



AGENDA

Clinton City Council Regular Meeting
City Hall • 105 E. Ohio Street, Clinton, MO 64735
Tuesday, January 6, 2026 • 6:00pm

1. **Call to Order**
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Approval of Minutes:**
 - a. Approval or correction of the minutes of the City Council Meeting of December 16, 2025.
5. **Personal Appearances**
6. **Reports: None.**
7. **Second Reading of Previously Read Bills: None.**
8. **Committee Reports:**
 - a. **Public Works Committee Report: None.**
 - b. **Public Safety Committee Report:**
 1. Police Department: Surplus Property Request
 2. Police Department: Traffic Enforcement Upgrade Information
 - c. **Finance Committee Report:**
 1. Downtown Square Electrical System Improvements Discussion
 2. Supplemental Actuarial Valuation of Alternate LAGERS Benefits
 3. Monthly Financials – November 2025
9. **Mayor's Report**
10. **City Administrator's Report**
11. **Unfinished Business:**
 - a. Transportation Policy
Resolution No. 29-2025 - A Resolution of the City of Clinton, Missouri, establishing a Transportation Policy to implement recommendations from the Clinton Comprehensive Safety Action Plan and advance safety, accessibility, and coordinated transportation planning throughout the City.
12. **New Business: None.**
13. **Adjournment**

Individuals desiring to speak at the meeting are asked to fill out a speaker card and submit it to the Clerk prior to the call to order. Speakers are respectfully asked to limit their comments to three (3) minutes or less. Speakers will be called on to speak during the appropriate portion of the meeting. Please address your comments to the Mayor/Chairman. If you require accommodation (i.e. qualified interpreter, large print, and/or hearing assistance) please notify this office at (660-885-6121) no later than forty-eight hours prior to the scheduled commencement of the meeting.



OPEN CITY COUNCIL MEETING MINUTES

City Hall • 105 E. Ohio Street, Clinton, MO 64735

Tuesday, December 16, 2025 • 6:00 p.m.

The City Council of the City of Clinton, Missouri met Tuesday, December 16, 2025. Mayor Carla Moberly presided.

1. **Call to Ordering:** Mayor Carla Moberly called the regular meeting to order at 6:07 pm.

2. **Roll Call**

Council Persons:

Present: Brenda Elliott, Gene Henry, Rob Hills, Roger House, Austin Jones, Gary Mount and Greg Shannon

Absent: Cameron Jackson

Others Present:

City Administrator Christy Maggi, City Clerk Wendee Seaton, Deputy Police Chief John Scott, Fire Chief Mark Manuel, Economic Development Director Larry Tucker

3. **Pledge of Allegiance:** Was recited.

4. **Approval of Minutes:** Council Person House made a motion to approve the minutes of the Open City Council Meetings of December 2 and 11, 2025. Council Person Mount duly seconded the motion. 7 Ayes; 0 Nays; 1 Absent. Mayor Carla Moberly declared the motion passed.

5. **Personal Appearances:** David Lee and Bill Thole spoke about the sound and electric upgrades needed at the Downtown Square. The upgrades were discussed and costs involved. Henry County agreed to a proposed \$15,000 match with City of Clinton. This will be put on the next Finance Committee agenda and more information on costs were requested.

6. **Reports:**

a. Larry Tucker – Economic Development Report: An update was given on current projects and a couple potential projects. Guided local high school students on tours of Schreiber Foods, White River Marine, Golden Valley Memorial Health and Transcontinental for employment options.

7. **Second Reading of Previously Read Bills:** None.

8. **Committee Reports:**

a. **Public Works Committee Report:** Council Person House gave the following committee report:

1. **Community Development:**

a. 608 W Grandriver: Nuisance abatement work has been completed. City estimated 2-4 30-yd dumpsters would be required. Contractor loaded 12 30-yd dumpsters. For information only.

2. **Waste Water:**

a. October Operations Report: For information only. Christy noted that AWR invoiced the City for \$30,210 in excess maintenance and chemical limits. For information only.

b. Rotors: New rotors are functioning well. Older rotors, #1 and #8, are continuing to function despite some issues. Working to keep them running. For information only.



- c. Easement Inspection/Cleaning: 6½ miles of sewer line easements need to be cleared. Committee recommends 2-0 to accept the Stoyko quote not to exceed \$30,000. COUNCIL: Council Person House made a motion to accept the bid from Stoyko, not to exceed \$30,000. Council Person Hills duly seconded the motion. Discussion was held about the other quotes and it was requested to provide those to council members. It has been 8-10 years since the easements have been cleared. The City could look into purchasing a Forester unit for approx. \$30,000 and clear the easements with city staff. 7 Ayes; 0 Nays; 1 Absent. Mayor Carla Moberly declared the motion passed.
- d. Inflow and Infiltration: Need to CCTV 2,800 ft. of 15" sewer main. Inspected 200 manholes. Will plan to make repairs next year. For information only.

3. Parks & Recreation

- a. Benson Center event - Clinton School District Behavior Intervention Support Team (BIST) in partnership with CPD School Resource Officer program: City SROs will participate, as appropriate. For information only.

4. Street Dept.

- a. IMS Roadway Pavement and Structural Evaluation update: TJ and Christy participated in 1.5 hr. project meeting on Monday. Data is being finalized. This will provide useful data for street conditions. For information only.
- b. Safe Streets for All (SS4A) Safety Action Plan update: Plan ready to present to Council for approval.

Resolution No. 28-2025 - A Resolution of the City of Clinton to adopt the Clinton Comprehensive Safety Action Plan in alignment with the Safe Streets and Roads For All (SS4A) Program and to commit to reducing transportation-related serious injuries and deaths through a systematic approach.

COUNCIL: Council Person House made a motion to approve the Clinton Comprehensive Safety Action Plan. Council Person Jones duly seconded the motion. Discussion was held on the need for enforcement and identifying the top priorities for the City. Having this plan will open the door for future grant projects. 7 Ayes; 0 Nays; 1 Absent. Mayor Carla Moberly declared the motion passed.

- b. **Public Safety Committee Report:** None.

- c. **Finance Committee Report:** Council Person Henry gave the following committee report:

Present at meeting: Council Persons Henry, House, Jones and Mount, Mayor Carla Moberly, City Administrator Christy Maggi, City Clerk Wendee Seaton, Representatives from Mike Keith Insurance, Fire Chief Mark Manuel and Economic Director Larry Tucker

1. 2026 Property & Casualty Insurance Renewal: An update was given on recent weather extremes that may cause rate increases in the future as well as third party litigation. Three renewals were discussed: City General Liability with a 10% increase, Fire Department Star Package with a 6.2% increase and the Cyber Package with a \$340 increase. Discussed a future deductible fund if the deductibles begin to rise. The total rates were still below budget numbers. Committee recommends 3/0 to approve all 3 packages. COUNCIL: Council Person Henry made a motion to approve all three packages. Council Person Jones duly seconded the motion 7 Ayes; 0 Nays; 1 Absent. Mayor Carla Moberly declared the motion passed.



2. Update on Lagers Valuation Estimates: Discussed the estimates and future cost to the City and what the next steps would be. Committee recommends 3/0 to proceed with the formal valuation.
 3. Monthly Financials – November, 2025: Tabled until the next meeting.
9. **Mayor's Report:**
- a. Appreciate the work everyone put into the SS4A project.
 - b. A survey will be sent out to determine the date for the next work session on the recruitment process for the City Administrator position.
10. **City Administrator's Report:**
- a. Progress on the tree removal at Englewood Cemetery is continuing. The project may exceed the contract deadline but the City has added trees to the project.
 - b. The clean-up of 608 W. Grandriver has been completed and the costs are being compiled.
11. **Unfinished Business:** None.
12. **New Business:**
- a. Request to close City Hall on Friday, December 26th: Council Person Henry made a motion to approve the request and close City Hall on December 26, with City Hall staff using vacation time. Council Person Elliott duly seconded the motion 7 Ayes; 0 Nays; 1 Absent. Mayor Carla Moberly declared the motion passed.
13. **Closed Session:** Council Person House made a motion to adjourn to closed session *pursuant to RSMo. 610.021 (2) Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefor; and (12) Sealed bids and related documents, until the bids are opened; and sealed proposals and related documents or any documents related to a negotiated contract until a contract is executed, or all proposals are rejected.* Council Person Jones duly seconded the motion. A roll call vote was taken and following was recorded: 7 Ayes: Brenda Elliott, Gene Henry, Rob Hills, Roger House, Austin Jones, Gary Mount and Greg Shannon; 0 Nays; 1 Absent: Cameron Jackson. At 6:48 pm, Mayor Carla Moberly declared the motion passed and stated there would be a brief recess prior to convening in a closed session meeting. Council will not return to open session afterwards.

City Clerk Wendee Seaton

Mayor Carla Moberly



City of
Clinton
MISSOURI

PUBLIC SAFETY COMMITTEE OPEN MEETING AGENDA

City Hall • 105 E. Ohio Street, Clinton, MO

Tuesday, January 6, 2026 • 5:30 p.m.

Present:

COMMITTEE MEMBERS: Austin Jones Greg Shannon Brenda Elliott

PUBLIC SAFETY: Fire Chief Mark Manuel Deputy Fire Chief Matt Willings
 Deputy Police Chief John Scott

GUESTS: _____

1. Police Department: Surplus Property Request
2. Police Department: Traffic Enforcement Upgrade Information



POLICE

CLINTON, MISSOURI

**101 E. OHIO ST.
CLINTON, MO 64735
PHONE: (660) 885-2679
FAX: (660) 885-7096**

Request to declare surplus property:

Car 4	2018 Ford Explorer 96K+/- Miles	1FM5K8AR1JGA32326
Car 6	2013 Ford Explorer 165K+/- Miles	1FM5K8AR4DGB78899
Car 8	2012 Ford Explorer 101K+/- Miles	1FMHK8B8XCGA96001
Car 10	2018 Ford Explorer 84K+/- Miles	1FM5K8AR1JGA71613

Clinton, MO PD

Citation Violation Audit by Offense

Violation Count

January 1, 2025 - November 30, 2025

Official: All

Official Assignment:

Type of Stop: All

Stop Result: All

STEP: All

ACTS, CONDITIONS AND SUBSTANCES DECLARED AS NUISANCES, OBNOXIOUS.	49
ALLOW DOG OR CAT TO RUN AT LARGE	22
ALLOWING UNLICENSED OPERATOR TO DRIVE A MOTOR VEHICLE	1
ANIMAL NUISANCES	2
ASSAULT	30
BICYCLE LIGHT AND REFLECTOR	20
BUSINESS DISTRICT RESIDENTIAL LIVING PROHIBITED	1
CARELESS AND IMPRUDENT DRIVING	38
CHILD RESTRAINT	8
CRUELTY TO ANIMALS	5
DANGEROUS BUILDINGS	8
DEFECTIVE BRAKES	2
DRAG RACING	2
DRINKING IN PUBLIC	1
DRIVING WHILE INTOXICATED - ALCOHOL	6
DRIVING WHILE INTOXICATED - DRUGS	2
DRIVING WHILE SUSPENDED / REVOKED	53
EXCESSIVE ACCELERATION	7
EXCESSIVE BLOOD ALCOHOL CONTENT	3
EXCESSIVE NOISE (VEHICLES)	2
FAIL TO DISPLAY OPERATORS LICENSE	31
FAIL TO OBEY TRAFFIC CONTROL DEVICE	254
FAIL TO OBEY/OBSTRUCT. RESIST	5
FAIL TO USE HAND/MECHANICAL SIGNAL	38
FAIL TO YIELD AFTER STOP REQUIRED	18
FAIL TO YIELD FROM PRIVATE RD./ ALLEY/ ETC.	5
FAIL TO YIELD RIGHT OF WAY TO STATIONARY EMERG. VEH.	15
FAIL TO YIELD RIGHT-OF-WAY AT INTERSECTION (GENERALLY)	10
FAIL TO YIELD TO CAR ON RIGHT	2
FAIL TO YIELD TO EMERGENCY VEHICLE	6
FAIL TO YIELD TO PEDESTRIAN	1
FAIL TO YIELD WHEN MAKING A LEFT TURN	1
FAIL TO YIELD WHEN YIELD REQUIRED	5

Clinton, MO PD Citation Violation Audit by Offense

Violation Count

January 1, 2025 - November 30, 2025

Official: All

Official Assignment:

