/uploads/pdf/sr_bd141023-03.pdf
3. Paying Down OCFA's Unfunded Pension Liability, September 2013
http://www.ocfa.org/uploads/pdf/sr_bd130926-15.pdf
4. OCERS 2013 Actuarial Valuation Power-Point Summary, Segal Company, June 2014, (Attachment 3a)
http://www.ocfa.org/uploads/pdf/sr_bf140611-03.pdf
5. OCERS 2013 Actuarial Valuation Report, Segal Company, June 2014 (Attachment 2a)
http://www.ocfa.org/uploads/pdf/sr_bf140709-02.pdf
6. OCERS Illustration of Retirement Costs, Unfunded Actuarial Accrued Liability and Funded Ration under Alternative Economic Scenarios, Segal Company, July 2014 (Attachment 3a)
http://www.ocfa.org/uploads/pdf/sr_bf140813-03.pdf
7. OCERS Triennial Study of Actuarial Assumptions, July 2014 (Attachment 3b)
http://www.ocfa.org/uploads/pdf/sr_bf140813-03.pdf

Zeller, Lori

From: Rick Barnett <rbarnett@villapark.org>
Sent: Sunday, December 07, 2014 10:20 AM
To: dkendig@wss-law.com; Zeller, Lori; Bowman, Jeff
Subject: Pensions

David and Lori, would you please provide a summary of the OCFA pension coverage, ie vesting schedule for both safety and non safety personal, i.e. 3/55 etc in plain English so that all board members can understand it, including the new people. I would request the summary include a synopsis of the benefits including whether or not these are joint life benefits and the effect of a death of the employee on the non employee benefits. Do children get the benefits if both spouses die? What coverage?

Please also provide a plain English translation life expectancy chart so that the board can see what life expectancies are being used to calculate the premiums.

Please also provide a summary of the health insurance benefits pre and post retirement for both classes of employees and well as an explanation of how this coverage interfaces with Medicare. In other words what happens at Medicare age when the private sector is generally relegated to Medicare coverage and how are employees dependents treated at that point?

What is the current aggregate deficit as between health and retirement and what rate of return is presently imputed in determining that deficit?

Finally, what is the status of the law with regard to the OCFS's ability to set the allocation as between the agency and employees. I understand conventional wisdom is that it is controlled by PEPRA , however, I believe there is case authority indicating that the OCFA may have constitutional latitude to transcend PEPRA (I believe our labor negotiator may be familiar with that issue).

Please segregate the response as between public and privileged information.

Since these programs are driving huge deficits and in my opinion represent the agencies most serious problem, I see this information as crucial.

I intend to make this request and any response public, so please advise as to the scope of any privileged material.

Thanks, Rick

Rick Barnett
Mayor, Villa Park, CA
Sent from a mobile device