

BILL NO. 2734

ORDINANCE NO. _____

AN ORDINANCE RE-ESTABLISHING THE CITY'S MONTHLY EMPLOYER CONTRIBUTION TO THE CITY'S 401(A) DEFINED CONTRIBUTION PLAN FOR ELIGIBLE EMPLOYEES

WHEREAS, the City of Bellefontaine Neighbors ("City") maintained a 401(a) defined contribution pension plan for the benefit of its employees, which was restated effective July 1, 2015 (the "Plan"); and

WHEREAS, in February, 2024, the Plan was paused and/or misallocated; and

WHEREAS, for the benefit of City employees, the Board of Aldermen desires to re-institute and formalize the monthly employer contribution to the Plan in the amount of Fifty Dollars (\$50.00) per eligible employee; and

WHEREAS, it is the intent of the City to provide retirement benefits to its full-time employees who have demonstrated a commitment to the City through a minimum period of service.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF BELLEFONTAINE NEIGHBORS, MISSOURI, AS FOLLOWS:

Section 1. Monthly Employer Contribution

The City shall re-institute the Plan and contribute Fifty Dollars (\$50.00) per month on behalf of each eligible employee pursuant to the City's 401(a) Defined Contribution Pension Plan effective July 1, 2015, or any restatement or amendment thereto, subject to the eligibility criteria outlined below.

Section 2. Eligibility

An employee shall be eligible to receive the City's monthly contribution if the employee:

- Has completed at least six (6) months of continuous service with the City; and
- Is a full-time employee, as defined by the City's personnel policies.

Employees classified as part-time, seasonal, or temporary shall not be eligible to receive contributions under this Ordinance.

Section 3. Plan Administration

The administration of the City's 401(a) Plan, including the remittance of contributions and compliance with applicable federal and state law, shall be managed by the Plan Administrator as designated by the City.

Section 4. Appropriation of Funds

The Board of Aldermen shall appropriate sufficient funds annually in the City's budget to meet the contribution obligations set forth in this Ordinance.

Section 5. Severability

If any section, subsection, clause, or phrase of this Ordinance is, for any reason, held to be invalid, such decision shall not affect the validity of the remaining portions of this Ordinance.

Section 6. Effective Date

This Ordinance shall be in full force and effect from and after its passage and approval according to law.

SECTION 7: All ordinances, parts of ordinances or provisions of the Municipal Code of the City of Bellefontaine Neighbors, Missouri in conflict with any provisions of this ordinance are hereby repealed.

PASSED and APPROVED on the ____ DAY of _____, 2025

**Mayor
James Thomas**

ATTEST:

**City Clerk
Denise Johnson**