



WESTMINSTER
COLORADO

CITY COUNCIL SPECIAL MEETING AGENDA

NOVEMBER 17, 2025 at 6:30 PM

- B. First Reading of Councillor's Bill No. 53 Re: Proposed Amendment to the Adopted 2026 Budget and Resolution No. 22 Amending the 2026 Pay Plan to Enact Ballot Issue 3H as Approved by City of Westminster Voters



Agenda Memorandum

Agenda Item – 4.B.

City Council Special Meeting
November 17, 2025



Strategic Priority 3: Community Health and Safety

Invest in innovative and collaborative approaches to provide a continuum of services that preserve, promote, and protect the health, safety, and environment of Westminster.



Strategic Priority 5: Resilient Infrastructure

Maintain and invest in resilient infrastructure that creates the highest return for safety, community connectivity, enjoyment of life, and local economic success.



Strategic Priority 6: Organizational Vitality

Develop and sustain an environment where employees and the organization are equipped and supported to deliver outstanding service to everyone in Westminster.

Subject: First Reading of Councillor's Bill No. 53 Re: Proposed Amendment to the Adopted 2026 Budget and Resolution No. 22 Amending the 2026 Pay Plan to Enact Ballot Issue 3H as Approved by City of Westminster Voters

Prepared By: Chris M. Lindsey, Assistant City Manager
Erin Ferriter, Policy and Budget Manager
Ezequiel Vasquez, Chief Financial Officer
Davy Godfrey, Human Resources Director

Recommended City Council Action:

- Pass Councillor's Bill No. 53 on first reading, amending the 2026 adopted budget and authorizing a supplemental appropriation from the 2026 estimated revenues.
- Adopt Resolution No. 22 amending the 2026 Pay Plan.

Summary Statement:

- Unofficial results indicate that on November 4, 2025, Westminster voters approved Ballot Issue 3H for a 0.4 percent increase in the City's sales and use tax rate to reduce emergency medical

and fire response times, maintain emergency services citywide, construct a new fire station, rebuild an aged fire station, and improve neighborhood streets.

- Staff has prepared a 2026 Budget supplemental appropriation to create a 3H 2025: Paramedics and Pavement Fund and a Transportation Fund for transparency as well as amend the 2026 Pay Plan to support initiatives to reduce response time and maintain emergency services citywide, construction and operate Fire Stations 7 and 8, maintain emergency vehicles and equipment, and modernize facilities, and improve and maintain Westminster streets.
- The Ballot Issue 3H states a minimum of 30 Firefighter, Emergency Medical and Support personnel, including personnel for new stations in north and central Westminster. This number represents the minimum threshold while allowing for maximum flexibility to plan and operate two new fire stations to reduce response times and maintain emergency services city-wide in the future.
- The proposed amended 2026 Pay Plan includes 45.5 new personnel, with funding for 27.5 staff to be appropriated in the proposed 2026 budget amendment.
- The proposed amended 2026 Pay Plan includes new personnel specifically dedicated to accomplishing the actions set forth in Ballot issue 3H. 81 percent of these positions are Fire Department staff to operate the stations and provide the emergency medical services. The remaining 19 percent of these positions support the new Fire staff in addition to planning, constructing, modernizing, and operating the fire stations.

Fiscal Impact:

\$14,000,000 in total appropriations less transfers to the 3H 2025: Paramedics and Pavement Fund and Transportation Fund, including:

3H 2025: Paramedics and Pavement Fund	\$14,000,000
Transportation Fund	<u>\$2,000,000</u>
Total appropriations	\$16,000,000
Less Transfers	<u>(\$2,000,000)</u>
Total appropriations less transfers	\$14,000,000

Source of Funds:

The funding source for these budgetary adjustments is Ballot Issue 3H sales and use tax revenue.

Policy Issue(s):

Should City Council approve an ordinance authorizing a supplemental appropriation amending the adopted 2026 Budget with new revenue from Ballot Issue 3H?

Should City Council amend the 2026 Pay Plan as proposed?

Alternative(s):

City Council could direct Staff to revise these items or the resulting 2026 Budget. This is not recommended since the City will be able to collect the 0.4 percent increase in sales and use tax due

to the passing of Councillor's Bill No. 50 on November 10th, 2025, and not appropriating the funds will lead to the funds remaining idle until they are properly appropriated. The proposed 2026 amendment was drafted to transparently reflect new appropriations based on the additional revenue from the Ballot Issue 3H as approved by City of Westminster voters.

Background Information:

Unofficial results indicate that on November 4, 2025, Westminster voters approved Ballot Issue 3H for a 0.4 percent increase in the City's sales and use tax rate to reduce emergency medical and fire response times, maintain emergency services citywide, construct a new fire station, rebuild an aged fire station, and improve neighborhood streets. While results will not be official until the canvass is completed, which is scheduled to occur no later than November 26, Staff is requesting that City Council begin to take actions to enact Ballot Issue 3H.

Ballot Issue 3H states:

SHALL CITY OF WESTMINSTER TAXES BE INCREASED BY \$14 MILLION ANNUALLY IN THE FIRST FULL FISCAL YEAR AND BY SUCH AMOUNTS AS ARE RAISED ANNUALLY THEREAFTER BY INCREASING THE EXISTING CITY SALES AND USE TAX BY 0.4% AND THE RESULTING TAX REVENUES BEING USED TO:

- REDUCE RESPONSE TIME AND MAINTAIN EMERGENCY SERVICES CITYWIDE BY HIRING A MINIMUM OF THIRTY (30) FIREFIGHTERS, EMERGENCY MEDICAL AND SUPPORT PERSONNEL, INCLUDING PERSONNEL FOR NEW STATIONS IN NORTH AND CENTRAL WESTMINSTER,
- CONSTRUCT AND OPERATE A NEW FIRE STATION IN CENTRAL WESTMINSTER FOR RAPID RESPONSE TO MEDICAL AND FIRE EMERGENCIES,
- PROVIDE AND MAINTAIN EMERGENCY VEHICLES AND EQUIPMENT, AND MODERNIZE FACILITIES TO BETTER PROTECT THE PUBLIC AND FIRST RESPONDERS, INCLUDING REBUILDING STATION 3,
- IMPROVE, MAINTAIN, AND PRIORITIZE NEIGHBORHOOD STREETS AND CITY ROADWAYS WITH A MINIMUM OF \$2 MILLION ANNUALLY, AND

WITH THE RESULTING TAX REVENUE BEING ALLOWED TO BE COLLECTED AND SPENT NOTWITHSTANDING ANY LIMITATIONS PROVIDED BY LAW?

The resulting four-tenths of one percent (0.4%) sales and use tax increase beginning January 1, 2026, is expected to increase the City of Westminster's taxes by \$14 million annually in the first full fiscal year.

The proposed 2026 Budget amendment includes:

- A supplemental appropriation ordinance to transparently capture the new 3H revenue and related appropriations totaling \$14 million in a new 3H 2025: Paramedics and Pavement Fund, and a new Transportation Fund.
- A resolution to amend the 2026 Pay Plan to add the associated staffing to reduce emergency medical and fire response times, maintain emergency services citywide, construct a new fire station, and rebuild an aged fire station.

- The Ballot Issue 3H states a minimum of 30 Firefighter, Emergency Medical and Support personnel, including personnel for new stations in north and central Westminster. This number represents the minimum threshold while allowing for maximum flexibility to plan and operate two new fire stations to reduce response times and maintain emergency services city-wide in the future.
- The proposed amended 2026 Pay Plan includes 45.5 new personnel specifically dedicated to accomplishing the actions set forth in Ballot issue 3H. 81 percent or 37 of these positions are Fire Department staff to operate the stations and provide the emergency medical services. The remaining 19% or 8.5 of these positions support the new Fire staff in addition to planning, constructing, modernizing, and maintaining the fire stations.

The 3H 2025: Paramedics and Pavement Fund will be established specifically to provide a distinct and auditable separation of the revenues and expenses received from the passing of Ballot Issue 3H. The proposed budget amendment account table (Attachment A) reflects a total of \$14 million in new appropriations, including: \$12 million in operating and capital expenditures; and \$2 million in transfers to the Transportation Fund. In addition to the creation of the 3H 2025: Paramedics and Pavement Fund, a Transportation Fund will be created to reflect the expenditures related to maintaining and improving the quality of Westminster streets. The Transportation Fund will be further developed during the 2027 budget process.

The amended 2026 pay plan (Attachment B) identifies 45.5 new full-time equivalent (FTE) that will be hired to reduce emergency medical and fire response times and maintain emergency services citywide as well as to construct, modernize, and operate fire stations. Below is a summary table noting the FTE changes captured in the amended 2026 Pay Plan by department:

Department	2025 FTE	Authorized 2026 FTE	Amended 2026 FTE	Difference between the Authorized and Amended FTE
Chief of Staff's Office	43.6	43.6	43.6	0.0
City Attorney's Office	17.0	17.0	17.0	0.0
City Manager's Office	16.0	16.0	16.0	0.0
Community Services	71.0	71.0	71.0	0.0
Finance	29.5	29.5	30.5	1.0
Fire	153.0	153.0	190.0	37.0
Human Resources	28.0	28.0	28.5	0.5
Information Technology	41.0	41.0	42.0	1.0
Parks, Recreation, Libraries	219.3	219.3	219.3	0.0
Police	295.8	296.8	297.8	1.0
Public Works and Utilities	211.0	212.0	217.0	5.0
Total	1,125.2	1,127.2	1,172.7	45.5

More specifically, the 45.5 3H 2025: Paramedics and Pavement Fund FTE includes:

- Fire: 37.0 FTE
 - 2.0 Fire Captain
 - 3.0 Fire Battalion Chief
 - 6.0 Fire Engineer
 - 4.0 Fire Lieutenant
 - 21.0 Fire Fighter/Fire Paramedic
 - 1.0 Administrative Assistant

- Finance: 1.0 FTE Accounting Technician
- Human Resources: 0.5 FTE Senior Safety Analyst
- Information Technology: 1.0 FTE Technical Support Specialist
- Police: 1.0 FTE Public Safety Telecommunicator
- Public Works and Utilities: 5.0 FTE
 - 1.0 Fleet Technician/Emergency Vehicle Technician
 - 1.0 Fleet Crew Leader
 - 1.0 Facilities Maintenance Technician
 - 1.0 HVAC Specialist
 - 1.0 Senior Construction Project Manager

Funding is appropriated for 27.5 staff in the proposed 2026 budget amendment with the remaining staff to be phased in based on the construction and modernization of the fire stations. Additionally, the amended 2026 budget includes a capital improvement project (CIP) for purchasing fire equipment and apparatus and funds for a debt payment in the 3H 2025: Paramedics and Pavement Fund as well fund for a new Streets Maintenance CIP in the Transportation Fund. This is all detailed in Attachment A.

The City's Strategic Plan priority of Resilient Infrastructure is met by the renovation, investment, and expansion of public safety and roads infrastructure. Investing in Fire Department facilities and operations align with the City Strategic Plan priorities of Community Health and Safety and Organizational Vitality by equipping Staff with resources to preserve, promote, and protect the health, safety and environment of Westminster.

Respectfully submitted,



Jody L. Andrews
City Manager

Attachments:

- Councillor's Bill No. 53 – Amending the 2026 Budget
- Resolution No. 22 – Amending the Authorized 2026 Pay Plans
- Attachment A: 2026 3H Budget Account Table
- Attachment B: Proposed Amended 2026 Pay Plan

BY AUTHORITY

ORDINANCE NO. **4329**

COUNCILLOR'S BILL NO. **53**

SERIES OF 2025

INTRODUCED BY COUNCILLORS

**A BILL
FOR AN ORDINANCE AMENDING THE 2026 BUDGET OF THE 3H 2025:
PARAMEDICS AND PAVEMENT FUND AND TRANSPORTATION FUND AND
AUTHORIZING A SUPPLEMENTAL APPROPRIATION FROM THE 2026
ESTIMATED REVENUES IN THE FUNDS**

THE CITY OF WESTMINSTER ORDAINS:

Section 1. The 2026 appropriation for the 3H 2025: Paramedics and Pavement fund and Transportation fund initially appropriated by Ordinance No. 4321 is hereby increased by \$16,000,000. This appropriation is due to the approval of ballot measure 3H approving a new sales and use tax for Fire, Emergency Services and Streets.

Section 2. The \$16,000,000 increase shall be allocated to City Revenue and Expense accounts as described in the City Council Agenda, dated November 17, 2025 (a copy of which may be obtained from the City Clerk) increasing City fund budgets as follows:

3H 2025: Paramedics and Pavement Fund	\$14,000,000
Transportation Fund	<u>2,000,000</u>
Total Appropriations	\$16,000,000
Less Appropriations from Transfers	<u>-2,000,000</u>
Total Appropriations, Net of Transfers	<u>\$14,000,000</u>

Section 3 – Severability. The provisions of this Ordinance shall be considered as severable. If any section, paragraph, clause, word, or any other part of this Ordinance shall for any reason be held to be invalid or unenforceable by a court of competent jurisdiction, such part shall be deemed as severed from this ordinance. The invalidity or unenforceability of such section, paragraph, clause, or provision shall not affect the construction or enforceability of any of the remaining provisions, unless it is determined by a court of competent jurisdiction that a contrary result is necessary in order for this Ordinance to have any meaning whatsoever.

Section 4. This ordinance shall take effect upon its passage after the second reading.

Section 5. This ordinance shall be published in full within ten days after its enactment.

INTRODUCED, PASSED ON FIRST READING, AND TITLE AND PURPOSE ORDERED PUBLISHED this 17th day of November, 2025.

PASSED, ENACTED ON SECOND READING, AND FULL TEXT ORDERED PUBLISHED this 24th day of November, 2025.

ATTEST:

City Clerk

Mayor

RESOLUTION

RESOLUTION NO. **22**

INTRODUCED BY COUNCILLORS

SERIES OF 2025

A RESOLUTION ESTABLISHING THE 2026 AMENDED
PAY PLANS

WHEREAS, Section 1-24-2 of the Westminster Municipal Code provides that the City Council, upon recommendation of the City Manager, shall by resolution establish the salary schedule for all position classifications in the municipal service; and

WHEREAS, Staffing level changes based on the passage of Westminster ballot measure 3H are being proposed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WESTMINSTER:

That the salary schedule and classification adjustments are hereby adopted and approved as reflected in Attachment B, the Proposed 2026 Amended Pay Plan, and shall be put into effect on January 12, 2026, contingent upon approval of funds in the 2026 Budget.

PASSED AND ADOPTED this 17th day of November, 2025.

