JOINT WORK SESSION MEETING
AGENDA
CITY OF CREVE COEUR
CITY COUNCIL
300 NORTH NEW BALLAS RD
APRIL 10, 2023
6:00 PM

CALL TO ORDER

ROLL CALL

DISCUSSION ITEMS

1. **Approval of March 27, 2023 City Council Work Session Minutes**
2. **Greenhouse Gas Inventory Recommendation**
   Summary: The Energy and Environment Committee will discuss its recommendation for the city to conduct a greenhouse gas inventory.

ADJOURNMENT

Pursuant to Section 610.022 RSMo., the City Council could, at any time during the meeting, vote to close the public meeting and move to closed session to discuss matters relating to litigation, legal actions and/or communications from the City Attorney as provided under Section 610.021(1) RSMo. and/or personnel matters under Section 610.021(13) RSMo. And/or employee matters under Section 610.021(3) RSMo. and/or real estate matters under Section 610.021(2) or other matters as permitted by Chapter 610.

Posted by: ________________________

Date/Time posted: ________________________

If you need special accommodations to attend a meeting, services may be arranged by contacting the Office of the City Administrator in advance.

WORK SESSION MEETING
MINUTES
CITY OF CREVE COEUR
CITY COUNCIL
300 NORTH NEW BALLAS RD
MARCH 27, 2023
6:00 PM

CALL TO ORDER

A work session meeting of the City Council of the City of Creve Coeur was called to order by Mayor Robert Hoffman at the City Council Chamber, 300 North New Ballas Rd, City of Creve Coeur Government Center, Creve Coeur, MO 63141 on Monday, March 27, 2023 at 6:02 PM.

ROLL CALL

Mayor Robert Hoffman
Council Member, Ward 1 Mark Manlin
Council Member, Ward 2 Tim Carney
Council Member, Ward 2 Nicole Greer
Council Member, Ward 3 Sari Neudorf
Council Member, Ward 3 David Hoffman
Council Member, Ward 4 Joseph Martinich
Council Member, Ward 4 Dan Tierney

Council Member, Ward 1 Heather Silverman was absent.

Staff Present: City Administrator Mark Perkins, City Attorney Carl Lumley, Director of Community Development Jason Jaggi, Director of Finance Lori Obermoeller, Director of Public Works Jim Heines, Assistant City Administrator Sharon Stott, Chief of Police Jeffrey Hartman, Senior Accounting Associate Tracy Brothers, and City Clerk Kellie Henke.

DISCUSSION ITEMS

1. Approval of March 13, 2023 City Council Joint Work Session Minutes

RESULT: APPROVED (UNANIMOUS)
MOVER: Council Member Ward 4 Tierney
SECONDER: Council Member Ward 2 Carney
AYES: Manlin, Greer, Hoffman, Tierney, Martinich, Carney, Neudorf
ABSENT: Silverman

The vote on the motion being 7 ayes and 0 nays, motion carried.

2. FY2024-FY2028 Capital Improvement Program Follow Up

WORK SESSION MEETING
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City Administrator Mark Perkins provided additional information in follow-up to the prior discussion of the Capital Improvement Program (CIP) and stated a Resolution for the recommended approval of the CIP will be prepared and Public Hearing will take place on April 10, 2023.

Mr. Perkins stated section 9501 Government Facilities of the CIP includes Government Center roof repairs that will extend the life of the roof by approximately five to seven years. Additionally, a new roof for the Public Works Garage is included. Mr. Perkins stated there is a current insurance claim regarding roof damage to both buildings.

Mr. Perkins stated section 9506 Parks and Recreational Facilities of the CIP includes a temporary portable Ice Rink Refrigerant System to maintain operations during the refrigerant replacement project. Mr. Perkins stated monthly revenues for the ice arena are approximately $50,000 to $60,000 per month, so the cost of $30,000 per month for the temporary chiller is worth considering. Mr. Perkins stated funds for the planning of the golf course maintenance building replacement are also included.

Mr. Perkins stated section 9510 Streets and Sidewalks includes New Ballas Median Plantings and additional funds will be added for the replacement of the New Ballas Trees; approximately $50,000.

Director of Public Works Jim Heines provided an overview of the revised and recommended FY2023 Fleet Purchases and provided a five-year projection for equipment purchases. Mr. Heines stated the projected $619,000 for FY2024 includes a two-ton chipper truck, originally budgeted for FY2023. The total projected FY2023 budget for public works capital equipment is about $228,000 and reflects the revised cost for the salt conveyor system as a system motored by existing equipment and the chipper truck that has been moved to FY2024. Both FY2023 and FY2024 projections will be revised for the next regular City Council meeting.

