



WESTMINSTER

2024

Authorized

Pay Plan

City of Westminster
4800 West 92nd Avenue
Westminster, CO 80031
www.westminsterco.gov

**City of Westminster
2024 Authorized Pay Plan
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City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| City Attorney's Office | | | |
| 10003120 | City Attorney's Office | | |
| Administrative Assistant | 0.80 | 0.80 | 0.80 |
| Assistant City Attorney I/II | 3.00 | 3.00 | 3.00 |
| City Attorney | 1.00 | 1.00 | 1.00 |
| Deputy City Attorney | 1.00 | 1.00 | 1.00 |
| Legal Administrator | 1.00 | 1.00 | 1.00 |
| Legal Assistant | 1.00 | 1.00 | 1.00 |
| Senior Assistant City Attorney | 0.75 | 0.75 | 0.75 |
| City Attorney's Office Total | 8.55 | 8.55 | 8.55 |
| 100031200125 | City Attorney's Office - Prosecuting Section | | |
| Administrative Assistant | 1.00 | 1.00 | 1.00 |
| Assistant Prosecuting Attorney I/II | 1.70 | 1.70 | 1.70 |
| Lead Prosecuting Attorney | 0.75 | 0.75 | 0.75 |
| Legal Assistant | 1.00 | 1.00 | 1.00 |
| Legal Coordinator | 0.50 | 0.50 | 0.50 |
| City Attorney's Office - Prosecuting Section Total | 4.95 | 4.95 | 4.95 |
| 100031200911 | City Attorney's Office - Public Safety Section | | |
| Assistant City Attorney I/II | 1.00 | 1.00 | 1.00 |
| Assistant Prosecuting Attorney I/II | 1.30 | 1.30 | 1.30 |
| Lead Prosecuting Attorney | 0.25 | 0.25 | 0.25 |
| Legal Coordinator | 0.50 | 0.50 | 0.50 |
| Senior Assistant City Attorney | 0.25 | 0.25 | 0.25 |
| City Attorney's Office - Public Safety Section Total | 3.30 | 3.30 | 3.30 |
| City Attorney's Office Total | 16.80 | 16.80 | 16.80 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|------------------------------|--|-----------------|--------------------|--------------------|
| City Manager's Office | | | | |
| 10005050 | Administrative Section | | | |
| | <i>Assistant City Manager/Chief of Staff</i> | 0.00 | 0.00 | 1.00 |
| | <i>Assistant to the City Manager</i> | 1.00 | 1.00 | 1.00 |
| | <i>Chief Sustainability Officer</i> | 1.00 | 1.00 | 0.00 |
| | <i>City Manager</i> | 1.00 | 1.00 | 1.00 |
| | <i>Community Outreach Liaison</i> | 0.00 | 1.00 | 0.00 |
| | <i>Deputy City Manager</i> | 2.00 | 2.00 | 2.00 |
| | <i>Deputy City Manager/Chief Financial Officer</i> | 1.00 | 1.00 | 1.00 |
| | <i>Executive Aide</i> | 2.00 | 2.00 | 2.00 |
| | <i>Executive Assistant</i> | 0.00 | 0.00 | 1.00 |
| | Administrative Section Total | 8.00 | 9.00 | 9.00 |
| 10005070 | City Clerk's Office | | | |
| | <i>Assistant City Clerk</i> | 0.00 | 0.00 | 2.00 |
| | <i>City Clerk</i> | 1.00 | 1.00 | 1.00 |
| | <i>City Clerk Coordinator</i> | 1.00 | 1.00 | 0.00 |
| | <i>Deputy City Clerk</i> | 2.00 | 2.00 | 1.00 |
| | <i>Executive Assistant</i> | 2.00 | 2.00 | 2.00 |
| | <i>Information/Records Management Coordinator</i> | 1.00 | 1.00 | 1.00 |
| | City Clerk's Office Total | 7.00 | 7.00 | 7.00 |
| 10005140 | City Hall Operations Office | | | |
| | <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.60 |
| | <i>Business Operations Manager</i> | 0.00 | 0.00 | 1.00 |
| | <i>Facilities Security Analyst</i> | 0.00 | 0.00 | 1.00 |
| | City Hall Operations Office Total | 0.00 | 0.00 | 3.60 |
| 100051400552 | City Hall Operations Office - Environmental Section | | | |
| | <i>Environmental Compliance Analyst</i> | 0.00 | 0.00 | 1.00 |
| | <i>Environmental Compliance Technician</i> | 0.00 | 0.00 | 1.00 |
| | City Hall Operations Office - Environmental Section Total | 0.00 | 0.00 | 2.00 |
| 100051400135 | City Hall Operations Office - Print Shop Section | | | |
| | <i>Print Shop Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | <i>Printing Technician</i> | 0.00 | 0.00 | 1.00 |
| | City Hall Operations Office - Print Shop Total | 0.00 | 0.00 | 2.00 |
| | City Hall Operations Office Total | 0.00 | 0.00 | 7.60 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| City Manager's Office | | | |
| 10005387 | Communications Division | | |
| <i>Communications Coordinator</i> | 3.00 | 3.00 | 4.00 |
| <i>Communications Manager</i> | 1.00 | 1.00 | 1.00 |
| <i>Community Outreach Liaison</i> | 1.00 | 0.00 | 0.00 |
| <i>Cultural Affairs Coordinator</i> | 1.00 | 0.00 | 0.00 |
| <i>Digital Communications Supervisor</i> | 1.00 | 1.00 | 1.00 |
| <i>Digital Media Specialist</i> | 1.00 | 1.00 | 1.00 |
| <i>Engagement Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Event Planner/Senior Event Planner</i> | 2.00 | 0.00 | 0.00 |
| <i>Graphic Designer/Senior Graphic Designer</i> | 1.00 | 1.00 | 1.00 |
| <i>Lead Graphic Designer</i> | 1.00 | 0.00 | 0.00 |
| <i>Marketing and Cultural Affairs Administrator</i> | 1.00 | 0.00 | 0.00 |
| <i>Marketing Supervisor</i> | 1.00 | 0.00 | 0.00 |
| <i>Organizational Communications Supervisor</i> | 1.00 | 1.00 | 1.00 |
| <i>Technical Support Specialist/Senior Technical Support Specialist</i> | 1.00 | 0.00 | 0.00 |
| <i>Videography Specialist</i> | 1.00 | 1.00 | 0.00 |
| Communications Division Total | 17.00 | 9.00 | 10.00 |
| 10005130 | Municipal Court Division | | |
| <i>Associate Municipal Court Judge</i> | 0.00 | 0.00 | 1.00 |
| <i>Court Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Deputy Court Administrator</i> | 0.00 | 0.00 | 2.00 |
| <i>Deputy Court Clerk I/II</i> | 0.00 | 0.00 | 8.50 |
| <i>Lead Deputy Court Clerk</i> | 0.00 | 0.00 | 1.00 |
| <i>Presiding Municipal Court Judge</i> | 0.00 | 0.00 | 1.00 |
| Municipal Court Division Total | 0.00 | 0.00 | 14.50 |
| 100051300130 | Municipal Court Division - Probation Section | | |
| <i>Deputy Court Clerk I/II</i> | 0.00 | 0.00 | 1.00 |
| <i>Probation Officer</i> | 0.00 | 0.00 | 1.50 |
| <i>Probation Supervisor</i> | 0.00 | 0.00 | 1.00 |
| Municipal Court Division - Probation Section Total | 0.00 | 0.00 | 3.50 |
| 100051300911 | Municipal Court Division - Public Safety Section | | |
| <i>Deputy Court Clerk I/II</i> | 0.00 | 0.00 | 1.50 |
| <i>Probation Officer</i> | 0.00 | 0.00 | 0.50 |
| Municipal Court Division - Public Safety Section Total | 0.00 | 0.00 | 2.00 |
| Municipal Court Division Total | 0.00 | 0.00 | 20.00 |
| 10005080 | Policy and Budget Office | | |
| <i>Business Operations Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Policy and Budget Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Policy and Budget Coordinator</i> | 0.00 | 0.00 | 3.00 |
| <i>Management Analyst/Senior Management Analyst</i> | 0.00 | 0.00 | 1.00 |
| Policy and Budget Office Total | 0.00 | 0.00 | 6.00 |
| City Manager's Office Total | 32.00 | 25.00 | 59.60 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|-----------------|--------------------|--------------------|
| Community Development Department | | | | |
| 10030050 | Administrative Section | | | |
| | <i>Administrative Assistant</i> | 0.50 | 0.50 | 2.00 |
| | <i>Associate Planner</i> | 0.00 | 0.00 | 2.00 |
| | <i>Community Development Director</i> | 1.00 | 1.00 | 1.00 |
| | <i>Development Services Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | <i>Executive Assistant</i> | 1.00 | 1.00 | 1.00 |
| | <i>Management Analyst/Senior Management Analyst</i> | 1.00 | 1.00 | 1.00 |
| | <i>Senior Transportation and Mobility Planner</i> | 1.00 | 1.00 | 0.00 |
| | Administrative Section Total | 4.50 | 4.50 | 8.00 |
| 10030370 | Building Division | | | |
| | <i>Building Inspection Supervisor</i> | 1.00 | 1.00 | 1.00 |
| | <i>Building Permit Supervisor</i> | 1.00 | 1.00 | 1.00 |
| | <i>Building Permit Technician</i> | 3.00 | 3.00 | 3.00 |
| | <i>Chief Building Official</i> | 1.00 | 1.00 | 1.00 |
| | <i>Electrical Inspector/Senior Electrical Inspector</i> | 2.00 | 2.00 | 3.00 |
| | <i>General Building Inspector</i> | 4.00 | 4.00 | 4.00 |
| | <i>Housing Inspector</i> | 2.00 | 3.00 | 0.00 |
| | <i>Lead Housing Inspector</i> | 1.00 | 0.00 | 0.00 |
| | <i>Plans Examiner/Senior Plans Examiner</i> | 2.00 | 2.00 | 2.00 |
| | Building Division Total | 17.00 | 17.00 | 15.00 |
| 100303700911 | Building Division - Public Safety Section | | | |
| | <i>Plans Examiner/Senior Plans Examiner</i> | 1.00 | 1.00 | 1.00 |
| | Building Division - Public Safety Section Total | 1.00 | 1.00 | 1.00 |
| | Building Division Total | 18.00 | 18.00 | 16.00 |
| 10030380 | Engineering Division | | | |
| | <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| | <i>Capital and Development Projects Inspector</i> | 2.00 | 2.00 | 0.00 |
| | <i>Capital Projects Administrator</i> | 1.00 | 1.00 | 0.00 |
| | <i>City Engineer</i> | 0.75 | 0.75 | 0.00 |
| | <i>Construction Inspector</i> | 1.00 | 1.00 | 0.00 |
| | <i>Engineer/Senior Engineer/Principal Engineer</i> | 2.50 | 3.50 | 0.00 |
| | <i>Engineering Projects Specialist</i> | 1.00 | 1.00 | 0.00 |
| | <i>GIS Coordinator</i> | 1.00 | 0.00 | 0.00 |
| | <i>GIS Specialist</i> | 2.00 | 0.00 | 0.00 |
| | <i>Traffic Technician</i> | 1.00 | 1.00 | 0.00 |
| | <i>Transportation and Mobility Planner</i> | 1.00 | 0.00 | 0.00 |
| | <i>Transportation Engineer</i> | 1.00 | 1.00 | 0.00 |
| | <i>Transportation Systems Coordinator</i> | 1.00 | 1.00 | 0.00 |
| | Engineering Division Total | 16.25 | 13.25 | 0.00 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Community Development Department | | | |
| 27030380 | Engineering Division - Parking Management Program Section | | |
| <i>Maintenanceworker/Senior Maintenanceworker</i> | 1.00 | 1.00 | 0.00 |
| <i>Parking and Transportation Demand Management Coordinator</i> | 1.00 | 1.00 | 0.00 |
| <i>Parking Enforcement Officer</i> | 1.00 | 2.00 | 0.00 |
| <i>Parking Operations Supervisor</i> | 1.00 | 1.00 | 0.00 |
| Engineering Division - Parking Management Program Section Total | 4.00 | 5.00 | 0.00 |
| 25030380 | Engineering Division - Storm Drainage Fund | | |
| <i>Administrative Assistant</i> | 0.50 | 0.50 | 0.00 |
| <i>City Engineer</i> | 0.25 | 0.25 | 0.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 1.50 | 1.50 | 0.00 |
| <i>Stormwater Analyst</i> | 1.00 | 1.00 | 0.00 |
| <i>Stormwater Coordinator</i> | 1.00 | 1.00 | 0.00 |
| <i>Stormwater Inspector</i> | 2.00 | 2.00 | 0.00 |
| <i>Stormwater Utility Administrator</i> | 1.00 | 1.00 | 0.00 |
| Engineering Division - Storm Drainage Fund Total | 7.25 | 7.25 | 0.00 |
| Engineering Division Total | 27.50 | 25.50 | 0.00 |
| 10030400 | Operations Division | | |
| <i>Administrative Assistant</i> | 0.60 | 0.00 | 0.00 |
| <i>Applications Specialist</i> | 1.00 | 1.00 | 1.00 |
| <i>Code Compliance Coordinator</i> | 1.00 | 1.00 | 1.00 |
| <i>Code Enforcement Officer/Senior Code Enforcement Officer</i> | 4.50 | 7.50 | 7.50 |
| <i>Code Enforcement Supervisor</i> | 1.00 | 1.00 | 1.00 |
| <i>Code Enforcement Technician</i> | 1.00 | 0.00 | 0.00 |
| <i>Community Development Operations Manager</i> | 1.00 | 1.00 | 1.00 |
| <i>Construction Inspector</i> | 1.00 | 1.00 | 1.00 |
| <i>GIS Coordinator</i> | 0.00 | 1.00 | 0.00 |
| <i>GIS Specialist</i> | 0.00 | 2.00 | 0.00 |
| <i>Housing Inspector</i> | 0.00 | 0.00 | 3.00 |
| <i>Maintenanceworker/Senior Maintenanceworker</i> | 0.00 | 0.00 | 1.00 |
| <i>Management Analyst/Senior Management Analyst</i> | 1.00 | 1.00 | 1.00 |
| <i>Records Management Technician</i> | 1.00 | 1.00 | 1.00 |
| Operations Division Total | 13.10 | 17.50 | 18.50 |
| 27030400 | Operations Division - Parking Management Program Section | | |
| <i>Parking and Transportation Demand Management Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Parking Enforcement Officer</i> | 0.00 | 0.00 | 2.00 |
| <i>Parking Operations Supervisor</i> | 0.00 | 0.00 | 1.00 |
| Operations Division - Parking Management Program Section Total | 0.00 | 0.00 | 4.00 |
| Operations Division Total | 13.10 | 17.50 | 22.50 |

City of Westminster
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Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|-------------------------|----------------------------|----------------------------|
| Community Development Department | | | | |
| 10030360 | Planning Division | | | |
| | <i>Associate Planner</i> | 2.00 | 2.00 | 0.00 |
| | <i>Planner/Senior Planner</i> | 6.00 | 6.00 | 5.00 |
| | Planning Manager | 1.00 | 1.00 | 1.00 |
| | Principal Planner | 2.00 | 2.00 | 2.00 |
| | Program Planner/Designer | 1.00 | 1.00 | 1.00 |
| | <i>Senior Transportation and Mobility Planner</i> | 0.00 | 0.00 | 1.00 |
| | Planning Division Total | 12.00 | 12.00 | 10.00 |
| Community Development Department Total | | 75.10 | 77.50 | 56.50 |

City of Westminster
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| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|---|-----------------|--------------------|--------------------|
| Economic Development Department | | | | |
| 10040050 | Administrative Section | | | |
| | Economic Development Director | 1.00 | 1.00 | 1.00 |
| | Executive Assistant | 1.00 | 1.00 | 1.00 |
| | <i>Sustainability Administrator</i> | 0.00 | 0.00 | 1.00 |
| | Administrative Section Total | 2.00 | 2.00 | 3.00 |
| 10040050 | Economic Resilience Division | | | |
| | Business Navigator | 1.00 | 1.00 | 1.00 |
| | Economic Development Officer | 1.00 | 1.00 | 1.00 |
| | Economic Resilience Manager | 1.00 | 1.00 | 1.00 |
| | <i>Housing and Redevelopment Specialist</i> | 0.00 | 0.00 | 0.50 |
| | Housing Coordinator | 1.00 | 1.00 | 1.00 |
| | Management Analyst/Senior Management Analyst | 1.00 | 1.00 | 1.00 |
| | Economic Resilience Division Total | 5.00 | 5.00 | 5.50 |
| 80576030722 | Economic Resilience Division CDBG Fund | | | |
| | CDBG Technician | 1.00 | 1.00 | 1.00 |
| | <i>Housing and Redevelopment Specialist</i> | 0.50 | 0.50 | 0.00 |
| | Economic Resilience Division CDBG Fund Total | 1.50 | 1.50 | 1.00 |
| | Economic Resilience Division Total | 6.50 | 6.50 | 6.50 |
| 10040050 | Economic Vibrancy Division | | | |
| | Administrative Assistant | 0.50 | 0.00 | 0.00 |
| | Capital Projects Administrator | 1.00 | 1.00 | 1.00 |
| | Economic Vibrancy Manager | 1.00 | 1.00 | 1.00 |
| | <i>Housing and Redevelopment Specialist</i> | 0.50 | 0.00 | 0.00 |
| | Management Analyst/Senior Management Analyst | 1.00 | 2.00 | 2.00 |
| | Real Estate and Development Administrator | 1.00 | 1.00 | 1.00 |
| | Economic Vibrancy Division Total | 5.00 | 5.00 | 5.00 |
| Economic Development Department Total | | 13.50 | 13.50 | 14.50 |

