



MISSOURI LAGERS

# 55<sup>TH</sup> ANNUAL MEETING

OCTOBER 27 & 28, 2022 ♦ SPRINGFIELD, MO





# 55<sup>th</sup> Annual Meeting Evaluation

Please complete and return to a LAGERS staff person or place on the registration table.

	Please circle the appropriate number.				
	Excellent	Good	Average	Poor	Not Applicable
<b>How would you rate the accommodations?</b>					
Hotel Guest Room	1	2	3	4	0
Hotel Meeting Rooms	1	2	3	4	0
Hotel Food	1	2	3	4	0
<b>How would you rate the various sessions?</b>					
Understanding Your LAGERS Benefits	1	2	3	4	0
Changing Your Subdivision's LAGERS Benefit Levels	1	2	3	4	0
LAGERS Retirement Payment Options	1	2	3	4	0
How Your Subdivision's Cost is Determined	1	2	3	4	0
LAGERS Disability Benefits	1	2	3	4	0
LAGERS Tools for Educating You and Your Employees	1	2	3	4	0
Best Practices for Communicating Your LAGERS Benefit . . .	1	2	3	4	0
State of the System	1	2	3	4	0
Investment Update	1	2	3	4	0
Legislative Update	1	2	3	4	0
The Role of a Trustee on LAGERS Board	1	2	3	4	0
<i>Friday:</i> LAGERS Asset Allocation	1	2	3	4	0
<i>Friday:</i> LAGERS Financial Management Overview	1	2	3	4	0
<b>How would you rate the LAGERS representatives that you met?</b>					
LAGERS Staff	1	2	3	4	0
LAGERS Board of Trustees	1	2	3	4	0

## Comments:

1. What brought you to the LAGERS Annual Meeting this year? (check all that apply)

- ☐ Educational Sessions  
☐ System Performance Updates  
☐ Board & Staff Interaction  
☐ Board Elections  
☐ Location  
☐ Other \_\_\_\_\_

2. How can we improve the LAGERS Annual Meeting?

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3. What did you like most about the LAGERS Annual Meeting?

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4. Additional comments: \_\_\_\_\_

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5. May we share your comments on our external publications & website? Yes or No

Please complete the below information, acknowledging that you give LAGERS permission to publish your comments:

Signature: \_\_\_\_\_

Printed name: \_\_\_\_\_

Political subdivision you represent: \_\_\_\_\_





# WELCOME TO THE 55<sup>TH</sup> MISSOURI LAGERS ANNUAL MEETING!



**Joan Jadali**  
Chairperson  
Member Trustee

On behalf of the Board of Trustees, staff, and advisors, I would like to welcome you to the Missouri Local Government Employees Retirement System's Annual Meeting. This meeting is vital to the system, and we greatly appreciate your participation.

Your attendance here shows that you understand the need for our members to have an active role in the LAGERS system. We hope the next couple of days provide you with information that will enhance your understanding of the operations and provisions of LAGERS.

We believe this meeting is an excellent opportunity to mingle with your peers, speak with LAGERS representatives, and have some fun. LAGERS staff members are here to assist you in any way possible. Please let us know what we can do to make this meeting the best it can be.



From Left: Frank Buck, Arby Todd, Joan Jadali, Barry McCullough, Sandy Walker, Robert Ashcroft, Claire West

## **Frank Buck**

Frank has been serving on the board since 2002 and is an employer trustee from DeKalb County. Frank's term will expire on December 31, 2024.

## **Arby Todd**

Arby is a member trustee and fire fighter from the City of Lee's Summit and has been serving on the board since 2006. Arby's term will expire on December 31, 2025.

## **Joan Jadali, CPFO, CEBS, AF**

Joan is currently serving as Chairperson of the Board. She is a member trustee from the City of Town & Country and has served on the board since 2014. Joan's term will expire on December 31, 2022.

## **Barry McCullough**

Barry was elected to the board in 2014 and currently serves as Vice Chairperson and an employer trustee from the City of Gladstone. Barry's term will expire on December 31, 2022.

## **Sandy Walker**

Sandy was elected to serve on the board in 2018. She is a member trustee from the City of Poplar Bluff. Sandy's term will expire on December 31, 2024.

## **J. Robert Ashcroft**

Robert is an employer trustee from Platte County and has been serving on the board since 1982. Robert's term will expire on December 31, 2025.

## **Claire West**

Claire was appointed to the board by Gov. Nixon in 2016 and currently serves as a citizen trustee. Claire's term expired on December 31, 2021.

# LAGERS 2022 Annual Meeting Agenda

LAGERS board and staff will be wearing yellow lanyards and blue shirts. Please seek us out for questions or comments! Please wear your name badge for entry into all events.

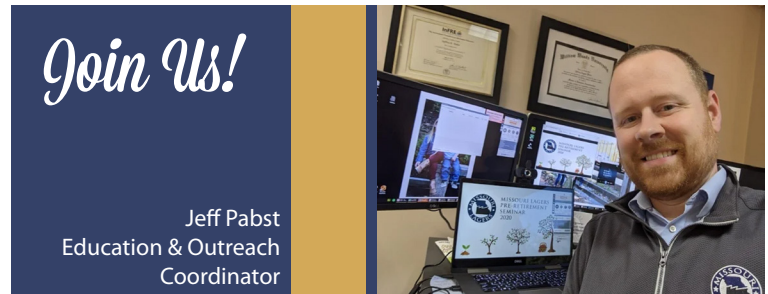
Wednesday, October 26th		
Time	Session	Room
3:00 p.m. - 5:30 p.m.	Registration Desk	Glendalough Lobby
Thursday, October 27th		
8:00 a.m. - 4:00 p.m.	Registration Desk	Glendalough Lobby
11:00 a.m. - 12:00 p.m.	Legislative Advisory Committee Meeting	Rathdangan II & III
Pre-Conference: Educational Breakout Sessions		
9:00 a.m. - 9:30 a.m.	Understanding Your LAGERS Benefits	Glendalough I & II
9:00 a.m. - 9:30 a.m.	Changing Your Subdivision's LAGERS Benefit Levels	Glendalough III
9:45 a.m. - 10:15 a.m.	LAGERS Retirement Payment Options	Glendalough I & II
9:45 a.m. - 10:15 a.m.	How Your Subdivision's Cost is Determined	Glendalough III
10:30 a.m. - 11:00 a.m.	LAGERS Disability Benefits	Glendalough I & II
10:30 a.m. - 11:00 a.m.	LAGERS Tools for Educating You and Your Employees	Glendalough III
11:15 a.m. - 12:00 p.m.	Best Practices for Communicating Your LAGERS Benefit for Increased Recruitment & Retention of Local Government Employees - LUNCH will be provided	Glendalough I & II
Conference Sessions:		
1:15 p.m. - 1:30 p.m.	Opening Remarks	Glendalough I & II
1:30 p.m. - 2:00 p.m.	State of the System	Glendalough I & II
2:00 p.m. - 2:30 p.m.	Investment Update	Glendalough I & II
2:30 p.m. - 2:45 p.m.	Snack & Beverage Break	Glendalough Lobby
2:45 p.m. - 3:15 p.m.	2022 Legislative & Advocacy Update	Glendalough I & II
3:15 p.m. - 3:45 p.m.	The Role of a Trustee on LAGERS' Board	Glendalough I & II
3:45 p.m. - 4:15 p.m.	Member Caucus/Employer Caucus <i>Member Delegates will remain in Glendalough I &amp; II. Employer Delegates will proceed to Glendalough III.</i>	Glendalough I & II/ Glendalough III
5:00 p.m. - 6:00 p.m.	Reception Honoring Robert L. Wilson <i>Please wear your name badge for entry. Appetizers and soft drinks will be served, and a cash bar will be available.</i>	Glendalough Lobby

# LAGERS 2022 Annual Meeting Agenda

LAGERS board and staff will be wearing yellow lanyards and blue shirts. Please seek us out for questions or comments! Please wear your name badge for entry into all events.