Type of Stop: All

Stop Result: All

STEP: All

FAILURE TO DIM HEADLIGHTS	23
FAILURE TO OBEY A POLICE OFFICER	5
FAILURE TO SECURE LOAD	6
FOLLOWING TOO CLOSE	9
HARASSMENT - BY PHONE	7
HEADLAMPS REQUIRED	252
ILLEGAL PASSING ON LEFT	4
ILLEGAL PASSING ON RIGHT	2
IMPROPER BACKING	1
IMPROPER REGISTRATION	812
IMPROPER TURN	10
INHALATION PROHIBITED	1
KEEP HABITUALLY NOISY DOG OR CAT	2
KEEPING OF VICIOUS DOG OR CAT	6
KENNEL RESTRICTIONS	1
LEFT THE SCENE OF A MOTOR VEHICLE ACCIDENT	6
LIMITATION ON NUMBER OF LAMPS LIGHTED ON M.V. AT ONE TIME	1
MAINTAIN JUNK NUISANCE - TRASH & DEBRIS	2
MAINTAIN JUNK NUISANCE - VEHICLE	3
MANNER OF PARKING - GENERALLY	10
MANNER OF RIDING BICYCLE	13
MANNER OF WALKING ALONG ROADWAYS	11
MERCHANTS LICENSE REQUIRED	9
MISC. FIRE VIOLATION	5
NO HEADLIGHTS WHEN REQUIRED	38
NO-TURN SIGNAL VIOLATION	72
NOISE PROHIBITED GENERAL	2
NUISANCE/ WEEDS/ GRASS/ OR POISONOUS VEGATATION	1
OBSERVANCE OF TRAFFIC LANE MARKINGS	73
OCCUPYING A BUILDING DEEMED UNSAFE	2
OPENING VEHICLE DOOR	2
OPERATORS LICENSE REQUIRED	47
PARKING - NOT TO OBSTRUCT TRAFFIC	1

Clinton, MO PD

Citation Violation Audit by Offense

Violation Count

January 1, 2025 - November 30, 2025

Official: All
 Official Assignment:
 Type of Stop: All
 Stop Result: All
 STEP: All

PEACE DISTURBANCE	19
POSESSION OF DRUG PARAPHERNALIA	2
PROHIBITED STOPPING/STANDING AREA	11
PROOF OF FINANCIAL RESPONSIBILITY REQUIRED	255
PROPERTY DAMAGE	11
PROPERTY MAINTENANCE CODE VIOLATION	1
PUBLIC INDECENCY	1
REGULATION OF SLOW SPEED - IMPEDE TRAFFIC	11
RESTRICTION ON USE OF RED LIGHTS	1
RIDING MOTORCYCLES/ MOTORIZED BICYCLES WITH 3 PASSENGERS	2
RIDING MOTORCYCLES/ MOTORIZED BICYCLES/ WITH NO MOTORCYCLE LICEN..	6
RIGHT-OF-WAY AT CROSSWALKS	1
SALES TAX VIOLATION	1
SEATBELT REQUIRED	10
SPEEDING - CONSTRUCTION ZONE (1-5 MPH OVER) - MAXIMUM LIMIT GENER..	11
SPEEDING - CONSTRUCTION ZONE (6-10 MPH OVER) - MAXIMUM LIMIT GENER..	10
SPEEDING - CONSTRUCTION ZONE (11-15 MPH OVER) - MAXIMUM LIMIT GENE..	3
SPEEDING - CONSTRUCTION ZONE (16-20 MPH OVER) - MAXIMUM LIMIT GENE..	4
SPEEDING - CONSTRUCTION ZONE (21-25 MPH OVER) - MAXIMUM LIMIT GENE..	2
SPEEDING - CONSTRUCTION ZONE (26-30 MPH OVER) - MAXIMUM LIMIT GENE..	4
SPEEDING - CONSTRUCTION ZONE (31 MPH AND OVER) - MAXIMUM LIMIT GE..	2
SPEEDING - SCHOOL ZONE (16-20 MPH OVER) - MAXIMUM LIMIT GENERALLY	1
SPEEDING (1-5 MPH OVER) - MAXIMUM LIMIT GENERALLY	141
SPEEDING (6-10 MPH OVER) - MAXIMUM LIMIT GENERALLY	114
SPEEDING (11-15 MPH OVER) - MAXIMUM LIMIT GENERALLY	251
SPEEDING (16-19 MPH OVER) - MAXIMUM LIMIT GENERALLY	96
SPEEDING (20-25 MPH OVER) - MAXIMUM LIMIT GENERALLY	116
SPEEDING (26 - 30 MPH OVER) - MAXIMUM LIMIT GENERALLY	23
SPEEDING (31-35 MPH OVER) - MAXIMUM LIMIT GENERALLY	5
SPEEDING (36-40 MPH OVER) - MAXIMUM LIMIT GENERALLY	6
SPEEDING (41-45 MPH OVER) - MAXIMUM LIMIT GENERALLY	3
STATE CHARGES	12
STEALING - ALL OTHER STEALING	9

Clinton, MO PD Citation Violation Audit by Offense

Violation Count

January 1, 2025 - November 30, 2025

Official: All

Official Assignment:

Type of Stop: All

Stop Result: All

STEP: All

STEALING - BICYCLES	2
STEALING - SHOPLIFTING	44
STEALING - THEFT FROM BUILDING	1
TAILLIGHT VIOLATION	337
TRAILERS - STORAGE AND PARKING OF	3
TRANSFER LIQUOR TO A MINOR	1
TRASH BURNING RESTRICTIONS	4
TRESPASSING	46
U-TURNS GENERALLY	2
UNLAWFUL PARKING	6
UNLAWFUL TO MAINTAIN NUISANCE	2
UNLICENSED ATVS UPON THE PUBLIC STREETS	12
USE OF LANGUAGE TO INCITE VIOLENCE	1
VACCINATIONS REQUIRED	2
VEHICLE TO DRIVE ON THE RIGHT OF ROADWAY	51
VIOLATION OF SINGLE-FAMILY RESIDENTIAL ORDINANCE	5
VIOLATION OF ZONING REGULATIONS	1
VISION-REDUCING MATERIALS	5
ZONING VIOLATION	1
Grand Total	3,763



City of
Clinton
MISSOURI

FINANCE COMMITTEE OPEN MEETING AGENDA

City Hall • 105 E. Ohio Street, Clinton, MO

Tuesday, January 6, 2026 • 5:30 p.m.

Present:

COMMITTEE MEMBERS: Gene Henry Gary Mount Mayor Carla Moberly

STAFF: City Administrator Christy Maggi City Clerk Wendee Seaton

GUESTS: _____

1. Downtown Square Electrical System Improvements Discussion
2. Supplemental Actuarial Valuation of Alternate LAGERS Benefits
3. Monthly Financials – November, 2025



P.O. Box 386 • Clinton, Missouri 64735
Dial 660 / 885-3304

Project title: Upgrade of electrical system located on the Henry County Courthouse lawn.

Goal of the project: Upgrade an outdated and unsafe electrical system, by providing additional electrical outlets and updated wiring with a goal of attracting additional events to Clinton. Along with the electrical upgrade will be a state of the art sound system, which funding has been secured by the Clinton Car Club with installation to coincide with the electrical project. Description of the proposed project is as follows: Installation of (32) additional receptacle boxes consisting of multiple receptacles and breakers. This will include all materials and labor to complete the project which also includes updating the electrical service to the gazebo.

Time schedule:

January/February: Purchase required material and begin assembling the electrical boxes.

March: Weather permitting, start installation

April: Complete installation and testing of all components.

Cost estimates: This cost estimated was compiled by Clint Lam with B&L Electric of Clinton, MO.

Electrical boxes:	(32) @ \$220 = \$7,040
Posts:	(20) @ \$77 = \$1,540
2" Elbows	(32) @\$7.68 = \$246
2" Male adapters	(32) @ \$3.28 = \$105
2" Lock nuts	(32) @ \$3.28 = \$105
2" Bushings	(32) @ \$3.28 = \$105
425 ft. of 1.0 alum. Wire	@ \$2.75 = \$1,169
Submersible connectors	(108) @ \$82.50 = \$8,910
Electrical upgrade to Gazebo	= \$550
Project labor	= \$14,000
Contingencies	= \$5,000
Trenching contractor	= <u>\$1,500</u>
Project projected total	= \$40,270



Subject: FW: LAGERS Supplemental Valuation
Attachments: City of Clinton Official Supplemental.pdf; Amending Resolution L-6 6 % EE Contrib Fillable.doc

From: Kathy Rolwes [mailto:KRolwes@molagers.org]
Sent: Friday, January 2, 2026 1:13 PM
Subject: LAGERS Supplemental Valuation

Good afternoon, Christy,

You recently requested cost information related to alternate benefit options available under the Missouri Local Government Employees Retirement System (LAGERS). Attached please find a supplemental actuarial valuation that outlines the rate adjustments for the potential changes. This report contains all of the information needed to comply with state disclosure requirements regarding proposed changes in benefits under the LAGERS system. A copy of this report will also be placed on the ECLIPSE system.

The attached supplemental actuarial valuation must be made available for public inspection for at least 45 calendar days before your board may elect to adopt the proposed change in benefits, in accordance with Section 105.675 RSMo. We suggest you make the valuation a part of the minutes or official record of your governing body's next meeting to satisfy this requirement. A copy of this report will also be sent to the Joint Committee on Public Employee Retirement, as required by law.

Senior Actuarial Analyst for GRS Consulting, Michael Gano, provided the following additional analysis. His text is copied below in blue text:

Below is some rough analysis of the effect of members retiring at first eligibility. In this case, there are 8 active **General** members eligible for retirement currently or in the next two years under normal retirement.

- 1) Current benefits (L-12, 5 year, 4% EE Rate, Regular) assuming the indicated members retire at first eligibility
 - a. Unfunded accrued liability increases by approximately \$185,000
 - b. Prior service cost increases by 1.10% of current payroll (depending on the new payroll, this could be higher/lower)

- 2) New benefits (L-6, 5 year, 6% EE Rate, Regular) assuming the indicated members retire at first eligibility
 - a. Unfunded accrued liability increases by approximately \$215,000
 - b. Prior service cost increases by 1.30% of current payroll (depending on the new payroll, this could be higher/lower)

Scenario 1 reflects the increased costs of assuming 100% retire at first eligibility using current benefits. It's possible the new benefits will encourage members to retire earlier than currently expected.

Scenario 1 reflects the increased costs of assuming 100% retire at first eligibility using current benefits. It's possible the new benefits will encourage members to retire earlier than currently expected. If they all retired at first eligibility, the increased costs are shown in scenario 2. However, some of that cost is attributable to the current benefits (had they retired earlier than expected). The increase in costs will depend on how many members actually retire earlier than expected. For example, if no one retires earlier than expected (under the

new benefits) the increase in unfunded actuarial accrued liability would be 0. If all of the indicated members retire at first eligibility, the increase would be approximately \$30,000.

The methods and assumptions used were the same as those used in the annual actuarial valuations as of February 28, 2025. In particular, the assumed rate of investment return was 7.00% and the assumed rate of payroll growth was 2.75%. The amortization period used was 15 years which is the period used for actuarial gains/losses.

Any increase shown here is an approximation and only reflects potential costs with members retiring earlier than expected. These increases would be on top of the ones shown in a supplemental.

The following steps must be completed in order for your employer to adopt this benefit change:

1. Once your 45-day cost disclosure period has passed, your governing body may take action and make the benefit change effective on the first of any following month. This cost study is good for one year.
2. To adopt the benefit change, your governing body must adopt a resolution by a majority vote. Sample amending resolutions are attached.
3. Email or fax a signed copy of the resolution within 10 days of being signed. LAGERS must receive this prior to the effective date.
4. Once LAGERS receives your resolution, we will update your new election(s) in ECLIPSE and will send you an email and letter confirming your new election and contribution rate(s).

***Please note that changing LAGERS benefits may impact your employees' Social Security coverage. Before making a change, you should contact the Missouri State Social Security Administrator for detailed information regarding coverage. Please call, 573-751-2971, or e-mail 218agreements@oa.mo.gov and ask if this potential change in LAGERS benefits affects Social Security coverage for your employees. For more information please visit the [Missouri Office of Administration web site](#).*

If you have any questions, please let me know.



Kathy Rolwes

Education and Outreach Specialist I

Missouri Local Government Employees Retirement System

p: 573.632.6282 | molagers.org | LinkedIn



The City of Clinton

Supplemental Actuarial Valuation of Alternate
LAGERS Benefits
February 28, 2025



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December 30, 2025

The City of Clinton
Clinton, Missouri

Ladies and Gentlemen:

Submitted in this report are the results of an actuarial valuation prepared to determine the employer contribution rates required to support, for your employees, certain benefits provided by the Missouri Local Government Employees Retirement System (LAGERS). This report contains the information needed to comply with Missouri state disclosure requirements regarding changes in LAGERS benefits by a political subdivision (Sections 105.660 - 105.685 RSMo).

The contribution requirement for benefits likely to accrue as a result of the future service of your employees is described in this report as the normal cost rate plus the casualty rate. This contribution rate, expressed as a percent of active employee payroll, will depend on the benefit plan adopted.

The contribution requirement to pay for benefits likely to result from service rendered by your employees prior to the valuation date, the liability for which is not covered by present employer account balances, is described in this report as the prior service cost rate. The prior service cost rate is the rate of contribution designed to pay for any unfunded actuarial accrued liability.

Section 70.730 of the Revised Statutes of Missouri requires participating employers to contribute the normal cost rate, casualty rate, and prior service cost rate for the benefit plan in effect. These contributions are mandatory.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix I of this report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 28, 2025. Annual actuarial valuation results for the political subdivision and information pertaining to those results may be found in the political subdivision's annual actuarial valuation report as of February 28, 2025.

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.

The computed contribution rates will permit the System to continue to operate in accordance with the actuarial principles of level cost financing and the state law which governs LAGERS. Summary provisions of the law as well as benefit illustrations can be found in Appendices II and III.