City of Westminster
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Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---------------------------|--|-----------------|--------------------|--------------------|
| Finance Department | | | | |
| 10015220 | Accounting Division | | | |
| | Accountant | 3.50 | 3.50 | 3.50 |
| | Accounting Manager | 1.00 | 1.00 | 1.00 |
| | Accounting Specialist | 0.00 | 1.00 | 1.00 |
| | Accounting Technician | 3.00 | 3.00 | 3.00 |
| | Business Operations Administrator | 0.00 | 1.00 | 1.00 |
| | Business Operations Analyst | 1.00 | 1.00 | 1.00 |
| | Finance Specialist | 0.00 | 1.00 | 1.00 |
| | <i>Payroll Specialist</i> | 1.00 | 1.00 | 0.00 |
| | <i>Payroll Supervisor</i> | 0.00 | 0.00 | 1.00 |
| | Accounting Division Total | 9.50 | 12.50 | 12.50 |
| 100152200911 | Accounting Division - Public Safety Section | | | |
| | Accountant | 1.00 | 1.00 | 1.00 |
| | Accounting Technician | 1.00 | 1.00 | 1.00 |
| | Accounting Division - Public Safety Section Total | 2.00 | 2.00 | 2.00 |
| | Accounting Division Total | 11.50 | 14.50 | 14.50 |
| 10015050 | Administration Division | | | |
| | Accounting Specialist | 1.00 | 0.00 | 0.00 |
| | Accounting Technician/Retirement | 0.50 | 0.00 | 0.00 |
| | Executive Assistant | 1.00 | 0.00 | 0.00 |
| | Finance Administrator | 1.00 | 0.00 | 0.00 |
| | Retirement Administrator | 1.00 | 0.00 | 0.00 |
| | Administration Division Total | 4.50 | 0.00 | 0.00 |
| 10015800 | Procurement Office | | | |
| | <i>Procurement Analyst/Senior Procurement Analyst</i> | 0.00 | 0.00 | 2.00 |
| | <i>Procurement Manager</i> | 0.00 | 0.00 | 1.00 |
| | <i>Senior Contracts and Grants Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | Procurement Office Total | 0.00 | 0.00 | 4.00 |
| 10015250 | Sales Tax Division | | | |
| | Accounting Specialist | 1.00 | 1.00 | 1.00 |
| | Revenue Agent | 1.00 | 1.00 | 1.00 |
| | Sales Tax Audit Supervisor | 1.00 | 1.00 | 1.00 |
| | Sales Tax Auditor | 4.00 | 4.00 | 4.00 |
| | Sales Tax Manager | 1.00 | 1.00 | 1.00 |
| | Sales Tax Division Total | 8.00 | 8.00 | 8.00 |

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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|-----------------|--------------------|--------------------|
| Finance Department | | | |
| 10015240 Treasury Division | | | |
| <i>Accounting Technician/Retirement</i> | 0.00 | 0.50 | 0.00 |
| <i>Customer Service Representative I/II</i> | 1.00 | 1.00 | 0.00 |
| Financial Analyst/Senior Financial Analyst | 2.00 | 2.00 | 2.00 |
| <i>Retirement Administrator</i> | 0.00 | 1.00 | 0.00 |
| Treasury Manager | 1.00 | 1.00 | 1.00 |
| Treasury Division Total | 4.00 | 5.50 | 3.00 |
| 20015240 Treasury Division - Utility Fund | | | |
| <i>Applications Specialist</i> | 0.00 | 1.00 | 0.00 |
| <i>Customer Service Coordinator</i> | 0.00 | 2.00 | 0.00 |
| <i>Customer Service Representative I/II</i> | 7.50 | 5.50 | 0.00 |
| <i>Utility Billing Applications Analyst</i> | 1.00 | 1.00 | 0.00 |
| <i>Utility Billing Supervisor</i> | 1.00 | 1.00 | 0.00 |
| Treasury Division - Utility Fund Total | 9.50 | 10.50 | 0.00 |
| Treasury Division Total | 13.50 | 16.00 | 3.00 |
| Finance Department Total | 37.50 | 38.50 | 29.50 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Fire Department | | | |
| 10025260 | Administration Division | | |
| Administrative Assistant | 2.00 | 1.00 | 1.00 |
| Administrative Technician | 0.00 | 1.00 | 1.00 |
| Deputy Fire Chief | 1.00 | 1.00 | 1.00 |
| Fire Lieutenant - Logistics Officer | 0.00 | 1.00 | 1.00 |
| Fire Lieutenant - Technical Services Coordinator | 1.00 | 1.00 | 1.00 |
| Administration Division Total | 4.00 | 5.00 | 5.00 |
| 100252600547 | Administration Division - Fire Prevention Section | | |
| Fire Inspector | 1.00 | 2.00 | 2.00 |
| Fire Lieutenant - Fire Investigator | 1.00 | 1.00 | 1.00 |
| Fire Lieutenant - Fire Plans Examiner/Inspector | 2.00 | 2.00 | 2.00 |
| Fire Marshal | 1.00 | 1.00 | 1.00 |
| Public Information Specialist | 1.00 | 1.00 | 1.00 |
| Administration Division - Fire Prevention Section Total | 6.00 | 7.00 | 7.00 |
| Administration Division Total | 10.00 | 12.00 | 12.00 |
| 10025260 | Administrative Section | | |
| Executive Assistant | 1.00 | 1.00 | 1.00 |
| Fire Chief | 1.00 | 1.00 | 1.00 |
| Administrative Section Total | 2.00 | 2.00 | 2.00 |
| 100252600545 | Administrative Section - Emergency Management Section | | |
| Emergency Management Coordinator | 1.00 | 1.00 | 1.00 |
| Administrative Section - Emergency Management Section Total | 1.00 | 1.00 | 1.00 |
| 100252600547 | Administrative Section - Fire Prevention Section | | |
| Management Analyst/Senior Management Analyst | 1.00 | 1.00 | 1.00 |
| Administrative Section - Fire Prevention Section Total | 1.00 | 1.00 | 1.00 |
| Administrative Section Total | 4.00 | 4.00 | 4.00 |
| 10025260 | Operations Division | | |
| Administrative Assistant | 1.00 | 0.00 | 0.00 |
| Administrative Technician | 0.00 | 1.00 | 1.00 |
| Deputy Fire Chief | 1.00 | 1.00 | 1.00 |
| <i>Fire Battalion Chief</i> | 3.00 | 3.00 | 3.00 |
| Fire Captain | 6.00 | 6.00 | 6.00 |
| Fire Engineer | 21.00 | 21.00 | 21.00 |
| Fire Lieutenant | 15.00 | 15.00 | 15.00 |
| Fire Lieutenant - Field Training Officer | 1.00 | 2.00 | 2.00 |
| <i>Fire Training Chief</i> | 1.00 | 1.00 | 1.00 |
| <i>Firefighter</i> | 42.00 | 42.00 | 48.00 |
| Operations Division Total | 91.00 | 92.00 | 98.00 |

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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|-----------------|--------------------|--------------------|
| Fire Department | | | |
| 100252600546 | | | |
| Operations Division - EMS Section | | | |
| <i>Fire EMS Chief</i> | 1.00 | 1.00 | 1.00 |
| Fire Lieutenant - EMS Field Coordinator | 2.00 | 2.00 | 2.00 |
| Fire Lieutenant - Safety and Medical Officer | 3.00 | 3.00 | 3.00 |
| Fire Paramedic | 33.00 | 33.00 | 33.00 |
| Operations Division - EMS Section Total | 39.00 | 39.00 | 39.00 |
| Operations Division Total | 130.00 | 131.00 | 137.00 |
| Fire Department Total | 144.00 | 147.00 | 153.00 |

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| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|------------------------------------|--|-----------------|--------------------|--------------------|
| General Services Department | | | | |
| 10012050 | Administration Division | | | |
| | <i>Administrative Assistant</i> | 1.10 | 1.60 | 0.00 |
| | <i>Assistant City Manager</i> | 0.00 | 1.00 | 0.00 |
| | <i>Business Operations Manager</i> | 1.00 | 1.00 | 0.00 |
| | <i>Executive Assistant</i> | 1.00 | 1.00 | 0.00 |
| | <i>Facilities and Projects Coordinator</i> | 1.00 | 1.00 | 0.00 |
| | <i>Facilities Security Analyst</i> | 1.00 | 1.00 | 0.00 |
| | Messenger | 0.50 | 0.00 | 0.00 |
| | Administration Division Total | 5.60 | 6.60 | 0.00 |
| 100120500552 | Administration Division - Environmental Section | | | |
| | <i>Environmental Compliance Analyst</i> | 1.00 | 1.00 | 0.00 |
| | <i>Environmental Compliance Technician</i> | 1.00 | 1.00 | 0.00 |
| | Administration Division - Environmental Section Total | 2.00 | 2.00 | 0.00 |
| 100120500135 | Administration Division - Print Shop Section | | | |
| | <i>Print Shop Coordinator</i> | 1.00 | 1.00 | 0.00 |
| | <i>Printing Technician</i> | 1.00 | 1.00 | 0.00 |
| | Administration Division - Print Shop Section Total | 2.00 | 2.00 | 0.00 |
| | Administration Division Total | 9.60 | 10.60 | 0.00 |
| 10012390 | Facilities Management Division | | | |
| | <i>Access Control and Hardware Technician</i> | 1.00 | 1.00 | 0.00 |
| | <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| | <i>Construction Projects Specialist</i> | 2.00 | 2.00 | 0.00 |
| | <i>Contract Services Coordinator</i> | 1.00 | 1.00 | 0.00 |
| | <i>Electrician I/II/III</i> | 1.00 | 1.00 | 0.00 |
| | <i>Facilities Maintenance Technician I/II</i> | 3.00 | 3.00 | 0.00 |
| | <i>Facilities Manager</i> | 1.00 | 1.00 | 0.00 |
| | <i>Facilities Superintendent</i> | 1.00 | 1.00 | 0.00 |
| | <i>Facilities Supervisor</i> | 1.00 | 1.00 | 0.00 |
| | <i>HVAC Specialist</i> | 2.00 | 2.00 | 0.00 |
| | Facilities Management Division Total | 14.00 | 14.00 | 0.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| General Services Department | | | |
| 30012460 | Fleet Management Division | | |
| <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| <i>Applications Specialist</i> | 1.00 | 1.00 | 0.00 |
| <i>Crewleader</i> | 1.00 | 1.00 | 0.00 |
| <i>Fleet Manager</i> | 1.00 | 1.00 | 0.00 |
| <i>Fleet Supervisor</i> | 1.00 | 1.00 | 0.00 |
| <i>Mechanic I/II</i> | 4.00 | 4.00 | 0.00 |
| <i>Mechanic II/Emergency Vehicle Technician I</i> | 1.00 | 1.00 | 0.00 |
| Fleet Management Division Total | 10.00 | 10.00 | 0.00 |
| 300124600911 | Fleet Management Division - Public Safety Section | | |
| <i>Emergency Vehicle Technician I/II/III</i> | 1.00 | 1.00 | 0.00 |
| Fleet Management Division - Public Safety Section Total | 1.00 | 1.00 | 0.00 |
| | 11.00 | 11.00 | 0.00 |
| 10012130 | Municipal Court Division | | |
| <i>Associate Municipal Court Judge</i> | 1.00 | 1.00 | 0.00 |
| <i>Court Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>Deputy Court Administrator</i> | 2.00 | 2.00 | 0.00 |
| <i>Deputy Court Clerk I/II</i> | 8.50 | 8.50 | 0.00 |
| <i>Lead Deputy Court Clerk</i> | 1.00 | 1.00 | 0.00 |
| <i>Presiding Municipal Court Judge</i> | 1.00 | 1.00 | 0.00 |
| Municipal Court Division Total | 14.50 | 14.50 | 0.00 |
| 100121300130 | Municipal Court Division - Probation Section | | |
| <i>Deputy Court Clerk I/II</i> | 1.00 | 1.00 | 0.00 |
| <i>Probation Officer</i> | 1.50 | 1.50 | 0.00 |
| <i>Probation Supervisor</i> | 1.00 | 1.00 | 0.00 |
| Municipal Court Division - Probation Section Total | 3.50 | 3.50 | 0.00 |
| 100121300911 | Municipal Court Division - Public Safety Section | | |
| <i>Deputy Court Clerk I/II</i> | 1.50 | 1.50 | 0.00 |
| <i>Probation Officer</i> | 0.50 | 0.50 | 0.00 |
| Municipal Court Division - Public Safety Section Total | 2.00 | 2.00 | 0.00 |
| | 20.00 | 20.00 | 0.00 |

City of Westminster
2024 Authorized Pay Plan
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| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|---|-----------------|--------------------|--------------------|
| General Services Department | | | | |
| 10012080 | Policy and Budget Division | | | |
| | <i>Policy and Budget Coordinator</i> | 0.00 | 3.00 | 0.00 |
| | <i>Policy and Budget Manager</i> | 0.00 | 1.00 | 0.00 |
| | Policy and Budget Division Total | 0.00 | 4.00 | 0.00 |
| 10012800 | Procurement Division | | | |
| | <i>Procurement Analyst/Senior Procurement Analyst</i> | 0.00 | 2.00 | 0.00 |
| | <i>Procurement Manager</i> | 0.00 | 1.00 | 0.00 |
| | <i>Senior Contracts and Grants Coordinator</i> | 0.00 | 1.00 | 0.00 |
| | Procurement Division Total | 0.00 | 4.00 | 0.00 |
| General Services Department Total | | 54.60 | 63.60 | 0.00 |

City of Westminster
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| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|-----------------------------------|---|-----------------|--------------------|--------------------|
| Human Resources Department | | | | |
| 10045170 | Administration Division | | | |
| | <i>Accounting Technician/Retirement</i> | 0.00 | 0.00 | 0.50 |
| | <i>Human Resources Administrator - Retirement</i> | 0.00 | 0.00 | 1.00 |
| | <i>Human Resources Manager</i> | 0.00 | 0.00 | 1.00 |
| | <i>Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator</i> | 0.00 | 0.00 | 0.50 |
| | Administration Division Total | 0.00 | 0.00 | 3.00 |
| 100451700612 | Administration Division - Employee Development Section | | | |
| | <i>Employee Development Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | <i>Training and Instructional Designer</i> | 0.00 | 0.00 | 0.50 |
| | Administration Division - Employee Development Section Total | 0.00 | 0.00 | 1.50 |
| 49010900 | Administration Division - Medical and Dental Fund | | | |
| | <i>Benefits Specialist</i> | 1.00 | 1.00 | 1.00 |
| | <i>Human Resources Administrator - Benefits</i> | 1.00 | 1.00 | 1.00 |
| | <i>Human Resources Specialist</i> | 1.00 | 1.00 | 1.00 |
| | Administration Division - Medical and Dental Fund Total | 3.00 | 3.00 | 3.00 |
| 100451700015 | Administration Division - Volunteer Section | | | |
| | <i>Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator</i> | 0.00 | 0.00 | 0.50 |
| | Administration Division - Volunteer Section Total | 0.00 | 0.00 | 0.50 |
| 100451700544 | Administration Division - Wellness Section | | | |
| | <i>Employee Wellness Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | Administration Division - Wellness Section Total | 0.00 | 0.00 | 1.00 |
| | Administration Division Total | 3.00 | 3.00 | 9.00 |
| 10045050 | Administrative Section | | | |
| | <i>Administrative Assistant</i> | 2.00 | 1.00 | 0.00 |
| | <i>Executive Assistant</i> | 1.00 | 1.00 | 1.00 |
| | <i>Executive Talent Developer</i> | 1.00 | 1.00 | 1.00 |
| | <i>Human Resources Administrator II</i> | 1.00 | 1.00 | 0.00 |
| | <i>Human Resources Analyst/Senior Human Resources Analyst</i> | 1.00 | 1.00 | 0.00 |
| | <i>Human Resources Business Partner/Senior Human Resources Business Partner</i> | 5.00 | 5.00 | 0.00 |
| | <i>Human Resources Director</i> | 1.00 | 1.00 | 1.00 |
| | <i>Human Resources Manager</i> | 1.00 | 1.00 | 0.00 |
| | <i>Human Resources Specialist</i> | 2.00 | 2.00 | 0.00 |
| | <i>Human Resources Technician</i> | 0.00 | 1.00 | 0.00 |
| | <i>Management Analyst/Senior Management Analyst</i> | 1.00 | 1.00 | 0.00 |
| | <i>Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator</i> | 0.50 | 0.50 | 0.00 |
| | Administrative Section Total | 16.50 | 16.50 | 3.00 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|--|--------------------|--------------------|
| Human Resources Department | | | |
| 100450500612 | Administrative Section - Employee Development Section | | |
| | | | |
| <i>Employee Development Coordinator</i> | 1.00 | 1.00 | 0.00 |
| <i>Training and Instructional Designer</i> | 0.50 | 0.50 | 0.00 |
| Administrative Section - Employee Development Section Total | 1.50 | 1.50 | 0.00 |
| 100450500911 | Administrative Section - Public Safety Section | | |
| | | | |
| <i>Human Resources Analyst/Senior Human Resources Analyst</i> | 1.00 | 1.00 | 0.00 |
| Administrative Section - Public Safety Section Total | 1.00 | 1.00 | 0.00 |
| 100450500015 | Administrative Section - Volunteer Section | | |
| | | | |
| <i>Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator</i> | 0.50 | 0.50 | 0.00 |
| Administrative Section - Volunteer Section Total | 0.50 | 0.50 | 0.00 |
| 100450500544 | Administrative Section - Wellness Section | | |
| | | | |
| <i>Employee Wellness Coordinator</i> | 1.00 | 1.00 | 0.00 |
| Administrative Section - Wellness Section Total | 1.00 | 1.00 | 0.00 |
| Administrative Section Total | 20.50 | 20.50 | 3.00 |
| 10045160 | Operations Division | | |
| | | | |
| <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>Human Resources Administrator - Workforce</i> | 0.00 | 0.00 | 1.00 |
| <i>Human Resources Analyst/Senior Human Resources Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Human Resources Business Partner/Senior Human Resources Business Partner</i> | 0.00 | 0.00 | 5.00 |
| <i>Human Resources Manager</i> | 0.00 | 0.00 | 1.00 |
| <i>Human Resources Specialist</i> | 0.00 | 0.00 | 2.00 |
| <i>Human Resources Technician</i> | 0.00 | 0.00 | 1.00 |
| <i>Management Analyst/Senior Management Analyst</i> | 0.00 | 0.00 | 1.00 |
| Operations Division Total | 0.00 | 0.00 | 13.00 |
| 46010900 | Operations Division - Property Liability Fund | | |
| | | | |
| <i>Human Resources Manager</i> | 0.50 | 0.50 | 0.00 |
| <i>Safety Analyst/Senior Safety Analyst</i> | 0.25 | 0.25 | 0.25 |
| Operations Division - Property Liability Fund Total | 0.75 | 0.75 | 0.25 |
| 460109000911 | Operations Division - Property Liability Fund - Public Safety | | |
| | | | |
| <i>Human Resources Administrator - Risk</i> | 0.00 | 0.00 | 0.50 |
| <i>Risk/Claims Analyst/Senior Risk/Claims Analyst</i> | 0.50 | 0.50 | 0.00 |
| Operations Division - Property Liability Fund - Public Safety Total | 0.50 | 0.50 | 0.50 |

