



COLORADO • SINCE 1878

Pay Equity Study Request for Proposal Questions:

- 1. Is the City willing to consider all work being conducted virtually (through web and teleconference and sharing of electronic files)?**
The City is willing to consider the possibility of conducting work virtually.
- 2. The City has 191 full time employees and approximately 160 part-time employees. Does this study include all FT and PT employees?**
Yes, this study will include all employees in the City.
- 3. How many classifications/unique positions are there in the City?**
There are approximately 218 unique positions in the City of Louisville.
- 4. Does the City have current organizational charts and job descriptions/classification specifications for all jobs?**
The City has organizational charts and job descriptions for most all positions.
- 5. What is the current pay structure, step-system or open-range?**
Regular/Full Time and Variable/Part Time positions are on pay ranges and Police (Cadet through Sergeant) are on Step and Grade pay system.
- 6. How many pay grades are in the City's salary structure?**
 - Variable – 9 grades
 - Regular – 45 pay grades
 - Police – varies by position as to how many steps are in each.
- 7. How many bargaining units are there in the City?**
None
- 8. Does every bargaining unit have their own pay scale?**
N/A
- 9. Does the City currently have a pay policy?**
The City does have a pay philosophy by which we've structured our Compensation Plan.