In accordance with 105.675 RSMo, note that this entire report must be available as public information for at least 45 calendar days prior to the date final official action is taken by your governing body to adopt an alternate benefit plan. You may wish to make notice of this report in the official minutes of the next meeting of your governing body. This action would not be binding on your subdivision, yet would establish the beginning date of the 45 day waiting period. The statement of cost must also be provided to the Joint Committee on Public Employee Retirement. The statement can be mailed to the State Capitol, Room 219-A, Jefferson City, MO 65101 or e-mailed to JCPER@senate.mo.gov.

The valuation was based on the same data as was used in your February 28, 2025 annual actuarial valuation. If you have any questions concerning this report or LAGERS in general, please contact the LAGERS office in Jefferson City.

Mita D. 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.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Mita D. Drazilov, ASA, FCA, MAAA



Alternate Plan Provisions Affecting Employer Contribution Rates

The law governing LAGERS provides for a member contribution rate of 0%, 2%, 4% or 6%, with benefits based on either a 5 year or 3 year Final Average Salary (FAS).

Member Contribution Rate - 0% Plan. Under the 0% plan, there is no individual employee contribution to the plan, no individual account maintained for each employee, and no refund paid to employees who terminate before being eligible for a benefit.

Member Contribution Rate - 2%, 4% or 6% Plan. Under any plan other than 0%, each covered member contributes a percentage of compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the member's contributions, plus any interest credited to the member's individual account, are refunded upon request.

The law further provides for nine different benefit programs (benefit formula factors) and allows an employer to elect "rule of 80" eligibility for benefits. Under the rule of 80, employees are eligible for unreduced benefits at the earlier of (i) attainment of their minimum service retirement age or (ii) such time as their years of age plus years of LAGERS credited service equals 80.

In total this allows for 144 different combinations of benefit plans, giving employers considerable latitude in designing the retirement program that best suits their particular situation.

The applicable combinations of these items may be changed from time to time, however, there are limitations on the frequency of changes. A more detailed description of plan provisions may be found in Appendix II of this report.

The City of Clinton

Computed Employer Contribution Rates - General Employees

As of February 28, 2025

Benefit Plan Information

<u>Benefit Plans</u>	<u>Present Plan</u>	<u>Alternate Plan</u>
# Benefit Program:	L-12	L-6
Final Average Salary:	5 years	5 years
# Member Contribution Rate:	4%	6%
Retirement Eligibility:	Regular	Regular

Actuarial Information

Employer Contribution Rates (as a percent of payroll)

	<u>Present Plan</u>	<u>Alternate Plan</u>
Normal Cost Rate	7.4%	7.2%
Casualty Rate	0.4	0.5
Prior Service Cost Rate ¹	<u>7.0</u>	<u>9.1</u>
Total Employer Contribution Rate	14.8%	16.8%

Increase in Employer Contribution Rate for Alternate Plan as a percent of payroll

2.0%

Increase in Actuarial Accrued Liability ¹

\$429,166

Employer contribution rates shown above are for the fiscal year beginning in 2026. If the alternate plan is adopted prior to the fiscal year beginning in 2026, 2.0% would be added to the employer contribution rate currently in effect.

Change in provisions from present plan.

1 The increase in the actuarial accrued liability due to adoption of the alternate plan was amortized over a 20 year period to compute the increase in the Prior Service Cost Rate.

If you have any questions, please call the LAGERS office at 1-800-447-4334.



The City of Clinton
Projected Estimated Employer Contribution Rates - General Employees
As of February 28, 2025

Valuation Date Feb. 28/29	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	
2025	\$1,491,457	14.8%	\$220,736	\$1,020,255	16.8%	\$250,565	\$1,449,421	2.0%	\$29,829	\$429,166
2026	1,532,472	14.8	226,806	984,360	16.8	257,455	1,410,728	2.0	30,649	426,368
2027	1,574,615	14.8	233,043	943,002	16.8	264,535	1,365,472	2.0	31,492	422,470
2028	1,617,917	14.8	239,452	895,716	16.8	271,810	1,313,089	2.0	32,358	417,373
2029	1,662,410	14.8	246,037	842,004	16.8	279,285	1,252,968	2.0	33,248	410,964
2030	1,708,126	14.8	252,803	781,333	16.8	286,965	1,184,461	2.0	34,163	403,128
2031	1,755,099	14.8	259,755	713,125	16.8	294,857	1,106,861	2.0	35,102	393,736
2032	1,803,364	14.8	266,898	636,762	16.8	302,965	1,019,415	2.0	36,067	382,653
2033	1,852,957	14.8	274,238	551,581	16.8	311,297	921,312	2.0	37,059	369,731
2034	1,903,913	14.8	281,779	456,867	16.8	319,857	811,679	2.0	38,078	354,812

AAL = Actuarial Accrued Liability
AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.00% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2025, the actuarial value of assets is \$2,418,598; the estimated market value of assets is \$2,324,234; the actuarial accrued liability is \$3,438,853; and the funded ratio is 70.3%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2025, there is no difference between the capped and uncapped employer contribution rate.



The City of Clinton

Computed Employer Contribution Rates - Police Employees

As of February 28, 2025

Benefit Plan Information

<u>Benefit Plans</u>	<u>Present Plan</u>	<u>Alternate Plan</u>
# Benefit Program:	L-12	L-6
Final Average Salary:	5 years	5 years
# Member Contribution Rate:	4%	6%
Retirement Eligibility:	Regular	Regular

Actuarial Information

Employer Contribution Rates (as a percent of payroll)

	<u>Present Plan</u>	<u>Alternate Plan</u>
Normal Cost Rate	7.0%	6.7%
Casualty Rate	0.7	0.8
Prior Service Cost Rate ¹	<u>2.6</u>	<u>4.5</u>
Total Employer Contribution Rate	10.3%	12.0%

Increase in Employer Contribution Rate for Alternate Plan as a percent of payroll

1.7%

Increase in Actuarial Accrued Liability ¹

\$422,855

Employer contribution rates shown above are for the fiscal year beginning in 2026. If the alternate plan is adopted prior to the fiscal year beginning in 2026, 1.7% would be added to the employer contribution rate currently in effect.

Change in provisions from present plan.

1 The increase in the actuarial accrued liability due to adoption of the alternate plan was amortized over a 20 year period to compute the increase in the Prior Service Cost Rate.

If you have any questions, please call the LAGERS office at 1-800-447-4334.



The City of Clinton
Projected Estimated Employer Contribution Rates - Police Employees
As of February 28, 2025

Valuation Date Feb. 28/29	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	
2025	\$1,639,981	10.3%	\$168,918	\$374,982	12.0%	\$196,798	\$797,837	1.7%	\$27,880	\$422,855
2026	1,685,080	10.4	175,248	357,120	12.1	203,895	777,218	1.7	28,646	420,098
2027	1,731,420	10.4	180,068	335,570	12.1	209,502	751,828	1.7	29,434	416,258
2028	1,779,034	10.5	186,799	310,035	12.2	217,042	721,270	1.7	30,244	411,235
2029	1,827,957	10.6	193,763	280,196	12.3	224,839	685,117	1.7	31,075	404,921
2030	1,878,226	10.6	199,092	245,709	12.3	231,022	642,909	1.7	31,930	397,200
2031	1,929,877	10.7	206,497	206,206	12.4	239,305	594,152	1.7	32,808	387,946
2032	1,982,949	10.7	212,176	161,289	12.4	245,886	538,315	1.7	33,710	377,026
2033	2,037,480	10.8	220,048	110,532	12.5	254,685	474,826	1.7	34,637	364,294
2034	2,093,511	10.8	226,099	53,477	12.5	261,689	403,071	1.7	35,590	349,594

AAL = Actuarial Accrued Liability
AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.00% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2025, the actuarial value of assets is \$3,526,176; the estimated market value of assets is \$3,388,599; the actuarial accrued liability is \$3,901,158; and the funded ratio is 90.4%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2025, there is no difference between the capped and uncapped employer contribution rate.



The City of Clinton
Computed Employer Contribution Rates - Fire Employees
As of February 28, 2025

Benefit Plan Information

<u>Benefit Plans</u>	<u>Present Plan</u>	<u>Alternate Plan</u>
# Benefit Program:	L-12	L-6
Final Average Salary:	5 years	5 years
# Member Contribution Rate:	4%	6%
Retirement Eligibility:	Regular	Regular

Actuarial Information

Employer Contribution Rates (as a percent of payroll)

	<u>Present Plan</u>	<u>Alternate Plan</u>
Normal Cost Rate	9.1%	8.9%
Casualty Rate	0.9	1.0
Prior Service Cost Rate ¹	<u>10.0</u>	<u>11.8</u>
Total Employer Contribution Rate	20.0%	21.7%

Increase in Employer Contribution Rate for Alternate Plan as a percent of payroll

1.7%
\$195,233

Increase in Actuarial Accrued Liability ¹

Employer contribution rates shown above are for the fiscal year beginning in 2026. If the alternate plan is adopted prior to the fiscal year beginning in 2026, 1.7% would be added to the employer contribution rate currently in effect.

Change in provisions from present plan.

1 The increase in the actuarial accrued liability due to adoption of the alternate plan was amortized over a 20 year period to compute the increase in the Prior Service Cost Rate.

If you have any questions, please call the LAGERS office at 1-800-447-4334.



The City of Clinton
Projected Estimated Employer Contribution Rates - Fire Employees
As of February 28, 2025

Valuation Date Feb. 28/29	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	
2025	\$822,313	20.0%	\$164,463	\$627,693	21.7%	\$178,442	\$822,926	1.7%	\$13,979	\$195,233
2026	844,927	18.1	152,932	586,945	19.8	167,296	780,905	1.7	14,364	193,960
2027	868,162	18.2	158,005	557,127	19.9	172,764	749,314	1.7	14,759	192,187
2028	892,036	18.2	162,351	522,736	19.9	177,515	712,604	1.7	15,165	189,868
2029	916,567	18.3	167,732	483,394	20.0	183,313	670,347	1.7	15,582	186,953
2030	941,773	18.3	172,344	438,697	20.0	188,355	622,085	1.7	16,010	183,388
2031	967,672	18.4	178,052	388,213	20.1	194,502	567,328	1.7	16,450	179,115
2032	994,283	18.4	182,948	331,472	20.1	199,851	505,545	1.7	16,903	174,073
2033	1,021,626	18.5	189,001	267,973	20.2	206,368	436,168	1.7	17,368	168,195
2034	1,049,721	18.5	194,198	197,179	20.2	212,044	358,587	1.7	17,845	161,408

AAL = Actuarial Accrued Liability
AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.00% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 2.75%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28th have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2025, the actuarial value of assets is \$1,346,925; the estimated market value of assets is \$1,294,373; the actuarial accrued liability is \$1,974,618; and the funded ratio is 68.2%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2025, there is no difference between the capped and uncapped employer contribution rate.



APPENDIX I

SUMMARY OF FINANCIAL ASSUMPTIONS

Summary of Assumptions Used in Actuarial Valuations

Assumptions Adopted by Board of Trustees after Consulting with Actuary

1. The investment return rate used in making the valuations was 7.00% per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of investment return in excess of the inflation rate. The price inflation rate used in making the valuations was 2.25% and the wage inflation rate used in making the valuations was 2.75%. The 7.00% investment return rate translates to an assumed real rate of return over price inflation of 4.75% and over wage inflation of 4.25%. Adopted 2021.
2. The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubG-2010 Retiree Mortality Table for males and females. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubNS-2010 Disabled Retiree Mortality Table for males and females. The pre-retirement mortality tables used were 75% of the PubG-2010 Employee Mortality Table for males and females of General groups and 75% of the PubS-2010 Employee Mortality Table for males and females of Police, Fire and Public Safety groups. Mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scale to the above described tables. Adopted 2021.
3. The probabilities of withdrawal and disability from service, together with individual pay increase assumptions, are shown in Schedule 1. Adopted 2021.
4. The probabilities of retirement with an age and service allowance are shown in Schedule 2. Adopted 2021.
5. Post-retirement cost of living allowances are assumed to be 2.00% per year. Adopted 2021.
6. Total active member payroll is assumed to increase 2.75% a year, which is the portion of the individual pay increase assumptions attributable to wage inflation. In effect, this assumes no change in the number of active members per employer. Adopted 2021.
7. An individual entry-age actuarial cost method of valuation was used in determining age and service allowance actuarial liabilities and normal cost. Adopted 1986.
8. The data about persons now covered was furnished by the political subdivision. Although examined for general reasonableness, the data was not audited by us.

Schedule 1.

