

**Addendum No. 4**  
**RFP No. 2025-002**  
**Salary Comparability Study**  
**Date: July 16, 2025**

**Q.1.** How many job titles are union vs non-union?

**A.1** CKHA does not currently have any union-represented employees. All job titles are non-union.

**Q.2.** What is the anticipated effective date of the contract (for the start of the 120 calendar days)?

**A.2.** CKHA anticipates contract execution in early Fall 2025, with the 120-day period beginning upon execution.

**Q.3.** Does CKHA require a benefits analysis?

**a.** If so, does CKHA require an actuarial calculation to determine the dollar amount of CKHA's benefits?

**b.** Or, would CKHA prefer a market prevalence analysis of their benefits?

**A.3.** CKHA does require a benefits analysis as part of the total compensation review. However:

**a.** CKHA does not require an actuarial calculation of benefit values.

**b.** CKHA prefers a market prevalence analysis of its benefits, assessing how CKHA's offerings compare to those of similar public sector employers in the region. The goal is to understand competitiveness.

**Q.4.** Does CKHA already have an approved peer group for market benchmarking purposes?

**A.4.** CKHA does not have a formally approved peer group for market benchmarking purposes. However, CKHA is open to reviewing and approving a proposed peer group recommended by the selected firm. The proposed methodology should emphasize regional and local relevance, alignment with similar public sector organizations, and position-specific comparability.