Friday, October 28th		
Time	Session	Room
7:30 a.m. - 8:45 a.m.	<b>Buffet Breakfast</b>	Rathdangan I, II & III
9:00 a.m. - 9:30 a.m.	<b>Business Meeting - Election of Trustees</b>	Glendalough I & II
9:30 a.m. - 10:00 a.m.	<b>LAGERS Asset Allocation</b>	Glendalough I & II
10:00 a.m. - 10:30 a.m.	<b>LAGERS Financial Management Overview</b>	Glendalough I & II
10:30 a.m. - 11:00 a.m.	<b>LAGERS Legislative Champion and Local Government Hero Award Ceremony</b>	Glendalough I & II
11:00 a.m.	<b>Adjournment</b>	Glendalough I & II

## Missouri LAGERS Educational Opportunities



Whether you are working toward your Certified LAGERS Administrator or simply want to know more about the ins and outs of your retirement system, we welcome you to join our educational online events. Here are just a few of the online events coming up in November:

**November 3:** Virtual Pre-Retirement Seminar

**November 8:** Monthly Employer Reporting

**November 16:** Virtual Pre-Retirement Seminar

**November 17:** Auditors and Your Benefits

**November 23:** Taxes, COLAs, and Working After Retirement

Visit [molagers.org/events/](https://molagers.org/events/) and check back often for updates on next year's educational offerings.



# Understanding Your LAGERS Benefits

Thursday, October 27th  
Glendalough I & II

9:00 a.m. - 9:30 a.m.

Certified LAGERS Administrator  
Creditable Session



**LAGERS benefits are a valuable tool in helping members to plan and reach a secure retirement.**

LAGERS is a defined benefit retirement plan. This means benefits are based on a formula, not an account balance. The formula is:

## BENEFIT MULTIPLIER (Benefit Program)

The "Benefit Multiplier" is a percent chosen by your employer ranging from 1% to 2.5% which coordinates with a particular "Benefit Program."

X

## HOW MUCH YOU MAKE (Final Average Salary)

"How Much You Make" is an average, chosen by your employer, of either your highest consecutive 60 or 36 months of wages within your last 120 months of LAGERS credited service called "Final Average Salary."

X

## HOW LONG YOU WORK (Credited Service)

"How Long You Work" refers to the years and months you work in a covered position for a LAGERS employer called "Credited Service." This may also include service you earned before your employer joined the system.

### A BENEFIT CALCULATION MIGHT LOOK LIKE THIS:

$$0.015 \times \$3,000 \times 25 \text{ Years} = \$1,125 \text{ per month for life}$$

### Defined Benefits:

- Provide guaranteed, protected lifetime income: *No Outliving Your Benefit*
- Are not affected by market swings

**LAGERS Benefits are designed to replace income:**

Years of Service	X	Benefit Multiplier	=	Salary Replacement
10	X	L-7 (1.50%)	=	15%
15	X	L-7 (1.50%)	=	22.5%
20	X	L-7 (1.50%)	=	30%
25	X	L-7 (1.50%)	=	37.5%

**To be eligible to draw a LAGERS benefit, a member must become vested and reach retirement age.**

Once vested (after earning 60 months of credited service), you are guaranteed a monthly benefit at retirement age, regardless of whether you work up to retirement age or not.

### If your employer requires you to contribute:

- Your employer may require you to contribute 2%, 4%, or 6% of salary
- Does not impact amount of monthly benefit
- Is made after-tax (does not reduce current taxable income)
- Earns interest
- Is guaranteed to the member or beneficiary, regardless of vesting status



# Changing Your Subdivision's LAGERS Benefit Levels

Thursday, October 27th 9:00 a.m. - 9:30 a.m.  
Glendalough III

## Employers Can Change Their Benefit Levels Once Every 2 Years

### What Can Be Changed?

- **Benefit Program**

Multiplier can range from 1.0% - 2.5%

- **Final Average Salary**

Can be highest consecutive 60 or 36 month average

- **Employee Contributions**

0%, 2%, 4%, or 6% of salary

- **Retirement Age**

Normal Retirement & Rule of 80

### Public Safety age 55

Employers may create a public safety department that allows jailers, dispatchers, and EMS an age 55 normal retirement at an increased cost. - *This cannot be changed once adopted.*

### Advantages of Increasing Multiplier:

- Impacts all active employees equally
- Improves employees' ability to retire at an appropriate time
- Helps to recruit workers by improving employer's workforce competitiveness
- Helps to retain workers

### Disadvantages of Increasing Multipliers:

- Employers will take on an additional unfunded liability
- Future decreases to the benefit multiplier will not erase the liability associated with this upgrade
- Higher than normal retirement rates in the years immediately following a benefit multiplier upgrade may cause additional increases to LAGERS contribution rates beyond the initial rate increase

## Employers Can Change Their Benefit Levels Once Every 2 Years

### Process

To change benefit levels, employers must do the following:

1. Request a Supplemental Actuarial Valuation
2. Make the valuation available for public view for 45 days
3. Pass a Resolution / Ordinance adopting the change
4. Send copy of Resolution / Ordinance to LAGERS within 10 days of it passing

# LAGERS Retirement Payment Options

Thursday, October 27th 9:45 a.m. - 10:15 a.m.  
Glendalough I & II

Certified LAGERS Administrator  
Creditable Session



**LAGERS Payment Options are designed to give you options that best meet your financial needs.**

Payment Option	Retiree Benefit %	Beneficiary Monthly Benefit %	Eligible Beneficiary
Life	100%	None	Any person(s) or legal entity can be named as a beneficiary but would only receive a refund of remaining retiree contribution account balance, if any, upon the death of the retiree. Beneficiary may be changed in retirement.
Option A	85%*	75% of member's benefit	Spouse that was married to the member no less than two years immediately preceding retirement OR a person 40 years of age or older that has been receiving more than half support from the member for at least the two years immediately preceding retirement.
Option B	90%*	50% of member's benefit	Spouse that was married to the member no less than two years immediately preceding retirement OR a person 40 years of age or older that has been receiving more than half support from the member for at least the two years immediately preceding retirement.
Option C	95%	100% of the member's benefit (excluding the temporary portion)	Any person(s) or legal entity can be named as a beneficiary but would only receive benefits should the retiree pass away before 10 years into retirement. Monthly benefits to this beneficiary cease once 10 year term expires.

\*Adjusted for age difference between member and beneficiary

## Option A & B

1. Beneficiary will receive a payment each month for his or her lifetime after the death of the member.
2. The beneficiary cannot be changed after retirement.
3. If the beneficiary passes away before the member, the member's benefit would be adjusted to the full 100% monthly amount upon notification to LAGERS.
4. The maximum adjustment upward for the age difference between the member and spouse is 5%.
5. The beneficiary must be a person.

## Option C

1. The member's benefit will continue for his or her lifetime in retirement.
2. The member's beneficiary will only receive a monthly benefit if the member passes away within 10 years of his or her retirement date.
3. The beneficiary's benefit will not continue for his or her lifetime, but will stop after LAGERS has paid 120 payments to the member and beneficiary combined.
4. The member may change beneficiaries after retirement and may designate multiple beneficiaries.
5. The beneficiary can be a person, legal entity such as a trust, church, or charity.

## Partial Lump Sum (PLUS)

1. Added to any of the payment options
2. Equal to 24 Life Allowance Payments - *Does not include Temporary Portion of the LT plans*
3. Paid 90 days after effective date - *Can be delayed up to 150 days*
4. Reduces your monthly benefit by 16% if age 60
  - Reduced more if older than 60
  - Reduced less if younger than 60
5. Subject to taxes - *Possible Early Distribution Penalty*
  - Can conduct direct rollover to a separate qualified retirement account

# How Your Subdivision's Cost is Determined

Thursday, October 27th  
Glendalough III

9:45 a.m. - 10:15 a.m.

## LAGERS' Goal is To Be 100% Pre-Funded

- Currently 96.5% Pre-funded
- Each employer's funded status varies
- LAGERS' source of funding - employer contributions, employee contributions, investment returns

## Terms to Know:

**Actuary** – A professional who evaluates the likelihood of certain events and creates plans to deal with those events.

**Actuarial Accrued Liability** – The present value of promised pension benefits.

**Unfunded Actuarial Accrued Liability** – Amount of liabilities (or promised benefits) that are greater than assets.

**Actuarial Assumptions** – Estimates used to forecast uncertain future events affecting future benefits or costs associated with a pension fund. LAGERS Board of Trustees sets the assumptions.

## Your Employer Pays Only for Benefits Earned with Your Employer

- Employer contribution rates determined by:
  - Benefits chosen
  - Economic & demographic experience at your employer
  - Economic & demographic experience at LAGERS
- Exceptions: Pooled Benefit Reserve Fund & Casualty Reserve Fund
- LAGERS issues annual valuations in July for your next fiscal year.

## Components of LAGERS Contribution Rates:

- Prior Service Rate – Pays for the amortization of the employer's unfunded actuarial accrued liability. This rate is paying for the employer's original unfunded liability (if any), benefit upgrades and actuarial gains or losses that occur each year.
- Normal Cost Rate – Pays for a year's worth of credited service for all employees for the upcoming year.
- Casualty Rate - Pays for disability & duty related death benefits.
- Total Rate – is the total percentage of payroll due. It is the sum of prior service, normal cost rate and the casualty rate.