Separations From Active Employment (Not Including Death-in-Service) Before Age & Service Retirement and Individual Pay Increase Assumptions

		Percent of Active Members Separating Within Next Year							
Sample Ages	Years of Service	General/Public Safety Members				Police		Fire	
		Men		Women		Disability	Withdrawal	Disability	Withdrawal
All	0		20.00%		23.00%		18.00%		12.00%
	1		18.00		21.00		17.00		10.00
	2		16.00		18.00		16.00		8.00
	3		13.00		15.00		14.00		8.00
	4		12.00		13.00		13.00		7.00
25	5 & Over	0.07%	8.80	0.02%	12.40	0.10%	10.80	0.07%	6.00
30		0.10	7.10	0.03	10.20	0.11	8.50	0.11	4.50
35		0.13	5.60	0.06	7.80	0.16	6.30	0.25	3.20
40		0.18	4.10	0.09	5.80	0.22	4.60	0.39	2.40
45		0.25	3.10	0.15	4.40	0.34	3.40	0.62	1.90
50		0.37	2.40	0.22	3.50	0.53	2.10	0.95	1.30
55		0.57	1.70	0.32	2.50	0.88	1.10	1.46	0.70
60		0.86	1.10	0.45	1.40		0.00		0.00
65			0.00		0.00		0.00		0.00

Percent Increase in Individual's Pay During Next Year			
Sample Ages	General/ Public Safety	Police	Fire
25	6.75%	6.55%	7.15%
30	5.95	5.75	6.05
35	5.35	5.25	5.15
40	4.85	4.75	4.45
45	4.25	4.25	4.05
50	3.85	3.85	3.85
55	3.65	3.65	3.45
60	3.45	3.45	2.75
65	3.15	3.15	2.75

Schedule 2.

Percent of Eligible Active Members Retiring Within Next Year Without Rule of 80 Eligibility

Early Retirement

Retirement Ages	General Members		Retirement Ages	Police/ Public Safety	Fire
	Men	Women			
55	3.00%	3.00%	50	2.50%	2.25%
56	3.00%	3.00%	51	2.50%	2.25%
57	3.00%	3.00%	52	3.00%	2.25%
58	3.00%	3.00%	53	3.00%	2.25%
59	3.00%	3.00%	54	3.50%	2.25%

Normal Retirement

Retirement Ages	General Members		Retirement Ages	Police/ Public Safety	Fire
	Men	Women			
60	10%	10%	55	11%	13%
61	10	10	56	11	13
62	25	15	57	11	13
63	20	15	58	11	13
64	20	15	59	11	13
65	25	25	60	11	15
66	25	30	61	11	20
67	20	25	62	22	20
68	20	25	63	18	20
69	20	20	64	18	20
70	100	100	65	100	100

Schedule 2. (Concluded)

Percent of Eligible Active Members Retiring Within Next Year With Rule of 80 Eligibility

Retirement Ages	General Members		Police/ Public Safety	Fire
	Men	Women		
50	20%	15%	25%	25%
51	20	15	25	20
52	15	15	15	20
53	15	15	15	20
54	15	15	15	20
55	15	15	15	20
56	15	15	15	20
57	15	15	15	25
58	15	15	15	25
59	15	15	15	25
60	15	15	15	35
61	15	15	25	35
62	25	15	20	45
63	25	15	20	45
64	25	20	20	45
65	30	25	100	100
66	30	25		
67	20	25		
68	20	25		
69	20	25		
70	100	100		

APPENDIX II

SUMMARY OF LAGERS PROVISIONS

Missouri Local Government Employees Retirement System
Brief Summary of LAGERS
Benefits and Conditions Evaluated and/or Considered
as of February 28, 2025
(Section References are to RSMo)

Voluntary Retirement. Sections 70.645 & 70.600. A member may retire with an age & service allowance after both (i) completing 5 years of credited service, and (ii) attaining the minimum service retirement age.

The minimum service retirement age is age 60 for a general employee and age 55 for a police, public safety or fire employee. Optionally, employers may also elect to provide for unreduced benefits for employees whose combination of years of age and years of service equals 80 or more.

Final Average Salary. Section 70.600. The average of a member's monthly compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) of credited service producing the highest monthly average, which period is contained within the 120 consecutive months of credited service immediately preceding retirement.

Age & Service Allowance. Section 70.655. The allowance, payable monthly for life, equals a specified percent of a member's final average salary multiplied by the number of years of credited service. Each employer elects the percent applicable to its members, from the following programs:

L-1 Benefit Program:	1.00% for life
L-3 Benefit Program:	1.25% for life
L-7 Benefit Program:	1.50% for life
L-9 Benefit Program:	1.60% for life
L-12 Benefit Program:	1.75% for life
L-6 Benefit Program:	2.00% for life
LT-4 Benefit Program:	1.00% for life, plus 1.00% to age 62
LT-5 Benefit Program:	1.25% for life, plus 0.75% to age 62
LT-8 Benefit Program:	1.50% for life, plus 0.50% to age 62
LT-4(65) Benefit Program:	1.00% for life, plus 1.00% to age 65
LT-5(65) Benefit Program:	1.25% for life, plus 0.75% to age 65
LT-8(65) Benefit Program:	1.50% for life, plus 0.50% to age 65
LT-10(65) Benefit Program:	1.60% for life, plus 0.40% to age 65
LT-14(65) Benefit Program:	1.75% for life, plus 0.25% to age 65

The only LT benefit programs available for adoption after August 1, 1994 are the LT(65) programs.

Benefit programs L-9 and LT-10(65) are unavailable for adoption after August 1, 2005.

Benefit program L-11, available only to groups not covered by Social Security, provides for 2.5% for life.

Subsequent to joining the System the governing body can elect to change benefit programs for the employees, but not more often than once every 2 years.



Early Allowance. Section 70.670. A member may retire with an early allowance after both (i) completing 5 years of credited service, and (ii) attaining age 55 if a general employee or age 50 if a police, public safety or fire employee. The early allowance amount, payable monthly for life, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of early retirement, but reduced to reflect the fact that the age when payments begin is younger than the minimum service retirement age. The amount of the reduction is 1/2 of 1% (.005) for each month the age at retirement is younger than the minimum service retirement age.

Deferred Allowance. Section 70.675. If a member leaves LAGERS-covered employment (i) before attaining the early retirement age, and (ii) after completing 5 years of credited service, the member becomes eligible for a deferred allowance; provided the former member lives to the minimum service retirement age and does not withdraw the accumulated contributions.

The deferred allowance amount, payable monthly for life from the minimum service retirement age, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of leaving LAGERS coverage.

Deferred allowances are also payable any time after reaching the early retirement age, with the reduction for early retirement noted on the previous page.

Non-Duty Disability Allowance. Section 70.680. A member with 5 or more years of credited service who becomes totally and permanently disabled from other than duty-connected causes becomes eligible to receive a non-duty disability allowance computed in the same manner as an age & service allowance, based upon the service & earnings record to time of disability.

Duty Disability Allowance. Section 70.680. A member regardless of credited service who becomes totally and permanently disabled from duty-connected causes becomes eligible to receive a duty disability allowance computed in the same manner as an age & service allowance, based upon the earnings record to time of disability but based upon the years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Death-in-Service. Section 70.661. Upon the death of a member who had completed 5 years of credited service, the eligible surviving dependents receive the following benefits:

- (a) The surviving spouse receives an allowance equal to the Option A allowance (joint and 75% survivor benefit) computed based upon the deceased members' service & earnings record to time of death.
- (b) When no spouse benefit is payable, the dependent children under age 18 (age 23 if they are full time students) each receive an equal share of 60% of an age & service allowance computed based upon the deceased member's service & earnings record to time of death.
- (c) If the death is determined to be duty related, the 5 year service requirement is waived and the benefit is based on years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

Benefit Changes After Retirement. Section 70.655. For retirements effective after September 28, 1975, there is an annual redetermination of monthly benefit amount, beginning the October first following 12 months of retirement. As of each October first the amount of each eligible benefit is redetermined as follows:

- (a) Subject to the maximum in (b), the redetermined amount is the amount otherwise payable multiplied by: 100% plus up to 4%, as determined by the LAGERS Board of Trustees, for each full year of retirement.
- (b) The redetermined amount may not exceed the amount otherwise payable multiplied by the ratio of the Consumer Price Index for the immediately preceding month of June to the Consumer Price Index for the month of June immediately preceding retirement.

Member Contributions. Sections 70.690 & 70.705. Each member contributes a percent of compensation beginning after completion of sufficient employment for 6 months of credited service. The law governing LAGERS has a provision for the adoption of a 2%, 4% or 6% member contribution rate.

If a member leaves LAGERS-covered employment before an allowance is payable, the accumulated contributions are refunded to the member. If the member dies, his accumulated contributions are refunded to a designated beneficiary.

The law governing LAGERS also has a provision for the adoption of a 0% plan in which the full cost of LAGERS participation is paid by the employer. Adoption of the 0% plan may be done at the time of membership or a later date; however, a change in the member contribution rate may not be made more frequently than every 2 years. Under the 0% plan there is no individual account maintained for each employee and no refund of contributions if an employee terminates before being eligible for a benefit.

Employer Contributions. Section 70.730. Each employer contributes the remainder amounts necessary to finance the employees' participation in LAGERS. Contributions to LAGERS are determined based upon level-percent-of-payroll principles, so that contribution rates do not have to increase over decades of time.

