



**WORK SESSION MEETING
AGENDA
CITY OF CREVE COEUR
CITY COUNCIL
300 NORTH NEW BALLAS RD
NOVEMBER 28, 2016
6:00 PM**

CALL TO ORDER

ROLL CALL

DISCUSSION ITEMS

1. West Central Dispatch Center - Lagers Request

Summary: WCDC has approved a resolution to join the Missouri Local Government Employees Retirement System (LAGERS). The WCDC is now seeking ratification of this action from the member cities. Robert Heimberger, General Manager of the WCDC will be present to discuss this request and answer questions.

2. Lagers

Summary: Staff will discuss the feasibility of moving our defined contribution employees and new hires to the Missouri Local Government Employees Retirement System (LAGERS).

3. WS Minutes Dated October 10, 24 and November 14, 2016

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: _____ posted 11/23/2016
Deborah Ryan, MPCC
City Clerk



City Council
300 North New Ballas Rd
Creve-Coeur, MO 63141

REVIEWED

Meeting: 11/28/16 06:00 PM
Department: City Administrator
Category: Report
Prepared By: Mark Perkins
Department Head: Carl Lumley

STAFF REPORT

West Central Dispatch Center - Lagers Request

WCDC has approved a resolution to join the Missouri Local Government Employees Retirement System (LAGERS). The WCDC is now seeking ratification of this action from the member cities. Robert Heimberger, General Manager of the WCDC will be present to discuss this request and answer questions.

WEST CENTRAL *DISPATCH*

Creve Coeur - Frontenac - Town & Country

1011 Municipal Center Drive, St Louis, MO 63131

Tuesday, November 22, 2016

Honorable Mayor & Council Members
City of Creve Coeur
300 N. New Ballad
Creve Coeur MO
63141

Dear Honorable Mayor & Council Members;

I'm writing today to solicit your favorable review and support of ratification of WCDC Resolution 1-2017, approving the adoption of LAGERS as the agency's retirement plan. The passage of this legislation is vital to the West Central Dispatch Center's mission of attracting and retaining the most qualified personnel necessary to provide the highest level of emergency dispatch service to our communities.

Background

In 2010, our city managers and police chiefs created a 911 center that offers the highest level of emergency dispatch service; enhanced call management; effective coordination of emergency responses; and a robust monitoring system for prisoners. It was established then, and proven today, that all goals were achieved, with the added benefit of reducing operational costs to the individual agencies.

The founding committee recognized that the key to our success was contingent on three factors; establishing a strategic set of operational by-laws; implementing sound operational policies; and most importantly, the selection and retention of quality dispatch personnel. The committee understood that the ideal group of candidates we were seeking were not only interested in job security, competitive salaries, and medical benefits, but were also looking to build, maintain, continue, and in many instances, transfer their current retirement benefits to new employment opportunities.

During the development of the West Central Dispatch Center, the Board of Directors developed a competitive benefit package for team members and reviewed several pension benefits, including LAGERS. The Board investigated the cost of a "defined benefit" versus "defined contribution" and ultimately selected a defined contribution pension plan, based in large part on a recently released report from the State of Missouri which supported defined contribution plans over defined benefit plans. At the time, the Board acknowledged the benefits that LAGER's offered to employees and mandated that pension benefits be reviewed in the future.

WEST CENTRAL *DISPATCH*

Creve Coeur - Frontenac - Town & Country

1011 Municipal Center Drive, St Louis, MO 63131

Current

The West Central Dispatch Center operates under an extremely efficient operational strategy, relying on highly qualified, trained, and seasoned dispatch personnel to staff our center. The experience of our personnel allows us to operate with reduced staffing levels and increased workloads. The fast work pace demands on the West Central Dispatch Center's staff present a challenge when recruiting new team members. The West Central Dispatch Center's limited number of true emergency type calls and limited staff, hamper our ability to offer in-house training to perspective candidates with no experience. Only veteran personnel, with ideally 5 or more years of experience and a proven track record in the field of emergency dispatch service are accepted for employment. Our only successful option to fill vacancies is to solicit/recruit and attract experienced dispatchers and supplement their training once hired.

In the past two years, the West Central Dispatch Center has noticed a reduction of qualified applicants with our center; and the loss of 2 prospective dispatch candidates to agencies offering a defined benefit retirement package. We also learned recently that 2 of our newest team members have made inquiries of employment with the Maryland Heights Dispatch Center. Both employee's cited higher starting salaries and the defined retirement benefit offered by that agency.

We realized that we must remain competitive in the field to attract the seasoned and accomplished dispatchers necessary to our mission. Our failure to attract quality dispatch personnel not only impacts our operational strategy, it adversely impacts our overtime budget as well. When dispatch positions remain unfilled, mandatory overtime procedures are put in place to staff openings in the schedule.

In February of 2015, the topic of adopting the LAGERS pension fund was revisited by the West Central Dispatch Center Board of Directors at their monthly meeting. The Board of Directors created a "pension" sub-committee to further explore the LAGERS system and to decide on its feasibility for the WCDC.

Committee members, Mr. Mark Perkins, Chief Pat Kranz, Mr. Dan Smith, Ms. Betty Cotner, Mr. Robert Heimberger and Mrs. Mary Koenig began regular meetings through March of 2016. After reviewing of the various retirement plans offered by LAGERS, the Pension committee concluded:

- If a decision is made to join LAGERS, the L-7 plan most closely matches the current cost of funding the current ICMA-RC defined contribution plan. In Fact, given the anticipated increase in employer contributions to the ICMA plan (7.6%) in FY2017, the LAGERS L7 (7.2%) plan would cost less to fund during that same year.

WEST CENTRAL *DISPATCH*

Creve Coeur - Frontenac - Town & Country

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- The LAGERS L-7 plan offers 1.5% of salary for every year vested based on a 5 year final salary average. Funding for the L-7 plan is a 7.2% employer contribution and a mandatory 4% employee contribution. The employer contribution is subject to change annually, based on an annual actuarial evaluation, with any increase capped at 1% annually.
- The committee also acknowledged the importance of maintaining a competitive benefits package for the WCDC employees.
- Potential yearly cost increase of funding the LAGERS account was deemed manageable by the committee, based in large part on the 1% cap on annual increases, along with the small group of employees involved.
- The committee noted that the WCDC by-laws contain language specific to the prospect of adopting a defined benefit pension plan. Therefore no changes to the by-laws will be necessary should the WCDC adopt the LAGERS pension plan.
- If adopted, employees could transfer funds from the existing ICMA 457 & 401 accounts to their LAGER account, funding prior years of service.

The following chart illustrates salaries and pension benefits of sounding dispatch agencies

Agency	Starting	AVG	Ceiling	Pension Type	Employee Contribution	Pension System
Ladue	50,899	53,400	60,181	Defined Benefit	0%	In-house
Ballwin	37,438	42,700	53,349	Defined Benefit	4%	LAGERS
Des Peres	40,395	46,500	53,691	Defined Contribution	0%	Unknown
East Central Dispatch Center	40,000	44,000	N/A	Defined Benefit	4%	LAGERS
Glendale	36,850	43,113	44,033	Defined Contribution	0%	Unknown
Maryland Heights	46,874	55,000	54,833	Defined Benefit	0%	LAGERS
St. Louis County	35,547	38,344	51,709	Defined Benefit	0%	In- house
WCDC	39,600	43,264	55,000	Defined Contribution	0%	ICMA-RC
Kirkwood	39,340	43,400	53,700		0%	In-House
AVG	40,549	45,525	53,312			

Throughout our 5 years of operation, our dispatch team established and maintains an impressive work ethic. Each month the center responds to an average of 2,900 incoming 911 calls and over 6,800 incoming phone calls, ranking us the 5th busiest 911 center in St. Louis County. Each month the WCDC broadcast 89,000 radio transmissions, supporting officers on patrol, and enters over 4,300 police related data files. All of this accomplished with fewer than 4 complaints each year from our residents.

WEST CENTRAL *DISPATCH*

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The WCDC is currently at the authorized operating strength of 11 full-time dispatchers. Our number of part-time staff now stands at 2. It is anticipated that we will lose 2 full-time employees in the next several months, due to family obligations.

With part-time reserves this low and the anticipation of losing full-time staff, we will undoubtedly begin solicitation for new employees in the very near future. I'm afraid our recruiting and retention efforts will suffer without offering our team and prospective team members a more attractive and competitive retirement benefit.

I wish to thank each of you for your review and consideration of this proposal. It is my mission to continue providing the highest quality of emergency dispatch service to our communities. I am confident we will maintain this objective, especially given the opportunity to offer a more attractive retirement benefit to our employees.

Respectfully,

Robert Heimberger
General Manager
West Central Dispatch Center

**WEST CENTRAL DISPATCH CENTER
RESOLUTION NO. 1-2017**

**A RESOLUTION ELECTING TO BECOME AN EMPLOYER AND COVER EMPLOYEES UNDER
THE
MISSOURI LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYSTEM (LAGERS)**

WHEREAS, the Board of Directors of the West Central Dispatch Center desires to provide retirement benefits for its eligible employees under the Missouri Local Government Employees Retirement System (LAGERS), pursuant to the provisions of Sections 70.600 through 70.755, RSMo and has complied with the notice and filing requirements of Section 105.675 RSMo;

WHEREAS, employees of the West Central Dispatch Center do participate in the federal Social Security program;

WHEREAS, the WDC Board of Directors of the West Central Dispatch Center agrees not to continue or commence coverage of its current or future employees under another retirement plan similar in purpose to LAGERS as is prohibited by Sections 70.615 and 70.620 RSMo;

WHEREAS, the FY2017 budget includes funding for LAGERS;

NOW, THEREFORE BE IT RESOLVED that the WDC Board of Directors of the West Central Dispatch Center, a "political subdivision" as defined in Section 70.600(19) RSMo, hereby elects to become a participating employer of the Missouri Local Government Employees Retirement System, as defined in Section 70.600(11), and to thereby provide retirement benefits to all its eligible general employees under Benefit Program L-7 (1.50% life allowance), pursuant to Section 70.655.1 RSMo; and

BE IT FURTHER RESOLVED that all employment prior to the date West Central Dispatch Center becomes a participating employer is to be considered for vesting purposes for current employees and for determining the beginning date of employer contributions for employees hired and/or employed during this period but not for the calculation of credited service or final average salary; and

BE IT FURTHER RESOLVED that "membership service," as defined in Section 70.600(15), refers to any period of employment beginning or rendered on or after the date the West Central Dispatch Center becomes a LAGERS employer, and such service shall be considered for purposes of vesting, calculating credited service, and calculating final average salary; and

WCDC RESOLUTION NO. 1-2017

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects that employees eligible to become members of LAGERS are those employees employed in positions normally requiring 1,500 hours of work a year, provided such employees are not members of another governmental retirement plan, or are otherwise excluded from membership in LAGERS by state law, pursuant to 16 CSR 20-2.010(B); and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects to have the "final average salary" of its employee members determined over a 60 consecutive-month period pursuant to the provisions in Sections 70.600(12) and 70.656 RSMo; and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects to require employees who become members of LAGERS to pay 4% of gross salary and wages as employee contributions to LAGERS, pursuant to Section 70.705 RSMo; and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects the minimum service retirement age of 60 for all eligible employees in accordance with Sections 70.600(16) and 70.645 RSMo; and

BE IT FURTHER RESOLVED, that the WCDC Board of Directors of the West Central Dispatch Center agrees that the WCDC will hold LAGERS harmless from any liability with respect to this transaction, apart from those obligations imposed on LAGERS by Sections 70.600 – 70.755 RSMo, provided the transaction is completed according to the terms contained herein; and

BE IT FURTHER RESOLVED that the WCDC Board of Director's Financial Officer is hereby authorized and directed to deduct from the wages or salaries of each employee member, the employee contributions required hereunder and pursuant to Section 70.705, RSMo, and to promptly remit such contributions to LAGERS, along with the employer contributions required by Sections 70.705, 70.730, and 70.735 RSMo.

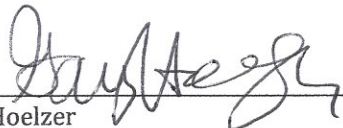
BE IT FURTHER RESOLVED that while there is no statutory provision for a participating political subdivision to terminate its membership under LAGERS, any political subdivision participating in the West Central Dispatch Center shall be subject to the delinquent recovery procedures under section 70.735 RSMo for any contribution payments due the West Central Dispatch Center pursuant to Section 70.225 RSMo. Any political subdivision withdrawing from membership in the West Central Dispatch Center shall be subject to payments for any unfunded liabilities existing for past and current employees of the West Central Dispatch Center in accordance with the approved terms and conditions of their participation in the West Central Dispatch Center pursuant to Section 70.225 RSMo. Any political subdivision becoming a new member shall be subject to the same terms and conditions then existing including liabilities in proportion to all participating political subdivisions, pursuant to the provisions of section 70.225 (2) RSMo.

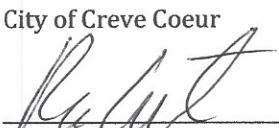
WCDC RESOLUTION NO. 1-2017

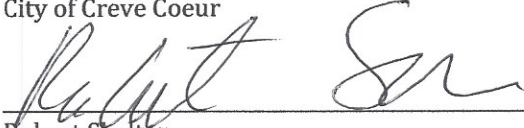
BE IT FURTHER RESOLVED that the General Manager of the West Central Dispatch Center is hereby authorized and directed to take all actions and sign all documents necessary to place the foregoing resolutions into effect, including the revision of any relevant resolutions of the West Central Dispatch Center which shall be promptly submitted the WCDC Board of Directors for approval; and

BE IT FURTHER RESOLVED that West Central Dispatch Center participation as a LAGERS employer will commence on the first day of the next calendar month after approval of this Resolution by the WCDC Board of Directors, ratification by the legislative bodies of all member cities, and receipt by the LAGERS board of the approved election, pursuant to Section 70.610 RSMo

Passed and approved this 12th day of October , 2016.



Gary Hoelzer
City of Town and Country

Mark Perkins
City of Creve Coeur

Robert Shelton
City of Frontenac

**CITY OF TOWN AND COUNTRY
RESOLUTION NO. R17-2016**

**A RESOLUTION RATIFYING THE WEST CENTRAL DISPATCH CENTER BOARD OF
DIRECTORS' RESOLUTION TO PROVIDE EMPLOYEE PENSION PROGRAM
BENEFITS UNDER THE MISSOURI LOCAL GOVERNMENT EMPLOYEES
RETIREMENT SYSTEM (LAGERS)**

WHEREAS, the West Central Dispatch Center (WCDC) was formed in 2010 by the cities of Creve Coeur, Frontenac and Town and Country, and

WHEREAS, in 2010 the WCDC Board of Directors approved a defined contribution benefit program through ICMA-RC with an agency contribution of 7% per employee, with an optional 1% additional contribution predicated upon an employee match and other certain terms, and

WHEREAS, although a defined contribution plan was approved, a defined benefit pension benefit program such as the Missouri Local Government Employees Retirement System (LAGERS) was considered and recognized as a valuable asset to attract and retain quality employees, and

WHEREAS, due to concerns about employee retention and recruitment, a subcommittee of member city representatives was formed in 2015 to consider joining LAGERS, and reported back the advantages of moving to the LAGERS program, and

WHEREAS, the city's annual contribution, based upon the LAGERS actuarial report L-7 Benefit Program, is projected to be equal to or less than the current contribution for the ICMA-RC benefit program, and

WHEREAS, the WCDC Board of Directors on October 12, 2016 approved Resolution No. 1-2017, electing to cover employees under the LAGERS system.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF TOWN AND COUNTRY, MISSOURI, AS FOLLOWS:

The City of Town and Country does hereby ratify the WCDC Board of Directors' Resolution No. 1-2017, attached hereto as "Exhibit A".

Passed and approved this 24th day of October, 2016.



Jonathan F. Dalton
Mayor, City of Town and Country

Attest:



Ashley McNameara, City Clerk

**WEST CENTRAL DISPATCH CENTER
RESOLUTION NO. 1-2017**

**A RESOLUTION ELECTING TO BECOME AN EMPLOYER AND COVER EMPLOYEES UNDER
THE
MISSOURI LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYSTEM (LAGERS)**

WHEREAS, the Board of Directors of the West Central Dispatch Center desires to provide retirement benefits for its eligible employees under the Missouri Local Government Employees Retirement System (LAGERS), pursuant to the provisions of Sections 70.600 through 70.755, RSMo and has complied with the notice and filing requirements of Section 105.675 RSMo;

WHEREAS, employees of the West Central Dispatch Center do participate in the federal Social Security program;

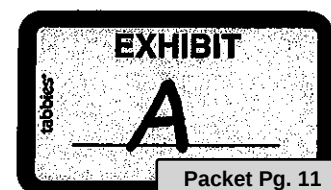
WHEREAS, the WCDC Board of Directors of the West Central Dispatch Center agrees not to continue or commence coverage of its current or future employees under another retirement plan similar in purpose to LAGERS as is prohibited by Sections 70.615 and 70.620 RSMo;

WHEREAS, the FY2017 budget includes funding for LAGERS;

NOW, THEREFORE BE IT RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center, a "political subdivision" as defined in Section 70.600(19) RSMo, hereby elects to become a participating employer of the Missouri Local Government Employees Retirement System, as defined in Section 70.600(11), and to thereby provide retirement benefits to all its eligible general employees under Benefit Program L-7 (1.50% life allowance), pursuant to Section 70.655.1 RSMo; and

BE IT FURTHER RESOLVED that all employment prior to the date West Central Dispatch Center becomes a participating employer is to be considered for vesting purposes for current employees and for determining the beginning date of employer contributions for employees hired and/or employed during this period but not for the calculation of credited service or final average salary; and

BE IT FURTHER RESOLVED that "membership service," as defined in Section 70.600(15), refers to any period of employment beginning or rendered on or after the date the West Central Dispatch Center becomes a LAGERS employer, and such service shall be considered for purposes of vesting, calculating credited service, and calculating final average salary; and



WCDC RESOLUTION NO. 1-2017

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects that employees eligible to become members of LAGERS are those employees employed in positions normally requiring 1,500 hours of work a year, provided such employees are not members of another governmental retirement plan, or are otherwise excluded from membership in LAGERS by state law, pursuant to 16 CSR 20-2.010(B); and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects to have the "final average salary" of its employee members determined over a 60 consecutive-month period pursuant to the provisions in Sections 70.600(12) and 70.656 RSMo; and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects to require employees who become members of LAGERS to pay 4% of gross salary and wages as employee contributions to LAGERS, pursuant to Section 70.705 RSMo; and

BE IT FURTHER RESOLVED that the WCDC Board of Directors of the West Central Dispatch Center hereby elects the minimum service retirement age of 60 for all eligible employees in accordance with Sections 70.600(16) and 70.645 RSMo; and

BE IT FURTHER RESOLVED, that the WCDC Board of Directors of the West Central Dispatch Center agrees that the WCDC will hold LAGERS harmless from any liability with respect to this transaction, apart from those obligations imposed on LAGERS by Sections 70.600 – 70.755 RSMo, provided the transaction is completed according to the terms contained herein; and

BE IT FURTHER RESOLVED that the WCDC Board of Director's Financial Officer is hereby authorized and directed to deduct from the wages or salaries of each employee member, the employee contributions required hereunder and pursuant to Section 70.705, RSMo, and to promptly remit such contributions to LAGERS, along with the employer contributions required by Sections 70.705, 70.730, and 70.735 RSMo.