Mr. Heines stated typically, a two-ton truck is purchased each year and one-ton trucks, pickup trucks, leaf vacs, chippers, skid steers and other equipment are recommended on an as-needed basis.

Council Member Carney confirmed that funds received from equipment sold at auction is collected as general revenue and not reflected in the proposed costs.

Mr. Perkins stated section 9516 Capital Equipment includes equipment purchased and currently on backorder.

Mr. Perkins stated revenue funding sources consist mostly of federal grants that are to be awarded. Mr. Perkins stated ARPA funds would be used for costs regarding the Ice Arena refrigerant switchover and dehumidification system repair. Funds would also be used for street and sidewalk maintenance, which would allow the City to complete projects that were put on hold due to COVID.

Mr. Perkins stated the Parks and Stormwater Fund includes the Stormwater Master Plan project and multiple park projects; the growing balance will provide a cushion for several large upcoming park projects and also provide additional funding for stormwater projects as determined by the Watershed Management Plan.

3. Retirement Plan Follow-Up Discussion

Director of Finance Lori Obermoeller provided a background of the Legacy Plan and LAGERS and discussed the benefits of LAGERS administering the Legacy Plan, moving all active employees to LAGERS, and upgrading the LAGERS Plan. (See Exhibit A). Additional discussion included a side-by-side comparison of the Legacy Plan and LAGERS, annual conversion costs, and Cost of Living Adjustment (COLA) options for Legacy Plan current retirees.

Mr. Perkins clarified that retirees and terminated vested participants would remain on the Legacy Plan, but the plan would be administered by LAGERS. Active participants in the Legacy Plan (still working for the City) would transition to the LAGERS retirement plan.

Ms. Obermoeller stated that Legacy Plan members with a benefit factor of 1.7%, receive a 3% Defined Contribution from the City each year. Once the transition to LAGERS is complete, the 3% Defined Contribution from the City would no longer be in effect, but those employees would now receive a COLA in retirement and either a slightly higher benefit factor (assuming LAGERS LT-14 which provides 2% until age 65 and then 1.75% thereafter) or a significantly higher benefit factor (if the LAGERS L-6 plan is selected, which provides 2% for life).

Ms. Obermoeller discussed the Cost-of-Living Adjustment (COLA) options for Legacy Plan current retirees including a one-time COLA, a compounding future

COLA, and a combination of a COLA for each year of retirement and a compounding COLA; each option would be an additional cost to the City. Ms. Obermoeller stated funding for the COLA would come from the General and Public Safety Funds.

Ms. Obermoeller provided an approximate timeline for a transition from the Legacy Plan to LAGERS. Council direction on providing a COLA and LAGERS will be requested during budget reviews with a projected administration transition of the Legacy Plan to LAGERS to be effective December 1, 2023.

Ms. Obermoeller provided highlights from the Finance and Pension Committee's regarding their recent discussion of the transition.

- Committee Member, Ted Armstrong, of the Finance Committee pointed out the importance of the LAGERS 10-year projections using $7 million from excess assets line graph. The line graph really says it all from a finance committee standpoint. What this proposal will do is reduce the total costs over a 10-year future period (based on LAGERS LT-14), but more importantly, it levels the costs for the City over the next ten years. So, not only is the cost of the blue line lower than the red line, the blue line is more level, which gives the City more stability.
- Board Member Carol Lippmann, of the Employee Pension Board of Trustees, advised that a .50% COLA is not enough for those that serve. The retirees on the Legacy Plan deserve at least some effort to keep up with the rising cost of living. Ms. Lippman appreciates the City Council's review of a possible COLA.

Council Member Martinich stated the timing of these decisions is important as there is some revenue uncertainty at the moment. Council Member Martinich stated there are propositions and legislation that could have a positive or negative impact on the city's revenue. Due to the uncertainty, Council Member Martinich stated the city may need to have more of a conservative approach.

Council Member Tierney asked if these decisions need to occur this year or if they can be reviewed at a later time. To which, Mr. Perkins stated it does not have to be now, however the Pension Fund is in good shape now. It may become less attractive to the City to make these changes if the fund decreases. City Attorney Carl Lumley stated if there is less than 80% funding available, the City cannot legally enhance the benefits of the pension plan.

Council Member Tierney stated the savings in administrative costs is very important for this decision and confirmed the approximate $92,000 annual savings does not include staff time.

Mr. Perkins stated LAGERS is a state wide plan and has the ability to invest more aggressively and diversely. These enhancements to the pension plan would be more attractive from a recruitment standpoint.

Mayor Hoffman opened the floor to the public.