City of Westminster
2024 Authorized Pay Plan
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|-----------------|--------------------|--------------------|
| Human Resources Department | | | |
| 100451600911 | | | |
| Operations Division - Public Safety Section | | | |
| <i>Human Resources Analyst/Senior Human Resources Analyst</i> | 0.00 | 0.00 | 1.00 |
| Operations Division - Public Safety Section Total | 0.00 | 0.00 | 1.00 |
| | | | |
| 48010900 | | | |
| Operations Division - Workers' Compensation Fund | | | |
| <i>Human Resources Administrator - Risk</i> | 0.00 | 0.00 | 0.50 |
| <i>Human Resources Manager</i> | 0.50 | 0.50 | 0.00 |
| <i>Risk/Claims Analyst/Senior Risk/Claims Analyst</i> | 0.50 | 0.50 | 0.00 |
| <i>Safety Analyst/Senior Safety Analyst</i> | 0.25 | 0.25 | 0.25 |
| Operations Division - Workers' Compensation Fund Total | 1.25 | 1.25 | 0.75 |
| | | | |
| Operations Division Total | 2.50 | 2.50 | 15.50 |
| | | | |
| Human Resources Department Total | 26.00 | 26.00 | 27.50 |

City of Westminster
2024 Authorized Pay Plan
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Information Technology Department | | | |
| 10060050 | Administrative Section | | |
| <i>Executive Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>Information Technology Director</i> | 0.00 | 0.00 | 1.00 |
| <i>IT Services Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Technology Procurement Specialist</i> | 0.00 | 0.00 | 1.00 |
| Administrative Section Total | 0.00 | 0.00 | 4.00 |
| <hr/> | | | |
| 100600500787 | Administrative Section - Cybersecurity Section | | |
| <i>Chief Information Security Officer</i> | 0.00 | 0.00 | 1.00 |
| <i>Information Security Analyst</i> | 0.00 | 0.00 | 1.00 |
| Administrative Section - Cybersecurity Section Total | 0.00 | 0.00 | 2.00 |
| <hr/> | | | |
| | 0.00 | 0.00 | 6.00 |
| <hr/> | | | |
| 10060230 | Information Systems Division | | |
| <i>A/V Technician/Senior A/V Technician</i> | 0.00 | 1.00 | 1.00 |
| <i>Business Intelligence Analyst</i> | 0.00 | 1.00 | 0.00 |
| <i>Chief Information Security Officer</i> | 1.00 | 1.00 | 0.00 |
| <i>Database Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>ERP Software Engineer</i> | 2.00 | 2.00 | 0.00 |
| <i>Executive Assistant</i> | 1.00 | 1.00 | 0.00 |
| <i>Information Security Analyst</i> | 1.00 | 1.00 | 0.00 |
| <i>Information Systems Manager</i> | 1.00 | 1.00 | 1.00 |
| <i>Information Technology Director</i> | 1.00 | 1.00 | 0.00 |
| <i>Internet Software Engineer</i> | 2.00 | 2.00 | 0.00 |
| <i>IT Services Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>IT Systems Supervisor</i> | 2.00 | 2.00 | 2.00 |
| <i>Lead Software Engineer</i> | 3.00 | 3.00 | 0.00 |
| <i>Network Administrator</i> | 1.00 | 1.00 | 1.00 |
| <i>Network Engineer</i> | 0.60 | 0.60 | 0.60 |
| <i>Network Technician/Senior Network Technician</i> | 1.00 | 1.00 | 1.00 |
| <i>Senior Telecommunications Administrator</i> | 1.00 | 1.00 | 1.00 |
| <i>Software Engineer I/II</i> | 6.70 | 7.70 | 0.00 |
| <i>Software Engineering Manager</i> | 1.00 | 1.00 | 0.00 |
| <i>Systems Administrator</i> | 2.70 | 2.70 | 2.70 |
| <i>Technical Support Specialist/Senior Technical Support Specialist</i> | 5.00 | 5.00 | 5.00 |
| <i>Technology Procurement Specialist</i> | 1.00 | 1.00 | 0.00 |
| Information Systems Division Total | 36.00 | 39.00 | 15.30 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Information Technology Department | | | |
| 100602300911 | Information Systems Division - Public Safety Section | | |
| Network Engineer | 0.40 | 0.40 | 0.40 |
| Software Engineer I/II | 0.30 | 0.30 | 0.00 |
| Systems Administrator | 0.30 | 0.30 | 0.30 |
| Information Systems Division - Public Safety Section Total | 1.00 | 1.00 | 0.70 |
| Information Systems Division Total | 37.00 | 40.00 | 16.00 |
| 10060820 | Software Engineering Division | | |
| Business Intelligence Analyst | 0.00 | 0.00 | 1.00 |
| Database Administrator | 0.00 | 0.00 | 1.00 |
| ERP Software Engineer | 0.00 | 0.00 | 2.00 |
| Lead Software Engineer | 0.00 | 0.00 | 3.00 |
| Software Engineer I/II | 0.00 | 0.00 | 9.70 |
| Software Engineering Manager | 0.00 | 0.00 | 1.00 |
| Software Engineering Division Total | 0.00 | 0.00 | 17.70 |
| 100608200911 | Software Engineering Division - Public Safety Section | | |
| Software Engineer I/II | 0.00 | 0.00 | 0.30 |
| Software Engineering Division - Public Safety Section Total | 0.00 | 0.00 | 0.30 |
| Software Engineering Division Total | 0.00 | 0.00 | 18.00 |
| Information Technology Department Total | 37.00 | 40.00 | 40.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|-----------------|--------------------|--------------------|
| Parks, Recreation and Libraries Department | | | | |
| 10050050 | Administrative Section | | | |
| | <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| | Executive Assistant | 1.00 | 1.00 | 1.00 |
| | <i>Homeless Navigator</i> | 2.00 | 2.00 | 0.00 |
| | <i>Management Analyst/Senior Management Analyst</i> | 2.00 | 2.00 | 0.00 |
| | Parks, Recreation and Libraries Director | 1.00 | 1.00 | 1.00 |
| | <i>Parks, Recreation and Libraries Operations Manager</i> | 1.00 | 1.00 | 0.00 |
| | Administrative Section Total | 8.00 | 8.00 | 2.00 |
| 10050780 | Cultural Affairs Division | | | |
| | <i>Cultural Affairs Coordinator</i> | 0.00 | 1.00 | 0.00 |
| | <i>Cultural Affairs Manager</i> | 0.00 | 1.00 | 0.00 |
| | <i>Event Planner/Senior Event Planner</i> | 0.00 | 2.00 | 0.00 |
| | <i>Graphic Designer/Senior Graphic Designer</i> | 0.00 | 1.00 | 0.00 |
| | <i>Marketing Supervisor</i> | 0.00 | 1.00 | 0.00 |
| | Cultural Affairs Division Total | 0.00 | 6.00 | 0.00 |
| 10050620 | Library Services Division | | | |
| | Administrative Assistant | 1.00 | 1.00 | 1.00 |
| | Applications Specialist | 2.00 | 2.00 | 2.00 |
| | Collection Management Processing Clerk | 0.00 | 1.90 | 1.90 |
| | <i>Librarian I</i> | 9.50 | 9.60 | 10.10 |
| | <i>Librarian II</i> | 0.50 | 0.50 | 0.00 |
| | Library Assistant Supervisor | 1.00 | 1.00 | 1.00 |
| | <i>Library Associate I/II</i> | 5.20 | 5.50 | 6.00 |
| | Library Clerk I/II | 9.70 | 8.00 | 8.00 |
| | Library Network Specialist | 1.00 | 1.00 | 1.00 |
| | Library Services Coordinator | 4.00 | 4.00 | 4.00 |
| | Library Services Manager | 1.00 | 1.00 | 1.00 |
| | <i>Library Shelver</i> | 5.20 | 4.60 | 4.10 |
| | Library Supervisor | 2.00 | 2.00 | 2.00 |
| | Library Services Division Total | 42.10 | 42.10 | 42.10 |

City of Westminster
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Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|-----------------|--------------------|--------------------|
| Parks, Recreation and Libraries Department | | | | |
| 10050580 | Operations Division | | | |
| | <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.00 |
| | <i>Cultural Affairs Coordinator</i> | 0.00 | 0.00 | 1.00 |
| | <i>Event Planner/Senior Event Planner</i> | 0.00 | 0.00 | 2.00 |
| | <i>Graphic Designer/Senior Graphic Designer</i> | 0.00 | 0.00 | 1.00 |
| | <i>Homeless Navigator</i> | 0.00 | 0.00 | 2.00 |
| | <i>Landscape Designer/Landscape Architect</i> | 0.00 | 0.00 | 2.00 |
| | <i>Management Analyst/Senior Management Analyst</i> | 0.00 | 0.00 | 2.00 |
| | <i>Marketing Analyst</i> | 0.00 | 0.00 | 1.00 |
| | <i>Marketing Supervisor</i> | 0.00 | 0.00 | 1.00 |
| | <i>Parks, Recreation and Libraries Operations Manager</i> | 0.00 | 0.00 | 1.00 |
| | Operations Division Total | 0.00 | 0.00 | 14.00 |
| 54050580 | Operations Division - POST Fund | | | |
| | <i>GIS Specialist</i> | 0.00 | 0.00 | 1.00 |
| | <i>Parks, Recreation and Libraries Planning and Design Supervisor</i> | 0.00 | 0.00 | 1.00 |
| | Operations Division - POST Fund Total | 0.00 | 0.00 | 2.00 |
| | Operations Division Total | 0.00 | 0.00 | 16.00 |
| 10050550 | Parks, Golf and Open Space Division | | | |
| | <i>Administrative Assistant</i> | 1.00 | 1.00 | 1.00 |
| | <i>Contract Services Coordinator</i> | 1.00 | 1.00 | 1.00 |
| | <i>Contract Services Technician</i> | 1.00 | 1.00 | 1.00 |
| | <i>Crewleader</i> | 3.00 | 3.00 | 3.00 |
| | <i>Foreperson</i> | 4.00 | 4.00 | 4.00 |
| | <i>Hydro Systems Specialist</i> | 1.00 | 1.00 | 0.00 |
| | <i>Landscape Designer/Senior Landscape Architect</i> | 2.00 | 2.00 | 0.00 |
| | <i>Mechanic I</i> | 2.00 | 2.00 | 2.00 |
| | <i>Parks and Golf Superintendent</i> | 1.00 | 1.00 | 1.00 |
| | <i>Parks Specialist</i> | 6.00 | 6.00 | 6.00 |
| | <i>Parks, Golf and Open Space Manager</i> | 1.00 | 1.00 | 1.00 |
| | <i>Parksworker I/II</i> | 6.00 | 6.00 | 6.00 |
| | <i>Playground Safety Specialist</i> | 1.00 | 1.00 | 1.00 |
| | Parks, Golf and Open Space Division Total | 30.00 | 30.00 | 27.00 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Parks, Recreation and Libraries Department | | | |
| 220507200249 | Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section | | |
| Assistant Golf Professional | 1.00 | 1.00 | 1.00 |
| Golf Professional | 1.00 | 1.00 | 1.00 |
| <i>Golf Shop Associate</i> | <i>0.50</i> | <i>0.50</i> | <i>1.00</i> |
| <i>Player Development Programs Coordinator</i> | <i>0.50</i> | <i>0.50</i> | <i>0.00</i> |
| Second Assistant Golf Professional | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section | 4.00 | 4.00 | 4.00 |
| Total | | | |
| 22050720 | Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section | | |
| Assistant Golf Course Superintendent | 1.00 | 1.00 | 1.00 |
| Golf Course Superintendent | 1.00 | 1.00 | 1.00 |
| Golf Irrigator | 1.00 | 1.00 | 1.00 |
| Golf Worker I/II | 1.00 | 1.00 | 1.00 |
| Mechanic I | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section | 5.00 | 5.00 | 5.00 |
| Total | | | |
| Parks, Golf and Open Space Division - Legacy Ridge Golf Course Total | | | |
| | 9.00 | 9.00 | 9.00 |
| 54050550 | Parks, Golf and Open Space Division - Open Space Section | | |
| Arborist Technician | 2.00 | 2.00 | 2.00 |
| Assistant City Forester | 1.00 | 1.00 | 1.00 |
| City Forester | 1.00 | 1.00 | 1.00 |
| Foreperson | 1.00 | 1.00 | 1.00 |
| <i>GIS Specialist</i> | <i>1.00</i> | <i>1.00</i> | <i>0.00</i> |
| Open Space Specialist | 3.00 | 3.00 | 3.00 |
| Open Space Specialist - Natural Resources | 1.00 | 1.00 | 1.00 |
| Open Space Steward I/II | 3.00 | 3.00 | 3.00 |
| Open Space Superintendent | 1.00 | 1.00 | 1.00 |
| Open Space Supervisor | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Open Space Section Total | 15.00 | 15.00 | 14.00 |
| 540505500542 | Parks, Golf and Open Space Division - POST Fund | | |
| Crewleader | 2.00 | 2.00 | 2.00 |
| Foreperson | 1.00 | 1.00 | 1.00 |
| <i>Landscape Designer/Senior Landscape Architect</i> | <i>1.00</i> | <i>1.00</i> | <i>0.00</i> |
| Mechanic I | 1.00 | 1.00 | 1.00 |
| Parks and Horticulture Superintendent | 1.00 | 1.00 | 1.00 |
| Parks Specialist | 4.00 | 4.00 | 4.00 |
| Parkswoker I/II | 5.00 | 5.00 | 5.00 |
| Parks, Golf and Open Space Division - POST Fund Total | 15.00 | 15.00 | 14.00 |

