
FOR IMMEDIATE RELEASE
October 5, 2010**Contact:**

Heather Geyer, Interim Administrative Services Director/PIO
Direct Line: 303-235-2826 Cell Phone: 720-239-3644
hgeyer@ci.wheatridge.co.us

Findings of Employee Compensation/Structure Analysis Now Available
Study is Part of City's Efforts to Build a Framework for Financial Sustainability

WHEAT RIDGE, CO – like many cities across the state and nation, the Wheat Ridge City Council has taken steps during these tough economic times to evaluate areas of operations including employee compensation and staffing levels. At the October 4, 2010 City Council Study Session, Waters Consulting Group presented their findings for the Employee Compensation/Structure Analysis Study. This study was initiated by members of Council during the April 2010 Strategic Planning Retreat as part of the City's efforts to evaluate potential service reductions. City Council approved funding the study on June 28, 2010 in a not-to-exceed amount of \$24,500. A Council sub-committee was formed to oversee the study consisting of Councilmember Karen Berry, District I; Mayor pro tem Davis Reinhart, District I; and Councilmember Wanda Sang of District II.

The study consisted of analysis on the following three compensation and staffing level areas:

1. Review and evaluate the structure and compensation levels of the Executive Management Team (EMT) and provide analysis and recommendations on those levels and structure (refer to page 1 of the report)*
2. Review and evaluate staffing levels in the Administrative Services Department and the Administrative Assistant to the Mayor and to the City Council and provide analysis in response to whether or not the department is appropriately staffed for the size of the organization (refer to page 4 of the report)*
3. Review and evaluate Wheat Ridge's current process for completing its annual salary market survey and recommend potential changes to the process (based on public sector best practices) (refer to page 9 of the report)*

A copy of the full report is available electronically on the City Website at www.ci.wheatridge.co.us, click on the "Government" tab; click on "City Council" link, and again on "Employee Compensation/Structure Analysis link." The Powerpoint presentation made by Ruth Ann Eledge, Vice President and Senior Consultant with Waters Consulting Group is also available via the City Website in the same location.

"I was really pleased that the report findings showed we are a lean organization. I think this information is particularly valuable as we look at our 2011 Budget. It provides an unbiased guideline for both compensation and direction regarding staffing levels," said Joyce Jay, Councilmember from District II.

-Continued on next page-

2-2-2-

Findings of Employee Compensation/Structure Analysis Now Available

Specific recommendations are summarized on page 15. The City will evaluate the appropriateness and priorities of incorporating the above recommendations in the proposed 2011 Budget. Included in the summary of the recommendations is the following statement by Waters Consulting Group, "Allocation of resources and support for various functions and services within an organization must be tailored to its individual needs. The data and analysis provided by this study can be used as indicators and reference points, but all decisions are ultimately made by the governing body through its authorization of expenditures and direction regarding priorities."

Councilmember Karen Adams of District III added, "This analysis will help City Council and staff to continue their objective of running a 'tight ship.' Wheat Ridge citizens have always been very fiscally conservative and our current Council continues to echo this message. I believe this document is very progressive and comprehensive and will aide the City as we continue to evaluate the structure of our management team. This tool will also encourage City Council to continue to build financially sustainable strategies and work together with our staff to move Wheat Ridge forward."

**It is important to note that the analysis conducted did take into consideration the fact that Wheat Ridge is not a full-service City (meaning the City does not provide water, sewer, and fire services).*

For additional information, please contact Heather Geyer, Interim Administrative Services Director/Public Information Officer, at 303-235-2826 or E-mail: hgeyer@ci.wheatridge.co.us.

###