Retiree Steve Collins stated a .50% COLA would help. However, due to now having a lower income, it would not improve living standards. Mr. Collins would like to see a COLA that would bring retirees closer to the current cost of living.

Retiree Don Kayser stated some retirees are unable to support the same lifestyle they had due to the increased cost of living. Mr. Kayser appreciates the council for acknowledging that now is an important time to adjust the pension plan, especially for retirees.

Retiree Phil Johnson stated an enhancement to the pension plan is a good recruitment tool and that benefits are highly considered when recruits are looking at employers. Mr. Johnson thanked the City for its review of a COLA.

Retiree Neal Kohrs confirmed with Mr. Perkins that the revenue in the Public Safety fund is from Proposition P. Mr. Perkins stated if Proposition M, on the upcoming ballot, passes, the revenue would be dedicated to the public safety fund. Mr. Kohrs thanked the city for its efforts to review the benefits for retirees.

Retiree Glen Williams thanked the City Council for their consideration of a COLA for Legacy participants.

Council Member Neudorf thanked the retirees for their service.

ADJOURNMENT

RESULT: APPROVED (UNANIMOUS)
MOVER: Council Member Ward 4 Tierney

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SECONDER: Council Member Ward 2 Greer
AYES: Manlin, Greer, Hoffman, Tierney, Martinich, Carney, Neudorf
ABSENT: Silverman

The vote on the motion being 7 ayes and 0 nays, motion carried.

The meeting adjourned at 7:08 pm

Submitted by:

Kellie Henke	Dr. Robert Hoffman
City Clerk	Mayor

LEGACY to LAGERS Defined Benefit Plan Considerations

Monday, March 27, 2023

Exhibit A

Background of the LEGACY Plan & LAGERS

- In 2017 Employees hired after June 2006 were enrolled in LAGERS; Employees prior to June 2006 remained in LEGACY Plan
- Strong interest in LAGERS assuming responsibility for administration of LEGACY Plan – However, LAGERS didn’t and still doesn’t handle active plans
- Now there’s a way to achieve this goal of having LAGERS administer the LEGACY Plan
- 93 LEGACY retirees/beneficiaries receiving a benefit
  - $1,957 average monthly benefit
- 18 Vested terminated LEGACY participants waiting to receive a benefit
  - $962 average monthly benefit
- 23 Active LEGACY employees
- 81 Active LAGERS employees

Benefits of LAGERS Administering Closed LEGACY Plan

- Save approximately $92K annually in administrative costs
  - Investment Advisor, Administration of Retiree Checks, Fiduciary Training, Annual Actuarial Reports, GASB 75 Reports, etc.
- Elimination of the Pension Board
- Elimination of Fiduciary Risk to the Board Members & City
- Elimination of Staff Time needed to provide support, analysis & record-keeping

Benefits of Moving all Employees to LAGERS and Upgrading LAGERS Plan

- More Competitive with Surrounding Cities
  - 100% of cities that require a 4% employee contribution are in a higher plan
  - LT-8 (65) falls in the middle range of plans offered, but is on the lower end of the plans offered by comparator cities
- LAGERS offers a COLA – LEGACY does not
- LEGACY Plan caps at 30 years – LAGERS does not have a cap on years of service
- 75.7% of employees surveyed listed retirement benefits as the most requested enhancement

LEGACY vs LAGERS

	LEGACY	LAGERS LT-8 (65)
Current Active Members	24	81
Funded Ratio	86.2%	96.5%
Years to Vesting	8	5
Normal Retirement Age	General - 65 Police - 55	General - 60 Police - 55
Disability Benefit	No	Yes
Rule of 85/80*	Rule of 85	Rule of 80 - Not Selected
Portable to Other MO Cities	No	Yes
COLA	No	Yes, up to 4% per Year
Employee Contribution	4%	4%
Wage Base	Salary & Longevity	Salary, OT, Recurring Lump Sum Payments
Benefit Factor	1.7%**	2% until 65, then 1.50%
3% City Contr. to 401a Plan	Yes for those with the 1.7% Benefit Factor	No
Final Average Salary (FAS)***	60 months	60 months
*Years of Service plus age = Rule of 80 or 85		
**4 employees elected 2%		
***LAGERS offers 2 options for FAS - 36 or 60 months		