City of Westminster
2024 Authorized Pay Plan
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Parks, Recreation and Libraries Department | | | |
| 100505500106 | Parks, Golf and Open Space Division - Promenade Section | | |
| Parkworker I/II | 2.00 | 2.00 | 2.00 |
| Parks, Golf and Open Space Division - Promenade Section Total | | 2.00 | 2.00 |
| 10050660 | Parks, Golf and Open Space Division - Standley Lake Section | | |
| Open Space Superintendent | 1.00 | 1.00 | 1.00 |
| Park Ranger | 4.00 | 6.00 | 6.00 |
| Senior Park Ranger | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Standley Lake Section Total | | 6.00 | 8.00 |
| 230507200249 | Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section | | |
| Assistant Golf Professional | 1.00 | 1.00 | 1.00 |
| Golf Professional | 1.00 | 1.00 | 1.00 |
| <i>Golf Shop Associate</i> | 0.50 | 0.50 | 1.00 |
| <i>Player Development Programs Coordinator</i> | 0.50 | 0.50 | 0.00 |
| Second Assistant Golf Professional | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section Total | | 4.00 | 4.00 |
| 23050720 | Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section | | |
| Assistant Golf Course Superintendent | 1.00 | 1.00 | 1.00 |
| Golf Course Superintendent | 1.00 | 1.00 | 1.00 |
| Golf Irrigator | 1.00 | 1.00 | 1.00 |
| Golf Worker I/II | 1.00 | 1.00 | 1.00 |
| Mechanic I | 1.00 | 1.00 | 1.00 |
| Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section Total | | 5.00 | 5.00 |
| Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Total | | 9.00 | 9.00 |
| Parks, Golf and Open Space Division Total | | 86.00 | 83.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Parks, Recreation and Libraries Department | | | |
| 10050720 | Recreation Services Division - Recreation Facilities Section | | |
| Administrative Assistant | 0.50 | 0.50 | 0.50 |
| Assistant Hydro Systems Specialist | 0.50 | 0.50 | 0.50 |
| <i>Assistant Recreation Facility Supervisor</i> | 10.00 | 10.00 | 10.20 |
| Assistant Recreation Specialist | 2.00 | 2.00 | 2.00 |
| Custodian | 2.50 | 2.50 | 2.50 |
| <i>Guest Relations Clerk I/II</i> | 20.50 | 20.50 | 20.30 |
| Head Lifeguard | 6.40 | 6.40 | 6.40 |
| <i>Hydro Systems Specialist</i> | 1.00 | 1.00 | 2.00 |
| Recreation Aide | 2.20 | 1.70 | 1.70 |
| Recreation Facilities Superintendent | 1.00 | 1.00 | 1.00 |
| Recreation Services Manager | 0.50 | 0.50 | 0.50 |
| Recreation Specialist | 3.70 | 3.00 | 3.00 |
| Recreation Supervisor I | 1.00 | 1.00 | 1.00 |
| Recreation Supervisor II | 3.00 | 3.00 | 3.00 |
| Recreation Services Division - Recreation Facilities Section Total | 54.80 | 53.60 | 54.60 |
| 10050760 | Recreation Services Division - Recreation Programs Section | | |
| Administrative Assistant | 0.50 | 0.50 | 0.50 |
| Applications Specialist | 1.50 | 1.50 | 1.50 |
| Assistant Recreation Coordinator | 2.30 | 2.50 | 2.50 |
| Assistant Recreation Facility Supervisor | 1.00 | 1.00 | 1.00 |
| Assistant Recreation Specialist | 1.00 | 0.50 | 0.50 |
| Guest Relations Clerk I/II | 1.00 | 1.00 | 1.00 |
| Pottery Studio Coordinator | 0.00 | 0.50 | 0.50 |
| Recreation Coordinator | 3.00 | 3.00 | 3.00 |
| Recreation Programs Superintendent | 1.00 | 1.00 | 1.00 |
| Recreation Services Manager | 0.50 | 0.50 | 0.50 |
| Recreation Specialist | 1.60 | 1.60 | 1.60 |
| Recreation Supervisor I | 1.00 | 2.00 | 2.00 |
| Recreation Services Division - Recreation Programs Section Total | 14.40 | 15.60 | 15.60 |
| Recreation Services Division Total | 69.20 | 69.20 | 70.20 |
| Parks, Recreation and Libraries Department Total | 205.30 | 213.30 | 213.30 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Police Department | | | |
| 10020050 | Administrative Section | | |
| Business Operations Coordinator | 1.00 | 1.00 | 1.00 |
| Contracts and Grants Coordinator | 1.00 | 1.00 | 1.00 |
| <i>Crime Analyst</i> | 1.00 | 1.00 | 0.00 |
| Data Analyst | 1.00 | 1.00 | 1.00 |
| Executive Assistant | 1.00 | 1.00 | 1.00 |
| Police Chief | 1.00 | 1.00 | 1.00 |
| Administrative Section Total | 6.00 | 6.00 | 5.00 |
| 100200500341 | Administrative Section - Professional Services Section | | |
| <i>Administrative Assistant</i> | 0.00 | 0.00 | 0.80 |
| <i>Police Commander</i> | 0.00 | 0.00 | 1.00 |
| <i>Police Officer/Senior Police Officer</i> | 0.00 | 0.00 | 5.00 |
| <i>Police Sergeant</i> | 0.00 | 0.00 | 3.00 |
| <i>Public Information Specialist</i> | 0.00 | 0.00 | 1.00 |
| Administrative Section - Professional Services Section | 0.00 | 0.00 | 10.80 |
| Administrative Section Total | 6.00 | 6.00 | 15.80 |
| 10020500 | Operations Division - Administrative Section | | |
| Administrative Assistant | 1.00 | 1.00 | 1.00 |
| Deputy Police Chief | 1.00 | 1.00 | 1.00 |
| Equipment Services Assistant | 1.00 | 1.00 | 1.00 |
| Operations Division - Administrative Section Total | 3.00 | 3.00 | 3.00 |
| 100205000352 | Operations Division - Co-Responder Section | | |
| Case Management Coordinator | 1.00 | 1.00 | 1.00 |
| Co-Responder | 4.00 | 4.00 | 4.00 |
| Co-Responder Supervisor | 1.00 | 1.00 | 1.00 |
| Operations Division - Co-Responder Section Total | 6.00 | 6.00 | 6.00 |
| 100205000349 | Operations Division - Patrol Section | | |
| Police Commander | 4.00 | 4.00 | 4.00 |
| <i>Police Officer/Senior Police Officer</i> | 99.00 | 99.00 | 98.00 |
| <i>Police Sergeant</i> | 14.00 | 14.00 | 14.00 |
| <i>Report Specialist</i> | 0.00 | 0.00 | 3.00 |
| Operations Division - Patrol Section Total | 117.00 | 117.00 | 119.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Police Department | | | |
| 100205000348 | Operations Division - Special Events Section | | |
| <i>Animal Management Officer</i> | 0.00 | 0.00 | 5.00 |
| <i>Animal Management Supervisor</i> | 0.00 | 0.00 | 1.00 |
| <i>Graffiti Enforcement Specialist</i> | 0.00 | 0.00 | 1.00 |
| <i>Police Commander</i> | 0.00 | 0.00 | 1.00 |
| <i>Police Officer/Senior Police Officer</i> | 0.00 | 0.00 | 22.00 |
| <i>Police Sergeant</i> | 0.00 | 0.00 | 4.00 |
| <i>Traffic Accident Investigator</i> | 0.00 | 0.00 | 5.00 |
| Operations Division - Special Events Section Total | 0.00 | 0.00 | 39.00 |
| Operations Division Total | 126.00 | 126.00 | 167.00 |
| 10020300 | Specialized Services Division- Administrative Section | | |
| <i>Administrative Assistant</i> | 1.00 | 1.00 | 2.00 |
| <i>Deputy Police Chief</i> | 1.00 | 1.00 | 1.00 |
| Specialized Services Division - Administrative Section Total | 2.00 | 2.00 | 3.00 |
| 100203000351 | Specialized Services Division - Communications Section | | |
| <i>Public Safety Telecommunicator I/II</i> | 0.00 | 0.00 | 22.00 |
| <i>Public Safety Telecommunicator Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Public Safety Telecommunicator Supervisor</i> | 0.00 | 0.00 | 4.00 |
| Specialized Services Division - Communications Section Total | 0.00 | 0.00 | 27.00 |
| 100203000344 | Specialized Services Division - Investigations Section | | |
| <i>Administrative Assistant</i> | 1.50 | 1.00 | 1.00 |
| <i>Court Security</i> | 0.00 | 2.00 | 2.00 |
| <i>Crime Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Criminalist/Senior Criminalist</i> | 4.00 | 4.00 | 4.00 |
| <i>Police Commander</i> | 1.00 | 1.00 | 1.00 |
| <i>Police Officer/Senior Police Officer</i> | 35.00 | 35.00 | 36.00 |
| <i>Police Sergeant</i> | 4.00 | 4.00 | 4.00 |
| <i>Victim Advocate</i> | 4.00 | 5.00 | 5.00 |
| <i>Victim Services Coordinator</i> | 1.00 | 1.00 | 1.00 |
| Specialized Services Division - Investigations Section Total | 50.50 | 53.00 | 55.00 |
| 100203000341 | Specialized Services Division - Professional Services Section | | |
| <i>Administrative Assistant</i> | 0.80 | 0.80 | 0.00 |
| <i>Police Commander</i> | 1.00 | 1.00 | 0.00 |
| <i>Police Officer/Senior Police Officer</i> | 4.00 | 4.00 | 0.00 |
| <i>Sergeant</i> | 3.00 | 3.00 | 0.00 |
| Specialized Services Division - Professional Services Section Total | 8.80 | 8.80 | 0.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Police Department | | | |
| 100203000343 | Specialized Services Division - Records and Property Section | | |
| Police Records Supervisor | 2.00 | 2.00 | 2.00 |
| Police Records Technician | 11.00 | 11.00 | 11.00 |
| Property Evidence Technician | 3.00 | 3.00 | 3.00 |
| <i>Report Specialist</i> | 3.00 | 3.00 | 0.00 |
| Support Services Administrator | 1.00 | 1.00 | 1.00 |
| Specialized Services Division - Records and Property Section Total | 20.00 | 20.00 | 17.00 |
| 100203000342 | Specialized Services Division - Technology Section | | |
| <i>Applications Specialist</i> | 0.00 | 0.00 | 2.00 |
| <i>Body Worn Camera Technician</i> | 0.00 | 0.00 | 4.00 |
| <i>Police Commander</i> | 0.00 | 0.00 | 1.00 |
| <i>Technical Services Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Technical Services Supervisor</i> | 0.00 | 0.00 | 1.00 |
| Specialized Services Division - Technology Section Total | 0.00 | 0.00 | 9.00 |
| Specialized Services Division Total | 81.30 | 83.80 | 111.00 |
| 10020700 | Technical Services Division - Administration Section | | |
| <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| <i>Deputy Police Chief</i> | 1.00 | 1.00 | 0.00 |
| Technical Services Division - Administration Section Total | 2.00 | 2.00 | 0.00 |
| 100207000351 | Technical Services Division - E911 Section | | |
| <i>Applications Specialist</i> | 2.00 | 2.00 | 0.00 |
| <i>Public Safety Telecommunicator I/II</i> | 22.00 | 22.00 | 0.00 |
| <i>Public Safety Telecommunicator Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>Public Safety Telecommunicator Supervisor</i> | 4.00 | 4.00 | 0.00 |
| Technical Services Division - E911 Section Total | 29.00 | 29.00 | 0.00 |
| 100207000348 | Technical Services Division - Special Events Section | | |
| <i>Police Commander</i> | 1.00 | 1.00 | 0.00 |
| <i>Police Officer/Senior Police Officer</i> | 24.00 | 24.00 | 0.00 |
| <i>Sergeant</i> | 4.00 | 4.00 | 0.00 |
| <i>Traffic Accident Investigator</i> | 4.00 | 5.00 | 0.00 |
| Technical Services Division - Special Events Section Total | 33.00 | 34.00 | 0.00 |
| 100207000342 | Technical Services Division - Technical Section | | |
| <i>Animal Management Officer</i> | 5.00 | 5.00 | 0.00 |
| <i>Animal Management Supervisor</i> | 1.00 | 1.00 | 0.00 |
| <i>Body Worn Camera Technician</i> | 2.00 | 4.00 | 0.00 |
| <i>Graffiti Enforcement Specialist</i> | 1.00 | 1.00 | 0.00 |
| <i>Police Commander</i> | 1.00 | 1.00 | 0.00 |
| <i>Technical Services Coordinator</i> | 1.00 | 1.00 | 0.00 |
| Technical Services Division - Technical Section Total | 11.00 | 13.00 | 0.00 |
| Technical Services Division Total | 75.00 | 78.00 | 0.00 |
| Police Department Total | 288.30 | 293.80 | 293.80 |

City of Westminster
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Full Time Equivalent Staffing Summary

| Position Title | | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|--------------------------------------|-------------------------|----------------------------|----------------------------|
| Policy and Budget Department | | | | |
| 10080050 | Administration Division | | | |
| | Assistant City Manager | 1.00 | 0.00 | 0.00 |
| | Policy and Budget Coordinator | 3.00 | 0.00 | 0.00 |
| | Policy and Budget Manager | 1.00 | 0.00 | 0.00 |
| | Administration Division Total | 5.00 | 0.00 | 0.00 |
| 10080800 | Procurement Division | | | |
| | Buyer | 1.00 | 0.00 | 0.00 |
| | Contracts and Grants Coordinator | 1.00 | 0.00 | 0.00 |
| | Procurement Analyst | 1.00 | 0.00 | 0.00 |
| | Procurement Manager | 1.00 | 0.00 | 0.00 |
| | Procurement Division Total | 4.00 | 0.00 | 0.00 |
| Policy and Budget Department Total | | 9.00 | 0.00 | 0.00 |

City of Westminster
2024 Authorized Pay Plan
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|-----------------|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 20035050 Administration Division | | | |
| <i>Business Operations Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>Executive Assistant</i> | 1.00 | 1.00 | 0.00 |
| <i>Management Analyst/Senior Management Analyst</i> | 1.00 | 1.00 | 0.00 |
| <i>Public Works and Utilities Director</i> | 1.00 | 1.00 | 0.00 |
| <i>Water Resources Analyst/Senior Water Resources Analyst</i> | 2.00 | 2.00 | 0.00 |
| Administration Division Total | 6.00 | 6.00 | 0.00 |
| 10035050 Administrative Section | | | |
| <i>Executive Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>Management Analyst/Senior Management Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Public Works and Utilities Director</i> | 0.00 | 0.00 | 1.00 |
| Administrative Section Total | 0.00 | 0.00 | 3.00 |
| 10035050 Engineering Division - Administrative Section | | | |
| <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>City Engineer</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Administrative Section Total | 0.00 | 0.00 | 2.00 |
| 10035380 Engineering Division - Civil Section | | | |
| <i>Assistant City Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Capital and Development Projects Inspector</i> | 0.00 | 0.00 | 1.00 |
| <i>Construction Inspector</i> | 0.00 | 0.00 | 1.00 |
| <i>Development Engineering Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Civil Section Total | 0.00 | 0.00 | 5.00 |
| 100353800972 Engineering Division - Civil - Capital Construction Section | | | |
| <i>Capital and Development Projects Inspector</i> | 0.00 | 0.00 | 1.00 |
| <i>Capital Projects Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Engineering Projects Specialist</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Civil - Capital Construction Section Total | 0.00 | 0.00 | 4.00 |
| 100353800992 Engineering Division - Civil - Facilities Section | | | |
| <i>Construction Projects Specialist</i> | 0.00 | 0.00 | 2.00 |
| <i>Facilities and Projects Coordinator</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Civil - Facilities Section Total | 0.00 | 0.00 | 3.00 |
| 100353800983 Engineering Division - Civil - Pavement Section | | | |
| <i>Pavement Management Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Street Inspector</i> | 0.00 | 0.00 | 4.00 |
| <i>Street Projects Specialist</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Civil - Pavement Section Total | 0.00 | 0.00 | 6.00 |

City of Westminster
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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 100353800987 | Engineering Division - Civil - Transportation Section | | |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Traffic Technician</i> | 0.00 | 0.00 | 1.00 |
| <i>Transportation Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Transportation Systems Coordinator</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Civil - Transportation Section - Total | 0.00 | 0.00 | 4.00 |
| 10035440 | Engineering Division - GIS Section | | |
| <i>GIS Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>GIS Specialist</i> | 0.00 | 0.00 | 3.00 |
| <i>Infrastructure Asset Management Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Utilities Asset Management Planner/Scheduler</i> | 0.00 | 0.00 | 1.00 |
| <i>Utilities Specialist I/II</i> | 0.00 | 0.00 | 2.00 |
| Engineering Division - GIS Section Total | 0.00 | 0.00 | 8.00 |
| 20035380 | Engineering Division - Utilities Section | | |
| <i>Assistant City Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 6.00 |
| <i>Utilities Engineering Administrator</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Utilities Section Total | 0.00 | 0.00 | 8.00 |
| 25035380 | Engineering Division - Utilities - Storm Drainage Fund | | |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 1.00 |
| <i>Stormwater Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Stormwater Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Stormwater Inspector</i> | 0.00 | 0.00 | 2.00 |
| <i>Stormwater Utility Administrator</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Utilities - Storm Drainage Fund Total | 0.00 | 0.00 | 6.00 |
| 200353800943 | Engineering Division - Utilities - Water Quality Section | | |
| <i>Water Quality Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Water Quality Analyst/Senior Water Quality Analyst</i> | 0.00 | 0.00 | 4.00 |
| <i>Water Quality Supervisor</i> | 0.00 | 0.00 | 2.00 |
| Engineering Division - Utilities - Water Quality Section Total | 0.00 | 0.00 | 7.00 |
| 21035380 | Engineering Division - Utilities - Water Quality Wastewater Section | | |
| <i>Water Quality Analyst/Senior Water Quality Analyst</i> | 0.00 | 0.00 | 3.00 |
| <i>Water Quality Supervisor</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Utilities - Water Quality Wastewater Section Total | 0.00 | 0.00 | 4.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 200353800947 | Engineering Division - Utilities - Water Resources Section | | |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 0.00 | 2.00 |
| <i>Water Resources Administrator</i> | 0.00 | 0.00 | 1.00 |
| <i>Water Resources Analyst/Senior Water Resources Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Water Resources Technician</i> | 0.00 | 0.00 | 1.00 |
| Engineering Division - Utilities - Water Resources Section Total | 0.00 | 0.00 | 5.00 |
| Engineering Division Total | 0.00 | 0.00 | 62.00 |
| 10035050 | Operations Division - Administrative Section | | |
| <i>Public Works and Utilities Operations Manager</i> | 0.00 | 0.00 | 1.00 |
| Operations Division - Administrative Section Total | 0.00 | 0.00 | 1.00 |
| 10035390 | Operations Division - Facilities Section | | |
| <i>Access Control and Hardware Technician</i> | 0.00 | 0.00 | 1.00 |
| <i>Assistant Facilities Superintendent</i> | 0.00 | 0.00 | 1.00 |
| <i>Contract Services Coordinator</i> | 0.00 | 0.00 | 1.00 |
| <i>Electrician I/II/III</i> | 0.00 | 0.00 | 1.00 |
| <i>Facilities Maintenance Technician I/II</i> | 0.00 | 0.00 | 3.00 |
| <i>Facilities Superintendent</i> | 0.00 | 0.00 | 1.00 |
| <i>Facilities Supervisor</i> | 0.00 | 0.00 | 1.00 |
| <i>HVAC Specialist</i> | 0.00 | 0.00 | 2.00 |
| Operations Division - Facilities Section Total | 0.00 | 0.00 | 11.00 |
| 30035460 | Operations Division - Fleet Section | | |
| <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>Applications Specialist</i> | 0.00 | 0.00 | 1.00 |
| <i>Crewleader</i> | 0.00 | 0.00 | 1.00 |
| <i>Fleet Manager</i> | 0.00 | 0.00 | 1.00 |
| <i>Fleet Supervisor</i> | 0.00 | 0.00 | 1.00 |
| <i>Mechanic I/II</i> | 0.00 | 0.00 | 4.00 |
| <i>Mechanic II/Emergency Vehicle Technician I</i> | 0.00 | 0.00 | 1.00 |
| Operations Division - Fleet Section Total | 0.00 | 0.00 | 10.00 |
| 300354600911 | Operations Division - Fleet Section - Public Safety Section | | |
| <i>Emergency Vehicle Technician I/II/III</i> | 0.00 | 0.00 | 1.00 |
| Operations Division - Fleet Section - Public Safety Section Total | 0.00 | 0.00 | 1.00 |
| Operations Division - Fleet Section Total | 0.00 | 0.00 | 11.00 |

