



**City of Missoula, Montana  
City Council Committee Agenda Item**

**Committee:** Public Safety, Health and Operations

**Item:** 401A Contract Renewal

**Date:** February 28, 2023

**Sponsor(s):** Angela Simonson

**Prepared by:** HR Staff

**Ward(s) Affected:**

- Ward 1
- Ward 2
- Ward 3
- All Wards
- Ward 4
- Ward 5
- Ward 6
- N/A

**Action Required:**

Approve and authorize the Mayor to sign the revised and renewed agreement for the Executive Management retirement plan.

**Recommended Motion(s):**

I move the City Council: Approve and authorize the Mayor to sign the revised and renewed agreement for the Executive Management retirement plan.

**Timeline:**

Committee discussion:	March 8, 2023
Council action (or sets hearing):	March 13, 2023
Public Hearing (if required):	n/a
Final Consideration	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

**Background and Alternatives Explored:** The City has long offered Executive Management, other than Chief of Police and Fire, an additional retirement contribution into a 401a plan. This contribution is 3.6%. The prior plan included special provisions for contracted Mountain Water staff and listed positions by grade, rather than position. With Mountain Water contracts ending 6/30/2022 and the new pay plan being implemented, it was recognized that this plan language needed updated to remove mention of the Mountain Water staff and to list eligible positions by name, not by grade. Grades can change over time, as the City has seen, due to revisions in the pay plan policy. This is not a new benefit for the City, only revisions to the contract.

**Financial Implications:** The total annual cost to the city is \$135,252.01/year. This is in the current budget and does not require a budget amendment. The contract is attached to this referral.

**Links to external websites:**