

GLENN A. EIDMAN
CHIEF OF POLICE



BUSINESS 314-432-8000
FAX 314-432-5691
EMERGENCY 911

CREVE COEUR POLICE DEPARTMENT
300 N. NEW BALLAS RD.
CREVE COEUR, MO 63141-7501

April 12th, 2017

The Honorable Barry L. Glantz, Mayor of Creve Coeur
The Honorable Members of the Creve Coeur City Council
City of Creve Coeur
300 North New Ballas Road
Creve Coeur, Missouri 63141

RE: LAGERS Defined Benefit Pension Plan

Dear Mayor Glantz and Members of the City Council:

Based on the primary responsibilities and duties charged to our committee, specifically to assist the Chief of Police and the Department in maintaining the highest quality and standards of police work and providing advice, council and action to maintain the standards of integrity, efficiency and morale, we, the Police and Safety Committee, submit this letter in favor of providing a defined benefit plan, specifically, LAGERS, to the city employees.

The issue on the table for our police department is recruitment and retention of our officers. This is not an emotional issue, but rather a realistic and credible concern. Like the Finance Committee, we also view the issue as a potential cost to the city and its citizens. Although we see it from a very different point of view.

The citizens and the business community of Creve Coeur have an expectation of a specific level of service from our Police Department: excellence. The Chief has made it clear to our committee as well as to this council and to other city committees that without our ability to offer a defined benefit plan as part of the overall compensation package to Police officers, Creve Coeur is not competitive in its ability to recruit or retain a first-rate Police force. The evidence is based on real and current discussions with those officers who have left, as well as those who will not be persuaded to apply for an open position on our force.

It is true that in the private sector, defined benefit plans have gone the way of the Dodo. And for good reasons. But please hear us when we tell you that within the field of Police employment, a defined benefit plan is the norm. And it is the expectation. Especially for experienced officers.

So what happens if we do not offer a defined benefit plan as part of our compensation package to Creve Coeur Police Officers? We anticipate more of our officers will decide to move to other cities that do offer them, even if it means they take a pay cut. We expect it will continue to be difficult to hire top-quality officers. This Committee foresees in the near-future, a loss of intellectual capital, decreasing morale, a

decline in the quality and professionalism of our Police force. The outcome could be catastrophic for this Police department as well as for our city. Let us not forget the costs of mistakes made by less than excellent officers; in lives as well as in dollars.

Here is where we agree with the Finance Committee. This difficult decision has the potential to cost Creve Coeur in very real and tangible ways. Not every decision our esteemed city council makes is solely based on dollars spent. Often the decision has to be made based on doing the right thing for our citizens, our business community and our employees.

Sincerely,
James Gerst, Chairman
Police and Safety Committee