APPENDIX III

BENEFIT ILLUSTRATIONS

Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-1 Benefit Program is Years of Credited Service
times: 1.00% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 525	\$ 994	\$1,519	101%
2,000	700	1,129	1,829	91%
2,500	875	1,261	2,136	85%
3,000	1,050	1,393	2,443	81%
3,500	1,225	1,527	2,752	79%
4,000	1,400	1,660	3,060	77%
25 Years of Service:				
\$1,500	\$ 375	\$ 994	\$1,369	91%
2,000	500	1,129	1,629	81%
2,500	625	1,261	1,886	75%
3,000	750	1,393	2,143	71%
3,500	875	1,527	2,402	69%
4,000	1,000	1,660	2,660	67%
15 Years of Service:				
\$1,500	\$225	\$ 994	\$1,219	81%
2,000	300	1,129	1,429	71%
2,500	375	1,261	1,636	65%
3,000	450	1,393	1,843	61%
3,500	525	1,527	2,052	59%
4,000	600	1,660	2,260	57%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-3 Benefit Program is Years of Credited Service
times: 1.25% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 656	\$ 994	\$1,650	110%
2,000	875	1,129	2,004	100%
2,500	1,094	1,261	2,355	94%
3,000	1,313	1,393	2,706	90%
3,500	1,531	1,527	3,058	87%
4,000	1,750	1,660	3,410	85%
25 Years of Service:				
\$1,500	\$ 469	\$ 994	\$1,463	98%
2,000	625	1,129	1,754	88%
2,500	781	1,261	2,042	82%
3,000	938	1,393	2,331	78%
3,500	1,094	1,527	2,621	75%
4,000	1,250	1,660	2,910	73%
15 Years of Service:				
\$1,500	\$281	\$ 994	\$1,275	85%
2,000	375	1,129	1,504	75%
2,500	469	1,261	1,730	69%
3,000	563	1,393	1,956	65%
3,500	656	1,527	2,183	62%
4,000	750	1,660	2,410	60%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-7 Benefit Program is Years of Credited Service
times: 1.50% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 788	\$ 994	\$1,782	119%
2,000	1,050	1,129	2,179	109%
2,500	1,313	1,261	2,574	103%
3,000	1,575	1,393	2,968	99%
3,500	1,838	1,527	3,365	96%
4,000	2,100	1,660	3,760	94%
25 Years of Service:				
\$1,500	\$ 563	\$ 994	\$1,557	104%
2,000	750	1,129	1,879	94%
2,500	938	1,261	2,199	88%
3,000	1,125	1,393	2,518	84%
3,500	1,313	1,527	2,840	81%
4,000	1,500	1,660	3,160	79%
15 Years of Service:				
\$1,500	\$338	\$ 994	\$1,332	89%
2,000	450	1,129	1,579	79%
2,500	563	1,261	1,824	73%
3,000	675	1,393	2,068	69%
3,500	788	1,527	2,315	66%
4,000	900	1,660	2,560	64%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-9 Benefit Program is Years of Credited Service
times: 1.60% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 840	\$ 994	\$1,834	122%
2,000	1,120	1,129	2,249	112%
2,500	1,400	1,261	2,661	106%
3,000	1,680	1,393	3,073	102%
3,500	1,960	1,527	3,487	100%
4,000	2,240	1,660	3,900	98%
25 Years of Service:				
\$1,500	\$ 600	\$ 994	\$1,594	106%
2,000	800	1,129	1,929	96%
2,500	1,000	1,261	2,261	90%
3,000	1,200	1,393	2,593	86%
3,500	1,400	1,527	2,927	84%
4,000	1,600	1,660	3,260	82%
15 Years of Service:				
\$1,500	\$360	\$ 994	\$1,354	90%
2,000	480	1,129	1,609	80%
2,500	600	1,261	1,861	74%
3,000	720	1,393	2,113	70%
3,500	840	1,527	2,367	68%
4,000	960	1,660	2,620	66%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-12 Benefit Program is Years of Credited Service
times: 1.75% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 919	\$ 994	\$1,913	128%
2,000	1,225	1,129	2,354	118%
2,500	1,531	1,261	2,792	112%
3,000	1,838	1,393	3,231	108%
3,500	2,144	1,527	3,671	105%
4,000	2,450	1,660	4,110	103%
25 Years of Service:				
\$1,500	\$ 656	\$ 994	\$1,650	110%
2,000	875	1,129	2,004	100%
2,500	1,094	1,261	2,355	94%
3,000	1,313	1,393	2,706	90%
3,500	1,531	1,527	3,058	87%
4,000	1,750	1,660	3,410	85%
15 Years of Service:				
\$1,500	\$ 394	\$ 994	\$1,388	93%
2,000	525	1,129	1,654	83%
2,500	656	1,261	1,917	77%
3,000	788	1,393	2,181	73%
3,500	919	1,527	2,446	70%
4,000	1,050	1,660	2,710	68%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-6 Benefit Program is Years of Credited Service
times: 2.00% of FAS¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,050	\$ 994	\$2,044	136%
2,000	1,400	1,129	2,529	126%
2,500	1,750	1,261	3,011	120%
3,000	2,100	1,393	3,493	116%
3,500	2,450	1,527	3,977	114%
4,000	2,800	1,660	4,460	112%
25 Years of Service:				
\$1,500	\$ 750	\$ 994	\$1,744	116%
2,000	1,000	1,129	2,129	106%
2,500	1,250	1,261	2,511	100%
3,000	1,500	1,393	2,893	96%
3,500	1,750	1,527	3,277	94%
4,000	2,000	1,660	3,660	92%
15 Years of Service:				
\$1,500	\$ 450	\$ 994	\$1,444	96%
2,000	600	1,129	1,729	86%
2,500	750	1,261	2,011	80%
3,000	900	1,393	2,293	76%
3,500	1,050	1,527	2,577	74%
4,000	1,200	1,660	2,860	72%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(L-11 Benefit Program is Years of Credited Service
times: 2.50% of FAS ¹)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³	Estimated Social Security ²	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,313		\$1,313	88%
2,000	1,750		1,750	88%
2,500	2,188		2,188	88%
3,000	2,625		2,625	88%
3,500	3,063		3,063	88%
4,000	3,500		3,500	88%
25 Years of Service:				
\$1,500	\$ 938		\$ 938	63%
2,000	1,250		1,250	63%
2,500	1,563		1,563	63%
3,000	1,875		1,875	63%
3,500	2,188		2,188	63%
4,000	2,500		2,500	63%
15 Years of Service:				
\$1,500	\$ 563		\$ 563	38%
2,000	750		750	38%
2,500	938		938	38%
3,000	1,125		1,125	38%
3,500	1,313		1,313	38%
4,000	1,500		1,500	38%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-4(62) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 62)
1.00% of FAS ¹ at age 62)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 830	\$1,050	\$1,355	70%	90%
2,000	1,400	700	941	1,400	1,641	70%	82%
2,500	1,750	875	1,050	1,750	1,925	70%	77%
3,000	2,100	1,050	1,159	2,100	2,209	70%	74%
3,500	2,450	1,225	1,270	2,450	2,495	70%	71%
4,000	2,800	1,400	1,379	2,800	2,779	70%	69%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 830	\$ 750	\$1,205	50%	80%
2,000	1,000	500	941	1,000	1,441	50%	72%
2,500	1,250	625	1,050	1,250	1,675	50%	67%
3,000	1,500	750	1,159	1,500	1,909	50%	64%
3,500	1,750	875	1,270	1,750	2,145	50%	61%
4,000	2,000	1,000	1,379	2,000	2,379	50%	59%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 830	\$ 450	\$ 1,055	30%	70%
2,000	600	300	941	600	1,241	30%	62%
2,500	750	375	1,050	750	1,425	30%	57%
3,000	900	450	1,159	900	1,609	30%	54%
3,500	1,050	525	1,270	1,050	1,795	30%	51%
4,000	1,200	600	1,379	1,200	1,979	30%	49%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-4(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS¹ to age 65)
1.00% of FAS¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 994	\$1,050	\$1,519	70%	101%
2,000	1,400	700	1,129	1,400	1,829	70%	91%
2,500	1,750	875	1,261	1,750	2,136	70%	85%
3,000	2,100	1,050	1,393	2,100	2,443	70%	81%
3,500	2,450	1,225	1,527	2,450	2,752	70%	79%
4,000	2,800	1,400	1,660	2,800	3,060	70%	77%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 994	\$ 750	\$1,369	50%	91%
2,000	1,000	500	1,129	1,000	1,629	50%	81%
2,500	1,250	625	1,261	1,250	1,886	50%	75%
3,000	1,500	750	1,393	1,500	2,143	50%	71%
3,500	1,750	875	1,527	1,750	2,402	50%	69%
4,000	2,000	1,000	1,660	2,000	2,660	50%	67%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 994	\$ 450	\$1,219	30%	81%
2,000	600	300	1,129	600	1,429	30%	71%
2,500	750	375	1,261	750	1,636	30%	65%
3,000	900	450	1,393	900	1,843	30%	61%
3,500	1,050	525	1,527	1,050	2,052	30%	59%
4,000	1,200	600	1,660	1,200	2,260	30%	57%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-5(62) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 62)
1.25% of FAS ¹ at age 62)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 830	\$1,050	\$1,486	70%	99%
2,000	1,400	875	941	1,400	1,816	70%	91%
2,500	1,750	1,094	1,050	1,750	2,144	70%	86%
3,000	2,100	1,313	1,159	2,100	2,472	70%	82%
3,500	2,450	1,531	1,270	2,450	2,801	70%	80%
4,000	2,800	1,750	1,379	2,800	3,129	70%	78%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 830	\$ 750	\$1,299	50%	87%
2,000	1,000	625	941	1,000	1,566	50%	78%
2,500	1,250	781	1,050	1,250	1,831	50%	73%
3,000	1,500	938	1,159	1,500	2,097	50%	70%
3,500	1,750	1,094	1,270	1,750	2,364	50%	68%
4,000	2,000	1,250	1,379	2,000	2,629	50%	66%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 830	\$ 450	\$1,111	30%	74%
2,000	600	375	941	600	1,316	30%	66%
2,500	750	469	1,050	750	1,519	30%	61%
3,000	900	563	1,159	900	1,722	30%	57%
3,500	1,050	656	1,270	1,050	1,926	30%	55%
4,000	1,200	750	1,379	1,200	2,129	30%	53%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-5(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.25% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 994	\$1,050	\$1,650	70%	110%
2,000	1,400	875	1,129	1,400	2,004	70%	100%
2,500	1,750	1,094	1,261	1,750	2,355	70%	94%
3,000	2,100	1,313	1,393	2,100	2,706	70%	90%
3,500	2,450	1,531	1,527	2,450	3,058	70%	87%
4,000	2,800	1,750	1,660	2,800	3,410	70%	85%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 994	\$ 750	\$1,463	50%	98%
2,000	1,000	625	1,129	1,000	1,754	50%	88%
2,500	1,250	781	1,261	1,250	2,042	50%	82%
3,000	1,500	938	1,393	1,500	2,331	50%	78%
3,500	1,750	1,094	1,527	1,750	2,621	50%	75%
4,000	2,000	1,250	1,660	2,000	2,910	50%	73%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 994	\$ 450	\$1,275	30%	85%
2,000	600	375	1,129	600	1,504	30%	75%
2,500	750	469	1,261	750	1,730	30%	69%
3,000	900	563	1,393	900	1,956	30%	65%
3,500	1,050	656	1,527	1,050	2,183	30%	62%
4,000	1,200	750	1,660	1,200	2,410	30%	60%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-8(62) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 62)
1.50% of FAS ¹ at age 62)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 830	\$1,050	\$1,618	70%	108%
2,000	1,400	1,050	941	1,400	1,991	70%	100%
2,500	1,750	1,313	1,050	1,750	2,363	70%	95%
3,000	2,100	1,575	1,159	2,100	2,734	70%	91%
3,500	2,450	1,838	1,270	2,450	3,108	70%	89%
4,000	2,800	2,100	1,379	2,800	3,479	70%	87%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 830	\$ 750	\$1,393	50%	93%
2,000	1,000	750	941	1,000	1,691	50%	85%
2,500	1,250	938	1,050	1,250	1,988	50%	80%
3,000	1,500	1,125	1,159	1,500	2,284	50%	76%
3,500	1,750	1,313	1,270	1,750	2,583	50%	74%
4,000	2,000	1,500	1,379	2,000	2,879	50%	72%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 830	\$ 450	\$1,168	30%	78%
2,000	600	450	941	600	1,391	30%	70%
2,500	750	563	1,050	750	1,613	30%	65%
3,000	900	675	1,159	900	1,834	30%	61%
3,500	1,050	788	1,270	1,050	2,058	30%	59%
4,000	1,200	900	1,379	1,200	2,279	30%	57%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-8(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.50% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 994	\$1,050	\$1,782	70%	119%
2,000	1,400	1,050	1,129	1,400	2,179	70%	109%
2,500	1,750	1,313	1,261	1,750	2,574	70%	103%
3,000	2,100	1,575	1,393	2,100	2,968	70%	99%
3,500	2,450	1,838	1,527	2,450	3,365	70%	96%
4,000	2,800	2,100	1,660	2,800	3,760	70%	94%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 994	\$ 750	\$1,557	50%	104%
2,000	1,000	750	1,129	1,000	1,879	50%	94%
2,500	1,250	938	1,261	1,250	2,199	50%	88%
3,000	1,500	1,125	1,393	1,500	2,518	50%	84%
3,500	1,750	1,313	1,527	1,750	2,840	50%	81%
4,000	2,000	1,500	1,660	2,000	3,160	50%	79%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 994	\$ 450	\$1,332	30%	89%
2,000	600	450	1,129	600	1,579	30%	79%
2,500	750	563	1,261	750	1,824	30%	73%
3,000	900	675	1,393	900	2,068	30%	69%
3,500	1,050	788	1,527	1,050	2,315	30%	66%
4,000	1,200	900	1,660	1,200	2,560	30%	64%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-10(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.60% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 840	\$ 994	\$1,050	\$1,834	70%	122%
2,000	1,400	1,120	1,129	1,400	2,249	70%	112%
2,500	1,750	1,400	1,261	1,750	2,661	70%	106%
3,000	2,100	1,680	1,393	2,100	3,073	70%	102%
3,500	2,450	1,960	1,527	2,450	3,487	70%	100%
4,000	2,800	2,240	1,660	2,800	3,900	70%	98%
25 Years of Service:							
\$1,500	\$750	\$ 600	\$ 994	\$ 750	\$1,594	50%	106%
2,000	1,000	800	1,129	1,000	1,929	50%	96%
2,500	1,250	1,000	1,261	1,250	2,261	50%	90%
3,000	1,500	1,200	1,393	1,500	2,593	50%	86%
3,500	1,750	1,400	1,527	1,750	2,927	50%	84%
4,000	2,000	1,600	1,660	2,000	3,260	50%	82%
15 Years of Service:							
\$1,500	\$ 450	\$360	\$ 994	\$ 450	\$1,354	30%	90%
2,000	600	480	1,129	600	1,609	30%	80%
2,500	750	600	1,261	750	1,861	30%	74%
3,000	900	720	1,393	900	2,113	30%	70%
3,500	1,050	840	1,527	1,050	2,367	30%	68%
4,000	1,200	960	1,660	1,200	2,620	30%	66%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



Missouri LAGERS
Illustrations of Age and Service Allowance Amounts
For Sample Combinations of Service & Salary
(LT-14(65) Benefit Program is Years of Credited Service
times: 2.00% of FAS ¹ to age 65)
1.75% of FAS ¹ at age 65)

Final Average Salary (FAS) ¹	LAGERS BENEFIT ³		Estimated Social Security ²	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 919	\$ 994	\$1,050	\$1,913	70%	128%
2,000	1,400	1,225	1,129	1,400	2,354	70%	118%
2,500	1,750	1,531	1,261	1,750	2,792	70%	112%
3,000	2,100	1,838	1,393	2,100	3,231	70%	108%
3,500	2,450	2,144	1,527	2,450	3,671	70%	105%
4,000	2,800	2,450	1,660	2,800	4,110	70%	103%
25 Years of Service:							
\$1,500	\$ 750	\$ 656	\$ 994	\$ 750	\$1,650	50%	110%
2,000	1,000	875	1,129	1,000	2,004	50%	100%
2,500	1,250	1,094	1,261	1,250	2,355	50%	94%
3,000	1,500	1,313	1,393	1,500	2,706	50%	90%
3,500	1,750	1,531	1,527	1,750	3,058	50%	87%
4,000	2,000	1,750	1,660	2,000	3,410	50%	85%
15 Years of Service:							
\$1,500	\$ 450	\$ 394	\$ 994	\$ 450	\$1,388	30%	93%
2,000	600	525	1,129	600	1,654	30%	83%
2,500	750	656	1,261	750	1,917	30%	77%
3,000	900	788	1,393	900	2,181	30%	73%
3,500	1,050	919	1,527	1,050	2,446	30%	70%
4,000	1,200	1,050	1,660	1,200	2,710	30%	68%

¹ "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

² "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2025 - it does not include any amounts which might be payable to an eligible spouse or children.

³ Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.





December 30, 2025 E-mail

Mr. Bill Betts
Executive Director
Missouri Local Government
Employees Retirement System
P.O. Box 1665
Jefferson City, Missouri 65102

Dear Mr. Betts:

Enclosed is the report of the February 28, 2025 Supplemental Actuarial Valuation of LAGERS benefits for the employees of:

The City of Clinton

Sincerely,
Gabriel, Roeder, Smith & Company

A handwritten signature in cursive script that reads "Mita Drazilov".