ATTEST:

City Clerk

Mayor

APPROVED AS TO LEGAL FORM:

City Attorney's Office



**2026 Supplemental Appropriation
Account Table**

These appropriations will increase the 3H 2025: Paramedics and Pavement revenue and expense accounts as follows:

REVENUES

Description	Account Number	Current Budget	Amendment	Revised Budget
Sales & Use Tax Returns	7300.40070.0000	\$ -	\$ 14,000,000	\$ 14,000,000
Total Change to Revenues			\$ 14,000,000	

EXPENSES

Description	Account Number	Current Budget	Amendment	Revised Budget
Salaries Regular - Fire	73025260.60200.0000	\$ -	\$ 309,848	\$ 309,848
Retirement - Fire	73025260.62600.0000	-	35,772	35,772
Medicare - Fire	73025260.63600.0000	-	4,585	4,585
Med. Insurance - Fire	73025260.63000.0000	-	96,364	96,364
Non Med. Insurance - Fire	73025260.62800.0000	-	13,476	13,476
Salaries Regular - Fire EMS	73025260.60200.0546	-	274,351	274,351
Retirement - Fire EMS	73025260.62600.0546	-	30,795	30,795
Medicare - Fire EMS	73025260.63600.0546	-	4,059	4,059
Med. Insurance - Fire EMS	73025260.63000.0546	-	54,205	54,205
Non Med. Insurance - Fire EMS	73025260.62800.0546	-	14,230	14,230
Salaries Regular - Finance	73015220.60200.0000	-	64,891	64,891
Retirement - Finance	73015220.62600.0000	-	8,277	8,277
Medicare - Finance	73015220.63600.0000	-	960	960
Med. Insurance - Finance	73015220.63000.0000	-	24,091	24,091
Non Med. Insurance - Finance	73015220.62800.0000	-	770	770
Salaries Regular - Human Resources	73045160.60200.0000	-	46,673	46,673
Retirement - Human Resources	73045160.62600.0000	-	5,953	5,953
Medicare - Human Resources	73045160.63600.0000	-	691	691
Med. Insurance - Human Resources	73045160.63000.0000	-	21,599	21,599
Non Med. Insurance - Human Resources	73045160.62800.0000	-	554	554
Salaries Regular - Police	73020300.60200.0351	-	80,585	80,585
Retirement - Police	73020300.62600.0351	-	10,279	10,279
Medicare - Police	73020300.63600.0351	-	1,192	1,192
Med. Insurance - Police	73020300.63000.0351	-	24,091	24,091
Non Med. Insurance - Police	73020300.62800.0351	-	956	956
Salaries Regular - PWU (Fleet)	73035460.60200.0000	-	186,794	186,794
Retirement - PWU (Fleet)	73035460.62600.0000	-	23,826	23,826
Medicare - PWU (Fleet)	73035460.63600.0000	-	2,764	2,764
Med. Insurance - PWU (Fleet)	73035460.63000.0000	-	48,182	48,182
Non Med. Insurance - PWU (Fleet)	73035460.62800.0000	-	2,217	2,217
Salaries Regular - PWU (Construction)	73035972.60200.0000	-	119,113	119,113
Retirement - PWU (Construction)	73035972.62600.0000	-	15,193	15,193
Medicare - PWU (Construction)	73035972.63600.0000	-	1,762	1,762
Med. Insurance - PWU (Construction)	73035972.63000.0000	-	24,091	24,091
Non Med. Insurance - PWU (Construction)	73035972.62800.0000	-	1,532	1,532
Supplies	73010900.70200.0000	-	539,000	539,000
Debt Service - Principal & Interest	73010900.78000.0000	-	5,183,806	5,183,806
Fire Apparatus/Vehicle CIP	82573025001.80400.8888	-	4,722,473	4,722,473
Transfer to Transportation Fund	73010900.79800.0720	-	2,000,000	2,000,000
Total Change to Expenses			\$ 14,000,000	

These appropriations will increase the Transportation Fund revenue and expense accounts as follows:

REVENUES

Description	Account Number	Current Budget	Amendment	Revised Budget
Transfer from 3H 2025: Paramedics & Pavement	7200.45000.0730	\$ -	\$ 2,000,000	\$ 2,000,000
Total Change to Revenues			\$ 2,000,000	

EXPENSES

Description	Account Number	Current Budget	Amendment	Revised Budget
Streets Maintenance CIP	82572035001.80400.8888	\$ -	\$ 2,000,000	\$ 2,000,000
Total Change to Expenses			\$ 2,000,000	



WESTMINSTER

2026

Amended

Pay Plan

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

**City of Westminster
2026 Amended Pay Plan
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City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Summary by Fund	2024	2025	2026
	Authorized	Authorized	Amended
General Fund	919.00	924.70	926.70
Water Fund	87.00	87.00	88.50
Wastewater Fund	35.00	35.00	34.50
Golf Fund	18.00	18.00	18.00
Storm Drainage Fund	6.00	6.00	5.00
Parking Management Fund	4.00	5.00	5.00
Fleet Maintenance Fund	11.00	11.00	11.00
Insurance Funds	4.50	4.50	4.50
Parks, Open Space, and Trails Fund	30.00	33.00	33.00
3H 2025: Paramedics and Pavement Fund	0.00	0.00	45.50
Community Development Block Grant Fund	1.00	1.00	1.00
All Fund Total	1,115.50	1,125.20	1,172.70

Summary by Department	2024	2025	2026
	Authorized	Authorized	Amended
Chief of Staff's Office	0.00	43.60	43.60
City Attorney's Office	16.80	17.00	17.00
City Manager's Office	59.60	16.00	16.00
Community Development Department	56.50	0.00	0.00
Community Services Department	0.00	71.00	71.00
Economic Development Department	14.50	0.00	0.00
Finance Department	29.50	29.50	30.50
Fire Department	153.00	153.00	190.00
Human Resources Department	27.50	28.00	28.50
Information Technology Department	40.00	41.00	42.00
Parks, Recreation, and Libraries Department	213.30	219.30	219.30
Police Department	293.80	295.80	297.80
Public Works and Utilities Department	211.00	211.00	217.00
All Departments Total	1,115.50	1,125.20	1,172.70

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Chief of Staff's Office			
10012050	Administrative Section		
Assistant City Manager/Chief of Staff	0.00	1.00	1.00
Diversity and Inclusion Administrator	0.00	1.00	1.00
Executive Assistant	0.00	1.00	1.00
Administrative Section Total	0.00	3.00	3.00
10012070	City Clerk's Office		
Assistant City Clerk	0.00	2.00	2.00
City Clerk	0.00	1.00	1.00
Deputy City Clerk	0.00	1.00	1.00
Executive Assistant	0.00	2.00	2.00
Information/Records Management Coordinator	0.00	1.00	1.00
City Clerk's Office Total	0.00	7.00	7.00
10012140	City Hall Operations Division		
Administrative Assistant I/II	0.00	1.60	1.60
Business Operations Manager	0.00	1.00	1.00
Facilities Security Coordinator	0.00	1.00	1.00
Facilities Security Technician	0.00	1.00	1.00
City Hall Operations Division Total	0.00	4.60	4.60
100121400552	City Hall Operations Division - Environmental Section		
Environmental Compliance Analyst	0.00	1.00	1.00
City Hall Operations Division - Environmental Section Total	0.00	1.00	1.00
100121400135	City Hall Operations Division - Print Shop Section		
Print Shop Coordinator	0.00	1.00	1.00
Printing Technician	0.00	1.00	1.00
City Hall Operations Division - Print Shop Total	0.00	2.00	2.00
City Hall Operations Division Total	0.00	7.60	7.60
10012130	Municipal Court Division		
Associate Municipal Court Judge	0.00	1.00	1.00
Court Administrator	0.00	1.00	1.00
<i>Court Operations Supervisor</i>	0.00	0.00	1.00
<i>Deputy Court Administrator</i>	0.00	2.00	1.00
Deputy Court Clerk I/II	0.00	8.50	8.50
Lead Deputy Court Clerk	0.00	1.00	1.00
Presiding Municipal Court Judge	0.00	1.00	1.00
Municipal Court Division Total	0.00	14.50	14.50

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Chief of Staff's Office			
100121300130	Municipal Court Division - Probation Section		
Deputy Court Clerk I/II	0.00	1.00	1.00
Probation Officer	0.00	1.50	1.50
Probation Supervisor	0.00	1.00	1.00
Municipal Court Division - Probation Section Total	0.00	3.50	3.50
100121300911	Municipal Court Division - Public Safety Section		
Deputy Court Clerk I/II	0.00	1.50	1.50
Probation Officer	0.00	0.50	0.50
Municipal Court Division - Public Safety Section Total	0.00	2.00	2.00
Municipal Court Division Total	0.00	20.00	20.00
10012080	Policy and Budget Division		
Business Operations Administrator	0.00	1.00	1.00
<i>Management Analyst/Senior Management Analyst</i>	<i>0.00</i>	<i>1.00</i>	<i>0.00</i>
<i>Policy and Budget Administrator</i>	<i>0.00</i>	<i>1.00</i>	<i>0.00</i>
<i>Policy and Budget Coordinator</i>	<i>0.00</i>	<i>3.00</i>	<i>4.00</i>
<i>Policy and Budget Manager</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
Policy and Budget Division Total	0.00	6.00	6.00
Chief of Staff's Office Total	0.00	43.60	43.60

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2024 Authorized	2025 Authorized	2026 Amended
City Attorney's Office				
10003120	City Attorney's Office			
	Administrative Assistant I/II	0.80	1.00	1.00
	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	8.75	8.75
100031200125 City Attorney's Office - Prosecuting Section				
	Administrative Assistant I/II	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	17.00	17.00

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
City Manager's Office			
10005050	Administrative Section		
Assistant City Manager/Chief of Staff	1.00	0.00	0.00
Assistant to the City Manager	1.00	1.00	1.00
City Manager	1.00	1.00	1.00
Deputy City Manager	2.00	2.00	2.00
Deputy City Manager/Chief Financial Officer	1.00	0.00	0.00
<i>Executive Aide</i>	2.00	2.00	1.00
Executive Assistant	1.00	0.00	0.00
<i>Senior Executive Aide</i>	0.00	0.00	1.00
Administrative Section Total	9.00	6.00	6.00
10005070	City Clerk's Office		
Assistant City Clerk	2.00	0.00	0.00
City Clerk	1.00	0.00	0.00
Deputy City Clerk	1.00	0.00	0.00
Executive Assistant	2.00	0.00	0.00
Information/Records Management Coordinator	1.00	0.00	0.00
City Clerk's Office Total	7.00	0.00	0.00
10005140	City Hall Operations Office		
Administrative Assistant	1.60	0.00	0.00
Business Operations Manager	1.00	0.00	0.00
Facilities Security Analyst	1.00	0.00	0.00
City Hall Operations Office Total	3.60	0.00	0.00
100051400552	City Hall Operations Office - Environmental Section		
Environmental Compliance Analyst	1.00	0.00	0.00
Environmental Compliance Technician	1.00	0.00	0.00
City Hall Operations Office - Environmental Section Total	2.00	0.00	0.00
100051400135	City Hall Operations Office - Print Shop Section		
Print Shop Coordinator	1.00	0.00	0.00
Printing Technician	1.00	0.00	0.00
City Hall Operations Office - Print Shop Total	2.00	0.00	0.00
City Hall Operations Office Total	7.60	0.00	0.00

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
City Manager's Office			
10005387	Communications Division		
Communications Coordinator	4.00	5.00	5.00
Communications Manager	1.00	1.00	1.00
<i>Communications Supervisor</i>	0.00	0.00	2.00
<i>Digital Communications Supervisor</i>	1.00	1.00	0.00
Digital Media Specialist	1.00	0.00	0.00
Engagement Coordinator	1.00	1.00	1.00
Graphic Designer/Senior Graphic Designer	1.00	1.00	1.00
<i>Organizational Communications Supervisor</i>	1.00	1.00	0.00
Communications Division Total	10.00	10.00	10.00
10005130	Municipal Court Division		
Associate Municipal Court Judge	1.00	0.00	0.00
Court Administrator	1.00	0.00	0.00
Deputy Court Administrator	2.00	0.00	0.00
Deputy Court Clerk I/II	8.50	0.00	0.00
Lead Deputy Court Clerk	1.00	0.00	0.00
Presiding Municipal Court Judge	1.00	0.00	0.00
Municipal Court Division Total	14.50	0.00	0.00
100051300130	Municipal Court Division - Probation Section		
Deputy Court Clerk I/II	1.00	0.00	0.00
Probation Officer	1.50	0.00	0.00
Probation Supervisor	1.00	0.00	0.00
Municipal Court Division - Probation Section Total	3.50	0.00	0.00
100051300911	Municipal Court Division - Public Safety Section		
Deputy Court Clerk I/II	1.50	0.00	0.00
Probation Officer	0.50	0.00	0.00
Municipal Court Division - Public Safety Section Total	2.00	0.00	0.00
Municipal Court Division Total	20.00	0.00	0.00
10005080	Policy and Budget Office		
Business Operations Administrator	1.00	0.00	0.00
Policy and Budget Administrator	1.00	0.00	0.00
Policy and Budget Coordinator	3.00	0.00	0.00
Management Analyst/Senior Management Analyst	1.00	0.00	0.00
Policy and Budget Office Total	6.00	0.00	0.00
City Manager's Office Total	59.60	16.00	16.00

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Community Development Department			
10030050	Administrative Section		
Administrative Assistant	2.00	0.00	0.00
Associate Planner	2.00	0.00	0.00
Community Development Director	1.00	0.00	0.00
Development Services Coordinator	1.00	0.00	0.00
Executive Assistant	1.00	0.00	0.00
Management Analyst/Senior Management Analyst	1.00	0.00	0.00
Administrative Section Total	8.00	0.00	0.00
10030370	Building Division		
Building Inspection Supervisor	1.00	0.00	0.00
Building Permit Supervisor	1.00	0.00	0.00
Building Permit Technician	3.00	0.00	0.00
Chief Building Official	1.00	0.00	0.00
Electrical Inspector/Senior Electrical Inspector	3.00	0.00	0.00
General Building Inspector	4.00	0.00	0.00
Plans Examiner/Senior Plans Examiner	2.00	0.00	0.00
Building Division Total	15.00	0.00	0.00
100303700911	Building Division - Public Safety Section		
Plans Examiner/Senior Plans Examiner	1.00	0.00	0.00
Building Division - Public Safety Section Total	1.00	0.00	0.00
Building Division Total	16.00	0.00	0.00
10030400	Operations Division		
Applications Specialist	1.00	0.00	0.00
Code Compliance Coordinator	1.00	0.00	0.00
Code Enforcement Officer/Senior Code Enforcement Officer	7.50	0.00	0.00
Code Enforcement Supervisor	1.00	0.00	0.00
Community Development Operations Manager	1.00	0.00	0.00
Construction Inspector	1.00	0.00	0.00
Housing Inspector	3.00	0.00	0.00
Maintenanceworker/Senior Maintenanceworker	1.00	0.00	0.00
Management Analyst/Senior Management Analyst	1.00	0.00	0.00
Records Management Technician	1.00	0.00	0.00
Operations Division Total	18.50	0.00	0.00

