



Meeting Date: March 17, 2026
Consent Agenda: GRTC Administrative Plan Policy Change

BACKGROUND

The GRTC Administrative employee’s retirement plan is a combination of GRTC Transit System Salaried Employee Retirement Plan (401a Plan) and the GRTC Transit System Employee Deferred Compensation Plan (457 Plan). Currently GRTC provides a 3% contribution for eligible GRTC employees into the 401a Plan and eligible GRTC employees may make elective contributions up to the IRS elective deferral limits into the 457 Plan. GRTC currently matches up to 6% of the eligible GRTC employees’ contributions into the 457 Plan by making the matching contribution into the 401a Plan.

To support employee retention, GRTC Executive Management proposes revising the provisions of the 401a Plan to increase the Employer Matching Contribution for employees with at least eight (8) years of service as follows:

<u>Months/Years of Service</u>	<u>Matching %</u>
2 months to 8 years of Service	100% up to 6% of elective deferral
>8 years of Service	125% up to 6% of elective deferral

Based upon the FY2027 Proposed Budget labor budget worksheets, there currently are 65 GRTC employees who are active participants in the 457b Plan who have greater than 8 years of service. The incremental 1.5% matching contribution (25% of 6%) for those 65 GRTC employees would be approximately \$71,000 and is contemplated in the current FY2027 Proposed Budget. The current Met Life 401a Plan Document Template accommodates a fixed tier matching formula so that the 401a Plan can be readily amended.

RECOMMENDATION

That the Board of Directors authorize the Chief Executive Officer to amend the GRTC Transit System Salaried Employee Retirement Plan (401a Plan) plan document to reflect a fixed tier matching contribution formula for GRTC employees who have attained 8 years of service as of the beginning of the calendar year, to be a match of 125% up to 6% of that GRTC’s elective deferrals.

Ellen Robertson, Secretary
GRTC Board of Directors

Date