

CITY OF CLEWISTON

RESOLUTION NO. 2025-39

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF CLEWISTON, FLORIDA INCREASING THE 401(a) DEFINED CONTRIBUTION PLAN'S CONTRIBUTION FROM 6% OF CITY EMPLOYEES' ELIGIBLE COMPENSATION TO 9% OF THEIR ELIGIBLE COMPENSATION; PROVIDING FOR SEVERABILITY, CONFLICT, AND AN EFFECTIVE DATE.

WHEREAS, the City of Clewiston (hereinafter "City") recognizes the importance of providing competitive and attractive benefits to its dedicated employees; and

WHEREAS, the City currently offers a 401 (a) Defined Contribution Plan (hereinafter "401(a) Plan") to its eligible employees, with the City contributing six percent (6%) of an employee's eligible compensation; and

WHEREAS, the City acknowledges the rising cost of living and the desire to enhance the financial well-being and retirement security of its employees; and

WHEREAS, increasing the City's contribution rate to the 401(a) Plan will demonstrate the City's commitment to its workforce, aid in employee recruitment and retention, and further incentivize long-term employment with the city; and

WHEREAS, the City Commission has reviewed and considered the financial implications of increase the City's contribution rate to the 401(a) Plan and has determined that such an increase is fiscally responsible and in the best interest of the City and its employees; and

WHEREAS, the proposed increase aligns with the City's strategic goals of maintaining a highly qualified and motivated workforce.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF CLEWISTON, FLORIDA, AS FOLLOWS:

SECTION 1. INCREASE IN 401(a) PLAN CONTRIBUTION RATE. The City of Clewiston's contribution rate to the Defined Contribution Plan for eligible employees shall be increased from six percent (6%) of an employee's eligible compensation to nine percent (9%) of an employee's eligible's eligible compensation.

SECTION 2. EFFECTIVE DATE. The increased contribution rate shall become effective on October 1, 2025.

SECTION 3. BUDGETARY ALLOCATION. The City Manager is hereby authorized and directed to make the necessary budgetary adjustments and allocations to ensure the proper funding of this increased contribution rate, consistent with the adopted annual budget.

SECTION 4. AMENDMENTS TO PLAN DOCUMENTS. The City Manager, in consultation with the City Attorney, is authorized to take all necessary steps to amend the official 401(a) Plan document and any related administrative policies to reflect this change in the City's contribution rate.

SECTION 5. PUBLIC INFORMATION. The City Manager or their designee is directed to inform all eligible employees of this change in the 401(a) Plan contribution rate in a timely and clear manner.

SECTION 6. SEVERABILITY. If any section, subsection, sentence, clause, phrase, or portion of this Resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

SECTION 7. CONFLICTING PROVISIONS. All resolutions or parts of resolutions in conflict herewith repealed to the extent of such conflict.

SECTION 8. EFFECTIVE DATE OF RESOLUTION. This Resolution shall take effect immediately upon its adoption by the City Commission.

Commissioner _____ offered the foregoing resolution. Commissioner _____ seconded the motion, and upon being put to a vote, the vote was as follows:

	Aye	Nay	Absent
JAMES PITTMAN, MAYOR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HILLARY HYSLOPE, VICE MAYOR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BARBARA EDMONDS, COMMISSIONER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MALI GARDNER, COMMISSIONER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
JASON WILLIAMS, COMMISSIONER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PASSED AND APPROVED by the City Commission of the City of Clewiston this ____ day of _____, 2025.

ATTEST:

CITY OF CLEWISTON, FLORIDA

Lakisha Burch, City Clerk

James Pittman, Mayor

(MUNICIPAL SEAL)

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY

By: _____
Kaylee Tuck, City Attorney