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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 10035450 | Operations Division - Street Section | | |
| Administrative Assistant | 1.00 | 1.00 | 1.00 |
| Crewleader | 2.00 | 2.00 | 2.00 |
| Equipment Operator I/II | 5.00 | 5.00 | 5.00 |
| <i>Pavement Management Coordinator</i> | 1.00 | 1.00 | 0.00 |
| <i>Street Inspector</i> | 3.00 | 4.00 | 0.00 |
| Street Maintenance Worker I/II | 10.00 | 10.00 | 10.00 |
| <i>Street Operations Superintendent</i> | 1.00 | 1.00 | 1.00 |
| Street Operations Supervisor | 2.00 | 2.00 | 2.00 |
| <i>Street Projects Specialist</i> | 1.00 | 1.00 | 0.00 |
| Traffic Signs Technician | 2.00 | 2.00 | 2.00 |
| Operations Division - Street Section Total | 28.00 | 29.00 | 23.00 |
| Operations Division Total | 28.00 | 29.00 | 46.00 |
| 10035050 | Utilities Division - Administrative Section | | |
| <i>Administrative Assistant</i> | 0.00 | 0.00 | 1.00 |
| <i>Utilities Manager</i> | 0.00 | 0.00 | 1.00 |
| Utilities Division - Administrative Section Total | 0.00 | 0.00 | 2.00 |
| 210354900401 | Utilities Division - Biosolids Section | | |
| Biosolids Operator I/II | 3.00 | 3.00 | 3.00 |
| Utilities Division - Biosolids Section Total | 3.00 | 3.00 | 3.00 |
| 200354700402 | Utilities Division - Meter Shop Section | | |
| Utilities Operations Supervisor | 1.00 | 1.00 | 1.00 |
| Utilities Operator-In-Training/Utilities Operator I | 3.00 | 3.00 | 3.00 |
| Utilities Specialist I/II | 5.00 | 5.00 | 5.00 |
| Utilities Specialist III | 2.00 | 2.00 | 2.00 |
| Utilities Division - Meter Shop Section Total | 11.00 | 11.00 | 11.00 |
| 20035280 | Utilities Division - Utility Billing Section | | |
| <i>Applications Specialist</i> | 0.00 | 0.00 | 1.00 |
| <i>Customer Service Coordinator</i> | 0.00 | 0.00 | 2.00 |
| <i>Customer Service Representative I/II</i> | 0.00 | 0.00 | 6.50 |
| <i>Utility Billing Applications Analyst</i> | 0.00 | 0.00 | 1.00 |
| <i>Utility Billing Supervisor</i> | 0.00 | 0.00 | 1.00 |
| Utilities Division - Utility Billing Section Total | 0.00 | 0.00 | 11.50 |

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| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|---|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 21035470 | Utilities Division - Wastewater Field Operations Section | | |
| Administrative Assistant | 0.50 | 0.50 | 0.50 |
| <i>Utilities Inspector/Senior Utilities Inspector</i> | 1.00 | 1.00 | 1.00 |
| Utilities Operations Supervisor | 1.00 | 1.00 | 1.00 |
| Utilities Operator II/III | 2.00 | 2.00 | 2.00 |
| Utilities Operator-In-Training/Utilities Operator I | 3.00 | 3.00 | 3.00 |
| Utilities Specialist I/II | 4.00 | 4.00 | 4.00 |
| Utilities Specialist III | 1.00 | 1.00 | 1.00 |
| Wastewater Superintendent | 1.00 | 1.00 | 1.00 |
| Utilities Division - Wastewater Field Operations Section Total | 13.50 | 13.50 | 13.50 |
| 21035490 | Utilities Division - Wastewater Plant Section | | |
| Administrative Assistant | 0.50 | 0.50 | 0.50 |
| Chief Plant Operator | 1.00 | 1.00 | 1.00 |
| <i>Control Systems Engineer</i> | 1.00 | 1.00 | 0.00 |
| <i>Control Systems Specialist</i> | 0.50 | 0.50 | 0.00 |
| Electrician I/II/III | 1.00 | 1.00 | 1.00 |
| Lead Plant Operator | 0.00 | 1.00 | 1.00 |
| Plant Maintenance Supervisor | 1.00 | 1.00 | 1.00 |
| Plant Mechanic | 1.00 | 1.00 | 1.00 |
| Plant Operator Trainee/Plant Operator I-IV | 9.00 | 8.00 | 8.00 |
| Plant Superintendent | 1.00 | 1.00 | 1.00 |
| Utilities Division - Wastewater Plant Section Total | 16.00 | 16.00 | 14.50 |
| 20035470 | Utilities Division - Water Field Operations Section | | |
| <i>Administrative Assistant</i> | 0.50 | 0.50 | 0.00 |
| Community Assistant | 1.00 | 1.00 | 1.00 |
| Crewleader | 0.00 | 2.00 | 2.00 |
| <i>Utilities Inspector/Senior Utilities Inspector</i> | 1.00 | 1.00 | 1.00 |
| <i>Utilities Operations Manager</i> | 1.00 | 1.00 | 0.00 |
| Utilities Operations Supervisor | 1.00 | 1.00 | 1.00 |
| Utilities Operator II/III | 1.00 | 1.00 | 1.00 |
| Utilities Operator III | 2.00 | 0.00 | 0.00 |
| Utilities Operator-In-Training/Utilities Operator I | 4.00 | 4.00 | 4.00 |
| Water Superintendent | 1.00 | 1.00 | 1.00 |
| Utilities Division - Water Field Operations Section Total | 12.50 | 12.50 | 11.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|--|--|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 200354700498 | Utilities Division - Water Field Operations - Infrastructure Support Services Section | | |
| <i>Administrative Assistant</i> | 0.50 | 0.50 | 0.00 |
| <i>GIS Specialist</i> | 1.00 | 1.00 | 0.00 |
| <i>Infrastructure Asset Management Coordinator</i> | 1.00 | 1.00 | 0.00 |
| <i>Utilities Asset Management Planner/Scheduler</i> | 1.00 | 1.00 | 0.00 |
| <i>Utilities Inventory Specialist</i> | 1.00 | 1.00 | 0.00 |
| <i>Utilities Specialist I/II</i> | 2.00 | 2.00 | 0.00 |
| Utilities Division - Water Field Operations - Infrastructure Support Services Section | 6.50 | 6.50 | 0.00 |
| Total | | | |
| 200354700023 | Utilities Division - Water Field Operations - Reclaimed Section | | |
| Reclaimed System Analyst | 1.00 | 1.00 | 1.00 |
| Reclaimed System Coordinator | 1.00 | 1.00 | 1.00 |
| Utilities Division - Water Field Operations - Reclaimed Section Total | 2.00 | 2.00 | 2.00 |
| 200354700497 | Utilities Division - Water Field Operations - Water Line Replacement Section | | |
| Crewleader | 0.00 | 2.00 | 2.00 |
| Utilities Operations Supervisor | 1.00 | 1.00 | 1.00 |
| Utilities Operator II/III | 2.00 | 2.00 | 2.00 |
| Utilities Operator III | 2.00 | 0.00 | 0.00 |
| Utilities Operator-In-Training/Utilities Operator I | 5.00 | 5.00 | 5.00 |
| Utilities Division - Water Field Operations - Water Line Replacement Section Total | 10.00 | 10.00 | 10.00 |
| 20035490 | Utilities Division - Water Plant Section | | |
| Administrative Assistant | 0.50 | 0.50 | 0.50 |
| Chief Plant Operator | 1.00 | 1.00 | 1.00 |
| <i>Control Systems Engineer</i> | 1.00 | 1.00 | 2.00 |
| <i>Control Systems Specialist</i> | 0.50 | 0.50 | 1.00 |
| Electrician I/II/III | 3.00 | 3.00 | 3.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 0.00 | 1.00 | 0.00 |
| Lead Plant Operator | 0.00 | 1.00 | 1.00 |
| Maintenanceworker/Senior Maintenanceworker | 1.00 | 1.00 | 1.00 |
| Plant Maintenance Supervisor | 1.00 | 1.00 | 1.00 |
| Plant Mechanic | 1.00 | 1.00 | 1.00 |
| Plant Operator Trainee/Plant Operator I-IV | 9.00 | 8.00 | 8.00 |
| Plant Superintendent | 1.00 | 1.00 | 1.00 |
| Utilities Division - Water Plant Section Total | 19.00 | 20.00 | 20.50 |
| 200354900023 | Utilities Division - Water Plant - Reclaimed Section | | |
| Electrician I/II/III | 0.00 | 1.00 | 1.00 |
| Maintenanceworker/Senior Maintenanceworker | 1.00 | 0.00 | 0.00 |
| Utilities Division - Water Plant - Reclaimed Section Total | 1.00 | 1.00 | 1.00 |
| Utilities Division Total | 94.50 | 95.50 | 100.00 |

City of Westminster
2024 Authorized Pay Plan
Full Time Equivalent Staffing Summary

| Position Title | 2022 Amended | 2023 Authorized | 2024 Authorized |
|---|-----------------|--------------------|--------------------|
| Public Works and Utilities Department | | | |
| 20035430 | | | |
| Utilities Engineering Division | | | |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 7.00 | 6.00 | 0.00 |
| <i>Utilities Engineering Manager</i> | 1.00 | 1.00 | 0.00 |
| Utilities Engineering Division Total | 8.00 | 7.00 | 0.00 |
| 20035480 | | | |
| Water Resources and Quality Division | | | |
| <i>Administrative Assistant</i> | 1.00 | 1.00 | 0.00 |
| <i>Engineer/Senior Engineer/Principal Engineer</i> | 3.00 | 3.00 | 0.00 |
| <i>Water Resources and Quality Manager</i> | 1.00 | 1.00 | 0.00 |
| <i>Water Resources Technician</i> | 1.00 | 1.00 | 0.00 |
| Water Resources and Quality Division Total | 6.00 | 6.00 | 0.00 |
| 210354800943 | | | |
| Water Resources and Quality Division - Laboratory Services Section | | | |
| <i>Water Quality Analyst/Senior Water Quality Analyst</i> | 3.00 | 3.00 | 0.00 |
| <i>Water Quality Supervisor</i> | 1.00 | 1.00 | 0.00 |
| Water Resources and Quality Division - Laboratory Services Section Total | 4.00 | 4.00 | 0.00 |
| 200354800943 | | | |
| Water Resources and Quality Division - Water Quality Section | | | |
| <i>Water Quality Administrator</i> | 1.00 | 1.00 | 0.00 |
| <i>Water Quality Analyst/Senior Water Quality Analyst</i> | 4.00 | 4.00 | 0.00 |
| <i>Water Quality Supervisor</i> | 2.00 | 2.00 | 0.00 |
| Water Resources and Quality Division - Water Quality Section Total | 7.00 | 7.00 | 0.00 |
| Water Resources and Quality Division Total | 17.00 | 17.00 | 0.00 |
| Public Works and Utilities Department Total | 153.50 | 154.50 | 211.00 |
| Grand Total | 1,092.60 | 1,109.50 | 1,115.50 |

| Summary by Fund | 2022 | 2023 | 2024 |
|--|-----------------|-----------------|-----------------|
| | Amended | Authorized | Authorized |
| General Fund | 880.35 | 895.25 | 919.00 |
| Water Fund | 98.50 | 99.50 | 87.00 |
| Wastewater Fund | 36.50 | 36.50 | 35.00 |
| Golf Fund | 18.00 | 18.00 | 18.00 |
| Storm Drainage Fund | 7.25 | 7.25 | 6.00 |
| Parking Management Fund | 4.00 | 5.00 | 4.00 |
| Fleet Maintenance Fund | 11.00 | 11.00 | 11.00 |
| Insurance Funds | 5.50 | 5.50 | 4.50 |
| Parks, Open Space, and Trails Fund | 30.00 | 30.00 | 30.00 |
| Community Development Block Grant Fund | 1.50 | 1.50 | 1.00 |
| All Fund Total | 1,092.60 | 1,109.50 | 1,115.50 |

