



WHERE COMMUNITY AND SPIRIT MEET®

## **WORK SESSION MINUTES**

A work session of the Kirkwood City Council was held on February 16, 2023 at 5:33 p.m. at Kirkwood City Hall, 139 S. Kirkwood Road, Kirkwood, Missouri. Present were Mayor Griffin, Council Members Duwe, Gibbons, Luetzow, Sears, Ward and Zimmer. Also in attendance were Chief Administrative Officer Russell Hawes, Assistant Chief Administrative Officer David Weidler, City Clerk Laurie Asche, Deputy City Clerk Bridget Waters, Communication Manager Katherine Hessel, City Attorney John Hessel, GIS Technician Andrew Huber, Director of Electric Mark Petty, and Planning and Development Services Director Jonathan Raiche.

### **APPROVAL OF THE FEBRUARY 9, 2023 WORK SESSION MINUTES**

Motion was made by Council Member Zimmer and seconded by Council Member Luetzow to approve the February 9, 2023 Work Session minutes. The motion was unanimously approved.

### **LAGERS DISCUSSION WITH CIVILIAN EMPLOYEES**

GIS Technician Andrew Huber, Director of Electric Mark Petty, and Planning & Development Services Director Jonathan Raiche presented information pertaining to LAGERS for civilian employees. Some of the information presented and is as follows:

The proposed financial cost of LAGERS to the City is an increase of 0.8% of payroll in the first initial year with LAGERS. City employees would be required to double the amount of their contribution, from the required 2% to deferred compensation, to 4% to LAGERS, while the city would see a 0.8% increase in its contribution.

The City has multiple options to mitigate future cost increases. Options include: selecting a lower benefit plan for future years that would reduce the required contribution overall; or requiring an increase share in contribution from the employees. The ability for the program to provide such unparalleled stability from the agreement of all employers in the plan to actually support the plan.

City Council has stated that attracting and retaining top employees through competitive pay and benefits is a strategic priority as well as pursuing an enhanced retirement benefit program. Kirkwood employees are in a very small minority of municipal employers in our surrounding area that don't offer a defined benefit plan. Employee concerns about the current defined contribution plan have consistently been the top issue raised related to benefits. The lasting concerns of employees about the current retirement plan has been a large challenge to maintaining a positive employee morale. LAGERS would provide an incentive for City employees to continue their employment with the City of Kirkwood and would pay a fixed annual income for the entire life of the employee after retirement.

A discussion took place. Mayor Griffin stated that no decision will be made before July 1, 2023.

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

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Laurie Asche  
City Clerk