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Community Development Department			
27030400	Operations Division - Parking Management Program Section		
Parking and Transportation Demand Management Coordinator	1.00	0.00	0.00
Parking Enforcement Officer	2.00	0.00	0.00
Parking Operations Supervisor	1.00	0.00	0.00
Operations Division - Parking Management Program Section Total	4.00	0.00	0.00
Operations Division Total	22.50	0.00	0.00
10030360	Planning Division		
Planner/Senior Planner	5.00	0.00	0.00
Planning Manager	1.00	0.00	0.00
Principal Planner	2.00	0.00	0.00
Program Planner/Designer	1.00	0.00	0.00
Senior Transportation and Mobility Planner	1.00	0.00	0.00
Planning Division Total	10.00	0.00	0.00
Community Development Department Total	56.50	0.00	0.00

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Community Services Department			
10030050	Administrative Section		
<i>Applications Specialist</i>	0.00	0.00	1.00
<i>Business Operations Coordinator</i>	0.00	0.00	1.00
Community Services Director	0.00	1.00	1.00
<i>Executive Assistant</i>	0.00	1.00	2.00
Management Analyst/Senior Management Analyst	0.00	1.00	1.00
<i>Records Management Technician</i>	0.00	0.00	1.50
Administrative Section Total	0.00	3.00	7.50
10030325	Administrative Section - Sustainability Section		
<i>Sustainability Administrator</i>	0.00	0.00	1.00
<i>Sustainability Coordinator</i>	0.00	0.00	1.00
Administrative Section - Sustainability Section Total	0.00	0.00	2.00
Administrative Section Total			
	0.00	3.00	9.50
10030370	Building and Community Standards Division - Building Section		
Administrative Assistant I/II	0.00	1.00	1.00
Building Inspector Supervisor	0.00	1.00	1.00
Building Permit Supervisor	0.00	1.00	1.00
Building Permit Technician	0.00	3.00	3.00
<i>Chief Building Official</i>	0.00	1.00	0.00
<i>Chief Building Official and Community Standards Manager</i>	0.00	0.00	1.00
Electrical Inspector/Senior Electrical Inspector	0.00	2.00	2.00
Electrical Inspector Supervisor	0.00	1.00	1.00
General Building Inspector	0.00	3.00	3.00
<i>Plans Examiner/Senior Plans Examiner</i>	0.00	1.00	2.00
Plans Examiner Supervisor	0.00	1.00	1.00
Building and Community Standards Division - Building Section Total	0.00	15.00	16.00
100303700911	Building and Community Standards Division - Building - Public Safety Section		
Plans Examiner/Senior Plans Examiner	0.00	1.00	1.00
Building and Community Standards Division - Building - Public Safety Section Total	0.00	1.00	1.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Community Services Department			
10030400	Building and Community Standards Division - Community Standards Section		
Administrative Assistant I/II	0.00	1.00	1.00
Applications Specialist	0.00	1.00	0.00
Code Compliance Coordinator	0.00	1.00	0.00
Code Enforcement Officer/Senior Code Enforcement Officer	0.00	6.00	0.00
Code Enforcement Supervisor	0.00	1.00	0.00
Community Preservation Manager	0.00	1.00	0.00
Executive Assistant	0.00	1.00	0.00
Housing Inspector	0.00	4.00	0.00
Lead Property Standards Officer	0.00	0.00	2.00
Management Analyst/Senior Management Analyst	0.00	1.00	0.00
Property Standards Administrator	0.00	0.00	1.00
Property Standards Officer/Senior Property Standards Officer	0.00	0.00	6.50
Records Management Technician	0.00	1.50	0.00
Rental Housing Technician	0.00	0.00	1.00
Building and Community Standards Division - Community Standards Section Total	0.00	18.50	11.50
27030400	Building and Community Standards Division - Parking Management Program Section		
Parking and Transportation Demand Management Coordinator	0.00	1.00	1.00
Parking Enforcement Officer	0.00	3.00	3.00
Parking Operations Supervisor	0.00	1.00	1.00
Building and Community Standards Division - Parking Management Program Section Total	0.00	5.00	5.00
Building and Community Standards Division Total*	0.00	39.50	33.50
*Merge of Building and Community Preservation Divisions Mid-Year 2025			
10030320	Economic Development Division		
Business Navigator	0.00	2.00	2.00
Economic Development Manager	0.00	1.00	1.00
Economic Development Officer	0.00	1.00	1.00
Housing Administrator	0.00	1.00	1.00
Housing and Redevelopment Specialist	0.00	0.50	0.00
Housing Coordinator	0.00	1.00	1.00
Economic Development Division Total	0.00	6.50	6.00
80576030722	Economic Development Division CDBG Fund		
CDBG Technician	0.00	1.00	1.00
Economic Development Division CDBG Fund Total	0.00	1.00	1.00
Economic Development Division Total	0.00	7.50	7.00

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Community Services Department			
10030360	Planning Division		
Associate Planner	0.00	2.00	2.00
Development Services Coordinator	0.00	1.00	1.00
<i>Housing Inspector - Official Development Plan</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
Planner/Senior Planner	0.00	5.00	4.00
Planning Aide	0.00	1.00	1.00
Planning Manager	0.00	1.00	1.00
Principal Planner	0.00	2.00	3.00
Senior Transportation and Mobility Planner	0.00	1.00	1.00
Planning Division Total	0.00	13.00	14.00
10030324	Real Estate Development Division		
Community Vibrancy Administrator	0.00	1.00	1.00
Focus Area Administrator	0.00	1.00	1.00
Management Analyst/Senior Management Analyst	0.00	1.00	1.00
Program Planner/Designer	0.00	1.00	1.00
Real Estate and Development Administrator	0.00	1.00	1.00
<i>Real Estate Development and Sustainability Manager</i>	<i>0.00</i>	<i>1.00</i>	<i>0.00</i>
<i>Real Estate Development Manager</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
Real Estate Technician	0.00	1.00	1.00
<i>Sustainability Administrator</i>	<i>0.00</i>	<i>1.00</i>	<i>0.00</i>
Real Estate Development Division Total	0.00	8.00	7.00
Community Services Department Total	0.00	71.00	71.00

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Position Title		2024 Authorized	2025 Authorized	2026 Amended
Economic Development Department				
10040050	Administrative Section			
	Economic Development Director	1.00	0.00	0.00
	Executive Assistant	1.00	0.00	0.00
	Sustainability Administrator	1.00	0.00	0.00
	Administrative Section Total	3.00	0.00	0.00
10040050	Economic Resilience Division			
	Business Navigator	1.00	0.00	0.00
	Economic Development Officer	1.00	0.00	0.00
	Economic Resilience Manager	1.00	0.00	0.00
	Housing and Redevelopment Specialist	0.50	0.00	0.00
	Housing Coordinator	1.00	0.00	0.00
	Management Analyst/Senior Management Analyst	1.00	0.00	0.00
	Economic Resilience Division Total	5.50	0.00	0.00
80576030722	Economic Resilience Division CDBG Fund			
	CDBG Technician	1.00	0.00	0.00
	Economic Resilience Division CDBG Fund Total	1.00	0.00	0.00
	Economic Resilience Division Total	6.50	0.00	0.00
10040050	Economic Vibrancy Division			
	Capital Projects Administrator	1.00	0.00	0.00
	Economic Vibrancy Manager	1.00	0.00	0.00
	Management Analyst/Senior Management Analyst	2.00	0.00	0.00
	Real Estate and Development Administrator	1.00	0.00	0.00
	Economic Vibrancy Division Total	5.00	0.00	0.00
Economic Development Department Total		14.50	0.00	0.00

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title		2024 Authorized	2025 Authorized	2026 Amended
Finance Department				
10015220	Accounting Division			
	<i>Accountant</i>	3.50	3.50	3.00
	Accounting and Grants Coordinator	0.00	1.00	1.00
	Accounting Manager	1.00	1.00	1.00
	Accounting Specialist	1.00	1.00	1.00
	<i>Accounting Technician</i>	3.00	3.00	2.50
	Business Operations Administrator	1.00	1.00	1.00
	Business Operations Analyst	1.00	1.00	1.00
	<i>Finance Director/Chief Financial Officer</i>	0.00	1.00	0.00
	<i>Finance Specialist</i>	1.00	1.00	0.00
	Payroll Supervisor	1.00	1.00	1.00
	<i>Technical Accounting Services Supervisor</i>	0.00	0.00	1.00
	Accounting Division Total	12.50	14.50	12.50
73015220	Accounting Division - 3H 2025: Paramedics and Pavement Fund			
	<i>Accounting Technician</i>	0.00	0.00	1.00
	Accounting Division - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	1.00
100152200911	Accounting Division - Public Safety Section			
	Accountant	1.00	1.00	1.00
	<i>Accounting Technician</i>	1.00	1.00	0.00
	<i>Payroll Specialist</i>	0.00	0.00	1.00
	Accounting Division - Public Safety Section Total	2.00	2.00	2.00
	Accounting Division Total	14.50	16.50	15.50
10015050	Administrative Section			
	<i>Executive Assistant</i>	0.00	0.00	1.00
	<i>Financial Analyst/Senior Financial Analyst</i>	0.00	0.00	2.00
	<i>Finance Director/Chief Financial Officer</i>	0.00	0.00	1.00
	Administrative Section Total	0.00	0.00	4.00
10015800	Procurement Division			
	Procurement Analyst/Senior Procurement Analyst	2.00	2.00	2.00
	Procurement Manager	1.00	1.00	1.00
	Senior Contracts and Grants Coordinator	1.00	0.00	0.00
	Procurement Division Total	4.00	3.00	3.00

City of Westminster
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Position Title		2024 Authorized	2025 Authorized	2026 Amended
Finance Department				
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
10015240	Treasury Division			
	<i>Financial Analyst/Senior Financial Analyst</i>	2.00	2.00	0.00
	Treasury Manager	1.00	0.00	0.00
	Treasury Division Total	3.00	2.00	0.00
	Treasury Division Total	3.00	2.00	0.00
Finance Department Total		29.50	29.50	30.50

City of Westminster
2026 Amended Pay Plan
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Fire Department			
10025260	Administration Division		
Administrative Assistant I/II	1.00	2.00	2.00
Administrative Technician	1.00	0.00	0.00
Deputy Fire Chief	1.00	1.00	1.00
Fire Lieutenant - Logistics Officer	1.00	1.00	1.00
Fire Lieutenant - Technical Services Coordinator	1.00	1.00	1.00
Administration Division Total	5.00	5.00	5.00
100252600547	Administration Division - Fire Prevention Section		
Fire Inspector	2.00	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
<i>Public Information Coordinator</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
<i>Public Information Specialist</i>	<i>1.00</i>	<i>1.00</i>	<i>0.00</i>
Administration Division - Fire Prevention Section Total	7.00	7.00	7.00
Administration Division Total	12.00	12.00	12.00
10025260	Administrative Section		
Executive Assistant	1.00	1.00	1.00
Fire Chief	1.00	1.00	1.00
<i>Fire Lieutenant - Recruitment Officer</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
Administrative Section Total	2.00	2.00	3.00
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	5.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Fire Department			
10025260	Operations Division		
Administrative Assistant I/II	0.00	1.00	1.00
Administrative Technician	1.00	0.00	0.00
Deputy Fire Chief	1.00	1.00	1.00
Fire Battalion Chief	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	2.00	2.00	2.00
<i>Fire Trainee/Firefighter I-IV/Fire Paramedic</i>	48.00	48.00	47.00
Fire Training Chief	1.00	1.00	1.00
Operations Division Total	98.00	98.00	97.00
73025260	Operations Division - 3H 2025: Paramedics and Pavement Fund		
Administrative Assistant I/II	0.00	0.00	1.00
Fire Battalion Chief	0.00	0.00	3.00
Fire Captain	0.00	0.00	2.00
Fire Engineer	0.00	0.00	6.00
Fire Lieutenant	0.00	0.00	4.00
<i>Fire Trainee/Firefighter I-IV/Fire Paramedic</i>	0.00	0.00	12.00
Operations Division - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	28.00
730252600546	Operations Division - 3H 2025: Paramedics and Pavement Fund - EMS Section		
<i>Fire Trainee/Firefighter I-IV/Fire Paramedic</i>	0.00	0.00	9.00
Operations Division - 3H 2025: Paramedics and Pavements Fund - EMS Section Total	0.00	0.00	9.00
100252600546	Operations Division - EMS Section		
Fire EMS Chief	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 Trainee/Firefighter I-IV/Fire Paramedic	33.00	33.00	33.00
Operations Division - EMS Section Total	39.00	39.00	39.00
Operations Division Total	137.00	137.00	173.00
Fire Department Total	153.00	153.00	190.00