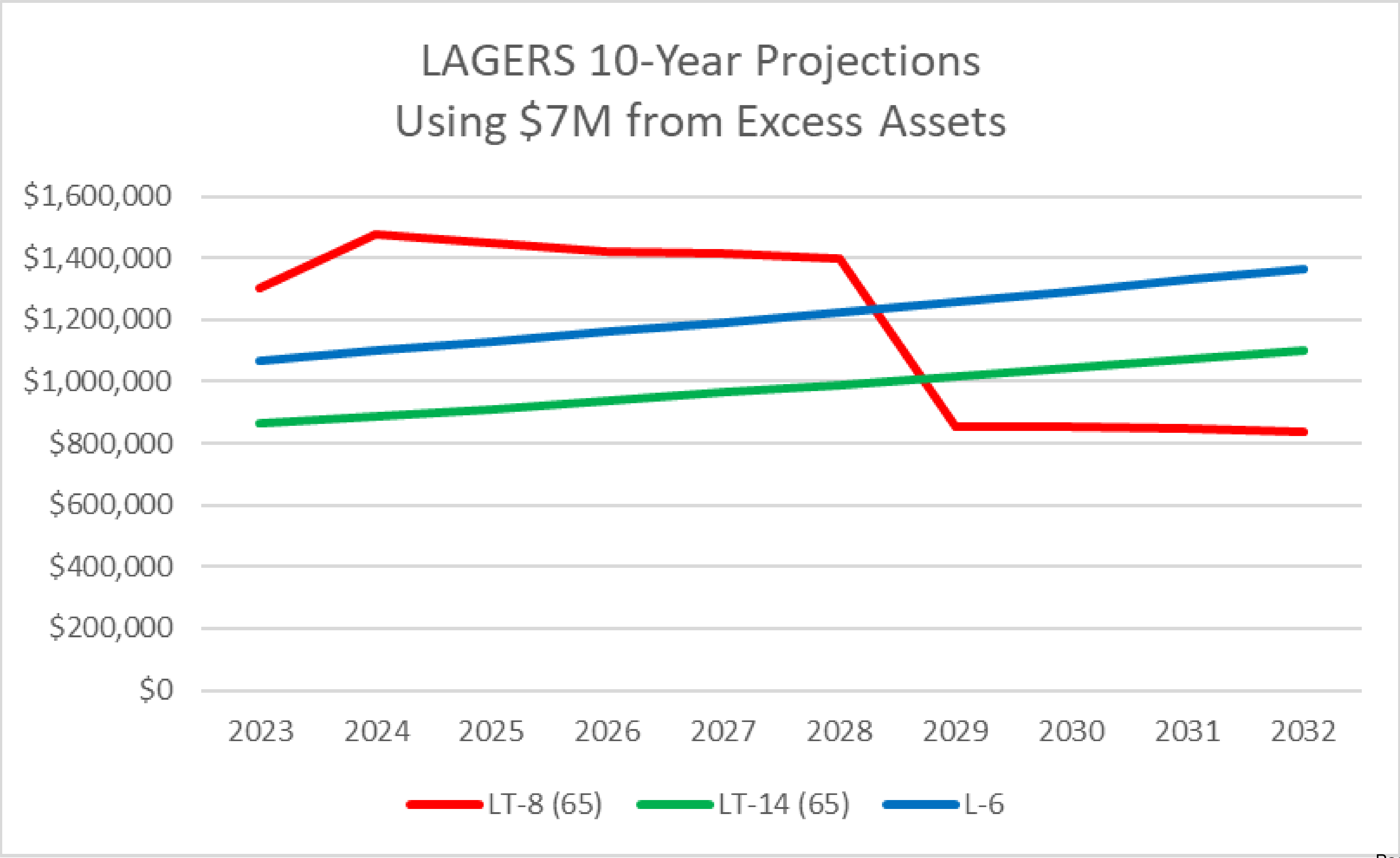
Calculating Benefits
LEGACY vs LAGERS

Example of a 20 Year Employee with Final Average Salary of $70,000					
Life Option	**LEGACY Plan**	**LAGERS LT-8 until 65**	**LAGERS LT-8 after 65**	**LAGERS LT-14 after 65**	**LAGERS L6**
Benefit Factor	1.70%	2.00%	1.50%	1.75%	2.00%
Final Average Salary	$5,833	$5,833	$5,833	$5,833	$5,833
Credited Service	20	20	20	20	20
Monthly Benefit for Life	**$1,983**	**$2,333**	**$1,750**	**$2,042**	**$2,333**

NOTES: LAGERS provides a COLA each year, where the LEGACY Plan does not
The 1.7% Legacy Plan Members receive a 3% Defined Contribution from the City

