

**IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI**

**A RESOLUTION** requesting the Pension Plan Board of Trustees to commission an actuarial statement of the costs of implementing a proposal to increase the Pension Plan benefits of certain associates within the Sheriff's Office.

**RESOLUTION NO. 19385**, February 6, 2017

**INTRODUCED BY** Dan Tarwater III, County Legislator

WHEREAS, the Legislature has become aware of a proposal by the Fraternal Order of Police, West Central Missouri Regional Lodge 50, which is the labor organization representing sworn deputy sheriffs and sergeants within the Sheriff's Office, to increase the benefits of members of its bargaining unit under the Jackson County Employees' Pension Plan, as is more fully set out in the document attached hereto as "Exhibit A"; and,

WHEREAS, section 105.665 of the Revision Statutes of Missouri requires that, before the Legislature can take any final action on such a change in plan benefits, the Legislature must cause to be prepared a statement regarding the cost of such change, meeting the requirements of the statute; and,

WHEREAS, the Pension Plan Board of Trustees is charged by section 1541. Jackson County Code, 1984, with the overall governance of the Pension Plan and, under the authority of that same section, may engage an actuary or other experts, advisors, and consultants to provide technical advice regarding the Plan; and,

WHEREAS, the Legislature finds it to be in the best interests of the health, safety, and welfare of the citizens of Jackson County for the Pension Plan Board of Trustees to commission an actuarial statement of the costs of implementing the Fraternal Order of Police's proposed increase in Plan benefits; now therefore,

BE IT RESOLVED that the Pension Plan Board of Trustees be and hereby is requested to commission an actuarial statement of the costs of implementing the Fraternal Order of Police's proposed increase in Plan benefits, meeting the requirements of section 105.665, RSMo.

Effective Date: This Resolution shall be effective immediately upon its passage by a majority of the Legislature.

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Chief Deputy County Counselor

  
\_\_\_\_\_  
County Counselor

Certificate of Passage

I hereby certify that the attached resolution, Resolution No. 19385 of February 6, 2017, was duly passed on February 6, 2017 by the Jackson County Legislature. The votes thereon were as follows:


Yeas 9

Nays 0

Abstaining 0

Absent 0

2.6.17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Mary Jo Spino, Clerk of Legislature



PENSION MULTIPLIER INCREASE STUDY

To: Mr. County Executive  
Frank White

From: Vice President Doug Blodgett  
West Central Missouri Regional Lodge 50  
Fraternal Order of Police

Mr. Executive,

This correspondence is in response to our discussion regarding increasing the pension multiplier for sworn law enforcement in Jackson County, Missouri. As we spoke of previously, this increase would provide the men and women tasked with protecting the citizens and visitors of Jackson County a well deserved means to a stable retirement. The following is an outline of this plan, which we believe would allow the change to the multiplier, while still maintaining the financial integrity and solvency of the Jackson County Pension Fund. I would request that your office, in conjunction with the members of the legislature, pass the necessary action which would allow the pension committee to conduct an actuarially study with the outlined changes. It is our solemn belief that the outcome of this study will confirm our findings that an increase from one point five (1.5) to a respectable two point five (2.5) would be easily attainable. As always please feel free to contact me with any questions, comments, or concerns, as it is our goal to ensure that through cooperation we provide our protectors with the greatest opportunity for success in their careers, and after their service to the people of Jackson County has ended.

Fraternally,  
Douglas Blodgett

**OBJECTIVE:** Increase pension multiplier from one point five (1.5) to two point five (2.5).

**PURPOSE:** The members of the Jackson County Sheriff's Office have unique career requirements, in comparison to the multiple other job classifications represented in the county. While these requirements are met by the men and women of the Sheriff's Office daily, without reservation, this does not negate the physical, mental, and emotional toll paid by the deputies. Multiple studies have been conducted, specifically targeting the retired members of the law enforcement community, in an attempt to understand the alarming mortality rate recently after retirement. While different studies claim different reasons for this phenomenon, all of the studies show that the average life span of a law enforcement officer after retirement is fourteen point five percent (14.5%) to twenty-nine point three percent (29.3%) shorter than that of their civilian counterparts. *Life Expectancy in Police Officers: A Comparison with the U.S. General Population: John M. Violanti PhD: 2013* While alone, these percentages are alarming, the simplification of these percentages tell us that average life span of a law enforcement officer, after retirement, is estimated at a paltry ten (10) years.

After analysis of the research and consideration of the implications to our law enforcement professionals, it became glaringly apparent that a corrective action for this trend is necessary. It is the belief of the Lodge, that with some significant changes in vesting age, coupled with the overall age of the members of the Jackson County Sheriff's Office, a two point five (2.5) multiplier is easily attainable. The implementation of a two point five (2.5) multiplier would allow our Law Enforcement Officers the opportunity to retire at a much younger age, with a livable income, thus extending the life expectancy of these heroes. This increase in life span would allow these men and women to spend more time with the families, who have sacrificed this precious commodity for over twenty (20) years, and reward them for the dedication provided to the citizens of Jackson County.

**EFFECTED POPULATION:** Sworn Law Enforcement employed by Jackson County, Missouri. This would include all sworn members of the Jackson County Sheriff's Office and sworn members of the Jackson County Drug Task Force. The total number of employees included in this proposal is 103.

**PROPOSED CHANGE:** Increase Pension multiplier from one point five (1.5) to two point five (2.5). Eligibility for separation with full pension payments after twenty (20) years of service, or at the age of fifty five (55), which ever occurs first. Pension payment amount will be established utilizing an average of the top three (3) years of pay, in the last ten (10) years of service. A "top out", or maximum payout with regards to pension payments, shall never exceed one hundred percent (100%) of the member's salary at the time of separation.

Members employed past thirty (30) years of service, will be required to submit to, and successfully complete, an annual physical evaluation for duty readiness. This physical readiness evaluation will be created and administered by the Fraternal Order of Police, in conjunction with the Sheriff's Office. This test will be utilized to ensure that a member is physically capable of completing the tasks required of a deputy assigned to the patrol division.

**PROPOSED METHOD FOR IMPLEMENTATION:** Vesting of the effected population will move from five (5) years, to fifteen (15) years. The movement of vesting, in conjunction with the average current age of the effected population, will significantly reduce current pension liability, allowing for financial growth in the pension system, thus covering the increased liability at the later date.