

INTRODUCED BY Councilmember Patel
 FIRST READING August 7, 2024
 SECOND READING August 21, 2024
 THIRD READING September 4, 2024

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BRIDGETON, MISSOURI AMENDING CHAPTER 115, ARTICLE IX, SECTION 115.320. "TUITION" TO INCREASE THE REIMBURSEMENT LIMIT FOR EACH EMPLOYEE PER CALENDAR YEAR FROM ONE THOUSAND DOLLARS (\$1,000) TO THREE THOUSAND FIVE HUNDRED DOLLARS (\$3,500).

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BRIDGETON, MISSOURI, AS FOLLOWS:

WHEREAS, the City of Bridgeton values the continuing education and professional development of its employees; and

WHEREAS, the current tuition reimbursement limit of \$1,000 per employee per year has been in place since 2009; and

WHEREAS, the cost of tuition has significantly increased since 2009, reflecting the rising cost of higher education; and

WHEREAS, inflation has contributed to the overall increase in the cost of living and educational expenses; and

WHEREAS, it is in the best interest of the City to support its employees in their educational pursuits to enhance their skills and knowledge, which in turn benefits the community and improves municipal services;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF CITY OF BRIDGETON AS FOLLOWS:

Section 1. Section 115.320 of Bridgeton Code of Ordinances is hereby amended and restated in its entirety as follows:

SECTION 115.320: TUITION

- A. It is the policy of the City of Bridgeton to provide reimbursement of actual tuition costs incurred by eligible employees for approved job-related courses taken on a voluntary basis during non-working hours, as a means of encouraging employees to improve their qualifications. The administration of the program will be the responsibility of the Personnel Director. Tuition reimbursement will be made only for courses that benefit the employee and the City.


Reimbursement of approved courses taken at the volition of the employee will be limited to three thousand five hundred dollars (\$3,500) per calendar year. Exceptions may be made under unusual circumstances by prior approval of the Personnel Director. Advance payments may be made only on approval of the Personnel Director.

- B. To be eligible for tuition refund an employee must attain a grade of "C" or better in each course taken.

Section 2. This Ordinance shall be in full force and effect as of January 1, 2025.


PASSED THIS 4th DAY OF SEPTEMBER, 2024

APPROVED THIS 4th DAY OF SEPTEMBER, 2024



Randal B. Hein, Mayor

ATTEST:



Karen E. Robinson, MRCC-S/CMC
City Clerk