



WHERE COMMUNITY AND SPIRIT MEET®

WORK SESSION MINUTES

A work session of the Kirkwood City Council was held on October 17, 2024, at 5:30 p.m. at Kirkwood City Hall, 139 S. Kirkwood Road, Kirkwood, Missouri. Present Deputy Mayor Zimmer, Council Members Jaksetic, Luetzow, Rheinneck, and Schaefer. Also in attendance were Chief Administrative Officer Russ Hawes, Assistant Chief Administrative Officer David Weidler, City Clerk Laurie Asche, Communications Manager Jessica Winter, and Parks and Recreation Director Kyle Henke. Mayor Gibbons and Council Member McLean were absent and excused.

APPROVAL OF THE OCTOBER 10, 2024 WORK SESSION MINUTES

Motion was made by Council Member Schaefer and seconded by Council Member Luetzow to approve the minutes of the October 10th Work Session minutes.

DEER FEEDING PROHIBITION DISCUSSION

Council Member Luetzow discussed deer issues with the Council. In 2018, a deer count was done. Powder Valley conducts a controlled Deer hunt to limit the population. The City of Des Peres conducts a controlled Deer Hunt using archery. Several Counties have passed Ordinances that prohibit feeding deer. Council Member Luetzow suggests prohibiting the feeding of deer, as it could cause chronic wasting disease.

Some discussion took place as follows:

- A question was raised about why prohibiting the feeding of deer didn't start years ago.
- Concerns were raised about prohibiting feeding, which might be challenging to enforce.
- A question was raised asking if it would be possible to sterilize male deer.
- A question was raised about whether the City should prohibit supplemental feeding to all wildlife.
- A question was raised asking how to get the word out to residents.

It was the consensus of the Council to draft legislation to prohibit the feeding of Deer.

EMPLOYEE COMPENSATION UPDATE

Assistant Chief Administrative Officer David Weidler provided the council with a market update. The City of Kirkwood contracted with McGrath Human Resources Group to perform a market update for compensation and benefits. In December 2023, the city provided McGrath Group with current compensation and benefits information and solicited data from comparable organizations in the area. The City's current compensation was reviewed against the market at the 55th, 65th, 75th, and 80th percentiles. The process consisted of reviewing each position's job description and classification to comparators.

The McGrath Group also reviewed the city's pension benefits. The City of Kirkwood, Des Peres, and Chesterfield are unique municipal employers in Missouri, as we provide defined contribution plans paired with deferred compensation 457(b) voluntary plans. The City of Kirkwood offers a 6.5% contribution to our defined contribution plan, and the City Council approved in March a one percentage point increase in the match to our deferred compensation 457(b) voluntary plan, increasing the match from 2% to 3% for a total provided compensation of up to 9.5%. With this change, our City contribution to retirement benefits is now higher than our defined contribution comparators. The City of



WHERE COMMUNITY AND SPIRIT MEET®

Kirkwood provides multiple levels of health insurance, allowing the employee to determine their acceptable level of risk vs the cost of premium payments.

With the addition of Juneteenth in 2022, Kirkwood provides 11 holidays, with our comparators providing between 10 and 12 per year. Kirkwood is also competitive amongst its comparators, providing a maximum of 25 days of vacation for 17 years of employment. The City provides 12 sick days per year up to a maximum accumulation of 135 days/1,040 hours (equivalent to 1,456 hours for fire personnel). Parental Leave was added in 2022; Kirkwood provides its employees with 3 weeks of parental leave. The City provides Life Insurance and Accidental Death and Dismemberment Insurance benefits to its employees for life insurance in the amount of 4X – 1X annual salary for civilian employees and yearly 6x-1x salary for police and fire employees with a maximum benefit of \$400,000 based upon the employees' age. The City provides Long Term Disability policy that compensates up to 60% of an employee's salary with a maximum benefit of \$8,000 per month with a waiting period of 180 days. The City provides the option of an employee-paid benefit for short-term disability, which provides compensation of up to 60% of an employee's salary with a maximum benefit of \$2,000 per week for up to 24 weeks.

Some discussion took place as follows:

- A question was raised asking how many employees contribute to deferred comp.
 - Most employees who are eligible are participating.
 - Some employees can withdraw from their deferred comp after employment separation with an early withdraw tax penalty.
- A question was raised about how often the City checks the health insurance market to stay self-insured.
 - The health of the plan is evaluated annually.
 - An overall plan review is done every 2-3 years.
- A question was raised about what the city pays in contribution per employee.
- A question was raised about whether self-insure covers dental and vision.
 - No, those are separate plans.
- A question was raised about whether prescription benefits are tied to medical benefits.
 - Yes, costs are on an employee basis
- A question was raised asking if Slate has been considered.
 - Slate is a pooled insurance. In the past, they did not want to work with Kirkwood because of our Utilities. If Kirkwood were to join Slate and decide to leave, we would have to pay a runout rate.
- A question was raised asking how many employees have insurance coverage.
 - 290 employees are covered.
- A question was raised about whether health insurance is provided to part-time employees.
 - Part-time employees who work under 30 hours a week do not receive health benefits.
- A question was raised about the value of the pension trust fund.
- A suggestion was made to offer Long-term Disability after 90 days.
 - The City will evaluate that for next year



WHERE COMMUNITY AND SPIRIT MEET®

- A question was raised about deferred comp being included in compensation when looking at salary.
- A question was raised about whether employees can withdraw money from their deferred comp once they are no longer employed with the City.
 - Yes, but they will be taxed.
- A question was raised about the 529 plan.
 - 529 Plan is a tax-advantaged savings plan designed to help families save for college and other expenses.
- A question was raised about whether the Housing Authority, Special Business District, and the Kirkwood Library receive health insurance from the City.
 - Yes, they utilize the City for their health insurance.

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

Laurie Asche
City Clerk