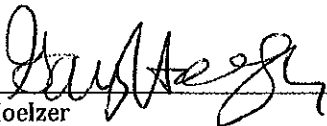
BE IT FURTHER RESOLVED that while there is no statutory provision for a participating political subdivision to terminate its membership under LAGERS, any political subdivision participating in the West Central Dispatch Center shall be subject to the delinquent recovery procedures under section 70.735 RSMo for any contribution payments due the West Central Dispatch Center pursuant to Section 70.225 RSMo. Any political subdivision withdrawing from membership in the West Central Dispatch Center shall be subject to payments for any unfunded liabilities existing for past and current employees of the West Central Dispatch Center in accordance with the approved terms and conditions of their participation in the West Central Dispatch Center pursuant to Section 70.225 RSMo. Any political subdivision becoming a new member shall be subject to the same terms and conditions then existing including liabilities in proportion to all participating political subdivisions, pursuant to the provisions of section 70.225 (2) RSMo.

WCDC RESOLUTION NO. 1-2017

BE IT FURTHER RESOLVED that the General Manager of the West Central Dispatch Center is hereby authorized and directed to take all actions and sign all documents necessary to place the foregoing resolutions into effect, including the revision of any relevant resolutions of the West Central Dispatch Center which shall be promptly submitted the WCDC Board of Directors for approval; and

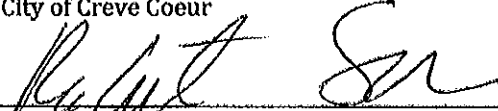
BE IT FURTHER RESOLVED that West Central Dispatch Center participation as a LAGERS employer will commence on the first day of the next calendar month after approval of this Resolution by the WCDC Board of Directors, ratification by the legislative bodies of all member cities, and receipt by the LAGERS board of the approved election, pursuant to Section 70.610 RSMo

Passed and approved this 12th day of October , 2016.



Gary Hoelzer
City of Town and Country

Mark Perkins
City of Creve Coeur



Robert Shelton
City of Frontenac

RESOLUTION NO. 2016-354**A RESOLUTION RATIFYING THE WEST CENTRAL
DISPATCH CENTER BOARD OF DIRECTORS
RESOLUTION TO PROVIDE EMPLOYEE PENSION
PROGRAM BENEFITS UNDER THE MISSOURI LOCAL
GOVERNMENT EMPLOYEES RETIREMENT SYSTEM,
(LAGERS)**

WHEREAS, the West Central Dispatch Center, (WCDC) was formed in 2010 by the cities of Creve Coeur, Frontenac and Town and Country, and

WHEREAS, in 2010 the WCDC Board of Directors approved a defined contribution benefit program through ICMA-RC with an agency contribution of 7% per employee, with an optional 1% additional contribution predicated upon an employee match and other certain terms, and

WHEREAS, although a defined contribution plan was approved, a defined benefit pension benefit program such as the Missouri Local Government Employees Retirement System, (LAGERS) was considered and recognized as a valuable asset to attract and retain quality employees, and

WHEREAS, due to concerns about employee retention and recruitment, a subcommittee of member city representatives was formed to consider joining LAGERS, and reported back the advantages and disadvantages of moving to the LAGERS program, and

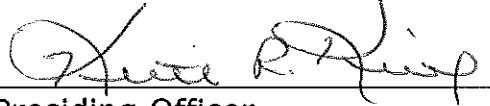
WHEREAS, the city's annual contribution, based upon the LAGERS actuarial report L-7 Benefit Program, is projected to be equal to or less than the current contribution for the ICMA-RC benefit program, and

WHEREAS, the WCDC Board of Directors on October 12, 2016 approved Resolution No. 1-2017 electing to cover employees under the LAGERS system.

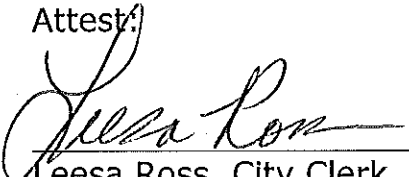
**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF
ALDERMEN OF THE CITY OF FRONTENAC, MISSOURI, AS
FOLLOWS:**

The City of Frontenac does hereby ratify the WDC Board of Directors Resolution No. 1-2017.

ADOPTED BY THE BOARD OF ALDERMEN OF THE CITY OF FRONTENAC, MISSOURI, THIS 18TH DAY OF OCTOBER 2016.



Presiding Officer

Attest:


Leesa Ross, City Clerk



City Council
300 North New Ballas Rd
Creve-Coeur, MO 63141

Meeting: 11/28/16 06:00 PM
Department: City Administrator
Category: Report
Prepared By: Mark Perkins
Department Head: Carl Lumley

REVIEWED

STAFF REPORT

Lagers

Staff will discuss the feasibility of moving our defined contribution employees and new hires to the Missouri Local Government Employees Retirement System (LAGERS).



MEMORANDUM

DATE: November 23, 2016

TO: Mayor and City Council

FROM: Mark Perkins, City Administrator
Daniel Smith, Director of Finance

SUBJECT: Feasibility of Moving to DB Plan for Current DC Employees and New Hires

Over the past year, the City Council and staff have been considering the feasibility of returning to a Defined Benefit (DB) Pension Plan for current employees covered under the City's Defined Contribution (DC) Plan and new hires. A number of city departments have expressed concerns about their ability to attract and retain employees when competing against other cities offering a DB Plan. This concern has been particularly acute in the Police Department, where several resigning employees over the last year have cited the lack of a defined benefit pension plan as a principle reason for leaving.

Missouri Local Government Employees Retirement System (LAGERS)

Staff believes that if the City desires to return to a DB Pension Plan, LAGERS provides the best option. The past performance, structure, history and other factors are the reasons for this recommendation.

LAGERS offers a variety of benefit levels for the member cities to choose from. If the City enters LAGERS, staff would recommend the L-12 level, or 1.75% for each year of service. This is very similar to the city's current DB Plan which provides 1.7% for each year of service. In addition, staff would recommend a benefit basis of 5-year final average salary, and a 4% employee contribution. Employees would be eligible for retirement at age 55 for uniform and age 60 for non-uniform. Unlike the City pension plan, the LAGERS benefit also provides for an annual cost of living increase. A further explanation of how LAGERS benefits are calculated, including examples can be found [here](#). An employee with 25 years of service with a final average salary of \$60,000 would receive \$26,280 annually in retirement. It should be noted that even if a decision is made to join LAGERS, employees will be encouraged to continue to contribute to the City's 457 deferred compensation plan to supplement their pension.

One initial stumbling block to considering LAGERS was their initial position that all employees, including those currently in the City's existing DB Plan must enter LAGERS. Recent changes in state legislation plus a change in interpretation of LAGERS-related Statutes have eliminated that issue. Therefore, the City would be able to enroll only those employees currently participating in the City's DC Plan and future employees.

Considerations

In considering the decision to move from the current DC Plan to the LAGERS DB Plan there are a number of factors to be considered.

1. Cost

The city's cost for LAGERS is projected to be 9.325% of salary (9.2% for general employees and 9.4% for police). It is estimated that the annual cost of the LAGERS Plan will be \$40,000 higher than the existing DC plan cost of \$310,000, assuming the LAGERS rate remains steady. By year 30, the cost is estimated to be \$112,555 higher than the DC plan, also assuming a consistent LAGERS rate.

If the City stays with its current DC plan, the cost for funding the DC plan is projected to rise from 8.25 % to 8.7% of salary for two reasons: 1) more employees are becoming eligible for the higher city contribution rate upon reaching 6 years of employment; and 2) the city has tentatively planned to increase the compensation base to include holiday pay and overtime, consistent with the salary base of other municipal DC plans as well as the compensation base offered by LAGERS.

2. Risk

Risk is the most important financial consideration for the city. Under a DC Plan, investment risk is absorbed by the employee. In a DB Plan, the investment risk is absorbed by the city. Therefore, if LAGERS does not meet its investment assumption of 7.25%, the required employer contribution will go up. Also, as employees live longer a future change in mortality tables could increase the contribution rate.

The LAGERS rate could increase or decrease by as much 1% annually, based on an annual actuarial study. For example, a 1% change in employer contribution could cost the city an estimated additional \$187,500 annually in year 30. This should be given serious consideration

since there is much debate currently as to whether future investment returns will meet the 7.25% assumption.

LAGERS has historically been a very stable pension plan, based on the Statute requiring members to make their full contributions annually. Combined with the requirement that membership continues in perpetuity, LAGERS is able to amortize its unfunded liability over 30 years, resulting in relatively stable rates. LAGERS investment returns as of June 30, 2016 fiscal year:

- 5 Year – 7.57%
- 10 Year – 6.69%
- 20 Year – 7.8%

3. Recruitment and Employee Retention

A number of department heads feel the current DC retirement Plan is not competitive against the majority of other cities offering a DB Plan. This could lead to added costs due to increased turnover and a general decline in the quality of employees being recruited by the City. This appears to be especially important in the Police Department due to the challenges that all police departments across the nation face in recruiting and retaining the best officers.

The vast majority of employees appear to favor DB Plans although no formal survey has been completed.

4. Finality of Decision

Under Missouri State Statutes, the city would be bound to participate in LAGERS forever once a member. There would be no ability for the city to withdraw from LAGERS. However, the city would have the ability to move to a lower benefit level in order to reduce costs. During the economic downturn of the late 2000s, LAGERS staff has indicated that 5 of its 600 member entities elected to lower their benefit level in order to reduce costs.

Next Steps

If the Council wishes to further consider LAGERS, it should be noted that a cost statement and 45 days of notice is required by State Statutes before plan changes can be adopted. Meetings with employees will

also be planned in advance of any adoption, to fully inform them of the LAGERS plan and to receive feedback.

City staff looks forward to discussing these issues in further detail at the November 28 Work Session, and Jeff Kempker of LAGERS will be in attendance to answer any questions. Council may wish to learn more about LAGERS via by visiting its website, <http://www.molagers.org>.



CREVE COEUR POLICE DEPARTMENT INTEROFFICE MEMO

DATE: 04/26/2016
TO: Chief Glenn Eidman
FROM: Det. Cory Mueller, DSN 960
SUBJECT: Defined Benefit Memo

At a recent Patrol Committee meeting Mr. Perkins suggested that the committee provide a list of reasons why commissioned police officers feel it is important to have a defined benefit retirement plan. This defined benefit plan would be advantageous for the following reasons:

-The Defined contribution plan creates a level of uncertainty on the part of the employee, whereas the Defined Benefit plan allows the employee to know exactly what their benefit would be upon retirement.

-Years of service are a huge part of this benefit, and most police officers starting their law enforcement career want to call this their home, it is a career, not a job. The Defined benefit allows them the security of a definitive retirement.

-One of the biggest reasons for having a Defined Benefit plan vs. a Defined Contribution is having a robust and vigorous employment package for recruitment and retention. Honestly, in the law enforcement market today, Creve Coeur is a minority in the benefit arena because of the lack of a Defined Benefit and offering a Defined Contribution plan. While we all recognize that it is a very aggressive and generous plan, it does not stand up to the security of a Defined Benefit Plan.

*We are the only department within the city that is routinely scheduled to work nights, weekends, and holidays with a rotating schedule.

-Studies have shown that individuals who work rotating shiftwork have a shortened life expectancy rate. Specifically, police officers have increased health risks as a result of job related stress and the physical demands of the job (fights, foot pursuits, physical fitness tests, etc.). See references 1 and 2 below for supportive data.

-Due to increased health risks associated with a law enforcement career where officers work all hours of a day broken up into shifts which rotate, police have traditionally had a defined benefit retirement plan. These plans offer the officer a set amount of income based on an average of pay after an age requirement is met or a certain amount of time is served to the city for which they are employed.

-Another reason a defined benefit plan best suits the law enforcement profession is an employee retention issue. The police department's hiring standards are high which makes it difficult to find qualified candidates, and within the different city departments, the code of conduct which governs police department is more stringent. For these reasons, it is very important we are able to keep the most qualified officers employed at Creve Coeur. Officers are far less likely to leave when they are vested in a defined benefit type retirement plan as compared to a defined contribution plan.

-When a police department experiences high turnover, the end result is a young inexperienced police department. When younger, less experienced officers fill important roles within a department such as Detective or Sergeant the work product suffers along with the services provided to the community.

-Due to the nature of the job, police see this profession as a career, not a job. Officers are not likely to move from one city to another. It takes years to develop knowledge regarding department policy, sense of community, contacts (good or bad) within the community, layout of the city (streets, businesses, etc.). When officers vest in a defined benefit plan, they tend to stay in one place which moves the job of a supervisor from discipline to training and mentorship; something that will contribute to additional retention and employee job satisfaction.

-Liability for the city increases with the age of its officers. In many cases, when a police department provides a defined contribution retirement plan, officers are forced to work ten years longer or more than those in a defined benefit retirement plan. Instead of leaving the job at 55, we see officers working patrol in their 60's. These men and women endure the same physical demands as someone 30 years younger. Cities see a greater occurrence of on duty injuries, workman's comp claims, and even on duty deaths as a result of having police officers on the department who work patrol past the age of 55.

-The last point deals with the challenges of hiring new qualified police officers to fill vacancies left by retirement and turnover. Due to the turbulent climate in law enforcement, the quantity and quality of applicants has suffered; especially in the St. Louis Metro area. In the past, there were 60 to 100 applicants for one job opening at the CCPD. In 2014 and 2015, we struggle to get 10-30 applicants. Having a "comparable" compensation package will attract "comparable" officer candidates; however, this department and community deserve the best candidates who deserve the best compensation package.

In summary, the police department is grateful to serve the community of Creve Coeur. Our officers are viewed by many as the 'gold standard' in the profession and we are. Our officers work very hard to provide the best work product we can in an effort to serve our communities needs. Residents of Creve Coeur deserve the highest level of professionalism, dedication, and service. Traditionally we have met these expectations. Due to the reasons listed above, having a Defined Benefit Plan, will help assure our community continues to receive the best quality of police work the profession has to offer in the future. Thank you for taking the time to read this memo.

Respectfully,

Det. Cory Mueller, DSN 960

References:

*1. <http://www.medicalnewstoday.com/articles/288310.php>

*2. http://www.aic.gov.au/media_library/publications/tandi_pdf/tandi196.pdf



**THE INITIAL ACTUARIAL VALUATION FOR
CITY OF CREVE COEUR
AS OF JUNE 30, 2016**

Table of Contents

	Page
Actuary's Certification Letter	1
Alternate Plans Available	3
Employer Contribution Rates	
Regular Eligibility:	
Contributory Plan	4
Non-Contributory Plan	6
Rule of 80 Eligibility:	
Contributory Plan	8
Non-Contributory Plan	10
Employer Contribution Dollars	12
Appendix I	
Unfunded Actuarial Accrued Liability	15
Appendix II	
Summary of Financial Assumptions	17
Appendix III	
Summary of LAGERS Provisions	21
Appendix IV	
Benefit Illustrations	24
Appendix V	
Age & Service Characteristics of Employees	33

October 14, 2016

City of Creve Coeur
Creve Coeur, Missouri

Ladies and Gentlemen:

Submitted in this report are the results of the actuarial valuation prepared to determine the employer contribution rates required to support, for your employees, the benefits provided by the Missouri Local Government Employees Retirement System (LAGERS). This report contains the information needed to comply with Missouri state disclosure requirements regarding the adoption of LAGERS benefits by a political subdivision (Sections 105.660 - 106.685 RSMo).

The contribution requirement for benefits likely to accrue as a result of the future service of your employees is described on pages 4 thru 11 as the current cost plus the disability cost. This contribution rate, expressed as a percent of active employee payroll, will depend on the benefit program adopted.

The contribution requirement to pay for benefits likely to result from service rendered by your employees before you join LAGERS is described on pages 4 thru 11 as the prior service cost. The value established for prior service is called the unfunded actuarial accrued liability (these amounts are further described in Appendix I). The prior service cost is the rate of contribution designed to pay for the unfunded actuarial accrued liability over a period of not more than 30 years.

Section 70.730 of the Revised Statutes of Missouri requires participating employers to contribute the current cost, disability cost, and prior service cost (the total employer cost as shown on pages 4 thru 11). These contributions are mandatory after official action has been taken to join the System.

The total annual dollar costs shown on pages 12 and 13 represent the dollar cost of each benefit program for a one year period based on the payroll reported for this actuarial valuation. In budgeting amounts for LAGERS contributions you should consider any changes in payroll which have been made since data was submitted for the valuation and any changes anticipated to be made before the end of the period for which you are preparing the budget.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix II of this report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 29, 2016.

The computed contributions required for LAGERS participation will permit the System to continue to operate in accordance with the actuarial principles of level cost financing and the state law which governs LAGERS. Summary provisions of the law as well as benefit illustrations can be found in Appendices III and IV.

Projections needed to comply with Missouri state disclosure requirements (Section 105.665 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision are available upon request from LAGERS.

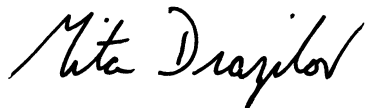
Please note that this entire report must be available as public information for at least 45 calendar days prior to the date final official action is taken by your governing body to join the System. You may wish to make notice of this report in the official minutes of the next meeting of your governing body. This action would not be binding on your subdivision, yet would establish the beginning date of the 45 day waiting period.

In accordance with LAGERS Board policy, the employer contribution rates established by this valuation report are valid for purposes of joining the System for a two year period from the date of this valuation which was June 30, 2016. The valuation was based on data furnished from your records concerning individual employees (see Appendix V).

If you have any questions concerning this report or LAGERS in general, please contact the LAGERS office in Jefferson City.

Mita Drazilov is a member of the American Academy of Actuaries and meets the Qualification Standards of the Academy of Actuaries to render the actuarial opinion herein.

Respectfully submitted,



Mita D. Drazilov, ASA, MAAA

Alternate Plan Provisions Affecting Employer Contribution Rates

The law governing LAGERS provides for either a contributory plan or a non-contributory plan, with benefits based on either a 5 year or 3 year Final Average Salary (FAS).

Contributory Plan. Under the contributory plan, each covered member contributes 4% of compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the member's contributions, plus any interest credited to the member's individual account, are refunded upon request.

