

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: Has CMO evaluated closing services and offices around the holidays without having to use PLB?

A: Yes, the City is aware of the interest in moving away from the current Paid Leave Bank (PLB) system to separate holiday pay from sick and vacation time, potentially transitioning to a standard PTO model. Human Resources, Finance, and the City Manager's Office are actively exploring the feasibility of decoupling holiday pay from the PLB, which has been in place for many years. This review involves a thorough assessment of various factors, most notably the financial implications and the necessary modifications to our timesheet system to accommodate such a change. Regarding the reasoning behind the current PLB structure, it was initially implemented to provide employees with greater flexibility in managing their paid time off, offering a single bank to draw from for various leave needs.

Q: Are we going to get the option for non-Kaiser health? I've heard we looked in the past and it was "too expensive." What does that mean? I would be willing to pay more.

A: We understand the interest in exploring non-Kaiser health plan options. In the past, when we evaluated new plans, they consistently led to significant premium increases across all offerings. Our 2023 staff survey, for instance, showed that 80% of respondents were satisfied with their Kaiser Health Insurance plan, indicating a strong preference for their current coverage over higher costs.

We continue to investigate alternative options annually, always aiming to balance cost, comprehensive coverage, and employee satisfaction. To do this, Human Resources partners with our benefits broker each year to thoroughly review our current health plans and research other available options.

While we've explored non-Kaiser alternatives, making such a change would unfortunately result in a complete network disruption for our employees, requiring everyone to change their pharmacy, doctors, and more. This would also likely lead to a substantial increase in premium costs. Given that many staff are highly satisfied with Kaiser, we've specifically asked our broker to examine the Kaiser PPO plan option for the 2026 plan year. We're eager to review their findings as part of our overall benefits analysis.

Q: Is the City currently exploring a maternity and paternity leave policy? If so, is there potential to align with the state policy, or perhaps consider adopting a more progressive policy?

A: In January 2024, the City of Louisville elected to opt out of the Colorado FMLI 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 FMLI 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.

Q: How can employees learn more about employee benefits (for example, employees can get a golf discount, but that is not well known)? It seems like there is information not shared from HR.

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.

Topic: Organization Policies/Procedures

Q: There are cones in the lot next to City Hall on Tuesday nights. Is that lot being closed off and limited to only city council member use?

A: No. Staff have been asked to block three spaces with cones on Tuesday nights only to support council members. The remainder of the parking lot will still be available for use as normal Tuesday nights and the whole parking lot as normal at all other times.

Q: Will the City evaluate better telecommuting solutions or more flexible work-from-home options for employees?

A: The current Hybrid Work Policy ([Personnel Guidelines](#), section 5-6) was last reviewed by City leadership in January 2024, allows for hybrid work arrangements for up to 3 days per

week, depending on your position. Employees must complete the [Hybrid Work Agreement](#) and have necessary approval prior to working from home.

Did this answer your question? If not, please follow up with more information so we can get your question answered.

Topic: Organization Culture & Development

Q: Are employees able to give feedback about the HR director role and/or submit topics and questions that they would like to see addressed with the new director?

A: Yes! We would like to offer a survey engagement opportunity to staff and/or a staff meet and greet before making a final decision. In the meantime, you are welcome to submit anything you would like to share with Diana (dlangle@louisvilleco.gov) and/or Samma (sfox@louisvilleco.gov).