



WHERE COMMUNITY AND SPIRIT MEET™

WORK SESSION MINUTES

A work session of the Kirkwood City Council was held on February 16, 2017, at 5:30 p.m. Present were Mayor Griffin, Council Members Duwe, Edman, Luetzow, Sears, Ward, and Zimmer. Also in attendance were Chief Administrative Officer Russell Hawes, Assistant Chief Administrative Officer Georgia Ragland, Director of Finance John Adams, Director of Procurement David Weidler, and Public Information Officer Beth von Behren. City Clerk Betty Montañó was absent and excused.

APPROVAL OF WORK SESSION MINUTES

Motion was made by Council Member Zimmer and seconded by Council Member Duwe to approve the meeting minutes of February 9, 2017. The minutes were unanimously approved.

PUBLIC ARTS POLICY

Chair of the Kirkwood Arts Commission Agnes Garino and member Jim Weidman were in attendance to present and discuss the Public Arts Policy. Some of the issues discussed are as follows:

- There is growth of public art in the metropolitan area.
- The City Alliance group is working to develop a number of programs to help make public art happen.
- The mission of the effort is to bring more public art to Kirkwood and to enhance public space.
- A lot of the public art in Kirkwood is either donated or provided by public entities.
- The Kirkwood Arts Foundation formed in February 2015 as a non-profit arm of the Kirkwood Arts Commission that work to help with the fundraising process.
- The Kirkwood Arts Foundation prepared a gift acceptance policy, which identifies all of the different ways that people and organizations can contribute and how contributions can be accepted.
- The Policy covers placement of the arts, assistance with installation and maintenance, and includes a deaccession procedure.
- Question was raised regarding liability of art work and how it would be handled. The City Alliance group is currently working on a policy. However, if the art is on city property it falls under city insurance.
- Legislation will be drafted for the adoption of the Public Arts Policy.
- Council Member Ward joined the meeting.

EMPLOYEE PENSIONS/COMPENSATION BUDGET DISCUSSION

Assistant Chief Administrative Officer Georgia Ragland was in attendance to discuss employee pensions and compensation. Some of the issues discussed are as follows:

- Pensions:
 - Most retirement planning experts recommend saving a minimum of 15% annually over the course of a career. Below is a list of actions that can be taken to improve the city's retirement plans:
 - Increase the contribution/savings rate to 15%.
 - Add an automatic escalation feature to the deferred compensation plan. An automatic escalation feature would mean annually increasing employee savings by a certain amount until they reach a predetermined level.
 - Add a guaranteed income investment vehicle to the investment lineup. Such a vehicle could allow employees to choose to invest money that will provide them with a guaranteed minimum rate of return and guaranteed lifetime income in retirement.
 - Increasing the city's contribution to the retirement plans and deferred compensation by 2.5% would cost the city \$458,867. Each 1% increase based on the city's current compensation levels means an additional \$86,484 for police and fire and \$97,066 for civilians.
 - A discussion took place. Concern was raised that Civilian vs Police and Fire does not seem to be the same division and there needs to be something to separate by physical demand.
- Compensation:

- A 3% salary increase is recommended.
- Staff did further analysis via a comparative of other cities, and upon further analysis supports the recommendation.
- What other cities are doing are in line with Kirkwood’s recommendation.
- 3% is a gross amount per department and is at the discretion of the Department Head.
- A discussion took place.
- This topic will be placed on a future work session agenda for further discussion.

MOTION TO CLOSE THE MEETING

Motion was made by Council Member Ward and seconded by Council Member Duwe to close the meeting pursuant to RSMo Chapter 610.021 (2) Real Estate.

Roll Call Vote as Follows:

| | |
|------------------------|-------|
| Council Member Duwe | “Yes” |
| Council Member Edman | “Yes” |
| Mayor Griffin | “Yes” |
| Council Member Luetzow | “Yes” |
| Council Member Sears | “Yes” |
| Council Member Ward | “Yes” |
| Council Member Zimmer | “Yes” |

The meeting was closed.

MOTION TO OPEN THE MEETING

Motion was made by Council Member Zimmer and seconded by Council Member Duwe to open the meeting.

Roll Call Vote as Follows:

| | |
|------------------------|-------|
| Council Member Duwe | “Yes” |
| Council Member Edman | “Yes” |
| Mayor Griffin | “Yes” |
| Council Member Luetzow | “Yes” |
| Council Member Sears | “Yes” |
| Council Member Ward | “Yes” |
| Council Member Zimmer | “Yes” |

There being no further matters to come before the council, the meeting was adjourned

Laurie Asche, CMC/MRCC
Deputy City Clerk