

**City of Sunset Hills
Police Advisory Board
Agenda**

**February 7th, 2023
6:00PM**

**A meeting of the Police Advisory Board will be held at City Hall
Chambers and virtually via Zoom**

You can join the meeting via Zoom or by using the following link

[https://us02web.zoom.us/j/84720491514?](https://us02web.zoom.us/j/84720491514?pwd=b3hFbHZBcmhkN1dTTWxzYldYcWhZQT09)

[pwd=b3hFbHZBcmhkN1dTTWxzYldYcWhZQT09](https://us02web.zoom.us/j/84720491514?pwd=b3hFbHZBcmhkN1dTTWxzYldYcWhZQT09)

Or, you can dial in at 312-626-6799

**Meeting ID: 847 2049 1514
Passcode: 442801**

1. ROLL CALL

2. APPROVAL OF MINUTES

2.I. PAB MIN 9/6/2022

Documents:

[PABMINSEPT62022.DOCX](#)

3. COMMUNITY ENGAGEMENT UPDATE

4. -FIRST RESPONDER CLASSIFICATION FOR COMMUNICATIONS OFFICERS

Documents:

[LAGERS VALUATION.PDF](#)

4.I. PUBLIC SAFETY FAQ'S

Documents:

[PUBLIC SAFETY FAQS \(2022\).PDF](#)

5. PUBLIC AWARENESS CAMPAIGN FOR PREVENTION OF CAR BREAK INS/STOLEN
VEHICLES

6. OTHER MATTERS

7. GENERAL DISCUSSION

8. ADJOURNMENT

MINUTES SUNSET HILLS POLICE ADVISORY BOARD

September 06, 2022

6:04 PM

MEMBERS PRESENT

Ald. Christine Lieber, Ald. Randy Epperson, Thompson Price, Steve Kruse, Jesse Finney, Harry Schillinger, Kelly Snyder

STAFF PRESENT

Chief Stephen Dodge, CORE Officer Police Officer Kenny Scheetz

MINUTES

A motion was made to approve the minutes of the June 07, 2022 meeting by Ald. Lieber and seconded by Thompson Price. The motion passed unanimously.

Chief Dodge discussed recruitment and retention. Chief explained pay rates for neighboring departments and how some departments were looking at giving new hires one for one for years of service. Chief talked about Officer Webster leaving the department for ATF, Officer Schnittker retiring from the department, and the hire of Officer Kevin Counts.

Chief Dodge discussed active shooter equipment; the cost of what the equipment would be and the cost for the class for the officer selected to attend. Chief also discussed what other departments are using for active shooter events.

Officer Scheetz gave an update on Cops and Bobbers, which will be held on October 08, 2022 from 3:00 PM to 6:00 PM at Watson Trails Park. Officer Scheetz stated the following companies are sponsors this year: Bass Pro Shop, Denny Dennis in Fenton, Schnucks in Crestwood, K&K Supply in Fenton, and Accent Group in Crestwood. Officer Scheetz stated the department sold T-Shirts for Special Olympics Torch Run on 09/02/2022 to 09/04/2022. Officer Scheetz also talked about the Sun-Crest Fest on September 17, 2022.

Chief Dodge discussed Guns and Hoses event and recent vehicle break-ins at the hotels. Chief also discussed firearm safety and how to properly secure firearms, which is what criminals are looking for when breaking in to vehicles.

Alderman Lieber made a motion to adjourn the meeting which was seconded by Harry Schillinger. The motion passed and the meeting adjourned at 7:00 PM.



September 9, 2022 E-Mail

Mr. Jeff Pabst
 Education and Outreach Coordinator
 Missouri Local Government
 Employees Retirement System
 P.O. Box 1665
 Jefferson City, Missouri 65102

Re: The City of Sunset Hills Public Safety Department Split (#3085)

Dear Jeff:

As you requested, we have performed actuarial valuations as of February 28, 2022 for the active members reported as Public Safety members and the remaining active members of the General department of the City of Sunset Hills. The results of the actuarial valuations follow (contribution rates shown below are uncapped employer contribution rates):

