Ordinance No. 2025-0007

An Ordinance Increasing Retirement Savings Account Contributions for Non-Uniformed Employees

Whereas; This ordinance shall be known as Ordinance No. 2025-0007 and is enacted for the purpose of enhancing the retirement benefits for non-uniformed, full-time employees of the City by increasing the municipal contribution to employee retirement savings accounts.

Whereas; Recognizing the importance of retirement security for every municipal employee and given that not all departments currently have access to the same retirement programs such as APERS, the City Council finds it necessary to take interim measures that benefit all eligible employees. This ordinance is intended as a step toward improvement and equity for our municipal workforce.

- The City's contribution for non-uniformed employees to their respective retirement savings accounts shall be increased from six percent (6%) to eight percent (8%).
- This increase shall apply only to employees who are classified as full-time and have completed at least one (1) year of continuous service with the City.

Whereas; For purposes of this ordinance, "full-time employee" shall mean any employee who has been employed by the City for at least twelve (12) consecutive months and is classified as a full-time employee according to the City's personnel policies.

Emergency Clause: The City Council hereby finds and declares that an emergency exists in that the immediate implementation of enhanced retirement contributions is necessary for the welfare and retention of eligible City employees. Therefore, this ordinance shall take effect immediately upon its passage and approval.

Therefor; If any section, clause, or provision of this ordinance is found invalid or unconstitutional by a court of competent jurisdiction, such finding shall not affect the remaining provisions of this ordinance.

This ordinance shall be effective immediately upon adoption.

Enacted by the City Council of Kensett, AR this 16 day of September 2025.

Mayor, Allen Edge

R/T Scott Luttrell