



WHERE COMMUNITY AND SPIRIT MEET®

WORK SESSION MINUTES

A work session of the Kirkwood City Council was held on July 6, 2017, at 5:30 p.m. Present were Mayor Griffin, Council Members Duwe, Edman, Luetzow, Sears, Ward and Zimmer. Chief Administrative Officer Russell Hawes, City Clerk Betty Montaño, Assistant Chief Administrative Officer Georgia Ragland, Director of Public Services Bill Bensing, and Public Information Officer Beth von Behren were also in attendance.

APPROVAL OF WORK SESSION MINUTES

Motion was made by Council Member Zimmer and seconded by Council Member Ward to approve the meeting minutes of June 15, 2017. The minutes were unanimously approved.

DISCUSSION OF PENSION AND BENEFITS

Gail Meriweather from Gallagher Benefit Services was in attendance to present and discuss information with the City Council regarding City benefits/pensions.

Some of the issues discussed are as follows:

- Brief overview of 2015 compensation analysis and benefit analysis.
- Discussion of cities that are losing employees to other cities and the ability of cities to recruit employees with municipal experience.
- Kirkwood's benefit package is competitive with regard to paid leave, health insurance premiums, etc.
- There are two municipalities in the comparator group that do not have defined benefit plans, and one of them recently went to a defined benefit plan. This leaves Kirkwood as the only municipality in the group of 10 without a defined benefit retirement plan.
- Council Member Sears joined the meeting.
- Discussion ensued about the change in recruitment of police officers since the passage of Proposition "P". In some cases Police Officers are not being recruited at the entry level so the retirement pieces are important.
- Discussion of the downside of defined contribution retirement plans and employees not always contributing enough to assist in their retirement plans which leads to employees staying longer.
- The issue of bridging health care costs for those retiring before 65.
- Discussion of the difference of the impact on an individual in a defined contribution retirement plan and those in a defined benefit plan. If in a defined benefit plan and there is a downturn in the market the impact is shared among those in the group whereas with defined contribution plan it affects the individual's plan.
- LAGERS has an option where people can get two years of benefits in lump sum upfront (at a reduced level of benefit over the life of their pension) to get them through to Medicare age.
- Staff and Gallagher are working on ideas and concepts on bridging between retirement age and Medicare.
- Discussion of employees and their retirement investment decisions; those unprepared may not be able to afford buying years of service; some employees don't have the knowledge needed to invest appropriately.
- Discussion of how to move forward if the ballot issue fails and what would need to be done to remain competitive.

SOUTH GEYER

Director of Public Services Bill Bensing was in attendance to provide a recommendation to the council to retain a consultant to do a complete analysis of South Geyer that would include a Pedestrian Hybrid Beacon; sidewalks east side of Geyer from Windsor to Oakshire; ways to make the area more pedestrian friendly; and the use of the consultant's own data. It is also recommended that if the council approves the use of a consultant that the work would begin after Labor Day since that is when Big Bend will be open and college classes will be

back in session. It is believed that the range of cost for the consultant will be between \$9,000 and \$12,000. The following issues were raised:

- Should move forward with the beacon at the crosswalk
- Need to do the right thing for the area and analyze everything including appropriate right-of-way and setbacks.
- What would be done for short-term improvements?
- Consideration of crosswalk lights like Craigwoods.
- The stop signs did slow traffic.
- Pedestrians cannot assume that traffic will stop because they are moving into the crosswalk.

After discussion a motion was made by Council Member Ward and seconded by Council Member Edman to accept staff's recommendation and proceed with retaining a consultant. The motion passed with Council Member Sears opposed.

DIVERSITY STATEMENT

The diversity statement item will be added to an upcoming Work Session.

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

Betty Montañó, MMC/MPCC
City Clerk