Annual Conversion Costs per Each LAGERS Plan

Year	Current*	LT-14 (65)**	L-6**	
2023	$1,303,541	$864,396	$1,069,788	
2024	$1,476,153	$888,166	$1,099,208	
2025	$1,449,215	$912,591	$1,129,436	
2026	$1,422,744	$937,687	$1,160,495	
2027	$1,416,759	$963,474	$1,192,409	
2028	$1,401,280	$989,969	$1,225,200	
2029	$856,325	$1,017,193	$1,258,893	
2030	$851,915	$1,045,166	$1,293,513	
2031	$848,073	$1,073,908	$1,329,084	
2032	$834,820	$1,103,441	$1,365,634	
Total	**$11,860,825**	**$9,795,991**	**$12,123,661**	
*Includes City's LEGACY & LAGERS LT-8 (65) Plans				
**Assumes Legacy Plan Excess Assets of $7M to pay down unfunded liabilities				


LAGERS 10-Year Projections
Using $7M from Excess Assets
$1,600,000
$1,400,000
$1,200,000
$1,000,000
$800,000
$600,000
$400,000
$200,000
$0
2023
2024
2025
2026
2027
2028
2029
2030
2031
2032
LT-8 (65)
LT-14 (65)
L-6

Cost-of-Living Adjustment (COLA) Options for LEGACY Plan Current Retirees

- Currently NO COLAs in the LEGACY Plan
- COLA was last provided in 2001
- COLA Options:
  1. Provide 0.5% to current retirees for each year of retirement
     - $970K cost to city
  2. Provide 0.5% compounding future COLA
     - $958K cost to city
  3. Provide 0.25% COLA for each year of retirement AND a 1% Compounding COLA
     - $2.4M