City of Westminster
2026 Amended Pay Plan
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Human Resources Department			
10045170	Administration Division		
Accounting Technician/Retirement	0.50	0.00	0.00
Human Resources Administrator - Retirement	1.00	1.00	1.00
Human Resources Manager	1.00	1.00	1.00
Human Resources Specialist	0.00	0.50	0.50
Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.50	0.50	0.50
Administration Division Total	3.00	3.00	3.00
100451700612	Administration Division - Employee Development Section		
Employee Development Coordinator	1.00	1.00	1.00
Training and Instructional Designer	0.50	1.00	1.00
Administration Division - Employee Development Section Total	1.50	2.00	2.00
49010900	Administration Division - Medical and Dental Fund		
Benefits Specialist	1.00	1.00	1.00
Human Resources Administrator - Benefits	1.00	1.00	1.00
Human Resources Specialist	1.00	1.00	1.00
Administration Division - Medical and Dental Fund Total	3.00	3.00	3.00
100451700015	Administration Division - Volunteer Section		
Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.50	0.50	0.50
Administration Division - Volunteer Section Total	0.50	0.50	0.50
100451700544	Administration Division - Wellness Section		
Employee Wellness Coordinator	1.00	1.00	1.00
Administration Division - Wellness Section Total	1.00	1.00	1.00
Administration Division Total	9.00	9.50	9.50
10045050	Administrative Section		
Executive Assistant	1.00	1.00	1.00
Executive Talent Developer	1.00	1.00	1.00
Human Resources Director	1.00	1.00	1.00
Administrative Section Total	3.00	3.00	3.00
Administrative Section Total	3.00	3.00	3.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Human Resources Department			
10045160	Operations Division		
Administrative Assistant	1.00	0.00	0.00
<i>Business Operations Coordinator</i>	0.00	0.00	1.00
Human Resources Administrator - Workforce	1.00	1.00	1.00
Human Resources Analyst/Senior Human Resources Analyst	1.00	0.00	0.00
Human Resources Business Partner/Senior Human Resources Business Partner	5.00	5.00	5.00
Human Resources Manager	1.00	1.00	1.00
Human Resources Specialist	2.00	2.00	2.00
Human Resources Supervisor	0.00	1.00	1.00
Human Resources Technician	1.00	2.00	2.00
<i>Management Analyst/Senior Management Analyst</i>	1.00	1.00	0.00
Operations Division Total	13.00	13.00	13.00
73045160	Operations Division - 3H 2025: Paramedics and Pavement Fund		
<i>Safety Analyst/Senior Safety Analyst</i>	0.00	0.00	0.50
Operations Division - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	0.50
46010900	Operations Division - Property Liability Fund		
Safety Analyst/Senior Safety Analyst	0.25	0.25	0.25
Operations Division - Property Liability Fund Total	0.25	0.25	0.25
460109000911	Operations Division - Property Liability Fund - Public Safety		
Human Resources Administrator - Risk	0.50	0.50	0.50
Operations Division - Property Liability Fund - Public Safety Total	0.50	0.50	0.50
100451600911	Operations Division - Public Safety Section		
Human Resources Analyst/Senior Human Resources Analyst	1.00	1.00	1.00
Operations Division - Public Safety Section Total	1.00	1.00	1.00
48010900	Operations Division - Workers' Compensation Fund		
Human Resources Administrator - Risk	0.50	0.50	0.50
Safety Analyst/Senior Safety Analyst	0.25	0.25	0.25
Operations Division - Workers' Compensation Fund Total	0.75	0.75	0.75
Operations Division Total	15.50	15.50	16.00
Human Resources Department Total	27.50	28.00	28.50

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Position Title		2024 Authorized	2025 Authorized	2026 Amended
Information Technology Department				
10060050	Administrative Section			
	Executive Assistant	1.00	1.00	1.00
	Information Technology Director	1.00	1.00	1.00
	<i>IT Project Manager</i>	0.00	1.00	0.00
	IT Services Administrator	1.00	0.00	0.00
	Management Analyst/Senior Management Analyst	0.00	1.00	1.00
	Technology Procurement Specialist	1.00	1.00	1.00
	Administrative Section Total	4.00	5.00	4.00
100600500787	Administrative Section - Cybersecurity Section			
	<i>Chief Information Security Officer</i>	1.00	1.00	0.00
	<i>Information Security Analyst</i>	1.00	2.00	0.00
	Administrative Section - Cybersecurity Section Total	2.00	3.00	0.00
	Administrative Section Total	6.00	8.00	4.00
10060820	Enterprise Solutions Division			
	<i>Business Intelligence Analyst</i>	1.00	1.00	0.00
	<i>Business Intelligence Architect</i>	0.00	0.00	1.00
	<i>Database Administrator</i>	1.00	1.00	0.00
	<i>Database Supervisor</i>	0.00	0.00	1.00
	<i>Enterprise Applications Administrator/Senior Enterprise Applications Administrator</i>	0.00	3.00	0.00
	<i>Enterprise Applications Supervisor</i>	0.00	1.00	0.00
	Enterprise Solutions Architect	0.00	1.00	1.00
	<i>Enterprise Solutions Engineer/Senior Enterprise Solutions Engineer</i>	0.00	0.00	6.70
	<i>Enterprise Solutions Manager</i>	0.00	0.00	1.00
	<i>Enterprise Solutions Supervisor</i>	0.00	0.00	2.00
	ERP Applications Engineer	0.00	2.00	2.00
	ERP Software Engineer	2.00	0.00	0.00
	<i>Lead Software Engineer</i>	3.00	1.00	0.00
	<i>Software Engineer I/II</i>	9.70	5.70	2.00
	<i>Software Engineering Manager</i>	1.00	1.00	0.00
	Enterprise Solutions Division Total	17.70	16.70	16.70
100608200911	Enterprise Solutions Division - Public Safety Section			
	<i>Enterprise Solutions Engineer/Senior Enterprise Solutions Engineer</i>	0.00	0.00	0.30
	<i>Software Engineer I/II</i>	0.30	0.30	0.00
	Enterprise Solutions Division - Public Safety Section Total	0.30	0.30	0.30
	Enterprise Solutions Division Total	18.00	17.00	17.00

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Position Title		2024 Authorized	2025 Authorized	2026 Amended
Information Technology Department				
10060230	IT Operations Division			
	A/V Technician/Senior A/V Technician	1.00	1.00	1.00
	Information Systems Manager	1.00	0.00	0.00
	IT Infrastructure Supervisor	0.00	0.00	1.00
	IT Operations Manager	0.00	1.00	1.00
	IT Service Desk Supervisor	0.00	0.00	1.00
	IT Systems Engineer	0.00	0.00	1.00
	IT Systems Supervisor	2.00	2.00	0.00
	Network Administrator	1.00	2.00	0.00
	Network Engineer	0.60	0.60	0.00
	Network Technician/Senior Network Technician	1.00	1.00	0.00
	Senior Telecommunications Administrator	1.00	0.00	0.00
	Service Desk Specialist/Senior Service Desk Specialist	0.00	0.00	4.00
	Systems Administrator	2.70	2.70	2.70
	Technical Support Specialist/Senior Technical Support Specialist	5.00	4.00	0.00
	VOIP Engineer	0.00	1.00	0.00
	IT Operations Division Total	15.30	15.30	11.70
73060230	IT Operations Division - 3H 2025: Paramedics and Pavement Fund			
	Service Desk Specialist/Senior Service Desk Specialist	0.00	0.00	1.00
	IT Operations Division - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	1.00
100602300911	IT Operations Division - Public Safety Section			
	Network Engineer	0.40	0.40	0.00
	Systems Administrator	0.30	0.30	0.30
	IT Operations Division - Public Safety Section Total	0.70	0.70	0.30
	IT Operations Division Total	16.00	16.00	13.00
10060235	Network and Security Division			
	Chief Information Security Officer	0.00	0.00	1.00
	Information Security Analyst/Senior Information Security Analyst	0.00	0.00	2.00
	Network Administrator	0.00	0.00	2.00
	Network Supervisor	0.00	0.00	0.60
	Network Technician/Senior Network Technician	0.00	0.00	1.00
	VOIP Engineer	0.00	0.00	1.00
	Network and Security Division Total	0.00	0.00	7.60
100602350911	Network and Security Division - Public Safety Section			
	Network Supervisor	0.00	0.00	0.40
	Network and Security Division - Public Safety Section Total	0.00	0.00	0.40
	Network and Security Division Total	0.00	0.00	8.00
Information Technology Department Total		40.00	41.00	42.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Parks, Recreation and Libraries Department			
10050050	Administrative Section		
Executive Assistant	1.00	1.00	1.00
<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
Parks, Recreation and Libraries Director	1.00	1.00	1.00
Administrative Section Total	2.00	2.00	3.00
10050620	Library Services Division		
Administrative Assistant I/II	1.00	1.00	1.00
Applications Specialist	2.00	2.00	2.00
Collection Management Processing Clerk	1.90	0.00	0.00
Collection Management Specialist	0.00	1.90	1.90
<i>Librarian I</i>	<i>10.10</i>	<i>10.10</i>	<i>6.70</i>
Library Assistant Supervisor	1.00	1.00	1.00
Library Associate I/II	6.00	6.00	6.00
Library Clerk I/II	8.00	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
Library Shelver	4.10	4.10	4.10
Library Supervisor	2.00	2.00	2.00
<i>Supervising Librarian</i>	<i>0.00</i>	<i>0.00</i>	<i>4.00</i>
Library Services Division Total	42.10	42.10	42.10
10050580	Operations Division		
<i>Administrative Assistant I/II</i>	<i>1.00</i>	<i>1.00</i>	<i>0.00</i>
Cultural Affairs Coordinator	1.00	1.00	1.00
<i>Digital Media Specialist</i>	<i>0.00</i>	<i>0.00</i>	<i>0.90</i>
Event Planner	0.00	1.00	1.00
Event Planner/Senior Event Planner	2.00	0.00	0.00
Graphic Designer/Senior Graphic Designer	1.00	1.00	1.00
Homeless Navigator	2.00	4.00	4.00
<i>Landscape Designer/Landscape Architect</i>	<i>2.00</i>	<i>2.00</i>	<i>0.00</i>
<i>Management Analyst/Senior Management Analyst</i>	<i>2.00</i>	<i>2.00</i>	<i>1.00</i>
Marketing Analyst	1.00	1.00	1.00
Marketing and Cultural Affairs Administrator	0.00	1.00	1.00
Marketing Supervisor	1.00	0.00	0.00
Parks, Recreation and Libraries Operations Manager	1.00	1.00	1.00
Senior Event Planner	0.00	1.00	1.00
Operations Division Total	14.00	16.00	12.90

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Parks, Recreation and Libraries Department			
54050580	Operations Division - POST Fund		
<i>GIS Analyst/Senior GIS Analyst</i>	0.00	1.00	0.00
GIS Specialist	1.00	0.00	0.00
<i>Parks, Recreation and Libraries Planning and Design Administrator</i>	0.00	1.00	0.00
Parks, Recreation and Libraries Planning and Design Supervisor	1.00	0.00	0.00
Operations Division - POST Fund Total	2.00	2.00	0.00
Operations Division Total	16.00	18.00	12.90
10050550	Parks, Golf and Open Space Division		
<i>Administrative Assistant I/II</i>	1.00	1.00	2.00
Contract Services Coordinator	1.00	1.00	1.00
Contract Services Technician	1.00	1.00	1.00
Crewleader	3.00	3.00	3.00
Equipment Mechanic I/II	0.00	2.00	2.00
Foreperson	4.00	4.00	4.00
<i>Landscape Designer/Landscape Architect</i>	0.00	0.00	2.00
Mechanic I	2.00	0.00	0.00
Parks and Golf Superintendent	1.00	1.00	1.00
Parks, Golf and Open Space Manager	1.00	1.00	1.00
Parks Specialist	6.00	6.00	6.00
Parkswoker I/II	6.00	6.00	6.00
Playground Safety Specialist	1.00	1.00	1.00
Parks, Golf and Open Space Division Total	27.00	27.00	30.00
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
Golf Shop Associate	1.00	1.00	1.00
Second Assistant Golf Professional	1.00	1.00	1.00
Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section Total	4.00	4.00	4.00
22050720	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section		
Assistant Golf Course Superintendent	1.00	1.00	1.00
Equipment Mechanic I/II	0.00	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	0.00	0.00
Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section Total	5.00	5.00	5.00
Parks, Golf and Open Space Division - Legacy Ridge Golf Course Total	9.00	9.00	9.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Parks, Recreation and Libraries Department			
54050550	Parks, Golf and Open Space Division - Open Space Section		
<i>Arborist Technician</i>	2.00	2.00	3.00
Assistant City Forester	1.00	1.00	1.00
City Forester	1.00	1.00	1.00
Crewleader	0.00	1.00	1.00
Foreperson	1.00	1.00	1.00
Natural Resources Specialist	0.00	2.00	2.00
Open Space Specialist	3.00	3.00	3.00
Open Space Specialist - Natural Resources	1.00	0.00	0.00
Open Space Steward I/II	3.00	4.00	4.00
<i>Open Space Superintendent</i>	1.00	1.00	0.00
Open Space Supervisor	1.00	1.00	1.00
<i>Parks and Open Space Superintendent</i>	0.00	0.00	1.00
Parks, Golf and Open Space Division - Open Space Section Total	14.00	17.00	18.00
540505500542	Parks, Golf and Open Space Division - POST Fund		
<i>Construction Project Manager/Senior Construction Project Manager</i>	0.00	0.00	1.00
Crewleader	2.00	2.00	2.00
<i>Equipment Mechanic I/II</i>	0.00	1.00	0.00
Foreperson	1.00	1.00	1.00
<i>GIS Analyst/Senior GIS Analyst</i>	0.00	0.00	1.00
Mechanic I	1.00	0.00	0.00
<i>Parks and Horticulture Superintendent</i>	1.00	1.00	0.00
Parks Specialist	4.00	4.00	4.00
<i>Parks Superintendent</i>	0.00	0.00	1.00
Parkswoker I/II	5.00	5.00	5.00
Parks, Golf and Open Space Division - POST Fund Total	14.00	14.00	15.00
100505500106	Parks, Golf and Open Space Division - Promenade Section		
Parkswoker I/II	2.00	2.00	2.00
Parks, Golf and Open Space Division - Promenade Section Total	2.00	2.00	2.00
10050660	Parks, Golf and Open Space Division - Standley Lake Section		
Open Space Superintendent	1.00	0.00	0.00
Park Ranger	6.00	6.00	6.00
<i>Parks and Standley Lake Superintendent</i>	0.00	0.00	1.00
Senior Park Ranger	1.00	2.00	2.00
<i>Standley Lake Superintendent</i>	0.00	1.00	0.00
Parks, Golf and Open Space Division - Standley Lake Section Total	8.00	9.00	9.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Parks, Recreation and Libraries Department			
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
Golf Shop Associate	1.00	1.00	1.00
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	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
Equipment Mechanic I/II	0.00	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	0.00	0.00
Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance			
Section Total	5.00	5.00	5.00
Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Total			
	9.00	9.00	9.00
Parks, Golf and Open Space Division Total			
	83.00	87.00	92.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Parks, Recreation and Libraries Department			
10050720	Recreation Services Division - Recreation Facilities Section		
Administrative Assistant I/II	0.50	0.50	0.50
Assistant Hydro Systems Specialist	0.50	0.50	0.50
Assistant Recreation Facility Supervisor	10.20	10.20	10.20
Assistant Recreation Specialist	2.00	3.60	3.60
Custodian	2.50	2.50	2.50
Guest Relations Clerk I/II	20.30	20.20	20.20
Head Lifeguard	6.40	4.80	3.90
Hydro Systems Specialist	2.00	2.00	2.00
Recreation Aide	1.70	1.80	1.80
Recreation Facilities Superintendent	1.00	1.00	1.00
Recreation Services Manager	0.50	0.50	0.50
Recreation Specialist	3.00	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	54.60	54.60	53.70
10050760	Recreation Services Division - Recreation Programs Section		
Administrative Assistant I/II	0.50	0.50	0.50
Applications Specialist	1.50	1.50	1.50
Assistant Recreation Coordinator	2.50	2.50	2.50
Assistant Recreation Facility Supervisor	1.00	1.00	1.00
<i>Assistant Recreation Specialist</i>	0.50	0.50	1.00
Guest Relations Clerk I/II	1.00	1.00	1.00
<i>Pottery Studio Coordinator</i>	0.50	0.50	0.60
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
<i>Recreation Specialist</i>	1.60	1.60	1.00
Recreation Supervisor I	2.00	2.00	2.00
Recreation Services Division - Recreation Programs Section Total	15.60	15.60	15.60
Recreation Services Division Total	70.20	70.20	69.30
Parks, Recreation and Libraries Department Total	213.30	219.30	219.30