Non-Contributory Plan. Under the non-contributory plan, there is no individual employee contribution to the plan, no individual account maintained for each employee, and no refund paid to employees who terminate before being eligible for a benefit.

The law further provides for nine different benefit programs (benefit formula factors) and allows an employer to elect "rule of 80" eligibility for benefits. Under the rule of 80, employees are eligible for unreduced benefits at the earlier of (i) attainment of their minimum service retirement age or (ii) such time as their years of age plus years of LAGERS credited service equals 80.

In total this allows for 72 different combinations of benefit plans, giving employers considerable latitude in designing the retirement program which they feel best suits their particular situation.

The applicable combinations of these items may be changed from time to time, however, there are limitations on the frequency of changes. A more detailed description of plan provisions may be found in Appendix III of this report.

City of Creve Coeur

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
(4% member contributions are additional)

Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.60%	3.40%	0.20%	4.20%
	Police	0.70	3.10	0.40	4.20
L-3	General	0.80	4.80	0.30	5.90
	Police	1.00	4.40	0.50	5.90
LT-4(65)	General	0.70	4.10	0.20	5.00
	Police	1.00	4.30	0.40	5.70
LT-5(65)	General	0.80	5.30	0.30	6.40
	Police	1.20	5.30	0.50	7.00
L-7	General	1.00	6.20	0.30	7.50
	Police	1.30	5.80	0.60	7.70
LT-8(65)	General	1.00	6.60	0.30	7.90
	Police	1.40	6.40	0.60	8.40
L-12	General	1.10	7.70	0.40	9.20
	Police	1.50	7.20	0.70	9.40
LT-14(65)	General	1.20	7.90	0.40	9.50
	Police	1.60	7.50	0.70	9.80
L-6	General	1.30	9.20	0.50	11.00
	Police	1.80	8.70	0.80	11.30

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
(4% member contributions are additional)

Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.60%	3.60%	0.20%	4.40%
	Police	0.80	3.20	0.40	4.40
L-3	General	0.80	5.10	0.30	6.20
	Police	1.00	4.70	0.50	6.20
LT-4(65)	General	0.70	4.30	0.20	5.20
	Police	1.00	4.50	0.40	5.90
LT-5(65)	General	0.90	5.60	0.30	6.80
	Police	1.30	5.60	0.50	7.40
L-7	General	1.00	6.50	0.30	7.80
	Police	1.30	6.10	0.60	8.00
LT-8(65)	General	1.00	6.90	0.30	8.20
	Police	1.50	6.80	0.60	8.90
L-12	General	1.20	8.10	0.40	9.70
	Police	1.60	7.60	0.70	9.90
LT-14(65)	General	1.20	8.20	0.40	9.80
	Police	1.70	7.80	0.70	10.20
L-6	General	1.40	9.60	0.50	11.50
	Police	1.90	9.00	0.80	11.70

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
(No member contributions)

Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.80%	6.90%	0.20%	7.90%
	Police	1.00	6.60	0.40	8.00
L-3	General	0.90	8.40	0.30	9.60
	Police	1.20	8.10	0.50	9.80
LT-4(65)	General	0.80	7.60	0.20	8.60
	Police	1.20	7.80	0.40	9.40
LT-5(65)	General	1.00	8.90	0.30	10.20
	Police	1.40	9.00	0.50	10.90
L-7	General	1.10	9.90	0.30	11.30
	Police	1.50	9.50	0.60	11.60
LT-8(65)	General	1.20	10.20	0.30	11.70
	Police	1.60	10.10	0.60	12.30
L-12	General	1.30	11.40	0.40	13.10
	Police	1.70	10.90	0.70	13.30
LT-14(65)	General	1.30	11.60	0.40	13.30
	Police	1.80	11.20	0.70	13.70
L-6	General	1.50	12.90	0.50	14.90
	Police	2.00	12.40	0.80	15.20

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(No member contributions)

Regular Retirement Eligibility

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.80%	7.10%	0.20%	8.10%
	Police	1.00	6.90	0.40	8.30
L-3	General	1.00	8.70	0.30	10.00
	Police	1.30	8.30	0.50	10.10
LT-4(65)	General	0.90	7.80	0.20	8.90
	Police	1.30	8.10	0.40	9.80
LT-5(65)	General	1.00	9.20	0.30	10.50
	Police	1.50	9.30	0.50	11.30
L-7	General	1.20	10.20	0.30	11.70
	Police	1.50	9.80	0.60	11.90
LT-8(65)	General	1.20	10.60	0.30	12.10
	Police	1.70	10.50	0.60	12.80
L-12	General	1.40	11.80	0.40	13.60
	Police	1.80	11.30	0.70	13.80
LT-14(65)	General	1.40	11.90	0.40	13.70
	Police	1.80	11.60	0.70	14.10
L-6	General	1.60	13.30	0.50	15.40
	Police	2.00	12.80	0.80	15.60

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
(4% member contributions are additional)

Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.60%	3.80%	0.20%	4.60%
	Police	0.80	3.30	0.40	4.50
L-3	General	0.80	5.30	0.30	6.40
	Police	1.10	4.70	0.50	6.30
LT-4(65)	General	0.80	4.90	0.20	5.90
	Police	1.10	5.10	0.40	6.60
LT-5(65)	General	0.90	6.20	0.30	7.40
	Police	1.30	5.90	0.50	7.70
L-7	General	1.00	6.80	0.30	8.10
	Police	1.30	6.20	0.60	8.10
LT-8(65)	General	1.10	7.40	0.30	8.80
	Police	1.50	7.00	0.60	9.10
L-12	General	1.20	8.30	0.40	9.90
	Police	1.60	7.70	0.70	10.00
LT-14(65)	General	1.30	8.60	0.40	10.30
	Police	1.70	8.10	0.70	10.50
L-6	General	1.40	9.90	0.50	11.80
	Police	1.90	9.20	0.80	11.90

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
(4% member contributions are additional)

Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.60%	4.00%	0.20%	4.80%
	Police	0.80	3.50	0.40	4.70
L-3	General	0.80	5.50	0.30	6.60
	Police	1.10	5.00	0.50	6.60
LT-4(65)	General	0.80	5.20	0.20	6.20
	Police	1.20	5.20	0.40	6.80
LT-5(65)	General	1.00	6.40	0.30	7.70
	Police	1.40	6.30	0.50	8.20
L-7	General	1.10	7.10	0.30	8.50
	Police	1.40	6.60	0.60	8.60
LT-8(65)	General	1.10	7.70	0.30	9.10
	Police	1.60	7.40	0.60	9.60
L-12	General	1.30	8.70	0.40	10.40
	Police	1.70	8.10	0.70	10.50
LT-14(65)	General	1.30	9.00	0.40	10.70
	Police	1.80	8.40	0.70	10.90
L-6	General	1.50	10.40	0.50	12.40
	Police	1.90	9.70	0.80	12.40

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
(No member contributions)

Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.80%	7.30%	0.20%	8.30%
	Police	1.00	6.90	0.40	8.30
L-3	General	1.00	8.90	0.30	10.20
	Police	1.30	8.40	0.50	10.20
LT-4(65)	General	1.00	8.40	0.20	9.60
	Police	1.40	8.50	0.40	10.30
LT-5(65)	General	1.10	9.70	0.30	11.10
	Police	1.50	9.60	0.50	11.60
L-7	General	1.20	10.40	0.30	11.90
	Police	1.50	9.90	0.60	12.00
LT-8(65)	General	1.30	11.00	0.30	12.60
	Police	1.70	10.70	0.60	13.00
L-12	General	1.40	12.00	0.40	13.80
	Police	1.80	11.40	0.70	13.90
LT-14(65)	General	1.40	12.30	0.40	14.10
	Police	1.90	11.80	0.70	14.40
L-6	General	1.60	13.60	0.50	15.70
	Police	2.10	12.90	0.80	15.80

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(No member contributions)

Rule of 80 Retirement Eligibility#

Benefit Program	Employee Groups	Percents of Active Member Payroll			
		Prior Service Cost *	Current Cost	Disability Cost	Total Employer Contribution Rate
L-1	General	0.80%	7.50%	0.20%	8.50%
	Police	1.10	7.10	0.40	8.60
L-3	General	1.00	9.10	0.30	10.40
	Police	1.30	8.70	0.50	10.50
LT-4(65)	General	1.00	8.70	0.20	9.90
	Police	1.40	8.80	0.40	10.60
LT-5(65)	General	1.20	10.00	0.30	11.50
	Police	1.60	10.00	0.50	12.10
L-7	General	1.20	10.80	0.30	12.30
	Police	1.60	10.30	0.60	12.50
LT-8(65)	General	1.30	11.40	0.30	13.00
	Police	1.80	11.10	0.60	13.50
L-12	General	1.40	12.40	0.40	14.20
	Police	1.90	11.80	0.70	14.40
LT-14(65)	General	1.50	12.70	0.40	14.60
	Police	1.90	12.20	0.70	14.80
L-6	General	1.70	14.10	0.50	16.30
	Police	2.10	13.40	0.80	16.30

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

* It was assumed that prior service would be given for vesting purposes only.

City of Creve Coeur

Employer Contribution DollarsRegular Retirement Eligibility

Employer contributions are payable monthly, and each month's actual dollar contribution will be the contribution percent multiplied by the payroll during the month. If payroll during your first year of LAGERS participation equals the annual payroll reported for this valuation, the approximate employer dollar contribution for the year would be as follows:

Contributory Plan

5 Year FAS		
Benefit Program	General	Police
L-1	\$ 76,550	\$ 55,027
L-3	107,535	77,300
LT-4(65)	91,131	74,680
LT-5(65)	116,648	91,712
L-7	136,697	100,883
LT-8(65)	143,988	110,054
L-12	167,682	123,156
LT-14(65)	173,150	128,396
L-6	200,489	148,049

3 Year FAS		
Benefit Program	General	Police
L-1	\$ 80,196	\$ 57,647
L-3	113,003	81,230
LT-4(65)	94,777	77,300
LT-5(65)	123,939	96,952
L-7	142,165	104,813
LT-8(65)	149,455	116,605
L-12	176,795	129,707
LT-14(65)	178,617	133,637
L-6	209,602	153,290

Non-Contributory Plan

5 Year FAS		
Benefit Program	General	Police
L-1	\$ 143,988	\$ 104,813
L-3	174,972	128,396
LT-4(65)	156,746	123,156
LT-5(65)	185,908	142,808
L-7	205,957	151,979
LT-8(65)	213,247	161,151
L-12	238,764	174,252
LT-14(65)	242,409	179,493
L-6	271,571	199,145

3 Year FAS		
Benefit Program	General	Police
L-1	\$ 147,633	\$ 108,744
L-3	182,263	132,327
LT-4(65)	162,214	128,396
LT-5(65)	191,376	148,049
L-7	213,247	155,910
LT-8(65)	220,538	167,701
L-12	247,877	180,803
LT-14(65)	249,700	184,734
L-6	280,685	204,386

PLEASE NOTE THAT THE ABOVE INFORMATION IS BASED ON THE PERSONNEL AND PAYROLL DATA SUBMITTED FOR THE ACTUARIAL VALUATION. IN BUDGETING AMOUNTS FOR LAGERS CONTRIBUTIONS YOU SHOULD CONSIDER ANY CHANGES WHICH HAVE BEEN MADE SINCE DATA WAS SUBMITTED FOR THE VALUATION AND ANY CHANGES ANTICIPATED TO BE MADE BEFORE THE END OF THE PERIOD FOR WHICH YOU ARE PREPARING THE BUDGET.

City of Creve Coeur

Employer Contribution Dollars

Rule of 80 Retirement Eligibility

Employer contributions are payable monthly, and each month's actual dollar contribution will be the contribution percent multiplied by the payroll during the month. If payroll during your first year of LAGERS participation equals the annual payroll reported for this valuation, the approximate employer dollar contribution for the year would be as follows:

Contributory Plan

5 Year FAS		
Benefit Program	General	Police
L-1	\$ 83,841	\$ 58,958
L-3	116,648	82,541
LT-4(65)	107,535	86,471
LT-5(65)	134,874	100,883
L-7	147,633	106,124
LT-8(65)	160,391	119,225
L-12	180,440	131,017
LT-14(65)	187,731	137,568
L-6	215,070	155,910

3 Year FAS		
Benefit Program	General	Police
L-1	\$ 87,486	\$ 61,578
L-3	120,293	86,471
LT-4(65)	113,003	89,091
LT-5(65)	140,342	107,434
L-7	154,923	112,674
LT-8(65)	165,859	125,776
L-12	189,553	137,568
LT-14(65)	195,021	142,808
L-6	226,006	162,461

Non-Contributory Plan

5 Year FAS		
Benefit Program	General	Police
L-1	\$ 151,278	\$ 108,744
L-3	185,908	133,637
LT-4(65)	174,972	134,947
LT-5(65)	202,312	151,979
L-7	216,893	157,220
LT-8(65)	229,651	170,322
L-12	251,522	182,113
LT-14(65)	256,990	188,664
L-6	286,152	207,006

3 Year FAS		
Benefit Program	General	Police
L-1	\$ 154,923	\$ 112,674
L-3	189,553	137,568
LT-4(65)	180,440	138,878
LT-5(65)	209,602	158,530
L-7	224,183	163,771
LT-8(65)	236,941	176,873
L-12	258,813	188,664
LT-14(65)	266,103	193,905
L-6	297,088	213,557

PLEASE NOTE THAT THE ABOVE INFORMATION IS BASED ON THE PERSONNEL AND PAYROLL DATA SUBMITTED FOR THE ACTUARIAL VALUATION. IN BUDGETING AMOUNTS FOR LAGERS CONTRIBUTIONS YOU SHOULD CONSIDER ANY CHANGES WHICH HAVE BEEN MADE SINCE DATA WAS SUBMITTED FOR THE VALUATION AND ANY CHANGES ANTICIPATED TO BE MADE BEFORE THE END OF THE PERIOD FOR WHICH YOU ARE PREPARING THE BUDGET.

City of Creve Coeur

Employees and Payroll Included in the Valuation

	General	Police
Number of Employees	34	21
Annual Payroll	\$ 1,822,627	\$ 1,310,168

Information regarding the age and service characteristics of the employees is contained in Appendix V.

APPENDIX I

**UNFUNDED ACTUARIAL
ACCRUED LIABILITY**

UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)

If the decision is made to join LAGERS the governing body also must decide how much credit to grant employees for their service before the membership date. The options are to cover 25%, 50%, 75% or 100% of prior service. The granting of prior service credit results in the establishment of an actuarial accrued liability. Because your political subdivision will not have established an asset balance with the System as of the membership date, the value established for prior service is an unfunded actuarial accrued liability.

The policy of the LAGERS Board of Trustees provides that unfunded liabilities are to be paid for by level percent of payroll contributions over a period of 30 years. The contribution rates shown on pages 4 through 11 as the "Prior Service Cost" are designed to pay for the applicable unfunded actuarial accrued liability. This procedure will allow your political subdivision to retire the unfunded actuarial accrued liability in an orderly fashion over a period of years without the need for an immediate large payment upon joining the System.

Should the governing body elect to grant credit for 100% of the employees' prior service, the unfunded actuarial accrued liability as of the date of this valuation would be as follows:

City of Creve Coeur

Regular Retirement Eligibility

Benefit Group	Employee Group	Contributory		Non-Contributory	
		UAAL (5 Year FAS)	UAAL (3 Year FAS)	UAAL (5 Year FAS)	UAAL (3 Year FAS)
L-1	General	\$ 180,096	\$ 188,627	\$ 242,325	\$ 250,337
	Police	168,964	178,003	225,692	233,490
L-3	General	\$ 242,860	\$ 253,285	\$ 302,912	\$ 312,980
	Police	230,964	242,121	282,140	291,885
LT-4(65)	General	209,860	219,360	271,808	280,886
	Police	229,275	240,460	285,785	295,698
LT-5(65)	General	265,154	276,367	325,085	335,870
	Police	276,227	288,968	327,196	338,530
L-7	General	305,106	317,542	363,469	375,553
	Police	291,939	304,749	338,572	350,252
LT-8(65)	General	319,973	332,892	378,277	390,828
	Police	322,047	335,964	368,610	381,337
L-12	General	367,185	381,794	424,027	438,132
	Police	351,573	366,191	395,062	408,679
LT-14(65)	General	374,582	389,480	431,439	445,711
	Police	366,626	381,801	410,083	424,206
L-6	General	429,246	445,845	484,671	500,725
	Police	410,556	427,067	451,506	466,981

City of Creve Coeur

UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)

Rule of 80 Retirement Eligibility

Benefit Group	Employee Group	Contributory		Non-Contributory	
		UAAL (5 Year FAS)	UAAL (3 Year FAS)	UAAL (5 Year FAS)	UAAL (3 Year FAS)
L-1	General	\$ 195,094	\$ 204,226	\$ 256,651	\$ 265,400
	Police	180,292	189,827	236,548	244,931
L-3	General	\$ 260,997	\$ 272,202	\$ 320,888	\$ 331,774
	Police	244,731	256,362	295,791	306,164
LT-4(65)	General	249,453	260,503	310,726	321,416
	Police	262,539	275,071	318,591	329,966
LT-5(65)	General	301,765	314,403	361,453	373,772
	Police	306,390	320,356	357,243	369,908
L-7	General	326,411	339,626	385,006	398,068
	Police	308,018	321,528	354,944	367,441
LT-8(65)	General	353,612	367,781	412,098	426,144
	Police	349,142	364,242	395,944	409,890
L-12	General	391,506	407,177	449,230	464,482
	Police	369,980	385,482	414,013	428,611
LT-14(65)	General	405,112	421,239	462,664	478,499
	Police	390,530	406,788	434,534	449,847
L-6	General	456,770	474,542	513,387	530,689
	Police	431,420	448,950	473,234	489,871

APPENDIX II

**SUMMARY OF
FINANCIAL ASSUMPTIONS**

Summary of Assumptions Used in Actuarial Valuations

Assumptions Adopted by Board of Trustees After Consulting With Actuary

1. The investment return rate used in making the valuations was 7.25% per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of investment return in excess of the inflation rate. The price inflation rate used in making the valuations was 2.50% and the wage inflation rate used in making the valuations was 3.25%. The 7.25% investment return rate translates to an assumed real rate of return over price inflation of 4.75% and over wage inflation of 4.00%. Adopted 2011 and 2016.
2. The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 Healthy Annuitant mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 disabled mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The pre-retirement mortality tables used were the RP-2014 employees mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. For both the post-retirement and pre-retirement tables, the base year for males was then established to be 2017. Mortality rates for a particular calendar year are determined by applying the MP-2015 mortality improvement scale to the above described tables. Adopted 2016.
3. The probabilities of withdrawal from service, together with individual pay increase assumptions, are shown in Schedule 1. Adopted 2016.
4. The probabilities of retirement with an age and service allowance are shown in Schedule 2. Adopted 2016.
5. Post-retirement cost of living allowances are assumed to be 2.50% per year. Adopted 2016.
6. Total active member payroll is assumed to increase 3.25% a year, which is the portion of the individual pay increase assumptions attributable to wage inflation. In effect, this assumes no change in the number of active members per employer. Adopted 2016.
7. An individual entry-age actuarial cost method of valuation was used in determining age and service allowance actuarial liabilities and normal cost. Adopted 1986.
8. The data about persons now covered was furnished by the political subdivision. Although examined for general reasonableness, the data was not audited by us.

