



**JOINT WORK SESSION MEETING
AGENDA
WITH CITY COUNCIL, EMPLOYEE PENSION BOARD,
FINANCE COMMITTEE AND POLICE/SAFETY COMMITTEES
300 NORTH NEW BALLAS RD
MAY 8, 2017
6:00 PM**

CALL TO ORDER

ROLL CALL

DISCUSSION ITEMS

1. Work Session Minutes Dated April 13, 2017

2. City Retirement Plan

Summary: The City Council has invited members of the Finance Committee, Employee Pension Board, and Police and Safety Committee to provide input and discuss the possible change from a defined contribution plan to the Missouri Local Government Employees Retirement Plan (LAGERS). More information is available at <http://www.creve-coeur.org/index.aspx?nid=873>.

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 05/4/2017
Deborah Ryan, MPCC
City Clerk



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

SCHEDULED

Meeting: 05/08/17 06:00 PM
Department: Legislative /City Clerk
Category: Report
Prepared By: Debbie Ryan
Initiator: Debbie Ryan
Sponsors:

DRAFT MINUTES (ID # 2435)

DOC ID: 2435

Work Session Minutes Dated April 13, 2017



**WORK SESSION MEETING
MINUTES
CITY OF CREVE COEUR
CITY COUNCIL
300 NORTH NEW BALLAS RD
APRIL 13, 2017
6:00 PM**

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

Staff Present: Mark Perkins City Administrator, Carl Lumley City Attorney, Jason Jaggi Community Development Director, Tracy Hansen Finance Director, Jim Heines Public Works Director, Chief Eidman, Dan Smith Contract Employee and Sharon Stott Assistant to the City Administrator

1. Work Session Minutes Dated March 27, 2017

Council Member Hoffman moved, seconded by Council Member Faron to accept the Work Session Meeting Minutes from March 27, 2017.

Approved by unanimous vote.

2. Police Station

Greg Garner from ArchImages made a presentation to Council regarding the process and the proposed schedule for the entire process. (Exhibit A)

Todd Sweeney of ArchImages stated it will be a balance between cost and value. The budget is laid out but it will be up to Council to make final decisions on what they feel is more important and could change line items in the budget based on what the city considers to be more valuable.

Council Member Lawrence stated in the Prop P language that the constituents approved in November there was \$500,000 earmarked specifically for safety and security. However, in the proposed budget that money is listed as contingent which would be used for an, "as needed" event. Council Member Lawrence stated she is not comfortable with the funds being labeled in the budget that way as that is not what the voters agreed to and requested the funds be moved to the correct spot in the budget.

Todd Sweeney stated he will move the funds to wherever the Council prefers.

3. Pension

Council Member Ruzicka read an email from a resident regarding the proposed LAGERS program. (Exhibit B)

Mark Perkins stated the question before the Council is whether the city will move from a defined contribution (DC) plan to LAGERS. Council and staff have discussed this issue for more than a year. Now discussing moving only those employees hired since 2006 and future employees. All employees that are currently in the DB will stay.

Council Member Hoffman asked what this year's return was for the DC plan.



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300 NORTH NEW BALLAS RD
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Dan Smith stated it is based per individual.

Council Member Travers asked what the cost, to the city, is for the Police Department turn over.

Chief Eidman stated training costs approximately \$8,000 to \$10,000 annual per officer. If the officer has tenure then the loss could be up to \$100,000 depending on the training.

Council Member Hoffman asked what the cost to the community is when we lose an officer.

Council Member Ruzicka stated that is the cost of doing business.

Council Member D'Alfonso stated LAGERS is not all about the PD employees and this has been an ongoing issue for years. Retirement benefits have been a consistent ongoing issue.

Mark Perkins stated the common thread among police officers leaving the city is retirement benefits.

Council Member Lawrence stated there is a risk to go with LAGERS but there is a bigger risk if we don't. All pensions are in perpetuity. Employees want the DB plan but there is a concern with the Pension Board. There is similar risk with LAGERS as there is with our current plan.

Council Member Ruzicka read and submitted statement for the record. (Exhibit C)

Council Member Hoffman stated every employee contributes to the quality of life for the residents.

Council Member Baseley stated tax payers are paying for safety and security which is what our employees provide.

Council Member Faron asked if the Pension Board was aware of all of the information that the Council has received.

Mark Perkins stated yes and their concern is the risk.

Council Member Saunders stated in the years that he has served as Council this has been one of the most discussed and hardest decisions. Council Member Saunders stated his concerns are the requirements LAGERS places on municipalities but this city has been a well-run and fiscally stable city.

Council Member Travers asked what percentage of non-commissioned employees are in favor of this. Council should be concerned for all employees and what is fiscally best for the city.

Mark Perkins stated the next step is talking with employees. A joint work session is planned with Finance/Pension/Police committees and Council. That work session would include approximately 30 people participating.



**MINUTES
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Mayor Glantz suggested requesting two representatives of each committee, perhaps the Chair and Vice-Chair.

Council Member Saunders stated he would like to have two reps from each but would like to see representatives with different points of view to attend.

Council Member Faron stated it would be helpful for everyone to attend to hear what is said.

Mark Perkins stated all of our meetings are open to the public.

Council Member Ruzicka asked who has been externally consulted about our plan.

Mark Perkins stated the city hired an outside actuary and Dan Smith has provided a lot of financial information for discussion.

Council Member Ruzicka stated but that is the information that the city wants to put out and is what the city wants.

Dan Smith stated staff has never recommended one way or another for or against LAGERS or any other retirement plan. Information has been provided as requested so that Council can make an informed decision.

Mark Perkins stated staff will arrange the joint work session and get the 45 day notice posted so the Council can consider an ordinance. Staff will proceed with the meetings with the employees.

Council Member Hoffman asked approximately when this come will to Council for consideration.

Mark Perkins stated June.

Adjourned at 7:28 p.m.



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

SCHEDULED

Meeting: 05/08/17 06:00 PM
Department: City Administrator
Category: Report
Prepared By: Mark Perkins
Department Head: Carl Lumley

STAFF REPORT

City Retirement Plan

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