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title		2024 Authorized	2025 Authorized	2026 Amended
Police Department				
10020050	Administrative Section			
	Business Operations Coordinator	1.00	1.00	1.00
	Contracts and Grants Coordinator	1.00	1.00	1.00
	Data Analyst	1.00	0.00	0.00
	Executive Assistant	1.00	1.00	1.00
	Police Chief	1.00	1.00	1.00
	Police Data Analyst	0.00	1.00	1.00
	Public Affairs Coordinator	0.00	1.00	1.00
	<i>Public Information Specialist</i>	<i>0.00</i>	<i>1.00</i>	<i>0.00</i>
	Administrative Section Total	5.00	7.00	6.00
100200500341	Administrative Section - Professional Services Section			
	Administrative Assistant	0.80	0.00	0.00
	Police Commander	1.00	0.00	0.00
	Police Officer/Senior Police Officer	5.00	0.00	0.00
	Police Sergeant	3.00	0.00	0.00
	Public Information Specialist	1.00	0.00	0.00
	Administrative Section - Professional Services Section Total	10.80	0.00	0.00
	Administrative Section Total	15.80	7.00	6.00
10020500	Operations Division - Administrative Section			
	Administrative Assistant I/II	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
	Police Officer Trainee/Police Officer/Senior Police Officer	98.00	98.00	98.00
	Police Sergeant	14.00	14.00	14.00
	Report Specialist	3.00	3.00	3.00
	Operations Division - Patrol Section Total	119.00	119.00	119.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Police Department			
100205000348	Operations Division - Special Events Section		
Animal Management Officer/Senior Animal Management Officer	5.00	5.00	5.00
Animal Management Supervisor	1.00	1.00	1.00
Craffiti Enforcement Specialist	1.00	1.00	1.00
Police Commander	1.00	1.00	1.00
<i>Police Officer Trainee/Police Officer/Senior Police Officer</i>	22.00	23.00	24.00
Police Sergeant	4.00	4.00	4.00
<i>Traffic Accident Investigator</i>	5.00	5.00	4.00
Operations Division - Special Events Section Total	39.00	40.00	40.00
Operations Division Total	167.00	168.00	168.00
10020300	Specialized Services Division- Administrative Section		
Administrative Assistant I/II	2.00	2.00	2.00
Deputy Police Chief	1.00	1.00	1.00
Specialized Services Division - Administrative Section Total	3.00	3.00	3.00
100203000351	Specialized Services Division - Communications Section		
<i>Public Safety Telecommunicator I-III</i>	22.00	22.00	23.00
Public Safety Telecommunicator Administrator	1.00	1.00	1.00
Public Safety Telecommunicator Supervisor	4.00	4.00	4.00
Specialized Services Division - Communications Section Total	27.00	27.00	28.00
730203000351	Specialized Services Division - Communications Section - 3H 2025: Paramedics and Pavement Fund		
<i>Public Safety Telecommunicator I-III</i>	0.00	0.00	1.00
Specialized Services Division - Communications Section - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	1.00
100203000344	Specialized Services Division - Investigations Section		
Administrative Assistant I/II	1.00	1.00	1.00
Court Security	2.00	2.00	2.00
Crime Analyst	1.00	1.00	1.00
<i>Crime Lab Supervisor</i>	0.00	0.00	1.00
Criminalist/Senior Criminalist	4.00	4.00	4.00
Police Commander	1.00	1.00	1.00
Police Officer Trainee/Police Officer/Senior Police Officer	36.00	36.00	36.00
Police Sergeant	4.00	4.00	4.00
Victim Advocate	5.00	7.00	7.00
Victim Services Coordinator	1.00	1.00	1.00
Specialized Services Division - Investigations Section Total	55.00	57.00	58.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Police Department			
100203000341	Specialized Services Division - Professional Services Section		
Administrative Assistant I/II	0.00	0.80	0.80
Police Commander	0.00	1.00	1.00
Police Officer Trainee/Police Officer/Senior Police Officer	0.00	4.00	4.00
Police Sergeant	0.00	2.00	2.00
Specialized Services Division - Professional Services Section Total	0.00	7.80	7.80
100203000343	Specialized Services Division - Records and Property Section		
Police Records Supervisor	2.00	2.00	2.00
Police Records Technician I/II	11.00	11.00	11.00
Property Evidence Technician	3.00	3.00	3.00
Support Services Administrator	1.00	1.00	1.00
Specialized Services Division - Records and Property Section Total	17.00	17.00	17.00
100203000342	Specialized Services Division - Technology Section		
Applications Specialist	2.00	2.00	2.00
Body Worn Camera Technician	4.00	4.00	4.00
Police Commander	1.00	1.00	1.00
Technical Services Coordinator	1.00	1.00	1.00
Technical Services Supervisor	1.00	1.00	1.00
Specialized Services Division - Technology Section Total	9.00	9.00	9.00
Specialized Services Division Total	111.00	120.80	123.80
Police Department Total	293.80	295.80	297.80

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
10035050	Administrative Section		
<i>Business Operations Coordinator</i>	0.00	0.00	1.00
Executive Assistant	1.00	1.00	1.00
<i>Management Analyst/Senior Management Analyst</i>	1.00	1.00	0.00
Public Works and Utilities Director	1.00	1.00	1.00
Administrative Section Total	3.00	3.00	3.00
10035050	Engineering Division - Administrative Section		
<i>Administrative Assistant //II</i>	1.00	1.00	0.00
City Engineer	1.00	1.00	1.00
<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
Engineering Division - Administrative Section Total	2.00	2.00	2.00
100353800972	Engineering Division - Civil - Capital Construction Section		
Capital and Development Projects Inspector	1.00	0.00	0.00
Capital Projects Administrator	1.00	0.00	0.00
Engineer/Senior Engineer/Principal Engineer	1.00	0.00	0.00
Engineering Projects Specialist	1.00	0.00	0.00
Engineering Division - Civil - Capital Construction Section Total	4.00	0.00	0.00
100353800992	Engineering Division - Civil - Facilities Section		
Construction Projects Specialist	2.00	0.00	0.00
Facilities and Projects Coordinator	1.00	0.00	0.00
Engineering Division - Civil - Facilities Section Total	3.00	0.00	0.00
100353800983	Engineering Division - Civil - Pavement Section		
Pavement Management Coordinator	1.00	0.00	0.00
Street Inspector	4.00	0.00	0.00
Street Projects Specialist	1.00	0.00	0.00
Engineering Division - Civil - Pavement Section Total	6.00	0.00	0.00
100353800987	Engineering Division - Civil - Transportation Section		
Engineer/Senior Engineer/Principal Engineer	1.00	0.00	0.00
Traffic Technician	1.00	0.00	0.00
Transportation Engineer	1.00	0.00	0.00
Transportation Systems Coordinator	1.00	0.00	0.00
Engineering Division - Civil - Transportation Section - Total	4.00	0.00	0.00

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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
10035380	Engineering Division - Development and Mobility Section		
Assistant City Engineer	1.00	1.00	1.00
Capital and Development Projects Inspector	1.00	0.00	0.00
Construction Inspector	1.00	0.00	0.00
Development Engineering Administrator	1.00	1.00	1.00
Engineer/Senior Engineer/Principal Engineer	1.00	2.00	2.00
Street Inspector	0.00	1.00	1.00
<i>Traffic Signal Technician</i>	0.00	0.00	2.00
<i>Traffic Technician</i>	0.00	1.00	0.00
Transportation Engineer	0.00	1.00	1.00
Transportation Systems Supervisor	0.00	1.00	1.00
Engineering Division - Development and Mobility Section Total	5.00	8.00	9.00
10035440	Engineering Division - GIS Section		
Asset Management and GIS Administrator	0.00	1.00	1.00
Asset Management Specialist	0.00	1.00	1.00
GIS Analyst/Senior GIS Analyst	0.00	3.00	3.00
GIS Coordinator	1.00	0.00	0.00
GIS Specialist	3.00	0.00	0.00
Infrastructure Asset Management Coordinator	1.00	1.00	1.00
Utilities Asset Management Planner/Scheduler	1.00	0.00	0.00
Utilities Locator I/II	0.00	2.00	2.00
Utilities Specialist I/II	2.00	0.00	0.00
Engineering Division - GIS Section Total	8.00	8.00	8.00
10035972	Engineering Division - Roadway, Facilities, and Construction Section		
Assistant City Engineer	0.00	1.00	1.00
Construction Coordinator	0.00	1.00	1.00
Construction Inspector/Senior Construction Inspector	0.00	4.00	4.00
Construction Project Manager/Senior Construction Project Manager	0.00	2.00	2.00
Engineer/Senior Engineer/Principal Engineer	0.00	1.00	1.00
Facilities Projects Administrator	0.00	1.00	1.00
Lead Construction Inspector	0.00	2.00	2.00
Pavement Management Coordinator	0.00	1.00	1.00
Street Projects Specialist	0.00	1.00	1.00
Engineering Division - Roadway, Facilities, and Construction Section Total	0.00	14.00	14.00
73035972	Engineering Division - Roadway, Facilities, and Construction Section - 3H Paramedics and Pavement Fund		
<i>Construction Project Manager/Senior Construction Project Manager</i>	0.00	0.00	1.00
Engineering Division - Roadway, Facilities, and Construction Section - 3H Paramedics and Pavement Fund Total	0.00	0.00	1.00

City of Westminster
2026 Amended Pay Plan
Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
20035380	Engineering Division - Utilities Section		
Assistant City Engineer	1.00	1.00	1.00
Capital Projects Administrator	0.00	1.00	1.00
<i>Engineer/Senior Engineer/Principal Engineer</i>	6.00	5.00	4.00
<i>Utilities Engineering Administrator</i>	1.00	1.00	2.00
Engineering Division - Utilities Section Total	8.00	8.00	8.00
25035380	Engineering Division - Utilities - Storm Drainage Fund		
<i>Engineer/Senior Engineer/Principal Engineer</i>	1.00	1.00	0.00
<i>Stormwater Analyst</i>	1.00	1.00	0.00
Stormwater Coordinator	1.00	1.00	1.00
<i>Stormwater Inspector</i>	2.00	2.00	0.00
Stormwater Utility Administrator	1.00	1.00	1.00
<i>Utilities Inspector/Senior Utilities Inspector</i>	0.00	0.00	2.00
Engineering Division - Utilities - Storm Drainage Fund Total	6.00	6.00	4.00
200353800943	Engineering Division - Utilities - Water Quality Section		
Water Quality Administrator	1.00	1.00	1.00
Water Quality Analyst/Senior Water Quality Analyst	4.00	4.00	4.00
Water Quality Program Supervisor	0.00	2.00	2.00
Water Quality Supervisor	2.00	0.00	0.00
Engineering Division - Utilities - Water Quality Section Total	7.00	7.00	7.00
21035380	Engineering Division - Utilities - Water Quality Wastewater Section		
Water Quality Analyst/Senior Water Quality Analyst	3.00	3.00	3.00
Water Quality Program Supervisor	0.00	1.00	1.00
Water Quality Supervisor	1.00	0.00	0.00
Engineering Division - Utilities - Water Quality Wastewater Section Total	4.00	4.00	4.00
200353800947	Engineering Division - Utilities - Water Resources Section		
<i>Engineer/Senior Engineer/Principal Engineer</i>	2.00	2.00	2.00
Water Resources Administrator	1.00	1.00	1.00
Water Resources Analyst/Senior Water Resources Analyst	1.00	1.00	1.00
Water Resources Technician	1.00	1.00	1.00
Engineering Division - Utilities - Water Resources Section Total	5.00	5.00	5.00
Engineering Division Total	62.00	62.00	62.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
10035050	Operations Division - Administrative Section		
Public Works and Utilities Operations Manager	1.00	1.00	1.00
Operations Division - Administrative Section Total	1.00	1.00	1.00
10035390	Operations Division - Facilities Section		
Access Control and Hardware Technician	1.00	1.00	1.00
Assistant Facilities Superintendent	1.00	1.00	1.00
Contract Services Coordinator	1.00	1.00	1.00
Electrician I-III	1.00	1.00	1.00
Facilities Maintenance Technician I/II	3.00	3.00	3.00
Facilities Superintendent	1.00	1.00	1.00
Facilities Supervisor	1.00	1.00	1.00
HVAC Specialist	2.00	2.00	2.00
Operations Division - Facilities Section Total	11.00	11.00	11.00
73035390	Operations Division - Facilities Section - 3H 2025: Paramedics and Pavement Fund		
Facilities Maintenance Technician I/II	0.00	0.00	1.00
HVAC Specialist	0.00	0.00	1.00
Operations Division - Facilities Section - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	2.00
Total			
Operations Division - Facilities Section Total	11.00	11.00	13.00
30035460	Operations Division - Fleet Section		
Administrative Assistant I/II	1.00	1.00	1.00
Applications Specialist	1.00	1.00	1.00
Crewleader	1.00	0.00	0.00
Fleet Crewleader	0.00	1.00	1.00
Fleet Manager	1.00	0.00	0.00
Fleet Superintendent	0.00	1.00	1.00
Fleet Supervisor	1.00	1.00	1.00
Fleet Technician I-III/Emergency Vehicle Technician I-III	0.00	5.00	5.00
Mechanic I/II	4.00	0.00	0.00
Mechanic II/Emergency Vehicle Technician I	1.00	0.00	0.00
Operations Division - Fleet Section Total	10.00	10.00	10.00
73035460	Operations Division - Fleet Section - 3H 2025: Paramedics and Pavement Fund		
Fleet Crewleader	0.00	0.00	1.00
Fleet Technician I-III/Emergency Vehicle Technician I-III	0.00	0.00	1.00
Operations Division - Fleet Section - 3H 2025: Paramedics and Pavement Fund Total	0.00	0.00	2.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
300354600911	Operations Division - Fleet Section - Public Safety Section		
Emergency Vehicle Technician I-III	1.00	0.00	0.00
Fleet Technician I-III/Emergency Vehicle Technician I-III	0.00	1.00	1.00
Operations Division - Fleet Section - Public Safety Section Total	1.00	1.00	1.00
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Operations Division - Fleet Section Total	11.00	11.00	13.00
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10035450	Operations Division - Street Section		
Administrative Assistant I/II	1.00	1.00	1.00
Crewleader	2.00	2.00	2.00
Equipment Operator I/II	5.00	5.00	0.00
Street Maintenance Worker I/II	10.00	9.00	0.00
Street Operations Superintendent	1.00	1.00	1.00
Street Operations Supervisor	2.00	2.00	2.00
Street Technician I-IV	0.00	0.00	14.00
Traffic Signs Technician	2.00	3.00	3.00
Operations Division - Street Section Total	23.00	23.00	23.00
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Operations Division Total	46.00	46.00	50.00
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10035050	Utilities Division - Administrative Section		
Administrative Assistant I/II	1.00	1.00	0.00
Management Analyst/Senior Management Analyst	0.00	0.00	1.00
Utilities Manager	1.00	1.00	1.00
Utilities Division - Administrative Section Total	2.00	2.00	2.00
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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
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200354700402	Utilities Division - Meter Shop Section		
Utilities Operations Supervisor	1.00	0.00	0.00
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 Supervisor	0.00	1.00	1.00
Utilities Division - Meter Shop Section Total	11.00	11.00	11.00