Schedule 1.

Withdrawal From Active Employment Before Age & Service Retirement and Individual Pay Increase Assumptions

Sample Ages	Years of Service	Percent of Active Members Separating Within Next Year				Percent Increase in Individual's Pay During Next Year Excluding Fire
		General Members		Police	Fire	
		Men	Women			
All	0	19.00%	22.00%	18.00%	10.00%	
	1	17.00	20.00	17.00	8.00	
	2	15.00	17.00	16.00	7.00	
	3	13.00	14.00	13.00	6.00	
	4	11.00	13.00	12.00	6.00	
25	5 & Over	7.30	10.80	9.80	5.00	6.6%
30		6.50	8.90	7.80	4.00	5.8
35		5.00	7.40	6.10	2.80	5.3
40		3.70	5.70	4.40	2.20	4.8
45		3.00	4.20	3.20	1.80	4.3
50		2.40	3.30	1.80	1.00	3.9
55		1.80	2.50	1.00	0.50	3.7
60		1.00	1.20	0.00	0.00	3.6
65		0.00	0.00	0.00	0.00	3.3

Percent Increase in Individual's Pay During Next Year	
Sample Ages	Fire

25	7.2%
30	6.1
35	5.2
40	4.5
45	4.2
50	3.9
55	3.7
60	3.3
65	3.3

Schedule 2.

**Percent of Eligible Active Members Retiring Within Next Year
Without Rule of 80 Eligibility**

Early Retirement

Retirement	General Members		Retirement		
Ages	Men	Women	Ages	Police	Fire
55	3.00%	3.00%	50	2.50%	2.50%
56	3.00%	3.00%	51	2.50%	2.50%
57	3.00%	3.00%	52	2.50%	2.50%
58	3.00%	3.00%	53	2.50%	2.50%
59	3.00%	3.00%	54	2.50%	2.50%

Normal Retirement

Retirement	General Members		Retirement		
Ages	Men	Women	Ages	Police	Fire
60	10%	10%	55	10%	13%
61	10	10	56	10	13
62	25	15	57	10	13
63	20	15	58	10	13
64	20	15	59	10	13
65	25	25	60	10	15
66	25	25	61	10	15
67	20	25	62	25	20
68	20	25	63	20	20
69	20	20	64	20	20
70	100	100	65	100	100

Schedule 2. (Continued)

Percent of Eligible Active Members Retiring Within Next Year With Rule of 80 Eligibility

Retirement Ages	General Members		Police	Fire
	Men	Women		
50	15%	15%	25%	25%
51	15	15	25	20
52	15	15	15	20
53	15	15	15	20
54	15	15	15	20
55	15	15	15	20
56	15	15	15	20
57	15	15	15	25
58	15	15	15	25
59	15	15	15	25
60	15	15	15	35
61	15	15	25	35
62	30	15	30	45
63	30	15	30	45
64	30	20	30	45
65	30	25	100	100
66	30	25		
67	30	25		
68	30	25		
69	30	25		
70	100	100		

APPENDIX III

**SUMMARY OF
LAGERS PROVISIONS**

Missouri Local Government Employees Retirement System
Brief Summary of LAGERS
Benefits and Conditions Evaluated and/or Considered
as of February 29, 2016
(Section references are to RSMo)

Voluntary Retirement. Sections 70.645 & 70.600. A member may retire with an age & service allowance after both (i) completing 5 years of credited service, and (ii) attaining the minimum service retirement age.

The minimum service retirement age is age 60 for a general employee and age 55 for a police or fire employee. Optionally, employers may also elect to provide for unreduced benefits for employees whose combination of years of age and years of service equals 80 or more.

Final Average Salary. Section 70.600. The average of a member's monthly compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) of credited service producing the highest monthly average, which period is contained within the 120 consecutive months of credited service immediately preceding retirement.

Age & Service Allowance. Section 70.655. The allowance, payable monthly for life, equals a specified percent of a member's final average salary multiplied by the number of years of credited service. Each employer elects the percent applicable to its members, from the following programs:

L-1 Benefit Program:	1.00% for life
L-3 Benefit Program:	1.25% for life
L-7 Benefit Program:	1.50% for life
L-12 Benefit Program:	1.75% for life
L-6 Benefit Program:	2.00% for life
LT-4(65) Benefit Program:	1.00% for life, plus 1.00% to age 65
LT-5(65) Benefit Program:	1.25% for life, plus 0.75% to age 65
LT-8(65) Benefit Program:	1.50% for life, plus 0.50% to age 65
LT-14(65) Benefit Program:	1.75% for life, plus 0.25% to age 65

The only LT benefit programs available for adoption after August 1, 1994 are the LT(65) programs.

Benefit programs L-9 and LT-10(65) are unavailable for adoption after August 1, 2005.

Benefit program L-11, available only to groups not covered by social security, provides for 2.5% for life.

Subsequent to joining the System the governing body can elect to change benefit programs for the employees, but not more often than once every 2 years.

Early Allowance. Section 70.670. A member may retire with an early allowance after both (i) completing 5 years of credited service, and (ii) attaining age 55 if a general employee or age 50 if a police or fire employee.

The early allowance amount, payable monthly for life, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of early retirement, but reduced to reflect the fact that the age when payments begin is younger than the minimum service retirement age. The amount of the reduction is 1/2 of 1% (.005) for each month the age at retirement is younger than the minimum service retirement age.

Deferred Allowance. Section 70.675. If a member leaves LAGERS-covered employment (i) before attaining the early retirement age, and (ii) after completing 5 years of credited service, the member becomes eligible for a deferred allowance; provided the former member lives to the minimum service retirement age and does not withdraw the accumulated contributions.

The deferred allowance amount, payable monthly for life from the minimum service retirement age, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of leaving LAGERS coverage.

Deferred allowances are also payable any time after reaching the early retirement age, with the reduction for early retirement noted on the previous page.

Non-Duty Disability Allowance. Section 70.680. A member with 5 or more years of credited service who becomes totally and permanently disabled from other than duty-connected causes becomes eligible to receive a non-duty disability allowance computed in the same manner as an age & service allowance, based upon the service & earnings record to time of disability.

Duty Disability Allowance. Section 70.680. A member regardless of credited service who becomes totally and permanently disabled from duty-connected causes becomes eligible to receive a duty disability allowance computed in the same manner as an age & service allowance, based upon the earnings record to time of disability but based upon the years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Death-in-Service. Section 70.661. Upon the death of a member who had completed 5 years of credited service, the eligible surviving dependents receive the following benefits:

(a) The surviving spouse receives an allowance equal to the Option A allowance (joint and 75% survivor benefit) computed based upon the deceased members' service & earnings record to time of death.

(b) When no spouse benefit is payable, the dependent children under age 18 (age 23 if they are full time students) each receive an equal share of 60% of an age & service allowance computed based upon the deceased member's service & earnings record to time of death.

(c) If the death is determined to be duty related, the 5 year service requirement is waived and the benefit is based on years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Benefit Changes After Retirement. Section 70.655. For retirements effective after September 28, 1975, there is an annual redetermination of monthly benefit amount, beginning the October first following 12 months of retirement. As of each October first the amount of each eligible benefit is redetermined as follows:

(a) Subject to the maximum in (b), the redetermined amount is the amount other-wise payable multiplied by: 100% plus up to 4%, as determined by the LAGERS Board of Trustees, for each full year of retirement.

(b) The redetermined amount may not exceed the amount otherwise payable multiplied by the ratio of the Consumer Price Index for the immediately preceding month of June to the Consumer Price Index for the month of June immediately preceding retirement.

Member Contributions. Sections 70.690 & 70.705. Each member contributes 4% of compensation beginning after completion of sufficient employment for 6 months of credited service.

If a member leaves LAGERS-covered employment before an allowance is payable, the accumulated contributions are refunded to the member. If the member dies, his accumulated contributions are refunded to a designated beneficiary.

The law governing LAGERS also has a provision for the adoption of a non-contributory plan in which the full cost of LAGERS participation is paid by the employer. Adoption of the non-contributory provisions may be done at the time of membership or a later date; however, a change from contributory to non-contributory or vice-versa may not be made more frequently than every 2 years. Under the non-contributory provisions there is no individual account maintained for each employee and no refund of contributions if an employee terminates before being eligible for a benefit.

Employer Contributions. Section 70.730. Each employer contributes the remainder amounts necessary to finance the employees' participation in LAGERS. Contributions to LAGERS are determined based upon level-percent-of-payroll principles, so that contribution rates do not have to increase over decades of time.

APPENDIX IV

**BENEFIT
ILLUSTRATIONS**

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-1 Benefit Program is Years of Credited Service
times: 1.00% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 525	\$ 882	\$1,407	94%
2,000	700	1,028	1,728	86%
2,500	875	1,174	2,049	82%
3,000	1,050	1,320	2,370	79%
3,500	1,225	1,465	2,690	77%
4,000	1,400	1,611	3,011	75%
25 Years of Service:				
\$1,500	\$ 375	\$ 882	\$1,257	84%
2,000	500	1,028	1,528	76%
2,500	625	1,174	1,799	72%
3,000	750	1,320	2,070	69%
3,500	875	1,465	2,340	67%
4,000	1,000	1,611	2,611	65%
15 Years of Service:				
\$1,500	\$225	\$ 882	\$1,107	74%
2,000	300	1,028	1,328	66%
2,500	375	1,174	1,549	62%
3,000	450	1,320	1,770	59%
3,500	525	1,465	1,990	57%
4,000	600	1,611	2,211	55%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-3 Benefit Program is Years of Credited Service
times: 1.25% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 656	\$ 882	\$1,538	103%
2,000	875	1,028	1,903	95%
2,500	1,094	1,174	2,268	91%
3,000	1,313	1,320	2,633	88%
3,500	1,531	1,465	2,996	86%
4,000	1,750	1,611	3,361	84%
25 Years of Service:				
\$1,500	\$ 469	\$ 882	\$1,351	90%
2,000	625	1,028	1,653	83%
2,500	781	1,174	1,955	78%
3,000	938	1,320	2,258	75%
3,500	1,094	1,465	2,559	73%
4,000	1,250	1,611	2,861	72%
15 Years of Service:				
\$1,500	\$281	\$ 882	\$1,163	78%
2,000	375	1,028	1,403	70%
2,500	469	1,174	1,643	66%
3,000	563	1,320	1,883	63%
3,500	656	1,465	2,121	61%
4,000	750	1,611	2,361	59%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-7 Benefit Program is Years of Credited Service
times: 1.50% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 788	\$ 882	\$1,670	111%
2,000	1,050	1,028	2,078	104%
2,500	1,313	1,174	2,487	99%
3,000	1,575	1,320	2,895	97%
3,500	1,838	1,465	3,303	94%
4,000	2,100	1,611	3,711	93%
25 Years of Service:				
\$1,500	\$ 563	\$ 882	\$1,445	96%
2,000	750	1,028	1,778	89%
2,500	938	1,174	2,112	84%
3,000	1,125	1,320	2,445	82%
3,500	1,313	1,465	2,778	79%
4,000	1,500	1,611	3,111	78%
15 Years of Service:				
\$1,500	\$338	\$ 882	\$1,220	81%
2,000	450	1,028	1,478	74%
2,500	563	1,174	1,737	69%
3,000	675	1,320	1,995	67%
3,500	788	1,465	2,253	64%
4,000	900	1,611	2,511	63%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-12 Benefit Program is Years of Credited Service
times: 1.75% of FAS ¹)

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) ¹	BENEFIT ³	Security ²	\$	% of FAS
35 Years of Service:				
\$1,500	\$ 919	\$ 882	\$1,801	120%
2,000	1,225	1,028	2,253	113%
2,500	1,531	1,174	2,705	108%
3,000	1,838	1,320	3,158	105%
3,500	2,144	1,465	3,609	103%
4,000	2,450	1,611	4,061	102%
25 Years of Service:				
\$1,500	\$ 656	\$ 882	\$1,538	103%
2,000	875	1,028	1,903	95%
2,500	1,094	1,174	2,268	91%
3,000	1,313	1,320	2,633	88%
3,500	1,531	1,465	2,996	86%
4,000	1,750	1,611	3,361	84%
15 Years of Service:				
\$1,500	\$ 394	\$ 882	\$1,276	85%
2,000	525	1,028	1,553	78%
2,500	656	1,174	1,830	73%
3,000	788	1,320	2,108	70%
3,500	919	1,465	2,384	68%
4,000	1,050	1,611	2,661	67%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-6 Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,050	\$ 882	\$1,932	129%
2,000	1,400	1,028	2,428	121%
2,500	1,750	1,174	2,924	117%
3,000	2,100	1,320	3,420	114%
3,500	2,450	1,465	3,915	112%
4,000	2,800	1,611	4,411	110%
25 Years of Service:				
\$1,500	\$ 750	\$ 882	\$1,632	109%
2,000	1,000	1,028	2,028	101%
2,500	1,250	1,174	2,424	97%
3,000	1,500	1,320	2,820	94%
3,500	1,750	1,465	3,215	92%
4,000	2,000	1,611	3,611	90%
15 Years of Service:				
\$1,500	\$ 450	\$ 882	\$1,332	89%
2,000	600	1,028	1,628	81%
2,500	750	1,174	1,924	77%
3,000	900	1,320	2,220	74%
3,500	1,050	1,465	2,515	72%
4,000	1,200	1,611	2,811	70%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-4(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS¹ to age 65)
1.00% of FAS¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 882	\$1,050	\$1,407	70%	94%
2,000	1,400	700	1,028	1,400	1,728	70%	86%
2,500	1,750	875	1,174	1,750	2,049	70%	82%
3,000	2,100	1,050	1,320	2,100	2,370	70%	79%
3,500	2,450	1,225	1,465	2,450	2,690	70%	77%
4,000	2,800	1,400	1,611	2,800	3,011	70%	75%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 882	\$ 750	\$1,257	50%	84%
2,000	1,000	500	1,028	1,000	1,528	50%	76%
2,500	1,250	625	1,174	1,250	1,799	50%	72%
3,000	1,500	750	1,320	1,500	2,070	50%	69%
3,500	1,750	875	1,465	1,750	2,340	50%	67%
4,000	2,000	1,000	1,611	2,000	2,611	50%	65%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 882	\$ 450	\$1,107	30%	74%
2,000	600	300	1,028	600	1,328	30%	66%
2,500	750	375	1,174	750	1,549	30%	62%
3,000	900	450	1,320	900	1,770	30%	59%
3,500	1,050	525	1,465	1,050	1,990	30%	57%
4,000	1,200	600	1,611	1,200	2,211	30%	55%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-5(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS¹ to age 65)
1.25% of FAS¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 882	\$1,050	\$1,538	70%	103%
2,000	1,400	875	1,028	1,400	1,903	70%	95%
2,500	1,750	1,094	1,174	1,750	2,268	70%	91%
3,000	2,100	1,313	1,320	2,100	2,633	70%	88%
3,500	2,450	1,531	1,465	2,450	2,996	70%	86%
4,000	2,800	1,750	1,611	2,800	3,361	70%	84%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 882	\$ 750	\$1,351	50%	90%
2,000	1,000	625	1,028	1,000	1,653	50%	83%
2,500	1,250	781	1,174	1,250	1,955	50%	78%
3,000	1,500	938	1,320	1,500	2,258	50%	75%
3,500	1,750	1,094	1,465	1,750	2,559	50%	73%
4,000	2,000	1,250	1,611	2,000	2,861	50%	72%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 882	\$ 450	\$1,163	30%	78%
2,000	600	375	1,028	600	1,403	30%	70%
2,500	750	469	1,174	750	1,643	30%	66%
3,000	900	563	1,320	900	1,883	30%	63%
3,500	1,050	656	1,465	1,050	2,121	30%	61%
4,000	1,200	750	1,611	1,200	2,361	30%	59%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-8(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS¹ to age 65)
1.50% of FAS¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 882	\$1,050	\$1,670	70%	111%
2,000	1,400	1,050	1,028	1,400	2,078	70%	104%
2,500	1,750	1,313	1,174	1,750	2,487	70%	99%
3,000	2,100	1,575	1,320	2,100	2,895	70%	97%
3,500	2,450	1,838	1,465	2,450	3,303	70%	94%
4,000	2,800	2,100	1,611	2,800	3,711	70%	93%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 882	\$ 750	\$1,445	50%	96%
2,000	1,000	750	1,028	1,000	1,778	50%	89%
2,500	1,250	938	1,174	1,250	2,112	50%	84%
3,000	1,500	1,125	1,320	1,500	2,445	50%	82%
3,500	1,750	1,313	1,465	1,750	2,778	50%	79%
4,000	2,000	1,500	1,611	2,000	3,111	50%	78%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 882	\$ 450	\$1,220	30%	81%
2,000	600	450	1,028	600	1,478	30%	74%
2,500	750	563	1,174	750	1,737	30%	69%
3,000	900	675	1,320	900	1,995	30%	67%
3,500	1,050	788	1,465	1,050	2,253	30%	64%
4,000	1,200	900	1,611	1,200	2,511	30%	63%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-14(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS¹ to age 65)
1.75% of FAS¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 919	\$ 882	\$1,050	\$1,801	70%	120%
2,000	1,400	1,225	1,028	1,400	2,253	70%	113%
2,500	1,750	1,531	1,174	1,750	2,705	70%	108%
3,000	2,100	1,838	1,320	2,100	3,158	70%	105%
3,500	2,450	2,144	1,465	2,450	3,609	70%	103%
4,000	2,800	2,450	1,611	2,800	4,061	70%	102%
25 Years of Service:							
\$1,500	\$ 750	\$ 656	\$ 882	\$ 750	\$1,538	50%	103%
2,000	1,000	875	1,028	1,000	1,903	50%	95%
2,500	1,250	1,094	1,174	1,250	2,268	50%	91%
3,000	1,500	1,313	1,320	1,500	2,633	50%	88%
3,500	1,750	1,531	1,465	1,750	2,996	50%	86%
4,000	2,000	1,750	1,611	2,000	3,361	50%	84%
15 Years of Service:							
\$1,500	\$ 450	\$ 394	\$ 882	\$ 450	\$1,276	30%	85%
2,000	600	525	1,028	600	1,553	30%	78%
2,500	750	656	1,174	750	1,830	30%	73%
3,000	900	788	1,320	900	2,108	30%	70%
3,500	1,050	919	1,465	1,050	2,384	30%	68%
4,000	1,200	1,050	1,611	1,200	2,661	30%	67%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit and is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2016 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

APPENDIX V

**AGE AND SERVICE
CHARACTERISTICS OF
EMPLOYEES**

City of Creve Coeur - General

June 30, 2016

By Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
Under 20									
20-24	1							1	\$ 33,396
25-29	6	2						8	\$ 343,232
30-34	2							2	\$ 103,964
35-39	3	1						4	\$ 204,272
40-44	6	2						8	\$ 488,358
45-49	1	4						5	\$ 306,147
50-54	2	2						4	\$ 233,721
55-59	2							2	\$ 109,537
60-64									
65-69									
70 & Over									
Totals	23	11						34	\$ 1,822,627

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 39.5 years.