Impact of 0.25% COLA for each Year since Retirement

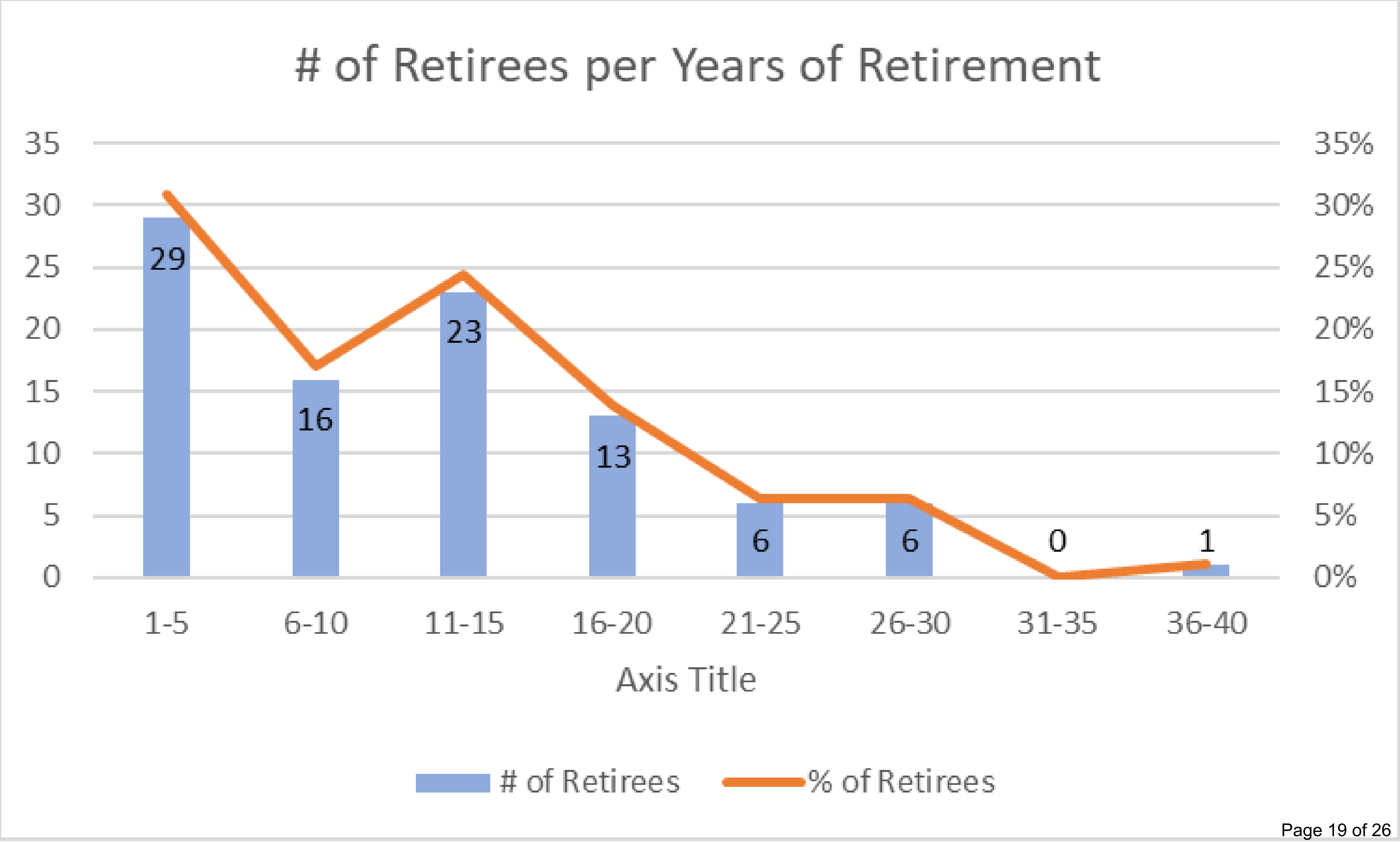
Example Using 9/1/2023 Effective Date

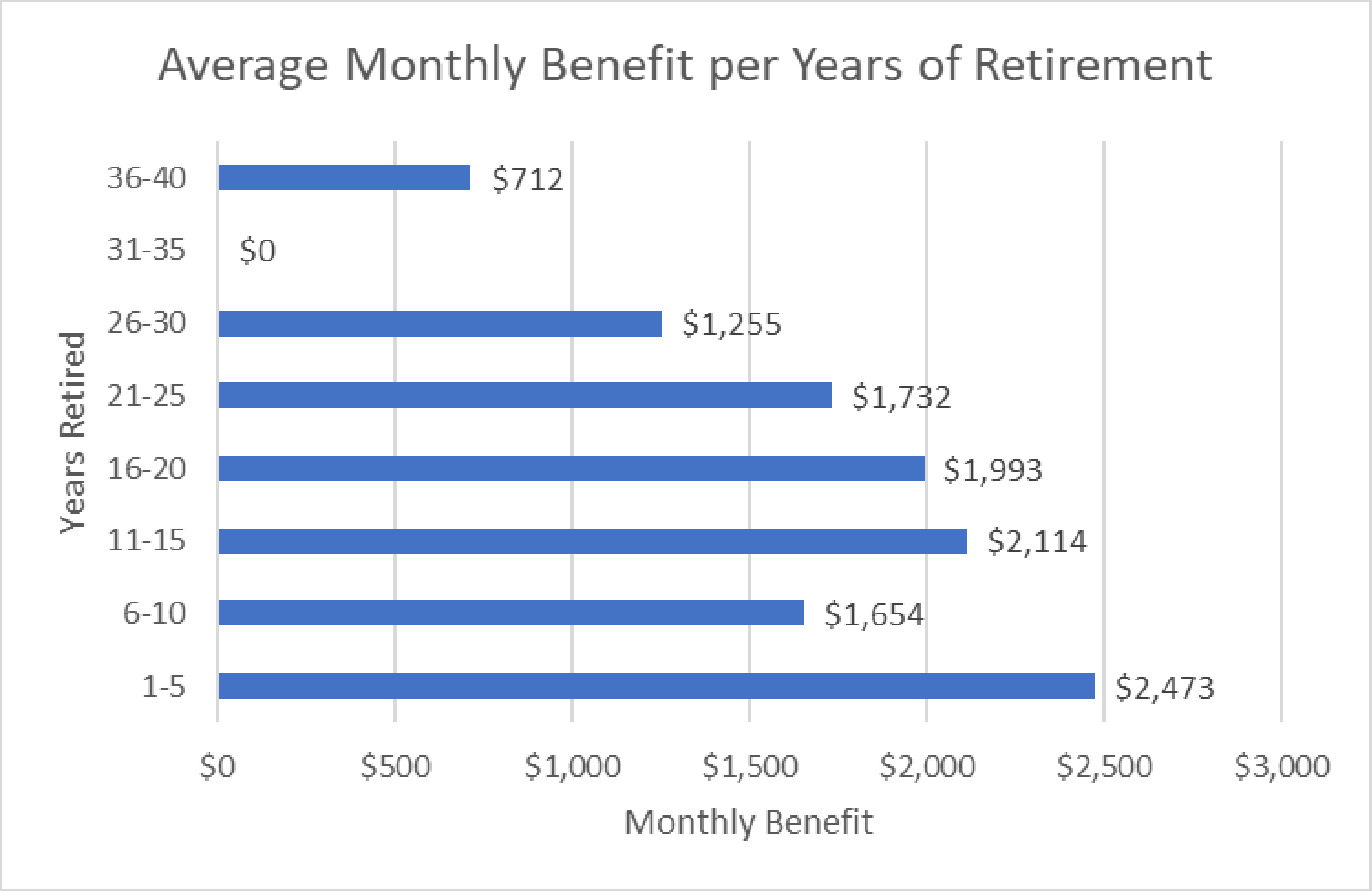
Retirement Date	Monthly Benefit	Years Retired	COLA % Increase	New Monthly Benefit	Monthly Difference	Yearly Difference
9/1/2001	$2,000	22	5.50%	$2,110	$110	$1,321
9/1/2011	$2,000	12	3.00%	$2,060	$60	$720
9/1/2013	$2,000	10	2.50%	$2,050	$50	$600
9/1/2018	$2,000	5	1.25%	$2,025	$25	$300
4/1/2023	$2,000	0	0.10%	$2,002	$2	$25