	Public Safety Subdepartment	Other General Subdepartments	Combined
<u>Member Statistics</u>			
Number Active	7	32	39
Payroll	\$398,691	\$1,924,332	\$2,323,023
Average Pay	56,956	60,135	59,565
Accumulated Contributions (Actives)	-	-	-
Number Deferred	0	16	16
<u>Actuarial Accrued Liabilities (AAL)</u>			
Active AAL	\$1,044,698	\$3,996,095	\$5,040,793
Deferred AAL	0	661,243	661,243
Increase AAL - Public Safety Provisions and Assumptions	109,801	0	0
Total AAL	\$1,154,499	\$4,657,338	\$5,702,036
<u>Actuarial Value of Assets</u>			
Members Deposit Fund (MDF)	\$0	\$0	\$0
Employer Accumulation Fund (EAF)*	1,316,318	5,868,240	7,184,558
Total Assets	\$1,316,318	\$5,868,240	\$7,184,558
Funded Ratio	114.0%	126.0%	126.0%
Unfunded Actuarial Accrued Liability (UAAL)	(\$161,819)	\$(1,210,902)	\$(1,482,522)
<u>Computed Employer Contribution Rate</u>			
Normal Cost Rate	10.60%	8.80%	8.80%
Casualty Rate	0.30	0.30	0.30
Prior Service Cost Rate	(4.10)	(5.20)	(5.20)
Total Employer Contribution Rate (Uncapped)	6.80%	3.90%	3.90%

* Assets allocated to each division are estimated.

The Public Safety subdepartment is valued using public safety benefit provisions (normal retirement and deferred age equal to 55) and public safety assumptions. For members proposed to be covered in the Public Safety subdepartment, the actuarial accrued liability increased by \$109,801 and is amortized over 20 years based on the funding policy for benefit changes.

Please note that the results for the ‘Combined’ department are the same as those reported for the General department in the February 28, 2022 annual actuarial valuation report for the City of Sunset Hills. However, adding the results for the subdepartments shown on the previous page will not match the combined results due to valuing the Public Safety members alone as Public Safety members and combined as General members.

Per LAGERS staff, EAF assets were split between the two subdepartments so that each subdepartment’s funded percent would be the same as the combined General department based upon the General benefit provisions and assumptions as of February 28, 2022. This would require an accounting transfer based on market value, as of February 28, 2022, of \$1,405,122 of EAF assets to the Public Safety department with the remainder staying in the General department.

Deferred members as of February 28, 2022 for each employer were valued with the General subdepartment.

Below are projections needed to comply with Missouri state disclosure requirements (Section 105.665 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision. Under the Present Plan, members eligible to be considered Public Safety members are valued using General plan provisions and assumptions. Under the Alternate Plan, these members are valued using Public Safety plan provisions and assumptions. The projections below only include members eligible for the Public Safety subdepartment.

Valuation Date	Estimated Projected Payroll	Present Plan			Alternate Plan			Change due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2022	\$ 398,691	2.70%	\$ 10,765	(\$ 271,620)	6.80%	\$ 27,111	(\$ 161,819)	4.10%	\$ 16,346	\$ 109,801
2023	409,655	3.00%	12,290	(265,292)	7.10%	29,086	(156,207)	4.10%	16,796	109,085
2024	420,921	3.20%	13,469	(259,111)	7.30%	30,727	(151,023)	4.10%	17,258	108,088
2025	432,496	3.50%	15,137	(253,074)	7.60%	32,870	(146,290)	4.10%	17,733	106,784
2026	444,390	3.80%	16,887	(247,178)	7.90%	35,107	(142,034)	4.10%	18,220	105,144
2027	456,611	4.00%	18,264	(241,419)	8.10%	36,985	(138,280)	4.10%	18,721	103,139
2028	469,168	4.30%	20,174	(235,795)	8.40%	39,410	(135,059)	4.10%	19,236	100,736
2029	482,070	4.50%	21,693	(230,302)	8.60%	41,458	(132,402)	4.10%	19,765	97,900
2030	495,327	4.70%	23,280	(224,937)	8.80%	43,589	(130,343)	4.10%	20,309	94,594
2031	508,948	4.90%	24,938	(219,697)	9.00%	45,805	(128,920)	4.10%	20,867	90,777

The results shown for each employer only include active members reported to LAGERS as of the valuation date, February 28, 2022. The methods and assumptions used in the actuarial valuations were the same as those used in the annual actuarial valuations as of February 28, 2022. In particular, the assumed rate of investment return was 7.00% and the assumed rate of payroll growth was 2.75%.