Mita D. Drazilov, ASA, FCA, MAAA

MDD:rmg
Enclosure

RESOLUTION NO. 29-2025

A RESOLUTION OF THE CITY OF CLINTON, MISSOURI, ESTABLISHING A TRANSPORTATION POLICY TO IMPLEMENT RECOMMENDATIONS FROM THE CLINTON COMPREHENSIVE SAFETY ACTION PLAN AND ADVANCE SAFETY, ACCESSIBILITY, AND COORDINATED TRANSPORTATION PLANNING THROUGHOUT THE CITY.

WHEREAS, the City of Clinton has completed the Clinton Safety Action Plan (SAP) through the U.S. Department of Transportation's Safe Streets and Roads for All (SS4A) program; and

WHEREAS, the Clinton Safety Action Plan identifies priority strategies, policies, and projects to reduce fatalities and serious injuries on City streets and establishes a framework for data driven and coordinated transportation decision making; and

WHEREAS, Chapter 5 of the Safety Action Plan recommends a set of Transportation Policy and Process improvements to strengthen safety, connectivity, and multimodal mobility while aligning the City's practices with local and regional planning efforts; and

WHEREAS, the establishment of a clear, guiding Clinton Transportation Policy supports consistent application of modern transportation practices, promotes coordination with MoDOT, Henry County, and the Kaysinger Basin Regional Planning Commission, and prepares the City to seek future state and federal funding.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CLINTON, MISSOURI, AS FOLLOWS:

1. Adoption of Transportation Policy

The City of Clinton hereby adopts a Transportation Policy described in this Resolution to guide transportation planning, design, maintenance, and project delivery across City departments.

2. Integration of Transportation & Land Use Planning

City transportation projects and development reviews will consider consistency with the Clinton Comprehensive Plan and prioritize improvements in key development corridors, including but not limited to MO- 7/13/52, MO Business 13/2nd Street, Ohio Street/MO- 18, the Downtown Square, Vansant Road, and Price Lane.

3. Sidewalk & ADA Accessibility Improvements

The City will develop a Citywide Sidewalk Improvement Plan within 24 months of the formal adoption date of the Clinton Comprehensive Safety Action Plan to address gaps and ADA compliance; prioritize connectivity to schools, parks, recreational areas, and commercial districts; and will pursue funding opportunities, including grants and partnerships, to expand and enhance the sidewalk network.

4. Access Management Policy

The City also formally adopts the attached Access Management Policy for the City of Clinton, Missouri, which includes driveway spacing requirements to improve roadway safety and traffic flow on City- managed streets.

5. Traffic & Safety Enhancements

City street projects will incorporate appropriate safety enhancements such as traffic calming, improved signage, intersection safety treatments, and pavement marking upgrades consistent with the Comprehensive Safety Action Plan recommendations and recognized best practices.

6. Multimodal Transportation Considerations

The City will support and maintain routes that improve walking, bicycling, and neighborhood connectivity, including linkages to the Katy Trail, activity centers, and major corridors.

7. Regional Collaboration

The City will coordinate transportation planning efforts with MoDOT, Henry County, and the Kaysinger Basin Regional Planning Commission to align priorities, share data, and pursue funding for high- priority projects.

8. Ongoing Evaluation & Updates

This policy will be reviewed periodically and updated as needed to reflect evolving transportation needs, project implementation progress, and future amendments to the City's Comprehensive Plan or Municipal Code.

BE IT FURTHER RESOLVED that this Transportation Policy shall remain in effect until amended or replaced by subsequent Council action.

Read and passed this _____ day of _____, 2026.

Carla Moberly, Mayor

ATTEST

Wendee Seaton, City Clerk

Access Management Policy for the City of Clinton, Missouri

"An effective access management program can reduce crashes as much as 50 percent, increase roadway capacity by 23 to 45 percent, and reduce travel time and delay as much as 40 to 60 percent."
— *National Highway Institute*

Introduction

The purpose of the **City of Clinton Access Management Policy** is to ensure safe, efficient, and convenient access for all users while preserving the function, capacity, and safety of arterial, collector, and residential streets. This policy aims to balance mobility, accessibility, and safety. This policy incorporates specific requirements for roadway spacing, driveway spacing, corner clearance, sight triangles, and access classifications to promote safety, reduce conflicts, and accommodate the needs of the City of Clinton.

Goals & Objectives

1. **Safety:** Reduce the likelihood of crashes by minimizing conflict points and improving the design of access points.
2. **Efficiency:** Enhance roadway capacity and traffic flow by managing access points and reducing congestion.
3. **Economic Support:** Provide safe and efficient access to businesses, tourism destinations, and other key locations to support Clinton's economic vitality.
4. **Community Livability:** Integrate access management with pedestrian and multimodal transportation needs to improve quality of life.
5. **Preservation:** Protect the public investment in the city's transportation infrastructure by maintaining the functional performance of roadways over the long term.

Glossary

Acceleration Lane– A speed change lane that enables a vehicle entering a roadway to increase its speed to a rate at which it can safely merge with through traffic.

Access– The ability to enter or leave a public street from or at an adjacent driveway or another public street.

Access Management– The control of driveways and intersections to maintain safety at a roadway's full traffic carrying capacity.

Annual Average Daily Traffic (AADT)– The annual average two-way daily traffic volume. It represents the total annual traffic on a road per year, divided by 365.

Arterial– A highway intended primarily for through traffic and where access is carefully controlled.

Backage Road–A local street or road running parallel to an arterial for service to abutting properties and for controlling access to the arterial which provides land access to the rear lot line of the property. Arterial frontage becomes the rear lot and buildings front on the backage road. (See also service roads and frontage roads).

Collector Street– Roads intended to move traffic from local roads to secondary arterials.

Conflict– A traffic-related event that causes evasive action by a driver to avoid collision with another vehicle.

Conflict Point– Any point where the paths of two through or turning vehicles diverge, merge, or cross.

Congestion–See traffic congestion.

Controlled Access Highways– Highways that serve through traffic, have very few access points, and may prohibit direct access from the highway to abutting land.

Corner Clearance– The minimum dimension, measured parallel to a highway, between the curb, pavement or shoulder lines of an intersecting highway and the nearest edge of a driveway.

Corner Lot– A single lot with frontage on a road and an intersecting road.

Cross Access– A service drive providing vehicular access between two or more continuous sites, so the driver need not enter the public street system.

Cul-de-sac– A dead-end road with a circular or T-shaped turnaround at the end, usually built to serve a small subdivision.

Deceleration Lane– A speed-change lane that enables a vehicle to leave the through traffic lane at a speed equal to or slightly less than the speed of traffic in the through lane, then to decelerate to a stop or make a slow speed turn.

Driveway– An entrance used by vehicular traffic to access property abutting a highway. As used in this handbook, the term includes private residential driveways as well as commercial and other non-residential driveways.

- **Low Volume Driveways:** Driveways with a traffic volume of less than 500 vehicle trips per day and less than 50 vehicle trips per peak hour.
- **Medium Volume Driveways:** Driveways with a traffic volume of 500 to less than 1500 vehicles trips per day and 50 to less than 150 vehicle trips per peak hour.
- **High Volume Driveways:** Driveways with a traffic volume of 1500 or more vehicle trips per day and 150 or more vehicle trips per peak hour.

Design Hour Volume– The hourly traffic volume used to evaluate or design a highway or driveway.

Driveway Width– The narrowest width of the driveway, measured parallel to the highway right-of-way.

Easement– A grant of one or more property rights by a property owner to or for use by the public, or another person or entity.

Frontage– The width of a single lot, measured parallel to the right-of-way.

Frontage Road– A public or private drive that generally parallels a public street between the right-of-way and the front building setback time. The frontage road provides access to private properties while separating them from the arterial street (see also service roads and backage roads).

Functional Area (Intersection)– That area beyond the physical intersection of two controlled access facilities that comprises decision and maneuver distance, plus any required vehicle storage length, and is protected through corner clearance standards and driveway connection spacing standards.

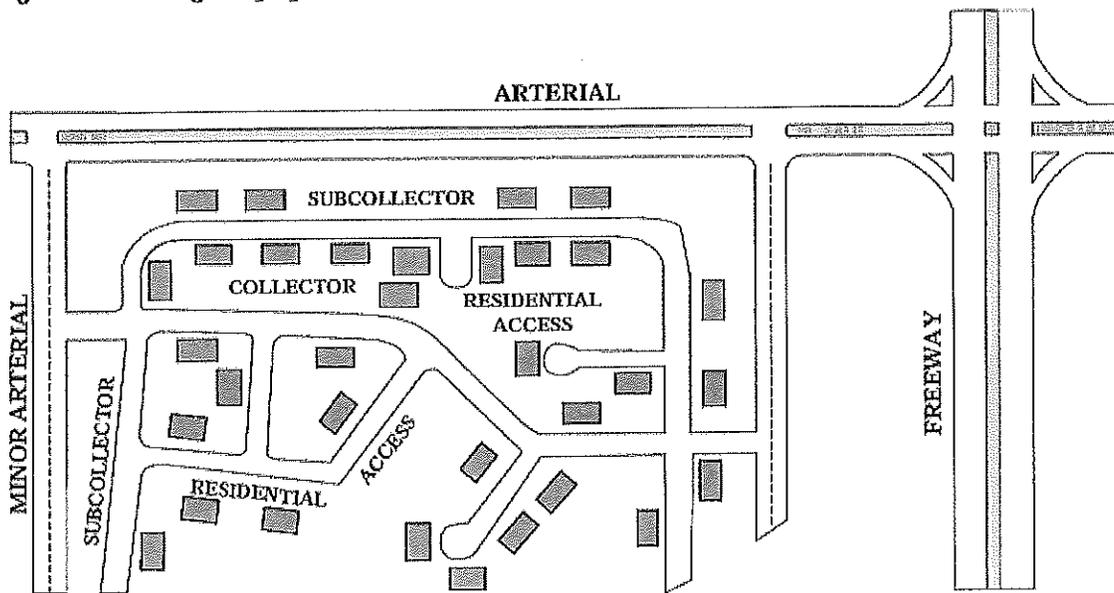
Functional Classification– A system used to group public roadways into classes according to their purpose in moving vehicles and providing access; it includes design and operational standards.

Functional Integrity– The principle that the highest speed and highest capacity roads should be reserved for longer distance and higher speed travel.

Highway Capacity– The maximum number of vehicles that a highway can handle during a specific amount of time at a given level of service.

Highway System– All public highways and roads in the City of Clinton. These include controlled access highways, arterials, collector streets, and local streets (**Figure 1**).

Figure 1—The highway system



Joint Access (or Shared Access)—A driveway connecting two or more continuous sites to the public street system.

Lane— The portion of a roadway for the movement of a single line of vehicles, not including the gutter or roadway shoulder.

Level of Service— The description of traffic conditions along a given roadway or at a particular intersection. The level of service ranges from “A,” which is the best, to “F,” which is the worst. It reflects factors such as speed, travel time, freedom to maneuver, traffic interruptions, and delays.

Local Street— A road whose primary purpose is to provide direct access to abutting properties and to roads of higher functional classification.

Peak Hour Traffic— The highest number of vehicles passing over a section of a lane or roadway during any 60 consecutive minutes. Typically, there is a peak hour condition in the a.m. and a peak hour condition in the p.m. for which a roadway or intersection is analyzed for capacity and level of service.

Right-of-Way— Land reserved, used, or slated for use for a highway, street, alley, walkway, drainage facility, or other public purposes.

Service Road (Frontage Road, Backage Road)— A public or private street or road, auxiliary to and normally located parallel to a controlled access facility, that maintains local road continuity and provides access to parcels adjacent to the controlled access facility.

Shared Driveway—A single driveway serving two or more lots. A shared driveway may cross a lot line or be on the lot line, and the owners may have an easement for the shared use.

Side Friction– Driver delays and conflicts caused by vehicles entering and exiting driveways.

Storage Length– The additional lane footage added to a turning lane to hold the maximum number of vehicles likely during a peak period so as not to interfere with through travel lanes.

Strip Development– A linear pattern of roadside development. It commonly includes residential and/or commercial development. Typically, no frontage roads are available to reduce the number of driveways that intersect with the arterials.

Subdivision– Any tract of land that is developed by division into a lot or lots along an existing or proposed street, highway, easement, or right-of-way.

Thoroughfare Plan Map– A map that depicts all roadways contained on the long-range traffic circulation map and identifies the right-of-way widths for each roadway. The thoroughfare plan map is the official listing of rights-of-way to be reserved.

Traffic Congestion– A condition resulting from more vehicles trying to use a given road during a specific period of time than the road can accommodate with acceptable levels of delay or inconvenience.

Traffic Impact Study– A report initiated in response to a proposed development that compares the anticipated roadway conditions with and without the development. The report may include an analysis of mitigation measures.

Trip Generation– The estimated volume of traffic going to and from a particular location.

Turn Radius– The radius of an arc that approximates the turning path of a vehicle.

Uncontrolled Access– The unlimited number, spacing, and/or unstandardized design of driveways onto a street or road.

Vehicle Trip– The vehicle moving from an origin point to a destination point.