City of Westminster
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Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
20035280	Utilities Division - Utility Billing Section		
Applications Specialist	1.00	1.00	1.00
Customer Service Coordinator	2.00	2.00	2.00
Customer Service Representative I/II	6.50	6.50	6.50
Utility Billing Applications Analyst	1.00	1.00	1.00
Utility Billing Supervisor	1.00	1.00	1.00
Utilities Division - Utility Billing Section Total	11.50	11.50	11.50
200352800248	Utilities Division - Utility Billing Section - Water Billing Assistance		
<i>Water Bill Assistance Coordinator</i>	<i>0.00</i>	<i>0.00</i>	<i>0.50</i>
Utilities Division - Utility Billing Section - Water Billing Assistance Total	0.00	0.00	0.50
Utilities Division - Utility Billing Section Total	11.50	11.50	12.00
21035470	Utilities Division - Wastewater Field Operations Section		
<i>Administrative Assistant I/II</i>	<i>0.50</i>	<i>0.50</i>	<i>0.00</i>
Utilities Inspector/Senior Utilities Inspector	1.00	1.00	1.00
Utilities Operations Supervisor	1.00	0.00	0.00
Utilities Operator II/III	2.00	2.00	2.00
Utilities Operator-In-Training/Utilities Operator I	3.00	2.00	2.00
Utilities Projects Specialist	0.00	1.00	1.00
Utilities Specialist I/II	4.00	4.00	4.00
Utilities Specialist III	1.00	1.00	1.00
Utilities Supervisor	0.00	1.00	1.00
Wastewater Superintendent	1.00	1.00	1.00
Utilities Division - Wastewater Field Operations Section Total	13.50	13.50	13.00
25035470	Utilities Division - Wastewater Field Operations - Storm Drainage Fund		
<i>Utilities Supervisor</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
Utilities Division - Wastewater Field Operations - Storm Drainage Fund - Total	0.00	0.00	1.00
Utilities Division - Wastewater Field Operations Section Total	13.50	13.50	14.00
21035490	Utilities Division - Wastewater Plant Section		
Administrative Assistant I/II	0.50	0.50	0.50
Chief Plant Operator	1.00	1.00	1.00
Electrician I-III	1.00	1.00	1.00
Lead Plant Operator	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-V	8.00	8.00	8.00
Plant Superintendent	1.00	1.00	1.00
Utilities Division - Wastewater Plant Section Total	14.50	14.50	14.50

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
20035470	Utilities Division - Water Field Operations Section		
Community Assistant	1.00	1.00	1.00
Crewleader	2.00	2.00	2.00
Utilities Inspector/Senior Utilities Inspector	1.00	1.00	1.00
Utilities Operations Supervisor	1.00	0.00	0.00
Utilities Operator II/III	1.00	1.00	1.00
Utilities Operator-In-Training/Utilities Operator I	4.00	4.00	4.00
Utilities Supervisor	0.00	1.00	1.00
Water Superintendent	1.00	1.00	1.00
Utilities Division - Water Field Operations Section Total	11.00	11.00	11.00
200354700023	Utilities Division - Water Field Operations - Reclaimed Section		
Reclaimed System Analyst	1.00	0.00	0.00
Reclaimed System Coordinator	1.00	0.00	0.00
Utilities Division - Water Field Operations - Reclaimed Section Total	2.00	0.00	0.00
20035023	Utilities Division - Water Field Operations - Reclaimed Section		
Reclaimed System Analyst	0.00	1.00	1.00
Reclaimed System Coordinator	0.00	1.00	1.00
Utilities Division - Water Field Operations - Reclaimed Section Total	0.00	2.00	2.00
200354700497	Utilities Division - Water Field Operations - Water Line Replacement Section		
Crewleader	2.00	2.00	2.00
Utilities Operations Supervisor	1.00	0.00	0.00
Utilities Operator II/III	2.00	2.00	2.00
Utilities Operator-In-Training/Utilities Operator I	5.00	5.00	5.00
Utilities Supervisor	0.00	1.00	1.00
Utilities Division - Water Field Operations - Water Line Replacement Section Total	10.00	10.00	10.00
20035490	Utilities Division - Water Plant Section		
Administrative Assistant I/II	0.50	0.50	0.50
Chief Plant Operator	1.00	1.00	1.00
<i>Control Systems Engineer</i>	2.00	2.00	3.00
Control Systems Specialist	1.00	1.00	1.00
Electrician I-III	3.00	3.00	3.00
Lead Plant Operator	1.00	1.00	1.00
<i>Maintenance Worker/Senior Maintenance Worker</i>	1.00	1.00	0.00
Plant Maintenance Supervisor	1.00	1.00	1.00
Plant Mechanic	1.00	1.00	1.00
<i>Plant Operator Trainee/Plant Operator I-V</i>	8.00	8.00	9.00
Plant Superintendent	1.00	1.00	1.00
Utilities Division - Water Plant Section Total	20.50	20.50	21.50

City of Westminster
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Full Time Equivalent Staffing Summary

Position Title	2024 Authorized	2025 Authorized	2026 Amended
Public Works and Utilities Department			
200354900023 Utilities Division - Water Plant - Reclaimed Section			
Electrician I-III	1.00	1.00	1.00
Utilities Division - Water Plant - Reclaimed Section Total	1.00	1.00	1.00
Utilities Division Total	100.00	100.00	102.00
Public Works and Utilities Department Total	211.00	211.00	217.00
Grand Total	1,115.50	1,125.20	1,172.70

City of Westminster
2026 Amended 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 and Grants Coordinator	E11	3122	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
Administrative Assistant I	N13	4221	Non-Exempt	Non-Exempt General
Administrative Assistant II	N14	4222	Non-Exempt	Non-Exempt General
Animal Management Officer	N13	6229	Non-Exempt	Non-Exempt General
Animal Management Officer, Senior	N14	6237	Non-Exempt	Non-Exempt General
Animal Management Supervisor	N17	6230	Non-Exempt	Non-Exempt General
Applications Specialist	N18	4312	Non-Exempt	Non-Exempt General
Arborist Technician	N13	5336	Non-Exempt	Non-Exempt General
Asset Management and GIS Administrator	E13	4322	Exempt	Exempt
Asset Management Specialist	N17	4324	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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
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
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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Building Inspector Supervisor	N18	3447	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 Architect	E13	3243	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	D4	7208	Exempt	Department Director and Division Manager
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
Chief Building Official and Community Standards Manager	D5	3453	Exempt	Department Director and Division Manager
Chief Information Security Officer	D6	3234	Exempt	Department Director and Division Manager
Chief Plant Operator	N20	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	E10	5304	Exempt	Exempt
Collection Management Specialist	N9	3622	Non-Exempt	Non-Exempt General

City of Westminster
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Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Communications Coordinator	E9	7202	Exempt	Exempt
Communications Supervisor	E12	7224	Exempt	Exempt
Communications Manager	D4	7180	Exempt	Department Director and Division Manager
Community Assistant	N9	4218	Non-Exempt	Non-Exempt General
Community Services Director	D9	2320	Exempt	Department Director and Division Manager
Community Vibrancy Administrator	E15	7219	Exempt	Exempt
Construction Coordinator	E10	3439	Exempt	Exempt
Construction Inspector	N16	3428	Non-Exempt	Non-Exempt General
Construction Inspector, Senior	N17	3445	Non-Exempt	Non-Exempt General
Construction Project Manager	E9	3450	Exempt	Exempt
Construction Project Manager, Senior	E11	3451	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
Control Systems Engineer	E12	3348	Exempt	Exempt
Control Systems Specialist	N19	5703	Non-Exempt	Non-Exempt General
Co-Responder	N17	6239	Non-Exempt	Non-Exempt General
Co-Responder Supervisor	N19	6240	Non-Exempt	Non-Exempt General

City of Westminster
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Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Court Administrator	D4	4401	Exempt	Department Director and Division Manager
Court Operations Supervisor	E7	4402	Exempt	Exempt
Court Security	N15	6235	Non-Exempt	Non-Exempt General
Crewleader	N16	5716	Non-Exempt	Non-Exempt General
Crime Analyst	E8	6233	Exempt	Exempt
Crime Lab Supervisor	E9	6241	Exempt	Exempt
Criminalist	N15	6209	Non-Exempt	Non-Exempt General
Criminalist, Senior	N18	6205	Non-Exempt	Non-Exempt General
Cultural Affairs Coordinator	E7	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
Database Supervisor	E14	3241	Exempt	Exempt
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 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

City of Westminster
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Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Development Engineering Administrator	E15	3308	Exempt	Exempt
Development Services Coordinator	E10	3831	Exempt	Exempt
Digital Media Specialist	E6	7183	Exempt	Exempt
Diversity and Inclusion Administrator	E14	7222	Exempt	Exempt
Economic Development Manager	D5	7104	Exempt	Department Director and Division Manager
Economic Development Officer	E11	7140	Exempt	Exempt
Electrical Inspector	N17	3440	Non-Exempt	Non-Exempt General
Electrical Inspector, Senior	N18	3442	Non-Exempt	Non-Exempt General
Electrical Inspector Supervisor	N19	3405	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	N17	5731	Non-Exempt	Non-Exempt General
Emergency Vehicle Technician II	N18	5732	Non-Exempt	Non-Exempt General
Emergency Vehicle Technician III	N19	5733	Non-Exempt	Non-Exempt General
Employee Development Coordinator	E10	7146	Exempt	Exempt
Employee Wellness Coordinator	E10	3729	Exempt	Exempt
Energy Policy Analyst (Temporary)	E9	3835	Exempt	Exempt

City of Westminster
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Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Engagement Coordinator	E9	7213	Exempt	Exempt
Engineer	E9	3342	Exempt	Exempt
Engineer, Principal	E14	3364	Exempt	Exempt
Engineer, Senior	E12	3345	Exempt	Exempt
Enterprise Solutions Architect	E13	3255	Exempt	Exempt
Enterprise Solutions Engineer	E10	3251	Exempt	Exempt
Enterprise Solutions Engineer, Senior	E12	3253	Exempt	Exempt
Enterprise Solutions Manager	D5	3245	Exempt	Department Director and Division Manager
Enterprise Solutions Supervisor	E14	3244	Exempt	Exempt
Environmental Compliance Analyst	E10	7177	Exempt	Exempt
Equipment Mechanic I	N13	5312	Non-Exempt	Non-Exempt General
Equipment Mechanic II	N14	5313	Non-Exempt	Non-Exempt General
Equipment Services Assistant	N11	6212	Non-Exempt	Non-Exempt General
ERP Applications Engineer	E13	3254	Exempt	Exempt
Event Planner	E7	7168	Exempt	Exempt
Event Planner, Senior	E8	7169	Exempt	Exempt
Executive Aide	N16	4609	Non-Exempt	Non-Exempt General
Executive Aide, Senior	N17	4611	Non-Exempt	Non-Exempt General
Executive Assistant	N15	4607	Non-Exempt	Non-Exempt General

City of Westminster
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Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Executive Talent Developer	E14	3736	Exempt	Exempt
Facilities Apprentice (Temporary)	N8	5740	Non-Exempt	Non-Exempt General
Facilities Maintenance Technician I	N11	5119	Non-Exempt	Non-Exempt General
Facilities Maintenance Technician II	N13	5120	Non-Exempt	Non-Exempt General
Facilities Projects Administrator	E14	3452	Exempt	Exempt
Facilities Security Coordinator	E10	7217	Exempt	Exempt
Facilities Security Technician	N17	7220	Non-Exempt	Non-Exempt General
Facilities Superintendent	E13	5121	Exempt	Exempt
Facilities Supervisor	N19	5122	Non-Exempt	Non-Exempt General
Fiber Optic Network Engineer (Temporary)	E13	3261	Exempt	Exempt
Finance Director/Chief Financial Officer	D9	2321	Exempt	Department Director and Division Manager
Financial Analyst	E10	3109	Exempt	Exempt
Financial Analyst, Senior	E11	3115	Exempt	Exempt
Fire Battalion Chief - Non Shift	BC1	6161	Non-Exempt	Non-Exempt Fire Commissioned
Fire Battalion Chief - Shift	BCS1	6160	Non-Exempt	Non-Exempt Fire Commissioned
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	D7	6146	Exempt	Department Director and Division Manager

City of Westminster
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Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Fire EMS Chief	ABC1	6140	Exempt	Exempt Fire Commissioned
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 - Recruitment Officer - Non Shift	F4	6159	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4S	6144	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Shift	FS4S	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	ABC1	6124	Exempt	Exempt Fire Commissioned
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	FT1	6149	Non-Exempt	Non-Exempt Fire Commissioned
Fire Training Chief	ABC1	6141	Exempt	Exempt Fire Commissioned

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Firefighter I - Non Shift	F2-1	6136	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter I - Shift	FS2-1	6112	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Non Shift	F2-2	6137	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Shift	FS2-2	6111	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter III - Non Shift	F2-3	6157	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter III - Shift	FS2-3	6155	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter IV - Non Shift	F2-4	6158	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter IV - Shift	FS2-4	6156	Non-Exempt	Non-Exempt Fire Commissioned
Fleet Apprentice (Temporary)	N9	5205	Non-Exempt	Non-Exempt General
Fleet Crewleader	N19	5213	Non-Exempt	Non-Exempt General
Fleet Technician I	N14	5207	Non-Exempt	Non-Exempt General
Fleet Technician II	N15	5209	Non-Exempt	Non-Exempt General
Fleet Technician III	N16	5211	Non-Exempt	Non-Exempt General
Fleet Superintendent	E13	5203	Exempt	Exempt
Fleet Supervisor	N21	5202	Non-Exempt	Non-Exempt General
Focus Area Administrator	E12	7218	Exempt	Exempt
Foreperson	N18	5729	Non-Exempt	Non-Exempt General
General Building Inspector	N17	3407	Non-Exempt	Non-Exempt General

