

**ADDENDUM #2**  
**June 25, 2025**

**This Addendum #2 is issued to the Kansas City Public Library's Request for Proposal for a Comprehensive Classification & Total Rewards Study to make the following changes, additions, deletions, and/or clarifications:**

**Questions/Responses:**

The following information is a response to a question asked by firms on June 24, 2025. If you feel that a question has been asked that is not represented/addressed below, please contact Jessica Addo as soon as possible at [purchasing@kcplibrary.org](mailto:purchasing@kcplibrary.org) to address the question. The responses to the questions are indicated in **BOLD**:

1. Would KCPL require the use of the point factor method as part of the job audit and classification structure review, or would a market pricing strategy be acceptable?

**A market pricing strategy is acceptable, please provide context and data sources in your response regarding the selection of this method.**

2. Will KCPL consider purchasing and providing access to library-specific compensation survey resources for this project, or is it expected that the consultant will provide all necessary survey data?

**It is expected that the consultant will provide all necessary survey data.**

3. What was the date of the last study completed? Was it of the same scope as the current request? Did it include updated job descriptions?

**It is unknown when the last study was completed. Job descriptions exist for many positions but need updating.**

4. Was the study completed internally or with the assistance of an outside firm? Who was the outside firm if one was used?

**N/A. The Library reviews pay rates using local and online sources when positions become vacant/are posted or if a review is requested.**

5. How many unique job titles are covered in the study?

**The Library has approximately 170 unique job titles.**