## Factors Affecting Cost:

- Experience differing from actuarial assumptions
- Benefit elections
- Size of unfunded liabilities
- Administrative & investment expenses

## Characteristics of Well-Funded Plans According to the National Association of State Retirement Administrators:

- LAGERS plan design, policies, and practices promote all of these characteristics
  - An amortization policy & practice that reduce unfunded liabilities in a timely manner while minimizing volatility
  - Regular receipt of actuarially determined contributions
  - Actuarial assumptions that align with experience
  - Flexibility in plan design and/or financing

# LAGERS Disability Benefits

Thursday, October 27th 10:30 a.m. - 11:00 a.m.  
Glendalough I & II

Certified LAGERS Administrator  
Creditable Session



## Duty vs. Non-Duty Disability

Duty Disability	Non-Duty Disability
Disability caused by work-related injury or disease	Disability caused by non-work-related injury or disease
Member must be permanently unable to do current job	Member must be permanently unable to do current job
No vesting requirement	Member must be vested
Benefit is based on service extended to age 60	Benefit is based on accrued service
No reduction for early retirement	No reduction for early retirement
Benefit is payable for life	Benefit is payable for life
Restatement of disability required until member reaches normal retirement age	Restatement of disability required until member reaches normal retirement age

## Disability Benefit Application Process

### 1. Applying for a Disability Benefit

- Application must be received within one year of the date of disability.
- Apply online using myLAGERS or complete an Application for Retirement.
- Submit required documentation to support your disability claim.
- Employer completes Employer Statement of Disability and submits job description and other info.

### 2. Medical Committee Review

- Three doctors will review your case and submit an opinion on the disability claim:
  - The 1st doctor is chosen by you, the member
  - The 2nd doctor is chosen by LAGERS
  - The 3rd doctor is agreed upon by the 1st and 2nd doctors
- When your doctor completes the LAGERS' Attending Physician's Statement of Disability form they will either agree to LAGERS' doctor choosing the third doctor from a supplied list of providers or they will make their own recommendation for the third doctor.
- If all three doctors agree that you are disabled and that it is duty-related (if Duty Disability application), LAGERS' Executive Director makes a recommendation for approval to LAGERS' Board of Trustees. If not, it goes on to the LAGERS Disability Committee.

### 3. Disability Committee Review

- The committee will review your case and vote whether to approve or deny your application. The committee's vote for approval or denial serves as a recommendation to LAGERS' Board of Trustees.

### 4. LAGERS' Board of Trustees Approval/Denial

- The LAGERS Board of Trustees will review the Executive Director/Disability Committee's recommendations and will make a final vote to approve or deny your application for disability benefits.

## Denial of Disability Application & Appeal Process

You have options for appeal if your application for disability benefits is denied.

1. If at least two of the three doctors agree you are disabled, you may request an informal hearing for you to communicate your case directly to the disability committee. Legal counsel is not required for an informal hearing. After the informal hearing, the disability committee will vote again on your application.
2. If still denied, you have the option to request a formal hearing. An impartial hearing officer will preside over this hearing and LAGERS will be represented by its legal team. The hearing officer will make a recommendation to LAGERS' Board of Trustees after listening to the evidence presented by both sides.
3. If once again denied, you have the option to appeal your case to the circuit court.

## Restatement of Disability

If you are approved for and begin receiving a LAGERS disability benefit, continuing medical examinations are required at least once per year for the first five years and at least once every three years thereafter (until you reach normal retirement age) to verify that you are still disabled.

# LAGERS Tools for Educating You and Your Employees

Thursday, October 27th 10:30 a.m. - 11:00 a.m.  
Glendalough III

## Digital & Online Resources

- myLAGERS - Web portal for LAGERS members and retirees
- ECLIPSE - Web portal for LAGERS employers' administrative contacts
- Webinars - Access monthly live webinars & online recorded webinar library
- molagers.org - Home base for your LAGERS benefits
- Social Media - Great way to stay up-to-date on LAGERS information
- LAGERS Blog: [blog.molagers.org](http://blog.molagers.org)
- **Custom Communication**
  - New Hire Emails
  - Coming Soon: Pre-Retiree Email Series

## Print Resources

### Annual Member Statements

- Personalized estimate of current and future benefits

### Publications

- Member Handbook
- Administrative Handbook
- Newsletters

### Employee Handouts

- Custom by employer
- Brief Explanation of Benefits
- Illustrates total value

## In-Person Learning Opportunities

### Pre-Retirement Seminars

- For those within 3-5 years of retirement
- Several meetings in every region of the state

### On-Site Employee Presentations

- LAGERS Representative available for on-site employee presentations
- On-Site Custom Pre-Retirement Seminars
- LAGERS Lunch Break
  - Designed for new hire & mid-career employees
  - Topics drive home the value of the benefit

### Board/Council Presentations

- On-site meetings with participating employer boards

### Employer Rate Meetings

- Designed for those who administer LAGERS at their subdivision
- Will include information about the calculation of your contribution rate, GASB, contribution rate trends and more

## Learning Enhancements



### Certified LAGERS Administrator

The Certified LAGERS Administrator certification will give you a well-rounded understanding of the inner workings of your LAGERS system. The certification is self-paced and will require you to attend many of LAGERS in-person and web events.

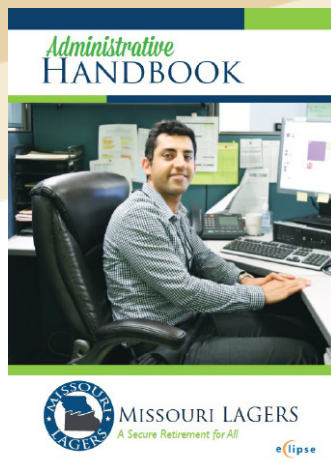


# Order LAGERS Literature!

## MEMBER HANDBOOK



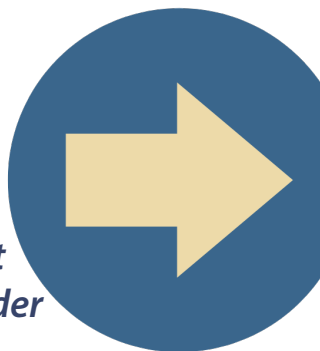
## ADMINISTRATIVE HANDBOOK



## CUSTOM EMPLOYEE HANDOUT



Scan me to  
complete a  
LAGERS print  
materials order  
form!



## Become a Certified LAGERS Administrator!



We want our employers to feel at ease explaining LAGERS benefits. One of the most effective ways for you to accomplish this is through education. So, complete LAGERS' certification program, the Certified LAGERS Administrator (CLA), to better educate yourself so you can better educate others.

This program will provide you with the tools needed to be a better communicator of LAGERS benefits while providing you with professional development and credibility, just like any continuing education course may do.



REGISTER HERE!



# Best Practices for Communicating Your LAGERS Benefit for Increased Recruitment & Retention of Local Government Employees

Thursday, October 27th 11:15 a.m. - 12:00 p.m.  
Glendalough I & II

Certified LAGERS Administrator  
Creditable Session



## LAGERS is designed to be a workforce management tool:

- 840+ political subdivisions in Missouri partner with LAGERS for their retirement plan needs
- 74% of Local Government workers in the U.S. participate in a Defined Benefit Retirement Plan
  - Only 48% of Private Sector Workers are Eligible for any Retirement Plan Through Their Employer
- Government's competitive advantages for recruitment
  - Employee Benefits
    - Tend to lead private sector in retirement, healthcare, and work-life balance
  - Mission & Purpose
    - Younger workers are drawn to employers that make a difference in society