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
GIS Analyst	N18	4325	Non-Exempt	Non-Exempt General
GIS Analyst, Senior	N19	4326	Non-Exempt	Non-Exempt General
GIS Technician (Temporary)	N14	4313	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 Administrator	E13	3833	Exempt	Exempt
Housing Coordinator	E10	7173	Exempt	Exempt
Housing Inspector - Official Development Plan	N17	3836	Non-Exempt	Non-Exempt General

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Human Resources Administrator - Benefits	E13	3737	Exempt	Exempt
Human Resources Administrator - Retirement	E13	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
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 Supervisor	E11	3741	Exempt	Exempt
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 Security Analyst, Senior	E14	3239	Exempt	Exempt
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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
IT Infrastructure Supervisor	E14	3258	Exempt	Exempt
IT Operations Manager	D5	3257	Exempt	Department Director and Division Manager
IT Service Desk Supervisor	E14	3259	Exempt	Exempt
IT Systems Engineer	E12	3205	Exempt	Exempt
Landscape Architect	E9	5325	Exempt	Exempt
Landscape Designer	E8	5334	Exempt	Exempt
Lead Construction Inspector	N18	3446	Non-Exempt	Non-Exempt General
Lead Deputy Court Clerk	N14	4421	Non-Exempt	Non-Exempt General
Lead Plant Operator	N18	3314	Non-Exempt	Non-Exempt General
Lead Property Standards Officer	N18	3456	Non-Exempt	Non-Exempt General
Lead Prosecuting Attorney	E14	3513	Exempt	Exempt
Legal Administrator	E10	3516	Exempt	Exempt
Legal Assistant	N14	3521	Non-Exempt	Non-Exempt General
Legal Coordinator	E7	3518	Exempt	Exempt
Librarian I	E5	3603	Exempt	Exempt
Librarian I/Part Time	N15	3618	Non-Exempt	Non-Exempt General
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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
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	D4	3601	Exempt	Department Director and Division Manager
Library Shelver	N7	3617	Non-Exempt	Non-Exempt General
Library Supervisor	E6	3604	Exempt	Exempt
Management Analyst	E8	7130	Exempt	Exempt
Management Analyst, Senior	E10	7131	Exempt	Exempt
Marketing Analyst	E7	7153	Exempt	Exempt
Marketing and Cultural Affairs Administrator	E12	7182	Exempt	Exempt
Natural Resources Specialist	N13	5345	Non-Exempt	Non-Exempt General
Network Administrator	E10	3210	Exempt	Exempt
Network Supervisor	E14	3262	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 Steward I	N10	5341	Non-Exempt	Non-Exempt General
Open Space Steward II	N12	5342	Non-Exempt	Non-Exempt General
Open Space Supervisor	E7	7158	Exempt	Exempt

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Park Ranger	N13	5330	Non-Exempt	Non-Exempt General
Park Ranger, Senior	N18	5318	Non-Exempt	Non-Exempt General
Parking and Transportation Demand Management Coordinator	E11	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 Open Space Superintendent	E12	5348	Exempt	Exempt
Parks and Standley Lake Superintendent	E12	5347	Exempt	Exempt
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	D4	3934	Exempt	Department Director and Division Manager
Parks Specialist	N13	5310	Non-Exempt	Non-Exempt General
Parks Superintendent	E12	5332	Exempt	Exempt
Parkswoker I	N10	5311	Non-Exempt	Non-Exempt General
Parkswoker II	N12	5308	Non-Exempt	Non-Exempt General
Pavement Management Coordinator	E10	5523	Exempt	Exempt
Payroll Specialist	N15	4517	Non-Exempt	Non-Exempt General
Payroll Supervisor	E10	4526	Exempt	Exempt

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Planner	E8	3819	Exempt	Exempt
Planner, Principal	E13	3816	Exempt	Exempt
Planner, Senior	E10	3820	Exempt	Exempt
Planning Aide	N14	3815	Non-Exempt	Non-Exempt General
Planning Manager	D5	3801	Exempt	Department Director and Division Manager
Plans Examiner	N17	3431	Non-Exempt	Non-Exempt General
Plans Examiner, Senior	N18	3434	Non-Exempt	Non-Exempt General
Plans Examiner Supervisor	N19	3448	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 V	N17	3323	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 Accreditation and Policy Coordinator (Temporary)	E9	6243	Exempt	Exempt

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Police Chief	D10	6201	Exempt	Department Director and Division Manager
Police Commander	E16	6228	Exempt	Exempt
Police Data Analyst	E8	7201	Exempt	Exempt
Police Deputy Chief	D8	6225	Exempt	Department Director and Division Manager
Police Officer	P2	6207	Non-Exempt	Non-Exempt Police - Sworn
Police Officer, Senior	P3	6206	Non-Exempt	Non-Exempt Police - Sworn
Police Officer Trainee	P1	6218	Non-Exempt	Non-Exempt Police - Sworn
Police Records Supervisor	N17	4416	Non-Exempt	Non-Exempt General
Police Records Technician I	N12	4428	Non-Exempt	Non-Exempt General
Police Records Technician II	N14	4429	Non-Exempt	Non-Exempt General
Police Sergeant	P4	6204	Non-Exempt	Non-Exempt Police - Sworn
Policy and Budget Coordinator	E12	7161	Exempt	Exempt
Policy and Budget Manager	D5	7160	Exempt	Department Director and Division Manager
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
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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Procurement Manager	D4	7197	Exempt	Department Director and Division Manager
Procurement Specialist (Temporary)	N15	7215	Non-Exempt	Non-Exempt General
Program Planner/Designer	E11	3830	Exempt	Exempt
Property Evidence Technician	N14	6226	Non-Exempt	Non-Exempt General
Property Standards Administrator	E11	3454	Exempt	Exempt
Property Standards Officer	N16	3457	Non-Exempt	Non-Exempt General
Property Standards Officer, Senior	N17	3458	Non-Exempt	Non-Exempt General
Public Affairs Coordinator	E11	7099	Exempt	Exempt
Public Information Coordinator	E10	7098	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 III	N17	4111	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
Real Estate Development Manager	D5	7216	Exempt	Department Director and Division Manager
Real Estate Technician	N15	7221	Non-Exempt	Non-Exempt General

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
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
Rental Housing Technician	N14	3455	Non-Exempt	Non-Exempt General
Report Specialist	N13	6213	Non-Exempt	Non-Exempt General
Revenue Agent	E7	3111	Exempt	Exempt
Safety Analyst	N18	3742	Non-Exempt	Non-Exempt General
Safety Analyst, Senior	N20	3743	Non-Exempt	Non-Exempt General
Sales Tax Audit Supervisor	E11	3112	Exempt	Exempt
Sales Tax Auditor	E9	3108	Exempt	Exempt
Sales Tax Manager	D4	3101	Exempt	Department Director and Division Manager

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Second Assistant Golf Professional	N14	3913	Non-Exempt	Non-Exempt General
Senior Transportation and Mobility Planner	E14	3822	Exempt	Exempt
Service Desk Specialist	N15	3246	Non-Exempt	Non-Exempt General
Service Desk Specialist, Senior	N17	3247	Non-Exempt	Non-Exempt General
Software Engineer I	E10	3204	Exempt	Exempt
Software Engineer II	E12	3203	Exempt	Exempt
Stormwater Coordinator	E10	3373	Exempt	Exempt
Stormwater Utility Administrator	E15	3376	Exempt	Exempt
Street Inspector	N16	5517	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
Street Technician I	N10	5530	Non-Exempt	Non-Exempt General
Street Technician II	N12	5531	Non-Exempt	Non-Exempt General
Street Technician III	N14	5532	Non-Exempt	Non-Exempt General
Street Technician IV	N15	5533	Non-Exempt	Non-Exempt General
Student Apprentice (Temporary)	N7	5737	Non-Exempt	Non-Exempt General
Supervising Librarian	E6	3620	Exempt	Exempt
Support Services Administrator	E14	4422	Exempt	Exempt

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Sustainability Administrator	E12	3832	Exempt	Exempt
Sustainability Coordinator	E10	3834	Exempt	Exempt
Sustainability Intern (Temporary)	E8	3829	Exempt	Exempt
Systems Administrator	E11	3224	Exempt	Exempt
Technical Accounting Services Supervisor	E7	3123	Exempt	Exempt
Technical Services Coordinator	E11	6227	Exempt	Exempt
Technical Services Supervisor	E10	6242	Exempt	Exempt
Technology Procurement Specialist	N15	3233	Non-Exempt	Non-Exempt General
Traffic Accident Investigator	N16	6215	Non-Exempt	Non-Exempt General
Traffic Signal Technician	N15	5529	Non-Exempt	Non-Exempt General
Traffic Signs Technician	N13	5528	Non-Exempt	Non-Exempt General
Training and Instructional Designer	E8	7204	Exempt	Exempt
Transportation Engineer	E15	3377	Exempt	Exempt
Transportation Systems Supervisor	E10	3325	Exempt	Exempt
Utilities Apprentice (Temporary)	N8	5642	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

City of Westminster
2026 Amended Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Utilities Locator I	N15	5644	Non-Exempt	Non-Exempt General
Utilities Locator II	N16	5645	Non-Exempt	Non-Exempt General
Utilities Manager	D6	5601	Exempt	Department Director and Division Manager
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 Projects Specialist	E9	5609	Exempt	Exempt
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
Utilities Supervisor	N18	5641	Non-Exempt	Non-Exempt General
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
VOIP Engineer	E13	3260	Exempt	Exempt
Wastewater Superintendent	E14	3361	Exempt	Exempt
Water Bill Assistance Coordinator	N13	4522	Non-Exempt	Non-Exempt General

City of Westminster
 2026 Amended Pay Plan
 Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Water Quality Administrator	E14	3339	Exempt	Exempt
Water Quality Analyst	E6	3311	Exempt	Exempt
Water Quality Analyst, Senior	E8	3321	Exempt	Exempt
Water Quality Program Supervisor	E12	3381	Exempt	Exempt
Water Resources Administrator	E15	3326	Exempt	Exempt
Water Resources Analyst	E9	3317	Exempt	Exempt
Water Resources Analyst, Senior	E10	3368	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
Workforce Outreach Coordinator	E8	3734	Exempt	Exempt
Workforce Outreach Coordinator, Senior	E10	3735	Exempt	Exempt

City of Westminster
 2026 Amended Pay Plan
 Department Director and Division Manager Pay Plan

Grade	Minimum Salary	Maximum Salary
D3	\$127,769.00	\$159,705.00
D4	\$137,333.00	\$171,685.00
D5	\$147,633.00	\$184,539.00
D6	\$158,712.00	\$198,389.00
D7	\$170,620.00	\$213,280.00
D8	\$183,405.00	\$229,262.00
D9	\$197,158.00	\$246,447.00
D10	\$211,946.00	\$264,932.00

City of Westminster
 2026 Amended Pay Plan
 Exempt Pay Plan

Grade	Minimum Salary	Maximum Salary
E5	\$69,556.00	\$86,956.00
E6	\$74,787.00	\$93,466.00
E7	\$80,374.00	\$100,474.00
E8	\$86,411.00	\$108,002.00
E9	\$92,899.00	\$116,121.00
E10	\$99,858.00	\$124,810.00
E11	\$107,339.00	\$134,185.00
E12	\$115,388.00	\$144,247.00
E13	\$124,053.00	\$155,066.00
E14	\$133,356.00	\$166,690.00
E15	\$143,347.00	\$179,190.00
E16	\$154,097.00	\$192,629.00

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N7	1	\$18.79	\$39,083.20
	2	\$19.25	\$40,040.00
	3	\$19.74	\$41,059.20
	4	\$20.24	\$42,099.20
	5	\$20.74	\$43,139.20
	6	\$21.26	\$44,220.80
	7	\$21.80	\$45,344.00
	8	\$22.32	\$46,425.60
	9	\$22.89	\$47,611.20
	10	\$23.47	\$48,817.60
	11	\$24.05	\$50,024.00

N8	1	\$20.21	\$42,036.80
	2	\$20.71	\$43,076.80
	3	\$21.23	\$44,158.40
	4	\$21.76	\$45,260.80
	5	\$22.29	\$46,363.20
	6	\$22.85	\$47,528.00
	7	\$23.42	\$48,713.60
	8	\$24.01	\$49,940.80
	9	\$24.61	\$51,188.80
	10	\$25.23	\$52,478.40
	11	\$25.86	\$53,788.80

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N9	1	\$21.71	\$45,156.80
	2	\$22.25	\$46,280.00
	3	\$22.81	\$47,444.80
	4	\$23.38	\$48,630.40
	5	\$23.97	\$49,857.60
	6	\$24.57	\$51,105.60
	7	\$25.18	\$52,374.40
	8	\$25.82	\$53,705.60
	9	\$26.45	\$55,016.00
	10	\$27.11	\$56,388.80
	11	\$27.79	\$57,803.20

N10	1	\$23.35	\$48,568.00
	2	\$23.93	\$49,774.40
	3	\$24.54	\$51,043.20
	4	\$25.14	\$52,291.20
	5	\$25.78	\$53,622.40
	6	\$26.41	\$54,932.80
	7	\$27.07	\$56,305.60
	8	\$27.75	\$57,720.00
	9	\$28.44	\$59,155.20
	10	\$29.16	\$60,652.80
	11	\$29.87	\$62,129.60

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N11	1	\$25.09	\$52,187.20
	2	\$25.71	\$53,476.80
	3	\$26.36	\$54,828.80
	4	\$27.03	\$56,222.40
	5	\$27.70	\$57,616.00
	6	\$28.39	\$59,051.20
	7	\$29.11	\$60,548.80
	8	\$29.83	\$62,046.40
	9	\$30.57	\$63,585.60
	10	\$31.33	\$65,166.40
	11	\$32.11	\$66,788.80

N12	1	\$26.96	\$56,076.80
	2	\$27.66	\$57,532.80
	3	\$28.35	\$58,968.00
	4	\$29.04	\$60,403.20
	5	\$29.78	\$61,942.40
	6	\$30.51	\$63,460.80
	7	\$31.27	\$65,041.60
	8	\$32.06	\$66,684.80
	9	\$32.87	\$68,369.60
	10	\$33.69	\$70,075.20
	11	\$34.53	\$71,822.40

