



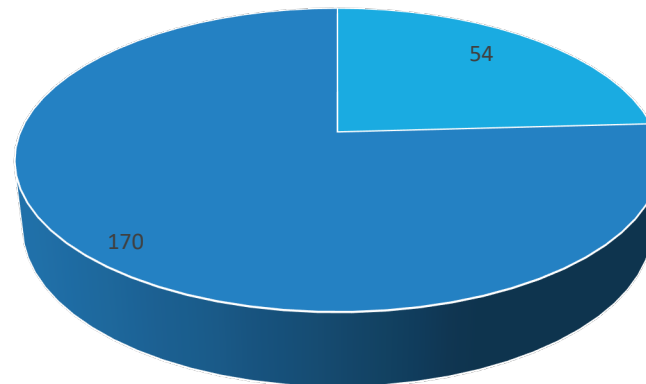
City of Missoula Compensation Adjustments

FY 2022 NEW REQUESTS

City of Missoula Staffing

As of 8/1/2021...

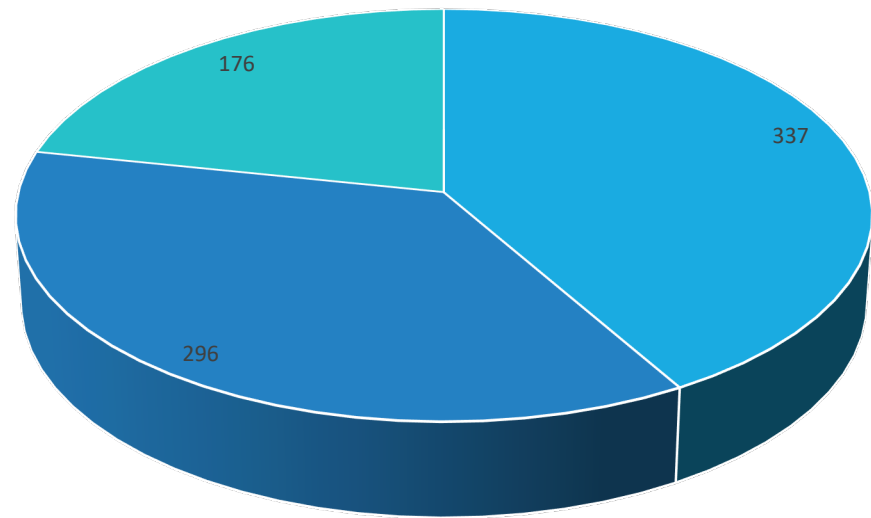
Regular Union vs Non Union Positions



■ Union ■ Non Union

Staffing Continued...

Union vs Non Union Staff



■ Union ■ Non Union ■ Intermittent

New Request #1

Provide for \$758,429 for non-union staff increases.

3% increase for all staff

Accounts for COLA adjustment and progression in pay for staff

Necessary to meet Strategic Plan Goal: Develop a plan that identifies future leaders of the organization and that works to recruit and retain an engaged, innovative and diverse staff at all levels.





New Request #2

Provide for \$200,000 to anticipated wage adjustments necessary due to classification review and market rate adjustments.

Necessary for us to recruit and retain staff and ties in with the Strategic Plan Goal of completing a pay study and addressing any existing inequities in pay.

Questions?

"If you hire good people, give them good jobs, and pay them good wages, generally something good is going to happen"

James Sinegal, Co-founder and former CEO of Costco Wholesale Corporation