

In 2025 we began leaving anonymous questions available between all staff meetings and encouraged employees to continue submitting questions. We continue to be committed to answering these questions. Please see a list of all below and continue to submit your questions.

Topic: Benefits

Q: Is there a place that shows all of the benefits and opportunities to staff? I just learned that staff can have a discount on golf services, a library card, and more outside of medical/retirement, etc. These do not seem widely known to staff.

A: All employee benefits information is available on the Louisville Employee HUB under the HR tile. Specifically, information for the golf discount can be found [here](#). Please note: Variable/Part-time employees who do not have a City of Louisville email address do not have access to the HUB. These employees are welcome to reach out to HR or their supervisor for current benefits information.

Q: Why does the City not have a dedicated maternity and paternity leave policy? Can HR clearly outline the policy and guidance for leave in the employee benefits guide?

A: In January 2024, the City of Louisville elected to opt out of the Colorado FAMLI program, instead offering more generous and flexible leave benefits directly to our employees. In its place, we have expanded our internal leave offerings to include the Louisville Medical Leave (LML) program. This program significantly reduces the waiting period for maternity and parental leave eligibility to six months of employment, as opposed to the 12-month requirement for FMLA. Additionally, the Extended Illness Bank (EIB) program has been enhanced. The accrual rate per pay period has been doubled, and the usage eligibility has been reduced from 12 months to six months. This modification allows for employees to gain access to paid leave hours more quickly, offering a potential for 100% pay rather than what is available through the Colorado FAMLI program. Given the complex nature of these programs and their individual applicability, employees are encouraged to contact Michelle Clingan with Human Resources for a comprehensive understanding of how these benefits align with their specific circumstances.

Topic: Organization Policies/Procedures

Q: Has the city considered Summer Fridays? I have seen this model at other organizations.

A: The City has not considered official "Summer Fridays" policy. However, flexible work options may be available. Depending on the specific position and department, directors and managers may approve flexible work arrangements, including hybrid work, with staff on a case-by-case basis. These arrangements are considered with the understanding that all employees will continue to meet their standard work schedule and job duties, and that essential public services will remain uninterrupted.

Q: Would the City explore a 4-8 work policy similar to Golden?

A: The City has not explored a 4-day, 8-hour work policy. This would require a thorough feasibility study to assess the significant impact on operations, staff wages, and benefits. However, we do offer flexibility. Depending on the position and department, directors and managers may approve flexible work arrangements, including hybrid work, with staff on a case-by-case basis. This ensures that employees meet their standard work schedule and job duties, and that essential public services remain uninterrupted.

Q: Am I supposed to take cybersecurity training if I use a city computer?

A: Yes — all employees who use a City computer are required to complete cybersecurity training.

Cyber training isn't just a box to check — it's one of the most important tools we have to keep our systems, our community's information, and each of us safe from cyber incidents. In fact,

Why it matters:

- Cybersecurity is a team sport- Technology alone can't stop every threat. The choices we make each day — clicking on a link, opening an attachment, creating a strong password — are often the first and most effective line of defense.
- Cyberattacks target people, not just machines- The majority of cyber incidents start with a simple human action, like clicking on a malicious email. Training helps you spot these attempts before they cause harm.

- You protect more than just your computer- When you stay alert, you help safeguard City services, sensitive resident data, and the work your colleagues depend on every day.

Your role is critical. Every employee is part of the City's cybersecurity shield. By completing your training, you're helping stop incidents before they start and ensuring the City of Louisville can continue serving our community without disruption.

Thank you for taking this responsibility seriously — your awareness and participation truly make the difference!

Q: I noticed the July employee Q&A was posted, but I did not see it in the resource or get a notification that there are new questions and answers for July. When those questions come out, can employees get a notification that they are posted?

A: We have set up a process for the Employee Q&A: if questions are submitted by the 15th of the month, we aim to have them answered in time for the following month's Resource newsletter, which is typically sent out on the first Tuesday of each month.

When new Q&A responses are available, they're announced in the newsletter and posted on the Employee HUB. We don't send separate notifications, so the Resource serves as the primary communication tool for those updates.

If your question wasn't answered in the most recent round, it may be included next month. We appreciate your engagement and welcome continued participation!

Topic: Organization Culture & Development

Q: How can employees give feedback about leadership, ELT, and managers anonymously?

A: Staff is currently exploring options for an anonymous feedback system for employees. An Employee Engagement survey will be conducted this fall and will allow staff to provide feedback on leadership and other important topics.

Q: is there a schedule for when these questions will be posted?

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