| Summary by Department | 2022 | 2023 | 2024 |
|----------------------------------|-----------------|-----------------|-----------------|
| | Amended | Authorized | Authorized |
| City Attorney's Office | 16.80 | 16.80 | 16.80 |
| City Manager's Office | 32.00 | 25.00 | 59.60 |
| Community Development | 75.10 | 77.50 | 56.50 |
| Economic Development | 13.50 | 13.50 | 14.50 |
| Finance | 37.50 | 38.50 | 29.50 |
| Fire | 144.00 | 147.00 | 153.00 |
| General Services | 54.60 | 63.60 | 0.00 |
| Human Resources | 26.00 | 26.00 | 27.50 |
| Information Technology | 37.00 | 40.00 | 40.00 |
| Parks, Recreation, and Libraries | 205.30 | 213.30 | 213.30 |
| Police | 288.30 | 293.80 | 293.80 |
| Policy and Budget | 9.00 | 0.00 | 0.00 |
| Public Works and Utilities | 153.50 | 154.50 | 211.00 |
| All Departments Total | 1,092.60 | 1,109.50 | 1,115.50 |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|-----------|------------|------------------|--|
| A/V Technician | N15 | 3238 | Non-Exempt | Non-Exempt General |
| A/V Technician, Senior | N17 | 3240 | Non-Exempt | Non-Exempt General |
| Access Control and Hardware Technician | N17 | 5123 | Non-Exempt | Non-Exempt General |
| Accountant | E10 | 3107 | Exempt | Exempt |
| Accounting Manager | D4 | 3102 | Exempt | Department Director and Division Manager |
| Accounting Specialist | N15 | 4513 | Non-Exempt | Non-Exempt General |
| Accounting Technician | N13 | 4515 | Non-Exempt | Non-Exempt General |
| Accounting Technician/Retirement | N13 | 4516 | Non-Exempt | Non-Exempt General |
| Administrative Assistant | N13 | 4215 | Non-Exempt | Non-Exempt General |
| Administrative Technician | N14 | 4219 | Non-Exempt | Non-Exempt General |
| Animal Management Officer | N13 | 6229 | Non-Exempt | Non-Exempt General |
| Animal Management Supervisor | N17 | 6230 | Non-Exempt | Non-Exempt General |
| Applications Specialist | N17 | 4312 | Non-Exempt | Non-Exempt General |
| Apprentice (Temporary) | N8 | 7163 | Non-Exempt | Non-Exempt General |
| Arborist Technician | N13 | 5336 | Non-Exempt | Non-Exempt General |
| Assistant City Attorney I | E10 | 3502 | Exempt | Exempt |
| Assistant City Attorney II | E14 | 3501 | Exempt | Exempt |
| Assistant City Attorney, Senior | E15 | 3522 | Exempt | Exempt |
| Assistant City Clerk | N17 | 4426 | Non-Exempt | Non-Exempt General |
| Assistant City Engineer | E16 | 3303 | Exempt | Exempt |
| Assistant City Forester | N16 | 5337 | Non-Exempt | Non-Exempt General |
| Assistant City Manager/Chief of Staff | D9 | 2319 | Exempt | Department Director and Division Manager |
| Assistant Facilities Superintendent | E10 | 5102 | Exempt | Exempt |
| Assistant Golf Course Superintendent | N16 | 3932 | Non-Exempt | Non-Exempt General |
| Assistant Golf Professional | E6 | 3912 | Exempt | Exempt |
| Assistant Hydro Systems Specialist | N9 | 5734 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|------------------|-------------------|-------------------------|--|
| Assistant Prosecuting Attorney I | E10 | 3507 | Exempt | Exempt |
| Assistant Prosecuting Attorney II | E12 | 3523 | Exempt | Exempt |
| Assistant Recreation Coordinator | N10 | 5422 | Non-Exempt | Non-Exempt General |
| Assistant Recreation Facility Supervisor | N13 | 5417 | Non-Exempt | Non-Exempt General |
| Assistant Recreation Specialist | N9 | 5421 | Non-Exempt | Non-Exempt General |
| Assistant to the City Manager | E14 | 4610 | Exempt | Exempt |
| Associate Municipal Court Judge | E15 | 2202 | Exempt | Exempt |
| Associate Planner | E7 | 3818 | Exempt | Exempt |
| Benefits Specialist | N16 | 3711 | Non-Exempt | Non-Exempt General |
| Biosolids Operator I | N15 | 5632 | Non-Exempt | Non-Exempt General |
| Biosolids Operator II | N16 | 5634 | Non-Exempt | Non-Exempt General |
| Body Worn Camera Technician | N14 | 6236 | Non-Exempt | Non-Exempt General |
| Building Inspection Supervisor | N21 | 3403 | Non-Exempt | Non-Exempt General |
| Building Permit Supervisor | N18 | 3427 | Non-Exempt | Non-Exempt General |
| Building Permit Technician | N13 | 3425 | Non-Exempt | Non-Exempt General |
| Business Intelligence Analyst | E12 | 3242 | Exempt | Exempt |
| Business Navigator | E10 | 7207 | Exempt | Exempt |
| Business Operations Administrator | E14 | 7195 | Exempt | Exempt |
| Business Operations Analyst | E10 | 3105 | Exempt | Exempt |
| Business Operations Coordinator | E12 | 7148 | Exempt | Exempt |
| Business Operations Manager | D3 | 7208 | Exempt | Department Director and Division Manager |
| Capital and Development Projects Inspector | N17 | 3433 | Non-Exempt | Non-Exempt General |
| Capital Projects Administrator | E15 | 3375 | Exempt | Exempt |
| Case Management Coordinator | N15 | 6238 | Non-Exempt | Non-Exempt General |
| CDBG Technician | N15 | 3813 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|-----------|------------|------------------|--|
| Chief Building Official | D3 | 3401 | Exempt | Department Director and Division Manager |
| Chief Information Security Officer | E16 | 3234 | Exempt | Exempt |
| Chief Plant Operator | N19 | 3367 | Non-Exempt | Non-Exempt General |
| City Clerk | D4 | 2303 | Exempt | Department Director and Division Manager |
| City Engineer | D8 | 3301 | Exempt | Department Director and Division Manager |
| City Forester | N18 | 5304 | Non-Exempt | Non-Exempt General |
| City Management Intern (Temporary) | N15 | 7162 | Non-Exempt | Non-Exempt General |
| Code Compliance Coordinator | E9 | 3436 | Exempt | Exempt |
| Code Enforcement Officer | N14 | 3410 | Non-Exempt | Non-Exempt General |
| Code Enforcement Officer, Senior | N15 | 3415 | Non-Exempt | Non-Exempt General |
| Code Enforcement Supervisor | N18 | 3426 | Non-Exempt | Non-Exempt General |
| Collection Management Processing Clerk | N9 | 3621 | Non-Exempt | Non-Exempt General |
| Communications Coordinator | E9 | 7202 | Exempt | Exempt |
| Communications Manager | D3 | 7180 | Exempt | Department Director and Division Manager |
| Community Assistant | N9 | 4218 | Non-Exempt | Non-Exempt General |
| Community Development Director | D9 | 2308 | Exempt | Department Director and Division Manager |
| Community Development Operations Manager | D3 | 3443 | Exempt | Department Director and Division Manager |
| Construction Inspector | N16 | 3428 | Non-Exempt | Non-Exempt General |
| Construction Projects Specialist | E9 | 3435 | Exempt | Exempt |
| Contract Services Coordinator | N17 | 5104 | Non-Exempt | Non-Exempt General |
| Contract Services Technician | N15 | 5118 | Non-Exempt | Non-Exempt General |
| Contracts and Grants Coordinator | E10 | 7187 | Exempt | Exempt |
| Contracts and Grants Coordinator, Senior | E11 | 7198 | Exempt | Exempt |
| Control Systems Engineer | E12 | 3348 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|---|-----------|------------|------------------|--|
| Control Systems Specialist | N19 | 5703 | Non-Exempt | Non-Exempt General |
| Co-Responder | E7 | 6239 | Exempt | Exempt |
| Co-Responder Supervisor | E9 | 6240 | Exempt | Exempt |
| Court Administrator | D3 | 4401 | Exempt | Department Director and Division Manager |
| Court Security | N15 | 6235 | Non-Exempt | Non-Exempt General |
| Crewleader | N16 | 5716 | Non-Exempt | Non-Exempt General |
| Crime Analyst | E8 | 6233 | Exempt | Exempt |
| Criminalist | N15 | 6209 | Non-Exempt | Non-Exempt General |
| Criminalist, Senior | N18 | 6205 | Non-Exempt | Non-Exempt General |
| Cultural Affairs Coordinator | E6 | 7188 | Exempt | Exempt |
| Custodian | N8 | 5111 | Non-Exempt | Non-Exempt General |
| Customer Service Coordinator | N15 | 4521 | Non-Exempt | Non-Exempt General |
| Customer Service Representative I | N12 | 4518 | Non-Exempt | Non-Exempt General |
| Customer Service Representative II | N13 | 4519 | Non-Exempt | Non-Exempt General |
| Data Analyst | E8 | 7201 | Exempt | Exempt |
| Database Administrator | E14 | 3235 | Exempt | Exempt |
| Department Intern (Temporary) | N13 | 7164 | Non-Exempt | Non-Exempt General |
| Deputy City Attorney | D7 | 3517 | Exempt | Department Director and Division Manager |
| Deputy City Clerk | E14 | 4407 | Exempt | Exempt |
| Deputy City Manager | D10 | 2313 | Exempt | Department Director and Division Manager |
| Deputy City Manager/Chief Financial Officer | D10 | 2318 | Exempt | Department Director and Division Manager |
| Deputy Court Administrator | E8 | 4403 | Exempt | Exempt |
| Deputy Court Clerk I | N12 | 4410 | Non-Exempt | Non-Exempt General |
| Deputy Court Clerk II | N13 | 4408 | Non-Exempt | Non-Exempt General |
| Development Engineering Administrator | E15 | 3308 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|-------------------------------------|-----------|------------|------------------|--|
| Development Services Coordinator | E10 | 3831 | Exempt | Exempt |
| Digital Communications Supervisor | E11 | 7209 | Exempt | Exempt |
| Digital Media Specialist | E6 | 7183 | Exempt | Exempt |
| Economic Development Director | D9 | 2316 | Exempt | Department Director and Division Manager |
| Economic Development Officer | E11 | 7140 | Exempt | Exempt |
| Economic Resilience Manager | D5 | 7206 | Exempt | Department Director and Division Manager |
| Economic Vibrancy Manger | D5 | 7205 | Exempt | Department Director and Division Manager |
| Electrical Inspector | N17 | 3440 | Non-Exempt | Non-Exempt General |
| Electrical Inspector, Senior | N18 | 3442 | Non-Exempt | Non-Exempt General |
| Electrician I | N16 | 5725 | Non-Exempt | Non-Exempt General |
| Electrician II | N17 | 5726 | Non-Exempt | Non-Exempt General |
| Electrician III | N18 | 5727 | Non-Exempt | Non-Exempt General |
| Emergency Management Coordinator | E13 | 6116 | Exempt | Exempt |
| Emergency Vehicle Technician I | N15 | 5731 | Non-Exempt | Non-Exempt General |
| Emergency Vehicle Technician II | N16 | 5732 | Non-Exempt | Non-Exempt General |
| Emergency Vehicle Technician III | N17 | 5733 | Non-Exempt | Non-Exempt General |
| Employee Development Coordinator | E10 | 7146 | Exempt | Exempt |
| Employee Wellness Coordinator | E10 | 3729 | Exempt | Exempt |
| Engagement Coordinator | E9 | 7213 | Exempt | Exempt |
| Engineer | E9 | 3342 | Exempt | Exempt |
| Engineer, Principal | E14 | 3364 | Exempt | Exempt |
| Engineer, Senior | E12 | 3345 | Exempt | Exempt |
| Engineering Projects Specialist | N18 | 3429 | Non-Exempt | Non-Exempt General |
| Environmental Compliance Analyst | E10 | 7177 | Exempt | Exempt |
| Environmental Compliance Technician | N14 | 7203 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|---|-----------|------------|------------------|---|
| Equipment Operator I | N14 | 5717 | Non-Exempt | Non-Exempt General |
| Equipment Operator II | N15 | 5718 | Non-Exempt | Non-Exempt General |
| Equipment Services Assistant | N10 | 6212 | Non-Exempt | Non-Exempt General |
| Equitable Process Coordinator (Temporary) | E12 | 7199 | Exempt | Exempt |
| ERP Software Engineer | E13 | 3223 | Exempt | Exempt |
| Event Planner | E6 | 7168 | Exempt | Exempt |
| Event Planner, Senior | E7 | 7169 | Exempt | Exempt |
| Executive Aide | N16 | 4609 | Non-Exempt | Non-Exempt General |
| Executive Assistant | N15 | 4607 | Non-Exempt | Non-Exempt General |
| Executive Talent Developer | E14 | 3736 | Exempt | Exempt |
| Facilities and Projects Coordinator | E12 | 5124 | Exempt | Exempt |
| Facilities Maintenance Technician I | N11 | 5119 | Non-Exempt | Non-Exempt General |
| Facilities Maintenance Technician II | N13 | 5120 | Non-Exempt | Non-Exempt General |
| Facilities Security Analyst | E10 | 7111 | Exempt | Exempt |
| Facilities Superintendent | E13 | 5121 | Exempt | Exempt |
| Facilities Supervisor | N19 | 5122 | Non-Exempt | Non-Exempt General |
| Finance Specialist | N14 | 3121 | Non-Exempt | Non-Exempt General |
| Financial Analyst | E10 | 3109 | Exempt | Exempt |
| Financial Analyst, Senior | E11 | 3115 | Exempt | Exempt |
| Fire Battalion Chief | E15 | 6129 | Exempt | Exempt |
| Fire Captain - Non Shift | F5 | 6147 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Captain - Shift | FS5 | 6148 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Chief | D9 | 6101 | Exempt | Department Director and Division Manager |
| Fire Deputy Chief | D6 | 6146 | Exempt | Department Director and Division Manager |
| Fire EMS Chief | E15 | 6140 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|------------------|-------------------|-------------------------|---|
| Fire Engineer - Non Shift | F3 | 6134 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Engineer - Shift | FS3 | 6109 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Inspector | N17 | 6139 | Non-Exempt | Non-Exempt General |
| Fire Lieutenant - EMS Field Coordinator - Non Shift | F4 | 6133 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Field Training Officer - Non Shift | F4 | 6131 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Fire Investigator - Non Shift | F4 | 6121 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift | F4 | 6132 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Logistics Officer - Non Shift | F4 | 6143 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Non Shift | F4 | 6142 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Safety and Medical Officer - Non Shift | F4 | 6144 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Safety and Medical Officer - Shift | FS4 | 6145 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Shift | FS4 | 6108 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Lieutenant - Technical Services Coordinator - Non Shift | F4 | 6120 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Marshal | E15 | 6124 | Exempt | Exempt |
| Fire Paramedic - Non Shift | F3P | 6135 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Paramedic - Shift | FS3P | 6110 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Trainee - Non Operational (Temporary) | FT1 | 6149 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fire Training Chief | E15 | 6141 | Exempt | Exempt |
| Firefighter - Non Shift | F2 | 6150 | Non-Exempt | Non-Exempt Fire Commissioned |
| Firefighter - Shift | FS2 | 6151 | Non-Exempt | Non-Exempt Fire Commissioned |
| Fleet Manager | D3 | 5201 | Exempt | Department Director and Division Manager |
| Fleet Superintendent | E13 | 5203 | Exempt | Exempt |
| Fleet Supervisor | N19 | 5202 | Non-Exempt | Non-Exempt General |
| Foreperson | N18 | 5729 | Non-Exempt | Non-Exempt General |
| General Building Inspector | N17 | 3407 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|------------------|-------------------|-------------------------|--------------------|
| GIS Coordinator | E12 | 3347 | Exempt | Exempt |
| GIS Specialist | N18 | 4308 | Non-Exempt | Non-Exempt General |
| Golf Course Superintendent | E9 | 3909 | Exempt | Exempt |
| Golf Irrigator | N13 | 3919 | Non-Exempt | Non-Exempt General |
| Golf Professional | E9 | 3911 | Exempt | Exempt |
| Golf Shop Associate | N9 | 3940 | Non-Exempt | Non-Exempt General |
| Golf Worker I | N10 | 3937 | Non-Exempt | Non-Exempt General |
| Golf Worker II | N12 | 3938 | Non-Exempt | Non-Exempt General |
| Graffiti Enforcement Specialist | N14 | 5525 | Non-Exempt | Non-Exempt General |
| Graphic Designer | E6 | 7171 | Exempt | Exempt |
| Graphic Designer, Senior | E7 | 7211 | Exempt | Exempt |
| Guest Relations Clerk I | N7 | 4206 | Non-Exempt | Non-Exempt General |
| Guest Relations Clerk II | N9 | 4209 | Non-Exempt | Non-Exempt General |
| Head Lifeguard | N7 | 5420 | Non-Exempt | Non-Exempt General |
| Homeless Navigator | N13 | 3944 | Non-Exempt | Non-Exempt General |
| Housing and Redevelopment Specialist | E8 | 3828 | Exempt | Exempt |
| Housing Coordinator | E10 | 7173 | Exempt | Exempt |
| Housing Inspector | N17 | 3417 | Non-Exempt | Non-Exempt General |
| Human Resources Administrator - Benefits | E13 | 3737 | Exempt | Exempt |
| Human Resources Administrator - Retirement | E12 | 3740 | Exempt | Exempt |
| Human Resources Administrator - Risk | E13 | 3738 | Exempt | Exempt |
| Human Resources Administrator - Workforce | E14 | 3739 | Exempt | Exempt |
| Human Resources Analyst | E8 | 3703 | Exempt | Exempt |
| Human Resources Analyst, Senior | E10 | 3710 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|---|-----------|------------|------------------|--|
| Human Resources Business Partner | E8 | 3730 | Exempt | Exempt |
| Human Resources Business Partner, Senior | E10 | 3731 | Exempt | Exempt |
| Human Resources Director | D9 | 2315 | Exempt | Department Director and Division Manager |
| Human Resources Manager | D4 | 3701 | Exempt | Department Director and Division Manager |
| Human Resources Specialist | N15 | 3725 | Non-Exempt | Non-Exempt General |
| Human Resources Technician | N14 | 3706 | Non-Exempt | Non-Exempt General |
| HVAC Specialist | N18 | 5708 | Non-Exempt | Non-Exempt General |
| Hydro Systems Specialist | N16 | 5724 | Non-Exempt | Non-Exempt General |
| Information Security Analyst | E13 | 3236 | Exempt | Exempt |
| Information Systems Manager | D5 | 4317 | Exempt | Department Director and Division Manager |
| Information Technology Director | D9 | 2310 | Exempt | Department Director and Division Manager |
| Information/Records Management Coordinator | E13 | 4419 | Exempt | Exempt |
| Infrastructure Asset Management Coordinator | E11 | 4321 | Exempt | Exempt |
| IT Services Administrator | E15 | 3231 | Exempt | Exempt |
| IT Systems Supervisor | E14 | 3225 | Exempt | Exempt |
| Judge Pro Tem | E15 | 2203 | Exempt | Exempt |
| Landscape Architect | E9 | 5325 | Exempt | Exempt |
| Landscape Designer | E8 | 5334 | Exempt | Exempt |
| Lead Deputy Court Clerk | N14 | 4421 | Non-Exempt | Non-Exempt General |
| Lead Plant Operator | N17 | 3314 | Non-Exempt | Non-Exempt General |
| Lead Prosecuting Attorney | E14 | 3513 | Exempt | Exempt |
| Lead Software Engineer | E14 | 3201 | Exempt | Exempt |
| Legal Administrator | E10 | 3516 | Exempt | Exempt |
| Legal Assistant | N14 | 3521 | Non-Exempt | Non-Exempt General |
| Legal Coordinator | E7 | 3518 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|---|-----------|------------|------------------|--|
| Librarian I | E5 | 3603 | Exempt | Exempt |
| Library Assistant Supervisor | N13 | 3619 | Non-Exempt | Non-Exempt General |
| Library Associate I | N10 | 3606 | Non-Exempt | Non-Exempt General |
| Library Associate II | N12 | 3609 | Non-Exempt | Non-Exempt General |
| Library Clerk I | N7 | 3607 | Non-Exempt | Non-Exempt General |
| Library Clerk II | N8 | 3610 | Non-Exempt | Non-Exempt General |
| Library Network Specialist | E6 | 4314 | Exempt | Exempt |
| Library Services Coordinator | E8 | 3615 | Exempt | Exempt |
| Library Services Manager | D3 | 3601 | Exempt | Department Director and Division Manager |
| Library Shelver | N7 | 3617 | Non-Exempt | Non-Exempt General |
| Library Supervisor | E6 | 3604 | Exempt | Exempt |
| Maintenanceworker | N10 | 5511 | Non-Exempt | Non-Exempt General |
| Maintenanceworker, Senior | N12 | 5510 | Non-Exempt | Non-Exempt General |
| Management Analyst | E8 | 7130 | Exempt | Exempt |
| Management Analyst, Senior | E10 | 7131 | Exempt | Exempt |
| Marketing Analyst | E7 | 7153 | Exempt | Exempt |
| Marketing Supervisor | E11 | 7185 | Exempt | Exempt |
| Mechanic I | N13 | 5709 | Non-Exempt | Non-Exempt General |
| Mechanic II | N14 | 5707 | Non-Exempt | Non-Exempt General |
| Network Administrator | E10 | 3210 | Exempt | Exempt |
| Network Engineer | E13 | 3228 | Exempt | Exempt |
| Network Technician | N15 | 4309 | Non-Exempt | Non-Exempt General |
| Network Technician, Senior | N17 | 4323 | Non-Exempt | Non-Exempt General |
| Open Space Specialist | E5 | 7157 | Exempt | Exempt |
| Open Space Specialist - Natural Resources | N13 | 5343 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|-----------|------------|------------------|--|
| Open Space Steward I | N10 | 5341 | Non-Exempt | Non-Exempt General |
| Open Space Steward II | N12 | 5342 | Non-Exempt | Non-Exempt General |
| Open Space Superintendent | E10 | 7156 | Exempt | Exempt |
| Open Space Supervisor | E7 | 7158 | Exempt | Exempt |
| Organizational Communications Supervisor | E11 | 7210 | Exempt | Exempt |
| Park Ranger | N13 | 5330 | Non-Exempt | Non-Exempt General |
| Park Ranger, Senior | N16 | 5318 | Non-Exempt | Non-Exempt General |
| Parking and Transportation Demand Management Coordinator | E9 | 3370 | Exempt | Exempt |
| Parking Enforcement Officer | N13 | 3379 | Non-Exempt | Non-Exempt General |
| Parking Operations Supervisor | N16 | 3380 | Non-Exempt | Non-Exempt General |
| Parks and Golf Superintendent | E12 | 3936 | Exempt | Exempt |
| Parks and Horticulture Superintendent | E11 | 5338 | Exempt | Exempt |
| Parks Specialist | N13 | 5310 | Non-Exempt | Non-Exempt General |
| Parks, Golf and Open Space Manager | D4 | 3900 | Exempt | Department Director and Division Manager |
| Parks, Recreation and Libraries Director | D9 | 2307 | Exempt | Department Director and Division Manager |
| Parks, Recreation and Libraries Operations Manager | D3 | 3934 | Exempt | Department Director and Division Manager |
| Parks, Recreation and Libraries Planning and Design Supervisor | E10 | 5344 | Exempt | Exempt |
| Parksworker I | N10 | 5311 | Non-Exempt | Non-Exempt General |
| Parksworker II | N12 | 5308 | Non-Exempt | Non-Exempt General |
| Pavement Management Coordinator | E10 | 5523 | Exempt | Exempt |
| Payroll Supervisor | E10 | 4526 | Exempt | Exempt |
| Planner | E8 | 3819 | Exempt | Exempt |
| Planner, Principal | E13 | 3816 | Exempt | Exempt |
| Planner, Senior | E10 | 3820 | Exempt | Exempt |
| Planning Manager | D5 | 3801 | Exempt | Department Director and Division Manager |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|------------------------------------|-----------|------------|------------------|--|
| Plans Examiner | N17 | 3431 | Non-Exempt | Non-Exempt General |
| Plans Examiner, Senior | N18 | 3434 | Non-Exempt | Non-Exempt General |
| Plant Maintenance Supervisor | N19 | 3378 | Non-Exempt | Non-Exempt General |
| Plant Mechanic | N14 | 5622 | Non-Exempt | Non-Exempt General |
| Plant Operator I | N13 | 3324 | Non-Exempt | Non-Exempt General |
| Plant Operator II | N14 | 3322 | Non-Exempt | Non-Exempt General |
| Plant Operator III | N15 | 3320 | Non-Exempt | Non-Exempt General |
| Plant Operator IV | N16 | 3316 | Non-Exempt | Non-Exempt General |
| Plant Operator Trainee | N11 | 3346 | Non-Exempt | Non-Exempt General |
| Plant Superintendent | E14 | 3340 | Exempt | Exempt |
| Playground Safety Specialist | N15 | 5728 | Non-Exempt | Non-Exempt General |
| Police Chief | D9 | 6201 | Exempt | Department Director and Division Manager |
| Police Commander | E15 | 6228 | Exempt | Exempt |
| Police Deputy Chief | D6 | 6225 | Exempt | Department Director and Division Manager |
| Police Officer | P2 | 6207 | Non-Exempt | Non-Exempt Police - Sworn |
| Police Officer Trainee (Temporary) | P1 | 6218 | Non-Exempt | Non-Exempt Police - Sworn |
| Police Officer, Senior | P3 | 6206 | Non-Exempt | Non-Exempt Police - Sworn |
| Police Records Supervisor | N17 | 4416 | Non-Exempt | Non-Exempt General |
| Police Records Technician | N12 | 4417 | Non-Exempt | Non-Exempt General |
| Police Sergeant | P4 | 6204 | Non-Exempt | Non-Exempt Police - Sworn |
| Policy and Budget Administrator | E15 | 7214 | Exempt | Exempt |
| Policy and Budget Coordinator | E12 | 7161 | Exempt | Exempt |
| Pottery Studio Coordinator | N11 | 5423 | Non-Exempt | Non-Exempt General |
| Print Shop Coordinator | N15 | 5721 | Non-Exempt | Non-Exempt General |
| Printing Technician | N11 | 5713 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|---|-----------|------------|------------------|--|
| Probation Officer | N15 | 3509 | Non-Exempt | Non-Exempt General |
| Probation Supervisor | E8 | 3504 | Exempt | Exempt |
| Procurement Analyst | E10 | 7100 | Exempt | Exempt |
| Procurement Analyst, Senior | E11 | 7212 | Exempt | Exempt |
| Procurement Manager | D3 | 7197 | Exempt | Department Director and Division Manager |
| Program Planner/Designer | E11 | 3830 | Exempt | Exempt |
| Property Evidence Technician | N14 | 6226 | Non-Exempt | Non-Exempt General |
| Public Information Specialist | E8 | 7109 | Exempt | Exempt |
| Public Safety Telecommunicator I | N14 | 4107 | Non-Exempt | Non-Exempt General |
| Public Safety Telecommunicator II | N16 | 4109 | Non-Exempt | Non-Exempt General |
| Public Safety Telecommunicator Administrator | E14 | 4115 | Exempt | Exempt |
| Public Safety Telecommunicator Supervisor | N19 | 4113 | Non-Exempt | Non-Exempt General |
| Public Works and Utilities Director | D9 | 2306 | Exempt | Department Director and Division Manager |
| Public Works and Utilities Operations Manager | D4 | 5175 | Exempt | Department Director and Division Manager |
| Real Estate and Development Administrator | E13 | 7194 | Exempt | Exempt |
| Reclaimed System Analyst | E7 | 3350 | Exempt | Exempt |
| Reclaimed System Coordinator | E9 | 3352 | Exempt | Exempt |
| Records Management Technician | N15 | 3333 | Non-Exempt | Non-Exempt General |
| Recreation Aide | N7 | 5407 | Non-Exempt | Non-Exempt General |
| Recreation Coordinator | E6 | 3942 | Exempt | Exempt |
| Recreation Facilities Superintendent | E12 | 3931 | Exempt | Exempt |
| Recreation Programs Superintendent | E12 | 3929 | Exempt | Exempt |
| Recreation Services Manager | D4 | 3924 | Exempt | Department Director and Division Manager |
| Recreation Specialist | E5 | 3908 | Exempt | Exempt |
| Recreation Supervisor I | E9 | 3943 | Exempt | Exempt |
| Recreation Supervisor II | E10 | 3935 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|-----------|------------|------------------|--|
| Report Specialist | N13 | 6213 | Non-Exempt | Non-Exempt General |
| Revenue Agent | E7 | 3111 | Exempt | Exempt |
| Safety Analyst | E8 | 3732 | Exempt | Exempt |
| Safety Analyst, Senior | E10 | 3733 | Exempt | Exempt |
| Sales Tax Audit Supervisor | E11 | 3112 | Exempt | Exempt |
| Sales Tax Auditor | E9 | 3108 | Exempt | Exempt |
| Sales Tax Manager | D3 | 3101 | Exempt | Department Director and Division Manager |
| Second Assistant Golf Professional | N14 | 3913 | Non-Exempt | Non-Exempt General |
| Senior Telecommunications Administrator | E14 | 7122 | Exempt | Exempt |
| Senior Transportation and Mobility Planner | E14 | 3822 | Exempt | Exempt |
| Software Engineer I | E10 | 3204 | Exempt | Exempt |
| Software Engineer II | E12 | 3203 | Exempt | Exempt |
| Software Engineering Manager | D5 | 4318 | Exempt | Department Director and Division Manager |
| Stormwater Analyst | E7 | 3372 | Exempt | Exempt |
| Stormwater Coordinator | E10 | 3373 | Exempt | Exempt |
| Stormwater Inspector | N16 | 3374 | Non-Exempt | Non-Exempt General |
| Stormwater Utility Administrator | E15 | 3376 | Exempt | Exempt |
| Street Inspector | N16 | 5517 | Non-Exempt | Non-Exempt General |
| Street Maintenance Worker I | N10 | 5527 | Non-Exempt | Non-Exempt General |
| Street Maintenance Worker II | N12 | 5526 | Non-Exempt | Non-Exempt General |
| Street Operations Superintendent | E13 | 5504 | Exempt | Exempt |
| Street Operations Supervisor | N18 | 5502 | Non-Exempt | Non-Exempt General |
| Street Projects Specialist | N19 | 5524 | Non-Exempt | Non-Exempt General |
| Support Services Administrator | E14 | 4422 | Exempt | Exempt |
| Sustainability Administrator | E12 | 3832 | Exempt | Exempt |
| Sustainability Intern (Temporary) | E8 | 3829 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|-----------|------------|------------------|--|
| Systems Administrator | E11 | 3224 | Exempt | Exempt |
| Technical Services Coordinator | E11 | 6227 | Exempt | Exempt |
| Technical Services Supervisor | E10 | 6242 | Exempt | Exempt |
| Technical Support Specialist | N15 | 3226 | Non-Exempt | Non-Exempt General |
| Technical Support Specialist, Senior | N17 | 3227 | Non-Exempt | Non-Exempt General |
| Technology Procurement Specialist | N15 | 3233 | Non-Exempt | Non-Exempt General |
| Traffic Accident Investigator | N16 | 6215 | Non-Exempt | Non-Exempt General |
| Traffic Signs Technician | N13 | 5528 | Non-Exempt | Non-Exempt General |
| Traffic Technician | N15 | 3357 | Non-Exempt | Non-Exempt General |
| Training and Instructional Designer | E8 | 7204 | Exempt | Exempt |
| Transportation Engineer | E15 | 3377 | Exempt | Exempt |
| Transportation Systems Coordinator | E9 | 3315 | Exempt | Exempt |
| Treasury Manager | D3 | 3103 | Exempt | Department Director and Division Manager |
| Utilities Asset Management Planner/Scheduler | N17 | 5636 | Non-Exempt | Non-Exempt General |
| Utilities Engineering Administrator | E15 | 3313 | Exempt | Exempt |
| Utilities Inspector | N16 | 5623 | Non-Exempt | Non-Exempt General |
| Utilities Inspector, Senior | N17 | 5631 | Non-Exempt | Non-Exempt General |
| Utilities Manager | D6 | 5601 | Exempt | Department Director and Division Manager |
| Utilities Operations Supervisor | N18 | 5640 | Non-Exempt | Non-Exempt General |
| Utilities Operator I | N12 | 5625 | Non-Exempt | Non-Exempt General |
| Utilities Operator II | N14 | 5626 | Non-Exempt | Non-Exempt General |
| Utilities Operator III | N15 | 5627 | Non-Exempt | Non-Exempt General |
| Utilities Operator-In-Training | N10 | 5624 | Non-Exempt | Non-Exempt General |
| Utilities Specialist I | N15 | 5628 | Non-Exempt | Non-Exempt General |
| Utilities Specialist II | N16 | 5629 | Non-Exempt | Non-Exempt General |
| Utilities Specialist III | N17 | 5630 | Non-Exempt | Non-Exempt General |

