

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 & Compensation

Q: Can HR consider other employee benefits? For example, allowing employees to use the rec center daycare for free or at a high discounted rate?

(December 2025): City of Louisville employees receive a complimentary Recreation Center membership. The Recreation Center also offers low-cost childcare while you are using the facility. In addition, City employees are eligible for a 10% discount on tuition at the Louisville KinderCare location. Louisville KinderCare is also waiving the registration fee for City employees through January 5, 2026. More information is available on the City of Louisville Employee Hub>Human Resources>Benefits>Perks & Discounts. Please continue to reach out and share if there are other benefits you are interested in the City exploring.

Q: Can the hybrid policy be updated and revamped? It would be helpful if designated days were assigned to teams so that employees could take advantage of the hybrid policy rather than coming in for in-person meetings every day.

(December 2025): Thanks for your question. We are always looking to ensure clarity in our Personnel Guidelines, so we appreciate any specific suggestions you have about which parts of this policy or the hybrid work application is not clear. However, the issue you're speaking about here is best resolved by speaking with your supervisor or director about your concerns or suggestions. While our city policy allows hybrid work as a work option for employees and provides a process for creating a hybrid work agreement, the specific hybrid agreement itself (the days the employee works, how many hours they work each week, etc.) is created and approved either in partnership with, or explicitly by the employee's supervisor and/or department head. These hybrid agreements should be reviewed on a regular basis to ensure its meeting the needs of the work group, and the employees. Human Resources is happy to be a resource to managers and employees if there are specific questions about, or help is needed with creating or updating a hybrid work plan.

Topic: Organizational Culture & Development

Q: Are there any all-staff meetings being planned for 2026?

(December 2025): Yes, we will hold all-staff meetings in 2026. They will most likely be scheduled for the spring and fall.

Topic: Workplace Operations, Policies & Procedures

Q: Are employee performance review documents going to be updated? They feel out of date.

(December 2025): Thank you for your question. The employee performance review documents have been in place for some time, and like many of our HR policies and processes, this is an area we plan to review and update. We are currently prioritizing several process improvements and anticipate beginning work on updates to the performance review process in 2027.

In the meantime, if you have any specific concerns regarding your performance review that HR can assist with, please let us know. We're happy to partner with you to help address those concerns.