Employee Group	Tactics for Communicating LAGERS Benefit	Tools Available for Communicating LAGERS Benefits
<b>Recruitment &amp; New Hires</b>	<ul style="list-style-type: none"> <li>• Use phrases like:                             <ul style="list-style-type: none"> <li>• LAGERS provides you with secure lifetime income when you leave the workforce</li> <li>• Our retirement plan will provide you with a larger benefit the longer you work for us - it's always going up!</li> </ul> </li> <li>• Name LAGERS in job ads</li> <li>• Don't forget social media</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment webpage</li> <li>• Welcome Letter with benefit explanation</li> <li>• New Enrollment E-mail</li> <li>• Give New Employee Custom LAGERS Handouts                             <ul style="list-style-type: none"> <li>• Not just limited to new hires</li> </ul> </li> <li>• On-Site Presentation: Lunch Break!</li> </ul>
<b>Retention of Current Employees</b>	<ul style="list-style-type: none"> <li>• When explaining LAGERS benefits to employees use the following to incentivize retention                             <ul style="list-style-type: none"> <li>• You are guaranteed to receive a benefit from LAGERS after 5 years with a LAGERS employer</li> <li>• Your LAGERS benefit will grow larger the longer you work for a LAGERS employer</li> <li>• Show the value of the benefit using the worksheet on the custom handout</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Give Custom LAGERS Handouts                             <ul style="list-style-type: none"> <li>• You may request a digital handout by using the QR code in this booklet</li> </ul> </li> <li>• On-Site Presentation: Lunch Break!</li> </ul>
<b>Employees Nearing Retirement</b>	<ul style="list-style-type: none"> <li>• When explaining LAGERS benefits to employees use the following to help prepare employees for retirement                             <ul style="list-style-type: none"> <li>• Refer to Member Handbook                                     <ul style="list-style-type: none"> <li>• Application Process &amp; Payment Options in "Near Retirement Section"</li> </ul> </li> <li>• Refer them to LAGERS website                                     <ul style="list-style-type: none"> <li>• Encourage them to get a benefit estimate on myLAGERS or by calling our office</li> </ul> </li> <li>• Promote LAGERS Pre-Retirement Seminars                                     <ul style="list-style-type: none"> <li>• Available both in-person and virtually</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Member Handbook                             <ul style="list-style-type: none"> <li>• Detailed information is provided about the process, options, taxes, cost of living adjustments and more</li> </ul> </li> <li>• Benefit Estimates                             <ul style="list-style-type: none"> <li>• Detailed information about the benefits payable to the member for each payment option</li> </ul> </li> <li>• Webinars                             <ul style="list-style-type: none"> <li>• Application Process &amp; Payment Options, After Retirement and many other topics</li> </ul> </li> <li>• On-Site Presentation: Custom Pre-Retirement Seminars (where appropriate)                             <ul style="list-style-type: none"> <li>• Better than regional Pre-Retirement Seminars because content is customized</li> </ul> </li> <li>• Coming Soon – Near Retirement E-mail Series</li> </ul>

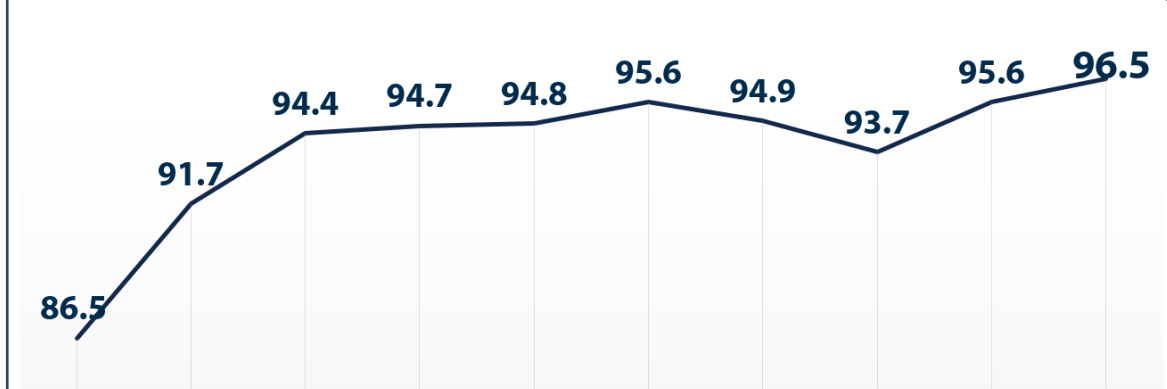
**Notes:**

# State of the System

Thursday, October 27th 1:30 p.m. - 2:00 p.m.  
Glendalough I & II



## LAGERS FUNDING PROGRESS FUNDED RATIO



### LAGERS' Strategic Objectives

- Safeguard assets in order to ensure the long-term sustainability of the pension fund while maintaining reasonable benefits.
- Provide superior service while engaging stakeholders in order to promote a secure retirement for all.
- Ensure highly qualified and engaged team to provide best possible outcome for our stakeholders.
- Optimize utilization of technology and strive for innovation in all areas of the organization.

### LAGERS remains one of the most financially strong pension plans in the U.S.

- Funded ratio increased from 95.6% to 96.5%
- Unfunded liability decreased from \$404 million to \$349 million
- 56% of employer contribution rates are decreasing or remaining the same in 2023

### LAGERS continues steady growth in membership

- Fourteen local government employers chose to join LAGERS during the 2022 fiscal year
- Half of those employers switched from a defined contribution plan to a LAGERS' defined benefit program
- The other half had no retirement plan and chose LAGERS defined program over other options

### LAGERS retirees provide economic stabilization in our communities

- Over \$403 million paid to members and beneficiaries
- 95% (\$384 million) distributed to members and beneficiaries in Missouri
- Recipients typically spend benefit dollars within same community they served while working

### Notable Activities for 2021-2022

- Passed key legislation for public safety personnel
- Honored former executive director, Bill Schwartz, with building dedication
- Completed an actuarial risk analysis to aid the board in understanding the effects on the system should future experience differ from LAGERS' actuarial assumptions
- Received Government Finance Officers' Association award for financial reporting for 44th consecutive year.

### Key Challenges Facing LAGERS

- Our employers' ability to attract and retain the best employees to serve taxpayers
- Demonstrating the value of LAGERS' benefits to all age groups
- Outside interests attempting to restrict LAGERS investments
- Growing membership and increasing complexity

# Investment Update

Thursday, October 27th 2:00 p.m. - 2:30 p.m.  
Glendalough I & II

## Investment Returns\*

Periods Ending June 30, 2022

Returns, net of fees:

Total Portfolio:	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years
LAGERS	(0.6%)	9.4%	9.8%	9.5%	7.4%	8.3%
LAGERS Custom Index	(2.0%)	6.9%	7.3%	7.2%	5.4%	6.6%
Excess Return	1.4%	2.5%	2.5%	2.3%	2.0%	1.7%
Actuarial Assumed Rate	7.0%	7.2%	7.2%	7.2%	7.3%	7.3%
Excess Return	(7.6%)	2.2%	2.6%	2.3%	0.1%	1.0%

\*Investment results and other measures are calculated with the best effort of Brian K. Collett, CFA, CAIA, Chief Investment Officer of MO Local Government Employees Retirement System.

The fiscal year ending June 30, 2022 was an extraordinary year for the markets overall and was primarily driven by the geopolitical uncertainties around the war in Ukraine, the resulting energy price crisis, supply chain issues, record-high inflation, and on top of those, the FED's interest rate increases. The portfolio returned (0.6%) net of fees while the policy benchmark returned (2.0%). The performance of the portfolio was extremely mixed, with positive outperformance coming from the Alpha and Strategic asset classes while Equity, Fixed Income, and Real Assets lagged their respective benchmarks.

### How we did in the short-term (1-Year):

- The Total Equity Portfolio had a poor year, returning (10.3%)
- The Total Fixed-Income Portfolio also had a poor year, returning (10.6%)
- The Real Assets Portfolio had a poor year, returning (10.2%)
- The Strategic Portfolio had a great year, returning 21.8%
- The Alpha Portfolio also had a great year, returning 16.8%

### How we did long-term (10-Year) outperformed by 2.3%, adding over \$3.2 billion to the system:

- The Total Equity Portfolio was above expectations, returning 11.8%
- The Total Fixed-Income Portfolio was above expectations, returning 4.8%
- The Real Assets Portfolio was below expectations, returning 6.9%
- The Strategic Portfolio was above expectations, returning 8.6%
- The Alpha Portfolio implemented in 2019 was below expectations, returning 6.9% ITD

### Attributes of long-term success:

- Nimble team with the ability to make key decisions quickly
- Full utilization of LAGERS' 50+ Asset Managers
- Generalist Investment Team focused on the Total Portfolio

### Notable activity for the year:

- Made a tactical shift to bring Equities to the minimum allocation, reallocating to Fixed Income and Real Assets
- Continue to focus on balancing asset allocation with the liquidity allocation
- Continue to enhance our manager line-up by beginning three new manager search processes in Exotic Real Assets, Intellectual Property, and Real Estate
- Start the process of setting up ISDAs with 6 counterparties to get derivative exposure through two managers with potential of lower fees and better pricing



# 2022 Legislative & Advocacy Update

Thursday, October 27th 2:45 p.m. - 3:15 p.m.  
Glendalough I & II

LAGERS was created by the Missouri General Assembly in 1967 to provide secure retirement, disability and survivor benefits to our local public servants. Today our mission, to provide and preserve retirement security for those dedicated to serving Missouri's local communities, continues. Because our plan is governed by statute, we believe it is critical to create and grow meaningful partnerships with our policy makers. LAGERS works not only directly with the state legislature, but also through partnerships with our members, employers, and affiliate organizations to ensure we continue to protect, preserve, and enhance awareness of our mission.

