



# CREVE COEUR POLICE DEPARTMENT

## Police and Safety Committee Agenda

**DATE:** June 20th, 2017  
**TIME:** 5:00 PM  
**LOCATION:** Multi-Purpose Room

### **CALL TO ORDER:**

### **ROLL CALL:**

### **APPROVAL OF MINUTES:**

**APRIL 6, 2017 POLICE AND SAFETY MEETING MINUTES**

### **NEW BUSINESS:**

### **REPORT FROM THE CHIEF OF POLICE**

- 1) Monthly Report
- 2) LAGERS Update-Defined Benefit Plan
- 3) Creve Coeur Night Out Against Crime

### **UNFINISHED BUSINESS:**

**NONE**

### **ANNOUNCEMENTS:**

- 1) Advanced Citizens Police Academy, September 5, 2017, 7:00-9:00 p.m.
- 2) Creve Coeur Neighborhood Watch Trivia Night, November 3, 2017, starting at 7:00 p.m.
- 3) AARP Driver Safety Class, 9:00 a.m. - 1:00 p.m.
- 4) Citizens Police Academy, March 6, 2018. 7:00-9:00 p.m.

### **SET NEXT MEETING DATE:**

**TUESDAY, SEPTEMBER 12TH, 2017**

### **ADJOURNMENT:**



## Police and Safety Committee

SCHEDULED

**DRAFT MINUTES (ID # 2475)**

---

Meeting: 06/20/17 05:00 PM  
Department: Police and Safety Committee  
Category: Report  
Prepared By: Pam Manning  
Initiator: Glenn Eidman  
Sponsors:  
DOC ID: 2475

# April 6, 2017 Police and Safety Meeting Minutes



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Present: Regular Members were, Chief Glen Eidman, Staff Liaison, James Gerst, Chairman, Sue Baseley, Council Liaison, Janice Gale, Ashley Gray, Jeff Rosenthal and Mark Shook

Emeritus Member(s) present: Jack Lite

Regular Member(s) absent: Bob Rubin and Melinda Maune

Emeritus Member(s) absent: None

Other Present Staff: Mayor Barry Glantz, Dan Smith, Tracy Hansen and Sharon Stott

Chairman Gerst called the meeting to order at 4:47 p.m.

#### **UNFINISHED BUSINESS:**

Chairman Gerst introduced the purpose of the meeting; the committee was present to get a better understanding of the current, and proposed retirement plans now being considered by the City Council. The understanding of the differences between a Defined Benefit Plan vs a Defined Contribution Plan.

Chief Eidman requested Dan Smith present an overview and explanation of the proposed Defined Benefit Plan that is currently being considered.

Prior to making his presentation Dan Smith introduced the new Finance Director, Tracy Hansen. Dan presented the history and time line when the City changed from a Defined Benefit Plan to a Defined Contribution Plan; specifically now for employees hired after June of 2006. He stated that several Cities have now moved from a Defined Contribution Plan to a Defined Benefit Plan. The Defined Benefit Plan has been with the City since the late 1970's to the early 1980's with a variety of benefits that have been added to the plan over the years.

He discussed the documentation that was presented to the Committee via email (see attached staff memo). Dan also explained the risk to the City with a Defined Benefit Plan versus the risk to the employee with a Defined Contribution Plan.

The City Council is currently considering LAGERS at three different levels; which are the L-12 – 1.75%, LT – 1.5% and L-7 – 1.5%. (See attached staff memo)

Ashley Gray asked what current plan is in place for employees.

Chief Eidman explained the difference between the Defined Benefit plan as well as the Defined Contribution Plan that the City currently offers to the employees.

He explained the real issue is being competitive for hiring and retention without the Defined Benefit Plan. The CCPD is a minority when it comes to a pension plan. As far as salaries, we are in the top five to seven range.



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Additionally our health coverage we are also in the top seven, however; as far as our pension plan we are at the bottom.

