

Employees were encouraged to submit questions for the All-Staff Meeting held on April 16, 2025. We also encouraged employees to continue submitting questions and committed to answering all. Please see a list of all below and continue to submit your questions.

Topic: Benefits

Q: Can we get "holiday" pay for City holidays instead of having to use our PLB?

& (answer below next question)

Q: Is there any plan for the City to move away from the current PLB system and instead separate holiday pay from sick and vacation time, possibly transitioning to a standard PTO model? Can you share the reasoning behind the current structure?

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: Is the City looking into other health plans outside of Kaiser? Do we have access to Kaiser Plus?

A: Ensuring our employees have access to high-quality and affordable healthcare is a priority for the City. To that end, Human Resources partners with our benefits broker each year to conduct a comprehensive review of our current health plans and investigate other available options. Our goal is to identify the most beneficial plans for our employees, carefully considering both coverage and cost. While we have explored non-Kaiser alternatives, such a change would unfortunately lead to a complete network disruption for our employees and a substantial rise in premium costs. In terms of Kaiser, we have specifically requested our broker to examine the Kaiser PPO (similar to Kaiser Plus, but the PPO option offers broader flexibility to choose providers) option for the 2026 plan year, and we look forward to reviewing their findings as part of our overall benefits analysis.

Topic: Organization Policies/Procedures

Q: Will City Hall continue to be closed on Fridays?

A: City Hall is currently open by appointment only on Fridays and there is no immediate plan to change.

Q: Office space continues to be a challenge across the city and has been for several years. Is there a plan in place to address this issue, and if so, what does that plan look like?

A: The space conversation is ongoing and will continue to be a challenging priority. The following outlines some of the work around this. Under the current City Council direction and resource appropriation, we need to pursue more creative alternatives, such as flexible schedules and shared spaces, and are looking for your feedback on what works, what doesn't work, and possible solutions. Please provide that feedback to your supervisor. You are also always welcome to connect with and share such feedback with leadership team members, HR, and/or the City Manager's Office.

- Conceptual level explorations of renovating or rebuilding City Hall have been reviewed. Budget requests were submitted for conceptual level costs for new facilities during the 2025/2026 budget process. Due to funding needs these projects were unfunded and are not currently planned in the current 6-year capital plan.
- There are also conversations starting that will explore City Services 2.0 (an expansion or additional building) next to the existing City Services as approvals and timing of Redtail Ridge become more concrete. This is in the early stages and there is no set plan.
- Finally, staff also explored leasing options across the City and costs were proposed to City Council but Council has not acted on the proposal.

Q: When will the library circulation department get a workstation so we can check email and have equipment on which to complete city required trainings through NeoGov LEARN?

A: There is not currently a workstation in the budget, and we are looking into options for adding one. In the meantime, circulation staff are welcome to use the volunteer computer in Materials Management when it's open, as well as the Superior workstation when it isn't being used. For trainings, the workstations in both the children's and adult offices are never all in use and the Library Techs regularly use those for trainings/emails, and circulation staff are welcome to use those as well.

Topic: Organization Culture & Development

Q: Is City Council required to take the same trainings as staff? Harassment and Drug free workplace. Are they held to the same standards?

A: Council is not required to take the same trainings as staff, but policies regarding prohibited harassment apply to elected and appointed officials as well as employees. The City Council also participates in annual ethics training. The City's Substance Abuse policy applies only to employees. We are currently working on a process for reporting concerns related to City Council members. In the meantime, if you have had an inappropriate encounter with a Council member please report the interaction to your department head who will work with human resources, the City Manager, and City Attorney on appropriate next steps.

Q: What career path could a Cultural Services employee take within the City of Louisville to become the Director of Cultural Services? How does the structure of the department/organization disadvantage an internal candidate competing with candidates from bigger cities? If in Louisville, we value the big talent in our small town, what does it look like to meaningfully invest in a long-term employee?

A: Employee development is a value for this organization and an area we are actively working on as Louisville progresses out of the challenges of COVID, the Marshall Fire, and leadership transition. Programs such as LEAD and STEP were valuable components to that. Building more robust succession planning, training and development opportunities (such as through the new Neogov LEARN tool), and appropriately budgeting for employees to participate are also components. As we focus on stability, staffing, and systems this year, we are working toward a system where all staff have development opportunities to grow into leadership positions, if desired. Your input is valued in this, and we welcome feedback on additional ways the City could meaningfully invest in long-term employees.

Topic: Other

Q: Is there a preliminary design for the light rail system?

A: Louisville continues to advocate for a rail stop in downtown and there are preliminary conceptual designs for light rail for the Northwest Corridor. Those designs are being integrated into larger conversations with [Front Range Rail](#) and [RTD](#) that have goals to start some form of rail service from Fort Collins to Denver by 2029. This is currently a highly conceptual and dynamic conversation.