## 2022 Session Update

- LAGERS pre-filed legislation for the 2022 session to expand the availability of LAGERS' public safety classification option to all employers.
- The option, which was created in 2019 was only available to employers in third class counties.
- The option allows employers the local option to classify their emergency telecommunicators, jailors, and EMS employees, which are normally considered General employees in LAGERS, as "public safety" personnel, with an age 55 normal retirement age.
- The public safety expansion was successfully passed in SB 655 and House Bill 1606.
- Senator Sandy Crawford and Representative Patricia Pike were the handlers for this year's legislation.

## LAGERS Advocacy

LAGERS advocacy efforts rest on three major tenets:

- That LAGERS is a tool to attract and retain the best and brightest employees into Missouri's local public workforce.
- That great communities start with great public servants.
- That LAGERS' retirees create significant economic payoff to Missouri.

## Legislative Advisory Committee

- Created in 1973 to provide guidance to LAGERS Board and staff on legislative matters.
- Between 21-30 appointed members serve on three year terms.
- The committee meets every year during Annual Meeting.
- Interested in serving on the committee? Contact the LAGERS office today!

## Keep Up to Date

Visit our Advocacy & Policy page on the LAGERS website to sign up to receive our exclusive legislative updates. Capitol reports contain insights into each legislative session and pension matters, special calls-to-actions, and other exclusive reports and downloads.

# ***The Role of a Trustee on LAGERS' Board***

Thursday, October 27th      3:15 p.m. - 3:45 p.m.  
Glendalough I & II

## **Composition of the Board of Trustees**

- 7 total members
  - 3 elected member trustees
  - 3 elected employer trustees
  - 1 governor appointee

## **Meetings and Training**

- Typically 5 board meetings per year plus annual meeting
- State law and governance policies require training, including new trustee training

## **Role of the Board**

- Fiduciary duty—loyalty, care, and prudence
- Ultimate oversight over operations and investments with delegation to staff and service providers where appropriate
- Approval of various policies
- Approval of asset allocation
- Approval of actuarial assumptions
- Strategic planning and risk management
- Tone at the top

## **Board Committees**

- Audit and Finance Committee—oversees financial reporting, risk management, internal controls, compliance, ethics investigations, internal and external auditors
- Governance Committee—assists Board in developing, implementing and monitoring governance charters and policies
- Legislative Committee—evaluates proposed changes to statutes affecting LAGERS
- Personnel Oversight Committee—develops and monitors personnel policies and practices governing LAGERS staff

## **Board and Staff Interaction**

- Operational and investment decision-making activities delegated to staff, but Board retains oversight authority and fiduciary duty
- 5 executive staff report directly to the Board

# Member & Employer Caucus

Thursday, October 27th 3:45 p.m. - 4:15 p.m.  
Member Delegates - Glendalough I & II  
Employer Delegates - Glendalough III

For those interested in running for the LAGERS Board of Trustees or learning more about the candidates running for the board of trustees, the caucuses are a great opportunity for you.

Member Delegates will remain in Glendalough I & II for the Member Trustee Caucus. Employer Delegates will go to Glendalough III for the Employer Trustee Caucus.

## Board of Trustees Guidelines for Campaigning

In the spirit of fair play, equal opportunity and courtesy to all attendees, the LAGERS board has assembled the following guidelines with respect to the election and campaigning process.

1. No campaigning, or any activity which may detract from the speakers or attendees, may take place within the LAGERS meeting rooms, reception, or meals.
2. Campaigning and other activities outside the meeting rooms, in hallways, and other public areas are welcome as long as they do not interfere with the normal meeting activities.
3. Should an item or action be found inappropriate, LAGERS will advise the individual(s) of the issue. Failure to comply with the request of LAGERS staff may result in the individual(s) being asked to leave the annual meeting.

Should you have questions on any issue, please contact a member of LAGERS staff for assistance.

## INTERESTED IN SERVING ON THE LAGERS BOARD?

1.

### Speak up at the Caucuses

The caucus is time devoted to those interested in becoming a board member and a great way to learn more about the candidates.

2.

### Review Guidelines for Campaigning

You are welcomed and encouraged to participate in the process of selecting Board Members to direct your retirement system.

3.

### Get Nominated

An eligible individual must be nominated in order to be placed on the ballot. Nominations will occur during the Business Meeting. Each nomination requires a second to be placed on the ballot.

# Instructions for Voting During Annual Business Meeting

- 1. If you're a certified delegate and there is a contested election, you will receive an e-mail during the business meeting election with a link to your individual ballot for your specific trustee election (member trustee or employer trustee). An example of the e-mail with the link highlighted is below. If you provided a cell phone number, you will also receive a text message with a link to your ballot.

We are using an online election system to tabulate our votes. You have been assigned a unique access key which can only be used to vote once, and your voting choices will remain anonymous. Do not forward this email. Do not reply to this email to vote, as your vote will not be registered.

If you have election questions, feedback or want to be removed from future ballot lists, please email Jeff Pabst at [jpabst@molagers.org](mailto:jpabst@molagers.org).


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To vote, visit:  
[secure.electionbuddy.com/XXXX-XXXX-XXXX-XXXX](https://secure.electionbuddy.com/XXXX-XXXX-XXXX-XXXX)

Or copy and paste the link into your web browser.

You will click this link to access your individual ballot.

- 2. After clicking the link, you will be taken to an online ballot. You will need to select your candidate and click "Continue"



MISSOURI LAGERS  
A Secure Retirement for All

Your ballot choices are secret and cannot be accessed by the election administrator.

**Employer Trustee**

Select ONE.  
Choices are presented in random order.

Candidate	
Thomas Cooper	<input checked="" type="radio"/>
Christopher Hughes	<input type="radio"/>

Continue

# Instructions for Voting During Annual Business Meeting

3. After clicking “continue,” you will be taken to the ballot verification and submission screen. If selection is correct, you will click “submit ballot.” If it’s not correct, you may click the “edit ballot” to change your selection.



The screenshot shows the Missouri LAGERS logo at the top, with the tagline "A Secure Retirement for All". Below the logo is an orange banner with the text: "Finalize your ballot by selecting **Submit Ballot**. To make changes, select **Edit Ballot**". Underneath, the text "Employer Trustee" is followed by a grey box containing the name "Thomas Cooper". At the bottom, there are two buttons: "Edit Ballot" on the left and "Submit Ballot" on the right.

4. After the ballot is submitted, you will be taken to a confirmation of vote page.



The screenshot shows the Missouri LAGERS logo at the top, with the tagline "A Secure Retirement for All". Below the logo, the text "Confirmation code: e296a4d823c33c3" is displayed. Underneath, an orange line of text reads: "Keep a copy of your confirmation code for proof of your vote and validation of results." Below this is a grey box containing the text: "You're done! Your ballot choices have been registered and your verification code is %[verification\_code]". At the bottom, the text reads: "For more information, contact the election administrator Jeff Pabst at [jpabst@molagers.org](mailto:jpabst@molagers.org)".

5. Also after submission, you will receive a receipt of submission via e-mail. You can only vote once.



# Business Meeting

Friday, October 28th 9:00 a.m. - 9:30 a.m.  
Glendalough I & II

## Instructions for Trustee Elections

1. A motion must be made to nominate a candidate. A qualified individual wishing to serve on the LAGERS Board of Trustees must be nominated by an appropriate delegate at the annual business meeting.
  - When making a nomination or seconding a nomination, please step to a microphone and announce the name and employer of the person you are nominating.
2. Nomination must receive a second from another appropriate delegate. Only employer delegates may nominate for employer trustee positions and only member delegates may nominate for member trustee positions.
  - Once the nominations are complete, and if there is a contested election, the Chairperson will ask LAGERS staff to explain the electronic election process.
3. Delegates in attendance at the annual business meeting vote on candidates. Once all nominations have been made, a vote will be held among the delegates during the annual business meeting. Only employer delegates may vote for employer trustees and only member delegates may vote for member trustees. If the elections are not contested, the nominee may be elected by acclamation of the appropriate delegates.
  - Your electronic ballot will be sent to the e-mail address provided at registration. If you do not have access to that e-mail on your mobile device or tablet, we can send the ballot via text message during the meeting. There will also be voting kiosks available during the business meeting. Please see a LAGERS staff member if you need assistance voting.

