



**PURCHASING**

**July 3, 2025**

**MEMO TO:** Prospective Bidders  
**FROM:** Kimberly Toon, Purchasing Manager  
**SUBJECT:** **Addendum #1:** ITB – Compensation Study for Public Safety Departments  
**DUE DATE AND TIME:** **July 28, 2025; 2:00 p.m.**

1. The Bid Documents are hereby modified per the attached Addendum #1 dated June 30, 2025. To include the following:
  - a. **Question and Answers**
  - b.
2. The foregoing changes shall be incorporated in the Bid Documents, and a copy of the Addendum #2, signed by the Bidder, must accompany the Bid to indicate the Bidder’s familiarity with the changes.

**Question:** How many public safety employees will be included in this study?

**Answer:** We are looking at all sworn personnel in the Police Department and Firefighters and officers in Fire. Total would be about 800 employees.

**Question:** How many different classifications represent the number of employees included in this study?

**Answer:** Encompasses about 30 different classifications.

**Question:** Does the City have a preferred timeline for completing the study?

**Answer:** By 1/1/2026.

**Bidder Acknowledgement:**

Bidder Name (Print): \_\_\_\_\_

Bidder Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_