Benefit Service: 0.0 years.

Annual Pay: \$53,607.

City of Creve Coeur - Police

June 30, 2016

By Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
Under 20									
20-24	1							1	\$ 43,980
25-29	5	2						7	\$ 421,836
30-34	4	2						6	\$ 388,719
35-39	3	3						6	\$ 394,388
40-44	1							1	\$ 61,245
45-49									
50-54									
55-59									
60-64									
65-69									
70 & Over									
Totals	14	7						21	\$ 1,310,168

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 31.3 years.

Benefit Service: 0.0 years.

Annual Pay: \$62,389.

October 14, 2016 E-mail

Mr. Keith Hughes, Executive Secretary
Missouri Local Government
Employees Retirement System
P.O. Box 1665
Jefferson City, Missouri 65102

Dear Keith:

Enclosed is the report of the June 30, 2016 Initial Actuarial
Valuation of LAGERS benefits for the employees of

City of Creve Coeur

Sincerely,



Mita D. Drazilov

MDD:adh

October 14, 2016

City of Creve Coeur
Creve Coeur, Missouri

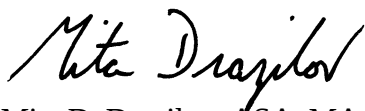
Ladies and Gentlemen:

This report contains projections needed to comply with Missouri state disclosure requirements (Section 105.660 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision. This report is intended to be a supplement to the June 30, 2016 Initial Valuation for the City of Creve Coeur dated October 14, 2016.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix II of the Initial Valuation Report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 29, 2016.

Mita Drazilov is a member of the American Academy of Actuaries and meets the Qualification Standards of the Academy of Actuaries to render the actuarial opinion herein.

Respectfully submitted,



Mita D. Drazilov, ASA, MAAA

City of Creve Coeur - General

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
 (4% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	4.2%	\$76,550	\$ 180,096	5.9%	\$107,535	\$ 242,860	5.0%	\$91,131	\$ 209,860
2017	1,881,862	4.2	79,038	182,563	5.9	111,030	246,187	5.0	94,093	212,735
2018	1,943,023	4.2	81,607	184,865	5.9	114,638	249,291	5.0	97,151	215,417
2019	2,006,171	4.2	84,259	186,979	5.9	118,364	252,141	5.0	100,309	217,880
2020	2,071,372	4.2	86,998	188,879	5.9	122,211	254,703	5.0	103,569	220,094
2021	2,138,692	4.2	89,825	190,538	5.9	126,183	256,940	5.0	106,935	222,027
2022	2,208,199	4.2	92,744	191,926	5.9	130,284	258,812	5.0	110,410	223,644
2023	2,279,965	4.2	95,759	193,011	5.9	134,518	260,275	5.0	113,998	224,908
2024	2,354,064	4.2	98,871	193,757	5.9	138,890	261,281	5.0	117,703	225,778
2025	2,430,571	4.2	102,084	194,127	5.9	143,404	261,780	5.0	121,529	226,209

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	6.4%	\$116,648	\$ 265,154	7.5%	\$136,697	\$ 305,106	7.9%	\$143,988	\$ 319,973
2017	1,881,862	6.4	120,439	268,787	7.5	141,140	309,286	7.9	148,667	324,357
2018	1,943,023	6.4	124,353	272,176	7.5	145,727	313,186	7.9	153,499	328,447
2019	2,006,171	6.4	128,395	275,288	7.5	150,463	316,767	7.9	158,488	332,202
2020	2,071,372	6.4	132,568	278,085	7.5	155,353	319,986	7.9	163,638	335,577
2021	2,138,692	6.4	136,876	280,527	7.5	160,402	322,796	7.9	168,957	338,524
2022	2,208,199	6.4	141,325	282,570	7.5	165,615	325,147	7.9	174,448	340,990
2023	2,279,965	6.4	145,918	284,167	7.5	170,997	326,985	7.9	180,117	342,917
2024	2,354,064	6.4	150,660	285,266	7.5	176,555	328,249	7.9	185,971	344,243
2025	2,430,571	6.4	155,557	285,811	7.5	182,293	328,876	7.9	192,015	344,900

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	9.2%	\$167,682	\$ 367,185	9.5%	\$173,150	\$ 374,582	11.0%	\$200,489	\$ 429,246
2017	1,881,862	9.2	173,131	372,215	9.5	178,777	379,714	11.0	207,005	435,127
2018	1,943,023	9.2	178,758	376,908	9.5	184,587	384,502	11.0	213,733	440,614
2019	2,006,171	9.2	184,568	381,217	9.5	190,586	388,898	11.0	220,679	445,652
2020	2,071,372	9.2	190,566	385,091	9.5	196,780	392,850	11.0	227,851	450,180
2021	2,138,692	9.2	196,760	388,473	9.5	203,176	396,300	11.0	235,256	454,134
2022	2,208,199	9.2	203,154	391,303	9.5	209,779	399,187	11.0	242,902	457,442
2023	2,279,965	9.2	209,757	393,515	9.5	216,597	401,443	11.0	250,796	460,027
2024	2,354,064	9.2	216,574	395,037	9.5	223,636	402,995	11.0	258,947	461,806
2025	2,430,571	9.2	223,613	395,791	9.5	230,904	403,765	11.0	267,363	462,688

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
 (4% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	4.4%	\$80,196	\$ 188,627	6.2%	\$113,003	\$ 253,285	5.2%	\$94,777	\$ 219,360
2017	1,881,862	4.4	82,802	191,211	6.2	116,675	256,755	5.2	97,857	222,365
2018	1,943,023	4.4	85,493	193,622	6.2	120,467	259,993	5.2	101,037	225,169
2019	2,006,171	4.4	88,272	195,836	6.2	124,383	262,965	5.2	104,321	227,743
2020	2,071,372	4.4	91,140	197,826	6.2	128,425	265,637	5.2	107,711	230,057
2021	2,138,692	4.4	94,102	199,563	6.2	132,599	267,970	5.2	111,212	232,077
2022	2,208,199	4.4	97,161	201,017	6.2	136,908	269,922	5.2	114,826	233,768
2023	2,279,965	4.4	100,318	202,153	6.2	141,358	271,448	5.2	118,558	235,089
2024	2,354,064	4.4	103,579	202,935	6.2	145,952	272,498	5.2	122,411	235,998
2025	2,430,571	4.4	106,945	203,322	6.2	150,695	273,018	5.2	126,390	236,449

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	6.8%	\$123,939	\$ 276,367	7.8%	\$142,165	\$ 317,542	8.2%	\$149,455	\$ 332,892
2017	1,881,862	6.8	127,967	280,153	7.8	146,785	321,892	8.2	154,313	337,453
2018	1,943,023	6.8	132,126	283,686	7.8	151,556	325,951	8.2	159,328	341,708
2019	2,006,171	6.8	136,420	286,929	7.8	156,481	329,678	8.2	164,506	345,615
2020	2,071,372	6.8	140,853	289,844	7.8	161,567	333,028	8.2	169,853	349,127
2021	2,138,692	6.8	145,431	292,390	7.8	166,818	335,953	8.2	175,373	352,193
2022	2,208,199	6.8	150,158	294,520	7.8	172,240	338,400	8.2	181,072	354,758
2023	2,279,965	6.8	155,038	296,185	7.8	177,837	340,313	8.2	186,957	356,763
2024	2,354,064	6.8	160,076	297,330	7.8	183,617	341,629	8.2	193,033	358,143
2025	2,430,571	6.8	165,279	297,898	7.8	189,585	342,281	8.2	199,307	358,827

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	9.7%	\$176,795	\$ 381,794	9.8%	\$178,617	\$ 389,480	11.5%	\$209,602	\$ 445,845
2017	1,881,862	9.7	182,541	387,025	9.8	184,422	394,816	11.5	216,414	451,953
2018	1,943,023	9.7	188,473	391,905	9.8	190,416	399,794	11.5	223,448	457,652
2019	2,006,171	9.7	194,599	396,386	9.8	196,605	404,365	11.5	230,710	462,884
2020	2,071,372	9.7	200,923	400,414	9.8	202,994	408,474	11.5	238,208	467,587
2021	2,138,692	9.7	207,453	403,931	9.8	209,592	412,061	11.5	245,950	471,694
2022	2,208,199	9.7	214,195	406,873	9.8	216,404	415,063	11.5	253,943	475,130
2023	2,279,965	9.7	221,157	409,173	9.8	223,437	417,409	11.5	262,196	477,815
2024	2,354,064	9.7	228,344	410,755	9.8	230,698	419,023	11.5	270,717	479,663
2025	2,430,571	9.7	235,765	411,539	9.8	238,196	419,823	11.5	279,516	480,579

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
 (0% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	7.9%	\$143,988	\$ 242,325	9.6%	\$174,972	\$ 302,912	8.6%	\$156,746	\$ 271,808
2017	1,881,862	7.9	148,667	245,645	9.6	180,659	307,062	8.6	161,840	275,532
2018	1,943,023	7.9	153,499	248,742	9.6	186,530	310,934	8.6	167,100	279,006
2019	2,006,171	7.9	158,488	251,586	9.6	192,592	314,489	8.6	172,531	282,196
2020	2,071,372	7.9	163,638	254,142	9.6	198,852	317,684	8.6	178,138	285,063
2021	2,138,692	7.9	168,957	256,374	9.6	205,314	320,474	8.6	183,928	287,567
2022	2,208,199	7.9	174,448	258,242	9.6	211,987	322,808	8.6	189,905	289,662
2023	2,279,965	7.9	180,117	259,701	9.6	218,877	324,632	8.6	196,077	291,299
2024	2,354,064	7.9	185,971	260,705	9.6	225,990	325,887	8.6	202,450	292,425
2025	2,430,571	7.9	192,015	261,203	9.6	233,335	326,509	8.6	209,029	292,983

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	10.2%	\$185,908	\$ 325,085	11.3%	\$205,957	\$ 363,469	11.7%	\$213,247	\$ 378,277
2017	1,881,862	10.2	191,950	329,539	11.3	212,650	368,448	11.7	220,178	383,459
2018	1,943,023	10.2	198,188	333,694	11.3	219,562	373,094	11.7	227,334	388,294
2019	2,006,171	10.2	204,629	337,509	11.3	226,697	377,360	11.7	234,722	392,733
2020	2,071,372	10.2	211,280	340,938	11.3	234,065	381,194	11.7	242,351	396,724
2021	2,138,692	10.2	218,147	343,932	11.3	241,672	384,542	11.7	250,227	400,208
2022	2,208,199	10.2	225,236	346,437	11.3	249,526	387,343	11.7	258,359	403,123
2023	2,279,965	10.2	232,556	348,395	11.3	257,636	389,532	11.7	266,756	405,401
2024	2,354,064	10.2	240,115	349,742	11.3	266,009	391,038	11.7	275,425	406,969
2025	2,430,571	10.2	247,918	350,410	11.3	274,655	391,785	11.7	284,377	407,746

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	13.1%	\$238,764	\$ 424,027	13.3%	\$242,409	\$ 431,439	14.9%	\$271,571	\$ 484,671
2017	1,881,862	13.1	246,524	429,836	13.3	250,288	437,350	14.9	280,397	491,311
2018	1,943,023	13.1	254,536	435,256	13.3	258,422	442,865	14.9	289,510	497,506
2019	2,006,171	13.1	262,808	440,232	13.3	266,821	447,928	14.9	298,919	503,194
2020	2,071,372	13.1	271,350	444,705	13.3	275,492	452,479	14.9	308,634	508,307
2021	2,138,692	13.1	280,169	448,611	13.3	284,446	456,453	14.9	318,665	512,771
2022	2,208,199	13.1	289,274	451,879	13.3	293,690	459,778	14.9	329,022	516,506
2023	2,279,965	13.1	298,675	454,433	13.3	303,235	462,377	14.9	339,715	519,425
2024	2,354,064	13.1	308,382	456,190	13.3	313,091	464,165	14.9	350,756	521,434
2025	2,430,571	13.1	318,405	457,061	13.3	323,266	465,051	14.9	362,155	522,430

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(0% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	8.1%	\$147,633	\$ 250,337	10.0%	\$182,263	\$ 312,980	8.9%	\$162,214	\$ 280,886
2017	1,881,862	8.1	152,431	253,767	10.0	188,186	317,268	8.9	167,486	284,734
2018	1,943,023	8.1	157,385	256,967	10.0	194,302	321,269	8.9	172,929	288,324
2019	2,006,171	8.1	162,500	259,905	10.0	200,617	324,942	8.9	178,549	291,620
2020	2,071,372	8.1	167,781	262,546	10.0	207,137	328,244	8.9	184,352	294,583
2021	2,138,692	8.1	173,234	264,852	10.0	213,869	331,127	8.9	190,344	297,170
2022	2,208,199	8.1	178,864	266,781	10.0	220,820	333,539	8.9	196,530	299,335
2023	2,279,965	8.1	184,677	268,289	10.0	227,997	335,424	8.9	202,917	301,027
2024	2,354,064	8.1	190,679	269,326	10.0	235,406	336,721	8.9	209,512	302,191
2025	2,430,571	8.1	196,876	269,840	10.0	243,057	337,364	8.9	216,321	302,768

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	10.5%	\$191,376	\$ 335,870	11.7%	\$213,247	\$ 375,553	12.1%	\$220,538	\$ 390,828
2017	1,881,862	10.5	197,596	340,471	11.7	220,178	380,698	12.1	227,705	396,182
2018	1,943,023	10.5	204,017	344,764	11.7	227,334	385,498	12.1	235,106	401,178
2019	2,006,171	10.5	210,648	348,706	11.7	234,722	389,905	12.1	242,747	405,765
2020	2,071,372	10.5	217,494	352,249	11.7	242,351	393,867	12.1	250,636	409,888
2021	2,138,692	10.5	224,563	355,343	11.7	250,227	397,326	12.1	258,782	413,488
2022	2,208,199	10.5	231,861	357,931	11.7	258,359	400,220	12.1	267,192	416,500
2023	2,279,965	10.5	239,396	359,954	11.7	266,756	402,482	12.1	275,876	418,854
2024	2,354,064	10.5	247,177	361,346	11.7	275,425	404,038	12.1	284,842	420,474
2025	2,430,571	10.5	255,210	362,036	11.7	284,377	404,810	12.1	294,099	421,277

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	13.6%	\$247,877	\$ 438,132	13.7%	\$249,700	\$ 445,711	15.4%	\$280,685	\$ 500,725
2017	1,881,862	13.6	255,933	444,134	13.7	257,815	451,817	15.4	289,807	507,585
2018	1,943,023	13.6	264,251	449,734	13.7	266,194	457,514	15.4	299,226	513,985
2019	2,006,171	13.6	272,839	454,876	13.7	274,845	462,745	15.4	308,950	519,861
2020	2,071,372	13.6	281,707	459,498	13.7	283,778	467,447	15.4	318,991	525,143
2021	2,138,692	13.6	290,862	463,533	13.7	293,001	471,552	15.4	329,359	529,755
2022	2,208,199	13.6	300,315	466,910	13.7	302,523	474,987	15.4	340,063	533,614
2023	2,279,965	13.6	310,075	469,549	13.7	312,355	477,671	15.4	351,115	536,630
2024	2,354,064	13.6	320,153	471,365	13.7	322,507	479,518	15.4	362,526	538,705
2025	2,430,571	13.6	330,558	472,265	13.7	332,988	480,434	15.4	374,308	539,734

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
 (4% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	4.6%	\$83,841	\$ 195,094	6.4%	\$116,648	\$ 260,997	5.9%	\$107,535	\$ 249,453
2017	1,881,862	4.6	86,566	197,767	6.4	120,439	264,573	5.9	111,030	252,870
2018	1,943,023	4.6	89,379	200,261	6.4	124,353	267,909	5.9	114,638	256,059
2019	2,006,171	4.6	92,284	202,551	6.4	128,395	270,972	5.9	118,364	258,987
2020	2,071,372	4.6	95,283	204,609	6.4	132,568	273,725	5.9	122,211	261,619
2021	2,138,692	4.6	98,380	206,406	6.4	136,876	276,129	5.9	126,183	263,917
2022	2,208,199	4.6	101,577	207,910	6.4	141,325	278,140	5.9	130,284	265,839
2023	2,279,965	4.6	104,878	209,085	6.4	145,918	279,712	5.9	134,518	267,341
2024	2,354,064	4.6	108,287	209,894	6.4	150,660	280,794	5.9	138,890	268,375
2025	2,430,571	4.6	111,806	210,295	6.4	155,557	281,330	5.9	143,404	268,887

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	7.4%	\$134,874	\$ 301,765	8.1%	\$147,633	\$ 326,411	8.8%	\$160,391	\$ 353,612
2017	1,881,862	7.4	139,258	305,899	8.1	152,431	330,883	8.8	165,604	358,456
2018	1,943,023	7.4	143,784	309,756	8.1	157,385	335,055	8.8	170,986	362,976
2019	2,006,171	7.4	148,457	313,297	8.1	162,500	338,886	8.8	176,543	367,126
2020	2,071,372	7.4	153,282	316,480	8.1	167,781	342,329	8.8	182,281	370,856
2021	2,138,692	7.4	158,263	319,259	8.1	173,234	345,335	8.8	188,205	374,113
2022	2,208,199	7.4	163,407	321,585	8.1	178,864	347,851	8.8	194,322	376,838
2023	2,279,965	7.4	168,717	323,402	8.1	184,677	349,817	8.8	200,637	378,968
2024	2,354,064	7.4	174,201	324,653	8.1	190,679	351,170	8.8	207,158	380,433
2025	2,430,571	7.4	179,862	325,273	8.1	196,876	351,841	8.8	213,890	381,159