## Rules for Conducting the Election of Trustees

It is hereby resolved that the Board of Trustees does adopt the following rules, subject to the approval of the delegates to the Annual Meeting of the retirement system, for the conduct of the election of member trustees and employer trustees, pursuant to the provisions of Section 70.605.6 RSMo.

### I

Nominations for each position of trustee to be filled shall be made from the floor during the meeting. Only member delegates may nominate and vote for each position as member trustee to be filled, and only employer-officer delegates may nominate and vote for each position as employer trustee to be filled. Separate nominations and elections shall be held for each position to be filled.

### II

In the event of an uncontested election for a member or employer trustee position, that individual may be elected to that trustee position by a voice vote of the applicable delegates. In the event of a contested election, balloting shall be by secret electronic ballot. In the unlikely event technical malfunctions prevent electronic balloting, contested elections will be conducted

using secret paper ballots distributed to eligible delegates physically present at the Annual Meeting.

### III (contested election only)

The Board of Trustees has contracted with an independent third party vendor to canvass and report the results of the election of the member trustee and the employer trustee. Voting will take place on the day of the annual business meeting.

### IV (contested election only)

For election as a member trustee or an employer trustee, a nominee must receive the highest number of votes cast by those delegates submitting ballots. In the event of multiple nominees, a plurality of votes cast will be sufficient to declare a winner and a majority will not be required.

### V

Employer-officer delegates certified to the Board of Trustees by the governing body of the employer and providing a valid e-mail address to LAGERS shall each be entitled to one vote for the election of each employer trustee elected. Member delegates certified to the Board of Trustees by the members of the employer and providing a valid e-mail address to LAGERS shall each be entitled to one vote for the election of each member trustee elected.

***Notes:***

# LAGERS Asset Allocation

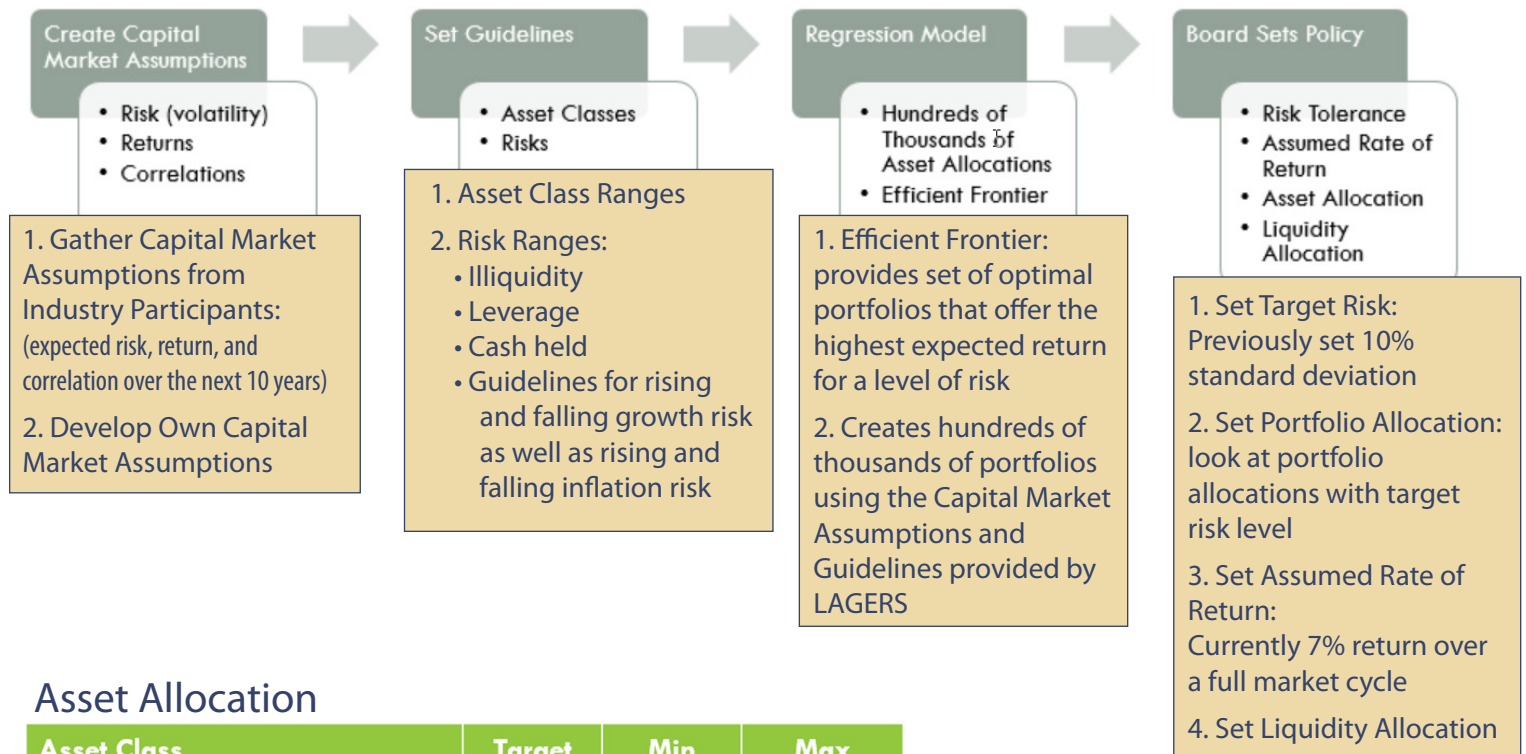
Friday, October 28th  
Glendalough I & II

9:30 am. - 10:00 a.m.

## LAGERS' Investment Team conducts an asset study a minimum of every 5 years

### Goals:

- Set Risk Tolerance
- Set Asset Allocation
- Set Assumed Rate of Return



## Asset Allocation

Asset Class	Target	Min	Max
Equity	35.0%	30.0%	40.0%
Fixed Income	31.0%	26.0%	36.0%
Real Assets	36.0%	31.0%	41.0%
Strategic Assets	8.0%	5.0%	15.0%
Alpha Portfolio	15.0%	10.0%	20.0%
Cash Portfolio	10.0%	See Note	
Leverage Portfolio	-35.0%	-20.0%	-40.0%

\* LAGERS targets 28.5% of leveraged portfolio to be held in cash

## Liquidity Allocation

Liquidity	Target	Min	Max
Short-Term (<1 week)	40.0%	35.0%	65.0%
Medium-Term (1 wk – 1 yr)	20.0%	0.0%	30.0%
Long-Term (>1 year)	40.0%	20.0%	50.0%

# LAGERS Financial Management Overview

Friday, October 28th 10:00 a.m. - 10:30 a.m.  
Glendalough I & II

## LAGERS Funding

- Three funding sources: investment returns, employer contributions, employee contributions



- Funding policy highlights:
  - Maintain adequate assets to fund future benefits
  - Maintain stable employer contribution rates
  - Maintain public policy goals for transparency & accountability
  - Promote intergenerational equity
- An actuarial valuation is prepared for each employer individually and for the system on an annual basis as of the end of February

## LAGERS Accounting Processes and Procedures

- Five separate reserve accounts:
  - Member Reserve Fund – member contributions and interest credits are accumulated, and retirement transfers are made
  - Employer Reserve Fund – employer contributions and interest credits are accumulated, and retirement transfers are made
  - Casualty Reserve Fund – employer contributions and interest credits are accumulated; and transfers are made to pay members retired because of a disability or whose death is duty related
  - Benefit Reserve Fund – all retirement benefits are paid
  - Income-Expense Reserve Fund – accumulates the investment income and pays the administrative expenses of the system
- LAGERS distributes investment returns and administrative expenses to the reserve funds on an annual basis
- GASB 68 accounting schedules are prepared for each employer on an annual basis as of June 30

Rates of Investment Return Allocated to Reserve Funds					
Investment Credits as a Percent of Fund Balance					
Year Ended June 30	Casualty Reserve	Member Reserves	Benefit Reserves	Employer Reserves	Inflation Percent (CPI)
2022	7.00%	0.50%	0.10%	0.00%	9.10%
2021	7.00%	0.50%	27.60%	27.60%	5.40%
2020	7.25%	0.50%	1.30%	1.30%	0.60%
2019	7.25%	0.50%	6.60%	6.80%	1.60%
2018	7.25%	0.50%	12.40%	12.90%	2.90%
5-Year Compound Average			9.60%	9.98%	3.92%

# THANK YOU

## ***LAGERS' Legislative Champions***

LAGERS' Legislative Champion Award may be bestowed upon any elected state legislator(s) who has made exceptional contributions either toward advancing one of LAGERS' legislative initiatives, or toward promoting and defending Missouri's local government workers and their retirement security.



