

**The City of Essex Junction
RFP: Compensation Study
Questions and Answers Addendum**

Two questions were received by the deadline:

1. How many job classifications do you have at the City of Essex Junction?

Answer: There are 50 job classifications, 43 full-time and 7 part-time.

2. I am requesting a copy of the public documents from the City's previous Compensation Study. At your convenience, please provide the following information: The public documents from the previous compensation study conducted by Gallagher Flynn & Company for the City of Essex Junction (please share any documents that are publicly available, i.e., proposal, study findings, and final reports).

Answer: The Vermont League of Cities and Towns' Compensation Report and past Gallagher Flynn & Company compensation surveys will be available to the chosen Consultant.