The actuarial valuation results presented on the previous pages are based upon the employer's benefit provisions as of February 28, 2022. A summary follows:

Provisions	ER #3085
Benefit Program	L-7
Final Average Salary	3 Years
Member Contribution Rate	0%
Retirement Eligibility	Regular

The long-term cost (C) of providing retirement benefits depends only on the benefits (B) that are paid to participants, the expenses (E) of administering the plan, and the investment return (I) generated on invested assets: $C = B + E - I$. For a given level of benefits, the cost of providing those benefits is lowered if administrative expenses are lowered or investment income is increased.

The long-term costs are financed by a series of employer and member contributions. The series of contributions is flexible. If more is contributed in early years, less has to be contributed in later years, and vice-versa. Over time the series of contributions has to have the same value as benefits and expenses. The actuary determines each year's contribution based on a funding method and a set of actuarial assumptions. The chosen funding method and assumptions do not affect the long term cost of providing retirement benefits, but have a strong impact on the series of contributions made to fund the benefits.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

Mita Drazilov is a Member of the American Academy of Actuaries, and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Please call if you have any questions.

Sincerely,
Gabriel, Roeder, Smith & Company



Mita D. Drazilov, ASA, FCA, MAAA

MDD:dj

cc: Judith Kermans (GRS)
Michael Gano (GRS)





MISSOURI LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYSTEM

PUBLIC SAFETY CLASSIFICATION OPTION

FAQS

On August 28, 2022, a new law will go into effect that will give LAGERS employers the option to classify certain General employees as public safety personnel for purposes of determining an age 55 normal retirement in LAGERS. Here are a few common FAQs about this new option.

WHO WILL THIS NEW OPTION APPLY TO?

This option will allow an employer to elect to cover EMS personnel, Emergency Telecommunicators, and Jailors who are currently classified as General Employees as Public Safety Personnel in LAGERS.

WILL THIS NEW OPTION AUTOMATICALLY CHANGE MY RETIREMENT AGE?

No, this new option does not automatically change your retirement age. Each employer must elect to cover their public safety personnel under this option. The process to make this change will be similar to electing any other benefit change in LAGERS.

I HAVE ALREADY WORKED AT MY EMPLOYER FOR 15 YEARS, WILL MY NEW AGE 55 RETIREMENT ELIGIBILITY ONLY APPLY TO MY SERVICE GOING FORWARD, OR WILL I BE ELIGIBLE TO RETIRE AT AGE 55 FOR MY ENTIRE BENEFIT?

When an employer elects to cover employees as Public Safety Personnel, the election will be retroactive, meaning that you will be eligible for an unreduced retirement benefit at age 55 for all of your benefit service at your current employer.

WHAT IF I WORK FOR TWO DIFFERENT EMPLOYERS, ONE WITH A PUBLIC SAFETY DEPARTMENT AND ONE WITHOUT?

Like with all benefit election in LAGERS, each employer has the flexibility to tailor a benefit program for their employee group and is individually responsible for paying for those benefits. Should you work for more than one employer, your benefit (including eligibility) will be calculated at the options elected at each separate employer. If you have worked for one employer in the Public Safety classification, and one without, you can apply for normal retirement on your Public Safety account at age 55, and have the option to take an early, reduced benefit on your General account, or wait to begin drawing this portion of your benefit until you attain normal retirement age of 60.

WILL THIS OPTION COST AN EMPLOYER MORE?

While the cost will vary from one employer to the next, this option will generally cost an employer more. Because the benefit is retroactive, the cost will be greatly impacted depending on the tenure of an employer's current employee group. Employers should also note that creating a Public Safety department in LAGERS may also impact the General contribution rate. LAGERS will begin accepting requests for cost studies for this new option later this fall, and each employer will be responsible for the cost of the study.

WILL ADMINISTRATIVE, CUSTODIAL, OR OTHER SUPPORT STAFF BE INCLUDED UNDER THIS PROVISION?

To be considered public safety personnel under this provision, an employee's job must require the individual to perform the duties of an EMS personnel, jailor, or emergency telecommunications. If an employee's job description does not require them to regularly perform such duties, they would not qualify for this provision, and will remain General Employees for LAGERS purposes with a normal retirement age of 60.

I SUPERVISE EMS PERSONNEL, BUT NO LONGER ACTUALLY RESPOND TO CALLS, WILL I QUALIFY?

Yes, any individual who is responsible for the direct supervision and training of EMS personnel, jailors, or dispatchers would generally be considered Public Safety personnel under this provision. Any time an employer has a question on benefit eligibility, they should contact the LAGERS office.