Volume Warrants– The conditions under which traffic management techniques, such as a left-turn or a right-turn lane, are justified. For example, the need for a left-turn lane will vary according to the volumes of advancing and opposing traffic, and the percentages of traffic turning left.

Driveway Access Location & Design Policy

1) General

- a) It shall be unlawful for any person to cut, break, or remove any curb along a street except as herein authorized.
- b) It shall be unlawful for any person to construct, alter, or extend, or permit or cause to be constructed, altered, or extend any driveway approach which can be used only as a parking space or area between the curb and private property.
- c) This section shall be deemed to be supplemental to other sections regulating the use of public property, and in case of conflict, this section shall govern.
- d) Adequate sight distance shall be provided for a passenger motor vehicle making a left or right turn exiting from a driveway. This determination shall be made by the City of Clinton's Community Development Director (Community Development Director) or their designee.
- e) The specifications and guidelines set forth in this ordinance are to be applied to all roadways and properties that abut these roadways within the city, unless otherwise indicated.
- f) As determined by the Community Development Director or their designee, engineering judgment shall override the recommended dimensions set forth in this policy if warranted by specific traffic conditions.

2) Location of Driveway Access

- a) In deciding as to the location of driveway access, the Community Development Director or their designee shall consider:
 - i) The characteristics of the proposed land use.
 - ii) The existing traffic flow conditions and the future traffic demand anticipated for the development and the adjacent street system.
 - iii) The sight distance requirements;
 - iv) The location of the property.
 - v) The size of the property.
 - vi) The orientation of structures on the site.
 - vii) The number of driveways needed to accommodate anticipated traffic.
 - viii) The number and location of driveways on existing adjacent and opposite properties.
 - ix) The location and carrying capacity of intersections.
 - x) The proper geometric design of driveways.
 - xi) The spacing between opposite and adjacent driveways.
 - xii) The internal circulation between driveways; and,
 - xiii) The speed of the adjacent roadway.

- b) Driveway access to arterials shall not be permitted for parking or loading areas that require backing maneuvers in a public street right-of-way. Driveway access to collector streets for

commercial or multifamily developments shall not be permitted for parking or loading areas that require backing maneuvers in a public street right-of-way.

- c) One curb cut shall be allowed for access to single family and duplex residential tracts. More than one curb cut may be allowed upon approval by the Community Development Director or their designee.
- d) For corner tracts, access to residential tracts shall be provided from the lesser classification street. Access notes on approved subdivision plats shall supersede this requirement. The determination as to the lesser (or greater) street shall be based on the functional street classification.
- e) No cuts through a left turn reservoir of a median shall be permitted to provide for left turn movements to driveway approaches.
- f) Driveways in right turn lane transition areas shall not be permitted.
- g) When a commercial or multifamily development abuts more than one public street, access to each abutting street may be allowed **only if** the following criteria are met:
 - i) It is demonstrated that such access is required to adequately serve driveway volumes and will not be detrimental or unsafe to traffic operations on public streets.
 - ii) The Community Development Director or their designee may require the submittal of a traffic study which demonstrates that such access is required.
 - iii) The minimum requirements for corner clearance for commercial or multifamily driveways are met.

3) Spacing of Driveway Access

- a) Application of the driveway access location and design policy requires identification of the functional classification of the street on which access is requested and then applying the appropriate spacing requirements in **Table A1**. City streets are classified as follows:
 - i) Major Arterial.
 - ii) Minor Arterial.
 - iii) Collector; and
 - iv) Local Streets.
- b) Arterials, collector, and local streets in the city are indicated on the most updated **Functional Classification System Map for Clinton (prepared by MoDOT)**.

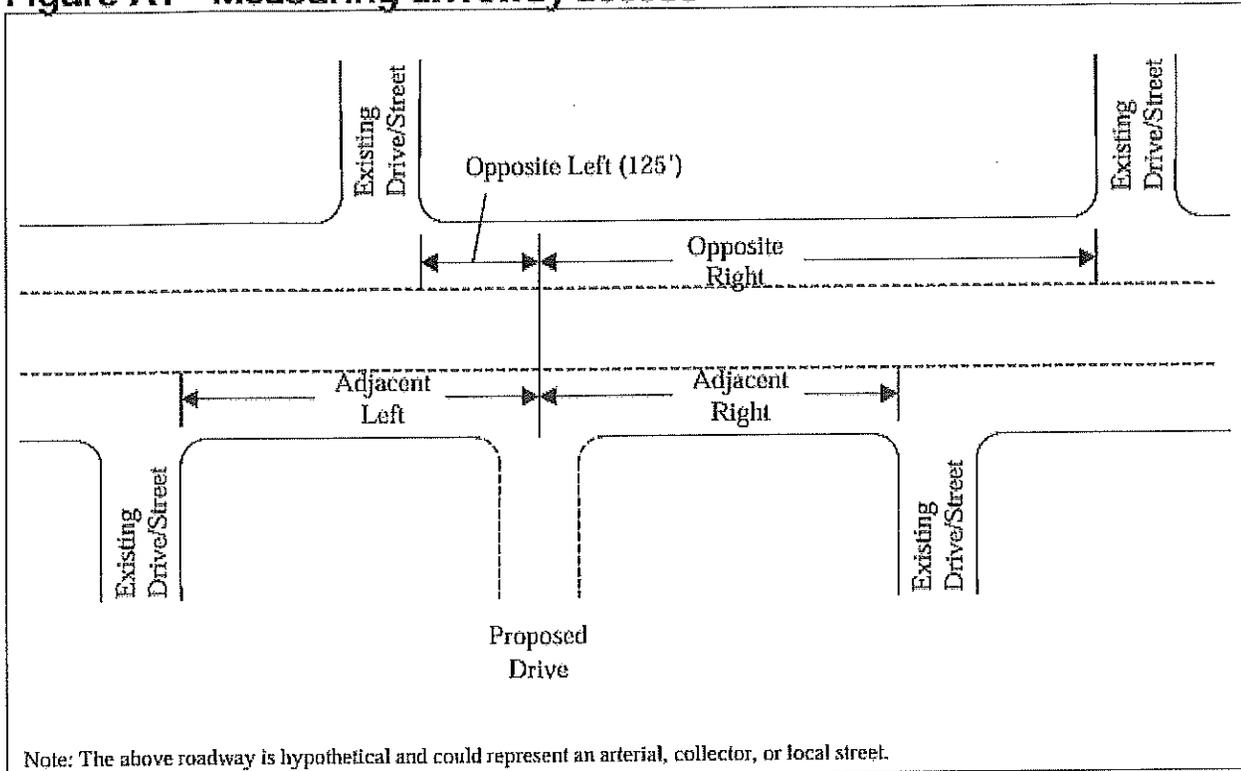
Table A1 – Minimum Driveway Spacing

Street Classification	Minimum Driveway Spacing
Local Street	30 ft. Applies to residential & low- volume streets.
Collector Street	100 ft. Shared access encouraged; spacing may vary based on a traffic study
Minor Arterial	150 ft. Applies to corridors with speeds of ≤ 40 mph; Driveways are discouraged near signals; MoDOT coordination is required on the state system.
Major Arterial	250 ft. Access to arterials is strictly limited; MoDOT coordination is required on the state system.

Notes: One (1) driveway per property on Minor Arterial, Collector, and Local Streets (except for corner lots).

- c) Driveway access spacing shall be measured from the centerline of the proposed driveway pavement to the nearest edge of the roadway of the adjacent or opposite driveway or street as indicated in **Figure A1**.

Figure A1—Measuring driveway access



- d) Opposite Right Driveways shall be located no closer than the minimum requirements of **Table A2**.

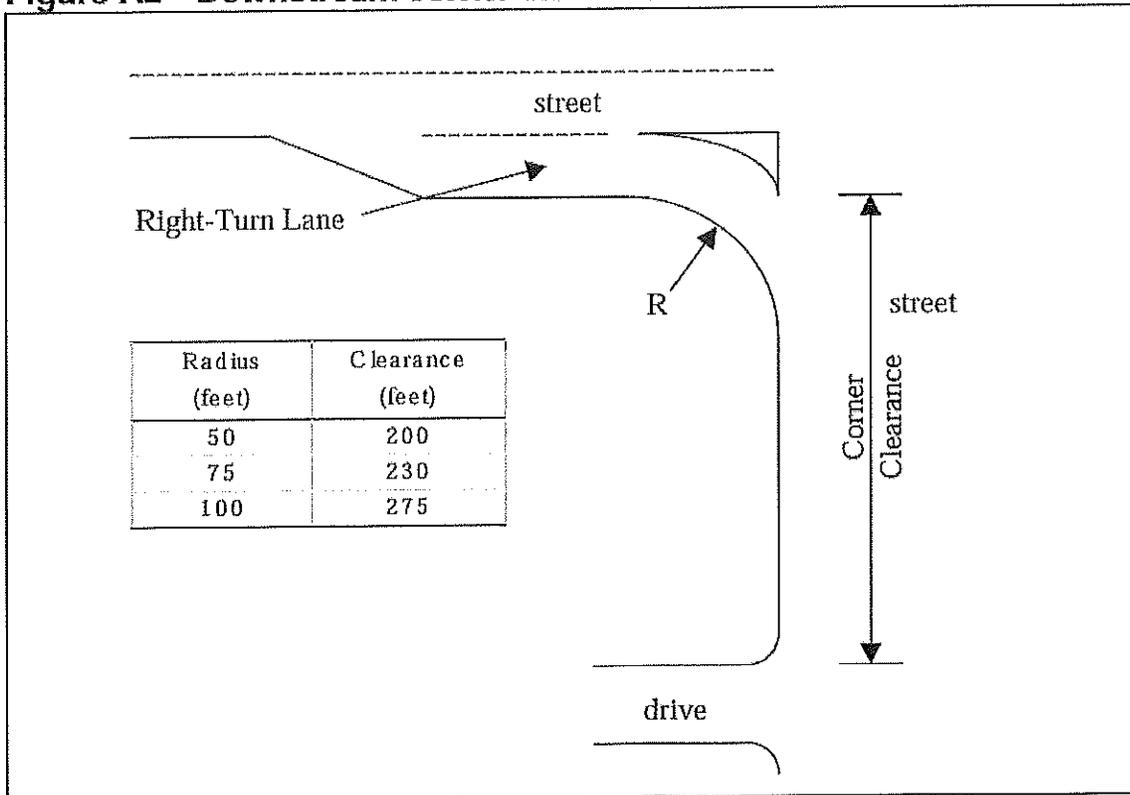
Table A2 – Opposite Right (downstream) Driveway Spacing

Street Classification	Minimum Spacing (feet)	Desirable Spacing
Major Arterial	250	350+
Minor Arterial	225	300
Collector	150	200
Local	125	150

Note: Desirable Spacing will be required except in older developments with insufficient frontage.

- e) Additional opposite right spacing over and above that set forth in **Table A2** may be required if it is determined by the Community Development Director or their designee that there is insufficient left turn queue storage or weave maneuver area between the opposite right and proposed driveway. This determination shall be made under peak traffic conditions.
 - f) A minimum of one hundred twenty-five feet (125') shall be required for Opposite Left Drives for all street classifications.
 - g) If the centerline of an opposite drive is less than fifteen feet (15') from the centerline of the proposed drive, the drives form an intersection, and the minimum spacing requirements shall apply for the closest drive.
 - h) Adjacent drives shall be located no closer than the minimum requirements of **Table A1**.
- 4) **Corner Clearance** - Corner clearance for driveway access shall meet or exceed the minimum driveway spacing requirements for that roadway. When minimum spacing requirements cannot be met due to lack of frontage and all means to acquire shared access drives or cross access easements have been exhausted, the following requirements shall apply.
- a) At intersections of arterials with channelized right-turn lanes with yield control, a corner clearance distance in accordance with those set forth in **Figure A2** shall be required for the first downstream driveway. This distance shall be measured from the channelized median to the nearest edge of the proposed driveway as indicated in **Figure A2**.

Figure A2—Downstream corner clearance



- b) No driveway approach may be located closer to the corner than 30 feet on local streets, 100 feet on collector streets, 150 feet on minor arterials (≤ 40 mph), and 250 feet for major arterials. This measurement shall be taken from the intersection of property lines at the corner. When these requirements cannot be met due to lack of frontage, the driveway may be located such that the radius will begin at the farthest property line.

