

Employee Meetings Q&A
Preliminary Program to Support Airport Employees in the event of a P3 Lease
September 2019

- **Will I still accrue service during transition period? Yes**
Yes. You will continue to accrue service credit as long as you remain an employee of the City of St. Louis.

- **When do I have to make the decision to stay with the airport or go to the private operator? Can you take both options? Two year with city followed by 5 Years with operator? Could you stay through the transition period, then choose to apply or remain in the job under the new operator structure?**
The operator would begin to meet with employees shortly before the closing of the transaction (e.g. end of 2020). The operator would also begin to offer positions to City employees at that time. Each employee would decide for himself or herself whether to accept that offer.

If the employee declines a position with the Operator, he or she may remain in a City position at the Airport during the up to two-year transition period. The operator will continue seeking to hire its own employees throughout that transition period to fill its vacancies. If the employee changes his or her mind, as the period advances, the City employee may apply for an open position with the operator, but understanding that the operator may not have a position still available for the City employee.

- **Are there plans to protect the level and scope of benefits for City employees that accept a position with the operator during the five-year period.**
The City intends to require the operator to offer a total job package that is comparable to what employees currently receive (i.e. salary and benefits, including the commuting benefit). There may be differences in how value is allocated; for example, the operator may offer a higher salary instead of certain benefits, but the value would be the same. The City is working on more detailed requirements.

Benefits would be negotiated in the process. As stated above, the operator may offer a higher salary instead of certain benefits, but the value would be the same. The City cannot guarantee the same level and scope of each particular type of benefit.

- **Can you guarantee that those who are eligible to retire will be able to keep employment for 5 years?**
A decision to retire from civil service, or take benefits under the City's retirement system, will not be cause for an operator to terminate an

employee. There may be tax or income consequences to retiring and taking benefits while employed and an employee should seek advice as to those consequences.

- Will I still accrue under civil service pension system if I join the new operator?
No. Once an employee accepts a position with the operator, he or she will terminate City employment. The employee will keep all accrued service credit, but will not accrue new service credit while employed by the operator.
- If you are still at the airport and city employee, will you continue to accrue service during the transition period?
Yes. You will continue to accrue service credit as long as you remain an employee of the City of St. Louis.
- Would employees be bound by the residency requirements with the new operator?
No. The residency requirement applies only to employees of the City.

Employees of the operator (like those of other private companies operating at the airport) are not subject to the residency requirement.
- Could I retire from the city and also receive and accept an offer of employment with the five-year salary plan described in the program?
Yes. If you are eligible to retire, and do retire, you may accept the offer of employment from the operator at the time the offer is extended by the operator.

Additional information will be provided as more detail becomes available.