Chief Eidman stated that he has several police officers from other departments calling inquiring about employment, but stated without a Defined Benefit Plan that would not apply. The recruitment and retention has become very challenging. He stated that one has recently tendered his resignation to go to the St. Charles City that has a Defined Benefit. The officer stated that the City Council is not serious about the retirement plan and has been waiting for over a year and nothing has happened with the plan. Chief Eidman stated that he has had six officers that have left the department seeking a Defined Benefit Plan from other agencies. These officers have taken a pay cut to seek employment with other agencies because they want a Defined Benefit Plan. Chief Eidman referred to the Pension Comparison report that was sent out via email (see attached).

Chief Eidman stated that he does understand the concern that the City Council has over making a change; it is a very difficult decision to make and it is a risk. Departments like, Bellefontaine Neighbors, Berkeley, Eureka, Town and Country, Frontenac, Webster Groves all are in LAGERS have made that commitment to their employees. He stated that he has provided information to compare benefits between the departments. He has gone to the City Council for the last two years and let them know that he is struggling with retention and the hiring process. He has not had anyone with experience and is not interested in hiring an officer that has gotten fired from another agency.

Mark Shook stated that he had some questions. He felt that there are two issues for consideration and as the Police committee, we may need to tackle one of those issues first.

- As a Committee that has the responsibility for the well-being of the Police department, not just the well-being of the City employees. Our task is to say what is best for the Police department in terms of recruitment and retention. Is there a yes or no answer to that question? If we keep presenting multiple options to the yes or no answer, it makes this task more confusing. We need to determine, if a Defined Benefit Plan is going to be the best option for the police department.
- The second question is after we make that decision that the Defined Benefit Plan is the way to go, that it is the structure of the Defined Benefit Plan that we need to address and what it is going to do for the department.

Mark Shook stated that one of the concerns that he always has about pension plans is to what extent can the institution providing the pension plan, mess with the employees receiving the pension. In terms of failing to make the contributions and deciding on a year, that we had a bad year of street repair and we can't do the repair, so we are going to lower the contribution. He stated the less the City can mess with the contributor process of what we owe, the better he likes the plan.

Dan Smith commented that LAGERS has a guarantee and should the City not keep their commitment, LAGERS has the authority to go after the city's sales tax revenue and they do an actuarial evaluation for each member, not for the total group. LAGERS can't quote "mess with it", the only option is to make a change in the reduction of the benefit.



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Mark Shook stated he feels that LAGERS is the least likely to be tampered with in terms of local government. To join the plan you make certain commitments and those commitments protect the employees.

Dan Smith stated that the City Council has always lived up to their obligations in reference to the pension's plans. They have always made contributions, obligations in excess of the amounts that were required in the actuary study. In addition, they agree with the Pension board to go to the ten year fixed, which increased the City cost. The City council has never shown any inklings or an unwillingness to meet their actuary responsibility.

Chairman Gerst asked Chief Eidman if a motion to adopt the Defined Benefit would be beneficial to the Police department for recruiting and retention.

Chief Eidman stated the support of the committee and the adoption of a Defined Benefit Plan would put the police department on a level playing field for recruitment and retention. He does not pretend to say that a Defined Benefit Plan is going to be the panacea that will keep our officers here, but it would make a tremendous difference. We have seen a change in the environment in law enforcement over the last few years. Officers have resigned for other reasons as well. It is a different environment, very dangerous and I am not sure how to combat that. However, when the Police department is not competitive or have the tools to bring and retain officers, it is difficult. The turnover is hurting the staff and creating morale problems as overtime and being short staffed makes our operation and success even more stressful. The Police department continues to lose institutional knowledge, experience officers, and continued investments when we are forced to hire someone new. The time line involved for a hiring process is up to 3 months, 6 months to complete the police academy, and 3 months of field training before being able to be placed on a shift by themselves. Experience officers are sometimes better for being an immediate replacement for an opening. Our City has a very high expectation for our Police. The officers that we are losing are top officers. Police officers here are looking for stability and security. The City Council in its Strategic Plan wants to be an employer of choice, our Police department wants to be a destination employer where employees can come work in the City of Creve Coeur and make it their home.

Chief Eidman stated that since the last Council meeting, he has two more officers that are leaving the department. He will more likely have to have the command staff cover the manpower because we are approaching almost 10% shortage between openings, and officers off on medical leave.