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	9.9%	\$180,440	\$ 391,506	10.3%	\$187,731	\$ 405,112	11.8%	\$215,070	\$ 456,770
2017	1,881,862	9.9	186,304	396,870	10.3	193,832	410,662	11.8	222,060	463,028
2018	1,943,023	9.9	192,359	401,874	10.3	200,131	415,840	11.8	229,277	468,866
2019	2,006,171	9.9	198,611	406,469	10.3	206,636	420,594	11.8	236,728	474,227
2020	2,071,372	9.9	205,066	410,599	10.3	213,351	424,868	11.8	244,422	479,046
2021	2,138,692	9.9	211,731	414,205	10.3	220,285	428,599	11.8	252,366	483,253
2022	2,208,199	9.9	218,612	417,222	10.3	227,444	431,721	11.8	260,567	486,773
2023	2,279,965	9.9	225,717	419,580	10.3	234,836	434,161	11.8	269,036	489,524
2024	2,354,064	9.9	233,052	421,203	10.3	242,469	435,840	11.8	277,780	491,417
2025	2,430,571	9.9	240,627	422,007	10.3	250,349	436,672	11.8	286,807	492,355

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
 (4% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	4.8%	\$87,486	\$ 204,226	6.6%	\$120,293	\$ 272,202	6.2%	\$113,003	\$ 260,503
2017	1,881,862	4.8	90,329	207,024	6.6	124,203	275,931	6.2	116,675	264,072
2018	1,943,023	4.8	93,265	209,634	6.6	128,240	279,410	6.2	120,467	267,402
2019	2,006,171	4.8	96,296	212,031	6.6	132,407	282,604	6.2	124,383	270,459
2020	2,071,372	4.8	99,426	214,185	6.6	136,711	285,476	6.2	128,425	273,207
2021	2,138,692	4.8	102,657	216,066	6.6	141,154	287,983	6.2	132,599	275,606
2022	2,208,199	4.8	105,994	217,640	6.6	145,741	290,081	6.2	136,908	277,614
2023	2,279,965	4.8	109,438	218,870	6.6	150,478	291,720	6.2	141,358	279,183
2024	2,354,064	4.8	112,995	219,716	6.6	155,368	292,848	6.2	145,952	280,263
2025	2,430,571	4.8	116,667	220,136	6.6	160,418	293,407	6.2	150,695	280,798

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	7.7%	\$140,342	\$ 314,403	8.5%	\$154,923	\$ 339,626	9.1%	\$165,859	\$ 367,781
2017	1,881,862	7.7	144,903	318,710	8.5	159,958	344,279	9.1	171,249	372,820
2018	1,943,023	7.7	149,613	322,729	8.5	165,157	348,620	9.1	176,815	377,521
2019	2,006,171	7.7	154,475	326,419	8.5	170,525	352,606	9.1	182,562	381,837
2020	2,071,372	7.7	159,496	329,736	8.5	176,067	356,189	9.1	188,495	385,717
2021	2,138,692	7.7	164,679	332,632	8.5	181,789	359,317	9.1	194,621	389,105
2022	2,208,199	7.7	170,031	335,055	8.5	187,697	361,934	9.1	200,946	391,939
2023	2,279,965	7.7	175,557	336,949	8.5	193,797	363,980	9.1	207,477	394,154
2024	2,354,064	7.7	181,263	338,252	8.5	200,095	365,388	9.1	214,220	395,678
2025	2,430,571	7.7	187,154	338,898	8.5	206,599	366,086	9.1	221,182	396,434

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	10.4%	\$189,553	\$ 407,177	10.7%	\$195,021	\$ 421,239	12.4%	\$226,006	\$ 474,542
2017	1,881,862	10.4	195,714	412,755	10.7	201,359	427,010	12.4	233,351	481,043
2018	1,943,023	10.4	202,074	417,960	10.7	207,903	432,394	12.4	240,935	487,109
2019	2,006,171	10.4	208,642	422,739	10.7	214,660	437,338	12.4	248,765	492,678
2020	2,071,372	10.4	215,423	427,034	10.7	221,637	441,782	12.4	256,850	497,684
2021	2,138,692	10.4	222,424	430,784	10.7	228,840	445,662	12.4	265,198	502,055
2022	2,208,199	10.4	229,653	433,922	10.7	236,277	448,908	12.4	273,817	505,712
2023	2,279,965	10.4	237,116	436,374	10.7	243,956	451,445	12.4	282,716	508,570
2024	2,354,064	10.4	244,823	438,061	10.7	251,885	453,191	12.4	291,904	510,537
2025	2,430,571	10.4	252,779	438,897	10.7	260,071	454,056	12.4	301,391	511,512

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
(0% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	8.3%	\$151,278	\$ 256,651	10.2%	\$185,908	\$ 320,888	9.6%	\$174,972	\$ 310,726
2017	1,881,862	8.3	156,195	260,167	10.2	191,950	325,284	9.6	180,659	314,983
2018	1,943,023	8.3	161,271	263,448	10.2	198,188	329,386	9.6	186,530	318,955
2019	2,006,171	8.3	166,512	266,460	10.2	204,629	333,152	9.6	192,592	322,602
2020	2,071,372	8.3	171,924	269,167	10.2	211,280	336,537	9.6	198,852	325,880
2021	2,138,692	8.3	177,511	271,531	10.2	218,147	339,493	9.6	205,314	328,742
2022	2,208,199	8.3	183,281	273,509	10.2	225,236	341,966	9.6	211,987	331,137
2023	2,279,965	8.3	189,237	275,055	10.2	232,556	343,899	9.6	218,877	333,008
2024	2,354,064	8.3	195,387	276,119	10.2	240,115	345,229	9.6	225,990	334,296
2025	2,430,571	8.3	201,737	276,646	10.2	247,918	345,888	9.6	233,335	334,934

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	11.1%	\$202,312	\$ 361,453	11.9%	\$216,893	\$ 385,006	12.6%	\$229,651	\$ 412,098
2017	1,881,862	11.1	208,887	366,405	11.9	223,942	390,281	12.6	237,115	417,744
2018	1,943,023	11.1	215,676	371,025	11.9	231,220	395,202	12.6	244,821	423,011
2019	2,006,171	11.1	222,685	375,267	11.9	238,734	399,720	12.6	252,778	427,847
2020	2,071,372	11.1	229,922	379,080	11.9	246,493	403,782	12.6	260,993	432,194
2021	2,138,692	11.1	237,395	382,409	11.9	254,504	407,328	12.6	269,475	435,990
2022	2,208,199	11.1	245,110	385,195	11.9	262,776	410,295	12.6	278,233	439,166
2023	2,279,965	11.1	253,076	387,372	11.9	271,316	412,614	12.6	287,276	441,648
2024	2,354,064	11.1	261,301	388,870	11.9	280,134	414,210	12.6	296,612	443,356
2025	2,430,571	11.1	269,793	389,613	11.9	289,238	415,001	12.6	306,252	444,203

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	13.8%	\$251,522	\$ 449,230	14.1%	\$256,990	\$ 462,664	15.7%	\$286,152	\$ 513,387
2017	1,881,862	13.8	259,697	455,384	14.1	265,343	469,002	15.7	295,452	520,420
2018	1,943,023	13.8	268,137	461,126	14.1	273,966	474,916	15.7	305,055	526,982
2019	2,006,171	13.8	276,852	466,398	14.1	282,870	480,346	15.7	314,969	533,007
2020	2,071,372	13.8	285,849	471,137	14.1	292,063	485,227	15.7	325,205	538,423
2021	2,138,692	13.8	295,139	475,275	14.1	301,556	489,488	15.7	335,775	543,152
2022	2,208,199	13.8	304,731	478,737	14.1	311,356	493,054	15.7	346,687	547,109
2023	2,279,965	13.8	314,635	481,443	14.1	321,475	495,841	15.7	357,955	550,201
2024	2,354,064	13.8	324,861	483,305	14.1	331,923	497,758	15.7	369,588	552,329
2025	2,430,571	13.8	335,419	484,228	14.1	342,711	498,708	15.7	381,600	553,384

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - General

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(0% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	8.5%	\$154,923	\$ 265,400	10.4%	\$189,553	\$ 331,774	9.9%	\$180,440	\$ 321,416
2017	1,881,862	8.5	159,958	269,036	10.4	195,714	336,319	9.9	186,304	325,819
2018	1,943,023	8.5	165,157	272,428	10.4	202,074	340,560	9.9	192,359	329,927
2019	2,006,171	8.5	170,525	275,543	10.4	208,642	344,454	9.9	198,611	333,699
2020	2,071,372	8.5	176,067	278,343	10.4	215,423	347,954	9.9	205,066	337,090
2021	2,138,692	8.5	181,789	280,788	10.4	222,424	351,010	9.9	211,731	340,050
2022	2,208,199	8.5	187,697	282,833	10.4	229,653	353,567	9.9	218,612	342,527
2023	2,279,965	8.5	193,797	284,431	10.4	237,116	355,565	9.9	225,717	344,463
2024	2,354,064	8.5	200,095	285,531	10.4	244,823	356,940	9.9	233,052	345,795
2025	2,430,571	8.5	206,599	286,076	10.4	252,779	357,622	9.9	240,627	346,455

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	11.5%	\$209,602	\$ 373,772	12.3%	\$224,183	\$ 398,068	13.0%	\$236,941	\$ 426,144
2017	1,881,862	11.5	216,414	378,893	12.3	231,469	403,521	13.0	244,642	431,982
2018	1,943,023	11.5	223,448	383,671	12.3	238,992	408,609	13.0	252,593	437,429
2019	2,006,171	11.5	230,710	388,057	12.3	246,759	413,281	13.0	260,802	442,430
2020	2,071,372	11.5	238,208	392,000	12.3	254,779	417,480	13.0	269,278	446,925
2021	2,138,692	11.5	245,950	395,443	12.3	263,059	421,146	13.0	278,030	450,850
2022	2,208,199	11.5	253,943	398,324	12.3	271,608	424,214	13.0	287,066	454,134
2023	2,279,965	11.5	262,196	400,575	12.3	280,436	426,612	13.0	296,395	456,701
2024	2,354,064	11.5	270,717	402,124	12.3	289,550	428,262	13.0	306,028	458,467
2025	2,430,571	11.5	279,516	402,892	12.3	298,960	429,080	13.0	315,974	459,342

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,822,627	14.2%	\$258,813	\$ 464,482	14.6%	\$266,103	\$ 478,499	16.3%	\$297,088	\$ 530,689
2017	1,881,862	14.2	267,224	470,845	14.6	274,752	485,054	16.3	306,744	537,959
2018	1,943,023	14.2	275,909	476,782	14.6	283,681	491,170	16.3	316,713	544,742
2019	2,006,171	14.2	284,876	482,233	14.6	292,901	496,786	16.3	327,006	550,970
2020	2,071,372	14.2	294,135	487,133	14.6	302,420	501,834	16.3	337,634	556,568
2021	2,138,692	14.2	303,694	491,411	14.6	312,249	506,241	16.3	348,607	561,456
2022	2,208,199	14.2	313,564	494,991	14.6	322,397	509,929	16.3	359,936	565,546
2023	2,279,965	14.2	323,755	497,789	14.6	332,875	512,811	16.3	371,634	568,742
2024	2,354,064	14.2	334,277	499,714	14.6	343,693	514,794	16.3	383,712	570,941
2025	2,430,571	14.2	345,141	500,668	14.6	354,863	515,777	16.3	396,183	572,031

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
(4% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2016	\$ 1,310,168	4.2%	\$55,027	\$ 168,964	5.9%	\$77,300	\$ 230,964	5.7%	\$74,680	\$ 229,275
2017	1,352,748	4.2	56,815	171,279	5.9	79,812	234,128	5.7	77,107	232,416
2018	1,396,712	4.2	58,662	173,439	5.9	82,406	237,080	5.7	79,613	235,347
2019	1,442,105	4.2	60,568	175,422	5.9	85,084	239,791	5.7	82,200	238,038
2020	1,488,973	4.2	62,537	177,204	5.9	87,849	242,227	5.7	84,871	240,457
2021	1,537,365	4.2	64,569	178,760	5.9	90,705	244,354	5.7	87,630	242,569
2022	1,587,329	4.2	66,668	180,062	5.9	93,652	246,134	5.7	90,478	244,336
2023	1,638,917	4.2	68,835	181,080	5.9	96,696	247,525	5.7	93,418	245,717
2024	1,692,182	4.2	71,072	181,780	5.9	99,839	248,482	5.7	96,454	246,667
2025	1,747,178	4.2	73,381	182,127	5.9	103,084	248,956	5.7	99,589	247,138

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2016	\$ 1,310,168	7.0%	\$91,712	\$ 276,227	7.7%	\$100,883	\$ 291,939	8.4%	\$110,054	\$ 322,047
2017	1,352,748	7.0	94,692	280,011	7.7	104,162	295,939	8.4	113,631	326,459
2018	1,396,712	7.0	97,770	283,542	7.7	107,547	299,671	8.4	117,324	330,575
2019	1,442,105	7.0	100,947	286,784	7.7	111,042	303,097	8.4	121,137	334,354
2020	1,488,973	7.0	104,228	289,698	7.7	114,651	306,177	8.4	125,074	337,751
2021	1,537,365	7.0	107,616	292,242	7.7	118,377	308,866	8.4	129,139	340,717
2022	1,587,329	7.0	111,113	294,371	7.7	122,224	311,116	8.4	133,336	343,199
2023	1,638,917	7.0	114,724	296,035	7.7	126,197	312,874	8.4	137,669	345,139
2024	1,692,182	7.0	118,453	297,180	7.7	130,298	314,084	8.4	142,143	346,474
2025	1,747,178	7.0	122,302	297,747	7.7	134,533	314,684	8.4	146,763	347,136

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability	Estimated Employer Contribution		Unfunded Actuarial Accrued Liability
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2016	\$ 1,310,168	9.4%	\$123,156	\$ 351,573	9.8%	\$128,396	\$ 366,626	11.3%	\$148,049	\$ 410,556
2017	1,352,748	9.4	127,158	356,389	9.8	132,569	371,649	11.3	152,861	416,181
2018	1,396,712	9.4	131,291	360,883	9.8	136,878	376,335	11.3	157,828	421,429
2019	1,442,105	9.4	135,558	365,009	9.8	141,326	380,638	11.3	162,958	426,247
2020	1,488,973	9.4	139,963	368,718	9.8	145,919	384,506	11.3	168,254	430,578
2021	1,537,365	9.4	144,512	371,956	9.8	150,662	387,883	11.3	173,722	434,359
2022	1,587,329	9.4	149,209	374,665	9.8	155,558	390,708	11.3	179,368	437,523
2023	1,638,917	9.4	154,058	376,782	9.8	160,614	392,916	11.3	185,198	439,996
2024	1,692,182	9.4	159,065	378,239	9.8	165,834	394,435	11.3	191,217	441,697
2025	1,747,178	9.4	164,235	378,961	9.8	171,223	395,188	11.3	197,431	442,540

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
(4% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	4.4%	\$57,647	\$ 178,003	6.2%	\$81,230	\$ 242,121	5.9%	\$77,300	\$ 240,460
2017	1,352,748	4.4	59,521	180,442	6.2	83,870	245,438	5.9	79,812	243,754
2018	1,396,712	4.4	61,455	182,717	6.2	86,596	248,533	5.9	82,406	246,828
2019	1,442,105	4.4	63,453	184,806	6.2	89,411	251,374	5.9	85,084	249,650
2020	1,488,973	4.4	65,515	186,684	6.2	92,316	253,928	5.9	87,849	252,187
2021	1,537,365	4.4	67,644	188,324	6.2	95,317	256,158	5.9	90,705	254,402
2022	1,587,329	4.4	69,842	189,696	6.2	98,414	258,024	5.9	93,652	256,255
2023	1,638,917	4.4	72,112	190,768	6.2	101,613	259,482	5.9	96,696	257,703
2024	1,692,182	4.4	74,456	191,506	6.2	104,915	260,485	5.9	99,839	258,700
2025	1,747,178	4.4	76,876	191,872	6.2	108,325	260,982	5.9	103,084	259,194

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	7.4%	\$96,952	\$ 288,968	8.0%	\$104,813	\$ 304,749	8.9%	\$116,605	\$ 335,964
2017	1,352,748	7.4	100,103	292,927	8.0	108,220	308,924	8.9	120,395	340,567
2018	1,396,712	7.4	103,357	296,621	8.0	111,737	312,819	8.9	124,307	344,861
2019	1,442,105	7.4	106,716	300,012	8.0	115,368	316,395	8.9	128,347	348,804
2020	1,488,973	7.4	110,184	303,060	8.0	119,118	319,610	8.9	132,519	352,348
2021	1,537,365	7.4	113,765	305,722	8.0	122,989	322,417	8.9	136,825	355,442
2022	1,587,329	7.4	117,462	307,949	8.0	126,986	324,766	8.9	141,272	358,031
2023	1,638,917	7.4	121,280	309,689	8.0	131,113	326,601	8.9	145,864	360,054
2024	1,692,182	7.4	125,221	310,887	8.0	135,375	327,864	8.9	150,604	361,446
2025	1,747,178	7.4	129,291	311,481	8.0	139,774	328,490	8.9	155,499	362,136

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	9.9%	\$129,707	\$ 366,191	10.2%	\$133,637	\$ 381,801	11.7%	\$153,290	\$ 427,067
2017	1,352,748	9.9	133,922	371,208	10.2	137,980	387,032	11.7	158,272	432,918
2018	1,396,712	9.9	138,274	375,889	10.2	142,465	391,912	11.7	163,415	438,377
2019	1,442,105	9.9	142,768	380,187	10.2	147,095	396,393	11.7	168,726	443,389
2020	1,488,973	9.9	147,408	384,050	10.2	151,875	400,421	11.7	174,210	447,894
2021	1,537,365	9.9	152,199	387,423	10.2	156,811	403,938	11.7	179,872	451,828
2022	1,587,329	9.9	157,146	390,245	10.2	161,908	406,880	11.7	185,717	455,119
2023	1,638,917	9.9	162,253	392,451	10.2	167,170	409,180	11.7	191,753	457,691
2024	1,692,182	9.9	167,526	393,969	10.2	172,603	410,762	11.7	197,985	459,461
2025	1,747,178	9.9	172,971	394,721	10.2	178,212	411,546	11.7	204,420	460,338

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
(0% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	8.0%	\$104,813	\$ 225,692	9.8%	\$128,396	\$ 282,140	9.4%	\$123,156	\$ 285,785
2017	1,352,748	8.0	108,220	228,784	9.8	132,569	286,005	9.4	127,158	289,700
2018	1,396,712	8.0	111,737	231,669	9.8	136,878	289,611	9.4	131,291	293,353
2019	1,442,105	8.0	115,368	234,318	9.8	141,326	292,922	9.4	135,558	296,707
2020	1,488,973	8.0	119,118	236,699	9.8	145,919	295,898	9.4	139,963	299,722
2021	1,537,365	8.0	122,989	238,778	9.8	150,662	298,497	9.4	144,512	302,354
2022	1,587,329	8.0	126,986	240,517	9.8	155,558	300,671	9.4	149,209	304,556
2023	1,638,917	8.0	131,113	241,876	9.8	160,614	302,370	9.4	154,058	306,277
2024	1,692,182	8.0	135,375	242,811	9.8	165,834	303,539	9.4	159,065	307,461
2025	1,747,178	8.0	139,774	243,275	9.8	171,223	304,119	9.4	164,235	308,048