This year, LAGERS is recognizing two legislators, Senator Sandy Crawford and Representative Patricia Pike. Both played an instrumental role in sponsoring LAGERS 2022 Public Safety Classification Expansion bill. They both championed LAGERS 2022 legislative priority by collaborating cross-chamber to ensure successful passage of the language. We extend our hearty thanks to both for their leadership and dedication, as well as their continuous support of Missouri's public servants in the state capitol!



# Senator Sandy Crawford



**Senator Sandy Crawford** represents District 28 in the Missouri Senate, which is comprised of Benton, Cedar, Dallas, Hickory, Laclede, Pettis, Polk and St. Clair counties. Senator Crawford was elected to the Missouri Senate in August of 2017. She served in the Missouri House of Representatives from 2010 – 2017. Prior to becoming a state representative, Sen. Crawford enjoyed a 30-year banking career at O'Bannon Bank in Buffalo. Senator Crawford is a lifelong resident of Dallas County. She is a 1975 graduate of Buffalo High School. She received her B.S. in Finance from Missouri State University in 1995, and she is a 1998 graduate of the Graduate School of Banking at Colorado.

Senator Crawford is a member of Tabernacle Baptist Church in Lebanon, where she teaches third and fourth-grade girls' Sunday school classes.

Her other memberships include Dallas County Cattlemen, NRA, Farm Bureau, Buffalo FFA Alumni, State Fair Foundation and Lebanon Rotary (honorary member). In addition, Senator Crawford is on the advisory board for Lebanon Technical and Career Center, and the Dallas County Technical Center. She and her husband, John, raise beef cattle near Buffalo where they reside.

Senator Crawford has served as Chairwoman of the Local Government and Elections committee, and Vice-Chairwoman of Insurance and Banking Committee.

*-Biography courtesy of the Missouri Senate*

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# Representative Patricia Pike



**Representative Patricia Pike** represents Vernon and a majority of Bates County (District 126) in the Missouri House of Representatives. She was elected to her first two-year term in November 2014, succeeding her husband, Randy W. Pike in office. She was re-elected in 2016, 2018, 2020, and is now completing her final term.

Rep. Pike is the daughter of a World War II Navy Veteran. She grew up helping her parents on their family farm, involved in 4-H and many other community activities. She is a graduate of Adrian High School and received Bachelor's, Master's Degrees and Advanced Counseling Certification from the University of Central Missouri.

She retired in 2014 after 36 years serving as a High School Guidance Counselor, Family and Consumer Science Teacher and Parents as Teachers Coordinator. As an educator, she also

taught dual credit coursework through Metropolitan Community College, served as an ACT test center coordinator, wrote and administered the A+ grant program, sponsored many students in national and state FCCLA events, and served as a consumer education in-service coordinator for teachers in the mid-western United States.

In addition to her legislative duties, she is a business and farm owner, parent and grandparent. Rep Pike is active in her district with Chambers of Commerce, civic groups, and service organizations. She is a member of the Adrian United Methodist Church and Missouri Farm Bureau. For several years, she has been a White House volunteer at the annual Easter Egg Roll in Washington DC.

Rep. Pike serves as the Chairwoman of the House Pensions Committee and Chairwoman of the Joint Committee on Public Employee Retirement.

*-Biography courtesy of the Missouri House of Representatives*



*Congratulations*  
**LOCAL  
GOVERNMENT  
HERO AWARD  
FINALISTS**

[www.molagers.org/2022-portraits-of-a-hero/](http://www.molagers.org/2022-portraits-of-a-hero/)





**JAYNE WHITE**  
Andrew County Health Dept.

Jayne's mantra is, "what is best for public health." Her nominator says that no matter the challenge, Jayne's unrelenting commitment to doing what is best for public health in her community has brought great growth and innovation to the department. Whether it's bringing their antiquated filing system into the 21st century or volunteering to fill in as an emergency planner during a pandemic, Jayne is the first to raise her hand to help out the greater good – all on top of her full-time duties as a nurse.

Jayne adds, "the day I started at the Andrew County Health Department as a Public Health Nurse it quickly became my passion to improve the lives of others in this community. It is truly an honor to be able to come to work and know that the work you are doing is not only making a difference for your family, but for the entire community and all 17,000 residents."



**GLENN BALLIEW**  
City of Kirksville

Whether he's working to attract more commercial business by enhancing services at the municipal airport, or advocating to build a city-owned asphalt plant to increase efficiency in road city repairs, Glenn's nominators say there is nothing Glenn won't do to make Kirksville a better place for its citizens. Above all else, those who work with Glenn admire his leadership and ability to build everyone he works with up.

Glenn doesn't see himself as a hero and is quick to say that while he loves making his city better, he couldn't do it without his devoted team. "Everything I do in this job has to be for the betterment of the community, because I am spending their money. I am dedicated in making Kirksville a better place to live."

Glenn's advice for others, "Believe in what you are doing, believe in your staff, believe in your community, and the results will speak for themselves."



**LARANDA STANLEY**  
City of Bloomfield

When you step onto public transit in the City of Bloomfield, you become one of Laranda Stanley's "people." Above being the city's transit director, Laranda is well known in her community for the relationships she builds. When an elderly rider needs help with their groceries, Laranda is there. If a regular hasn't been on the bus for a few days, Laranda checks in on them. And for bus rides home from school, Laranda is sure to have a game or contest up her sleeve. Her nominator says that while city transit is just a small piece of the city's services, Laranda makes sure it shines bright!

When talking about her work, Laranda says, "I make sure people get to where they need to go safely and efficiently. I love having human communication with all ages. Getting to hear their stories makes my day brighter. I hope to keep fulfilling the needs of the community."



# Portraits of a Hero

Every day, local government workers serve tirelessly to make our communities great places to live. They keep our lights on, parks clean, streets safe, neighbors healthy, cities vibrant, and so much more. Missouri LAGERS knows that while these men and women don't wear capes, they are the true heroes among us. We celebrate all local government heroes and are proud to share the portraits of our 2022 Local Government Hero Award nominees!

## Daniel Barnett - City of Harrisonville



In his role as City Clerk/PIO for the City of Harrisonville, Daniel serves the citizens as the liaison between the Board of Aldermen, City staff and the public. He oversees all City communications and PR efforts with members of the public, and must engage, listen, and do everything within his power to ensure his service makes a difference for the citizens of Harrisonville. Daniel's nominator notes "he goes above and beyond whether he is on the clock or not; he is always putting out updates to the community so that everyone in the community is notified as soon as possible. He is always one of the first to volunteer for brush clean up or trash clean up (this is typically done by public works employees). All around he values his coworkers whether they are in his department or not."

Of his work, Daniel shares, "I love the opportunity to serve in the community that I grew up in. My family has lived in Harrisonville, or the surrounding area, for over 100 years; and in doing so has been blessed. I love that I get to now give back to the community that has given my family so much; through improving citizen engagement tools, facilitating emergency severe-weather shelters, working diligently as a community partner for the betterment of the Harrisonville School District, working with local students and community leaders to promote traffic safety throughout Harrisonville and assisting behind the scenes on major public infrastructure improvement projects. Harrisonville is my hometown and I love the opportunity to give back and to make the community even better for the next generation."

## Tonyi Deffendall - Butler County



As a 32 year employee of Butler County, Tonyi knows a thing or two about public service. Tonyi's nominator notes, "she has excelled at being a true genuine public servant by working with the public entities as their local election authority, and her dedication and communication skills have been a true asset for Butler County. She has been involved in numerous community projects and served as a member on several committees with the Missouri Association of County Clerks."

And while Tonyi's commitment to service and relentless efforts to keep the county financially sound are heroic in and of itself, her qualities as a coworker are even more so what make her a hero. Tonyi's coworkers add, "she is an amazing co-worker, boss and especially a friend." Tonyi's example as a role model in county government is truly what make her a hero.

## Susan Cacioppo - City of Brentwood



In her two decades of service to the city, Susan has worn just about every hat possible. Working for almost every department at the city, Susan currently serves as an administrative assistant. Her nominator shares, Susan is always the first one to arrive each day, and never shies away from taking on new tasks. "Susan always has a smile on her face and a kind word to say and is ALWAYS there to lend a helping hand."

Susan shares, "I love helping people and providing exceptional customer service. You never know when a single, random act of kindness will repay you 100 fold. It is so gratifying to see people we have helped come to the department and thank us for helping and caring. We are there for them when they are at the greatest time of need. The label of hero is not taken lightly and although I do not consider myself one, I am fortunate to work amongst some of the best people who are heroes to everyone in our community."