Mark Shook asked if it would be proper and correct to say it is the task of the Police and Safety Committee to make a recommendation to the City Council.

Mark Shook made a motion to recommend to the City Council, that the City transform our current Pension Program from a Defined Contribution to a Defined Benefit Plan. The motion was seconded and was unanimously approved.

Additional conversations about the transition and how it could be implemented followed for a short time.



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Mark Shook then asked to alter the motion- the Committee recommends the development and adoption of Defined Benefit Plan for the Police department, taking into account that all other employees that have previously committed to or have other plans in operations at this time.

Sue Baseley stated that LAGERS is not just for the Police department, but it is for all City employees.

Dan Smith stated that the way LAGERS is setup, you cannot enter only Police or Fire only, it has to be all general employees.

Jeff Rosenthal asked if employees are given an option to enter into the Defined Benefit Plan or stay in the Defined Contribution Plan.

Dan Smith stated that all employees would have to be in the Defined Benefit Plan if we make that change. Chief Eidman stated that a 45 day posting is required, so you can educate and inform all employees about plan itself.

Dan Smith added that the State requires, because employers were getting involved over the years in plans that they could not afford to fund. They require a 45 day period and the City has to produce a cost statement. You have 45 days for the employees or anyone to comment on the cost statement before the City Council can pass legislation to join the plan.

Mark Shook stated that we have no power to say anything about the rest of the City employees, but the committee should recommend the transition of a Defined Benefit Plan for the police department.

Chief Eidman stated that you can say that you support the transition of a Defined Benefit Plan and you can also add that you recognize that retention and recruiting is an issue.

Mark Shook made a motion that the Police and Safety Committee makes a recommendation to the City Council recognizing that the Defined Benefit Plan would enhance the ability of recruitment and retention for the Police department. It is our recommendation that the Committee takes whatever steps is necessary appropriate to move to a Defined Benefit Plan, and additionally recommends the LT-8 level of benefit. The motion was seconded by Janice Gale.

Chief Eidman asked if the committee would consider a letter of recommendation to submit to the City Council.

Sue Baseley answered yes and stated that the City Council would like to see the Committee show up as a group. The Committee Chair would read the letter of recommendation.

Ashley Gray stated that the real option is that we need a Defined Benefit Plan to run the department, when comes to recruitment and retention. It is our only real option to have LAGERS as our plan, because we cannot open the Define Benefit Plan we have. LAGERS seems to be the only option for a Defined Benefit Plan or nothing?



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Dan Smith answered in theory, we have three options, the Defined Contribution Plan, Annuities, which are extremely expensive or you can do a Defined Benefit Plan. The only Defined Benefit option based on our funding level is LAGERS.

Jeff Rosenthal asked if it was based on our current funding, how would affect going into LAGERS. Are they requiring certain amount of dollars for each person?

Dan Smith stated that on the Defined Benefit Plan, there is an actuarial evaluation done and then there is a contribution rate set for a group of employees. One rate for the general and one rate for the police. When employee is paid, we will also contribute to LAGERS based on their contribution rate, he explained the rate (See attached memo)

Sue Baseley stated that she wanted to make sure the Committee is clear on the negatives. There are two points:

- That once we enter into LAGERS, we can't get out of LAGERS.
- If we don't meet our payment, they will take it out of our sales tax before we ever see our sales tax. Our sales tax revenues have been flat and we don't anticipate them rising. This is something to be aware of. There are some people who are looking at the money, not necessarily the retention and recruitment issue. They are strictly looking at the money and saying this is too much of a risk to the City and for the future.

Chief Eidman gave a brief overview of Prop P to offer an additional option for a revenue source for the police department. The sales tax will be collected beginning in July and our City should see the first check sometime in November or December. The expected revenue from Prop P for the City of Creve Coeur is anticipated at \$849,000.

Janice Gale stated that she has spoken to eight to ten officers, different ranks and positions about the pension plans and only one officer stated that he preferred to stay in his 401K, because he said we are currently at a time when the stock market is a bit insane and he has seen nothing but growth.

Mark Shook stated that we should consider how many officers we have lost because we do not have a Defined Benefit Plan and how many would we will continue to lose if we have a Defined Contribution Plan.

