

PLANNING SESSION COMMUNICATION

Meeting Date: January 7, 2025	Agenda Item: {{section.number}}C	Agenda Location: BRIEFINGS	<input type="checkbox"/> 1 st Reading <input type="checkbox"/> 2 nd Reading
Subject: City of Thornton Organization Review Summary and Next Steps			
Department Head Review: Tansy Hayward, City Manager		Approved by: Tansy Hayward, City Manager	Ordinance previously introduced by: _____
Presenter(s): Tansy Hayward, City Manager			

SYNOPSIS:

The City of Thornton has released a Request for Proposals to identify a third party consultant to conduct employee engagement activities, peer city research, and best practice research to identify areas of opportunity within the organization to include structural changes to departments or positions; and policy, practices, or procedures that could address areas of opportunity or challenge. This presentation will provide a brief overview of the scope and next steps.

RECOMMENDATION:

This presentation is for information only. City Council action is not needed.

BUDGET/STAFF IMPLICATIONS:

None.

ALTERNATIVES:

As there is no action requested, there are no alternatives.

BACKGROUND (ANALYSIS/NEXT STEPS/HISTORY): (includes previous City Council action)

The City of Thornton has released a Request for Proposals to identify a third party consultant to conduct employee engagement activities, peer city research, and best practice research to include, but not limited to seven areas of evaluation emphasis:

- City Manager's Office Structure
- Large, Multi-function Departments
- Internal and Support Services
- Community/ Neighborhood Serving Programs
- Capital Project Design and Delivery
- Growth and Development Coordination
- Areas of Emerging Service and Policy

The goal is to have a consultant in place by the middle of the first quarter and recommendations in time for consideration as a part of the FY26 budget development process.

