



**City of Missoula, Montana**  
**Item to be Referred to City Council Committee**

**Committee:** Administration and Finance

**Item:** Communication & Management Services (CMS) Contract

**Date:** January 26, 2022

**Sponsor(s):** Angela Simonson

**Prepared by:** Jessica Miller

**Ward(s) Affected:**

<input type="checkbox"/> Ward 1	<input type="checkbox"/> Ward 4
<input type="checkbox"/> Ward 2	<input type="checkbox"/> Ward 5
<input type="checkbox"/> Ward 3	<input type="checkbox"/> Ward 6
<input type="checkbox"/> All Wards	<input checked="" type="checkbox"/> N/A

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**Action Required:**

Consider a contract with Communication & Management Services (CMS)

**Recommended Motion(s):**

I move the City Council: approve and authorize the Mayor to sign a contract with Communication & Management Services for classification of non-union positions for \$33,000.

**Timeline:**

Referral to committee:	February 7, 2022
Committee discussion:	February 9, 2022
Council action (or sets hearing):	February 14, 2022
Public Hearing (if required):	<a href="#">Click or tap here to enter text.</a>
Deadline:	<a href="#">Click or tap here to enter text.</a>

**Background and Alternatives Explored:**

CMS has created a new classification and compensation plan for the City with intention of implementation by 7/2022. They originally classified 40 positions as a pilot with hope that the City HR team could classify the remaining 100 positions. The City HR staff does not have capacity to classify these positions due to a large number of pressing projects and staff being newly trained on classification. It is important that we not delay the implementation of our new pay plan.

**Financial Implications:**

Reallocate \$30,000 of the previously approved \$200,000 for purposes of reclassification and pay equity. The HR budget can absorb the remaining \$3,000.

**Links to external websites:**