Chief Eidman stated that he lost 6 officers and he has two more in a processes with other police department who have stated that if we transition to a Defined Benefit Plan they would stay because it would be benefic for them to stay for a Defined Benefit Plan rather than have to take a pay cut.

Sue Baseley stated that since Prop P passed, it is going to be more difficult for Chief Eidman to find additio police officers, because the Counties and Cities are going to be able to offer more money for their Police departments, thus attracting those people who are looking for jobs.



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Chief Eidman stated that the County is looking to hire 110 officers will give their officers an 8% pay increase. He stated that all departments are hiring from the same pool. He stated that the hiring process for the future is a big concern and if we are not going to be competitive he is not sure how the Police department will be competitive for the hiring process. He also stated that he has spoken with the City Council regarding this issue and that the Police Officers want the financial security of a Defined Benefit Plan.

Additional questions about LAGERS were discussed by Committee members, concerning vesting, and transition to that program.

Mayor Glantz stated that he came to the meeting to hear what the Committee had to say and it was not his intention to speak. He stated that in full disclosure the conversations has been very compelling around the table and he attended the Finance Committee and they had a similar conversation, but they came up full disclosure with the actual opposite conclusion. He stated he wanted to tell the Committee tonight is that he respects the conversation that we are having and the decision and the guidance that we are going to give to the City Council. We should come very well prepared, because there are other Committees and the City Council relies heavily on our Committees. We rely heavily on the advice a council of our various committees. The Finance Committee full disclosure is coming to the City Council with actually the opposite recommendation and the Police and Safety Committee needs to be aware of that. He is not saying they are right or wrong. He stated that in all fairness, they are the Finance Committee and they are supposed to look at the financial recommendation that they are making to the City. The Finance Department feels that it is irresponsible to obligate the City in perpetuity.

Mark Shook stated that a pension plan was for life, so the idea from the Finance Committee does not make sense when presenting to City employees about their benefits. He stated that a commitment for a pension is just that, a commitment for an extended period of time, usually for the life of the employee. Telling employees otherwise would be a shortcoming.

Mayor Glantz stated, my point is this and you are absolutely correct, if we are going to have a retirement plan we are committed to that and to Dan's point, if the City Council is not going to commit to a plan for the life of the employee, then why would anybody want to stay as an employee of the City. His point was, to make sure your arguments are compelling and well thought through, because these are valid statements. The City Council need to be well informed.

Chief Eidman asked the Committee to refer to the letter from the Finance department.

James Gerst stated that having a Defined Contribution Plan, the Committee understands that the risk is on the employee, if you have a Defined Benefit Plan the risk is on the employer. He stated that he understands why the Finance Committee came to that conclusion, but this Committee sees it differently. Our recommendation is to advise of the well-being and service to the Police department not its financial health.

Chief Eidman stated that have the Defined Benefit Plan will help with retention and recruitment throughout City, not just the Police department.



CREVE COEUR  
POLICE AND SAFETY COMMITTEE MEETING  
Minutes of April 6, 2017

Chief Eidman explained the LAGERS Levels and (referring to the documentation that was sent via email). stated that the LT-8 will make us competitive in the pension plans throughout the county.

Sue Baseley stated that when we write the letter, the committee must be very clear about the reasoning and fact based, not emotion based, so when you go up to before the Council you will have a very, very good reasons for them to make the decision.

Mark Shook would like a map of the other departments in the region that have the Defined Benefit Plan.

Ashley Gray stated the Committee should not be intimidated by the Finance Committee. He stated that the Council has the problems here and they are going to have to weigh the benefits, value and worth of 2 sets people who are very sincere and honest in their recommendations and they may be completely different and opposite.

The Committee agreed that we need to let the City Council know how important the Police department is to the community. If the City wants to continue to attract good officers to come to our department, we have to have a good reason for them to come work at the City of Creve Coeur.

All comments should be sent to Chief Eidman. You cannot discuss outside of the meeting. We will send the letter via email to each member by Monday.

James Gerst stated that economic benefit to having a good police department.

There being no further business to come before the Police and Safety Committee, upon motion being made and duly seconded, the meeting was adjourned at 6:20 p.m.