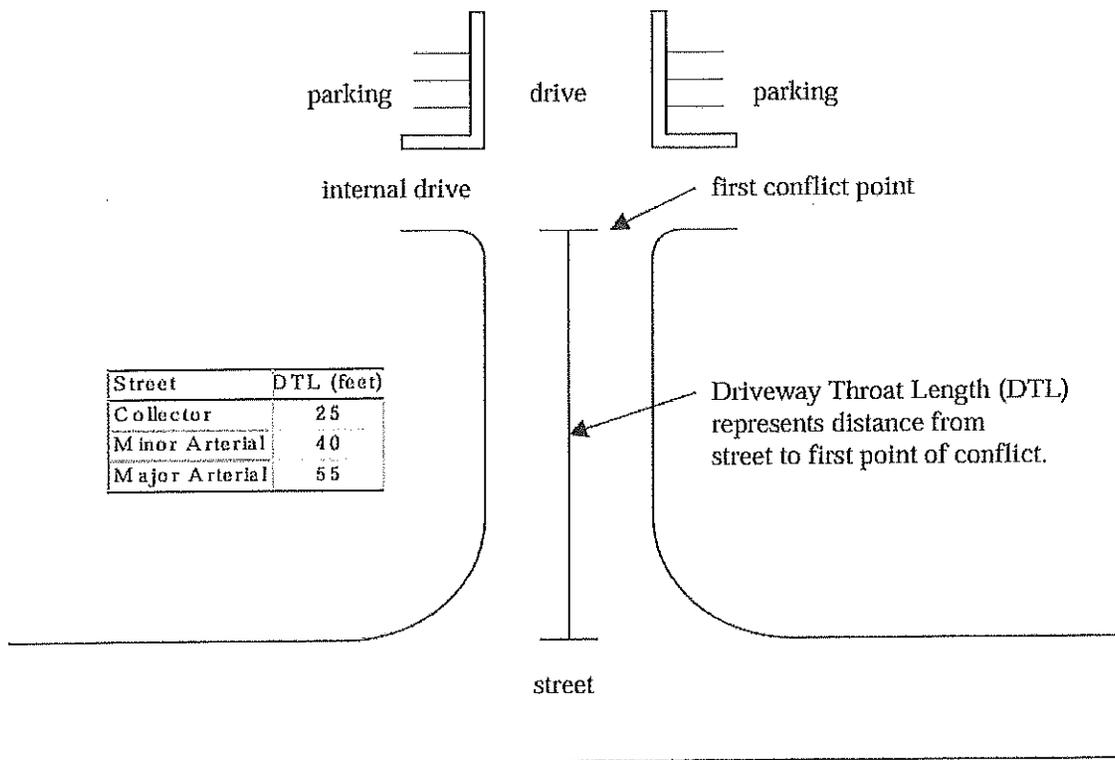
5) Shared Access

- a) A joint private access easement may be required between adjacent lots fronting on arterial and collector streets in order to minimize the total number of access points along those streets and to facilitate traffic circulation between lots. The location and dimensions of said easement shall be determined by the Community Development Director or his/her designee.
- b) Private cross access easements may be required across any lot fronting an arterial or collector street in order to minimize the number of access points and facilitate access between and across individual lots. The location and dimension of said easement shall be determined by the Community Development Director or his/her designee.

6) Geometric Design of Driveway Access

- a) **All driveways shall meet the city's standard specifications for street construction and construction standards.**
- b) Curb cuts for driveways shall not be permitted in the curb return of an intersection.
- c) A **minimum driveway throat length** of twenty-five feet (25') for collector streets, forty feet (40') for minor arterials, and fifty-five feet (55') for major arterials, as shown in **Figure A3**, may be required to allow for traffic entering the site to be stored on site in order to avoid a queue of traffic from the development from being out on the roadway causing delays to the through traffic stream. The driveway throat length shall be defined as the distance from the street to the first point of conflict in the driveway.
- d) For the benefit of traffic safety and flow on collector and arterial streets, access points may be required to be designed to prohibit certain types of turning movements (for example, left turns). Driveways not meeting the spacing guidelines in **Tables A2** and **A3** may be designed for limited access by the addition of a median to the driveway.

Figure A3 – Minimum Driveway Throat Length



- e) For the benefit of traffic safety and flow on collector and arterial streets, tapered or channelized deceleration lanes for vehicles turning right into high volume or intersection type driveways may be required if warranted. The design of right-turn deceleration lanes shall be in accordance with the **AASHTO Green Book** on auxiliary lanes.
 - i) The spacing requirements for driveways not meeting the specifications in **Tables A1** and **A2** may be lessened or waived if tapered or channelized deceleration lanes are used.
- f) Access points on arterial and collector streets may be required to be signalized to provide safe and efficient traffic flow. A development may be responsible for all or part of any right-of-way, design, hardware, and construction costs of a traffic signal if it is determined that the signal is necessitated by the traffic generated from the development. The procedures for signal installation and the percentage of financial participation required of the development in the installation of the signal shall be in accordance with the criteria set forth in the **city's traffic signal policy**.

7) Driveway Sight Distance

Adequate sight distance shall be provided for all driveways to ensure safe turning movements and minimize conflicts. Sight distance shall be determined based on the design speed of the roadway

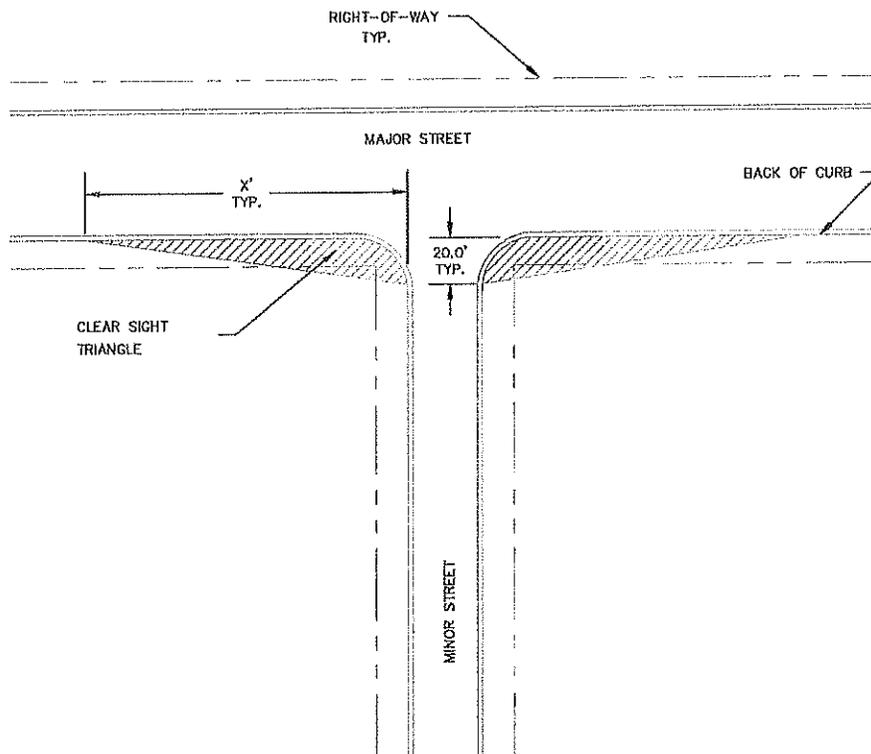
and measured from a driver's eye height of 3.5 feet to an object height of 3.5 feet above the roadway surface. Driveway intersection sight distances shall meet or exceed the recommendations of the **Missouri Department of Transportation (MoDOT)** and the **AASHTO Green Book**.

Table A3 - Minimum Driveway Sight Distance Requirements (passenger vehicles exiting driveways)

Design Speed (mph)	Minimum Sight Distance (ft)	Length of Leg Distance (ft)
≤ 30	335	140
35	390	165
40	445	195
45	500	220
50	555	245
55	610	285

Figure A4 – Intersection Clear Site Triangle

SPEED (MPH)	DISTANCE "X" (FT)
≤30	140
35	165
40	195
45	220
50	245
55	285



8) Street Structures

No driveway shall interfere with municipal facilities such as streetlight or traffic signal poles, signs, fire hydrants, crosswalks, bus loading zones, utility poles, fire alarm supports, drainage structures, or other necessary street structures. The Community Development Director or their designee is authorized to order and effect the removal or reconstruction of any driveway which is constructed in conflict with street structures. The cost of reconstructing or relocating such driveways shall be at the expense of the abutting property owner.

9) Driveway Permits

- a) Any plans submitted for building approval which include or involve driveways shall be referred to the Community Development Director or their designee for approval before a building permit is issued.
- b) A separate written driveway permit **is not** required for a new development. Approval of driveway location and design for new properties and other developments on a building plan or site plan shall be considered the permit for driveway installation (approved by the Community Development Director or their designee).
- c) Any property owner desiring a new driveway or an improvement to an existing driveway at an existing residential or other property shall make application for a driveway permit, in writing, and designating the contractor who will do the work, to the Community Development Director or their designee, accompanied by a sketch or drawing showing clearly the driveway, parking area, or doorway to be connected and the location of the nearest existing driveways on the same and opposite sides of the roadway. The Community Development Director or their designee will prescribe the construction procedure to be followed.
- d) A permit or building/site plan approval as per the procedure of either 9(b) or 9(c) shall be required for the location of all driveways which provide access to property. Driveway permits will also be required for any significant structure change, land use change, or property boundary change.
- e) The driveway permit fee shall be set by resolution of the city council as deemed appropriate by the council and shall be of an amount to cover the cost of licensing and maintaining records.
- f) All permits granted for the use of public property under the terms of this section shall be revocable at the will of the city council.

10) Nonconforming Sites & Deviations

As stated in the **Introduction**, the goal of this Policy is to preserve the mobility, safety and capacity of the roadway network, but also to provide reasonable access for residents and business owners. The City encourages infill development and the redevelopment of older, or underutilized properties. In areas that are already substantially developed, it is often not possible to meet the minimum access spacing and other design requirements described in this Policy in order to allow such infill or redevelopment activity.

In such cases, the Community Development Director or their designee shall have the authority to approve specific cases that do not meet the minimum standards described herein, with the following conditions:

- No other reasonable access to the property is possible, including potential joint or cross access arrangements.
- Any deviation approved below the minimum design standards shall be limited to the minimum necessary to provide reasonable site access, considering the nonconforming conditions of neighboring properties and/or the existing roadway.
- The access does not create unreasonable safety or operational problems as determined by the Community Development Director or their designee.
- Any deviations are approved only for that specific access point for that site and land use and should not be assumed to be acceptable in any other case.
- Any deviations below the minimum standards on a state highway must have written concurrence from MoDOT prior to approval by the City.

It shall be the responsibility of the Community Development Director or their designee to coordinate with MoDOT staff to review site issues and seek concurrence prior to issuing any approvals. If MoDOT staff and the Community Development Director or their designee do not concur on the proposed deviation(s), access that fails to meet minimum standards shall not be permitted.

11) Appeals Process

If a driveway or building permit application is denied because the Community Development Director or their designee has determined that minimum access design standards have not been satisfied, and if the applicant is unable or unwilling to reach an agreement with the Community Development Director or their designee regarding acceptable alternative access, the applicant has the right to appeal the permit denial to the **Board of Adjustment** in accordance with **City Code Section 36-316**.

Notwithstanding any provision of this Section to the contrary, if the permit denial relates to an access location on a state highway, then written concurrence from MoDOT is **required**.

12) Contact Information

For additional information or to discuss an access issue with City staff, contact the Community Development Director @ 660.885.6121.

Thresholds for Requiring a Traffic Impact Study (TIS)

Purpose

A Traffic Impact Study (TIS) is a critical tool for evaluating the potential impacts of new developments or redevelopments on the surrounding transportation network. This section establishes thresholds for when a TIS will be required by the **City of Clinton**, to ensure that new access points and site-generated traffic do not adversely affect roadway safety, efficiency, or capacity.

1. General Requirements

A Traffic Impact Study will be required for any proposed development, redevelopment, or land-use change that meets or exceeds the thresholds outlined below. The study will assess the effects of the proposed project on traffic operations, safety, and access in the vicinity of the site and recommend mitigation measures if necessary.

2. Thresholds for Requiring a Traffic Impact Study

A TIS will be required if any of the following conditions are met:

- **Trip Generation Criteria:**
 - The development is expected to generate **100 or more peak-hour vehicle trips** (based on the trip generation rates provided in the latest edition of the ITE Trip Generation Manual).
 - The development is expected to generate **1,000 or more daily vehicle trips**.
- **Proximity to Congested or High-Crash Locations:**
 - The proposed development is located near an intersection or roadway segment that operates at a **Level of Service (LOS) D or below** during peak hours.
 - The development is located within 1,000 feet of a roadway segment or intersection with a **high crash rate** (e.g., crash rate exceeding the statewide or regional average for similar facilities).
- **Significant Change in Land Use:**
 - A substantial change in land use or intensity of an existing development that would result in a **20 percent or more increase in peak-hour trips** or daily trips compared to previous use.
- **Special Conditions:**
 - The development proposes **direct access to an arterial roadway** or a state-maintained highway.

- The development is expected to **substantially alter traffic patterns**, such as introducing a new access point or requiring modifications to an existing one.
- The development includes a **large-scale or phased project** (e.g., mixed-use developments, shopping centers, or industrial parks).

3. Scope of the Traffic Impact Study

The scope and level of detail required for the TIS will depend on the size and nature of the proposed development and its anticipated impact on the surrounding transportation network. Key elements of a TIS include:

- Trip generation, distribution, and assignment.
- Intersection capacity and Level of Service (LOS) analysis.
- Evaluation of site access, including driveway spacing, turn lanes, and sight distance.
- Pedestrian, bicycle, and transit considerations.
- Recommendations for roadway, intersection, or access improvements to mitigate impacts.

4. Waiver of Requirements

The City reserves the right to waive the TIS requirement for smaller developments that do not meet the above thresholds or are determined to have minimal impact on the transportation network.

5. Coordination with State & Regional Agencies

If the proposed development affects a state-maintained roadway, the TIS must be coordinated with the Missouri Department of Transportation (MoDOT).