# Portraits of a Hero

## Jeff Wynn - City of DeSoto



Although Jeff's job duties as Assistant Chief of Police include overseeing day to day operations of the De Soto Police Department such as Road Patrol, Jail Management, Detective Bureau, Dispatch Communications, Police Records, Code Enforcement/Animal Control, and City Kennel, you will often find Jeff taking on so much more. Jeff notes he is particularly passionate about mental health in law enforcement, sharing, "I am in the planning stages of a county-wide law enforcement peer counseling group, where all members, from varying agencies, receive the same training and learn each others' personal story. Knowing the other members of the group will help establish which group member could conduct a "ride along" with an officer recognized as needing assistance, regardless of which agency they are from in the county.

Jeff also recently led a course called REBOOT First Responders. REBOOT first responders is a faith-based, peer-led course that helps first responders and their families heal from critical incident stress and trauma. He notes, "I'm not a hero, I am just an empathetic and compassionate person who has noticed the law enforcement profession has a negative impact on its officers. When dealing with negativity on a consistent basis, it only makes sense there will be a negative impact in that person's life. If we recognize we are all human, we all need assistance from time to time, and it is normal to not feel normal, maybe we can make it normal to reach out to one another."

## Kim Nakahodo - City of North Kansas City



Kim's nominator says that when she thinks of a hero, she doesn't envision some Marvel character, she thinks of Kim Nakahodo. When the City of North Kansas City's Administrator announced his retirement, Kim willingly took on those duties on top of her normal duties and responsibilities as Deputy Administrator and PIO. "Kim flawlessly stepped up to the plate and began overseeing policy development, staffing and finance for North Kansas City. She even made the tough decision to pause her pursuit of a Master of Public Administration degree from Kansas University to focus on her commitment to the North Kansas City community."

Above all else, Kim's nominator shares that, "Kim finds the time to support and mentor her co-workers. She recognizes the ever changing needs of the workforce of today and that of the future. She recently worked with elected officials to change policy and offer paid parental leave. Kim takes the time to listen to her employees and finds ways to implement change to make North Kansas City an inclusive and equitable workplace.

Her unconventional approach to local government leadership shines through her creativity, humility, and overall dedication to those she serves.

Kim jokes her primary job is 'other duties as assigned,' adding, "public service is multifaceted and challenging, but it also offers you the unique opportunity to profoundly impact your community. So often, people look at an issue in a community and say, "someone should do something about that." Well, public service allows you to "do something about that!" During my career, I have been lucky enough to help create unique projects that have, hopefully, made a lasting difference in the lives of those we serve."

## Robert Howard - City of Northwoods



As a police officer for the City of Northwoods, Officer Howard spends his time keeping his community safe and creating community. Not only has Robert received four life-saving awards, he has become a hero in his community through his outreach. Of note, Officer Howard is active on social media where he shares motivational quotes and other messages to build community trust and support.

Robert adds, "I am able to be the person they call on when they are in need or when they are frightened and need some one to come and take away the bad guy. The most important thing is having the ability of being there when the kids eyes glow when they see the police and showing them how to interact with the police and not be scared of the police. I wish that all police officers could be everyone's hero like it was when I was a child. That's why I am willing to dedicate my life to bridging the gap between the community and law enforcement."

# Portraits of a Hero

## Rebecca Rosslet - City of Columbia



Rebecca Rosslet has worked in the health field since 1995 in various capacities from a social services worker to now a supervisor overseeing epidemiology. In her 25 years, Rebecca has dedicated her career to the health and well-being of residents in Boone County and the State of Missouri. Throughout her tenure in public health, Rebecca's nominator points out, "she has brought innovative change to the public health field and local government and has positively impacted the lives of vulnerable populations. Her impact is as small as connecting a client with services to as big as influencing change in public health priorities and policies."

Of her nomination, Rebecca notes, "I am the proud daughter of two retired state employees, and it is an honor to lead an incredible team of senior planners as well as oversee our department's COVID-19 case investigation team. I love this community, and I feel lucky to spend my career helping to make it healthy and safe."

## Marie Lasater - Texas County



As coroner for the largest geographical county in the state, Marie is responsible for responding to all suspicious deaths with a thorough investigation. Aside from her duties as coroner, Marie's nominator notes that she is well known for going out of her way to help the families she works with, no matter the time of day.

Marie adds, "as a registered nurse for 43 years, I try to approach every case with a healing touch. I'm always available to families, and take all time needed to answer their questions and concerns. I have a Post-Mortem Pet Placement project, and I have successfully found homes for pets that have lost their owners and have nowhere to go. Recently I had an abandoned decedent, and was able to find out that he was likely a veteran. I followed through and verified his veteran status and arranged for his burial with honors in the Military Cemetery at Fort Leonard Wood, a case I am the most proud of."

Maria's ability to show care, concern, and support to the families in her community during difficult times is what makes her a hero to many.

## Payge Parks - City of Columbia



It's not always easy to serve on the front lines to city government, but Payge Parks does it with a smile and commitment to make the citizens of Columbia's experience a positive one. Payge's nominator notes that she can often be found going above and beyond to support the public and city staff.

Of her work, Payge notes, "Understanding that residents only call when they have exhausted other options and need advice or immediate assistance from the City offices, I knew there was a need to create a space where they felt validated. I have spent much of my time guiding people through different processes and being a listening ear. Each day brings a new challenge, which creates another opportunity to serve someone."

Payge adds, "They say 'it takes a village,' and I believe that. The good always outweighs the hard, and pouring kindness and hope into people is important to me. Nobody wants to call their local government with issues, but my hope is that afterwards, they are glad they did."



# *Portraits of a Hero*

## **Lesley Kearnes - City of St. Joseph**

Lesley's nominators say that while Administrative Technicians may not be the first job you think of at a health department, they are the ones working behind the scene to ensure everything is taken care of. And when it comes to Lesley, her coworkers say they couldn't do their jobs without her! They note her willingness to always stop whatever she is doing to take time to help and support the department staff around her as one of her most notable qualities...and one that exemplifies the heart of Public Health.

While Lesley says of her nomination, "I do not consider myself a hero. I just like kids and to make work fun," she no doubt makes an impact in her community. She shares one example of her efforts to ease anxiety for children coming to the clinic for vaccinations. "No one likes shots-especially kiddos. Several years ago, I started decorating the waiting area in kid-friendly themes. Everything is home made to save money, and it was a big hit." She adds, "I love working in the clinic and interacting with people."

## **Other Nominees**

We know our heroes are busy serving their communities, and we want to recognize our other nominees who accepted their nominations, but were unable to submit a picture and quote.

Jeff Dominquez – City of Riverview

# 2022 LAGERS ANNUAL MEETING AGENDA - OVERVIEW

*(Complete Agenda on Pages 6 & 7)*

## ***Wednesday, October 26th***

3:00 - 5:30 p.m. - Registration Desk Open

Glendalough Lobby

## ***Thursday, October 27th***

8:00 a.m. - 4:00 p.m. - Registration Desk Open

Glendalough Lobby

11:00 a.m. - 12:00 p.m. - Legislative Advisory Committee Meeting

Rathdangan II & III

9:00 a.m. - 12:00 p.m. - Pre-Conference Educational Breakout Sessions

Glendalough I, II & III

1:15 p.m. - 1:30 p.m. - Opening Remarks

Glendalough I & II

1:30 p.m. - 2:00 p.m. - State of the System

Glendalough I & II

2:00 p.m. - 2:30 p.m. - Investment Update

Glendalough I & II

2:30 p.m. - 2:45 p.m. - Snack & Beverage Break

Glendalough Lobby

2:45 p.m. - 3:15 p.m. - 2022 Legislative & Advocacy Update

Glendalough I & II

3:15 p.m. - 3:45 p.m. - The Role of a Trustee on LAGERS' Board

Glendalough I & II

3:45 p.m. - 4:15 p.m. - Member Caucus/Employer Caucus

Glendalough I & II

5:00 p.m. - 6:00 p.m. - Reception Honoring Robert L Wilson

Glendalough III

Glendalough Lobby

## ***Friday, October 28th***

7:30 a.m. - 8:45 a.m. - Buffet Breakfast

Rathdangan I, II & III

9:00 a.m. - 9:30 a.m. - Business Meeting - Election of Trustees

Glendalough I & II

9:30 a.m. - 10:00 a.m. - LAGERS Asset Diversification

Glendalough I & II

10:00 a.m. - 10:30 a.m. - LAGERS Financial Management Overview

Glendalough I & II

10:30 a.m. - 11:00 a.m. - LAGERS Legislative Champion and Local

Government Hero Award Ceremony

Glendalough I & II



## Join Us in 2023!

October 26-27, 2023

Sheraton Westport Lakeside Chalet  
St. Louis, Missouri