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	10.9%	\$142,808	\$ 327,196	11.6%	\$151,979	\$ 338,572	12.3%	\$161,151	\$ 368,610
2017	1,352,748	10.9	147,450	331,679	11.6	156,919	343,210	12.3	166,388	373,660
2018	1,396,712	10.9	152,242	335,861	11.6	162,019	347,538	12.3	171,796	378,372
2019	1,442,105	10.9	157,189	339,701	11.6	167,284	351,511	12.3	177,379	382,698
2020	1,488,973	10.9	162,298	343,153	11.6	172,721	355,083	12.3	183,144	386,587
2021	1,537,365	10.9	167,573	346,167	11.6	178,334	358,201	12.3	189,096	389,982
2022	1,587,329	10.9	173,019	348,689	11.6	184,130	360,810	12.3	195,241	392,823
2023	1,638,917	10.9	178,642	350,660	11.6	190,114	362,849	12.3	201,587	395,043
2024	1,692,182	10.9	184,448	352,016	11.6	196,293	364,252	12.3	208,138	396,571
2025	1,747,178	10.9	190,442	352,688	11.6	202,673	364,948	12.3	214,903	397,328

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	13.3%	\$174,252	\$ 395,062	13.7%	\$179,493	\$ 410,083	15.2%	\$199,145	\$ 451,506
2017	1,352,748	13.3	179,915	400,474	13.7	185,326	415,701	15.2	205,618	457,692
2018	1,396,712	13.3	185,763	405,524	13.7	191,350	420,943	15.2	212,300	463,463
2019	1,442,105	13.3	191,800	410,160	13.7	197,568	425,756	15.2	219,200	468,762
2020	1,488,973	13.3	198,033	414,328	13.7	203,989	430,082	15.2	226,324	473,525
2021	1,537,365	13.3	204,470	417,967	13.7	210,619	433,859	15.2	233,679	477,684
2022	1,587,329	13.3	211,115	421,012	13.7	217,464	437,019	15.2	241,274	481,164
2023	1,638,917	13.3	217,976	423,391	13.7	224,532	439,489	15.2	249,115	483,883
2024	1,692,182	13.3	225,060	425,028	13.7	231,829	441,189	15.2	257,212	485,754
2025	1,747,178	13.3	232,375	425,840	13.7	239,363	442,031	15.2	265,571	486,682

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(0% member contributions are additional)

Regular Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	8.3%	\$108,744	\$ 233,490	10.1%	\$132,327	\$ 291,885	9.8%	\$128,396	\$ 295,698
2017	1,352,748	8.3	112,278	236,689	10.1	136,628	295,884	9.8	132,569	299,749
2018	1,396,712	8.3	115,927	239,673	10.1	141,068	299,615	9.8	136,878	303,529
2019	1,442,105	8.3	119,695	242,413	10.1	145,653	303,040	9.8	141,326	306,999
2020	1,488,973	8.3	123,585	244,876	10.1	150,386	306,119	9.8	145,919	310,118
2021	1,537,365	8.3	127,601	247,027	10.1	155,274	308,807	9.8	150,662	312,842
2022	1,587,329	8.3	131,748	248,826	10.1	160,320	311,056	9.8	155,558	315,121
2023	1,638,917	8.3	136,030	250,232	10.1	165,531	312,814	9.8	160,614	316,902
2024	1,692,182	8.3	140,451	251,200	10.1	170,910	314,024	9.8	165,834	318,127
2025	1,747,178	8.3	145,016	251,680	10.1	176,465	314,624	9.8	171,223	318,734

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	11.3%	\$148,049	\$ 338,530	11.9%	\$155,910	\$ 350,252	12.8%	\$167,701	\$ 381,337
2017	1,352,748	11.3	152,861	343,168	11.9	160,977	355,050	12.8	173,152	386,561
2018	1,396,712	11.3	157,828	347,495	11.9	166,209	359,527	12.8	178,779	391,435
2019	1,442,105	11.3	162,958	351,468	11.9	171,610	363,637	12.8	184,589	395,910
2020	1,488,973	11.3	168,254	355,039	11.9	177,188	367,332	12.8	190,589	399,933
2021	1,537,365	11.3	173,722	358,157	11.9	182,946	370,558	12.8	196,783	403,445
2022	1,587,329	11.3	179,368	360,766	11.9	188,892	373,257	12.8	203,178	406,384
2023	1,638,917	11.3	185,198	362,805	11.9	195,031	375,367	12.8	209,781	408,681
2024	1,692,182	11.3	191,217	364,208	11.9	201,370	376,819	12.8	216,599	410,261
2025	1,747,178	11.3	197,431	364,903	11.9	207,914	377,539	12.8	223,639	411,044

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	13.8%	\$180,803	\$ 408,679	14.1%	\$184,734	\$ 424,206	15.6%	\$204,386	\$ 466,981
2017	1,352,748	13.8	186,679	414,278	14.1	190,737	430,018	15.6	211,029	473,379
2018	1,396,712	13.8	192,746	419,502	14.1	196,936	435,440	15.6	217,887	479,348
2019	1,442,105	13.8	199,010	424,298	14.1	203,337	440,418	15.6	224,968	484,828
2020	1,488,973	13.8	205,478	428,609	14.1	209,945	444,893	15.6	232,280	489,754
2021	1,537,365	13.8	212,156	432,373	14.1	216,768	448,800	15.6	239,829	494,055
2022	1,587,329	13.8	219,051	435,523	14.1	223,813	452,069	15.6	247,623	497,654
2023	1,638,917	13.8	226,171	437,984	14.1	231,087	454,624	15.6	255,671	500,467
2024	1,692,182	13.8	233,521	439,678	14.1	238,598	456,382	15.6	263,980	502,402
2025	1,747,178	13.8	241,111	440,518	14.1	246,352	457,253	15.6	272,560	503,361

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Contributory Plan - 5 Year FAS)
 (4% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	4.5%	\$58,958	\$ 180,292	6.3%	\$82,541	\$ 244,731	6.5%	\$85,161	\$ 262,539
2017	1,352,748	4.5	60,874	182,762	6.3	85,223	248,084	6.5	87,929	266,136
2018	1,396,712	4.5	62,852	185,067	6.3	87,993	251,212	6.5	90,786	269,492
2019	1,442,105	4.5	64,895	187,183	6.3	90,853	254,084	6.5	93,737	272,573
2020	1,488,973	4.5	67,004	189,085	6.3	93,805	256,666	6.5	96,783	275,343
2021	1,537,365	4.5	69,181	190,746	6.3	96,854	258,920	6.5	99,929	277,761
2022	1,587,329	4.5	71,430	192,135	6.3	100,002	260,806	6.5	103,176	279,784
2023	1,638,917	4.5	73,751	193,221	6.3	103,252	262,280	6.5	106,530	281,365
2024	1,692,182	4.5	76,148	193,968	6.3	106,607	263,294	6.5	109,992	282,453
2025	1,747,178	4.5	78,623	194,338	6.3	110,072	263,797	6.5	113,567	282,992

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	7.7%	\$100,883	\$ 306,390	8.1%	\$106,124	\$ 308,018	9.1%	\$119,225	\$ 349,142
2017	1,352,748	7.7	104,162	310,587	8.1	109,573	312,238	9.1	123,100	353,925
2018	1,396,712	7.7	107,547	314,503	8.1	113,134	316,175	9.1	127,101	358,388
2019	1,442,105	7.7	111,042	318,099	8.1	116,811	319,790	9.1	131,232	362,485
2020	1,488,973	7.7	114,651	321,331	8.1	120,607	323,039	9.1	135,497	366,168
2021	1,537,365	7.7	118,377	324,153	8.1	124,527	325,876	9.1	139,900	369,384
2022	1,587,329	7.7	122,224	326,514	8.1	128,574	328,250	9.1	144,447	372,075
2023	1,638,917	7.7	126,197	328,359	8.1	132,752	330,105	9.1	149,141	374,178
2024	1,692,182	7.7	130,298	329,629	8.1	137,067	331,382	9.1	153,989	375,625
2025	1,747,178	7.7	134,533	330,258	8.1	141,521	332,015	9.1	158,993	376,342

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	10.0%	\$131,017	\$ 369,980	10.5%	\$137,568	\$ 390,530	11.9%	\$155,910	\$ 431,420
2017	1,352,748	10.0	135,275	375,049	10.5	142,039	395,880	11.9	160,977	437,330
2018	1,396,712	10.0	139,671	379,778	10.5	146,655	400,872	11.9	166,209	442,844
2019	1,442,105	10.0	144,211	384,120	10.5	151,421	405,455	11.9	171,610	447,907
2020	1,488,973	10.0	148,897	388,023	10.5	156,342	409,575	11.9	177,188	452,458
2021	1,537,365	10.0	153,737	391,431	10.5	161,423	413,172	11.9	182,946	456,432
2022	1,587,329	10.0	158,733	394,282	10.5	166,670	416,182	11.9	188,892	459,757
2023	1,638,917	10.0	163,892	396,510	10.5	172,086	418,534	11.9	195,031	462,355
2024	1,692,182	10.0	169,218	398,043	10.5	177,679	420,152	11.9	201,370	464,143
2025	1,747,178	10.0	174,718	398,803	10.5	183,454	420,954	11.9	207,914	465,029

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Contributory Plan - 3 Year FAS)
(4% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	4.7%	\$61,578	\$ 189,827	6.6%	\$86,471	\$ 256,362	6.8%	\$89,091	\$ 275,071
2017	1,352,748	4.7	63,579	192,428	6.6	89,281	259,874	6.8	91,987	278,839
2018	1,396,712	4.7	65,645	194,854	6.6	92,183	263,151	6.8	94,976	282,355
2019	1,442,105	4.7	67,779	197,082	6.6	95,179	266,160	6.8	98,063	285,583
2020	1,488,973	4.7	69,982	199,085	6.6	98,272	268,864	6.8	101,250	288,485
2021	1,537,365	4.7	72,256	200,833	6.6	101,466	271,225	6.8	104,541	291,019
2022	1,587,329	4.7	74,604	202,296	6.6	104,764	273,201	6.8	107,938	293,139
2023	1,638,917	4.7	77,029	203,439	6.6	108,169	274,745	6.8	111,446	294,796
2024	1,692,182	4.7	79,533	204,226	6.6	111,684	275,807	6.8	115,068	295,936
2025	1,747,178	4.7	82,117	204,616	6.6	115,314	276,334	6.8	118,808	296,501

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	8.2%	\$107,434	\$ 320,356	8.6%	\$112,674	\$ 321,528	9.6%	\$125,776	\$ 364,242
2017	1,352,748	8.2	110,925	324,745	8.6	116,336	325,933	9.6	129,864	369,232
2018	1,396,712	8.2	114,530	328,840	8.6	120,117	330,043	9.6	134,084	373,888
2019	1,442,105	8.2	118,253	332,600	8.6	124,021	333,816	9.6	138,442	378,163
2020	1,488,973	8.2	122,096	335,980	8.6	128,052	337,208	9.6	142,941	382,005
2021	1,537,365	8.2	126,064	338,931	8.6	132,213	340,169	9.6	147,587	385,360
2022	1,587,329	8.2	130,161	341,400	8.6	136,510	342,647	9.6	152,384	388,167
2023	1,638,917	8.2	134,391	343,329	8.6	140,947	344,584	9.6	157,336	390,361
2024	1,692,182	8.2	138,759	344,657	8.6	145,528	345,917	9.6	162,449	391,871
2025	1,747,178	8.2	143,269	345,315	8.6	150,257	346,578	9.6	167,729	392,619

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	10.5%	\$137,568	\$ 385,482	10.9%	\$142,808	\$ 406,788	12.4%	\$162,461	\$ 448,950
2017	1,352,748	10.5	142,039	390,763	10.9	147,450	412,361	12.4	167,741	455,101
2018	1,396,712	10.5	146,655	395,690	10.9	152,242	417,561	12.4	173,192	460,840
2019	1,442,105	10.5	151,421	400,214	10.9	157,189	422,335	12.4	178,821	466,109
2020	1,488,973	10.5	156,342	404,281	10.9	162,298	426,626	12.4	184,633	470,845
2021	1,537,365	10.5	161,423	407,832	10.9	167,573	430,373	12.4	190,633	474,980
2022	1,587,329	10.5	166,670	410,803	10.9	173,019	433,508	12.4	196,829	478,440
2023	1,638,917	10.5	172,086	413,125	10.9	178,642	435,958	12.4	203,226	481,144
2024	1,692,182	10.5	177,679	414,723	10.9	184,448	437,644	12.4	209,831	483,005
2025	1,747,178	10.5	183,454	415,515	10.9	190,442	438,480	12.4	216,650	483,927

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Non-Contributory Plan - 5 Year FAS)
(0% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	8.3%	\$108,744	\$ 236,548	10.2%	\$133,637	\$ 295,791	10.3%	\$134,947	\$ 318,591
2017	1,352,748	8.3	112,278	239,789	10.2	137,980	299,843	10.3	139,333	322,956
2018	1,396,712	8.3	115,927	242,813	10.2	142,465	303,624	10.3	143,861	327,028
2019	1,442,105	8.3	119,695	245,589	10.2	147,095	307,095	10.3	148,537	330,767
2020	1,488,973	8.3	123,585	248,084	10.2	151,875	310,215	10.3	153,364	334,128
2021	1,537,365	8.3	127,601	250,263	10.2	156,811	312,939	10.3	158,349	337,062
2022	1,587,329	8.3	131,748	252,086	10.2	161,908	315,219	10.3	163,495	339,517
2023	1,638,917	8.3	136,030	253,511	10.2	167,170	317,001	10.3	168,808	341,436
2024	1,692,182	8.3	140,451	254,491	10.2	172,603	318,227	10.3	174,295	342,756
2025	1,747,178	8.3	145,016	254,977	10.2	178,212	318,835	10.3	179,959	343,410

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	11.6%	\$151,979	\$ 357,243	12.0%	\$157,220	\$ 351,897	13.0%	\$170,322	\$ 395,944
2017	1,352,748	11.6	156,919	362,137	12.0	162,330	356,718	13.0	175,857	401,368
2018	1,396,712	11.6	162,019	366,703	12.0	167,605	361,216	13.0	181,573	406,429
2019	1,442,105	11.6	167,284	370,895	12.0	173,053	365,346	13.0	187,474	411,076
2020	1,488,973	11.6	172,721	374,664	12.0	178,677	369,058	13.0	193,566	415,253
2021	1,537,365	11.6	178,334	377,954	12.0	184,484	372,299	13.0	199,857	418,900
2022	1,587,329	11.6	184,130	380,707	12.0	190,479	375,011	13.0	206,353	421,951
2023	1,638,917	11.6	190,114	382,859	12.0	196,670	377,130	13.0	213,059	424,336
2024	1,692,182	11.6	196,293	384,340	12.0	203,062	378,588	13.0	219,984	425,977
2025	1,747,178	11.6	202,673	385,074	12.0	209,661	379,311	13.0	227,133	426,790

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	13.9%	\$182,113	\$ 414,013	14.4%	\$188,664	\$ 434,534	15.8%	\$207,006	\$ 473,234
2017	1,352,748	13.9	188,032	419,685	14.4	194,796	440,487	15.8	213,734	479,717
2018	1,396,712	13.9	194,143	424,977	14.4	201,127	446,041	15.8	220,680	485,766
2019	1,442,105	13.9	200,453	429,836	14.4	207,663	451,141	15.8	227,853	491,320
2020	1,488,973	13.9	206,967	434,204	14.4	214,412	455,725	15.8	235,258	496,312
2021	1,537,365	13.9	213,694	438,017	14.4	221,381	459,727	15.8	242,904	500,671
2022	1,587,329	13.9	220,639	441,208	14.4	228,575	463,076	15.8	250,798	504,318
2023	1,638,917	13.9	227,809	443,702	14.4	236,004	465,693	15.8	258,949	507,168
2024	1,692,182	13.9	235,213	445,418	14.4	243,674	467,494	15.8	267,365	509,129
2025	1,747,178	13.9	242,858	446,269	14.4	251,594	468,387	15.8	276,054	510,101

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

City of Creve Coeur - Police

Employer Contribution Rates (Non-Contributory Plan - 3 Year FAS)
(0% member contributions are additional)

Rule of 80 Retirement Eligibility

Valuation Year	Estimated Projected Payroll	L-1 Benefit Program			L-3 Benefit Program			LT-4(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	8.6%	\$112,674	\$ 244,931	10.5%	\$137,568	\$ 306,164	10.6%	\$138,878	\$ 329,966
2017	1,352,748	8.6	116,336	248,287	10.5	142,039	310,358	10.6	143,391	334,486
2018	1,396,712	8.6	120,117	251,418	10.5	146,655	314,271	10.6	148,051	338,704
2019	1,442,105	8.6	124,021	254,292	10.5	151,421	317,864	10.6	152,863	342,576
2020	1,488,973	8.6	128,052	256,876	10.5	156,342	321,094	10.6	157,831	346,057
2021	1,537,365	8.6	132,213	259,132	10.5	161,423	323,914	10.6	162,961	349,096
2022	1,587,329	8.6	136,510	261,020	10.5	166,670	326,274	10.6	168,257	351,639
2023	1,638,917	8.6	140,947	262,495	10.5	172,086	328,118	10.6	173,725	353,626
2024	1,692,182	8.6	145,528	263,510	10.5	177,679	329,387	10.6	179,371	354,993
2025	1,747,178	8.6	150,257	264,013	10.5	183,454	330,016	10.6	185,201	355,671

Valuation Year	Estimated Projected Payroll	LT-5(65) Benefit Program			L-7 Benefit Program			LT-8(65) Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	12.1%	\$158,530	\$ 369,908	12.5%	\$163,771	\$ 367,441	13.5%	\$176,873	\$ 409,890
2017	1,352,748	12.1	163,683	374,976	12.5	169,094	372,475	13.5	182,621	415,505
2018	1,396,712	12.1	169,002	379,704	12.5	174,589	377,172	13.5	188,556	420,744
2019	1,442,105	12.1	174,495	384,045	12.5	180,263	381,484	13.5	194,684	425,554
2020	1,488,973	12.1	180,166	387,947	12.5	186,122	385,360	13.5	201,011	429,878
2021	1,537,365	12.1	186,021	391,354	12.5	192,171	388,744	13.5	207,544	433,653
2022	1,587,329	12.1	192,067	394,205	12.5	198,416	391,576	13.5	214,289	436,812
2023	1,638,917	12.1	198,309	396,433	12.5	204,865	393,789	13.5	221,254	439,281
2024	1,692,182	12.1	204,754	397,966	12.5	211,523	395,312	13.5	228,445	440,980
2025	1,747,178	12.1	211,409	398,726	12.5	218,397	396,067	13.5	235,869	441,822