City of Westminster
2024 Authorized Pay Plan
Benefited Position Titles

| Position | Pay Grade | Class Code | Exemption Status | Pay Plan |
|--|------------------|-------------------|-------------------------|--------------------|
| Utility Billing Applications Analyst | E10 | 4523 | Exempt | Exempt |
| Utility Billing Supervisor | E9 | 4525 | Exempt | Exempt |
| Victim Advocate | N15 | 3506 | Non-Exempt | Non-Exempt General |
| Victim Services Coordinator | E8 | 3503 | Exempt | Exempt |
| Wastewater Superintendent | E14 | 3361 | Exempt | Exempt |
| Water Quality Administrator | E14 | 3339 | Exempt | Exempt |
| Water Quality Analyst | E6 | 3311 | Exempt | Exempt |
| Water Quality Analyst, Senior | E8 | 3321 | Exempt | Exempt |
| Water Quality Supervisor | E10 | 3338 | Exempt | Exempt |
| Water Resources Analyst | E9 | 3317 | Exempt | Exempt |
| Water Resources Analyst, Senior | E10 | 3368 | Exempt | Exempt |
| Water Resources Administrator | E15 | 3326 | Exempt | Exempt |
| Water Resources Technician | N15 | 3334 | Non-Exempt | Non-Exempt General |
| Water Superintendent | E14 | 5620 | Exempt | Exempt |
| Wellness Court/Resource Navigator (Temporary) | E5 | 4425 | Exempt | Exempt |
| Westminster Legacy Foundation Executive Director (Temporary) | E7 | 7178 | Exempt | Exempt |
| Workforce Outreach Coordinator | E8 | 3734 | Exempt | Exempt |
| Workforce Outreach Coordinator, Senior | E10 | 3735 | Exempt | Exempt |

City of Westminster
2024 Authorized Pay Plan
Department Director and Division Manager Pay Plan

| Grade | Minimum Salary | Maximum Salary |
|-------|----------------|----------------|
| D3 | \$122,577.00 | \$153,215.00 |
| D4 | \$131,752.00 | \$164,708.00 |
| D5 | \$141,633.00 | \$177,040.00 |
| D6 | \$152,262.00 | \$190,327.00 |
| D7 | \$163,686.00 | \$204,613.00 |
| D8 | \$175,951.00 | \$219,945.00 |
| D9 | \$189,146.00 | \$236,432.00 |
| D10 | \$203,333.00 | \$254,166.00 |

City of Westminster
 2024 Authorized Pay Plan
 Exempt Pay Plan

| Grade | Minimum Salary | Maximum Salary |
|-------|----------------|----------------|
| E5 | \$66,729.00 | \$83,422.00 |
| E6 | \$71,748.00 | \$89,668.00 |
| E7 | \$77,108.00 | \$96,391.00 |
| E8 | \$82,899.00 | \$103,613.00 |
| E9 | \$89,123.00 | \$111,402.00 |
| E10 | \$95,800.00 | \$119,738.00 |
| E11 | \$102,977.00 | \$128,732.00 |
| E12 | \$110,699.00 | \$138,385.00 |
| E13 | \$119,012.00 | \$148,764.00 |
| E14 | \$127,937.00 | \$159,916.00 |
| E15 | \$137,521.00 | \$171,908.00 |
| E16 | \$147,835.00 | \$184,801.00 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|-----------|-----------|-------------|-------------|
| N7 | 1 | \$18.03 | \$37,502.40 |
| | 2 | \$18.47 | \$38,417.60 |
| | 3 | \$18.94 | \$39,395.20 |
| | 4 | \$19.42 | \$40,393.60 |
| | 5 | \$19.89 | \$41,371.20 |
| | 6 | \$20.40 | \$42,432.00 |
| | 7 | \$20.91 | \$43,492.80 |
| | 8 | \$21.42 | \$44,553.60 |
| | 9 | \$21.96 | \$45,676.80 |
| | 10 | \$22.51 | \$46,820.80 |
| | 11 | \$23.07 | \$47,985.60 |

| | | | |
|-----------|-----------|---------|-------------|
| N8 | 1 | \$19.39 | \$40,331.20 |
| | 2 | \$19.86 | \$41,308.80 |
| | 3 | \$20.37 | \$42,369.60 |
| | 4 | \$20.87 | \$43,409.60 |
| | 5 | \$21.39 | \$44,491.20 |
| | 6 | \$21.92 | \$45,593.60 |
| | 7 | \$22.47 | \$46,737.60 |
| | 8 | \$23.04 | \$47,923.20 |
| | 9 | \$23.61 | \$49,108.80 |
| | 10 | \$24.20 | \$50,336.00 |
| | 11 | \$24.81 | \$51,604.80 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|-----------|-----------|-------------|-------------|
| N9 | 1 | \$20.83 | \$43,326.40 |
| | 2 | \$21.35 | \$44,408.00 |
| | 3 | \$21.88 | \$45,510.40 |
| | 4 | \$22.43 | \$46,654.40 |
| | 5 | \$23.00 | \$47,840.00 |
| | 6 | \$23.57 | \$49,025.60 |
| | 7 | \$24.16 | \$50,252.80 |
| | 8 | \$24.77 | \$51,521.60 |
| | 9 | \$25.38 | \$52,790.40 |
| | 10 | \$26.01 | \$54,100.80 |
| | 11 | \$26.66 | \$55,452.80 |

| | | | |
|------------|-----------|---------|-------------|
| N10 | 1 | \$22.40 | \$46,592.00 |
| | 2 | \$22.96 | \$47,756.80 |
| | 3 | \$23.54 | \$48,963.20 |
| | 4 | \$24.12 | \$50,169.60 |
| | 5 | \$24.73 | \$51,438.40 |
| | 6 | \$25.34 | \$52,707.20 |
| | 7 | \$25.97 | \$54,017.60 |
| | 8 | \$26.62 | \$55,369.60 |
| | 9 | \$27.28 | \$56,742.40 |
| | 10 | \$27.97 | \$58,177.60 |
| | 11 | \$28.66 | \$59,612.80 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| N11 | 1 | \$24.07 | \$50,065.60 |
| | 2 | \$24.67 | \$51,313.60 |
| | 3 | \$25.29 | \$52,603.20 |
| | 4 | \$25.93 | \$53,934.40 |
| | 5 | \$26.57 | \$55,265.60 |
| | 6 | \$27.23 | \$56,638.40 |
| | 7 | \$27.92 | \$58,073.60 |
| | 8 | \$28.62 | \$59,529.60 |
| | 9 | \$29.33 | \$61,006.40 |
| | 10 | \$30.06 | \$62,524.80 |
| | 11 | \$30.81 | \$64,084.80 |

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|------------|-----------|---------|-------------|
| N12 | 1 | \$25.86 | \$53,788.80 |
| | 2 | \$26.53 | \$55,182.40 |
| | 3 | \$27.19 | \$56,555.20 |
| | 4 | \$27.86 | \$57,948.80 |
| | 5 | \$28.57 | \$59,425.60 |
| | 6 | \$29.27 | \$60,881.60 |
| | 7 | \$30.00 | \$62,400.00 |
| | 8 | \$30.76 | \$63,980.80 |
| | 9 | \$31.53 | \$65,582.40 |
| | 10 | \$32.32 | \$67,225.60 |
| | 11 | \$33.13 | \$68,910.40 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| N13 | 1 | \$27.82 | \$57,865.60 |
| | 2 | \$28.51 | \$59,300.80 |
| | 3 | \$29.23 | \$60,798.40 |
| | 4 | \$29.95 | \$62,296.00 |
| | 5 | \$30.71 | \$63,876.80 |
| | 6 | \$31.47 | \$65,457.60 |
| | 7 | \$32.25 | \$67,080.00 |
| | 8 | \$33.07 | \$68,785.60 |
| | 9 | \$33.90 | \$70,512.00 |
| | 10 | \$34.74 | \$72,259.20 |
| | 11 | \$35.60 | \$74,048.00 |

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|------------|-----------|---------|-------------|
| N14 | 1 | \$29.91 | \$62,212.80 |
| | 2 | \$30.65 | \$63,752.00 |
| | 3 | \$31.41 | \$65,332.80 |
| | 4 | \$32.20 | \$66,976.00 |
| | 5 | \$33.01 | \$68,660.80 |
| | 6 | \$33.83 | \$70,366.40 |
| | 7 | \$34.68 | \$72,134.40 |
| | 8 | \$35.54 | \$73,923.20 |
| | 9 | \$36.44 | \$75,795.20 |
| | 10 | \$37.34 | \$77,667.20 |
| | 11 | \$38.27 | \$79,601.60 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| N15 | 1 | \$32.15 | \$66,872.00 |
| | 2 | \$32.95 | \$68,536.00 |
| | 3 | \$33.77 | \$70,241.60 |
| | 4 | \$34.61 | \$71,988.80 |
| | 5 | \$35.49 | \$73,819.20 |
| | 6 | \$36.37 | \$75,649.60 |
| | 7 | \$37.28 | \$77,542.40 |
| | 8 | \$38.20 | \$79,456.00 |
| | 9 | \$39.16 | \$81,452.80 |
| | 10 | \$40.15 | \$83,512.00 |
| | 11 | \$41.14 | \$85,571.20 |