1% Compounding COLA for Future

Example Using 9/1/2023 Effective Date

Retirement Date	Years Retired	COLA % Increase	New Monthly Benefit w/ COLA	Monthly Diff. Since Retirement	Yearly Difference
9/1/2023	0	0.00	$2,000	$0	0
9/1/2024	1	1.00	$2,020	$20	$241
9/1/2025	2	1.00	$2,040	$40	$483
9/1/2026	3	1.00	$2,061	$61	$728
9/1/2027	4	1.00	$2,081	$81	$975
9/1/2028	5	1.00	$2,102	$102	$1,225
9/1/2029	6	1.00	$2,123	$123	$1,477
9/1/2030	7	1.00	$2,144	$144	$1,732
9/1/2031	8	1.00	$2,166	$166	$1,989
9/1/2032	9	1.00	$2,187	$187	$2,249
9/1/2033	10	1.00	$2,209	$209	$2,512


# of Retirees per Years of Retirement
35
30
25
20
15
10
5
0
35%
30%
25%
20%
15%
10%
5%
0%
29
16
23
13
6
6
0
1
1-5
6-10
11-15
16-20
21-25
26-30
31-35
36-40
Axis Title
# of Retirees
% of Retirees


Average Monthly Benefit per Years of Retirement
Years Retired
36-40
31-35
26-30
21-25
16-20
11-15
6-10
1-5
$712
$0
$1,255
$1,732
$1,993
$2,114
$1,654
$2,473
$0
$500
$1,000
$1,500
$2,000
$2,500
$3,000
Monthly Benefit

COLA Funding Sources

	# of Retirees	Monthly Benefit	Monthly %
Uniformed	58	$117,639	63.8%
Non-Uniformed	55	$66,869	36.2%
	113	$184,508	100%

Option #3:

0.25% COLA – for each year since retirement	$485,000
1% Compounding COLA - Going Forward	$1,916,000
Total Cost of COLA	$2,401,000
Sources:	
Public Safety Fund (63.8%)	$1,530,835
General Fund (36.2%)	$870,165
	$2,401,000

Transition LEGACY Plan to LAGERS

- Pension Board & Finance Committee Review
- Amend LEGACY Plan document - COLA
  - 45-day public notice
- Adopt changes to current LAGERS plan and convert active employees to LAGERS
  - 45-day public notice
- Close the LEGACY Plan
  - Only 93 retirees and 18 terminated vested participants will remain in the LEGACY Plan
- Transition administration of LEGACY Plan to LAGERS
  - Effective 3 months after closing the LEGACY Plan
  - Pension Board and City Council must adopt an agreement to appoint LAGERS as administrator & Trustee

Council Direction

- April/May Budget Meetings
  - Council decides on COLA (which option)
  - Council decides on LAGERS Upgrade (LT-14 or L6)
- June/July
  - Amend Legacy Plan Document (Effective 8/1/23)
    - Draft Ordinance (1st Reading) & 45-Day Public Notice
    - 2nd Reading after 45 Days
  - Adopt Changes to LAGERS Plan (Effective 8/1/23)
    - Draft Ordinance (1st Reading) & 45-Day Public Notice
    - 2nd Reading after 45 Days
  - Move Active Legacy Employees to LAGERS (Effective 8/1/23)
- October
  - Transition Administration of Legacy Plan to LAGERS (Effective 12/1/23)
    - Update Valuation
    - Draft Ordinance (1st Reading) & 45-Day Public Notice
    - 2nd Reading after 45 Days
    - Pension Board adopts a Joinder Agreement to appoint LAGERS as Administrator & Trustee
    - City Council adopts a Joinder Agreement to appoint LAGERS as Administrator & Trustee

Questions and Answers

CITY OF CREVE COEUR

Date: April 10, 2023
To: City Council
From: Energy and Environment Committee
Subject: Greenhouse Gas Inventory Recommendation

What is a Greenhouse Gas (GHG) Inventory, and why do we need one?