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N13	1	\$28.99	\$60,299.20
	2	\$29.72	\$61,817.60
	3	\$30.47	\$63,377.60
	4	\$31.22	\$64,937.60
	5	\$32.01	\$66,580.80
	6	\$32.80	\$68,224.00
	7	\$33.62	\$69,929.60
	8	\$34.47	\$71,697.60
	9	\$35.34	\$73,507.20
	10	\$36.21	\$75,316.80
	11	\$37.11	\$77,188.80

N14	1	\$31.18	\$64,854.40
	2	\$31.95	\$66,456.00
	3	\$32.74	\$68,099.20
	4	\$33.57	\$69,825.60
	5	\$34.41	\$71,572.80
	6	\$35.26	\$73,340.80
	7	\$36.15	\$75,192.00
	8	\$37.05	\$77,064.00
	9	\$37.98	\$78,998.40
	10	\$38.92	\$80,953.60
	11	\$39.89	\$82,971.20

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N15	1	\$33.51	\$69,700.80
	2	\$34.35	\$71,448.00
	3	\$35.20	\$73,216.00
	4	\$36.08	\$75,046.40
	5	\$36.99	\$76,939.20
	6	\$37.91	\$78,852.80
	7	\$38.86	\$80,828.80
	8	\$39.82	\$82,825.60
	9	\$40.81	\$84,884.80
	10	\$41.85	\$87,048.00
	11	\$42.88	\$89,190.40

N16	1	\$36.03	\$74,942.40
	2	\$36.92	\$76,793.60
	3	\$37.85	\$78,728.00
	4	\$38.79	\$80,683.20
	5	\$39.75	\$82,680.00
	6	\$40.75	\$84,760.00
	7	\$41.78	\$86,902.40
	8	\$42.82	\$89,065.60
	9	\$43.88	\$91,270.40
	10	\$44.97	\$93,537.60
	11	\$46.12	\$95,929.60

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N17	1	\$38.72	\$80,537.60
	2	\$39.69	\$82,555.20
	3	\$40.68	\$84,614.40
	4	\$41.70	\$86,736.00
	5	\$42.75	\$88,920.00
	6	\$43.81	\$91,124.80
	7	\$44.90	\$93,392.00
	8	\$46.02	\$95,721.60
	9	\$47.18	\$98,134.40
	10	\$48.36	\$100,588.80
	11	\$49.58	\$103,126.40

N18	1	\$41.62	\$86,569.60
	2	\$42.67	\$88,753.60
	3	\$43.73	\$90,958.40
	4	\$44.82	\$93,225.60
	5	\$45.94	\$95,555.20
	6	\$47.11	\$97,988.80
	7	\$48.27	\$100,401.60
	8	\$49.48	\$102,918.40
	9	\$50.72	\$105,497.60
	10	\$51.99	\$108,139.20
	11	\$53.27	\$110,801.60

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N19	1	\$44.75	\$93,080.00
	2	\$45.87	\$95,409.60
	3	\$47.02	\$97,801.60
	4	\$48.19	\$100,235.20
	5	\$49.40	\$102,752.00
	6	\$50.63	\$105,310.40
	7	\$51.89	\$107,931.20
	8	\$53.19	\$110,635.20
	9	\$54.52	\$113,401.60
	10	\$55.88	\$116,230.40
	11	\$57.29	\$119,163.20

N20	1	\$48.09	\$100,027.20
	2	\$49.30	\$102,544.00
	3	\$50.53	\$105,102.40
	4	\$51.79	\$107,723.20
	5	\$53.10	\$110,448.00
	6	\$54.44	\$113,235.20
	7	\$55.79	\$116,043.20
	8	\$57.19	\$118,955.20
	9	\$58.60	\$121,888.00
	10	\$60.07	\$124,945.60
	11	\$61.58	\$128,086.40

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N21	1	\$51.70	\$107,536.00
	2	\$53.01	\$110,260.80
	3	\$54.31	\$112,964.80
	4	\$55.68	\$115,814.40
	5	\$57.08	\$118,726.40
	6	\$58.50	\$121,680.00
	7	\$59.98	\$124,758.40
	8	\$61.47	\$127,857.60
	9	\$62.99	\$131,019.20
	10	\$64.59	\$134,347.20
	11	\$66.21	\$137,716.80

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt Fire Union Commissioned Position Titles

Non Shift Positions	Pay Grade	Class Code
Fire Trainee - Non Shift	FT1	6149
Firefighter I - Non Shift	F2-1	6136
Firefighter II - Non Shift	F2-2	6137
Firefighter III - Non Shift	F2-3	6157
Firefighter IV - Non Shift	F2-4	6158
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 - Recruitment Officer - Non Shift	F4	6159
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4S	6144
Fire Lieutenant - Technical Services Coordinator - Non Shift	F4	6120
Fire Captain - Non Shift	F5	6147

Shift Positions	Pay Grade	Class Code
Firefighter I - Shift	FS2-1	6112
Firefighter II - Shift	FS2-2	6111
Firefighter III - Shift	FS2-3	6155
Firefighter IV - Shift	FS2-4	6156
Fire Engineer - Shift	FS3	6109
Fire Paramedic - Shift	FS3P	6110
Fire Lieutenant - Safety and Medical Officer - Shift	FS4S	6145
Fire Lieutenant - Shift	FS4	6108
Fire Captain - Shift	FS5	6148

**NON-EXEMPT FIRE UNION COMMISSIONED PAY PLAN APPROVED PER THE AGREEMENT
 BETWEEN THE CITY OF WESTMINSTER AND WESTMINSTER PROFESSIONAL
 FIREFIGHTERS, IAFF, LOCAL 2889
 JANUARY 13, 2025 – JANUARY 10, 2027**

City of Westminster
 2026 Amended Pay Plan
 Non-Exempt Fire Union Commissioned Pay Plan

Non Shift				
Grade	Step	Hourly Rate	Annual Rate	Percentage of F2-4
FTI	1	\$37.60	\$78,208.00	70%
F2	1	\$37.60	\$78,208.00	70%
	2	\$40.28	\$83,782.40	75%
	3	\$45.65	\$94,952.00	85%
	4	\$53.71	\$111,716.80	100%
F3	1	\$59.08	\$122,886.40	110%
F3P	1	\$60.16	\$125,132.80	112%
F4	1	\$64.99	\$135,179.20	121%
F4S	1	\$68.21	\$141,876.80	127%
F5	1	\$71.97	\$149,697.60	134%

Shift				
Grade	Step	Hourly Rate	Annual Rate	Percentage of FS2-4
FS2	1	\$26.85	\$78,187.20	70%
	2	\$28.77	\$83,778.24	75%
	3	\$32.61	\$94,960.32	85%
	4	\$38.36	\$111,704.32	100%
FS3	1	\$42.20	\$122,886.40	110%
FS3P	1	\$42.96	\$125,099.52	112%
FS4	1	\$46.42	\$135,175.04	121%
FS4S	1	\$48.72	\$141,872.64	127%
FS5	1	\$51.40	\$149,676.80	134%

City of Westminster
2026 Amended Pay Plan

Non-Exempt and Exempt Non-Union Fire Commissioned Titles

Non-Exempt Positions	Pay Grade	Class Code
Fire Battalion Chief - Non Shift	BC1	6161
Fire Battalion Chief - Shift	BCS1	6160

Exempt Positions	Pay Grade	Class Code
Fire EMS Chief	ABC1	6140
Fire Marshal	ABC1	6124
Fire Training Chief	ABC1	6141

City of Westminster
2026 Amended Pay Plan

Non-Exempt and Exempt Non-Union Fire Commissioned Pay Plan

Non-Exempt Non Shift			
Grade	Step	Hourly Rate	Annual Rate
BCI	1	\$67.30	\$139,984.00
	2	\$68.99	\$143,499.20
	3	\$70.71	\$147,076.80
	4	\$72.48	\$150,758.40
	5	\$74.30	\$154,544.00
	6	\$76.15	\$158,392.00
	7	\$78.06	\$162,364.80
	8	\$80.01	\$166,420.80
	9	\$82.00	\$170,560.00
	10	\$84.06	\$174,844.80
	11	\$86.15	\$179,192.00

Non-Exempt Shift			
Grade	Step	Hourly Rate	Annual Rate
BCSI	1	\$48.07	\$139,979.84
	2	\$49.27	\$143,474.24
	3	\$50.51	\$147,085.12
	4	\$51.77	\$150,754.24
	5	\$53.07	\$154,539.84
	6	\$54.40	\$158,412.80
	7	\$55.75	\$162,344.00
	8	\$57.15	\$166,420.80
	9	\$58.57	\$170,555.84
	10	\$60.04	\$174,836.48
	11	\$61.54	\$179,204.48

Exempt		
Grade	Minimum Salary	Maximum Salary
ABC1	\$159,875.94	\$199,852.77

**City of Westminster
2026 Amended Pay Plan
Non-Exempt Police Sworn Position Titles**

Position	Pay Grade	Class Code
Police Officer Trainee	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 13, 2025 - JANUARY 10, 2027**

City of Westminster
2026 Amended Pay Plan
Non-Exempt Police Sworn Pay Plan

Grade	Step	Hourly Rate	Annual Rate
P1	1	\$38.82	\$80,745.60
P2	1	\$38.82	\$80,745.60
	2	\$41.69	\$86,715.20
	3	\$44.57	\$92,705.60
P3	1	\$48.89	\$101,691.20
	2	\$51.76	\$107,660.80
	3	\$57.51	\$119,620.80
P4	1	\$61.62	\$128,169.60
	2	\$65.24	\$135,699.20
	3	\$68.87	\$143,249.60
	4	\$72.49	\$150,779.20

City of Westminster
 2026 Amended 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

City of Westminster
 2026 Amended Pay Plan
 Hourly and Seasonal Titles

Position	Pay Grade	Class Code	Exemption Status
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
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

City of Westminster
2026 Amended Pay Plan
Hourly and Seasonal Titles

Position	Pay Grade	Class Code	Exemption Status
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
Judge Pro Tem	H45	9007	Non-Exempt
Lifeguard (Hourly)	H1	9119	Non-Exempt
Massage Therapist I	H26	9122	Non-Exempt
Massage Therapist II	H27	9186	Non-Exempt
Messenger	H9	9189	Non-Exempt
Park Ranger Trainee	H1	9066	Non-Exempt
Personal Trainer	H16	9124	Non-Exempt
Pilates Instructor	H21	9125	Non-Exempt
Private Swim Lesson Instructor	H9	9131	Non-Exempt

City of Westminster
 2026 Amended Pay Plan
 Hourly and Seasonal Titles

Position	Pay Grade	Class Code	Exemption Status
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
Sport Referee I	H3	9148	Non-Exempt
Sport Referee II	H6	9149	Non-Exempt

City of Westminster
 2026 Amended Pay Plan
 Hourly and Seasonal Titles

Position	Pay Grade	Class Code	Exemption Status
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
Yoga Instructor	H21	9156	Non-Exempt
Youth Camp Leader	H3	9170	Non-Exempt
Youth Camp Supervisor	H5	9187	Non-Exempt

City of Westminster
 2026 Amended Pay Plan
 Hourly and Seasonal Pay Plan

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
H1	\$17.07	\$17.92	\$18.79	\$19.70	\$20.67	\$21.68
H2	\$17.58	\$18.43	\$19.33	\$20.28	\$21.27	\$22.31
H3	\$18.07	\$18.98	\$19.90	\$20.87	\$21.89	\$22.95
H4	\$18.60	\$19.50	\$20.46	\$21.48	\$22.53	\$23.63
H5	\$19.15	\$20.08	\$21.07	\$22.10	\$23.17	\$24.31
H6	\$19.69	\$20.65	\$21.67	\$22.74	\$23.84	\$25.02
H7	\$20.27	\$21.26	\$22.29	\$23.39	\$24.55	\$25.75
H8	\$20.86	\$21.88	\$22.94	\$24.07	\$25.26	\$26.48
H9	\$21.46	\$22.52	\$23.62	\$24.76	\$25.99	\$27.25
H10	\$22.09	\$23.16	\$24.30	\$25.49	\$26.74	\$28.05
H11	\$22.72	\$23.83	\$25.01	\$26.22	\$27.51	\$28.86
H12	\$23.38	\$24.54	\$25.73	\$26.99	\$28.31	\$29.68
H13	\$24.06	\$25.24	\$26.47	\$27.77	\$29.15	\$30.56
H14	\$24.75	\$25.98	\$27.24	\$28.58	\$29.98	\$31.45
H15	\$25.47	\$26.73	\$28.03	\$29.41	\$30.85	\$32.35
H16	\$26.21	\$27.50	\$28.84	\$30.26	\$31.74	\$33.29
H17	\$26.98	\$28.30	\$29.67	\$31.14	\$32.67	\$34.27
H18	\$27.76	\$29.12	\$30.55	\$32.04	\$33.61	\$35.25
H19	\$28.56	\$29.96	\$31.42	\$32.97	\$34.59	\$36.27
H20	\$29.39	\$30.84	\$32.33	\$33.93	\$35.58	\$37.32
H21	\$30.24	\$31.72	\$33.28	\$34.90	\$36.61	\$38.43
H22	\$31.12	\$32.65	\$34.25	\$35.93	\$37.68	\$39.53
H23	\$32.02	\$33.59	\$35.23	\$36.97	\$38.78	\$40.68

City of Westminster
2026 Amended Pay Plan
Hourly and Seasonal Pay Plan

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
H24	\$32.95	\$34.56	\$36.26	\$38.03	\$39.89	\$41.85
H25	\$33.91	\$35.56	\$37.30	\$39.14	\$41.05	\$43.07
H26	\$34.88	\$36.60	\$38.41	\$40.28	\$42.25	\$44.33
H27	\$35.89	\$37.66	\$39.51	\$41.43	\$43.47	\$45.60
H45	\$68.92	\$72.37	\$75.82	\$79.27	\$82.72	\$86.17
H60	Min Wage					\$232.18
S1	\$17.07	\$17.92	\$18.79	\$19.70	\$20.67	\$21.68
S2	\$17.58	\$18.43	\$19.33	\$20.28	\$21.27	\$22.31
S3	\$18.07	\$18.98	\$19.90	\$20.87	\$21.89	\$22.95
S4	\$18.60	\$19.50	\$20.46	\$21.48	\$22.53	\$23.63
S5	\$19.15	\$20.08	\$21.07	\$22.10	\$23.17	\$24.31
G1	\$22.77					\$29.02
G2	\$51.22					\$58.05
G3	\$62.60					\$69.66
G4	\$73.99					\$81.27
EI**	Min Wage					\$232.18

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. The City of Westminster is authorized by City Council to pay Colorado/Federal minimum wage.