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|------------|-----------|---------|-------------|
| N16 | 1 | \$34.56 | \$71,884.80 |
| | 2 | \$35.42 | \$73,673.60 |
| | 3 | \$36.31 | \$75,524.80 |
| | 4 | \$37.21 | \$77,396.80 |
| | 5 | \$38.14 | \$79,331.20 |
| | 6 | \$39.10 | \$81,328.00 |
| | 7 | \$40.08 | \$83,366.40 |
| | 8 | \$41.08 | \$85,446.40 |
| | 9 | \$42.10 | \$87,568.00 |
| | 10 | \$43.15 | \$89,752.00 |
| | 11 | \$44.24 | \$92,019.20 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| N17 | 1 | \$37.15 | \$77,272.00 |
| | 2 | \$38.08 | \$79,206.40 |
| | 3 | \$39.03 | \$81,182.40 |
| | 4 | \$40.01 | \$83,220.80 |
| | 5 | \$41.01 | \$85,300.80 |
| | 6 | \$42.03 | \$87,422.40 |
| | 7 | \$43.08 | \$89,606.40 |
| | 8 | \$44.15 | \$91,832.00 |
| | 9 | \$45.26 | \$94,140.80 |
| | 10 | \$46.40 | \$96,512.00 |
| | 11 | \$47.56 | \$98,924.80 |

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|------------|-----------|---------|--------------|
| N18 | 1 | \$39.93 | \$83,054.40 |
| | 2 | \$40.93 | \$85,134.40 |
| | 3 | \$41.95 | \$87,256.00 |
| | 4 | \$43.00 | \$89,440.00 |
| | 5 | \$44.08 | \$91,686.40 |
| | 6 | \$45.19 | \$93,995.20 |
| | 7 | \$46.31 | \$96,324.80 |
| | 8 | \$47.47 | \$98,737.60 |
| | 9 | \$48.66 | \$101,212.80 |
| | 10 | \$49.87 | \$103,729.60 |
| | 11 | \$51.11 | \$106,308.80 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|--------------|
| N19 | 1 | \$42.93 | \$89,294.40 |
| | 2 | \$44.01 | \$91,540.80 |
| | 3 | \$45.11 | \$93,828.80 |
| | 4 | \$46.23 | \$96,158.40 |
| | 5 | \$47.39 | \$98,571.20 |
| | 6 | \$48.57 | \$101,025.60 |
| | 7 | \$49.78 | \$103,542.40 |
| | 8 | \$51.03 | \$106,142.40 |
| | 9 | \$52.30 | \$108,784.00 |
| | 10 | \$53.61 | \$111,508.80 |
| | 11 | \$54.96 | \$114,316.80 |

| | | | |
|------------|-----------|---------|--------------|
| N20 | 1 | \$46.14 | \$95,971.20 |
| | 2 | \$47.30 | \$98,384.00 |
| | 3 | \$48.48 | \$100,838.40 |
| | 4 | \$49.69 | \$103,355.20 |
| | 5 | \$50.94 | \$105,955.20 |
| | 6 | \$52.22 | \$108,617.60 |
| | 7 | \$53.52 | \$111,321.60 |
| | 8 | \$54.86 | \$114,108.80 |
| | 9 | \$56.22 | \$116,937.60 |
| | 10 | \$57.63 | \$119,870.40 |
| | 11 | \$59.08 | \$122,886.40 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt General Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|------------|-----------|-------------|--------------|
| N21 | 1 | \$49.60 | \$103,168.00 |
| | 2 | \$50.85 | \$105,768.00 |
| | 3 | \$52.11 | \$108,388.80 |
| | 4 | \$53.42 | \$111,113.60 |
| | 5 | \$54.76 | \$113,900.80 |
| | 6 | \$56.13 | \$116,750.40 |
| | 7 | \$57.54 | \$119,683.20 |
| | 8 | \$58.97 | \$122,657.60 |
| | 9 | \$60.43 | \$125,694.40 |
| | 10 | \$61.96 | \$128,876.80 |
| | 11 | \$63.51 | \$132,100.80 |

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt Fire Commissioned Position Titles

| Non Shift Positions | Pay Grade | Class Code |
|--|------------------|-------------------|
| Fire Trainee - Non Operational (Temporary) | FT1 | 6149 |
| Firefighter - Non Shift | F2 | 6150 |
| Fire Engineer - Non Shift | F3 | 6134 |
| Fire Paramedic - Non Shift | F3P | 6135 |
| Fire Lieutenant - EMS Field Coordinator - Non Shift | F4 | 6133 |
| Fire Lieutenant - Field Training Officer - Non Shift | F4 | 6131 |
| Fire Lieutenant - Fire Investigator - Non Shift | F4 | 6121 |
| Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift | F4 | 6132 |
| Fire Lieutenant - Logistics Officer - Non Shift | F4 | 6143 |
| Fire Lieutenant - Non Shift | F4 | 6142 |
| Fire Lieutenant - Safety and Medical Officer - Non Shift | F4 | 6144 |
| Fire Lieutenant - Technical Services Coordinator - Non Shift | F4 | 6120 |
| Fire Captain - Non Shift | F5 | 6147 |

| Shift Positions | Pay Grade | Class Code |
|--|------------------|-------------------|
| Firefighter - Shift | FS2 | 6151 |
| Fire Engineer - Shift | FS3 | 6109 |
| Fire Paramedic - Shift | FS3P | 6110 |
| Fire Lieutenant - Safety and Medical Officer - Shift | FS4 | 6145 |
| Fire Lieutenant - Shift | FS4 | 6108 |
| Fire Captain - Shift | FS5 | 6148 |

**FIRE PAY PLAN APPROVED PER THE AMENDMENT TO THE CITY COLLECTIVE
 BARGAINING AGREEMENT BETWEEN THE CITY OF WESTMINSTER AND WESTMINSTER
 PROFESSIONAL FIREFIGHTERS, IAFF, LOCAL 2889
 JANUARY 3, 2023 – JANUARY 12, 2025**

City of Westminster
 2024 Authorized Pay Plan
 Non-Exempt Fire Commissioned Pay Plan

| Non Shift | | | |
|-----------|------|-------------|--------------|
| Grade | Step | Hourly Rate | Annual Rate |
| FT1 | 1 | \$33.30 | \$69,264.00 |
| F2 | 1 | \$33.30 | \$69,264.00 |
| | 2 | \$37.30 | \$77,584.00 |
| | 3 | \$41.30 | \$85,904.00 |
| | 4 | \$45.30 | \$94,224.00 |
| | 5 | \$49.30 | \$102,544.00 |
| F3 | 1 | \$54.12 | \$112,569.60 |
| F3P | 1 | \$54.92 | \$114,233.60 |
| F4 | 1 | \$60.03 | \$124,862.40 |
| F5 | 1 | \$66.24 | \$137,779.20 |

| Shift | | | |
|-------|------|-------------|--------------|
| Grade | Step | Hourly Rate | Annual Rate |
| FS2 | 1 | \$23.78 | \$69,247.36 |
| | 2 | \$26.64 | \$77,575.68 |
| | 3 | \$29.50 | \$85,904.00 |
| | 4 | \$32.36 | \$94,232.32 |
| | 5 | \$35.21 | \$102,531.52 |
| FS3 | 1 | \$38.66 | \$112,577.92 |
| FS3P | 1 | \$39.23 | \$114,237.76 |
| FS4 | 1 | \$42.88 | \$124,866.56 |
| FS5 | 1 | \$47.32 | \$137,795.84 |

**City of Westminster
2024 Authorized Pay Plan
Non-Exempt Police Sworn Position Titles**

| Position | Pay Grade | Class Code |
|------------------------------------|------------------|-------------------|
| Police Officer Trainee (Temporary) | P1 | 6218 |
| Police Officer | P2 | 6207 |
| Senior Police Officer | P3 | 6206 |
| Police Sergeant | P4 | 6204 |

**POLICE PAY PLAN APPROVED PER THE
CITY COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF WESTMINSTER AND WESTMINSTER FRATERNAL
ORDER OF POLICE, LODGE 25
JANUARY 1, 2024 - DECEMBER 29, 2024**

City of Westminster
2024 Authorized Pay Plan
Non-Exempt Police Sworn Pay Plan

| Grade | Step | Hourly Rate | Annual Rate |
|--------------|-------------|--------------------|--------------------|
| P1 | 1 | \$35.26 | \$73,340.80 |
| P2 | 1 | \$35.26 | \$73,340.80 |
| | 2 | \$38.65 | \$80,392.00 |
| | 3 | \$42.02 | \$87,401.60 |
| P3 | 1 | \$45.41 | \$94,452.80 |
| | 2 | \$48.78 | \$101,462.40 |
| | 3 | \$52.17 | \$108,513.60 |
| P4 | 1 | \$56.70 | \$117,936.00 |
| | 2 | \$59.56 | \$123,884.80 |
| | 3 | \$62.59 | \$130,187.20 |
| | 4 | \$65.75 | \$136,760.00 |

City of Westminster
 2024 Authorized Pay Plan
 Hourly and Seasonal Titles

| Position | Pay Grade | Class Code | Exemption Status |
|--|------------------|-------------------|-------------------------|
| After Hours Facility Supervisor | H9 | 9101 | Non-Exempt |
| Aide | H1 | 9179 | Non-Exempt |
| Assistant Golf Professional (Hourly) | H4 | 9162 | Non-Exempt |
| Assistant Sports Coach | H1 | 9105 | Non-Exempt |
| Building Ambassador | H5 | 9169 | Non-Exempt |
| Bus Driver | H8 | 9106 | Non-Exempt |
| Child Care Attendant | H1 | 9107 | Non-Exempt |
| Dance Program Director | H23 | 9113 | Non-Exempt |
| Dietitian | H24 | 9114 | Non-Exempt |
| Document Imaging Clerk | H5 | 9175 | Non-Exempt |
| Early Childhood Program Director (Large) | H11 | 9166 | Non-Exempt |
| Early Childhood Program Director (Small) | H9 | 9167 | Non-Exempt |
| Emergency Worker | E1 | 9025 | Non-Exempt |
| Field Worker | H2 | 9183 | Non-Exempt |
| Fitness Instructor | H10 | 9177 | Non-Exempt |
| Golf Course Attendant | H1 | 9160 | Non-Exempt |
| Golf Course Retail Shop Clerk | H1 | 9178 | Non-Exempt |

City of Westminster
 2024 Authorized Pay Plan
 Hourly and Seasonal Titles

| Position | Pay Grade | Class Code | Exemption Status |
|-------------------------|------------------|-------------------|-------------------------|
| Golf Instructor Grade 1 | G1 | 9061 | Non-Exempt |
| Golf Instructor Grade 2 | G2 | 9062 | Non-Exempt |
| Golf Instructor Grade 3 | G3 | 9063 | Non-Exempt |
| Golf Instructor Grade 4 | G4 | 9064 | Non-Exempt |
| Guest Services Cashier | H1 | 9164 | Non-Exempt |
| Gym Monitor | H1 | 9158 | Non-Exempt |
| Instructor I | H2 | 9040 | Non-Exempt |
| Instructor II | H4 | 9041 | Non-Exempt |
| Instructor III | H6 | 9042 | Non-Exempt |
| Instructor IV | H8 | 9043 | Non-Exempt |
| Instructor V | H15 | 9044 | Non-Exempt |
| Intern I | H5 | 9180 | Non-Exempt |
| Intern II | H6 | 9181 | Non-Exempt |
| Intern III | H16 | 9182 | Non-Exempt |
| Lifeguard (Hourly) | H1 | 9119 | Non-Exempt |
| Massage Therapist I | H26 | 9122 | Non-Exempt |
| Massage Therapist II | H27 | 9186 | Non-Exempt |

City of Westminster
 2024 Authorized Pay Plan
 Hourly and Seasonal Titles

| Position | Pay Grade | Class Code | Exemption Status |
|--------------------------------|------------------|-------------------|-------------------------|
| Messenger | H9 | 9189 | Non-Exempt |
| Park Ranger Trainee | S1 | 9066 | Non-Exempt |
| Personal Trainer | H16 | 9124 | Non-Exempt |
| Pilates Instructor | H21 | 9125 | Non-Exempt |
| Private Swim Lesson Instructor | H9 | 9131 | Non-Exempt |
| Program Coordinator I | H5 | 9172 | Non-Exempt |
| Program Coordinator II | H7 | 9173 | Non-Exempt |
| Program Coordinator III | H9 | 9190 | Non-Exempt |
| Scorekeeper | H1 | 9144 | Non-Exempt |
| Seasonal Park Ranger | S5 | 9004 | Non-Exempt |
| Seasonal Specialist | S1 | 9003 | Non-Exempt |
| Snow Plow Operator I | H15 | 9070 | Non-Exempt |
| Snow Plow Operator II | H20 | 9071 | Non-Exempt |
| Snow Plow Operator III | H25 | 9072 | Non-Exempt |
| Special Projects Employee | H60 | 9174 | Non-Exempt |
| Sport Coach | H5 | 9146 | Non-Exempt |
| Sport Official | H12 | 9147 | Non-Exempt |

City of Westminster
 2024 Authorized Pay Plan
 Hourly and Seasonal Titles

| Position | Pay Grade | Class Code | Exemption Status |
|---|------------------|-------------------|-------------------------|
| Sport Referee I | H3 | 9148 | Non-Exempt |
| Sport Referee II | H6 | 9149 | Non-Exempt |
| Sport Supervisor | H5 | 9150 | Non-Exempt |
| Student Intern | H1 | 9171 | Non-Exempt |
| Summer Camp Aide | S1 | 9026 | Non-Exempt |
| Summer Camp Leader | S3 | 9027 | Non-Exempt |
| Summer Camp Supervisor | S5 | 9028 | Non-Exempt |
| Van Driver | H1 | 9153 | Non-Exempt |
| Water Bill Assistance Program Coordinator | H19 | 9188 | Non-Exempt |
| Yoga Instructor | H21 | 9156 | Non-Exempt |
| Youth Camp Leader | H3 | 9170 | Non-Exempt |
| Youth Camp Supervisor | H5 | 9187 | Non-Exempt |

City of Westminster
 2024 Authorized Pay Plan
 Hourly and Seasonal Pay Plan

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-------|----------|---------|---------|---------|---------|----------|
| H1 | \$16.38 | \$17.19 | \$18.03 | \$18.90 | \$19.83 | \$20.80 |
| H2 | \$16.86 | \$17.68 | \$18.54 | \$19.46 | \$20.41 | \$21.41 |
| H3 | \$17.34 | \$18.20 | \$19.09 | \$20.02 | \$21.00 | \$22.02 |
| H4 | \$17.84 | \$18.71 | \$19.63 | \$20.61 | \$21.61 | \$22.67 |
| H5 | \$18.37 | \$19.26 | \$20.21 | \$21.20 | \$22.23 | \$23.32 |
| H6 | \$18.89 | \$19.82 | \$20.79 | \$21.82 | \$22.87 | \$24.00 |
| H7 | \$19.45 | \$20.40 | \$21.39 | \$22.44 | \$23.55 | \$24.70 |
| H8 | \$20.01 | \$20.99 | \$22.01 | \$23.09 | \$24.23 | \$25.41 |
| H9 | \$20.59 | \$21.60 | \$22.66 | \$23.76 | \$24.93 | \$26.15 |
| H10 | \$21.19 | \$22.22 | \$23.31 | \$24.46 | \$25.65 | \$26.91 |
| H11 | \$21.80 | \$22.86 | \$23.99 | \$25.16 | \$26.39 | \$27.69 |
| H12 | \$22.43 | \$23.54 | \$24.68 | \$25.89 | \$27.16 | \$28.48 |
| H13 | \$23.08 | \$24.21 | \$25.40 | \$26.64 | \$27.96 | \$29.32 |
| H14 | \$23.75 | \$24.92 | \$26.14 | \$27.42 | \$28.76 | \$30.17 |
| H15 | \$24.44 | \$25.64 | \$26.89 | \$28.21 | \$29.59 | \$31.04 |
| H16 | \$25.15 | \$26.38 | \$27.67 | \$29.03 | \$30.45 | \$31.94 |
| H17 | \$25.88 | \$27.15 | \$28.47 | \$29.87 | \$31.34 | \$32.87 |
| H18 | \$26.63 | \$27.93 | \$29.31 | \$30.74 | \$32.24 | \$33.82 |
| H19 | \$27.40 | \$28.74 | \$30.15 | \$31.63 | \$33.18 | \$34.80 |
| H20 | \$28.19 | \$29.58 | \$31.02 | \$32.55 | \$34.14 | \$35.81 |
| H21 | \$29.01 | \$30.43 | \$31.93 | \$33.49 | \$35.13 | \$36.86 |
| H22 | \$29.85 | \$31.32 | \$32.85 | \$34.47 | \$36.15 | \$37.92 |
| H23 | \$30.72 | \$32.22 | \$33.80 | \$35.47 | \$37.20 | \$39.03 |
| H24 | \$31.61 | \$33.16 | \$34.79 | \$36.49 | \$38.27 | \$40.15 |
| H25 | \$32.53 | \$34.12 | \$35.79 | \$37.55 | \$39.38 | \$41.32 |
| H26 | \$33.47 | \$35.12 | \$36.84 | \$38.64 | \$40.53 | \$42.52 |
| H27 | \$34.43 | \$36.13 | \$37.90 | \$39.75 | \$41.70 | \$43.75 |
| H60 | Min Wage | | | | | \$222.75 |

City of Westminster
2024 Authorized Pay Plan
Hourly and Seasonal Pay Plan

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| S1 | \$16.38 | \$17.19 | \$18.03 | \$18.90 | \$19.83 | \$20.80 |
| S2 | \$16.86 | \$17.68 | \$18.54 | \$19.46 | \$20.41 | \$21.41 |
| S3 | \$17.34 | \$18.20 | \$19.09 | \$20.02 | \$21.00 | \$22.02 |
| S4 | \$17.84 | \$18.71 | \$19.63 | \$20.61 | \$21.61 | \$22.67 |
| S5 | \$18.37 | \$19.26 | \$20.21 | \$21.20 | \$22.23 | \$23.32 |
| G1 | \$21.84 | | | | | \$27.84 |
| G2 | \$49.14 | | | | | \$55.69 |
| G3 | \$60.06 | | | | | \$66.83 |
| G4 | \$70.98 | | | | | \$77.97 |
| E1** | Min Wage | | | | | \$222.75 |

****Emergency Relief Pay Plan to be enacted only during a City of Westminster state of emergency****

Progression through the pay range is based on administrative policy relating to length of service and job performance. City of Westminster is authorized by City Council to pay Colorado/Federal minimum wage.