A greenhouse gas inventory is an accounting of greenhouse gases (GHGs) emitted to or removed from the atmosphere over a period of time. Policymakers from local to national levels use these inventories to establish a baseline for tracking emissions trends, developing mitigation strategies and policies, and assessing progress. An inventory is usually the first step taken by entities that want to reduce their GHG emissions. An inventory can help local governments:

- Identify the sectors, sources, and activities within their jurisdiction that are responsible for greenhouse gas emissions.
- Understand emissions trends.
- Quantify the benefits of activities that reduce emissions.
- Establish a basis for developing a local action plan.
- Track progress in reducing emissions.
- Set goals and targets for future reductions.

The United Nations Intergovernmental Panel on Climate Change (IPCC), a global consortium of scientists, has determined that the warming of our climate system is “unequivocal" and that the evidence indicates with 95 percent certainty that human activity is the principal cause of global warming. Climate change has disruptive and uncertain consequences for agriculture, water supply, transportation, energy, ecosystems, and national security that affect citizens on a global and local scale. In addition to impacts on global ecosystems, these climate fluctuations may stunt economic growth and have adverse consequences for human health. At the local level, these changes potentially impact the services cities will need to provide for citizens. Infrastructure surrounding water provision, distribution and security will be paramount. Preparation for and response to extreme weather events will increase. Health risks due to increased temperatures and heat waves will affect citizens, and cities will need to account for growing energy demands. Recognizing a need for action, and the potential impact that climate change has globally, as well as locally in Creve Coeur, Mayor Harold Dielmann signed on to the U.S. Conference of Mayors Climate Protection Agreement on behalf of the City of Creve Coeur on April 14, 2008.

The first Creve Coeur Greenhouse Gas Inventory was published in 2008 [PDF], based on data from the year 2005. That was followed by the formation of the city’s Climate Action Task Force, which submitted its recommendation in 2010 that the city adopt the goal of reducing GHG emissions by 20% by 2015. An updated GHG Inventory was prepared for 2014. The methodologies used in the two reports were similar, which facilitated comparisons and assessment of progress. In summary, the city improved in some areas and regressed in others, but did not achieve the goal of 20% reduction. The full story is best found in the Inventory for 2014, which is available online [PDF].The city also commissioned a Comprehensive Energy Audit by FDH Engineering, which covered only governmental operations, and is quite detailed and comprehensive, but not easily compared to the GHG inventories. It was published in 2013 and is also available online [PDF]. The Climate Action Plan was also updated at this time, and is also available online [PDF]. Because of the record of the city on climate change and environmental progress in general, the Sierra Club has recognized the city as a "hotbed of climate change."

Now, after a hiatus largely the result of the global pandemic, we are overdue to continue our data collection and planning process. Since the last GHG Inventory and the FDH Energy audit, the city has built a new police station and added solar panels to the Dielmann Recreation Complex. It is now planning to add EV charging stations and to replace at least some of its police cars with EVs. Incandescent and halogen streetlights are being replaced with more efficient LEDs on some streets. Other changes that will likely be discovered in the audit. The prices of the fuels we purchase (electricity, gasoline, and diesel) have changed substantially in the last eight years, and the cost of solar installations have dramatically decreased. Electric cars have decreased in price relative to those powered by internal combustion, and most legacy automakers plan to stop making "ICE" cars by 2035, only twelve years from now. While the greenhouse gases produced by burning a gallon of diesel or gasoline, or required to generate a kilowatt hour of electricity have probably not changed much, the cost of alternatives determine whether resources are being purchased and consumed at least cost and smallest deleterious impact on the environment.

The compilation of data and correlations is a significant undertaking, beyond the effort that can be expected of citizen committee volunteers. Our previous GHG Inventories were prepared by student interns paid for months of work by the city, with some grant resources. The EPA provides a tool for the preparation of GHG Inventories by towns like ours. It consists essentially of spreadsheet templates that are filled with data mined from local resources, and processed by algorithms which depend on the nature of the source data being assessed. In exploring alternatives, the Energy and Environment Committee invited a presentation by a local company that does this type of work. We were impressed with their proposals for environmentally-related consulting work, including the preparation of Greenhouse Gas Inventories. We believe that the advantages of a professional inventory exceed the cost of its preparation, which we believe would be about $12,000. The Energy and Environment Committee believes that the Council should very soon choose a vendor of this service. The company that we interviewed was *Greenheart Partners*, which is a locally-based, but national company. It would be a place to start.

I would be happy to amplify this report from the Creve Coeur Energy and Environment Committee, and answer questions of the Council, perhaps at a work session, before it is acted on by the Council.

Hal Harris, Chairman, for the Committee on Energy and Environment:

Andrew Lowenthal	Greg Campbell	Donna Spence	Sheerie Green
Walker Gaffney	Saranya Konala	Karen Kuratnick	