Valuation Year	Estimated Projected Payroll	L-12 Benefit Program			LT-14(65) Benefit Program			L-6 Benefit Program		
		Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial	Estimated Employer Contribution		Unfunded Actuarial
		As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability	As a % of Payroll	Annual Dollars	Accrued Liability
2016	\$ 1,310,168	14.4%	\$188,664	\$ 428,611	14.8%	\$193,905	\$ 449,847	16.3%	\$213,557	\$ 489,871
2017	1,352,748	14.4	194,796	434,483	14.8	200,207	456,010	16.3	220,498	496,582
2018	1,396,712	14.4	201,127	439,962	14.8	206,713	461,760	16.3	227,664	502,844
2019	1,442,105	14.4	207,663	444,992	14.8	213,432	467,039	16.3	235,063	508,593
2020	1,488,973	14.4	214,412	449,514	14.8	220,368	471,785	16.3	242,703	513,761
2021	1,537,365	14.4	221,381	453,462	14.8	227,530	475,928	16.3	250,590	518,273
2022	1,587,329	14.4	228,575	456,765	14.8	234,925	479,395	16.3	258,735	522,048
2023	1,638,917	14.4	236,004	459,346	14.8	242,560	482,104	16.3	267,143	524,998
2024	1,692,182	14.4	243,674	461,122	14.8	250,443	483,968	16.3	275,826	527,028
2025	1,747,178	14.4	251,594	462,003	14.8	258,582	484,892	16.3	284,790	528,034

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.660 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 3) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 4) Differences between the date of the initial valuation and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 5) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Participating City	Benefit Program	FAS	Rule of 80	# of Employees
Ballwin	L-3	3	No	143
Excelsior Springs	L-7	5	No	108
Farmington	LT-8 (Age 65)	3	Yes	125
Festus	L-6	5	No	98
Harrisonville	LT-14 (Age 65)	3	No	109
Jackson	L-6	3	No	124
Kirksville	L-7	5	No	136
Lebanon	L-7	5	No	147
Maryland Heights	L-6	5	No	189
Moberly	LT-8 (Age 65)	3	Yes	120
Monett	L-6	3	Yes	112
Nixa	L-6	5	No	113
Ozark	L-7	3	No	98
Republic	L-3	3	No	119
Sikeston	LT-8 (Age 65)	3	No	116
Warrensburg	L-7	5	No	111
Washington	LT-10 (Age 65)	3	Yes	125
Webster Groves	L-7	5	No	86
Webster Groves (Police & Fire)	L-6	5	No	77
Wentzville	L-7	5	No	162

Employee Contribution %	Joining Date
0	11/1/1969
0	12/1/1972
0	2/1/1969
0	4/1/1968
0	8/1/1972
0	4/1/1968
0	1/1/1977
0	11/1/1984
0	1/1/2004
0	8/1/1968
4	3/1/1978
4	1/1/1990
0	7/1/1990
4	3/1/2009
0	4/1/1968
0	7/1/1968
0	1/1/1971
4	7/1/2013
4	7/1/2013
0	2/1/1973



**PENSION COMPARISON
CREVE COEUR POLICE DEPARTMENT**

AGENCY	PENSION TYPE	ADMINISTERED BY	EMPLOYEE CONTRIBUTION	BENEFIT	COLA	STARTING SALARY	MAX SALARY
Brentwood	DB	City	6%	3.5% x years of service up to 20 years	2% a year, Life Max 20%	\$56,100	\$82,129
Clayton	DB	City	5%	2% per year, max 40 years/80%.	NO	\$58,274	\$71,633
Creve Coeur (10a)	DB	City	3%	2% x years of service up to 30 years	NO	\$54,612	\$70,980
Creve Coeur (10b)	DB	City	3%	2% x years of service up to 30 years	NO	\$57,360	\$74,520
Creve Coeur (10a)	DB	City	3%	1.7% x years of service and 3% contribution into a 401	NO	\$54,612	\$70,980
Creve Coeur (10b)	DB	City	3%	1.7% x years of service and 3% contribution into a 401	NO	\$57,360	\$74,520
Creve Coeur (10a)	DB	PROPOSED LAGERS	4%	1.75% x years of service	YES	\$54,612	\$70,980
Creve Coeur (10b)	DB	PROPOSED LAGERS	4%	1.75% x years of service	YES	\$57,360	\$74,520
Eureka	DB	LAGERS	0%	2% x years of service	YES	\$40,000	\$66,000
Frontenac	DB	LAGERS	0%	1.5% for life + .25% to age 65	Not to exceed 4% in a given year	\$54,863	\$71,767
Ladue	DB	City	6%	2% x years of service up to 30 years	YES	\$59,402	\$74,930



PENSION COMPARISON
CREVE COEUR POLICE DEPARTMENT

AGENCY	PENSION TYPE	ADMINISTERED BY	EMPLOYEE CONTRIBUTION	BENEFIT	COLA	STARTING SALARY	MAX SALARY
Maryland Heights	DB	LAGERS	0%	2% x years of service	YES	\$55,988	\$73,676
Richmond Heights	DB	LAGERS	4%	2% x years of service	YES	\$53,082	\$71,338
St. Peters	DB	LAGERS	4%	2% x years of service – highest 3 years of 10	YES	\$51,667	\$72,509
T&C	DB	LAGERS	4%	1.75% for life + .25% to age 65	YES	\$56,654	\$78,182
Webster Groves	DB	LAGERS	4%	2% x years of service	YES	\$47,944	67,132
Chesterfield	DC	401	0%	City contribution of 8%	NO	\$53,777	\$75,287
Creve Coeur (10a)	DC	401	Optional 1% employee contribution	City contribution of 8%	NO	\$54,612	\$70,980
Creve Coeur (10b)	DC	401	Optional 1% employee contribution	City contribution of 8%	NO	\$57,360	\$74,520
Florissant	DC	401	4%	City contribution of 12% (now closed) and 8% (new employees) with an option for a match from the employee	NO	\$50,148	\$66,289

Kirkwood Survey – December 2015

Medical Insurance Premium Analysis

Health and Welfare		Medical Insurance			
Municipality		Employee only	Employee + one	Employee + children	Employee + family
Ballwin	Employer	\$395.79	\$685.09	\$685.09	\$1,046.94
	Employee	\$23.18	\$112.65	\$112.65	\$240.14
Chesterfield	Employer	\$309.59	N/A	N/A	\$775.91
	Employee	\$100.00	N/A	N/A	\$366.32
Clayton	Employer	\$373.07	\$690.38	\$591.13	\$952.85
	Employee	\$66.08	\$231.83	\$199.33	\$320.67
Creve Coeur	Employer	\$440.29	\$896.15	\$813.27	\$1,227.67
	Employee	\$77.70	\$191.66	\$170.95	\$274.54
Frontenac	Employer	\$435.18	\$754.29	\$710.78	\$1,029.91
	Employee	\$48.35	\$261.10	\$232.09	\$444.84
Kirkwood	Employer	\$497.09	\$894.07	\$795.82	\$1,188.82
	Employee	\$20.20	\$140.52	\$109.44	\$233.75
Ladue	Employer	\$469.53	\$1,024.47	\$925.56	\$1,414.28
	Employee	\$113.00	\$247.00	\$223.00	\$340.00
Webster Grove	Employer	\$483.66	\$772.10	\$692.78	\$976.86
	Employee	\$0.00	\$288.44	\$209.12	\$793.18
Brentwood	Employer				
	Employee	\$0.00	\$132.97	\$109.32	\$229.11
Average	Employer	\$425.53	\$816.65	\$744.92	\$1,076.66
	Employee	\$49.83	\$200.77	\$170.74	\$360.28

HEALTH AND WELFARE ANALYSIS

Municipality		Medical Insurance				Dental Insurance				Vision Insurance			
		Employee only	Employee + one	Employee + children	Employee + family	Employee only	Employee + one	Employee + children	Employee + family	Employee only	Employee + one	Employee + children	Employee + family
Ballwin	Employer	\$395.79	\$685.09	\$685.09	\$1,046.94	\$31.61	\$31.61	\$31.61	\$36.61	N/A	N/A	N/A	N/A
	Employee	\$23.18	\$112.65	\$112.65	\$240.14		\$32.22	\$32.22	\$85.47	N/A	N/A	N/A	N/A
Chesterfield	Employer	\$309.59	N/A	N/A	\$775.91	\$29.61	\$44.15	N/A	\$64.98				
	Employee	\$100.00	N/A	N/A	\$366.32		\$14.54	N/A	\$35.37	\$6.02	\$11.28	\$12.80	\$18.65
Clayton	Employer	\$373.07	\$690.38	\$591.13	\$952.85	\$32.93	\$24.73	\$42.91	\$52.05				
	Employee	\$66.08	\$231.83	\$199.33	\$320.67		\$41.71	\$35.21	\$59.58	\$6.76	\$13.52	\$12.86	\$22.10
Creve Coeur	Employer	\$440.29	\$896.15	\$813.27	\$1,227.67	\$31.77			\$78.42				
	Employee	\$77.70	\$191.66	\$170.95	\$274.54	\$16.08			\$49.08	\$8.05	\$15.31	\$16.12	\$23.69
Frontenac	Employer	\$435.18	\$754.29	\$710.78	\$1,029.91	\$41.13	\$80.09	\$80.29	\$80.09				
	Employee	\$48.35	\$261.10	\$232.09	\$444.84		\$25.97	\$25.97	\$25.97				
Kirkwood	Employer	\$497.09	\$894.07	\$795.82	\$1,188.82	\$38.66			\$38.66	\$6.96			\$6.96
	Employee	\$20.20	\$140.52	\$109.44	\$233.75				\$64.63				\$10.44
Ladue	Employer	\$469.53	\$1,024.47	\$925.56	\$1,414.28	\$31.01	\$62.02	\$72.25	\$101.71	\$17.93	\$17.93	\$17.93	\$17.93
	Employee	\$113.00	\$247.00	\$223.00	\$340.00	\$4.00	\$11.00	\$13.00	\$17.00	\$2.00	\$2.00	\$2.00	\$2.00
Webster Grove	Employer	\$483.66	\$772.10	\$692.78	\$976.86								
	Employee	\$0.00	\$288.44	\$209.12	\$793.18	\$27.23	\$55.71	\$64.79	\$110.76	\$8.90	\$17.78	\$15.24	\$24.12
Brentwood	Employer												
	Employee	\$0.00	\$132.97	\$109.32	\$229.11	\$0.00			\$26.71		\$2.49	\$2.80	\$5.40
Average	Employer	\$425.53	\$816.65	\$744.92	\$1,076.66	\$33.82	\$48.52	\$56.77	\$64.65	\$12.45	\$17.93	\$17.93	\$12.45
	Employee	\$49.83	\$200.77	\$170.74	\$360.28	\$11.83	\$30.19	\$34.24	\$52.73	\$6.35	\$10.40	\$10.30	\$15.20



City Council
300 North New Ballas Rd
Creve-Coeur, MO 63141

Meeting: 11/28/16 06:00 PM
Department: Legislative /City Clerk
Category: Report
Prepared By: Debbie Ryan
Initiator: Debbie Ryan
Sponsors:

REVIEWED

DRAFT MINUTES (ID # 2194)

DOC ID: 2194

WS Minutes Dated October 10, 24 and November 14, 2016



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND CREVE COEUR FIRE DISTRICT
300 NORTH NEW BALLAS RD
OCTOBER 10, 2016
6:00 PM**

Present: Mayor Glantz, Council Member Lawrence, Saunders, Hoffman, Faron, Baseley, Kramer

Creve Coeur Fire Protection District: Chief Black, Fire Board Members Harvey Seigel, Harry Baider, David Kreuter

Staff present: City Administrator Mark Perkins, Chief Eidman, City Attorney Carl Lumley, Community Development Director Jason Jaggi, Public Works Director Jim Heines, City Clerk Deborah Ryan

DISCUSSION ITEMS

1. Creve Coeur Fire Protection District Board of Directors

Chief Eidman stated there has been great mutual respect over the years between the departments. Work very well together. Have held joint trainings between the departments and it has benefited all involved. Over the years there have been necessary safety changes in the way that services are handled.

Chief Black stated over the years a lot has changed for his department. The job has become more dangerous and fires now burn hotter and faster due to the change in fabricated building materials. Dispatch of a call is now handled through GPS with the truck location and not the location of the fire station. Many EMS trained Fire personnel have been trained on the use of Narcan as the number of heroin overdoses has reached epidemic numbers.

Council Member Hoffman asked if the CCFPD could train CCPD to use it.

Chief Eidman stated there are pros and cons to carrying it but plan to have officer begin getting trained on the drug. The two districts will continue to work together on the issue.

Council Member Lawrence asked if there is a way to educate the public on the new building materials being used and the issues facing fire fighters.

Chief Black stated social media is a great educational tool. Youtube has wonderful videos showing everything from the difference of real vs artificial trees to different materials.

Mayor Glantz asked if the CCFPD is planning any new construction.

Chief Black stated Engine House #2 is currently under construction and should completed by the end of June 2017. Property purchased in 1962 and the last construction for the CCFPD was in 1991.

Mayor Glantz discussed Proposition P and how it will help the CCPD.



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND CREVE COEUR FIRE DISTRICT
300 NORTH NEW BALLAS RD
OCTOBER 10, 2016
6:00 PM**

Council Member Baseley asked if there will be any response time issues with the construction on city roadways.

Chief Black stated GPS will reroute when the CCFPD know about a road issue.

Mayor Glantz thanked all who attended and indicated that the joint work session should become an annual event.

2. Approval of Work Session Minutes Dated August 22 and September 26, 2016

Council Member Hoffman moved, seconded by Council Member Saunders to approve work session minutes dated August 22 and September 26, 2016.

Approval by unanimous vote.

Adjourned at 6:50 p.m.



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND GOLF COURSE TASK FORCE
300 NORTH NEW BALLAS RD
OCTOBER 24, 2016
6:00 PM**

Present: Mayor Glantz, Council Member Lawrence, D'Alfonso, Ruzicka, Hoffman, Faron, Baseley, Kramer

Golf Task Force Members: David Hoffman, Lon Zimmerman, Vivian O'Hara, Ryan Shakofsky, John Noce

Staff present: City Administrator Mark Perkins, City Attorney Carl Lumley, Community Development Director Jason Jaggi, Public Works Director Jim Heines, Asst to the City Administrator Sharon Stott, Parks Director Jason Valvero, Asst Park Director Tim Brinks, City Clerk Deborah Ryan

DISCUSSION ITEMS

1. Golf Task Force Review and Updates

Mark Perkins stated Jeff Smith and Aaron Gleason of Walters Consulting are present to give an update of what they have been working on and Parks Director Jason Valvero will review what ideas the staff and task force has been working on.

Jason Valvero reviewed information. Exhibit A

Council Member D'Alfonso asked how long the Task Force will be working on the project.

Jason Valvero stated the resolution set a time of 18 months and the task force would need to provide a report to the Council at that time. Currently, the task force has only met for approximately 12 hours total and have so much more to cover.

Council Member D'Alfonso asked if golf and foot golf can be played at the same time.

Mr. Gleason stated staff will need to find slow times on golf and schedule foot golf at those times.

Council Member D'Alfonso asked if golf will still be the main focus.

Mr. Gleason stated yes.

Tim Brinks stated that we are planning to offer 9 holes of foot golf to begin with, and will market the program to birthday parties and other group events.

David Hoffman reviewed the proposed golf programming.

Lon Zimmerman stated the task force and PHP are concentrating on marketing and have advertised for an intern in the sports marketing field to assist to new ideas.

Vivian O'Hara stated they are also working on sponsorships and with the business community that Creve Coeur has the possibilities are endless.



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND GOLF COURSE TASK FORCE
300 NORTH NEW BALLAS RD
OCTOBER 24, 2016
6:00 PM**

Council Member Lawrence stated the task force has been looking for ways to increase revenue during non-peak golf times.

Council Member Baseley suggesting the task force have something at the Arbor Day event to bring attention to the young residents and stated she is thankful for the task force efforts and continued work.

2. Approval of Work Session Minutes dated October 10, 2016.

Council Member Kramer moved, seconded by Council Member Hoffman to approve work session minutes dated October 10, 2016.

Approved by unanimous vote.

Adjourned at 7:27 p.m.



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND EMPLOYEE PENSION BOARD
300 NORTH NEW BALLAS RD
NOVEMBER 14, 2016
6:00 PM**

Present: Mayor Glantz, Council Member Lawrence, D'Alfonso, Ruzicka, Hoffman, Faron, Baseley, Travers, Saunders

Employee Pension Board Members: David Caldwell, Larry Potashnick, Building Official/employee representative Steve Unser, Police Officer/employee representative Jon McIntosh, Kelly Sullivan

Staff present: City Administrator Mark Perkins, City Attorney Carl Lumley, Finance DCity Clerk Deborah Ryan

1. Actuarial Valuation report and Defined Benefit Plan Education

Steve Siepman of Buck Consulting reviewed Actuarial Valuation Report for July 1, 2016 through June 30, 2017. Exhibit A

Council Member Ruzicka asked the difference between the Defined Contribution and the Defined Benefit plans.

Steven Siepman stated Defined Benefit places the risk on the employer and the expenses are comparatively unpredictable. Most private sector companies have gone to Defined Contribution Plans for better control over budget and expenses.

Dan Smith stated the city moved to Defined Contribution in 2006 due to market trend and volatility, whereby the City had seen its pension costs essentially double compared to only a few years earlier.

Council Member Ruzicka stated he doesn't want the employee that is only here to chase the money. He wants the employee that wants a job, wants to work for Creve Coeur and not an employee that is only here for the benefits.

Council Member Hoffman stated no one has spoken to the employees about this change and what they want.

Sgt. Jon McIntosh stated if we want the best employee we need to offer the best benefits.

Chief Eidman stated in order to be competitive, and we are not competitive currently with our retirement plan in the law enforcement arena, we need to make this change. If we want to retain our officers, and ensure recruitment, making that change is important. The current conditions/environment that law enforcement are working in makes it even more difficult to retain our officers. A defined benefit would give them the security about retirement so that they can focus on their jobs.



**JOINT WORK SESSION MEETING
MINUTES
CITY COUNCIL AND EMPLOYEE PENSION BOARD
300 NORTH NEW BALLAS RD
NOVEMBER 14, 2016
6:00 PM**

Council Member Ruzicka stated the reason the city left the defined benefit is because it was putting the city at risk.

Council Member D'Alfonso stated we need to look at our employees because we are not the private sector.

Council Member Baseley stated we need to look deeper to fix this issue with the retirement.

Mark Perkins stated we will continue this discussion at the next work session, which will also include a request from the WCDC to move to LAGERS. Currently the two other municipalities in the WCDC are in LAGERS.

Adjourned at 7:02 p.m.